



## Rewarding Members for their Good Ideas

### **Purpose**

The Beneficial Suggestions Program (BennySuggs) is designed to recognize members for beneficial ideas that help improve any of Berkeley Electric Cooperative's services. Eligible members will receive a credit on their energy bill, up to \$500, for approved suggestions that are implemented.

Award amounts will be based on the benefits resulting from the suggested idea or the expected savings. A suggestion does not have to be new or original, but must address a specific problem and give a workable solution.

### **Eligibility**

Only current Berkeley Electric Cooperative members, or their immediate family, are eligible to participate in this program. Immediate family members must also live at the service address associated with the active account.

### **Suggestion Criteria**

Suggestions must be submitted online. The suggestion must include a complete explanation of the idea and should include all information available to the member, e.g., photographs, drawings, and applicable equipment. Eligible suggestions include ideas that would:

1. Simplify or improve operations.
2. Save time needed to complete a task.
3. Increase output and enhance productivity.
4. Improve working conditions, procedures, operating methods or equipment, work space layouts or organizations.
5. Save material and property.
6. Save manpower or money.
7. Promote health.

8. Increase safety.
9. Improve employee morale and/or well-being.
10. Improve member education/communications.

### **Ineligible Suggestions**

1. An idea already under active consideration.
2. Potential benefits would not offset the cost.
3. Matters subject to negotiation such as salaries.
4. Duplicate suggestions.
5. Suggestions calling for enforcement of existing rules/procedures.
6. Routine Maintenance.
7. Proposals for staff changes or existing fees/rate changes.

### **Procedures**

Once submitted, suggestions will be reviewed for completeness and forwarded to the Beneficial Suggestion Committee (BSC) for evaluation. This process can take up to a minimum of 30 days. The BSC will recommend action which may include adoption, modification before adoption, or adoption not recommended. Berkeley Electric Cooperative reserves the right to not recommend a suggestion for adoption for any reason.

### **Adoption**

Once a suggestion is recommend for adoption by the BSC, it will then be approved by the CEO/President. Then, it becomes eligible for an award. If the suggestion is adopted, it will become property of Berkeley Electric Cooperative.

If the suggestion is not adopted, the member maintains rights to the suggestion and is eligible for a reward for up to two years after the suggestion is submitted. If the suggestion is implemented more than two years after the decision, the member is not eligible for an award.

### **Award Amount**

Along with the recommendation for adoption, the BSC will recommend to the President/CEO an amount to be awarded up to \$500, in the form of an energy credit on the member's account. Only one energy credit will be awarded per suggestion, per account. All decisions regarding the approval of a suggestion and the dollar amount of the award are made by the President/CEO and are final.