



2024 AOHC Statewide Salary Survey Results and Trend Analysis

Panelists

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Salary Survey Value

- The AOHC Salary Survey sheds light on administration, compensation, and operational trends among local health districts in Ohio.
- Key takeaways:
 - Variations in salaries across different district types
 - Notable changes in recent compensation trends
 - Changes in operational aspects of local health districts across survey cycles.



2024 Survey Response Results

Participant Counts	2024
Rural	49
Suburban	6
Mix of Rural and Suburban	17
Mix of Suburban and Urban	6
Urban	8
Total Survey Participants	86

ORC LHD Structure Reported	2024
City LHD	12
Combined LHD	38
General LHD	36

2024 Survey Response Results

Total Ohio Population Covered by LHDs completing the survey:

9,927,545

84.1% of Ohio's Population Covered by LHDs Completing the Survey!

2024 Tool Overview

- There are 5 visible tabs that are all protected to prevent format changes
- **Instructions** tab provides details and definitions on the file's various parts **(non-editable)**
- **Job Title Key** tab provides a table of the various job title changes to keep the dashboards clean. This only applies to dashboard titles and NOT the **Data Report** tab. **(not-editable)**
- There are two **dashboards** built from the 2019, 2022 and 2024 AOHC Salary Surveys
 - **Historic Dashboard** compares the 2019, 2022 and 2024 responses quickly view pay trends **(filters and cell P2 are editable)**
 - **2024 Dashboard** allows users to compare 7 different job titles across 25 health districts. **(filters are editable)**
 - Both dashboards contain various filters to refine your search
- **Data Report** tab provides 2024 response data for a single-jurisdiction analysis for up to 22 different job titles against state and district pay ranges. It includes calculated values that help compare health districts based on median household income. **(C4:C25 and D1,D4:25 are the only editable cells)**

Dashboard Tab Overview

- The raw survey includes over 880 variables for 86 respondents.
 - 76,454 total interactions
- The dashboard has two (2) file types
 - Macro enabled and traditional XLSX
 - Macro documents sometimes get caught by firewalls, but it is the preferred method for this file
- Review the Instructions tab first.
- The Dashboard and Report tabs are the only "working" tabs. If you would like to do any analysis on your own, you can download the raw data from the AOHC website.

Demonstration

- <https://www.office.com/?auth=2>

QUESTIONS?

Report Tab Overview

- The Report tab provides two (2) types of data:
 - How your salary range compares to the reported ranges across the state and in your district
 - Your calculated salary range based on median household income for the county in which your jurisdiction resides

Report Tab: Salary Comparisons

State & District Starting Salaries: *Reported Salaries*

- Lowest starting salary
- Median starting salary
- Highest starting salary
- Percentile rank of your jurisdiction's starting salary

State & District Ending Salaries: *Reported Salaries*

- Lowest ending salary
- Median ending salary
- Highest ending salary
- Percentile rank of your jurisdiction's ending salary

Report Tab—Calculated Salaries

- For calculated salaries, the reported salaries in other jurisdictions are *transposed* to your jurisdiction by comparing median household income, using the following formula:

$$\text{Other Jurisdiction's Salary} \times \frac{\text{My Jurisdiction's Median Household Income}}{\text{Other Jurisdiction's Median Household Income}}$$

Report Tab—Calculated Salaries

$$\text{Other Jurisdiction's Salary} \times \frac{\text{My Jurisdiction's Median Household Income}}{\text{Other Jurisdiction's Median Household Income}}$$

Jurisdiction Name	Salary	Median Household Income	Calculated Salary
My Jurisdiction	\$50,000.00	\$50,000.00	
Jurisdiction A	\$100,000.00	\$100,000.00	\$50,000.00
Jurisdiction B	\$45,000.00	\$50,000.00	\$45,000.00
Jurisdiction C	\$60,000.00	\$50,000.00	\$60,000.00
Jurisdiction D	\$100,000.00	\$75,000.00	\$66,666.67
Jurisdiction E	\$35,000.00	\$25,000.00	\$70,000.00
		Average Calculated Salary:	\$58,333.33
		Median Calculated Salary:	\$60,000.00

Report Tab: Salary Comparisons

State & District Starting Salaries: *Calculated Salaries*

- Lowest starting salary
- Average starting salary
- Highest starting salary
- Median starting salary

