

## 3 ways to access the report we will be discussing in this session:

1. Navigate to the [Montana Public Health Training Center](#)
  - Under Learn More About Our Programs, select Workforce picture on the bottom of the page
  - Select Montana Public Health Workforce Wage Study

2. Open using the tinylink:

<https://tinyurl.com/22-23-wage-study>

3. Use QR code →



**Montana Public Health**  
**Workforce Wages Reported in 2022-2023**

Public Health IN THE 406

MONTANA DPHHS

UNIVERSITY OF MONTANA  
SCHOOL OF PUBLIC AND COMMUNITY HEALTH SCIENCES

Montana Public Health Training Center  
Workforce Program

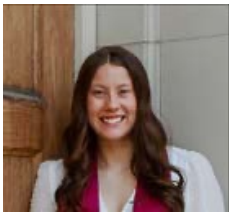
## Presenters and study authors



**Kari Harris, PhD, MPH**  
Professor of Public Health  
University of Montana



**Leigh Taggart, MPH, BSN**  
Education Coordinator  
Montana Public Health  
Training Center



**Portia O'Connell, MPH, CHES**  
Program Lead  
UM Office of Health Research & Partnership  
University of Montana

Thanks to study author Alexis Schmierer

# What is your experience with the Montana Public Health Workforce Wage study?



**Montana Public Health**  
Workforce Wages Reported in 2022-2023



Have you...

- **heard** about the report?
- **seen** the report?
- **used** the report?

## Overview of today's presentation

### Main findings

- What we found
- How we did the study

### Report use

- Breakouts—discuss how you used/could use the report
- Share key strategies

### Other resources

## Overview of study

- **Purpose:** To investigate and report salary levels for public health employment categories at local and tribal health departments in Montana
- **Goal:** Provide local and tribal public health leaders with data to inform salary decisions that will promote successful recruitment and retention of the workforce
- **Funding:** Montana Department of Public Health and Human Services  
Public Health System Improvement Office
- **Disclaimer:** Analysis and conclusions represent the thoughts of the study team and do not necessarily represent the position or conclusions of the Montana Department of Public Health and Human Services

Main finding: Public health wages are lower than wages for similar jobs in other sectors

76% of public health workers average lower wages than their counterparts in Montana



How did we determine that so many positions in public health are paid less than in other sectors in Montana?



Data collected from November 2022 through March 2023

## 2022 Public Health Workforce Salary Study Local and Tribal Health Departments in Montana

University of Montana School of Public and Community Health Sciences  
Montana Public Health Training Center, Workforce Program

Please complete this table, using one row for each position or job opening. Add rows or use multiple pages to list all positions. These data will be used in a report documenting salary levels in local and tribal health departments in Montana. The report will be made available to all health departments in Montana. If you have questions, please reach out to [Leigh Taggart](mailto:leigh.taggart@umontana.edu) (leigh.taggart@umontana.edu) or [Kari Harris](mailto:kari.harris@umontana.edu) (kari.harris@umontana.edu).

List the name of the **County** or **Tribal** Health Department: \_\_\_\_\_

List the **name, phone number, and e-mail address** for the person to contact for clarification: \_\_\_\_\_

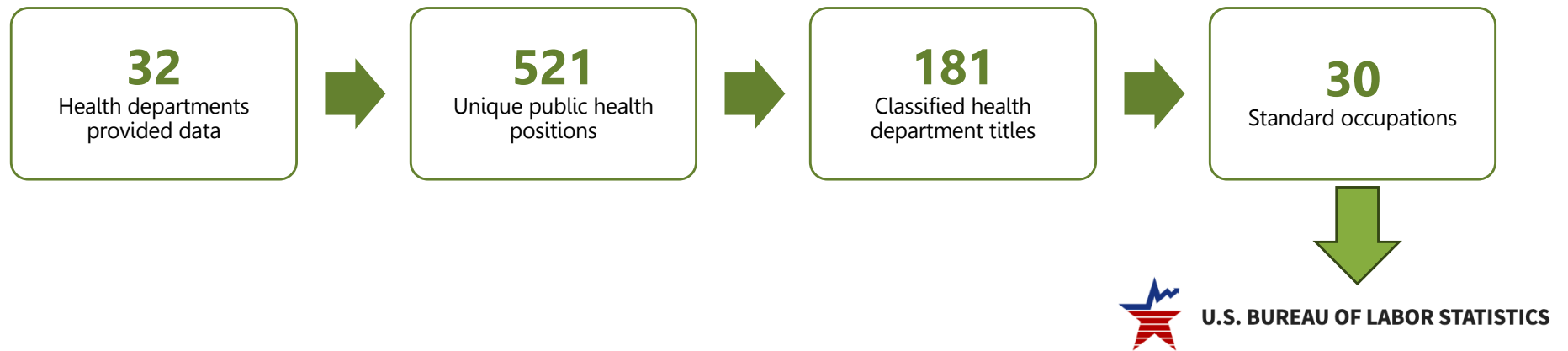
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\* Additional information is on the next page

