

**GOODHUE COUNTY  
HEALTH & HUMAN SERVICES (GCHHS)**



**REQUEST FOR BOARD ACTION**

<b>Requested Board Date:</b>	January 3, 2023	<b>Staff Lead:</b>	Nina Arneson
<b>Consent Agenda:</b>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<b>Attachments:</b>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Action Requested:</b>	Approve CY 2023 Minnesota Merit System Compensation Plan for Goodhue County HHS Department		

**BACKGROUND:**

The Minnesota Merit System has presented all Merit System Counties with its recommended Compensation Plan for CY 2023. Goodhue County Health & Human Services will be adopting within the minimums and maximums of the Minnesota Merit System Plan as recommended by the Minnesota Merit System.

For CY 2023, Goodhue County has adopted 3.00% COLA for all non-union employees. Attached is the GCHHS Compensation plan as of December 24, 2022 with Goodhue County's 3.00% COLA increase as approved by the Goodhue County Board.

**RECOMMENDATION:** The HHS Department recommends approving the CY 2023 HHS Minnesota Merit System Compensation Plan based on the action of the Goodhue County Board meeting on December 8, 2022 for all non-union employees.

**GOODHUE COUNTY HEALTH & HUMAN SERVICES COMPENSATION PLAN**  
Effective December 24 2022  
For 2023

	1	2	3	4	5	6	7	8	9	10	
<b>Office Support Specialist 78 COUNTY</b>	2977	3110	3245	3401	3551	3718	3886	4043	4224	4278	
Bi-Weekly	1374.12	1435.19	1497.46	1569.84	1638.89	1716.14	1793.63	1866.00	1949.31	1974.27	24.68 Top
Hourly	17.18	17.94	18.72	19.62	20.49	21.45	22.42	23.33	24.37	24.68	0.60 HHS Adjust
Merit 6	2801	2926	3054	3197	3338	3494	3653	3819	4001	4174	24.08 Merit Max

	1	2	3	4	5	6	7	8	
<b>Office Support Specialist SR 80 COUNTY</b>	3635	3804	3982	4158	4349	4514	4716	4772	
Bi-Weekly	1677.63	1755.71	1837.84	1919.13	2007.07	2083.61	2176.79	2202.46	27.53 Top
Hourly	20.97	21.95	22.97	23.99	25.09	26.05	27.21	27.53	0.59 HHS Adjust
Merit 6	3418	3575	3743	3908	4091	4268	4463	4669	26.94 Merit Max

	1	2	3	4	5	6	7	8	9	
<b>Accounting Technician 80 COUNTY</b>	3638	3807	3976	4161	4344	4540	4749	4981	5194	
Bi-Weekly	1679.06	1757.26	1834.98	1920.55	2004.70	2095.50	2191.64	2298.96	2397.13	29.96 Top
Hourly	20.99	21.97	22.94	24.01	25.06	26.19	27.40	28.74	29.96	0.50 HHS Adjust
Merit 7 2016 Merit Evaluation	3575	3743	3908	4091	4268	4463	4669	4899	5107	29.46 Merit Max

	1	2	3	4	5	6	7	8	9	10	
<b>Case Aide 81 COUNTY</b>	3970	4152	4351	4539	4735	4968	5192	5349	5528	5582	
Bi-Weekly	1832.49	1916.28	2008.02	2095.02	2185.34	2293.14	2396.30	2468.67	2551.39	2576.47	32.21 Top
Hourly	22.91	23.95	25.10	26.19	27.32	28.66	29.95	30.86	31.89	32.21	0.72 HHS Adjust
Merit 5	3653	3819	4001	4174	4358	4561	4776	4994	5217	5458	31.49 Merit Max

	1	2	3	4	5	6	7	8	9	10	
<b>HHS Systems Application Specialist 81 COUNTY</b>	3970	4152	4351	4539	4735	4968	5192	5349	5528	5582	
Bi-Weekly	1832.49	1916.28	2008.02	2095.02	2185.34	2293.14	2396.30	2468.67	2551.39	2576.47	32.21 Top
Hourly	22.91	23.95	25.10	26.19	27.32	28.66	29.95	30.86	31.89	32.21	0.72 HHS Adjust
Merit 5 ISSS (Information Systems Specialist Sr)	3653	3819	4001	4174	4358	4561	4776	4994	5217	5458	31.49 Merit Max

	1	2	3	4	5	6	7	8	
<b>Support Enforcement Aide 81 COUNTY</b>	3952	4124	4320	4501	4713	4934	5174	5221	
Bi-Weekly	1824.05	1903.56	1994.00	2077.43	2175.36	2277.21	2387.86	2409.72	30.12 Top
Hourly	22.80	23.79	24.93	25.97	27.19	28.47	29.85	30.12	0.66 HHS Adjust
Merit 8	3743	3908	4091	4268	4463	4669	4899	5107	29.46 Merit Max

