



Goodhue County

Minnesota

COMMITTEE OF THE WHOLE AGENDA

COUNTY BOARD ROOM
GOVERNMENT CENTER
RED WING, MN

JUNE 7, 2023
9:00 A.M.

Join on your computer, mobile app or room device

[Click here to join the meeting](#)

Meeting ID: 266 673 214 074
Passcode: wknxqK

OR CALL IN
[+1 872-240-8960,,925976225#](#)

PHONE CONFERENCE ID: 925 976 225#

Pay Strategies Presentation IV - Dr. Tessia Melvin

Documents:

[pay strategies.pdf](#)



GOODHUE COUNTY MINNESOTA
TO EFFECTIVELY PROMOTE THE SAFETY, HEALTH, AND WELL-BEING OF OUR RESIDENTS

Committee of the Whole June 7, 2023



DDA

Human Resources, Inc.
a David Drown Associates Company

From last meeting

- ▶ Benchmark group: keep for arbitration, but weight/ tier
- ▶ Recalibrate pay grid to add more grades, reduce compression
- ▶ Set pay philosophy, provide 2 cost options
- ▶ Move HHS to one grid
- ▶ Address grades 87-91
- ▶ Cost Implementation for July 8 for grades 87-91 and HHS
- ▶ Cost Implementation for July 8 all employees



Board Direction to Recalibrate Pay Grid

Take off first 2 steps and add 2 steps
to grade

Increase number of grades

OLD 76-91 (15)

New 1-24 (24)

- ▶ More grades reduces compression issues
- ▶ More grades allows HHS to enter grid more easily
- ▶ More grades provides incentive to becoming a supervisor
- ▶ Calibrating Pay Grid creates market competitiveness throughout pay grid
- ▶ The counties we use are the counties arbitration group so our labor attorney is really firm on not deviating from that. We just changed pay philosophy.



Benefits of new Pay Grid

Implementation

- ▶ Employees who are eligible will receive their step increase, if warranted
- ▶ Implementation into new grid
 - ▶ Closest step to current pay with at least a 3% increase
 - ▶ This group did not get implementation 2 years ago
 - ▶ Consistent with union agreement

HHS Career Ladder to be approved later, but may be implemented sooner to eliminate negative impact

- ▶ Social Services Supervisor II
- ▶ Deputy Director II
- ▶ Support Enforcement Aide II
- ▶ Community Health Supervisor II
- ▶ Public Health Supervisor II
- ▶ Financial Assistance Supervisor II
- ▶ Child Support Supervisor II
- ▶ Nurse II
- ▶ Planner Emergency Preparedness II
- ▶ Planner Data Analyst I
- ▶ Planner Data Analyst II
- ▶ Public Health Nurse II
- ▶ Public Health Educator II
- ▶ Care Coordinator II
- ▶ Social Worker II
- ▶ Child Support Officer II
- ▶ Social Worker Assistant
- ▶ Eligibility Technician

Proposed Classifications

- ▶ We will show proposed classifications
- ▶ Note that these are not final
- ▶ Employees and supervisors will review and can appeal Classifications
- ▶ Job Classification Process is generally 1 week
 - ▶ Must have signature of department head, supervisor and employee

County Classifications

Job Title	New Grade
Office Support Specialist	105
EMERGENCY MGT CLERK	105
RECORDS SPECIALIST	105
FACILITIES SERVICES TECHNICIAN	105
Office Support Specialist Senior	106
ADMINISTRATIVE ASSISTANT	106
ADC SUPPORT SPECIALIST	106
ACCOUNTING TECH	106
LEGAL SECRETARY/ RECEPTIONIS	106
ADMINISTRATIVE SUPPORT SPECI	106
CIVIL SPECIALIST	106
EXTENSION ADMIN ASST	106
MAINTENANCE TECH I	107
RECORDER CLERK	107
Public Safety Telecommunicator	107
Building Code Specialist	107
RECYCLING OPERATOR	107
JUV CASE ADMINISTRATOR	107
APPRAISER TRAINEE	107
SR RECORDS SPECIALIST SUPERVI	107
SUPPORT ENFORCEMENT AIDE	107
INFO SYSTEMS SPECIALIST SR	107
Case Aide	107
DETENTION DEPUTY	108
LEGAL SECRETARY	108
HWY EQUIPMENT OPERATOR	108
ADMIN/ACCOUNTANT ASSISTAN	108

