

Ohio Association of Soil and Water Conservation District Employees:
Summary of Survey Results

What is your employment status?	Percentage of Responses
Full Time	93.9%
Part Time	5.6%
Seasonal	0.6%

What best describes the position you hold?	% of Responses
Administrative Assistant/HR	14.5%
Educator	7.3%
Technician	46.9%
Maintenance	2.8%
Outreach/PR	2.2%
Administrator/Upper Management	26.3%

What is your highest level of education?	% of Responses
High School/GED	12.3%
Associates	21.8%
Bachelors	51.4%
Masters	14.5%

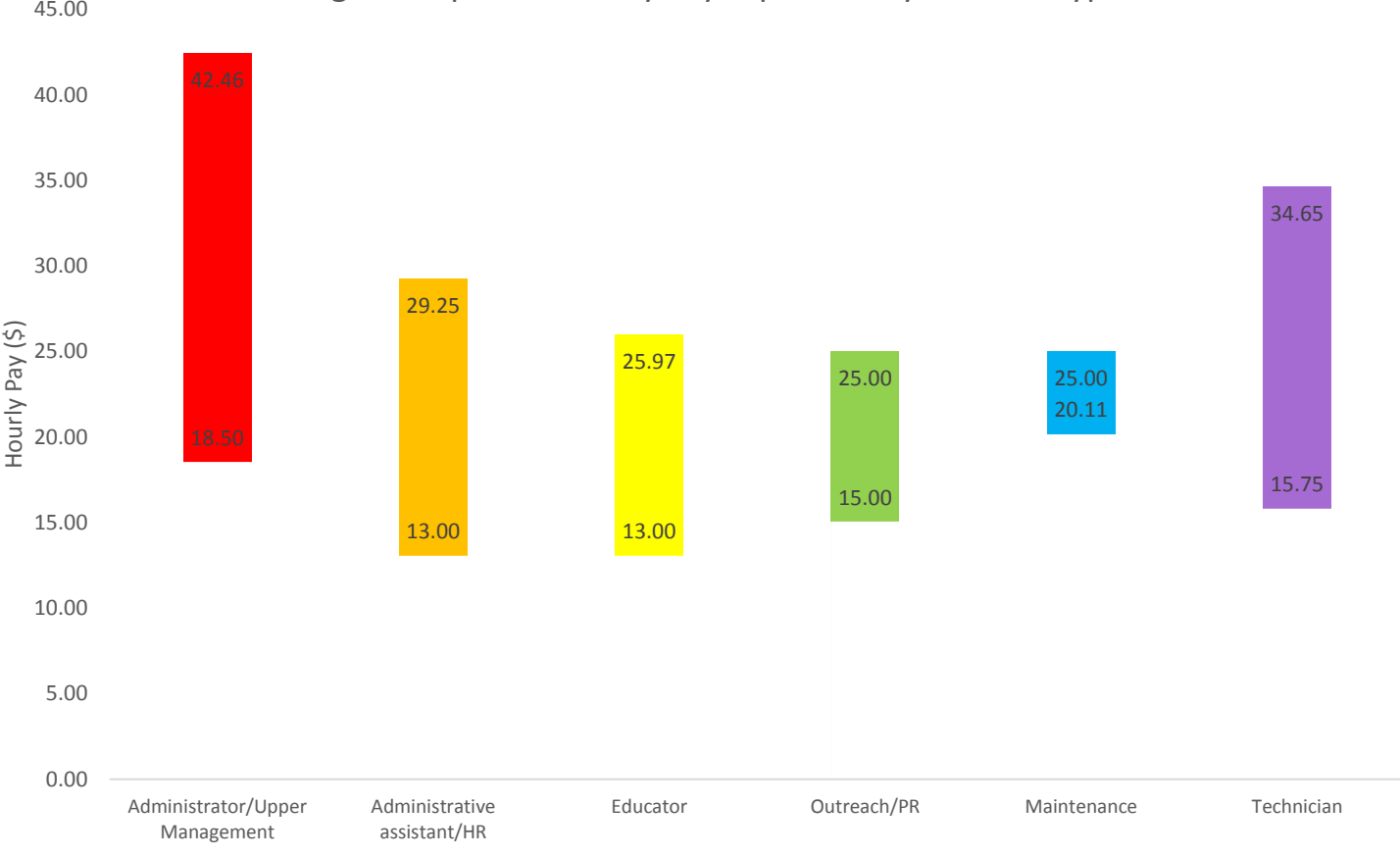
Do you hold any additional certificates and/or licenses?	% of Responses
Yes	52.0%
No	45.8%
Not Sure	2.2%

