

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

Motion by Manager _____ seconded by Manager _____ 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 __ yeas, __nays, and __ abstentions as follows:

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

Upon vote, the president declared the resolution adopted.

Dated: December 7, 2022

* * * * *

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 ____day of _____, 2022.

Dorothy Pedersen, Secretary

TO: Board of Managers, Riley-Purgatory-Bluff Creek Watershed District
FROM: Terry Jeffery, administrator
RE: Employee Salary Schedule 2022-2023
DATE: December 7, 2022

BACKGROUND

The purpose of this memorandum is to make recommended changes to the existing salary schedule for the employees of Riley Purgatory Bluff Creek Watershed District (district). The salary schedule was last updated in 2019 and was based upon a salary study completed in July of 2018 (attached). In late 2019, due to the unknown economic implications of the pandemic, the Board of Managers elected to freeze the salary schedule. In the more than four years since this survey, the cost of living has increased while district wages have remained static.

For the 12-month period ending in July 2022 the cost-of-living increase was 8.2% for the Minneapolis/St Paul metropolitan area.¹ According to data from the Minnesota Department of Employment and Economic Development, the cost of living for a family of 3 in the Twin Cities Metropolitan Area has increased by 10.4% from 2019 to 2021.²

RECOMMENDATION

The Personnel Committee and staff liaison met on September 23, 2022, and on October 14, 2022, to discuss available salary surveys, current staff compensation, and adopted budget. Those minutes were provided at the corresponding subsequent board meetings. Based upon this discussion and review, the recommendation of the Personnel Committee and the administrator is to increase the salary schedule by 5% through all grades and lanes.

The 2019/2020 salary schedule and the proposed 2022/2023 salary schedule are included on the next page for your review. These adjustments are commensurate with the most recent salary survey conducted by CRWD and MWMO, also attached for your review.

FINANCIAL IMPLICATIONS

This 5% adjustment, including all associated benefits: insurance, PERA, and HSA has been accounted for in the budget adopted in September. The budget still allows for merit raises of 3% to 5% during the 2023 annual review period for employees to be awarded at the Administrator's discretion as well as for the hiring of an office assistant and up to five (5) seasonal interns.

¹ U.S. Bureau of Labor and Statistics, "12-month percentage change, CPI, metropolitan areas, all items." [12-month percentage change, Consumer Price Index, metropolitan areas, all items \(bls.gov\)](https://www.bls.gov/charts/12-month-percent-change/consumer-price-index-metro-all-items)

² "Minnesota Cost of Living Study: Annual Report 2020" MNDEED, [200329.pdf \(mn.gov\)](https://www.mn.gov/Portals/0/Assets/Reports/2020/200329.pdf)

For 2023, \$596,721 was levied for salaries and benefits. Total salary and benefits, including the 6% increase in health insurance costs, will equal \$603,514.67. With projected carryover from 2022, there will be adequate budget

Table 1. RPBCWD 2019/20 Salary Structure

GRADE	Zone 1		Zone 2 Range w/ Midpoint			Zone 3	
9	\$ 94,760	\$ 106,605	\$ 106,606	\$ 118,450	\$ 130,295	\$ 130,296	\$ 142,140
8	\$ 68,392	\$ 76,941	\$ 76,942	\$ 85,490	\$ 94,039	\$ 94,040	\$ 102,588
7	\$ 59,328	\$ 66,744	\$ 66,745	\$ 74,160	\$ 81,576	\$ 81,577	\$ 88,992
6	\$ 53,560	\$ 60,255	\$ 60,256	\$ 66,950	\$ 73,645	\$ 73,646	\$ 80,340
5	\$ 48,616	\$ 54,693	\$ 54,694	\$ 60,770	\$ 66,847	\$ 66,848	\$ 72,924
4	\$ 37,080	\$ 41,715	\$ 41,716	\$ 46,350	\$ 50,985	\$ 50,986	\$ 55,620
3	\$ -						

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

RILEY PURGATORY BLUFF CREEK WATERSHED DISTRICT

SURVEY SOURCE LISTING

July 2018

Survey
Code

Survey - _____

- 1 2018 League of Minnesota Cities Salary Survey which includes data from Twin Cities counties, municipalities and city governments. Data effective July 2018. Data updated 1.5% to January 2019.

Breakout(s) provided:

Population Size: Metro-Wide Cities Combined
 Suburbs <100,000
 Suburbs <50,000
 Suburbs <25,000

- 2 2017 Professional Technical and Operations Report conducted by Willis Towers Watson. Report includes data from over 600 for-profit and non-profit organizations nationwide. Data effective February 2017. Data updated 5.7% to January 2019.

Breakout(s) provided:

Industry: All Non-Profit Organizations
 All For-Profit Organizations
Location: Twin Cities; North Central Region; National

- 3 2016 Management Compensation Report for Not-For-Profit Organizations conducted by PRM. Report includes data from over 300 non-profit organizations nationwide. Data effective July 2016. Data updated 7.5% to January 2019.

Breakout(s) provided:

Budget Size: \$4.0 - \$7.9 million

Location: National, Midwest

Industry: Non-Profit Organizations

4 2017 Professional Administrative and Sales Report conducted by Willis Towers Watson. Report includes data from over 600 for-profit and non-profit organizations nationwide. Data effective February 2017. Data updated 5.7% to January 2019.

Breakout(s) provided:

Industry: All Non-Profit Organizations
All For-Profit Organizations
Location: Twin Cities; North Central Region; National

5 2017 Technical Support and Production Report conducted by Willis Towers Watson. Data effective February 2017. Data updated 5.7% to January 2019.

Breakout(s) provided:

Industry: All Non-Profit Organizations
All For-Profit Organizations
Location: Twin Cities; North Central Region; National

6 2017 Confidential Salary Survey of Nonexempt positions. Survey includes data from over 100 larger companies in the Twin Cities. Data effective May 2017. Data updated 5.0% to January 2019.

Breakout(s) provided:

Industry: All For-Profit Companies Combined
Location: Twin Cities

7 2017 Confidential Salary Survey of Exempt positions. Survey includes data from over 100 larger companies in the Twin Cities. Data effective May 2017. Data updated 5.0% to January 2019.

Breakout(s) provided:

Industry: All For-Profit Companies Combined
Location: Twin Cities

8 2018 Salary Plans for the State of Minnesota. Numbers reported under the survey mean and median represent the maximum of the salary range for a position. Salary figures are effective through July 2019 and are not updated to January 2019.

9 2017 Office and Business Support Report conducted by Willis Towers Watson. Report includes data from over 600 for-profit and non-profit organizations nationwide. Data effective February 2017. Data updated 5.7% to January 2019.

Breakout(s) provided:

Industry: All Non-Profit Organizations
All For-Profit Organizations
Location: Twin Cities; North Central Region; National

10 2017 Supervisory and Middle Management Report conducted by Willis Towers Watson. Report includes data from over 600 for-profit and non-profit organizations nationwide. Data effective February 2017. Data updated 5.7% to January 2019.

Breakout(s) provided:

Industry: All Non-Profit Organizations
All For-Profit Organizations
Location: Twin Cities; North Central Region; National

11 2015 Minnesota Association of Watershed Districts Salary Survey of watershed positions conducted by Noah & Associates, Inc. Report includes data from 32 watershed districts across the state of Minnesota. Data effective March 2015. Data updated 11.5% to January 2019.

