

**PERSONNEL, LEGISLATIVE AND
PUBLIC AFFAIRS
SUBCOMMITTEE MEETING
March 9, 2004
7:00 p.m.
AGENDA**

Personnel, Legislative and Public Affairs Subcommittee:

Barb Nichols, Chairperson
Dick Connealy, Vice Chairperson
Fred Conley
Melissa Gardner
Pete Rubin

Alternate Members: Rich Jansen
Rich Tesar

Staff Liaison: Emmett Egr
Christine Jacobsen

1. Meeting Called to Order – Chairperson Nichols
2. Quorum Call
3. Adoption of Agenda
4. Proof of Publication of Meeting Notice
5. Review and Recommendation(s) on Affirmative Action Plan – Pat Teer
6. P-MRNRD Benefit Comparison (pursuant to 2003 State Salary Survey) – Pat Teer
7. Review and Recommendation(s) on P-MRNRD Wage and Salary Administration Program for 2004 (Based on Nebraska Department of Personnel 2003 State Salary Survey) – Steve Oltmans, Marlin Petermann and Pat Teer
 - a. Wage and Salary Pay Ranges (Midpoints)
 - b. Wage and Salary Administration Guide (“n” Factor)
 (“n” Factor = 3.7% pursuant to 2003 State Salary Survey)
 - c. Salary Grade Schedule for CY 2004
8. Legislative Update – Steve Oltmans
9. Other Items of Interest
10. Adjourn

MEMORANDUM:

TO: PERSONNEL, LEGISLATIVE AND PUBLIC AFFAIRS SUBCOMMITTEE

SUBJECT: Affirmative Action Report

DATE: February 27, 2004

FROM: Pat Teer, Administrative Coordinator

A copy of the updated P-MRNRD Affirmative Action Plan is attached. The changes are housekeeping in nature, i.e., date changes and an update of labor force statistics (see page 5). A copy of the spreadsheet used to compute workforce data is also attached. The base data for the labor workforce statistics is taken from excerpts from the 2003 Nebraska Affirmative Action Report published by the Nebraska Department of Labor - Labor Market Information Center.

The following actions have been taken regarding the implementation of the P-MRNRD Affirmative Action Plan during Calendar Year 2003:

1. Plan was updated and revisions approved by the Board of Directors at their April 10, 2003, meeting.
2. Affirmative Action Plan has been incorporated into the P-MRNRD Employee's Handbook. Updated plan and EEO Statement distributed to District employees at the April 17, 2004 All Employees Meeting.
3. Equal Employment Opportunity Statement was distributed to all District field offices to be posted.
4. Continued use and update of list of agencies and organizations to contact when openings occur. See attached list.
5. Continued use of Affirmation Action Plan Application Information Form to obtain information from applicants for affirmative action purposes. This form is filled out by applicants on a voluntary basis. See attached.
6. The following positions were filled during Calendar Year 2003:
 - * District Secretary (SG7) – **Penny Burch** hired 2/10/03
 - * Receptionist/Secretary (SG6) – **Bernadet Taylor**, hired 3/10/03
 - * Water Resources Technician (SG6) – **Lance Olerich**, hired 3/17/03

RECOMMENDATION - *It is recommended that the Board adopt the proposed revisions to the P-MRNRD Affirmative Action Plan.*

PAPIO-MISSOURI RIVER NRD

AFFIRMATIVE ACTION PROGRAM

Adopted: March 12, 1992
Revised: March 11, 2004

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A. **INTRODUCTION:**

Papio-Missouri River Natural Resources District (the District) is a local governmental subdivision created under Nebraska law and serving a six county area in eastern Nebraska. Working in conjunction with other governmental agencies and individuals, the Papio-Missouri River NRD performs a variety of services aimed at preserving our natural resources.

The District is committed to developing a high-caliber work force to serve the public, and therefore, will employ only the most qualified job applicants, and retain and promote only those employees who continuously demonstrate ability, dedication and professionalism. All employment decisions and all actions relating to employees, applicants and potential applicants will be made without regard to race, color, national origin, religion, age, sex, marital status, veteran status or without regard to disability if the individual can perform the essential job functions, with or without reasonable accommodation. Eligible veterans will receive preference in hiring, to the extent provided by Nebraska law. Also, harassment of employees on the basis of any of these factors is strictly prohibited.

In addition to continuing its policy and practice of Equal Opportunity Employment (EEO), the District has established an affirmative action program (AAP) designed to monitor compliance with the District's EEO policies, identify and eliminate deficiencies in compliance, and to promote the employment of qualified minority group members to a degree commensurate with the available community labor force. The goal of the affirmative action program is not to alter the District's policy of employing only the most qualified individuals, but rather to assure the success of that policy while at the same time promoting employment opportunities for qualified minority group members.

B. **EQUAL OPPORTUNITY POLICY STATEMENT:**

MEMORANDUM TO: All Employees

SUBJECT: Equal Employment Opportunity

DATE: March, 2004

It is the policy of the Papio-Missouri River Natural Resources District to promote equal employment opportunities and to assure employment and advancement of only most qualified and dedicated individuals, without regard to race, color, religion, sex, age, veteran status, or national origin; and without regard to disability if the individual can perform the essential job functions, with or without reasonable accommodation. Personnel policies and procedures relating to recruitment, selection, hiring, discharge, transfer, promotion, training, performance evaluations and other job-related privileges shall be applied in compliance with this District policy.

In order to effectively promote this policy, the Board of Directors has enacted an affirmative action program. Ms. Pat Teer has been appointed Affirmative Action Officer (AAO) for the District, and in conjunction with Steve Oltmans, General Manager, will have the responsibility of implementing and overseeing various activities designed to carry out this program. Some of these activities will involve each of you, directly or indirectly.

The Board of Directors and the General Manager are committed to equal employment opportunity at the Papio-Missouri River NRD. We ask and expect that every employee will know and understand the District's equal employment and affirmative action policies, will comply with them at all times, and will cooperate with the Affirmative Action Officer in making these policies a success.

Any employee who, at any time, feels that he or she has been improperly discriminated against or harassed; has reliable information that another employee or applicant has been so treated; or has other information which suggests non-compliance with the District's equal employment opportunity policies, shall bring the matter to the attention of his or her immediate supervisor, the General Manager or the Affirmative Action Officer. Also, suggestions for improvements in the equal employment opportunity program of the District will be encouraged and welcomed at all times.

Equal Employment Opportunity is not only the law, but it is a principle of our operation. Only with your cooperation can we make this principle a success and maintain a positive work environment.

Fred Conley
Chairperson

Steven G. Oltmans
General Manager

Patricia J. Teer
Affirmative Action Officer

C. **COMMUNICATION OF POLICY:**

In order to assure that employees, applicants for employment and others are aware of the Equal Employment Opportunity Policy at the Papio-Missouri River NRD, the following will be done:

1. Annually, the policy and the affirmative action program will be reiterated to all employees to emphasize their importance and their contents.
2. The Equal Opportunity Policy Statement will be renewed annually, posted on an employee bulletin board, and included in the District's Employee Handbook.
3. The policy and program will be reviewed at the time of new employee orientation and during new supervisor training.
4. The District's employment application forms and all advertisements for job openings will indicate that the District is an Equal Opportunity Employer.
5. The Affirmative Action Officer will be available to any employee to discuss the policy and program and to provide assistance or receive suggestions relative to their administration.

6. Actual and potential sources for recruiting of employees shall be advised periodically of the District's Equal Employment Opportunity Policy and urged to refer qualified minority group members to apply with the District for any staff openings for which they are qualified.
7. Records will be kept by the Affirmative Action Officer of all EEO/AAP-related meetings held with employees or supervisors, as well as all evaluations, reports and other activities carried out under the program.

D. **IMPLEMENTATION RESPONSIBILITIES:**

1. General Manager -- The General Manager shall:
 - a. Have overall responsibility for implementation of the equal employment opportunity and affirmative action policies.
 - b. Review all reports and records prepared by the Affirmative Action Officers.
 - c. Participate in the resolution of all complaints of violation of the policy or program.
 - d. Review all policies and programs periodically, make or recommend to the Board necessary changes and periodically advise the Board of progress.
 - e. Evaluate the Affirmative Action Officer's performance periodically and appoint a new officer if and when deemed necessary.
 - f. Meet with the Affirmative Action Officer semi-annually to review records and activities and assure timely compliance with duties.
 - g. Assure cooperation and compliance by all supervisors, as needed, and as part of supervisor's annual performance review.
2. Supervisors -- All supervisory staff shall:
 - a. Assist in the identification of any and all problem areas relating to the affirmative action program in their department.
 - b. Assist the Affirmative Action Officer in evaluating hiring and promotion patterns to determine individual progress and overcome impediments to goal attainment.
 - c. Discuss affirmative action program policies with employees periodically to insure that they are understood and are carried out.
 - d. Review qualifications of employees periodically to determine whether all employees are compensated, treated and given promotional and other opportunities on an equal basis.
 - e. Assure that all employees are afforded full opportunity and encouraged to participate in all District sponsored educational training, staff development programs and other activities.
3. Affirmative Action Officer -- The Affirmative Action Office shall:
 - a. Provide to the General Manager copies of all records and reports prepared pursuant to the program.

- b. Meet with the General Manager semi-annually to review all activities during the preceding six months.
- c. Recommend additions or modifications to the District's policies and programs, both annually and as identified and assist in identification of problem areas and solutions to those problems.
- d. Periodically review all job descriptions, application procedures, forms and qualifications to determine job-relatedness and fairness of qualifications and procedures and to identify any artificial barriers to minorities.
- e. Identify and maintain a list of actual and potential referral sources for employees, including specific sources of minority referrals such as community organizations, and maintain contact with them as called for in Part C of this program.
- f. Serve as an available contact person for any employee who has an equal employment opportunity concern, complaint or suggestion and work with the supervisor and the General Manager on complaints of specific misconduct or noncompliance.
- g. Establish and maintain procedures and time tables for administration of the equal employment opportunity policy and affirmative action program.
- h. Maintain records and reports for all audits, communications and meetings.

E. **COMPLAINT PROCESSING:**

Any employee who at any time feels that he or she has been improperly discriminated against or harassed, has reliable information that another employee or applicant has been so treated, or has other information which suggests noncompliance with the District's EEO/AAP policies, shall bring the matter to the attention of his or her immediate supervisor, the General Manager or the Affirmative Action Officer as promptly as possible, and preferably within 24 hours of the occurrence. If after doing so the employee feels that (1) the matter adversely affects him or her individually in his or her job, and (2) the matter is not being handled satisfactorily, then the employee may pursue the matter in accordance with the District's existing grievance policy.

F. **WORK FORCE ANALYSIS AND GOALS:**

As part of its affirmative action program, the District will periodically compare its current workforce with the available labor force in the community, to determine whether the District employs a proportionate number of female and minority individuals. Identification of disparities between the workforce and labor force percentages of any group will not indicate the existence of discrimination or any violation of law, since many factors could create such a disparity. However, any disparity will be studied to determine ways to reduce or eliminate the disparity, and promote equal employment opportunity.

The following percentages of the labor force which is believed to be most relevant to the District's operations, are derived from excerpts from the 2003 Nebraska Affirmative Action Report prepared by the Department of Labor - Labor Market Information Center. These figures, and the workforce analysis, which follows, will be updated annually.

LABOR FORCE STATISTICS

Classification	Percentage of Total
Male	51.7%
Female	48.3%
Black	7.1%
Hispanic	2.3%
Other	2.9%

The District employs a total of 49 individuals, which includes full time, part time and temporary positions, as of January, 2004. The following is a comparison of the current District work force with the labor force reflected above. Column 1 shows total number of employees, which would be necessary, by classification, for the District's work force to be in balance with the specified labor force. Column 2 shows the current District work force and Column 3 shows any current imbalance between Columns 1 and 2. All figures are stated in terms of number of individuals, not in percentages.

WORK FORCE ANALYSIS

Classification	(1) Nebraska Labor Force	(2) P-MRNRD Labor Force	(3) Imbalance
Male	25.3	36	+10.7
Female	23.7	13	- 10.7
Black	3.5	0	- 3.5
Hispanic	1.1	0	- 1.1
Other	1.4	0	- 1.4

The forgoing analysis will, of course, fluctuate as the size and composition of the District's work force fluctuates. This analysis will be updated periodically by the Affirmative Action Officer to reflect current figures. Based on the foregoing comparisons as of January, 2004, the following observations, conclusions and action plans are adopted:

1. Minorities: The District currently employs no individual known to be a member of a minority. The District will continue affirmative outreach activities to help overcome the geographic barriers to minority job applicants, but the limited job openings will mean that progress toward eliminating imbalances will necessarily be slow.

2. Women: The imbalance in female employment may be attributable in large part to the nature of many of the jobs at the District and general male-female preferences for various types of work. Identification of job applications by gender may help to determine the extent of this factor, and to determine whether there are barriers to women who actually apply for job openings.
3. Action: The following actions will be taken during the 2004-2005 year to analyze, and address, the identified imbalances, in addition to other steps identified below for initial implementation of this plan:
 - a. Applicant Data. The Affirmative Action Officer will continue to use the system developed to obtain voluntary race and gender identification from job applicants. Such information will not be used in making individual employment decisions, but will be used to estimate the gender and racial make-up of the applicant pools for job openings; this estimate will provide a basis for determining (i) whether outreach activities are succeeding, and (ii) whether there is a significant disparity in the selection rate for minorities or women who actually seek employment.
 - b. Referral Sources: The Affirmative Action Officer will continue to use and expand the list of minority referral sources, and continue to use the system developed by which such sources will be contacted regarding job openings and encouraged to refer qualified minority applicants. The intended result will be a significant increase in minority job applicants, which should increase minority employment.
 - c. Internship: The General Manager and Affirmative Action Office will continue to recruit minority and women internship candidates. The internship is intended to introduce a student to the District's work, provide the student with hands-on education in his or her area of study, increase the student's prospects for employment following graduation, and create a possible source for recruiting of college-educated minorities.

G. **OBJECTIVES AND TIME TABLES:**

The following are adopted as the initial implementation target dates:

1. March 11, 2004-- Board approval of updated Affirmative Action Program

RESPONSIBILITY: General Manager and Board

2. Spring, 2004 -- Review of Affirmative Action Program and Equal Employment Opportunity policy with all employees and distribute copies to all employees at spring All Employees Meeting.

RESPONSIBILITY: Affirmative Action Officer, General Manager, All Supervisors.

3. September, 2004 -- Semi-Annual review.

RESPONSIBILITY: Affirmative Action Officer, General Manager

4. October, 2004 -- Continue to develop current list of actual and potential sources of referrals of minority job applicants.

RESPONSIBILITY: Affirmative Action Officer

5. November-December, 2004 -- Review of employment application forms and hiring procedures for proper content and identification of the District's equal employment opportunity policy; make appropriate recommendations. Review equal employment opportunity language for all job vacancy advertisements.

RESPONSIBILITY: Affirmative Action Officer approval of recommendations by General Manager

6. February-March, 2005 -- Begin Recruitment for minority internship program.

RESPONSIBILITY: General Manager and Affirmative Action Officer

7. February-March, 2005 -- Annual review of Affirmative Action Program. Update of labor force and workforce analysis. Revision of program as needed, including goals and timetables. Report to Personnel, Legislative and Public Affairs Subcommittee.

H. **ADOPTION:**

The foregoing Affirmative Action Program was adopted by the Papio-Missouri River Natural Resources District Board of Directors on March 12, 1992. Revisions to the plan were approved March 11, 2004.