	1	2	3	4	5	6	7	8	9	
<b>HHS Administrative Aide 82 COUNTY</b>	4344	4518	4726	4958	5170	5411	5652	5899	6201	
Bi-Weekly	2004.70	2085.04	2181.06	2288.26	2386.07	2497.31	2608.44	2722.53	2861.93	35.77 Top
Hourly	25.06	26.06	27.26	28.60	29.83	31.22	32.61	34.03	35.77	0.61 HHS Adjust
Merit 7 Adopted 11/2015	4268	4463	4669	4899	5107	5344	5581	5826	6095	35.16 Merit Max

	1	2	3	4	5	6	7	8	9	
<b>Office Services Supervisor 82 COUNTY</b>	4279	4475	4681	4912	5119	5357	5596	5841	6110	
Bi-Weekly	1974.87	2065.19	2160.50	2266.87	2362.66	2472.48	2582.76	2695.91	2819.98	35.25 Top
Hourly	24.69	25.81	27.01	28.34	29.53	30.91	32.28	33.70	35.25	0.09 HHS Adjust
Merit 7 Adopted 1/2020	4268	4463	4669	4899	5107	5344	5581	5826	6095	35.16 Merit Max

	1	2	3	4	5	6	7	8	9	
<b>Eligibility Worker 82 COUNTY</b>	4454	4646	4853	5067	5288	5508	5719	5973	6230	
Bi-Weekly	2055.68	2144.34	2239.66	2338.77	2440.62	2542.36	2639.34	2756.76	2875.60	35.95 Top
Hourly	25.70	26.80	28.00	29.23	30.51	31.78	32.99	34.46	35.95	0.79 HHS Adjust
Merit 7	4268	4463	4669	4899	5107	5344	5581	5826	6095	35.16 Merit Max

**GOODHUE COUNTY HEALTH & HUMAN SERVICES COMPENSATION PLAN**  
Effective December 24 2022  
For 2023

	1	2	3	4	5	6	7	8	9	10	
<b>Child Support Officer 82 COUNTY</b>	4424	4617	4829	5052	5297	5523	5768	5907	6152	6230	
Bi-Weekly	2041.78	2130.91	2228.60	2331.76	2444.90	2549.01	2662.15	2726.33	2839.59	2875.60	35.95 Top
Hourly	25.52	26.64	27.86	29.15	30.56	31.86	33.28	34.08	35.49	35.95	0.79 HHS Adjust
Merit 6	4091	4268	4463	4669	4899	5107	5344	5581	5826	6095	35.16 Merit Max

	1	2	3	4	5	6	7	8	9	
<b>Child Support Lead Worker 83 COUNTY</b>	4726	4958	5170	5410	5650	5899	6171	6458	6743	
Bi-Weekly	2181.06	2288.38	2386.07	2496.72	2607.48	2722.53	2848.03	2980.66	3112.34	38.90 Top
Hourly	27.26	28.60	29.83	31.21	32.59	34.03	35.60	37.26	38.90	0.46 HHS Adjust
Merit 8 Adopted 1/2018	4669	4899	5107	5344	5581	5826	6095	6380	6663	38.44 Merit Max

	1	2	3	4	5	6	7	8	9	
<b>Lead Eligibility Worker 83 COUNTY</b>	4786	5021	5238	5477	5722	5973	6247	6541	6813	
Bi-Weekly	2209.11	2317.50	2417.33	2527.62	2640.76	2756.76	2883.21	3018.81	3144.31	39.30 Top
Hourly	27.61	28.97	30.22	31.60	33.01	34.46	36.04	37.74	39.30	0.86 HHS Adjust
Merit 8 Adopted 9/4/2007	4669	4899	5107	5344	5581	5826	6095	6380	6663	38.44 Merit Max

	1	2	3	4	5	6	7	8	9	10	11	12	13	
<b>Registered Nurse 83 MERIT</b>	4786	5021	5238	5477	5722	5973	6247	6541	6813	7146	7273	7801	8157	
Bi-Weekly	2209.11	2317.50	2417.33	2527.62	2640.76	2756.76	2883.21	3018.81	3144.31	3297.98	3356.69	3600.33	3764.57	47.06 Top
Hourly	27.61	28.97	30.22	31.60	33.01	34.46	36.04	37.74	39.30	41.22	41.96	45.00	47.06	1.03 HHS Adjust
Merit 4	4669	4899	5107	5344	5581	5826	6095	6380	6663	6971	7281	7629	7979	46.03 Merit Max

