



WOODBURY COUNTY BOARD OF SUPERVISORS AGENDA ITEM(S) REQUEST FORM

Date: 12-03-15

Weekly Agenda Date: 12-08-15

DEPARTMENT HEAD / CITIZEN: Ed Gilliland

SUBJECT: Presentation of Comparables for Woodbury County Employees whose services Sioux Rivers Region contracts.

ACTION REQUIRED:

- | | | |
|--|---|--|
| Approve Ordinance <input type="checkbox"/> | Approve Resolution <input type="checkbox"/> | Approve Motion <input checked="" type="checkbox"/> |
| Give Direction <input type="checkbox"/> | Other: Informational <input type="checkbox"/> | Attachments <input checked="" type="checkbox"/> |

WORDING FOR AGENDA ITEM: Presentation of Comparables for Woodbury County Employees whose services Sioux Rivers Region contracts, Discussion and Action.

EXECUTIVE SUMMARY:

BACKGROUND: Presentation of Comparables (Salary Comparisons) for Woodbury County Employees whose services Sioux Rivers Region contracts for with Woodbury County per the 28e agreement. With the dissolution of Social Services it is apparent that Job Duties for certain Woodbury County employees have changed significantly. We were instructed to perform due diligence regarding the positions and in doing so we were to look at salaries and make recommendations.

FINANCIAL IMPACT:

RECOMMENDATION: Recommendations

- The administrative assistants seem to be high compared to other regions, substantially higher in some of the comparisons. We also have more Administrative help than any other Region, even though the others serve more counties and some serve a significantly greater population.
- There is one unique position, the "Intake Coordinator/Financial Manager" which pays more than the Service Coordinator but less than the Assistant Director.
- Funding Coordinator appears to be in the margin of error +/- 10%, some regions do not support this position

- Case Manager appears to be in the margin of error +/- 10%, the smaller regions do not support this position
- The Service Coordinator compensation is substantially higher than any of the other regions and completely outside any reasonable margin of error.
- There also appears by comparison an overload of Administrative help, we would recommend that the County review this with the Governance Board and determine need.
- Our recommendation would be to establish the current Service Coordinator's position at \$77,000 annually at the most senior level. The range should likely be \$51,600 to \$77,000.
- This would place the current salary in line with the Assistant Director in the Central Iowa Community Services Region.
- While \$77,000 is significantly more than the other Service Coordinators in the Western half of the State are paid, we do not wish to be punitive in our action. This would be remarkably benevolent and is intended to reflect an appreciation for years of service.

ACTION REQUIRED/PROPOSED MOTION: Motion to Approve Recommendation.

Approved by Board of Supervisors March 3, 2015.

Contracted Services of Woodbury County Employees Comparables

	<u>Sioux Rivers</u>	<u>County Social Services</u>	<u>Central Iowa Community Services</u>	<u>SouthWest Iowa MHDS</u>	<u>Rolling Hills Community Services</u>	<u>Norwest Iowa Care Connection</u>
*Population	160,862	465,824	318,043	192,264	97,358	75,196
Number of Counties	3	22	10	9	7	6
Counties	Woodbury, Sioux, Plymouth,	Blackhawk, Emmet, Kossuth, Winnegago, Worth, Mitchell, Howard, Winneshiek, Allamakee, Hancock, Cerro Gordo, Floyd, Chickasaw, Fayette, Clayton, Pocahontas, Humbolt, Wright, Butler, Grundy, Tama, Webster	Franklin, Hamilton, Hardin, Boone, Story, Marshall, Jasper, Poweshiek, Madison, Warren	Monona, Harrison, Shelby, Pottawattamie, Cass, Mills, Montgomery, Fremont, Page	Buena Vista, Ida, Sac, Calhoun, Crawford, Carroll, Cherokee	Lyon, Osceola, Dickinson, O'Brien, Clay, Palo Alto
Service Coordinator	Woodbury \$92,936 Plymouth \$61,665 Sioux \$50,000	Salary Range \$43,000 to \$52,000 Senior Service Coordinator 45 years, awarded higher pay \$66,000 plus \$12,000 from General Relief from 3 counties	\$55,085 Most Senior Service Coordinator	\$67,392 Most Senior Service Coordinator	\$56,100 All are paid the same	\$59,359 20 year Senior
Assistant Director			Salary Range \$55,085 \$77,259			
Case Manager	\$59,589	\$58,000	\$54,005	\$57,304	N/A	N/A
Funding Coordinator	\$47,746	N/A	N/A	\$52,458	N/A	N/A
Intake Coordinator/ Financial Manager	N/A	N/A	\$67,481	N/A	N/A	\$23,528 Part-time
Administrative Assistant/ Office Manager	\$47,747	N/A	\$47,170	\$41,642	\$36,923	Part-time \$28,211 \$27,733

* Population Statics 2015 source: www.suburbanstats.org