Return to by e-mail to Leigh Taggart ([leigh.taggart@umontana.edu](mailto:leigh.taggart@umontana.edu))



## 30 Standard Occupations were identified



Report provides data on each of the 30  
standard occupations

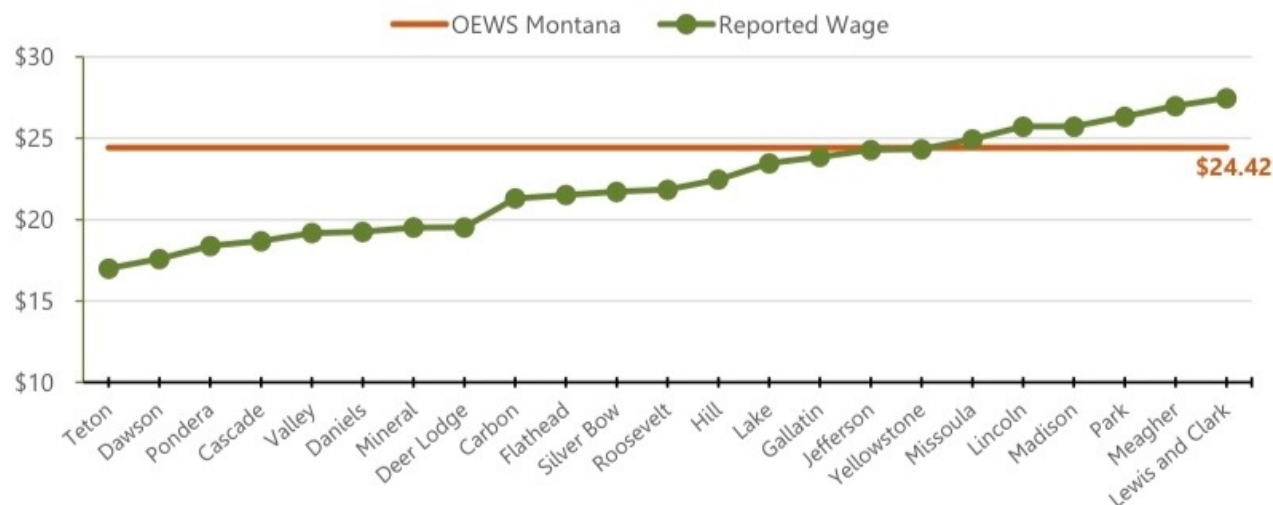
# Health Education Specialists (21-1091)

## 2022-23 Survey Results

Wages				
	Hourly	Annual		
Average	<b>\$22.22</b>	<b>\$46,215.85</b>	# of Positions	<b>88</b>
Weighted Average	<b>\$22.97</b>	<b>\$47,768.40</b>	# of Counties	<b>23</b>

Wages by Size of County				
	Frontier	Small	Medium	Large
Average Hourly	<b>\$21.76</b>	<b>\$19.69</b>	<b>\$23.59</b>	<b>\$23.27</b>
# of Positions	<b>4</b>	<b>11</b>	<b>11</b>	<b>62</b>

