

United Way of Hall County Executive Compensation Policy

Philosophy:

United Way of Hall County's activity is guided by a mission statement and strategic plan that are updated regularly by the Board of Directors. The allocation of United Way's financial and human resources are designed to achieve progress in fulfilling the mission and objectives of the strategic plan. The Board recognizes the need to attract, retain and reward skilled executives and other personnel within guidelines established by the Internal Revenue Service and good non-profit governance practices. United Way of Hall County will strive to provide executive compensation that is competitive with the marketplace and commensurate with experience, the size of the organization and scope of responsibility and performance.

Purpose:

- A. To assure that United Way of Hall County is able to retain high quality executive leadership by providing reasonable compensation.
- B. To assure that decisions regarding executive compensation are made through sound governance practices that ensures accountability.

Persons whose compensation is subject to this policy:

- A. The annual compensation for the President and Chief Professional Officer is subject to this policy.
- B. Any other member of the staff deemed appropriate by the Executive Committee shall also be subject to this policy.

Enforcement and Administrative Responsibilities:

Enforcement and administrative responsibilities of this policy rests with the Executive Committee of the Board. Each year the Executive Committee will assess information and data and make final determinations regarding the President & CPO's compensation. The Executive Committee will also approve the salary for United Way of Hall County employees with a position of Vice President.

Enforcement and administrative responsibilities for the compensation of all other members of the staff rests with the President & CPO. Each year, he or she will assess information and will make recommendation of other compensation. All compensation will be included in the annual budget and subject to approval by the Finance Committee and the Board of Directors.

Responsibilities of the Executive Committee:

- A. Review and approve organizational goals and objectives of the President and CPO.

- B. Review his or her performance against those goals and objectives. Compensation will be aligned with organizational performance, mission and values.
- C. Review the job description for the President and CPO at a minimum of every three years and update as needed.
- D. Utilize compensation data provided by United Way Worldwide on local United Way organizations that are similar in size and geographical location to determine a fair and competitive compensation that meets the “reasonable standard” of the Internal Revenue Service.
- E. Produce an annual compensation report for the Board of Directors.
- F. Review and approve any severance.
- G. Oversee plans for management development and succession.
- H. The Executive Committee shall have the authority to obtain the advice and assistance from internal and external legal, accounting and other advisors.

Approved by Governance and Personnel Committee – December 1, 2010

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