



## Administration

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### MEMO

TO: County Commission

FROM: Robert W. Wilson

Date: November 2, 2022

Subject: Jail Medical Staff Salary Survey Follow-Up

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On August 15<sup>th</sup> the Board approved the following motion:

***“MOTION, passed***

***To approve a 10% increase for the Jail Medical Staff employed by the City of Fargo and Fargo Cass Public Health to begin September 1<sup>st</sup> and engage Gallagher to complete a salary survey and after the study is complete, the Board will reevaluate the supplement.”***

I followed up with our HR consultant Gallagher after the Commission took this action and discovered our request isn't as straightforward and it might appear. The primary source of data Gallagher uses to provide Cass County with the salary recommendations is generated through surveying other similar public sector organizations. When Cass County contracts for a salary survey update, they will survey 10 -12 other comparable organizations in the region and develop averages based on those surveys. Likewise, if a similar county in Minnesota or South Dakota requests a salary survey, Gallagher would likely reach out to Cass County and request our salary information as they develop that client's report.

This process works well for positions that are common among clients and survey recipients. What we confirmed when we reached out following the Commission action was that very few other comparable organizations employ jail or prison medical staff. Most counties utilize contracted medical providers in their jails.

There is plenty of data available for general public health positions in settings equivalent to Fargo, Cass Public Health, but not in correctional settings. Gallagher indicated they are willing to contract for a salary survey. That would include reaching out uniquely for the subset of data we're requesting, analyzing the information received and preparing a report. But based on their initial outreaches they suspect the data is not sufficient to produce meaningful results.

Gallagher offered several anecdotal reference points:

- Premium pay of approximately 5%-10% has been offered in general public health positions when employees are bilingual
- 10%-15% differentials have been paid when public health nurses add community college teaching duties to their standard public health responsibilities.

Based on this information Gallagher felt our initial idea of a 10% differential was a good approach.

In follow-up discussions, one thing Gallagher thought they might be able to obtain is total contract prices paid by counties for jail medical contract services. However, that data would include expenses unrelated to salaries. Related to that point I tried to test that contention with my own effort. I reached out to Clay County, MN, who contracts for jail medical services. I requested salary information for specific positions from their County Administrator. He doesn't have that specific information. Clay County receives an invoice for the total cost of providing the service, not broken down to salary, overhead, administrative fee, etc.

I have alerted Jail Administrator, Captain Andy Frobeg and Fargo Cass Public Health Director Desi Fleming that we will have this discussion on Monday, November 7<sup>th</sup> so they may attend and/or provide me feedback prior to that date.