## Average Hourly Wage (By County)



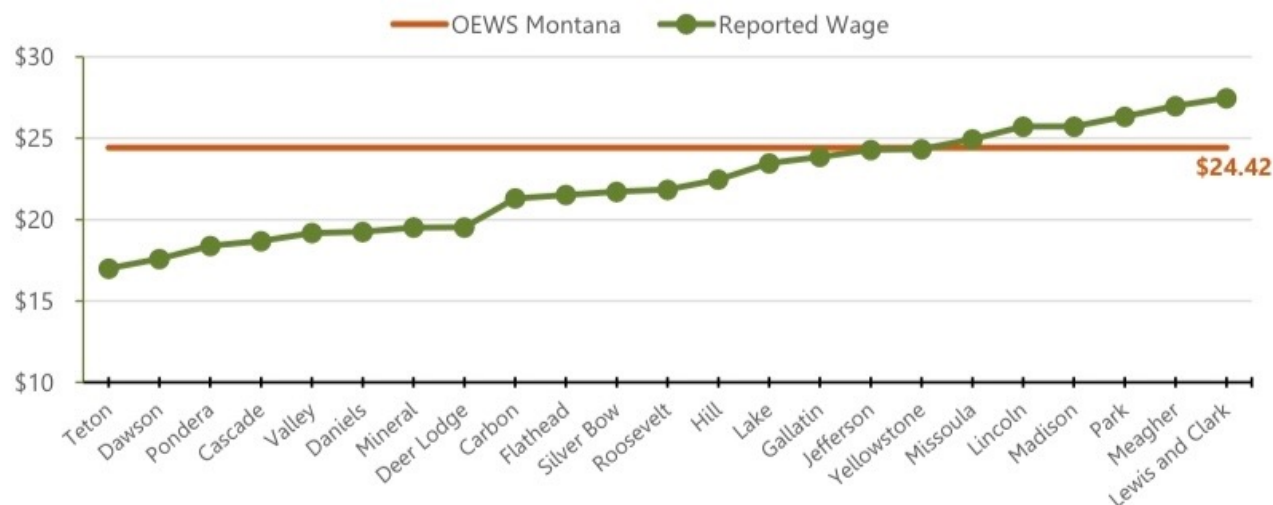
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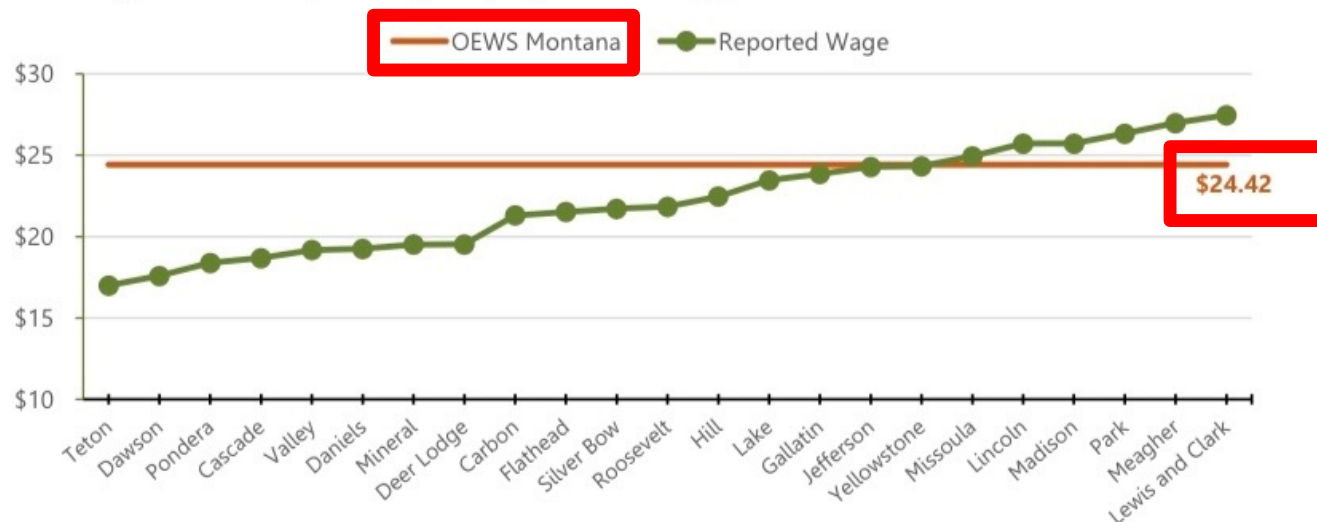
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## Average Hourly Wage (By County)



## Appendix B in the Report

Standard Occupation Title	# of Positions Reported
Accountants and Auditors	6
Bookkeeping, Accounting, and Auditing Clerks	8
Business Operations Specialists, All Other	2
Community Health Workers +	36
Computer Systems Analysts	1
Counselors, All Other	4
Dietitians and Nutritionists	16
Emergency Management Directors	17
Environmental Science and Protection Technicians, Including Health	4
Environmental Scientists and Specialists, Including Health +	21
Epidemiologists	7
Health Education Specialists +	88
Healthcare Social Workers +	24



## Main finding: 89% of all positions were classified into only 9 standardized occupations

SOC Title and Number	Number of Health Department Positions
Health Education Specialists (21-1091)	88
Registered Nurses (29-1141)	77
Occupational Health and Safety Specialist (19-5011)	45
Social and Community Service Managers (11-9151)	45
Medical and Health Services Managers (11-9111)	39
Medical Secretaries and Administrative Assistants (43-6013)	37
Community Health Workers (21-1094)	36
Healthcare Social Workers (21-1022)	24
Environmental Scientists and Specialists, including Health (19-2041)	21

## Main finding: Many positions include more than one job

- ~10% of all positions (50/521) included two or more distinct positions
- Some positions perform a wide variety of functions (i.e. PHN, Directors, PHEP)
- More functions require more skills and higher level of training
- Potential future research to understand these roles better