Fred Conley
Chairperson

Steven G. Oltmans
General Manager

Patricia J. Teer
Affirmative Action Officer

Labor Force Statistics
 2003 Nebraska Affirmative Action Report
 March, 2004

County	Total	Male	Female	Black	Hispanic	Other
Douglas	260,391	135,403	124,988	22,524	5,886	6,503
Sarpy	62,230	30,234	31,996	2,396	1,571	2,116
Washington	11,054	6,245	4,809	31	55	76
Burt	3,446	1,977	1,469	3	31	57
Dakota	10,232	5,505	4,727	50	629	631
Thurston	2,802	1,533	1,269	4	34	946
TOTALS	350,155	180,897	169,258	25,008	8,206	10,329
PERCENTAGES		51.7%	48.3%	7.1%	2.3%	2.9%

P-MRNRD Employee 49 36 13

(Includes all employees
 (ft, pt and temps) as of
 January, 2004)

PERCENTAGES 73.5% 26.5%

P-MRNRD Work Force Analysis

Classification	Nebraska Labor Force	P-MRNRD Labor Force	Imbalance
Male	25.3	36.0	10.7
Female	23.7	13.0	-10.7
Black	3.5	0.0	-3.5
Hispanic	1.1	0.0	-1.1
Other	1.4	0.0	-1.4

Table 4

DOUGLAS COUNTY
2000 Civilian Labor Force Status by Sex, Race, and Hispanic Origin

	Labor Force	%	Employed	%	Unemployed
Total (Male & Female)	260,391	100.0	252,335	100.0	8,056
White	231,331	88.8	226,218	89.7	5,510
Black	22,524	8.7	20,035	7.9	2,175
American Indian, Eskimo, Aleut	1,295	0.5	1,110	0.4	185
Asian or Pacific Islander	2,604	1.0	2,540	1.0	64
Other	2,604	1.0	2,483	1.0	121
Hispanic Origin (may be of any race)	5,886	2.3	5,652	2.2	234
Total Minority (non-white or Hispanic)	34,913	13.4	31,821	12.6	2,779
Total Female	124,988	48.0	121,290	48.1	3,698

Source: Updates of 1990 Census data, based on 2000 annual employment and unemployment totals developed by the Local Area Unemployment (LAUS) (revised to March 2000 benchmark)

Note: Totals may not sum due to rounding. Rates and percentages computed using unrounded data. Hispanic included in total minority, but not

* Not computable

Table 4

SARPY COUNTY
2000 Civilian Labor Force Status by Sex, Race, and Hispanic Origin

	Labor Force	%	Employed	%	Unemployed
Total (Male & Female)	62,230	100.0	60,856	100.0	1,374
White	57,715	92.7	56,501	92.8	1,221
Black	2,396	3.9	2,276	3.7	97
American Indian, Eskimo, Aleut	187	0.3	179	0.3	8
Asian or Pacific Islander	1,245	2.0	1,202	2.0	43
Other	685	1.1	680	1.1	5
Hispanic Origin (may be of any race)	1,571	2.5	1,549	2.5	22
Total Minority (non-white or Hispanic)	6,083	9.8	5,885	9.7	175
Total Female	31,996	51.4	31,310	51.5	686

Source: Updates of 1990 Census data, based on 2000 annual employment and unemployment totals developed by the Local Area Unemployment (LAUS) (revised to March 2000 benchmark)

Note: Totals may not sum due to rounding. Rates and percentages computed using unrounded data. Hispanic included in total minority, but not in total labor force.

* Not computable

Table 4

WASHINGTON COUNTY
2000 Civilian Labor Force Status by Sex, Race, and Hispanic Origin

	Labor Force	%	Employed	%	Unemployed
Total (Male & Female)	11,054	100.0	10,795	100.0	259
White	10,948	99.0	10,714	99.3	235
Black	31	0.3	26	0.2	5
American Indian, Eskimo, Aleut	44	0.4	35	0.3	9
Asian or Pacific Islander	0	0.0	0	0.0	0
Other	33	0.3	23	0.2	10
Hispanic Origin (may be of any race)	55	0.5	45	0.4	10
Total Minority (non-white or Hispanic)	162	1.5	128	1.2	34
Total Female	4,809	43.5	4,701	43.6	108

Source: Updates of 1990 Census data, based on 2000 annual employment and unemployment totals developed by the Local Area Unemployment (LAUS) (revised to March 2000 benchmark)

Note: Totals may not sum due to rounding. Rates and percentages computed using unrounded data. Hispanic included in total minority, but not

* Not computable

Table 4

BURT COUNTY
2000 Civilian Labor Force Status by Sex, Race, and Hispanic Origin

	Labor Force	%	Employed	%	Unemployed
Total (Male & Female)	3,446	100.0	3,280	100.0	166
White	3,387	98.3	3,221	98.2	166
Black	3	0.1	3	0.1	0
American Indian, Eskimo, Aleut	28	0.8	28	0.8	0
Asian or Pacific Islander	0	0.0	0	0.0	0
Other	28	0.8	28	0.9	0
Hispanic Origin (may be of any race)	31	0.9	31	0.9	0
Total Minority (non-white or Hispanic)	90	2.6	90	2.7	0
Total Female	1,469	42.6	1,383	42.2	87

Source: Updates of 1990 Census data, based on 2000 annual employment and unemployment totals developed by the Local Area Unemployment (LAUS) (revised to March 2000 benchmark)

Note: Totals may not sum due to rounding. Rates and percentages computed using unrounded data. Hispanic included in total minority, but not

* Not computable

Table 4

DAKOTA COUNTY
2000 Civilian Labor Force Status by Sex, Race, and Hispanic Origin

	Labor Force	%	Employed	%	Unemployed
Total (Male & Female)	10,232	100.0	9,891	100.0	341
White	9,557	93.4	9,274	93.8	283
Black	50	0.5	44	0.4	6
American Indian, Eskimo, Aleut	92	0.9	80	0.8	12
Asian or Pacific Islander	184	1.8	179	1.8	5
Other	355	3.5	320	3.2	35
Hispanic Origin (may be of any race)	629	6.2	588	5.9	41
Total Minority (non-white or Hispanic)	1,310	12.8	1,211	12.2	99
Total Female	4,727	46.2	4,542	45.9	185

Source: Updates of 1990 Census data, based on 2000 annual employment and unemployment totals developed by the Local Area Unemployment (LAUS) (revised to March 2000 benchmark)

Note: Totals may not sum due to rounding. Rates and percentages computed using unrounded data. Hispanic included in total minority, but a

* Not computable

Table 4

THURSTON COUNTY
2000 Civilian Labor Force Status by Sex, Race, and Hispanic Origin

	Labor Force	%	Employed	%	Unemployed
Total (Male & Female)	2,802	100.0	2,526	100.0	276
White	1,850	66.0	1,823	72.2	48
Black	4	0.2	0	0.0	4
American Indian, Eskimo, Aleut	929	33.2	688	27.2	221
Asian or Pacific Islander	6	0.2	6	0.3	0
Other	11	0.4	8	0.3	3
Hispanic Origin (may be of any race)	34	1.2	24	0.9	10
Total Minority (non-white or Hispanic)	984	35.1	726	28.7	237
Total Female	1,269	45.3	1,148	45.5	121

Source: Updates of 1990 Census data, based on 2000 annual employment and unemployment totals developed by the Local Area Unemployment (LAUS) (revised to March 2000 benchmark)

Note: Totals may not sum due to rounding. Rates and percentages computed using unrounded data. Hispanic included in total minority, but not

* Not computable

April, 2003

**Papio-Missouri River Natural Resources District
Contact List**

Job Placement Counselor
Nebraska Job Service
5404 Cedar Street
Omaha, NE 68106

Phone: 595-3000
FAX: 595-3051

Contact - Nancy Jacobsen

Job Placement Counselor
Urban League of Nebraska
3022 N. 24th Street
Omaha, NE 68111

Phone: 453-9730
FAX: 453-9676

Contact – Pearl Sams

Job Placement Counselor
Chicano Awareness Center
4825 S. 24th St.
Omaha, NE 68107

Phone: 733-2720
FAX: 733-6720
e-mail: cdoke@cacinc.org

Contact: Celina Doke

Job Placement Counselor
Greater Omaha Workforce Development
2421 N. 24th Street
Omaha, NE 68120

Phone: 444-4700
Fax: 444-3755
e-mail: glopez@ci.omaha.ne.us

Contact: Geneva Lopez

Family Support Center
55 MSS DPF
109 Washington Sq., Suite 111
Offutt AFB, NE 68113-2124

Phone: 294-4329
FAX: 294-1260

Contact - Alicia M. Hohl

Owens & Associates
7415 N. 30th Street
Omaha, NE 68112

Phone: 451-8404
FAX: 455-4506

Contact: Dianna Owens

Papio-Missouri River Natural Resources District

**Affirmative Action Plan
Applicant Information**

As an applicant for employment with the Papio-Missouri River Natural Resources District, you are asked to provide the following information to assist the District in administration of its Affirmative Action Plan. You are not required to provide this information, but it will help us if you do so. This information will be used strictly for statistical record-keeping purposes, and will not affect your application or our hiring decision.

Your Race: ☐ Black
 ☐ Hispanic
 ☐ Caucasian
 ☐ Other Minority

Your Gender: ☐ Male
 ☐ Female

Please return this form with your application. It will be immediately separated from your application and sent to our Affirmative Action Officer.

FOR AFFIRMATIVE ACTION OFFICER'S USE ONLY

Job Title: Water Supply Technician

Date Received: _____

Validation: _____

MEMO TO: Personnel, Legislative and Public Affairs Subcommittee

SUBJECT: P-MRNRD Benefit Comparison

DATE: February 25, 2004

FROM: Pat Teer, Administrative Coordinator

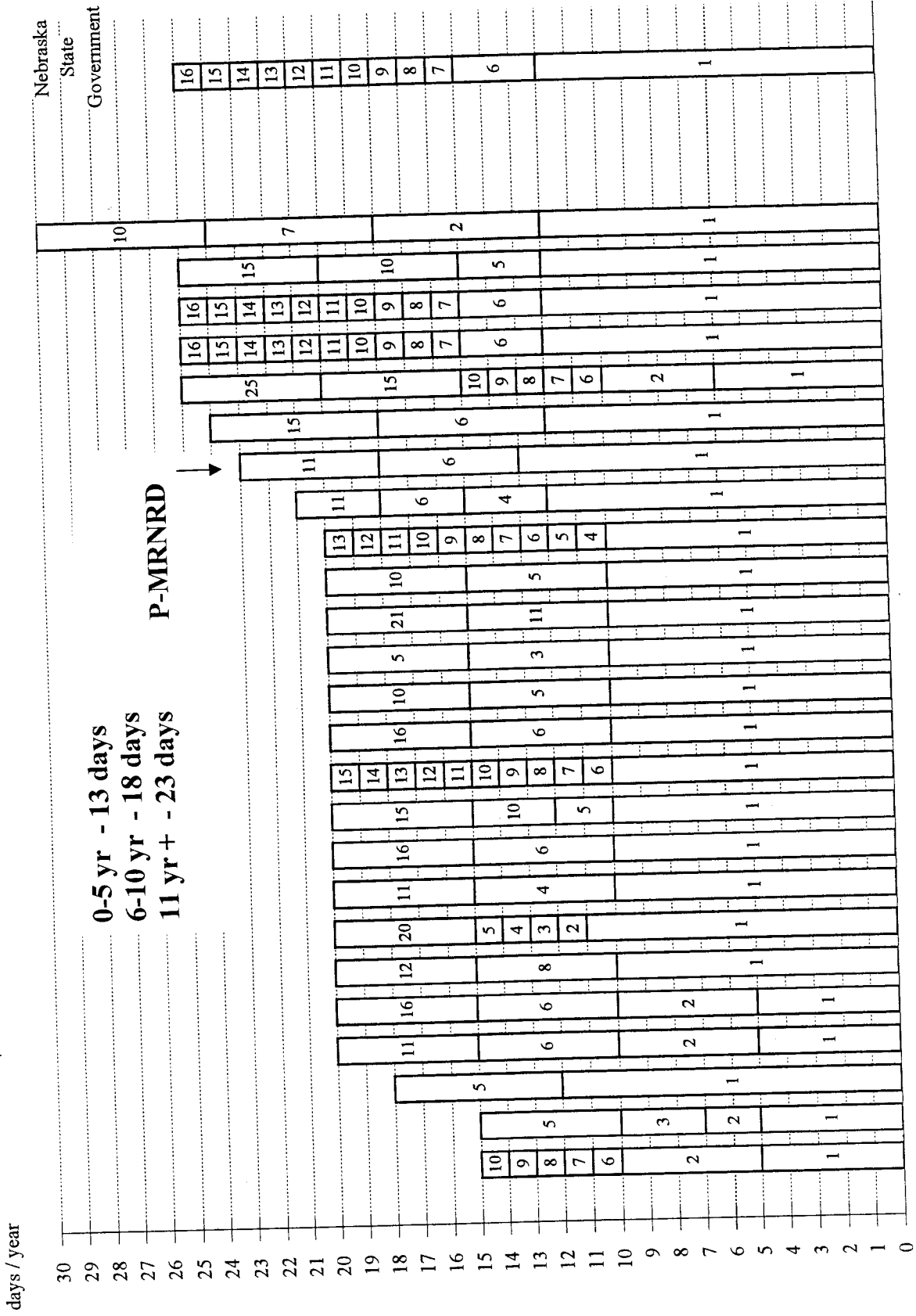
As a part of the Nebraska State Salary Survey, the participants are asked to give information on benefit programs. Charts showing the comparison of the District and other Omaha area businesses are attached. The following is a summary of the benefit comparisons:

Benefit	P-MRNRD	P-MRNRD Ranking	Summary of Other Omaha Area Businesses
Vacation	0 – 5 Years = 13 days 6 – 10 Years = 18 days 11 Years + = 23 days	Mid to high range	Ranges from 5 days to a high of 30 days per year.
Holidays	10 Holidays	Mid to high range	Ranges from 6 holidays to high of 13 holidays.
Sick Leave	18 days per year (reduced from unlimited max in 1994)	High range	Ranges from 5 days to high of 52.
Sick Leave – Maximum Accumulation	180 days max	Mid to high range	Ranges from 10 days to high of 310 days.
Health Insurance – Single	\$312.53/mo District pays for single coverage	Mid to High range	Ranges from \$220/month to a high of \$420/month.
Health Insurance – Family	Employee(1/3) - \$261.43 District (2/3) - <u>530.77</u> \$792.27	Mid range	Ranges from \$650/month to \$1,210/mo.
Dental Insurance – Single	\$24.82/mo District pays for coverage	Mid to High range	Ranges from \$16.50/month to \$38.50/month
Dental Insurance – Family	\$67.46/mo District pays for coverage	Mid to High range	Ranges from \$38/month to \$84/month
Life Insurance	1 times salary, minimum - \$20,000 – max. \$75,000	Low range	Ranges from 1 times salary to 2 times salary
Retirement	Employee - 4.6% District - <u>5.1%</u> 9.7%	Low range	Ranges from 6% to 22.5%

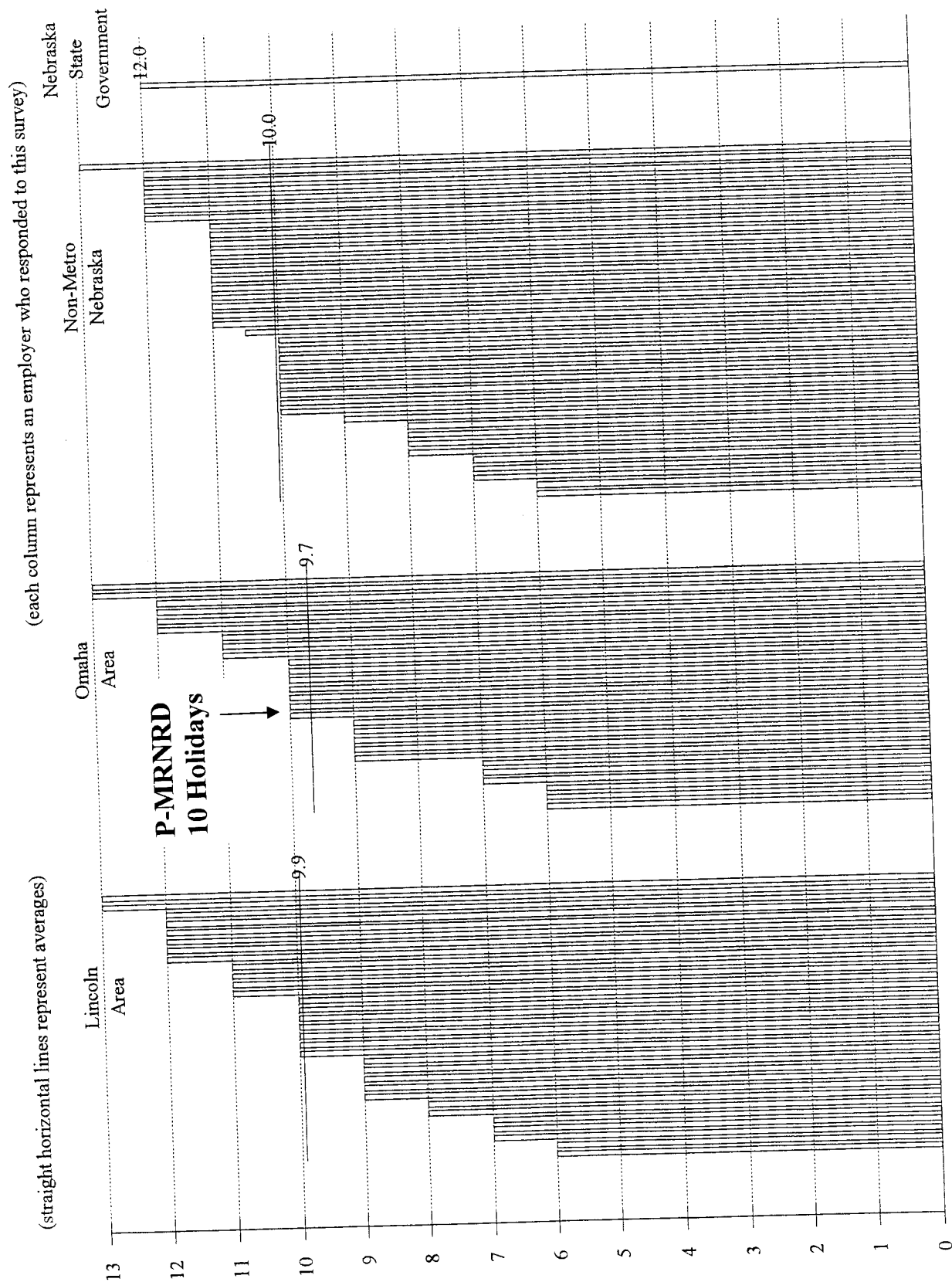
There are no recommended changes to the P-MRNRD Benefit Program for calendar year 2004 at this time.

