

## **Compensation Review Policy**

The bylaws of the Foundation for Foster Children's Personnel/Grievance Committee provide that the Committee has general oversight of the organization's human resource matters. Specific duties include yearly evaluation of the Executive Director of the organization.

A competent salary survey is used to benchmark compensation for the position utilizing Rollins College Nonprofit Compensation and Benefits reports and other studies. The committee meets independent of the Executive Director to discuss performance relative to the position description. During these deliberations, the committee also considers input obtained from other board members, staff, professional advisors, grant recipients, and other informed community leaders.

Once a consensus is reached regarding performance, a similar discussion is held concerning compensation relative to annual benchmark and established objectives.

The committee presents its findings and recommendations, in an executive session without the Executive Director present, to the full board for review and approval.

The committee and/or the board chair (a member of the committee) then meet with the Executive Director to discuss and document strengths, weaknesses, and goals for the upcoming year. Compensation for the upcoming year is also discussed and documented.