



**Erie County
Department of
Health**



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Closing the Pay Gap: Public Health Nurses

Joseph Abdulla
Erie County, Deputy Commissioner of Health

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History & Context

How COVID affected salary



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Staff Expectations

What is the culture?



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How did Erie County manage staff expectations?



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Role and Importance of Labor Relations



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Salary Range Discrepancy

Unfilled positions tell a story



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Support from County Leadership



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Questions?

Joseph Abdulla

716-858-8080

joseph.abdulla@erie.gov



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