

MSWCDEA Wage Analysis Survey

Tuesday, November 23, 2021

180

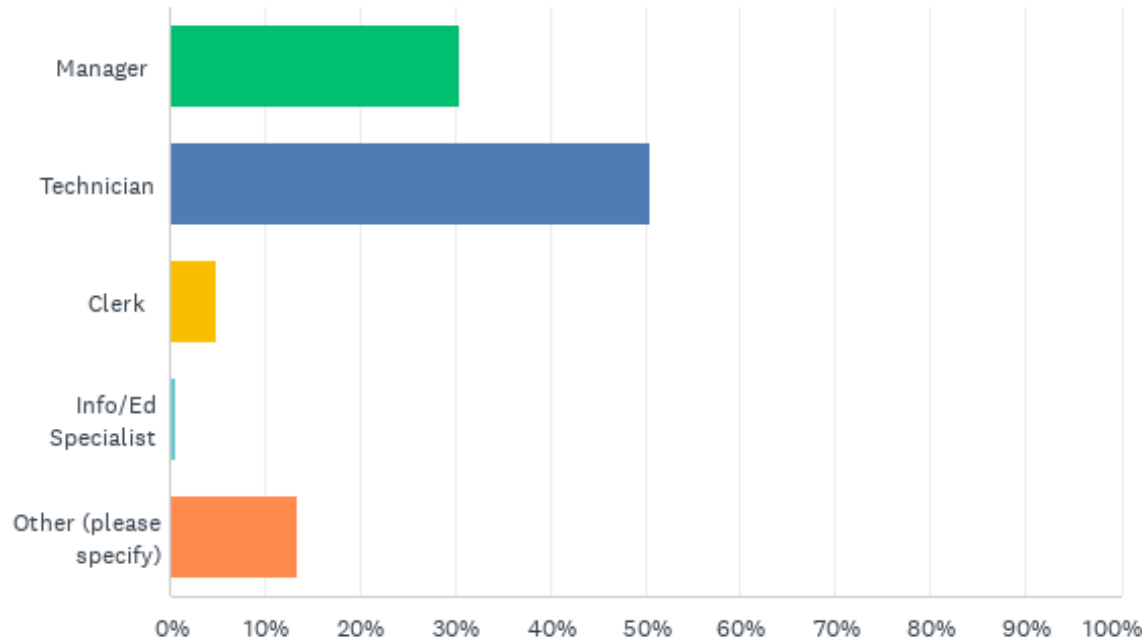
Total Responses

Date Created: Tuesday, October 12, 2021

Complete Responses: 180

Q4: What is your title?

Answered: 180 Skipped: 0



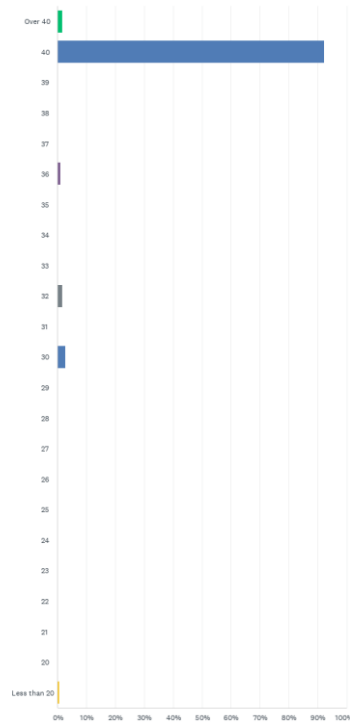
Q4: What is your title?

Answered: 180 Skipped: 0

ANSWER CHOICES	RESPONSES	
Manager	30.56%	55
Technician	50.56%	91
Clerk	5.00%	9
Info/Ed Specialist	0.56%	1
Other (please specify)	13.33%	24
TOTAL		180

Q5: What is your scheduled number of work hours per week?

Answered: 180 Skipped: 0



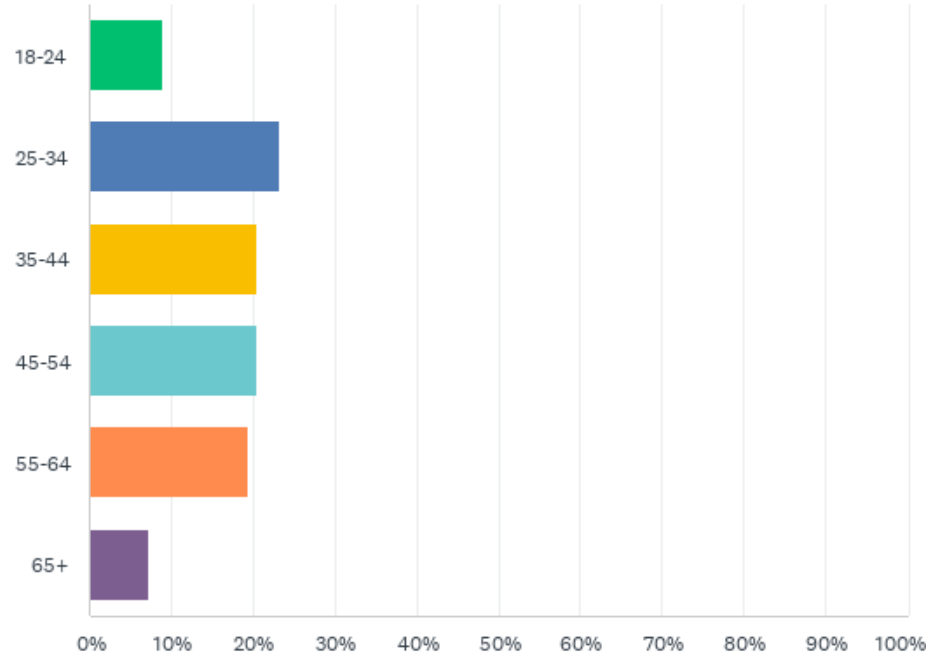
Q5: What is your scheduled number of work hours per week?

Answered: 180 Skipped: 0

ANSWER CHOICES	RESPONSES	
Over 40	1.67%	3
40	92.22%	166
39	0.00%	0
38	0.00%	0
37	0.00%	0
36	1.11%	2
35	0.00%	0
34	0.00%	0
33	0.00%	0
32	1.67%	3
31	0.00%	0
30	2.78%	5
29	0.00%	0
28	0.00%	0
27	0.00%	0
26	0.00%	0
25	0.00%	0
24	0.00%	0
23	0.00%	0
22	0.00%	0
21	0.00%	0
20	0.00%	0
Less than 20	0.56%	1
TOTAL		180

Q6: What is your age range?

Answered: 180 Skipped: 0



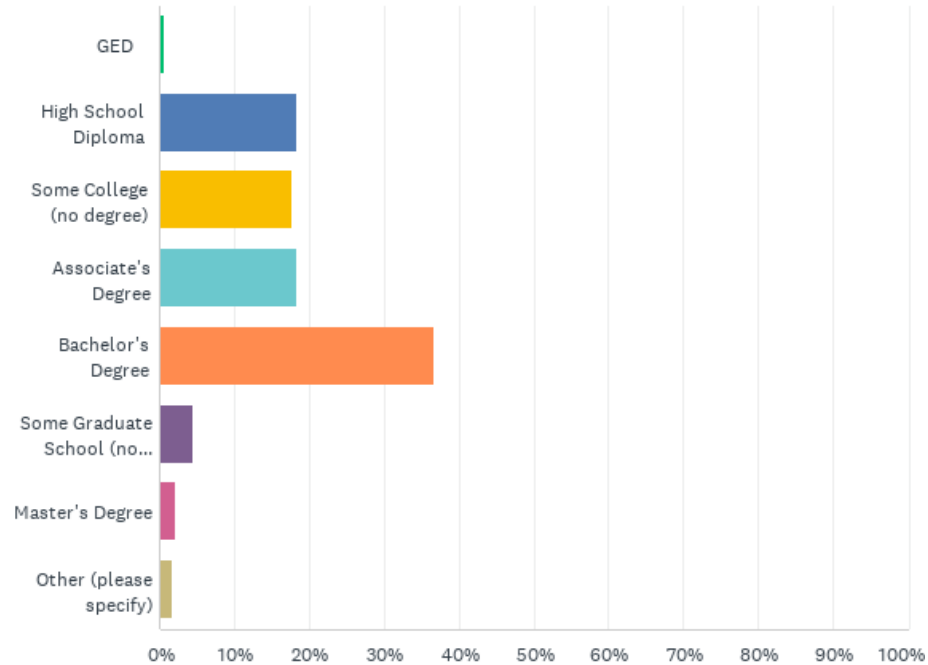
Q6: What is your age range?

Answered: 180 Skipped: 0

ANSWER CHOICES	RESPONSES	
18-24	8.89%	16
25-34	23.33%	42
35-44	20.56%	37
45-54	20.56%	37
55-64	19.44%	35
65+	7.22%	13
TOTAL		180

Q7: What is your highest level of education?

Answered: 180 Skipped: 0



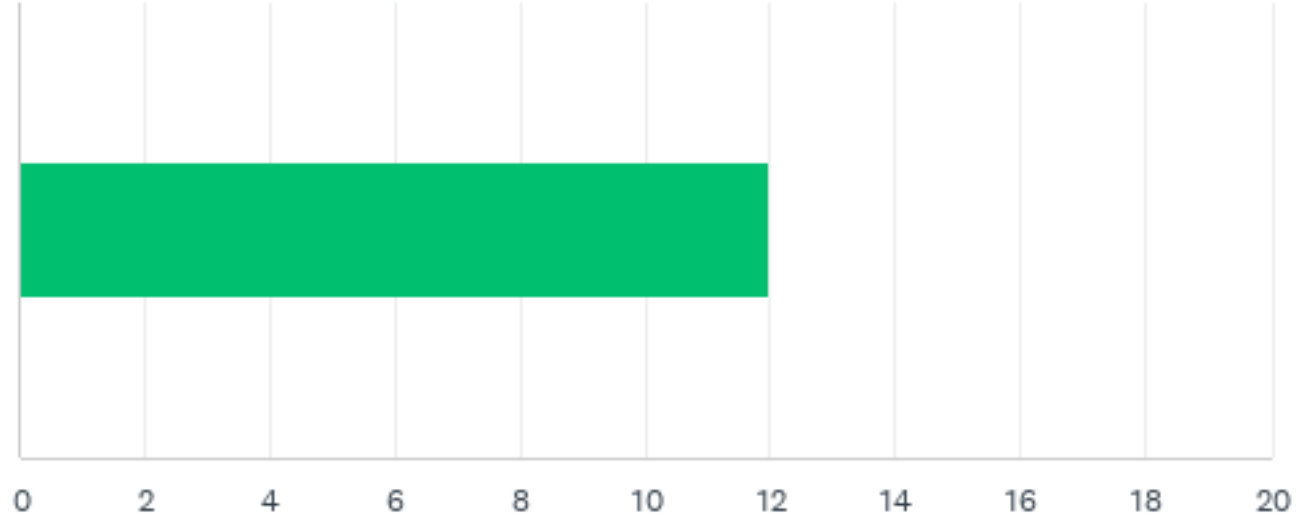
Q7: What is your highest level of education?

