

**EXECUTIVE LIMITATIONS
POLICY B2**

COMPENSATION AND BENEFITS

With respect to employment, compensation, and benefits to employees, consultants, contract workers, and volunteers, Management may not discriminate or jeopardize the Co-op's fiscal integrity or its public image.

Accordingly, Management shall not fail to:

1. Establish a compensation and wage schedule, based upon job responsibilities, that is applied consistently to all people and positions.
2. Establish current compensation and benefits that:
 - A. Meet or exceed the local market value of the skills employed, with consideration given to the possibility of establishing a wage, for the entry level employee, within one year of hire that meets or exceeds the current, local standard for a living wage. If such a standard does not exist, Management shall consider a Living Wage Model such as that provided by the Cooperative Grocers' Information Network, and modify it as needed to meet local criteria.
 - B. Are based on a prudent projection of revenues.
 - C. Reflect equity among co-op staff members.
3. Periodically determine whether compensation is commensurate with staff performance.

This policy shall be reviewed by the Board in January and monitored by the management compliance report in February.

Adopted 07/07/1999
Modified 04/04/2008