Did you receive an increase in wages at the beginning of the year?	% of Responses
Yes, a step/grade/promotion increase	20.7%
Yes, a merit-based increase	32.4%
Yes, a cost of living increase	32.4%
No, I did not receive a pay increase	14.5%

What was the (approximate) percentage of your wage increase?	# of Responses
I did not receive an increase in wages.	23
Less than 1%	9
1-2.9%	34
3-4.9%	42
5-6.9%	29
7% or more	42

How would you best describe the county your SWCD is located in?	% of Responses
Predominantly Rural	56.4%
Predominantly Urban	3.9%
Significant Areas of Both	39.7%

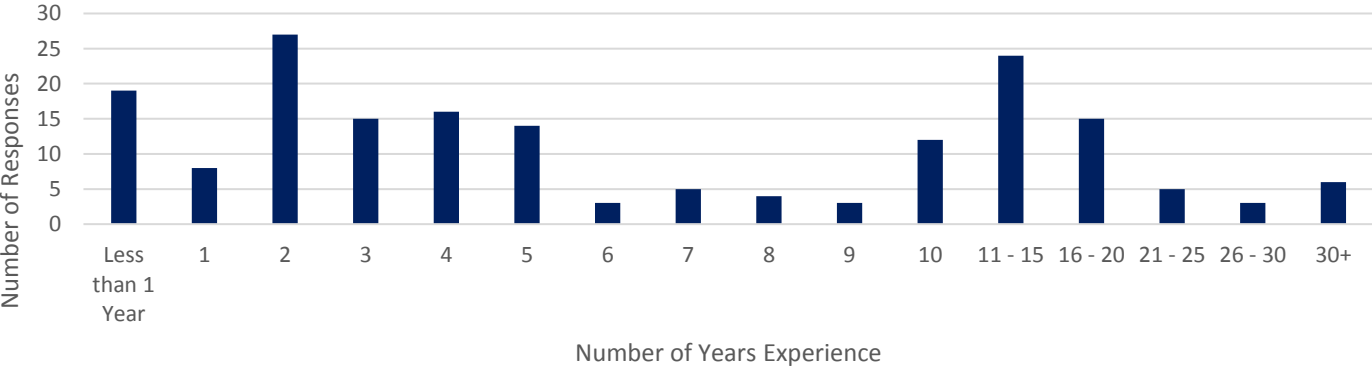
Range of Reported Hourly Pay separated by Position Type



(Approximately) How many years have been employed through SWCDs?

