

## Special Forces Association

### POLICY OR PRECEDENT

**SUBJECT:**

Paid Position Guidelines

**DATE:** 22 July 2009

POLICY NUMBER	ORIGINATING SECTION	ORIGINATOR	PHONE NUMBER
SFA-20	Assistant Treasurer	Kenny Cannon	910-485-5433

**APPROVED BY:** Ronnie A. McCan, President

Melvin Smith, Secretary

**PURPOSE:** To establish guidelines for all employees of the Special Forces Association, both permanent and temporary.

**SCOPE:** Article XII of the current constitution defines and establishes a designated location (Headquarters) where office space is maintained for a staff. Expenses incurred in the operation of the Special Forces Association Headquarters are budgeted and approved by the National Board of Officers and reviewed annually. The President appoints salaried personnel with the approval of the National Board of Officers to meet operational and administrative requirements. These positions and amount of hours worked are determined by the President and the National Board of Officers. This policy pertains to all positions that receive compensation for services provided.

**GENERAL:** Effective 1 July 2010, no person may simultaneously hold a paid position as a member of the staff of the SFA Headquarters and a position on the National Board of Officers of the SFA. In the event a paid employee of SFA Headquarters desires to serve on the National Board of Officers, such person must first resign their paid position with SFA Headquarters before accepting a seat on the National Board of Officers or a position on a Chapter Board of Officers. This policy is to preclude any undue influence or possible conflicts of interest associated with these positions. This policy letter is not intended to deny any member from being considered or selected to a governing National Board of Officers, but establishes the parameters for paid employment with SFA Headquarters.