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Policy No.: 1 Membership Classes and Dues

I. POLICY:

In accordance with Association Bylaws, Article III - Membership Section I: There shall be five (5) classes of membership. Each class of membership shall pay annual dues with the exception of Honorary Members and Regional Affiliate Members.

II. PROCEDURES:

1. Membership dues shall be paid on a calendar year basis and all dues notices shall be disseminated by the Association prior to the end of each calendar year.

2. The annual dues for each class of membership is as follows:

A. Individuals Membership

Regulatory	\$50
Alumni/Students	\$50
Consumers/Educational	\$50
Industry	\$325

B. Group Membership

5-10 members	\$46/Government	\$300/Non-Government
11-20 members	\$44/Government	\$285/Non-Government
21-50 members	\$42/Government	\$270/Non-Government
Greater than 50	\$40/Government	\$255/Non-Government

C. Contributing Membership

Platinum–5 memberships	\$750/Government	\$2,500/Non-Government
Gold–3 memberships	\$500/Government	\$1,750/Non-Government
Silver–2 memberships	\$350/Government	\$1,250/Non-Government

D. Honorary

\$ 0

Policy No.: 2 Honorary Membership

I. POLICY:

1. Article III, Section 2 (5) of the Bylaws lists the qualifications one must meet in order to become an Association Honorary Member. Specifically, “individuals eligible to hold an honorary membership shall have been regular members who are nominated by the Board of Directors (Board) and elected by the Association to this class of membership in recognition of their substantial contributions to the achievement of the objectives of the Association.”
2. According to Article III of the Bylaws, honorary members shall have all the rights and privileges of a regular member unless said honorary member becomes associated with a regulated industry, causing his/her rights and privileges to be limited to those of an individual member.

II. PROCEDURES:

1. The President shall solicit the assistance of the Board and the Presidents of the Regional Affiliates in obtaining nominees for honorary membership. Regional Affiliate Presidents are encouraged to seek assistance from fellow members and affiliate publications as a means for recognizing former regular members for “their substantial contributions to the achievement of the objectives of the Association.”

The nomination for honorary membership shall include:

- A. The nominee’s name and address;
 - B. A short paragraph outlining the last position held as a regulatory official;
 - C. A brief summary covering employment history;
 - D. A brief summary listing Association activities and contributions; and
 - E. Other optional information which may include other significant activities which may be of interest.
2. The Associate Executive Director of Alliances, Meetings, and Administration (Associate Executive Director) shall be responsible for submitting the names of nominees for honorary membership to the Board of Directors by May 15th of each year. The Board of Directors shall review the qualifications of the nominees and shall recommend qualified nominees for membership to voting members at the AFDO Annual Educational Conference. To be awarded honorary membership, the nominee must receive a plurality of those in attendance with voting privileges.

Policy No.: 3 Description and Duties of the Associate Executive Director

I. POLICY:

The Associate Executive Director is a full-time employee of the Association of Food and Drug Officials.

II. PROCEDURES:

1. Salary is established annually, and the Officers shall provide a recommendation.
2. Duties are determined by the Executive Director and are as follows:
 - A. Manages meeting and event planning logistics including the AFDO Annual Educational Conference, FDA contracted meetings, and other meetings as required.
 - B. Coordinates the financial activities of the association including all government filings, grant financial reports, reconciliation of bank statements, account receivable, and account payables.
 - C. Serves as primary signatory on checks and transfers of \$15,000 or less. Checks over \$15,000 will require signature of both the Associate Executive Director and Secretary -Treasurer.
 - D. Manages the administrative staff.
 - E. Serves as the recording secretary for the Board of Directors and coordinates the board meetings.
 - F. Responsible for the organization's headquarter facility and equipment.

Policy No.: 3A Description and Duties of the Executive Director

I. POLICY:

The Executive Director will serve as the chief executive of the Association of Food and Drug Officials (the Association) as a full-time salaried employee. The Executive Director is employed by the Board and directly reports to the President and Association Executive Board. They will have the responsibility for the day-to-day management of the organization, supervise the Associate Executive Director and association division directors, and assist with human resource matters. The Executive Director will assist with identifying strategic planning efforts, implementing the association's mission, vision, and values, identify funding and collaboration opportunities, and implementing direction from the Officers. The Executive Director will serve as the Association spokesperson and liaison regarding food, drug, and medical product safety issues, coordinate communication strategies with organizations, and serve as a liaison with industry groups to assist in identifying common priorities.

II. PROCEDURES:

1. Salary is established annually at the Fall Board meeting. The Officers shall provide a recommendation.
2. Duties are determined by the Officers and are as follows:
 - A. Assist the President and the Officers in setting annual and long-term priorities and lead implementation of those priorities.
 - B. Responsible for the oversight of policies and procedures for the association.
 - C. Responsible for the review of and input for association expenditures.
 - D. Represent the Association and its members in workgroups, committees, and meetings of organizations with allied interests of the Association.
 - E. Ensure the development of Board of Directors meetings and agendas.
 - F. Ensure the development of an AFDO Annual Educational Conference agenda in coordination with conference chairs and workgroups.
 - G. Ensure the development of agendas for major meetings and/or conference calls with stakeholders and groups.
 - H. Responsible for coordinating meetings with senior officials with FDA, USDA/FSIS, and consumer groups for the Fall Board meeting.
 - I. Determines needs and hires appropriate staff/contractors to accomplish objectives of cooperative agreements, contracts, and grants.
 - J. Responsible to provide regular updates on activities of the Association to the President, the Officers, and Board of Directors.
 - K. Responsible to coordinate outreach between the Association to Regional Affiliates.
 - L. Responsible to coordinate outreach to state food program managers including welcoming new program managers, learning about program challenges/successes, and advocating for the needs of state program.
 - M. Assist state regulatory programs with challenges with federal regulatory agencies.

- N. Grant writing, draft white papers, official comments, and support letters on behalf of the association for review by the Board of Directors.
- O. Serve as the Principal Investigator for Association Grants and Cooperative Agreements.
- P. Responsible to develop/organize association presentations and discussion panels to be presented at other organization's meetings or conferences.
- Q. Serve in the absence of the Association President at Regional Affiliate meetings and other organization meetings.
- R. Develop opportunities to promote the Association and its members.
- S. Develop programs and ventures that can provide sustainability for the Association.
- T. Identify opportunities for the Association to expand or enhance its overall mission in representing regulatory officials.

Policy No.: 4 Duties of the Secretary-Treasurer

I. POLICY:

In accordance with Association Bylaws , Article VI - Officers, Section 7; Duties of Officers, the Secretary-Treasurer shall work with the Associate Executive Director to be the custodian of all the Association's funds and be responsible for oversight of usual and normal disbursement of all funds in accordance with the approved budget.

II. PROCEDURES:

In addition to the annual budget procedures as described in Policy No. 7, the duties shall include the following:

1. Records the minutes of each meeting of the Officers and distributes copies to the Board of Directors.
2. Records the minutes of all business sessions conducted during the AFDO Annual Educational Conference.
3. Performs the following or ensure delegation of duties to an Associate Executive Director as authorized in Bylaws:
 - Have care of funds of the Association and all funds shall be disbursed in accordance with an approved annual budget or relevant cooperative agreements.
 - Furnish to the Association at each annual meeting, and at such times as called on by the Board of Directors, a financial statement of all receipts and disbursements since the last annual meeting; and this statement, together with all books, vouchers, and all necessary documents shall be available for audit
 - Maintain bond as directed by the Board of Directors
 - Review the monthly reconciliation prepared by the Association's accountant and reported to the Secretary-Treasurer for
 - Record the minutes of each meeting of the Association and keep them filed securely
 - Review and approval of all accounts payable over \$15,000
 - Serves as signatory along with the Associate Executive Director for checks over \$15,000.
 - Ensures an annual audit of the Association funds, reviews findings from the audit, and provides recommendations to the Board.
 - Works with the Associate Executive Director to ensure a copy of the annual tax return (IRS Form 990) has been filed with the Internal Revenue Service by November 15.
 - Actively participate in Board of Directors meetings
 - Provide updates on their organizational activities relevant to the Association
 - Review provided materials
 - Be responsible for completing duties delegated by the President to fulfill the programs of the Association
 - At the request of the President, attend Regional Affiliate meetings, conferences, and other meetings relevant to represent the Association

I. POLICY:

The tenure of the Board of Directors shall be in accordance with the Association's Bylaws Article IV – Board of Directors.

II. PROCEDURES:

1. In accordance with Section Three (3), newly elected directors shall be installed at the annual meeting.
2. In accordance with Section Three (3), the term of office of a newly elected director, including Regional Affiliate Directors, shall commence with the close of the annual meeting although they may be elected prior to the AFDO Annual Educational Conference.
3. The term of the Regional Affiliate Directors shall expire at the conclusion of the AFDO Annual Educational Conference held in the year in which their term expires.
4. Vacancies will be filled in a manner consistent with the AFDO Bylaws or the Bylaws of the Regional Affiliates .
5. The term of office of the Officers elected by the membership who are members of the Board of Directors shall commence with the closing of the annual meeting.
6. To enhance orientation, all newly elected Officers and Board of Directors shall be authorized to attend all board meetings held at the AFDO Annual Educational Conference. Travel funding for board meetings will only be provided to the active Board of Directors member.
7. Each newly elected officer and Board of Director member shall be presented with a copy of the AFDO Policies and Procedures and AFDO Constitution and Bylaws at the AFDO Annual Educational Conference association business meeting.

I. POLICY:

1. Each of the Regional Affiliate Associations appoints a representative to the Board of Directors. These representatives serve as a valuable link between the national organization and each Regional Affiliate. As the representative of the Regional Affiliate, they are afforded a voice in all Association issues and are also kept informed of aspects of Association business. Below defines the roles and responsibilities of each Regional Affiliate Representative.
 - A. Serve as a voting member of the Board of Directors
 - B. Participate in the Officers meetings as requested by the President.
 - C. Actively participate in the Board of Directors meetings
 - Report on Regional Affiliate activities
 - Review provided materials
 - D. Identify issues relevant to Regional Affiliate and forward for discussion
 - E. Serve as a liaison between the Association Board, Regional Affiliate Board, and Regional Affiliate members.
 - F. Participate in committees, as coordinated by the President-Elect.

I. POLICY:

1. The primary role of an active and engaged Association Advisor is to provide guidance and assistance to the Board of Directors using their available resources and to find opportunities for strengthening relationships with the Association and creating new partnerships where appropriate.

AFDO Government Agency Advisors are as follows:

- U.S. Food & Drug Administration (FDA)
 - USDA Food Safety & Inspection Service (FSIS)
 - Department of Homeland Security (DHS)
 - Centers for Disease Control (CDC)
 - Canadian Food Inspection Agency (CFIA)
 - Health Canada (HC)
2. The Association also has Board of Directors - Appointed Advisors which represent other entities such as AFDO Associates, American Association of Feed Control Officials (AAFCO), and the International Food Protection Training Institute (IFPTI). Board of Directors - Appointed Advisors that represent Association drug and medical device members exist as well.
 - A. The Role of an Advisor
 - i. Actively participate in the Association Board of Director meetings.
 - ii. Provide updates on their organizational activities relevant to the Association.
 - iii. Review provided materials.
 - iv. Provide input as requested on matters relevant the Association based on organization perspective and/or experience.
 - v. Assist the Association in strengthening relationships with the agency or group they represent.
 - vi. Help to develop the AFDO Annual Educational Conference and provide speakers from the agency or group they represent. Serve as a liaison between their organization and the AFDO Board of Directors.

