

# Overall Satisfaction

Considering everything, most Region 1 respondents reported that they were satisfied with their job (4 on a 5-point Likert scale). The statewide average was also 4.

## Region 1 Accomplishments

Region 1 respondents either agreed or strongly agreed with the following statements:

- I am satisfied with the level of professionalism my coworkers show (100%)
- I feel like I make a difference (94%)
- I am able to participate in professional organizations (94%)
- I am proud to work for a health department (88%)

Northwest Partnership for Public Health  
&  
Western Carolina University  
present

## 2007 Environmental Health Recruitment & Retention Study Results

### Region 1



Cherokee, Clay, Graham, Haywood, Jackson, Macon, Swain and Transylvania counties

## North Carolina Association of Local Health Directors Regional Map



Map provided by the North Carolina Institute for Public Health.

### For more information contact:

Candice DuVernois, RN, MPH  
Northwest Partnership Director  
126 Poplar Grove Connector  
Boone, NC 28607

Phone: 828-264-4995, ext. 166  
Fax: 828-264-4997  
E-mail: [candiced@aphealth.com](mailto:candiced@aphealth.com)



## The Respondents

In Region 1, there were **16** respondents out of 54 in the region (30% response rate). The demographic results are as follows:

- Supervisors: 2
- EHSs: 14
  - OSWW 10
  - F&L 4

12 **males** and 4 **females** responded and 94% described themselves as **Caucasian**. Most fell into the **25–29 age group**, making Region 1 one of the three **youngest** regions in the state. Region 1 had the **2nd highest percentage of BSEH grads** at 31%. 2 of the 16 held a Master's degrees.

Respondents were also asked to list all of their job duties.

Among other duties, they reported working in **Drinking Water Protection—Wells (69%)** and **Animal Control—Rabies (44%)**, the highest percentage in the state.



## The Reasons

Why do Environmental Health Specialists work in their current job?

Here's what Region 1 said:

1. I enjoy working outdoors (81%)
2. I wanted to use my college degree (81%)
3. I believe in protecting the environment (63%)
4. The job is close to home (56%)

**NOTE:** All information was self-reported via an on-line survey. None of the information, including salaries, was verified by any other means.

## Experience

Similar to the statewide numbers, most (56%) in Region 1 have been working as an EHS in North Carolina for **5 years or less**.



## Intentions

A majority (75%) of EHSs in Region 1 intend to stay in Environmental Health for their entire professional career, higher than the state average of 61%. The remaining 25% are considering leaving Environmental Health as a field in the next 1–5 years with most currently practicing in OSWW.

The following is a list of reasons for leaving the field:

1. Poor or inadequate salary (44%)
2. Job is too stressful (25%)

Only 3 of the 16 respondents intend to **change geographic locations** in the next 1–5 years.

## Importance and Satisfaction

Many Region 1 respondents **strongly agreed** that the following were **important** to them:

1. A salary consistent with workload and job responsibilities (94%)
2. Access to trainings and seminars (81%)
3. A supportive supervisor (75%)

Of the 47 satisfaction questions, 4 items stood out receiving 1 or 2 on a 5-point Likert scale. Respondents were dissatisfied with:

1. Salary in relation to workload (63%)
2. Level of staffing (44%)
3. Bonus structure (31%)
4. Opportunities for promotion (25%)

## A Question of Salary

The results of the salary question are presented here in 3 different ways. The first is **Specialist salary** by years of experience (no Supervisors) comparing the State with Region 1:

Years of Practice	Statewide Salary (Mode)*	Region 1 Salary (Mode)*
0–5 years	\$35,000–\$37,499	\$32,500–\$34,999
6–10 years	\$42,500–\$44,999	**
11–15 years	\$45,000–\$47,499	**
16–20 years	\$40,000–\$42,499	**
> 20 years	\$50,000–\$52,499	**

\* The mode is the most commonly chosen value.

\*\*There were not enough respondents to calculate an average for this group.

The following is **Supervisor salary** by years of experience (Statewide only):

Years of Practice	Statewide Supervisor Salary (Median)***
0–5 years	\$47,500–\$49,999
6–10 years	\$45,000–\$47,499
11–15 years	\$52,500–\$54,999
16–20 years	\$52,500–\$54,999
> 20 years	\$60,000–\$62,499

\*\*\* The median is the middle value with half the values falling above it and half falling below it.

Finally, respondents were asked what they thought an adequate salary was for an EHS with 5 years of experience. The most common answer for Region 1 was **\$42,500–\$44,499**; the average statewide response was **\$40,000–\$42,499**.