

Compensation and Travel Policy

(a) It is the policy of the LDC to pay just and reasonable compensation for personal services rendered to the LDC by officers and employees. The members of the Board of Directors shall not receive compensation for fulfilling their duties as members, although members may be reimbursed for actual out-of-pocket expenses which they incur in order to fulfill their duties as members. Expenses of spouses will not be reimbursed by the LDC unless the expenses are necessary to achieve an LDC purpose.

(b) The Board must approve and advance the amount of all compensation for officers of the LDC's Board. Before approving the compensation of an officer, the Board of Directors shall determine that the total compensation to be provided by the LDC to the officer is an reasonable amount in light of the position, responsibility and qualification of the officer for the position held, including the result of an evaluation of the officer's prior performance for the LDC, if applicable. In making the determination, the Board shall consider total compensation to include the salary and the value of all benefits provided by the LDC to the individual in payment for services. At the time of the discussion and decision concerning an officer's compensation, the officer should not be present in the meeting. The Board of Directors shall obtain and consider appropriate data concerning comparable compensation paid to similar officers in like circumstances. The Board shall set forth the basis for its decisions with respect to compensation in the minutes of the meeting and which the decisions are made, including the conclusions of the evaluation and the basis for determining that the individuals compensation was reasonable in light of the evaluation and the comparability data.

(c) Nothing in this Policy shall be construed to affect any rights or liabilities of the LDC as set forth in any legally cognizable agreement between it and the Town of Union.