

## Excerpt from General Conference Working Policy Y 05 45

### GCWP Y – REMUNERATION OF AND ASSISTANCE TO EMPLOYEES

**Y 05 45 Variations for Commercial Business Organizations**—The governing board of health care institutions and health food factories whose viability rests on their success in the commercial environment and who do not receive denominational appropriations, and who derive a significant majority of their income from nondenominational sources, may establish guidelines governing remuneration levels and/or compensation benefits (allowances) which to a limited extent reflect the prevailing remuneration level of the local environment. Each board/governing committee will exercise its judgment within the parameters set by the division or General Conference in evaluating the combined effect of the sacrificial service philosophy as expressed in this policy and the median market values as revealed in surveys of community practice. The board will receive an annual report on remuneration (salary, benefits, deferred compensation, and any contractual commitments) for officers of the institution. The remuneration guidelines and market-referencing plan of each institution/organization of the Church under this category shall be reviewed and, where legally permissible, approved by a major meeting of its respective division executive committee, or in the case of General Conference institutions/organizations, a Spring Meeting or Annual Council of the General Conference Executive Committee. An annual report confirming compliance shall be given to the division or General Conference Executive Committee or included in the Wage Scale Booklet which is published annually.