County Classifications

Job Title	New Grade
SOLID WASTE TECH	108
CHILD SUPPORT OFFICER	109
ELIGIBILITY WORKER	109
SIGN TECHNICIAN	109
ACCOUNTANT I	109
ASSESSMENT SPECIALIST I	109
LEGAL SECRETARY/ CASE AIDE	109
TREATMENT COURT COORDINAT	109
ADMIN ASST/ LEGAL SECRETARY	109
ADMINISTRATIVE ASSISTANT SHE	109
HR PAYROLL ANALYST	109
HR SPECIALIST	109
LAND RECORDS COORDINATOR	109
ADC PROGRAM COORDINATOR	109
ADULT CASE ADMINISTRATOR	109
MECHANIC	109
ZONING ASSISTANT	109
ENGINEERING TECH I	109
PROPERTY TRANSFER SPECIALIST	109
SEPTIC WELL INSPECTOR	109
RECYCLING CENTER COORDINATC	109
Permit Supervisor	109
SANITARIAN	110
VICTIM WITNESS COORD/PARALE	110
ASSISTANT VETERAN SERVICE OFI	110
Public Safety Telecommunicator	110
HHS Administrative Aide	111
CHILD SUPPORT LEAD WORKER	111
LEAD ELIGIBILITY WORKER	111
FISCAL OFFICER	111
HIGHWAY FOREMAN	111
DEPUTY RECORDER	111

County Classifications

Job Title	New Grade
BUILDING INSPECTOR	111
FACILITIES MAINT SUPERVISOR	111
ACCOUNTANT II	111
GIS SPECIALIST	111
ADC SERGEANT	111
OFFICE SERVICES SUPERVISOR	112
SR ENGINEERING TECH	112
ADMIN OFFICE MANAGER	112
DEPUTY SHERIFF I PATROL	112
CARE COORDINATOR	112
SOCIAL WORKER	112
Public Health Nurse	112
PH EDUCATOR	112
Planner Emergency Preparedness	112
Registered Nurse	112
HR GENERALIST	112
COMPUTER FORENSICS EX	112
IT COMM SUPPORT SPECIALIST	112
IT TECHNICAL SUPPORT SPECIALIST	112
PROBATION OFFICER	112
OFFICER MANAGER ACCOUNTANT	112
Outreach & Communications Specialist	113
ASSESSMENT SPECIALIST MANAGER	113
FINANCIAL ASSISTANCE SUPERVISOR	113
APPRAISER III	113
EMERGENCY MGT DIRECTOR	113
GIS SYSTEMS SPECIALIST	113
EXEC ASST I: SPCL PRJCTS LEAD	113
ACCOUNTING SUPERVISOR	114
DEPUTY SHERIFF II PATROL	113

