

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

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

WHEREAS, the Metropolitan Washington Council of Governments (COG) Board of Directors approved an extension of the Executive Director's Employment Agreement for three more years, January 1, 2010 to December 31, 2012 in September 2009; and

WHEREAS, the COG Board appointed and charged the Employee Compensation and Benefits Review Committee (ECBR) with overseeing matters related to the Executive Directors annual performance evaluation and compensation and benefits, and making recommendations to the Board; and

WHEREAS, in July 2011, COG Board members were invited to review the Executive Director's performance goals and self-evaluation with ten Board members completing the performance evaluation forms and rating the Executive Director as "exceeds expectations;" and

WHEREAS, the ECBR met with the Executive Director to discuss his performance evaluation and new goals on July 23, 2011 following the COG annual retreat; and

WHEREAS, while the COG Board recognizes the outstanding work and service of David Robertson as reflected in his performance evaluation, the ECBR recommended no salary increase at this time. The recommendation reflects the current fiscal climate and budgetary constraints, and not on the Executive Director's outstanding contributions and achievements. The ECBR recommended a one-time performance bonus of \$4,000 given the important achievements during the period ending June 30, 2011.

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

1. There shall be no change in the Executive Director's base salary (currently \$192,308).
2. The Board approves a one-time performance bonus of \$4,000 to be paid January 2012.
3. The Executive Director's 457 deferred compensation contribution shall be increased from \$22,000 in CY 2011 to the maximum allowed by the IRS for January 2012.
4. The Executive Director's monthly transportation allowance shall remain at \$630.
5. The Executive Director shall continue to receive all other employee benefits with the same terms as contained in the current employment agreement.