

Overall Satisfaction

Considering everything, most Region 9 respondents reported that they were neither satisfied nor dissatisfied with their job (3 on a 5-point Likert scale). The statewide average was 4.

Region 9 Accomplishments

Region 9 respondents either agreed or strongly agreed with the following statements:

- I enjoy working with the public and helping people (100%)
- I am satisfied with the relationships I have developed with customers and clients (100%)
- I am proud to work for a health department (82%)
- I am satisfied with the balance I have between my family life and work life (82%)
- I am satisfied with my current program area (82%)

Northwest Partnership for Public Health
&
Western Carolina University
present

2007 Environmental Health Recruitment & Retention Study Results

Region 9

North Carolina Association of Local Health Directors Regional Map



Map provided by the North Carolina Institute for Public Health.



Bertie, Currituck, Dare, Hertford-Gates, Hyde, Martin-Tyrrell-Washington, Northampton and Pasquotank-Perquimans-Camden-Chowan counties

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The Respondents

In Region 9, there were **17** respondents out of 37 in the region (46% response rate). The demographic results are:

- **Supervisors:** 4
- **EHSs:** 13
 - OSWW 7
 - F&L 6

13 males and **4 females** responded. 94% described themselves as **Caucasian** and 6% as **African-American**. The most common **age group** reported was **45–49**. An equal number of respondents held degrees in **biological science (24%)** and **Environmental Health (24%)**. 2 of the 17 respondents held a Master's degrees (12%).

Respondents were also asked to list all of their job duties. Among other duties, they reported working in **Drinking Water Protection—Wells (59%)**, **Migrant Housing Inspections (41%)**, **Lead Abatement & Investigation (35%)** and **Methamphetamine Lab Contamination Abatement (35%)**.



The Reasons

Why do Environmental Health Specialists work in their current job?

Here's what Region 9 said:

1. I enjoy working outdoors (82%)
2. The job is close to home (76%)
3. I believe in protecting the environment (71%)
4. I wanted to use my college degree (65%)
5. I can work independently (53%)

NOTE: All information was self-reported via an on-line survey. None of the information, including salaries, was verified by any other means.

Experience

In contrast to the statewide numbers, many (35%) in Region 9 have been working as an EHS in North Carolina for **more than 20 years**.



Intentions

A majority (65%) of EHSs in Region 9 intend to stay in Environmental Health for their entire professional career, higher than the state average of 61%. About 18% are considering leaving Environmental Health as a field in the next 1–5 years. The following is a list of reasons for leaving the field:

1. Lack of career advancement opportunities (29%)
2. Poor or inadequate salary (29%)

None of the 17 intend to **change geographic locations** in the next year. 1 (6%) intends to **change geographic locations** in the next 1–5 years.

Importance and Satisfaction

Many Region 9 respondents **strongly agreed** that the following were **important** to them:

1. A salary consistent with workload (65%)
2. A good benefits package (59%)
3. A supportive supervisor (59%)
4. A good balance between family and work (47%)

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

1. Level of staffing (76%)
2. Salary in relation to workload (71%)
3. Bonus structure (53%)
4. Opportunities for promotion (41%)
5. Recognition of employees (35%)

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 9:

Years of Practice	Statewide Salary (Mode)*	Region 9 Salary (Mode)*
0–5 years	\$35,000–\$37,499	**
6–10 years	\$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	\$40,000–\$42,499

* 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 9 was **\$40,000–\$42,499**; the average statewide response was also **\$40,000–\$42,499**.