

MEMORANDUM

TO: Personnel, Legislative and Public Affairs Subcommittee

SUBJECT: Amendments to P-MRNRD Wage and Salary Administration Program

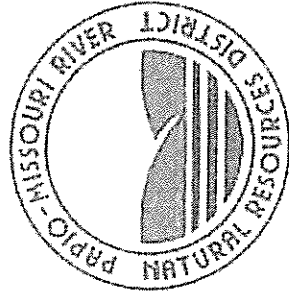
DATE: February 6, 2009

FROM: John Winkler, General Manager

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

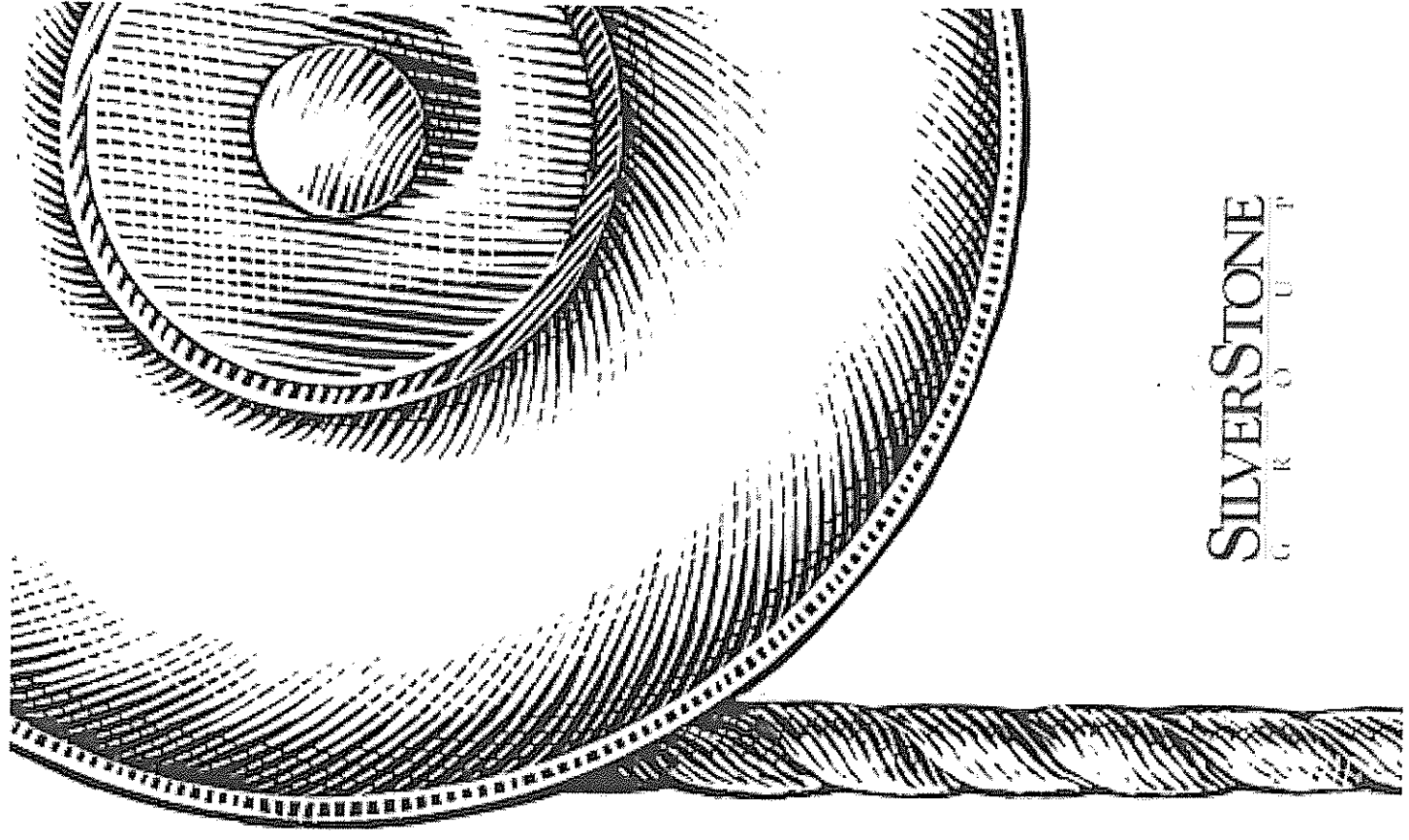
Roxanne Krasno, Silverstone Group, will be giving a formal presentation to the Subcommittee at the February 10, 2009 Personnel, Legislative and Public Affairs Subcommittee.

Recommendations to the Board



Pappan-Missouri River Natural Resources District

Roxanne Krasno, SPHR, CCP
February 10, 2009



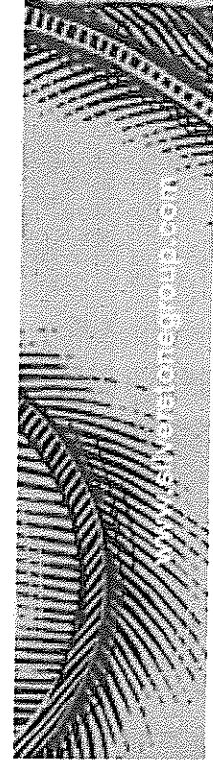
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C O U P

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

Performance Rating	Relationship to Market				
	<80%	80-89%	90-110%	110-120%	>120%
1	0%	0%	0%	0%	0%
2	0%	0%	0%	0%	0%
3	3.5%	3.0%	2.5%	2.0%	1.0% Lump Sum
4	4.0%	3.5%	3.0%	2.5%	1.5-2.5% Lump Sum
5	4.5%	4.0%	3.5%	3.0%	2.5-3.5% Lump Sum



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.