

**The Organization of MISO States  
Staff Comments on  
Proposed 2018 Short Term Incentive Metrics  
October 09, 2017**

The Organization of MISO States (OMS) Staff appreciates the opportunity to provide feedback on the Midwest ISO's Proposed 2018 Short Term Incentive Metrics, and offers the following comments for the Board's consideration.

OMS Staff has concerns about the very short time frame provided to the stakeholders to provide comments on the proposal. Without adequate time for review the stakeholders would not be able to provide meaningful feedback to MISO.

The staff also believes that the compensation structure should be reviewed in its entirety as a complete package instead of looking at it in a piece meal fashion. The MISO Board should consider base pay, short-term incentives and long-term incentives together as one complete package of compensation. While strategic elements of the goals, such as Portfolio Evolution, Market Enhancement and Technology, are a very important part of the short-term incentive structure, the staff believes that these also form part of the long-term incentive plan and should not result in compensating twice for the same performance. In view of this and any other such overlaps, the staff recommends consideration of the compensation structure in its entirety.