

# AVIATION AUTHORITY POLICY

<b>600: HUMAN RESOURCES</b>	<b>Effective: 07/29/82</b>
<b>COMPENSATION</b>	<b>Revised: 06/08/89</b>
<b>P610: Compensation for Authority Employees</b>	<b>03/01/90</b>
	<b>04/06/00</b>
	<b>06/06/02</b>
	<b>03/04/04</b>
	<b>08/23/07</b>
	<b>09/06/12</b>
	<b>12/20/12</b>
	<b>11/05/15</b>
	<b>02/04/21</b>

**PURPOSE:** To provide for the compensation of employees of the Authority.

**LEGAL CONSIDERATION:** Section 6(2)(e) of the Hillsborough County Aviation Authority Act authorizes the Chief Executive Officer to establish positions, duties and a pay plan, and promote, discipline and terminate personnel.

**POLICY:** Compensation for Authority employees will consist of salary, fringe benefits, and other considerations approved from time to time by the Chief Executive Officer, subject to annual budget approval.

**A. Salary**

1. Chief Executive Officer - The compensation of the Chief Executive Officer will be established by the Board. The Authority may enter into an employment agreement with the Chief Executive Officer, which may include provisions for salary, fringe benefits and other considerations.
2. The salary ranges of all other employees, exempt or non-exempt, will be approved by the Board as part of the annual budget process. The Chief Executive Officer may enter into an employment agreement with an employee, which may include provisions for salary, fringe benefits and other considerations, for a term not exceeding three years, subject to Board approval.

**B. Fringe Benefits**

To attract and retain quality employees, the Chief Executive Officer or designee will develop and provide benefits comparable to industry standards, subject to annual budget approval.