

# COOPERATIVE LEADERSHIP

## KEY RESPONSIBILITIES



**CEO:** The CEO is charged with operating a large, complex business that's unlike other small businesses in our communities. The responsibility of powering essential services in ALL our communities is an expectation of the CEO; local hospitals, schools, factories, communication systems, water treatment facilities and more. Compensation comparisons should be made with similarly-sized businesses that have critical infrastructure responsibilities.



**BOARD OF DIRECTORS:** Directors spend significant time and energy serving in this complex and rapidly changing industry. They also have a fiduciary duty to the co-op and face potential liability for breaching that duty. They are compensated for their leadership role in guiding the direction of the co-op and accepting the risk and responsibility of being a director in that capacity. Numerous hours are spent meeting with district members, following industry trends, and staying abreast of legislative affairs that will affect the strategic decisions making.



**EMPLOYEES:** All compensation represents a small fraction of the overall expenses of a cooperative. Employee payroll is no different. Many factors are considered when determining salary - including tenure, experience, education, responsibilities, and the size and location of the co-op.



**COOPERATIVE NETWORK:** Our business is complex and we are making multi-million dollar decisions that affect a lot of people, decisions that demand industry experience and education. Our power suppliers also require season directors. It's important that we continue to have a seat at the table so we can have a voice in their decision-making.

## COMPENSATION

### BOARD OF DIRECTORS

Directors are paid per diem. Several variables affect their compensation; number of meetings, committees, events, co-op functions, travel, etc. Totals vary due to seat rotation and involvement.

#### PARAMETER/GOALS

- \$450 Board & Committee Meetings
- \$450 Conference Meetings
- \$225 State Wide Electric Co-op Meetings (1/2 Day)
- \$450 Director Travel Days
- \$700 Monthly Insurance Stipend\*

*\*Once a director serves 6 years, they will continue to receive the monthly insurance stipend each year up to number of years served. Example: If a director serves 12 years, they would receive the stipend for an additional 12 years.*

#### TRAVEL

- Mileage Reimbursement Governmental Rate
- \$85 Meal Allowance Per Day (Target/Goal)

#### EDUCATION

- 5 Education Classes Per Year
- Conference Fees, Lodging & Travel Allowed

|                    |          |                      |          |
|--------------------|----------|----------------------|----------|
| <b>Jim Britt</b>   | \$5,375  | <b>Jeff Hyatt</b>    | \$25,036 |
| <b>Jim Burns</b>   | \$19,639 | <b>Jim Kyle</b>      | \$22,925 |
| <b>John Cooper</b> | \$5,765  | <b>Lyle Rowland</b>  | \$26,011 |
| <b>Neal Crum</b>   | \$23,161 | <b>Keet Short</b>    | \$17,811 |
| <b>Pat Funk</b>    | \$17,886 | <b>Jenny Whorton</b> | \$26,139 |
| <b>Joey Glenn</b>  | \$25,627 |                      |          |

### CEO

Compensation comparisons are made with similarly-sized businesses or co-ops that have critical infrastructure responsibilities.

**Chris Hamon** \$374,154

*Compensation totals are from 2023*