

Keri Hinton

From: Silas Halloran-Steiner
Sent: Wednesday, March 16, 2016 4:27 PM
To: Mary Starrett; Laura Tschabold
Cc: Keri Hinton; Lucy Flores Mendez; Angelique Goldschmidt; Ken Huffer; Lindsey Manfrin; Tom Eversole; Caren Anderson; Christina Malae
Subject: Board Consideration: **Nursing Positions Market Adjustment**
Attachments: FW: Nursing Salary Comps

Follow Up Flag: Follow up
Flag Status: Flagged

Hi Mary and Laura,

I am recommending a mid-year market adjustment for our core nursing positions as outlined below in the following order: (1) statement of the problem, (2) salary comparisons and (3) recommendation for new range placement.

- (1) Nursing recruitment has been historically challenging. Over the last few years this challenge has increased dramatically due to health care reform and pronounced workforce shortages. Examples of the challenges include:
- In some instances nursing vacancies have been open for over 18 months without any qualified applicants.
 - In other cases qualified applicants have turned down job offers due to the current salary scale.
 - Difficulty with retention and the costs associated with turnover, recruitment and orientation of new staff.

Nursing recruitment is highly competitive as there are large demands for this role within many organizations and settings including most other counties. Nurses have many options available to them and when positions are open in other areas and disciplines we are not able to compete. Vacancies in our nursing staff cause a major disruption in services to the population we serve, strain current staff and create a loss of revenue due to services we are unable to provide and be reimbursed for. High turnover rates have also been a significant issue within nursing staff. Many staff are able to easily find jobs in other jurisdictions and private industry that pay a higher wage. High turnover rates have a significant cost associated with them as time energy and resources are required to successfully orient new staff. We now find ourselves not only competing for staff with places like hospitals, but also other county health services who pay more competitive wages.

These positions are being targeted for adjustment due to the medically necessary services that are required for this vulnerable population and for the medical services that are provided.

- (2) Below is a table of salary comparisons as well as a recommendation of where registered nurse positions should be on our current salary structure. The counties below were selected as counties similar to our own or are within commuting distance.

Registered Nurse County Comparisons		
Yamhill	\$3714	\$4818
Benton	\$4,035	\$6,324

Accepted by Yamhill County
Board of Commissioners on

3-24-16 by Board Order
112-105 / 112-106

Linn		
• Community	\$3,998	\$5,104
• Psychiatric	\$4,201	\$5,357
Polk	\$4,103	\$5,191
Nursing Supervisor County Comparisons		
Yamhill	\$4623	\$5858
Benton	\$5,594	\$8,671
Polk	\$4,929	\$6,235

(3) Based on the comparison salaries, I recommend reclassifying the Registered Nurse II position at range 22 (currently range 19) which provides a salary range of \$4247 to \$5428 and the Nursing Supervisor position at range 26 (currently range 24) which provides a salary range of \$5016 to \$6303. We currently have 9.48 FTE of Registered Nurse II and 1.0 FTE of Program Manager I (Nursing Supervisor). The fiscal impact of reclassifying the current nursing staff to range 22 and the nursing supervisor to range 26 is \$3,700 annually. We have sufficient expense authority to make this change. If approved, I will budget this accordingly for next year's budget process. Please also see the attached email and analysis that Angelique Goldschmidt, HR Manager, completed. See concludes that both recommendations are reasonable.

Overall, I hope that by creating a more competitive wage we will be able to successfully recruit and retain qualified and skilled nurses to provide critical medical services.

Please let me know if you have any questions.

Thanks,

Silas Halloran-Steiner
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Our Vision: People in Yamhill County live, work, learn, and play in safe communities that support wellness and dignity.

Our Mission: To promote the public's physical, emotional and social well-being through services, prevention, education, and partnerships.