State & District Ending Salaries: *Calculated Salaries*

- Lowest ending salary
- Average ending salary
- Highest ending salary
- Median ending salary

Average Salaries

	State Median			
Position Title	2019	2022	2024	% Change 2019 to 2024
Director of Finance	\$ 27.55	\$ 31.11	\$ 32.16	16.7%
EH Director	\$ 31.97	\$ 32.91	\$ 36.49	14.1%
Director of Nursing	\$ 30.43	\$ 34.04	\$ 36.28	19.2%
Director of Health Education	\$ 30.95	\$ 35.00	\$ 38.45	24.2%

Average Salaries

	State Median			
Position Title	2019	2022	2024	% Change 2019 to 2024
Registrar / Vital Stats	\$ 18.50	\$ 20.27	\$ 22.07	19.3%
Health Educator I	\$ 21.08	\$ 24.21	\$ 24.00	13.9%
Admin Assistant I	\$ 14.57	\$ 16.59	\$ 18.46	26.7%

Average Salaries

	State Median			
Position Title	2019	2022	2024	% Change 2019 to 2024
REHS I	\$ 22.00	\$ 24.55	\$ 25.80	17.3%
Public Health Nurse I	\$ 21.66	\$ 24.24	\$ 25.75	18.9%
Emergency Response Coordinator	\$ 22.64	\$ 27.94	\$ 28.00	23.7%

Average Salaries

	Avg. Pay FTE			
Position Title	2019	2022	2024	% Change 2019 to 2024
Health Commissioner	\$ 94,671.77	\$ 106,281.10	\$ 112,978.00	19.3%

Workforce Demographics

LHD Type	2024 FTE Total	Avg FTE per LHD
Rural	1035.9	21.1
Suburban	298.3	49.7
Mixed Suburban & Rural	758.7	44.6
Mixed Suburban & Urban	807.6	134.6
Urban	550.0	68.7

Statewide Average

34.76 FTEs per 100,000 population

17.38 FTE per 50,000 population

Workforce Demographics

FTE Positions Reported	2019	2022	2024
Total FTE	2,988.50	3,486	3,451
Total Population Represented	8,869,098	9,457,962	9,927,545
Per capita FTE (100,000)	33.7	36.9	34.8

Workforce Demographics

FTE Positions	2022	2024
EH Positions Filled	950.4	821.2
EH Positions Open	65.2	56.7
Nursing Positions Filled	682.9	510.2
Nursing Positions Open	41.5	42.3
WIC Positions Filled	372.7	252
WIC Positions Open	19.6	15.7

Workforce Demographics

In the last 12 months, how many permanent staff have left your agency?

	2022	2024
Staff Leaving Agency	732	572.3
Total Population Represented	9,457,962	9,927,545
Per capita FTE (100,000)	7.7	5.8

Workforce Demographics

Accreditation Status

Accreditation Status - All LHD Responses	Count
Accredited	60
On Action Plan	7
Re-Accredited	13
Site Visit Scheduled	1
Applied	1
Documents Submitted	1
Other (please specify)	2
Total	85

Workforce Demographics

- Identified a staff position for accreditation – 16/86
- Titles assigned to "Position that leads Accreditation" -
 - Accreditation Coordinator
 - Business Manager
 - Deputy Health Commissioner
 - Population Health Coordinator
 - Public Health Nurse
 - Epidemiologist
 - Director of Innovation, Quality, and Informatics
 - Administrator
 - Health Educator

Workforce Structure / Benefits

- OPERS Pickup of Employee's Share
 - 7 LHDs at 10%
 - 4 LHDs at 4%
 - 1 LHD at 5%
 - 74 LHDs at 0%



Recruitment and Retention

- Over the last year...
 - 37 LHDs offered retention bonuses to staff
 - 66/86 LHDs have increased wages for current staff
 - 58/86 LHDs have increased entry level salaries
 - 17/86 LHDs offer a paid lunch break
 - 44/86 LHDs offer a form of Work-From-Home
 - 56/86 LHDs offer flexible scheduling opportunities

Recruitment and Retention

- Other incentives....
 - Wellness Bonuses
 - Gym Memberships
 - Extended Lunch Breaks (once per pay)
 - Paid Parental Leave
 - Paid Parking
 - Cell Phone Stipend

