Date: 3/2/2021

To: Personnel Board

From: Omar Johnson (Health Agent)

Subject: Step Increase Request from $32.42 to $39.41

Arthur William Droheim has successfully completed his 6 month probation as the Assistant Heath Agent, and did so quite impressively considering that he joined a health department during very difficult times. Upon accepting the position William politely inquired as to whether he could be started at a higher hourly wage. William was told at that time that this request was a possibility, and that it would depend upon his performance during his probation period and a review of his education and/or the skills he brings to the job above and beyond what is reasonably expected. Regarding his education, William does hold a Master’s Degree in Environmental Science which will be extremely to the department.

During William’s probationary he accepted and handled all of the duties assigned to him with relative ease. Because it was necessary that I concentrate on Covid-19 responsibilities, William was placed in a position where he had to learn the basics of the job with limited supervision and I am pleased to report that he handled the responsibilities very well. Training with William has been on-going for septic system inspections, food and housing inspections, water testing for the public water systems and a myriad of other Board of Health duties. William has two of the incident command trainings completed and recently completed his training for food inspections and is currently studying for his Very Small Water Systems (VSS) certification. William has also been allowed to run the Board of Health of meetings with me in attendance. In addition, William has represented West Tisbury’s Board of Health as an integral and prized member of the Covid Contact Tracing team that investigates Covid cases throughout the island.

William has acquired another paid part-time position as a Contact Tracer **outside and beyond** his Board of Health duties to supplement his income and has been working on these additional assignments on weekends for several months now. My hope is for William to be fairly compensated so that he has an option to relinquish these duties and not at any point feel the need to seek a higher paying position.

My request to the Personnel Board is to grant William an increase in his hourly wage. It would not be in the best interest of the Town to lose an employee of William’s caliber because we failed to compensate him for all that he is worth.

Sincerely,

Omar Johnson (Health Agent/Town of West Tisbury)