

AREA AGENCY ON AGING OF PASCO-PINELLAS, INC.

POLICY: EXECUTIVE SALARY COMPENSATION APPROVALS

DEPARTMENT: HUMAN RESOURCES

DATE DEVELOPED: 08/01/2026

DATE REVISED:

POLICY #: ADM HR - 21

PRIOR POLICY: NA

PROGRAM: HUMAN RESOURCES

Purpose: To outline the annual process for determining compensation for the Executive Director. According to Area Agency on Aging of Pasco-Pinellas (AAAPP) Bylaws, the AAAPP's Executive Committee shall annually evaluate the Executive Director on his/her performance and ask for his/her input on matters of performance and compensation.

The Executive Director of AAAPP is the principal representative of the agency and the person responsible for the efficient operation of AAAPP. Therefore, the AAAPP desires to provide fair yet reasonable and not excessive compensation to the Executive. Keeping in mind that effective July 1, 2026, 430.09 FS 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 its Executive Director or other highly compensated employees.

Board Approval: The Executive Committee will make a recommendation to the full board for the compensation (salary and benefits) of the Executive Director based on the Executive Director's review, available funds, and available comparative data. Comparative data may include:

1. A comparison of salaries obtained from the IRS Form 990 filings of similar organizations in Florida
2. A compensation survey conducted every three years that is conducted based on the availability of funds
3. Budget Availability

Independence in Setting Compensation: The Chair of the board of directors, who is a volunteer and not compensated by the AAAPP, will operate independently without undue influence from the Executive Director.