

# ROUTT COUNTY BOARD OF COUNTY COMMISSIONERS

## AGENDA COMMUNICATION FORM

<b>ITEM DATE:</b> January 28, 2020	<b>ITEM TIME:</b>
<b>FROM:</b>	Kathy Nelson, HR Director
<b>TODAY'S DATE:</b>	January 20, 2020
<b>AGENDA TITLE:</b>	Request Approval of the Public Health Nurse Pay Scale.
<b>CHECK ONE THAT APPLIES TO YOUR ITEM:</b>	
<input checked="" type="checkbox"/> <b>ACTION ITEM</b>	
<input type="checkbox"/> <b>DIRECTION</b>	
<input type="checkbox"/> <b>INFORMATION</b>	
<b>I. DESCRIBE THE REQUEST OR ISSUE:</b>	
Consideration to approve the Public Health Nurse Pay Scale.	
<b>II. RECOMMENDED ACTION:</b>	
Recommend approval of the Public Health Nurse Pay Scale.	
<b>III. DESCRIBE FISCAL IMPACTS (VARIATION TO BUDGET):</b>	
<b>PROPOSED REVENUE:</b> No change	
<b>PROPOSED EXPENDITURE:</b> The annual budgeted salary for this position is \$74,880 (\$109,417 with benefits). The proposed annual salary at step 1 of the revised pay scale is \$65,707 or \$31.59/hour.	
<b>FUNDING SOURCE:</b>	
Public Health	
<b>IV. IMPACTS OF A REGIONAL NATURE OR ON OTHER JURISDICTIONS (IDENTIFY ANY COMMUNICATIONS ON THIS ITEM):</b>	
NA	

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### **V. BACKGROUND INFORMATION:**

Kari Ladrow, Director of Public Health, is requesting approval of the updated Public Health Nurse pay scale to reflect local market salaries and offer a more competitive salary to job hunters.

The initial posting of this Public Health Nurse position was unsuccessful. In December 2019, it posted in the newspaper and Colorado Workforce for 1 month. During that time, only one applicant applied for the job. After researching comparable jobs at UC Health, Summit County and Moffat County, Ms. Ladrow identified that our starting salary range was well below what others were being paid in similar roles with minimum experience. In light of the unsuccessful job posting in December and the newly acquired local salary data, Ms. Ladrow requested an update to the pay scale.

The original pay scale was developed based on Employers Council 2019 Public Employers (EC) salary survey data and benchmarked against the EC Public Health Nurse II occupation using the mid-point of the average minimum and the average maximum of "Resort Areas" data. Please see the attached information regarding the new salary data supplied by Ms. Ladrow.

The County Manager has reviewed this request and approved placing this request on the agenda for your consideration and approval.

### **VI. LEGAL ISSUES:**

None known.

### **VII. CONFLICTS OR ENVIRONMENTAL ISSUES:**

None known.

### **VIII. SUMMARY AND OTHER OPTIONS:**

The Board can approve the proposed pay scale, approve an alternate pay scale or deny approval.