



Interim Human Services Committee | 10.21.21

Senator Judy Lee, Chairman

Human Service Zones

Local + State Partnerships For Effective and Efficient Service Delivery

NORTH
Dakota
Be Legendary.™

Human Services

SECTION 25 OF SENATE BILL NO. 2086 (2021) PROVIDES FOR A STUDY OF DEPARTMENT OF HUMAN SERVICES (DHS) AND HUMAN SERVICE ZONE EMPLOYEE COMPENSATION. THE STUDY IS TO REVIEW:

- Total state and human service zone employee compensation, including wages and salaries, annual leave, pay grades, classification, disaster or emergency services volunteers' leave, employee assistance program benefits, family and medical leave, funeral leave, holidays, hours of work, administrative leave, jury and witness leave, leave without pay, the merit system, military leave, overtime compensation, retirement benefits, health insurance benefits, severance pay, sick leave, benefits for temporary employees, and time off to vote;
- Health insurance benefits, including the availability of health savings accounts, self-insurance, healthy lifestyle incentives, and the appropriateness of the human service zones' current health insurance benefits;
- Compensation equity between DHS, other state agencies, human service zones, and the market; within human service zones; within DHS; and between human service zones; and
- The feasibility and desirability of implementing compensation equity.

AGENDA

- Comparisons in compensation levels between DHS employees and human service zone employees;
- Salary levels of former county social service directors who are now serving in different roles in human service zones; and
- Salary and benefit adjustments provided to county human service zone staff that became state employees

ND Salary Ranges
July 1, 2021 -- June 30, 2022

Grade	Hourly Salary Range					Monthly Salary Range					Annual Salary Range					Grade
	Min	1st CP	MPP	3rd CP	Max	Min	1st CP	MPP	3rd CP	Max	Min	1st CP	MPP	3rd CP	Max	
101	11.54	13.47	15.39	18.08	20.77	2,000	2,334	2,667	3,134	3,600	24,000	28,008	32,004	37,608	43,200	101
102	13.62	15.88	18.15	21.33	24.50	2,360	2,753	3,146	3,697	4,247	28,320	33,036	37,752	44,364	50,964	102
103	16.08	18.76	21.44	25.19	28.94	2,787	3,252	3,716	4,367	5,017	33,444	39,024	44,592	52,404	60,204	103
104	19.12	22.30	25.49	29.95	34.41	3,314	3,866	4,418	5,191	5,964	39,768	46,392	53,016	62,292	71,568	104
105	22.69	26.47	30.25	35.54	40.84	3,932	4,588	5,243	6,161	7,078	47,184	55,056	62,916	73,932	84,936	105
106	27.09	31.61	36.12	42.45	48.76	4,696	5,479	6,261	7,357	8,452	56,352	65,748	75,132	88,284	101,424	106
107	32.55	37.98	43.40	51.00	58.59	5,642	6,583	7,523	8,840	10,156	67,704	78,996	90,276	106,080	121,872	107
108	38.94	45.43	51.92	61.01	70.09	6,749	7,874	8,999	10,574	12,149	80,988	94,488	107,988	126,888	145,788	108
109	46.47	54.22	61.96	72.81	83.65	8,055	9,398	10,740	12,620	14,499	96,660	112,776	128,880	151,440	173,988	109
110	55.50	64.76	74.00	86.96	99.90	9,620	11,224	12,827	15,072	17,316	115,440	134,688	153,924	180,864	207,792	110

Glossary of terms:

Min: Minimum monthly salary for a full-time employee in a range.

1st CP: The first control point (CP) is the exact middle between the minimum and the market policy point of a grade.

MPP: Market Policy Point approximates what the average pay is for jobs in a particular pay range in public and private employment. The average includes people at all levels of experience from entry level to experienced.

3rd CP: The third control point (CP) is the exact middle between the maximum and the market policy point of a grade.

Max: Maximum monthly salary for a full-time employee in a range.

GRADE LEVEL + JOB CODE ANALYSIS

- Reviewed 7 grades and 10 job codes within the grades
- Identified like positions at both DHS and Human Service Zones
- Created an average salary and comp ratio for each job code within each HSZ and DHS
- Indicate highest salary and lowest salary among the zones and DHS

SALARY LEVELS OF FORMER COUNTY SOCIAL SERVICE DIRECTORS

Monthly Salary	Position	Hired or Moved into New Position
7,085.70	5026	HSPA IV Role - Site Supervisor
7,500.95	5763	HSPA IV Role - Site Supervisor
6,558.81	5365	HSPA IV - CPS Supervisor
7,717.00	6182	HSPA IV Role - Site Supervisor
5,393.86	5981	Social Worker III - CPS Supervisor
4,438.82	6549	Social Worker III - DCA Supervisor
5,436.60	6506	Family Service Specialist III - CPS Intake Unit
4,197.45	5909	Social Worker III
4,957.93	5574	Eligibility Worker I
5,708.41	5349	HSPA III - EW & DCA Supervisor
5,121.44	5004	Social Worker III - DCA Supervisor
6,794.54	6028	HSPA IV - Tribal Relations

SALARY + BENEFIT DIFFERENCES

Department	Sum of Salary Difference	Sum of Keep Whole Amount	Sum of Premium Difference
Administration	865.00	-	189.00
ECS	3,396.00	958.00	6,683.42
FC/SA	653.00	808.00	6,966.82
HCBS	5,461.00	2,227.00	14,011.54
LTC	2,600.75	697.00	4,694.57
QA	1,436.79	-	
Monthly Grand Total	14,412.54	4,690.00	32,545.35
Biennium	345,901.08	112,560.00	781,088.36

RECOMMENDED NEXT STEPS

- Establish the multiple targets for each grade and multiple positions within the grade
- Factor benefits packages into total compensation
- Run total cost scenarios given committee recommendations



Contact Information

Sara Stolt, Chief Operating Officer
600 E Boulevard Ave,
3rd Floor, Judicial Wing
Bismarck, ND 58505

Phone: 701-328-1891
E-mail: sarastolt@nd.gov



N O R T H
Dakota
Be Legendary.™

| Human Services