



Jessica Ahlbrecht
Human Resource Manager
Goodhue County

TO: Goodhue County Commissioners
FROM: Jessica Ahlbrecht, HR Manager
DATE: February 28, 2023
RE: Wages for Summer Help & Interns

Goodhue County utilizes temporary employees during the summer months to accomplish certain seasonal or project work – often referred to as “summer help” or “summer students”. Under MN law, we may employ seasonal workers for a maximum of 100 working days if the worker is under age 22 and a full-time student. (Workers who do not meet these criteria may work for a maximum of 67 working days.)

Labor market challenges continue to impact our recruitment efforts. To attract and retain seasonal workers, we recommend increasing the hourly rate of pay for summer students by \$0.50 per hour as shown below.

	<u>2022</u>	<u>Recommended 2023 Summer Help</u>
Year 1	\$15.00	\$15.50
Year 2	\$15.50	\$16.00
Year 3	\$16.00	\$16.50
Year 4	\$16.50	\$17.00

Goodhue County has also offered internship opportunities that provide educational training and are beneficial to the intern as part of their post-secondary education. An internship provides valuable on the job experience for the intern. The work that interns perform is generally closely supervised and aligns with the student's learning goals. Supervisors act as a mentor to the intern throughout the assignment. The work of the intern benefits Goodhue County, but the intern should receive the greater benefit. There are significant long-term benefits for the County, though, including enhancing our employer brand or reputation within the community and providing training to the next generation to enter the workforce. Internships can also serve as a valuable recruiting tool.

We recommend aligning hourly compensation for interns with education required for the assignment, as outlined below.

<u>Education Required</u>	<u>Hourly Rate</u>
Technical College/ Undergrad	\$16.00 – \$20.00
Masters	\$20.00 – \$22.00
Law/ Doctoral	\$22.00 – \$24.00