Breakout(s) provided:

Budget: Budget > \$5.0 million
Location: Twin Cities; Minnesota

RILEY PRGATORY BLUFF CREEK WATERSHED DISTRICT

2018/2019 Salary Structure

Grade Level	Zone 1	Zone 2 (Midpoint)	Zone 3	% Spread Minimum To Maximum
9	\$92,000-\$103,500	\$103,501-\$126,500 (\$115,000)	\$126,501-\$138,000	50%
8	66,400-74,700	74,701-91,300 (83,000)	91,301-99,600	50
7	57,600-64,800	64,801-79,200 (72,000)	79,201-86,400	50
6	52,000-58,500	58,501-71,500 (65,000)	71,501-78,000	50
5	47,200-53,100	53,101-64,900 (59,000)	64,901-70,800	50
4	36,000-40,500	40,501-49,500 (45,000)	49,501-54,000	50

RILEY PURGATORY BLUFF CREEK WATERSHED DISTRICT
Salary Action Guideline Chart
 Effective July 2018

Performance Category	ZONE 1	ZONE 2	ZONE 3
V Outstanding	5-7%	5-6%	4-5%
IV Exceeds Requirements	4-6%	3-5%	3-4%
III Meets Requirements	3-4%	2-3.5%	1-2%
II Needs Improvement	0-2%	0%	0%
I Unacceptable	0%	0%	0%

Represents approximately 4.0% overall salary action budget.

SALARY STRUCTURES AND PRINCIPLES OF APPLICATION

A. Salary Structures

1. To facilitate effective administration, a salary structure covering all positions has been established.
2. The salary structure consists of base salary ranges, which progress in an orderly arrangement from lowest to highest.

Sufficient grade levels have been established to recognize important relative differences in position responsibilities and requirements.

B. Salary Ranges

All salary ranges are divided into three Zones: Zone One is 25%, Zone Two is 50% and Zone Three equal to 25% of the range dollars.

C. Each part of any Salary Range is defined as follows:

1. Minimum Salary - The salary normally paid an individual hired for or promoted to a given position.
2. Zone 1 - The pay zone for individuals new in a position and/or who are acquiring the experience needed to perform effectively in all areas for which accountable.
3. Zone 2 - The pay zone for individuals who are fully qualified for the position and have proven ability to perform effectively in all areas for which accountable.
4. Zone 3 - The pay zone reserved for individuals who perform assigned accountabilities and responsibilities in a consistently "outstanding" manner over a significant period of time.
5. Maximum Salary - The highest salary which can be justified under normal circumstances, for a position within a given grade level.

D. The salary structure will be reviewed periodically and adjustments made, when justified, to ensure competitiveness on an ongoing basis.

Riley Purgatory Bluff Creek Watershed District

Summary Compensation Analysis July 2018

Grade Level	Classification Title	Survey		2018 Salary	2017 Midpoint	Minimum	Proposed 2018-2019		Compa-Ratio
		Mean Avg.	Median Avg.				Midpoint	Maximum	
9	Administrator	\$114,830	\$114,975	\$97,500	-	\$92,000	\$115,000	\$138,000	0.85
8	Program/Project Mgr III	83,164	83,520	79,800	-	66,400	83,000	99,600	0.96
7	Program/Project Mgr II Technical Specialist III	73,881 70,912 72,397	73,161 71,691 72,426	- 55,125	-	57,600	72,000	86,400	0.00 0.77
6	Program/Project Mgr I Educ/Outreach Coord III	65,570 65,090 65,330	64,541 65,134 64,838	-	-	52,000	65,000	78,000	0.00 0.00
5	Technical Specialist II Educ/Outreach Coord II	58,256 59,364 58,810	58,580 58,844 58,712	- 51,975	-	47,200	59,000	70,800	0.00 0.88
4	Educ/Outreach Coord I Technical Specialist I	45,463 44,452 44,958	44,928 44,227 44,578	37,500 38,850	-	36,000	45,000	54,000	0.83 0.86

RILEY PURGATORY BLUFF CREEK WATERSHED DISTRICT

Salary Survey Information
 July 2018
 (Data Updated to 1/19)

2018

Prop. Grade	Classification Title	Survey Code	Survey Job Title	No. Rates	Scope and Measure	Comments	Sur Mean 1/19	Sur Median 1/19	Current Base
9	Administrator	1-001	City Mgr/Admin/City Admin.	95	Cities <100,000	Twin Cities	131,451	136,414	97,500
	Administrator	1-002	City Mgr/Admin/City Admin.	85	Cities <50,000	Twin Cities	124,423	128,688	
	Administrator	1-003	City Mgr/Admin/City Admin.	70	Cities <25,000	Twin Cities	118,335	119,112	
	Administrator	1-006	Dir. of Planning	11	Cities <100,000	Twin Cities	110,189	110,189	
	Administrator	1-007	Dir. of Planning	6	Cities <50,000	Twin Cities	103,092	103,092	
	Administrator	1-008	Community Devel. Dir.	47	Cities <100,000	Twin Cities	123,149	124,091	
	Administrator	1-009	Community Devel. Dir.	35	Cities <50,000	Twin Cities	116,790	116,592	
	Administrator	1-010	Community Devel. Dir.	14	Cities <25,000	Twin Cities	106,619	101,160	
	Administrator	8-001	NR Program Mgr	n/a	State Gov't	Minnesota	115,258	115,258	
	Administrator	8-002	NR Regional Mgr-Waters	n/a	State Gov't	Minnesota	103,607	103,607	
	Administrator	8-003	NR Section Mgr	n/a	State Gov't	Minnesota	111,249	111,249	
Administrator	11-001	District Administrator	10	Metro W/Ds	Twin Cities	116,449	113,043		
Administrator	11-002	District Administrator	6	Budget > \$5.0 mil	MN W/Ds	112,179	112,179		
				379			114,830	114,975	

Includes:
 District Administrator

RILEY PURGATORY BLUFF CREEK WATERSHED DISTRICT
 Salary Survey Information

July 2018
 (Data Updated to 1/19)

2018

Prop. Grade	Classification Title	Survey Code	Survey Job Title	No. Rates	Scope and Measure	Comments	2018		
							Sur Mean 1/19	Sur Median 1/19	Current Base
8	Program/Project Mgr III	1-003	Planner-Experienced	64	Metrowide Cities	Twin Cities	86,124	88,400	79,800
	Program/Project Mgr III	1-004	Natural Resource Mgr	3	Metrowide Cities	Twin Cities	85,159	85,159	
	Program/Project Mgr III	1-005	GIS Coordinator	18	Metrowide Cities	Twin Cities	86,275	86,275	
	Program/Project Mgr III	7-412	Project Mgr	25	All For-Profits Comb	Twin Cities	83,187	84,825	
	Program/Project Mgr III	8-001	NR Prog Coord	n/a	State Govt	Minnesota	81,082	81,082	
	Program/Project Mgr III	8-002	Project Consultant-Sr	n/a	State Govt	Minnesota	81,083	81,083	
	Program/Project Mgr III	8-003	NR Program Consultant	n/a	State Govt	Minnesota	89,251	89,251	
	Program/Project Mgr III	8-004	Project Team Leader	n/a	State Govt	Minnesota	83,100	83,100	
	Program/Project Mgr III	8-005	Environm Res Scientist	n/a	State Govt	Minnesota	86,112	86,112	
	Program/Project Mgr III	11-001	Program Mgr-Exp	7	Budget >\$5.0 mil	MN WD's	77,093	77,093	
	Program/Project Mgr III	11-002	Program Mgr-Exp	9	Metro WDS	Twin Cities	76,340	76,340	
				126			83,164	83,520	