Answered: 180 Skipped: 0

ANSWER CHOICES	RESPONSES	
GED	0.56%	1
High School Diploma	18.33%	33
Some College (no degree)	17.78%	32
Associate's Degree	18.33%	33
Bachelor's Degree	36.67%	66
Some Graduate School (no Master's)	4.44%	8
Master's Degree	2.22%	4
Other (please specify)	1.67%	3
TOTAL		180

How many years have you worked as an OTEB employee? (total years with all Districts you may have worked for, in all positions)

Answered: 180 Skipped: 0



How many years have you worked as an OTEB employee? (total years with all Districts you may have worked for, in all positions)

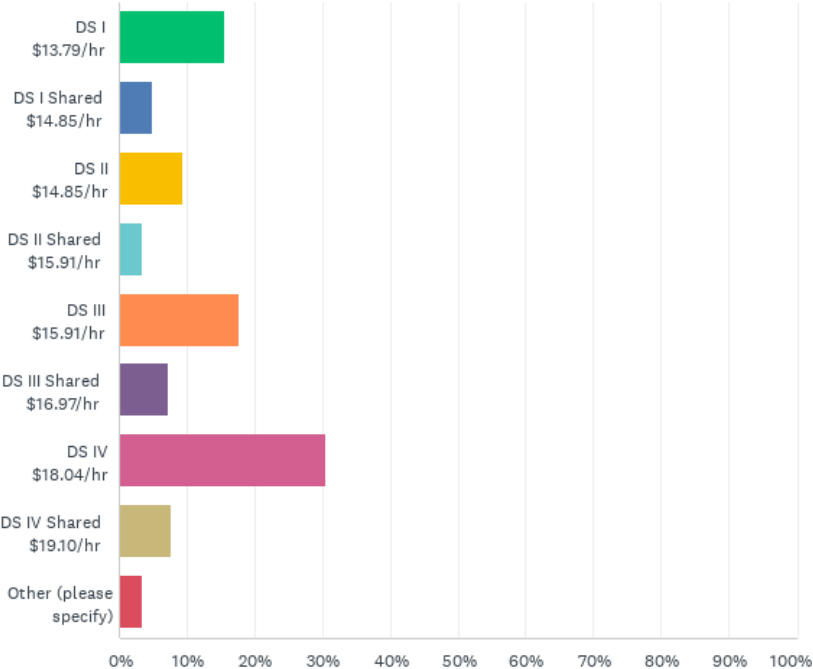
Answered: 180 Skipped: 0

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	12	2,157	180
Total Respondents: 180			

BASIC STATISTICS					
	MINIMUM	MAXIMUM	MEDIAN	MEAN	STANDARD DEVIATION
	0.00	49.00	9.00	11.98	11.61

Q10: What is your District Specialist level?

Answered: 180 Skipped: 0



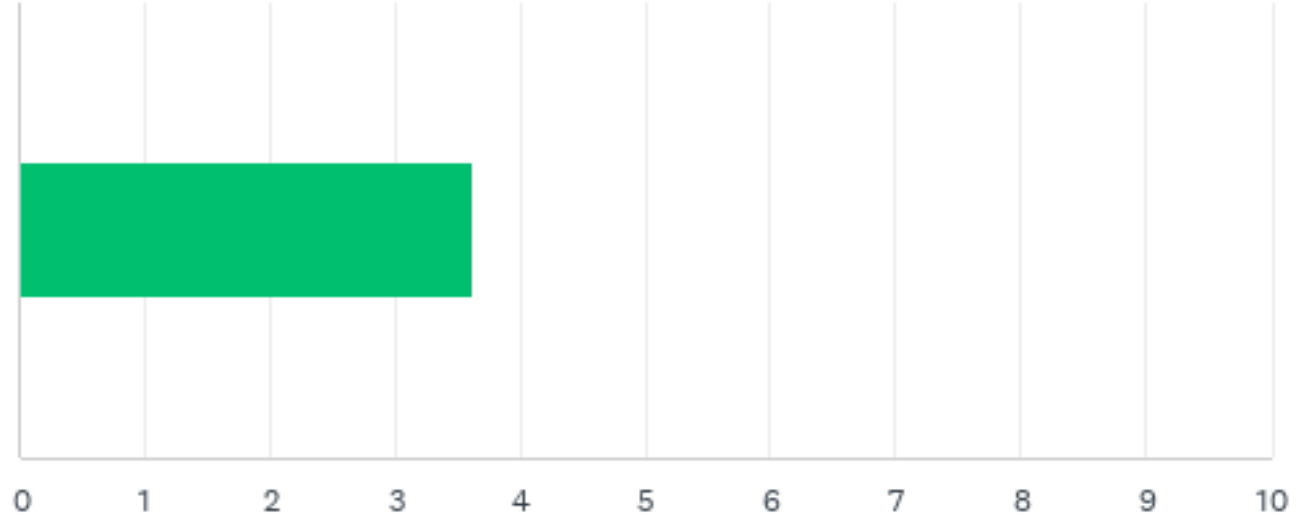
Q10: What is your District Specialist level?

Answered: 180 Skipped: 0

ANSWER CHOICES	RESPONSES
DS I \$13.79/hr	15.56% 28
DS I Shared \$14.85/hr	5.00% 9
DS II \$14.85/hr	9.44% 17
DS II Shared \$15.91/hr	3.33% 6
DS III \$15.91/hr	17.78% 32
DS III Shared \$16.97/hr	7.22% 13
DS IV \$18.04/hr	30.56% 55
DS IV Shared \$19.10/hr	7.78% 14
Other (please specify)	3.33% 6
TOTAL	180

Q11: How many years have you worked at your current DS level?

Answered: 180 Skipped: 0



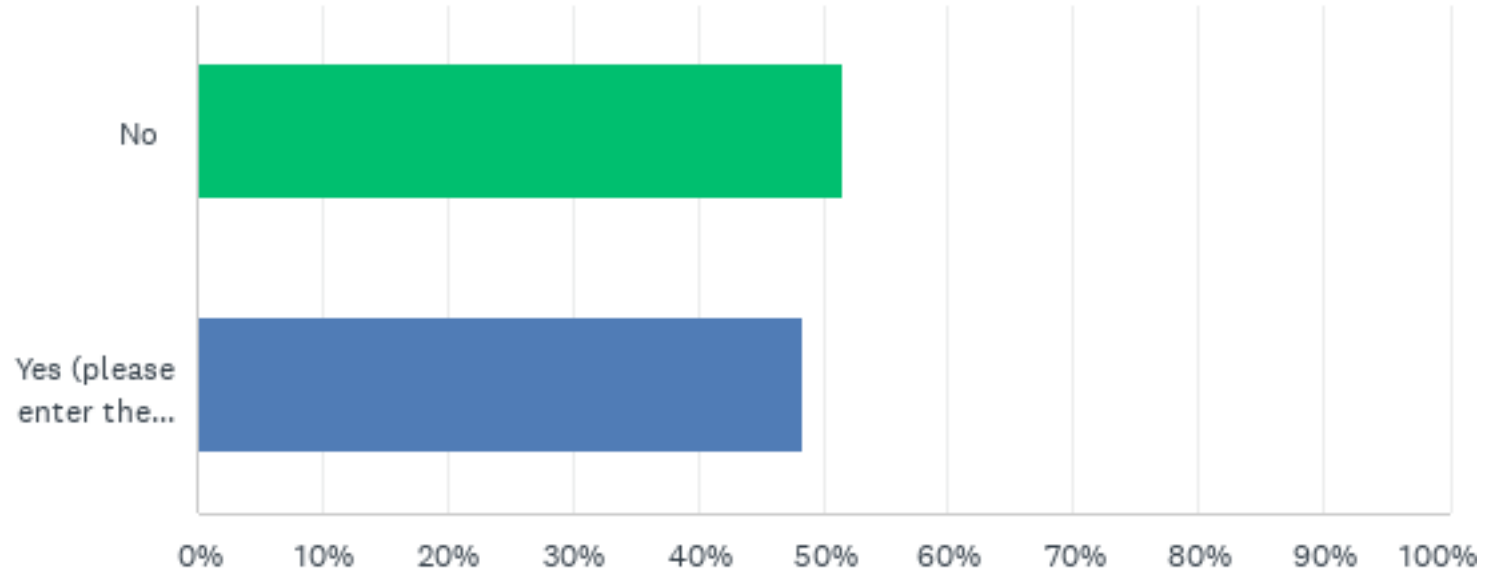
Q11: How many years have you worked at your current DS level?

Answered: 180 Skipped: 0

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	654	180
Total Respondents: 180			

Q12: Do you receive additional salary from Local Funds?