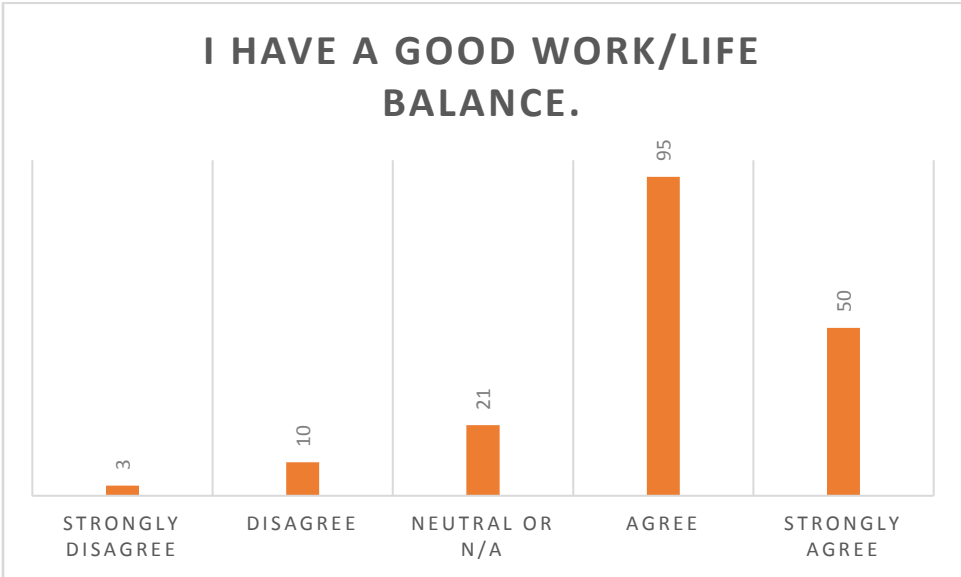
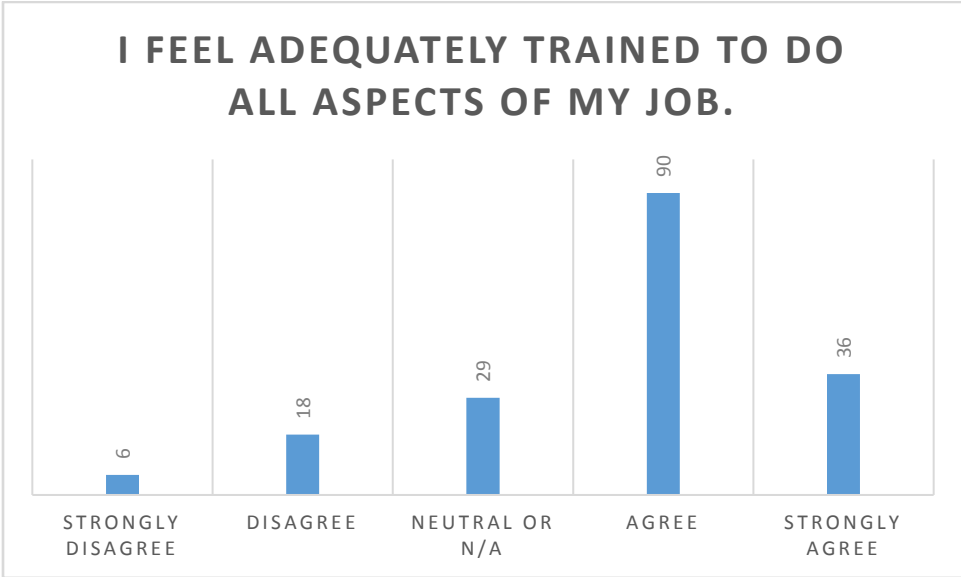


(Approximately) How many years of experience do you have outside of SWCDs?

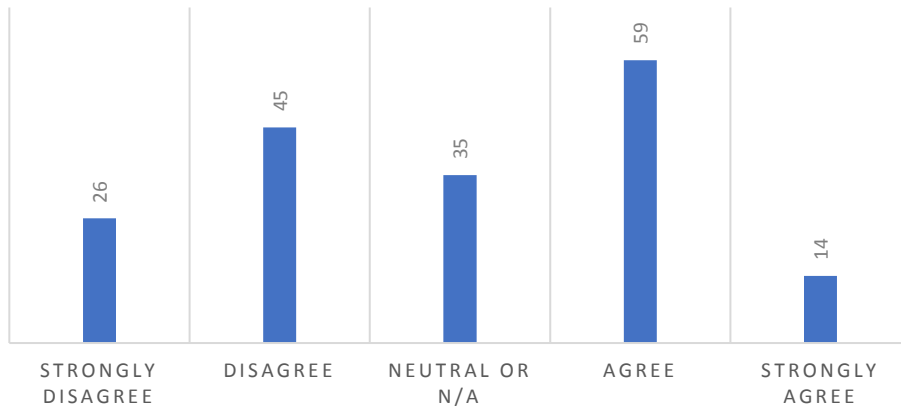


If you were looking for a job, how likely are you to apply to your current position? (Scale of 1 to 5, 1 being not at all Likely, 5 Being Very Likely)		% of Responses
1		3.9%
2		6.1%
3		27.4%
4		33.0%
5		29.6%

