

 Platte River Power Authority	<h1>Policy</h1>	Version #: 3.0 Original effective date: 3/28/2013 Next review date: 03/25/2028
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Purpose:

The purpose of this policy is to provide high-level guidance to Platte River Power Authority as it establishes and implements employee total compensation practices and procedures. This policy applies to the full range of total compensation program elements to include establishing competitive pay structures, determining annual adjustments, recognizing employee growth and development, and recognizing employee performance, as well as the development and implementation of competitive health care, benefit and leave programs. The board of directors is committed to providing pay and benefits sufficient to attract and retain qualified employees with the right skills, knowledge and abilities to carry out Platte River's mission.

Policy:

Platte River provides a total compensation package and pay plan competitive with the external market in which it competes to support its established business goals. The board recognizes that Platte River's ability to successfully carry out its stated mission depends on its people, and therefore supports a policy to ensure fair, equitable, and competitive pay and benefits for Platte River employees. Platte River is committed to ensuring pay and benefit programs, procedures and practices are applied in a non-discriminatory manner.

Platte River regularly reviews the market to determine appropriate comparisons consistent with the job duties, level of work and geographical recruiting market. The market may vary for each position taking into consideration factors such as the location and industry from which employees are recruited or lost.

The methodology for evaluating competitive pay alignment should include comprehensive routine market pricing and periodic benchmarking as the primary factor, where data is available, balanced with internal relationship factors. Pay ranges should reflect evolving workforce needs and expectations, as well as the complexity and unique nature of positions at Platte River as applicable.

Employees may be hired into a salary range taking into consideration their education and experience. Progression through a salary range may occur as employees become more proficient in their jobs and demonstrate the required knowledge, skills and abilities.

Incentive or other performance-based pay programs should be tied to business goals and objectives and other considerations relevant to Platte River's ability to carry out its mission.

Platte River should review its benefits periodically to ensure they remain competitive and support Platte River's ability to carry out its mission.

The board delegates the review of individual market data, development of a job classification system, salary ranges for each job, pay progression practices, incentive or performance based

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programs, overall benefit package design, and development of internal procedures for carrying out this policy to the general manager. The general manager is also responsible for

- (1) ensuring salary surveys are conducted at appropriate intervals,
- (2) ensuring Platte River engages one or more qualified, independent experts to conduct periodic pay equity benchmarking and assessments,
- (3) approving all changes to Platte River's pay ranges or compensation philosophy, and
- (4) updating the board regularly (at least every three years) on policy compliance.

Estimated compensation expenditures and staffing levels are approved by the board as part of its annual budget review and approval process.



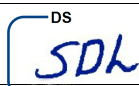

Implementing parties and assigned responsibilities:

The general manager is assigned responsibility for carrying out this policy.

Associated items (if applicable):

Definitions (if applicable):

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Document owner: Director of human resources and safety 		Original effective date: 03/28/2013
Authority: Board of directors 		Review frequency: Every 5 years
Counsel review: General counsel 		Current effective date: 03/25/2023
General manager review: 		

Version	Date	Action	Author	Change Tracking (new, review, revision)
1.0	03/28/2013	Approved by the board of directors / Resolution No. 07-13	Karin Hollohan	New
2.0	10/29/2015	Revised by the board of directors / Resolution No. 12-15	Karin Hollohan	Revision
2.1	10/08/2020	Placed on new template, reviewed with minor edit to comply with the new Equal Pay for Equal Work Act effective January 2021.	Libby Clark	Review with minor revision
3.0	03/25/2023	Revised by board of directors / Resolution No. 07- 23	Libby Clark	Revision