

CONNECTICUT HEALTH INSURANCE EXCHANGE

Policy: COMPENSATION AND BENEFITS

The Board of Directors shall establish, and may from time to time modify, reasonable employee compensation and benefits programs and policies as the Board deems necessary or appropriate to attract and retain qualified employees. Such programs and policies may include:

- A. A compensation plan consisting of sufficient salary grades to provide compensation rates necessary or desirable for all job classifications within the Exchange, which may include an incentive compensation;
- B. An employee benefits program, which may include vacation time, sick days, group health, life and disability insurance and other benefits, including eligibility criteria and benefit levels;
- C. A performance evaluation system, which may be used to determine merit increases in salary and incentive compensation levels;
- D. Policies regarding business and travel reimbursement; and
- E. Policies regarding compensatory time, flex-time and telecommuting; severance pay and benefits; and any other employee compensation and benefits programs aimed at attracting and retaining qualified personnel.

The Board shall review the Exchange's employee compensation and benefits programs on at least an annual basis.