Answered: 180 Skipped: 0



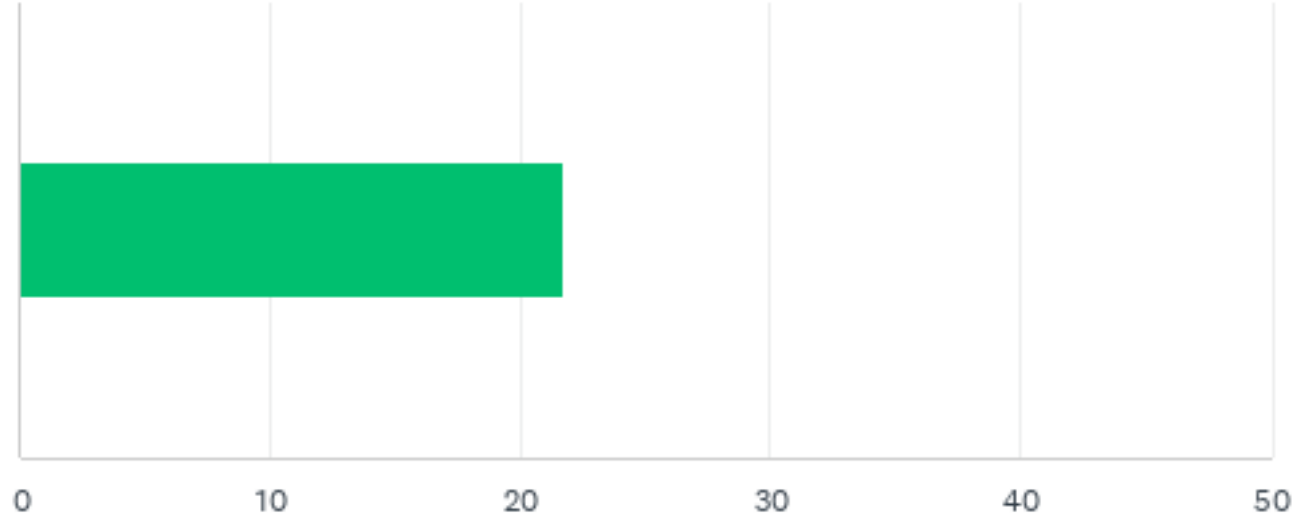
Q12: Do you receive additional salary from Local Funds?

Answered: 180 Skipped: 0

ANSWER CHOICES	RESPONSES	
No	51.67%	93
Yes (please enter the additional amount you receive per hour)	48.33%	87
TOTAL		180

Q13: What percentage of your work time is spent on Federal programs/activities?

Answered: 180 Skipped: 0



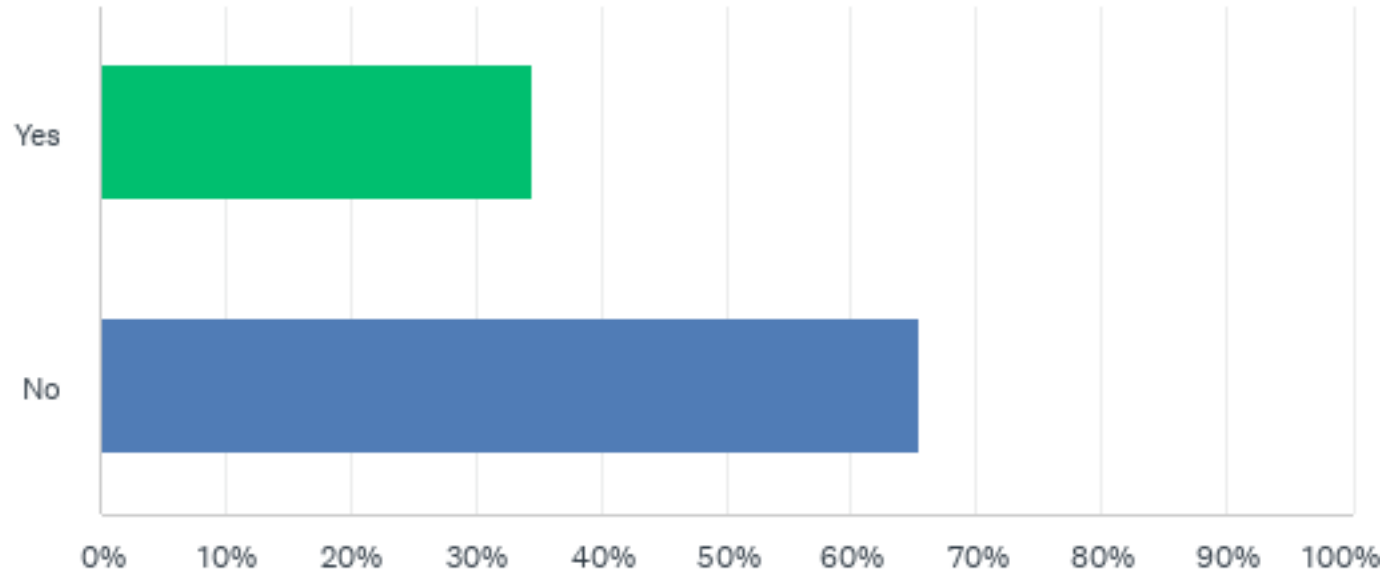
Q13: What percentage of your work time is spent on Federal programs/activities?

Answered: 180 Skipped: 0

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	22	3,918	180
Total Respondents: 180			

Q14: Are you given day-to-day direction from USDA partner employees, rather than your Board?

Answered: 180 Skipped: 0



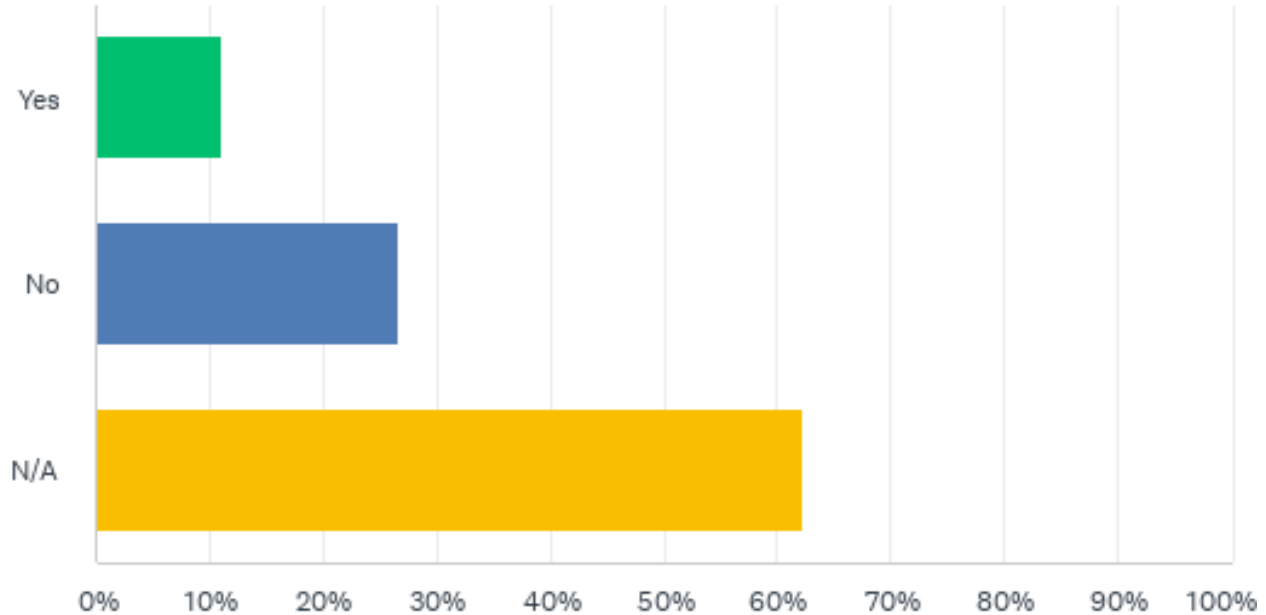
Q14: Are you given day-to-day direction from USDA partner employees, rather than your Board?

Answered: 180 Skipped: 0

ANSWER CHOICES	RESPONSES	
Yes	34.44%	62
No	65.56%	118
TOTAL		180

Q15: If the answer to Question 14 is "Yes", does this cause any conflict?

Answered: 180 Skipped: 0



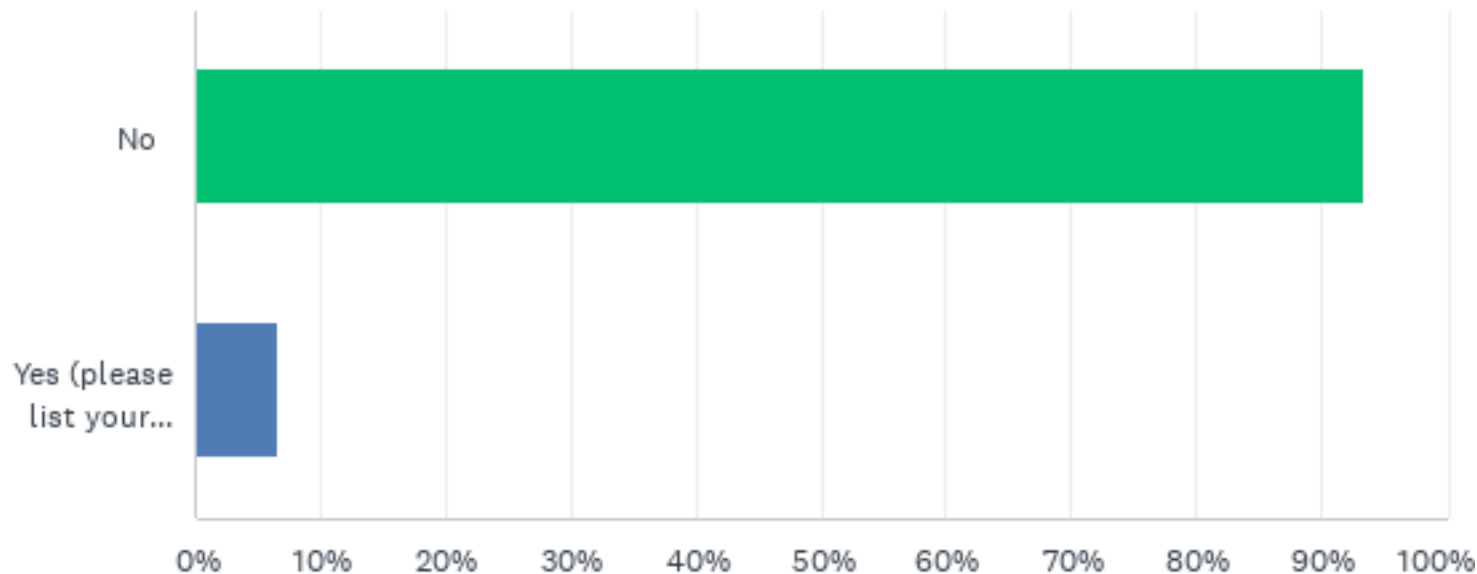
Q15: If the answer to Question 14 is "Yes", does this cause any conflict?

