



March 2, 2018

TO: MCE Executive Committee
FROM: Katie Gaier, Manager of Human Resources
RE: MCE Compensation Study Adjustments (Agenda Item #06)

Dear Executive Committee Members:

SUMMARY:

In 2014, MCE positions, with the exception of the Chief Executive Officer, were studied as part of a comprehensive salary analysis and most positions received a salary increase accordingly in 2015 (Fiscal Year 2014/15). Since that time, MCE staff has surveyed new or significantly changed positions each fall for increases in the following year. A study was done in December 2017 and January 2018 and two positions were found to be below their relative labor market.

Community Affairs Coordinator

The position of Community Affairs Coordinator had not been filled for almost a year. With expansion into the nine new communities and the prospective increase in customers, there will be a continued need for community outreach and responsiveness. Because there were no incumbents at the time of the 2014 study, the position was not studied. It has, therefore, fallen behind in its relative labor market. The 2017/18 salary survey indicated a proposed salary range of \$59,388 - \$89,756.

Chief Executive Officer

The position of Chief Executive Officer (CEO) has not been studied in its labor market since MCE's inception. Therefore, the only increases applied to this flat rate salary were the COLA increases in place since 2015. In addition, many other CCAs have set their salaries higher than MCE, resulting in the CEO position at MCE falling behind in its labor market. The 2017/18 salary survey, using other CCAs, indicated a proposed range of \$275,000 - \$316,250. Internally, the position of Chief Operating Officer (COO) has been established at a range of \$169,116 - \$281,694, creating compaction with the CEO's salary. In addition to adjusting the CEO salary range as described above, staff recommends a 5% increase to the CEO's current salary.

According to MCE's website -- <https://www.mcecleanenergy.org/our-team/> -- MCE has no CCO, thus no "compaction" pushing Weisz's salary.

Fiscal Impact: Approval of the salary ranges for the above job classes does not have a fiscal impact. The cost of a market-based increase for the CEO effective April 1, 2018 is included in the FY 2018/19 Budget.

Recommendation: Approve the proposed compensation adjustments for MCE positions and provide a 5% salary increase for the Chief Executive Officer.