

August 2018

At the recent annual director's meeting (ADM) the Board of Directors of HPAC (BoD) reviewed the Executive Director (ED) contract and compensation.

We considered a number of factors: a) the EDs responsibilities, working hours and compensation doubled a number of years ago when the organizational renewal "project" was started. It has become clear to the BoD that this is not a short-term "project" but a permanent shift in the support HPAC needs in order to maintain and constantly improve our organization. b) the ED compensation rate had not been reviewed since before the current ED was hired c) this is a professional contract position, not an employment relationship and finally d) considering the compensation that would be appropriate to attract a new candidate for the same position (this last point is just another way of considering the issue by asking ourselves "how much would we have to pay someone else to do the job").

After considering all of the above, we arrived at \$48k per year. Then we reviewed confidential compensation information we received from other organizations (BHPA, NZHGPA, USHPA, HGFA). After adjusting for staff size and number of members we determined that our number was still lower than the other organizations.

We know there are members who feel that the ED should be the "office staff", should only need to work 2 days per week and/or be paid minimum wage, and be responsible only for entering memberships and ratings. This is probably appropriate to service our existing long-term members who only need to renew their "insurance" annually.

However, the BoD members and in particular the President know about all of the "invisible" work involved with coordinating a large bilingual volunteer organization, and being constantly available to respond to urgent membership renewals, visiting pilot inquiries, pilot rating concerns, insurance issues, landowner inquiries, legal matters, as well as drafting official communications as directed by the President and BoD, and coordinating HPACs response to accidents and incidents. This takes a skill set and level of effort that needs to be fairly reflected in the compensation.

The HPAC Board of Directors