I. POLICY:

1. In accordance with Association Bylaws, Article IV - Board of Directors, Section 1 and Article VI - Officers, Section 7: Duties of Officers - President and the Secretary-Treasurer, fiscal responsibility rests with these officers and the Board of Directors.
2. It is the policy of the Association to establish and conduct its operations so as to result in a balanced budget each fiscal year unless the Board of Directors determines that an unusual situation requires using the reserve fund to meet a deficit.
3. As a minimum, the Association should maintain an annual overage General Fund Reserve of \$25,000. This reserve should be placed in a readily available account drawing interest at current market rates or higher if available. Funds in excess of \$25,000 may be invested in higher interest-bearing accounts to insure the highest and safest returns.
4. The Association Fiscal Year shall be July 1 to June 30.
5. Those unbudgeted items in excess of \$20,000, except salaries, fringe benefits, and taxes shall be subject to the approval of the Officers.
6. Cooperative agreement budgets, with the exception of indirect, shall not be automatically adopted into the Association general budget. Cooperative agreement budgets shall be based upon approval by the awarding agency.

II. PROCEDURES:

1. The Associate Executive Director, Incoming President and the Secretary-Treasurer shall present to the Board of Directors at the AFDO Annual Educational Conference an initial proposed balanced budget for the ensuing fiscal year.
2. The budget shall be reviewed, changes proposed, and approval voted at this meeting. Tentative approval may be made if changes in revenues or expenditures require re-computations. In this event, a revised budget shall be presented at the fall meeting for approval and/or changes. For example, cooperative agreement periods may not follow fiscal year and additional revisions are necessary.
3. Based on monthly reports and recommendations of the Secretary-Treasurer, the President may approve changes where a deficit is pending or request the Board of Directors approval electronically.
4. The Board of Directors shall review and revise the budget as necessary so as to balance, in as much as possible, revenue and expenditures.
5. If status reports show revenue will exceed expenditures, the Board of Directors may approve additional expenditures considered valuable to the Association, as may be recommended by the President.
6. The Association operates on a cash basis fiscal policy therefore with the exception of the AFDO Annual Educational Conference, all bills on hand as of June 30th each year shall be paid with funds budgeted for that year.

Policy No.: 8 Employee Compensation and Benefits

I. POLICY:

1. The Executive Director shall annually provide recommendations for employee compensation to the Officers prior. The Officers shall review and make final determinations prior to the presentation of the initial budget.
2. Individual employee compensation will be determined by the supervisor within the approved scale based upon performance review.
3. Employees are considered full-time when working 40 hours per week.
4. Employees will be determined at time of hire if they are exempt (salaried) or non-exempt (hourly.)
5. Overtime will be paid at time and a half for non-exempt employees who work over 40 hours per week.
6. Permanent part-time employees will be given annual leave, sick leave, and holidays at a prorated rate, and may participate in the 401k plan.
7. The Executive Director and Associate Executive Director will be responsible for annual review of employee benefits.
8. The Association shall contribute a portion of the employee health insurance premium and may contribute toward the premium for dependent coverage. Updated cost and contribution information will be provided annually during the open enrollment period.
9. The Association shall make available a 401k plan with a safe harbor contribution matching 100% of deferrals up to 3% and 50% of deferrals greater than 3% up to 5%.
10. The Association will provide 13 paid holidays, including New Year's Day, Martin Luther King Jr. Day, President's Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, Christmas Day, and New Year's Eve. If a holiday falls on a weekend, a holiday calendar will be established at the beginning of the calendar year, which may result in fewer than 13 paid holidays.
11. Vacation leave rate for full-time employees shall accrue at the below rates per pay period up to the following maximum, unless otherwise specified in the employee contract. Part-time employees that work between 20 and less than 32 hours per week will accrue half the below rates per pay period.

Year of Service	Number of Day Per Year	Number of Hours Per Pay Period	Total Hours per Year
0-2 years	13 days/year	4.0	104
2-5 years	16.25 days/year	5.0	130
5-10 years	19.5 days/year	6.0	156
10-15 years	22.75 days/year	7.0	182
16 or more years	26 days/year	8.0	208

If employees have 160 hours or more of annual leave accrued, employee may request up to 40 hours of leave to be paid out on the first pay period of December.

12. Sick leave for full-time employees shall accrue at the rate of 3.68 hours per pay and may accumulate from year to year. In the event of termination of employment, accumulated sick time will not be paid.

13. Full time employees are permitted three (3) paid days off for bereavement time for the loss of an immediate family member.

II. PROCEDURES:

1. The Associate Executive Director will be responsible for issuing all payroll checks on a bi-weekly basis.

2. Federal, state, and local taxes, FICA and any others pertinent taxes shall be withheld.

I. POLICY:

1. The Committee system employed by the Association of Food and Drug Officials is the heart and soul of the organization's activities. The committees serve to suggest policy, procedures and positions to the Board of Directors and the general membership of the Association.
2. Types of Committees: There are two separate types of committees within the Association. They are:
 - A. Standing Committees: These are committees that are established by the Board of Directors and remain active until a subsequent Board of Directors removes their status.
 - B. Ad Hoc Committees: These are committees appointed by the President to conduct a specific function. The establishment and abolishment of an ad hoc committee requires no action by the Board of Directors.

3. Committee Charges: The number of charges assigned shall be at the discretion of the President, but kept to a realistic and manageable level.

4. Committee Purpose: The purpose and function of existing Association committees are as follows:

Cannabis Committee: A forum for discussion of issues associated with cannabis products and the associated activities of state regulatory agencies who deal with these products.

Drugs, Devices & Cosmetics Committee: To assist the Association membership in establishing policies, posture and opinions related to Drugs, Devices and Cosmetics Safety Issues. Drafts positions, advises membership on current issues, and represents the Association at selected meetings.

Food Protection Educational Resource Committee: Identifies existing food protection educational resources in multiple languages, compiles these resources into an accessible database and makes this information available to food protection professionals

Food Protection & Defense: A forum for discussion on food security issues, and to coordinate member food security activities, as well as find a proactive role for the committee in protecting the food and agricultural sector critical infrastructure.

Food Recovery Committee: Unites government regulators, industry officials, and other interested individuals to provide a forum to discuss and identify strategies that can be taken to prevent and divert wasted food.

Foodborne Outbreak & Emergency Response Committee: A forum for discussion on foodborne outbreak and emergency response issues, and to coordinate Health officials' member activities, as well as find a proactive role for the committee on CIFOR, NoroCORE, and other food illness response efforts.

Industry Membership Committee: Provides link between regulatory and industry members. Associates provide input to the President by serving as associate advisors to committees and assist in identifying topics and speakers for the AFDO Annual Educational Conference.

International & Government Relations Committee: Works to achieve a mutual working relationship between the Association and federal, state, and local governments in accomplishing

the goals and objectives of the Association in relation to consumer protection in the food, drug, and product safety fields. Its main objectives are defined below.

- A. To serve as a focal point for the committees of the Association, and the federal, state, and local governments in matters where intergovernmental activities are crucial to accomplishing the Association's national objectives.
- B. Promote the establishment and implementation of uniform procedures, codes, agreements, etc. among various units of government within food, drug, and product safety agencies.
- C. Recommend to the Board of Directors new programs and activities where intergovernmental relations can be utilized to accomplish the goals and objectives of the Association.
- D. To serve as an advisory to the Board of Directors on implementation of national strategies and programs of the Association.

Laboratory, Science & Technology Committee: Provides resources to the Association of laboratory and research scientists and has the following mandates:

- A. Determine needs of laboratories supporting regulatory function and recommend the means of meeting those needs.
- B. Provide information to regulatory and enforcement personnel to enhance their knowledge and understanding of the changing and frequently complex scientific nature involved in regulatory work.
- C. Promote communications, coordination, and the mutual assistance of federal, state, and local government laboratories and industrial laboratories.
- D. Provide consulting and special project services to the Association and regulatory agencies.

Produce Committee: Focuses on issues related specifically to produce and assists the Association with developing produce related resources and positions and the development and delivery of produce safety programs.

Professional Development Committee: Identifies, offers, and promotes continuing education and development opportunities to support the ongoing advancement of food, drug, and medical product safety professionals.

Seafood Committee: Focuses on issues related specifically to seafood and assists the Association with developing seafood related policies and positions and the development and delivery of seafood training programs. The committee provides technical expertise with respect to seafood issues, advises the Board of Directors on current seafood issues, and represents the Association at selected meetings. Additionally, the committee is responsible for continuing review and update of the Association's model Cured, Salted and Smoked Fish code.

I. POLICY:

1. All Association committees, chairs, and charges will be appointed for a one-year period commencing at the closing of the AFDO Annual Educational Conference. Committee membership is open to interested participants and membership in the Association is not required.
2. Each committee will be assigned a committee liaison. The committee liaison is responsible for assisting committee chairs as needed in order to complete assigned charges and submit reports.
3. The incoming President reviews and determines charges for committees for the upcoming year.

II. PROCEDURES:

In order to ensure the timely completion of committee charges, the following schedule shall be observed:

AFDO Timeline for Committee Reports

By July 31:

- Committee receives new charges for the upcoming year.

August 31:

- Committee chairs hold conference call to discuss charges, form plan, and set first meeting date

By September 30:

- Hold first conference call with committee, divide into workgroups (if applicable)

By October 15:

- First Progress Report Due to the Association to provide an update at the Fall Board of Directors Meeting

September 15 – December 31:

- Workgroups meet and prepare draft deliverables
- Committee begins to determine presentations for its time during the AFDO Annual Educational Conference

January – March:

- Committee works to complete deliverables and working with work groups
- Committee begins considering potential charges for next year

By March 1:

- Second Progress Report Due to the Association to provide and update at the Spring Board of Directors Meeting.

By April 1:

- Committee finalizes agenda for final virtual committee meeting.

April – May:

- Finalize work products, submit to the Association and other committees as appropriate for review

June 1:

- Final committee report due to the Association in June for the AFDO Annual Educational Conference. Final committee reports will be accepted or rejected by General Membership
- Committee works with the Association Liaison/Staff to schedule final virtual meeting (or in-person at AFDO Annual Educational Conference if requested and approved).

Policy No.: 12 Annual Conference Business Meeting

I. POLICY:

1. There shall be a business meeting conducted during the AFDO Annual Educational Conference of the Association.
2. The meeting shall be conducted by the President of the Association.
3. The AFDO Annual Educational Conference program available to the conference participants shall specify the date, time, and location of the business session.

II. PROCEDURES:

1. Only those eligible classes of membership with voting privileges in accordance with the Association Bylaws shall be authorized to vote on an issue. However, members of non-voting classes of membership may provide comments during discussions if recognized by the President.
2. The Association's Secretary-Treasurer or designate representative shall record all actions as appropriate.
3. The business session agenda shall include the following and any other items deemed appropriate by the President.
 - A. Announcement of election results
 - B. Recognition of new Officers and members elected to the Board of Directors.
 - C. Honorary membership announcement
 - D. Resolution review and action – resolutions are posted during the AFDO Annual Educational Conference for review
 - E. Old business
 - F. New business (actions reviewed, considered at conference)

I. POLICY:

The Association has established six (6) awards which are conferred on an individual basis - either annually, or when there is a recipient deemed to have qualified for the award. These awards include:

- Harvey W. Wiley Award
- Distinguished Service Award
- Industry Associate Member Award
- Joseph Corby Achievement Award
- Past President Award
- Elliot O. Grosvenor Food Safety Award
- Continuing Education Tuition Reimbursement Award

Five of these awards are administered by the AFDO Awards Committee appointed annually by the President, with a Wiley Award subcommittee. The Industry Associate Member Award is handled by the Associate Membership Committee. The Continuing Education Award is handled by the Professional Development Committee.

