



BOARD OF TRUSTEES POLICIES

Subject: Salary and Compensation Policy			Policy No.: 124
Original Issue: 01/27/2012	Last Revised:	Last Reviewed: 06/30/2017	Page: 1 of 1

PURPOSE

The purpose of this policy is to provide compensation that is competitive within the electric cooperative industry, and other relevant competitive markets.

ACCOUNTABILITY


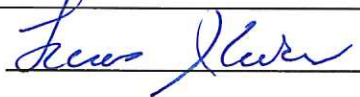
The General Manager is accountable for ensuring implementation of and adherence to this policy.

SCOPE

To establish and maintain compensation which will attract and retain qualified personnel, and encourage strong performance, growth, and development.

POLICY

1. JMEC will maintain competitive compensation which will attract and maintain competent personnel.
2. JMEC will encourage superior performance by recognition and reward for individual ability and performance through a performance management system.
3. JMEC will annually review its salary structures to ensure competitiveness.
4. The General Manager will recommend an annual compensation budget to the Board of Trustees, which includes merit, promotions, other salary adjustments, and benefits.

	Chairman of the Board	Date: <u>9-22-17</u>
	Policy Committee Chair	Date: <u>9-22-17</u>