County Classifications

Job Title	New Grade
INVESTIGATOR	113
DEPUTY SHERIFF II 4 SEASONS	113
SS/WAIVER HHS TEAM LEADER	114
Financial Assistance Supervisor II	114
IT Network Engineer	114
BUILDING OFFICIAL	115
PLANNING ZONING ADMINISTRATOR	115
ADC LIEUTENANT	115
COMMUNICATIONS CAPTAIN	115
COMMUNITY HEALTH SUPERVISOR	116
Public Health Nursing Supervisor	116
ASSISTANT TO THE CNTY ADMSTR	117
DEPUTY SURVEYOR	116
IT TECHNICAL SUPPORT SUPERVISOR	116
COURT SERVICES DIRECTOR	116
DEPUTY SURVEYOR	116
FACILITIES MAINTENANCE DIRECTOR	117
PROJECT MANAGER	117
CAPTAIN	117
VET SERVICES DIRECTOR	117
HR MANAGER	117
ASST COUNTY ATTY I	117
ADC ADMINISTRATOR	118
SOCIAL SERVICE SUPERVISOR	118
COUNTY ASSESSOR	118
MAJOR	118
ASST COUNTY ATTY II	118
FINANCE CONTROLLER	119
DEPUTY DIRECTOR ASST ENGINEER	119
CHIEF DEPUTY SHERIFF	119
ASSISTANT COUNTY ATTORNEY II	119
HHS DEPUTY DIRECTOR	119
FINANCE DIRECTOR	120
IT DIRECTOR	120
SHERIFF	121
COUNTY ATTORNEY	121
LUM DIRECTOR	121
HHS DIRECTOR	122
PUBLIC WORKS DIRECTOR	122
COUNTY ADMINISTRATOR	124

Option 1

	Steps											
	80%	84%	88.00%	92.00%	96.00%	100.00%	104.00%	108.00%	112.00%	116.00%	120.00%	124.00%
#	1	2	3	4	5	6	7	8	9	10	11	12
100	\$18.40	\$19.32	\$20.24	\$21.16	\$22.08	\$23.00	\$23.92	\$24.84	\$25.76	\$26.68	\$27.60	\$28.52
102	\$19.32	\$20.29	\$21.25	\$22.22	\$23.18	\$24.15	\$25.12	\$26.08	\$27.05	\$28.01	\$28.98	\$29.95
103	\$20.29	\$21.30	\$22.31	\$23.33	\$24.34	\$25.36	\$26.37	\$27.39	\$28.40	\$29.41	\$30.43	\$31.44
104	\$21.30	\$22.37	\$23.43	\$24.50	\$25.56	\$26.63	\$27.69	\$28.76	\$29.82	\$30.89	\$31.95	\$33.02
105	\$22.37	\$23.48	\$24.60	\$25.72	\$26.84	\$27.96	\$29.07	\$30.19	\$31.31	\$32.43	\$33.55	\$34.67
106	\$23.26	\$24.42	\$25.59	\$26.75	\$27.91	\$29.07	\$30.24	\$31.40	\$32.56	\$33.73	\$34.89	\$36.05