Vacation -- Omaha Area

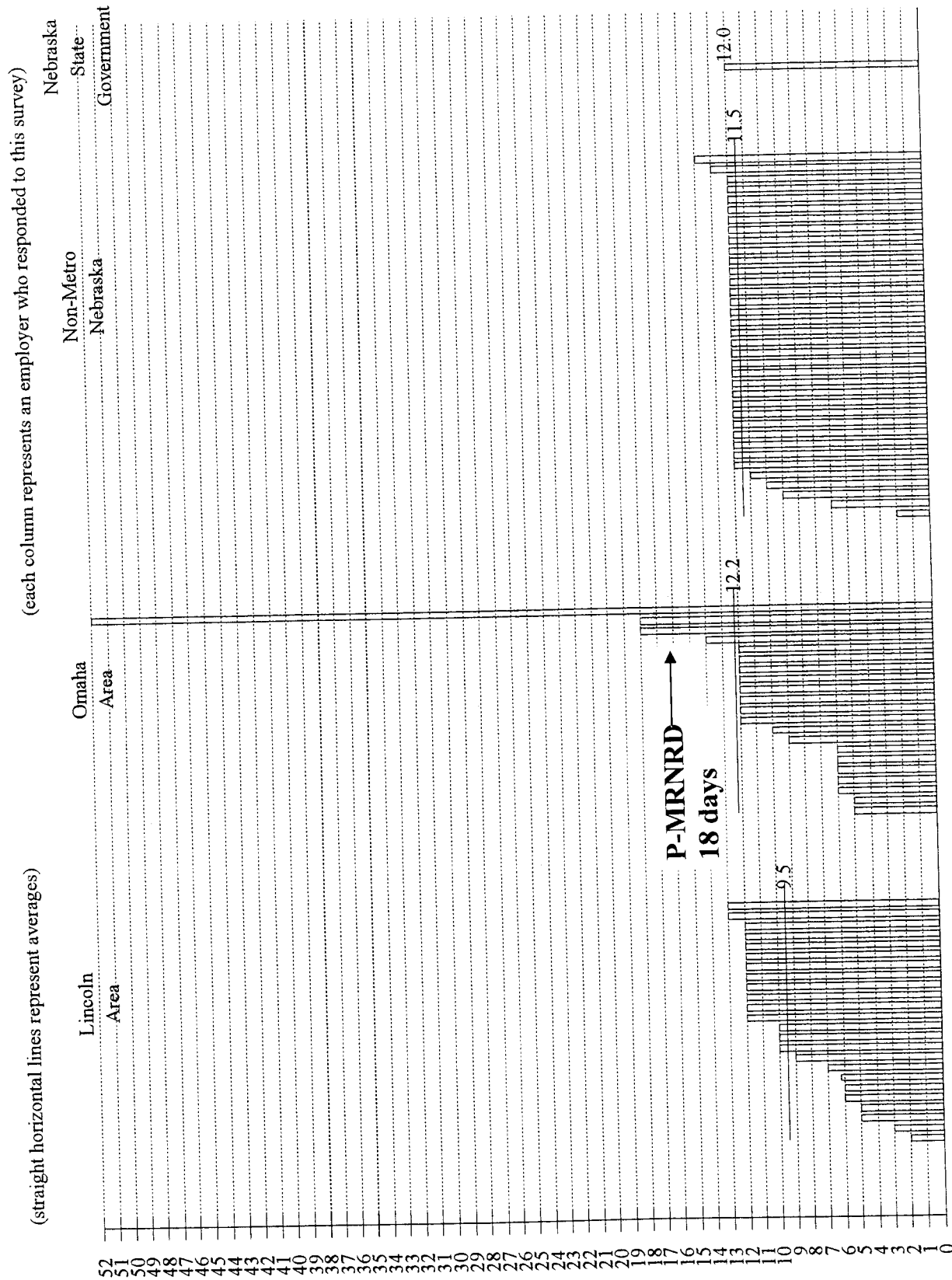
(see chart example on page 80) (each column represents an employer who responded to this survey)



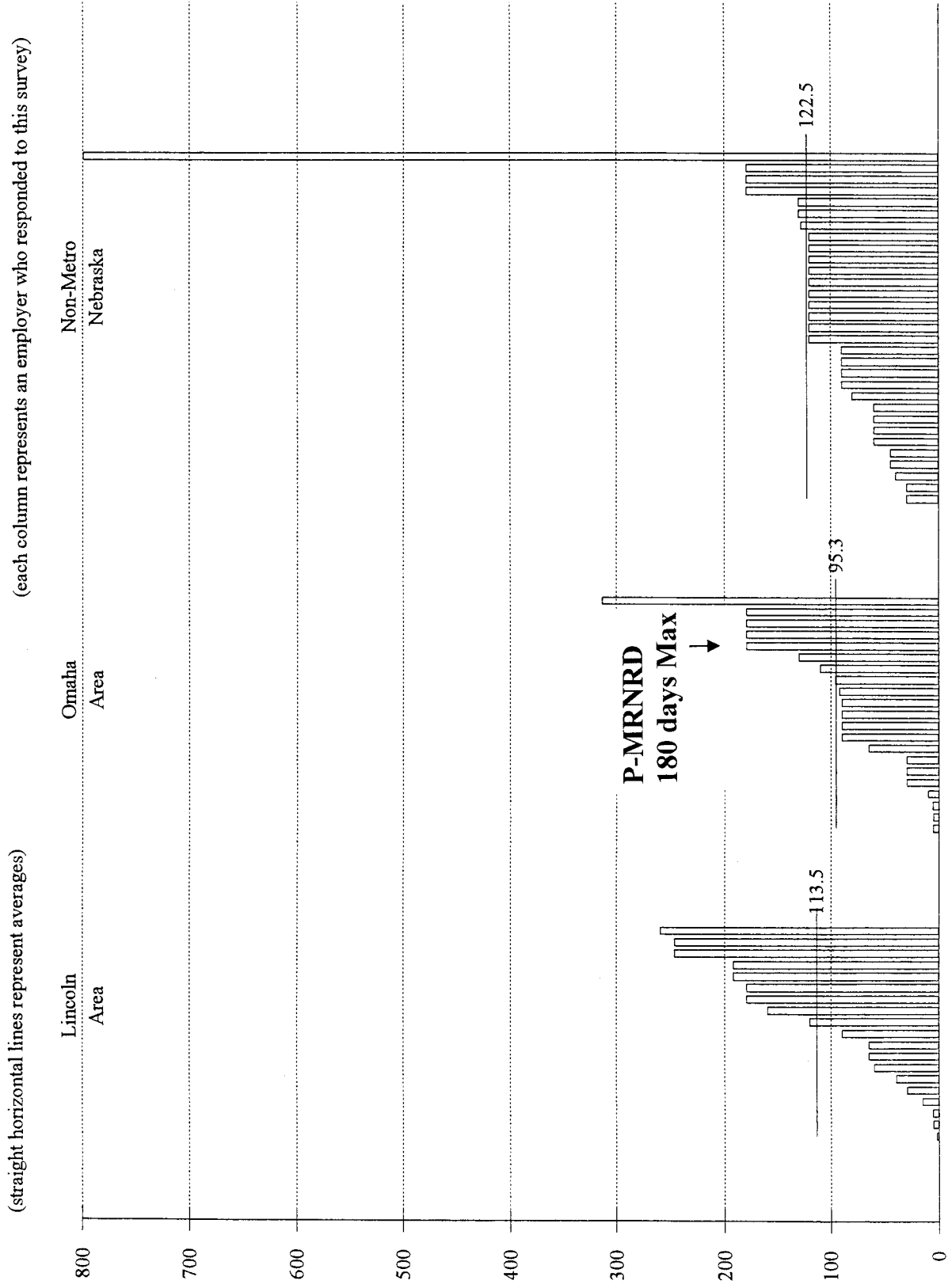
Holidays -- (Days Per Year)



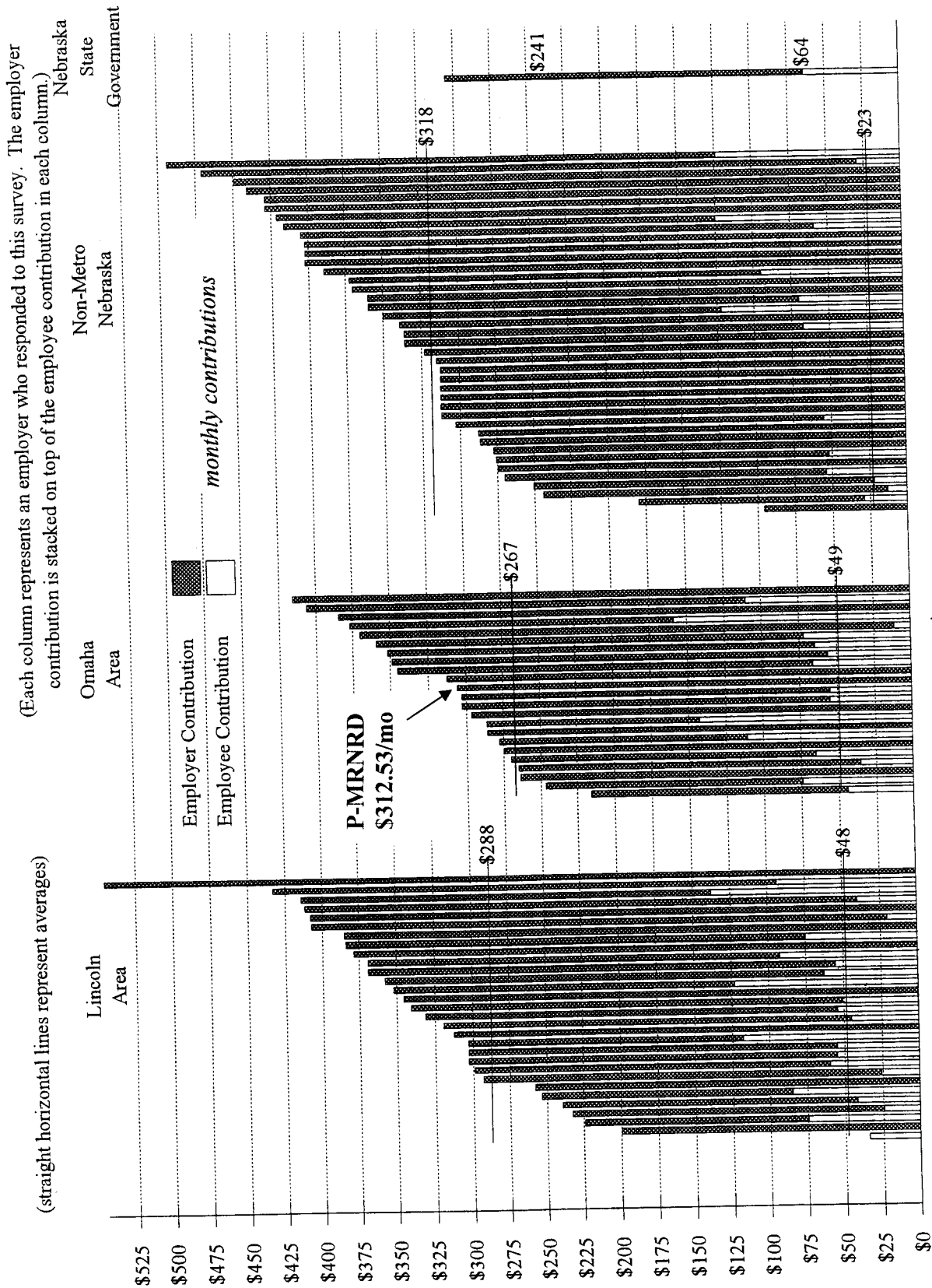
Sick Leave Days Earned in the 1st Year of Employment



