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To: Chairman Ken Staton & MVWD Board of Directors
From: Joseph Davis, General Manager
Date: December 19, 2019
Subject: Performance Merit Compensation

Background:

At the December 6th Board of Directors meeting, staff presented a Performance Merit Compensation plan that would be an addition to the current Class and Compensation scale. The presentations goal was multifunctional; addressing the Directors concerns of adjusting entry level compensation scales disproportionately (the District system is complex in nature and requires years of expense training new personnel) and retaining long term personnel who have the knowledge and skills required to operate every facet of the system (the system is a cohesive unit consisting of both inside and outside personnel)

The Performance Merit Compensation plan parameters consist of the following

- o Employee is required to have worked at the District minimum of 10 years
- o Employee must be topped out in current compensation scale
- o Employee must meet yearly performance review requirements
- o Percentage increase is adjusted on a 5 year interval schedule

The proposed New Moapa Valley Water District Class and Compensation Scale has been attached for the Directors Review

Suggested Motion

Move to approve the proposed modified Class and Compensation Scale with the addition of the above referenced Performance Merit Compensation plan requirements

MOAPA VALLEY WATER DISTRICT CLASS AND COMPENSATION FY12 THRU FY19

GRADE	POSITIONS INCLUDED	STEP	HOURLY WAGE FY 12 - FY 19	YEARLY TOTALS						
30	RECEPTIONIST	1	11.48	\$23,888.51						
		2	12.16							
1	EMPLOYEE	3	12.84		10 Years		3%	\$ 17.42	\$	0.51
		4	13.52		15 years	+3%	6%	\$ 17.93	\$	1.01
		5	14.20		20 Years	+3%	9%	\$ 18.44	\$	1.52
		6	14.88		25 Years	+3%	12%	\$ 18.94	\$	2.03
		7	15.56		30 Years	+2%	14%	\$ 19.28	\$	2.37
		8	16.24							
		9	16.91	\$35,182.15						
40	MAINTENANCE WORKER I	1	13.24	\$27,538.47						
		2	13.78							
3	EMPLOYEES	3	14.32		10 Years		3%	\$ 18.09	\$	0.53
		4	14.86		15 years	+3%	6%	\$ 18.62	\$	1.05
		5	15.40		20 Years	+3%	9%	\$ 19.15	\$	1.58
		6	15.94		25 Years	+3%	12%	\$ 19.67	\$	2.11
		7	16.48		30 Years	+2%	14%	\$ 20.03	\$	2.46
		8	17.03							
		9	17.57	\$36,537.38						
50	METER READER	1	16.13	\$33,551.54						
	MAINTENANCE WORKER II	2	16.70							
	ACCOUNT CLERK I	3	17.27		10 Years		3%	\$ 21.33	\$	0.62
		4	17.85		15 years	+3%	6%	\$ 21.95	\$	1.24
1	EMPLOYEES	5	18.42		20 Years	+3%	9%	\$ 22.57	\$	1.86
		6	18.99		25 Years	+3%	12%	\$ 23.19	\$	2.48
		7	19.56		30 Years	+2%	14%	\$ 23.61	\$	2.90
		8	20.13							
		9	20.71	\$43,068.79						
60	ACCOUNT CLERK II	1	15.52	\$32,288.10						
		2	16.40							
		3	17.28		10 Years		3%	\$ 23.22	\$	0.68
		4	18.15		15 years	+3%	6%	\$ 23.89	\$	1.35
		5	19.03		20 Years	+3%	9%	\$ 24.57	\$	2.03
		6	19.91		25 Years	+3%	12%	\$ 25.25	\$	2.70
		7	20.79		30 Years	+2%	14%	\$ 25.70	\$	3.16
		8	21.66							
		9	22.54	\$46,886.13						

70 EXECUTIVE ASSISTANT I	1	17.42	\$36,242.22						
	2	18.10							
	3	18.79		10 Years		3%	\$ 23.55	\$ 0.69	
	4	19.47		15 years	+3%	6%	\$ 24.24	\$ 1.37	
	5	20.15		20 Years	+3%	9%	\$ 24.93	\$ 2.06	
	6	20.83		25 Years	+3%	12%	\$ 25.61	\$ 2.74	
	7	21.51		30 Years	+2%	14%	\$ 26.07	\$ 3.20	
	8	22.19							
	9	22.87	\$47,566.45						
75 EXECUTIVE ASSISTANT II	1	20.83	\$43,329.76						
	2	21.51							
1 EMPLOYEE	3	22.19		10 Years		3%	\$ 27.06	\$ 0.79	
	4	22.87		15 years	+3%	6%	\$ 27.85	\$ 1.58	
	5	23.55		20 Years	+3%	9%	\$ 28.64	\$ 2.36	
	6	24.23		25 Years	+3%	12%	\$ 29.43	\$ 3.15	
	7	24.91		30 Years	+2%	14%	\$ 29.95	\$ 3.68	
	8	25.60							
	9	26.28	\$54,653.99						
80 CUSTOMER SERVICE SUPER HUMAN RELATIONS SPECIALIST	1	17.08	\$35,516.91						
	2	18.04							
	3	19.00		10 Years		3%	\$ 25.53	\$ 0.74	
	4	19.97		15 years	+3%	6%	\$ 26.27	\$ 1.49	
	5	20.93		20 Years	+3%	9%	\$ 27.02	\$ 2.23	
	6	21.90		25 Years	+3%	12%	\$ 27.76	\$ 2.97	
	7	22.86		30 Years	+2%	14%	\$ 28.26	\$ 3.47	
	8	23.82							
	9	24.79	\$51,558.37						
90 SERVICEMAN ENGINEERING TECHNICIAN METER SERVICE SPECIALIST OPERATOR ACCOUNT CLERK III	1	17.48	\$36,359.20						
	2	18.56							
	3	19.64							
	4	20.72		10 Years		3%	\$ 31.34	\$ 0.91	
	5	21.80		15 years	+3%	6%	\$ 32.25	\$ 1.83	
	6	22.87		20 Years	+3%	9%	\$ 33.17	\$ 2.74	
6 EMPLOYEES	7	23.95		25 Years	+3%	12%	\$ 34.08	\$ 3.65	
	8	25.03		30 Years	+2%	14%	\$ 34.69	\$ 4.26	
	9	26.11							
	10	27.19							
	11	28.27							
	12	29.35							
	13	30.43	\$63,288.45						