107	\$24.42	\$25.64	\$26.87	\$28.09	\$29.31	\$30.53	\$31.75	\$32.97	\$34.19	\$35.41	\$36.63	\$37.86
108	\$25.64	\$26.93	\$28.21	\$29.49	\$30.77	\$32.06	\$33.34	\$34.62	\$35.90	\$37.18	\$38.47	\$39.75
109	\$26.93	\$28.27	\$29.62	\$30.97	\$32.31	\$33.66	\$35.00	\$36.35	\$37.70	\$39.04	\$40.39	\$41.74
110	\$28.27	\$29.69	\$31.10	\$32.51	\$33.93	\$35.34	\$36.75	\$38.17	\$39.58	\$41.00	\$42.41	\$43.82
111	\$29.69	\$31.17	\$32.65	\$34.14	\$35.62	\$37.11	\$38.59	\$40.08	\$41.56	\$43.05	\$44.53	\$46.01
112	\$32.51	\$34.13	\$35.76	\$37.38	\$39.01	\$40.63	\$42.26	\$43.88	\$45.51	\$47.13	\$48.76	\$50.38
113	\$34.13	\$35.84	\$37.54	\$39.25	\$40.96	\$42.66	\$44.37	\$46.08	\$47.78	\$49.49	\$51.20	\$52.90
114	\$35.84	\$37.63	\$39.42	\$41.21	\$43.01	\$44.80	\$46.59	\$48.38	\$50.17	\$51.97	\$53.76	\$55.55
115	\$37.81	\$39.70	\$41.59	\$43.48	\$45.37	\$47.26	\$49.15	\$51.04	\$52.93	\$54.82	\$56.71	\$58.60
116	\$39.70	\$41.68	\$43.67	\$45.65	\$47.64	\$49.62	\$51.61	\$53.59	\$55.58	\$57.56	\$59.55	\$61.53
117	\$41.68	\$43.77	\$45.85	\$47.94	\$50.02	\$52.11	\$54.19	\$56.27	\$58.36	\$60.44	\$62.53	\$64.61
118	\$43.77	\$45.96	\$48.15	\$50.33	\$52.52	\$54.71	\$56.90	\$59.09	\$61.28	\$63.47	\$65.65	\$67.84
119	\$46.40	\$48.72	\$51.03	\$53.35	\$55.67	\$57.99	\$60.31	\$62.63	\$64.95	\$67.27	\$69.59	\$71.91
120	\$49.18	\$51.64	\$54.10	\$56.56	\$59.01	\$61.47	\$63.93	\$66.39	\$68.85	\$71.31	\$73.77	\$76.23
121	\$52.13	\$54.74	\$57.34	\$59.95	\$62.56	\$65.16	\$67.77	\$70.38	\$72.98	\$75.59	\$78.19	\$80.80
122	\$54.74	\$57.47	\$60.21	\$62.95	\$65.68	\$68.42	\$71.16	\$73.89	\$76.63	\$79.37	\$82.10	\$84.84
123	\$57.47	\$60.35	\$63.22	\$66.09	\$68.97	\$71.84	\$74.71	\$77.59	\$80.46	\$83.34	\$86.21	\$89.08
124	\$60.35	\$63.36	\$66.38	\$69.40	\$72.42	\$75.43	\$78.45	\$81.47	\$84.49	\$87.50	\$90.52	\$93.54

