THE PRESIDIO TRUST BOARD OF DIRECTORS

RESOLUTION 98-15 PAY BANDS

WHEREAS, on March 17, 1998, the Presidio Trust Board of Directors approved the Personnel Policy; and

WHEREAS, the Personnel Policy authorizes the Executive Director to set pay within five pay bands to be approved by the Board of Directors; and

WHEREAS, the Board of Directors desires to establish initial pay bands to allow the Executive Director to implement the Personnel Policy;

NOW, THEREFORE, BE IT RESOLVED, that the Presidio Trust Board of Directors hereby approves the pay bands dated March 17, 1998 and attached hereto.

Adopted: March 17, 1998