

AGRICULTURAL COOPERATIVE COMPENSATION SURVEY

(General Manager)

I. What type of cooperative do you manage? (Check only one)

- ___ A. Cotton gin only ___ F. Cotton Gin, grain elevator and farm supply
- ___ B. Farm supply only ___ G. Farm supply and feed operation
- ___ C. Grain elevator only ___ H. Cotton gin, grain elevator, farm supply and feed operation
- ___ D. Cotton gin and farm supply ___ I. Other: _____
- ___ E. Grain elevator and farm supply

II. Where is your co-op located? (Check only one)

- ___ A. Rolling Plains/Concho Valley/El Paso Valley
- ___ B. South Plains/North Plains
- ___ C. Gulf Coast/Rio Grande Valley
- ___ D. Central/East/Northeast Texas

III. Miscellaneous (Answer each one)

- A. _____ How many directors make up your co-op board?
- B. _____ What is the age of the general manager? (optional)
- C. _____ Number of different co-ops the general manager has worked for?
- D. _____ Total years worked in co-ops by the general manager?
- E. _____ Total years worked in co-ops before becoming general manager?
- F. _____ Total years the co-op general manager has served in such a position?
- G. What is your co-op's five-year average (Complete those portions that apply to your co-op)?
- | | |
|---|---|
| _____ Bales ginned (if a gin) | _____ Gross sales (if other than a gin) |
| _____ Grain Handled (bushels) | _____ Net Margins |
| _____ Agronomic, supply, feed, and fuel (sales) | |
- H. _____ Does the co-op general manager operate from a contract (yes or no)?
If so, how long is it (in years)? _____
- I. _____ How long must an employee have been at the co-op before you are fully vested into the retirement plan?

Any further comments: _____

IV. Select the one that best describes the co-op's general manager annual performance review.
(*Check only one in each group*)

- A. It has not been done in the last five years.
- B. It is done on an occasional basis.
- C. It is done on an annual basis.
- D. Other: _____

(*Check only one*)

- A. It is a very formal process. (*Use of evaluation form, performance standards, etc.*)
- B. It is a semi-formal process.
- C. It is a very informal process
- D. Other: _____

V. Describe your personal retirement plan at the co-op? It is a ...(*Check appropriate blanks*)

- A. 401-K Plan
- B. Defined Benefit Plan
- C. Defined Contribution Plan
- D. Deferred Compensation
- E. Stock options
- F. Other: _____

In recent years, how often has this plan been funded for the general manager.

- Annually
- Weekly
- Monthly
- Not applicable

VI. Describe the sick and vacation leave policy of your co-op.

VII. Describe the co-op's wellness and health insurance plan. (*Check appropriate blank*)

- ___ A. 70/30
- ___ B. 80/20
- ___ C. 90/10
- ___ D. Co-op doesn't provide insurance
- ___ E. Other: _____

What is the deductible on your co-op's health insurance plan? _____

What percent of the health insurance cost is paid for by the co-op (*i.e. 80%*)?

- _____ A. For the co-op general manager?
- _____ B. For the average employee at the co-op?
- _____ C. Does the co-op pay the health insurance cost of the employees' family members (*yes or no*)?
If "yes", what percent of it? _____
- _____ D. Other: _____

VIII. Describe the bonus system implemented for the co-op general manager?
(*Check and complete appropriate blanks*)

- ___ A. Christmas bonus (*yes or no*). If checked and circled "yes", how is it determined?

- ___ B. Percentage of bottomline results at year-end. (*If checked, how is it determined?*)

- ___ C. So many cents/bale. (*If checked, describe how much and the various thresholds.*)

- ___ D. Other: (*explanation*): _____

IX. Describe other incentives implemented at the co-op?

(Whichever blanks you check below, please explain the amount or formula in the space provided.)

- ___ A. Travel allowance *(in lieu of a company truck)*

- ___ B. Provide the general manager a home/housing allowance

- ___ C. Pay the home utilities of the general manager

- ___ D. Provide the general manager a company vehicle

- ___ E. Technology allowance *(i.e. cell phone, tablet and computer use)*

- ___ F. Other *(i.e. student loan allowance, etc.)*

X. Describe general manager compensation programs that have been deleted at your co-op in the last five years?

Please enclose in the self-addressed envelope and mail to:

Mr. Greg Taylor, CPA
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Lubbock, Texas 79408
(806) 785-5982

PLEASE RETURN SURVEY BY FRIDAY, JANUARY 10, 2020

CURRENT BASE SALARY INFORMATION

(Other key co-op staff positions)

To complete this chart, "✓" the appropriate salary range block for the respective positions listed.

	General Manager	Assistant General Manager	Controller	Office Manager	Office Manager/Bookkeeper	Bookkeeper	Gin Superintendent	Assistant Gin Superintendent	Manager Agronomy Department	Manager Farm Store	Manager Elevator Operations	Manager Feed Operations	Branch Manager	Branch Manager	Branch Manager	Branch Manager	Sales: _____	Other: _____	Other: _____	Other: _____	Other: _____
< 25,000																					
25,000 – 30,000																					
30,001 – 35,000																					
35,001 – 40,000																					
40,001 – 45,000																					
45,001 – 50,000																					
50,001 – 60,000																					
60,001 – 70,000																					
70,001 – 80,000																					
80,001 – 90,000																					
90,001 – 100,000																					
100,001 – 125,000																					
125,001 – 150,000																					
150,001 – 200,000																					
> 200,000																					

1. This paper is designed for easy completion.
2. The focus of this paper is not to identify base salary information on **ALL** employees of your co-op, rather the key positions.
3. We tried to incorporate a wide range of salary possibilities as well as a variety of key employment positions in co-ops. Only complete those areas of this chart that represent key positions in your organization.
4. Of the five pages in this survey, we realize this particular page is the most sensitive but it also probably contains the most important employee compensation information requested by cooperative leadership.