Emerging Trends

Avg. Expenses by LHD Type	2022	2024	% Change
Rural	98,274,523.97	100,980,634.22	+2.8
Suburban	30,327,760.77	43,383,400.10	+43
Mixed Suburban & Rural	90,166,098.11	93,447,416.13	+3.6
Mixed Suburban & Urban	60,245,860	51,501,822	-14.5
Urban	51,882,957	65,528,490.24	+26.3

Emerging Trends

2024 Data	2022 % Open Positions	2024 % Open Positions
EH	6.9%	6.9%
Nursing	6.1%	9%
WIC	5.1%	6.2%
All FTE Positions	8.3%	7.9%

Emerging Trends

☆ Average Hourly Earnings of All Employees, Total Private (CES0500000003)

DOWNLOAD 

Observation:

Q2 2024: 34.87

(+ more)

Updated: Aug 2, 2024 7:48 AM CDT

Units:

Dollars per Hour,
Seasonally Adjusted

Frequency:

Quarterly,
Average

1Y | 5Y | 10Y | Max

2019-03-15

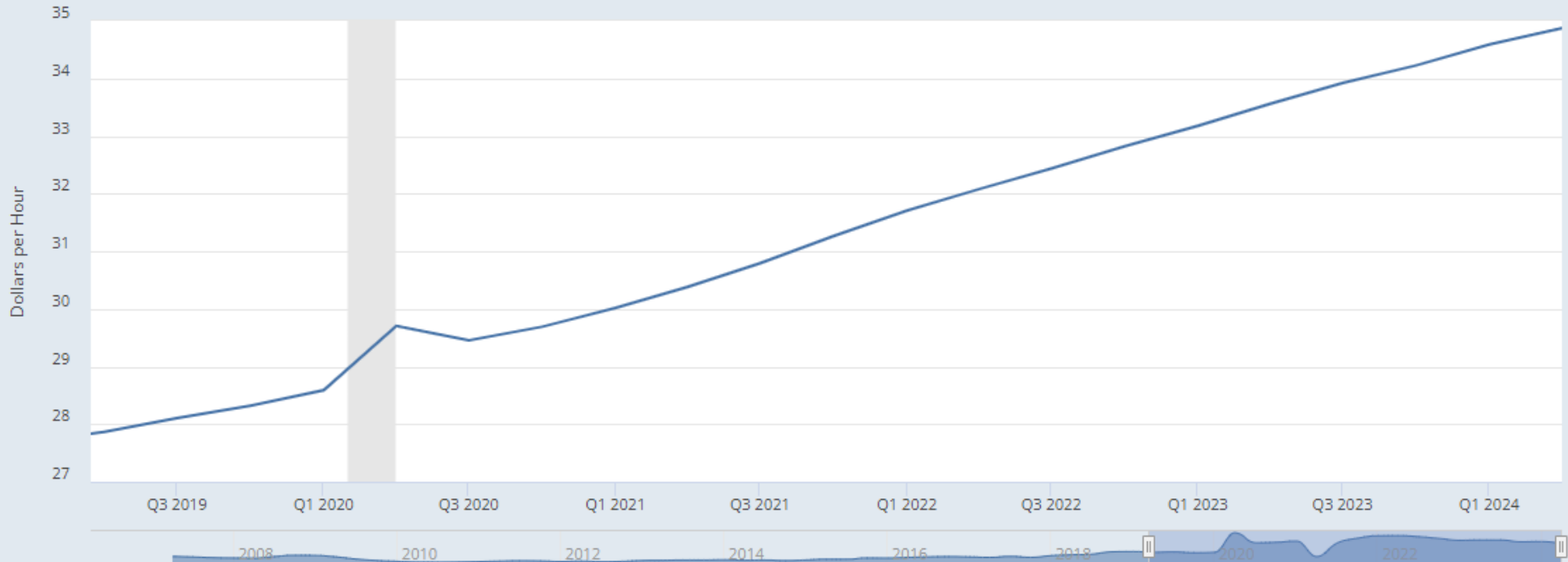
to

2024-04-01

EDIT GRAPH 

FRED 

— Average Hourly Earnings of All Employees, Total Private



Shaded areas indicate U.S. recessions.

