



Goodhue County

Minnesota

COMMITTEE OF THE WHOLE AGENDA
COUNTY BOARD ROOM
GOVERNMENT CENTER
RED WING, MN

MAY 9, 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

+1 872-240-8960,,925976225#

PHONE CONFERENCE ID: 925 976 225#

Pay Strategies Presentation III - 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



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
- ▶ Move HHS to one grid
- ▶ Address grades 87-91
- ▶ Implementation Date July 1 for grades 87-91 and HHS



Board Director to Recalibrate Pay Grid

Take off first 2 steps and add 2 steps
to grade

Increase number of grades

OLD 76-91 (15)

New 1-23 (23)

Proposed Grid

#	1	2	3	4	5	6	7	8	9	10	11	12
100	\$18.25	\$19.16	\$20.08	\$20.99	\$21.90	\$22.81	\$23.73	\$24.64	\$25.55	\$26.46	\$27.38	\$28.29
102	\$19.16	\$20.12	\$21.08	\$22.04	\$23.00	\$23.95	\$24.91	\$25.87	\$26.83	\$27.79	\$28.75	\$29.70
103	\$20.12	\$21.13	\$22.13	\$23.14	\$24.15	\$25.15	\$26.16	\$27.16	\$28.17	\$29.18	\$30.18	\$31.19
104	\$21.13	\$22.18	\$23.24	\$24.30	\$25.35	\$26.41	\$27.47	\$28.52	\$29.58	\$30.64	\$31.69	\$32.75
105	\$22.40	\$23.52	\$24.64	\$25.76	\$26.87	\$27.99	\$29.11	\$30.23	\$31.35	\$32.47	\$33.59	\$34.71
106	\$23.52	\$24.69	\$25.87	\$27.04	\$28.22	\$29.39	\$30.57	\$31.75	\$32.92	\$34.10	\$35.27	\$36.45
107	\$24.69	\$25.93	\$27.16	\$28.39	\$29.63	\$30.86	\$32.10	\$33.33	\$34.57	\$35.80	\$37.04	\$38.27
108	\$25.93	\$27.22	\$28.52	\$29.81	\$31.11	\$32.41	\$33.70	\$35.00	\$36.30	\$37.59	\$38.89	\$40.19
109	\$27.22	\$28.58	\$29.94	\$31.31	\$32.67	\$34.03	\$35.39	\$36.75	\$38.11	\$39.47	\$40.83	\$42.19
110	\$28.58	\$30.01	\$31.44	\$32.87	\$34.30	\$35.73	\$37.16	\$38.59	\$40.02	\$41.45	\$42.87	\$44.30
111	\$30.01	\$31.51	\$33.01	\$34.51	\$36.01	\$37.52	\$39.02	\$40.52	\$42.02	\$43.52	\$45.02	\$46.52
112	\$31.51	\$33.09	\$34.66	\$36.24	\$37.82	\$39.39	\$40.97	\$42.54	\$44.12	\$45.69	\$47.27	\$48.85
113	\$33.25	\$34.91	\$36.57	\$38.23	\$39.90	\$41.56	\$43.22	\$44.88	\$46.54	\$48.21	\$49.87	\$51.53
114	\$35.07	\$36.83	\$38.58	\$40.34	\$42.09	\$43.84	\$45.60	\$47.35	\$49.10	\$50.86	\$52.61	\$54.37
115	\$37.35	\$39.22	\$41.09	\$42.96	\$44.83	\$46.69	\$48.56	\$50.43	\$52.30	\$54.16	\$56.03	\$57.90
116	\$39.78	\$41.77	\$43.76	\$45.75	\$47.74	\$49.73	\$51.72	\$53.71	\$55.70	\$57.68	\$59.67	\$61.66
117	\$42.37	\$44.49	\$46.61	\$48.72	\$50.84	\$52.96	\$55.08	\$57.20	\$59.32	\$61.43	\$63.55	\$65.67
118	\$45.12	\$47.38	\$49.63	\$51.89	\$54.15	\$56.40	\$58.66	\$60.92	\$63.17	\$65.43	\$67.68	\$69.94
119	\$48.06	\$50.46	\$52.86	\$55.26	\$57.67	\$60.07	\$62.47	\$64.87	\$67.28	\$69.68	\$72.08	\$74.49
120	\$51.18	\$53.74	\$56.30	\$58.86	\$61.41	\$63.97	\$66.53	\$69.09	\$71.65	\$74.21	\$76.77	\$79.33
121	\$52.71	\$55.35	\$57.99	\$60.62	\$63.26	\$65.89	\$68.53	\$71.16	\$73.80	\$76.44	\$79.07	\$81.71
122	\$54.30	\$57.01	\$59.73	\$62.44	\$65.16	\$67.87	\$70.58	\$73.30	\$76.01	\$78.73	\$81.44	\$84.16
123	\$61.35	\$64.42	\$67.49	\$70.56	\$73.63	\$76.69	\$79.76	\$82.83	\$85.90	\$88.96	\$92.03	\$95.10

