

RESOLUTION NO. 22-090
Riley-Purgatory-Bluff Creek Watershed District
Board of Managers
Adopting Updated Salary Schedule for 2022/2023

Motion by Manager Pedersen seconded by Manager Crafton to adopt the following resolution:

WHEREAS the salary schedule was last updated in 2019 based upon a 2018 salary study, and

WHEREAS in 2019 the Board of Managers resolved to freeze salaries due to the unknown financial implications of the SARS-CoV2 pandemic, and

WHEREAS according to data available from the Minnesota Department of Employment and Economic Development, the cost of living in the Twin Cities Metropolitan Area has increased 10.4 for the period which includes 2019, 2020, and 2021, and

WHEREAS a salary study, completed by Capital Region Watershed District and the Mississippi Watershed Management Organization in 2022 indicated that the current salary schedule in use by the RPBCWD results in salaries below comparable positions and organizations in the Twin Cities, and

WHEREAS the Personnel Committee met on September 23 and October 14 of 2023, in addition to other meetings earlier that summer, to discuss available information and trends, resulting in a recommendation of a five percent (5%) increase to all lanes and grades.

NOW THEREFORE BE IT RESOLVED that the Board of Managers hereby adopts the revised salary schedule with a 5% increase shown in Figure 2 of the attached memorandum and below.

Table 2. RPBCWD 2023/24 Salary Structure

GRADE	Zone 1		Zone 2 Range w/ Midpoint			Zone 3	
9	\$ 99,498	\$ 111,935	\$ 111,936	\$ 124,373	\$ 136,810	\$ 136,811	\$ 149,247
8	\$ 71,812	\$ 80,788	\$ 80,789	\$ 89,765	\$ 98,741	\$ 98,742	\$ 107,717
7	\$ 62,294	\$ 70,081	\$ 70,082	\$ 77,868	\$ 85,655	\$ 85,656	\$ 93,442
6	\$ 56,238	\$ 63,268	\$ 63,269	\$ 70,298	\$ 77,327	\$ 77,328	\$ 84,357
5	\$ 51,047	\$ 57,428	\$ 57,429	\$ 63,809	\$ 70,189	\$ 70,190	\$ 76,570
4	\$ 38,934	\$ 43,801	\$ 43,802	\$ 48,668	\$ 53,534	\$ 53,535	\$ 58,401
3	\$ 35,360	\$ 38,645	\$ 38,646	\$ 41,930	\$ 45,216	\$ 45,217	\$ 48,500

The question was on the adoption of the Resolution and there were 4 yeas, 1 nay, and 0 abstentions as follows:

	<u>Yeas</u>	<u>Nays</u>	<u>Abstain</u>	<u>Absent</u>
CRAFTON	X			
DUEVEL	X			
KOCH	X			
PEDERSEN	X			
ZIEGLER	X			

Upon vote, the president declared the resolution adopted.

Dated: December 7, 2022

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I, Dorothy Pedersen, secretary of the Riley-Purgatory-Bluff Creek Watershed District, hereby certifies that I have compared the above resolution with the original thereof as the same appears of record and on file with RPBCWD and find the same to be a true and correct transcription thereof, and further that the resolution is in full force and effect on this date, and Resolution 22-090 has not been modified, amended or rescinded since its adoption.

IN TESTIMONY WHEREOF, I set my hand this 11th day of Aug, 2023.


Dorothy Pedersen, Secretary