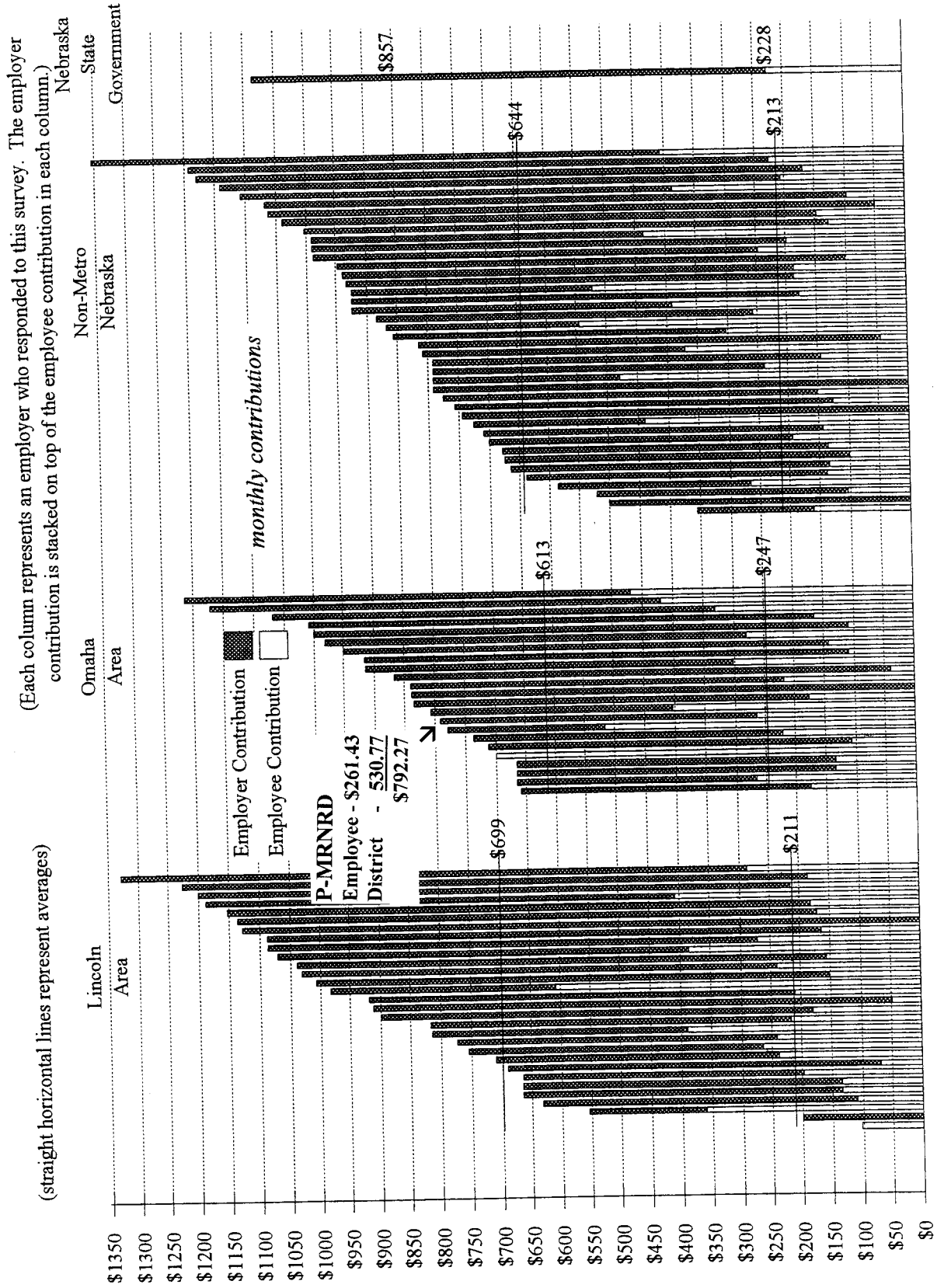
Sick Leave Days -- Maximum Accumulation



Health Insurance -- Single Coverage



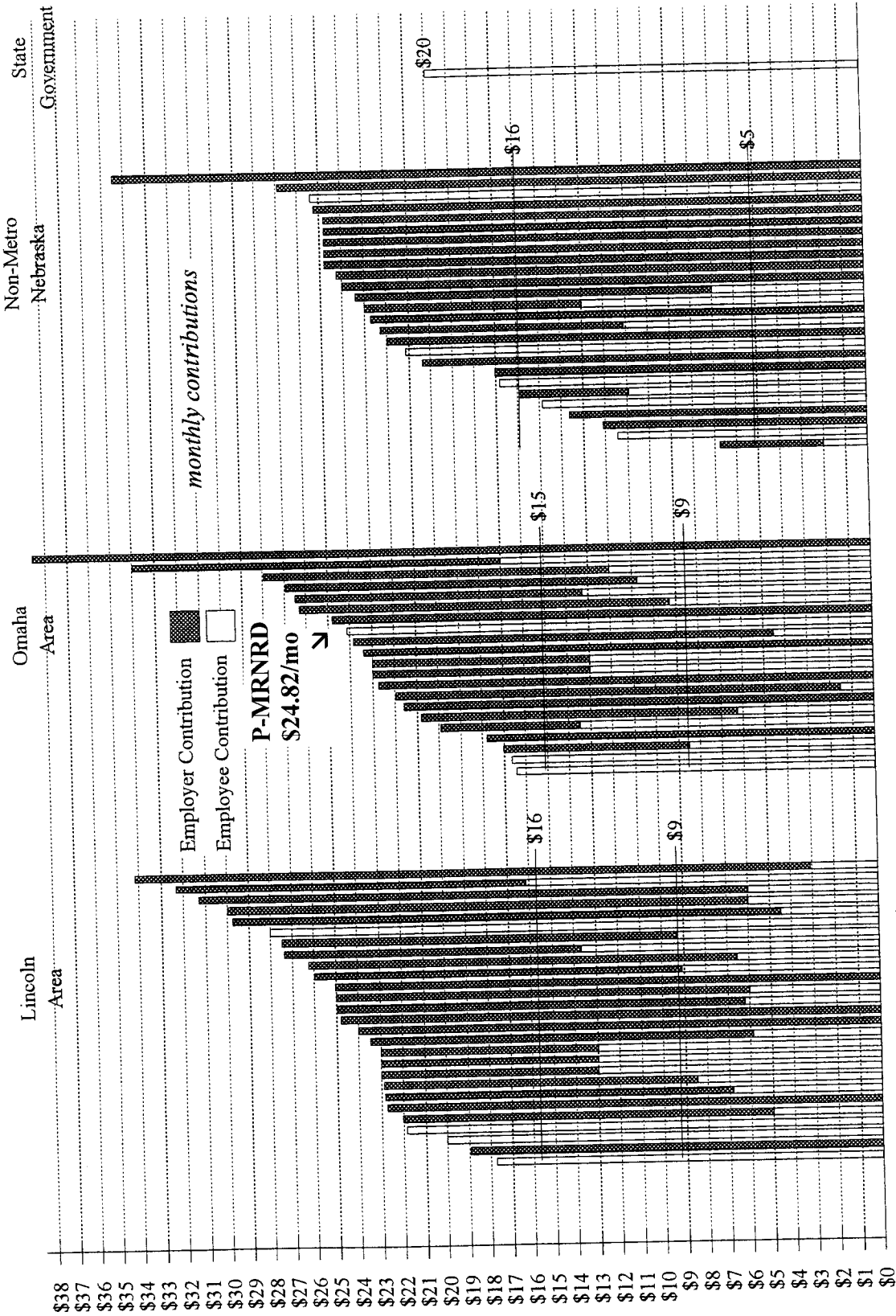
Health Insurance -- Family Coverage



Dental Insurance -- Single Coverage

(Each column represents an employer who responded to this survey. The employer contribution is stacked on top of the employee contribution in each column.)

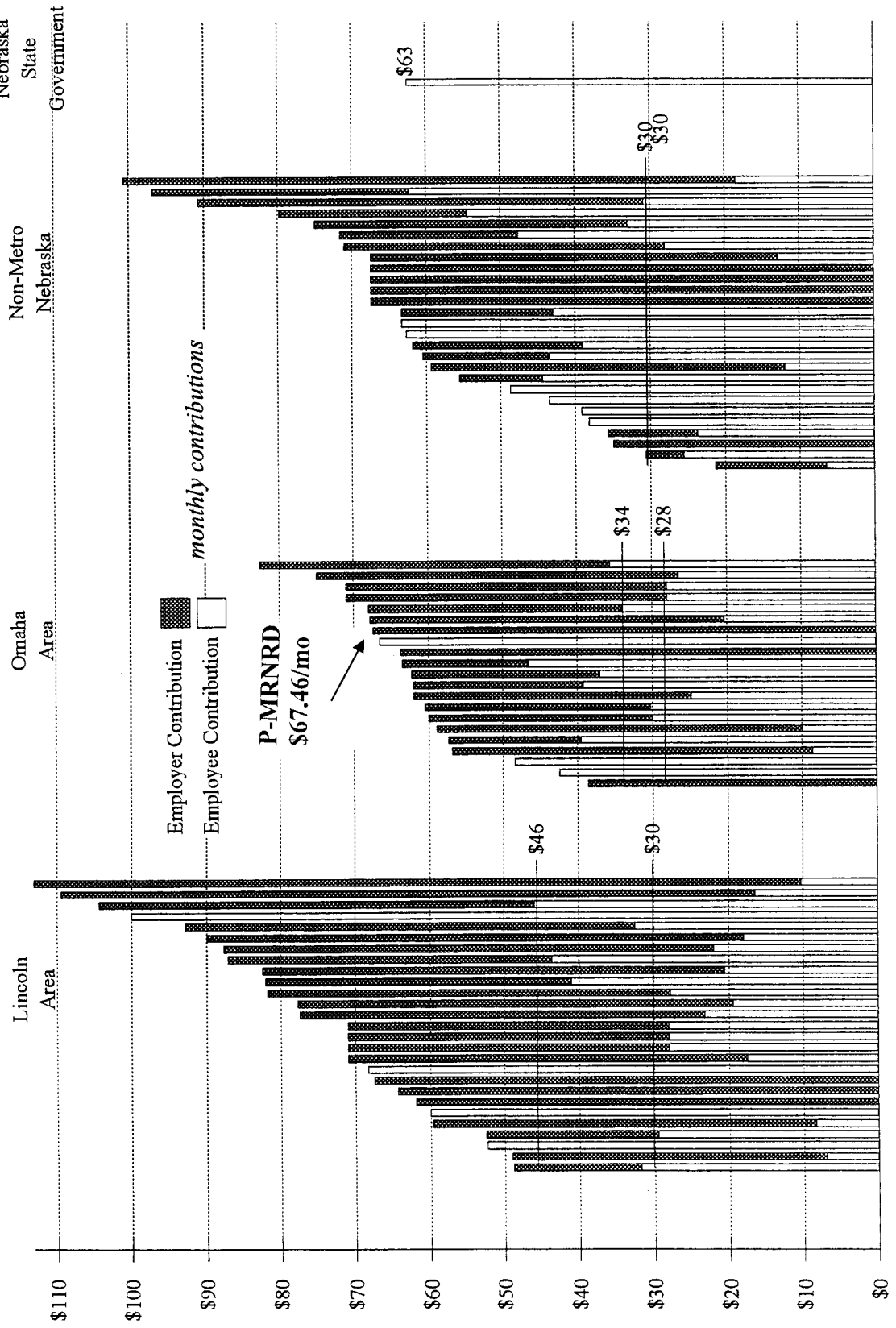
(straight horizontal lines represent averages)



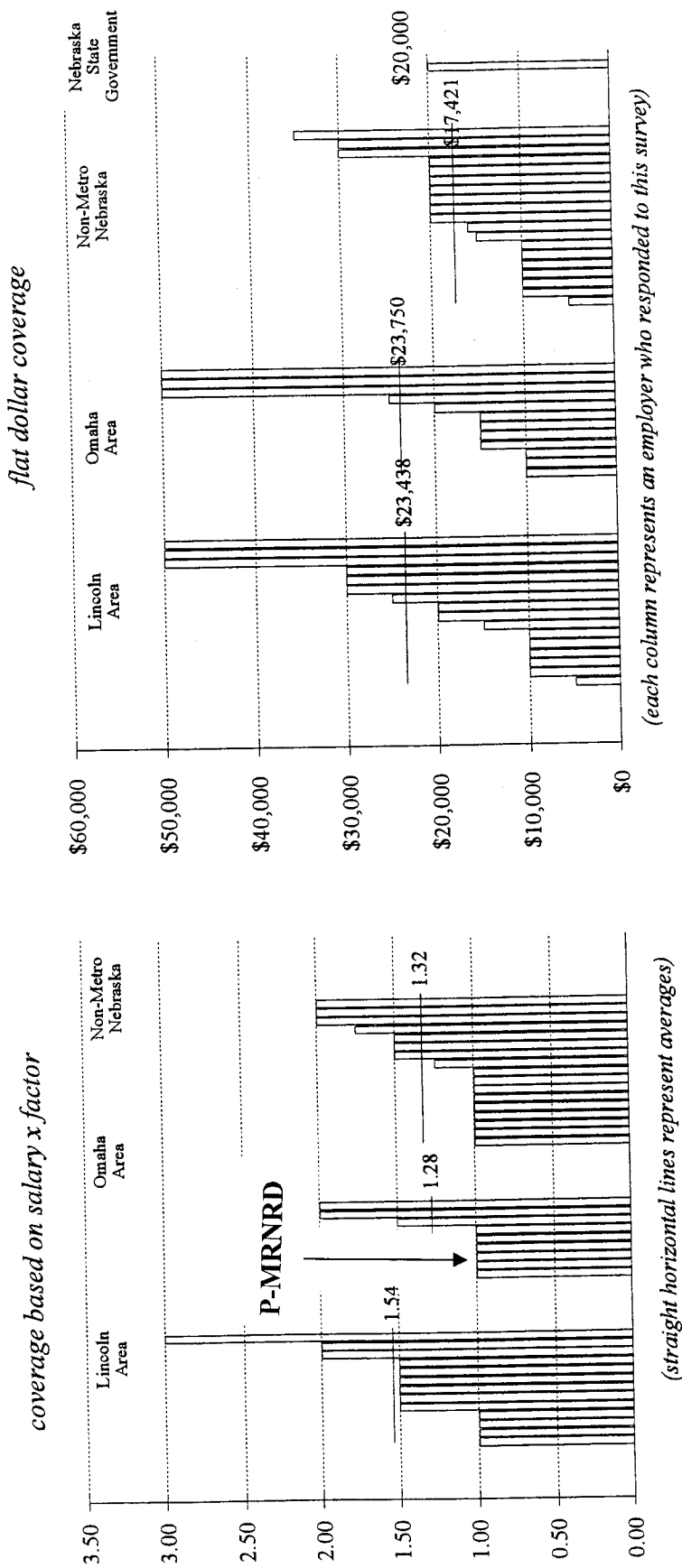
Dental Insurance -- Family Coverage

(Each column represents an employer who responded to this survey. The employer contribution is stacked on top of the employee contribution in each column.)

(straight horizontal lines represent averages)



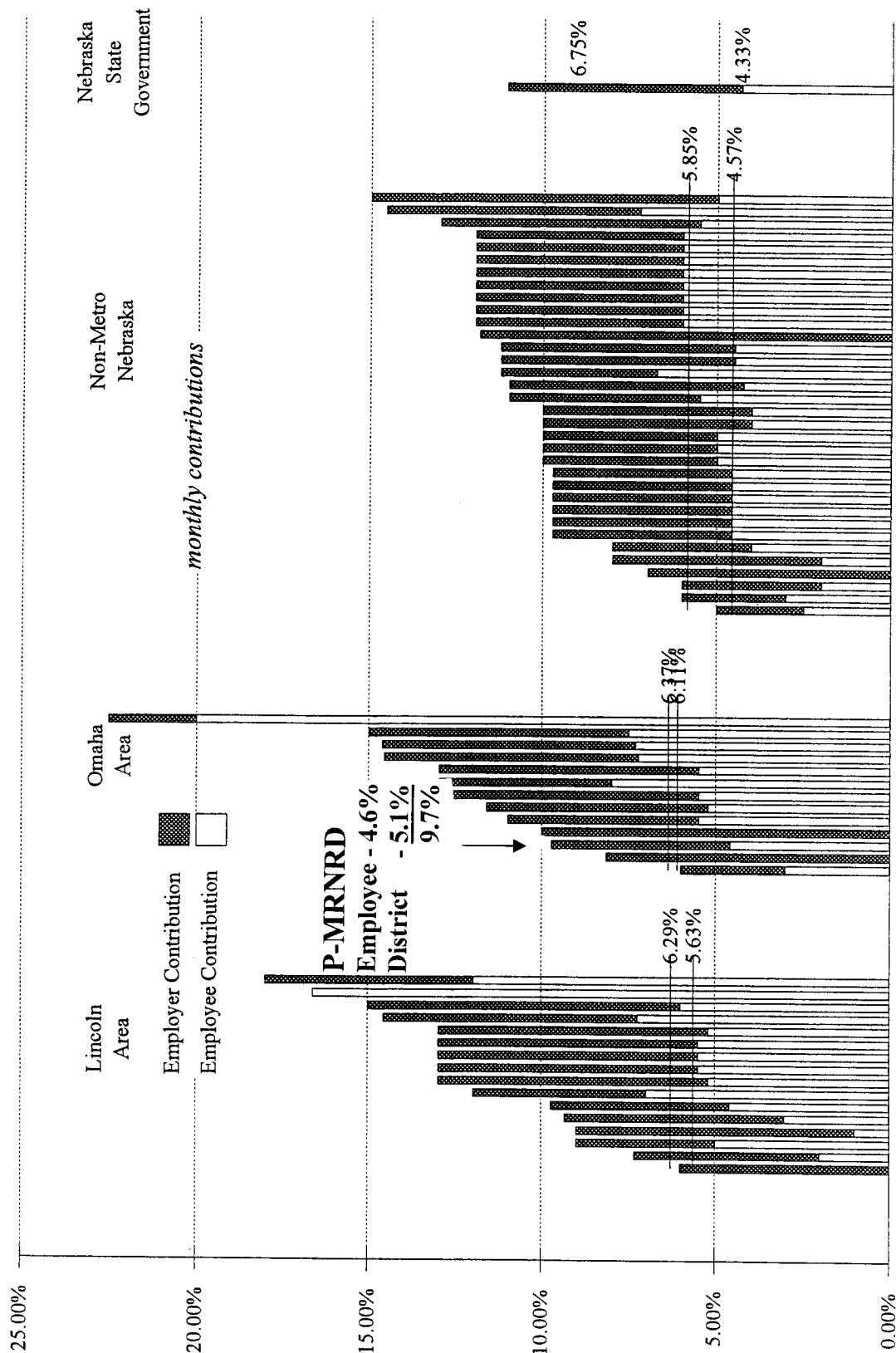
Life Insurance



Retirement

(straight horizontal lines represent averages)

(each column represents an employer who responded to this survey)



MEMO TO: Personnel, Legislative and Public Affairs Subcommittee

SUBJECT: Recommended Revisions to P-MRNRD Wage and Salary Administration Program

- a. Pay Range Revisions (Midpoints)
- b. Adjustment Guide Revisions ("n" Factor)
- c. Salary Grade Schedule for CY 2004

DATE: February 26, 2004

FROM: Steven G. Oltmans, General Manager

The P-MRNRD Wage and Salary Administration Program, as outlined in the Directors Policy Manual, requires the General Manager to provide recommendations to the Personnel, Legislative and Public Affairs Subcommittee for revisions in the Wage and Salary Pay Ranges (midpoints) and revisions in the Adjustment Guide ("n" factor) to be used for calendar year 2004. The PLPA Subcommittee is to review this information and make recommendations to the Board for consideration and action.

