

Overall Satisfaction

Considering everything, most Region 10 respondents reported that they were satisfied with their job (4 on a 5-point Likert scale). The statewide average was also 4.

Region 10 Accomplishments

Region 10 respondents either agreed or strongly agreed with the following statements:

- I am satisfied with the independence I have at work (96%)
- I enjoy working with the public and helping people (93%)
- I am satisfied with the relationships I have developed with coworkers (93%)
- I am satisfied with my current program area (91%)
- I am satisfied with the balance I have between my family life and work life (89%)

Northwest Partnership for Public Health
&
Western Carolina University
present

2007 Environmental Health Recruitment & Retention Study Results

Region 10



Beaufort, Carteret, Craven, Greene, Jones, Lenoir,
Pamlico, Pitt and Wayne counties

North Carolina Association of Local Health Directors Regional Map



Map provided by the North Carolina Institute for Public Health.

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The Respondents

In Region 10, there were **56** respondents out of 72 in the region (78% response rate). The demographic results are:

- **Supervisors:** 13
- **EHSs:** 43
 - OSWW** 22
 - F&L** 19
 - Animal Control** 1
 - Erosion Control** 1

33 **males** and 23 **females** responded. 95% described themselves as **Caucasian** and 4% as **African-American**. The most common **age group** reported was **25–29**. An equal number of respondents held degrees in **biological science (32%)** and **Environmental Health (32%)**. 4 of the 56 respondents held a Master's degrees (7%).

Respondents were also asked to list all of their job duties. Among other duties, they reported working in **Drinking Water Protection—Wells (52%)**, **Environmental Public Education (36%)**, **Public Health Preparedness & Response (29%)** and **Migrant Housing Inspections (24%)**.



The Reasons

Why do Environmental Health Specialists work in their current job?

Here's what Region 10 said:

1. I believe in protecting the environment (71%)
2. I can work independently (66%)
3. I enjoy working outdoors (63%)
4. I wanted a Monday–Friday work week (59%)
5. The job is close to home (55%)

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, many (34%) in Region 10 have been working as an EHS in North Carolina for **less than 5 years**.



Intentions

A majority (59%) of EHSs in Region 10 intend to stay in Environmental Health for their entire professional career, lower than the state average of 61%. About 13% are considering leaving Environmental Health as a field in the next 1–5 years. The following is a list of reasons for leaving the field:

1. Poor or inadequate salary (43%)
 2. Lack of career advancement opportunities (39%)
- One of the 56 intends to **change geographic locations** in the next year. 10 (18%) intend to **change geographic locations** in the next 1–5 years.

Importance and Satisfaction

Many Region 10 respondents **strongly agreed** that the following were **important** to them:

1. A salary consistent with workload (86%)
2. A good benefits package (79%)
3. A good balance between family and work (77%)
4. A supportive supervisor (71%)
5. Good communication with supervisor (63%)

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. Bonus structure (48%)
3. Opportunities for promotion (48%)
4. Level of staffing (32%)

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 10:

Years of Practice	Statewide Salary (Mode)*	Region 10 Salary (Mode)*
0–5 years	\$35,000–\$37,499	\$30,000–\$32,499 \$35,000–\$37,499
6–10 years	\$42,500–\$44,999	**
11–15 years	\$45,000–\$47,499	**
16–20 years	\$40,000–\$42,499	\$40,000–\$42,499
> 20 years	\$50,000–\$52,499	\$42,500–\$44,999

* 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 10 was **\$40,000–\$42,499**; the average statewide response was also **\$40,000–\$42,499**.