	1	2	3	4	5	6	7	8	
<b>Fiscal Officer 83 COUNTY</b>	4983	5083	5319	5553	5803	6068	6460	6813	
Bi-Weekly	2299.67	2345.90	2454.77	2562.80	2678.08	2800.49	2981.37	3144.31	39.30 Top
Hourly	28.75	29.32	30.68	32.03	33.48	35.01	37.27	39.30	0.86 HHS Adjust
Merit 9 Adopted 1/2012	4899	5107	5344	5581	5826	6095	6380	6663	38.44 Merit Max

	1	2	3	4	5	6	7	8	9	10	11	12	13	
<b>Financial Assistance Supervisor I 84 MERIT</b>	5052	5298	5523	5781	6038	6298	6591	6900	7206	7464	7703	8056	8155	
Bi-Weekly	2331.76	2445.38	2549.01	2668.33	2786.70	2906.86	3041.99	3184.60	3325.79	3445.11	3555.40	3717.98	3763.62	47.05 Top
Hourly	29.15	30.57	31.86	33.35	34.83	36.34	38.02	39.81	41.57	43.06	44.44	46.47	47.05	1.02 HHS Adjust
Merit 5	4669	4899	5107	5344	5581	5826	6095	6380	6663	6971	7281	7629	7979	46.03 Merit Max

	1	2	3	4	5	6	7	8	9	10	11	
<b>Public Health Educator 84 MERIT</b>	5019	5240	5478	5719	5970	6309	6599	6894	7217	7539	7900	
Bi-Weekly	2316.55	2418.28	2528.10	2639.57	2755.33	2911.73	3045.79	3181.75	3330.78	3479.70	3646.20	45.58 Top
Hourly	28.96	30.23	31.60	32.99	34.44	36.40	38.07	39.77	41.63	43.50	45.58	1.57 HHS Adjust
Merit 8	4899	5107	5344	5581	5826	6095	6380	6663	6971	7281	7629	44.01 Merit Max

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For 2023

	1	2	3	4	5	6	7	8	9	10	11	12	13	
<b>Public Health Nurse 84 MERIT</b>	5019	5240	5478	5719	5970	6309	6599	6894	7217	7539	7900	8178	8526	
Bi-Weekly	2316.55	2418.28	2528.10	2639.57	2755.33	2911.73	3045.79	3181.75	3330.78	3479.70	3646.20	3774.55	3935.23	49.19 Top
Hourly	28.96	30.23	31.60	32.99	34.44	36.40	38.07	39.77	41.63	43.50	45.58	47.18	49.19	1.08 HHS Adjust
Merit 4	4899	5107	5344	5581	5826	6095	6380	6663	6971	7281	7629	7979	8339	48.11 Merit Max

	1	2	3	4	5	6	7	8	9	10	11	12	
<b>Social Worker 84 MERIT</b>	4971	5199	5460	5691	5952	6220	6493	6798	7097	7380	7689	7801	
Bi-Weekly	2294.21	2399.50	2520.01	2626.50	2747.25	2870.85	2996.82	3137.54	3275.52	3406.13	3548.75	3600.33	45.00 Top
Hourly	28.68	29.99	31.50	32.83	34.34	35.89	37.46	39.22	40.94	42.58	44.36	45.00	0.99 HHS Adjust
Merit 6	4669	4899	5107	5344	5581	5826	6095	6380	6663	6971	7281	7629	44.01 Merit Max

	1	2	3	4	5	6	7	8	9	10	11	12	
<b>Care Coordinator 84 MERIT</b>	4971	5199	5460	5691	5952	6220	6493	6798	7097	7380	7689	7801	
Bi-Weekly	2294.21	2399.39	2520.01	2626.50	2747.25	2870.85	2996.82	3137.54	3275.52	3406.13	3548.75	3600.33	45.00 Top
Hourly	28.68	29.99	31.50	32.83	34.34	35.89	37.46	39.22	40.94	42.58	44.36	45.00	0.99 HHS Adjust
Merit 6	4669	4899	5107	5344	5581	5826	6095	6380	6663	6971	7281	7629	44.01 Merit Max

	1	2	3	4	5	6	7	8	9	10	11	12	
<b>Accounting Supervisor 85 MERIT</b>	5410	5650	5899	6171	6458	6743	7057	7373	7720	8078	8442	8816	
Bi-Weekly	2496.72	2607.48	2722.53	2848.03	2980.66	3112.34	3256.86	3402.80	3563.01	3728.44	3896.49	4068.82	50.86 Top
Hourly	31.21	32.59	34.03	35.60	37.26	38.90	40.71	42.54	44.54	46.61	48.71	50.86	0.63 HHS Adjust
Merit 6 Adopted 6/2021	5344	5581	5826	6095	6380	6663	6971	7281	7629	7979	8339	8707	50.23 Merit Max

