



## BOARD OF DIRECTORS COMPENSATION POLICY

Effective Date: March 28, 2025

### POLICY AT A GLANCE

According to PEC's Bylaws, the PEC Board of Directors is allowed reasonable compensation. The Board is committed to being transparent in how that compensation is determined in order to maintain **Accountability** and **Integrity**.

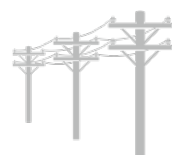
Compensation and Benefits



Time and Attention



Fee Structuring and Fee Establishment



## 1. PURPOSE

The purpose of the Board of Directors Compensation Policy ("Policy") is to address all compensation and benefits provided to Directors for their time and attention in the performance of their duties for the Cooperative.

## 2. SCOPE

This Policy applies to members of the Board of Directors ("Board"). The Board of Directors Travel & Expense Reimbursement Policy addresses Director training, travel, and expense reimbursements.

## 3. POLICY AND IMPLEMENTATION

### 3.1. Fixed Monthly Fee

**3.1.1.** All Directors shall be paid a fixed monthly fee of \$3,000; provided, however, that a Director regularly attends Board meetings as provided by this Policy.

**3.1.1.1.** If a Director attends less than seventy-five percent (75%) of any scheduled Board meetings (e.g., regular, special, or called meeting) during any consecutive, rolling 12-month period, that Director shall forfeit the monthly fixed fee, beginning with the next month following the month in which the attendance fell below 75%, until such time as the Director's rolling attendance rises above 75% for a consecutive 12-month period; and

**3.1.1.2.** After one telephonic or electronic participation by a Director per year; any others shall be counted as one-half meeting attendance; and

**3.1.1.3.** If a Director attends less than half of any meeting in person, such attendance shall be counted the same as a telephonic or electronic participation.

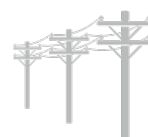
**3.1.2.** Newly-elected Directors, who are not current Directors, shall be paid one-half (1/2) the Fixed Monthly Fee for the remainder of month following the Director Election at which they are first elected; and the 75% attendance policy does not apply until the first September after their initial election to the Board.

**3.1.3.** The Fixed Monthly Fee shall be paid regardless of the number of meetings, events or functions attended by the Director in any given month, so long as the 75% minimum Board meeting attendance level is met.

**3.1.4.** By majority vote of remaining Directors for good cause, a Director may be excused for Board meeting absence(s). The absence of a Director at a Board meeting because of attendance at a Board-approved seminar, educational, or training course is an excused absence.

### 3.2. Board Officer Fee

**3.2.1.** Directors who serve as an Officer of the Board shall receive a monthly fee of \$100 in addition to the Fixed Monthly Fee.



### 3.3. Board Committee Fee

- 3.3.1.** Directors who are members of a Board Committee shall receive \$100 for attendance and participation in a Board Committee meeting in addition to the Fixed Monthly Fee. Directors may receive up to a maximum of \$400 annually for each Board Committee.

### 3.4. Optional Insurance Coverage

- 3.4.1.** Dental and vision insurance coverage that is also available to eligible employees is provided, on a voluntary basis, to Directors and their dependents so long as the Director serves on the Board. A Director is solely responsible for the payment of all premium costs for selected coverage(s).
- 3.4.2.** The Cooperative does not provide sponsorship of any separate or distinct retirement or healthcare coverage or plan for any former, current, or future Director or their dependents, regardless if the cost of such coverage would be paid by the Cooperative or the Director.

## 4. POLICY ENFORCEMENT

The Board will enforce this Policy.

## 5. REFERENCES AND RELATED DOCUMENTS

[Texas Utilities Code § 161.073](#)

[Bylaws Article III, Section 2\(n\), Qualifications](#)

[Bylaws Article III, Section 7, Compensation](#)

[Board of Directors Travel & Expense Reimbursement Policy](#)

[Directors' Code of Conduct](#)

Date adopted:	May 21, 2012
Last reviewed:	September 17, 2018, July 21, 2021; March 28, 2025
Review frequency:	Every five years
Amendment dates:	May 21, 2012; June 18, 2012; December 17, 2012, February 22, 2016, September 17, 2018, September 17, 2021; March 28, 2025
Effective date:	March 28, 2025
Approver:	Board of Directors
Applies to:	Board of Directors
Administrator:	Board of Directors
Superseding effect:	This Policy supersedes all previous policies and memoranda concerning the subject matter. Only the Approver may authorize exceptions to this Policy.