Base data from the Omaha job market is used to determine the recommended midpoint values and the "n" factor. The base data is taken from the 2003 Nebraska State Salary Survey (dated, January, 2004), which is prepared by the Nebraska Department of Personnel. The P-MRNRD is a participant in this survey. Approximately 200 benchmark positions in the Omaha area are used to calculate the updates to the P-MRNRD Wage and Salary Administration Program. A spreadsheet showing the midpoints used from the 2003 State Salary Survey is attached. Also attached is a copy of the regression calculation used to determine the proposed midpoints for calendar year 2004.

a. Pay Range Revisions (Midpoints): Attached is a chart showing the current (2003) and proposed pay ranges for calendar year 2004. The figures in the middle box are the midpoints. Please note that pay ranges have increased from .7% for Salary Grade 2 through 4.9% for Salary Grade 21. The average increase in midpoint is **3.7%**. Also attached is a chart showing the proposed P-MRNRD payline (the straight line) and the midpoints from the base data obtained from the State Salary Survey.

RECOMMENDATION: It is recommended that the wage and salary pay ranges be adjusted to the proposed ranges shown on the attached chart, effective January 1, 2004.

b. Adjustment Guide Revisions ("n" Factor):

The Wage and Salary Administration Program provides an example wage and salary increase guide which includes three factors. These are: evaluation period, adjustment factor, and annual pay range change. A copy of the example guide is attached. No change is recommended in the evaluation periods.

The second Adjustment Guide (attached) shows the proposed Adjustment Factors for calendar year 2004, using 3.7% as the "n" factor to compute Adjustment Factors. The

Adjustment Factors for last year (2003) are also shown.

RECOMMENDATION: It is recommended that an "n" Factor of 3.7% (average increase in midpoint values) be used to compute Adjustment Factors for Calendar Year 2004 and that the resulting Adjustment Guide become effective January 1, 2004.

If these recommendations are adopted, the estimated dollar impact for calendar year 2004 (January 1, 2004 through December 31, 2004), would be approximately \$60,000.

Also attached to this memo is a chart showing the history of the Wage and Salary Administration Program. It details the findings from the State Salary Surveys and the action taken by the Board to determine the midpoints and "n" factor for calendar year 1982 through 2003.

c. Salary Grade Schedule for CY 2004: Following are the recommended changes to salary grade schedule for CY 2004:

Salary Grade	Position	Change
SG 4	Water Supply Technician (Part Time)	Title changed to Water Supply Technician from "Operator" to better reflect actual duties.
SG 6	Water Supply Operator (2 positions)	One position added for the Washington County Rural Water System No. 2
SG-8	Water Supply Superintendent (2 positions)	Position upgraded to SG8 from SG7 to better reflect duties and responsibilities of the position. One position added for Washington County Rural Water System No. 2.
SG9	Field Representative	One position added for the Dakota County Service Center
SG10	Engineering Aide/Survey Party Chief	Position upgraded to a SG10 from a SG8 to better reflect duties and responsibilities of the position. Job Description changed to include licensed surveyor to qualifications.

A copy of the Salary Grade Schedule for CY 2004 showing recommended changes is attached.

RECOMMENDATION: It is recommended that the changes to the Salary Grade Schedule for CY 2004, as presented, be approved

Attached for your review is a copy of the proposed P-MRNRD Wage and Salary Administration Program for 2004.

/wage/plpa memo 2004

[illegible]

Last Year's Totals:

	\$	96.87	\$	10.88	\$	12.71	\$	12.16	\$	13.95	\$	15.10	\$	15.71	\$	17.36	\$	20.40	\$	20.08	\$	24.97	\$	25.87	\$	26.28	\$	30.19	\$	27.91	\$	32.14	\$	24.36	\$	32.91		
Cash flow from operations	\$	96.60	\$	10.15	\$	10.69	\$	10.88	\$	12.71	\$	13.95	\$	15.10	\$	15.71	\$	17.36	\$	20.40	\$	20.08	\$	24.97	\$	25.87	\$	26.28	\$	30.19	\$	27.91	\$	32.14	\$	24.36	\$	32.91

SALARY SURVEY REGRESSION CALCULATION

For Calendar Year 2003

Information From Salary Survey

Input Hourly Rate Only!

March, 2003

Pay Grade	Hourly Rate	Annual Salary
1	\$10.28	21,382.40
2	\$9.46	19,676.80
3	\$11.48	23,878.40
4	\$11.58	24,086.40
5	\$13.17	27,393.60
6	\$12.93	26,894.40
7	\$14.05	29,224.00
8	\$15.36	31,948.80
9	\$16.63	34,590.40
10	\$17.71	36,836.80
11	\$21.30	44,304.00
12	\$21.53	44,782.40
13	\$24.55	51,064.00
14	\$25.12	52,249.60
15	\$26.80	55,744.00
16	\$30.89	64,251.20
17	\$31.16	64,812.80
18	\$35.68	74,214.40
19	\$25.24	52,499.20
20	\$33.72	70,137.60
21		

Regression Output:

Constant 5.4831373

X Coefficient(s) 1.4677399

R Squared 0.9492898

No. of Observations 20

Degrees of Freedom 16

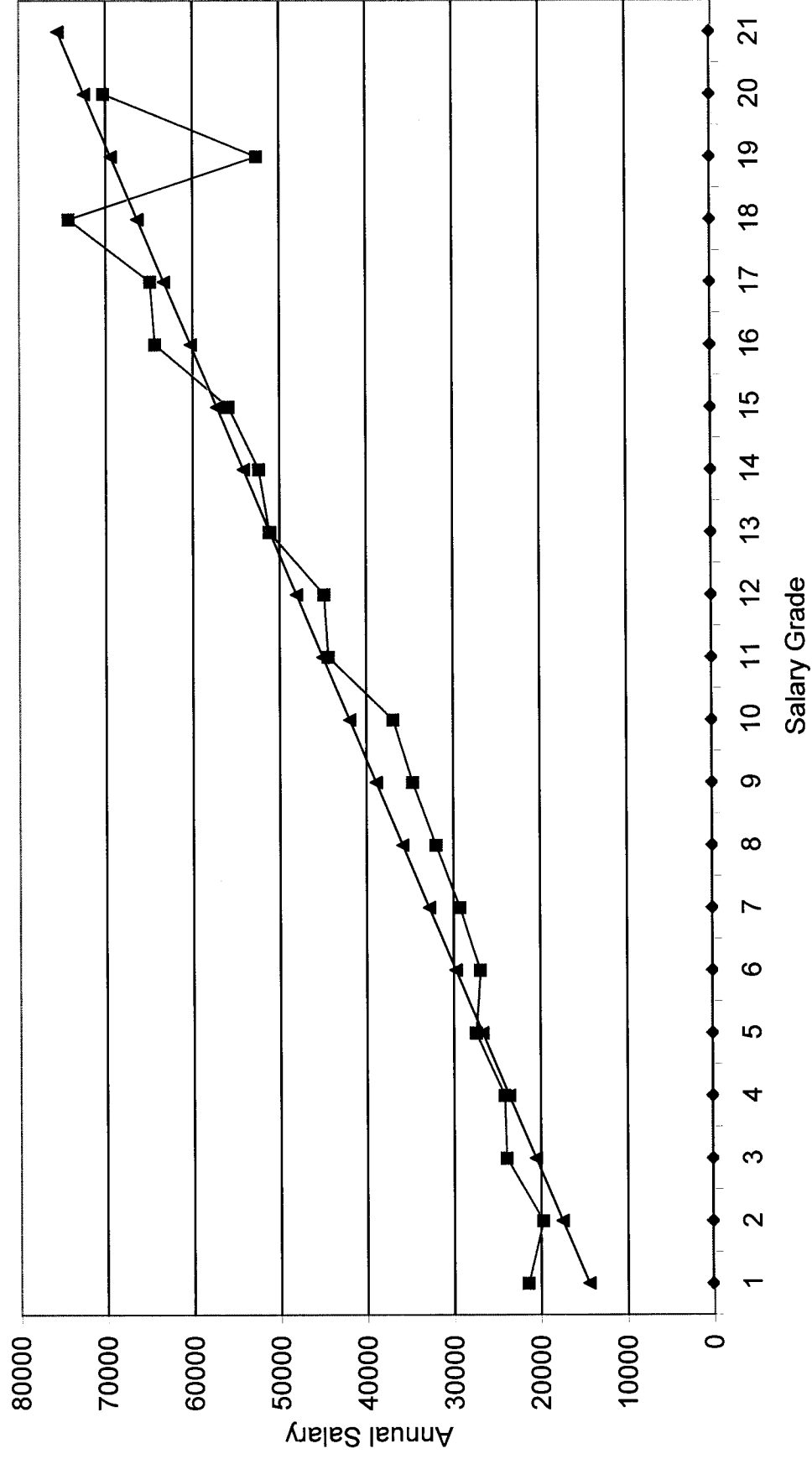
Payline Equation

Y= Constant + (X Coefficient * Pay Grade)

Y=19 + (110 * (Column B))

Annual Salary Using Payline Equation	Hourly Rate Using Payline Equation
\$14,457.82	6.95
\$17,510.72	8.42
\$20,563.62	9.89
\$23,616.52	11.35
\$26,669.42	12.82
\$29,722.32	14.29
\$32,775.22	15.76
\$35,828.12	17.23
\$38,881.02	18.69
\$41,933.92	20.16
\$44,986.82	21.63
\$48,039.71	23.10
\$51,092.61	24.56
\$54,145.51	26.03
\$57,198.41	27.50
\$60,251.31	28.97
\$63,304.21	30.43
\$66,357.11	31.90
\$69,410.01	33.37
\$72,462.91	34.84
\$75,515.81	36.31

2003 State Salary Survey



Calendar Year - 2004

Proposed Salary Ranges March, 2004
Adopted -

WAGE AND SALARY PAY RANGES

Salary Grade	80%		Mid-Point			120%	
	Current	Proposed	Current	Proposed	%	Current	Proposed
2	\$13,909.72	\$14,008.58	\$17,387.15	\$17,510.72	0.7%	\$20,864.58	\$21,012.86
3	\$16,207.45	\$16,450.90	\$20,259.31	\$20,563.62	1.5%	\$24,311.17	\$24,676.34
4	\$18,505.18	\$18,893.22	\$23,131.47	\$23,616.52	2.1%	\$27,757.76	\$28,339.82
5	\$20,802.90	\$21,335.54	\$26,003.63	\$26,669.42	2.6%	\$31,204.36	\$32,003.30
6	\$23,100.63	\$23,777.86	\$28,875.79	\$29,722.32	2.9%	\$34,650.95	\$35,666.78
7	\$25,398.37	\$26,220.18	\$31,747.96	\$32,775.22	3.2%	\$38,097.55	\$39,330.26
8	\$27,696.10	\$28,662.50	\$34,620.12	\$35,828.12	3.5%	\$41,544.14	\$42,993.74
9	\$29,993.82	\$31,104.82	\$37,492.28	\$38,881.02	3.7%	\$44,990.74	\$46,657.22
10	\$32,291.55	\$33,547.14	\$40,364.44	\$41,933.92	3.9%	\$48,437.33	\$50,320.70
11	\$34,589.28	\$35,989.46	\$43,236.60	\$44,986.82	4.0%	\$51,883.92	\$53,984.18
12	\$36,887.01	\$38,431.77	\$46,108.76	\$48,039.71	4.2%	\$55,330.51	\$57,647.65
13	\$39,184.74	\$40,874.09	\$48,980.92	\$51,092.61	4.3%	\$58,777.10	\$61,311.13
14	\$41,482.46	\$43,316.41	\$51,853.08	\$54,145.51	4.4%	\$62,223.70	\$64,974.61
15	\$43,780.19	\$45,758.73	\$54,725.24	\$57,198.41	4.5%	\$65,670.29	\$68,638.09
16	\$46,077.92	\$48,201.05	\$57,597.40	\$60,251.31	4.6%	\$69,116.88	\$72,301.57
17	\$48,375.65	\$50,643.37	\$60,469.56	\$63,304.21	4.7%	\$72,563.47	\$75,965.05
18	\$50,673.38	\$53,085.69	\$63,341.72	\$66,357.11	4.8%	\$76,010.06	\$79,628.53
19	\$52,971.10	\$55,528.01	\$66,213.88	\$69,410.01	4.8%	\$79,456.66	\$83,292.01
20	\$55,268.83	\$57,970.33	\$69,086.04	\$72,462.91	4.9%	\$82,903.25	\$86,955.49
21	\$57,566.56	\$60,412.65	\$71,958.20	\$75,515.81	4.9%	\$86,349.84	\$90,618.97

3.7% = "n" factor for CY 2004

**PAPIO-MISSOURI RIVER NRD
WAGE AND SALARY ADJUSTMENT GUIDE**

E.P. = Evaluation Period
A.F. = Adjustment Factor
n = Annual Pay Range Change

E.P. = Evaluation Period A.F. = Adjustment Factor n = Annual Pay Range Change	~~~~~				Maximum 120%
	E.P. = 1 yr 3 yr A.F. = 1.023n	E.P. = 1 yr 3 yr A.F. = 1.024n	E.P. = 1 yr 3 yr A.F. = 1.027n	E.P. = 1 yr 3 yrs A.F. = 1.029n	
	E.P. = 1 yr 2 yr A.F. = 1.037n	E.P. = 1 yr 2 yr A.F. = 1.040n	E.P. = 1 yr 2 yrs A.F. = 1.044n	E.P. = 1 yr 2 yrs A.F. = 1.048n	
	E.P. = 6 mo 1.5 yr A.F. = 1.027n/2	E.P. = 6 mo 1 yr A.F. = 1.029n/2	E.P. = 6 mo 1.5 yrs A.F. = 1.033n/2	E.P. = 6 mo 2 yrs A.F. = 1.048n	
	E.P. = 6 mo 6 mo A.F. = 1.10n/2	E.P. = 6 mo 6 mo A.F. = 1.048n/2	E.P. = 6 mo 6 mo A.F. = 1.033n/2	E.P. = 6 mo 6 mo A.F. = 1.048n/2	
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**PAPIO-MISSOURI RIVER NRD  
WAGE AND SALARY ADJUSTMENT GUIDE**

