

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

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

**WHEREAS**, on September 30, 2006, the Board of Directors of the Metropolitan Washington Council of Governments (COG) re-authorized the execution of an Employment Agreement between COG and David J. Robertson as COG's Executive Director; and

**WHEREAS**, the Employment Agreement calls for an annual performance evaluation by COG's Board of Directors; and

**WHEREAS**, on July 2008, seventeen COG Board Members completed and submitted a performance evaluation form rating the Executive Director at 3.6 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 26, 2008 and the Chair met with him to discuss his salary on the same day, as agreed to under the original Employment Agreement, to recognize his performance; 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 regional Councils of Governments of scope and size to COG; and

**WHEREAS**, pursuant to the above process, as well as salary and associated fringe benefits revealed by such survey, it is recommended to increase the compensation package that includes the base salary, deferred compensation, and a bonus; and

**WHEREAS**, after reviewing the compensation survey and the above average performance evaluation of the Executive Director, the ECBR 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 base salary is hereby increased to \$188,397 per year effective January 1, 2009.
2. The Executive Director shall receive a one-time bonus in the amount of \$3600.00 which shall be issued on the next payday following COG Board's approval.
3. The Executive Director's 457 deferred compensation, paid under the Executive Director's ICMA-RC account, shall be increased to \$21,500 effective January 1, 2009.
4. The Executive Director shall continue to receive all other benefits with the same terms as contained in his employment contract dated September 30, 2006.