

Overall Satisfaction

Considering everything, most Region 3 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
&
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present

Region 3 Accomplishments

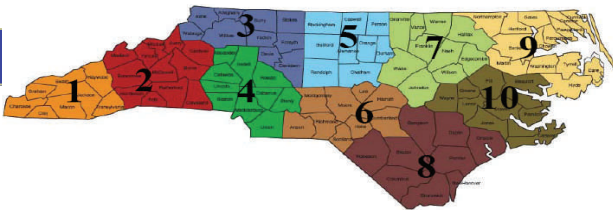
Region 3 respondents either agreed or strongly agreed with the following statements:

- I am satisfied with the relationships I have developed with coworkers (95%)
- I am satisfied with the independence I have at work (93%)
- I am satisfied with the communication between my supervisor and me (88%)
- I feel like I make a difference (86%)

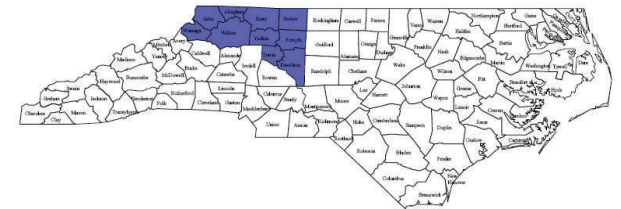
2007 Environmental Health Recruitment & Retention Study Results

Region 3

North Carolina Association of Local Health Directors Regional Map



Map provided by the North Carolina Institute for Public Health.



Davidson, Davie, Forsyth, Stokes, Surry,
Alleghany-Ashe-Watauga, Wilkes and Yadkin counties

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The Respondents

In Region 3, there were **56** respondents out of 87 in the region (64% response rate). The demographic results are:

- **Supervisors:** 8
- **EHSs:** 48
 - OSWW** 24
 - F&L** 23
 - Lead** 1

41 males and **15 females** responded and 100% described themselves as **Caucasian**. Most fell into the **25–29 age group**, making Region 3 one of the three **youngest** regions in the state. Most (27%) had degrees in **biological science** and 20% had a B.S. in **Environmental Health**. 3 of the respondents held a Master's degrees and 1 held a PhD.



Respondents were also asked to list all of their job duties. Among other duties, they reported working in **Drinking Water Protection—Wells (50%), Migrant Housing Inspections (28%)** and **Animal Control—Rabies (23%)**.

The Reasons

Why do Environmental Health Specialists work in their current job?

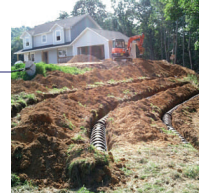
Here's what Region 3 said:

1. I can work independently (82%)
2. I believe in protecting the environment (70%)
3. I enjoy working outdoors (66%)
4. The job is close to home (63%)
5. I wanted to use my college degree (63%)

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 (46%) in Region 3 have been working as an EHS in North Carolina for **5 years or less**.



Intentions

A majority (70%) of EHSs in Region 3 intend to stay in Environmental Health for their entire professional career, higher than the state average of 61%. The remaining 30% 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 (30%)
2. Lack of career advancement opportunities (25%)
3. Poor or inadequate fringe benefits (13%)

None of the 56 intend to **change geographic locations** in the next year. 9 (16%) intend to **change geographic locations** in the next 1–5 years.

Importance and Satisfaction

Many Region 3 respondents **strongly agreed** that the following were **important** to them:

1. A salary consistent with workload (79%)
2. A good benefits package (78%)
3. A supportive supervisor (70%)
4. Adequate staffing (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. Level of staffing (61%)
2. Salary in relation to workload (57%)
3. Bonus structure (43%)
4. Opportunities for promotion (29%)

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 3:

Years of Practice	Statewide Salary (Mode)*	Region 3 Salary (Mode)*
0–5 years	\$35,000–\$37,499	\$35,000–\$37,499
6–10 years	\$42,500–\$44,999	\$37,500–\$39,999, \$42,500–\$44,999
11–15 years	\$45,000–\$47,499	\$45,000–\$47,499
16–20 years	\$40,000–\$42,499	**
> 20 years	\$50,000–\$52,499	\$45,000–\$47,499

*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 3 was **\$42,500–\$44,999**; the average statewide response was **\$40,000–\$42,499**.