MEMORANDUM

TO: Personnel, Legislative and Public Affairs Subcommittee
SUBJECT: Amendments to P-MRNRD Wage and Salary Administration Program
DATE: February 6, 2009
FROM: John Winkler, General Manager

Attached are the recommendations from the Silverstone Group regarding amendments to the P-MRNRD Wage and Salary Administration Program.

Roxanne Krasno, Silverstone Group, will be giving a formal presentation to the Subcommittee at the February 10, 2009 Personnel, Legislative and Public Affairs Subcommittee.
Recommendations to the Board

Papio-Missouri River
Natural Resources District

Roxanne Krasno, SPHR, CCP
February 10, 2009
Recommendations to the Board for current increases in the Components of Base Pay

- Variable Pay
  - Pay for performance, merit based incentive system, matrix of percentages allow for annual adjustment, see matrix for current recommendations
  - COLA (cost of living adjustment) – Recommending 2.5% for first year
# Recommended Merit Increase Matrix

<table>
<thead>
<tr>
<th>Performance Rating</th>
<th>&lt;80%</th>
<th>80-89%</th>
<th>90-110%</th>
<th>110-120%</th>
<th>&gt;120%</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>2</td>
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<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>3</td>
<td>3.5%</td>
<td>3.0%</td>
<td>2.5%</td>
<td>2.0%</td>
<td>1.0% Lump Sum</td>
</tr>
<tr>
<td>4</td>
<td>4.0%</td>
<td>3.5%</td>
<td>3.0%</td>
<td>2.5%</td>
<td>1.5-2.5% Lump Sum</td>
</tr>
<tr>
<td>5</td>
<td>4.5%</td>
<td>4.0%</td>
<td>3.5%</td>
<td>3.0%</td>
<td>2.5-3.5% Lump Sum</td>
</tr>
</tbody>
</table>
Merit Increases:

- Factors impacting an employee’s pay increase opportunity include both their performance rating and the relationship of their current pay to the market rate for their job.

- Actual percentage increase guidelines will vary from year to year based on changing market conditions and organizational strategy.