

## EL 7 Compensation and Benefits

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With respect to employment, compensation, and benefits to employees, consultants, contract workers, and volunteers, the GM shall not cause or allow jeopardy to fiscal integrity or public image.

The GM shall not:

- EL 7.1 Change his or her own compensation and benefits.
- EL 7.2 Promise or imply permanent or guaranteed employment.
- EL 7.3 Establish current compensation and benefits that deviate from the geographic or professional market for the skills employed.
- EL 7.4 Create compensation and benefits obligations over a longer term than revenues can be safely projected, in no event longer than one year and in all events subject to losses in revenue.
- EL 7.5 Establish or change benefits so as to cause unpredictable or inequitable situations.
- EL 7.6 Provide less than some basic level of benefits to all fulltime employees, though differential benefits to encourage longevity are not prohibited.
- EL 7.7 Allow any employee to lose benefits already accrued from any foregoing KCI plan.