

Tuesday's Children

Policy for Setting Executive Salaries Adopted December 9, 2014

The Executive Director's compensation, including any bonus payments, is established by the Operating Committee. The composition of the Operating Committee may change from time-to-time, but is often comprised of the Chair of the Board, the Vice chair of the Board, the Chair of the Finance Committee, the Chair of the Program Committee and a member of the Board who is an attorney. Although the Executive Director also participates in meetings of the Operating Committee, the Executive Director will not participate in any meetings in which his/her salary or bonus is determined, and all other members of the Operating Committee who participate in the setting of the salary and bonus of the Executive Director will be independent of the Executive Director. In determining the Executive Director's compensation, the Operating Committee reviews the Executive Director's professional experience, salary history and refers to current Guidestar and similar salary information for other comparable institutions as a benchmark. The Executive Director's compensation is reviewed annually in this manner.

The initial compensation for key employees is determined by the Executive Director, and the Executive Director makes bonus recommendations, if any, for key employees to the Operating Committee, which has final approval of any bonuses to key employees. The process for determining the salary and bonuses of key employees is the same process used to determine the salary and bonus paid to the Executive Director, as described above. Annually, each key employee participates in a review process and salary modifications are outlined in a written agreement with the key employee. Key employee salaries are included in the organization's budget in designated budget lines.