

[EL09] Compensation and Benefits

With respect to employment compensation and benefits to employees, consultants, contract workers, and volunteers, the CEO may not cause or allow jeopardy to fiscal integrity or public image. Accordingly, the CEO will not:

1. Change their own compensation and benefits,
2. Promise or imply permanent or guaranteed employment, such as:
 - (1) Promise or implication of future employment to term contract workers before their current contract expires, or
 - (2) Promise or implication of employment to term contract workers beyond the date indicating the termination of their contract.
3. Establish current compensation and benefits for full-time employees which:
 - (1) Deviate materially from the geographic or professional market for the skills employed,
 - (2) Create obligations over a longer term than revenues can be safely projected, in no event longer than four (4) years, and in all events subject to losses of revenue, or
 - (3) Exceed those of the CEO's.
4. Establish current compensation and benefits for term employees which:
 - (1) Deviate materially from the geographic or professional market for the skills employed,
 - (2) Create obligations over a longer term than revenues can be safely projected, in no event longer than one (1) year, and in all events subject to losses of revenue.
5. Establish or change pension benefits such that pension provisions:
 - (1) Cause unfunded liabilities to occur or in any way commit the organization to benefits which incur unpredictable future costs,
 - (2) Provide less than some basic level of benefits to all full-time employees,
 - (2.1) Differential benefits to encourage longevity in key employees are not prohibited.

- (3) Allow any employees to lose benefits already accrued from any foregoing plan,
- (4) Treat the CEO differently from other comparable key employees,
- (5) Are instituted without prior monitoring of these provisions.

Approved: 06/12

Reviewed:

Modified: 04/25
