



AAIM/Astron Solutions Wage Analysis



Data Sources

Market Database

Surveys:

- Economic Research Institute**
- Wilis Towers Watson Public Sector Database**
- Mercer Public Sector Database**
- Salary.Com (Consultant's Version)**
- PayScales (Consultant's Version)**

Industry Segment:

- Water Utilities**
- Water Supply Systems**
- Utility Support Services**
- Soil Conservation Services**

Location:

- Missouri (State-Wide) 95% of the U.S. Average**

Data Aging:

- All Data Aged to 1-1-22 by 4% Annualized Factor**



NRCS rates were NOT included in the analysis by the consultant

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Technician	GS-07	\$44,740	\$46,231	\$47,722	\$49,213	\$50,704	\$52,195	\$53,686	\$55,176	\$56,667	\$58,158
	\$/hr	\$21.51	\$22.23	\$22.94	\$23.66	\$24.38	\$25.09	\$25.81	\$26.53	\$27.24	\$27.96
Soil Con.	GS-09	\$54,727	\$56,551	\$58,375	\$60,200	\$62,024	\$63,848	\$65,673	\$67,497	\$69,321	\$71,146
	\$/hr	\$26.31	\$27.19	\$28.06	\$28.94	\$29.82	\$30.70	\$31.57	\$32.45	\$33.33	\$34.20
Resource Con.	GS-11	\$66,214	\$68,421	\$70,628	\$72,834	\$75,041	\$77,247	\$79,454	\$81,661	\$83,867	\$86,074
	\$/hr	\$31.83	\$32.89	\$33.96	\$35.02	\$36.08	\$37.14	\$38.20	\$39.26	\$40.32	\$41.38



Market Base Rates

- The following charts provide a variety of information.
 - A chart for each of the current DS levels is provided, with percentile ranked base pay rates in the current (1-1-2022) market.
 - These percentile base pay rates are compared to three other rates:
 - The Current Pay Rate for the DS level
 - As of April 1, 2022 pay rates.
 - The 2021 Pay Rate
 - When the study was conducted, to show how far behind we were at that point in time.
 - The market data is now outdated, given that it was aged to January 1, 2022 and have seen a continued surge in wage increases.
 - The charts list the dollar amount below market for each rate at each percentile, as well as the percentage below market.



DS I Market Base Pay					
	10th	25th	50th	75th	90th
	\$15.79	\$17.10	\$18.51	\$20.26	\$21.75
Current Pay Rate:	\$15.00				
\$/hr Below Market:	\$0.79	\$2.10	\$3.51	\$5.26	\$6.75
% Below Market:	-5.00%	-12.28%	-18.96%	-25.96%	-31.03%
2021 Pay Rate:	\$13.79				
\$/hr Below Market:	\$2.00	\$3.31	\$4.72	\$6.47	\$7.96
% Below Market:	-12.67%	-19.36%	-25.50%	-31.93%	-36.60%

DS II Market Base Pay					
	10th	25th	50th	75th	90th
	\$17.52	\$18.88	\$20.33	\$22.20	\$23.83
Current Pay Rate:	\$16.00				
\$/hr Below Market:	\$1.52	\$2.88	\$4.33	\$6.20	\$7.83
% Below Market:	-8.68%	-15.25%	-21.30%	-27.93%	-32.86%
2021 Pay Rate:	\$14.85				
\$/hr Below Market:	\$2.67	\$4.03	\$5.48	\$7.35	\$8.98
% Below Market:	-15.24%	-21.35%	-26.96%	-33.11%	-37.68%

DS III Market Base Pay					
	10th	25th	50th	75th	90th
	\$18.92	\$20.31	\$21.82	\$23.84	\$25.62
Current Pay Rate:	\$17.50				
\$/hr Below Market:	\$1.42	\$2.81	\$4.32	\$6.34	\$8.12
% Below Market:	-7.51%	-13.84%	-19.80%	-26.59%	-31.69%
2021 Pay Rate:	\$15.91				
\$/hr Below Market:	\$3.01	\$4.40	\$5.91	\$7.93	\$9.71
% Below Market:	-15.91%	-21.66%	-27.09%	-33.26%	-37.90%

DS IV Market Base Pay					
	10th	25th	50th	75th	90th
	\$20.08	\$21.52	\$23.13	\$25.29	\$27.20
Current Pay Rate:	\$19.50				
\$/hr Below Market:	\$0.58	\$2.02	\$3.63	\$5.79	\$7.70
% Below Market:	-2.89%	-9.39%	-15.69%	-22.89%	-28.31%
2021 Pay Rate:	\$18.04				
\$/hr Below Market:	\$2.04	\$3.48	\$5.09	\$7.25	\$9.16
% Below Market:	-10.16%	-16.17%	-22.01%	-28.67%	-33.68%

