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*Note.* This supplemental file was submitted by the authors as an extra resource should the reader want more information and has been posted online due to space limitations at <https://www.neha.org/jeh-supplementals>. The *Journal of Environmental Health* did not copy edit this survey, nor was it peer reviewed.

# Montana EH Workforce Survey 2022

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## Start of Block: Employee Satisfaction

### Q1 Sanitarian/Environmental Health Workforce Needs Assessment Survey

Thank you for taking the time to participate in this anonymous survey of the "Sanitarian" or Environmental Health (EH) workforce in Montana. Your participation will be key in the assessment of the current and future needs of this workforce.

The information collected will be used to inform and improve the EH field in Montana and potentially the nation, and to identify any gaps that may exist in the prior survey from the Montana School of Public Health. It may take 10-15 minutes.

It is recommended that a laptop or desktop be used to complete the survey.

All responses are anonymous and no personal or identifiable information will be collected. You may opt out of this survey at anytime.

If you have questions, please feel free to contact Seana Westcarr-Gray MPA/MPH via email [seana.westcarr-gray@umontana.edu](mailto:seana.westcarr-gray@umontana.edu) or David Gilkey, D.C., PH.D., REHS via email:[dgilkey@mtech.edu](mailto:dgilkey@mtech.edu) or by phone at (404) 496-4895.

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## Q2 DEMOGRAPHICS

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Q3 What is your gender?

- Male (1)
  - Female (2)
  - Non-binary / third gender (3)
  - Prefer not to say (4)
  - other (5) \_\_\_\_\_
- 

Q4 What is your age group?

- <25 (1)
  - 25-29 (2)
  - 30-39 (3)
  - 40-49 (4)
  - 50-59 (5)
  - 60-65 (6)
  - >65 (7)
-

Q5 How would you define your race?

- American Indian or Alaska Native (1)
- Asian (2)
- Black or African American (3)
- Native Hawaiian or other Pacific Islander (4)
- White, not Hispanic (5)
- Mixed Race (6)
- Prefer not to say (7)
- Other (8) \_\_\_\_\_

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Q6 WORK STATUS/POSITION

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Q7 Employee Status

- Full-time (2)
  - Part-time (3)
  - Seasonal (4)
  - Temporary (5)
  - Contract Service (8)
  - Prefer not to say (6)
  - Other (7) \_\_\_\_\_
- 

Q8 What is your position level?

- Field Staff (1)
  - Supervisor/Manager (2)
  - Director/chief (4)
  - Prefer not to say (6)
  - Other (5) \_\_\_\_\_
-

Q9 Position Title

- Environmental Health Specialist (1)
  - Environmental Health Technician (2)
  - Environmental Scientist (3)
  - Epidemiologist (4)
  - Inspector (5)
  - Laboratory Technician or analyst (6)
  - Sanitarian (7)
  - Other (8) \_\_\_\_\_
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Q10 Years in current Position

- <5 (1)
  - 5-10 (2)
  - 11-15 (3)
  - 16-20 (4)
  - 21-25 (5)
  - 26-30 (6)
  - >30 (7)
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Q11 Have you held more than one title/position at the same institution (past or present)?  
Explain. Please say where they were at the same time or not.

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Q12 What is your current salary range?

- <25K (1)
  - 25-30K (2)
  - 30-35K (3)
  - 35-40K (4)
  - 40-45K (5)
  - 45-50K (6)
  - 50-55K (7)
  - 55-60K (8)
  - 60-65K (9)
  - 65-70K (10)
  - 70-75K (11)
  - 75-80K (12)
  - 80-85K (13)
  - 85-90K (14)
  - 90K-95K (15)
  - 95-100K (16)
  - 100-110K (17)
  - 110-120K (18)
  - 120-130K (19)
  - >130K (20)
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Q13 Are you satisfied with your current salary?

- No (1)
  - Yes (2)
  - Prefer not to say (3)
  - Other (4) \_\_\_\_\_
- 

Q14 Do you think you get paid enough to do your job?

