



Goodhue County
Health and Human Services

426 West Avenue
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REQUEST FOR BOARD ACTION

Requested Board Date:	December 17, 2024	Staff Lead:	Nina Arneson
Consent Agenda:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Attachments:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Action Requested:	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 3, 2024, 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 2025 GCHHS budget.

Child Protection On-Call Hourly Rates:

	2022 Hourly Rate	2023 Hourly Rate	2024 Hourly Rate	2025 Hourly Proposed Rate
Child Protection Holiday (CPH)	\$3.74	\$3.85	\$3.97	\$4.09
Child Protection On-Call (CPO)	\$2.57	\$2.65	\$2.73	\$2.82

SW/LEAD on-call hours in 2024

		2024	Hours	Total Cost
Holidays	13	\$3.97	24.00	\$1,857.96
Weekend Days	104	\$2.73	24.00	\$10,221.12
Working Days	249	\$2.73	15.50	\$15,804.65
Total Days	366			\$27,883.73

Increase over the 2023 Budget

\$585.99

SW/LEAD on-call hours in 2024 w/ 3% COLA (2025 Budget)

		2025	Hours	Total Cost
Holidays	13	\$4.09	24.00	\$1,914.12
Weekend Days	104	\$2.82	24.00	\$10,558.08
Working Days	248	\$2.82	15.50	\$16,260.12
Total Days	365			\$28,732.32

Increase over the 2024 Budget

\$848.58

The HHS department is also continuing to review for an additional future request of Social Services Supervisors to be also eligible to receive the HHS on-call rate. One of the reasons for this review is the unintended impact of making the HHS Social Services Supervisors less desirable position due to this pay differences.

This request will be brought forward to a future Goodhue County Personnel Committee. Currently, only the Social Workers and Lead Social Workers on-call receive the on-call rate, and supervisors do not. The total increase to the 2025 budget would be \$9,577 which would be in addition to the current practice of on call payment for Social Workers and Lead Social Workers. More information will be shared at a later date including via Goodhue County Personnel Committee.

RECOMMENDATION: The GCHHS Department recommends approval as requested.