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Oregon Employment Dept Occupation Profiles Report - Registered Nurses (Non-Supervisory and Supervisory), Wages 2015

Area	Low Hourly	Mid Hourly	High Hourly	Low Monthly	Mid Monthly	High Monthly
Yamhill Non-Supervisory Current	\$21.43	\$24.62	\$27.80	\$3714	\$4266	\$4818
Yamhill Non-Supervisory Proposed	\$24.50	\$27.91	\$31.32	\$4247	\$4838	\$5428
Yamhill Supervisory Current	\$26.67	\$30.24	\$33.80	\$4623	\$5241	\$5858
Yamhill Supervisory Proposed	\$28.94	\$32.65	\$36.36	\$5016	\$5660	\$6303
Oregon - Entire	\$29.38	\$39.87	\$51.96	\$5093	\$6911	\$9006
Clackamas	\$33.08	\$43.44	\$55.26	\$5734	\$7530	\$9578
East Cascades	\$29.57	\$39.24	\$50.62	\$5125	\$6802	\$8774
Eastern Oregon	\$24.28	\$32.28	\$42.03	\$4209	\$5595	\$7285
Lane	\$30.15	\$38.61	\$47.66	\$5226	\$6692	\$8261
Mid-Valley	\$28.64	\$37.43	\$48.63	\$4964	\$6488	\$8429
Northwest Oregon	\$27.21	\$38.42	\$50.83	\$4716	\$6660	\$8811
Portland-Metro	\$30.56	\$41.86	\$54.25	\$5297	\$7256	\$9403
Rogue Valley	\$28.39	\$37.33	\$47.26	\$4921	\$6471	\$8192
Southwestern Oregon	\$27.75	\$38.09	\$47.38	\$4810	\$6602	\$8213

Public Service Nursing Jobs Posted March 2016

Employer	Low Hourly	Mid Hourly	High Hourly	Low Monthly	Mid Monthly	High Monthly
Yamhill Non-Supervisory Current	\$21.43	\$24.62	\$27.80	\$3714	\$4266	\$4818
Yamhill Non-Supervisory Proposed	\$24.50	\$27.91	\$31.32	\$4247	\$4838	\$5428
State of Oregon (Public Health Nurse)	\$24.36	\$29.98	\$35.60	\$4223	\$5197	\$6170
Marion County (Public Health Nurse)	\$25.05	\$28.50	\$31.95	\$4342	\$4940	\$5538

Yamhill Supervisory Current	\$26.67	\$30.24	\$33.80	\$4623	\$5241	\$5858
Yamhill Supervisory Proposed	\$28.94	\$32.65	\$36.36	\$5016	\$5660	\$6303
State of Oregon (Public Health Nurse)	\$29.40	\$35.93	\$42.45	\$5095	\$6226	\$7357
State of Oregon (Public Health Nurse)	\$28.05	\$34.59	\$41.12	\$4862	\$5995	\$7127
State of Oregon (Mental Health Registered Nurse)	\$31.58	\$36.65	\$41.72	\$5474	\$6353	\$7231
Oregon Youth Authority (Supervising Registered Nurse)	\$32.40	\$38.92	\$45.43	\$5616	\$6745	\$7874

Keri Hinton

From: Silas Halloran-Steiner
Sent: Wednesday, March 16, 2016 4:25 PM
To: Silas Halloran-Steiner
Subject: FW: Nursing Salary Comps
Attachments: Nursing_WageComparison_160304.pdf

From: Angelique Goldschmidt
Sent: Friday, March 04, 2016 2:42 PM
To: Laura Tschabold
Cc: Ken Huffer
Subject: RE: Nursing Salary Comps

Good afternoon Laura,

Following a request by Yamhill County HHS Director Silas Halloran-Steiner to change the salary ranges for the Registered Nurse II and the Nursing Supervisor, I have completed a classification/compensation analysis of the positions. Attached to this email is summary comparison data for your reference. Relevant data used to determine if the requested changes are reasonable include:

- Oregon Employment Department 2015 Occupational Profile Report and Wage Survey of all registered nurse positions in Oregon by area
- Current March 2016 nursing jobs posted by public sector government organizations in Oregon within our recruitment area

Registered Nurse II - Currently at salary range 19 and approximately 15% below the mid-range of similarly classified positions posted by competing government public sector employers in March 2016. The increase of this classification to salary range 22 closes the gap to within 5% of the mid-range. The request to change the salary range of Registered Nurse II from range 19 to range 22 is reasonable.

Nursing Supervisor - Currently at salary range 24 and approximately 17% below the mid-range of similarly classified positions posted by competing government public sector employers in March 2016. The increase of this classification to salary range 26 closes the gap to within 10% of the mid-range. The request to change the salary range of Nursing Supervisor from range 24 to range 26 is reasonable.

Regards,
Angélique M. Goldschmidt, SPHR, SHRM-SCP
Human Resources Manager
Yamhill County



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