



Mary Priebe
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Goodhue County

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TO: Goodhue County Commissioners
FROM: Mary Priebe, Human Resource Manager
DATE: January 31, 2023
RE: Public Works Sign Technician
Compensation Study

Goodhue County has contracted with David Drown Associates (DDA) for ongoing job evaluation and compensation consultation. The Sign Technician position was identified as a position in need of review.

DDA evaluated the Sign Technician duties and responsibilities of the job including the decision making and problem solving necessary in the position and assigned 235 pay equity points which would fit within grade 82 of the County pay scale

The Sign Technician is covered by the Teamsters collective bargaining agreement and, if approved by the Board, staff will work with Teamsters to implement the change.

Based on the assessment by DDA, we recommend the position be moved to a grade 82 effective January 1, 2023.

"To effectively promote the safety, health, and well-being of our residents"