Jobs that will be maxed out

- ▶ None
- ▶ Board will have paid implementation twice for some groups, if decision to move all employees in 2023

Option 1 Implementation Costs

Without anniversary dates

- ▶ HHS: \$228,787
- ▶ Grades 87-91 \$64,153
- ▶ The Rest of Employees: \$387,964

- ▶ Total: \$680,904

With anniversary date

- ▶ HHS: \$314,249
- ▶ Grades 87-91 \$82,330
- ▶ The Rest of Employees: \$560,050

- ▶ Total: \$956,630

Option 2

	Steps											
	80%	84%	88.00%	92.00%	96.00%	100.00%	104.00%	108.00%	112.00%	116.00%	120.00%	124.00%
#	1	2	3	4	5	6	7	8	9	10	11	12
100	\$17.40	\$18.27	\$19.14	\$20.01	\$20.88	\$21.75	\$22.62	\$23.49	\$24.36	\$25.23	\$26.10	\$26.97
102	\$18.27	\$19.18	\$20.10	\$21.01	\$21.92	\$22.84	\$23.75	\$24.66	\$25.58	\$26.49	\$27.41	\$28.32
103	\$19.18	\$20.14	\$21.10	\$22.06	\$23.02	\$23.98	\$24.94	\$25.90	\$26.86	\$27.82	\$28.78	\$29.73
104	\$20.14	\$21.15	\$22.16	\$23.16	\$24.17	\$25.18	\$26.19	\$27.19	\$28.20	\$29.21	\$30.21	\$31.22
105	\$21.15	\$22.21	\$23.26	\$24.32	\$25.38	\$26.44	\$27.49	\$28.55	\$29.61	\$30.67	\$31.72	\$32.78
106	\$22.21	\$23.32	\$24.43	\$25.54	\$26.65	\$27.76	\$28.87	\$29.98	\$31.09	\$32.20	\$33.31	\$34.42
107	\$23.32	\$24.48	\$25.65	\$26.82	\$27.98	\$29.15	\$30.31	\$31.48	\$32.64	\$33.81	\$34.98	\$36.14
108	\$24.48	\$25.71	\$26.93	\$28.16	\$29.38	\$30.60	\$31.83	\$33.05	\$34.28	\$35.50	\$36.73	\$37.95
109	\$25.95	\$27.25	\$28.55	\$29.85	\$31.14	\$32.44	\$33.74	\$35.04	\$36.33	\$37.63	\$38.93	\$40.23
110	\$27.51	\$28.89	\$30.26	\$31.64	\$33.01	\$34.39	\$35.76	\$37.14	\$38.51	\$39.89	\$41.26	\$42.64
111	\$29.16	\$30.62	\$32.08	\$33.53	\$34.99	\$36.45	\$37.91	\$39.37	\$40.82	\$42.28	\$43.74	\$45.20
112	\$32.08	\$33.68	\$35.28	\$36.89	\$38.49	\$40.10	\$41.70	\$43.30	\$44.91	\$46.51	\$48.11	\$49.72
113	\$33.36	\$35.03	\$36.70	\$38.36	\$40.03	\$41.70	\$43.37	\$45.04	\$46.70	\$48.37	\$50.04	\$51.71
114	\$34.69	\$36.43	\$38.16	\$39.90	\$41.63	\$43.37	\$45.10	\$46.84	\$48.57	\$50.31	\$52.04	\$53.78
115	\$36.08	\$37.89	\$39.69	\$41.49	\$43.30	\$45.10	\$46.91	\$48.71	\$50.51	\$52.32	\$54.12	\$55.93
116	\$37.52	\$39.40	\$41.28	\$43.15	\$45.03	\$46.91	\$48.78	\$50.66	\$52.53	\$54.41	\$56.29	\$58.16
117	\$39.03	\$40.98	\$42.93	\$44.88	\$46.83	\$48.78	\$50.73	\$52.68	\$54.64	\$56.59	\$58.54	\$60.49
118	\$40.98	\$43.03	\$45.07	\$47.12	\$49.17	\$51.22	\$53.27	\$55.32	\$57.37	\$59.42	\$61.47	\$63.51
119	\$43.03	\$45.18	\$47.33	\$49.48	\$51.63	\$53.78	\$55.93	\$58.08	\$60.24	\$62.39	\$64.54	\$66.69
120	\$45.18	\$47.44	\$49.69	\$51.95	\$54.21	\$56.47	\$58.73	\$60.99	\$63.25	\$65.51	\$67.77	\$70.02
121	\$47.44	\$49.81	\$52.18	\$54.55	\$56.92	\$59.30	\$61.67	\$64.04	\$66.41	\$68.78	\$71.15	\$73.53
122	\$50.76	\$53.29	\$55.83	\$58.37	\$60.91	\$63.45	\$65.98	\$68.52	\$71.06	\$73.60	\$76.13	\$78.67
123	\$54.31	\$57.03	\$59.74	\$62.46	\$65.17	\$67.89	\$70.60	\$73.32	\$76.03	\$78.75	\$81.46	\$84.18
124	\$58.11	\$61.02	\$63.92	\$66.83	\$69.73	\$72.64	\$75.54	\$78.45	\$81.36	\$84.26	\$87.17	\$90.07

Jobs that would be maxed out

- ▶ Deputy Sheriff II
- ▶ Sanitarian
- ▶ Victim Witness Coordinator/ Paralegal
- ▶ Assistant Veteran Service Officer
- ▶ Assistant County Attorney II
- ▶ Investigator
- ▶ Communications Captain
- ▶ HHS Deputy Director
- ▶ Sheriff
- ▶ County Attorney
- ▶ LUM Director

Option 2 Implementation Costs

Without anniversary dates

- ▶ HHS: \$237,195
- ▶ Grades 87-91 \$54,027
- ▶ The Rest of Employees: \$364,668

