

METROPOLITAN WASHINGTON COUNCIL OF GOVERNMENTS
777 North Capitol Street, NE
Washington, DC 20002-4239

**RESOLUTION ADOPTING CHANGES TO THE COUNCIL OF GOVERNMENTS' SALARY
STRUCTURE AND FUTURE CONSIDERATION OF FUNDING FOR A SALARY STUDY**

WHEREAS, the Metropolitan Washington Council of Governments (COG) has established a salary structure for its employees through Resolution R34-00 approved on September 13, 2000; and

WHEREAS, based upon the above resolution it was recommended "to conduct maintenance pay structural review and implement changes as deemed appropriate with funding subject to the Board's approval;" and

WHEREAS, on September 2000, the COG Board authorized the Executive Director to make any other internal administrative and policy changes consistent with the findings of the Deloitte Salary and Benefits Study to include follow-up work on various recommendations relating to job classification maintenance programs, job description, performance-based merit increment, awards and incentive, pay policy review and other related projects; and

WHEREAS, the Office of Human Resources Management conducted a recent salary review showing that general salary increases and pay trends among member jurisdictions and general market place support a structural pay increase; and

WHEREAS, the Executive Director and the COG Board of Directors Employee Compensation and Benefits Review Committee have thoroughly discussed and considered these recommendations.

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

As approved by the COG Board Employee Compensation and Benefits Review Committee, the following recommendations and changes to COG's Salary System be adopted effective July 1, 2004.

- Provide a 2% adjustment to the COG's salary system and corresponding general salary increase to all staff. The salary increase cost is projected to be \$ 158,000 and the increase in fringe benefit cost is \$22,000, a total of \$181,000.
- The costs of implementing the above recommendations will be absorbed within the FY 2005 approved COG program budget.
- The COG Board further authorizes the Executive Director to include a new salary study in the proposed FY2006 work program and budget.
