



EXECUTIVE COMPENSATION POLICY

Employment and Compensation

The Executive Director is responsible for the day to day operation of United Midcoast Charities. The Executive Director reports to the Board of Directors.

United Midcoast Charities is an equal opportunity “at-will” employer and is committed to providing equal employment opportunities based upon an individual’s ability and qualifications. Our policy is to hire well-qualified people to perform the required work. We do not discriminate against people on the basis of race, citizenship, ancestry, color, religion, sex, sexual orientation, national origin, age mental or physical disability, because of an individual’s assertion of a Worker’s Compensation Claim or rights under former Title 39 or Title 39-A, or because of actions taken by an individual that are protected in the Whistle Blower’s Protection Act, Title 26, Chapter 7, Subchapter V-B, in all aspects of employment, including hiring, employment, benefits, advancement opportunities, recruiting, training, or transfers.

Salary Administration

Our salary administration program is guided by, but not limited to, the following:

- Market based compensation comparisons with like-sized Maine organizations providing similar services.
- Financial health of United Midcoast Charities including cash position, revenue and expense trends, forecasts and other related indicators.
- The ability to attract and retain talented and effective staff members.
- The individual performance of the employee.

The President shall lead an annual performance evaluation of the Executive Director. The outcome of the performance evaluation shall be reported to the Board of Directors for approval and vote.