

Process	Sub-Process	What (Objective)	Why (Risk or Exposure)	RETURN TO MENU	How (Applicable Controls)	Control Number
F Human Resources, Compensation & Benefits	F4 Additional income outside of standard pay	Any additional income outside of standard pay adheres to County policy, complies with applicable laws and regulations and is administered in accordance with the plan documents.	Laws, governmental, and accounting regulations may be violated, resulting in fines, penalties, lawsuits, or other liabilities.		Any additional income outside of standard pay is reviewed annually to ensure continued compliance with applicable tax, legal, accounting, and other regulations.	F4-1.1.2
					Any additional income outside of standard pay has design and metrics, including eligibility and target levels, and is reviewed annually and approved by the Compensation Committee.	F4-1.1.3