



MEMORANDUM

To: MCWD Board of Managers
From: James Wisker
Date: January 7, 2019
Re: Item 4.2 – Benefits Overview

Purpose:

At the January 10, 2019 Operations and Programs Committee (OPC), staff will provide committee members an overview of the Minnehaha Creek Watershed District’s (MCWD or District) existing employee health benefit plan, current costs, how those costs may change over time, and how the District’s costs compare to organization’s within the market recently surveyed.

Background:

As part of the Board of Managers’ efforts to strategically align and plan for its human resources the District recently undertook a comprehensive Classification and Compensation Study, with consulting support from Springsted Inc.

On December 20, 2018, pursuant to Resolution 18-126, the Board of Managers accepted the results of the Classification and Compensation Study, and established a Compensation Plan for District positions.

The District views employee compensation comprehensively as a combination of salary and employee benefits. On December 20, 2018, the Board of Managers considered a Compensation Policy that outlines the District’s compensation philosophy and guidelines for implementing and maintaining its recently adopted Compensation Plan.

This Compensation Policy outlines the District’s commitment to establishing and maintaining a compensation package that is (1) competitive with the public and private market within the region, (2) reflects the organization’s standards of excellence and unique strategic priorities, and (3) considers how salary and employee benefits combine to competitively position the District in its market for talent.

During discussion of the draft Compensation Policy the Board determined to engage in discussion of employee benefits through the Operations and Programs Committee in advance of health benefit renewal in May 2019

We collaborate with public and private partners to protect and improve land and water for current and future generations.

January 10, 2019 Operations and Programs Committee:

At the January 10, 2019 OPC Meeting, staff will present for discussion an overview of the Minnehaha Creek Watershed District's existing employee health benefit plan, current costs, how those costs may change over time, and how the District's costs compare to organization's within the market recently surveyed.

Next Steps:

Pending discussion at the January 10, 2019 OPC, additional information will continue to be gathered and presented by staff as the District's broker for benefit renewal is engaged in preparation for the annual benefit renewal process in May 2019.

If there are questions in advance of the meeting, please contact James Wisker at Jwisker@MinnehahaCreek.org or 952.641.4509.

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