



**INTER-AMERICAN BOARD OF AGRICULTURE - IABA**

***Fourteenth Regular Meeting  
26 - 27 July, 2007***

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***Recommendation of the Executive Committee regarding  
the System for the Determination of the Salary of the  
Director General of IICA***

**La Antigua Guatemala, Guatemala**



**RESOLUTION No. 478**

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

THE EXECUTIVE COMMITTEE, at its Twenty-seventh Regular Meeting,

CONSIDERING:

That at its Thirteenth Regular Meeting, the Inter-American Board of Agriculture (IABA) tasked the Special Advisory Committee on Management Issues (SACMI) with studying the subject of the Director General's compensation and making a proposal on that issue to the Twenty-sixth Regular Meeting of the Executive Committee;

That at its Twenty-sixth Regular Meeting, it adopted Resolution IICA/CE/Res.456 (XXVI-O/06) which: (i) instructed the Director General to engage the services of the External Auditor for completing a study and recommendations regarding the competitiveness of the Director General's current compensation in comparison with the compensation paid the occupants of similar posts in similar organizations; (ii) asked the Audit Review Committee (ARC) to review the External Auditor's study and report its conclusions and recommendations to the Executive Committee in 2007; and (iii) encouraged the next Executive Committee to make a recommendation on this issue to IABA based on the External Auditor's Report and the ARC's review; and

That the ARC has reported that upon reviewing the External Auditor's report, it decided to return it to the External Auditor for further development and elaboration, and for that reason, the ARC was unable to make final recommendations on the Director General's compensation for consideration by this meeting of the Executive Committee,

RESOLVES:

1. To urge the External Auditor to proceed towards completion of its study in accordance with the recommendations and guidelines established by the ARC within a timeframe which permits the ARC to provide its observations and recommendations to the SACMI prior to its next meeting.

2. To request that the ARC review the External Auditor's study on the Director General's compensation and send its observations and recommendations to the members of the SACMI at least forty-five days prior to the SACMI's next meeting.
3. To request that the SACMI review the External Auditor's study on the Director General's compensation, together with the observations and recommendations of the ARC, and that it submit its recommendations to the Executive Committee, so that the Executive Committee may make a proposal to the Fifteenth Meeting of the IABA on this issue.
4. In considering the SACMI's recommendation, the Executive Committee shall give due regard to making any adjustment in the Director General's compensation retroactive to December 31, 2006.