



MEMORANDUM

TO: Tom Sullivan, County Manager
FROM: Kathy Nelson, Human Resources Director
DATE: January 20, 2020
RE: Request Approval of the Updated Public Health Nurse Pay Scale

Public Health Director, Kari Ladrow, is requesting to update the Public Health Nurse pay scale to better align with local market salaries.

Ms. Ladrow is requesting this change due to the following:

This position posted in the newspaper for 1 month and during that period in 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.

The current pay scale was adjusted by moving the midpoint (step 6) to Step 1 to match what others entities are paying entry-level candidates.

I recommend approval of the proposed Public Health pay scale and request approval to place this request on the Commissioners agenda for their consideration for approval.

County Manager Comments: I have reviewed the salary comparisons and I agree with the salary range for the Routt County Public Health Nurse position, and authorize placing approval on the next available BCC action agenda. TAS, Jan. 21, 2020