

2.2.3.c ED Performance and Compensation Review Policy

The SCBC Board will conduct a performance and compensation review for/of the Executive Director.

Procedure

1. Informal Annual review of ED Performance completed as part of the annual SCBC Strategic Priorities review. (review template #1 established 2020 subject to annual modifications as needed by the Board)
2. The ED will complete a Formal review at least once every 3 years or as deemed necessary by the Board. (review template # 2 established 2020 subject to modifications as needed by the Board)
 - a. ED Compensation will be part of the formal review process –
 - i. Compensation Package to include: Annual Salary; increases aligned with cost-of-living considerations (range to be determined by the Board in the year of the review); Dental and Health plan membership; optional RRSP contribution.

2.2.3.d ED Succession Transition Policy

The SCBC Executive Director will prepare a Transition plan working with the SCBC Board Chair