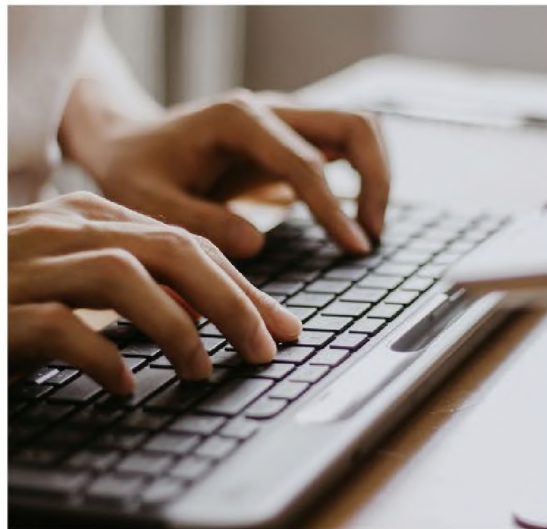




# Montana Public Health

## Workforce Wages Reported in 2022-2023



# MONTANA PUBLIC HEALTH: WORKFORCE WAGES REPORTED IN 2022-2023

**A summary of the results from a survey sent to local and tribal health departments in Montana.**

**July 2023**

## **Authors**

**Kari Jo Harris, PhD, MPH**

Professor of Public Health, University of Montana

**Leigh Taggart, MPH, BSN**

Workforce Program Director, Montana Public Health Training Center

**Portia O'Connell, MPH-Community Health and Prevention Sciences**

School of Public and Community Health Sciences, University of Montana

**Alexis Schmierer, MPH-Community Health and Prevention Sciences Candidate**

School of Public and Community Health Sciences, University of Montana

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- Matthew Betcher, Montana Department of Labor and Industries
- Public Health Systems Improvement Taskforce

## Questions & Comments

For inquiries about this report, please contact:

### **Kari Jo Harris, PhD, MPH**

School of Public and Community Health Sciences

The University of Montana

[kari.harris@umontana.edu](mailto:kari.harris@umontana.edu)

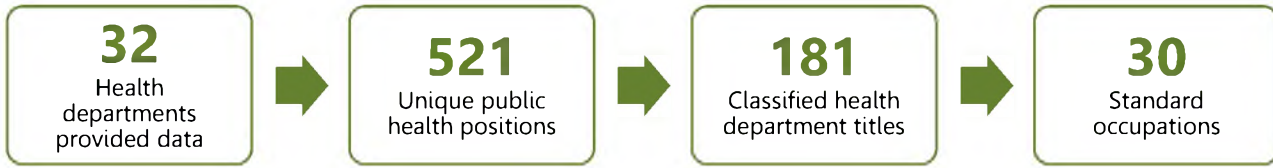
### **Leigh Taggart, MPH, BSN**

Montana Public Health Training Center

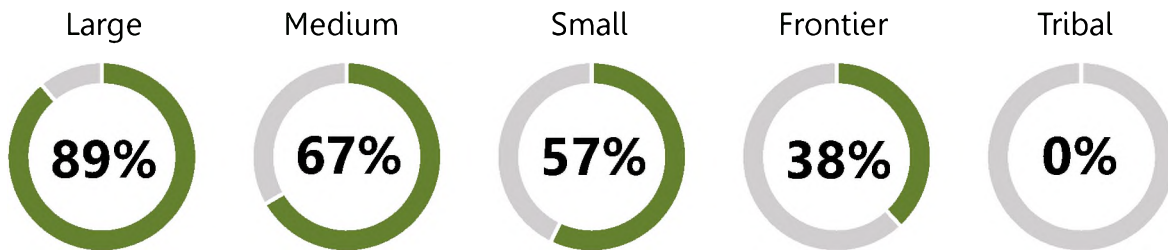
[leigh.taggart@umontana.edu](mailto:leigh.taggart@umontana.edu)

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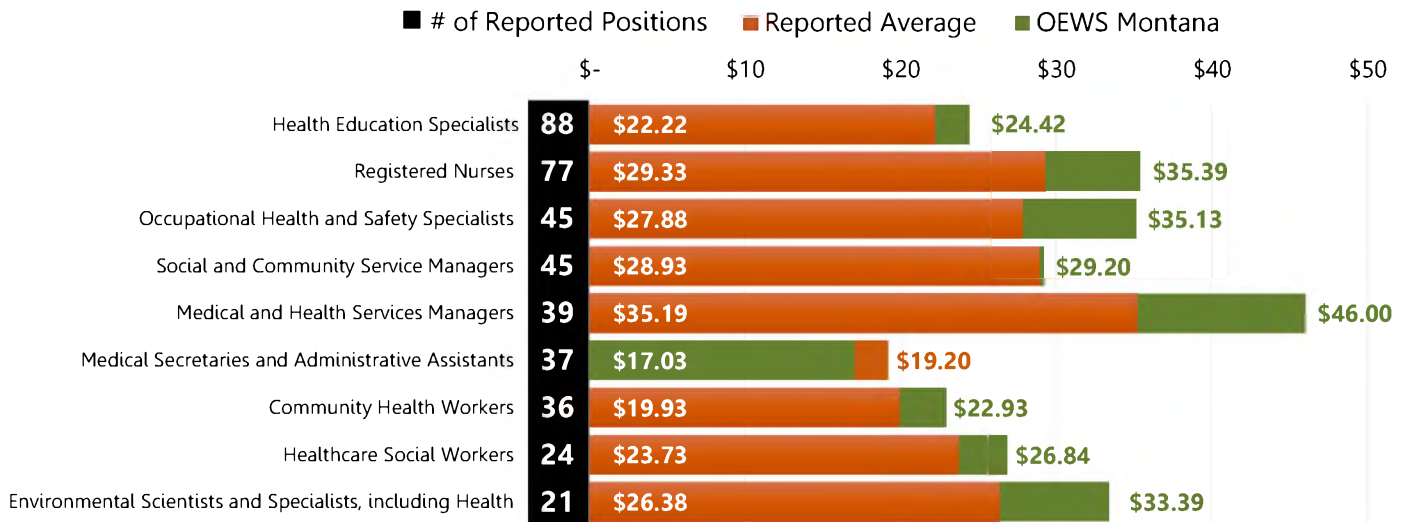
# INFOGRAPHIC SUMMARY



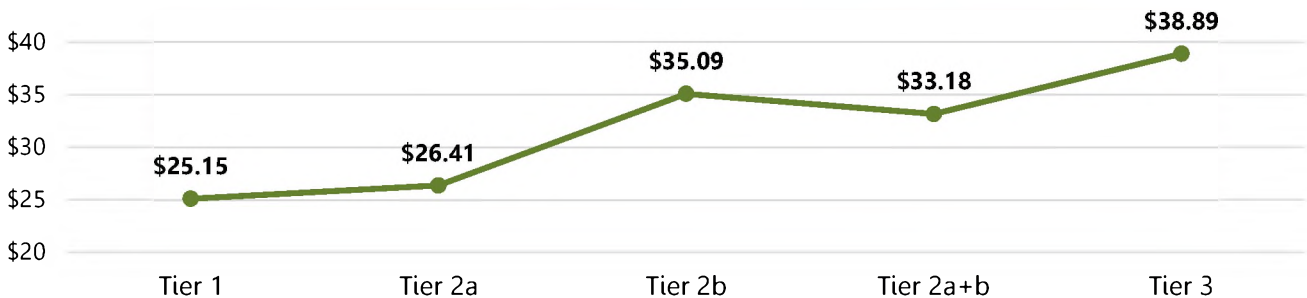
## Health Department Participation by Size/Type



## Top Nine Positions with Number of Employees and Wages



## Average Wages by Tier of Responsibility



# BACKGROUND

Recruiting and retaining a skilled public health workforce is a central challenge faced by health departments in the United States. This is particularly true for states with large geographic areas and low population density, such as Montana. In addition, Montana has a decentralized public health system—the 56 local and eight tribal health departments are each managed and controlled locally, including decisions regarding staff compensation.

This report aims to inform stakeholders on wages for public health staff in Montana’s local health departments. In addition, we hope this report helps decision-makers recruit and retain a well-qualified and robust public health workforce.

This report summarizes wages for public health positions organized by standard occupations—providing wages by individual counties, county sizes, and tiers of responsibility. In addition, average wages paid to Montanans with jobs in the same standard occupation are summarized to provide a wage comparison from multiple employment sectors, not just public health. *Note: This study does not include salaries for state-level positions in the Montana Department of Public Health and Human Services (DPHHS).*

**Public health professionals may find the information contained in this report valuable to:**

- Inform wage decisions that promote the successful recruitment and retention of Montana’s public health workforce.
- Provide current wage information to critical stakeholders, such as county commissioners.
- Consider important factors in wage determination, such as the size of the community, tier of responsibility, and multiple jobs under one job title.
- Compare public health workforce wages to salaries paid to Montanans with similar jobs.
- Refine job descriptions to facilitate classification by standardized occupations and comparison across health departments.

# METHODS

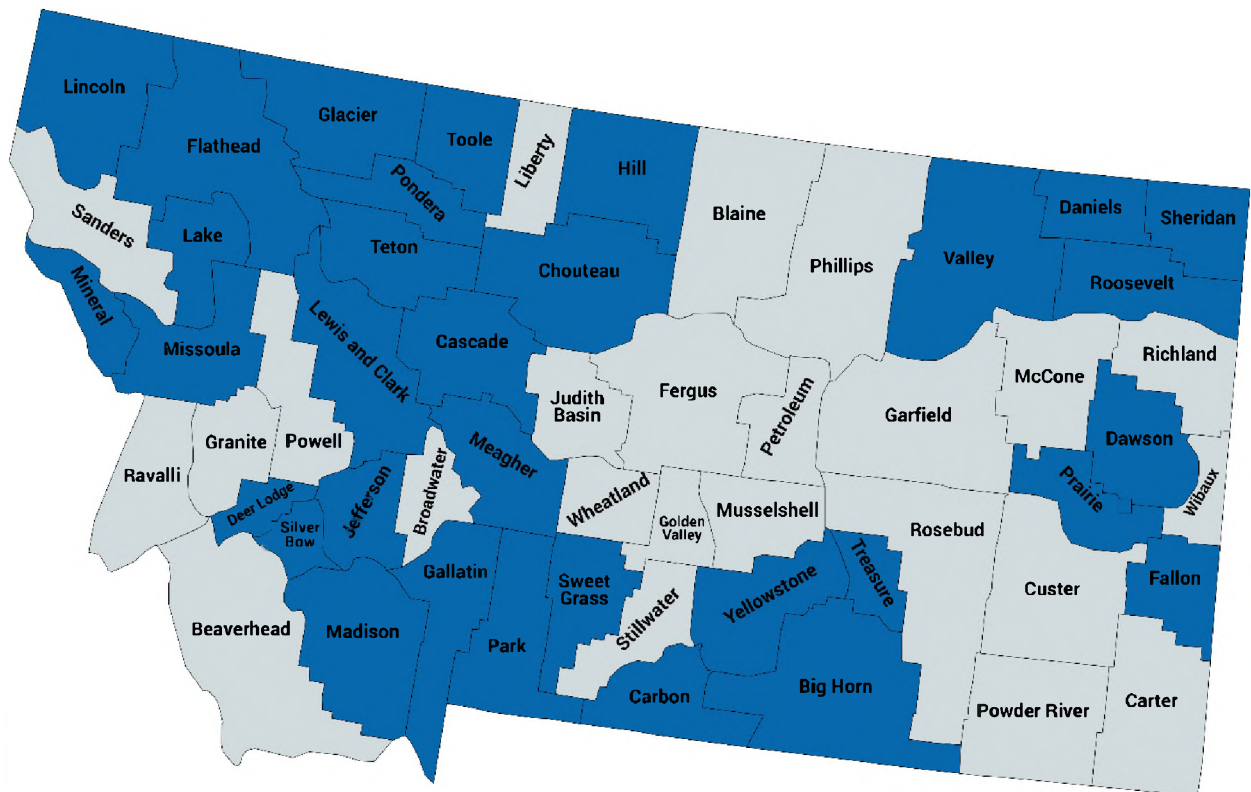
## Assessment Tool

The assessment tool was developed and distributed to leaders of 56 local county health departments and eight tribal health departments between November 15, 2022, and March 1, 2023. Participants were asked to provide a list of existing public health position titles and, for each position, the amount of pay, full or part-time status, permanency of the position, and supervisory role.

## Participation of Counties

The assessment was initially sent by email. Project staff followed up with additional emails, phone calls, and in-person meeting reminders. In total, 32 county health departments participated in the survey—reflecting a 50% response rate.

Participating counties are indicated in blue on the map below. Participating health departments classified by county size (see [Appendix D](#)) included: eight frontier, eight small, eight medium, and eight large.



Created with mapchart.net

# Classification of Positions by Standardized Occupations

Project staff classified all reported position titles by the 2018 Standardized Occupational Classification (SOC) system from the U.S. Bureau of Labor Statistics.<sup>1</sup> Each standardized occupation is associated with a unique six-digit numerical identifier. Standardized occupations are defined by job functions and provide examples of titles. Project staff used this information to classify the positions offered by local health departments. In some cases, project staff consulted job descriptions for additional information.

In total, local health departments reported 521 public health positions that were classified into 30 standardized occupations.

## Standardized occupations and numeric identifiers used in this report:

Standard Occupation (SOC) Titles	Identifier #
Accountants and Auditors	13-2011
Bookkeeping, Accounting, and Auditing Clerks	43-3031
Business Operations Specialists, All Other	13-1199
Community Health Workers	21-1094
Computer Systems Analysts	15-1211
Counselors, All Other	21-1019
Dietitians and Nutritionists	29-1031
Emergency Management Directors	11-9161
Environmental Science and Protection Technicians, Including Health	19-4042
Environmental Scientists and Specialists, Including Health	19-2041
Epidemiologists	19-1041
Health Education Specialists	21-1091
Healthcare Social Workers	21-1022
Home Health and Personal Care Aides	31-1120
Hydrologists	19-2043
Licensed Practical and Licensed Vocational Nurses	29-2061

<sup>1</sup> U.S. Bureau of Labor Statistics. 2018 Standard Occupational Classification System. [https://www.bls.gov/soc/2018/major\\_groups.htm](https://www.bls.gov/soc/2018/major_groups.htm). Accessed May 1, 2023.



Standard Occupation (SOC) Titles	Identifier #
Managers, All Other	11-9199
Medical and Health Services Managers	11-9111
Medical Assistants	31-9092
Medical Records Specialists	29-2072
Medical Secretaries and Administrative Assistants	43-6013
Nurse Practitioners	29-1171
Nursing Assistants	31-1131
Occupational Health and Safety Specialists	19-5011
Physicians, All Other	29-1229
Public Relations Specialists	27-3031
Registered Nurses	29-1141
Social and Community Service Managers	11-9151
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	21-1018
Training and Development Specialists	13-1151

## Classification of Positions by Tiers of Responsibility

For this assessment, positions are assigned to one of three tiers of responsibility based on the tier classification system defined by the Council on Linkages Between Academia and Public Health Practice.<sup>2</sup> The Council on Linkages includes two job functions in Tier 2 (program management and supervisory responsibilities), and this report disaggregates Tier 2 as described in [Findings by Tiers of Responsibility](#).

### Tiers of responsibility as defined by the Council on Linkages:

Tier 1	Tier 2	Tier 3
<ul style="list-style-type: none"> <li>• Front Line and Program Support Responsibilities</li> </ul>	<ul style="list-style-type: none"> <li>• Program Management and Supervisory Responsibilities</li> </ul>	<ul style="list-style-type: none"> <li>• Senior Management and Executive Leadership Responsibilities</li> </ul>

<sup>2</sup> 2021 Core Competencies for Public Health Professionals. *Public Health Pract.* Published online 2021.

