



OFMA Speaker Compensation Policy

1. Purpose

OFMA is committed to providing its membership with first-rate programming at the Annual Conference and at the Spring Workshop. In order to attract dynamic, informed, and capable presenters, OFMA provides them with fair and reasonable compensation and reimbursement. The Compensation and Reimbursement Policy is designed to assist the Conference Committee Chair (a.k.a. OFMA Vice-Chair) to be consistent and equitable when presenting options, while at the same time allowing for the flexibility needed in dealing with exceptional situations.

These policies are effective immediately.

2. Compensation

Compensation may be given in the form of a waiver of conference registration fees.

3. Reimbursement

Some speakers may also be reimbursed for certain direct expenses. Direct expenses may include:

- a. Travel (plane, train, bus, automobile, etc.). OFMA will reimburse up to the cost of a current round trip airline ticket at the lowest fare available. OFMA will reimburse mileage at the current Federal mileage rate, not to exceed the lowest airfare available.

4. Speakers

The following compensation and reimbursement is provided:

- a. Keynote Speaker(s). Each Keynote Speaker receives a waiver for the conference registration and travel will be provided. The Vice-Chair will be allowed a discretionary amount of up to \$1,500 to recruit a Keynote Speaker or Speakers, for registration or travel expenses.
- b. Plenary Speaker(s). Each plenary speaker receives a waiver of conference registration fees.
- c. Breakout Speaker(s). There will be no charge for Breakout Speakers if they make a presentation and do not stay and attend the conference.

- d. FEMA/Other Government Speakers. Each FEMA representative and other government agency (Federal and State) representative (i.e. DEQ officials, etc.) will receive a waiver for their registration fees, but they must agree to stay at the main hotel of the Conference or Workshop.

5. Other Provisions

The Conference Committee Chair has the authority to waive any registration fee he/she desires to. If there is a question, the Committee Chair can always bring the question up to the Board at the next available Board meeting for a discussion item.