

# Overall Satisfaction

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

## Region 4 Accomplishments

Region 4 respondents either agreed or strongly agreed with the following statements:

- I am satisfied with the independence I have at work (90%)
- I am proud to work for a local health department (89%)
- I am satisfied working in my current program area (88%)
- My supervisor welcomes my suggestions and encourages feedback (84%)
- I am satisfied with the relationships I have developed with coworkers (84%)

## North Carolina Association of Local Health Directors Regional Map



Map provided by the North Carolina Institute for Public Health.



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&  
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## 2007 Environmental Health Recruitment & Retention Study Results

### Region 4



Alexander, Cabarrus, Catawba, Gaston, Iredell, Lincoln,  
Mecklenburg, Rowan, Stanly and Union counties

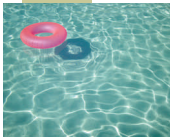
## The Respondents

In Region 4, there were **83** respondents out of 148 in the region (56% response rate). The demographic results are:

- **Supervisors:** 12
- **EHSs:** 71
  - OSWW** 17
  - F&L** 31
  - Surface Water Protection** 7
  - Erosion Control** 6
  - Other** 10

49 **males** and 34 **females** responded. 86% described themselves as **Caucasian** and 7% as **African-American**. The most common **age group** reported was **45–49**. Most (42%) had degrees in **biological science**. 12 of the 83 respondents held a Master's degrees (14%).

Respondents were also asked to list all of their job duties. Among other duties, they reported working in **Drinking Water Protection—Wells (45%)**, **Environmental Public Education (43%)** and **Recreational Water Protection—including Pools (36%)**.



## The Reasons

Why do Environmental Health Specialists work in their current job?

Here's what Region 4 said:

1. I believe in protecting the environment (76%)
2. I can work independently (70%)
3. I wanted to use my college degree (64%)
4. I enjoy working with the public (57%)
5. I enjoy working outdoors (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, most (34%) in Region 4 have been working as an EHS in North Carolina for **5 years or less**.



## Intentions

A majority (72%) of EHSs in Region 4 intend to stay in Environmental Health for their entire professional career, higher than the state average of 61%. The remaining 28% 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. Lack of career advancement opportunities (33%)
2. Poor or inadequate salary (22%)

None of the 83 respondents intend to **change geographic locations** in the next year. 12 (14%) intend to **change geographic locations** in the next 1–5 years.

## Importance and Satisfaction

Many Region 4 respondents **strongly agreed** that the following were **important** to them:

1. A good benefits package (81%)
2. A salary consistent with workload (77%)
3. A supportive supervisor (72%)
4. A good balance between family and work (72%)

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

1. Bonus structure (43%)
2. Salary in relation to workload (40%)
3. Opportunities for promotion (40%)
4. Staff morale (28%)

## 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 4:

Years of Practice	Statewide Salary (Mode)*	Region 4 Salary (Mode)*
<b>0–5 years</b>	\$35,000–\$37,499	\$35,000–\$37,499
<b>6–10 years</b>	\$42,500–\$44,999	\$42,500–\$44,999
<b>11–15 years</b>	\$45,000–\$47,499	\$45,000–\$47,499, \$47,500–\$49,999
<b>16–20 years</b>	\$40,000–\$42,499	**
<b>&gt; 20 years</b>	\$50,000–\$52,499	\$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)***
<b>0–5 years</b>	\$47,500–\$49,999
<b>6–10 years</b>	\$45,000–\$47,499
<b>11–15 years</b>	\$52,500–\$54,999
<b>16–20 years</b>	\$52,500–\$54,999
<b>&gt; 20 years</b>	\$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 4 was **\$40,000–\$42,499**; the average statewide response was **\$40,000–\$42,499**.