



FALL RIVER RURAL ELECTRIC COOPERATIVE, INC.

GENERAL POLICY No. 600

SUBJECT: PURPOSES, DEVELOPMENT, AND REVISION OF PERSONNEL POLICIES

I. PURPOSE:

To explain the purposes and functions of the Cooperative's personnel policies; and to establish a clear procedure for the development, adoption, administration, and revision of personnel policies.

II. POLICY:

The Board of Directors and the CEO/General Manager recognize the need for a staff of efficient, loyal, and well-trained employees who are committed to the Cooperative's mission, operations, and long-term success. To further the development of those qualities in its employees and to assure its employees that those qualities will be rewarded. The Cooperative has developed personnel policies, which are consistent with sound personnel practices, programs, and other policies. The Cooperative reserves the right to amend all personnel policies any time it considers an amendment necessary.

Personnel policies are intended as a guideline for personnel practices and procedures of the Cooperative. They contain a general statement of Cooperative policy and should not be read as including the minute details of each policy or as forming an expressed or implied contract or promise that the policies will be applied in all cases. This policy is not a contract with the employee and does not alter the employment-at-will relationship in any way. See Policy No. 601, Employment At Will. The Cooperative may add to the policies or revoke or modify them from time to time. Members of the management staff will try to keep the policy current, but there may be times when policy will change before material can be revised.

The Cooperative shall adopt new policies and revise existing policies from time to time.

III. RESPONSIBILITY:

The CEO/General Manager is responsible for the administration and enforcement of this policy.

IV. PROVISIONS:

- A. The Board shall consider the personnel policies recommended by the CEO/General Manager and will adopt those policies, at its discretion, which are consistent with sound personnel practices and other policies and programs of the Cooperative. The Board reserves the right to amend all personnel policies any time it considers an amendment necessary.
- B. The Board retains the unilateral right to make amendments without the consent of the employees. When policies, practices, or procedures are amended by the Board, the amendment, where applicable, will take effect and be effective as if the policy, practice, or procedure had always been written in the manner amended by the Board.
- C. Where the Board has delegated authority to management to promulgate administrative policies, such policies may be amended by management with the same rights as retained by the Board under this policy.
- D. Personnel policies are intended as guidelines only. In no way shall these policies and procedures be, or be construed to be, a contract, agreement, understanding, or other contractual undertaking between the Cooperative and any applicant for employment or employee. The Cooperative specifically reserves the right to vary from these policies and procedures as needed, and further, specifically reserves the right to discipline and terminate an employee at any time without regard to the application of these policies. No term or condition or employment will be binding on the Cooperative unless it is approved by the Board of Directors and is embodied in a separate, written agreement, signed by the President or the CEO/General Manager of the Cooperative.

V. PRIMACY OF POLICY

This policy supersedes any existing policy that may be in conflict with the provisions of this policy. This policy does not represent a contract between the employer and employee, and the employer herein may change the policies alone and without notice.

APPROVED BY THE CEO/GENERAL MANAGER



Bryan Case, CEO/GM

DATE APPROVED: March 30, 2009

DATE REVISED: January 22, 2018

November 23, 2020

January 29, 2026