100	LEAD SERVICEMAN	1	18.35	\$38,160.79					
	LEAD OPERATOR	2	20.05						
	OFFICE MANAGER	3	21.75		10 Years		3%	\$ 35.99	\$ 1.05
		4	23.45		15 years	+3%	6%	\$ 37.04	\$ 2.10
	3 EMPLOYEES	5	25.14		20 Years	+3%	9%	\$ 38.08	\$ 3.14
		6	26.84		25 Years	+3%	12%	\$ 39.13	\$ 4.19
		7	28.54		30 Years	+2%	14%	\$ 39.83	\$ 4.89
		8	30.24						
		9	31.94						
		10	33.44						
		11	34.94	\$72,675.20					
110	OPERATIONS MANAGER	1	26.10	\$54,281.44					
		2	27.39						
	1 EMPLOYEE	3	28.68		10 Years		3%	\$ 37.54	\$ 1.09
		4	29.98		15 years	+3%	6%	\$ 38.64	\$ 2.19
		5	31.27		20 Years	+3%	9%	\$ 39.73	\$ 3.28
		6	32.57		25 Years	+3%	12%	\$ 40.82	\$ 4.37
		7	33.86		30 Years	+2%	14%	\$ 41.55	\$ 5.10
		8	35.15						
		9	36.45	\$75,812.23					

Years of Service	Last Name	Wage Amount	Full Time = 2080 Hours	PERS = 29.25%	Longevity Pay	Full Time = 2080 Hours	PERS = 29.25%
7	Anderson	\$ 20.71	\$ 43,076.80	\$ 12,599.96	\$ -	\$ -	\$ -
11	Bessey	\$ 30.43	\$ 63,294.40	\$ 18,513.61	\$ 0.91	\$ 1,892.80	\$ 553.64
13/14	Bevan	\$ 30.43	\$ 63,294.40	\$ 18,513.61	\$ 0.91	\$ 1,892.80	\$ 553.64
9	Bitter	\$ 30.43	\$ 63,294.40	\$ 18,513.61	\$ -	\$ -	\$ -
17	Bradshaw	\$ 36.45	\$ 75,816.00	\$ 22,176.18	\$ 2.19	\$ 4,555.20	\$ 1,332.40
<1	Brown	\$ 16.48	\$ 34,278.40	\$ 10,026.43	\$ -	\$ -	\$ -
2	Chalfant	\$ 14.20	\$ 29,536.00	\$ 8,639.28	\$ -	\$ -	\$ -
23	Dalley	\$ 40.87	\$ 85,009.60	\$ 24,865.31	\$ -	\$ -	\$ -
35	Davis	\$ 47.60	\$ 99,008.00	\$ 28,959.84	\$ -	\$ -	\$ -
<1	Gordon	\$ 16.48	\$ 34,278.40	\$ 10,026.43	\$ -	\$ -	\$ -
12	Greig	\$ 34.94	\$ 72,675.20	\$ 21,257.50	\$ 1.05	\$ 2,184.00	\$ 638.82
9	Leatham	\$ 30.43	\$ 63,294.40	\$ 18,513.61	\$ -	\$ -	\$ -
2/3	Postma	\$ 16.70	\$ 34,736.00	\$ 10,160.28	\$ -	\$ -	\$ -
14	Poynor	\$ 34.94	\$ 72,675.20	\$ 21,257.50	\$ 1.05	\$ 2,184.00	\$ 638.82
21	Rose	\$ 26.28	\$ 54,662.40	\$ 15,988.75	\$ 2.36	\$ 4,908.80	\$ 1,435.82
12	Shakespear	\$ 34.94	\$ 72,675.20	\$ 21,257.50	\$ 1.05	\$ 2,184.00	\$ 638.82
10	Stratton	\$ 30.43	\$ 63,294.40	\$ 18,513.61	\$ 0.91	\$ 1,892.80	\$ 553.64
0/1	Wyatt	\$ 22.87	\$ 47,569.60	\$ 13,914.11	\$ -	\$ -	\$ -
			\$ 1,072,468.80	\$ 313,697.12	\$ 10.43	\$ 21,694.40	\$ 6,345.61
Total Payroll Increase With Longevity Pay					\$	21,694.40	
Total PERS Increase With Longevity Pay					\$	6,345.61	