

Case Study: Big Rivers Electric Corporation



“DBCompensation met our need of securing a fully integrated job valuing and external market pay analysis compensation management SaaS system. The software is built upon a professionally proven job valuing process that is validated with internal and external data comparative analysis for more informed compensation decisions.”

— **Tom Davis**
Vice-President, Administrative Services
Big Rivers Electric Corporation

Customer Profile

Big Rivers Electric Corporation (BREC) is a member-owned, not-for-profit, generation and transmission cooperative (G&T) headquartered in Henderson, Kentucky. BREC provides wholesale electric power and services to three distribution cooperative members across 22 counties in western Kentucky.

Business Situation – July, 2015

Big Rivers Electric Corporation wanted to complete an internal job descriptions and job valuing process along with an external comparative analysis on compensation by job title and the ability to determine placement of positions in the salary grade structure.

They wanted the ability to transition 200 dated job descriptions into 149 current job descriptions in a comprehensive and common format for improved job clarity and goal orientation. BREC wanted to use market salary information to validate the corporation's internal compensation structure's competitiveness with other Generation and Transmission (G&T) Cooperatives of a similar size and operation.

Tom Davis, VP of Administrative Services was not interested in a data dump but wanted a compensation management software system partnership that would ensure that the Corporation was on the right track. They desired a foundational system that would support implementation of a future merit-based system with goals-driven performance.





Customer Objectives

- Provide equitable compensation for all employees based on their particular position and contribution to the Company's objectives.
- Provide for and maintain internal equity and external competitiveness.
- Administer pay and pay increases in a manner that allows the Company to attract, motivate and retain highly qualified personnel.
- Comply with applicable laws and regulations.
- Establish a system that is fiscally sound and cost-effective.
- Provide for a system that is understood and accepted by employees.
- Provide for a program that is easy to administer and maintain.

Solution

BREC and Johanson Group, using the DBCompensation software system completed the Compensation and Classification Study between July, 2015 and November, 2015. The new compensation structure includes 149 job titles and BREC has a compensation management program to manage the process going forward.

Benefits

- Increased job description and job valuing transparency
- Greater involvement by management on job valuing process
- Integrated internal and external job valuing software program



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