

**POLICY #3: EXECUTIVE LIMITATIONS**

**COMPENSATION AND BENEFITS**

**Approved August 18, 2016**

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

Accordingly, it may not:

1. Establish current compensation and benefits which:
  - A. Deviate materially from the geographic and professional market for the skills employed.
  - B. Create obligations over a longer term than revenues can be safely projected, and in all events subject to losses of revenue.