

INDEPENDENT CONTRACTORS

In situations where knowledge and/or technical skills are needed that cannot be supplied by regular staff positions, technical and consultant assistance may be considered as one alternative for providing the desired service. The service may be provided consistent with budgetary appropriations.

All consultants will be approved by the Director prior to the invitation and arrangement for visitation by such person or persons to the cooperative. Any proposed contracts with consultants will be submitted to the Board for approval.

Consultants will be considered to be independent contractors and, as such, will be hired within and in compliance with Federal Internal Revenue Service and Department of Labor rules and guidelines, including the IRS "24-Factor Test."

Policy Adopted: September 19, 1989
Revised: February 18, 2009
Revised: October 16, 2013