Where does proposed grid put you to the market? What is pay philosophy?

- ▶ Overall, it adjusts the pay grid by about 9%
 - ▶ Moves you from 11% above market average to 20% above market average
 - ▶ In other words at market average about 5 counties pay higher than you
 - ▶ At 11% above market about 3-4 counties pay higher than you
 - ▶ At 20% above market about 1-2 counties pay higher than you
- ▶ Of your current benchmark group you pay 11% above market average; however, of the counties you lose employees to you are not above market
- ▶ It moves you to the 90th percentile of market. Percentiles are determined by sorting the data least to greatest and then the calculator finds the 90th percent of data set.

- ▶ 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.



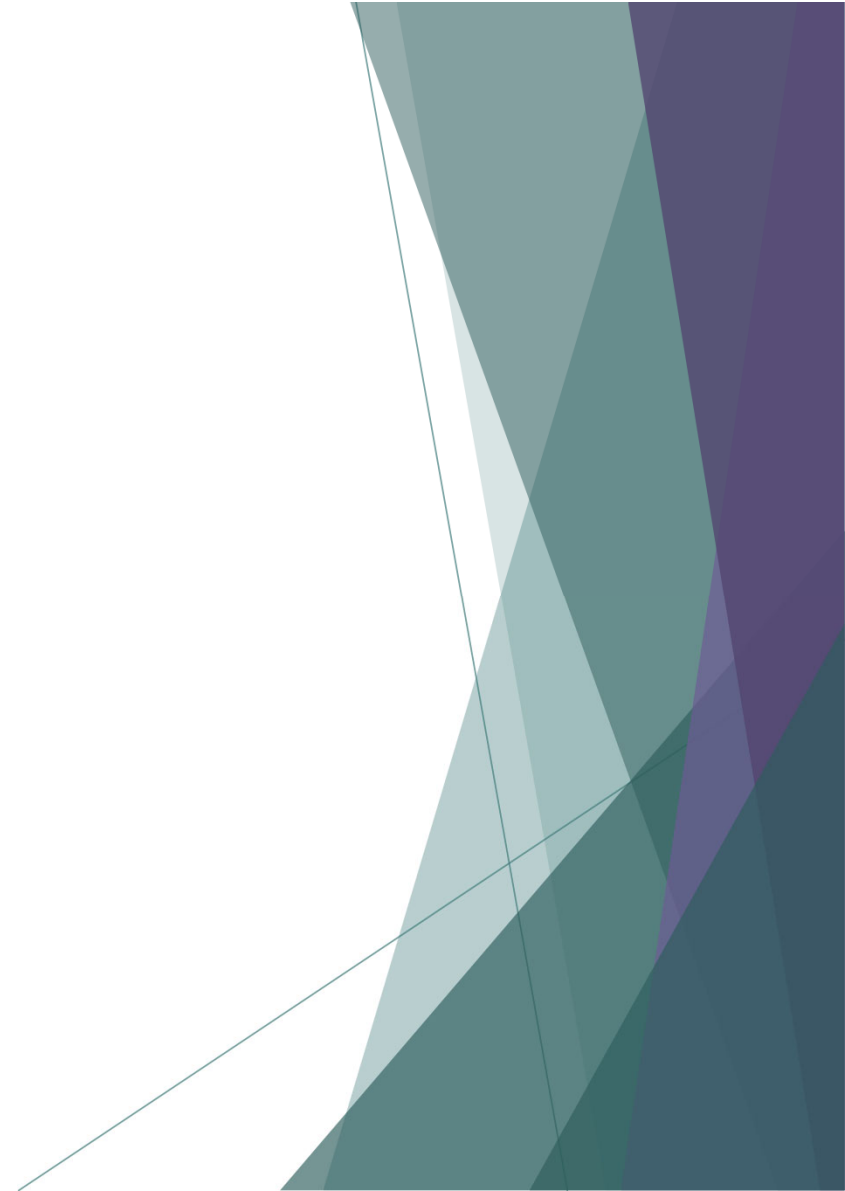
Benefits of new Pay Grid

Implementation cost for Grades 87-91

- ▶ 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
 - ▶ Total cost for July 1 implementation date is \$48,481.77
 - ▶ Total cost of implementation for entire year \$96,963.54

87-91 Implementation Results

- ▶ Current grid has about 50% of employees maxed out
- ▶ Most employees will have more than 2 steps of growth

