



## Legislation Text

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### Creation of Position of Chief Operating Officer

Submitted By: Paul Graf by Sylvia Romero

Department: Board of Directors

Financial Impact and Cost/Benefit Considerations: As discussed in Executive Session

Pursuant to the Bylaws, the Board of Directors shall exercise all of the powers of the Cooperative except such as by law, by the Articles of Incorporation of the Cooperative, or by the Bylaws are conferred upon or reserved to the Members or otherwise delegated to the Chief Executive Officer.

The Authority and Responsibilities Policy reserves certain authority to the Board of Directors and delegates certain authority to the Chief Executive Officer. The Board reserves the right to approve any employment contracts with any prospective employee or current employee; the Chief Executive Officer is delegated the authority to make day-to-day decisions regarding human resources. The Employment Compensation Policy also provides that the CEO hire PEC employees and provide compensation and benefits.

Through its search for a Chief Executive Officer, the Board has considered that the Cooperative may also require a Chief Operating Officer. The Board of Directors will consider creating the position of Chief Operating Officer for the Cooperative.

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE COOPERATIVE**, that notwithstanding the Authority and Responsibilities Policy or the Employee Compensation Policy, the Cooperative create the position of Chief Operating Officer reporting to the Chief Executive Officer; and

**BE IT FURTHER RESOLVED**, that the President of the Board of Directors or her designee is authorized to take such actions as needed to implement this resolution, including, without limitation, creation of a position description and placement of such position in the Cooperative's Classification Plan and Wage Scale.