II. PROCEDURES:

1. Harvey W. Wiley Award

This award is administered by a Wiley Award subcommittee. It is presented to a regular or honorary member for exceptional service to the state or nation in the performance of duties and responsibilities in the administration and enforcement of food and drug law and/or consumer protection laws and demonstrated promotion of the objectives of the Association.

- A. The last seven recipients of the award who are regular, honorary, or associate members constitute the core subcommittee. The most recent recipient acts as chairperson. All recipients exceeding seven years shall be contacted annually to determine if s/he desires to remain on the committee. Such individuals must reply in writing to the subcommittee chairperson prior to January 1 indicating their desire to remain on the committee. After January 1, the chairperson shall alert and advise the committee of the upcoming solicitation and identify the committee members for that year.
- B. The subcommittee chairperson solicits the nominees from the committee and the regular and honorary members of the Association through personal notification prior to January 15, and notice in the January and February issue of AFDO eNEWS.
- C. Nominations must be received by the chairperson by the 15th of February accompanied by a resume of the nominee, accomplishments and a biography, not to exceed three (3) pages.
- D. The chairperson reproduces the material on each nominee and provides a ballot listing all nominees to the committee. Committee members are asked to select three nominees in order of preference. When tallying, first preference would receive three points, second preference would receive two points, and third preference would receive one point. This ballot and the accompanying material shall be mailed no later than March 15 and are to be returned/responded to by April 15. Upon receipt of the ballots, the chairperson shall add up all the points and the nominee receiving the most points would be the award recipient. In the case of a tie, a second ballot shall be sought with consideration of only the two highest

vote recipients. The chairperson shall retain ballots for a period of twelve months following the award.

- E. After determining the winning nominee, the chairperson notifies the Association's Associate Executive Director, who will have the award prepared, framed, and available at the AFDO Annual Educational Conference for the chairperson.
- F. The chairperson prepares a biographical citation, etc. which is presented along with the award at the Harvey W. Wiley Award Banquet. The presentation biography may be published in the Proceedings Issue of the Journal of the Association of Food & Drug Officials and an original copy presented to the award recipient.
- G. The chairperson transfers all files on the award to the current recipient at the conclusion of the AFDO Annual Educational Conference.

2. Distinguished Service Award

- A. It is awarded to a regular or honorary member selected by the Officers for exceptional and meritorious service to the Association. Criteria include committee service, prior service in elective or appointed office and voluntary efforts which have been of great benefit to the Association.
- B. Selection is accomplished at the spring meeting of the Officers.
- C. The award is prepared by the Associate Executive Director .
- D. Biographical and supporting data is prepared by the sponsor of the awardee. The President makes the presentation at the Harvey W. Wiley Award Banquet.
- E. The biographical material may be published in the Proceedings Issue of the Journal of the Association of Food & Drug Officials. An original copy of this data is presented to the recipient.
- F. Current members of the Board of Directors and the Officers shall not be eligible.
- G. It is not necessarily intended that there shall be an annual recipient for this award.

3. Industry Member Award

- A. It is to be awarded to an Industry Member. The Industry Award Sub-Committee shall consist of the immediate past recipient(s) as Chairperson(s), along with the last four recipients. This committee shall solicit worthy candidates for this award from the Industry Membership Committee. It is acknowledged that there will not always be a suitable nominee in keeping with the intent and substance of this award. In times when this is the case it is possible that no award is presented. The Industry Membership Committee shall select the recipient.
- B. Qualification for the award is based upon long term active membership in the Association, active involvement in committee work, development of model codes and demonstrated promotion of the objectives of the Association.
- C. Nominations shall be made using the Nomination for Industry Member Award Form and submitted to the Association office by March 15.
- D. The award is prepared and secured by the Associate Executive Director .
- E. The Industry Membership Committee chairperson shall prepare a biography of the recommended recipient and furnish support data for the award.

- F. The Past Recipient(s) presents the award(s) and the biographical material during the Harvey W. Wiley Award Banquet.
 - G. An original copy of the biography is presented to the recipient and is published in the AFDO eNEWS.
4. Joseph Corby Achievement Award
- Refer to Policy No. 15 for complete information on procedure.
5. Past President Award
- A. This is a citation to the out-going president for service in the office during his/her tenure.
 - B. The award is prepared by the Associate Executive Director.
 - C. The President-Elect prepares the presentation address and makes the presentation of the award at the Harvey W. Wiley Award Banquet after receiving the gavel from the out-going president.
6. Elliot O. Grosvenor Food Safety Award
- Refer to Policy No. 16 for complete information on procedure.
7. Continuing Education Tuition Reimbursement Award
- In 2017, the Association established a non-traditional continuing education tuition reimbursement fund to be awarded annually to worthy candidates who are currently employed at a state, local, tribal, or territorial government agency and are currently enrolled in college to continue their education to seek better career and work opportunities.
- A. The AFDO Continuing Education Tuition Reimbursement Award is administered by the Professional Development Committee.
 - B. The Board of Directors may approve up to \$6,000 annually for a total of no more than four (4) \$1500 tuition reimbursement awards.
 - C. To apply, in addition to completing an application, a transcript, a letter of recommendation from the applicants' supervisor, a letter of recommendation from a School Professor/Advisor, a headshot for the AFDO eNEWS and AFDO Annual Educational Conference, and a copy of their Student ID must accompany the application.
 - D. The applicant will need to include a brief essay describing their current work, field of study, and how they plan to use the scholarship to enhance their future work.
 - E. The award is not renewable; however, recipients may re-apply each year.
 - F. The application process is completed online via survey monkey managed by the Association office staff.
 - G. The details of the application must be reviewed and updated each year as needed.
 - H. The announcement of the award should be sent out by January 31 of each year and also included in the AFDO eNEWS. Send reminder notifications each week and close the application by February 28.
 - I. The committee will develop a template email to be forwarded to program managers in the DSLO which can be forwarded to their employees announcing the award.

- J. The Association office staff will forward the application spreadsheet once the application period has closed. A sub-committee of the Professional Development Committee will review the applicants to determine those who meet the requirements for the award:
 - i. Were all required fields completed?
 - ii. Is applicant currently employed?
 - iii. Is applicant currently enrolled in school?
 - iv. AFDO and Regional Affiliate membership is not required
 - v. Did applicant complete an essay?
 - vi. Did applicant upload all required documents?
- K. The applicants who met the initial review of criteria will have their essays pulled and all components which may identify the person or agency will be removed.
- L. The Professional Development Committee will have an independent selection team of 3 or 4 persons (previously used retired alumni) to review the essays and number them in order of recommended recipients based on how they plan to use the scholarship to enhance their future work.
- M. Once the essays have been scored, review for the top 4.
- N. Notify Associate Executive Director of results and award letters will be sent to the recipients.
- O. The recipients will be announced by the Professional Development Committee Chair at the Harvey W. Wiley Award Banquet .

Policy No.: 15 Joseph Corby Achievement Award

I. POLICY:

In 1990 the Association established an annual award to be known as the “Joseph Corby Achievement Award”. This award was underwritten by a gift for this purpose from Kenneth A. Silver. In 2019, the Association Board of Directors changed the name of this award to the Joseph Corby Achievement Award to honor Joseph Corby.

II. PURPOSE:

1. To stimulate professional competence by identifying individuals in the field forces of regulatory agencies whose accomplishments have been exceptional. It is expected that, by giving them recognition and visibility, they may serve as role models for their peers.
2. To bring the Association to the attention of non-Association members, thereby stimulating interest in the Association and increasing its membership.

III. ACTIVITIES FOR WHICH IT IS AWARDED:

The Joseph Corby Achievement Award will be given for one or more specific achievements, or for a documented sustained high level of performance. The scope of what counts as an “achievement” is very wide. A few examples of achievements that would be considered are: developing evidence in a difficult case that results in an indictment, conviction, or administration action; bringing about a measurable improvement in general conditions, e.g., raising test scores on dairy farms or average scores in a group of food establishments; teaching courses that result in more food manager certifications; removing dangerous consumer products from the marketplace; or developing new techniques such as more effective use of computers.

IV. ELIGIBILITY:

To be eligible for the award, one must be in his or her first ten years of service as a sanitarian, inspector, investigator, milk specialist, food specialist, radiological health inspector, consumer product safety inspector, laboratory analyst or similar regulatory position. Except for a laboratory analyst position, he or she must be a field person; that is, one who goes out of the office to make inspections a significant portion of his or her working time. The winner may not be a supervisor unless the work for which he or she were nominated was done as a field person or laboratory analyst and it played a role in the promotion to supervisor. The winner must be employed by a federal, state, county, or municipal regulatory agency, which has at least one employee as a member of AFDO. However, the candidate for the award need not be a member of AFDO.

V. NATURE OF THE AWARD:

The award winner receives four things:

1. a framed certificate of achievement;
2. a cash award of \$500 OR Travel and Registration to the AFDO Annual Educational Conference to receive the award;
3. an invitation to attend the Harvey W. Wiley Award Banquet as the Association’s guest and receive his or her certificate; and

4. recognition as the winner of the award in the form of a notice published in The Journal of the Association of Food & Drug Officials, together with biographical information. A similar news item may also appear in AFDO eNEWS, and a press release will be prepared. The winner may also be asked to furnish a portrait photograph suitable for publicity purposes.

Runners-up for the award will receive letters from the Association recognizing and congratulating them on their strong candidacy.

VI. TIME PERIOD COVERED:

The award covers the previous calendar year, January 1 through December 31.

VII. SELECTION COMMITTEE:

1. The winner and runners-up will be chosen by the AFDO Awards Committee, which is appointed by the President.
2. As an equal opportunity organization, the Joseph Corby Achievement Award will be given strictly on the basis of merit without consideration of geographical location, agency, gender, race, religion, age, or sexual preference.
3. Since each year's competition for the award is completely separate from other competitions, the geographical location or agency of previous winners will have no effect on the selection of the current year's winner.
4. The number of runners-up will be determined each year by the Committee. It is permissible to have no runners-up. If qualified nominees permit, two runners-up would be an acceptable number.

VIII. WHO MAY APPLY:

Anyone, including the nominee, may nominate a person for this award. Ideally, however, the nomination should come from the candidate's first-line supervisor. The name of an AFDO member from that agency/organization shall be indicated on the nomination form, but he or she is not asked to approve the nomination.

IX. HOW TO APPLY:

1. Notice of the award's availability shall be made in AFDO's eNEWS and shall be circulated to all Regional Affiliate . Other avenues for announcing the award may be used as desired by the committee.
2. Nominations shall be made using a special form entitled "Nomination for the Joseph Corby Achievement Award of the Association of Food and Drug Officials". The narrative describing the sustained high level of performance, act, acts, or situations that give rise to the nomination is to be furnished on the back of the nomination form, or on an attached sheet.
3. Whether the narrative is on a separate sheet or put on the back of the AFDO form, it should not exceed one page.

X. DEADLINE:

The application for the award must reach the AFDO Awards Committee Chair by April 1. All applications will then be forwarded to the Awards Committee chairperson.

XI. ADMINISTRATIVE DUTIES:

1. The Associate Executive Director will:
 - A. Publicize availability of the award in AFDO’s eNEWS and the AFDO Website.
 - B. Prepare, and furnish on request, nomination forms for the award.
 - C. Distribute link to nomination forms via eNEWS and make nomination forms available on the AFDO Website.
 - D. Prepare a framed “Certificate of Achievement” for the winner.
 - E. In the name of the President, inform the winner(s) of their selection and invite them to attend the next AFDO Annual Educational Conference and receive his or her award at the Harvey W. Wiley Award Banquet.
2. The President will appoint the members of the Awards Committee.
3. The Chair of the Awards Committee will
 - A. Arrange for all committee members to receive identical packets of nomination forms.
 - B. Receive all completed nomination forms and distribute to the Awards Committee Members.
 - C. Draft letter(s) for the President’s signature to the award recipient and runner(s)-up congratulating them on their strong candidature and expressing the hope that they will again be a contender in the following year.
 - D. Advise the Associate Executive Director of the recipient so that a check and the award can be prepared.
 - E. Prepare an article on the winner for inclusion in eNEWS.

