

## **Peaceful Valley Donkey Rescue's Employee Compensation Policy**

The Executive Director will be responsible for setting the salary/hourly wage for all employees. The wages will be based on knowledge, experience and the going rate for similar positions in both the non-profit as well as the for-profit sectors. These wages will be reviewed and approved by the Board of Trustees each year.

The Executive Director's salary shall be determined by the unpaid members of the Board of Trustees. This committee shall review the current salaries of other non-profit executive directors, Presidents, CEOs, etc from other similarly sized equine rescues as well as other organizations of equal financial size.

In addition, the entire Board of Trustees shall evaluate the performance of the Executive Director annually.