- ▶ Total: \$655,892

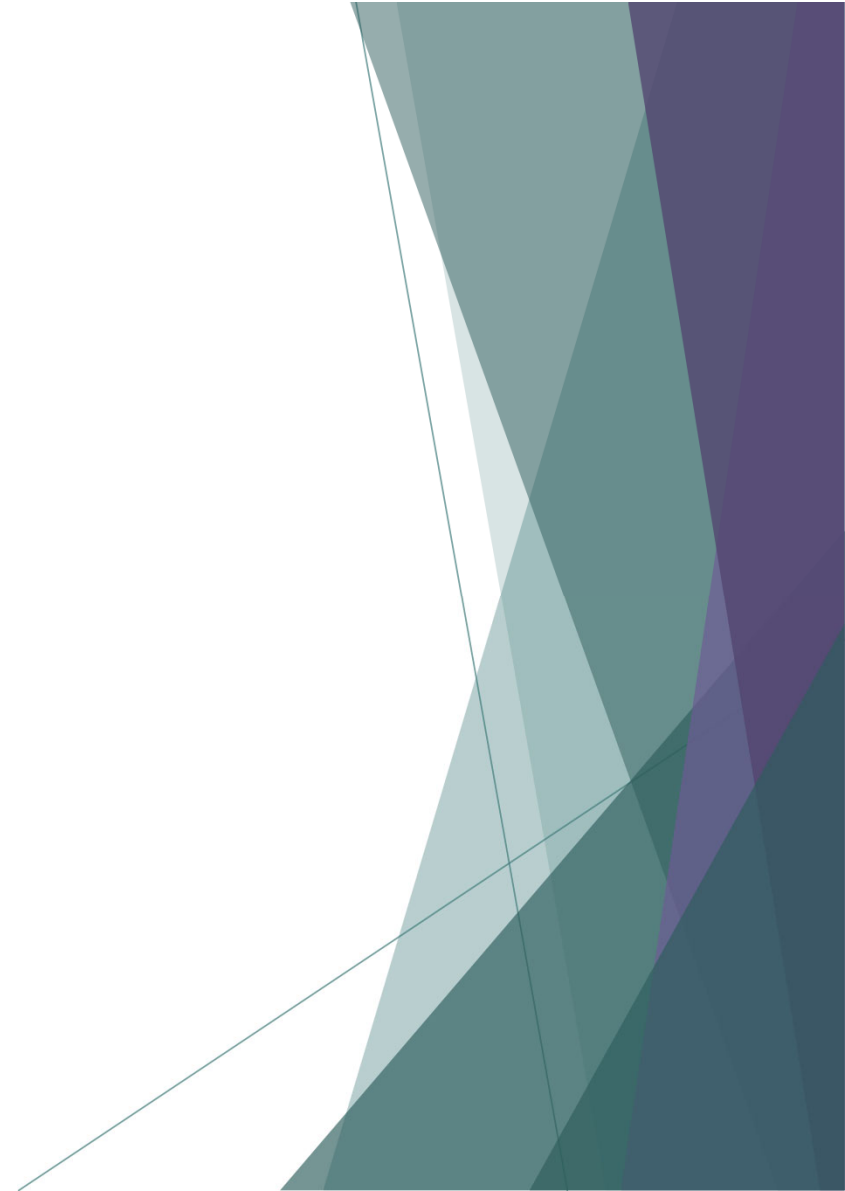
With anniversary date

- ▶ HHS: \$318,050
- ▶ Grades 87-91 \$64,438
- ▶ The Rest of Employees: \$529,908

- ▶ Total: \$912,397

Results of Option 2

- ▶ Does not address all of Board's concerns
- ▶ Some key positions will be maxed out
- ▶ Will create recruitment issues
- ▶ Some compression issues will remain



Next Steps

- ▶ Consider career ladder for positions
 - ▶ Helps create internal growth for employees
 - ▶ Helps with recruitment
 - ▶ Helps with retention

Questions