Includes:
 Permitting & NR Proj Mgr

RILEY PURGATORY BLUFF CREEK WATERSHED DISTRICT
 Salary Survey Information
 July 2018
 (Data Updated to 1/19)

Prop. Grade	Classification Title	Survey Code	Survey Job Title	No. Rates	Scope and Measure	Comments	2018		
							Sur Mean 1/19	Sur Median 1/19	Current Base
7	Program/Project Mgr II	1-003	Planner-Experienced	64	Metrowide Cities	Twin Cities	86,124	88,400	-
	Program/Project Mgr II	1-002	Planner-Genl	59	Metrowide Cities	Twin Cities	61,342	63,014	
	Program/Project Mgr II	1-005	Environ/NR Spectst	48	Metrowide Cities	Twin Cities	67,298	62,178	
	Program/Project Mgr II	3-108	Program Mgr	20	All Non-Profits Comb	Midwest	68,370	62,350	
	Program/Project Mgr II	8-001	NR Prog Coord	n/a	State Govt	Minnesota	81,082	81,082	
	Program/Project Mgr II	8-002	Project Consultant	n/a	State Govt	Minnesota	71,874	71,874	
	Program/Project Mgr II	8-003	Environmental Anlyst-L3	n/a	State Govt	Minnesota	69,367	69,367	
	Program/Project Mgr II	8-004	Environm Spectst-L4	n/a	State Govt	Minnesota	79,917	79,917	
	Program/Project Mgr II	11-001	Program Mgr-Exp	7	Budget >\$5.0 mil	MN WD's	77,093	77,093	
	Program/Project Mgr II	11-002	Program Mgr-Exp	9	Metro WDS	Twin Cities	76,340	76,340	
				207			73,881	73,161	

Includes:
 No Assigned Staff

RILEY PURGATORY BLUFF CREEK WATERSHED DISTRICT

Salary Survey Information
July 2018
(Data Updated to 1/19)

2018

Prop. Grade	Classification Title	Survey Code	Survey Job Title	No. Rates	Scope and Measure	Comments	Sur Mean	Sur Median	Current
							1/19	1/19	Base
7	Technical Specist III	1-001	Engineering Tech-Experienced	158	Metrowide Cities	Twin Cities	72,229	76,311	55,125
	Technical Specist III	1-002	GIS Tech-Experienced	30	Metrowide Cities	Twin Cities	71,381	75,402	
	Technical Specist III	1-003	Stormwater Specist	10	Metrowide Cities	Twin Cities	72,979	72,979	
	Technical Specist III	2-777	Environmental Engr-L2	59	All For-Profit Orgs Comb	National	72,933	70,608	
	Technical Specist III	2-782	Environmental Engr-L2	49	All Non-Profit Orgs Comb	National	79,381	86,991	
	Technical Specist III	5-562	Inspector-L4	72	All For-Profit Cos Comb	NoCent Reg	66,908	63,526	
	Technical Specist III	6-192	Technician-Sr.	520	All For-Profits Comb	Twin Cities	62,010	62,127	
	Technical Specist III	8-001	NR Specist-Sr	n/a	State Govt	Minnesota	70,346	70,346	
	Technical Specist III	8-002	Environm Analyst-L3	n/a	State Govt	Minnesota	69,367	69,367	
	Technical Specist III	8-003	Environm Specist-L4	n/a	State Govt	Minnesota	79,917	79,917	
Technical Specist III	8-004	NR Specist Sr-Fisheries	n/a	State Govt	Minnesota	71,874	71,874		
Technical Specist III	11-001	Technical Specialist-Adv	8	Metro WDS	Twin Cities	66,608	66,608		
Technical Specist III	11-002	Technical Specialist-Adv	6	Budget >\$5.0 mil	MN WDS	65,928	65,928		
				912			70,912	71,691	

Includes:
Water Res Coord

RILEY PURGATORY BLUFF CREEK WATERSHED DISTRICT
 Salary Survey Information

July 2018
 (Data Updated to 1/19)

2018

Prop. Grade	Classification Title	Survey Code	Survey Job Title	No. Rates	Scope and Measure	Comments	Sur Mean	Sur Median	Current
							1/19	1/19	Base
6	Program/Project Mgr I	1--002	Planner-Genl	59	Metrowide Cities	Twin Cities	61,342	63,014	-
	Program/Project Mgr I	1--003	Planner-Genl	20	Cities<100,000	Twin Cities	63,327	63,432	
	Program/Project Mgr I	1--004	Planner-Genl	14	Cities<50,000	Twin Cities	66,149	66,253	
	Program/Project Mgr I	1--005	Environ/NR Speclst	48	Metrowide Cities	Twin Cities	67,298	62,178	
	Program/Project Mgr I	3--108	Program Mgr	20	All Non-Profits Comb	Midwest	68,370	62,350	
	Program/Project Mgr I	8--001	Project Specialist	n/a	State Gov't	Minnesota	65,417	65,417	
	Program/Project Mgr I	11--001	Program Mgr-Genl	11	Metro WDS	Twin Cities	69,089	69,089	
	Program/Project Mgr I	11--002	Program Mgr-Genl	11	Budget->\$5.0mil	Minnesota WDS	69,089	69,089	
	Program/Project Mgr I	11--003	Educ/Outreach Specs-Exp	4	Metro WDS	Twin Cities	60,046	60,046	
					187			65,570	64,541

Includes:
 No Assigned Staff

RILEY PURGATORY BLUFF CREEK WATERSHED DISTRICT

Salary Survey Information

July 2018

(Data Updated to 1/19)

