**Summary and Rationale for Salary Schedule Adjustments (2022 version)**

Proposed changes in the 2022 Salary Survey:

|  |  |  |  |
| --- | --- | --- | --- |
| Position | 2021 Hourly Rate | 2022 Hourly Rate | Difference |
| Health Commissioner | $32-$40 | $32-$40 | NA |
| Director of Environmental Health | $25-$32 | $25-$35 | +$3 max rate |
| Director of Nursing | $25-$32 | $25-$35 | +$3 max rate |
| Reproductive Health & Wellness Manager | $35-$42 | $35-$47 | +$5 max rate |
| Business Services Officer/ Vital Statistics Registrar | $17-$24 | $17-$27 | +$3 max rate |
| Disease Intervention Specialist/ Health Educator | $19-$26 | $19-$29 | +$3 max rate |
| Public Health Nurse III (RN w/ BSN) | $22-$27 | $22-$29 | +$2 max rate |
| Public Health Nurse II (RN w/out BSN) | $21-$26 | $21-$26 | NA |
| Public Health Nurse I (LPN) | $17-$20 | $17-$20 | NA |
| Medical Assistant II | $14-$18 | $14-$18 | NA |
| Medical Assistant I | $9-$13 | $10-$16 | +$1 min rate+$3 max rate |

To help determine an appropriate salary schedule, the Health Commissioner took several things into consideration, including the following:

-The Association of Ohio Health Commissioners (AOHC) releases a salary survey every two years. This just came out again in September 2022. This is a voluntary survey that all health departments within Ohio are invited to complete to help compare what other similar organizations pay for a given position. This survey is viewed as a non-binding guide to help determine pay.

-In the 2022 AOHC Salary Survey, the Health Commissioner used filters to only show comparably sized health departments, which was defined as all city health departments (of comparable population size), and all county and city health departments within the central and northwest regions of Ohio.

-The 2022 Salary Schedule referenced in the table above was designed to allow for a 5% annual raise for all employees in 2023, and again in 2024 without needing to revise the Salary Schedule next year.

-Medical Assistant I position – the current $9/hr is lower than the Ohio minimum wage ($9.30 in 2022)