

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

**RESOLUTION APPROVING JULY 1, 2007 COG SALARY RANGES,
GENERAL MARKET ADJUSTMENT AND DOMESTIC PARTNER HEALTH BENEFIT**

WHEREAS, in support of the Metropolitan Washington Council of Governments' (COG) desire to foster human resources programs consistent with its vision of a "world class-high performance organization," the Board of Directors previously authorized staff to conduct a market-based salary study and to consider periodic changes to COG's compensation and benefits to enable it to attract and retain highly-qualified staff to provide the best service to its member jurisdictions; and

WHEREAS, the COG Employee Compensation and Benefits Review (ECBR) Committee is responsible for advising the Board of Directors concerning changes to salary compensation and employee benefits; and

WHEREAS, the ECBR recommended that COG management conduct annual salary studies using benchmark salary data from COG member governments, major regional councils, and other Washington area non-profit associations; and

WHEREAS, beginning 2001, the Board of Directors approved annual ECBR recommendations concerning changes to compensation and benefits, most recently in 2006; and

WHEREAS, as part of the 2005 salary study, the Board authorized COG to purchase software and other administrative tools as a part of its contract that would allow COG management to conduct annual salary studies internally, limiting future consulting cost, and allowing COG to more easily maintain a market-based salary compensation system; and

WHEREAS, the ECBR reviewed management recommendations concerning changes to employee compensation and benefits, based on COG's 2007 market-based salary study, at its June 13, 2007 meeting and recommended the following actions by the Board of Directors.

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

1. COG shall increase the salary ranges (minimum and maximum) for position Grades 1 through 14 by five (5) percent and Grade 15 by two (2) percent.
2. COG shall provide a two (2) percent general market adjustment to eligible employees hired on or before July 1, 2007.
3. COG shall offer a domestic partner health care benefit to qualified employees, as provided by United Health Care to members of the COG regional health care coalition.
4. Actions are effective July 1, 2007 and the Executive Director is authorized to make additional adjustments to implement the Board's actions, consistent with the ECBR recommendations.