

Resolution 2024-04

A resolution by the Board of Health of the Canton City Health District adjusting pay compensation for Canton City Public Health employees.

WHEREAS the Board of Health is authorized by section 3709.16 of the Ohio Revised code to determine the duties and fix the salaries of its Canton City Public Health employees; and

WHEREAS the Board of Health desires to fairly compensate all employees for their work; and

WHEREAS the wage and salary schedule for the Canton City Public Health employees has not been adjusted since January 1, 2022; and

WHEREAS employees at Canton City Public Health have been working diligently to serve the Canton community by preventing the spread of disease, promoting health, and protecting the community from harm.

NOW THEREFORE BE IT RESOLVED

- 1) The Board of Health of the Canton City Health District adopts, as of May 4, 2024, the following compensation program documents that shall apply to all Canton City Public Health employees and shall supersede all earlier compensation plans, position classification schedules, and salary structures:
 - a) Pay Grades, attached hereto
 - b) Position Classification Schedule, attached hereto
 - c) 800-030-P Compensation Program policy along with its attachments, attached hereto, which provides details on the implementation of the compensation program adopted.
- 2) In order to move existing Canton City Public Health employees or any employees approved for hire but have yet to start, as of May 3, 2024, including employees in their probationary period, into the new Pay Grades, the Board of Health adopts a one-time pay adjustment for those employees, effective May 4, 2024, as detailed in the Pay Adjustments Table and the Pay Adjustments Description attachments to this resolution.
- 3) The Board of Health approves the administrative change to all Canton City Public Health position descriptions to update the pay range information to the new pay grade assignment information listed on the Position Classification Schedule adopted.
- 4) Effective May 4, 2024, the Board of Health rescinds Health Code 207.06(c) in its entirety, which states:

All employees hired after January 1, 2008 will be eligible for one-half of a standard unit increase in pay as determined by the Board of Health upon the successful completion of their probationary period. (Res. 11-2007; Passed 11-19-07.)
- 5) Due to rescinding Health Code 207.06(c), all employees still in their probationary period on or after May 4, 2024 will not receive one-half of a standard unit increase in pay upon successful completion of their probationary period with the exception of any probationary employee who, when moved into

their pay grade per item 2, would result in a lower salary. Three employees have been identified as the exceptions and the Board of Health approves those three employees will remain at the rate in which they were hired and also receive the one-half of a standard unit increase in pay upon the successful completion of their probationary period, as detailed in the table below.

Employee	Position	Start Date	Salary	End of Probation Date	Salary with ½ Std. Increase
Megan Lancaster	WIC Assistant PT	02/12/2024	PT - \$16.96/hr	05/12/2024	PT - \$17.33/hr
Amanda Morningstar	Nurse Practitioner	03/21/2024	PT - \$47.76/hr	06/19/2024	PT - \$48.69/hr
Samantha Pentello	Disease Intervention Specialist	04/02/2024	\$45,616.00	07/01/2024	\$46,785.00

- 6) The Health Commissioner is authorized to correct any ministerial or de-minimis errors that do not substantially alter the intended results or the numerical total sums of this resolution during or after the pendency or passage of this resolution. Any changes will be reported to the Board of Health.

BE IT FURTHER RESOLVED that this resolution be passed as an emergency and that it becomes effective May 4, 2024 to avoid unnecessary delays to the operations of Canton City Public Health.

ADOPTED by the Board of Health of the Canton City Health District this 8th day of **May, 2024**.

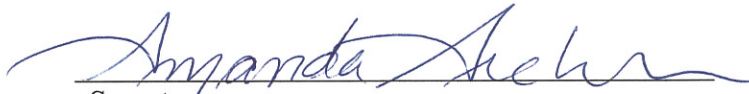
APPROVED



 President
 Canton City Board of Health

5.13.24

 Date



 Secretary
 Canton City Board of Health

5/8/2024

 Date