

RESOLUTION No. 456

**SYSTEM FOR DETERMINING AND REVIEWING
THE SALARY OF THE DIRECTOR GENERAL**

The EXECUTIVE COMMITTEE, at its Twenty-sixth Regular Meeting,

CONSIDERING:

That IICA lacks a system and procedures authorized by the IABA and/or the Executive Committee for setting the comprehensive salary of the Director General, since the internal rules are not clear on this matter;

That in the absence of policies, the current comprehensive salary of the Director General has not been updated on the basis of competitive market conditions in other similar international organizations and taking into account all of the relevant factors that need to be considered,

RESOLVES:

1. That the Director of Human Resources should engage the services of an External Auditor to conduct an analysis as to whether the current compensation package for the position of Director General is sufficiently competitive to attract high-quality candidates for the next election for the position and, if not, what adjustments to the package should be made to make it so. This analysis is to be completed by April 2007.
2. That the analysis of the External Auditor should, first, be reviewed by the Audit Review Committee (ARC) and, following that review, submitted to the Executive Committee at its meeting in 2007.
3. That, based on its review of the analysis of the External Auditor and the comments of the ARC, the Executive Committee should make a recommendation to the IABA for consideration at its meeting in 2007, as to what, if any, adjustments to the compensation package for the position of Director General should be made, retroactive to December 31, 2006.