

District 2 Public Health

Rural Medical Personnel Recruitment

Zachary Taylor, MD / September 6, 2023

County Public Health Department

- Health Department
 - Clinical and Preventive Services
 - Communicable Disease Control
- Environmental Health
 - Septic
 - Restaurant Inspections
 - Tourist Accommodations/Public Pools
 - Rabies Control
 - Body Art

County Public Health – Public Health Nursing

- Training – 9 months to 1 year
- Assess and provide treatment/referral/vaccination following protocols and MD recommendations
- Services
 - Women’s Health
 - STD/TB
 - Immunizations
 - Child Health
 - Other
- Works with schools, senior centers, jails/prisons, social service organizations, drug treatment centers

County Public Health – Public Health Nursing

- Benefits
 - Medical/Dental/Vision
 - 13 paid holidays
 - 3 weeks of paid annual and sick leave
 - 401k match and pension plan
- Hiring Ranges
 - PH RN1 - \$49,344 – \$51,811
 - PH RN2 - \$55,759 - \$58,547
 - PH RN3 - \$63,017 – \$66,158

Challenges - Public Health Nursing

- Salary & competition with private sector
- Position lacks the flexibility of shift work
- Lack of tuition reimbursement program
- Location/commute is too far
- Lack of benefits offered for part time positions
- No COLA on annual/routine basis
- No monetary value attached to yearly evaluation

County Public Health – Environmental Health

- Completion of a Bachelor's Degree from an accredited four-year college or university with 27 semester hours in laboratory science
- Additional training and experience required (approximately 1 year)
 - Onsite sewage management
 - Level 1 and 2 soils training
 - Food service training
 - Rabies (requires vaccination)
 - Vector control
 - Pools, Tourist Accommodations, and Body Art training
 - Emergency response training
 - Customer service

County Public Health – Environmental Health

- Benefits
 - Medical/Dental/Vision
 - 13 paid holidays
 - 3 weeks of paid annual and sick leave
 - 401k match and pension plan
- Entry level salary - \$42,819 (National average - \$47,000)
 - Career ladder
 - EHS 1, 2,3,4
 - EH County Manager
 - District and State EH program positions

Challenges – Environmental Health

- Salary
- Work in difficult environments
 - Field work
 - Regulatory
- Lack of tuition reimbursement program
- No increase in pay related to educational achievement
- Lack of benefits offered for part time positions
- No COLA on annual/routine basis
- No monetary value attached to yearly evaluation