



THE
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PEOPLE**



2025 Merit Pay Program

NPPD Board of Directors Meeting
December 2024

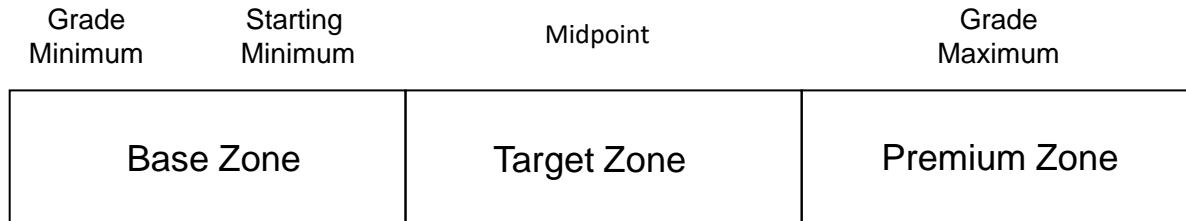
Thomas J. Kent, President & CEO



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NPPD's Pay Grade Structure

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



The midpoint of the pay grade reflects the market rate for that position. NPPD's philosophy is to pay employees with satisfactory performance in the target zone within five years of entering the position.

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>
Local	3.0%	3.0%	8	3.0%-4.0%	2.9%-3.0%
Regional	3.0%	4.0%	7	2.0%-4.5%	2.5%-4.0%
LPPC	3.5%	3.4%	10	2.0%-4.0%	2.0%-5.0%
Nuclear	NA	NA	7	NA	NA
Consultants	2.2%	3.6%	6	2.2%-2.5%	3.3%-4.0%

Median Range	3.0%-3.0%	3.4%-3.5%
Median All*	3.0%	3.5%

* 17 Total Utilities Reporting Funding, 16 Total Utilities Reporting Structure

Structure Movement & Funding History

Year	Structure	Funding
2025	3.0% Proposed	3.5% Proposed
2024	3.0%	4.0%
2023	4.0%	7.0%
2022	2.1%	4.25%
2021	2.0%	3.0%
2020	2.1%	3.0%

Merit Schedule

12/12/24	Presentation to the Board
3/1/25	Merit Increase Effective Date

Recommendation

2025 Merit Funding Recommendation:
3.5% = ~\$8.0 million



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Questions

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