

TRUSTEE POLICY NO. 203

1. SUBJECT: BOARD OF TRUSTEES – GENERAL MANAGER RELATIONSHIP
2. OBJECTIVE:
  - 2.1. To define the relationship between the Beartooth Electric Cooperative, Inc. (BEC) Board of Trustees and the General Manager.
3. POLICY:
  - 3.1. The BEC Board institutes and uses the following precepts and guidelines in its relationship with the General Manager.
    - 3.1.1. Good management is the most important factor in the success of BEC. In exercising such management, the Board has the duty and responsibility to establish policies, programs and goals to ensure the operation of BEC benefits the members. All policies, programs and goals shall be promulgated at regular and special meetings of the Board.
    - 3.1.2. The Board is responsible for employing a General Manager. Efficient and competent management of BEC exists only through mutual understanding, complete openness and cooperation between the Board and the General Manager. The Board requires complete and detailed information from the General Manager concerning all phases of the management of BEC.
    - 3.1.3. The General Manager shall manage BEC in conformity with the Bylaws, goals, policies, established programs of BEC and applicable law and regulation. The Board directs the General Manager to exercise prudent independent judgment in the execution of the policies, goals and programs of BEC.
    - 3.1.4. The Board authorizes and requires the General Manager to hire capable and qualified personnel, within the budgetary controls. In conjunction with staff, the manager will train, supervise, promote and replace them as necessary.
    - 3.1.5. The General Manager is the connecting link between the Board and BEC's personnel. Trustees shall not, individually, discuss management policies with personnel of BEC. The Board may confer with personnel at regular and special meetings of the Board.
    - 3.1.6. The Board shall annually appraise the General Manager's performance. Any remuneration or salary adjustment will be based on the appraisal. (Policy TP207) The appraisal will be based primarily on accomplishing the goals, policies, programs, financial controls, budget adherence, personnel training and the effective use of all assets, facilities and personnel of BEC for the benefit of the members.

Safety of each employee in the performance of his/her duties of employment shall also be an important criterion in evaluating the General Manager's performance.

4. RESPONSIBILITY:

4.1. The Board and General Manager shall ensure that the provisions of this policy are followed.

Adopted: 11/25/2014  
Revised: 01/31/2017  
Reference: LV203, BEC II-B-1  
Next Review Date: January 2019

Attest: /s/ David Peterson  
Board President

Attest: /s/ Julie Lindgren  
Secretary/Treasurer