

**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 type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<b>Attachments:</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>Action Requested:</b>	Approve a 3.00% general wage adjustment for the 24/7 child protection on-call assignment compensation.		

**BACKGROUND:**

On December 20, 2016, the GCHHS Board approved a State mandated child protection 24/7 Assignment Plan for Goodhue County Health and Human Services, with a modification for the HHS Board to approve any annual wage adjustments. *"The on-call rate will be adjusted based on the annual general adjustment approved by Goodhue County Board, if any."*

On December 8, 2022, the Goodhue County Board approved a 3.00% general wage adjustment for non-union employees, which includes all GCHHS employees.

This is to request, a 3.00% general wage adjustment for the 24/7 child protection on call assignment compensation. This has been factored into the 2023 GCHHS approved budget.

Child Protection On Call Hourly Rates:

	2020 Hourly Rate	2021 Hourly Rate	2022 Hourly Rate	<b>2023 Hourly Proposed Rate</b>
Child Protection Holiday (CPH)	\$3.57	\$3.66	\$3.74	<b>\$3.85</b>
Child Protection On-Call (CPO)	\$2.45	\$2.51	\$2.57	<b>\$2.65</b>

Below is a summary of the total annual cost of having the State mandated child protection 24/7 assignment plan that was implemented January 1, 2017. 2017 total cost \$15,266.52; 2018 total cost \$15,651.77

## Child Protection On Call Annual Cost

### 3.00% COLA Increase 2019

		<b>2019</b>	Hours	Total Cost
Holidays	12	\$3.47	24.00	\$999.36
Weekend Days	104	\$2.38	24.00	\$5,940.48
Working Days	249	\$2.38	15.50	\$9,185.61
Total Days	365			<b>\$16,125.45</b>

### Increase over the 2018 Budget

**\$473.68**

### 2.75% COLA Increase 2020

		<b>2020</b>	Hours	Total Cost
Holidays	12	\$3.57	24.00	\$1,028.16
Weekend Days	104	\$2.45	24.00	\$6,115.20
Working Days	250	\$2.45	15.50	\$9,493.75
Total Days	366			<b>\$16,637.11</b>

### Increase over the 2019 Budget

**\$511.66**

### 2.50% COLA Increase 2021

		<b>2021</b>	Hours	Total Cost
Holidays	12	\$3.66	24.00	\$1,054.08
Weekend Days	104	\$2.51	24.00	\$6,264.96
Working Days	249	\$2.51	15.50	\$9,687.35
Total Days	365			<b>\$17,006.39</b>

### Increase over the 2020 Budget

**\$369.28**

### 2.25% COLA Increase 2022

		<b>2022</b>	Hours	Total Cost
Holidays	12	\$3.74	24.00	\$1,077.12
Weekend Days	105	\$2.57	24.00	\$6,476.40
Working Days	248	\$2.57	15.50	\$9,879.08
Total Days	365			<b>\$17,432.60</b>

### Increase over the 2021 Budget

**\$426.21**

### 3.00% Proposed COLA Increase 2023

		<b>2023</b>	Hours	Total Cost
Holidays	12	\$3.85	24.00	\$1,108.80
Weekend Days	105	\$2.65	24.00	\$6,678.00
Working Days	248	\$2.65	15.50	\$10,186.60
Total Days	365			<b>\$17,973.40</b>

### Increase over the 2022 Budget

**\$540.79**

**RECOMMENDATION:** The GCHHS Department recommends approval as requested.