

Board of Health AGENDA

A Board of Health meeting will be held **Wednesday, Jan 24, 2023, at 12:00 PM**
in the **THIRD FLOOR CONFERENCE ROOM C**, at the Health Department, **101 W. 9th St.**
(Lunch for Board Members will be served at 11:30 a.m.)

- A. 12:00 – 12:01 PM – Call to Order and Approval / Changes to Agenda (**Action Required**)
- B. 12:01 – 12:02 PM – Approval of Board of Health Meeting Minutes held Dec. 27, 2023 (**Action Required**)
- C. 12:02 – 12:05 PM – Public Forum
- D. 12:05 – 12:10 PM – Sunshine Law (**Action Required**):
 - *Sunshine Law C.R.S. 24-6-402 (2) (c)*
Requested the 1st floor vestibule and the Department’s website, pueblohealth.org, be the designated sites to post notices for the Board of Health meetings for 2024.
- E. 12:10 – 12:20PM – Recognize Years of Service: Employees July-December 2023
- F. 12:20 – 12:30 PM – Budget and Finance
 - Monthly Financial Report – December 2023 (**Action Required**)
 - Contracts (**Action Required**)
- G. 12:30 – 12:40 PM- Increasing Building Accessibility - Automatic Doors Proposal (**Action Required**)
- H. 12:40 – 12:50 PM – 2021-2023 Strategic Plan Closeout
- I. 12:50 – 1:00 PM –Public Health Director Evaluation Process
- J. 1:00 – 1:10 PM – BOH Updates/ Reports
 - Director Report
 - Legislative Updates

ADJOURN



Pueblo Board of Health Meeting Minutes
December 27, 2023

The Pueblo Board of Health meeting was held at the Pueblo Department of Public Health and Environment (PDPHE) building at 101 W 9th St.

Board Members Present:

Donald Moore, Board President
Ed Brown, Vice President
Eileen Dennis, Board Member
Zsuzsa Glasscock, Board Member
Zolanye McCulley-Bachicha, Board Member

Legal Counsel:

Marci Day, Assistant County Attorney

Administrative Staff Present:

Randy Evetts, Public Health Director
Katie Davis, Deputy Director
Georgia Alfonso, Budget and Finance Office (BFO) Director
Chad Wolgram, Environmental Health (EH) Director
Shylo Dennison, Community Engagement, Prevention, and Response (CEPR) Director
Denise DeNardo, Human Resources Manager
Jonathan Hontz, Administrative Assistant

Other Staff Members Present:

Justin Gage, Program Manager
Vicki Carlton, Program Manager
Olivia Leyva, Equity and Engagement Coordinator
Moremi Hamblin, Data Analyst
Alicia Solis, Program Manager
Adler Mercado Martinez, Administrative Assistant
Melinda Sentance, Health Promotion Specialist

Guests:

There were no guests present.

Approval of Agenda

MOVED by Eileen Dennis, seconded by Zolanye McCulley-Bachicha, to approve the Dec. 27, 2023, Board of Health meeting agenda.

MOTION CARRIED UNANIMOUSLY

Approval of Minutes

Donald Moore asked the Board for revisions to the minutes. There were none.

MOVED by Ed Brown, seconded by Zsuzsa Glasscock, to approve the Nov. 22, 2023 BOH meeting minutes as submitted.

MOTION CARRIED UNANIMOUSLY

Public Forum

There were no requests for public comment.

Board of Health Meetings Schedule for 2024

The schedule of regular meetings and work sessions for 2024 was reviewed. The Dec. 25, 2024 regular meeting will need to be moved, and this will be addressed at a future BOH Meeting. The Feb. 9, 2024 work session has been cancelled.

Budget and Finance

Monthly Financial Reports

BFO Director Georgia Alfonso presented financial reports for November 2023. There is a deficit of \$39,299, \$313,000 less than the projected deficit. Current projection for EOY is going to be about \$15,000 +/- the current figure or between \$55,000 and \$25,000 deficit. Unassigned funds stand at \$729,000, which will cover any deficit. No money will need to come from PDPHE's committed funds to cover the deficit.

MOVED by Eileen Dennis, seconded by Ed Brown, to accept the November 2023 financial reports as presented.