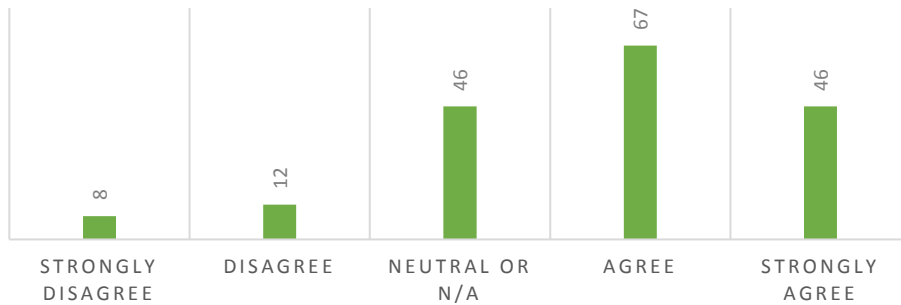
Respondents were asked to select how strongly they agree or disagree with each of the following statements:



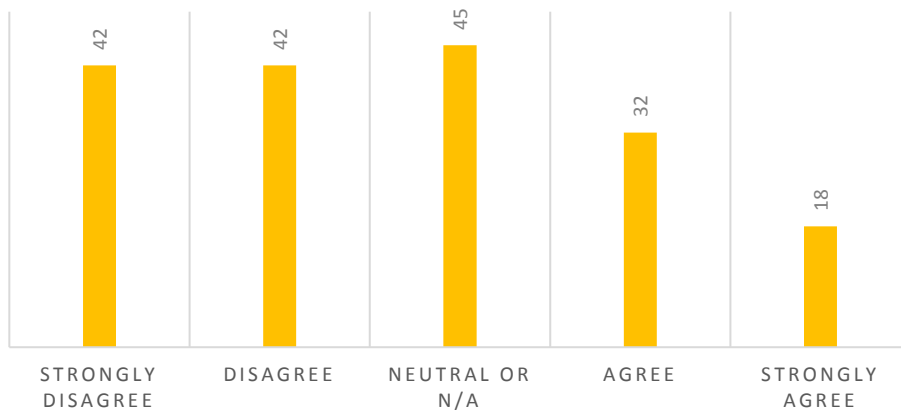
I AM SATISFIED WITH MY CURRENT RATE OF PAY



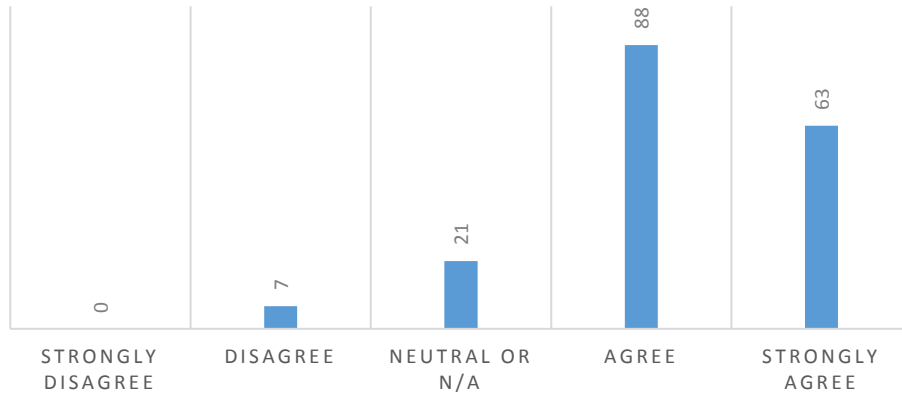
I AM SATISFIED WITH THE COST/COVERAGE OF MEDICAL BENEFITS THAT RECEIVE THROUGH MY DISTRICT



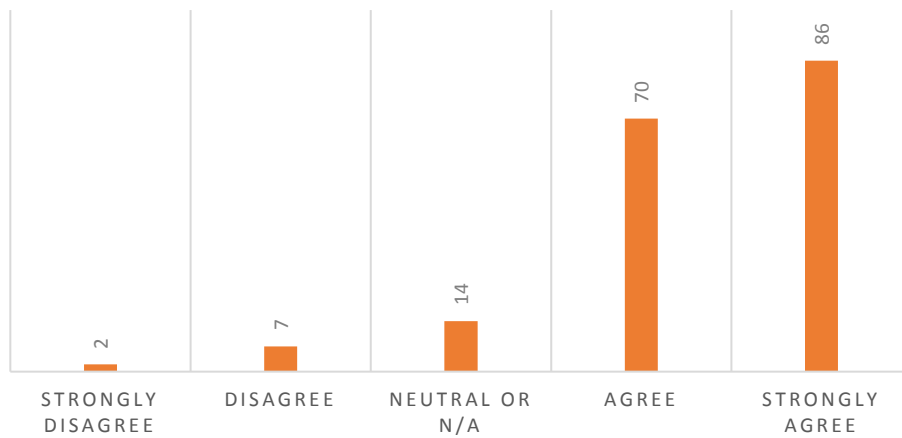
I HAVE THE FLEXIBILITY TO WORK FROM HOME WHEN I WANT.