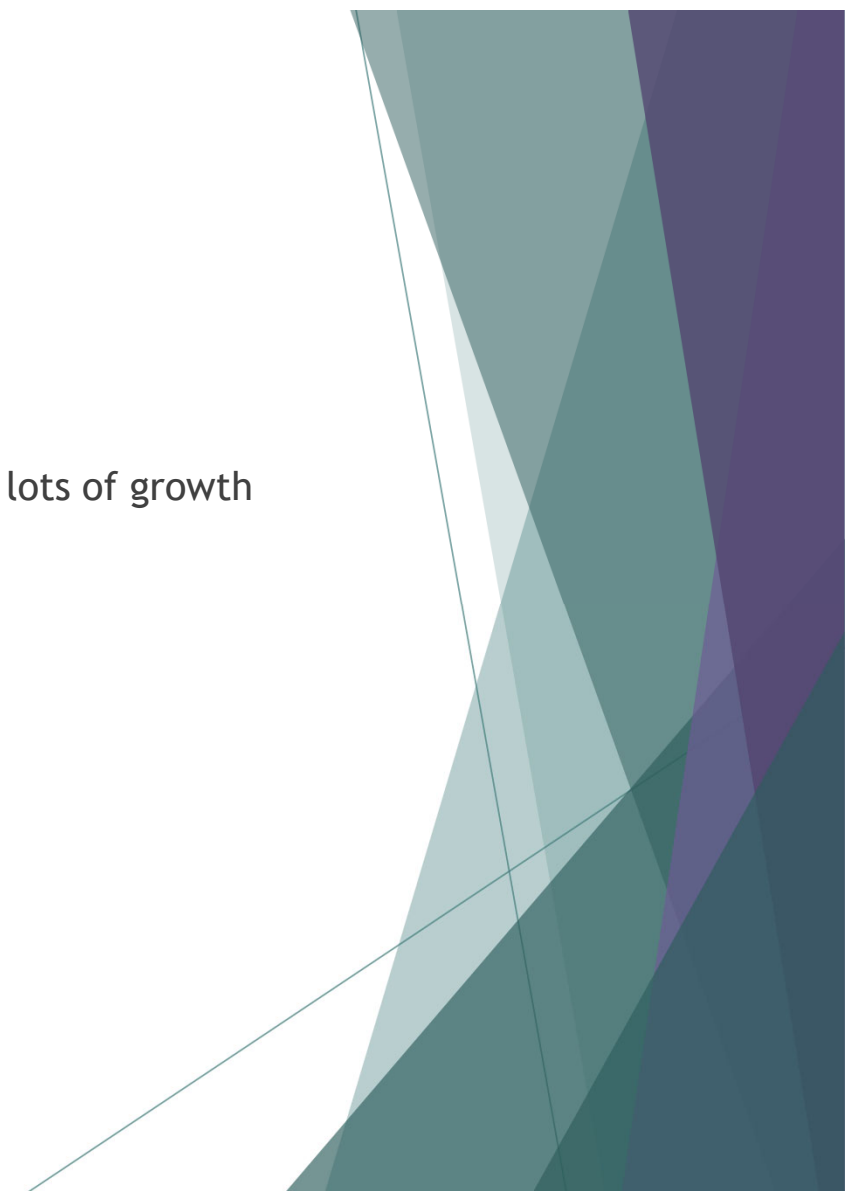


Implementation cost for HHS

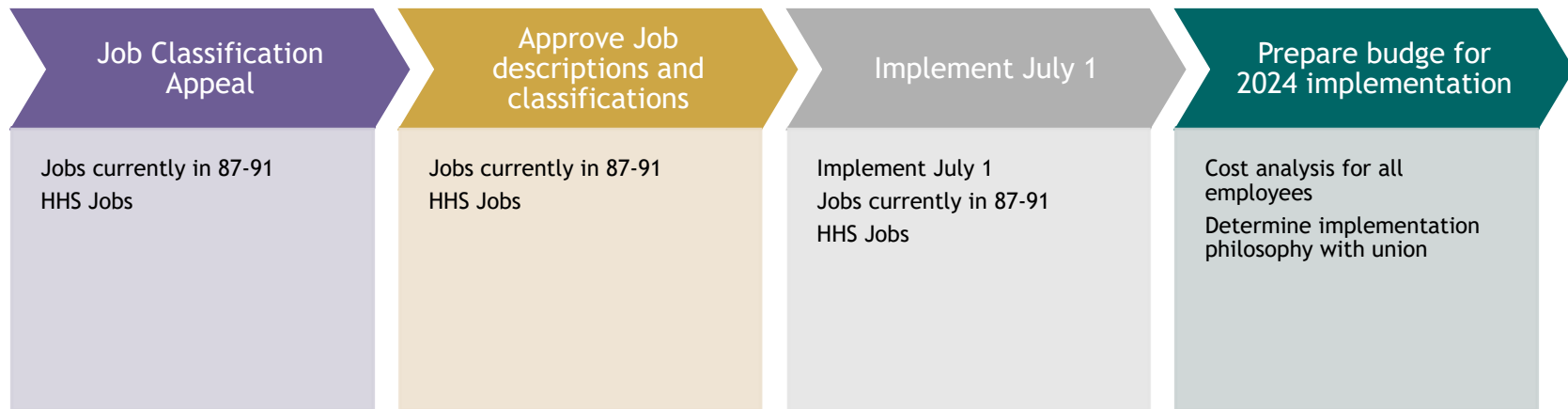
- ▶ Employees already received 2023 general adjustment
- ▶ Employees who are eligible will receive their step increase, if warranted
- ▶ Implementation into new grid
 - ▶ Closest step to current pay with at least a 3% increase
 - ▶ This group did not get implementation 2 years ago
 - ▶ Consistent with union agreement
 - ▶ Total cost for July 1 implementation date is \$169,336
 - ▶ Total cost of implementation for entire year \$338,673

HHS Implementation Results

- ▶ Current grids have about 20% of employees maxed out
- ▶ Several different grids about $\frac{1}{4}$ of staff will be at step 1 or 2, lots of growth



Next Steps



Questions