MOTION CARRIED UNANIMOUSLY

Contracts

Buell Foundation: 1/1/2024 -12/31/2024, \$20,000

A grant for the Adolescent Pregnancy Prevention Program has been awarded by the Buell Foundation and an Award Letter received. This grant funds PDPHE to continue to provide Adolescent Pregnancy Prevention Education in Pueblo County. This Award Letter does not require legal review and the Grantor requires a BOH signature. (Grant #7725)

MOVED by Zolanye McCulley Bachicha, seconded by Ed Brown, to approve the above contract as presented.

MOTION CARRIED UNANIMOUSLY

Information-Only Contracts

Emergency Preparedness Program: 1/15/24-6/30/24, \$17,000

This contract is between CDPHE and PDPHE. This program is to continue to support effective response to a range of public health threats. This contract is for additional funding of \$17,000 to support previously awarded funding. (Amendment #7 2024*0107). No BOH action or legal review is required; the amendment is only a date and amount change.

Follow-Up Discussion Regarding Compensation

Public Health Director Randy Evetts led a discussion regarding employee compensation going into 2024, specifically the percentage of increase and market rates for current classifications. (Slides attached).

Donald Moore asked if actual raises vary depending on position for 2024. Randy answered that increases are 3% across the board: 1% COLA and 2% within the salary range. Eileen Dennis asked if there is encouragement for long-term staff to take vacation to avoid maxing out and losing time. Randy answered that leave time counseling, both for people who use too much and for those who are in danger of losing their time due to maxing out their bank, is a regular part of staff reviews, and clarified that sick and personal days are not eligible for cash-out; only accrued vacation leave is paid out on separation. Randy also noted that sick leave and vacation leave are capped.

Donald thanked Randy for the presentation and reiterated that it is PDPHE's intent to have the strongest possible workforce we can afford. He acknowledged the work that had gone into this workforce analysis.

Final 2024 Budget

BFO Director Georgia Alfonso gave a final presentation of the PDPHE budget for 2024. Budget is beginning to level out post-COVID as COVID funding tapers off. Revenues for 2024 are projected to be \$8,727,861 (15.28% reduction over 2023) while expenses are projected at \$9,412,285. To cover this gap, PDPHE will use \$301,980 in restricted funds (grants awarded in a previous year but whose work continues into 2024) and is requesting to use \$382,444 in Unassigned Fund reserves to cover the remaining deficit. Staff expenses have been reduced through attrition and restructuring of positions. Many positions, especially temporary positions added during the COVID response, have ended.

Donald Moore asked if PDPHE has cut or eliminated any entire programs with the 2024 budget. Katie Davis mentioned CSEPP, but its work is nearly complete, resulting in a natural end to the program rather than a direct cut. Randy answered that no programs had been eliminated, but positions within programs were cut. Donald asked if there was any feedback from the City/County regarding their flat-funding requests. Randy answered that he will meet with Pueblo County Manager Sabina Genesio after the new year to get more information regarding the County's decision to reject PDPHE's request for an additional \$100,000 in funding for 2024, and he will follow up with the Mayor's office once the election is completed

Donald Moore asked Georgia to go over the different types of reserve funds. Georgia gave a brief overview:

- Restricted Funds: must be spent on specific purposes (grant funding).
- Committed Funds: three types, all require Board of Health approval to spend.
 1. General Operating: 85 days-worth of funds to keep operating even if all other sources run out.
 2. Employee Benefits: built as a buffer for any extra expenses incurred due to increased payouts for employee benefits.
 3. Capital Equipment: maintenance of the tools needed to do the work, for example to maintain or upgrade conference room technology.
- Unassigned Funds: used at Public Health Director's discretion, no specific purpose attached, does not require Board approval.

Donald clarified that the 2024 budget's projected use of Unassigned Funds will not affect the 85-day operating funds that PDPHE maintains for emergency purposes. Donald also recognized the hard work that went into figuring out how to minimize the effects of the contracting budget.

MOVED by Eileen Dennis, seconded by Ed Brown, to accept the adopt the final 2024 budget noting that the projected deficit will be covered by unassigned funds.

