

POLICY for EXECUTIVE COMPENSATION of CHIEF EXECUTIVE OFFICERS	
DISTRIBUTION: All JF&CS Board and Staff	EFFECTIVE DATE: June 1, 2009
APPROVED: May 27, 2009	STAFF CONTACT: Chief Financial Officer

Purpose:

To establish a policy for establishing compensation for the Chief Executive Officer, Chief Operating Officer, and Chief Financial Officer.

Policy:

The Chief Executive Officer is under an employment contract with the Board of Directors. The Agency does not require the Chief Executive Officer to have an employment contract nor does it require any employment contract to cover a specific period of time.

The Chief Executive Officer employment contract is established and approved by an independent committee consisting of the Board President, Immediate Past President, and First Vice President. The committee may also include individuals with actuarial or compensation expertise. Such individuals are appointed by the President. The terms of the contract are based on comparable survey data received from the Association of Jewish Family & Children’s Agencies, a group of over 140 Agencies that perform similar services to JF&CS, as well as other available data which may include other Chief Executive Officer employment contracts from comparable Agencies. Minutes of the independent committee shall be documented.

If any member of the independent committee has a conflict of interest as described in the JF&CS Conflict of Interest Policy they may not serve on the committee and another individual may be appointed by the President. If the President has a conflict of interest, then another individual may be appointed by the First Vice President.

The Board of Directors authorizes the Chief Executive Officer to determine payroll for all staff including the Chief Operating Officer and Chief Financial Officer. Performance reviews are done annually. Compensation is reviewed annually for all employees and adjusted based on performance, market data, and the financial condition of the Agency.