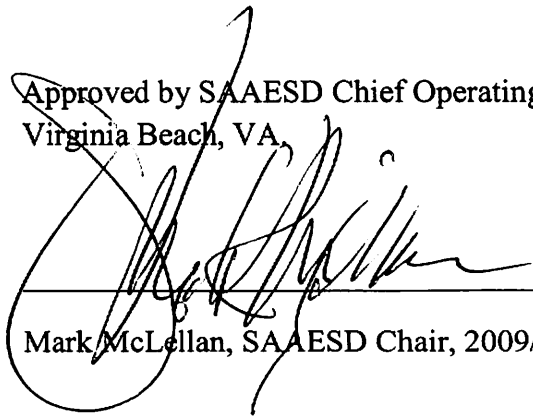


Policy Statement on SAAESD Executive Director and Administrative Assistant Salary/Benefits Increases and SAAESD Member Assessments

Upon approval by the SAAESD Chief Operating Officers of an increase in salary and benefits for the SAAESD Executive Director and/or the Administrative Assistant, the total SAAESD member assessment will be raised an equal amount and prorated across member SAES's in the same proportion as the previous year's assessments. The increase in assessments will take effect concurrently with the increase in salary and benefits. If and when the salary and benefits of the SAAESD Executive Director and/or the Administrative Assistant are decreased for any reason, the total member assessment will be decreased an equal amount, prorated across member SAES's.

Approved by SAAESD Chief Operating Officers (or their representative) on March 25, 2010 in Virginia Beach, VA.



Mark McLellan, SAAESD Chair, 2009/10

3-25-10

Date