2018

Prop. Grade	Classification Title	Survey Code	Survey Job Title	No. Rates	Scope and Measure	Comments	Sur Mean 1/19	Sur Median 1/19	Current Base
6	Educ/Outreach Coord III	1--001	Volunteer Coord	12	Metrowide Cities	Twin Cities	68,219	68,219	-
	Educ/Outreach Coord III	1--002	Events Coord	6	Metrowide Cities	Twin Cities	72,463	72,463	
	Educ/Outreach Coord III	1--003	Commun Specs/Info Offic	17	Metrowide Cities	Twin Cities	71,542	71,542	
	Educ/Outreach Coord III	4--099	Commun. Speclst-L2	325	All For Profits Comb	NoCent Reg	57,607	58,452	
	Educ/Outreach Coord III	4--123	Commun. Speclst-L2	539	All Non-Profits Comb	NoCent Reg	59,192	58,875	
	Educ/Outreach Coord III	4--372	Training Genlst-L2	80	All For Profits Comb	Twin Cities	62,786	63,314	
	Educ/Outreach Coord III	7--120	Training Speclst-Intmed	62	All For Profits Comb	Twin Cities	66,120	64,638	
	Educ/Outreach Coord III	7--260	Meeting Planner	17	All For Profits Comb	Twin Cities	65,094	66,006	
	Educ/Outreach Coord III	8--001	Training & Devt Specs-L2	n/a	State of Minnesota	Minnesota	63,277	63,277	
	Educ/Outreach Coord III	8--002	Information Officer-L2	n/a	State of Minnesota	Minnesota	63,277	63,277	
	Educ/Outreach Coord III	8--003	Educ Prog Speclst	n/a	State of Minnesota	Minnesota	79,918	79,918	
	Educ/Outreach Coord III	8--004	Interpretive Naturist-L3	n/a	State of Minnesota	Minnesota	69,337	69,337	
	Educ/Outreach Coord III	8--005	Information Officer-L3	n/a	State of Minnesota	Minnesota	69,337	69,337	
	Educ/Outreach Coord III	11--001	Educ/Outreach Speclst-Exp	4	Metro Watershed Districts	Twin Cities	60,046	60,046	
				1027			65,090	65,134	

6

Includes:

No Assigned Staff

RILEY PURGATORY BLUFF CREEK WATERSHED DISTRICT
 Salary Survey Information
 July 2018
 (Data Updated to 1/19)

2018

Prop. Grade	Classification Title	Survey Code	Survey Job Title	No. Rates	Scope and Measure	Comments	Sur Mean		Sur Median		Current Base
							1/19	1/19	1/19	1/19	
5	Technical Speclist II	1--001	Engrg Tech-Genl	71	Metrowide Cities	Twin Cities	57,101	57,916	-	-	
	Technical Speclist II	1--002	GIS Tech-L1	10	Metrowide Cities	Twin Cities	63,032	63,032			
	Technical Speclist II	1--003	Env/Nat Res Speclist	64	Metrowide Cities	Twin Cities	67,478	67,478			
	Technical Speclist II	5--500	Technician Skilled-L2	215	All For-Profit Cos Comb	Twin Cities	51,582	50,630			
	Technical Speclist II	5--510	Technician Skilled-L2	1772	All Non-Profit Cos Comb	NoCent Reg	52,956	53,590			
	Technical Speclist II	5--562	Inspector-L3	144	All For-Profit Cos Comb	NoCent Reg	53,061	56,127			
	Technical Speclist II	8--001	NR Specialist	n/a	State Govt	Minnesota	61,072	61,072			
	Technical Speclist II	8--002	NR Tech-Fisheries	n/a	State Govt	Minnesota	57,002	57,002			
	Technical Speclist II	8--003	NR Tech-Trails & Waterways	n/a	State Govt	Minnesota	58,649	58,649			
	Technical Speclist II	11--001	Technical Specialist-Exp	12	Metrowide WD's	Twin Cities	58,379	58,379			
	Technical Speclist II	11--002	Technical Specialist-Exp	7	Budget >\$5.0 mil	MN WDs	60,501	60,501			
					2295			58,256	58,580		

Includes:
 No Staff Assigned

RILEY PURGATORY BLUFF CREEK WATERSHED DISTRICT
Salary Survey Information

July 2018
(Data Updated to 1/19)

2018

Prop. Grade	Classification Title	Survey Code	Survey Job Title	No. Rates	Scope and Measure	Comments	Sur Mean		Sur Median	Current Base
							1/19	1/19		
5	Educ/Outreach Coord II	4-177	Publ Relns Rep-L2	15	All For Profits Comb	NoCent Reg	57,924	58,452	51,975	
	Educ/Outreach Coord II	4-746	Training Genist-L2	81	All Non-Profits Comb	NoCent Reg	58,769	59,192		
	Educ/Outreach Coord II	4-108	Commun. Speclst-L2	55	All For Profits Comb	Twin Cities	55,704	56,021		
	Educ/Outreach Coord II	7-256	Commun. Speclst-Intmed	15	All For Profits Comb	Twin Cities	57,456	52,554		
	Educ/Outreach Coord II	8-001	Training & Devt Speclst-L2	n/a	State of Minnesota	Minnesota	63,277	63,277		
	Educ/Outreach Coord II	8-003	Interpretive Naturst-L2	n/a	State of Minnesota	Minnesota	62,369	62,369		
	Educ/Outreach Coord II	11-001	Educ/Outreach Speclst-Exp	4	Metro Watershed Districts	Twin Cities	60,046	60,046		
				170			59,364	58,844		

Includes:
Commun Outreach Coord

RILEY PURGATORY BLUFF CREEK WATERSHED DISTRICT
 Salary Survey Information
 July 2018
 (Data Updated to 1/19)

Prop. Grade	Classification Title	Survey Code	Survey Job Title	No. Rates	Scope and Measure	Comments	2018		
							Sur Mean 1/19	Sur Median 1/19	Current Base
4	Educ/Outreach Coord I	1-001	Office Support Tech-L1	267	Metrowide Cities	Twin Cities	46,289	46,289	37,500
	Educ/Outreach Coord I	3-110	Program Asst	47	Budget \$3.0-\$6.9 mil	National	42,759	40,581	
	Educ/Outreach Coord I	4-099	Commun. Specialist-L1	120	All For Profits Comb	National	48,516	50,313	
	Educ/Outreach Coord I	4-123	Commun. Specialist-L1	234	All Non-Profits Comb	NoCent Reg	48,833	47,459	
	Educ/Outreach Coord I	4-365	Training Generalist-L1	109	All For Profits Comb	NoCent Reg	47,671	46,191	
	Educ/Outreach Coord I	4-108	Commun. Specialist-L1	26	All For Profits Comb	Twin Cities	52,533	50,419	
	Educ/Outreach Coord I	8-001	Training & Devt Specialist-L1	n/a	State of Minnesota	Minnesota	40,715	40,715	
	Educ/Outreach Coord I	8-002	Information Officer-L1	n/a	State of Minnesota	Minnesota	40,715	40,715	
	Educ/Outreach Coord I	8-003	Office & Admin Spect	n/a	State of Minnesota	Minnesota	46,467	46,467	
	Educ/Outreach Coord I	8-004	Interpretive Naturalist-L1	n/a	State of Minnesota	Minnesota	40,130	40,130	
				803			45,463	44,928	

Includes:
 Office & Outreach Asst

RILEY PURGATORY BLUFF CREEK WATERSHED DISTRICT

Salary Survey Information

July 2018

(Data Updated to 1/19)

