

AGRICULTURAL FOUNDATION OF CALIFORNIA STATE UNIVERSITY, FRESNO

Policy No. 4010

Incentive Policy

This policy is applicable to the following auxiliary corporations:

- Agricultural Foundation
- Association
- Associated Students, Inc.
- Athletic Corporation
- Foundation
- Programs for Children

REVISION RECORD

Date	Version	Revision Description
5/29/2009	New	Approved by Board of Governors

DOCUMENT CONTROL

Approved By: Board of Governors	Date Approved: 5/29/2009	Next Review Date: January 2010
Responsible Position(s): Associate Vice President for Auxiliary Operations	Affected Units: All units, staff, and volunteers	Document Control Number: Policy 4010

STATEMENT OF POLICY

- 1) Subject to Board approval after completion and acceptance of the annual audit, enterprises generating a net surplus of \$1,000 or more as of June 30th of each year will earn 7% of the net surplus.
- 2) In instances where an enterprise manager is responsible for more than one enterprise (e.g. beef units, horse units), the combined performance of all the units will be taken into account for calculation of the eligible incentive.
- 3) These discretionary funds can be used for various needs including the operational efficiency of the enterprise, professional development activities, travel, purchase of equipments, etc. All expenses must be authorized and approved by the Director of Agricultural Operations in accordance with existing procedures.
- 4) These funds will be accounted for as “agency accounts” for each of the enterprises. Funds not spent in one year can be carried forward to the following fiscal year.
- 5) However, if at fiscal year end, the Agricultural Foundation overall does not generate a net surplus, the Board of Directors will determine annually if those enterprises which generated a surplus for that fiscal year will be entitled to earn the incentive funds in order to ensure fiscal viability of the auxiliary organization.

IMPLEMENTATION

The Associate Vice President for Auxiliary Operations and Enterprise Development or his/her designee, in accordance with the applicable auxiliary corporation Management Services Agreement, has the authority to implement this policy.