

<p>Washtenaw County Community Mental Health</p>	<p><i>Policy and Procedure</i></p> <p><i>Compensation and Benefits</i></p>
<p>Author: WCCMH Board of Directors Approval Date: 10-1-2015 Approved By: WCCMH Board</p>	<p><i>Policy Type: Executive Authority</i></p> <p style="text-align: right;">Number 03-007 Page: 1 of 1</p>

With respect to employment, compensation and benefits to employees, consultant, contract workers and volunteers, the Executive Director may not cause or allow jeopardy to fiscal integrity or public image.

Accordingly, he or she may not:

1. Change his or her own compensation and benefits.
2. Promise or imply permanent or guaranteed employment.
3. Establish current compensation and benefits which:
 - a. Deviate materially from the geographic or professional markets that are based on similar organizational characteristics.
 - b. Create obligations over a longer term than revenues can be safely projected.
4. Establish or change benefits provisions that could:
 - a. Cause unfunded liabilities to occur or in any way commit the organization to benefits which incur unpredictable future costs.
 - b. Provide less than some basic level of benefits to all full time employees, although differential benefits to encourage longevity in key employees are not prohibited.
 - c. Treat the Executive Director differently from other comparable key employees.