

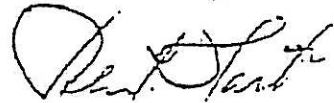
FLORIDA ASSOCIATION OF COUNTIES  
POLICY

Subject: Salary Advances

Objective: To establish a policy of no salary advances

- No salary advances for any member of FAC staff shall be made under any circumstances.

Reservation of Authority: The Board of Directors of the Association reserves the right to modify, amend or abolish this policy by majority vote at any regular meeting of said body.



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John P. Hart, President

As approved by the Board of Directors this  
11th day of April, 1996.