Answered: 180 Skipped: 0

ANSWER CHOICES	RESPONSES	
Yes	11.11%	20
No	26.67%	48
N/A	62.22%	112
TOTAL		180

Do you hold any certifications relevant to your firm (e.g., PAS, CFGP, BQA, etc.)?(not including certifications from NRCS or DNR)

Answered: 180 Skipped: 0



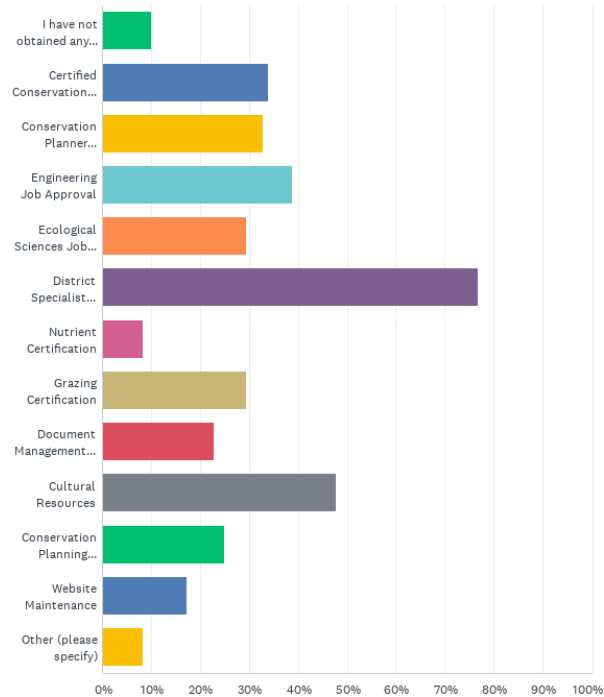
Do you hold any certifications relevant to your work (CCM, PAS, CFGP, BQA, etc.)?(not including certifications from NRCS or DNR)

Answered: 180 Skipped: 0

ANSWER CHOICES	RESPONSES	
No	93.33%	168
Yes (please list your certifications)	6.67%	12
TOTAL		180

Q17: Please indicate what testing/training/certifications you have obtained as part of your job

Answered: 180 Skipped: 0



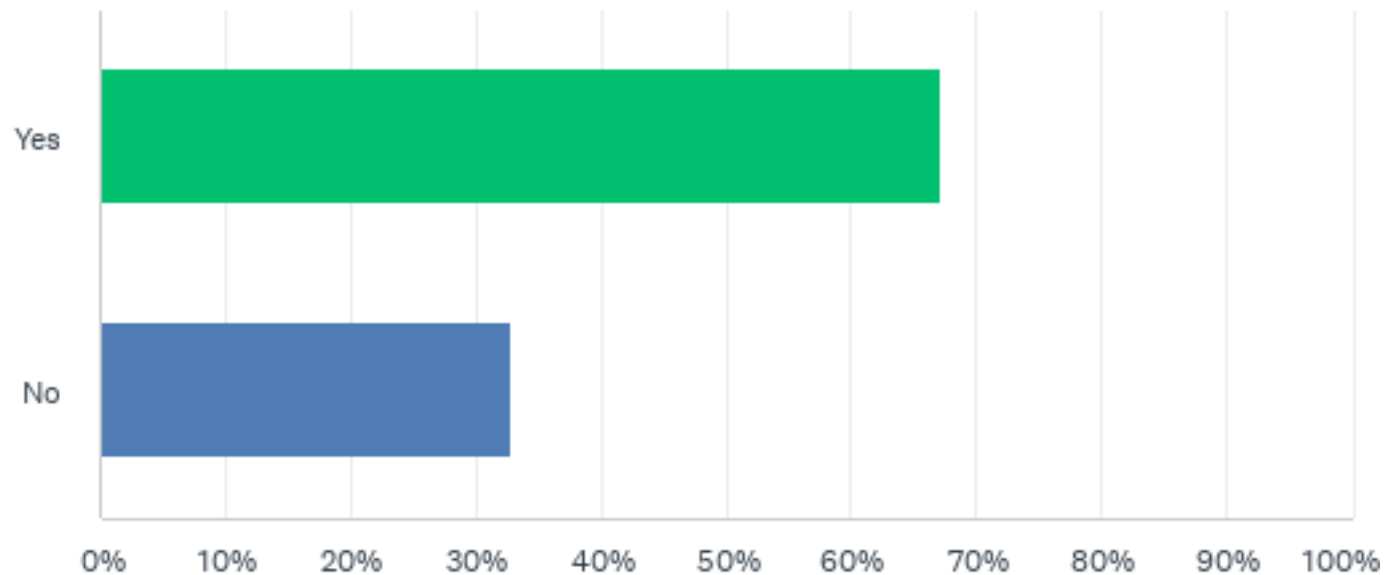
Q17: Please indicate what testing/training/certifications you have obtained as part of your job

Answered: 180 Skipped: 0

ANSWER CHOICES	RESPONSES	
I have not obtained any of these	10.00%	18
Certified Conservation Planner	33.89%	61
Conservation Planner Apprentice	32.78%	59
Engineering Job Approval	38.89%	70
Ecological Sciences Job Approval Authority	29.44%	53
District Specialist Testing	76.67%	138
Nutrient Certification	8.33%	15
Grazing Certification	29.44%	53
Document Management System	22.78%	41
Cultural Resources	47.78%	86
Conservation Planning Business Tool Training	25.00%	45
Website Maintenance	17.22%	31
Other (please specify)	8.33%	15
Total Respondents: 180		

Q18: Do you work occasional evening, early morning, or weekend hours?

Answered: 180 Skipped: 0



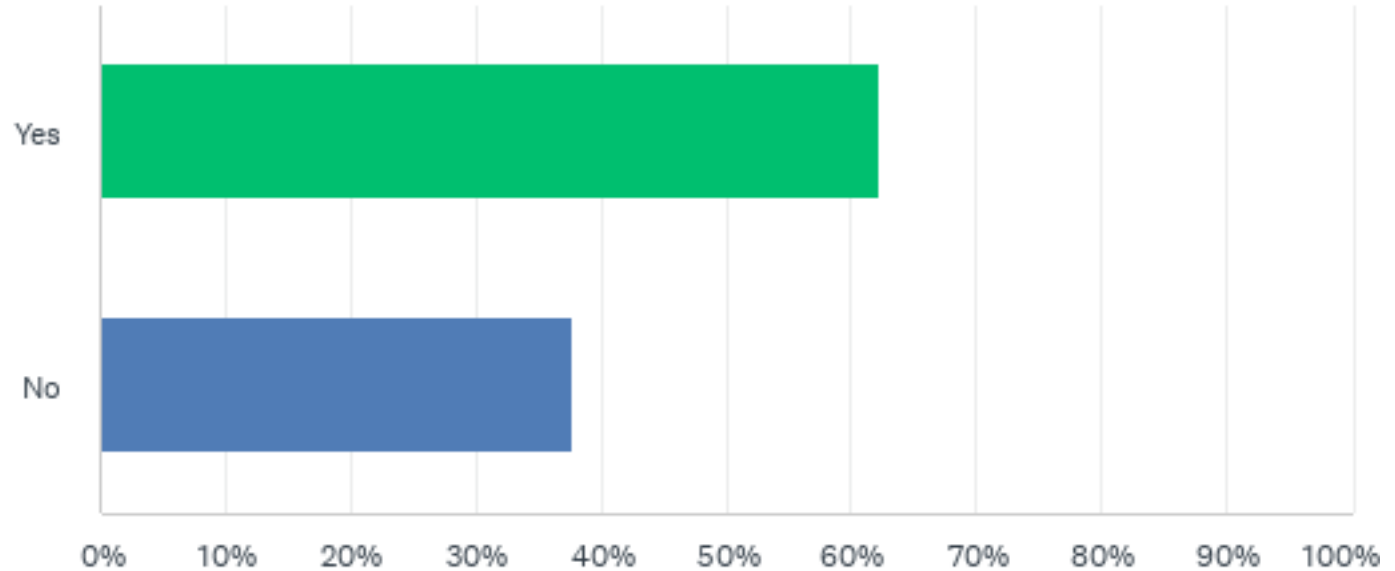
Q18: Do you work occasional evening, early morning, or weekend hours?

