

LEE MEMORIAL HEALTH SYSTEM BOARD OF DIRECTORS

POLICY MANUAL

no. 40.03C

category: Employee Relations

title: Unbudgeted Interim Salary Adjustments

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07/31/98

07/26/02

supersedes no. 40.03B

PURPOSE:

To attract and retain essential personnel.

POLICY:

Any unbudgeted interim salary or equity adjustments which management feels have to be made for positions due to inability to attract applicants resulting from sizeable increases by competition, etc. in specific areas shall be brought to the attention of the Board's liaison to Human Resources, the Board Treasurer and the Chairman of the Board of Directors for their advice.