2018

Prop. Grade	Classification Title	Survey Code	Survey Job Title	No. Rates	Scope and Measure	Comments	Sur Mean	Sur Median	Current
							1/19	1/19	Base
4	Technical Specist I	5--562	Inspector-L2	364	All For-Profits Comb	NoCent Reg	45,768	45,451	38,850
	Technical Specist I	5--500	Technician Skilled-L1	53	All For-Profits Comb	Twin Cities	44,605	42,069	
	Technical Specist I	5--510	Technician Skilled-L1	327	All Non-Profits Comb	NoCent Reg	43,443	44,500	
	Technical Specist I	6--191	Technician-Intmed	945	All For-Profits Comb	Twin Cities	46,449	46,215	
	Technical Specist I	8--001	NR Specialist-L1	n/a	State Govt	Minnesota	43,573	43,573	
	Technical Specist I	8--002	NR Tech-Trails & Waterways	n/a	State Govt	Minnesota	46,759	46,759	
	Technical Specist I	8--003	Environm Specist-L1	n/a	State Govt	Minnesota	40,733	40,733	
	Technical Specist I	11--001	Technical Specialist-Genl	12	Metro WDS	Twin Cities	44,055	44,055	
	Technical Specist I	11--002	Technical Specialist-Genl	11	Budget>\$5.0 mil	MN W/D's	44,686	44,686	
					1712		44,452	44,227	

Includes:
Water Resource Tech

Location	Position Title	Grade Range Min	Grade Range Mid	Grade Range Max	Actual Hrly	Actual PPP	Actual Yrly	Exemption Status	Reports to	Manages #
	Administrative Assistant	\$ 38,556.00	\$ 48,246.00	\$ 57,936.00				Exempt	Deputy Administrator	0
	Administrative Assistant	\$ 38,556.00	\$ 48,246.00	\$ 57,936.00				Exempt	Deputy Administrator	0
	Admin Assistant	\$ 35,214.40	\$ 43,128.80	\$ 51,043.20				Non Exempt	District Administrator	0
	Administrative & Operations Specialist	\$ 38,000.00	\$ 47,300.00	\$ 56,600.00				Non Exempt	Water Resources Director	0
RPBCWD	Admins Assistant (Office Admin)	\$ 47,200.00	\$ 59,000.00	\$ 70,800.00	\$26.00	\$ 2,079.80	\$ 54,074.88	Exempt	Administrator	0
		Lowest Min	Midpoint	Highest Max	Acutal Low	Actual Midpoint	Acutal High			
		\$ 35,214.40	\$ 53,007.20	\$ 70,800.00	\$19.50	\$23.63	\$ 27.76			
					\$40,560.00	\$49,150.40	\$57,740.80			
					Average					
						\$22.99				
						\$47,819.20				

	Office Manager	\$ 59,707.04	\$ 71,648.44	\$ 83,589.85				Exempt	Operations Manager	0
	Office Manager	\$ 57,426.00	\$ 72,624.00	\$ 87,822.00				Exempt	Deputy Administrator	0
	Office Manager	\$ 60,425.00	\$ 75,530.50	\$ 90,636.00				Exempt	Administrator	0
	Operations Manager	\$ 59,573.11	\$ 74,466.39	\$ 89,359.67				Exempt	District Administrator	0
		Lowest Min	Midpoint	Highest Max	Acutal Low	Actual Midpoint	Acutal High			
		\$ 57,426.00	\$ 74,031.00	\$ 90,636.00	\$ 37.12	\$ 39.24	\$ 41.36			
					\$ 77,209.60	\$ 81,619.20	\$ 86,028.80			
					Average					
						\$38.60				
						\$80,288.00				

Outside like ranges

Benton Soil	Operations Coordinator	\$ 45,760.00	\$ 49,920.00	\$ 54,080.00						
LMC	Admin Assistant	\$ 44,123.20	\$ 50,703.20	\$ 57,283.20						
LMC	Admin Assistant- Experienced (Some HR)	\$ 54,297.88	\$ 62,613.98	\$ 70,930.08						

Location	Position Title	Grade Range Min	Grade Range Mid	Grade Range Max	Actual Hrly	Actual PPP	Actual Yrly	Exemption Status	Manages #
	Administrator	\$ 86,802.00	\$ 108,426.00	\$ 130,050.00				Exempt	5
	District Administrator	\$ 102,587.80	\$ 123,105.36	\$ 143,622.92				Exempt	7
	Executive Director	\$ 105,400.00	\$ 131,100.00	\$ 156,800.00				Exempt	2
	Administrator	\$ 91,312.00	\$ 111,841.60	\$ 132,412.80				Exempt	4
	Administrator	\$ 101,275.00	\$ 126,593.50	\$ 151,912.00				Exempt	14
RPBCWD	Administrator	\$ 92,000.00	\$ 99,375.00	\$ 106,750.00	\$51.32	\$ 4,105.77	\$ 106,750.00	Exempt	6
	Administrator- District	\$ 106,601.93	\$ 133,252.41	\$ 159,902.89				Exempt	3
	Administrator	\$ 100,000.00	\$ 125,000.00	\$ 150,000.00				Exempt	4
	Administrator	\$ 112,000.00	\$ 140,000.00	\$ 168,000.00				Exempt	3
			\$ -						
		Lowest Min	Midpoint	Highest Max	Actual Low	Actual Midpoint	Actual High		
		\$86,802.00	\$127,401.00	\$168,000.00	\$ 51.32	\$ 63.38	\$75.44		
					\$106,745.60	\$131,830.40	\$156,915.20		
					Average				
					\$63.39				
					\$ 131,851.20				

Outside like ranges

Minnesota E Administrator	\$ 81,600.00	\$ 102,000.00	\$ 122,400.00
Middle Fork Administrator	\$ 81,600.00	\$ 102,000.00	\$ 122,400.00