Source: U.S. Bureau of Labor Statistics

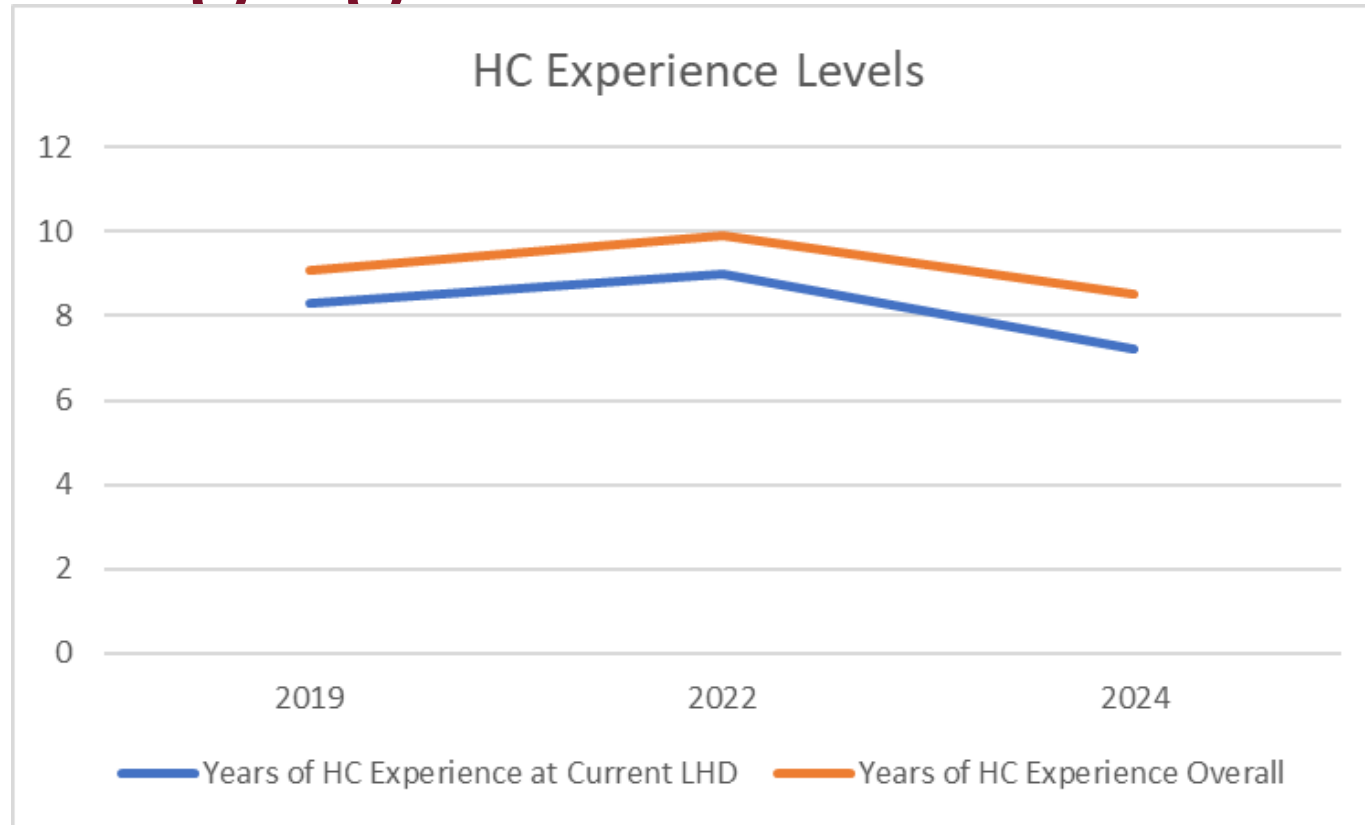
fred.stlouisfed.org



Emerging Trends

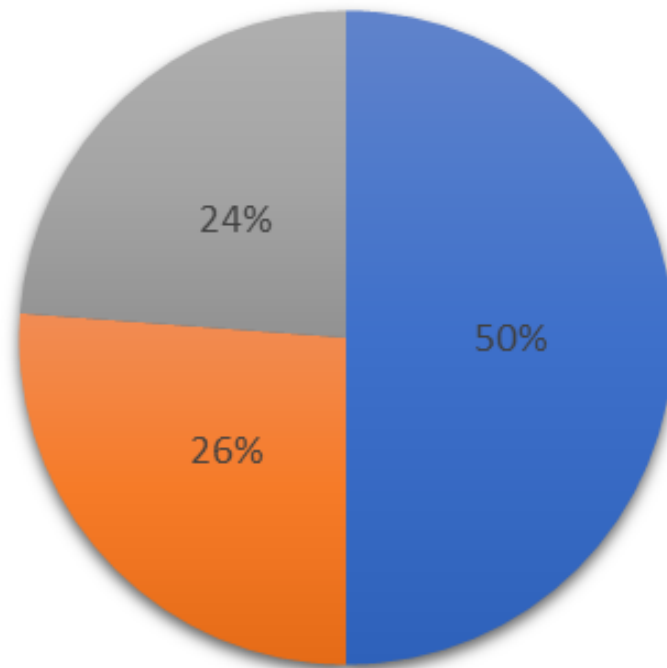
- Avg pay increase for all LHD positions 2019 – 2024 was 19.06%
- Administrative Support Positions saw significant growth
 - Admin Assistants I, II, III – Avg of 27.06%
 - Executive Assistants – 29.76%
 - Receptionists – 32.85%
- Public Health Nursing I, II, III – Avg. of 19.71%
- REHS I, II, III – Avg. of 17.47%
- WIC Staff (all positions) - Avg. of 21.39%

Emerging Trends



Experience Level	Year		
	2019	2022	2024
Years of HC Experience at Current LHD	8.3	9	7.2
Years of HC Experience Overall	9.1	9.9	8.5

HC Experience Level



■ 0-5 Years Exp ■ 6-10 Years Exp ■ 11+ Years Exp

LHD Fee Survey

- Annual cost methodology requirements
- Often Boards seek comparison
- Dayton-Montgomery Fee Comparison
- Recognize fees structures vary – upload tool available
- With standardized data, we hope to continue to improve tool in coming years

LHD Fee Survey

- Food program fees
- Food Education
- Public swimming pools & beaches
- Private water
- Sewage treatment
- Commercial & residential plumbing
- Medical gas
- Tattoo & body piercing
- Campgrounds
- Rabies
- Lead
- Tobacco 21
- Hotels (Transient accommodation)
- Vital statistics
- Clinical services (limited)
- Open ended (Can we learn from you?!)

Spreadsheet

- Raw data included
- Summary tool for quick reference

LHD Name	2020 Population:	FTEs
Response	#N/A	#N/A
East Liverpool City Health District	22	17
Galion City Health Department	9,956	3
Conneaut City Health Department	48,230	31
Noble County Health Department	29,381	16
Portsmouth City Health Department	26,058	14
