

Request 99: Please describe the policy and process that supports pay decisions that are above the maximum of a salary range.

During the annual wage and salary review process, we look at each position's range and the pay increase being recommended. Experience, importance of job to cooperative, loyalty and dedication and low turnover play a factor in the decision to pay above the maximum salary. The philosophy behind the decision is that the employee is incentivized by wage and salary and contribute to the factors listed above.