E.P. = Evaluation Period  
A.F. = Adjustment Factor

Effective Date: January 1, 2004

Proposed "n" Factor = 3.7%

Maximum 120%									
Effective Date: January 1, 2004									
Proposed "n" Factor = 3.7%									
E.P. = Evaluation Period A.F. = Adjustment Factor									
~~~~~									
E.P. = 1 yr 3 yr A.F. (03) = 1.052 A.F. (04) = 1.061									
E.P. = 1 yr 2 yr A.F. (03) = 1.066 A.F. (04) = 1.075									
E.P. = 1 yr 6 mo A.F. (03) = 1.041 A.F. (04) = 1.046									
E.P. = 6 mo 1 yr A.F. (03) = 1.059 A.F. (04) = 1.063									
E.P. = 6 mo 6 mo A.F. (03) = 1.115 A.F. (04) = 1.120									
Minimum 80%									
Individual Performance									
1 2 3 4 5 Unacceptable Falls Below Expectations Meets Expectations Exceeds Expectations Far Exceeds Expectations									

Papio-Missouri River NRD Wage and Salary Administration History

Year	Recommend (Survey)	Payline Action Taken	Recommend (Survey)	"n" Factor Action Taken	Comments
2004 Proposed	3.7% average – range from .7% for SG2 through 4.9% for SG21		3.7%		
2003	2.8% average – range from 6.2% for SG2 through 1.5% for SG 21	Midpoints adjusted as shown by survey	2.8%	2.8	Average salary adjustment – 4.75%
2002	3.6% average – range from .2% for SG2 through 5.0% for SG21	Midpoints adjusted as shown by survey	3.6%	3.6%	Average salary adjustment – 5.78%
2001	3.1% average – range from 2.1 for SG2 through 3.5 for SG 21	Midpoints adjusted as shown by survey	3.1%	3.1%	Average salary adjust – 5.64%
2000	3.3% average – range from 2.6% for SG2 through 3.6% for SG21	Midpoints adjusted as shown by survey	3.3%	3.3%	Average salary adjustment – 5.7%
1999	4.3% average – range from 5.8% for GS2 through 3.6% for SG21	Midpoints adjusted as shown by survey	4.3%	4.3%	Average salary adjustment – 7.5%
1998	3.4% average – range from 4.9% for SG 2 thru 2.8% for SG 20	Midpoints adjusted as shown by survey	3.4%	3.4%	Average salary adjustment – 6.9%
1997	2.9% average - range from 7.4% for SG2 through 1.1% for SG 20	Midpoints adjusted as shown by survey	2.9%	2.9%	Average salary adjustments – 5.48%
1996	2.4% average - range from 3.2% for SG2 through 1.8% for SG 20	Midpoints adjusted as shown by survey	2.4%	2.4%	
1995	2.8% average - range from .1% for SG 2 through 4.2% for SG 20	Midpoints adjusted as shown by survey	2.8%	2.8%	Board took action to cap salary adjustments for employees at 100% of midpoint or over at 4%
1994	3.4% average - range from 5.4% for SG 2 through 2.6% for SG 20	Midpoints adjusted as shown by survey	3.4%	3.4%	
1993	.9% average - range from 0% for SG 2 through -1.0% for SG 20	Midpoints adjusted as shown by survey	.9%	.9%	4.5% cap placed on salary adjustments
1992	4.4% average - range from -13.3% for SG 1 through 6.3% for SG 20	SG 1-3 (negative numbers) remain at 1991 midpoint values – SG 4 - 20 adjust to .1% through 6.3% as proposed	4.4%	3.0%	
1991	5.6% average - range from -10.9 for SG 1 through 9.3% for SG 20	SG 1-4 (negative numbers) remain at 1990 midpoint values – SG 5 - 20 adjust to 0% through 9.3% as proposed	5.6%	5.6%	
1990	10.6% average - range from -5.5% for SG 1 through 14.2% for SG 20	7% across the board increase to midpoint values	10.6%	4.0%	
1989	9.5% average - range from 0.7% for SG 3 through 12.9% for SG 20	4.5% across the board increase to midpoint values	9.5%	4.5%	

1988	0.7% average - range from 0.0% for SG 1 through 0.9% for SG 20	0.7% across the board increase to midpoint values	0.7%	2.0%	2.0% given because "n" factor in 1987 was 10.2% and only 5% was given
1987	10.2% average - range from 13.3% for SG 3 through 9.3% for SG 20	midpoints adjusted as shown by survey	10.2%	5.0%	Board felt 10.2% "n" factor was too high. "n" factor was set at 5.0% because "n" factor had been 0% since 1984
1986	4.3% average - range from 7.1% for SG 3 through 3.6% for SG 20	Board made no changes in midpoint values	4.3%	0.0%	Board did not increase "n" factor because last year's survey showed payline going down but P-MRNRD payline was not lowered. Board kept "n" factor at 0%
1985	4% average - range from -2.9% for SG 3 through -4.9% for SG 20	Board made no changes in midpoint values	-4.0%	0.0%	1984 Omaha average payline 4% lower than 1983 Omaha payline. Board made no changes in midpoint values and kept "n" factor at 0%
1984	5.1% average - range from 4.6% for SG 3 through 5.5% for SG 20	5.0% increase across the board to midpoint values	5.1%	5.0%	
1983	4.0% average - range from 0.6% for SG 3 through 5.3% for SG 20	midpoints adjusted as shown in survey	4.0%	4.0%	
1982	Set by survey	Set by survey	7.0%	7.0%	Program started

P-MRNRD Wage and Salary Adjustment Program was adopted in July, 1982. Prior to that time employees were given cost of living increases plus merit bonuses each July. The following is a summary of cost of living increases:

Year	Cost of Living Increase Given to Employees	Cost of Living Index Figure
1981	7.0%	10.6%
1980	12.0%	14.7%
1979	7.0%	10.2%
1978	6.5%	6.5%
1977	4.0% + \$300	6.4%
1976	6.0%	6.1%
1975	Under \$10,000 - 10% \$10,000 - 11,999 - 9% \$12,000 - 13,999 - 8% \$14,000 - 15,999 - 7% \$16,000 - 17,999 - 6% \$18,000 and over - 5%	10.3%
1974	10.2%	10.2%
1973	5.1%	5.1%

**SALARY GRADE SCHEDULE
JANUARY, 2004**

SALARY GRADE	POSITION
Salary Grade 2	<ul style="list-style-type: none"> ◆ Night Security (Part Time) (2 positions) ◆ Office Aide (Temporary) (1 position)
Salary Grade 3	<ul style="list-style-type: none"> ◆ Laborer (Temporary) (2 positions) ◆ Groundskeeper (Temporary) (6 positions)
Salary Grade 4	<ul style="list-style-type: none"> ◆ Engineering Aide/Surveyor (Temporary) ◆ Project Bookkeeper (Part Time) ◆ Water Supply Technician (Part Time)
Salary Grade 5	<ul style="list-style-type: none"> ◆ Engineering Aide/Surveyor ◆ Groundskeeper (2 positions) ◆ Custodian
Salary Grade 6	<ul style="list-style-type: none"> ◆ Field Office Secretary (4 positions) ◆ Receptionist/Secretary ◆ Medium Equipment Operator (2 positions) ◆ Lead Groundskeeper ◆ Conservation Technician ◆ Accounting Assistant ◆ Water Supply Operator (2 positions)
Salary Grade 7	<ul style="list-style-type: none"> ◆ District Secretary ◆ NRCS Administrative Secretary – NRC
Salary Grade 8	<ul style="list-style-type: none"> ◆ Assistant O&M Superintendent ◆ Heavy Equipment Operator (2 positions) ◆ Engineering Aide/Drafter ◆ Assistant Park Superintendent ◆ Water Supply Superintendent (2 positions)
Salary Grade 9	<ul style="list-style-type: none"> ◆ Purchasing Agent/LAN Administrator ◆ Field Representative (4 positions) ◆ Education/Volunteer Specialist
Salary Grade 10	<ul style="list-style-type: none"> ◆ O&M Superintendent ◆ Administrative Coordinator ◆ District Accountant ◆ Engineering Aide/Survey Party Chief
Salary Grade 11	<ul style="list-style-type: none"> ◆ Park Superintendent
Salary Grade 13	<ul style="list-style-type: none"> ◆ Natural Resources Planner ◆ Information/Education Coordinator
Salary Grade 14	<ul style="list-style-type: none"> ◆ Land and Water Programs Coordinator ◆ Water Resources Engineer ◆ Construction Engineer ◆ Environmental Coordinator ◆ Special Projects Coordinator
Salary Grade 18	<ul style="list-style-type: none"> ◆ Assistant General Manager

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Deleted: <#>Water Supply Superintendent¶

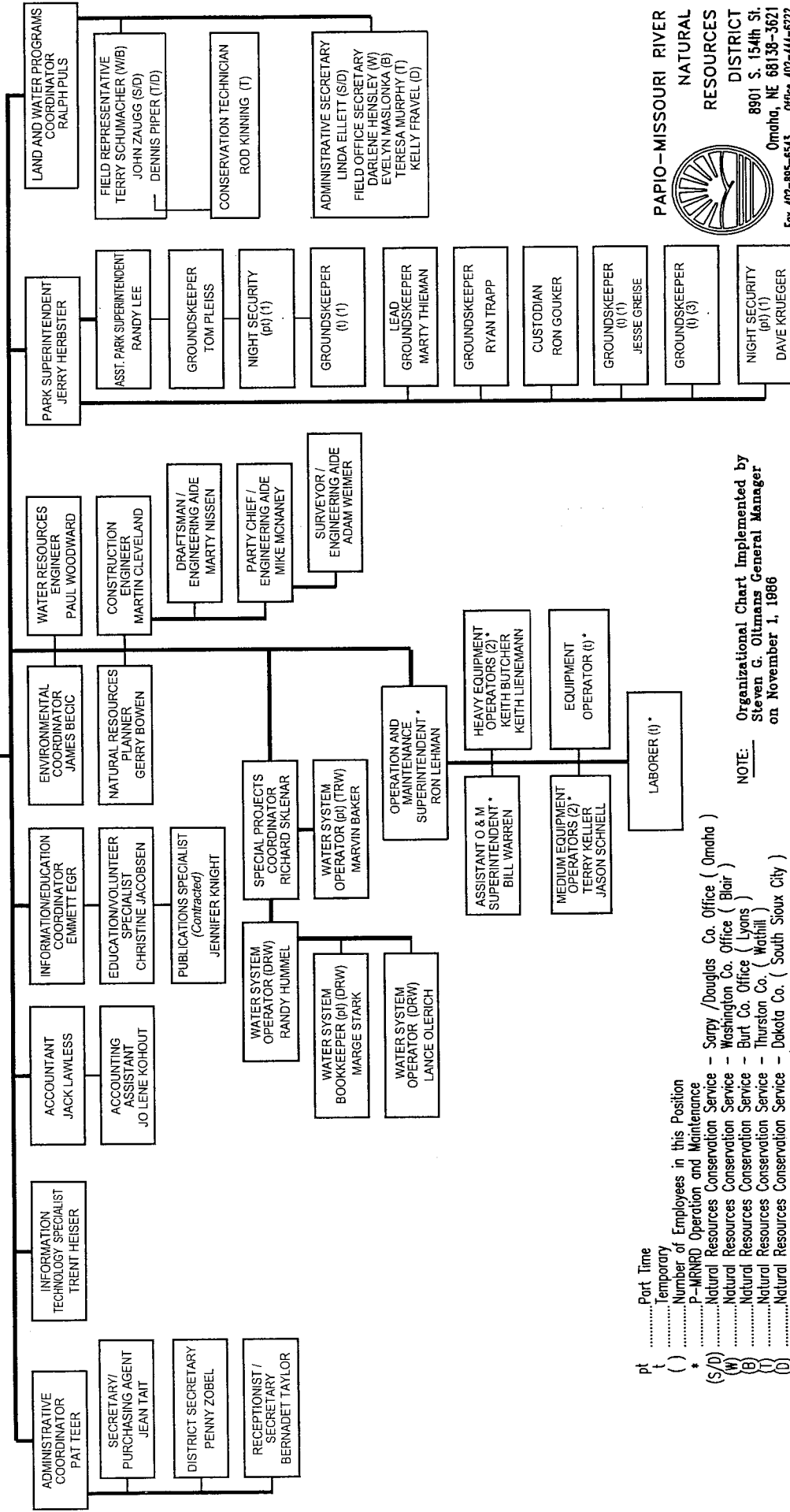
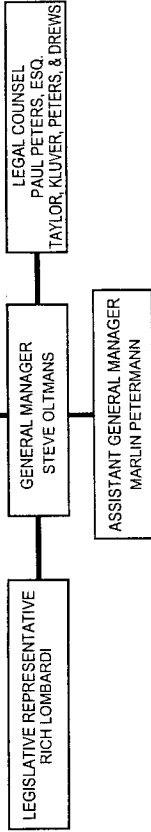
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PAPIO-MISSOURI RIVER NATURAL RESOURCES DISTRICT BOARD OF DIRECTORS



**PAPIO-MISSOURI RIVER
NATURAL
RESOURCES
DISTRICT**
8901 S. 154th St.
Omaha, NE 68138-3621
Office 402-895-6543 Fax 402-444-6222



NOTE: Organizational Chart Implemented by
Steven G. Oltmans General Manager
on November 1, 1986

Updated: APRIL, 2003

pt Part Time
t Temporary
() Number of Employees in this Position
* P-MRNRD Operation and Maintenance
(S/D) Natural Resources Conservation Service - Sorby /Douglas Co. Office (Omaha)
(W) Natural Resources Conservation Service - Washington Co. Office (Blair)
(B) Natural Resources Conservation Service - Burt Co. Office (Lyons)
(T) Natural Resources Conservation Service - Thurston Co. (Watkill)
(D) Natural Resources Conservation Service - Dakota Co. (South Sioux City)
(DRW) Dakota County Rural Water (Dakota City)
(TRW) Thurston County Rural Water (Pender)

PAPIO-MISSOURI RIVER NRD

WAGE AND SALARY ADMINISTRATION PROGRAM

Adopted: June 10, 1982
Revised: March 11, 2004

**PAPIO-MISSOURI RIVER NATURAL RESOURCES DISTRICT
WAGE AND SALARY ADMINISTRATION PROGRAM**

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I. WAGE AND SALARY ADMINISTRATION POLICY:

A. **Policy:** It is the policy of the District to provide steady employment at a salary or wage rate comparable to the prevailing rate for similar services in the District.

B. **Purpose:** The Wage and Salary Administration Program, which has been established to implement this policy is intended to:

1. Attract, retain and motivate employees by offering adequate wages regardless of race, religion, national origin, sex, age, color, handicap or political beliefs.
2. Compensate those who are able to make the greatest contributions to the advancement of the District.
3. Standardize salaries and wage rates for jobs of equal worth to the District in an effort to provide fair treatment for all employees.
4. Establish a system whereby both employee and supervisor may know what opportunity the job offers, what advancement may take place and what performance is expected.
5. Provide guidelines for the effective administration of the program by supervisory and management personnel.

II. JOB DESCRIPTIONS:

A. **Policy:** It is the policy of the District to have a current job description for each personnel position which the District includes in the table of organization. The job description is a statement of the purpose for and major duties and responsibilities of each position. It will include title, position classification and salary grade, normal work schedule, office location, and supervisor's title. The description of the job will include a description, specific responsibilities, and work requirements. An example job description is attached (Attachment 1). The development and updating of job descriptions shall be the responsibility of the General Manager and shall include input from the employee, supervisor and management personnel of the District.

B. **Purpose:** The job descriptions adopted by the District are intended to:

1. Assist in the hiring of new employees by providing a summary of the experience, education and skills, which are required of a new employee. It will also assist the new employee in understanding the duties and responsibilities of the position.
2. Provide a guide to the supervisor in establishing an appropriate employee development program so that the employee can better fulfill the duties and responsibilities.
3. To provide a comprehensive summary of the expectations of the position so that it may be used for job comparison purposes to other jobs in the District and jobs outside the District.

III. JOB EVALUATION AND COMPARISON ANALYSIS

A. **Policy:** Since jobs differ in their value to the District, the job evaluation and comparison analysis is intended to assess the relative worth of individual jobs, thus developing a structure according to value. The General Manager will perform this analysis.

B. **Purpose:** The job evaluation and comparison analysis involves evaluating each job in the District and ranking those jobs.

C. **Method:**

The process of evaluation is based on the concept that all jobs are a composite of similar basic identifiable elements. All jobs require know how, which can generally be described as the skill or knowledge required for a competent performance. Another basic common element is problem solving which is generally defined as the amount of self-starting thinking required for reasoning, evaluating, creating, analyzing and arriving at conclusions. A third basic common element is accountability or the degree to which the job is answerable for an action and its consequences. All three items will be considered when evaluating specific jobs.

For the job comparison analysis, the primary source that will be employed to assist in establishing the comparative value for each position will be the State of Nebraska Classification System. The Nebraska Classification System will be used since it shows the relative importance of specific jobs to other jobs in that organization. That is, how the State feels their jobs rate from most valued to least valued.

1. The duties and responsibilities contained in District job descriptions are analyzed and then matched to similar data in the State system.
2. If the job cannot be matched specifically, then a job is compared to other jobs with similar duties and responsibilities in that system or to similar jobs within the District.

IV. JOB GROUPING AND GRADES

A. **Policy:** Utilizing the approach outlined in the Job Evaluation and Comparison Analysis section, each position with the District shall be assigned a salary grade by the General Manager.

B. **Purpose:** The Job Evaluation and Comparison Analysis shows the comparative value of each job to the District. These jobs are grouped along with other jobs of approximate equal value into specific grades. The salary grade schedule for the District is shown on Page 5.

**SALARY GRADE SCHEDULE
JANUARY, 2004**

SALARY GRADE	POSITION
Salary Grade 2	<ul style="list-style-type: none"> ◆ Night Security (Part Time) (2 positions) ◆ Office Aide (Temporary) (1 position)
Salary Grade 3	<ul style="list-style-type: none"> ◆ Laborer (Temporary) (2 positions) ◆ Groundskeeper (Temporary) (6 positions)
Salary Grade 4	<ul style="list-style-type: none"> ◆ Engineering Aide/Surveyor (Temporary) ◆ Project Bookkeeper (Part Time) ◆ Water Supply Technician (Part Time)
Salary Grade 5	<ul style="list-style-type: none"> ◆ Engineering Aide/Surveyor ◆ Groundskeeper (2 positions) ◆ Custodian
Salary Grade 6	<ul style="list-style-type: none"> ◆ Field Office Secretary (4 positions) ◆ Receptionist/Secretary ◆ Medium Equipment Operator (2 positions) ◆ Lead Groundskeeper ◆ Conservation Technician ◆ Accounting Assistant ◆ Water Supply Operator (2 positions)
Salary Grade 7	<ul style="list-style-type: none"> ◆ District Secretary ◆ NRCS Administrative Secretary – NRC
Salary Grade 8	<ul style="list-style-type: none"> ◆ Assistant O&M Superintendent ◆ Heavy Equipment Operator (2 positions) ◆ Engineering Aide/Drafter ◆ Assistant Park Superintendent ◆ Water Supply Superintendent (2 positions)
Salary Grade 9	<ul style="list-style-type: none"> ◆ Purchasing Agent/LAN Administrator ◆ Field Representative (4 positions) ◆ Education/Volunteer Specialist
Salary Grade 10	<ul style="list-style-type: none"> ◆ O&M Superintendent ◆ Administrative Coordinator ◆ District Accountant ◆ Engineering Aide/Survey Party Chief
Salary Grade 11	<ul style="list-style-type: none"> ◆ Park Superintendent
Salary Grade 12	<ul style="list-style-type: none"> ◆ Information Technology Specialist
Salary Grade 13	<ul style="list-style-type: none"> ◆ Natural Resources Planner ◆ Information/Education Coordinator
Salary Grade 14	<ul style="list-style-type: none"> ◆ Land and Water Programs Coordinator ◆ Water Resources Engineer ◆ Construction Engineer ◆ Environmental Coordinator ◆ Special Projects Coordinator
Salary Grade 18	<ul style="list-style-type: none"> ◆ Assistant General Manager

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Deleted: <#>Engineering Aide/Survey Party Chief¶

