



Physician Extender II Position
 Department of Public Health

Background

In July 2016, the Department of Public Health had a mid-level provider retire leaving two mid-level providers. Since then the two remaining providers have given notice to leave employment with Jackson County; one resigned her position departing mid-November and the other is retiring at the end of December and the Department of Public Health has been actively recruiting for candidates to fill these positions.

The Physician Extender II position was originally advertised in June of this year with very limited response from qualified candidates; one candidate withdrew their application because they accepted an offer of \$125,000 here in our community and there was concern that the starting salary for the position was less than market value.

Mid-Level Provider Salary Information

Salary information was requested from area county governments and local area hospitals to share the starting salary for their mid-level positions to assess area market conditions.

Entity	Minimum Salary	Maximum Salary	Average Salary	Starting Salary Policy
Cherokee Co.	\$62,696	\$104,089	\$75,429 & \$36.31/hr.	Follows the state salary schedule for local classifications; hires above minimum to fill position as necessary; requesting starting salary of \$80,000 this year for vacant position.
Haywood Co.	\$64,878	\$105,245	\$86,875 & \$63.69/hr.	No response.
Henderson Co.	\$72,401	\$111,779	\$81,243	Hire above minimum when knowledge, skills and abilities warrant. Review internal equity issues and compare to current staff.
Macon Co.	\$60,845	\$91,268	-	No physician extender; contract with local physician for oversight.
Transylvania Co.	-	-	-	No physician extenders; contract with local physician for oversight.
State of NC	\$73,338	\$126,677	-	Currently the state has seven open Physician Extender positions.
WNC Local Co. Avg.	\$66,831	\$107,812	\$81,182	-

Entity	Minimum Salary	Maximum Salary	Average Salary	Starting Salary Policy
PayScale – NP	\$67,410	\$94,946	\$80,962	-
PayScale – PA	\$68,125	\$95,453	\$82,167	-
Salary.com – NP	\$76,307	\$103,098	\$88,501	-
Salary.com – PA	\$73,805	\$104,066	\$87,029	
Bureau of Labor Statistics	\$70,540	\$135,830	\$98,190	
Mission Hospital	\$78,600	-	-	-
WNC Avg.	\$72,465	\$106,679	\$87,370	

Requested information from Harris Regional Hospital but no salary information was provided.

Position Recommendation

Upon review of the information collected from area local governments, area hospitals human resources professionals, online salary databases and reviewing available mid-level provider employment opportunities in our area, it is recommended to reclassify the Physician Extender II position to Grade 39 in order to recruit qualified candidates. The minimum of the salary grade is equivalent to market offerings for new mid-level providers who have graduated from an accredited program and have minimal experience.

Current Position Title	Current Grade	Current Range
Physician Extender II	Grade 32	\$58,080-113,876
Proposed Position Title	Proposed Grade	Proposed Range
Physician Extender II	Grade 39	\$81,724-160.235

North Carolina Office of State Human Resources

The State Human Resources Act requires that pay grade relationships must be maintained for employees who are subject to the provision of the act, this includes the Department of Public Health. Classes are listed in occupational groups and each occupation group must maintain the pay grade relationship between the state and local pay plans. In cases where there is only one class in an occupational group, the assignment of salary range to this class and the resulting class relationships to other classes are at the jurisdiction's discretion. The Physician Extender II position is the only class we have in occupational grouping 4801 and reclassifying this position would not impact any other positions at the Department of Public Health.

https://ncoshr.s3.amazonaws.com/s3fs-public/documents/files/Section_4-Classification_of_Occupational_Groupings_2016-2017.docx