



**M E M O**

**County  
Administrator**

Robert W. Wilson  
701-241-5770  
wilsonro@casscountynd.gov

TO: County Commission  
FROM: Robert W. Wilson  
DATE: July 28, 2022  
SUBJECT: Jail Medical Services Staff Salary Supplement

---

At last week's Fargo Cass Public Health (FCPH) budget hearing there was a discussion of Cass County potentially providing a salary supplement for jail medical staff that care for inmates in the Cass County Jail. Jail medical staff are employed by the City of Fargo within the FCPH Department. In the past such a salary supplement has been discussed as a potential strategy for retaining jail medical staff in positions that can be hard to fill.

In conversations with Sheriff Jahner, Captain Andy Frobig and Fargo Cass Public Health Director Desi Fleming, I understand the current jail medical staff is providing consistent high-quality service, and some members of this unit are being recruited by other potential employers.

When this was discussed at the budget hearing there was a request that Cass County Human Resources reach out to our HR consultant, Gallagher, to see if any regional data is available about comparable compensation levels. I have attached the information we received.

Discussed at the budget hearing was a potential 10% salary supplement for jail medical staff. I am working with the Finance Office to identify an approximate cost to implement this proposal. If the Commission supports this proposal, the Board should identify the percentage of salary supplement intended and the effective date of such action.

PO Box 2806  
211 Ninth Street South  
Fargo, North Dakota 58108

[www.casscountynd.gov](http://www.casscountynd.gov)

Hello Cindy,

Please find the salary information reference below (ND State average, Gov/Public Sector):

Title	ERI Survey Match Title	Market 10th	Market 25th	Market 50th	Market 75th	Market 90th
Public Health Nurse Supervisor	Supervisor Nursing	\$38.86	\$41.68	\$44.87	\$48.98	\$52.59
Public Health Nurse	Public Health Nurse	\$29.15	\$31.27	\$33.70	\$36.83	\$39.60
LPN	LPN	\$19.70	\$20.99	\$22.45	\$24.34	\$26.02
CMA	Certified Medical Assistant	\$15.23	\$16.30	\$17.51	\$19.08	\$20.44

It should be noted that all information is actual pay (instead of range min/max) for experienced employees. Market 10<sup>th</sup> and 90<sup>th</sup> may be used as rough estimate/reference for range min/max.  
Hope this helps.

Thanks!  
Best,  
August

**From:** Stoick, Cindy <[StoickC@casscountynd.gov](mailto:StoickC@casscountynd.gov)>  
**Sent:** Wednesday, July 27, 2022 10:44 AM  
**To:** August Zhu <[August\\_Zhu@ajg.com](mailto:August_Zhu@ajg.com)>  
**Subject:** FW: Jail Nursing

[EXTERNAL]

Good Morning August,

Please see the highlighted information below.

Robert is asking if you have any salary comparisons you could share with us regarding these positions. He needs the information like "yesterday". No all joking aside, he would need it before Monday August 1<sup>st</sup>.

Thanks

*Cindy Stoick*

Human Resources Director

701-241-5736

[stoickc@casscountynd.gov](mailto:stoickc@casscountynd.gov)

**From:** Jill Minette <[JMinette@FargoND.gov](mailto:JMinette@FargoND.gov)>

**Sent:** Wednesday, July 27, 2022 10:36 AM

**To:** Stoick, Cindy <[StoickC@casscountynd.gov](mailto:StoickC@casscountynd.gov)>

**Cc:** Beth Wiegman <[BWiegman@FargoND.gov](mailto:BWiegman@FargoND.gov)>

**Subject:** RE: Jail Nursing

**CAUTION:** EXTERNAL EMAIL

Cindy,

Here are the positions and salary ranges. Let me know if you have any questions.

Thank you.

1 FT	Public Health Nurse Supervisor	Grade 15	\$34.77 - \$45.22
1 FT	Public Health Nurse	Grade 13	\$29.80 - \$38.76
.7 FTE	Public Health Nurse	Grade 13	\$29.80 - \$38.76
5 FTE	LPNs	Grade 9	\$21.93 - \$28.50
1 FTE	CMA	Grade 7	\$18.79 - \$24.42