

AREA AGENCY ON AGING OF PASCO-PINELLAS, INC.

POLICY: EXECUTIVE SALARY COMPENSATION GUIDELINES

DEPARTMENT: HUMAN RESOURCES

DATE DEVELOPED: 08/01/2026

DATE REVISED:

POLICY #: ADM HR - 20

PRIOR POLICY: NA

PROGRAM: HUMAN RESOURCES

PURPOSE: The purpose of this policy is to provide guidance and establish a consistent and uniformly applied policy limiting the salary range of the executive director to be paid with DOEA funds. The executive director may not receive a salary in excess of 150 percent of the annual salary paid to the secretary of the DOEA from state-appropriate funds, including state-appropriated federal funds. This does not prohibit AAAPP from providing a salary that is not from state-appropriated funds to the executive director.

BACKGROUND: Effective July 1, 2026, s. 409.992 F.S. 430.09 outlines that an AAA Executive Director may not receive a salary, whether base pay or base pay combined with any bonus or incentive payments, in excess of 150 percent of the annual salary paid to the secretary of the Department of DOEA from state-appropriated funds, including state-appropriated federal funds. This does not prohibit any party from providing cash that is not from appropriated state funds to an AAA Executive Director.

ACTION REQUIRED: AAAPP shall submit all associated financial documents to confirm compliance with the Office of Financial Accountability by July 31, 2026, and annually thereafter.