# Comparison of Wages by Standardized Occupations in Montana

To evaluate position wages across sectors besides public health, this report compares wages from the 2018 SOC system and the “Montana Informational Wage Rates by Occupation” report,<sup>3</sup> which summarizes data from the “Occupational Employment and Wage Statistics” (OEWS) national mail survey conducted by the U.S. Bureau of Labor Statistics in May 2021.<sup>4</sup>

## WAGES BY STANDARDIZED OCCUPATION

This section provides detailed wage information organized by standardized occupations. For each occupation, the following information is included:

- Standardized occupational classification (SOC) title and SOC code.
- Description of the 2018 SOC title from the U.S. Bureau of Labor Statistics.
- The public health position titles provided by Montana health departments that are categorized in the standardized occupation.
- The average (mean) wage (both hourly and annual)—the average of all reported wages for the position titles categorized in the standardized occupation. Each participating health department contributed one average salary.
- The weighted average (mean) wage (both hourly and annual)—the average of all reported wages for the position. Each position contributed equally to the average wage.
- The number of positions with titles categorized in the standardized occupation.
- The number of counties reporting position titles categorized in the standardized occupation.
- The average (mean) hourly wage and the number of positions by county size.
- A chart that includes:
  - The average (mean) hourly wage by county (**in green**).
  - The mean wage in Montana for all positions categorized in the standard occupation based on the OEWS survey (**in orange**). This horizontal line compares wages paid by multiple employment sectors versus those paid in public health.

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<sup>3</sup> Montana Department of Labor and Industry. Montana Informational Wage Rates by Occupation. <https://lmi.mt.gov/docs/Publications/LMI-Pubs/Labor-Market-Publications/OEWS-2021-Pub.pdf>. Accessed May 1, 2023.

<sup>4</sup> U.S. Bureau of Labor Statistics. Occupational Employment and Wage Statistics Overview. [https://www.bls.gov/oes/oes\\_emp.htm](https://www.bls.gov/oes/oes_emp.htm). Accessed May 1, 2023.

# Accountants and Auditors – SOC 13-2011

**Description:** Examine, analyze, and interpret accounting records to prepare financial statements, give advice, or audit and evaluate statements prepared by others. Install or advise on systems of recording costs or other financial and budgetary data.

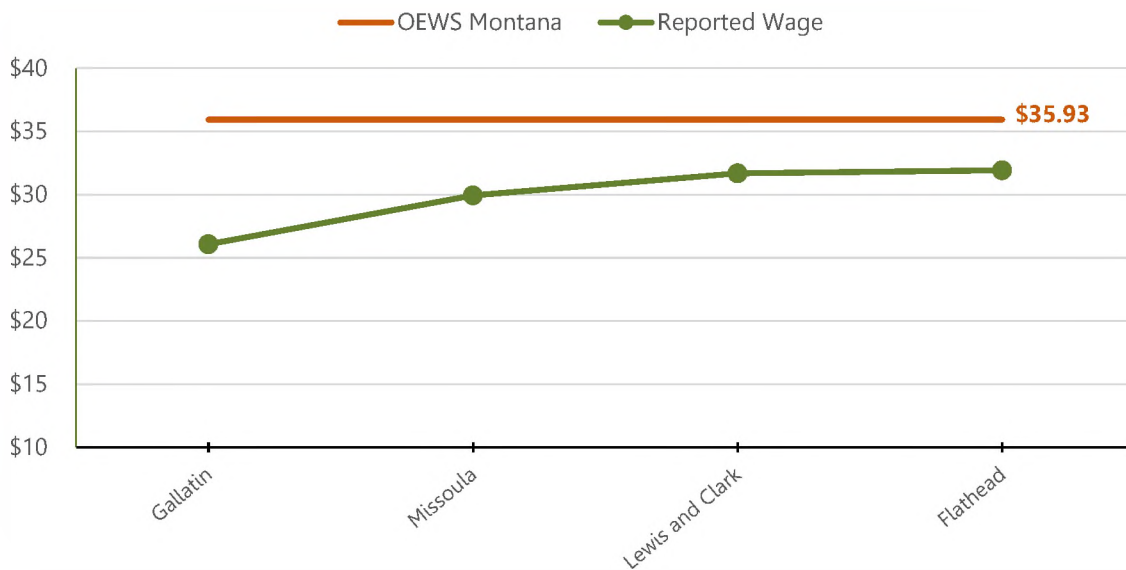
**Position Titles Provided by Health Departments:** Accountant, Accountant Tech, Accounting Specialist, Finance Coordinator

## 2022-23 Survey Results

Wages				
	Hourly	Annual		
Average	<b>\$29.90</b>	<b>\$62,192.85</b>	# of Positions	<b>6</b>
Weighted Average	<b>\$29.27</b>	<b>\$60,875.23</b>	# of Counties	<b>4</b>

Wages by Size of County				
	Frontier	Small	Medium	
Average Hourly	-	-	-	<b>\$29.90</b>
# of Positions	<b>0</b>	<b>0</b>	<b>0</b>	<b>6</b>

## Average Hourly Wage (By County)



# Bookkeeping, Accounting, and Auditing Clerks – SOC 43-3031

**Description:** Compute, classify, and record numerical data to keep financial records complete. Perform any combination of routine calculating, posting, and verifying duties to obtain primary financial data for use in maintaining accounting records. May also check the accuracy of figures, calculations, and postings pertaining to business transactions recorded by other workers.

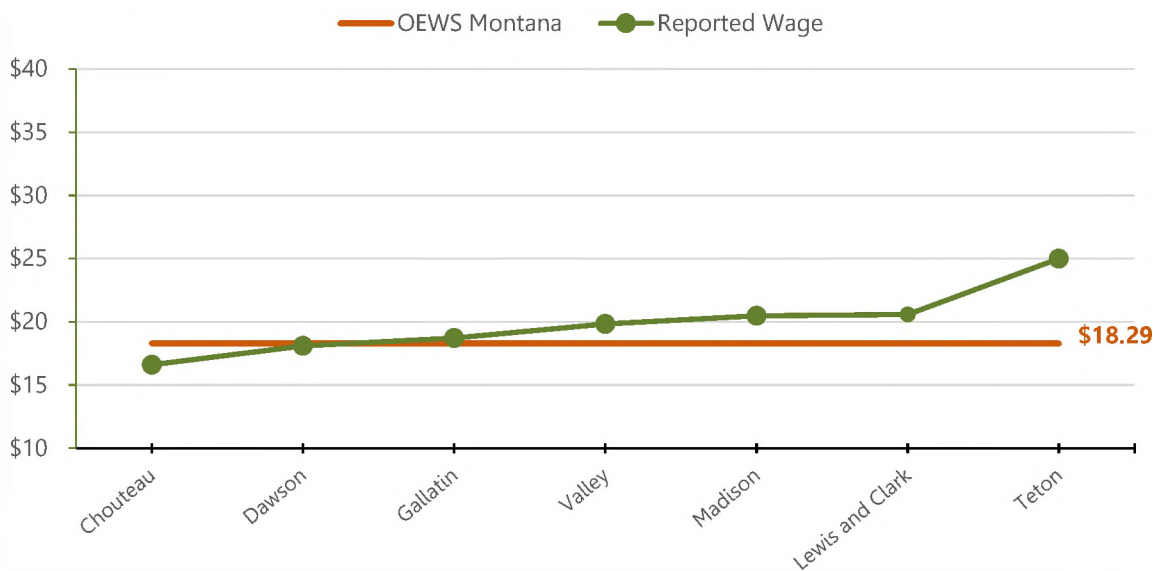
**Position Titles Provided by Health Departments:** Billing Specialist, Public Health Clerk, Billing Clerk, Billing Assistant, Public Health Bookkeeping

## 2022-23 Survey Results

Wages			
	Hourly	Annual	
Average	<b>\$19.90</b>	<b>\$41,366.06</b>	# of Positions <b>8</b>
Weighted Average	<b>\$19.90</b>	<b>\$41,366.06</b>	# of Counties <b>8</b>

Wages by Size of County				
	Frontier	Small	Medium	Large
Average Hourly	-	<b>\$20.00</b>	-	<b>\$19.65</b>
# of Positions	<b>0</b>	<b>5</b>	<b>1</b>	<b>2</b>

## Average Hourly Wage (By County)



# Business Operations Specialists, All Other – SOC 13-1199

**Description:** All business operations specialists not listed separately. See OEWS numeric identifier 13-0000 through 13-1161.

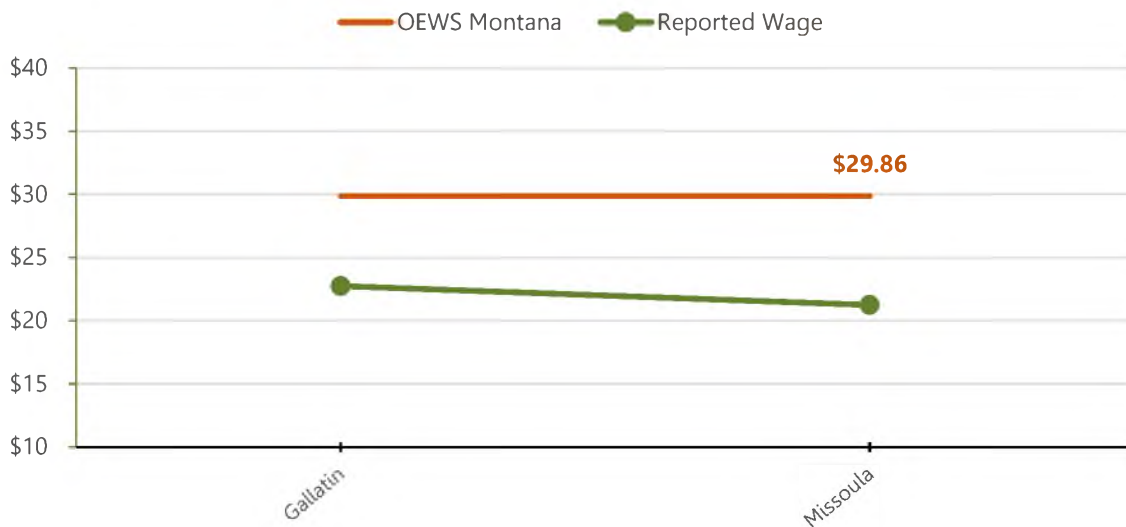
**Position Titles Provided by the Health Departments:** Compliance Officer, Contract Specialist

## 2022-23 Survey Results

Wages				
	Hourly	Annual		
Average	<b>\$21.99</b>	<b>\$45,739.20</b>	# of Positions	<b>2</b>
Weighted Average	<b>\$21.99</b>	<b>\$45,739.20</b>	# of Counties	<b>2</b>

Wages by Size of County				
	Frontier	Small	Medium	Large
Average Hourly	-	-	-	<b>\$21.99</b>
# of Positions	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>

## Average Hourly Wage (By County)



# Community Health Workers – SOC 21-1094

**Description:** Promote health within a community by assisting individuals to adopt healthy behaviors. Serve as an advocate for the health needs of individuals by assisting community residents in effectively communicating with healthcare providers or social service agencies. Act as liaison or advocate and implement programs that promote, maintain, and improve individual and overall community health. May deliver health-related preventive services such as blood pressure, glaucoma, and hearing screenings. May collect data to help identify community health needs.

**Position Titles Provided by Health Departments:** WIC Nutrition Aid, WIC Breastfeeding Counselor, Community Engagement Coordinator, WIC Clinic Coordinator, Community Health Worker, Outreach & Services Coordinator, Coordinator for Health Equity

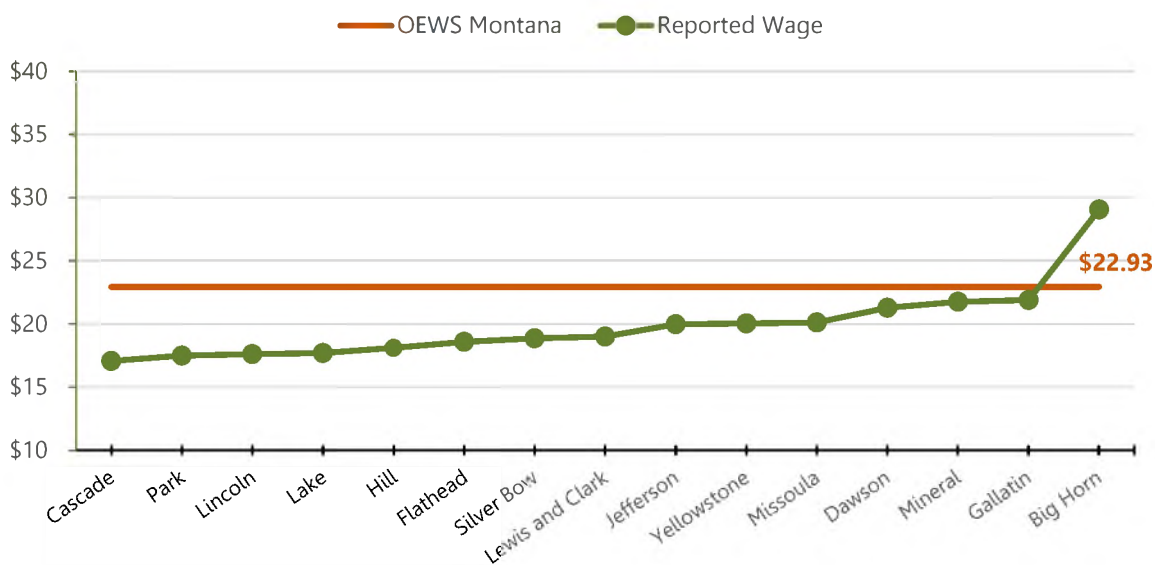
## 2022-23 Survey Results

Wages			
	Hourly	Annual	
Average	<b>\$19.93</b>	<b>\$41,458.51</b>	# of Positions <b>36</b>
Weighted Average	<b>\$19.47</b>	<b>\$40,505.11</b>	# of Counties <b>15</b>

Wages by Size of County				
	Frontier	Small	Medium	Large
Average Hourly	*	*	<b>\$20.41</b>	<b>\$19.19</b>
# of Positions	<b>1</b>	<b>1</b>	<b>6</b>	<b>28</b>

\*Wage data omitted.

## Average Hourly Wage (By County)



# Computer Systems Analysts – SOC 15-1211

**Description:** Analyze science, engineering, business, and other data processing problems to develop and implement solutions to complex applications problems, system administration issues, or network concerns. Perform systems management and integration functions, improve existing computer systems, and review computer system capabilities, workflow, and schedule limitations. May analyze or recommend commercially available software.

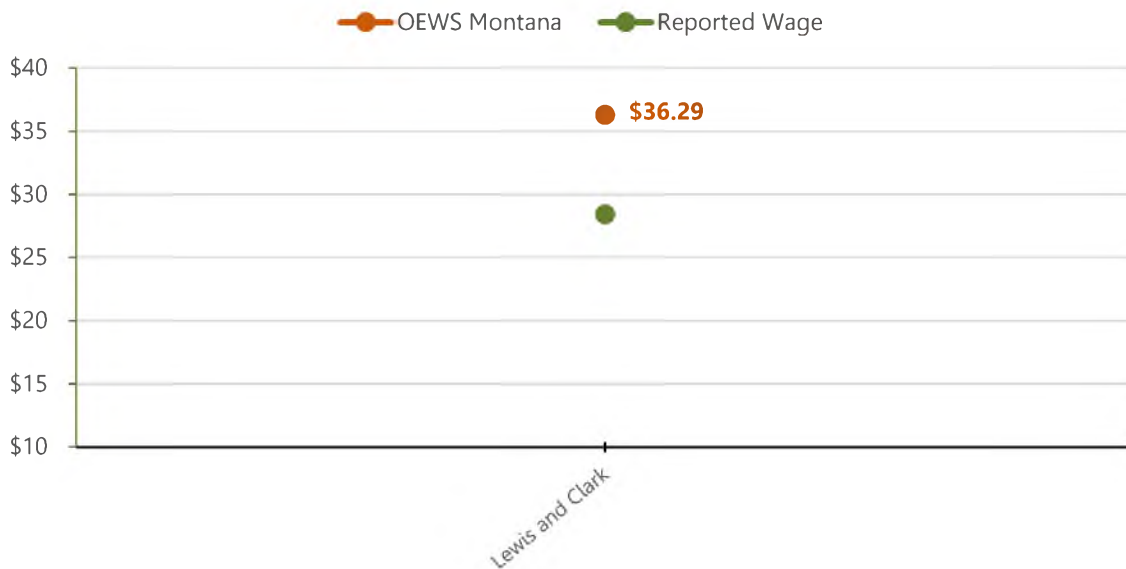
**Position Titles Provided by Health Departments:** Data System Support Specialist

## 2022-23 Survey Results

Wages				
	Hourly	Annual		
Average	*	*	# of Positions	1
Weighted Average	*	*	# of Counties	1
Wages by Size of County				
	Frontier	Small	Medium	Large
Average Hourly	-	-	-	*
# of Positions	0	0	0	1

\*Wage data omitted.