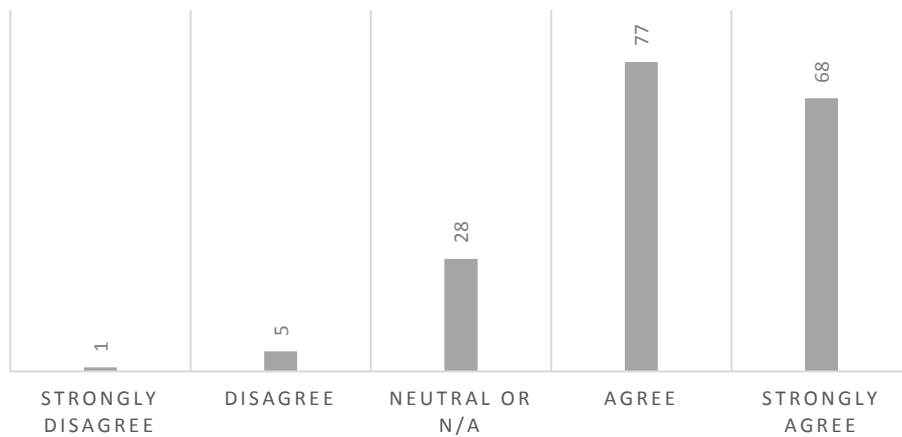
**MY BOARD, SUPERVISORS/ADMINISTRATORS
ENCOURAGE ME TO GO TO TRAININGS AND
OTHER PROFESSIONAL DEVELOPMENT.**

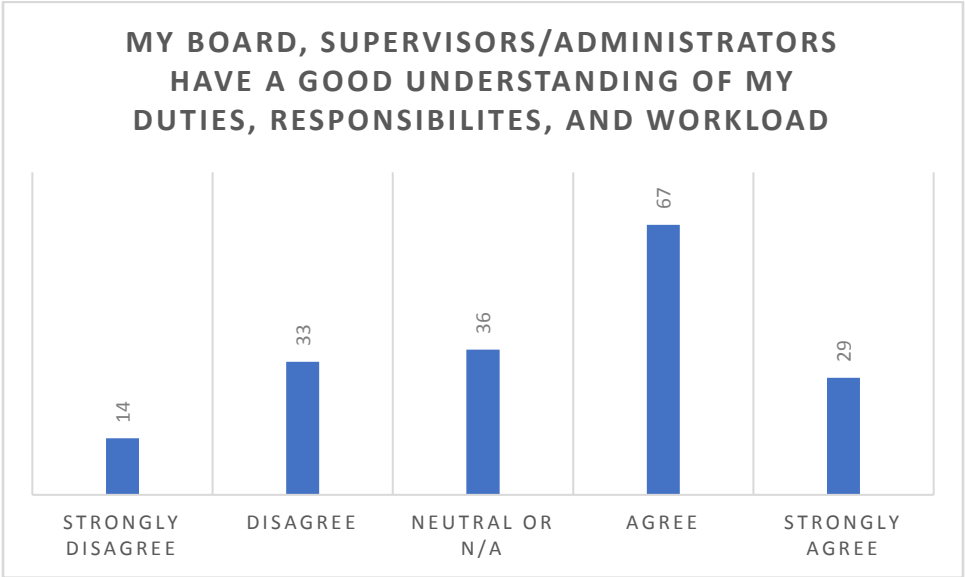
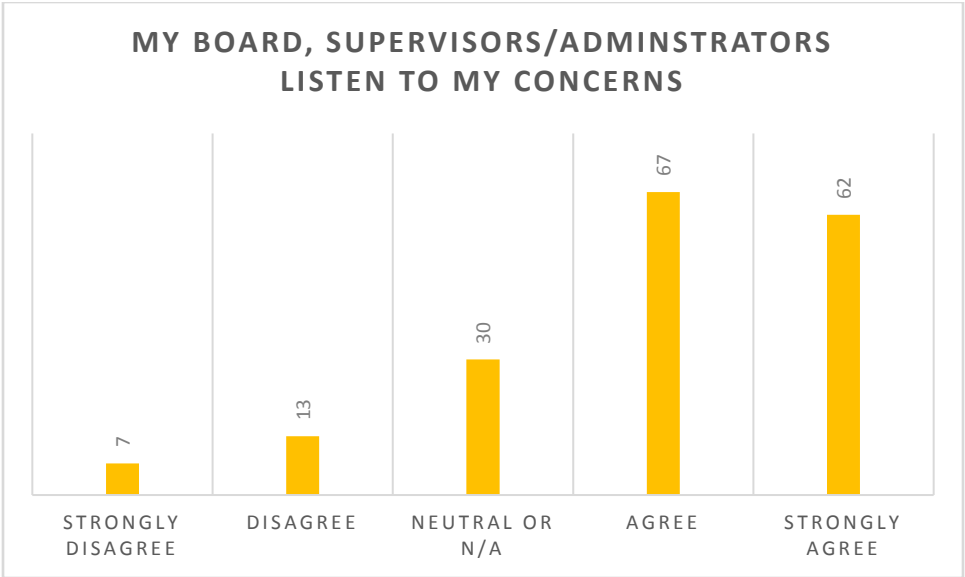


