

**METROPOLITAN WASHINGTON COUNCIL OF GOVERNMENTS  
777 NORTH CAPITOL STREET, N.E.  
WASHINGTON, DC 20002**

**RESOLUTION APPROVING REVISIONS TO COG SALARY RANGES AND  
GENERAL SALARY INCREASE**

**WHEREAS**, the Metropolitan Washington Council of Governments (COG) has established a salary structure and pay-for-performance process for its employees; and

**WHEREAS**, in support of COG's desire to foster human resources programs, the Board of Directors previously authorized staff to conduct a yearly market-based salary study to enable COG to attract and retain high qualified staff to provide the best service to its member jurisdictions; and

**WHEREAS**, a market-based salary study has been conducted every year thereafter and now that 2011 study has been performed by Office of Human Resources Management, using benchmark salary data from COG member governments, major regional councils, and other Washington area non-profit associations; and

**WHEREAS**, despite salary gaps as shown on those studies during the past three years, COG revenue, like that of many area local governments, has been declining or flat that COG management elected to suspend its pay-for-performance merit salary program, reduced FTEs and increased employee costs for pension and health care; and

**WHEREAS**, COG pay-for-performance merit increases are being suspended again this year, and recognizing the financial strain additional pension contribution and health care cost would have on its staff, management now seeks a one-time two (2) percent general salary increase for all COG employees to offset additional employee pension and health care costs; and

**WHEREAS**, this will also promote employee retention and aid in recruitment; and can be fully supported by budgeted revenue and is consistent with the FY 2012 actions by several of its member governments, the general increase will be effective July 1, 2011. Salary ranges will also be adjusted based on this two percent; and

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

1. Effective July 4, 2011, COG employees shall receive a two (2) percent general across the board salary increase
2. Salary ranges for all positions will be adjusted based on this two percent.
3. The Executive Director is authorized to take appropriate actions consistent with the above, including conducting yearly follow up salary and benefits study consistent with past practices.