

## **6.01 Compensation – Salary – C.O.L.A. Policy**

The chief purpose of this salary policy is to attract and keep enthusiastic and skilled employees through the development and maintenance of a competitive compensation package. In consideration for the services rendered, management employees shall be paid a salary in bi-weekly installments.

The annual adjustment factor may be set annually by the Ogdensburg Bridge and Port Authority Board of Directors at the November Board Meeting.

The salary adjustment to individual salaries will be added to the base salary and paid in equal bi-weekly amounts effective from January 1st of each calendar year.

Salary comparisons will be made periodically, once every three to five years, with other agencies. Salaries must be adjusted to maintain equity and fairness in compensation in order to retain and attract skilled employees.

***Reviewed & Approved by the Board of Directors October 07, 2021***