- No (1)
  - Unsure (2)
  - Yes (3)
  - Prefer not to say (4)
  - Other (5) \_\_\_\_\_
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Q15 EDUCATION/LICENSURE

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Q16 What is your highest level of education

High School Diploma/GED (1)

Associates Degree (2)

Bachelor's (3)

Master's (4)

Doctoral (5)

Other (6) \_\_\_\_\_

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Q17 What subject area(s) have you studied? (select all that apply)

- Science (Biology, Chemistry, etc) (1)
- Environmental Science (2)
- Public Health, Community Health, Health Promotion (3)
- Nursing (4)
- Business or Business Administration (5)
- Nutrition (6)
- Social Work (7)
- Mathematics (8)
- Other (9) \_\_\_\_\_

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Q18 List the institutions you attended and the earned degree earned?

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Q19 Did your alma mater have an EHAC accredited program?

- Not sure (1)
  - No (2)
  - Yes (3)
- 

Q20 Are you professionally licenced?

- Yes (1)
  - No (2)
- 

Q21 What type of license do you hold? (Select all that apply)

- Sanitarian (RS) (1)
  - REHS (7)
  - Nursing (RN, LPN) (3)
  - Dietician/Nutritionist (4)
  - Doctor (MD) (5)
  - Other (6) \_\_\_\_\_
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Q22 WORK/PRACTICE RELATED

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Q23 Please state your current Public Health Program Department

- Environmental Health (1)
  - Emergency Preparedness (2)
  - Communicable Disease/Immunization (3)
  - Finance (including grant writing or grant reporting) (4)
  - Administration/Support Staff (5)
  - Epidemiology (6)
  - Chronic Disease Prevention (7)
  - Maternal and Child Health (non-nutrition) (8)
  - Home Visiting (9)
  - Nutrition/WIC/Breastfeeding Support (10)
  - Other (11) \_\_\_\_\_
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Q24 What is your average familiarity with the following Public Health Concepts?

	None (1)	Not Much (2)	A Little (3)	A Lot (4)
Cross jurisdictional sharing of public health services (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fostering a culture of quality improvement (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Public health and primary care integration (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Performance management (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Evidence Based Public Health Practice (EBPH) (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health in All Policies (HIAP) (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Multi-sectoral collaboration (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Public Health 5.0 Principles (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Q25 Which of the following best describes your primary environmental health activity in practicing your profession?

- Commercial and school food safety (1)
  - Drinking water (2)
  - Wastewater (sewage) (3)
  - Solid/hazardous waste (4)
  - Pools/spas/recreational waters (5)
  - Body art/tattoos/body piercing (6)
  - Public lodging (7)
  - Trailer courts/campgrounds (8)
  - Land-use/subdivision (9)
  - Infectious disease (10)
  - Emergency response (11)
  - Public nuisance complaint response (13)
  - Other (12) \_\_\_\_\_
-

Q26 In addition to your primary practice area above, would you say you are involved in other environmental health activities listed?

- No (1)
- Not very often (2)
- Sometimes, including (3) \_\_\_\_\_
- Yes, including (4) \_\_\_\_\_
- Other (5) \_\_\_\_\_
- Prefer not to say (6)

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Q27 What duties/tasks do you complete routinely?

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Q28 What tasks/duties do you complete that are not routine?

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Q29 What aspects of your job have been most difficult? Please explain

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Q30 How would you describe the stress that you felt?

- None (1)
- Slight (2)
- Moderate (3)
- Severe (4)
- Prefer not to say (5)

Q31 Does your department provide ways to reduce stress? (Examples: stress reduction seminars, workshops or online courses?) If so, explain.

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Q32 Did stress-reducing interventions help? Please explain.

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Q33 PRACTICE IN TIMES OF COVID

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Q34 What duties/tasks changed due to COVID-19? Please explain.

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Q35 Did your department prepare you for changes in duties? If so, explain (Examples: In office training, outside seminar or workshop training, online training, etc)

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Q36 Have work expectations changed since COVID-19? If so, explain.

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Q37 If COVID-19 caused a change in duties/tasks, do you think the workload been distributed evenly?

- No (1)
  - I'm not sure (2)
  - Yes (3)
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Q38 Has stress from the pandemic limited your ability to complete your job? If so, please explain.

