

Staff Salaries

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The Executive Director is authorized to set and from time to time adjust salaries of staff members, except the Executive Director, within annual budgetary limitations.

Evaluations and employee reviews shall be conducted annually. Salary adjustments of staff members shall be merit and performance based. The Executive Director may have the option to adjust salaries or award a bonus compensation each year within the budgetary limitation. The Executive Director will compare Optimist International salaries by position median salary ranges in the local job markets and have the authority to adjust salaries as appropriate to maintain competitiveness in local job markets.

(Nov 1958; Dec 1965; Mar 1989; Feb 2013; Dec 2015)

Reaffirmed Dec 2012