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V. WAGE AND SALARY PAY RANGES

A. **Policy:** The Board of Directors of the District shall establish wage and salary pay ranges for each salary grade. The wage and salary pay ranges shall indicate the minimum, mid-point and maximum value. The primary source of information to be used in establishing wage and salary pay ranges will be the State Salary Survey published annually by the Nebraska Department of Personnel.

B. **Purpose:** Wage and salary pay ranges are established for each salary grade to:

1. Establish wage and salary rates that are comparable to other employers in the Omaha area as shown by established salary surveys.
2. To establish minimum or hiring rates for each grade and to establish maximum rates for each grade.

A rate of 80% of mid-point will be considered as the minimum rate for that salary grade. A rate of 75% of mid-point may be used when it is determined to be in the District's interest by the General Manager. The maximum rate will normally be 120% of mid-point and the top rate paid to an employee within that salary range, usually after several years of service. New employees will generally be hired at the minimum for their salary grade unless they possess special qualifications or prevailing wage and salary conditions require otherwise. The wage and salary pay ranges are shown on Page 7.

Calendar Year - 2004

Proposed Salary Ranges - March, 2004
Adopted -

WAGE AND SALARY PAY RANGES

Salary Grade	80%		Mid-Point			120%	
	Current	Proposed	Current	Proposed	%	Current	Proposed
2	\$13,909.72	\$14,008.58	\$17,387.15	\$17,510.72	0.7%	\$20,864.58	\$21,012.86
3	\$16,207.45	\$16,450.90	\$20,259.31	\$20,563.62	1.5%	\$24,311.17	\$24,676.34
4	\$18,505.18	\$18,893.22	\$23,131.47	\$23,616.52	2.1%	\$27,757.76	\$28,339.82
5	\$20,802.90	\$21,335.54	\$26,003.63	\$26,669.42	2.6%	\$31,204.36	\$32,003.30
6	\$23,100.63	\$23,777.86	\$28,875.79	\$29,722.32	2.9%	\$34,650.95	\$35,666.78
7	\$25,398.37	\$26,220.18	\$31,747.96	\$32,775.22	3.2%	\$38,097.55	\$39,330.26
8	\$27,696.10	\$28,662.50	\$34,620.12	\$35,828.12	3.5%	\$41,544.14	\$42,993.74
9	\$29,993.82	\$31,104.82	\$37,492.28	\$38,881.02	3.7%	\$44,990.74	\$46,657.22
10	\$32,291.55	\$33,547.14	\$40,364.44	\$41,933.92	3.9%	\$48,437.33	\$50,320.70
11	\$34,589.28	\$35,989.46	\$43,236.60	\$44,986.82	4.0%	\$51,883.92	\$53,984.18
12	\$36,887.01	\$38,431.77	\$46,108.76	\$48,039.71	4.2%	\$55,330.51	\$57,647.65
13	\$39,184.74	\$40,874.09	\$48,980.92	\$51,092.61	4.3%	\$58,777.10	\$61,311.13
14	\$41,482.46	\$43,316.41	\$51,853.08	\$54,145.51	4.4%	\$62,223.70	\$64,974.61
15	\$43,780.19	\$45,758.73	\$54,725.24	\$57,198.41	4.5%	\$65,670.29	\$68,638.09
16	\$46,077.92	\$48,201.05	\$57,597.40	\$60,251.31	4.6%	\$69,116.88	\$72,301.57
17	\$48,375.65	\$50,643.37	\$60,469.56	\$63,304.21	4.7%	\$72,563.47	\$75,965.05
18	\$50,673.38	\$53,085.69	\$63,341.72	\$66,357.11	4.8%	\$76,010.06	\$79,628.53
19	\$52,971.10	\$55,528.01	\$66,213.88	\$69,410.01	4.8%	\$79,456.66	\$83,292.01
20	\$55,268.83	\$57,970.33	\$69,086.04	\$72,462.91	4.9%	\$82,903.25	\$86,955.49
21	\$57,566.56	\$60,412.65	\$71,958.20	\$75,515.81	4.9%	\$86,349.84	\$90,618.97

3.7% = "n" factor for CY 2004

VI. PERFORMANCE REVIEW AND APPRAISAL

A. **Policy:** It is the policy of the District to have the performance of employees reviewed periodically and an appraisal of that performance documented.

B. **Purpose:** The purpose of the performance review and appraisal is to:

1. Provide timely and planned information to an employee on his/her performance in relationship to the requirements of the job.
2. Provide supervisors with an opportunity to guide the employee in an effort to obtain and sustain maximum performance.
3. Provide an objective basis upon which wage and salary adjustments are based.

The formal review and appraisal is not intended to replace the need for continuous and informal communication between the employee and supervisor regarding job performance.

C. **Training:** All supervisory personnel of the District who are responsible for performance reviews and appraisals will have a minimum of 1 day per year of formal training in completing and communicating the performance appraisal. This training will be scheduled during the period October - December of each year. Non-District personnel who are trained and experienced in performance appraisal procedures and concepts and conducting training sessions will perform this training session. In addition, the General Manager will provide such additional training as is considered necessary to provide for uniform appraisal techniques by District supervisory personnel.

D. **Frequency:** All new employees will be formally reviewed near the end of the 90 day probationary period. No wage or salary adjustment will be made at this time but a decision will be made as to whether the probationary employee will become a regular employee or be released from District employment. A performance review and appraisal will be conducted near the end of the first 6 month period of employment and the first wage and salary adjustment may be made at this time based on the performance review and the Adjustment Guide.

Following the initial performance review and appraisal, subsequent performance reviews and appraisals will be made in accordance with the time period provided for in the Adjustment Guide. The specific date for a future performance review and appraisal will be established at the time of the previous review.

If a District employee accepts a promotion or lateral transfer to a new position, the date of promotion or transfer will be used to determine the next evaluation date.

Interim performance reviews and appraisals may be requested by an employee or initiated by the supervisor when it is determined that this is in the best interest of the employee or the District to address performance deficiencies.

Performance reviews and appraisals will be made no more than 15 days prior to and no later than the effective date for wage or salary adjustments.

E. Appraisal Form: A uniform appraisal form shall be used by all supervisory personnel for performance review and appraisal documentation. The appraisal form to be used, which contains instructions on its use, is attached (Attachment 2). The appraisal form may be revised or modified from time to time by the General Manager.

VII. WAGE AND SALARY ADJUSTMENTS

A. Policy: The General Manager of the District will be responsible for making wage and salary adjustments in accordance with this Wage and Salary Administration Program. The General Manager also has the authority to adjust the compensation of an employee on a temporary basis when there is a considerable increase in accountabilities and duties to that employee due to an extended leave by another employee.

B. Adjustment Guide: The Adjustment Guide that will be used by supervisory and management personnel in making wage and salary adjustments is shown on Page 13.

The increase guide, shown on Page 12, will be used as a pattern for revision of the Adjustment Guide. The "n" value in the adjustment factor equation shown in each box is the annual pay range change, expressed in decimal form. Numerically, it represents the average change in midpoint values of the District wage and salary pay ranges from year to year. For example, if the average increase in midpoints is 5.0% and the adjustment factor formula is

$A.F. = 1.029 n/2$, the adjustment factor for that box in the guide is $(1.029) \times (1.0 + [0.05/2]) = (1.029) \times (1.025) = 1.055$. The evaluation period (E.P.) shown in each box is the time until the next evaluation. The time periods shown in the center of each box of the increase guide are merely an indication of the average amount of time required for an employee to progress through that box, assuming a constant level of performance and no change in the wage and salary pay ranges for the evaluation period shown.

The adjustment factors computed in the increase guide are transferred to the coinciding box on the adjustment guide and form the basis for the wage and salary adjustments. The evaluation periods shown in each box of the adjustment guide are the same as found on the increase guide.

If an employee falls outside the Wage and Salary Adjustment Guide, the General Manager has the authority to adjust an employee's salary a maximum of 2.5%. (Example: An employee who is at 106% of midpoint and receives a rating of "Meets Expectations" or above on his/her appraisal, the General Manager could authorize a 2.5% salary increase.)

C. Approval: The General Manager will determine wage and salary adjustments based on the evaluation rating and in accordance with the evaluation periods and adjustment factors provided for in the Adjustment Guide. An example computation is shown on the attached Salary Adjustment Worksheet (Attachment 3).

D. Length of Service Increase: The District recognizes that because of the number of positions with the District, there exists limited opportunities for advancement to positions of greater responsibility and duties that utilize the job skills and knowledge which are gained through experience as an employee of the District. In recognition of the increased value to the District of an employee who has demonstrated a rating of "Meets Expectations" or above job performance and because of the knowledge and experience gained, it is the policy of the District to increase the salary grade of a position by one grade level following the completion of seven years, fifteen years and twenty-five years of continuous employment in a position.

Part-time employees are eligible for length of service salary grade increases on a pro rata basis.

The wage and salary pay range for the adjusted salary grade will be used in determining wage and salary adjustments.

Performance appraisals for employees who have completed seven years, fifteen years and twenty-five years of employment will consider the experience and additional productivity that is expected of an employee who has been with the District in the same position for an extended period of time.

Policy amended by the Board of Directors February 12, 1998.

**PAPIO-MISSOURI RIVER NRD
WAGE AND SALARY ADJUSTMENT GUIDE**

E.P. = Evaluation Period A.F. = Adjustment Factor n = Annual Pay Range Change					Maximum 120%	
1 Unacceptable	E.P. = 1 yr 3 yrs A.F. = 1.032n	2 Falls Below Expectations	3 Meets Expectations	4 Exceeds Expectations	5 Far Exceeds Expectations	Minimum 80%
						88%
						96%
						104%
						112%
INDIVIDUAL PERFORMANCE						

**PAPIO-MISSOURI RIVER NRD
WAGE AND SALARY ADJUSTMENT GUIDE**

E.P. = Evaluation Period
A.F. = Adjustment Factor

Effective Date: January 1, 2004

Proposed "n" Factor = 3.7%

Maximum					120%
E.P. = Evaluation Period A.F. = Adjustment Factor	Effective Date: January 1, 2004	Proposed "n" Factor = 3.7%	~~~~~	E.P. = 1 yr 3 yr A.F. (03) = 1.052 A.F. (04) = 1.061	112%
				E.P. = 1 yr 2 yr A.F. (03) = 1.066 A.F. (04) = 1.075	
				E.P. = 6 mo 1.5 yr A.F. (03) = 1.041 A.F. (04) = 1.046	
				E.P. = 6 mo 1 yr A.F. (03) = 1.059 A.F. (04) = 1.063	
				E.P. = 6 mo 6 mo A.F. (03) = 1.115 A.F. (04) = 1.120	
Minimum					80%
INDIVIDUAL PERFORMANCE					
Unacceptable	1	2	3	4	5
Falls Below Expectations			Meets Expectations	Exceeds Expectations	Far Exceeds Expectations

VIII. REVIEW AND UPDATING

A. Job Descriptions

B. Salary Grades

C. Wage and Salary Pay Ranges

D. Adjustment Guide: The General Manager will periodically review and update job descriptions and salary grades. The General Manager shall report any changes in job descriptions and salary grades to the Board of Directors at the next regular Board meeting.

The General Manager, in consultation with management and supervisory personnel of the District and considering the input of individual employees, will each year provide recommendations to the Personnel, Legislative and Public Affairs Subcommittee for changes in wage and salary pay ranges and the adjustment guide as soon as the State Salary Survey is available from the State of Nebraska Personnel Department. The Subcommittee will review this information and make a recommendation to the Board for consideration and action. The actions shall be effective retroactively January 1st of each year.

**PAPIO-MISSOURI RIVER NATURAL RESOURCES DISTRICT
JOB DESCRIPTION**

DATE: May, 1997

POSITION TITLE: CUSTODIAN/FACILITY MAINTENANCE TECHNICIAN

POSITION DEFINITION/CLASSIFICATION - SALARY GRADE: Full Time/Hourly - 5

NORMAL WORK SCHEDULE: As arranged

OFFICE LOCATION: 8901 S. 154 St., Omaha, NE 68138

SUPERVISOR: Park Superintendent

DESCRIPTION: This employee will perform general custodial and facility maintenance duties at the Natural Resources Center and provide night security at closing of the NRC and park facility.

SPECIFIC RESPONSIBILITIES:

1. Duties shall include the general janitorial maintenance and upkeep of the District's office (Natural Resources Center) such as collecting and disposing of refuse and wastepaper, wash windows, cleaning of restrooms, dusting, washing and waxing of tile floors, sweeping and vacuuming carpets and replacing light bulbs.
2. Employee must also check and refill paper towel, toilet tissue and soap dispensers so as to have them available for daily use.
3. Shall be responsible for ordering and maintaining cleaning and material needs.
4. Duties will also include moving furniture and equipment within the building as required.
5. Duties will also include the monitoring of after hour activities in the NRC and the recreation area to include the secure closing of the park facility and the NRC.
6. Shall be responsible for general groundskeeping duties for the Natural Resources Center including (but not limited to) mowing, raking, planting, snow removal, collecting and disposing of refuse.
7. Employee's duties shall also include the general maintenance and repair of equipment, buildings, grounds and facilities.
8. Employee may also be asked to coordinate volunteer workers at the NRC and on park grounds.
9. Performs related work as required.

10. May be required to assist with emergency operations work in accordance with emergency operations program.
11. May be required to assist with special weekend activities, i.e. runs, walks, large groups in NRC.
12. Employee must maintain close coordination with the supervisor.
13. Should be aware of and understand District policies and procedures.
14. Inform supervisory staff of broken or malfunctioning equipment/fixtures and report safety hazards.

WORK REQUIREMENTS:

Education and Experience:

1. Previous experience is preferred, although not required, for this position.
2. Knowledge of the position will be acquired as the work is performed.
3. The employee must be able communicate, both orally and in writing, and follow instructions.
4. A driver's license valid in Nebraska is required.

Physical:

1. Pre-employment medical exam required (including drug testing).
2. Must be free of physical handicaps that would prevent the employee from performing safe and efficient equipment operations.
3. Physical strength and agility sufficient to do strenuous equipment operation and manual labor under varying weather and job site conditions.
4. Work may also involve extended work hours.
5. Must be able to lift a minimum of forty (40) pounds.

Dimensions:

1. 40% of time spent cleaning and maintaining NRC.
2. 20% of time spent on grounds work around NRC.
