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goodhuecountymn.gov

TO: Goodhue County Commissioners  
FROM: Jessica Ahlbrecht, HR Manager  
DATE: January 29, 2025  
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.)

The dynamic labor market continues to present recruitment challenges and includes temporary, seasonal positions. The County last reviewed and updated the starting compensation for seasonal positions and internships in 2023. In partnership with DDA, we have reviewed the County’s rates compared to the market and have found significant variation between employers. To attract and retain seasonal workers, we recommend increasing the hourly rates as follows:

	<u>Current</u>	<b><u>Recommended 2025 Summer Help</u></b>
Year 1	\$15.50	<b>\$17.50</b>
Year 2	\$16.00	<b>\$18.00</b>
Year 3	\$16.50	<b>\$18.50</b>
Year 4	\$17.00	<b>\$19.00</b>

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	\$18.00 – \$22.00
Masters	\$20.00 – \$22.00
Law/ Doctoral	\$23.00 – \$25.00

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Alternative:

The Board could adopt a philosophy of compensating summer help and/or interns at grade 101 of the County pay grid with starting compensation to be determined based upon qualifications. (The current range for grade 101 is \$19.52 to \$30.26 per hour.) In this scenario, the hiring manager would be obliged to follow the parameters outlined in the Personnel Policy which would allow hiring at step 1 or 2 of the pay grade. The HHS Director or County Administrator could authorize hiring up to step 8 and anything higher would be subject to Board approval.