MOTION CARRIED UNANIMOUSLY

2024 Employee Handbook

Human Resources Manager Denise DeNardo presented the proposed 2024 PDPHE employee handbook. She thanked Assistant Pueblo County Attorney Marci Day for her legal review of the handbook. Key changes to this document include:

- Section 2.1, EEO and Unlawful Harassment: marital status is now a protected class, and other clarifying verbiage added per Protecting Opportunities and Workers' Rights (POWR) Act. The POWR Act broadens the type of conduct that constitutes harassment and restricts employers' use of affirmative defenses. This legislation repeals the current legal definition of "harass" for a broader definition with a much lower threshold of proof. These changes will make it easier for employees to plead and prove harassment claims. In contrast, employers will be required to meet a higher evidentiary standard for affirmative defenses.
- Section 2.4, Sexual Harassment: verbiage added per POWR Act above.
- Section 2.6, Job Postings: added Pay Transparency section as it pertains to Equal Pay for Equal Work Act (EPEWA)
- Section 6.3, Annual Leave Accrual Rates: to improve retention of new employees and address the workforce's request for additional, more timely leave accrual, we would like to shorten the first accrual step from 0-4.99 years to 0-1.99 years, employees will earn 8 hours per month. We would like to add a new step from 2-4.99 years, employees earn 10 hours per month. The other two steps remain the same. 5-9.99 years, employee earns 12 hours per month and 10+ years employees earn 16 hours per month. We would like to make the maximum accrual amount the same for all employees despite

years of service, increasing from the current highest max of 288 hours (7.2 weeks) to 320 hours (8 weeks). Increasing the max will assist employees from losing time.

- Section 6.4, Personal Holiday: to improve the retention of new employees and address employees' request for a more robust leave package, we would like to add one additional personal holiday. This addition will allow new employees to have leave available upon hire (PDPHE does not have a leave without pay policy).
- Section 6.5, Healthy Families and Workplace Act (HFWA): taken directly from the Colorado Department of Labor and Employment (CDLE).
- Section 6.6, Sick Leave and Call Off: employees who work less than 20 hours per week; schedule is minimum of 12 and maximum of 17 will max at 48 hours annually per HFWA.
- Section 6.8, Medical Leave Non-FMLA-Eligible: removed the detail for eligibility and will take case by case as recommended last review.
- Section 7.3, Attendance and Punctuality: "the negative impact of excessive tardiness and absences on coworkers, clients/patients, and the public" was added.

Donald Moore asked if Marci Day supported all the changes, and Marci assented. Zolanye McCulley-Bachicha asked about the additional holiday, and Denise answered that this was a personal holiday, bringing the employee total to three. Randy added that the intent of this extra personal holiday was primarily to benefit newer employees, who would be able to use these personal holidays despite not yet having accrued regular vacation or sick time.

MOVED by Zolanye McCulley-Bachicha, seconded by Ed Brown, to adopt the proposed 2024 employee handbook as presented.

MOTION CARRIED UNANIMOUSLY

Fee Analyses

BFO Director Georgia Alfonso presented information regarding proposed adjustment to some of PDPHE's fees. COVID response has skewed activity in some of our programs, requiring a revisit of many fees now that the peak of the response has passed, and activity levels are more representative of normal business. BFO looks at about nine different areas to measure the total costs and revenues associated with these fees:

- Purchased Vaccine
 - Previously, the BOH set maximum fees for purchased vaccines at \cost plus 10%. On average, many insurance carriers and Medicaid will pay more than this. Therefore, PDPHE is leaving money on the table.
 - PDPHE staff request to increase from cost+10% to cost + 50%. The recommendation is based on advice from a consultant who noted that this is common in the industry. It should also be noted that insurance carriers pay based on their negotiated rate but generally the cost +50% covers the range for which the various carriers will pay.
 - People paying out-of-pocket without insurance will receive a 25% discount due to reduced processing fees incurred by PDPHE. Ability to pay will not be a barrier.

- Alternate arrangements will be made with those who are unable to pay. .
- Recommending the following fee to go into effect January 1, 2024:
 - Introduce a new \$21.00 administrative fee to be assessed for each vaccine provided.

MOVED by Ed Brown, seconded by Zsuzsa Glasscock, to accept the adopt the proposed fee increases as presented.

MOTION CARRIED UNANIMOUSLY

- Childcare Facilities
 - Fee increases for this year are comparable to fee increases that went into effect January 1, 2023.
 - These fees do not cover costs, and raising the fees to the point that they would cover costs would be prohibitive and ultimately result in degradation of community childcare services. Proposed increases are to blunt the continuing effects of staff time dedicated to these mandatory programs.
 - For Childcare Facilities, Food Facilities, and Schools, PDPHE received a total of \$35,000 in funding. Most of this is put directly into Food, as that alone runs at a \$200,000 - \$300,000 dollar loss due to chronic underfunding.
 - Recommending the following fee changes to go into effect January 1, 2024:
 - Increase in Up to 50 Children fee from \$225 to \$250 (11.11%)
 - Increase in 51 to 100 Children fee from \$280 to \$315 (12.50%)
 - Increase in 101 to 150 Children fee from \$340 to \$385 (13.24%)
 - Increase in Over 150 Children fee from \$450 to \$505 (12.22%)
 - Increase in Follow-Up fee from \$80 to \$90 (12.50%)
 - Increase in Child Care Review Plan fee from \$100 to \$115 (15.00%)

MOVED by Ed Brown, seconded by Zsuzsa Glasscock, to accept the adopt the proposed fee as presented.