Paulding County Health Department	21	18
Marietta/Belpre Health Department	48,230	2
Wyandot County General Health District	182,470	103
Henry County Combined General Health District	91,505	43
Kent City Health Department	85,007	33
Fayette County Public Health	11	10
Mean	207,449	48
Large (Over 200k) Count	905,748	256
Minimum	471,565	115
Maximum	403,855	98
Average		
Mean		

Food Program

LHD Name Response	Food less than 25,000 sq ft?			
	Risk Level 1	Risk Level 2	Risk Level 3	Risk Level 4
Hamilton County Health District	208	231	417	521
Small (Under 49k) Count	22	22	22	22
Minimum	\$17.00	\$21.00	\$70.00	\$32.00
Maximum	\$270.00	\$300.65	\$580.95	\$738.36
Average	\$173.36	\$199.63	\$368.31	\$462.01
Mean	\$155.33	\$180.41	\$342.48	\$413.46
Medium (50k - 199k) Count	21	21	21	21
Minimum	\$124.00	\$140.56	\$266.64	\$337.45
Maximum	\$322.00	\$360.00	\$665.00	\$838.00
Average	\$212.73	\$239.29	\$440.40	\$552.86
Mean	\$206.53	\$232.48	\$430.42	\$540.54
Large (Over 200k) Count	11	11	11	11
Minimum	\$195.00	\$215.00	\$380.00	\$460.00
Maximum	\$270.50	\$299.50	\$544.15	\$693.52
Average	\$228.18	\$253.79	\$463.94	\$580.92
Mean	\$226.88	\$252.30	\$460.26	\$575.63

Food Education

LHD Name Response	Education		
	Food Ed	PIC	Safe / Man
Hamilton County Health District	Yes	20	175
Small (Under 49k) Count		3	2
Minimum		\$20.00	\$150.00
Maximum		\$100.00	\$175.00
Average		\$50.00	\$162.50
Mean		\$39.15	\$162.02
Medium (50k - 199k) Count		6	9
Minimum		\$15.00	\$140.00
Maximum		\$30.00	\$200.00
Average		\$23.33	\$168.67
Mean		\$22.41	\$167.35
Large (Over 200k) Count		9	8
Minimum		\$15.00	\$150.00
Maximum		\$40.00	\$175.00
Average		\$28.33	\$164.88
Mean		\$27.24	\$164.45

