

# Overall Satisfaction

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

## Region 5 Accomplishments

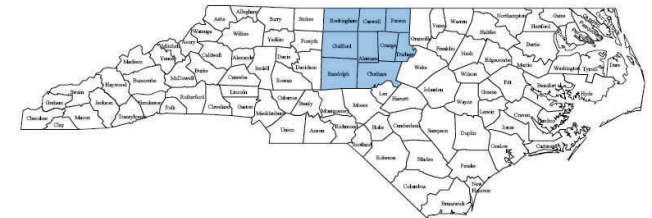
Region 5 respondents either agreed or strongly agreed with the following statements:

- I am satisfied with the independence I have at work (84%)
- I am satisfied with the relationships I have developed with coworkers (84%)
- I am satisfied working in my current program area (88%)
- I am satisfied with the relationships I have developed with customers and clients (82%)

Northwest Partnership for Public Health  
&  
Western Carolina University  
present

## 2007 Environmental Health Recruitment & Retention Study Results

### Region 5



Alamance, Caswell, Chatham, Durham, Guilford,  
Orange, Person, Randolph and Rockingham 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@apphealth.com](mailto:candiced@apphealth.com)

## The Respondents

In Region 5, there were **77** respondents out of 136 in the region (57% response rate). The demographic results are:

- **Supervisors:** 9
- **EHSs:** 68
  - OSWW** 35
  - F&L** 20
  - Surface Water Protection** 6
  - Other** 7

50 **males** and 27 **females** responded. 96% described themselves as **Caucasian**. The most common **age group** reported was **45–49**. Most (42%) had degrees in **biological science** and 22% had a B.S. in **Environmental Health**. 11 of the 77 respondents held a Master's degrees (14%) 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 (73%), Environmental Public Education (51%) and Public Health Preparedness and Response (39%).**

## The Reasons

Why do Environmental Health Specialists work in their current job?

Here's what Region 5 said:

1. I can work independently (74%)
2. I believe in protecting the environment (68%)
3. I enjoy working outdoors (64%)
4. I wanted to use my college degree (55%)
5. The job is close to home (49%)

**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 (27%) in Region 5 have been working as an EHS in North Carolina for **5 years or less**.



## Intentions

A majority (69%) of EHSs in Region 5 intend to stay in Environmental Health for their entire professional career, higher than the state average of 61%. The remaining 31% 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 (25%)
2. Lack of career advancement opportunities (19%)

None of the 77 intend to **change geographic locations** in the next year. 16 (21%) intend to **change geographic locations** in the next 1–5 years.

## Importance and Satisfaction

Many Region 5 respondents **strongly agreed** that the following were **important** to them:

1. A good benefits package (81%)
2. A salary consistent with workload (75%)
3. A supportive supervisor (71%)
4. A good balance between family and work (70%)

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 (30%)
2. Salary in relation to workload (29%)
3. Distribution of workload across staff—not equitable (26%)
4. Bonus structure (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 5:

Years of Practice	Statewide Salary (Mode)*	Region 5 Salary (Mode)*
0–5 years	\$35,000–\$37,499	\$32,500–\$34,999
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	\$50,000–\$52,499
> 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. There were 2 answers that had 16 votes each in Region 5. They were **\$40,000–\$42,499** and **\$45,000–\$47,499**; the average statewide response was **\$40,000–\$42,499**.