



**LIAAC Board of Directors  
Response to Media  
April 22, 2011**

The Board of Directors of the Long Island Association for AIDS Care, Inc. (LIAAC) is disappointed by the direction of recent media coverage in response to LIAAC's attempt to restore funding for its constituents. The role and responsibility of all not-for-profits is to be a voice and an advocate for those they serve.

Recently, the Board of Directors of LIAAC fully supported the agency in a campaign to achieve restoration for its Nassau County Health Department funding, especially the HIV/AIDS hotline. These funding cuts were part of the recent county budget cuts and layoffs required by NIFA's oversight of Nassau County's budget. The response to this campaign was to detract from the issues of the services lost to people with HIV/AIDS and instead shift the focus toward the CEO's salary and compensation.

To determine compensation, the Board of Directors uses PRM Consulting Group, Inc., which conducts a yearly survey and produces a Management Compensation Report for Not-for-Profits. PRM is a national consulting group headquartered in Washington DC. This Management Compensation Report fulfills all of the recommended Federal guidelines for organizations like LIAAC. The Board uses this survey in overseeing and determining executive compensation. The Board of Directors stands behind the CEO's salary and her compensation package after 25 years of service with the agency.

In this stressful economic time, executive compensation receives a great deal of scrutiny. Not-for-profit executives seem to fall into uncharted waters. For-profit businesses compensate their executives with salaries and bonuses based on the employer's satisfaction with job performance. Governments compensate their employees with guaranteed benefits such as overtime, lifetime health insurance and lifetime pensions, which can be up to 80% of their highest three years' salary that also can be left to beneficiaries. They do this because the salary is less than for-profit corporations. Not-for-profits have fewer tools to compensate their executive. And yet, they are still expected to devote their lives and considerable experience to the not-for-profit's mission. Not-for-profit employees who devote their lives, commitment and experience to charitable work should not be used as pawns in political situations.

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