XII. FORM OF THE CERTIFICATE:

1. The certificate, suitably framed, shall bear the winner’s full name, and read as follows:

THE ASSOCIATION OF FOOD AND DRUG OFFICIALS
Presents this
CERTIFICATE OF ACHIEVEMENT
to
[full name of winner]
In recognition of superior performance and
exceptional professional achievements
For the year []
Given at [city and state]
[signature]
President
On [date]

XIII. NOMINATION FORM: The official AFDO nomination form for this award will be provided with the announcement and be available on the AFDO website.

I. POLICY:

In 2010 the Association established an annual award to be known as the “Elliot O. Grosvenor Food Safety Award”.

II. PURPOSE:

The Elliot O. Grosvenor Food Safety Award is given to recognize outstanding achievements made by food safety programs within State Departments of Agriculture, Natural Resource Agencies, Public Health Departments or Environmental Conservation Departments in the United States or Canada. The award will go to the program that best showcases improvement, innovation or sustained high performance within a food safety program. A food safety program could include responsibility for: food safety, food protection, defense or sanitation.

III. ACHIEVEMENT CATEGORIES:

The Elliot O. Grosvenor Food Safety Award will recognize organizations for one or more specific achievements, or for a documented sustained high level of performance. The scope of what counts as an “achievement” is very wide. Examples of proven achievements that further food safety can be food safety breakthroughs, systems improvements, education and training and community outreach.

IV. ELIGIBILITY:

To be eligible for the award the food safety program must be within State Departments of Agriculture, Natural Resource Agencies, Public Health Departments or Environmental Conservation Departments in the United States or Canada.

V. NATURE OF THE AWARD:

The winner of this award will designate one individual to represent them at the annual AFDO Annual Educational Conference held yearly in June in order to publicly receive recognition (which will include a custom engraved plaque). Time will be allocated on the program agenda to comment on the award. The winner will be invited to attend the annual Harvey W. Wiley Award Banquet held during the AFDO Annual Educational Conference. Travel arrangements and reimbursement will be consistent with the Association’s Travel Policy.

Nominees other than the winner for the award will receive letters from the Association recognizing and congratulating them on their strong candidacy.

VI. TIME PERIOD COVERED:

The award covers the previous calendar year, January 1 through December 31.

VII. SELECTION COMMITTEE:

The Association President will appoint a panel of 7 jurists at the Fall Board of Directors meeting from a pool of the following:

- Representatives from the Association Board of Directors
- AFDO Awards Committee
- AFDO Regional Affiliate Presidents
- Health Canada
- Canadian Food Inspection Agency

- Subject matter experts invited by the Association Board of Directors
- Past winners of the award
- Academia
- FDA
- USDA
- DHS
- CDC

Any Association Board of Director members, Committee members, or Regional Affiliate Presidents that represent applying jurisdictions shall exclude themselves from the award jury panel.

The Association is an equal opportunity organization; therefore, the Elliot O. Grosvenor Food Safety Award will be given strictly on the basis of merit without consideration of geographical location or agency.

Since each year’s competition for the award is completely separate from other competitions, the geographical location or agency of previous winners will have no effect or bearing on the selection of the current year’s winner.

VIII. WHO MAY NOMINATE:

Anyone may nominate an eligible program for this award. Ideally the nomination should come from someone that is familiar with the Agency’s food safety program. The name of an AFDO member from the nominated agency/organization shall be indicated on the nomination form, but he or she is not asked to approve the nomination.

IX. HOW TO APPLY:

Notice of the award’s availability shall be made in AFDO’s eNEWS and on the association’s Website and shall be circulated to all Regional Affiliates . Other avenues for announcing the award may be used as desired by the committee and the Association President.

Nominations shall be made using a special form entitled “Nomination for the Elliot O. Grosvenor Food Safety Award of the Association of Food and Drug Officials”. The form will be available on the AFDO website.

X. DEADLINE:

The application for the award must reach the AFDO Awards Committee Chair by April 1. All applications will then be forwarded to the Elliot O. Grosvenor Food Safety Awards Committee.

XI. FINANCING:

During each budget cycle, it will be reviewed and determined if travel funding will be available for the award winner’s designee to participate in the AFDO Annual Educational Conference. This information will be available each year prior to the call for nominations for the award. All efforts will be made to continue funding of this award yearly.

XII. ADMINISTRATIVE DUTIES:

1. The Associate Executive Director will:
 - A. Prepare, and furnish on request, nomination forms for the award
 - B. Make available nomination forms at the AFDO Annual Educational Conference.

- C. Prepare a plaque for the winning program.
 - D. In the name of the President, inform the winner(s) of their selection and invite them to attend the next AFDO Annual Educational Conference and receive his or her award at the Harvey W. Wiley Award Banquet.
2. The Chair of the AFDO Awards Committee will direct activities to:
- A. Publicize availability of the award as previously noted.
 - B. Take necessary steps to see that the Committee reaches their decision on the winner and runner(s)-up prior to the Spring Board of Directors meeting.
 - C. Receive all completed nomination forms and distribute to the Elliot O. Grosvenor Food Safety Awards Committee Members.
 - D. Provide the results of the Committee’s work to the Board of Directors. Results of their determinations shall be kept confidential until the AFDO Annual Educational Conference.
 - E. Draft letter(s) for the President’s signature to the award recipient and runner(s)-up congratulating them on their strong candidature and expressing the hope that they will again be a contender in the following year.
 - F. Advise the Associate Executive Director of the recipient so that the award can be prepared.
 - G. Prepare an article on the award winner for inclusion in eNEWS.

XIII. PLAQUE AWARD

1. The plaque shall bear the winner’s full program name, and read as follows:

THE ASSOCIATION OF FOOD AND DRUG OFFICIALS
recognizes
[full name of program winner]
For outstanding achievements made by food safety programs within State Departments of
Agriculture,
Natural Resource Agencies, Public Health Departments or Environmental Conservation Departments
in the United States or Canada.

The [full name of winner] program best showcases improvement, innovation
or sustained high performance within a food safety program.

For the year [2XXX]
Given at [city and state]
[signature]
President
On [date]

XIV. NOMINATION FORM:

The official AFDO nomination form for this award will be provided in the announcement and available on the AFDO website.

Policy No.: 17 AFDO Scholarship

I. POLICY:

1. In 1981, the Association established an annual Scholarship Fund with the excess funds from the 75th Anniversary of the Food, Drug and Cosmetic Act celebration. The purpose of the scholarship is to carry on the legacy of excellence set forth by Harvey W. Wiley and his associates by assisting students desiring a career in an area related to some aspect of food, drugs or consumer product safety with their education.
2. It is the policy of the Association to award AFDO scholarships annually to cover the third and/or fourth years of college. The "George M. Burditt Scholarship" and the "Betsy B. Woodward Scholarship" both in the amount of \$2,500 each, will be paid from interest accrued on a special fund and donations made from various sources. A third scholarship, also worth \$2,500, was created in June, 2008 - the "Denise C. Rooney Scholarship" will also be awarded annually. The fund shall be an open fund, accepting additional donations at any time from any donor.
3. The AFDO Scholarships will be administered by the AFDO Awards Committee. The Awards Committee will be appointed by the President.
4. The following qualifications and conditions have been established for the award recipients:
The recipients should have demonstrated a desire to serve in a career of research, regulatory work, quality control, or teaching in an area related to some aspect of food, drugs, or consumer product safety; should have demonstrated leadership capabilities; and must have at least a 3.0 grade average during the first two years of undergraduate study on a scale of 4.0.
5. To apply, in addition to completing an application, an official and complete college transcript must be submitted along with letters of recommendation from two faculty members. Applications are available on the AFDO website and must be submitted by March 1 to be considered for the current year's award. If no applications are received, an award will not be presented.

II. PROCEDURES:

1. After the AFDO Annual Educational Conference, the Awards Committee chairperson shall immediately comply with the charges from the Administrative Committee.
2. The chairperson shall recruit at least five (5) members to be on the Awards Committee.
3. The chairperson shall contact the Regional Affiliate Presidents requesting that a key regulatory official in each state of each Regional Affiliate be identified and furnish them with information about the scholarship process.
4. The chairperson shall contact the universities that offer a curriculum in food technology or other criteria programs and provide via email background information and applications for the scholarship to the contact person.
5. The chairperson shall identify websites for scholarship information and add the AFDO scholarships as deemed appropriate.
6. All applications for the awards shall be submitted in accordance with the announcement guidelines.
7. The chairperson shall notify the Association's POC of the award recipients no later than April 1.

I. POLICY:

1. The Associate Executive Director approves the travel of the Association's Officers, special committees, the Executive Director, and other designated representatives as appropriate. This includes travel to Association Board of Director meetings, hearings, special appearances, related Association meetings, etc.
2. Funds are also budgeted by the Board of Directors to defray the travel costs of the Regional Affiliate Directors to the Board of Directors meetings. Refer to Policy No. 13 for procedures.

II. PROCEDURES:

1. Travel expenses, except for mileage and meals (see Per Diem Meals), require a dated paid clear, legible receipt.
2. Receipt images submitted via email must be clear, complete, and legible.
3. Mileage is calculated at the current GSA standard mileage rate.
4. If the traveler chooses to add additional days to a stay for personal reasons, per diem, hotel expenses and other expenses associated with the additional days are not reimbursable.
 - A. A cost comparison at the time of purchase between travel cost (air, rail, personal vehicle, rental vehicle, etc.) for the Association's purpose and the actual travel expenses is required.
 - B. The Association's will only reimburse the cost of the travel for Association purpose(s). Any additional expense is the responsibility of the traveler.
5. Expense reports must be emailed to the Association at ap@afdo.org within fifteen (15) business days of the end of travel.
6. Failure to submit Expense Reports in the designated timeframe may result in forfeiture of reimbursement.

The Association will reimburse the following Association-related travel expenses:

1. Air Travel

Airfare shall be by the most economical changeable coach fare available, within reasonable departure and arrival times on the traveler's preferred airline (unless there is significant cost differential – then the carrier with the lower cost should be used).

- A. The Association encourages the early purchase of tickets in an effort to obtain a reasonable fare.
- B. Ticket purchase at least 21 days prior to travel is recommended.
 - i. Domestic round-trip airfare is limited to \$1,000.00
 - a. If airfare will exceed the \$1,000 cap, written approval from the Associate Executive Director must be obtained before ticket purchase.
 - b. Rationale and a cost comparison for the ticket (carrier, time/date, and location of departure) may be required.
 - c. Written approval to purchase must be submitted with the Expense Report.
 - ii. The airfare receipt and itinerary must clearly indicate the date of purchase.

- iii. Round trip baggage fee for one personal checked bag will be reimbursed.
 - iv. Overweight baggage fees for personal baggage and travel insurance are **not** reimbursable.
 - v. Preferred seating or other upgrade is generally **not** reimbursable.
2. Upgrading to next class above coach may be possible if the flight has a scheduled in-air flying time greater than 6 hours, with prior written approval by the Association.
 3. Use of Train (Rail) in Lieu of Air Travel

Reimbursement for use of rail in lieu of air travel is limited to the lesser of the actual cost or the round-trip airfare.