MOTION CARRIED UNANIMOUSLY

- Lab Sharps
 - PDPHE currently offers the general public the option to drop off filled sharps containers at PDPHE for a fee. This was put into place years ago to provide a place where people who generate needles/sharps due to their illnesses or illnesses of their pets have a place to dispose of them properly. The public health rationale is to prevent these sharps from being disposed of in the regular trash or dumped somewhere in public.
 - PDPHE incurs expenses for staff time and contracting with a disposal company to handle the sharps. .
 - Staff costs associated with this fee are very low.
 - Recommending the following fee changes to go into effect January 1, 2024:

- Increase in Large Container incl. disposal fee from \$15 to \$25 (66.67%)
- Increase in Large Container disposal only fee from \$8 to \$20 (150%)
- Increase in Medium Container disposal only fee from \$6 to \$15 (150%)
- Increase in Small Container disposal only fee from \$4 to \$10 (150%)
- Licensed body art tattoo parlors are finding it difficult to dispose of their sharps reliably. PDPHE would like to offer a program where Body Art businesses can dispose of their sharps at PDPHE for a fee. The Body Art vendors have asked PDPHE for assistance in this regard. PDPHE proposes the following fees for this service:
- Body Art:
 - Large Container incl. disposal fee \$45
 - Large Container disposal only fee \$40
 - Medium Container disposal only fee \$25
 - Small Container disposal only fee \$20

Chad Wolgram clarified that PDPHE can occasionally handle non-standard containers for sharps through this program, but it is primarily for standard sharps containers purchased either directly from PDPHE or elsewhere.

Eileen Dennis mentioned that reaching out to veterinary clinics to make them aware that this service is available to their clients might be beneficial, as this information might not be widely known.. She also asked if this program would provide any profit. Georgia Alfonso answered that there may be a small profit, but most likely it will break even. This represents only a small portion of Laboratory activities, but Georgia felt it would be beneficial to evaluate each of the Laboratory activities one-piece-at-a-time to obtain a more accurate picture of staff impact.

Donald Moore asked about diabetic needle disposal/general public disposal, and whether it is illegal to dispose of sharps in the trash. Katie Davis answered that many sharps disposal companies will allow private individuals to use their programs, and so does PDPHE. She also clarified that sharps disposal in the general trash is illegal. Donald expressed concerns about taking on this role with body art vendors and noted this is a cost of doing business for them. He asked, why they don't just contract with sharps disposal as medical facilities do. Katie answered that they do, but Chad Wolgram clarified that body art facilities often need to stockpile sharps for many months in order to have enough to justify the cost of picking them up with outside contractors, resulting in a storage issue for smaller body art businesses. Donald asked about the reasoning behind doing the work for body art facilities with only break-even potential; asked about the public health purpose of such a service instead of merely being a cheaper alternative to commercial services. Katie Davis answered that this is a new process born of request from the community. Chad also stated that this sharps program for body art facilities is a pilot program, and if costs and employee time prove to be detrimental to operations, it can be cancelled.

Zsuzsa Glasscock asked about the process of getting the container and disposal fees and what happens when a member of the public comes in to dispose of their sharps with their own

approved container. Katie Davis answered that PDPHE will take the container but the person will be asked to transfer the needles/ sharps to an approved sharps container and the person will need to pay for both the container and the disposal. They will then need to buy a new container either from PDPHE or somewhere else. Chad Wolgram noted if the individual purchases their sharps containers from PDPHE, the disposal of that container with sharps is included in the purchase.

MOVED by Ed Brown, seconded by Eileen Dennis, to accept the adopt the proposed fee as presented.

MOTION CARRIED UNANIMOUSLY

Public Health Director's Report

- Randy Evetts noted that the Executive Director evaluation process will begin in January, and in February the election of Board officers will take place. Randy invited board members who might be interested in serving as the president or vice president to contact him directly.
- Randy thanked the Board for their commitment and service to PDPHE and their efforts in steering PDPHE.