## Average Hourly Wage (By County)



# Counselors, All Other – SOC 21-1019

**Description:** All counselors not listed separately.

**Position Titles Provided by Health Departments:** Parent Liaison School Professional Clinic Licensed Counselor, Counselor

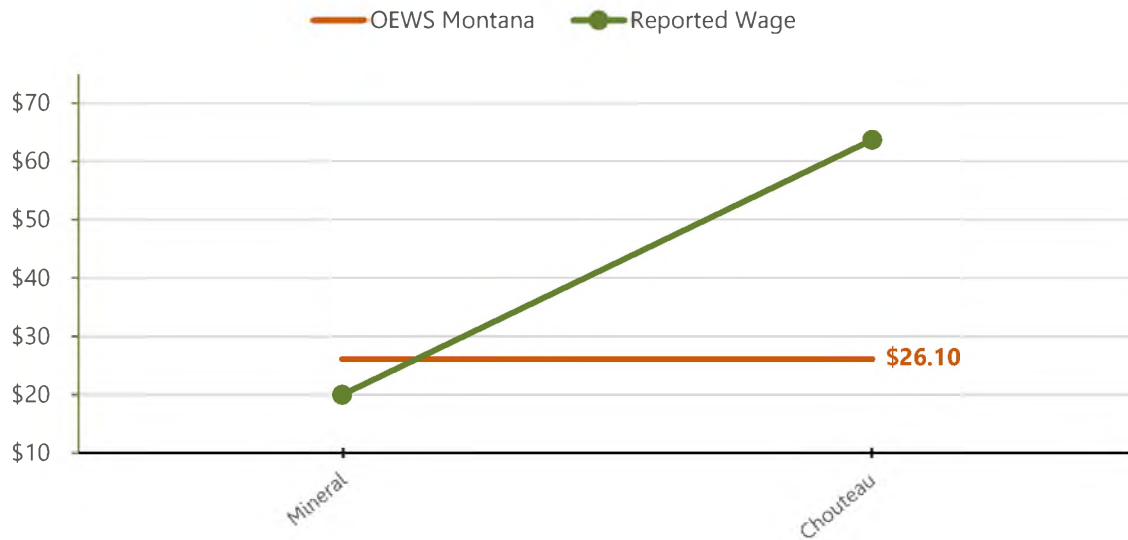
## 2022-23 Survey Results

Wages				
	Hourly	Annual		
Average	<b>\$41.83</b>	<b>\$86,996.00</b>	# of Positions	<b>4</b>
Weighted Average	<b>\$52.74</b>	<b>\$109,694.00</b>	# of Counties	<b>2</b>

Wages by Size of County				
	Frontier	Small	Medium	Large
Average Hourly	*	<b>\$63.65</b>	-	-
# of Positions	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>

\*Wage data omitted.

## Average Hourly Wage (By County)





# Dietitians and Nutritionists – SOC 29-1031

**Description:** Plan and conduct food service or nutritional programs to assist in the promotion of health and control of disease. May supervise activities of a department providing quantity food services, counsel individuals, or conduct nutritional research.

**Position Titles Provided by Health Departments:** WIC Dietician, Registered Dietician, Public Health Nutritionist

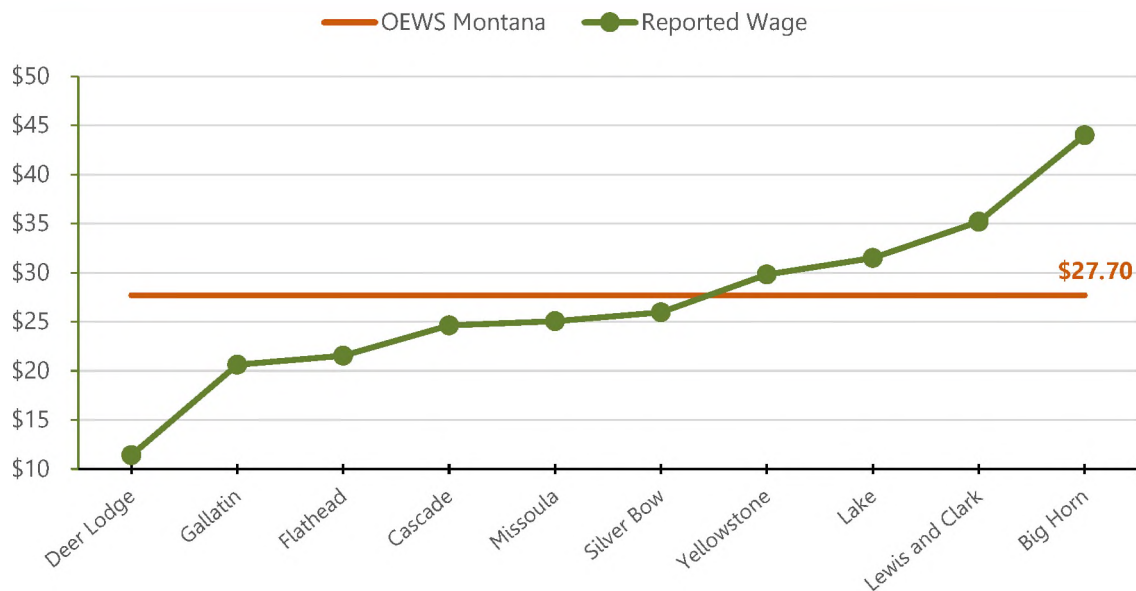
## 2022-23 Survey Results

Wages			
	Hourly	Annual	
Average	<b>\$26.97</b>	<b>\$56,106.57</b>	# of Positions <b>16</b>
Weighted Average	<b>\$26.97</b>	<b>\$56,089.77</b>	# of Counties <b>10</b>

Wages by Size of County				
	Frontier	Small	Medium	Large
Average Hourly	-	<b>\$11.40</b>	*	<b>\$26.80</b>
# of Positions	<b>0</b>	<b>2</b>	<b>1</b>	<b>14</b>

\*Wage data omitted.

## Average Hourly Wage (By County)



# Emergency Management Directors – SOC 11-9161

**Description:** Plan and direct disaster response or crisis management activities, provide disaster preparedness training, and prepare emergency plans and procedures for natural (e.g., hurricanes, floods, earthquakes), wartime, or technological (e.g., nuclear power plant emergencies or hazardous materials spills) disasters or hostage situations.

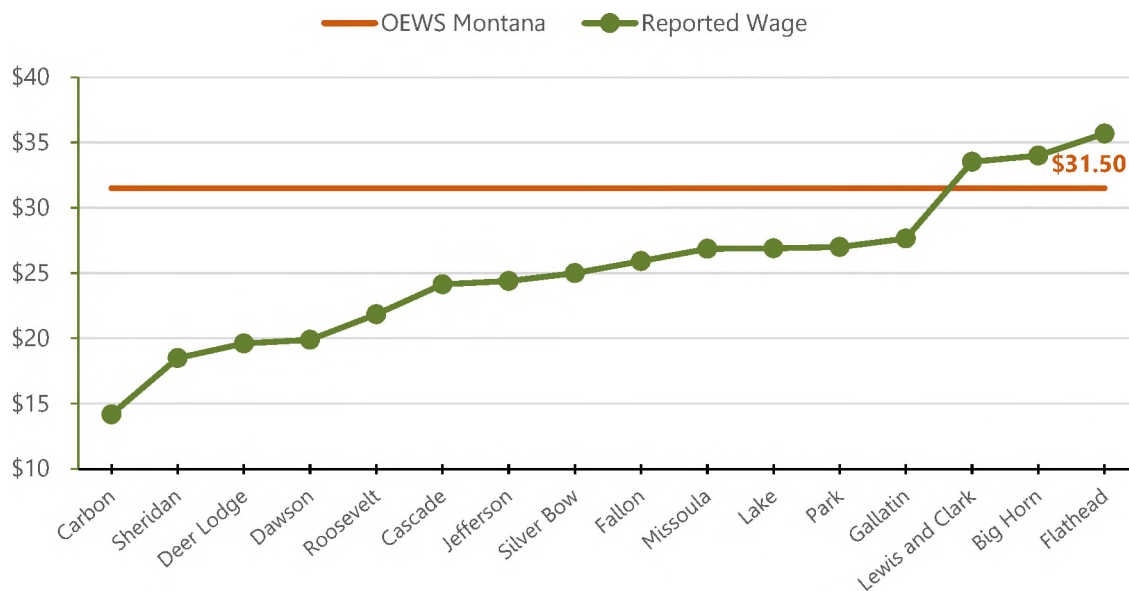
**Position Titles Provided by Health Departments:** Public Health Emergency Preparedness (PHEP) Coordinator, Emergency Prep Coordinator

## 2022-23 Survey Results

Wages				
	Hourly	Annual		
Average	<b>\$28.88</b>	<b>\$51,745.40</b>	# of Positions	<b>17</b>
Weighted Average	<b>\$24.99</b>	<b>\$51,982.98</b>	# of Counties	<b>16</b>

Wages by Size of County				
	Frontier	Small	Medium	Large
Average Hourly	<b>\$22.21</b>	<b>\$19.76</b>	<b>\$24.28</b>	<b>\$28.51</b>
# of Positions	<b>2</b>	<b>2</b>	<b>5</b>	<b>8</b>

## Average Hourly Wage (By County)



# Environmental Science and Protection Technicians, Including Health – SOC 19-4042

**Description:** Perform laboratory and field tests to monitor the environment and investigate sources of pollution, including those that affect health, under the direction of an environmental scientist, engineer, or other specialist. May collect samples of gases, soil, water, and other materials for testing.

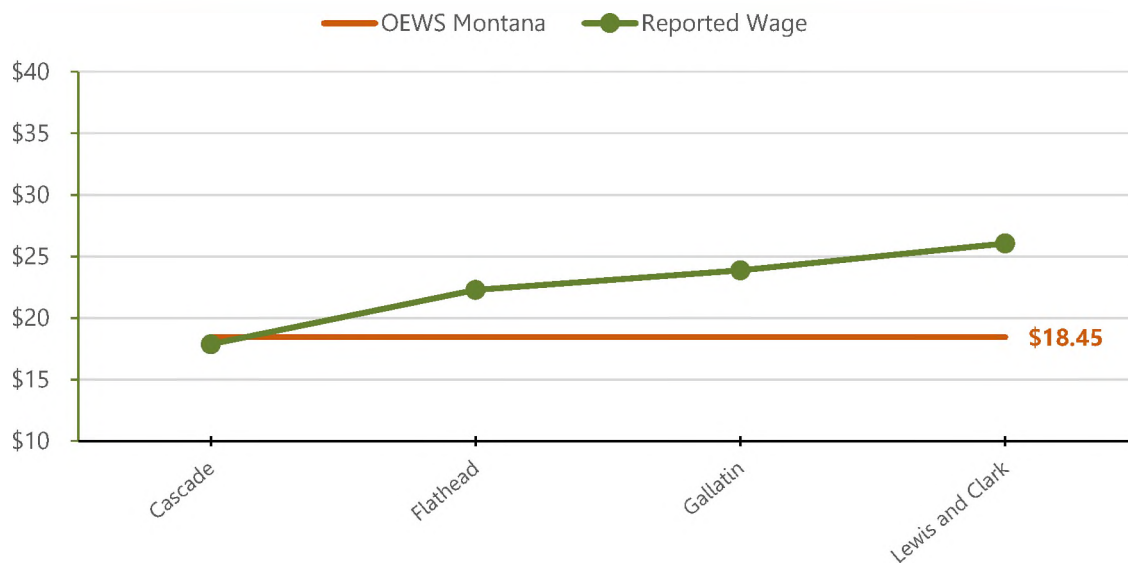
**Position Titles Provided by Health Departments:** Environmental Technician, Program Tech-Administrative (Environmental Health), Environmental Health Technician (Note: Sanitarians are categorized separately as Sanitarians SOC 19-5011)

## 2022-23 Survey Results

Wages				
	Hourly	Annual		
Average	<b>\$22.52</b>	<b>\$48,846.80</b>	# of Positions	<b>4</b>
Weighted Average	<b>\$22.52</b>	<b>\$46,846.80</b>	# of Counties	<b>4</b>

Wages by Size of County				
	Frontier	Small	Medium	Large
Average Hourly	-	-	-	<b>\$22.52</b>
# of Positions	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>

## Average Hourly Wage (By County)



# Environmental Scientists and Specialists, Including Health – SOC 19-2041

**Description:** Conduct research or perform investigation for the purpose of identifying, abating, or eliminating sources of pollutants or hazards that affect either the environment or public health. Using knowledge of various scientific disciplines, may collect, synthesize, study, report, and recommend action based on data derived from measurements or observations of air, food, soil, water, and other sources.

**Position Titles Provided by Health Departments:** Water Quality Protection District Program Supervisor, Water Quality Specialist, Outreach Coordinator, Environmental Health Specialist (I, II), Environmental Health Specialist Trainee, Environmental Health Program Support Specialist

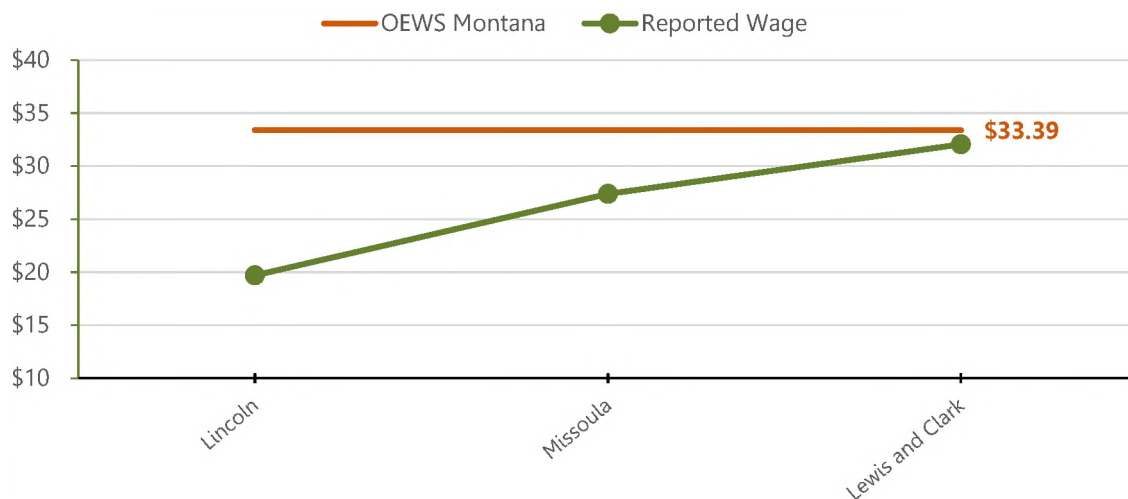
## 2022-23 Survey Results

Wages			
	Hourly	Annual	
Average	<b>\$26.38</b>	<b>\$54,870.13</b>	# of Positions <b>21</b>
Weighted Average	<b>\$27.68</b>	<b>\$57,584.30</b>	# of Counties <b>3</b>

Wages by Size of County				
	Frontier	Small	Medium	Large
Average Hourly	-	-	*	<b>\$29.17</b>
# of Positions	<b>0</b>	<b>0</b>	<b>1</b>	<b>20</b>

\*Wage data omitted.

