

**Carver County Board of Commissioners
April 26, 2022
Board Meeting**

Agenda Amendment

Agenda Amendment:

- 5.2 Amendment to Consent Agenda Item 5.2, Request for Approval of Updated 2022 STOC Wage Scale

Carver County Board of Commissioners Request for Board Action



Agenda Item:

Amendment to Consent Agenda Item 5.2, Request for Approval of Updated 2022 STOC Wage Scale

Primary Originating Division/Dept:

Meeting Date:

Contact: Title:

Item Type:

Amount of Time Requested: minutes

Attachments: Yes No

Presenter: Title:

Strategic Initiative:

BACKGROUND/JUSTIFICATION:

Carver County Employee Relations Division maintains a schedule of wage ranges for various seasonal, temporary and on-call (STOC) positions, which was submitted with updates as part of the April 26, 2022 County Board Meeting Agenda. Carver County Employee Relations hereby requests an amendment to Consent Agenda Item 5.2, Request for Approval of Updated 2022 STOC Wage Scale.

The minimum rates for certain wage ranges defined at less than \$15.00 per hour in the previously submitted 2022 STOC Wage Scale, are revised in the updated attachment to set these range minimums at \$15.00 per hour.

The recommended STOC Wage Scale updates do not have a direct immediate impact on actual rates for current staff, with the exception of a small group reflecting rates near the minimum of the applicable ranges which will be impacted by increased range minimums. Total estimated annual cost difference resulting from these adjustments is \$2,700 based on relatively minimal impact. Employee Relations, in partnership with the hiring manager, will continue to review qualifications of the candidate and related market conditions when determining actual wage rates for STOC personnel.

Divisions utilizing STOC personnel will continue to be responsible to maintain overall STOC costs within the approved budgets for this purpose, and no additional funds are being requested for Division STOC budgets with these recommended adjustments.

ACTION REQUESTED:

Motion to approve the updated attached 2022 rate chart for seasonal, temporary and on-call (STOC) positions.

FISCAL IMPACT:

FUNDING

If "Other", specify:

County Dollars =

FTE IMPACT:

Total

Insert additional funding source

Related Financial/FTE Comments:

Office use only:

RBA 2022 - 8376

2022 Rates for Seasonal, Temporary, and On-Call Positions

On-Call/Temporary/Seasonal Public Works - Parks (Parks Services Attendants, Park Maintenance, Light Duty Operator, Recreation Instructor, Recreation Asst, Campground Attendant, etc.)	\$15.00 - \$21.00
On-Call/Temporary/Seasonal Public Works - Operations (Highway Maintenance Aide, Highway Maintenance Worker, Shop Helper)	\$15.00 - \$22.50
AIS Watercraft Inspector (level 1)	\$15.00 - \$17.00
AIS Watercraft Inspector (level 2)	\$16.00 - \$18.00
AIS Lead Inspector	\$18.00 - \$20.00
Election Judges	\$15.00 - \$25.00
On-Call/Temporary Support Personnel (Library Shelters, Library Asst, Receptionists, File Clerks, Accounting Clerks, Admin Asst, Paraprofessionals, HHS Program Tech, Engineering/Survey Asst, GIS Asst, Interns, Greeters, IT Support, etc.)	\$15.00 - \$38.00
On-Call/Temporary Professional Level Personnel (Associate Librarian, Librarian, Therapist, Social Worker, Attorney, Public Health Nurse, Engineer, Accountant, Project Manager, Business Analyst, Supervisor/Manager, & other Degreed Professionals)	\$22.00 - \$60.00
On-Call/Temporary Information Technology Personnel (Systems Engineer, GIS Analyst, Solutions Architect, Database Administrator, Security Analyst, Infrastructure, Applications Analyst, & other IT technical positions)	\$27.00 - \$70.00
On-Call/Temporary 911 Dispatcher	\$20.00 - \$29.00
On-Call/Temporary Detention Deputy	\$22.00 - \$32.00
On-Call/Temporary Deputy Sheriff	\$30.00 - \$38.00

Seasonal, temporary and on-call workers shall generally be paid within the first quartile of the range listed above for the type of work they will perform. The Employee Relations Division Director or designee may authorize a higher wage based on the qualifications and background of the worker or related market conditions. Movement within the range shall be based on the specific situation of each worker, given the nature of the assignment. No STOC worker shall be paid above the maximum listed above for any given position.

**Minimum wage requirements will be adjusted to comply with the large employer provisions for MN. As of January 1, 2018, Minnesota's minimum wage is indexed to inflation; the inflationary increase is capped at 2.5% per year. Impacted minimum wages will be adjusted accordingly.*

Approved by the County Board on XX/XX/XXXX

STOC Wage Scale Amendment Crisis Program Intermittent Staff

Ready Reserve - Telephone and Mobile Status for Non-Exempt Intermittent Employees

1. Employees who are required by the Employer to be in Ready Reserve - Telephone Status shall be compensated at the rate of \$6.00 per hour while assigned to be in Ready Reserve - Telephone Status. Employees who are required by the Employer to be in Ready Reserve - Mobile Status shall be compensated at the rate of \$18.00 per hour while assigned to be in Ready Reserve - Mobile Status.
2. Employees in Ready Reserve - Telephone Status who answer a telephone call move from Ready Reserve - Telephone Status to Active Work Status. Employees in Ready Reserve - Mobile Status who answer a telephone call or initiate a mobile response move from Ready Reserve - Mobile Status to Active Work Status.
3. Employees in Active Work Status shall report hours worked to the nearest quarter hour increment.
4. Time spent in Ready Reserve - Telephone Status shall constitute hours of work for the purposes of calculating overtime after forty (40) hours in a work week.
5. Employees working on the designated holiday shall receive premium pay of time and one half for all compensated hours.
6. Employees shall not receive both Ready Reserve Status pay and their regular straight time rate of pay for the same hours.

Intermittent Mental Health Professional and Practitioner Non-Ready Reserve Shifts

1. Intermittent Mental Health Professionals and Practitioners working between 12:00 a.m. (midnight) and 8:00 a.m. on a Non-Ready Reserve shift shall receive shift differential of \$0.80 per hour for the time they are deemed to be working. Shift differential as outlined above is not available to Intermittent Mental Health Professionals and Practitioners serving in Ready Reserve - Telephone Status or in Active Work Status as part of their assigned Ready Reserve - Telephone Status shift.
2. Intermittent Mental Health Professionals and Practitioners working on the designated holiday shall receive premium pay of time and one half for all compensated hours.