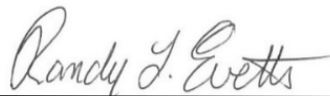
Board President Donald Moore adjourned the Board of Health meeting at 1:19 PM.

Next BOH Meeting

Wednesday, December 27, 2023, at 12:00 noon



Donald Moore, Board of Health President



Randy Evetts, MPA, Public Health Director

Submitted by Jonathan Hontz
Administrative Assistant

PDPHE Compensation

Randy Evetts

Background

- Historically, PDPHE adjusted its compensation down by 5% because the cost of living in Pueblo was cheaper than other areas of the state. We no longer adjust downward.
- Annual compensation analysis:
 - Data from Employers Council, CALPHO, Job Postings, etc. (Note: data lags behind 1 year; not all health departments across the state participate in these salary surveys.)
 - Some job titles are unique to PDPHE; have to find other "like jobs" but may not match exactly: e.g. Health Promotion Specialist, Equity Coordinator
 - For some job titles, the best comparison is other health departments (Environmental Health Specialist, WIC Educator) and for some job titles, the best comparison is to similar jobs in the local market (nurses, advanced practice nurses).

What has changed for PDPHE?

- We are now competing in a wider market than a few years ago (work from home/ telecommuting options).
- The "Great Resignation"- The vast turnover of public health workforce across the state and across the country has resulted in post-pandemic workforce shortages.
 - Health Departments across the front range have increased their wages to attract workforce.
 - Hiring ranges may be different from posted range.
- Increased expenses and cost of living have driven wages up at a faster rate than in previous years: PDPHE increased wages by 8% and by 10 % in the last two years respectively.
- Workforce expectations have changed: more work/life balance, more life accommodations and flexibility, accelerated career growth, expectations of higher starting salaries
- Tenure of employees has decreased significantly for PDPHE.

Is PDPHE competitive in the market?



Findings

- Annual compensation analysis confirms that we are in the average range across the state: this is an improvement!
- A secondary (limited) analysis of current Public Health jobs posted on the Front Range suggests that PDPHE may be behind the Front Range market by 10-15%
 - Some organizations have a different hiring range than their posted range
 - Others have adjusted their ranges up to attract workforce
 - Some organizations are changing their entry level requirements (removing degree requirements)

El Paso County (CO)
Environmental Health Specialist 1/1

SALARY	See Position Description	LOCATION	Colorado Springs, CO
JOB TYPE	Full-Time	JOB NUMBER	2300683
DEPARTMENT	Public Health	OPENING DATE	12/19/2023
CLOSING DATE	1/7/2024 11:59 PM Mountain		

Need more information on completing a job application? See the [EPC Application process here](#).

Job Summary

Join El Paso County's Public Health Agency to impact community well-being! Seeking adaptable individuals with top notch time management skills to conduct inspections across multiple programs. From inspecting retail food establishments to safeguarding public health, environment, and groundwater through on-site wastewater treatment system reviews for diverse neighborhoods. Your role matters-apply now and make a vital difference TODAY!!!

Environmental Health Specialist I:

Salary Range: \$52,190.00 - \$75,790.00 annually

Hiring Range: \$58,000.00 - \$63,000.00 annually

Environmental Health Specialist II

Salary Range: \$55,970.00 - \$83,940.00 annually

Hiring Range: \$62,000.00 - \$67,000.00 annually

This position has an anticipated work schedule of Monday - Friday, 8:00am - 4:30pm, subject to change. Eligible for hybrid work after 3-6 months of employment and pending operational need. Under FLSA guidelines, this position is non-exempt.

12 Vacation days (96 hours)
 3 Personal days (24 hours)*
*prorated based on time date
 12 Sick days (96 hours)
 11 Holidays

Provides environmental health inspections and investigations of public and private establishments and other environmental health related situations to ensure compliance with local and state health and safety codes. Serves as a public and environmental health educator; provides information and performs specialized environmental health work. This position is

Environmental Health Specialist Example

PDPHE Compared to El Paso County Health Dept.
(Posted range)

<u>PDPHE</u>	<u>El Paso</u>	<u>% Difference</u>
Low- \$50,776	Low- \$52,190	2.8%
Mid- \$62,234	Mid- \$68,065	9.4%
High- \$73,692	High- \$83,940	14.0%

PDPHE Compared to El Paso County Health Dept.
(Hiring range)

<u>PDPHE</u>	<u>El Paso</u>	<u>% Difference</u>
Low- \$50,776	Low- \$58,000	14.2%
Mid- \$62,234	Mid- \$70,970	14.0%
High- \$73,692	High- \$83,940	14.0%

Note: PDPHE requires Bachelor's Degree, El Paso does not.