Location	Position Title	Grade Range Min	Grade Range Mid	Grade Range Max	Actual Hrly	Actual PPP	Actual Yrly	Exemption Status	Reports to	Manages #
	Research and Monitoring Field Assistant	\$ 42,570.29	\$ 51,084.35	\$ 59,598.41				Non Exempt	Research & Monitoring Program Manager	0
	Water Resource Technician	\$ 38,566.00	\$ 48,251.00	\$ 57,936.00				Exempt	Monitoring, Assessment and Research Division Manager	0
	Water Resource Technician	\$ 38,566.00	\$ 48,251.00	\$ 57,936.00				Exempt	Monitoring, Assessment and Research Division Manager	0
	Water Resource Technician	\$ 38,566.00	\$ 48,251.00	\$ 57,936.00				Exempt	Monitoring, Assessment and Research Division Manager	0
	Technical Field Assistant	\$ 36,808.00	\$ 46,010.00	\$ 55,212.00				Exempt	Administrator	0
	Environmental Specialist	\$ 42,400.00	\$ 52,800.00	\$ 63,200.00				Non Exempt	Water Resources Director	0
	Environmental Specialist	\$ 42,400.00	\$ 52,800.00	\$ 63,200.00				Non Exempt	Water Resources Director	0
	Water Resources Assistant	\$ 42,598.40	\$ 52,166.40	\$ 61,776.00				Non Exempt	Water Resources Project Manager	0
		Lowest Min	Midpoint	Highest Max	Acutal Low	Actual Midpoint	Acutal High			
		\$36,808.00	\$50,004.00	\$63,200.00	\$19.52	\$21.70	\$23.87			
					\$40,601.60	\$45,125.60	\$49,649.60			
					Average					
					\$21.10					
					\$43,888.00					
	Water Resources and GIS Technician	\$ 49,600.00	\$ 62,000.00	\$ 74,400.00				Exempt	Administrator	0
	Water Resource Specialist	\$ 47,226.00	\$ 59,058.00	\$ 70,890.00				Exempt	Monitoring, Assessment and Research Division Manager	0
	Water Resources Specialist	\$ 50,900.00	\$ 64,650.00	\$ 78,400.00				Non Exempt	Water Resources Director	0
	Water Resources Specialist	\$ 46,862.40	\$ 57,387.20	\$ 67,953.60				Non Exempt	District Administrator	0
	Monitoring Coordinator	\$ 47,226.00	\$ 59,058.00	\$ 70,890.00				Exempt	Monitoring, Assessment and Research Division Manager	0
	Research and Monitoring Technician	\$ 52,150.44	\$ 62,580.52	\$ 73,010.61				Non Exempt	Research & Monitoring Program Manager	0
	Research and Monitoring Technician	\$ 52,150.44	\$ 62,580.52	\$ 73,010.61				Non Exempt	Research & Monitoring Program Manager	0
	Water Monitoring & Instrumentation Specialist	\$ 50,900.00	\$ 64,650.00	\$ 78,400.00				Non Exempt	Water Resources Director	0
		Lowest Min	Midpoint	Highest Max	Acutal Low	Actual Midpoint	Acutal High			
		\$ 46,862.40	\$ 62,631.20	\$ 78,400.00	\$24.26	\$ 27.56	\$ 30.85			
					\$50,460.80	\$57,314.40	\$64,168.00			
					Average					
					\$ 27.47					
					\$57,137.60					
RPBCWD	Water Resources Coordinator	\$ 56,700.80	\$ 69,451.20	\$ 82,222.40				Exempt	District Administrator	1
RPBCWD	Natural Resources Coordinator (Tech)	\$ 57,600.00	\$ 72,000.00	\$ 86,400.00	\$29.21	\$ 2,336.54	\$ 60,750.00	Exempt	Administrator	0
	Water Resource Project Manager	\$ 57,426.00	\$ 72,624.00	\$ 87,822.00				Exempt	Monitoring, Assessment and Research Division Manager	0
		Lowest Min	Midpoint	Highest Max	Acutal Low	Actual Midpoint	Acutal High			
		\$ 56,700.80	\$ 72,261.40	\$ 87,822.00	\$29.21	\$ 32.70	\$ 36.19			
					\$60,756.80	\$68,016.00	\$75,275.20			
					Average					
					\$ 31.96					
					\$66,476.80					
RPBCWD	Program & Water Resource Manager	\$ 69,600.00	\$ 87,000.00	\$ 104,400.00				Exempt	Administrator	0
RPBCWD	Water Resources Coordinator	\$ 66,400.00	\$ 83,000.00	\$ 99,600.00	\$38.53	\$ 3,082.69	\$ 80,150.00	Exempt		0
	Lake & Stream Specialist	\$ 68,084.00	\$ 85,104.50	\$ 102,125.00				Exempt	Administrator	0
	Hydrologist	\$ 68,358.58	\$ 82,030.30	\$ 95,702.02				Exempt	Research & Monitoring Program Manager	0
		Lowest Min	Midpoint	Highest Max	Acutal Low	Actual Midpoint	Acutal High			
		\$66,400.00	\$85,400.00	\$104,400.00	\$33.90	\$39.89	\$45.87			
					\$70,512.00	\$82,960.80	\$95,409.60			

Average

\$38.24

\$79,539.20

Monitoring, Assessment and Research Division Manager	\$ 71,502.00	\$ 88,944.00	\$ 106,386.00	Exempt	Administrator	6+
Research and Monitoring Program Manager	\$ 78,263.74	\$ 93,916.49	\$ 109,569.24	Exempt	District Administrator	4+
Water Resources Director	\$ 85,100.00	\$ 105,800.00	\$ 126,500.00	Exempt	Executive Director	6

Lowest Min	Midpoint	Highest Max	Actual Low	Actual Midpoint	Actual High
\$71,502.00	\$99,001.00	\$126,500.00	\$44.86	\$49.83	\$54.80
			\$93,308.80	\$103,646.40	\$113,984.00

Average

\$50.10

\$104,208.00

Outside like ranges

Met Council	Technician II- Union	\$ 52,083.20	\$ 65,384.80	\$ 78,686.40	Exempt
Met Council	Technician III-Union	\$ 60,257.60	\$ 75,608.00	\$ 90,958.40	Non Exempt
Met Council	Water Resources Assistant Manager- Union	\$ 87,422.40	\$ 114,649.60	\$ 141,876.80	Exempt
Met Council	Water Resources Manager- Union	\$ 96,075.20	\$ 125,996.00	\$ 155,916.80	Exempt
Ramsey County	Environmental Services Supervisor	\$ 79,856.40	\$ 99,211.02	\$ 118,565.64	Non Exempt
Ramsey County	Environmental Specialist 1	\$ 52,083.10	\$ 64,644.68	\$ 77,206.25	Non Exempt
Ramsey County	Environmental Specialist 2	\$ 60,881.51	\$ 75,527.78	\$ 90,174.04	Exempt
Western Lake Superior	Field Technician-Union	\$ 47,860.80	\$ 52,457.60	\$ 57,054.40	

Location	Position Title	Grade Range Min	Grade Range Mid	Grade Range Max	Actual Hrly	Actual PPP	Actual Yrly	Exemption Status	Reports to	Manages #
	Community Outreach Specialist	\$ 42,400.00	\$ 52,800.00	\$ 63,200.00				Non Exempt	Projects & Outreach Director	0
	Community Engagement Coordinator	\$ 38,556.00	\$ 48,246.00	\$ 57,936.00				Exempt	Communications and Engagement Division Manager	0
	Watershed Technician/Water Resources Specialist	\$ 41,702.00	\$ 52,127.00	\$ 62,552.00				Exempt	Administrator	0
RPBCWD	Education & Outreach Coordinator	\$ 36,000.00	\$ 45,000.00	\$ 54,000.00	\$20.38	\$ 1,630.77	\$ 42,400.08	Exempt	Administrator	0
		Lowest Min	Midpoint	Highest Max	Acutal Low	Actual Midpoin	Acutal High			
		\$36,000.00	\$49,600.00	\$63,200.00	\$20.20	\$21.52	\$22.84			
					\$42,016.00	\$44,761.60	\$47,507.20			
					Average					
					\$21.26					
					\$44,220.80					
	Education & Outreach Coordinator	\$ 49,600.00	\$ 62,000.00	\$ 74,400.00				Exempt	Administrator	0
	Education and Outreach Coordinator	\$ 53,600.00	\$ 67,000.00	\$ 80,400.00				Exempt	Program and Project Manager	0
		Lowest Min	Midpoint	Highest Max	Acutal Low	Actual Midpoin	Acutal High			
		\$49,600.00	\$65,000.00	\$80,400.00	\$26.35	\$28.08	\$29.81			
					\$54,808.00	\$58,406.40	\$62,004.80			
					Average					
					\$28.08					
					\$58,406.40					
	Engagement and Communications Coordinator	\$ 55,800.97	\$ 66,961.16	\$ 78,121.35				Non Exempt	Outreach Manager	0
	Communications and Outreach Specialist	\$ 50,900.00	\$ 64,650.00	\$ 78,400.00				Non Exempt	Projects & Outreach Director	0
	Community Engagement Program Manager	\$ 57,426.00	\$ 72,624.00	\$ 87,822.00				Exempt	Communications and Engagement Division Manager	0
	Communications & Outreach Coordinator	\$ 60,425.00	\$ 75,530.50	\$ 90,636.00				Exempt	Administrator	0
RPBCWD	Communications Manager	\$ 57,600.00	\$ 86,400.00	\$ 86,400.00	\$34.86	\$ 2,788.46	\$ 72,500.00	Exempt	Administrator	2
		Lowest Min	Midpoint	Highest Max	Acutal Low	Actual Midpoin	Acutal High			
		\$50,900.00	\$70,768.00	\$90,636.00	\$26.83	\$32.16	\$37.49			
					\$55,806.40	\$66,892.80	\$77,979.20			
					Average					
					\$31.81					
					\$66,164.80					
MWMO	Training & Community Learning Specialist	\$ 59,700.00	\$ 76,650.00	\$ 93,600.00	\$38.46	\$ 3,076.65	\$ 79,993.00	Exempt	Projects & Outreach Director	0
	Outreach Manager	\$ 78,263.74	\$ 93,916.49	\$ 109,569.24				Exempt	District Administrator	2
	Program and Project Manager	\$ 62,200.00	\$ 92,000.00	\$ 110,400.00				Exempt	Administrator	1
	Communications and Engagement Division Manager	\$ 71,502.00	\$ 88,944.00	\$ 106,386.00				Exempt	Administrator	3
		Lowest Min	Midpoint	Highest Max	Acutal Low	Actual Midpoin	Acutal High			
		\$ 62,200.00	\$ 86,300.00	\$ 110,400.00	\$42.30	\$ 42.69	\$ 43.08			
					\$87,984.00	\$88,795.20	\$89,606.40			
					Average					
					\$ 42.59					
					\$88,587.20					