Answered: 180 Skipped: 0

ANSWER CHOICES	RESPONSES	
Yes	67.22%	121
No	32.78%	59
TOTAL		180

Q19: Do you use your personal vehicle for work-related travel?(not including daily commute)

Answered: 180 Skipped: 0



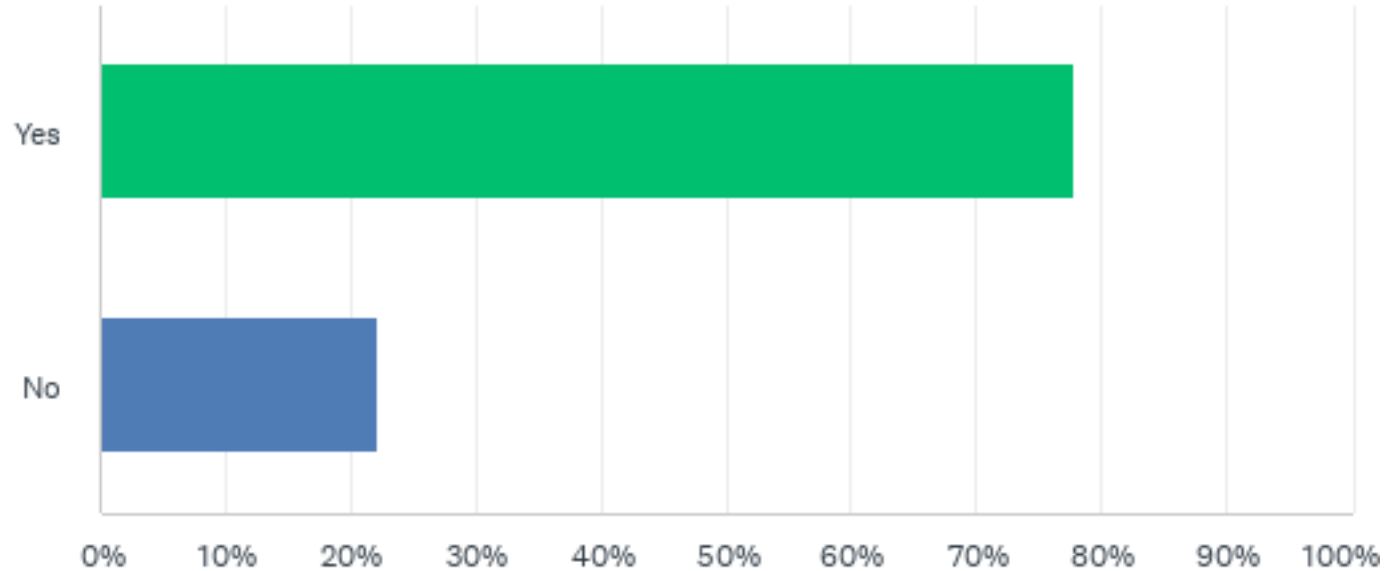
Q19: Do you use your personal vehicle for work-related travel?(not including daily commute)

Answered: 180 Skipped: 0

ANSWER CHOICES	RESPONSES	
Yes	62.22%	112
No	37.78%	68
TOTAL		180

positions (if your district has updated and revised the job descriptions for staff positions, please email copies of those to the MSWCDEA for this analysis)

Answered: 176 Skipped: 4



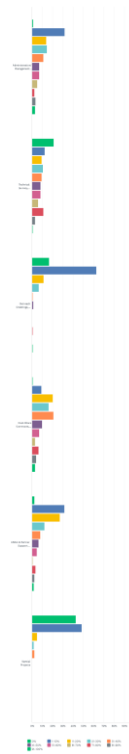
descriptions for staff positions, please email copies of those to the MSWCDEA for this analysis)

Answered: 176 Skipped: 4

ANSWER CHOICES	RESPONSES	
Yes	77.84%	137
No	22.16%	39
TOTAL		176

Q21: In general, how much time do you spend on the following activities?

Answered: 176 Skipped: 4



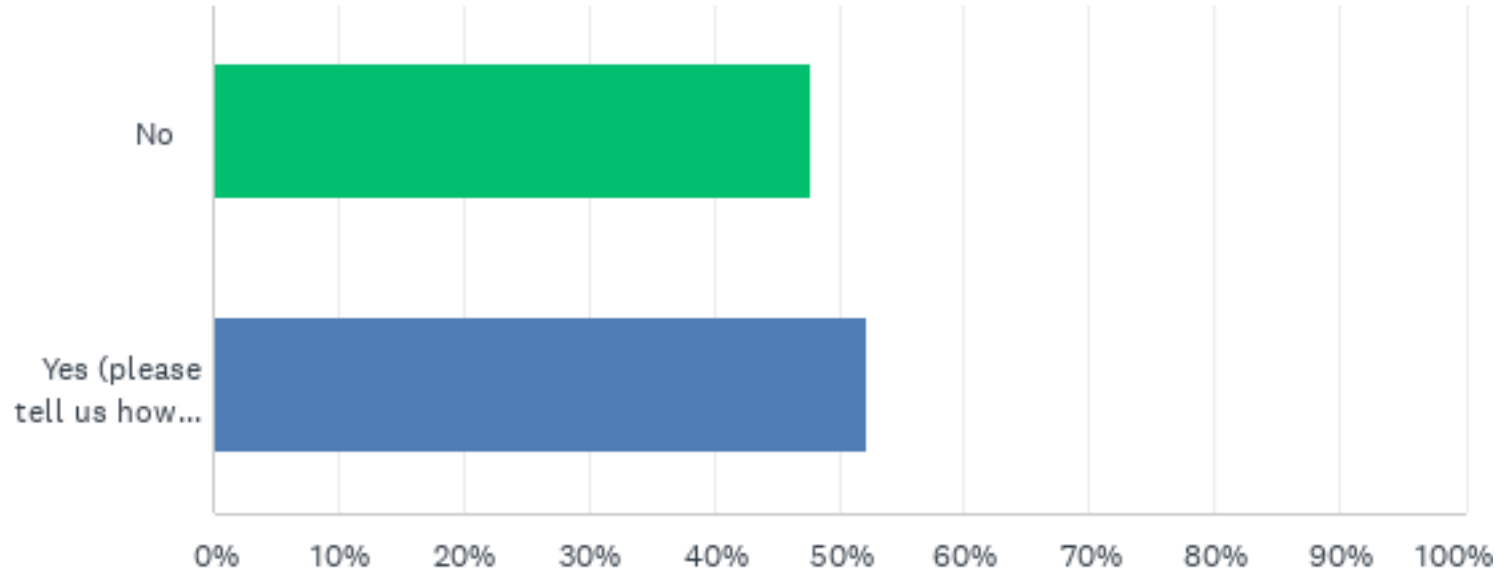
Q21: In general, how much time do you spend on the following activities?

Answered: 176 Skipped: 4

	0%	1-10%	11-20%	21-30%	31-40%	41-50%	51-60%	61-70%	71-80%	81-90%	91-100%	TOTAL
Administration/Management (accounting, HR, board meetings, trainings, communications, record management, etc.)	1.16% 2	31.79% 55	13.87% 24	14.45% 25	10.98% 19	6.94% 12	6.94% 12	5.20% 9	2.31% 4	3.47% 6	2.89% 5	173
Technical (survey, planning, design, inspections/checkouts, field visits, etc.)	21.18% 36	12.35% 21	9.41% 16	10.59% 18	9.41% 16	8.24% 14	8.24% 14	5.88% 10	11.18% 19	2.94% 5	0.59% 1	170
Outreach (meetings, committees, school visits, field days/workshops, contests, etc.)	16.57% 28	62.72% 106	11.24% 19	6.51% 11	0.59% 1	1.18% 2	0.00% 0	0.00% 0	0.59% 1	0.00% 0	0.59% 1	169
Cost-Share (contracts, landowner assistance, reviews, document management, etc.)	0.58% 1	9.25% 16	20.23% 35	16.18% 28	20.81% 36	9.83% 17	6.94% 12	2.89% 5	6.36% 11	4.05% 7	2.89% 5	173
USDA & Partner Support (answering calls, communicating with customers, program support, etc.)	2.30% 4	31.61% 55	27.01% 47	12.07% 21	8.05% 14	6.32% 11	4.60% 8	0.57% 1	3.45% 6	2.30% 4	1.72% 3	174
Special Projects	42.74% 53	48.39% 60	4.84% 6	1.61% 2	2.42% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	124

Q22: Have your duties changed over time?

Answered: 176 Skipped: 4



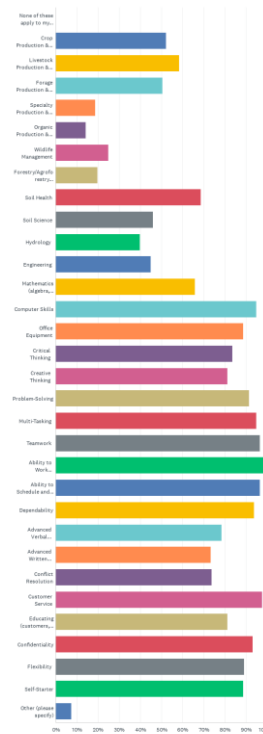
Q22: Have your duties changed over time?

Answered: 176 Skipped: 4

ANSWER CHOICES	RESPONSES	
No	47.73%	84
Yes (please tell us how they have changed)	52.27%	92
TOTAL		176

Q23: General Knowledge, Skills, and Abilities(check each knowledge, skill, or ability that applies to your position)

Answered: 176 Skipped: 4



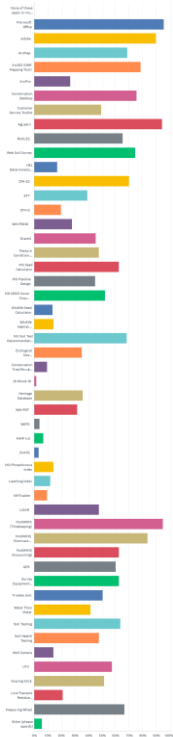
Q23: General Knowledge, Skills, and Abilities(check each knowledge, skill, or ability that applies to your position)

Answered: 176 Skipped: 4

ANSWER CHOICES	RESPONSES	
None of these apply to my position	0.00%	0
Crop Production & Management	52.27%	92
Livestock Production & Management	58.52%	103
Forage Production & Management	50.57%	89
Specialty Production & Management	18.75%	33
Organic Production & Management	14.20%	25
Wildlife Management	25.00%	44
Forestry/Agroforestry Management	19.89%	35
Soil Health	68.75%	121
Soil Science	46.02%	81
Hydrology	39.77%	70
Engineering	44.89%	79
Mathematics (algebra, geometry, etc.)	65.91%	116
Computer Skills	94.89%	167
Office Equipment	88.64%	156
Critical Thinking	83.52%	147
Creative Thinking	81.25%	143
Problem-Solving	91.48%	161
Multi-Tasking	94.89%	167
Teamwork	96.59%	170
Ability to Work Independently	98.30%	173
Ability to Schedule and Prioritize	96.59%	170
Dependability	93.75%	165
Advanced Verbal Communication Skills	78.41%	138
Advanced Written Communication Skills	73.30%	129
Conflict Resolution	73.86%	130
Customer Service	97.73%	172
Educating (customers, children, etc.)	81.25%	143
Confidentiality	93.18%	164
Flexibility	89.20%	157
Self-Starter	88.64%	156
Other (please specify)	7.39%	13
Total Respondents: 176		

