



FAMD Executive Compensation Policy

The FAMD Finance Committee is responsible for recommending to the Board of Directors any changes to the compensation of the Executive Director, Director of Development and the Director of Operations. This will include any increases to the base salary and any additional cash payments such as bonuses. The Finance Committee will conduct an annual compensation review which will include competitive data and the performance of these individuals.

The Finance Committee will make their recommendations based on competitive data of salaries of the leaders of similar organizations as supplied by the Society of Animal Welfare Administrators (SAWA) compensation survey and any other relevant compensation information. SAWA is a nationally recognized animal welfare organization that conducts annual salaried surveys.

The FAMD Board of Directors will consider and vote on the FAMD Finance Committee recommendation, as outlined by the by-laws.