



County Administrator

Robert W. Wilson
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M E M O

TO: County Commissioners
FROM: Robert W. Wilson
DATE: August 12, 2022
SUBJECT: Jail Medical Salary Pay Differential

On August 1st the Commission considered adopting a pay differential for all medical staff. At that time the Board deferred action, asking staff to work with our HR consultant Gallagher to develop additional information that might offer insight into market conditions.

Gallagher indicated the best tool to develop the information we are seeking is a market survey, similar to what we do periodically to review our salary matrix in relation to the overall market. That has been a valuable tool, but it takes some time for Gallagher to research and prepare. In this case we're working on a short timeline because Board direction was to provide an update on August 15th.

I have attached feedback I received from Gallagher. As earlier indicated, they reported the salary survey will be the best way to accurately gauge comparable salary ranges. However, they did offer several reference points that may be helpful on a shorter timeframe. In two examples where general nursing training and experience is supplemented with an additional skill or duties (bilingual nursing & community college nursing instructor) the pay differential for those additional skills/duties was between 5%-15%.

I have attached the communication from Gallagher, but in trying to make a recommendation with limited information, their Principal Mike Verdoorn recommended that a 5%- 10% pay differential would be a "good approach."

I have reached out to several other Administrators I know in the region whose counties operate jail facility, inquiring if they can share jail medical salary ranges. If I receive additional information, I will forward that immediately and will have the information available that the meeting on Monday.

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Wilson, Robert

Subject: FW: Jail Nursing _ Cass County

From: Mike Verdoorn <Mike_Verdoorn@ajg.com>
Sent: Thursday, August 11, 2022 2:26 PM
To: Wilson, Robert <WilsonRo@casscountynd.gov>
Cc: August Zhu <August_Zhu@ajg.com>
Subject: RE: Jail Nursing _ Cass County

CAUTION: EXTERNAL EMAIL

Sorry for our delay. We did not find anything specific, but heard from NDACo that “most counties contract for nurse services in their jails on an as needed basis, we have very limited data for this position (one county) and we don’t know if they have any kind of pay enhancement since we only captured the total salary.”

Without the specific data, there are some other criteria to use as a guide. In some roles that require a second language, we have seen a premium of 5-10% on top of the regular hourly rate. Another reference is the premium that nursing instructors receive at a community college above other disciplines due to the market rates, and that is about 10-15%. Another approach is to think about this as a shift differential, which is also between 5-15% (<https://www.shrm.org/resourcesandtools/hr-topics/compensation/pages/shiftdifferentialpaypractices.aspx#:~:text=Shift%20differential%20premiums%20for%20salaried,15%20percent%20of%20base%20salary.>)

Overall I think that the 5-10% is a good approach. So, if the wage is \$25/hr, adding 10% or \$2.50 on top for the Jail assignment would be reasonable.

Hope that helps. Something for us to consider as we collect more market data in the region for future studies as well.

Mike

From: Wilson, Robert <WilsonRo@casscountynd.gov>
Sent: Thursday, August 11, 2022 1:36 PM
To: Mike Verdoorn <Mike_Verdoorn@ajg.com>; August Zhu <August_Zhu@ajg.com>
Subject: RE: Jail Nursing _ Cass County

[EXTERNAL]

Mike & August,

Just checking in – were you able to find any additional data for this inquiry?

Thanks,
Robert

From: Mike Verdoorn <Mike_Verdoorn@ajg.com>
Sent: Tuesday, August 2, 2022 4:45 PM