

**METROPOLITAN WASHINGTON COUNCIL OF GOVERNMENTS
777 North Capitol Street, NE
Washington, DC 20002-4290**

**RESOLUTION ADJUSTING THE COMPENSATION OF THE
EXECUTIVE DIRECTOR OF THE
METROPOLITAN WASHINGTON COUNCIL OF GOVERNMENTS**

WHEREAS, on September 13, 2006, the Board of Directors of the Metropolitan Washington Council of Governments (COG) authorized a renewal of COG's Executive Director's contract for a period commencing January 1, 2007, and concluding December 31, 2009; and

WHEREAS, the annual base salary under this resolution was approved at \$174,200 per year, subject to adjustment annually based upon a performance evaluation by COG's Board of Directors; and

WHEREAS, in July 2007, sixteen COG Board Member completed and submitted a performance evaluation form rating the Executive Director, which rating was scored at 3.5 points out of 4.0 points, representing an above average performance rating; and

WHEREAS, COG's Employee Compensation and Benefits Review Committee (ECBR) and other Board members met with the Executive Director to discuss his performance on July 28, 2007; and

WHEREAS, the COG Board also authorized staff to undertake a survey of salary and related compensation packages of chief executives of comparable organizations in the Washington region, and other regional Councils of Governments of scope and size to Council; and

WHEREAS, pursuant to the above process, as well as salary and associated fringe benefits revealed by such survey, the ECBR recommends a five percent increase in his base salary of \$174,200, to \$182,910, plus \$3,500 bonus; and

WHEREAS, the ECBR after reviewing the compensation survey and the above average performance evaluation of the Executive Director, recommends an increase in base salary compensation and continuation of the same fringe benefits, as set forth below.

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE
METROPOLITAN WASHINGTON COUNCIL OF GOVERNMENTS THAT:**

1. The Executive Director's salary is hereby increased to \$182,910 per year effective January 1, 2008.
2. The Executive Director will receive a one time bonus of \$3,500, effective upon approval of this resolution.
3. The Executive Director shall continue to receive the same amount in terms of his deferred compensation, transportation allowance, and professional development benefits as agreed in his employment contract dated September 13, 2006.