

## Montgomery County SPCA

### Policy for Determining Executive Director Compensation

The Board of Directors is responsible for drafting and maintaining a current and accurate job description for the Executive Director.

The Board of Directors, none of whom receive compensation, are responsible for establishing the compensation and benefit arrangements provided to the Executive Director.

The Personnel Committee of the Board is responsible for drafting the recommendation for the full Board and for doing the research on comparable salaries paid to not-for-profit CEO's doing similar work. This research must take into account regional differences.

This data may include the following:

1. Salary and benefit compensation studies by independent sources;
2. Information obtained from the IRS Form 990 of similar organizations.

The Board of Directors is authorized to seek outside independent compensation and legal advisors, when deemed necessary, to make an ethical and fair decision on the Executive Director's compensation.

The Executive Director will not participate in Board deliberations concerning executive compensation, other than to answer questions.

The Board of Directors shall annually review the performance of the Executive Director on matters of performance and compensation.