 - A. A cost comparison, at least 21 days prior to travel, within reasonable departure and arrival times and on the traveler's preferred airline, is required.
 - B. A rail reservation cannot exceed \$500 without written approval from Associate Executive Director .
 - C. The rail receipt (showing purchase date), itinerary, and any approval must be submitted together with the Expense Report.
 4. Use of Private Automobile In lieu of Air Travel

Reimbursement for the use of a private automobile in lieu of air travel is limited to the lesser of the actual mileage calculated using the Federal Per Diem Mileage rate or the round-trip airfare.

 - A. A cost comparison, at least 21 days prior to travel, within reasonable departure and arrival times and on the traveler's preferred airline, is required.
 - B. For tolls, documentation must be submitted for reimbursement.
 5. Use of Private Automobile to/from Originating Airport

Reimbursement shall be at the current GSA standard mileage rate between home address and originating airport.

 - A. For tolls, documentations must be submitted for reimbursement.
 6. Rental Vehicles

All car rentals require prior written approval by Associate Executive Director or Executive Director.

 - A. A rental vehicle estimate must be submitted to the Associate Executive Director for review and written approval to use a rental vehicle, prior to renting a vehicle using the Rental Vehicle form.
 - B. The Association encourages the use of ground transportation (taxis, public transportation, etc.) in lieu of rental vehicle whenever possible.
 - C. For all domestic rentals insurance coverage offered by the rental agency is to be rejected and will not be reimbursed. International rentals will be determined on a case-by-case basis.
 - D. Written approved Rental Vehicle Form from the Associate Executive Director , and the dated paid vehicle rental receipt must be submitted with Expense Report.
 - E. Rental vehicle fuel is reimbursable, with clear legible receipt.
 - F. The Association recommends using the "return vehicle full" option.
 7. Lodging

The Association will reimburse a reasonable lodging rate for the event location for contracted work-related travel. Please refer to the GSA schedule for guidance concerning reasonable rates for the location.

- A. If the Association secures a room block, lodging will be reimbursed at the contracted room block cost.
- B. Suites require prior written approval by Associate Executive Director or Executive Director.
- C. Itemized legible receipt required.

8. Per Diem Meals

A meal paid for or provided by the Association (such as through a registration fee for a conference), or provided as part of a meeting or event, must be deducted from the expense report.

- A. Meals and Incidentals (M&IE) are reimbursed using the GSA schedule at <https://www.gsa.gov/travel/plan-book/per-diem-rates> for the event location.
- B. Per diem rates for Alaska, Hawaii and the U.S. Territories are set by the Department of Defense at <http://www.defensetravel.dod.mil/site/perdiemCalc.cfm>.
- C. The incidental expense is included in the full day per diem. This expense can be claimed daily to cover tipping for meals.

9. Parking

When parking at a departure point, hotel or event location, the Association encourages the use of a reasonable parking rate. However, the traveler may take into consideration walking distance, weather conditions, weight of luggage, environmental safety concerns, etc. to not be subjected to undue inconvenience or possible injury.

10. Ground Transportation Fares

The Association will reimburse reasonable ground transportation expenses. Ride sharing and use of public transportation is encouraged.

- A. Transportation expenses, including tips, must have a dated, complete, and legible paid receipt to be reimbursed.
- B. Tips in excess of 20% will not be reimbursed.

11. Cancellation of Airfare or Train Tickets

If the Association has reimbursed for future travel arrangement, and event is cancelled, or the traveler cannot attend the traveler can either:

- A. Reimburse the Association and use the ticket for personal travel.
- B. Use the ticket for a future trip approved by the Association – the Association will cover the change fee and any cost differential.

Related Documents: AFDO Expense Report

Policy No.: 21 Position Papers

I. POLICY:

1. It is essential that the President and the Board of Directors are aware of requests for the Association's positions on health and environmental issues pertaining to hearings, personal testimony, written statements, or congressional matters or issues.
2. All Association positions shall have prior approval of the Board of Directors before release or dissemination to the requesting body or generated from within AFDO's Committee Structure.

II. PROCEDURES:

1. The committee chairperson shall immediately advise the Executive Director and President of any request for an Association position on any issue.
2. The committee upon notification of the Executive Director and President shall proceed to prepare a paper recommending the Association position.
3. Upon completion of the paper, a copy shall be transmitted to the Executive Director and President with sufficient lead-time to circulate to the Board of Directors prior to submission or presentation, as appropriate.
4. These procedures shall also be applicable, should interest develop from within an AFDO Committee in which the Association should go on record with a position of support or opposition.
5. These procedures shall not apply provided any Association member or committee clearly states the position is personal and does not reflect the Association's position.
6. A copy of the approved position shall be forwarded to the Executive Director or Associate Executive Director for inclusion in the Association's archives.

Policy No.: 22 AFDO Policies & Procedures

I. POLICY:

It shall be the responsibility of the Executive Director in cooperation with the Associate Executive Director to review and update the AFDO Policies and Procedures every two years.

II. PROCEDURES:

1. Every two years, the Executive Director and Associate Executive Director will present any updates to the Board of Directors.

I. POLICY

To establish protocols for the receipt and consideration of Resolutions submitted through the Executive Director that involves time frames, format, and detailed procedures.

II. PROCEDURES:

1. In January of each year, the Executive Director shall call for resolutions by contacting the Regional Affiliate Presidents, Regional Affiliates, Board of Directors members, and Association Committee Chairs.
2. Proposed resolutions will be accepted only if they come from an Association member or Regional Affiliates. If needed for explanatory purposes, a resolution should be accompanied by a statement (not to exceed one page) summarizing the purpose of and the justification for the proposed resolution.
3. The Executive Director shall review all proposed resolutions as to clarity and form and may modify language if deemed advisable, as long as the intent is not changed and is in consultant with the sponsor. The Executive Director may consolidate resolutions that are similar in content and intent and so indicate when presenting the revised resolution to the Board of Directors.
4. The Executive Director shall also prepare and present those additional resolutions which by tradition are of a memorial or recognition nature or in good etiquette and are appropriate for the Association at the time and place of its annual meeting.
5. All proposed resolutions reviewed and approved by the Executive Director shall be submitted to the Board of Directors no later than 10 days prior to their meeting just prior to the annual meeting for review and recommendations. Board of Director members are expected to have reviewed each proposed resolution prior to the meeting to expedite the review process by the Board of Directors.
6. The Executive Director shall be responsible for the posting of the proposed resolutions which are to be presented for membership approval. A copy of each shall be made available for review by the membership at least one day prior to the annual business meeting.
7. All resolutions reviewed and approved by the Board of Directors shall be presented to the membership during the annual business meeting by the Executive Director, with the Board of Director's recommendations of approval or disapproval.
8. Resolutions may be offered for voting individually or in a group of resolutions identified as a "consent calendar". Consent calendar resolutions are those assembled as a single voting item by the Board of Directors prior to the voting session on the assumption that they are non-controversial. All proposed resolutions must be publicized and posted in a designated area, clearly identified as individual or consent calendar items, at least one day prior to the annual business meeting. Prior to the vote, upon a member request or otherwise, the presiding chair may move any individual resolution from the consent calendar to be voted upon individually. Any resolution publicized as outlined in this procedure prior to the meeting may be voted upon "as published" versus reading the resolution.
9. Floor action on resolutions shall be by majority vote of the members present and constituting a quorum.

10. If the provisions of paragraphs 1-6 cannot be met, resolutions may be presented from the floor during the annual business meeting provided:
 - A. The purpose/intent as to form and clarity has been approved in advance by the Board of Directors.
 - B. Such resolutions shall be considered after all other resolutions have been acted upon.
11. Following the annual business meeting, a copy of all resolutions approved by the members shall be supplied to all I Regional Affiliates.
12. The Board of Directors shall initiate all action required by the approved resolutions and will attempt to achieve the resolutions intent during the ensuing year.

I. POLICY:

The Association will allow presentations during the annual AFDO Annual Educational Conference to provide for “new science” and/or “new technology.”

The Association will not review products or services for the purpose of endorsement and the Association will not endorse specific products or services. The Association will not allow the “AFDO” name to be used for marketing or promotion of a product or service.

II. PROCEDURES:

1. The Conference Planning Committees may invite such presenters as determined to be needed for the agenda.
2. The primary focus of the presentation must be informational rather than promotional, however, the Association will allow the speaker to name the company, which she/he is representing and the speaker can respond to direct questions from the audience relative to cost and availability of the product and/or service described.

I. POLICY:

A Conference Program Planning Committee will assist the Executive Director with the planning and coordination of the AFDO Annual Educational Conference. This committee will serve the chairperson with insight, ideas and suggestions for the AFDO Annual Educational Conference program.

II. PROCEDURES

1. The Executive Director will serve as the chair of this workgroup.
2. Permanent members of the workgroup are the Executive Director, track chairs, and co-chairs. With the conference evaluations and in other methods as appropriate, additional volunteers will be sought. Workgroup meetings will be conducted via virtual meetings.
3. The role of workgroup members is to assist in reviewing suggested topics, refining issues, and identifying and contacting speakers. Additional roles may apply as deemed necessary by the President. Additionally, subgroups may be created for specific tracks such as retail, produce, outbreaks, etc.

I. POLICY:

1. As identified in AFDO Constitution, “Article VI – Meetings of the Membership”, the Board of Directors shall set the dates and locations of the AFDO Annual Educational Conference.
2. It is the policy of the Association to identify key cities where the annual meetings will be held within each Regional Affiliates. Criteria for selected cities shall be based on:
 - A. Ease of air access and average airfare costs.
 - B. Cities/locations that will enhance attendance and participate by all members/attendees and conference speakers.
 - C. Reasonable per diem rates.
 - D. Affordable associated meeting costs that includes: food and beverage, meeting room rental, etc.
3. The AFDO Annual Educational Conference will be rotated geographically as much as feasible.
4. A listing of selected cities within each Regional Affiliate can be obtained by contacting the Association office. This listing will be updated as the need arises.

I. POLICY:

1. The Executive Director and the Associate Executive Director approve the travel of the speakers for the AFDO Annual Educational Conference.
2. Funds are budgeted for a total of \$10,000 for speaker expenses.

II. PROCEDURES

1. Speakers approved for travel must follow the AFDO Travel Policy. Refer to Policy No. 18 for complete information on procedure.

I. POLICY

This conflict-of-interest policy is designed to help directors, officers, contractors and employees of the Association identify situations that present potential conflicts of interest and to provide the Association with a procedure that, if observed, will allow a transaction to be treated as valid and binding even though a director, officer, or employee has or may have a conflict of interest with respect to the transaction. In the event there is an inconsistency between the requirements and the procedures prescribed herein and those in federal or state law, the law shall control. All capitalized terms are defined in Part 2 below.

1. Conflict of Interest Defined.

For purposes of this policy, the following circumstances shall be deemed to create Conflicts of Interest:

A. Outside Interests.

- i. A Contract or Transaction between the Association and a Responsible Person or Family Member.
- ii. A Contract or Transaction between the Association and an entity in which a Responsible Person or Family Member has a Material Financial Interest or of which such person is a director, officer, agent, partner, associate, trustee, personal representative, receiver, guardian, custodian, conservator, or other legal representative.

B. Outside Activities.

- i. A Responsible Person competing with the Association in the rendering of services or in any other Contract or Transaction with a third party.
- ii. A Responsible Person's having a Material Financial Interest in; or serving as a director, officer, employee, agent, partner, associate, trustee, personal representative, receiver, guardian, custodian, conservator, or other legal representative of, or consultant to; an entity or individual that competes with the Association in the provision of services or in any other Contract or Transaction with a third party.

