

Idaho Board of Nursing Philosophy on Executive Director Compensation

The Idaho Board of Nursing (IBON) is charged by statute to safeguard the public health, safety and welfare through the regulation of nursing practice and education. The IBON determines the vision, strategic goals and objective benchmarks of the organization to accomplish its Mission.

Implementation of the Board's objectives is accomplished by the Executive Director (ED). The IBON believes that compensation for the ED must be appropriate to the demands of the position.

The Board of Nursing believes that long-term retention of the executive director is of benefit to the Board. Toward this end the Board is committed to executive compensation that will:

- Attract, retain and motivate outstanding forward-thinking nurses with the talent to support the strategic plan and carry out the IBON Mission.
- Be clear and easily articulated through transparent guidelines.
- Recognize longevity and sustained contributions to the Board and to the state of Idaho.
- Compare with Board of Nursing ED salaries in similar states.
- Compare with ED salaries for other state of Idaho regulatory boards.
- Be reconsidered on an annual basis with increases linked to goal accomplishment and meritorious performance.
- Take into account market ranges for nurses with similar education and responsibilities in peer states and the private sector.

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