## Average Hourly Wage (By County)



# Epidemiologists – SOC 19-1041

**Description:** Investigate and describe the determinants and distribution of disease, disability, or health outcomes. May develop the means for prevention and control.

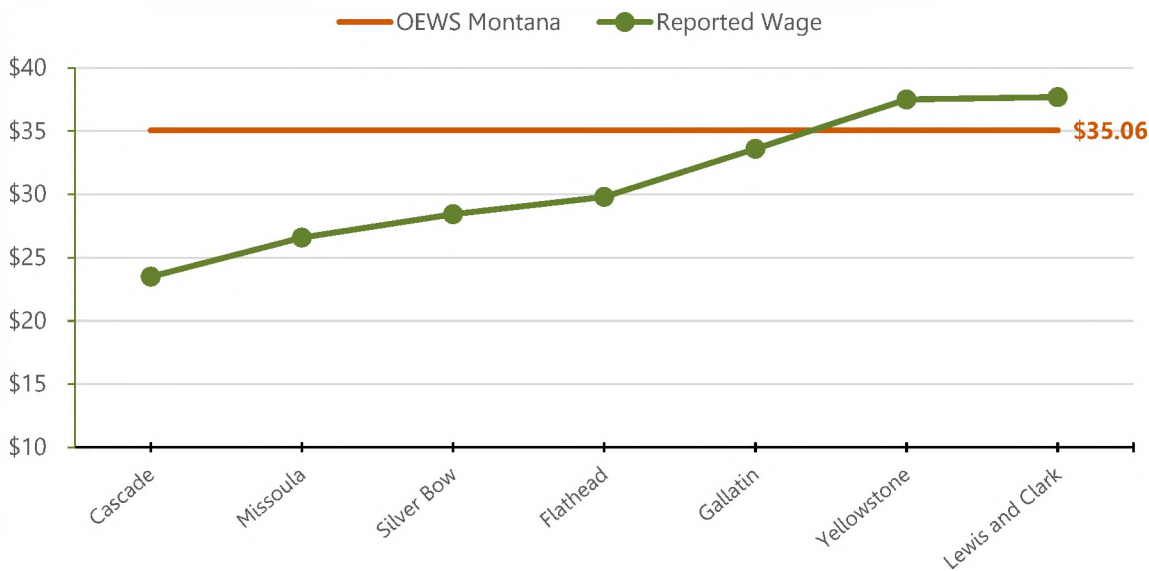
**Position Titles Provided by Health Departments:** Epidemiologist

## 2022-23 Survey Results

Wages				
	Hourly	Annual		
Average	<b>\$31.01</b>	<b>\$64,505.26</b>	# of Positions	<b>7</b>
Weighted Average	<b>\$31.01</b>	<b>\$64,505.26</b>	# of Counties	<b>7</b>

Wages by Size of County				
	Frontier	Small	Medium	Large
Average Hourly	-	-	-	<b>\$31.01</b>
# of Positions	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>

## Average Hourly Wage (By County)



# Health Education Specialists – SOC 21-1091

**Description:** Provide and manage health education programs that help individuals, families, and their communities maximize and maintain healthy lifestyles. Use data to identify community needs prior to planning, implementing, monitoring, and evaluating programs designed to encourage healthy lifestyles, policies, and environments. May link health systems, health providers, insurers, and patients to address individual and population health needs. May serve as resource to assist individuals, other health professionals, or the community, and may administer fiscal resources for health education programs.

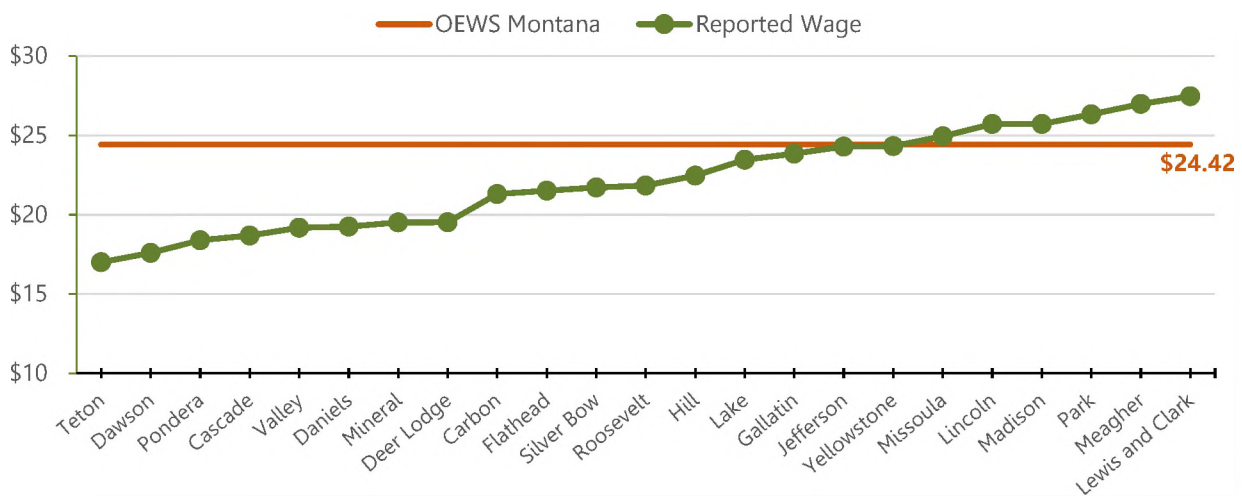
**Position Titles Provided by Health Departments:** Suicide Prevention, Congregate Living Coordinator, Disease Investigation Specialist, COVID-19 Coordinator, Tobacco Education Specialist, Public Health Educator, Health Program Assistant, Health Promotion Specialist, Tobacco Health Educator, Program Coordinator

## 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)



## Healthcare Social Workers – SOC 21-1022

**Description:** Provide individuals, families, and groups with the psychosocial support needed to cope with chronic, acute, or terminal illnesses. Services include advising family caregivers. Provide patients with information and counseling, and make referrals for other services. May also provide case and care management or interventions designed to promote health, prevent disease, and address barriers to access to healthcare.

**Position Titles Provided by Health Departments:** Case Manager Social Worker, Home Visiting Case Manager, Regional CONNECT Referral Coordinator, CONNECT Coordinator, Social Worker, Client Service Representative, Public Health Social Worker, Case Manager

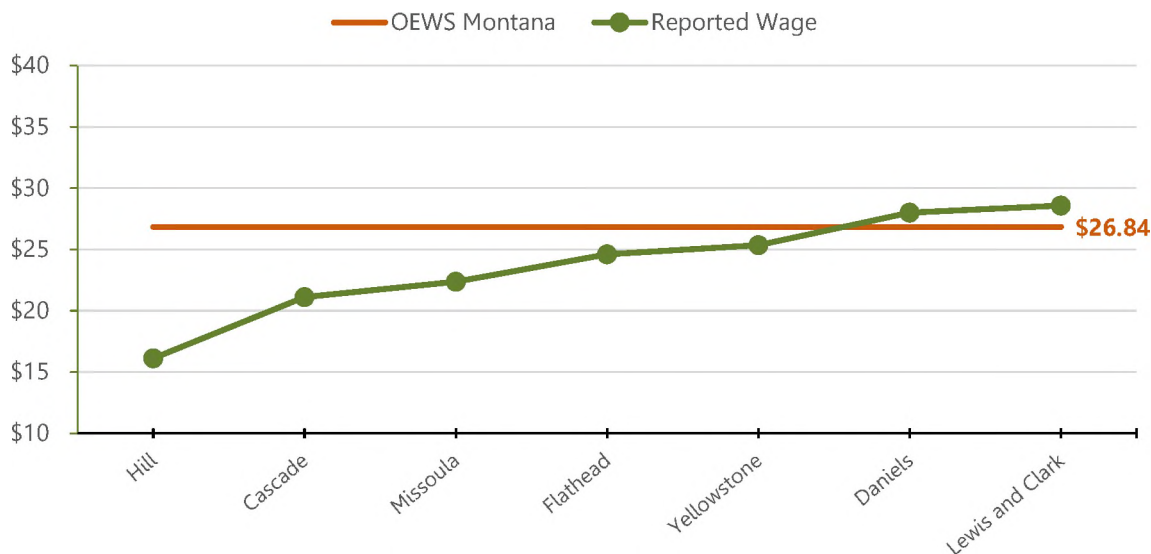
### 2022-23 Survey Results

Wages			
	Hourly	Annual	
Average	<b>\$23.73</b>	<b>\$49,366.89</b>	# of Positions <b>24</b>
Weighted Average	<b>\$24.31</b>	<b>\$50,599.60</b>	# of Counties <b>7</b>

Wages by Size of County				
	Frontier	Small	Medium	Large
Average Hourly	*	-	*	<b>\$24.42</b>
# of Positions	<b>1</b>	<b>0</b>	<b>1</b>	<b>22</b>

\*Wage data omitted.

### Average Hourly Wage (By County)



# Home Health and Personal Care Aides – SOC 31-1120

**Description:** This occupation is a combination of the 2018 SOC occupations 31-1121 Home Health Aides and 31-1122 Personal Care Aides and the 2010 SOC occupations 31-1011 Home Health Aides and 39-9021 Personal Care Aides.

**Position Titles Provided by Health Departments:** Homemaker

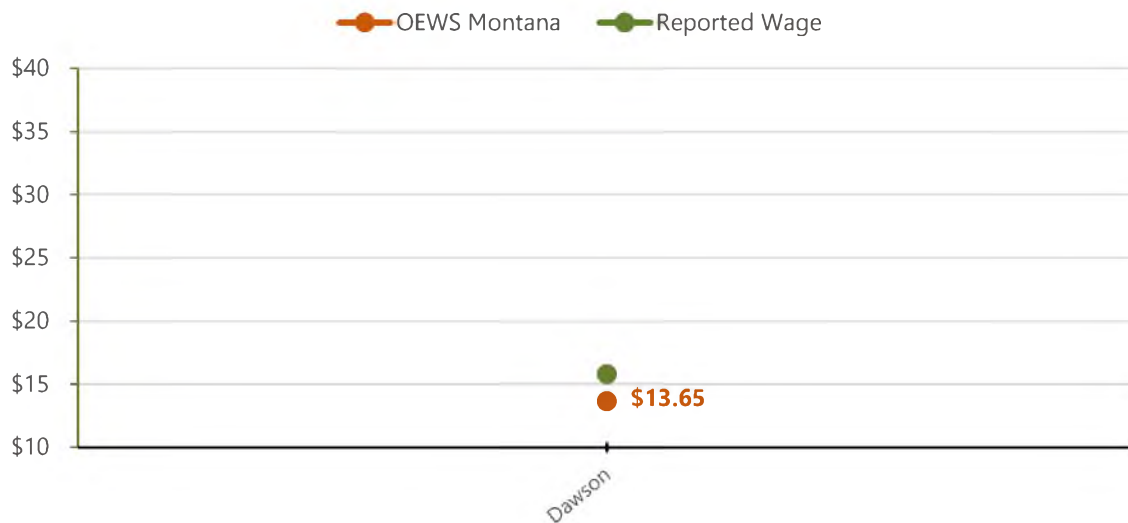
## 2022-23 Survey Results

Wages			
	Hourly	Annual	
Average	*	*	# of Positions <b>1</b>
Weighted Average	*	*	# of Counties <b>1</b>

Wages by Size of County				
	Frontier	Small	Medium	Large
Average Hourly	-	*	-	-
# of Positions	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>

*\*Wage data omitted.*

## Average Hourly Wage (By County)





## Hydrologists – SOC 19-2043

**Description:** Research the distribution, circulation, and physical properties of underground and surface waters; and study the form and intensity of precipitation and its rate of infiltration into the soil, movement through the earth, and return to the ocean and atmosphere.

**Position Titles Provided by Health Departments:** Hydrogeologist

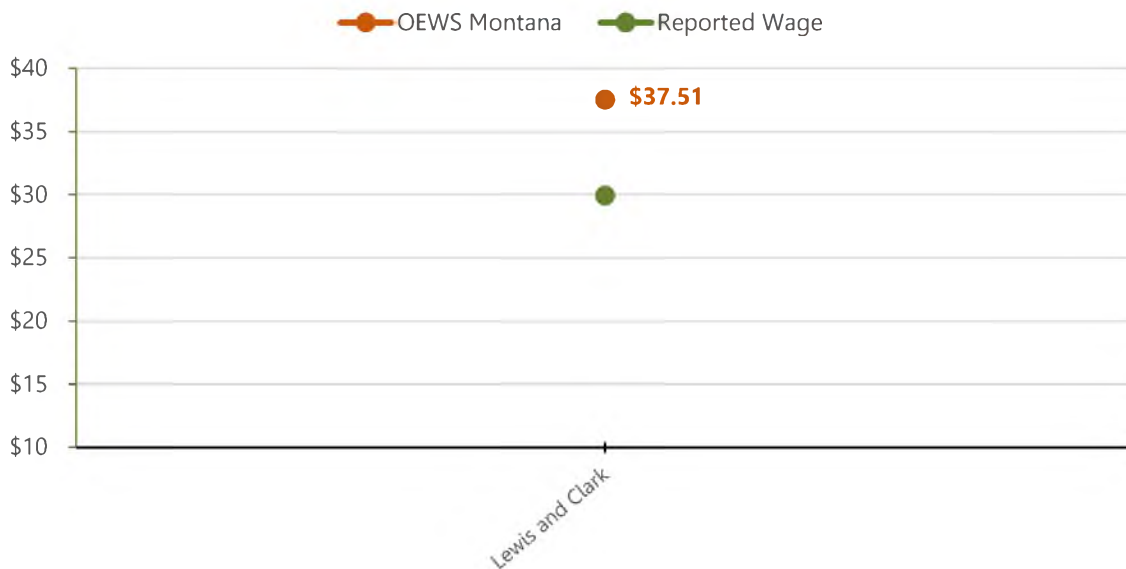
### 2022-23 Survey Results

Wages				
	Hourly	Annual		
Average	*	*	# of Positions	<b>1</b>
Weighted Average	*	*	# of Counties	<b>1</b>

Wages by Size of County				
	Frontier	Small	Medium	Large
Average Hourly	-	-	-	*
# of Positions	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>

\*Wage data omitted.

### Average Hourly Wage (By County)



# Licensed Practical and Licensed Vocational Nurses – SOC 29-2061

**Description:** Care for ill, injured, or convalescing patients or persons with disabilities in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions. May work under the supervision of a registered nurse. Licensing required.