Q24: Software & Tools(check each software/tool that you use/have used in your position)

Answered: 176 Skipped: 4



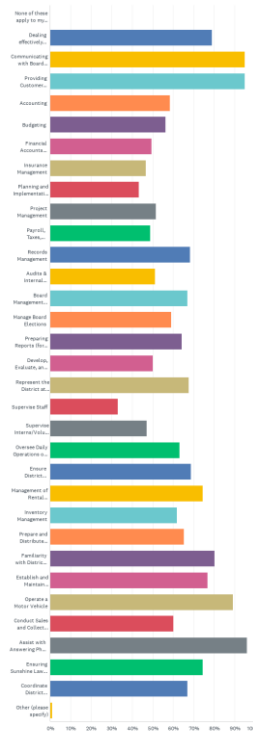
Q24: Software & Tools(check each software/tool that you use/have used in your position)

Answered: 176 Skipped: 4

ANSWER CHOICES	RESPONSES
None of these apply to my position	0.00% 0
Microsoft Office	95.45% 168
Adobe	89.77% 158
ArcMap	68.75% 121
ArcGIS (Data Mapping Tool)	78.41% 138
AutoCAD	28.10% 47
Conservation Desktop	75.57% 133
Customer Service Toolkit	49.43% 87
AgLearn	94.32% 166
RULE3	69.31% 123
Web Soil Survey	74.43% 131
HEL Determination Tool	17.05% 30
CPA-S2	69.89% 123
EPT	39.20% 69
EFH2	19.89% 35
WVPCMD	27.84% 49
Grass	45.46% 80
Pasture Condition Screenshot	47.73% 84
MD Seed Calculator	42.05% 73
MD Planning Design	44.89% 79
MD NRCS Cover Crop Implementation Requirement (Agres)	52.27% 92
White Soil Calculator	13.64% 24
White Habitat Assessment Guides	14.20% 25
MJ Soil Test Recommendations (online)	68.18% 120
Ecological Site Descriptions	35.22% 62
Conservation Tree/Shrub Suitability Group	9.66% 17
JS-Wood-SE	1.70% 3
Heritage Database	35.80% 63
WVPSIT	31.25% 56
WSPS	3.96% 7
MAP 4.0	6.82% 12
SVAPE	3.41% 6
MD Phosphorus Index	14.20% 25
Leaching Index	11.89% 21
NATracker	9.66% 17
LDAR	47.73% 84
McSWMS (Timekeeping)	94.89% 167
McSWMS (Contract Management)	69.32% 123
McSWMS (Accounting)	62.50% 110
GPS	60.23% 106
Survey Equipment (Level, Hand Level, Cam-Link, Chronicle, etc.)	62.50% 110
Trimble L1H	50.57% 89
Water Flow Meter	41.48% 73
Soil Testing	69.84% 123
Soil Health Testing	47.73% 84
Well Camera	14.20% 25
LTV	57.39% 101
Grazing Stick	51.70% 91
Line-Transsect Residue Measurement	21.02% 37
Measuring Wheel	66.48% 117
Other (please specify)	9.66% 17
Total Respondents: 176	

Q25: Administrative/Operations Duties & Responsibilities(check each duty/responsibility that applies to your position)

Answered: 176 Skipped: 4



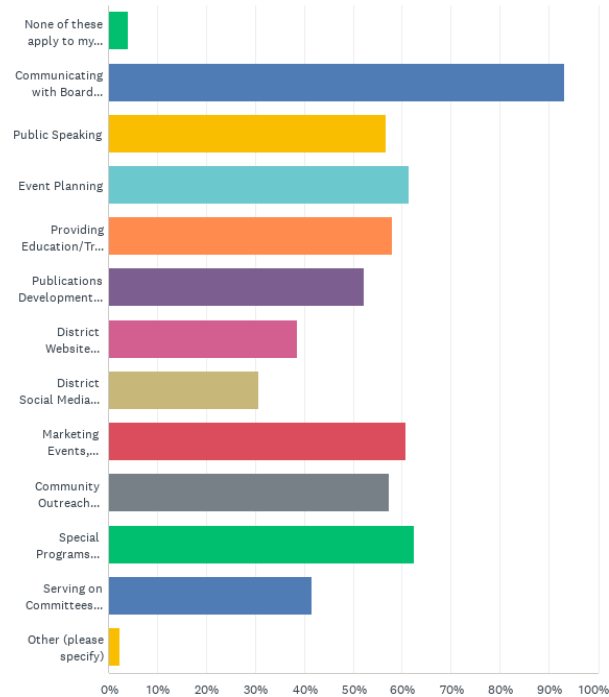
Q25: Administrative/Operations Duties & Responsibilities(check each duty/responsibility that applies to your position)

Answered: 176 Skipped: 4

ANSWER CHOICES	RESPONSES
None of these apply to my position	0.00% 0
Dealing effectively with partners, stakeholders, etc.	78.98% 139
Communicating with Board Members and Partners	94.89% 167
Providing Customer Service/Support	94.89% 167
Accounting	58.52% 103
Budgeting	56.25% 99
Financial Accounts Management (including investment accounts)	49.43% 87
Insurance Management	46.59% 82
Planning and Implementation of Long-Range Plans	43.18% 76
Project Management	51.70% 91
Payroll, Taxes, Benefits, & HR Administration	48.86% 86
Records Management	68.18% 120
Audits & Internal Controls	51.14% 90
Board Management (member training/education, preparing board meetings, board member communications, etc.)	67.05% 118
Manage Board Elections	59.09% 104
Preparing Reports (for meetings, stakeholders, partners, etc.)	64.20% 113
Develop, Evaluate, and Implement Programs/Services, Policy Changes, Special Programs, etc.	50.00% 88
Represent the District at Meetings/Events	67.61% 119
Supervise Staff	32.95% 58
Supervise Interns/Volunteers	47.16% 83
Oversee Daily Operations of the District	63.07% 111
Ensure District Policies and Procedures are Followed	68.75% 121
Management of Rental Equipment	74.43% 131
Inventory Management	61.93% 109
Prepare and Distribute Mailings	65.34% 115
Familiarity with District and Partner Computer Systems/Software	80.11% 141
Establish and Maintain Effective Working Relationships with Partner Organizations	76.70% 135
Operate a Motor Vehicle	89.20% 157
Conduct Sales and Collect Payments	60.23% 106
Assist with Answering Phone Calls and Other Office Activities	96.02% 169
Ensuring Sunshine Law Requirements Are Met	74.43% 131
Coordinate District Activities with Federal, State, and Local Government Agencies	67.05% 118
Other (please specify)	1.14% 2
Total Respondents: 176	

Q26: Communications/Outreach Duties & Responsibilities(check each duty/responsibility that applies to your position)

Answered: 176 Skipped: 4



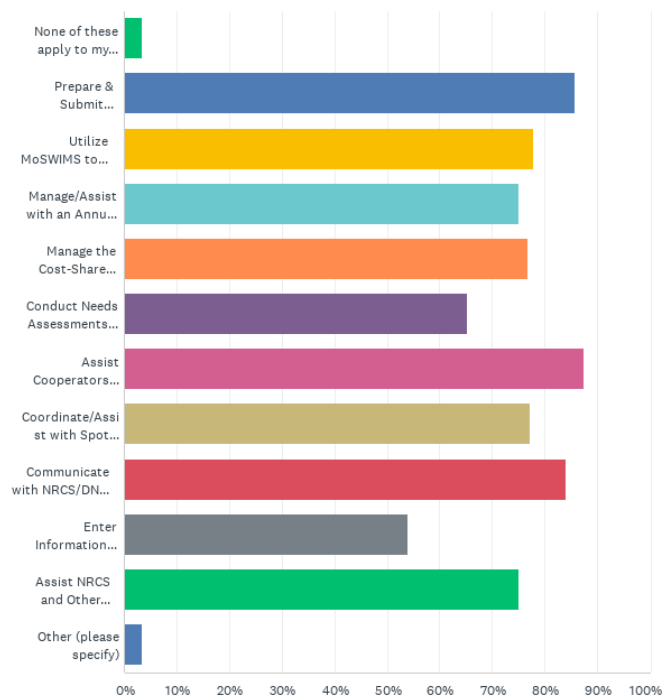
Q26: Communications/Outreach Duties & Responsibilities(check each duty/responsibility that applies to your position)

Answered: 176 Skipped: 4

ANSWER CHOICES	RESPONSES
None of these apply to my position	3.98% 7
Communicating with Board Members and Partners	93.18% 164
Public Speaking	56.82% 100
Event Planning	61.36% 108
Providing Education/Training to Individuals or Groups	57.95% 102
Publications Development (newsletter, brochures, flyers, articles, etc.)	52.27% 92
District Website Maintenance	38.64% 68
District Social Media Account Maintenance	30.68% 54
Marketing Events, Programs, Services, Rental Equipment, etc.	60.80% 107
Community Outreach (school visits, children's groups, contests, etc.)	57.39% 101
Special Programs (Envirothon, Women In Ag, Grazing Schools, contractors meetings, etc.)	62.50% 110
Serving on Committees (State Technical Committee, WIA, Envirothon, MSWCDEA, watersheds, parks, etc.)	41.48% 73
Other (please specify)	2.27% 4
Total Respondents: 176	

Q27: Cost-Share Duties & Responsibilities (Check each duty/responsibility that applies to your position)

Answered: 176 Skipped: 4



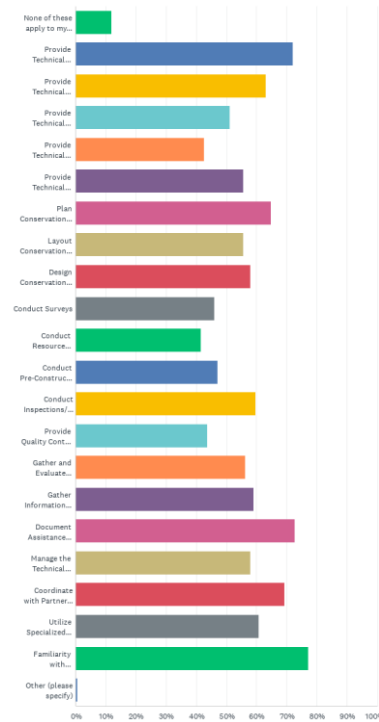
Q27: Cost-Share Duties & Responsibilities(Check each duty/responsibility that applies to your position)

