

Policy Type:	EXECUTIVE LIMITATION POLICY		EL 9
Policy Title:	Compensation and Benefits		
Last Updated:	September 26, 2002	Reviewed:	Annually in March

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

Accordingly, the CEO will not:

1. Change the CEO's own compensation and benefits.
2. Establish current compensation and benefits that deviate materially from the local, regional or professional market for the skills employed.
3. Create compensation obligations over a longer term than revenues can safely be projected.
4. Establish or change benefits so as to cause unpredictable or inequitable situations which:
 - a) Incur unfunded liabilities.
 - b) Provide less than some basic level of benefits to all employees.
 - c) Treat the CEO differently from other key employees.