

## Network Tech Position

We have a qualified person who has accepted our offer to fill the open Network Tech position. The person is currently making \$23.20 per hour or \$48,256 annually. Our current pay scale for this position ranges from \$19.78 to \$21.16 per hour or \$41,142 to \$44,075 annually.

As you are aware, finding employees with even minimum qualifications is difficult. This person exceeds our minimum qualifications for this position. He has been at Alcona Health Center for 8 years and has an excellent working history prior to that. This person was presented our pay range and has accepted our offer with expectations of being paid at the higher end of our scale. To hire this person without expanding our pay range would not be fair to them and I would feel obligated to let them know what the wage maximum is prior to bringing him on board, meaning there is a chance that they will decline the offer.

A wage study was done, and it shows that Alpena County had the lowest range of wages of all counties in the study. In order to hire and maintain a qualified IT staff, the county will need to become competitive in its wage scale. This would not only apply to the new hire, but also to existing staff. We can continue throughout the remainder of this fiscal year at the same rate, but we will need to make adjustments going forward. The following wage ranges would put us at the median range of similar Michigan counties **based on 2020** wages.

Network Tech	\$23.48 - \$25.44
Assistant IT Director	\$29.83 - \$32.32
IT Director	\$44.16 – 47.84

Actual rates for 2023 would be:

Network Tech	\$23.96 (annual increase of \$8,112)
Assistant IT Director	\$31.06 (annual increase of \$16,411)
IT Director	\$45.98 (annual increase of \$37,045)