PROCEDURE # 10.17a		EFFECTIVE DATE	REVISED DATE
TITLE:	COMPENSTAION AND BENEFITS	5/18/2017	7/22/2026
ATTACHMENT TO		REVIEW DATES	
POLICY #:	10.17		
POLICY TITLE:	Management Delegation and Executive Limitations		
CHAPTER:	Board Governance		

I. PURPOSE

With respect to employment, compensation, and benefits for employees, consultants, contract workers, interns, and volunteers, the Lakeshore Regional Entity (the "Entity") Chief Executive Officer (CEO) is expected to support the Entity's financial integrity and promote a positive public image. The purpose of this procedure is to define the parameters for compensation and benefits for the Entity CEO.

II. PROCEDURES

The Entity CEO is responsible for administering compensation and benefits practices in a manner that supports organizational integrity, fiscal responsibility, and fair treatment. In carrying out this responsibility, the Entity CEO shall not:

1. Change the Entity CEO's own compensation and benefits without appropriate Board authorization.
2. Offer employment commitments only in a manner consistent with authorized agreements. Time-limited Executive Employment and Professional Services Agreements with termination clauses are permissible.
3. Establish current compensation and benefits only when they:
    - i. Align materially with the geographic and professional market for the skills employed;
    - ii. Create obligations that are supported by reasonably projected revenues, do not extend beyond one year, and remain subject to changes in revenue; and
    - iii. Include appropriate efforts to solicit and consider staff preferences.

4. Establish or change retirement benefits only when they:
    - i. Avoid unfunded liabilities and do not commit the Entity to benefits that may create unpredictable future costs;
    - ii. Provide at least a basic level of benefits to all full-time employees, while allowing differential benefits that recognize and encourage longevity; and
    - iii. Are instituted with appropriate due diligence and direction from the Entity Board of Directors.

III. APPLICABILITY AND RESPONSIBILITY

This procedure applies to the Entity Board of Directors and LRE CEO.

IV. MONITORING AND REVIEW

This procedure will be reviewed by the CEO and Entity Board of Directors on an annual basis.

V. DEFINITIONS

N/A

VI. RELATED POLICIES AND PROCEDURES

A. 10.17 Delegation Management and Executive Limitations
B. LRE By-Laws

VII. REFERENCES/LEGAL AUTHORITY

N/A

VIII. CHANGE LOG

Date of Change	Description of Change	Responsible Party
11/18/21	Previously policy. Now procedure	Board of Directors
7/23/2025	Reviewed, No Changes	BOD
7/2/2026	Updated wording throughout the procedure to use a more positive, professional tone while preserving the original intent, requirements, and formatting	CEO/BOD