Communications Associate	\$ 47,226.00	\$ 59,058.00	\$ 70,890.00		Exempt	Communications and Engagement Division Manager	0		
Communications Coordinator	\$ 59,707.04	\$ 71,648.44	\$ 83,589.85		\$ 68,500.00	Non Exempt	Outreach Manager	0	
Communications Principal	\$ 71,800.00	\$ 89,250.00	\$ 106,700.00	\$40.78	\$ 3,262.31	\$ 84,820.00	Exempt	Water Resources Director	0
	Lowest Min	Midpoint	Highest Max	Acutal Low	Actual Midpoir	Acutal High			
	\$59,707.04	\$83,203.52	\$106,700.00	\$32.93	\$36.86	\$40.78			
				\$68,494.40	\$76,658.40	\$84,822.40			
				Average					
				\$36.86					
				\$76,668.80					

Outside like ranges

Mpls Park . Event Coordinator	\$ 72,030.40	\$ 78,561.60	\$ 85,092.80
Mpls Park . Youth Program Specialist	\$ 50,190.40	\$ 55,203.20	\$ 60,216.00
Metro Trar Community Outreach Coordinator- Union	\$ 70,928.00	\$ 74,713.50	\$ 78,499.00
Brooklyn B Youth Outreach & Engagement Specialist	\$ 49,608.00	\$ 56,669.60	\$ 63,731.20
Western L: Environmental Program Coordinator-Union	\$ 58,489.60	\$ 64,116.00	\$ 69,742.40
Urban Ecol Environmental Educator		\$ -	
Spokane C Environmental Education and Outreach Specialist	\$ 65,651.20	\$ 57,764.80	\$ 49,878.40
Mpls Park . Environmental Stewardship Vol Coordinator	\$ 59,842.07	\$ 69,653.02	\$ 79,463.97
Mpls Park . Environmental Education Manager	\$ 90,790.45	\$ 99,013.08	\$ 107,235.70
Mpls Park . Sustainable Forestry Coordinator	\$ 70,319.33	\$ 76,687.95	\$ 83,056.57
Mpls Park . Director of Environmental Management	\$ 116,690.89	\$ 127,259.25	\$ 137,827.60
Minnesota Community Outreach Specialist	\$ 42,400.00	\$ 45,050.00	\$ 47,700.00
LMC Communications (Coordinator, Specialist)	\$ 64,787.45	\$ 73,874.78	\$ 82,962.10

Location	Position Title	Grade Range Min	Grade Range Mid	Grade Range Max	Actual Hrly	Actual PPP	Actual Yrly	Exemption Status	Reports to	Manages #
	Urban BMP Technician	\$ 38,556.00	\$ 48,246.00	\$ 57,936.00				Exempt	Planning, Projects and Grants Division Manager	0
	Stormwater BMP Maintenance Coordinator	\$ 47,226.00	\$ 59,058.00	\$ 70,890.00				Exempt	Planning, Projects and Grants Division Manager	0
	Project & Planning Implementation Specialist	\$ 59,700.00	\$ 76,650.00	\$ 93,600.00				Exempt	Projects & Outreach Director	0
	Tech Specialist 2	\$ 54,245.24	\$ 67,806.54	\$ 81,367.85				Exempt	District Administrator	0
	Capital Projects & Grants Specialist	\$ 59,700.00	\$ 76,650.00	\$ 93,600.00				Exempt	Projects & Outreach Director	0
	Natural Resources Project and Planning Manager	\$ 58,400.00	\$ 73,000.00	\$ 87,600.00				Exempt	Administrator	0
		Lowest Min	Midpoint	Highest Max	Actual Low	Actual Midpoint	Actual High			
		\$47,226.00	\$70,413.00	\$93,600.00	\$33.65	\$34.20	\$34.74			
					\$69,992.00	\$71,125.60	\$72,259.20			
					Average					
					\$34.04					
					\$70,803.20					
	Program Development Coordinator	\$ 69,600.00	\$ 87,000.00	\$ 104,400.00				Exempt	Administrator	0
	Planner-Project Manager	\$ 73,143.69	\$ 87,772.42	\$ 102,401.16				Exempt	Project Planning Manager	0
	Planner-Project Manager	\$ 73,143.69	\$ 87,772.42	\$ 102,401.16				Exempt	Project Planning Manager	0
	Planner-Project Manager	\$ 73,143.69	\$ 87,772.42	\$ 102,401.16				Exempt	Project Planning Manager	0
	Planner-Project Manager	\$ 73,143.69	\$ 87,772.42	\$ 102,401.16				Exempt	Project Planning Manager	0
	Project Manager	\$ 68,598.40	\$ 84,032.00	\$ 99,486.40				Exempt	District Administrator	1
	Water Resource Project Manager	\$ 57,426.00	\$ 72,624.00	\$ 87,822.00				Exempt	Planning, Projects and Grants Division Manager	0
	Water Resource Spec/Project Manager	\$ 68,084.00	\$ 85,104.50	\$ 102,125.00				Exempt	Administrator	0
	Senior Program Manager	\$ 70,508.79	\$ 88,135.99	\$ 105,763.18				Exempt	District Administrator	0
	Planning Principle	\$ 71,800.00	\$ 89,250.00	\$ 106,700.00				Exempt	Projects & Outreach Director	0
		Lowest Min	Midpoint	Highest Max	Actual Low	Actual Midpoint	Actual High			
		\$57,426.00	\$82,063.00	\$106,700.00	\$34.01	\$40.58	\$47.15			
					\$70,740.80	\$84,406.40	\$98,072.00			
					Average					
					\$40.73					
					\$ 84,718.40					
	Project and Land Manager(Project Maintenance Mgr)	\$ 78,263.74	\$ 93,916.49	\$ 109,569.24	\$47.13	\$ 3,770.04	\$ 98,021.00	Exempt	?	
	Planning, Projects and Grants Division Manager	\$ 71,502.00	\$ 88,944.00	\$ 106,386.00				Exempt	Administrator	3
	Project Planning Manager	\$ 89,604.16	\$ 107,524.99	\$ 125,445.82				Exempt	District Administrator	4
	Projects & Outreach Director	\$ 85,100.00	\$ 105,800.00	\$ 126,500.00				Exempt	Executive Director	6
		Lowest Min	Midpoint	Highest Max	Actual Low	Actual Midpoint	Actual High			
		\$71,502.00	\$99,001.00	\$126,500.00	\$50.30	\$52.21	\$54.12			
					\$104,624.00	\$108,596.80	\$112,569.60			
					Average					
					\$52.84					
					\$109,907.20					
	Outside like ranges									
	Mpls Park anProject Designer	\$ 51,722.83	\$ 58,771.51	\$ 65,820.18						
	Mpls Park anSustainable Forestry Coordinator	\$ 70,319.33	\$ 76,687.95	\$ 83,056.57						

