

BOARD POLICY MANUAL

**Type:** Executive Limitation

**Approved:** June 21, 2011

**Policy:** EL-7 Compensation & Benefits

**Revised:** October 26, 2023

**Last Reviewed:** October 26, 2023

With respect to employment, compensation and benefits to support staff, consultants, contract workers and volunteers, the Director shall not cause or allow jeopardy to fiscal integrity or public image.

Further, without limiting the scope of the above statement by the following list, the Director shall not:

1. Change his/her own compensation and benefits.
2. Promise or imply guaranteed employment.
3. Establish current compensation and benefits that deviate materially from the local and/or professional market for the skills employed.
  - 3.1. Negotiate employment agreements outside of parameters established by the Board.