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Q39 Is there anyway COVID-19 affected your work or department not mentioned that you would like to include?

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Q40 PROFESSIONAL PREPARATION AND CONTINUING EDUCATION

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Q41 Did your education prepare you for your position?

- No (1)
  - Somewhat (2)
  - Mostly (3)
  - Yes (4)
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Q42 Did you undergo on-the-job training for your position?

- Yes (1)
  - No (2)
  - Other (3) \_\_\_\_\_
- 

Q43 Did you have to take class(es) or undergo certification related to your position?

- Yes (1)
  - No (2)
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Q44 Are you aware of professional organizations related to your work?

- No (1)
  - Yes (2)
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Q45 Does your department support professional development? If so, please describe.

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Q46 Are you a member of professional organizations related to your work? If so, please list and say how long you've been a member.

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Q47 Do you find professional organizations helpful as it relates to your position (past or present)?

- Not Applicable (1)
- No (2)
- Somewhat (3)
- Yes (4)
- Extremely professional (5)

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Q48 JOB SATISFACTION

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Q49 Are you currently satisfied in your position?

- No (1)
  - Somewhat (2)
  - Yes (3)
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Q50 List changes you'd like to see regarding your current position.

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Q51 Are you able to meet your personal/family obligations? If not, explain.

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Q52 Are you aware of any hiring needs at your institution?

- No (1)
  - Yes (2)
  - Prefer not to say (3)
  - Other (4) \_\_\_\_\_
- 

Q53 Do you think your current institution is adequately staffed?

- No (1)
  - I don't know (2)
  - Yes (3)
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Q54 What can be done to make working at your position more satisfying?

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Q55 Describe any positive feelings associated with your job.

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Q56 Describe any negative feelings about your job.

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Q57 Do other factors, other than duties/tasks affect how you feel about your job?

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Q58 RETENTION AND RECRUITMENT

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Q59 Are you planning to retire?

- No (1)
  - Maybe (2)
  - Yes, within 1-2 yrs (3)
  - Yes, within 2-5 yrs (4)
  - Yes, within 6-10 yrs (5)
  - Yes, but not sure when (6)
  - Other (7) \_\_\_\_\_
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Q60 Have you contemplated leaving your job for reasons other than retirement? If so, please explain.

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Q61 Does your employer offer retirement benefits?

- No (1)
  - I don't know (2)
  - Yes (3)
  - Other (4) \_\_\_\_\_
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Q62 Do you participate in employer offered retirement plans?

- Not Offered (1)
  - No (2)
  - Not any more (3)
  - Yes (4)
  - Other (5) \_\_\_\_\_
-

Q63 Which of the following do you think are the most effective ways to recruit EH practice professionals? (Select all that apply)

- Word of mouth (1)
  - Social media (2)
  - Journal postings (3)
  - State/Local government sites (9)
  - Job board (Indeed etc) (4)
  - NEHA website (5)
  - MEHA website (6)
  - Other organizational job board (7)
  - Other (8) \_\_\_\_\_
-

Q64 Which of the following strategies are effective retention tools for EH professionals? (Select all that apply)

- Improved state funding for the department (1)
- Higher salary (2)
- Better retirement benefits (3)
- Comprehensive Medical Insurance (4)
- Flextime (5)
- Management support (6)
- Citizen respect and support (7)
- other (9) \_\_\_\_\_

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Q65 NEW/EMERGING ISSUES

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Q66 Which of the following are emerging issues in professional EH practice? (select all that apply)

- Big Data (1)
  - Data apps (2)
  - Social justice (3)
  - Racial equity/cultural competence (4)
  - Wearable technologies (5)
  - Remote sensors (6)
  - ARC GIS (7)
  - EH Databases (8)
  - Change management (9)
  - Emotional Intelligence (10)
  - Other (11) \_\_\_\_\_
-

Q67 Which of the following are preferred methods for training and education on emerging issues? (Select all that apply)

- In office service learning (1)
- NEHA (7)
- MEHA annual conferences (2)
- In person seminars (3)
- In person workshops (4)
- Online classes (5)
- Other (6) \_\_\_\_\_

End of Block: Employee Satisfaction

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