DS V
DOES NOT CURRENTLY EXIST

Breakdown of Calculations



		DS I Market Base Pay					DS II Market Base Pay					DS III Market Base Pay					DS IV Market Base Pay					DS V		
		10th	25th	50th	75th	90th	10th	25th	50th	75th	90th	10th	25th	50th	75th	90th	10th	25th	50th	75th	90th	+5 yrs	+10 yrs	
		\$15.79	\$17.10	\$18.51	\$20.26	\$21.75	\$17.52	\$18.88	\$20.33	\$22.20	\$23.83	\$18.92	\$20.31	\$21.82	\$23.84	\$25.62	\$20.08	\$21.52	\$23.13	\$25.29	\$27.20	N/A	N/A	
		1	2				3	4				5	6	7				8	9	10			11	12
DS		\$17.81	\$18.62				\$19.61	\$20.47				\$21.99	\$22.49	\$22.99				\$23.49	\$23.99	\$24.49			\$25.49	\$26.49
Shared		\$17.81	\$18.62				\$19.61	\$20.47				\$22.74	\$23.24	\$23.74				\$24.49	\$24.99	\$25.49			\$26.49	\$27.49
A	Average of 25th, 50th	\$17.81					\$19.61					\$21.07					\$22.33					ADDED \$1/hr	ADDED \$1/hr	
B	Average of 25th, 50th, 75th	\$18.62					\$20.47					\$21.99					\$23.31							
C	Average of 50th, 75th	\$19.39					\$21.27					\$22.83					\$24.21							
		NOTES: DS-1 starts new hires out with "A", DS-2 is "B"					NOTES: DS-3 is "A", DS-4 is "B"					NOTES: DS-5 is "B" (plus \$0.75/hr for Shared), DS-6 adds \$0.50/hr (plus \$0.75/hr for Shared), DS-7 adds another \$0.50/hr (plus \$0.75/hr for Shared).					NOTES: DS-8 adds \$0.50/hr over DS-7 (plus \$1.00/hr for Shared), DS-9 adds \$0.50/hr (plus \$1.00/hr for Shared), DS-10 adds \$0.50/hr (plus \$1.00/hr for Shared).							

- The Committee proposes to include steps within each DS level, and including a DS V level.
- Pay rates have been calculated based on the market data provided from the wage analysis, and are very reasonable considering that we have basically set the bar for the 1st percentile (lowest wages).



Progression Line Advancement

- Each step up (there are 12 total) requires an employee to meet 5 criteria, and is in-line with the current progression line requirements:
 - Length of Service - Experience
 - Program Requirements - DS testing, training, categories, etc.
 - Annual CEUs - To maintain proficiency and add to knowledge base
 - District Requirements - In-house requirements that may be set by the employee's board
 - Annual Performance Appraisal - Performed by the board each year, must pass successfully



Progression Line

Progression Requirements	DS I		DS II		DS III			DS IV			DS V	
	0	1	2	3	4	5	6	7	8	9	15	20
Length of Service:	0	1	2	3	4	5	6	7	8	9	15	20
Program Requirements:	N/A	Completion of SWCD Employee Training	Completion of District Specialist Testing	Attend a Grazing School	Fulfilled 1 of 3 Categories (Plan, Design, or Report)	Fulfilled 2 of 3 Categories (Plan, Design, or Report)	N/A	N/A	N/A	N/A	N/A	N/A
Annual CEU Hours:	N/A	15	15	15	20	20	20	20	20	20	20	20
District Requirements:	*	*	*	*	*	*	*	*	*	*	*	*
Annual Performance Appraisal:	N/A	**	**	**	**	**	**	**	**	**	**	**
Hourly Wage:	\$17.81	\$18.62	\$19.61	\$20.47	\$21.99	\$22.49	\$22.99	\$23.49	\$23.99	\$24.49	\$25.49	\$26.49
Shared Hourly Wage ¹ :	\$17.81	\$18.62	\$19.61	\$20.47	\$22.74	\$23.24	\$23.74	\$24.49	\$24.99	\$25.49	\$26.49	\$27.49

* Boards may require additional objectives for staff to achieve prior to progressing to the next wage step. These may be identified during the prior year's Annual Performance Appraisal.

** Staff must receive a successful Annual Performance Appraisal, as determined by their board.

¹ Shared wages are the same as regular DS wage until Year 5 when it goes up \$0.75/hr higher, and Year 8 when it goes up \$1.00/hr higher.

Boards have discretion to start employees at a step between 0-3 based on education and experience at hiring.

Employees must meet all requirements for prior steps before moving up from their starting step, if starting above a 0.