Answered: 176 Skipped: 4

ANSWER CHOICES	RESPONSES	
None of these apply to my position	3.41%	6
Prepare & Submit Cost-Share Documents	85.80%	151
Utilize MoSWIMS to Manage Cost-Share Contracts	77.84%	137
Manage/Assist with an Annual Sign-Up for Cost-Share	75.00%	132
Manage the Cost-Share Process and Timelines	76.70%	135
Conduct Needs Assessments Each Year	65.34%	115
Assist Cooperators with Questions and Planning	87.50%	154
Coordinate/Assist with Spot Checks for DNR	77.27%	136
Communicate with NRCS/DNR Regarding Cost-Share Issues	84.09%	148
Enter Information Into the Annual Cost Database	53.98%	95
Assist NRCS and Other Partners in Delivering Their Programs	75.00%	132
Other (please specify)	3.41%	6
Total Respondents: 176		

Q28: Technical Duties & Responsibilities(check each duty/responsibility that applies to your position)

Answered: 176 Skipped: 4



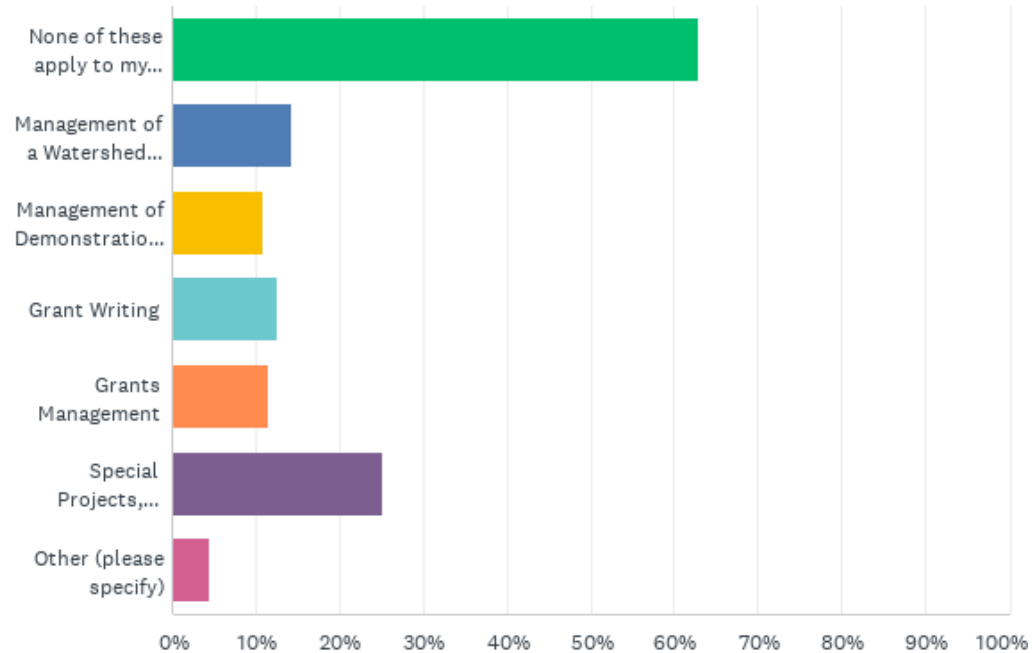
Q28: Technical Duties & Responsibilities(check each duty/responsibility that applies to your position)

Answered: 176 Skipped: 4

ANSWER CHOICES	RESPONSES
None of these apply to my position	11.93% 21
Provide Technical Assistance Regarding Conservation Practices	72.16% 127
Provide Technical Assistance Regarding Resource Concerns	63.07% 111
Provide Technical Assistance Regarding Land Management	51.14% 90
Provide Technical Assistance Regarding Production Methods	42.61% 75
Provide Technical Assistance Regarding Construction/Installation and Maintenance	55.68% 98
Plan Conservation Practices	64.77% 114
Layout Conservation Practices	55.68% 98
Design Conservation Practices	57.95% 102
Conduct Surveys	46.02% 81
Conduct Resource Inventories	41.48% 73
Conduct Pre-Construction Meetings	47.16% 83
Conduct Inspections/Checkouts	59.66% 105
Provide Quality Control	43.75% 77
Gather and Evaluate Information for Conservation Plan Development	56.25% 99
Gather Information Necessary for Design and Engineering of Practices	59.09% 104
Document Assistance Provided in Case Files	72.73% 128
Manage the Technical Process and Prioritize Work	57.95% 102
Coordinate with Partner Staff as Required for Technical Assistance	69.32% 122
Utilize Specialized Equipment and Software to Provide Technical Services	60.80% 107
Familiarity with Conservation Practice Policies and Standards and Specifications	77.27% 136
Other (please specify)	0.57% 1
Total Respondents: 176	

Q29: Other Duties & Responsibilities

Answered: 175 Skipped: 5



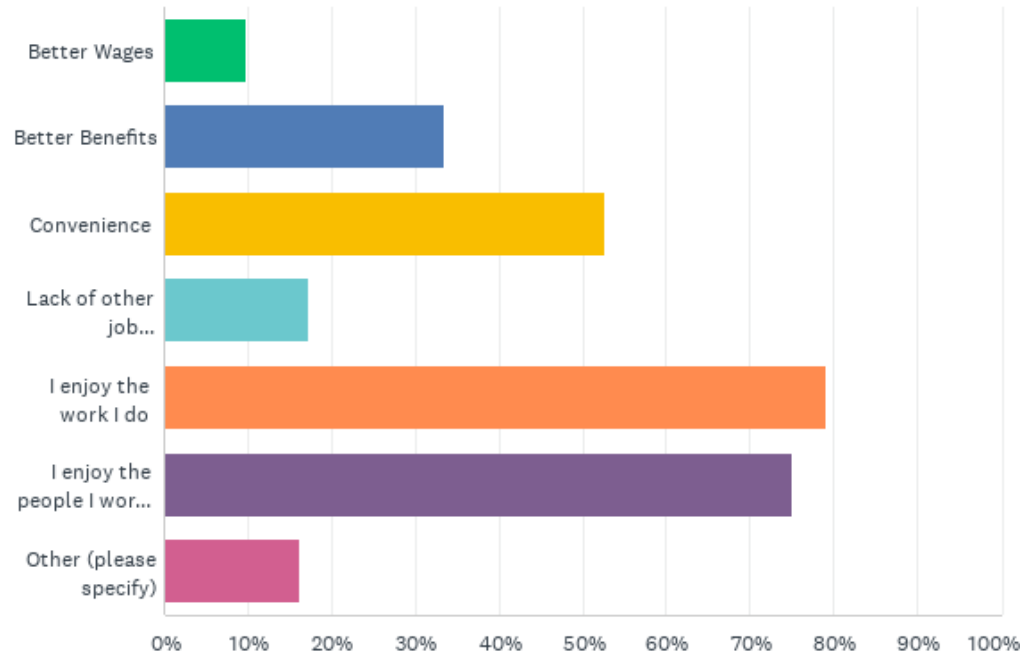
Q29: Other Duties & Responsibilities

Answered: 175 Skipped: 5

ANSWER CHOICES	RESPONSES	
None of these apply to my position	62.86%	110
Management of a Watershed Subdistrict	14.29%	25
Management of Demonstration/Showcase Projects	10.86%	19
Grant Writing	12.57%	22
Grants Management	11.43%	20
Special Projects, Grants, or Events Management	25.14%	44
Other (please specify)	4.57%	8
Total Respondents: 175		

Q31: Why do you work for your District and not somewhere else?

Answered: 173 Skipped: 7



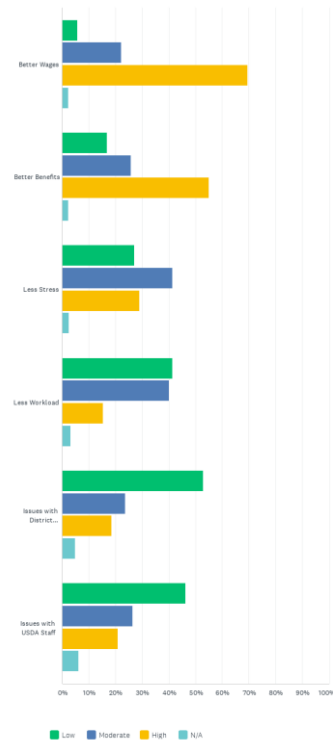
Q31: Why do you work for your District and not somewhere else?

Answered: 173 Skipped: 7

ANSWER CHOICES	RESPONSES	
Better Wages	9.83%	17
Better Benefits	33.53%	58
Convenience	52.60%	91
Lack of other job opportunities	17.34%	30
I enjoy the work I do	79.19%	137
I enjoy the people I work with	75.14%	130
Other (please specify)	16.18%	28
Total Respondents: 173		

Q32: Please rank the reasons which would cause you to leave your job with the District

Answered: 172 Skipped: 8



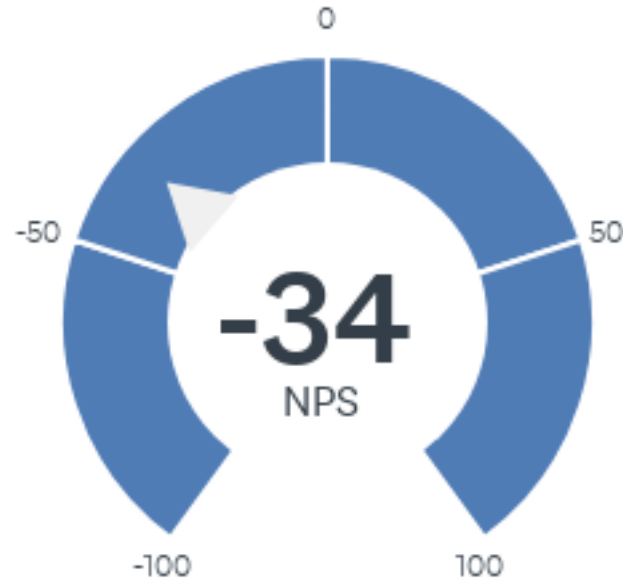
Q32: Please rank the reasons which would cause you to leave your job with the District

Answered: 172 Skipped: 8

	LOW	MODERATE	HIGH	N/A	TOTAL	WEIGHTED AVERAGE
Better Wages	5.85% 10	22.22% 38	69.59% 119	2.34% 4	171	2.65
Better Benefits	16.77% 28	25.75% 43	55.09% 92	2.40% 4	167	2.39
Less Stress	27.16% 44	41.36% 67	29.01% 47	2.47% 4	162	2.02
Less Workload	41.40% 65	40.13% 63	15.29% 24	3.18% 5	157	1.73
Issues with District (board/staff/DNR)	52.80% 85	23.60% 38	18.63% 30	4.97% 8	161	1.64
Issues with USDA Staff	46.30% 75	26.54% 43	20.99% 34	6.17% 10	162	1.73

Q33: How likely is it that you would recommend working for a District to a friend or colleague?