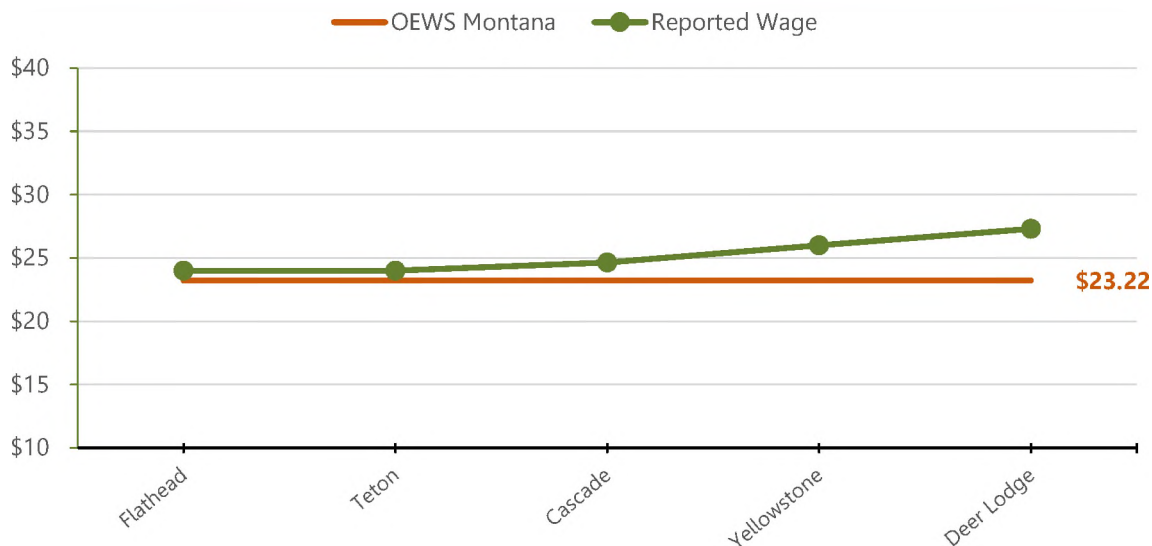
**Position Titles Provided by Health Departments:** LPN, Public Health Nurse (LPN), Licensed Practical Nurse

## 2022-23 Survey Results

Wages				
	Hourly	Annual		
Average	<b>\$25.19</b>	<b>\$52,391.04</b>	# of Positions	<b>5</b>
Weighted Average	<b>\$25.19</b>	<b>\$52,391.04</b>	# of Counties	<b>5</b>

Wages by Size of County				
	Frontier	Small	Medium	Large
Average Hourly	-	<b>\$25.65</b>	-	<b>\$24.88</b>
# of Positions	<b>0</b>	<b>2</b>	<b>0</b>	<b>3</b>

## Average Hourly Wage (By County)



# Managers, All Other – SOC 11-9199

**Description:** All managers not listed separately. See OEWS numeric identifier 11-000 through 11-9161.

**Position Titles Provided by Health Departments:** Office Manager, Officer Coordinator, Sanitarian  
Office Manager

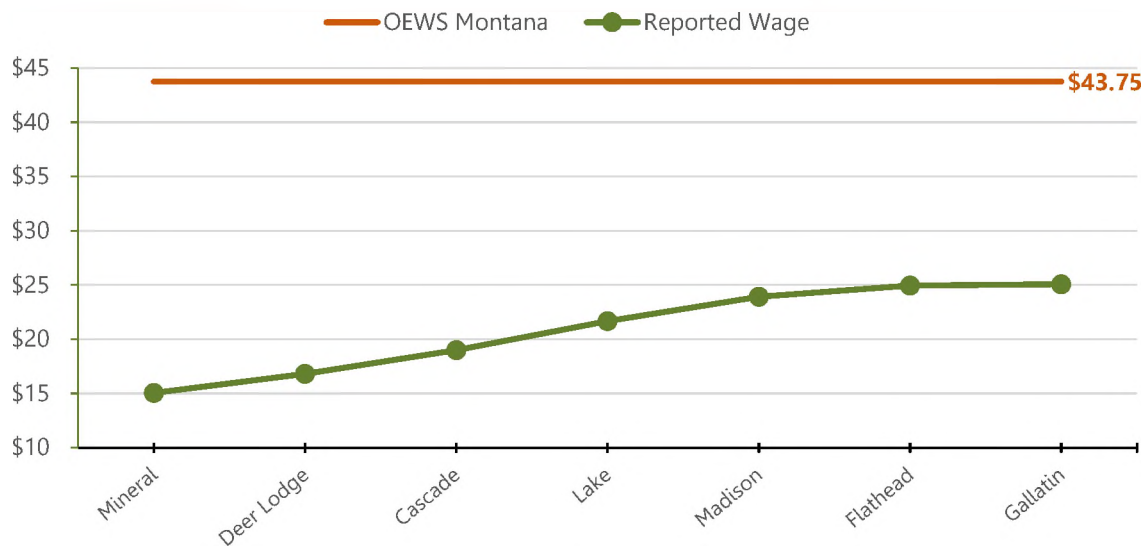
## 2022-23 Survey Results

Wages				
	Hourly	Annual		
Average	<b>\$20.92</b>	<b>\$43,516.57</b>	# of Positions	<b>7</b>
Weighted Average	<b>\$20.92</b>	<b>\$43,516.57</b>	# of Counties	<b>7</b>

Wages by Size of County				
	Frontier	Small	Medium	Large
Average Hourly	*	<b>\$20.36</b>	-	<b>\$22.67</b>
# of Positions	<b>1</b>	<b>2</b>	<b>0</b>	<b>4</b>

\*Wage data omitted.

## Average Hourly Wage (By County)



# Medical and Health Services Managers – SOC 11-9111

**Description:** Organize, plan, direct, and manage programs to improve a population's overall well-being. Plan, direct, or coordinate medical and health services in hospitals, clinics, managed care organizations, public health agencies, or similar organizations.

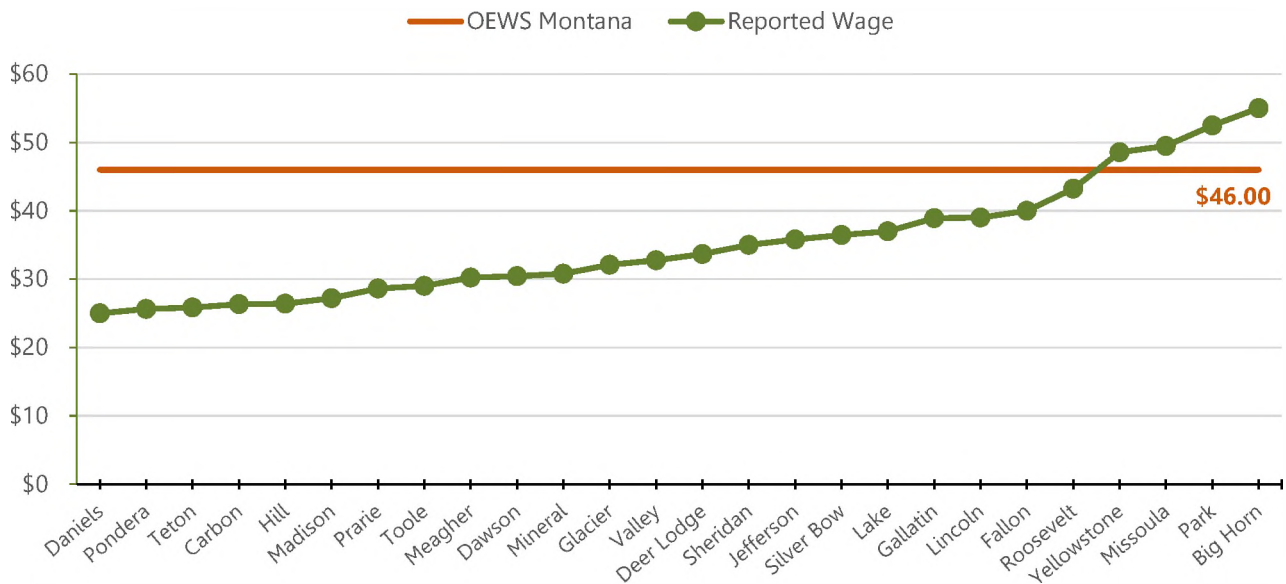
**Position Titles provided by Health Departments:** Public Health Director, Director of Health Administration, Director of Health Promotion, Health Department Director, Environmental Health Director, Program Director, VP Public Health, Lead Local Health Official, Public Health Nurse Director

## 2022-23 Survey Results

Wages				
	Hourly	Annual		
Average	<b>\$35.19</b>	<b>\$73,188.21</b>	# of Positions	<b>39</b>
Weighted Average	<b>\$37.05</b>	<b>\$77,073.09</b>	# of Counties	<b>26</b>

Wages by Size of County				
	Frontier	Small	Medium	Large
Average Hourly	<b>\$31.59</b>	<b>\$29.20</b>	<b>\$38.64</b>	<b>\$42.51</b>
# of Positions	<b>7</b>	<b>9</b>	<b>9</b>	<b>14</b>

## Average Hourly Wage (By County)



# Medical Assistants – SOC 31-9092

**Description:** Perform administrative and certain clinical duties under the direction of a physician. Administrative duties may include scheduling appointments, maintaining medical records, billing, and coding information for insurance purposes. Clinical duties may include taking and recording vital signs and medical histories, preparing patients for examination, drawing blood, and administering medications as directed by physician.

**Position Titles Provided by Health Departments:** Medical Service Assistant

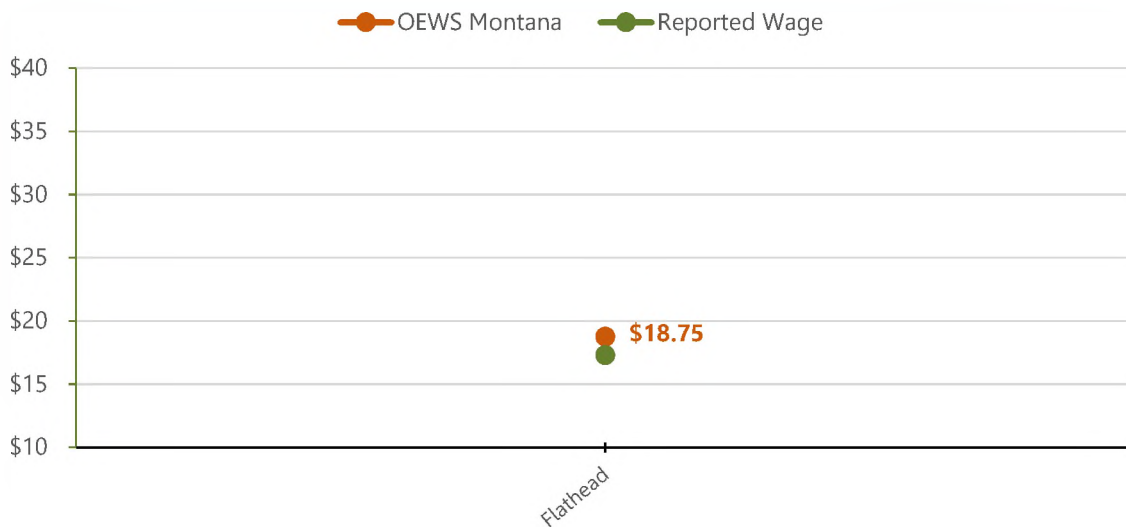
## 2022-23 Survey Results

Wages				
	Hourly	Annual		
Average	*	*	# of Positions	1
Weighted Average	*	*	# of Counties	1

Wages by Size of County				
	Frontier	Small	Medium	Large
Average Hourly	-	-	-	*
# of Positions	0	0	0	1

*\*Wage data omitted.*

## Average Hourly Wage (By County)



# Medical Records Specialists – SOC 29-2072

**Description:** Compile, process, and maintain medical records of hospital and clinic patients in a manner consistent with medical, administrative, ethical, legal, and regulatory requirements of the healthcare system. Classify medical and healthcare concepts, including diagnosis, procedures, medical services, and equipment, into the healthcare industry’s numerical coding system. Includes medical coders.

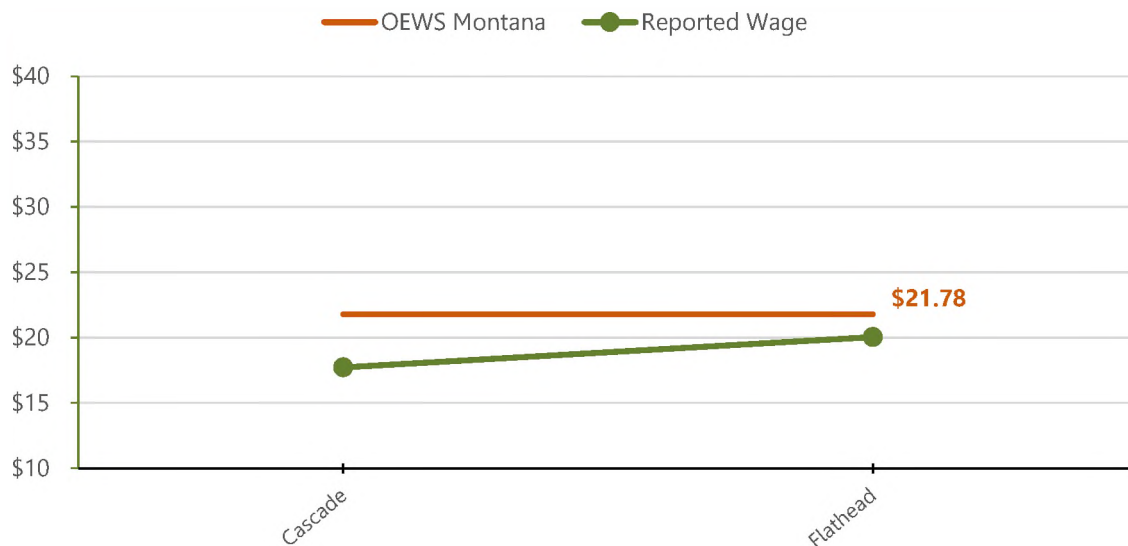
**Position Titles Provided by Health Departments:** Clinical Support Specialist, Administration Support Specialist

## 2022-23 Survey Results

Wages				
	Hourly	Annual		
Average	<b>\$18.88</b>	<b>\$39,270.40</b>	# of Positions	<b>2</b>
Weighted Average	<b>\$18.88</b>	<b>\$39,270.40</b>	# of Counties	<b>2</b>

Wages by Size of County				
	Frontier	Small	Medium	Large
Average Hourly	-	-	-	<b>\$18.88</b>
# of Positions	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>

## Average Hourly Wage (By County)



# Medical Secretaries and Administrative Assistants – SOC 43-6013

**Description:** Perform secretarial duties using specific knowledge of medical terminology and hospital, clinic, or laboratory procedures. Duties may include scheduling appointments, billing patients, and compiling and recording medical charts, reports, and correspondence. Plan, direct, or coordinate one or more administrative services of an organization, such as records and information management, mail distribution, and other office support services.

**Position Titles provided by Health Departments:** Lead Administrative Specialist, Administrative Receptionist, Administrative Assistant, Office Assistant, Executive Assistant, Front Desk Reception, Administrative Assistant II, Front Desk Clerk, Front Desk Reception

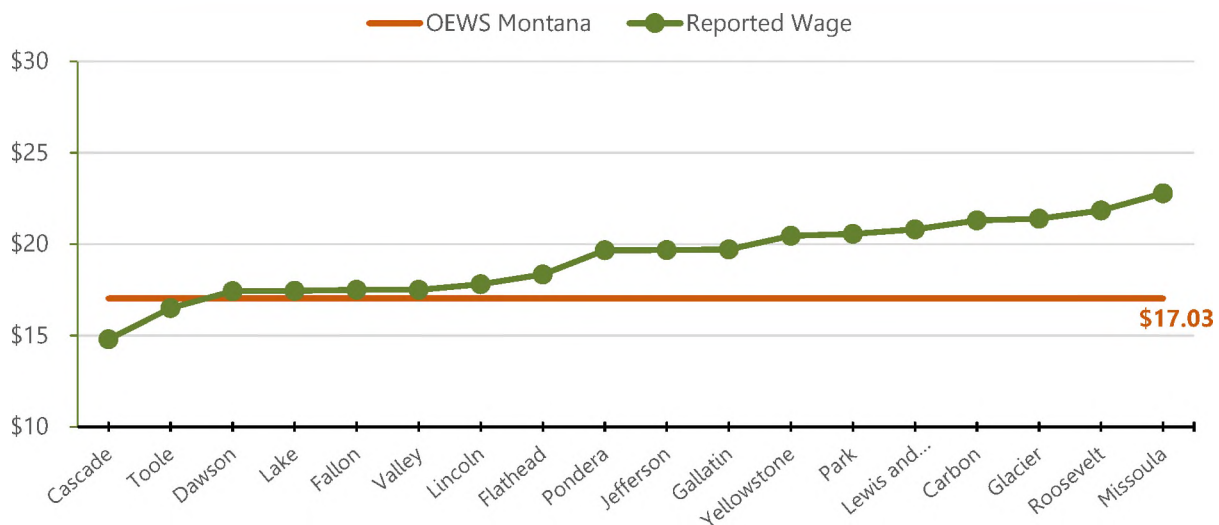
## 2022-23 Survey Results

Wages			
	Hourly	Annual	
Average	<b>\$19.20</b>	<b>\$39,928.62</b>	# of Positions <b>37</b>
Weighted Average	<b>\$19.58</b>	<b>\$40,732.25</b>	# of Counties <b>18</b>

Wages by Size of County				
	Frontier	Small	Medium	Large
Average Hourly	*	<b>\$17.76</b>	<b>\$20.37</b>	<b>\$19.29</b>
# of Positions	<b>1</b>	<b>5</b>	<b>9</b>	<b>22</b>

\*Wage data omitted.