Public Swimming Pools

LHD Name Response	Public Pools				Bathing
	Pool	Spa	Special use pool	Additional pool at location	Beach
Hamilton County Health District	362	393	349	same	n/a
Small (Under 49k) Count	20	18	18	19	6
Minimum	\$50.00	\$0.00	\$50.00	\$0.00	\$0.00
Maximum	\$680.00	\$555.00	\$555.00	\$655.00	\$300.00
Average	\$293.53	\$261.64	\$275.51	\$174.98	\$126.83
Mean	\$253.64		\$236.97		
Medium (50k - 199k) Count	21	21	19	20	8
Minimum	\$96.00	\$60.00	\$96.00	\$0.00	\$0.00
Maximum	\$595.00	\$539.00	\$595.00	\$453.00	\$332.00
Average	\$356.82	\$318.92	\$350.64	\$206.66	\$156.00
Mean	\$329.23	\$277.29	\$319.37		
Large (Over 200k) Count	10	10	10	8	3
Minimum	\$235.00	\$235.00	\$235.00	\$110.00	\$200.00
Maximum	\$550.00	\$550.00	\$550.00	\$420.00	\$450.00
Average	\$378.80	\$371.90	\$370.50	\$247.88	\$300.00
Mean	\$365.76	\$356.58	\$356.39	\$228.58	\$282.31

Tattoo & Body Piercing

LHD Name Response	Tattoo & Body Piercing		
	Base Fee	Combined fee	Annual Renewal
Hamilton County Health District	300	0	300
Small (Under 49k) Count	17	17	11
Minimum	\$100.00	\$134.00	\$100.00
Maximum	\$650.00	\$650.00	\$650.00
Average	\$227.88	\$250.27	\$215.31
Mean	\$202.99	\$229.27	\$183.90
Medium (50k - 199k) Count	16	13	5
Minimum	\$75.00	\$150.00	\$83.00
Maximum	\$600.00	\$701.00	\$600.00
Average	\$278.96	\$391.63	\$256.60
Mean	\$238.70	\$343.43	\$206.28
Large (Over 200k) Count	8	5	6
Minimum	\$200.00	\$200.00	\$200.00
Maximum	\$600.00	\$700.00	\$600.00
Average	\$366.25	\$411.00	\$375.83
Mean	\$349.67	\$379.79	\$355.89

Vital Statistics

LHDName Response	Birth Certificates			Death Certificate		
	Certified BC	Expedited mailing?	Online Ordering Available?	Death Certificates	Burial permit	Cremation permit
Small (Under 49k) Count	17	3	Yes - 7	17	17	14
Minimum	\$12.50	\$9.85	No - 10	\$12.50	\$0.50	\$3.00
Maximum	\$27.00	\$19.00		\$27.00	\$3.50	\$3.50
Average	\$24.15	\$12.92		\$24.15	\$2.88	\$3.04
Mean	\$23.86	\$12.28		\$23.86	\$2.72	\$3.03
Medium (50k - 199k) Count	14	3	Yes - 8	14	14	13
Minimum	\$11.64	\$0.00	No - 6	\$11.64	\$3.00	\$3.00
Maximum	\$32.00	\$30.00		\$32.00	\$3.00	\$3.00
Average	\$25.26	\$13.33		\$25.26	\$3.00	\$3.00
Mean	\$24.73			\$24.73	\$3.00	\$3.00
Large (Over 200k) Count	5	3	Yes - 4	5	6	6
Minimum	\$11.50	\$0.00	No - 1	\$11.50	\$0.50	\$0.50
Maximum	\$25.00	\$28.95		\$27.00	\$3.00	\$3.00
Average	\$21.50	\$15.98		\$22.10	\$2.17	\$2.17
Mean	\$20.69			\$21.19	\$1.65	\$1.65

Potential Opportunities

- Marina licenses
- HEPA vacuum rental
- CPR training
- Pregnancy testing
- Foster care prescreening
- Lead testing
- Physicals
- Mosquito control
- Travel vaccinations
- Contraceptives
- Housing & nuisance abatement fees
- Car seats
- Dental sealants

Questions?



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Conclusions

Content



Conclusions

Content





