



Memorandum

To: Kate Sheehan
Director

Thru: Pam Day
Deputy Director

From: Pat Morrissey
Rosa Soto-Roman
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Human Resource Consultants

Date: September 4, 2020

Subject: Nurses Study, Phase 3: Public Health Nurses

Study Summarization:

An ongoing, comprehensive review of the job classes in the PG02 (Nursing, Assistive) and PG03 (Nursing, Professional) job families is being conducted in multiple phases in response to concerns raised by both the Department of Health and Social Services (DHSS) and Department of Corrections (DOC) that the wages of State of Alaska professional Nurse job classes have failed to remain competitive to recent changes in market.

Phase 1, implemented September 16, 2018, reviewed and investigated the competitiveness of Nurse salaries in comparison to readily available market compensation data. Phase 1 identified substantial misalignment to market.

Phase 2, completed August 1, 2019, reviewed and updated the class concepts/specifications and salary range alignments of various licensed Nurse and unlicensed Assistant (i.e., Certified Nurse Assistants, Psychiatric Nursing Assistants) job classes in the PG02 and PG03 job families providing various nursing assessment and care in State-operated facilities.

This summary memo specifically addresses the Phase 3 review of the work of the Public Health Nurse I-V (PG0331-35), Assistant Chief of Public Health Nursing (PG0361), and Chief of Public Health Nursing (PG0362) positions.

Study Results:

This project is the first study to establish job classes under the new “Series Specification” format and class coding. Job and salary analyses supported the following actions for the Public Health Nurse classes in the PG03 job family:

Class Code	Class Title	Grade	SOC	Action
Old: PG0331 New: PG03A1	Public Health Nurse I	Old: 19 New: 22	29-1141	<ul style="list-style-type: none"> • Class code change • Range change
Old: PG0332 New: PG03A2	Public Health Nurse II	Old: 21 New: 23	29-1141	<ul style="list-style-type: none"> • Class code change • Range change
Old: PG0333 New: PG03A3	Public Health Nurse III	Old: 23 New: 24	29-1141	<ul style="list-style-type: none"> • Class code change • Range change
Old: PG0334 New: PG03A4	Public Health Nurse IV	Old: 24 New: 25	29-1141	<ul style="list-style-type: none"> • Class code change • Range change
Old: PG0335 New: PG03A5	Public Health Nurse V	Old: 25 New: 26	29-1141	<ul style="list-style-type: none"> • Class code change • Range change
Old: PG0361 New: PG03A5	Old: Assist. Chief, Public Health Nursing New: Public Health Nurse V	26	Old: 11-9111 New: 29-1141	<ul style="list-style-type: none"> • Class code change • Retitle
Old: PG0361 New: PG03A6	Old: Chief, Public Health Nursing New: Public Health Nurse VI	27	Old: 11-9111 New: 29-1141	<ul style="list-style-type: none"> • Class code change • Retitle

All study actions regarding Public Health Nurse I-VI positions are effective **September 7, 2020**. Correspondence on the allocation of this study position will be distributed through the OPD system.

cc: Sana Efird, Administrative Services Director – Department of Health and Social Services
 Office of Management and Budget
 Office of the Governor

Kimberley King, Human Resource Manager
 Department of Health and Social Services

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