

**POLICY FOR PAYMENT OF SALARY
COMPENSATION AND REIMBURSEMENT
TO THE CHIEF EXECUTIVE OFFICER**

Established by Resolution No. 23 of 2006

The Authority will seek to negotiate compensation arrangements with the Executive Director in order to attract and retain well qualified professional personnel to fill the position in order for the Authority to successfully accomplish its mission.

Compensation at initial hire will reflect the prospective manager's educational qualifications, prior professional experience, scope of responsibilities, and customary or prevailing practices for compensation for positions of comparable duties and levels of responsibility in the counties.

Annual adjustments to compensation shall be negotiated to take into account rises in the cost of living, increases in qualification and experience levels, changes in scope of duties to be performed and meritorious performance duties.

Compensation shall include a combination of salary, leave and benefits for such positions. Salary will be in the form of a base annual salary with the possibility of bonuses or performance incentives. Leaves may be in the form of days or periods of vacation, sick or other type of leave that may be negotiated. Benefits may include health insurance coverage, retirement arrangements, tax preferred instruments, employee educational expense, employee reimbursement for business related activity and the like.

The Executive Director shall be reimbursed fully for expenses incurred in the conduct of the Authority's business. For travel related expenses, the mileage reimbursement for use of a personal vehicle shall be the official IRS mileage rate in effect at the time of travel.