

Overall Satisfaction

Considering everything, most Region 2 respondents reported that they were satisfied with their job (4 on a 5-point Likert scale). The statewide average was also 4.

Northwest Partnership for Public Health
&
Western Carolina University
present

Region 2 Accomplishments

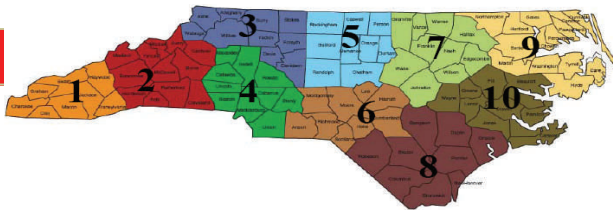
Region 2 respondents either agreed or strongly agreed with the following statements:

- I am satisfied with the relationships I have developed with coworkers (95%)
- I am satisfied with the independence I have at work (95%)
- I am challenged professionally in my work (89%)
- I am proud to work for a health department (74%)

2007 Environmental Health Recruitment & Retention Study Results

Region 2

North Carolina Association of Local Health Directors Regional Map

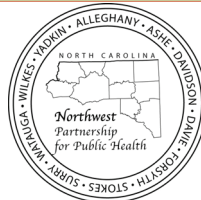


Map provided by the North Carolina Institute for Public Health.



Buncombe, Burke, Caldwell, Cleveland, Henderson, Madison,
Rutherford-Polk-McDowell and Yancey-Mitchell-Avery counties

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The Respondents

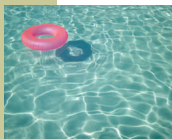
In Region 2, there were **19** respondents out of 83 in the region (23% response rate). The demographic results are as follows:

- Supervisors: 4
- EHSs: 15
 - OSWW 7
 - F&L 6

16 **males** and 3 **females** responded and 100% described themselves as **Caucasian**. Most fell into the **30–34 age group**. Most in Region 2 had degrees in either **biological science** or **earth/atmospheric science** and 16% had a B.S. in **Environmental Health**. 2 out of the 19 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 (58%)**, **Recreational Water Protection—including Pools (42%)** and **Animal Control—Rabies (11%)**.



The Reasons

Why do Environmental Health Specialists work in their current job?

Here's what Region 2 said:

1. I can work independently (68%)
2. I believe in protecting the environment (63%)
3. The job is close to home (56%)
4. I enjoy working outdoors (58%)
5. I like the variety of job duties (58%)

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 (32%) in Region 2 have been working as an EHS in North Carolina for **5 years or less**.



Intentions

47% of EHSs in Region 2 intend to stay in Environmental Health for their entire professional career compared with the state average of 61%. The remaining 53% are considering leaving Environmental Health as a field in the next 1–10 years.

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

1. Poor or inadequate salary (32%)
2. Job is too stressful (21%)
3. Other (26%)

Only 1 of the 19 respondents intends to **change geographic locations** in the next year. 6 (32%) intend to **change geographic locations** in the next 1–5 years.

Importance and Satisfaction

Many Region 2 respondents **strongly agreed** that the following were **important** to them:

1. A good benefits package (89%)
2. Adequate staffing (89%)
3. A salary consistent with workload (84%)
4. A supportive supervisor (84%)

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

1. Salary in relation to workload (74%)
2. Opportunities for promotion (47%)
3. Benefits package (42%)
4. Bonus structure (42%)
5. Level of staffing (42%)

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 2:

Years of Practice	Statewide Salary (Mode)*	Region 2 Salary (Mode)*
0–5 years	\$35,000–\$37,499	\$30,000–\$32,499
6–10 years	\$42,500–\$44,999	\$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	**

* 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 2 was **\$45,000–\$47,499**; the average statewide response was **\$40,000–\$42,499**.