

Agenda Item: 6.a.

MEMORANDUM

To: Personnel, Legislative and Public Affairs Subcommittee

From: Jean Tait, Administrative Coordinator

Re: Compensation Study Market Analysis Results

Date: December 2, 2021



In April of this year, the Papio-Missouri River NRD contracted with SilverStone Group/HUB International to conduct a market analysis of the District's job descriptions to determine the existing compensation ranking in relationship to what is currently trending in the existing job market. The results of those findings are provided in the attached Pay Structure Cost Analysis for 2021 chart.

Upon approval of the 2021 Market Analysis, the recommended changes will be incorporated in the District's Pay Program Administration Manual, which will go into effect on January 1, 2022.

Staff recommends that the Subcommittee recommend to the Board of Directors, that the proposed 2021 Market Analysis results be approved.

Pay Structure

Pay Grade	Pay Grade Minimum	Pay Grade Midpoint	Pay Grade Maximum
Effective: 01/01/2022			
17	123,129	153,911	184,693
16	111,936	139,919	167,903
15	101,759	127,200	152,639
14	92,508	115,635	138,763
13	84,099	105,124	126,148
12	76,454	95,567	114,680
11	69,503	86,879	104,255
10	63,185	78,981	94,777
9	57,440	71,801	86,161
8	52,219	65,273	78,328
7	47,472	59,339	71,208
6	43,156	53,945	64,734
5	39,233	49,040	58,849
4	35,666	44,583	53,499
3	32,424	40,530	48,636
2	29,476	36,846	44,214
1	26,796	33,495	40,195



Pay Grade Changes

Job Title	Current Pay Grade	2022 Pay Grade	Pay Grade Change
Assistant General Manager	17	17	0
Administrative Coordinator	13	13	0
Construction Engineer	13	13	0
IT Manager	13	13	0
Senior Accountant	11	13	2
Water Resources Engineer	13	13	0
Environmental Planner	12	12	0
Groundwater Mgmt Engineer	12	12	0
O&M/Park Superintendent	12	12	0
PR/Ed Programs Manager	12	12	0
Soil/Water Programs Coord.	12	12	0
Stormwater Mgmt Engineer	12	12	0
Natural Resources Planner	11	11	0
Special Projects Coordinator	11	11	0
Survey Coordinator	11	11	0
Asst O&M Superintendent	10	10	0
Field Representative	9	9	0
Water Sup. Op. Dist. Maint Superintendent	9	9	0
Water Supply Superintendent	9	9	0
Asst. Park Superintendent	7	7	0
District Accountant	7	7	0
District Secretary-HR Assist.	7	7	0
Drafter	7	7	0
Education Programs Supervisor	7	7	0
PCW Coordinator	7	7	0
Surveyor/GIS Technician	6	7	1
Heavy Equipment Operator	6	6	0
IT Support Technician	6	6	0
Purchasing Agent	6	6	0
Surveyor/GIS/AutoCAD Tech	6	6	0
Lead Land Steward	5	5	0
Medium Equipment Operator	5	5	0
Natural Resources Educator	5	5	0
Water Sup. Op/Distr. Maint Tech	5	5	0
Water Supply Operator	5	5	0
Accounting Assistant	4	4	0
Conservation Program Specialist	4	4	0
FO Program Specialist	4	4	0
NRC Building Manager	2	4	2
Project Bookkeeper	4	4	0
Land Steward	2	2	0
Groundskeeper Summer Hire	1	1	0