

**Policy Number** 1.9  
**Title** Compensation and Benefits  
**Section** 1: Executive Limitations  
**Effective Date** October 27, 2004  
**Reviewed & Approved:** October 18 2017 Board Meeting

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With respect to employment, compensation and benefits to employees, consultants, contract workers and volunteers, the Chief Executive Officer (CEO) ~~may~~shall not cause or allow jeopardy to fiscal integrity or public image.

Accordingly, s/he ~~may~~shall not:

1. Change his or her own compensation and benefits without board approval .
2. Promise or imply permanent or guaranteed employment other than in accordance with the Board's *Personnel Policy* found in the Cobourg Public Library's *Administrative Policy and Procedures* manual.