C. Gifts, Gratuities and Entertainment. A Responsible Person accepting gifts, entertainment, or other favors from any individual or entity that:

- i. does or is seeking business with, or is a competitor of the Association; or
- ii. has received, is receiving, or is seeking to receive a loan or grant, or to secure other financial commitments from the Association;
- iii. is a charitable organization; under circumstances where it might be inferred that such action was intended to influence or possibly would influence the Responsible Person in the performance of his or her duties. This does not preclude the acceptance of items of nominal or insignificant value or entertainment of nominal or insignificant value that are not related to any particular transaction or activity of the Association.

2. Definitions.

- A. A *Conflict of Interest* is any circumstance described in Part 1 of this Policy.
- B. A *Responsible Person* is any person serving as an officer, employee, or member of the Board of Directors of the Association.
- C. A *Family Member* is a spouse, domestic partner, parent, child, or spouse of a child, brother, sister, or spouse of a brother or sister, of a Responsible Person.

- D. A *Material Financial Interest* in an entity is a financial interest of any kind that, in view of all the circumstances, is substantial enough that it would, or reasonably could, affect a Responsible Person's or Family Member's judgment with respect to transactions to which the entity is a party. This includes all forms of compensation.
- E. A *Contract or Transaction* is any agreement or relationship involving the sale of purchase of goods, services, or rights of any kind, the providing or receipt of a loan or grant, the establishment of any other type of pecuniary relationship or review of a charitable organization by the Association. The making of a gift to the Association is not a Contract or Transaction.

II. PROCEDURES

1. Before Board of Director action on a Contract or Transaction involving a Conflict of Interest, a Responsible Person having a Conflict of Interest and who is in attendance at the meeting shall disclose all facts material to the Conflict of Interest. Such disclosure shall be reflected in the minutes of the meeting.
2. A Responsible Person who plans not to attend a meeting at which he or she has reason to believe that the Board of Directors will act on a matter in which the Responsible Person has a Conflict of Interest shall disclose to the President of the Association all facts material to the Conflict of Interest. The President shall report the disclosure at the meeting, and the disclosure shall be reflected in the minutes of the meeting.
3. A Responsible Person who has a Conflict of Interest shall not participate in or be permitted to hear the Board of Director's discussion of the matter except to disclose material facts and to respond to questions. Such Responsible Person shall not attempt to exert his or her personal influence with respect to the matter, either at or outside the meeting.
4. A Responsible Person who has a Conflict of Interest with respect to a Contract or Transaction that will be voted on at a meeting shall not be counted in determining the presence of a quorum for purposes of the vote. The Responsible Person having a conflict of interest may not vote on the Contract or Transaction and shall not be present in the meeting room when the vote is taken, unless the vote is by secret ballot. Such Responsible Person's ineligibility to vote shall be reflected in the minutes of the meeting. For purposes of this paragraph, a member of the Board of Directors of the Association has a Conflict of Interest when he or she stands for election as an officer or for re-election as member of the Board of Directors.
5. Responsible Persons who are not members of the Board of Directors of the Association or who have a Conflict of Interest with respect to a Contract or Transaction that is not the subject of board or committee action, shall disclose to the Associate Executive Director or if the Responsible Person is the Associate Executive Director the Executive Director any Conflict of Interest that such Responsible Person has with respect to a Contract or Transaction. Such disclosure shall be made as soon as the Conflict of Interest is known to the Responsible Person. The Responsible Person shall refrain from any action that may affect the Associations participation in such Contract or Transaction.
6. In the event it is not entirely clear that a Conflict of Interest exists, the Responsible Person with the potential conflict shall disclose the circumstances to the appropriate, who shall determine whether there exists a Conflict of Interest that is subject to this policy.

III. CONFIDENTIALITY

1. Each Responsible Person shall exercise care not to disclose confidential information acquired in connection with such status or information the disclosure of which might be adverse to the interests of the Association. Furthermore, a Responsible Person shall not disclose or use information relating to the

business of the Association for the personal profit or advantage of the Responsible Person or a Family Member.

IV. REVIEW OF POLICY

1. Each new Responsible Person shall be required to review a copy of this Policy and to acknowledge in writing that he or she has done so.
2. Each new Responsible Person shall annually complete a disclosure from identifying any relationships, positions, or circumstances in which the Responsible Person is involved that he or she believes could contribute to a Conflict of Interest arising. Such relationships, positions, or circumstance might include service as a President of or consultant to a not-for-profit organization, or ownership of a business that might provide goods or services to the Association. Any such information regarding business interests of a Responsible Person or a Family Member shall be treated as confidential and shall generally be made available only to the President, the Executive Director, and Associate Executive Director , except to the extent additional disclosure is necessary in connection with the implementation of this policy.

This policy shall be reviewed annually by each Responsible Person. Any changes to the policy shall be communicated immediately to all Responsible Persons.

Conflict of Interest Information Form

Name: _____ Date: _____

Please describe below any relationships, positions, or circumstances in which you are involved that you believe could contribute to a Conflict of Interest (as defined in the Association’s Policy on Conflicts of Interest) arising.

I hereby certify that the information set forth above is true and complete to the best of my knowledge. I have reviewed, and agree to abide by, the Policy of Conflict of Interest of the Association of Food and Drug Officials that is currently in effect.

Signature: _____ Date: _____

Printed Name: _____

I. POLICY

The Association will avoid acquisition of unnecessary or duplicate items. When feasible consideration will be given to consolidating or breaking out procurements to obtain a more economical purchase. Where appropriate, analysis will be made of lease versus purchase alternatives, and any other appropriate analysis to determine the most economical approach.

Where appropriate for procurement or use of common or shared goods and services, the Association promotes the cost-effective use of shared services across the Federally funded program.

The Association acknowledges the requirement for compliance with procurement related to property, engineering, or construction purchases. The Association's mission and programs do not include the purchase of property, engineering or construction and are therefore exempt from these compliance expectations.

The Association will ensure each contractor possesses the ability to perform successfully under the terms and conditions of a proposed procurement. Consideration will be given to such matters as contractor integrity, compliance with public policy, record of past performance, and financial and technical resources. The Association will verify through SAM.gov that the contractor is not suspended or debarred. Verification will be documented with procurement transaction.

All use of contractors for work on service purchases (e.g., facilitating, instructing) for cooperative agreements, contracts, and grants, must be approved in advance for each event by the Executive Director.

The Association will maintain records supporting the history of each procurement. The records will include but are not necessarily limited to the following: rationale for the method of procurement, selection of contract type, verification of contractor integrity through SAM.gov, contractor selection or rejection, and the basis for the contract price.

Should a dispute arise out of a procurement, the Association will exercise good administrative practice and sound business judgment to settle the dispute. A dispute does not relieve the Association or the contractor from responsibilities under its contracts. Violations of law will be referred to the local, state, or Federal authority having proper jurisdiction.

The Association may elect to use a time and materials contract only after determining no other contract is suitable, the contract includes a maximum cost, and contractor exceeds maximum at its own risk. Time and materials contracts include the sum of actual cost of materials and direct labor hours charged at fixed hourly rate which includes wages, all administrative costs including indirect. The Association agrees to exercise a high degree of oversight to ensure contractor uses efficient methods and effective cost controls.

All procurement transactions must be conducted in a manner providing full and open competition consistent with the Association's procurement policies and procedures. To eliminate unfair competitive advantage, contractors that develop statements of work, invitations for bids, or requests for proposals must be excluded from competing for such procurements. Geographic location of contractor will not impose limitations during the competitive process.

All procurement solicitations will include a description of the technical requirements for the material, product, or service to be procured. Specifications should be written clearly and with sufficient detail to solicit an adequate number of bids, and evaluate bids fairly and consistently, without limiting competition.

No Association member, employee, consultant, elected official, appointed official or designated agent of the Association will take part or have an interest in the award of any procurement transaction if a conflict of interest, real or apparent, exists. A conflict of interest occurs when the official, employee or designated

agent, partners of such individuals, immediate family members, or an organization which employs or intends to employ any of the above has a financial or other interest in any of the competing firms. Refer to Policy No. 29.

II. PROCEDURES

Procurements made by the Association will comply with one of the five procurement methods. Each procurement will document the applicable method and subsequent documentation for each process will be retained and kept with the Association's fiscal or grant records as applicable. The following process shall be used for all procurements using federal cooperative agreement funds. The Associate Executive Director may waive this process for procurement funds not involving federal funds.

1. Micro-purchase procurement Purchases for supplies, materials or services under \$3,000 can be made without competition.
 - A. Micro-purchases not under contract must be initiated with a request to purchase except for shipping costs.
 - B. Requests for purchase for micro-purchases should be emailed to the Associate Executive Director. Email should include Item/Service Description and price.
 - C. Upon receipt of the item/service the packing slip/work order listing items received should be endorsed by the recipient.
2. Small purchase procurement Small purchases between \$3,000 and \$150,000 (Simplified Acquisition Threshold) for services, supplies, materials, or other property must include a price or rate quotation from an adequate number of qualified sources (two or more).
 - A. Small purchases not under contract must be initiated with email request to purchase to the Associate Executive Director . Email should include Item/Service Description and price.
 - B. Requests for purchase for small purchases must be approved as follows:
 - i. \$1-\$10,000 by the requestor and the Associate Executive Director .
 - ii. \$10,001-\$50,000 by the requestor, Associate Executive Director and Executive Director
 - iii. \$50,001 and above are required to be approved by the Associate Executive Director, Executive Director, and President.
 - C. All documentation, including the two or more quotations obtained, is then submitted to accounting upon completion.
 - D. Upon receipt of the item/service the packing slip/work order listing items received should be endorsed by the recipient. This documentation is then submitted for payment with all items.
3. Competitive Procurement Competitive procurements are applicable when the Association needs a fixed price or cost-reimbursement contract, more than one source is available and the use of sealed bids is not appropriate. Prior to development of a Request for Proposals, the Associate Executive Director and Executive Director shall approve the development of the RFP along with the final RFP prepared. The Association's competitive procurements will include:
 - A. Requests for proposals (RFP) will be publicized and allow for a minimum of 15-day response period.
 - B. Include all evaluation factors and their relative importance.
 - C. All responses to the RFP will be considered to the maximum extent possible.
 - D. Proposals will be solicited from an adequate number of qualified sources.
 - E. The method for evaluating and selecting proposals will be established in writing.

- F. The Association will perform a cost or price analysis; at minimum, independent estimates will be made before receiving bids or proposals. The Association will negotiate profit as a separate element of the price for each contract in which there is no price competition and in all cases where cost analysis is performed.
 - G. Contract will be awarded to the entity whose proposal is most advantageous to the program, with price and other factors considered.
 - H. All contracts are to be signed only by the Associate Executive Director or Executive Director.
 - I. The final signed contract along with all the RFPs submitted will be submitted to Accounting for retention.
4. Procurement by sealed bid In the instances when the Association's procurement needs result in a fixed price contract (lump sum or unit price) that exceeds \$150,000, a sealed bid process will be considered. Sealed bids require public advertising, and the awards given to the responsible, lowest price bidder who conforms with all terms and conditions of the solicitation. The sealed bid method is the preferred for procuring construction.
- A. Considerations for determining if a sealed bid process is feasible:
 - i. A complete, adequate, and realistic specification or purchase description is available;
 - ii. Two or more responsible bidders are willing and able to compete effectively for the business; and
 - iii. The procurement lends itself to a firm fixed price contract and the selection of the successful bidder can be made primarily on price.
 - B. If sealed bids are used, the following requirements apply:
 - i. Bids must be publicly advertised with sufficient response time prior to date of opening the bid.
 - ii. Solicited to an adequate number of known suppliers.
 - iii. Bid specifications will adequately and fairly define the items or services in order for the bidder to properly respond.
 - iv. All bids will be opened at the time and place prescribed in the invitation for bids, and for local and tribal governments, the bids must be opened publicly;
 - v. The Association will perform a cost or price analysis; at minimum, independent estimates will be made before receiving bids or proposals. The Association will negotiate profit as a separate element of the price for each contract in which there is no price competition and in all cases where cost analysis is performed.
 - vi. A firm fixed price contract will be established in writing to the lowest priced and most responsible bidder.
5. Procurement by noncompetitive proposals (sole source) The Association may consider sole source procurements only when one or more of the following circumstances apply:
- A. The item or service is only available from a single source;
 - B. The public emergency for the requirement will not permit a delay resulting from competitive solicitation.
 - C. The Federal awarding agency or pass-through entity has given the Association written permission to engage in noncompetitive proposals (sole source); or
 - D. After solicitation of a number of sources, competition is determined inadequate.