Comparison to Recent Postings

EHS Average (Douglas, Summit, El Paso)	\$57,601.67	\$69,668	\$81,734
EHS PDPHE (PH-9)	\$50,776	\$62,234	\$73,692
Difference between Avg and PDPHE	\$6,825.67	\$7,434	\$8,042
% increase required to be in competitive range	13%	12%	11%

WIC ED Average (Douglas, El Paso)	\$41,260	\$48,866	\$56,471
WIC PDPHE (PH-4)	\$36,028	\$42,333	\$48,638
Difference between Avg and PDPHE	\$5,232	\$6,533	\$7,833
% increase required to be in competitive range	15%	15%	16%

PHN Average (El Paso, Summit, Adams, Montrose, Denver PH, Weld)	\$65,502	\$77,263	\$89,024
PHN PDPHE (PH-10)	\$54,838	\$67,177	\$79,515
Difference between Avg and PDPHE	\$10,664	\$10,086	\$9,509
% increase required to be in competitive range	19%	15%	12%

APN Average (Mesa County, PCHC)	\$114,457	\$124,344	\$134,230
PDPHE Advanced Practice Nurse (PH-15)	\$75,926	\$98,705	\$121,484
Difference between Avg and PDPHE	\$38,531	\$25,639	\$12,746
% increase to be in competitive range	51%	26%	10%

Source of data- CALPHO job postings, Indeed, Governmentjobs.com

Financial Impact of Salary Increases 2024

% Inc	Avg. Salary (\$\$) Increase/ Individual (avg PDPHE salary of \$56,410)	Increase expense (\$\$) to agency based on 2024 projected personnel expenses of \$7,688,225
1%	\$564	\$76,882
2%	\$1,128	\$153,765
3%	\$1,692	\$230,647
5%	\$2,821	\$384,411
6%	\$3,385	\$461,294
8%	\$4,513	\$615,058
10%	\$5,641	\$768,823
12%	\$6,769	\$922,587
15%	\$8,461	\$1,153,234

So, what else can PDPHE do to be competitive?

Offer Good Benefits

Vacation leave (new employee)- 8 hours/ month= 96 hours/ year (12 days)

Personal Holidays - 16 hours/ year (2 days)

Paid Holidays = 100 hours/ year= 12.5 days

Sick Leave (all employees) earn 8 hours/ month= 96 hours/ year (12 days)

PERA- Employer contributes 14.73% of salary monthly, Employee contributes 9% of salary monthly

Employee Assistance Program- 6 sessions/ issue (no charge), employee can attend up to 6 hours on work time

Health Insurance Plan C- PDPHE pays \$572.67/month, Employee pays ~\$27/ month

PDPHE Fitness Center (no cost)- would cost \$10.00/month at Planet Fitness

Professional Development- Up to \$500/person, per year for qualifying event

Benefits add up

Based on average annual salary of \$56,410 or hourly wage of \$27.12

Paid Holidays= \$2,712.00/ year

Sick Leave= \$2,603.52/ year

Vacation Leave= \$2,603.52

Personal Holiday= \$433.92

\$8,353/ year= 308 hrs. =
7.7 weeks

PERA employer contribution= \$692.49/ month or \$8,309.19/ year

Employee Assistance Program= \$162.72

PDPHE fitness room = \$120/ year

Health Insurance = \$6,872.04

\$15,463.95 (~27.4%)
Equivalent to 570.2 hrs
=14.25 weeks

**Total
Compensation=
\$71,873.95**

Other Benefits

- AFLAC- Employee only contribution (short term disability, cancer, hospital care, etc.)
- Nationwide 457 plan- employee only contribution
- PERA
 - Long-term disability- all PERA vested employees are eligible
 - 401 K option (employee contribution only)
- ADP Discounts (LifeMart)
- Profile EAP & Discount Marketplace
- Free Notary Services
- Pet Insurance
- Employee discounts (Vital records, water testing)

What else can/does PDPHE do to be competitive?

- Offer modified work schedules
 - Hybrid work-week
 - Alternate work start and end times
- Provide employee appreciation events
- Worksite wellness program (staff offered work time to participate)
- Requesting to change the vacation accrual rate to help retain those just starting at PDPHE
- Requesting to establish on max accrual for all staff to prevent long-time staff from losing time
- Requesting to add an additional personal holiday

Thank you!