



# THE POWER OF PEOPLE



## 2024 Merit Pay Program

NPPD Board of Directors Meeting  
December 14, 2023

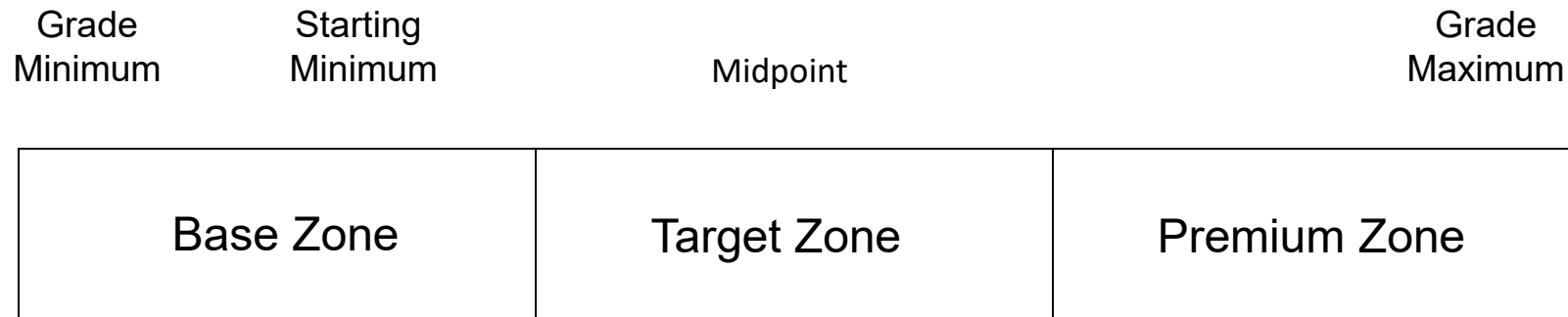
Tom Kent, President & Chief Executive Officer



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# NPPD's Pay Grade Structure

- **20 pay grades**
- **Reviewed annually**
- **Grades divided into 3 zones: Base, Target and Premium**



**NPPD's pay philosophy is to use market information at the 50<sup>th</sup> percentile to slot positions into our pay grade structure.**

# 2024 Summary of Median Projection Ranges

	<u>Median Range Structure</u>	<u>Median Range Funding</u>	<u># of Entities*</u>	<u>Structure Range</u>	<u>Funding Range</u>
<b>Local</b>	<b>4.0%</b>	<b>3.0%</b>	<b>8</b>	<b>3.0%-5.0%</b>	<b>3.0%-5.0%</b>
<b>Regional</b>	<b>3.3%</b>	<b>3.5%</b>	<b>6</b>	<b>2.0-4.0%</b>	<b>3.0%-4.0%</b>
<b>LPPC</b>	<b>3.0%</b>	<b>4.0%</b>	<b>9</b>	<b>3.0%-5.0%</b>	<b>3.0%-5.0%</b>
<b>Nuclear</b>	<b>3.0%</b>	<b>3.5%</b>	<b>7</b>	<b>3.0%-3.5%</b>	<b>2.5%-4.0%</b>
<b>Consultants</b>	<b>2.8%</b>	<b>4.0%</b>	<b>7</b>	<b>2.3%-4.0%</b>	<b>3.0%-4.5%</b>

<b>Median Range</b>	<b>2.8%-4.0%</b>	<b>3.0%-4.0%</b>
<b>Median All*</b>	<b>3.0%</b>	<b>3.5%</b>

\* 31 Total Utilities Reporting Funding, 31 Total Utilities Reporting Structure

# 2024 Merit Funding Recommendation

- **Consider approval of a pay structure movement of 3.0% and merit pool funding of 4.0% (approx. \$8.8 Million) for 2024.**
- **Merit Increases will be effective March 1, 2024.**



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## Questions

Stay connected with us.



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