3. 20% of time spent assisting and monitoring activities being held in NRC.
4. 20% of time spent in park security, i.e., securing and closing park at night.

PAPIO-MISSOURI RIVER
NATURAL RESOURCES DISTRICT

Employee Performance Appraisal Form

Name _____ Department _____

Title _____ Report Period From _____ To _____

GENERAL INSTRUCTIONS/PURPOSE:

This form is to be used as a tool to set priorities and review performance for employees. Please review the employee's job description and major accountabilities. Decide together, with the employee, their performance priorities for and list those in Part I of this form. It is important that you both agree and understand which priorities will be evaluated. At the time of review, comment on performance in each priority to date and show specifics to support that rating. It is recommended that semi-annual updates be completed with employees with a year end final evaluation. You should have at least 5 major performance priorities listed. You may attach additional copies of Part I to this report if necessary.

To complete **Part I and Part II** please review each Performance Priority and Important Factors and comment on the employee's performance. Be sure to describe specifically the employee's performance for each item listed. **Part III** List personal development goals and objectives for the employee to work on. This should be developed at the beginning of the year and progress reviewed semi-annually. **Part IV** Employee comments about their performance, the review, and overall general comments. **Part V** Supervisor's comments about overall performance.

PERFORMANCE RATING DEFINITIONS:

- | | |
|------------------------------------|---|
| 1) Unacceptable | Performance level unacceptable. Consistently failed to meet performance priorities and position requirements. Does not merit retention unless immediate corrective action is possible. An action plan is required for any rating at this level. |
| 2) Falls Below Expectations | Some aspects of performance are acceptable or approach the established priorities and expectations. Definite improvements are necessary within a specified time period. Action statement or plan is required for any rating at this level. |
| 3) Meets Expectations | Performance is fully acceptable; performance priorities, responsibilities and accountabilities outlined are met consistently and are done in an acceptable manner. |
| 4) Exceeds Expectations | The majority of the performance priorities exceed expectations. Employee also assumes additional responsibilities which are above and beyond basic expectations of the position. |
| 5) Far Exceeds Expectations | All the performance priorities exceed expectations. Demonstrates exceptional contributions and accomplishments. Regularly goes beyond expectations of position. Actively seeks out additional responsibility beyond position requirements. |

PART I - PERFORMANCE PRIORITIES

List in Priority order and
include comments and ratings.

1. Unacceptable
2. Below Expectations
3. Meets Expectations
4. Exceeds Expectations
5. Far Exceeds Expectations

PRIORITIES	REVIEW COMMENTS	Supv. Rating	Emp. Rating
1.			
2.			
3.			
4.			
5.			

PART II - IMPORTANT FACTORS REVIEW

Include comments, specific examples and ratings.

1. Unacceptable
2. Below Expectations
3. Meets Expectations
4. Exceeds Expectations
5. Far Exceeds Expectations

FACTOR	REVIEW COMMENTS	Supv. Rating	Emp. Rating
1. Technical Competence - The employee displays the competence required to successfully accomplish the requirements necessary for the position.			
2. Communications - The employee is able to communicate information clearly, logically and convincingly either orally or written.			
3. Problem Solving - The employee recognizes the need, analyzes all the information, considers a number of possible solutions/alternatives, and makes sound decisions or recommendations.			
4. Teamwork - The employee builds a cohesive unit, is supportive of employees and teams and demonstrates tact and patience. The employee is sensitive to differences in people and strives for success by others.			
5. Continuous Improvement - The employee adds value by improving the department's function. The employee is continually looking at ways to improve their position, their area, their department. The employee is not satisfied with the status quo.			
6. Personal Responsibility - The employee takes ownership for their performance and actions. Attempts to improve their skills and contributions to the District. Possesses acceptable attendance record.			
7. Supervisor Responsibility - The employee coaches, supports and assists in the development of people and conducts performance appraisal reviews on a timely manner.			
8.			

PART III PERSONAL DEVELOPMENT GOALS: SUPERVISOR & EMPLOYEE DEVELOPMENT	
1.	
2.	
3.	
4.	
5.	

PART IV -- EMPLOYEE REVIEW/COMMENTS	

PART V -- SUPERVISOR COMMENTS/SUMMARY	

Please check the appropriate overall Performance Rating below:

1 Unacceptable	2 Falls Below Expectations	3 Meets Expectations	4 Exceeds Expectations	5 Far Exceeds Expectations

Employee	Date
----------	------

Second Manager
Date

Reviewer _____	Date _____
----------------	------------

Third Manager
Date

General Manager
Date

Example
Salary Adjustment Worksheet

Name: Mary Smith

Job Title: Project Coordinator

Date: 1/4/2004

Salary Grade: 9 Length of Service Increase: Yes x No
Adjusted Salary Grade: 10

Current Salary: \$43,486.81 Midpoint: \$41,933.92

% of Midpoint: 103.7%

Current Performance Evaluation Level: Meets Expectations

Adjustment Factor*: 1.065

Adjusted Salary: \$46,313.45 \$2,826.64 increase

% of Midpoint*: 110.4%

Effective Date: 1/4/2004

Next Evaluation Date: 1/4/2005

* Based on Current Adjustment Guide and Salary Range

Comments:

(General Manager's Signature)

(Date)

Attachment 3

Teer, Pat

From: Dean E. Edson [dedson@nrdnet.org]

Sent: Tuesday, March 09, 2004 3:56 PM

To: Teer, Pat; Diane Miller; Mosel, Michael L.; Chris Langemeier; Dan Steinkruger; Dean & Sharron Jochem; Dean Rasmussen; Doug Dickinson; Gerald Dillman; Jacque Trumbull; Jim Meisner; Joe Anderjaska; John Burkholder; Keith Rexroth; Ken Peitzmeier; Orval Gigstad; Rubin, Pete; Taylor, John; Yvonne Austin; Virgil Norton; Tom Moser; Oltmans, Steve; Stan Staab; Ron Fleecs; Ron Cacek; Ron Bishop; Rod Horn; Richard Beran; Mike Onnen; Mike Murphy; Mike Clements; Lyndon Vogt; Lower Niobrara NRD; Leon Butch Koehlmoos; Kent O. Miller; John Turnbull; John Thorburn; John Miyoshi; Glenn Johnson; Duane Filsinger; Donna Reid; Dennis Schueth; Dan Smith; Bob Hipple; Bob Hilske; Helen White

Cc: Justin Apel; Dick Ehrman; Jeanne Dryburgh

Subject: Spam:INSURANCE PROGRAM SURCHARGE

Attached are the following documents related to this email.

- 1) July 03-Feb04 Insurance Fund Balance Sheet
- 2) July 03-Feb 04 Insurance Fund Financial Report
- 3) March 7, 2004 Insurance Update Memo
- 4) March 9, 2004 Insurance Memo

By now, you may have heard about the board's decision to impose a surcharge to shore-up the insurance program. The attached memo's explain the situation. The following is the resolution:

Insurance Resolution:

In an attempt to resolve the current deficit in the insurance program this board has authorized the executive director to send out an invoice to each district for \$500.00 per participating Employee and highly encourages each district to pay the \$500.00 per participating Employee and that each District manager contact the NARD Executive Director with their decision.

If you have questions, please contact me.

Dean E. Edson
Executive Director
Nebraska Association of Resources Districts
402/471-7670
fax 402/471-7677
dedson@nrdnet.org
Check out the NRDs at www.nrdnet.org

March 7, 2004

TO: NARD Board

FROM: Dean E. Edson, NARD Executive Director

RE: INSURANCE PROGRAM UPDATE

We will be having an Insurance and Retirement Committee meeting in late April as we get closer to the renewal period. As soon as we get preliminary renewal estimates from Midland, we will call the meeting.

In addition, we have scheduled a special managers meeting for May 5, 2004, at the CPNRD office in Grand Island. The purpose of the meeting is to review options for the insurance program and the preliminary estimates from Midlands.

At the current time we are reviewing the following options:

- 1) **Go to a fully insured program.** Under this option, all the premiums and claims would run through an insurance company. NARD would not control anything and annual double digit premium increases would be normal.
- 2) **Status Quo.** The program options/benefits would stay the same. A substantial increase in premiums would be required.
- 3) **Modify the current plan.** Attempts to implement consumerism would be the approaches to control costs, i.e., make the employee better consumers of health care. Here are some examples we are considering:
 - Increase the deductible and go to a Health Reimbursement Arrangement (HRA). This could allow the employer and the employee to put aside pre-tax dollars to go toward a savings account to pay for deductible and other medical expenses.
 - Increase the Co-pay for doctor visits.
 - Create a three-tier plan on prescription drugs. It would include a flat fee, plus 10 percent for prescription drugs. The three tiers would be generic, formulary and name brand. The flat fee would increase for formulary and name brand, with a cap on the 10 percent additional costs.
 - Limit vision benefits to medical plan participants only.
 - Vision benefits to active employees only. No cobra participation.
 - Decrease percentage on basic dental from 90% to 80%

Mike Tefft and I are still working on the modification options. If you have any questions, please do not hesitate to ask.



NEBRASKA ASSOCIATION OF RESOURCES DISTRICTS

601 S. 12th St. Suite 201
Lincoln, NE 68508

nard@nrdnet.org
(402) 471-7670

March 9, 2004

TO: NARD Board, NRD Managers, NARD Insurance Committee

FROM: Dean E. Edson, Executive Director

RE: Insurance Program Reserve

Attached are copies of the most recent financials for the program. The program is down \$170,756.34 for the year, after over \$110,000 in loss for the month of February 04. The loss for the year is about 10% of the claims, i.e., we missed the estimates by 10%. After setting aside \$125,000 for a Run-out Liability Reserve, the net equity in the program is -\$3,891.58.

The program is not broke, but the reserves are almost depleted. This is a result of limiting the premium increases over the past several years. The highest premium increase has been 7.5 percent, while most years they were 2-5%. Meanwhile, other insurance programs have been increasing their premiums by double digits.

Thus, we need to implement a program to shore-up the reserve account to get through the rest of the fiscal year, which ends June 30, 2004. Another month or two of large losses will take the remaining reserve if some changes are not made.

On Monday, March 8th, after review of the NARD Insurance Program Fund, the NARD Board passed the following resolution on a 19-0-2-2 vote to get us through the current fiscal year.

Insurance Resolution:

In an attempt to resolve the current deficit in the insurance program this board has authorized the executive director to send out an invoice to each district for \$500.00 per participating Employee and highly encourages each district to pay the \$500.00 per participating Employee and that each District manager contact the NARD Executive Director with their decision.

Although the \$500 surcharge seems high, the total amount equates to about 7.5% of the total premiums for the year. This is a surcharge to the district, not the employee. So far, LPSNRD has approved the surcharge if the other districts will do the same.

Adjustments to the program must occur for the next fiscal year. Hopefully, we can make changes that will get us on the plus side.

Let me know ASAP what your board may do. If you have questions or concerns, please contact me.

NARD Insurance Account Balance Sheet

As of February 29, 2004

Feb 29, 04

ASSETS	
Current Assets	
Checking/Savings	180,417.13
100 Insurance - Union & NPAIT	180,417.13
Total Checking/Savings	
Other Current Assets	33,406.82
115 Prepaid premiums	
Total Other Current Assets	33,406.82
Total Current Assets	213,823.95
TOTAL ASSETS	213,823.95
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
220 Deferred Revenue	92,715.53
Total Other Current Liabilities	92,715.53
Total Current Liabilities	92,715.53
Long Term Liabilities	
250 Reserve for runoff liabilit	125,000.00
Total Long Term Liabilities	125,000.00
Total Liabilities	217,715.53
Equity	
290 Net Assets	179,127.24
3900 - 350 Retained Earnings	-12,262.48
Net Income	-170,756.34
Total Equity	-3,891.58
TOTAL LIABILITIES & EQUITY	213,823.95

03/04/04

NARD Insurance Account Financial Report

July 2003 through February 2004

	Jul 03	Aug 03	Sep 03	Oct 03	Nov 03	Dec 03	Jan 04	Feb 04	TOTAL
Income									
400 Premium payments	203,794.32	171,881.38	213,385.18	187,503.41	196,037.31	215,794.22	178,520.37	171,150.30	1,538,156.49
410 Interest Earned	339.80	306.76	202.99	186.71	174.22	210.82	202.44	244.77	1,868.51
420 Miscellaneous	0.00	0.00	0.00	0.00	0.00	27.82	0.00	0.00	27.82
430 Insurance Refund	0.00	0.00	51.29	0.00	0.00	91.00	0.00	0.00	142.29
Total Income	204,134.12	172,188.14	213,639.46	187,780.12	196,211.53	216,123.86	178,722.81	171,395.07	1,540,195.11
Expense									
500 Vision Reimbursement E...	4,959.46	5,560.30	4,976.27	3,307.22	4,629.68	6,373.38	6,980.86	4,358.91	41,146.08
510 Claims	143,475.85	232,601.41	160,648.50	160,598.43	176,392.74	145,531.63	124,751.91	237,603.03	1,381,603.50
520 Premiums	37,634.57	37,722.33	38,164.51	37,939.29	37,636.16	38,107.08	11,163.56	38,496.55	276,864.05
530 Administrative Expense	1,250.00	1,250.00	1,250.00	1,250.00	1,250.00	1,250.00	1,250.00	1,250.00	10,000.00
570 Accounting Services	0.00	510.00	0.00	0.00	800.00	0.00	0.00	0.00	1,310.00
Reimbursement of Benefits	0.00	0.00	0.00	0.00	0.00	27.82	0.00	0.00	27.82
Total Expense	187,319.88	277,644.04	205,039.28	203,094.94	220,708.58	191,289.91	144,146.33	281,708.49	1,710,951.45
Net Income	16,814.24	-105,455.90	8,600.18	-15,314.82	-24,497.05	24,833.95	34,576.48	-110,313.42	-170,756.34

March, 2004

**Papio-Missouri River NRD
Nebraska Association of Resources District
Medical Insurance Rates
1985-2003**

Year	Carrier	Employee Only	Employee + Child	Employee + Spouse	Family	% of Increase
1985	Security Mutual	\$ 62.99	\$ 107.63	\$ 131.65	\$ 176.29	-
1986	Security Mutual	62.99	107.63	131.65	176.29	0%
1987	Security Mutual	62.99	107.63	131.65	176.29	0%
1988	Security Mutual	62.99	107.63	131.65	176.29	0%
1989	Security Mutual	62.99	107.63	131.65	176.29	0%
1990	Prudential	73.56	126.24	154.58	207.26	18%
1991	Prudential	113.86	192.29	204.40	308.17	45%
1992	Guardian	144.72	244.40	259.79	391.70	27%
1993	Guardian	144.72	244.40	259.79	391.70	0%
1994	Guardian	151.96	256.62	272.78	411.29	5%
1995	Blue Cross/Blue Shield	167.15	282.31	300.08	452.43	10%
1996	Blue Cross/Blue Shield	192.22	324.66	370.60	520.29	15%
1997	Anthem	192.22	324.66	370.60	520.29	0%
1998	Anthem	197.98	334.40	355.44	535.90	3%
1999	Anthem	208.00	351.00	374.00	563.00	5%
2000	Mid-America Benefits	260.32	421.94	475.79	691.29	25%
2001	Mid-America Benefits	286.35 (+10%)	464.13 (+10%)	513.85 (+8%)	725.85 (+5%)	8.25% (Overall)
2002	Mid-America Benefits	292.08	473.4	524.13	740.37	2%
2003	Mid-America Benefits	\$312.53	506.55	560.82	792.27	7%

Insure/history