**Main finding:** Salary does not necessarily increase with higher levels of responsibility

**Sometimes it happens.....**

Standard Occupations	Average Hourly Wages				
	Tier 1	Tier 2a	Tier 2b	Tier 2a+b	Tier 3
Accountants and Auditors	\$29.02	\$30.48			
Bookkeeping, Accounting, and Auditing Clerks	\$20.14				
Business Operations Specialists	\$21.24	\$22.74			
Community Health Workers	\$18.96	\$23.25	\$29.00		

**Sometimes it does not**

Standard Occupations	Average Hourly Wages				
	Average Hourly Wages (Continued)				
	Tier 1	Tier 2a	Tier 2b	Tier 2a+b	Tier 3
Nursing Assistants					
Occupational Health and Safety Specialist	\$28.76	\$25.85		\$31.63	
Physicians, All Other				\$73.03	\$50.71
Public Relations Specialists	\$29.64	\$22.74			
Registered Nurses	\$31.55	\$30.27	\$34.67	\$31.84	\$24.00
Social and Community Service Managers	\$27.14	\$20.02	\$37.83	\$31.87	\$36.28

# Questions?

# Using the report

## Breakout Groups



## Share & Brainstorm

- How have you used the report?
- How do you envision using the report?
- What other tips and tricks can you share?

- Record on Google Doc  
<https://tinyurl.com/2vpyz4um>



# Share Key Ideas

Breakout teams shares key ideas with the whole group

# Resources

## Strategies for recruiting public health staff-training on April 30, 2024 1:00-3:00 pm



Montana  
Public Health  
Training Center

### Upcoming Training

### Recruitment Strategies for Montana Public Health Departments

This unique training program brings together the knowledge and experience of University of Montana (UM) faculty and staff alongside a panel of public health leaders from Montana communities and tribal health. Additionally, UM public health students contribute their insights to offer a comprehensive view of recruitment and retention strategies in the public health sector.

#### Objectives:

At the end of this training, participants will be able to:

- Explain the importance of recruitment strategies to build a diverse public health workforce.
- Identify state-wide recruitment and workforce support programs and strategies.
- Discuss challenges facing Montana's local and tribal public health workforce.
- Analyze the health department's current recruiting strategies and determine steps to expand or improve recruitment efforts.
- Identify key skills for health department positions and apply job profiling to recruiting

- **Date:** 4/30/24
- **Time:** 1 pm-3 pm (MT)
- **Cost:** No-Cost
- **Location:** Online Webinar
- **Trainers:** Various

This learning opportunity is funded by  
MT DPHHS  
Public Health System Improvement Office



#### Training Team

- Leigh Taggart
- Kari Harris
- Drenda Newmann
- Joel Rosette
- Laurel Desnick
- Lauren Bolton
- UM Public Health Student Panel

Register Online Today!

**MT Public Health Training Center**



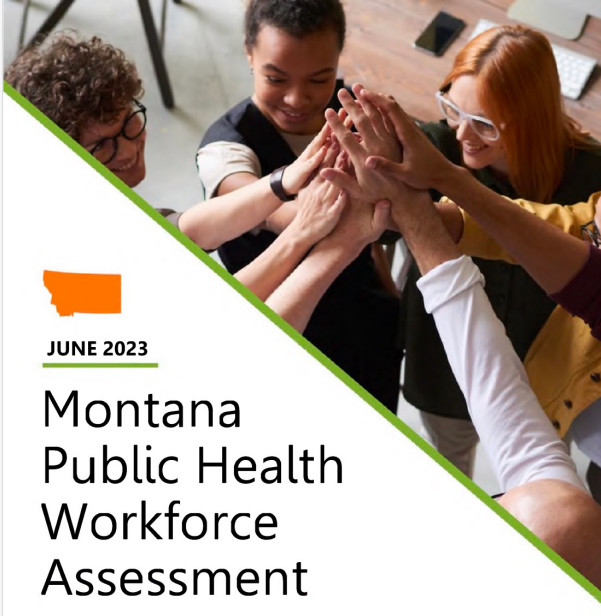
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DEPARTMENT OF  
PUBLIC HEALTH &  
HUMAN SERVICES




## Public Health Workforce Assessment (2022-23)




 **JUNE 2023**

# Montana Public Health Workforce Assessment

 Montana  
Public Health  
Training Center

**Workforce Program**

 UNIVERSITY OF  
**MONTANA**  
SCHOOL OF PUBLIC AND  
COMMUNITY HEALTH SCIENCES



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# Thank you

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Kari Harris (kari.harris@umontana.edu)



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