



## SACOG Board of Directors

December 13, 2007

### Consideration of Adjustments to Executive Director's Salary

**Issue:** Potential adjustment of the Executive Director's salary

**Recommendation:** That the Board approve the recommended enhancements to Executive Director Mike McKeever's Compensation

**Discussion:** The Strategic Planning Committee reviewed Mr. McKeever's performance this month, including analyzing the questionnaires returned by the full Board as well as a discussion of the personal views of the Committee members in attendance (Directors Dupray, Cosgrove, Cabaldon, Thomson, Peters and Hammond). Based on a very positive review of his performance, the Strategic Planning Committee authorized Chair Dupray and Vice-Chair Cosgrove to meet with Mr. McKeever to attempt to reach agreement on this matter. The Committee requested Mr. McKeever try to think of creative ideas, as in the past, to create value for him while minimizing cost to the organization. The Committee also gave Dupray and Cosgrove parameters within which to negotiate.

The attached proposed amendments to Mr. McKeever's employment contract meet these criteria. In summary, they are as follows:

#### Year 1 (2008)

- A. Delete one week of vacation time and replace it with an equivalent SACOG contribution to his retirement account. This costs SACOG about 22 extra cents on the dollar, or slightly less than \$800 per year in year 1. Unused vacation time must ultimately be paid by SACOG. Paying it now instead of later actually saves SACOG some money as well because salaries do tend to go up over time.
- B. Establish \$6000 per year professional development and education fund, most probably to be used in the fall of 2008 for a 1-week Harvard Kennedy School of Government course on innovative partnerships between government, private and non-profit sectors.

#### Year 2 (2009)

- A. Convert 1 week of sabbatical time that SACOG pays to an equivalent SACOG contribution to his retirement account. This will cost SACOG another \$800 per year. (By 2009 we expect him to have used his first allowable sabbatical in the summer of 2008.)
- B. Give him the annual option to continue the \$6000 per year professional development and education fund, or convert some or all of it to a pay raise.

By the end of the second year, the annual out-of-pocket costs to SACOG from these changes will amount to almost exactly a 4% increase in compensation.

Approved by:

Rusty Dupray  
Chair  
Attachment