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| **SCOPE:** Administrative Services Compensation |
| **POLICY:** In order to ensure that labor and services are appropriately procured and compensated in addition to or in the absence of an existing agreement. |
| **PURPOSE: To establish a clear policy and procedure on how the Central Texas RAC Executive Committee and/or Board of Directors would vet, enlist, and compensate another party for services rendered.** |
| **REVISIONS:** Created 5.7.20 |
| **PROCEDURE:**  1. The Central Texas RAC may compensate for the services of an individual, entity, or organization for eligible compensation resulting from work (including, but not limited to, specified labor, hours worked, projects undertaken, or projects completed) performed for the benefit of the Central Texas RAC.  2. Existing compensation schedules, pay rates, project rates, overtime rates, or overtime equivalent may be used as agreed to between the Central Texas RAC Board of Directors and the individual, entity, or organization that is eligible for compensation.  3. Eligibility is determined by the Executive Committee in consultation with the Executive Director and/or legal counsel.  4. Compensation pursuant to this policy is not subject to validation, scrutiny, or vetting by individuals, entities, or organizations except for the Central Texas RAC Executive Committee, Board of Directors, Executive Director, and the party deemed eligible for compensation.  5. This policy does not supersede existing agreements nor does it invalidate existing agreements.  6. This policy can be executed parallel to and concurrently with any existing agreements in accordance with existing local, state, and federal labor laws.  7. Supplemental pay to parties with an established relationship, contractual or otherwise, will receive the same consideration as those parties with which the Central Texas RAC does not have a formal, established relationship.  8. The Central Texas RAC will receive approval from contractor/grantor if those funds are used for supplemental pay. |
| **AUTHOR**: Francisco Villa, Deputy Director |
| **APPROVAL SIGNATURE: CReeves Date Approved: 6.18.20** | |
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