## Average Hourly Wage (By County)



# Nurse Practitioners – SOC 29-1171

**Description:** Diagnose and treat acute, episodic, or chronic illness independently or as part of a healthcare team. May focus on health promotion and disease prevention. May order, perform, or interpret diagnostic tests such as lab work and x- rays. May prescribe medication. Must be registered nurses who have specialized graduate education.

**Position Titles provided by Health Departments:** Nurse Practitioner, Family Planning Nurse Practitioner, Family Nurse Practitioner

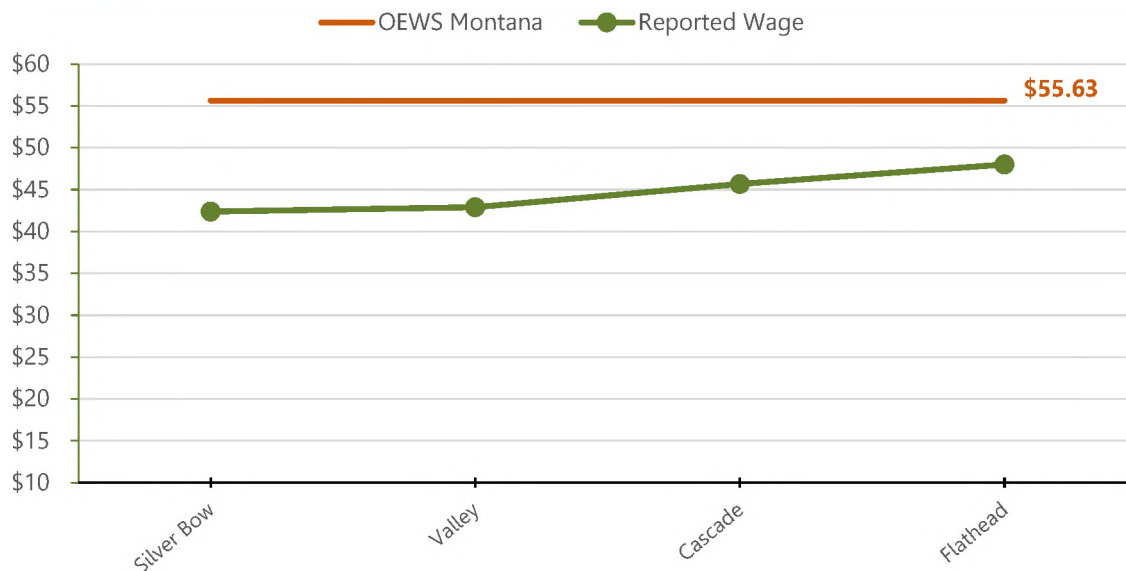
## 2022-23 Survey Results

Wages				
	Hourly	Annual		
Average	<b>\$44.74</b>	<b>\$93,053.03</b>	# of Positions	<b>6</b>
Weighted Average	<b>\$45.39</b>	<b>\$94,410.42</b>	# of Counties	<b>4</b>

Wages by Size of County				
	Frontier	Small	Medium	Large
Average Hourly	-	<b>\$42.90</b>	-	<b>\$45.52</b>
# of Positions	<b>0</b>	<b>2</b>	<b>0</b>	<b>4</b>

*\*Wage data omitted.*

## Average Hourly Wage (By County)





# Nursing Assistants – SOC 31-1131

**Description:** Provide or assist with basic care or support under the direction of onsite licensed nursing staff. Perform duties such as monitoring of health status, feeding, bathing, dressing, grooming, toileting, or ambulation of patients in a health or nursing facility. May include medication administration and other health-related tasks. Includes nursing care attendants, nursing aides, and nursing attendants.

**Position Titles Provided by Health Departments:** Certified Nursing Assistant

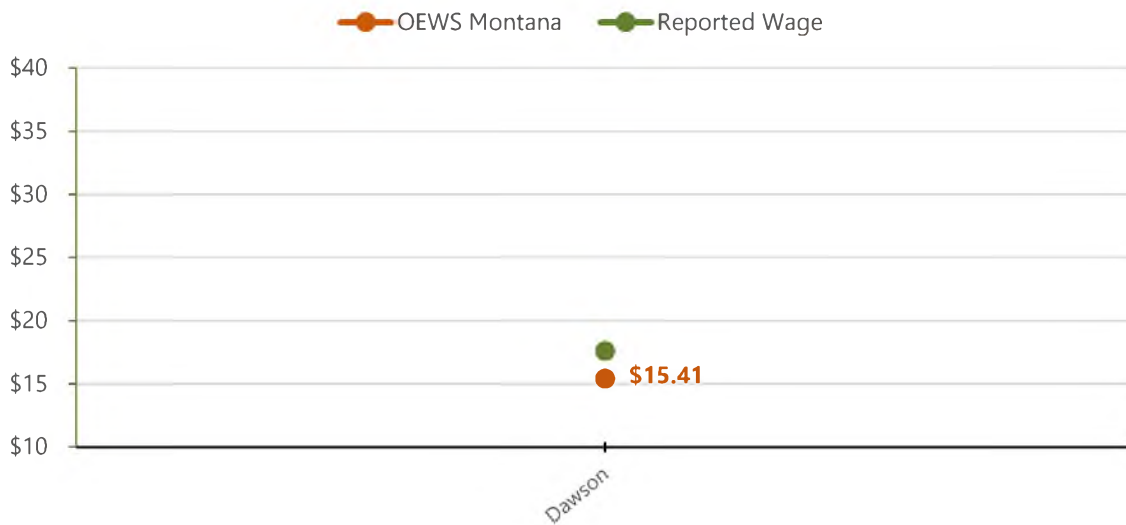
## 2022-23 Survey Results

Wages				
	Hourly	Annual		
Average	*	*	# of Positions	1
Weighted Average	*	*	# of Counties	1

Wages by Size of County				
	Frontier	Small	Medium	Large
Average Hourly	-	*	-	-
# of Positions	0	1	0	0

\*Wage data omitted.

## Average Hourly Wage (By County)



# Occupational Health and Safety Specialists – SOC 19-5011

**Description:** Public health specialists who identify risks and enforce environmental regulations, health, and safety. Review, evaluate, and analyze work environments and design programs and procedures to control, eliminate, and prevent disease or injury caused by chemical, physical, and biological agents or ergonomic factors. May conduct inspections and enforce adherence to laws and regulations governing the health and safety of individuals. May be employed in the public or private sector.

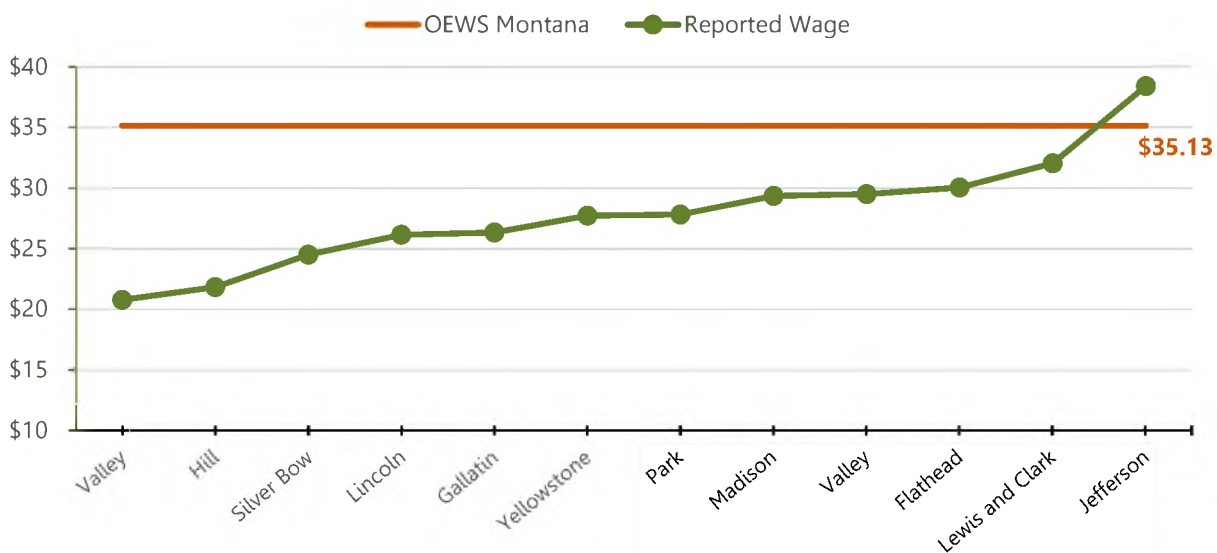
**Position Titles provided by Health Departments:** Sanitarian in training, Environmental Health Program Coordinator, Sanitarian Lead, Registered Sanitarian, Workforce Crisis Response, Sanitarian I, Sanitarian II, Sanitarian Supervisor

## 2022-23 Survey Results

Wages			
	Hourly	Annual	
Average	<b>\$27.88</b>	<b>\$57,991.02</b>	# of Positions <b>45</b>
Weighted Average	<b>\$28.70</b>	<b>\$59,694.24</b>	# of Counties <b>17</b>

Wages by Size of County				
	Frontier	Small	Medium	Large
Average Hourly	-	<b>\$29.43</b>	<b>\$28.51</b>	<b>\$27.17</b>
# of Positions	<b>2</b>	<b>3</b>	<b>8</b>	<b>32</b>

## Average Hourly Wage (By County)



# Physicians, All Other – SOC 29-1229

**Description:** All physicians not listed separately (OWES 29-1181 to 29-1229).

**Position Titles Provided by Health Departments:** Public Health Officer, Health Officer, County Health Officer, Deputy Health Officer

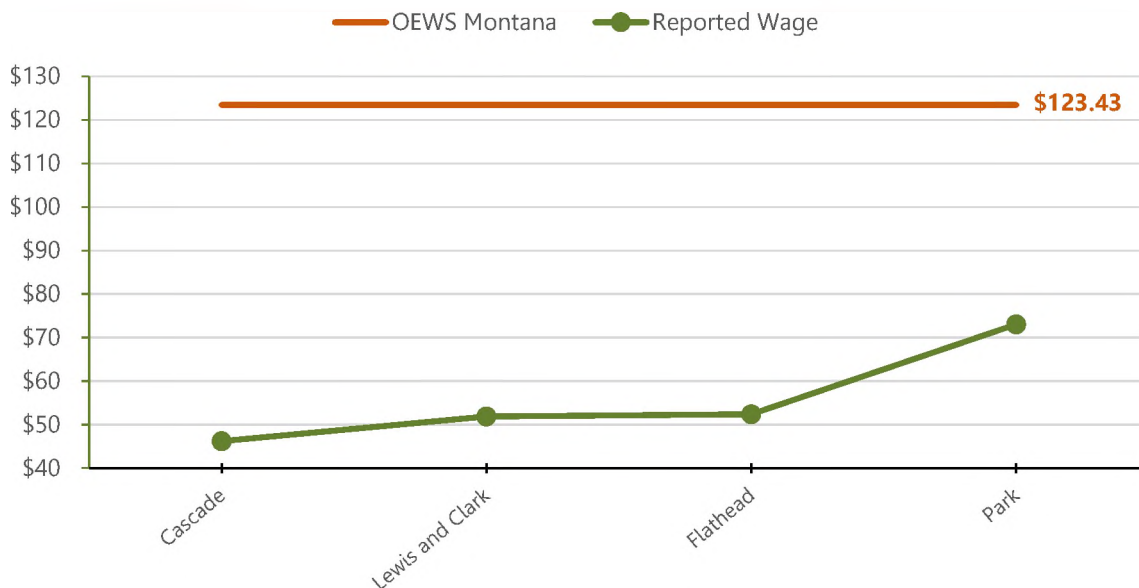
## 2022-23 Survey Results

Wages			
	Hourly	Annual	
Average	<b>\$55.87</b>	<b>\$116,216.45</b>	# of Positions <b>10</b>
Weighted Average	<b>\$55.17</b>	<b>\$114,759.46</b>	# of Counties <b>9</b>

Wages by Size of County				
	Frontier	Small	Medium	Large
Average Hourly	*	*	<b>\$73.03</b>	<b>\$50.29</b>
# of Positions	<b>1</b>	<b>1</b>	<b>4</b>	<b>4</b>

\*Wage data omitted.

## Average Hourly Wage (By County)



This sample classified ten positions as "Physician, all other." These positions had the qualification of medical doctor. Four were full-time, and six were part-time.

All four full-time positions were in counties classified as large. The hourly wages for the full-time physicians ranged from \$46.21 to \$60.10. The wage for one part-time position was reported per hour at \$73.03. The Montana OEWS does not provide average hourly wages for this standard occupation. For comparison, the average hourly wage in Montana for Family Medicine Physicians was \$123.43.

The data collection form did not request details on how many hours part-time positions worked, so it was not possible to calculate hourly wages from annual wages. Four of the six part-time jobs received annual compensation ranging from \$2,460 to \$6,354, averaging \$4,328.50.

# Public Relations Specialists – SOC 27-3031

**Description:** Promote or create an intended public image for individuals, groups, or organizations. May write or select material for release to various communications media. May specialize in using social media.

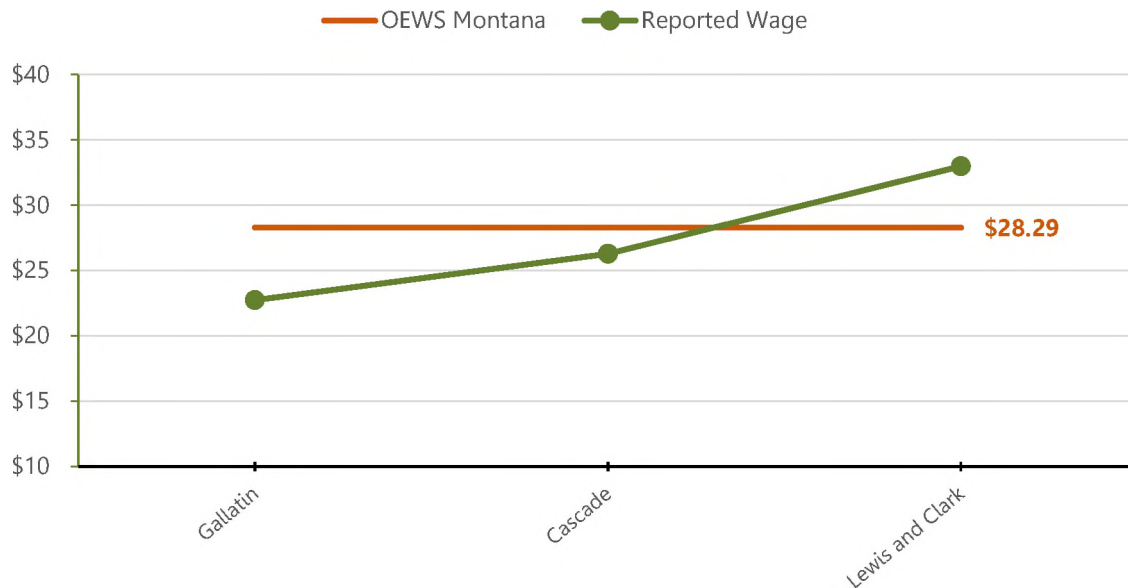
**Position Titles Provided by Health Departments:** Communication, Communication Specialist, Communications Coordinator

## 2022-23 Survey Results

Wages			
	Hourly	Annual	
Average	<b>\$27.34</b>	<b>\$56,860.27</b>	# of Positions <b>3</b>
Weighted Average	<b>\$27.34</b>	<b>\$56,860.27</b>	# of Counties <b>3</b>

Wages by Size of County				
	Frontier	Small	Medium	Large
Average Hourly	-	-	-	<b>\$27.34</b>
# of Positions	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>

## Average Hourly Wage (By County)



# Registered Nurses – SOC 29-1141

**Description:** Focus on the prevention of illness, injury, or disability, the promotion of health, and maintenance of the health of populations. Licensure required.

