

POLICY TYPE: EXECUTIVE LIMITATIONS  
POLICY TITLE: L3 - COMPENSATION AND BENEFITS  
ADOPTED: 4-08  
LAST REVISED: 12-09

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*With respect to compensation and benefits to employees, consultants, contract workers, and volunteers, the General Manager will not cause or allow conditions that are illegal, unfair, or that jeopardize the co-op's fiscal integrity or public image.*

The GM will not:

- L3.1 Fail to establish a wage schedule, based upon job responsibilities and the labor market, which is applied consistently to all people and positions.
- L3.2 Establish current compensation and benefits that deviate materially from the geographic or professional market for the skills employed.
- L3.3 Create obligations over a longer term than revenues can be safely projected, in no event longer than twelve months and in all events subject to losses in revenue.
- L3.4 Change the GM's own compensation and benefits as set by the board.