- E. Any or all bids may be rejected if there is a sound documented reason.
- 6. NOTE: Federal agency preapproval is required when the procurement is expected to exceed \$150,000 (simplified acquisition threshold) and is to be awarded without competition, or only one bid or proposal is received in response to a solicitation.
- 7. The Association will take the necessary affirmative action steps to assure minority businesses, women's business enterprises, and labor surplus area firms are used when possible.
 - A. The Association's affirmative steps will:
 - i. Place qualified small and minority businesses and women's business enterprises on solicitation lists and engage in solicitations whenever they are potential sources;
 - ii. Adjust bid specifications and delivery expectations when feasible, into smaller tasks to permit maximum participation by small and minority businesses, and women's business enterprises;
 - iii. As appropriate, the Association will use the services of the Small Business Administration and the Minority Business Development Agency of the Department of Commerce.
 - iv. Ensure contracts, if subcontracts are to be let, to take the affirmative steps listed in this section.
- 8. Record Retention and Audit
 - A. All steps of the procurement process will be recorded and retained with the applicable grant or the Association fiscal year records. Expiration of each record will follow the retention period assigned to each grant award or the Association's fiscal year.
- 9. Contract and Subcontract Provisions
 - A. When applicable, the Association, will include in contracts and subcontracts the procurement practices outlined in the prime grant award or contract. To limit liability if continued funding is not forthcoming, the Association will insert a clause into all contracts stipulating that payment beyond the end of the current budget period is contingent on continued Federal funding.
 - B. All contracts above \$10,000 which use federal funds must contain or incorporate the requirements from 2 CFR 200, Appendix II.

Equipment purchased with federal funds should be noted in the Association inventory. Federal disposition rules must be followed to allow for disposition. Equipment for federal fund purposes is nonexpendable personal property having a useful life of more than one year and an acquisition cost of \$5,000 or more per unit. Examples of equipment include laboratory instruments, audio visual equipment, and computer systems.

I. POLICY:

The Association has established a written record retention policy to ensure that staff and Officers follow consistent guidance about maintaining and documenting the storage and destruction of the organization's documents and records.

II. PROCEDURES:

1. The Association's staff, volunteers, members of the Board of Directors, committee members and outsiders (independent contractors via agreements with them) are required to honor the following record retentions:

The table below indicates types of documents (paper or electronic) the Association must retain and for how long. The Association will also adhere to the requirements of 361 CFR 75.361 Retention requirements for records.

- A. Paper documents not listed on the table will be destroyed after their usefulness has been completed.
- B. All electronic documents not listed on the table will be deleted from all individual computers, databases, networks, and back-up storage after their usefulness has been completed.
- C. No paper or electronic documents will be destroyed or deleted if pertinent to any ongoing or anticipated government investigation or proceeding or private litigation. All records should be kept until the statute of limitations is up.
- D. No paper or electronic documents will be destroyed or deleted as required to comply with government auditing standards (Single Audit Act). In addition, federal awards and other government grants may provide for a longer period than is required by other statutory requirements.
- E. Document retention policies apply equally to documents saved in the cloud, on a server, or in a filing cabinet.

Type of Document	Minimum Requirement
Accounts payable ledgers and schedules	7 years
Articles of Incorporation	Permanently
Audit reports	Permanently
Bank reconciliations	2 years
Bank statements	3 years
Checks and ACH (for important payments and purchases)	7 Years
Contracts, mortgages, notes, and leases (expired)	7 years
Cooperative Agreements/Contracts (still in effect)	Contract period
Correspondence (general – including emails)	2 years
Correspondence (legal and important matters)	Permanently
Correspondence (with customers and vendors)	2 years

Type of Document	Minimum Requirement
Deeds, mortgages, and bills of sale	Permanently
Depreciation schedules	Permanently
Determination Letter from the IRS (and correspondence)	Permanently
Duplicate deposit slips	2 years
Employment applications	3 years
Expense analyses/expense distribution schedules	7 years
Year-end financial statements	Permanently
Insurance records, current accident reports, claims, policies, and so on (active and expired)	7 Years
Internal audit reports	3 years
Inventory records for products, materials, and supplies	3 years
Invoices (to customers, from vendors)	7 years
Meeting minutes, bylaws, and constitution	Permanently
Patents and related papers	Permanently
Payroll records and summaries	7 years
Personnel files (terminated employees)	7 years
Resolutions	Permanently
Retirement and pension records	Permanently
Tax returns and worksheets	Permanently
Timesheets	7 years
Trademark registrations and copyrights	Permanently
Withholding tax statements	7 years

I. POLICY:

Publications may be written by Association committees to provide guidance to regulators, industry and consumers on food and medical products safety topics. These Publications would be published by the Association and made available on the AFDO website.

II. PROCEDURE:

1. A recommendation for a Publication to provide guidance should be formalized in writing and provided to the President and Executive Director for review.
2. The written recommendation will include the topic, reason the guidance is needed, an overview of components of the document and a recommendation of which committee may be best to take on the project.
3. The President and Executive Director will determine the need for the document and assign it to the appropriate committee as a new charge.
4. The committee chair(s) will form a sub-group, provide the details of the charge, and set a timeline for the Publication.
5. After the committee has completed the draft written publication, the draft copy will be provided to the Association's Director of Communication and the Executive Director for review. If changes are needed, the draft document will be sent back to the committee.
6. The Director of Communication will format the publication using the Association brand standards.
7. After formatting is complete, it will be sent to an outside editor for grammatical review.
8. The draft formatted document will be presented to the Board of Directors for review and approval.
9. The final approved publication will be added to the AFDO website, announced to the membership and sent to a printer, if needed.

I. POLICY:

1. For federal taxes:

For capital expenditures and depreciation purposes, no less than \$2,500 to be capitalized. This is a change from \$500 and will be effective July 1, 2019.

Since the Association is a non-profit organization, Sec. 179 may not be utilized.

I. POLICY:

The Association will seek reimbursement for disbursements on a monthly basis for the previous month's grant-related activity. In circumstances where there are significant expenditures in a month, an additional mid-month drawdown may be requested on a reimbursement basis for cash flow purposes. The Association will ensure that prior to obligation or expenditure of funds that the amount is allowable under the current notice of grant award approved budget or variance allowed in the notice of grant award. This will be accomplished through monthly fiscal reports to grant managers, project directors, project investigators and seeking approval from the above positions prior to obligation or expenditure of funds. If the above are not available, the signatory official shall be responsible for ensuring that the expenditure amounts are within budget.

When possible, the Association will utilize electronic funds transfer to disburse and reimburse funds.

In the rare circumstance when an advance must be used no additional drawdowns will be requested until the draw down advance has been fully disbursed.

The Association will deposit all advanced payments using an insured interest-bearing account in a bank or institution. If there is an advance requested, funds shall be deposited into an interest-bearing savings account until disbursement.

At the end of each fiscal year, the Associate Executive Director will be responsible to remit any interest in excess of \$500 on Federal advance payments deposited in an interest-bearing account to the Department of Health and Human Services Payment Management System (PMS) using Automated Clearing House (ACH) or a Fedwire Funds Service as required in [2 CFR 200](#) Payment.

All funds will be safeguarded, and transactions will be audited to ensure there are effective controls and accountability.

All financial records and supporting documents will be retained as required in 361 CFR 75.361 Retention requirements for records or the AFDO Policies and Procedures No.: 31 Record Retention, whichever is greater.

I. POLICY:

The Association requires directors, officers and employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As employees and representatives of the Association, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

II. PROCEDURE:

1. Reporting Responsibility This Whistleblower Policy is intended to encourage and enable employees and others to raise serious concerns internally so that the Association can address and correct inappropriate conduct and actions. It is the responsibility of all Board of Director members, Officers, employees, and volunteers to report concerns about violations of the Association's code of ethics or suspected violations of law or regulations that govern the Association's operations.
2. No Retaliation It is contrary to the values of the Association for anyone to retaliate against any Board of Director member, officer, employee, or volunteer who in good faith reports an ethics violation, or a suspected violation of law, such as a complaint of discrimination, or suspected fraud, or suspected violation of any regulation governing the operations of the Association. An employee who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment.
3. Reporting Procedure The Association has an open-door policy and suggests that employees share their questions, concerns, suggestions or complaints with their supervisor. If you are not comfortable speaking with your supervisor or you are not satisfied with your supervisor's response, you are encouraged to speak with the Executive Director or current Association President. Supervisors are required to report complaints or concerns about suspected ethical and legal violations in writing to the Associate Executive Director , who has the responsibility to investigate all reported complaints. Employees with concerns or complaints may also submit their concerns in writing directly to their supervisor or the Executive Director or the Associate Executive Director .
4. The Associate Executive Director is responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved. The Associate Executive Director will advise the Executive Director of all complaints and their resolution and will report at least annually to the Board of Directors compliance activity relating to accounting or alleged financial improprieties.
5. Accounting and Auditing Matters The Associate Executive Director shall immediately notify the Audit Committee/Finance Committee of any concerns or compliant regarding corporate accounting practices, internal controls or auditing and work with the committee until the matter is resolved.
6. Acting in Good Faith Anyone filing a written complaint concerning a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense.
7. Confidentiality Violations or suspected violations may be submitted on a confidential basis by the complainant. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.
8. Handling of Reported Violations The Associate Executive Director will notify the person who submitted a complaint and acknowledge receipt of the reported violation or suspected violation. All reports will be promptly investigated and appropriate corrective action will be taken if warranted by the investigation.

I. POLICY:

The Association functions, including conferences, Board of Director meetings, committee meetings, or Association sponsored events, by their very nature, bring competitors together. To avoid antitrust allegations, it is necessary to avoid discussions of sensitive topics including agreements to engage in product boycotts, restrictive market allocations, refusal to deal with third parties, and price restraining activities which are automatically illegal under antitrust laws.

An antitrust violation does not require proof of a formal agreement. Conversations regarding any of these sensitive areas may be construed as implicit violations. As a result, anyone involved in an Association sponsored function should remember the importance of avoiding not only unlawful activities but even the appearance of unlawful activity.

The antitrust laws - the Sherman Act, Clayton Act and the Federal Trade Commission Act - are intended to ensure free and open competition. Violations of these laws can have serious consequences for the Association and its members. Violations are felonies that can result in severe penalties and significant litigation expenses for the Association and its members. Even if a government or private suit is successfully defended, the cost and disruption of the litigation can be overwhelming. Taking antitrust precautions, therefore, is not only advisable but imperative.

II. PROCEDURE:

Board of Directors, Officers, employees, and members should voice their objection and disassociate themselves from any conversation or activity which includes discussions of boycotts, restrictive market allocations, refusal to deal with third parties, and price restraining activities.

