



# Board of County Commissioners Agenda Request

**88**  
Agenda Item #

**Requested Meeting Date:** November 24, 2015

**Title of Item:** Market Rate Adjustment, Employee Compensation

<input checked="" type="checkbox"/> REGULAR AGENDA <input type="checkbox"/> CONSENT AGENDA <input type="checkbox"/> INFORMATION ONLY	<b>Action Requested:</b> <input type="checkbox"/> Approve/Deny Motion <input checked="" type="checkbox"/> Adopt Resolution (attach draft) <i>*provide copy of hearing notice that was published</i>	<input type="checkbox"/> Direction Requested <input type="checkbox"/> Discussion Item <input type="checkbox"/> Hold Public Hearing*
<b>Submitted by:</b> Nathan Burkett		<b>Department:</b> Administration
<b>Presenter (Name and Title):</b> Nathan Burkett, County Administrator		<b>Estimated Time Needed:</b>
<b>Summary of Issue:</b>  The Personnel Committee requests Board approval of the attached resolution.		
<b>Alternatives, Options, Effects on Others/Comments:</b>		
<b>Recommended Action/Motion:</b> Adopt resolution.		
<b>Financial Impact:</b> Is there a cost associated with this request? <input type="checkbox"/> Yes <input type="checkbox"/> No What is the total cost, with tax and shipping? \$ Is this budgeted? <input type="checkbox"/> Yes <input type="checkbox"/> No <i>Please Explain:</i>		

Legally binding agreements must have County Attorney approval prior to submission.

Market Rate Adjustment, Employee Compensation**WHEREAS,**

Aitkin County Personnel Policy Article 4 Section F states that internal compensation relationships as well as market are of interest in establishing wages for employees; and

Aitkin County Personnel Policy Article 4 Section F Subd(1) states that market rate adjustments may be considered when :

A salary range is insufficient to attract qualified candidates for employment; or  
A given position deviates from the market rate by a substantial percentage; and

After approximately 16 months of recruitment efforts for the position of Public Health Nurse in the Aitkin County Health and Human Service Department, we were unable to recruit; and

On July 28, 2015 the County Board determined that the position of Public Health Nurse and employment of an employee(s) in said positions who hold public health nurse credentials was necessary for the provision of services to Aitkin County citizens and directed an additional recruitment effort, which was carried out; and

Recruitment efforts were increased and a reasonable number of applications were received; and

The County was able to hire 2 public health nurses per the County Board's direction at a rate of \$60,008; and

Aitkin County's salary range for public health nurses is 52,624 – 78,624 annually (25.30 – 37.80/hr); and

The average salary range for public health nurses employed by public organizations within reasonable traveling distance of Aitkin County is approximately 47,509 – 64,202 annually (22.84 – 30.87/hr), with the highest being 69,597 annually ; and

The market range for nurses employed by non-profit or private organizations within reasonable traveling distance of Aitkin County is approximately 57,844 – 85,186 / annually plus shift differential pay (27.81 – 40.96/hr + shift diff \$1-2); and

According to the Bureau of Labor Statistics the average nurse salary in the region is between 63,000 - 67,000 (<http://www.bls.gov/oes/current/oes291141.htm>), and the average nurse has approximately 10 years of experience

2 existing nursing staff have experience greater than or comparable to the newly hired staff nurses, but are currently compensated at a rate lower than \$60,008; and

1 existing nursing staff has experience of 18 years with Aitkin County as a public health nurse, and is compensated at a rate which is insignificantly greater than \$60,008; and

1 existing nursing supervisor has experience of 14 years with Aitkin County as a public health nurse and as a supervisor and is compensated at a rate which is insignificantly greater than \$60,008; and

## RESOLVED,

The County Board finds that the salary range for public health nurses employed by Aitkin County is sufficient and competitive in the market for the following reasons:

- At this time, in the current economic environment the market salary for a 1 – 2 year experienced public health nurse for Aitkin County is \$60,008 as evidenced by newly recruited public health nurses, within the existing salary range; and
- The salary scale for public health nurses is at this time, in the current economic environment, competitive as evidenced by the fact that the top end wage for a public health nurse in Aitkin County is greater than other public sector employers within reasonable distance of Aitkin County; and
- Even though Aitkin County's top end wage is somewhat lower than the top end wage of competitive employers, Aitkin County offers a more stable work schedule as a primary employment consideration; and

The County Board makes the following findings related to the placement of individual employees classified as public health nurses:

- The pay ranges for the public health nurse position are competitive given the factors, it is apparent that public health nurses, in the current economic environment can obtain an entry level or minimum experience salary of approximately \$60,008, meaning that the low end of the Aitkin County Salary Schedule may be out of market; and
- It is reasonable to presume that given current market conditions a public health nurse in a public employment environment with a stable schedule and similar benefits can expect to earn up to \$69,597/annual (highest local competitive employer), but that Aitkin County's wage range has a higher maximum; and
- 2 individuals employed by Aitkin County in the classification of public health nurse currently earn less than what may reasonably be expected in the current economic environment for an entry level or minimum experienced public health nurse at a competitive employer; and
- All other individuals employed by Aitkin County in the classification of public health nurse currently earn a wage which is within the Aitkin County pay range for said position, and is reasonably near the maximum rate for the highest local competitive government employer; and
- It is reasonable to place a greater weight upon the maximum salary of the highest local competitive government employer due to the fact that schedule, work assignment, benefits and total compensation are more similar than comparisons to private or non-profit employers, which Aitkin County cannot compete with on an "apples to apples" basis; and

The Aitkin County Board recognizes this circumstance as an infrequent occurrence brought about by increase in demand for skilled nursing and public health nursing services, and makes no guarantee and sets no precedent related to any other classification or employee; and

The County Board sets wages as follows effective October 12, 2015 for the following employees:

Employee #7280 - 60,008/annual  
Employee #7273 – 60,008/annual

Commissioner xx moved the adoption of the resolution and it was declared adopted upon the following vote

FIVE MEMBERS PRESENT

All Members Voted Yes

STATE OF MINNESOTA)  
County of Aitkin) ss.  
Office of County Auditor,)

I, Kirk Peysar, Auditor, of the County of Aitkin, do hereby certify that I have compared the foregoing with the original resolution filed in my office on the 24<sup>th</sup> day of November A.D., 2015, and that the same is a true and correct copy of the whole thereof.

WITNESS MY HAND AND SEAL OF OFFICE at Aitkin, Minnesota, this 24<sup>th</sup> day of November A.D. 2015

KIRK PEYSAR, County Auditor

BY \_\_\_\_\_, Deputy