Location	Position Title	Grade Range Min	Grade Range Mid	Grade Range Max	Actual Hrlly	Actual PPP	Actual Yrly	Exemption Status	Reports to	Manages #
RPBCWD	Inspector (No JD)	\$ 47,200.00	\$ 59,000.00	\$ 70,800.00	\$24.04	\$ 1,923.08	\$ 50,000.00	Exempt	Administrator	0
	BMP Inspector	\$ 38,556.00	\$ 48,246.00	\$ 57,936.00				Exempt	Regulatory Division Manager	0
	BMP Inspector	\$ 38,556.00	\$ 48,246.00	\$ 57,936.00				Exempt	Regulatory Division Manager	0
	Permitting Assistant	\$ 45,550.21	\$ 54,660.25	\$ 63,770.30				Non Exempt	Permitting Program Manager	0
	Permitting Assistant	\$ 45,550.21	\$ 54,660.25	\$ 63,770.30				Non Exempt	Permitting Program Manager	0
	Technician-Water Resources Specialist/Inspector	\$ 41,702.00	\$ 52,127.00	\$ 62,552.00				Exempt	Administrator	0
	Watershed Technician/Inspector	\$ 51,914.00	\$ 64,892.50	\$ 77,871.00				Exempt	Administrator	0
	District Inspector	\$ 51,914.00	\$ 64,892.50	\$ 77,871.00				Exempt	Administrator	0
		Lowest Min	Midpoint	Highest Max	Acutal Low	Actual Midpoint	Acutal High			
		\$38,556.00	\$58,213.50	\$77,871.00	\$21.63	\$26.36	\$31.09			
					\$44,990.40	\$54,828.80	\$64,667.20			
					Average					
						\$25.39				
						\$52,811.20				
	Public Drainage Inspector	\$ 60,425.00	\$ 75,530.50	\$ 90,636.00				Exempt	Administrator	0
	Public Drainage Inspector	\$ 60,425.00	\$ 75,530.50	\$ 90,636.00				Exempt	Administrator	0
		Lowest Min	Midpoint	Highest Max	Acutal Low	Actual Midpoint	Acutal High			
		\$60,425.00	\$75,530.50	\$90,636.00	\$31.84	\$36.53	\$41.22			
					\$66,227.20	\$75,982.40	\$85,737.60			
					Average					
						\$36.53				
						\$75,982.40				
	District Regulatory Technician Intake	\$ 41,702.00	\$ 52,127.00	\$ 62,552.00				Exempt	Administrator	0
	Permit Review Technician	\$ 41,702.00	\$ 52,127.00	\$ 62,552.00				Exempt	Administrator	0
		Lowest Min	Midpoint	Highest Max	Acutal Low	Actual Midpoint	Acutal High			
		\$41,702.00	\$52,127.00	\$62,552.00	\$22.12	\$24.65	\$27.17			
					\$46,009.60	\$51,261.60	\$56,513.60			
					Average					
						\$24.64				
						\$51,251.20				
	Permitting Technician	\$ 55,800.97	\$ 66,961.16	\$ 78,121.35				Non Exempt	Permitting Program Manager	0
	Permitting Technician	\$ 55,800.97	\$ 66,961.16	\$ 78,121.35				Non Exempt	Permitting Program Manager	0
	Permit Coordinator	\$ 56,700.80	\$ 69,451.20	\$ 82,222.40				Non Exempt	District Administrator	Seasonal Staff
	Permit Coordinator/Wetland Specialist	\$ 60,425.00	\$ 75,530.50	\$ 90,636.00				Exempt	Administrator	0
		Lowest Min	Midpoint	Highest Max	Acutal Low	Actual Midpoint	Acutal High			
		\$55,800.97	\$73,218.49	\$90,636.00	\$27.40	\$30.05	\$32.69			
					\$56,992.00	\$62,493.60	\$67,995.20			
					Average					
						\$29.83				
						\$62,046.40				
	Permit Program Manager	\$ 57,426.00	\$ 72,624.00	\$ 87,822.00				Exempt	Regulatory Division Manager	0

Permit and Policy Manager	\$ 58,400.00	\$ 73,000.00	\$ 87,600.00		Exempt	Administrator	0
	Lowest Min	Midpoint	Highest Max	Actual Low	Actual Midpoint	Actual High	
	\$57,426.00	\$72,624.00	\$87,822.00	\$33.65	\$35.52	\$37.39	
				\$69,992.00	\$73,881.60	\$77,771.20	
				Average			
					\$35.52		
					\$73,881.60		

Policy Planning Coordinator	\$ 63,886.53	\$ 76,663.83	\$ 89,441.14		Exempt	Policy Planning Manager	3
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GIS Coordinator	\$ 63,886.53	\$ 76,663.83	\$ 89,441.14		Non Exempt	Policy Planning Manager	0
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Permitting Program Manager	\$ 78,263.74	\$ 93,916.49	\$ 109,569.24		Exempt	District Administrator	5
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Regulatory Division Manager	\$ 71,502.00	\$ 88,944.00	\$ 106,386.00		Exempt	Administrator	3+
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Policy Planning Manager	\$ 83,742.21	\$ 100,490.65	\$ 117,239.09		Exempt	District Administrator	3
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Met Council Regulatory	I	\$ 82,305.60	\$ 103,251.20	\$ 124,196.80
Met Council Regulatory	F	\$ 65,124.80	\$ 81,712.80	\$ 98,300.80
Met Council Regulatory	H	\$ 76,107.20	\$ 95,482.40	\$ 114,857.60
Met Council Regulatory	G	\$ 70,408.00	\$ 88,327.20	\$ 106,246.40
Minnesota Regulatory		\$ 58,400.00	\$ 73,000.00	\$ 87,600.00
LMC Regulatory		\$ 45,003.40	\$ 53,612.00	\$ 62,220.60