**MY BOARD, SUPERVISORS/ADMINISTRATORS
TREAT ME WITH RESPECT**



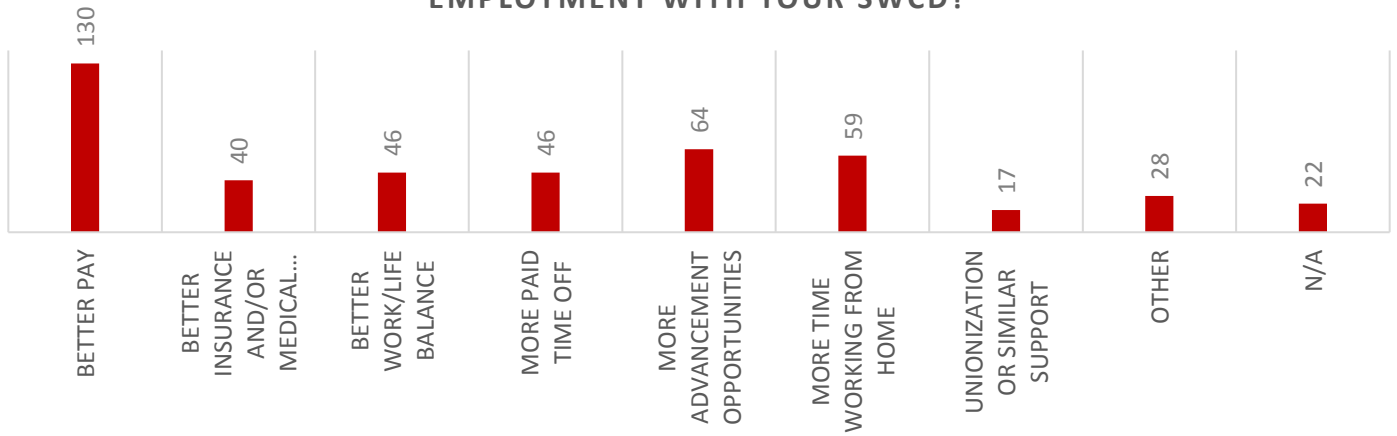
**MY BOARD, SUPERVISORS/ADMINISTRATORS
HAVE REASONABLE EXPECTATIONS FROM ME**





In the past 2 years have you considered leaving the SWCD? (For any reason besides retirement).		Percentage of Responses
Yes		60.3%
No		34.6%
Unsure		5.0%

WHAT WOULD YOU WANT TO RECEIVE TO ENSURE YOUR CONTINUED EMPLOYMENT WITH YOUR SWCD?



Would you be interested in participating in a roundtable meeting to further discuss these topics?

	Percentage of Responses
Yes	37.4%
No	22.9%
Maybe	39.7%