



**SAN LUIS OBISPO COUNTY**  
**INTEGRATED WASTE MANAGEMENT AUTHORITY**  
*Connecting the Community to Waste Solutions*

**RE:** Written Questions Submitted for Proposal for Executive Director Recruitment Firm

**DATE:** January 31, 2025

**Q: Regarding the Recruitment Services RFP, what is the starting salary for the Executive Director?**

**A:** The Board of Directors has not established a salary range for this position. The salary will be negotiable and commensurate with the candidate's experience and expertise. The Firm should include discussion of the annual base salary range in developing the position profile and organizational discussion. The current Executive Director's annual salary is \$176,200.