



FY2022 ICCS CEO Compensation & Contractual Information

(Approved 05/12/2022)

CONTRACT INFORMATION:

- Contract is for one year – on a fiscal year basis (July 1st – June 30th), and may be renewed annually.
- Contract is considered to be 80% of a full-time equivalent position.
- Contract is with the Iowa Association of County Conservation Boards (IACCB), DBA Iowa's County Conservation System (ICCS)
- IACCB is a 501c(6) Non-Profit Corporation in the State of Iowa

WORK ENVIRONMENT:

- 100% remote working environment, no compensation provided for office space; no vehicle provided – mileage compensated at current IRS rate.
- Standard office equipment provided: Desktop computer, laptop for travel, desktop printer/scanner; currently also have large office printer/copier; LCD projector & screen; cell-phone allowance provided – must have IACCB phone number ring-in to personal cell, etc.
- Scope of travel will include the entire State of Iowa, travel will be frequent and required. Reimbursement for travel will be outlined in Contract.

COMPENSATION:

- Contract will be negotiated between \$85,000 and \$110,000 annually – and will depend on experience, qualifications, skills and abilities of the applicant
- A probationary period of 3 to 6 months may be included in the contract.
- Contract payments will be on a monthly basis, by the 15th of each month – currently paid by a paper check issued from IACCB.
- There are **NO BENEFITS** associated with this contract position. *This position is considered as a self-employed Independent Contractor for ICCS and not an employee, and is therefore not eligible for coverage by the Iowa Public Employee Retirement System (IPERS).*
- All approved expenses are reimbursable.

TIMELINE FOR PROCESS & ONBOARDING:

- May 13 – June 24 – Application Period
- July 20 – ICCS Board Subcommittee Finalizes Application Reviews
- July 25 – August 5 – Possible Preliminary Interviews (Zoom)
- August 16 – Full ICCS Board Interviews Final Candidates
- August 22 – 26 – OFFER OF HIRE Anticipated
- August 27 - ? – Contract Negotiations
- September 14 – Possible Announcement of New CEO at ICCS Fall Conference
- November 1 – December 31st – Onboarding & Transition Period (*adjustable - depending on negotiations and experience of new CEO*)
- January 1, 2023 – New CEO assumes leadership of Iowa's County Conservation System