



**TO:** SOUTHERN NEVADA DISTRICT BOARD OF HEALTH      **DATE:** May 25, 2023



**RE:** *Acceptance and Implementation of the E3 and M2 salary ranges as recommended by Pontifex Consulting Group.*

---

**PETITION #30-23**

**That the Southern Nevada District Board of Health** *accepts and approves the implementation of the E3 and M2 salary ranges as recommended by Pontifex Consulting Group.*

**PETITIONERS:**

**Joe Cabanban, HR Manager**   
**Fermin Leguen, MD, MPH, District Health Officer** 

**DISCUSSION:**

The E3 salary range is being added to the salary scale, calculated per the recommendation of Pontifex Consulting Group. The E3 salary range will set the salaries for the positions of Deputy District Health Officer-Administration and Deputy District Health Officer-Operations.

We are asking for the approval and implementation of the M2 salary range as recommended by Pontifex Consulting Group. This salary ranges affects the positions of FQHC Manager, Laboratory Manager, Pharmacy Manager and Public Health Informatics Manager.

**FUNDING:**

The E3 salary range being requested is \$149,578.00 - \$239,325.00. This salary range will be funded by the District's General Funds.

The M2 salary range being requested is \$107,696.00 - \$172,313.00. This salary range will be funded by existing grants already in place.