



POLICY

SUBJECT: Wage and Salary Plan for Non-Union Employees

POLICY: This policy on salaries and salary increases for non-union employees is established to maintain fair and consistent compensation for these employees based on their level of responsibilities and performance. This policy excludes the CEO/GM which is addressed through separate policy.

PROCEDURE: The General Manager will conduct an annual performance and salary review of each employee not included in a collective bargaining unit. The Manager will determine an appropriate salary action for each non-union employee and will review that action with the employee as part of their annual review. The following factors will be considered in arriving at a salary level for the following year.

- Level of Performance and/or contributions to DCEC over the last year (as reflected in their performance review)
- Inflation Rate
- Amount of raises included to Union employees
- Time since last salary action
- Current compensation as it relates to peers in comparable positions
- Level of responsibility and initiative demonstrated by employee

The General Manager shall utilize compensation survey data that may be available in his/her determination of appropriate salary action. Such sources may include the NRECA National Compensation Survey (for Rural Electric Distribution Systems) and other sources that may become available to the General Manager.

RESPONSIBILITY: Board of Directors and General Manager.

DELAWARE COUNTY ELECTRIC COOPERATIVE, INC.

Approved by Board of Directors	Feb 27, 2001
Revised by Board of Directors	May 22, 2001
Revised by Board of Directors	Jun 22, 2011
Reviewed by Board of Directors	Apr 28, 2015
Reviewed by Board of Directors	Jan 24, 2017