

Overall Satisfaction

Considering everything, most Region 6 respondents reported that they were satisfied with their job (4 on a 5-point Likert scale). The statewide average was also 4.

Region 6 Accomplishments

Region 6 respondents either agreed or strongly agreed with the following statements:

- I am satisfied with the independence I have at work (93%)
- I enjoy working with the public and helping people (93%)
- I am satisfied with the relationships I have developed with customers and clients (85%)
- I am satisfied with the training and seminars I participate in for my work (81%)

Northwest Partnership for Public Health
&
Western Carolina University
present

2007 Environmental Health Recruitment & Retention Study Results

Region 6



Anson, Cumberland, Harnett, Hoke, Lee, Montgomery, Moore, Richmond and Scotland 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 6, there were **27** respondents out of 60 in the region (45% response rate). The demographic results are:

- **Supervisors:** 3
- **EHSs:** 24
 - OSWW 10
 - F&L 13
 - Surface Water Protection** 1

17 males and **10 females** responded. 74% described themselves as **Caucasian** and 15% as **African-American**. The most common **age group** reported was **35–39**. Most (56%) had degrees in **biological science** and 11% had a B.S. in **Environmental Health**. 3 of the 27 respondents held a Master's degrees (11%).

Respondents were also asked to list all of their job duties. Among other duties, they reported working in **Drinking Water Protection - Wells (33%)**, **Lead Abatement and Investigation (30%)**, **Environmental Public Education (26%)** and **Migrant Housing Inspections (26%)**.



The Reasons

Why do Environmental Health Specialists work in their current job?

Here's what Region 6 said:

1. I can work independently (70%)
2. I enjoy working outdoors (67%)
3. The job is close to home (59%)
4. I wanted a Monday–Friday work week (59%)
5. I wanted to use my college degree (59%)

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 (30%) in Region 6 have been working as an EHS in North Carolina for **5 years or less**, with another 30% working for 6–10 years.



Intentions

About 41% of EHSs in Region 6 intend to stay in Environmental Health for their entire professional career, lower than the state average of 61%. Another 41% are considering leaving Environmental Health as a field in the next 6–10 years. The following is a list of reasons for leaving the field:

1. Lack of career advancement opportunities (33%)
 2. Poor or inadequate salary (26%)
- One of the 27 intends to **change geographic locations** in the next year. 7 (26%) intend to **change geographic locations** in the next 1–5 years.

Importance and Satisfaction

Many Region 6 respondents **strongly agreed** that the following were **important** to them:

1. A good balance between family and work (93%)
2. A salary consistent with workload (89%)
3. A good benefits package (85%)
4. A supportive supervisor (85%)

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 (52%)
2. Bonus structure (52%)
3. Level of staffing (44%)
4. Opportunities for promotion (44%)

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 6:

Years of Practice	Statewide Salary (Mode)*	Region 6 Salary (Mode)*
0–5 years	\$35,000–\$37,499	\$37,500–\$39,999
6–10 years	\$42,500–\$44,999	**
11–15 years	\$45,000–\$47,499	\$40,000–\$42,499
16–20 years	\$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 6 was **\$47,500–\$49,999**; the average statewide response was **\$40,000–\$42,499**.