	1	2	3	4	5	6	7	8	9	10	11	12	
<b>Social Services/Waiver HHS Team Leader 85 MERIT</b>	5410	5650	5899	6171	6458	6743	7057	7373	7720	8078	8442	8816	
Bi-Weekly	2496.72	2607.48	2722.53	2848.03	2980.66	3112.34	3256.86	3402.80	3563.01	3728.44	3896.49	4068.82	50.86 Top
Hourly	31.21	32.59	34.03	35.60	37.26	38.90	40.71	42.54	44.54	46.61	48.71	50.86	0.63 HHS Adjust
Merit 5 Adopted 1/2018	5344	5581	5826	6095	6380	6663	6971	7281	7629	7979	8339	8707	50.23 Merit Max

	1	2	3	4	5	6	7	8	9	10	11	12	13	
<b>Financial Assistance Supervisor II 85 MERIT</b>	5194	5411	5652	5899	6169	6458	6744	7057	7370	7723	8077	8442	8858	
Bi-Weekly	2397.13	2497.31	2608.44	2722.53	2847.08	2980.66	3112.82	3256.86	3401.38	3564.43	3727.73	3896.49	4088.31	51.10 Top
Hourly	29.96	31.22	32.61	34.03	35.59	37.26	38.91	40.71	42.52	44.56	46.60	48.71	51.10	0.87 HHS Adjust
Merit 5 Adopted 12/2015	5107	5344	5581	5826	6095	6380	6663	6971	7281	7629	7979	8339	8707	50.23 Merit Max

	1	2	3	4	5	6	7	8	9	10	11	
<b>Public Health Nursing/Community Health Supervisor 86 MERIT</b>	5973	6247	6537	6848	7165	7483	7844	8200	8575	8924	9288	
Bi-Weekly	2756.76	2883.21	3017.27	3160.83	3306.78	3453.67	3620.41	3784.54	3957.58	4118.73	4286.54	53.58 Top
Hourly	34.46	36.04	37.72	39.51	41.33	43.17	45.26	47.31	49.47	51.48	53.58	1.16 HHS Adjust
Merit 6	5826	6095	6380	6663	6971	7281	7629	7979	8339	8707	9086	52.42 Merit Max

	1	2	3	4	5	6	7	8	9	10	11	12	
<b>Social Service Supervisor 87 MERIT</b>	6733	7029	7355	7679	8050	8418	8805	9186	9589	9819	10236	10360	
Bi-Weekly	3107.59	3244.02	3394.84	3543.99	3715.37	3885.08	4063.71	4239.48	4425.83	4531.84	4724.37	4781.42	59.77 Top
Hourly	38.84	40.55	42.44	44.30	46.44	48.56	50.80	52.99	55.32	56.65	59.05	59.77	1.32 HHS Adjust
Merit 5	6241	6513	6815	7115	7461	7799	8158	8511	8888	9280	9696	10132	58.45 Merit Max

	1	2	3	4	5	6	7	8	9	10	11	12	13	
<b>Deputy Health &amp; Human Services Director (DHHS) 88 MERIT</b>	7146	7463	7818	8178	8549	8922	9312	9720	10148	10594	11100	11594	12080	
Bi-Weekly	3297.98	3444.64	3608.29	3774.55	3945.69	4117.78	4297.95	4486.20	4683.73	4889.33	5122.86	5350.93	5575.31	69.69 Top
Hourly	41.22	43.06	45.10	47.18	49.32	51.47	53.72	56.08	58.55	61.12	64.04	66.89	69.69	1.53 HHS Adjust
Merit 4	6971	7281	7629	7979	8339	8707	9086	9484	9901	10334	10831	11311	11814	68.16 Merit Max

	1	2	3	4	5	6	7	8	9	
<b>Health &amp; Human Services Director 90 COUNTY</b>	9039	9236	9647	10083	10542	11010	11504	12225	12898	
Bi-Weekly	4171.98	4262.77	4452.45	4653.78	4865.56	5081.39	5309.57	5642.34	5952.77	74.41 Top
Hourly	52.15	53.28	55.66	58.17	60.82	63.52	66.37	70.53	74.41	1.62 HHS Adjust
Merit 7	8888	9280	9696	10132	10596	11067	11560	12074	12617	72.79 Merit Max