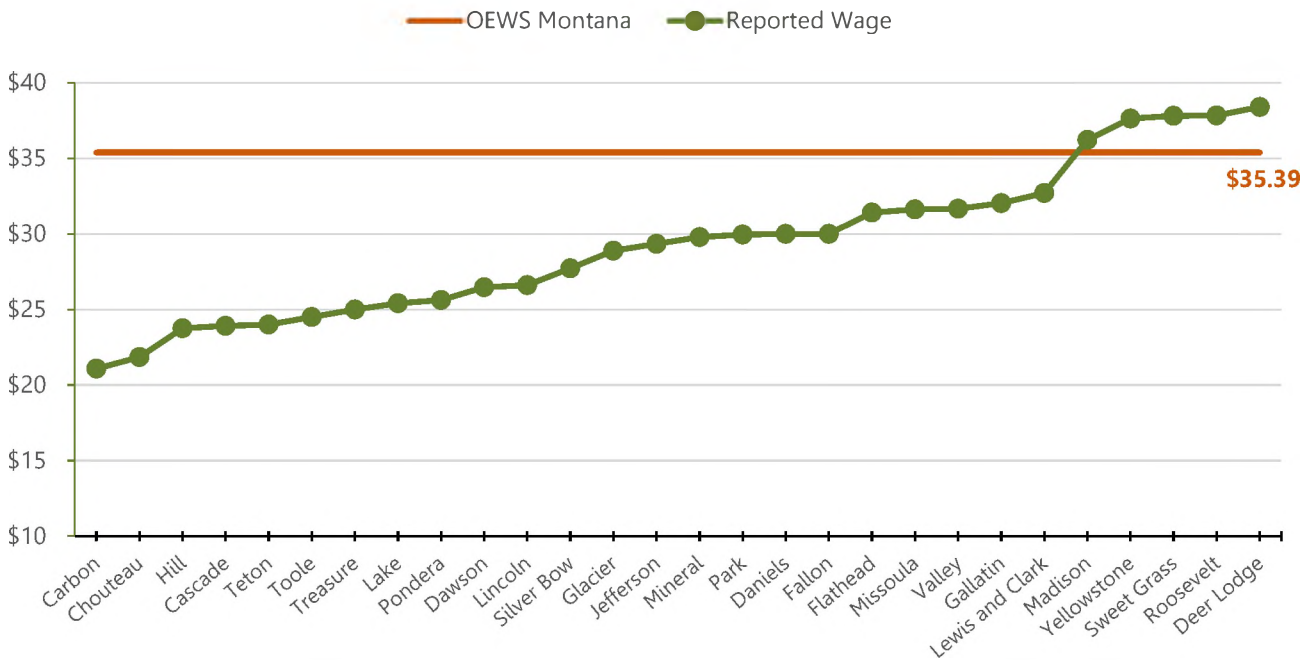
**Position Titles Provided by Health Departments:** Public Health Nurse, Community Health Nurse, Public Health School Nurse, RN Case Manager, Public Health Nurse Supervisor, Public Health Registered Nurse

## 2022-23 Survey Results

Wages			
	Hourly	Annual	
Average	<b>\$29.33</b>	<b>\$60,975.62</b>	# of Positions <b>77</b>
Weighted Average	<b>\$30.71</b>	<b>\$63,862.07</b>	# of Counties <b>28</b>

Wages by Size of County				
	Frontier	Small	Medium	Large
Average Hourly	<b>\$30.50</b>	<b>\$28.48</b>	<b>\$28.29</b>	<b>\$30.50</b>
# of Positions	<b>6</b>	<b>11</b>	<b>13</b>	<b>47</b>

## Average Hourly Wage (By County)



# Social and Community Service Managers – SOC 11-9151

**Description:** Plan, direct, or coordinate the activities of a social service program or community outreach organization. Oversee the program or organization’s budget and policies regarding participant involvement, program requirements, and benefits. Work may involve directing social workers, counselors, or probation officers.

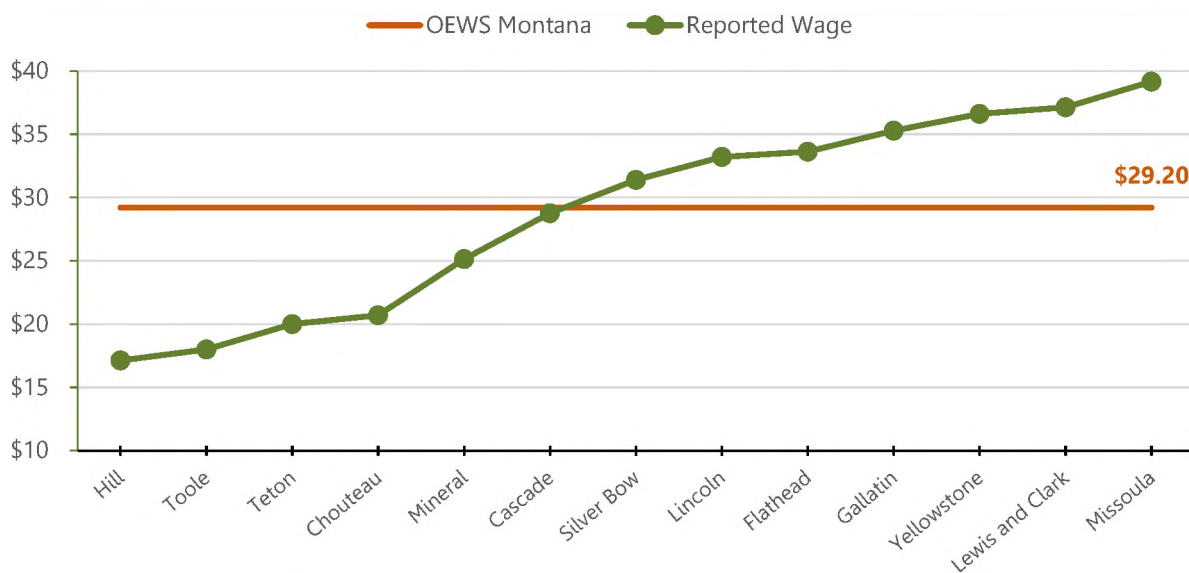
**Position Titles Provided by Health Departments:** Environmental Health Manager, Public Health Manager, Program/Grant Manager, Health Promotion Supervisor, Community Health Manager, Chronic Disease Program Manager, Program Manager I, Program Manager II, Program Manager III, Prevention Program Supervisor

## 2022-23 Survey Results

Wages				
	Hourly	Annual		
Average	<b>\$28.93</b>	<b>\$60,182.05</b>	# of Positions	<b>45</b>
Weighted Average	<b>\$32.23</b>	<b>\$67,032.80</b>	# of Counties	<b>13</b>

Wages by Size of County				
	Frontier	Small	Medium	Large
Average Hourly	<b>\$25.14</b>	<b>\$19.71</b>	<b>\$25.17</b>	<b>\$34.67</b>
# of Positions	<b>3</b>	<b>6</b>	<b>2</b>	<b>34</b>

## Average Hourly Wage (By County)



# Substance Abuse, Behavioral Disorder, and Mental Health Counselors – SOC 21-1018

**Description:** Counsel and advise individuals, families, or groups to prevent or treat substance abuse problems, behavioral disorders, or a broad range of mental health issues in order to promote optimum mental and emotional health.

**Position Titles Provided by Health Departments:** Mental Health Collaboration Specialist, Behavioral Health Systems Improvement Specialist, Mental Health Therapist

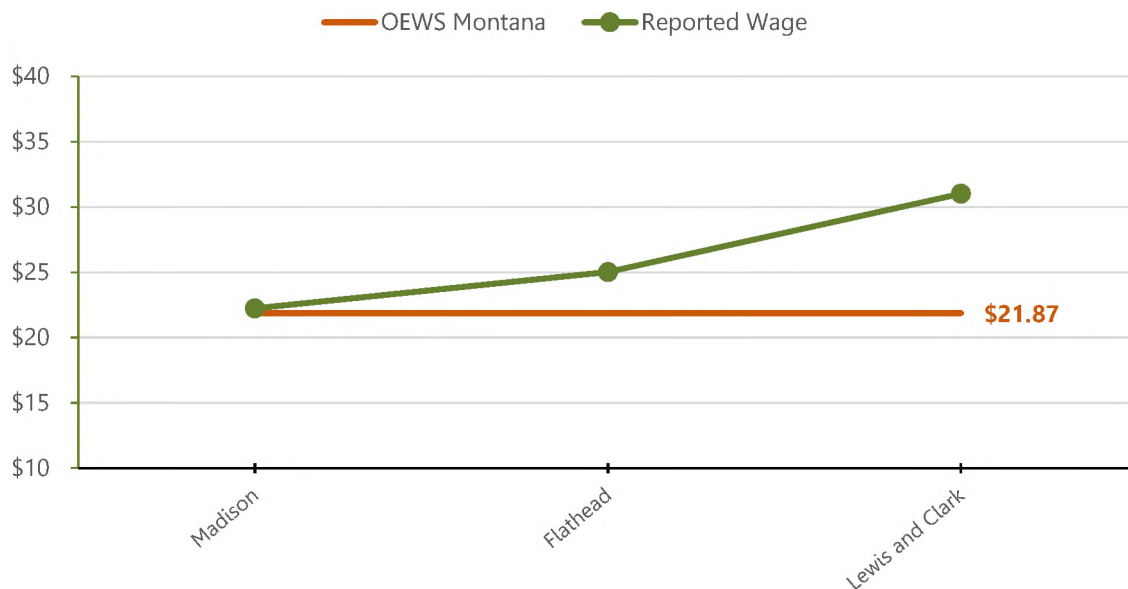
## 2022-23 Survey Results

Wages				
	Hourly	Annual		
Average	<b>\$26.09</b>	<b>\$54,263.73</b>	# of Positions	<b>3</b>
Weighted Average	<b>\$26.09</b>	<b>\$54,263.73</b>	# of Counties	<b>3</b>

Wages by Size of County				
	Frontier	Small	Medium	Large
Average Hourly	-	*	-	<b>\$28.02</b>
# of Positions	<b>0</b>	<b>1</b>	<b>0</b>	<b>2</b>

*\*Wage data omitted.*

## Average Hourly Wage (By County)





# Training and Development Specialists – SOC 13-1151

**Description:** Design or conduct work-related training and development programs to improve individual skills or organizational performance. May analyze organizational training needs or evaluate training effectiveness.

**Position Titles Provided by Health Departments:** Accreditation, Training Coordinator, Workforce Development

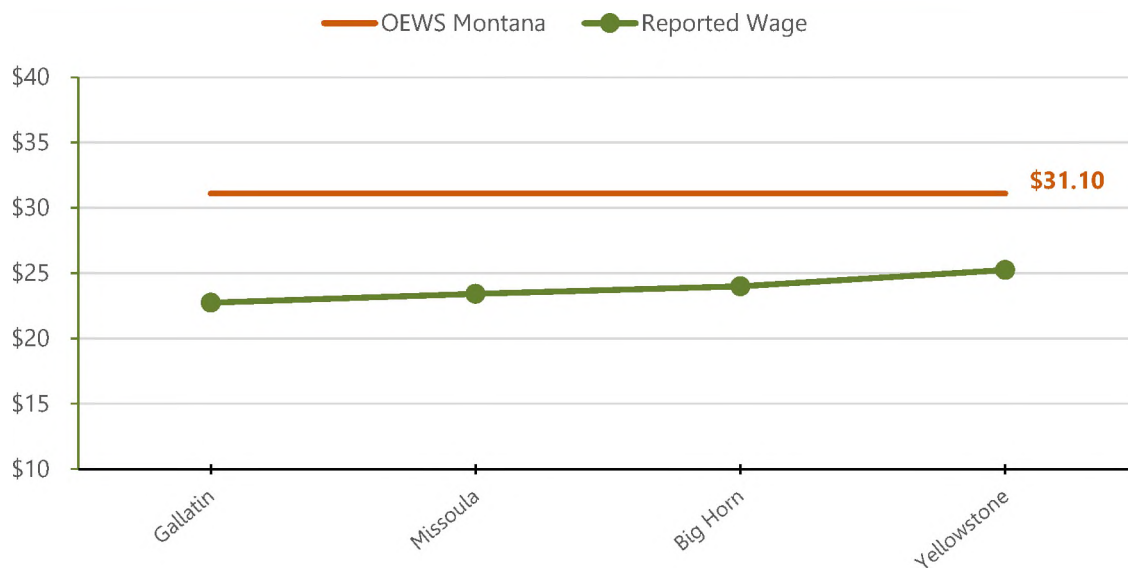
## 2022-23 Survey Results

Wages			
	Hourly	Annual	
Average	<b>\$23.85</b>	<b>\$49,608.20</b>	# of Positions <b>4</b>
Weighted Average	<b>\$23.85</b>	<b>\$49,608.20</b>	# of Counties <b>4</b>

Wages by Size of County				
	Frontier	Small	Medium	Large
Average Hourly	-	-	*	<b>\$23.80</b>
# of Positions	<b>0</b>	<b>0</b>	<b>1</b>	<b>3</b>

\*Wage data omitted.

## Average Hourly Wage (By County)



# WAGES BY TIER OF RESPONSIBILITY

This section describes positions by tier of responsibility based on the [Council on Linkages Between Academia and Public Health Practice](#). The specific knowledge and skills related to core competencies for public health professionals differ based on the tier of responsibilities.

This report defines tiers based on whether it is a supervisory role (none, supervisor/manager, or senior/executive) and whether the position manages programs (yes or no). Tier 2 is divided into three sub-types to describe responsibilities further:

- Positions that manage programs but not personnel (Tier 2a).
- Positions that supervise personnel but do not manage programs (Tier 2b)—only a few positions fit these criteria in our assessment.
- Positions that manage programs and personnel (Tier 2a+b).

**Definitions of tiers used in this report and number of titles classified by tier:**

Tier	Definition	# of Positions
<b>Tier 1</b>	Does not supervise personnel and does not have program management responsibility.	<b>285</b>
<b>Tier 2a</b>	Does not supervise personnel but has program management responsibility.	<b>89</b>
<b>Tier 2b</b>	Supervises personnel but does not have program management responsibility.	<b>17</b>
<b>Tier 2a+b</b>	Supervises personnel and has program management responsibility.	<b>59</b>
<b>Tier 3</b>	Senior/executive management responsibility.	<b>36</b>

*Note: 35 positions could not be classified by tier.*

**Average hourly wages reported by health departments by standard occupations and tiers of responsibility.**

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		
Computer Systems Analysts	\$28.41				
Counselors, All Other	\$52.74				
Dieticians and Nutritionists	\$26.82	\$24.59	\$26.70		
Emergency Management Directors	\$26.49	\$22.96	\$34.00	\$25.00	\$25.91
Environmental Science and Protection Technicians, including Health	\$22.07	\$23.88			
Environmental Scientists and Specialists, including Health	\$25.22	\$27.73		\$36.87	
Epidemiologist	\$31.75	\$26.58			
Health Education Specialists	\$22.60	\$23.53	\$26.89	\$22.65	
Healthcare Social Workers	\$24.82	\$18.62			
Home Health and Personal Care Aides					
Hydrologists	\$29.92				
Licensed Practical and Licensed Vocational Nurses	\$25.49	\$24.00			
Managers, All Other	\$18.95			\$25.07	
Medical and Health Services Managers	\$18.38			\$34.85	\$39.99
Medical Assistants	\$17.29				
Medical Records Specialists	\$20.04	\$17.72			
Medical Secretaries and Administrative Assistants	\$19.56				\$26.80
Nurse Practitioners	\$48.00	\$42.38		\$44.29	

	Average Hourly Wages				
	Average Hourly Wages (Continued)				
Standard Occupations	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
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	\$28.02				
Training and Development Specialists	\$24.22			\$22.74	
<b>Grand Total</b>	<b>\$25.15</b>	<b>\$26.41</b>	<b>\$35.09</b>	<b>\$33.18</b>	<b>\$38.89</b>

# CONSIDERATIONS

## Six Key Assessment Findings

### **Most public health positions are classified into nine standardized occupations.**

Nine standardized occupations comprise 89% of the positions reported by health departments in Montana (see [Appendix B](#)). The standard occupations with the highest number of positions are:

- Health Education Specialist (88 positions)
- Registered Nurse (77 positions)
- Occupational Health and Safety Specialists (45 positions)
- Social and Community Service Managers (45 positions)

### **Wages for many public health positions are lower than wages paid for similar jobs in Montana.**

Regarding standard occupations in Montana, 76% of those in public health have average wages *lower* than those in all employment sectors (see [Appendix B](#)). It is especially concerning because eight of the nine standard occupations with the highest public health positions have average wages lower than those in all employment sectors. Therefore, this wage discrepancy information may be particularly beneficial for stakeholders to inform equitable wages that facilitate successful recruitment and retention of Montana's public health workforce.

