EXECUTIVE DIRECTOR COMPENSATION PROCESS

The Macula Vision Research Foundation (MVRF) board of directors is responsible for hiring, and establishing the compensation (salary and benefits) of the Executive Director/CEO by identifying compensation that is "reasonable and not excessive," but that also is attractive enough to retain the best possible talent to lead the organization. Overall the internal process for determining the appropriate compensation is to conduct a review of what similarly-sized peer organizations, in the same geographic location, offer their senior leaders.

Three-step process to determine appropriate compensation on an annual basis:

1. The board arranges for an "independent body" (which means that the person receiving the compensation should not be part of the review process) to conduct an annual comparability review. MVRF prefers to use the executive committee of the board for this purpose.

2. The MVRF executive committee reviews a compilation of salary and benefits comps data, such available from salary and benefit surveys, to learn what national NPO’s of a similar budget size that are located in the same, or a similar geographic region, pay their senior leaders. They also review and weigh overall performance and leadership-based metrics.

3. The MVRF executive committee documents who was involved and the process used to conduct the review, as well as the disposition of the full board's decision to approve the executive director's compensation. The documentation demonstrates that the board took the comparable data into consideration when it approved the Executive Director/CEO compensation.