I. POLICY**Executive Director Pay:**

The Executive Director has a written contract with the organization that is negotiated by the organization's Officers who serve as the compensation committee. The organization's Officers consider a variety of things in determining compensation, including reviewing other organizations' 990 tax returns, comparing executive director compensation, considering each organization's total income and expenditures and director longevity. The Board of Directors also looks at key federal salaries because the executive director's expected knowledge, skills, abilities, and expected performance is commensurate with that of senior officials with which he or she interacts at US FDA. Further, the Board of Directors also considers the maximum compensation allowed for US Department of Health and Human Services grant recipients. Taking into consideration the above, the Officers may recommend to the board that a bonus be paid to the Executive Director for exceptional performance, based upon an annual performance plan and performance metrics. After the Officers finalize the negotiation and determine whether they will recommend a bonus and the recommended amount of the bonus, the recommendations and contract are submitted to the full Board of Directors for review and consideration. The Executive Directors salary shall not exceed the total maximum amount, including bonuses, allowable by the US Department of Health and Human Services for grants and cooperative agreements.

Other Employees' Pay

The Executive Director determines the salaries of organizational staff. These determinations are based on a variety of criteria, including:

- Salary history prior to AFDO employment,
- Market values for positions (determined using current posting and other available data),
- Market values for positions based on similar organizations' 990 tax returns, and
- Employee location.

The annual pay increase is comprised of two components: one based upon cost-of-living increases based upon the region where the Associations headquarters is located and the other a merit-based increase. The Executive Director makes a recommendation to the compensation committee for cost-of-living increases which are applied to all staff with at least 1 year of service and pool available for salary increases, including a maximum percentage for a merit increase. Salary increases beyond the maximum, which typically involve a drastic change in market value for positions or evolution of responsibilities, are reviewed by the compensation committee. The Executive Director has the discretion as to whether to provide a merit-based increase as a one-time bonus or salary increase.

II. PROCEDURE:

The recommendation and contract for the Executive Directors is recommended to the full Board of Directors for review and consideration. The cost-of-living increases for other employees is recommended to the compensation committee for a vote and if approved, will be implemented. The Executive Director will use their discretion as to whether to provide a merit-based increase to select employees and if it will be a one-time bonus or salary increase.

I. POLICY

The use of Artificial Intelligence (AI) tools at the Association can be used to leverage AI to improve efficiency, communication, and productivity. These software platform tools use machine learning or generative AI to produce content. To protect confidential, proprietary, and sensitive information, all users of the Association including employees, contractors, interns, volunteers, and the board (“users”) are required to adhere to policies for security purposes.

1. Microsoft Copilot (and other enterprise-grade AI solutions integrated with AFDO’s Microsoft 365 environment) is the ONLY APPROVED AI platform for processing, summarizing, or otherwise working with confidential or proprietary information including but not limited to:
 - A. Research data and findings prior to publication
 - B. Cooperative agreement materials and deliverables
 - C. Member or partner contact lists
 - D. Personnel information
 - E. Internal financial or strategic documents
 - F. Any information covered by a non-disclosure agreement (NDA) or similar obligation
2. Users must not input confidential, proprietary, or sensitive information into public AI tools. This includes but is not limited to:
 - A. Internal research data or findings not yet published
 - B. Cooperative agreement materials, draft reports, or federal correspondence
 - C. Personal data about staff, members, or partners
 - D. Financial information, budgets, or strategic plans
3. Publicly available AI tools (e.g., ChatGPT free version, Gemini, Canva, Google, Gamma, Claude web interface) may be used only for generic and non-confidential purposes, such as:
 - A. Drafting public-facing materials
 - B. Brainstorming general ideas
 - C. Improving grammar or writing clarity
 - D. Summarizing publicly available articles
 - E. Generating templates or checklists that do not include organizational data
4. Training will be provided to help users understand appropriate uses of AI tools and how to recognize confidential or proprietary information.
**See Addendum A: AFDO Artificial Intelligence Guidance*
5. Users are responsible for requesting training, as needed, to ensure compliance with this policy.
6. Users are responsible for ensuring compliance with this policy.
7. AFDO reserves the right to monitor AI usage on company-provided accounts and devices to ensure compliance.
8. Employees violating this policy will be subject to discipline up to and including termination.

I. POLICY

AFDO will ensure that all costs charged to Federal awards are allowable, reasonable, allocable, and consistently applied in accordance with 2 CFR 200.403, (Subpart E) regarding the terms and conditions of each award, and AFDO's internal financial policies. No cost may be obligated or expended until it has been reviewed for compliance with these standards. This policy applies to all grants, cooperative agreements, and subgrants received by AFDO. This policy aligns with 2 CFR 200, Subpart E:

1. Allowable Cost Standards

A cost is allowable only when it is:

- Necessary and reasonable for the performance of the award
- Allocable to the award
- Consistent with AFDO's policies and procedures
- Be accorded consistent treatment. For example, a cost must not be assigned to a Federal award as a direct cost if any other cost incurred for the same purpose in like circumstances has been allocated to the Federal award as an indirect cost.
- In compliance with award terms
- Not included as a cost or used for cost sharing for other federal awards
- Supported by adequate documentation

Examples:

- i. Per-diems paid to staff is set at USG rates for federally funded projects but lower amounts paid for the same location for non-federally funded projects. The higher per diem rates are not chargeable to the US government awards since there is no consistent treatment of expense for both federally financed and non-federal activities. In this example, the per-diem costs would be allowable only if the same per-diem rates applied for federally funded and non-federally programs.
- ii. Salaries and wages for project-specific work.

2. Reasonable Costs

A cost that reflects prudent business judgement. Considerations in determining a reasonable cost include:

- If a cost is generally recognized as ordinary and necessary
- Restraints or requirements imposed by such factors as sound business practices
- Market prices for comparable costs for the geographic area
- Prudence was used
- Determining if the cost represents a deviation from written policies and procedures

Example:

- A. Renting a luxury vehicle while on a business trip is usually unreasonable but could be justifiable if no economy vehicles are available, and the luxury vehicle is still cheaper than renting a taxi.

3. Allocable Costs

A cost that benefits the award and can be assigned proportionally:

- Costs assigned to the Federal award, which are specific to the award, benefits the award and work, is necessary to the award.
- Allowable allocation of indirect costs
- Cost allocations not charged to multiple Federal awards.

4. Unallowable Costs

A cost that is prohibited and may not be charged to Federal awards:

- Entertainment
- Lobbying and political activities
- Fundraising
- Fines and penalties
- Goods or services for personal use
- First-class or luxury travel
- Contributions and donations



Employee Guidance: Appropriate Use of AI Tools & Protecting Confidential/Proprietary Information

Effective date: January 1, 2026

Applies to: All employees, contractors, interns, and third parties who access AFDO systems or data

Guidance: Supporting AFDO Policies and Procedures 2026 Policy No.: 38 Artificial Intelligence (AI) Use Policy

1) Purpose & Scope

This guidance helps you:

- Use artificial intelligence (AI) tools responsibly to improve productivity and creativity—without risking security, privacy, or compliance.
- Identify and properly handle confidential and proprietary information in any format.

2) Key Definitions and Terms

- Algorithmic AI (AAI): Analyzes/classifies data and assists decisions (e.g., ranking candidates, flagging anomalies).
- Artificial Intelligence (AI): technology that enables computers to perform tasks that simulate human learning, comprehension, problem solving, decision making, creativity, and autonomy.
- Artificial Intelligence Tool: Any app/service that generates content or makes predictions based on data (text, images, code, audio, etc.).
- Confidential Information: Nonpublic data that could harm the company or individuals if disclosed—e.g., trade secrets, customer lists, financials, product roadmaps, HR records, personal data.
- Generative AI (GAI): Produces new content (text, images, video) from prompts.
- Payment Card Information (PCI): Credit/debit card numbers, cardholder name, expiration date, CVV.
- Personally Identifiable Information (PII): Full name, email address, phone number, SSN.
- Private Artificial Intelligence Tools: Tools designed for restricted use with stringent controls to protect sensitive and proprietary information.
- Proprietary Information: Company-owned information that provides competitive advantage, including but not limited to grants, and cooperative agreement work such as curriculum, guides, reports, surveys, unique processes, pricing models, and source code.
- Public Artificial Intelligence Tools: Tools designed for broad access by many users utilizing public information and large-scale data. Information provided to these tools is often used to train future models and could be made available to others who use the tool.
- Trade Secrets: Confidential, economically valuable information protected by reasonable secrecy measures (e.g., formulas, algorithms, designs).

3) General Principles for AI Use

- Content generation: Drafting newsletters using public info.
- Summarization: Summarizing meeting notes and meeting transcripts.
- Data analysis: Analyzing and identifying trends from public datasets.
- Automation: Automating tasks and workflows that do not include confidential data.
- Enable, don't replace judgment: Always verify AI outputs with reputable sources and apply human judgment before using them in deliverables.
- Privacy & security first: Assume anything you enter into a public AI may become accessible to the provider or the public. Never input confidential or proprietary information into unapproved AI systems.
- Transparency: Note in your work record or task comments when AI contributed to a draft or analysis and identify what validations you performed.
- Compliance: Follow all laws and company policies (security, privacy, IP, records retention). Use only approved tools for sensitive tasks and data.
- Fairness & bias: Do not use AI outputs for employment decisions or other high-impact determinations without required human review, legal checks, and bias assessment.

4) Approved vs. Unapproved AI Tools

- Approved Private Artificial Intelligence tools:
 - Microsoft Copilot for Work (and other enterprise-grade AI solutions integrated with AFDO's secure Microsoft 365 environment) is the ONLY APPROVED AI PLATFORM for processing, summarizing, or otherwise working with confidential or proprietary information.
- Approved Public Artificial Intelligence tools to be used only for non-sensitive tasks for generic and non-confidential purposes:
 - Copilot for Web, ChatGPT free version, Gemini, Canva, Google, Gamma, Adobe Firefly, Claude web interface.

5) Public AI

- Avoid the following when using public AI tools:
 - Uploading confidential documents
 - Uploading proprietary information including grants and cooperative agreement work such as curriculum, guides, reports, surveys
 - Internal research data or findings not yet published
 - Cooperative agreement materials, draft reports, or federal correspondence
 - Personal data about staff, members, or partners
 - Financial information, budgets, or strategic plans
 - Customer contracts, PII, PHI, PCI
 - Customer data: contracts, usage analytics
 - Company secrets: source code, product roadmaps

6) Recognizing Confidential & Proprietary Information

Recognize confidential and proprietary information and appropriate AI use. Only use approved private AI tools when working with this type of information. Do not use confidential or proprietary information when creating AI-generated automated tasks. Do not use information that may have financial value if competitors were to obtain the data and use it. Confidential and proprietary information include:

- Business: Pricing strategies, product roadmaps, source code, algorithms, supplier terms, M&A plans, internal financials.
- Client: Identifiable customer data, contracts, support tickets, invoices, usage analytics.
- Employee/HR: SSNs, health info, compensation, reviews, investigations, candidate data.

Quick Checklist for Users

- Is the use-case allowed by policy?
- Can AI perform the task without breaching policy?
- Did I use an approved AI tool?
- Did I exclude confidential or proprietary info (unless tool is approved for it)?
- Did I verify facts and remove biased/inappropriate content?
- Did I note AI assistance and retain sources/evidence?
- What data will you use? (Public / Internal / Confidential / Regulated)
- Have you removed or anonymized sensitive data? If sensitive → Use secure AI only?
- Have you verified for correctness and appropriateness before use?