### **Some public health positions are not easily classified as standardized occupations.**

Not all job titles provided by health departments were easy to classify based on the [SOC system](#). For example, Disease Intervention Specialist was a common position reported by health departments classified as Health Education Specialist due to the need for a more specific standard occupation. Similarly, the role of Public Health Director was categorized in the broad category of Medical Health Services Managers.

Public health positions should link titles to SOC identifiers to facilitate more accurate wage comparisons with similar positions in Montana and the U.S. In addition, including public health positions in future iterations of the SOC system would be helpful. Similar position titles and job descriptions can be standardized across health departments. For example, health departments

reported position titles of Front Desk Reception and Front Desk Clerk, which appear to be the same position with slightly different titles.

## **Many public health positions include more than one job.**

Approximately 10% of all positions (50 out of 521) include two or more distinct jobs. This may be due to the small number of employees in Montana health departments—and the need to cover all essential functions. Positions classified as Medical and Health Services Managers perform additional functions such as Public Health Nurse, Public Health Emergency Preparedness, and Educator; and Occupational Health and Safety Specialists perform functions of Environmental Specialists and Sanitarians. Likely, positions that include multiple distinct functions are more complex, requiring more skills and a higher level of training. Future studies could explore how wages differ for positions that bundle numerous jobs.

## **Wages do not necessarily increase with higher tiers of responsibility.**

Overall, the pattern of wages across tiers shows higher wages for increasing responsibility. Average hourly wages for positions by tier increased accordingly:

- Tier 1 = \$25.15
- Tier 2a+b = \$33.18
- Tier 3 = \$38.89

However, wages for several positions—including Dietitians and Nutritionists, Registered Nurses, and Social and Community Service Managers—did not follow this trend. Our current data does not inform the reason, but there are several possible explanations for why tiers of responsibility and wages do not correspond:

- It may be that wages for some public health positions are not adjusted for higher levels of responsibility.
- It may be an artifact of a small number of positions in each tier.
- It may reflect years of service for some positions.
- It may reflect that a newer, younger workforce has taken on Tier 2 roles.

A further explanation might be that wages for new hires and entry-level positions have increased to keep up and remain competitive with professional wages outside of public health—but these wage adjustments have not trickled down to long-time health department employees.

## **Wage data was only provided by half of all county and tribal health departments in Montana.**

Project staff contacted county and tribal health departments multiple times via email, phone, and personal contact. However, project staff could not directly reach health department personnel in some cases, especially in smaller counties and tribal health departments. Our findings indicate that larger counties are more likely to participate in the assessment:

- Large, 89% participation
- Medium, 67% participation
- Small, 57% participation
- Frontier, 38% participation
- Tribal, 0% participation

Reasons for not participating in the study were provided to staff informally and include:

- Lack of time to gather wage information, especially during the holidays.
- Being asked to complete too many wage studies around the same time.
- Confusion as to whether they had already completed the survey.
- A sense of being over-surveyed, primarily because the Montana Public Health Workforce Assessment was recruiting participants simultaneously.

The workforce wages assessment had a 50% response rate, resulting in wage information for 521 positions. Our methods suggest that participating health departments provided wage information for all positions in their organization. The assessment collected wage data from health departments instead of surveying individual public health professionals. In contrast, the 2022 Montana Statewide Public Health Workforce Assessment<sup>5</sup> used an individual recruitment strategy to gather information from 448 local, tribal, and state public health professionals. Both methods of recruitment result in non-response bias, which is an important consideration when interpreting study findings because those who did not respond may differ in important ways from those who did. To limit non-response bias, this report is organized by county.

Future public health workforce wage studies could be improved by:

- Changing the timing to avoid holidays and not overlap with other assessments.
- Alternating future wage studies with Montana Public Health Workforce Assessments. A broad dissemination of this report will motivate greater participation in the future, especially in securing competitive wages for the public health workforce.

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<sup>5</sup> Montana Public Health Training Center. Key Findings: 2022 Statewide Workforce Assessment. [https://www.umt.edu/mt-public-health-training/about/resources/mphtc\\_2023-executive-summary.pdf](https://www.umt.edu/mt-public-health-training/about/resources/mphtc_2023-executive-summary.pdf). Accessed May 24, 2023

# APPENDIX A

## Technical Notes

- The assessment tool asked respondents to provide wage data on either an hourly or annual basis. The hourly wage was multiplied by 2,080 to convert hourly to annual wages. The yearly salary was divided by 2,080 to convert annual to hourly wages.
- Hourly wages could not be calculated for 12 part-time positions that reported salaries on an annual basis. Therefore, these positions are not represented in the summaries of wage data.
- For open positions, the assessment tool invited respondents to list pay ranges. As a result, wage ranges were reported for 17 vacant positions, and the midpoint (mean value) was included in the summaries of wage data.
- For the 49 positions that included two distinct positions (e.g., CONNECT Coordinator and Program Assistant), project staff assigned positions to the standard occupation with the highest wage.
- In some cases, health departments reported positions but did not include wage information. In these cases, the positions were included in the total number of positions in the data tables, but wage information was left blank and not included in the calculations.
- Specific wage amounts were omitted when reporting information for a single position.



# APPENDIX B

## Standard Occupations

This chart shows the number of positions reported by local health departments with a comparison of public health wages versus all employment sectors.

- ⬇️ A downward arrow indicates that the average wage for the public health position is lower than those in all employment sectors.
- ⬆️ An upward arrow indicates that the average wage for the public health position is higher than those in all employment sectors.
- ⓧ An X indicates the occupation had only one position and was not classified.

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
ⓧ Home Health and Personal Care Aides	1
ⓧ Hydrologists	1
⬆️ Licensed Practical and Licensed Vocational Nurses	5
⬇️ Managers, All Other	7

Standard Occupation Title	# of Positions Reported
Standard Occupation Title (Continued)	# of Positions Reported
↓ Medical and Health Services Managers +	39
⊗ Medical Assistants	1
↓ Medical Records Specialists	2
↑ Medical Secretaries and Administrative Assistants +	37
↓ Nurse Practitioners	6
⊗ Nursing Assistants	1
↓ Occupational Health and Safety Specialists +	45
↓ Physicians, All Other	10
↓ Public Relations Specialists	3
↓ Registered Nurses +	77
↓ Social and Community Service Managers +	45
↑ Substance Abuse, Behavioral Disorder, and Mental Health Counselors	3
↓ Training and Development Specialists	4
<b>Total Number of Positions</b>	<b>521</b>

+ Indicates occupations with more than 20 positions.

# APPENDIX C

Position titles reported by county health departments by standardized occupational classification. Identical and very similar position titles are only listed once.

## **Accountants and Auditors** *SOC 13-2011*

- Finance Coordinator
- Accountant, Accountant Tech
- Accountant Specialist
- Health Department Accountant
- Financial Analyst

## **Bookkeeping, Accounting, and Auditing Clerks** *SOC 43-3031*

- Billing Specialist
- Billing and Clinic Administrative Assistant
- Public Health Clerk
- Billing Clerk
- Billing Assistant
- Public Health Bookkeeping
- Bookkeeping Assistant

## **Business Operations Specialists** *SOC 13-1199*

- Compliance Officer
- Contract Specialist

## **Community Health Workers** *SOC 21-1094*

- WIC Aide
- WIC Nutrition Educator Aide
- WIC Breastfeeding Counselor
- PAT Home Visitor
- Patient Support Navigator
- Breastfeeding Peer Counselor
- WIC CPA/Assistant
- Community Engagement Coordinator
- WIC Competent Professional Authority
- Family Engagement Specialist
- Certified Car Seat Installation Technician, Doula
- WIC Program Assistant
- Community Member
- Health Program Assistant
- Accreditation Health Equity Coordinator

- Community Health Worker
- Program Support Specialist
- Outreach & Services Coordinator

**Computer Systems Analysts** *SOC 15-1211*

- Data System Support Specialist

**Counselors, All Other** *SOC 21-1019*

- Counselor
- Parent Liaison Professional Licensed Counselor

**Dietitians and Nutritionists** *SOC 29-1031*

- Community Nutrition Specialist
- WIC Dietician
- Dietician
- Registered Dietician
- CPA (WIC) Nutrition Tech
- Public Health Nutritionist

**Emergency Management Directors** *SOC 11-9161*

- Public Health Emergency Preparedness Coordinator
- PHEP
- PHEP Program Manager

**Environmental Science and Protection Technicians, including Health** *SOC 19-4042*

- Environmental Technician
- Environmental Health Program Tech- Administrative

**Environmental Scientists and Specialists, including Health** *SOC 19-2041*

- Water Quality Protection District Program Supervisor
- Water Quality Specialist
- Outreach Coordinator
- Environmental Health Specialist
- Environmental Health/GIS Specialist

**Epidemiologist** *SOC 19-1041*

- Epidemiologist

**Health Education Specialists** *SOC 21-1091*

- COVID-19 Response
- Public Health Case Investigator
- WIC Coordinator
- WIC Clinic Coordinator
- Tobacco Prevention Specialist

- Senior Community Health Specialist
- Competent Prof Authority
- Congregate Living Coordinator
- School Health Coordinator
- Disease Investigation Specialist
- COVID-19 Coordinator
- HIV Case Manager
- Chronic Disease Hub Contractor
- Public Health Educator
- Communicable Disease Investigation Specialist
- Health Program Assistant
- Health Promotion Specialist
- Parent Educator
- Home Visitor Supervisor
- Breast & Cervical Health Educator
- Suicide Prevention Coordinator
- Early Childhood Health Educator
- Diabetes Prevention Program Coordinator
- WIC Nutrition Specialist
- WIC Nutrition Clinic Coordinator
- WIC Public Health Coordinator
- Chronic Disease and Alliance for Youth
- Prevention Specialist
- Public Health Responder
- Prevention Health Specialist
- Program Coordinator

**Healthcare Social Workers** *SOC 21-1022*

- Case Manager Social Worker
- Home Visiting Case Manager
- Regional CONNECT Referral Coordinator
- CONNECT Coordinator
- Social Worker
- Client Services Representative
- Public Health Social Worker

**Home Health and Personal Care Aides** *SOC 31-1120*

- Homemaker

### **Hydrologists** *SOC 19-2043*

- Hydrogeologist

### **Licensed Practical and Licensed Vocational Nurses** *SOC 29-2061*

- Licensed Practical Nurse
- LPN
- Public Health Nurse (LPN)

### **Managers, All Other** *SOC 11-9199*

- Office Manager
- Office Coordinator
- Sanitarian Office Manager

### **Medical and Health Services Managers** *SOC 11-9111*

- Public Health Nursing Director
- Lead Local Health Official
- Medical Director
- Public Health Division Director
- Director Environmental Health
- Director of Health Administration
- Director of Health Promotion
- Director of Health Department
- Program Director
- Vice President Public Health
- Lead Health Official
- Operations Division Director

### **Medical Assistants** *SOC 31-9092*

- Medical Service Assistant

### **Medical Records Specialists** *SOC 29-2072*

- Clinical Support Specialist
- Administrative Support Specialist – Medical Billing

### **Medical Secretaries and Administrative Assistants** *SOC 43-6013*

- Environmental Health Assistant
- Environmental Health Program Assistant
- Administrative Receptionist
- Administrative Assistant
- Reception
- Family Planning Administrative Assistant
- Office Assistant
- Executive Assistant

- Front Desk Reception
- Front Desk Clerk
- Support Services Administrator

**Nurse Practitioners** *SOC 29-1171*

- Nurse Practitioner
- Family Planning – Nurse P

**Nursing Assistants** *SOC 31-1131*

- CNA

**Occupational Health and Safety Specialist** *SOC 19-5011*

- Sanitarian
- Environmental Health Specialist/Sanitarian
- Environmental Health Program Coordinator
- Sanitarian in training
- Sanitarian Lead
- Sanitarian Contracted
- Workforce Crisis Response
- Registered Sanitarian
- Environmental Specialist/Sanitarian Supervisor

**Physicians, All Other** *SOC 29-1229*

- Public Health Officer
- Health Officer
- County Health Officer

**Public Relations Specialists** *SOC 27-3031*

- Communication
- Communication Specialist
- Communication Coordinator

**Registered Nurses** *SOC 29-1141*

- Public Health Nurse
- School Health Registered Nurse
- Home Health Registered Nurse Supervisor
- Registered Nurse/PAT Supervisor
- Clinic Nurse
- Community Health Nurse
- Public Health Nurse – Family Planning
- Registered Nurse Case Manager
- Public Health Nurse Supervisor
- Registered Nurse ON CALL

- Lead Public Health Nurse

**Social and Community Service Managers** *SOC 11-9151*

- Program/Grant Manager
- Youth Prevention and Senior Care Program Manager
- Family Health Services Division Manager
- Environmental Health Division Manager
- Prevention Services Division Manager
- WIC Program Manager
- Communicable Disease Program Manager
- PAT Program Manager
- MTUPP Program Manager
- COVID Program Manager
- CHS Program Manager
- Family Planning Coordinator
- Home Visiting Unit Manager
- Nutrition Unit Manager
- Vaccine Manager
- Family Planning Manager
- Public Health Manager
- Health Promotion Supervisor
- Clinic Services Manager
- Community Health Manager
- Operations Division Director
- Chronic Disease Program Manager
- Disease Control & Prevention Division Administrator

**Substance Abuse, Behavioral Disorder, and Mental Health Counselors** *SOC 21-1018*

- Mental Health Collaboration Specialist
- Behavioral Health Systems Improvement Specialist
- Mental Health Therapist

**Training and Development Specialists** *SOC 13-1151*

- Workforce Development
- Accreditation & Training Coordinator



# APPENDIX D

## County Size Classifications

County Size Classification	Frontier	Small	Medium	Large	Tribal
<b>Counties</b>	Carter	Beaverhead	Big Horn	Cascade	Blackfeet
	Daniels	Blaine	Carbon	Flathead	Crow
	Fallon	Broadwater	Custer	Gallatin	Confederated
	Garfield	Chouteau	Fergus	Lake	Salish and
	Golden Valley	Dawson	Glacier	Lewis & Clark	Kootenai
	Granite	Deer Lodge	Hill	Missoula	Tribes
	Judith Basin	Madison	Jefferson	Ravalli	Fort Belknap
	Liberty	Pondera	Lincoln	Silverbow	Fort Peck
	McCone	Powell	Park	Yellowstone	Little Shell
	Meagher	Rosebud	Richland		North Cheyenne
	Mineral	Stillwater	Roosevelt		Rocky Boy
	Musselshell	Teton	Sanders		
	Petroleum	Toole			
	Phillips	Valley			
	Powder River				
	Prairie				
	Sheridan				
	Sweet Grass				
	Treasure				
	Wheatland				
	Wibaux				