

**Personnel, Legislative & Public Affairs
Subcommittee Meeting
December 6, 2011
6:30 p.m.
Agenda**

Personnel, Legislative and Public Affairs Subcommittee:

Dave Klug, Chairperson
Tim Fowler, Vice Chairperson
Fred Conley
Gus Erickson
Scott Japp

Alternate Members: Dorothy Lanphier
Jim Thompson

Staff Liaison: Emmett Egr

1. Meeting Called to Order –Chairperson Klug
2. Notification of Open Meetings Act Posting and Announcement of Meeting Procedure – Chairperson Klug
3. Quorum Call
4. Adoption of Agenda
5. Proof of Publication of Meeting Notice
6. Review and Recommendation on Amendments to P-MRNRD Pay Program Administration Manual for Calendar Year 2012 – John Winkler and Paula Peacher, Silverstone Group
7. Adjourn

Agenda Item: 6.

MEMORANDUM

TO: Personnel, Legislative and Public Affairs Subcommittee

SUBJECT: Recommendations to P-MRNRD Pay Program for CY 2012

DATE: December 1, 2011

FROM: John Winkler, General Manager

At the February 12, 2009 Board of Directors meeting, the P-MRNRD Pay Program was approved. The plan was prepared by the Silverstone Group. It was determined that adjustments in future years would be based on the Silverstone Group Compensation Planning Bulletin and brought to the PLPA Subcommittee for review and recommendations to the Board for final approval and implementation. A variety of compensation survey sources, including national, regional and local survey sources, are used to provide compensation planning information.

After meeting with Silverstone Group representatives and reviewing the compensation information projections, the following recommendations are suggested for the P-MRNRD Pay Program for CY 2012:

- The Compensation Structure (salary ranges) to be adjusted by a 2% increase for 2012 (page 4).
- The CY 2012 Merit Matrix will change from 2.5% to a 3% increase (page 14).
- The COLA for 2012 will change from 1.5% to 0% (page 16).

Management recommends that the following adjustments to the P-MRNRD Pay Program for CY 2012 be adopted:

- **The Compensation Structure (salary ranges) will be adjusted by a 2% increase.**
- **The CY 2012 Merit Matrix will increase to 3%.**
- **The COLA for CY 2012 will be set at 0%.**