Answered: 173 Skipped: 7



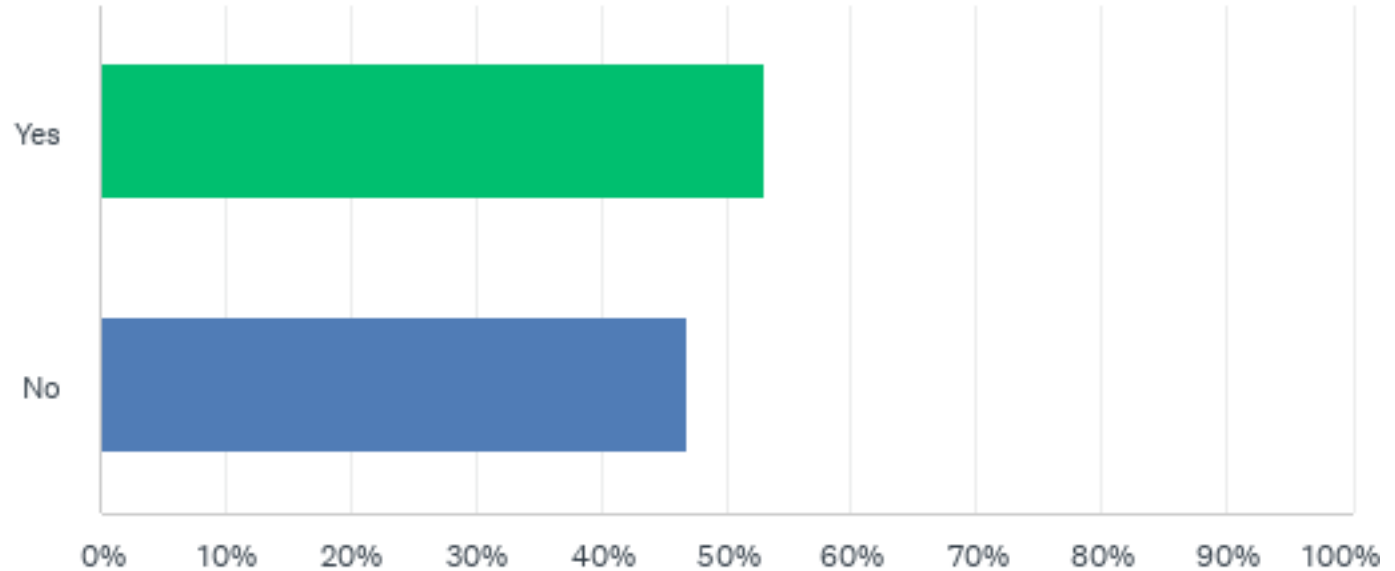
Q33: How likely is it that you would recommend working for a District to a friend or colleague?

Answered: 173 Skipped: 7

DETRACTORS (0-6)	PASSIVES (7-8)	PROMOTERS (9-10)	NET PROMOTER® SCORE
52% 90	29% 51	18% 32	-34

Q34: Do you feel there is sufficient training available for you to efficiently do your job?

Answered: 173 Skipped: 7



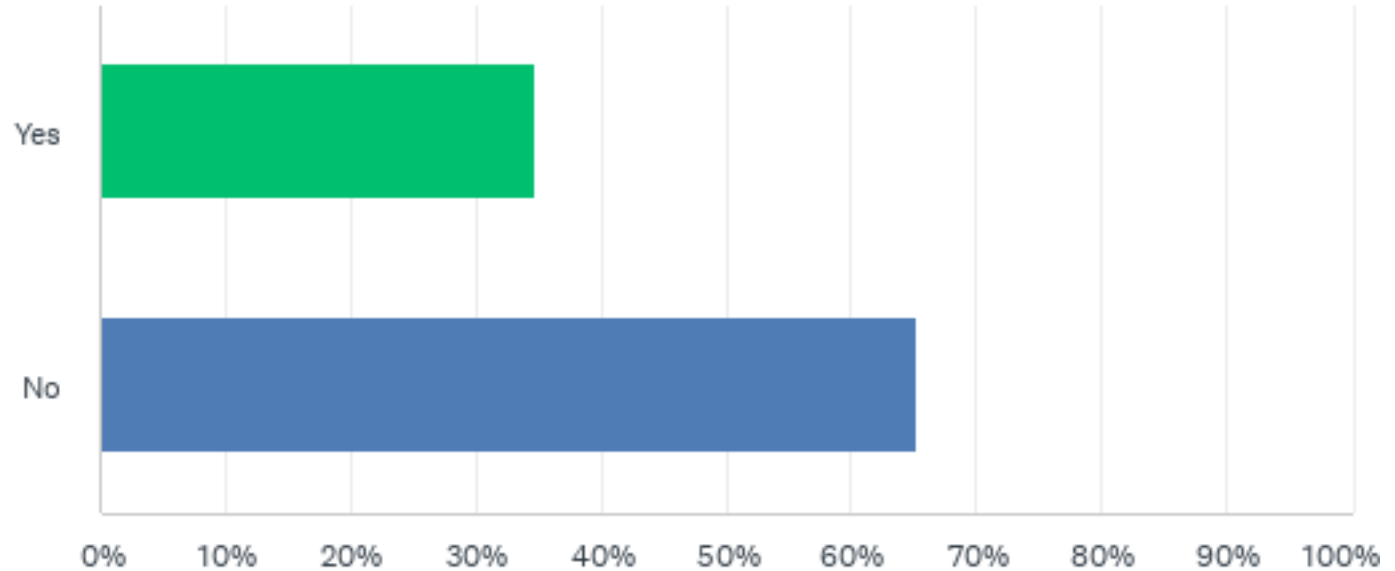
Q34: Do you feel there is sufficient training available for you to efficiently do your job?

Answered: 173 Skipped: 7

ANSWER CHOICES	RESPONSES	
Yes	53.18%	92
No	46.82%	81
TOTAL		173

Q35: Do you feel that you have adequate opportunities for advancement?

Answered: 173 Skipped: 7



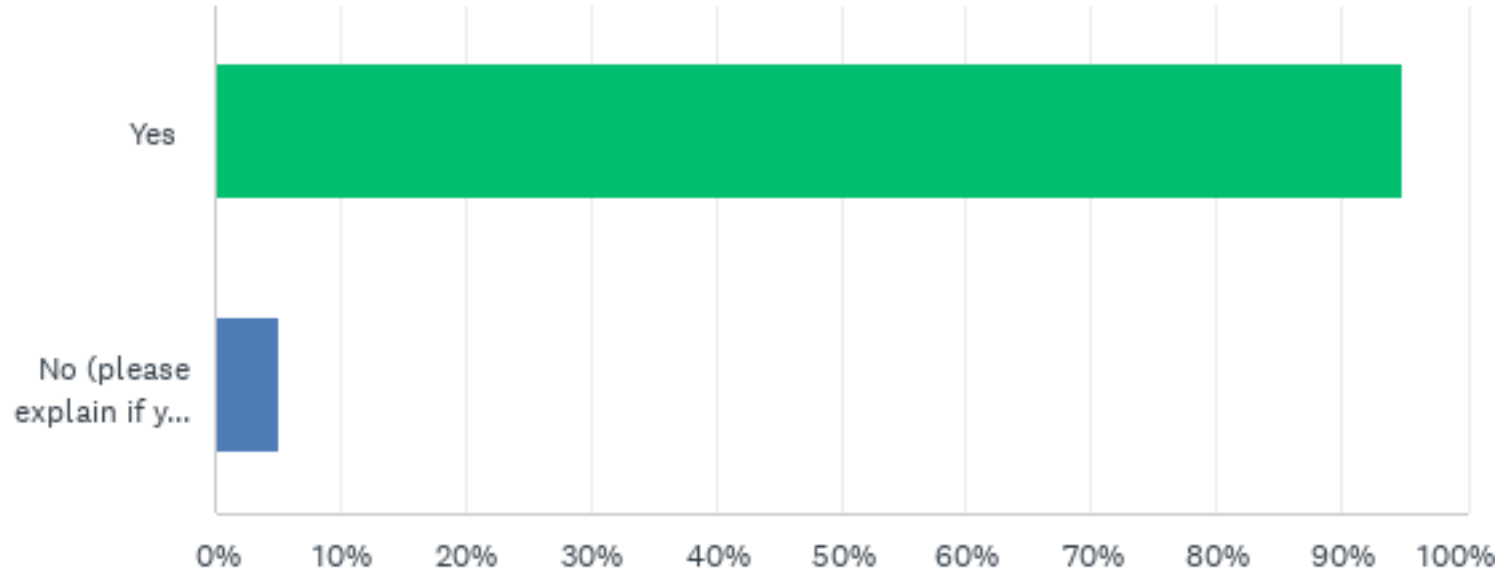
Q35: Do you feel that you have adequate opportunities for advancement?

Answered: 173 Skipped: 7

ANSWER CHOICES	RESPONSES	
Yes	34.68%	60
No	65.32%	113
TOTAL		173

Q36: Do you feel that you have a good working relationship with your board?

Answered: 173 Skipped: 7



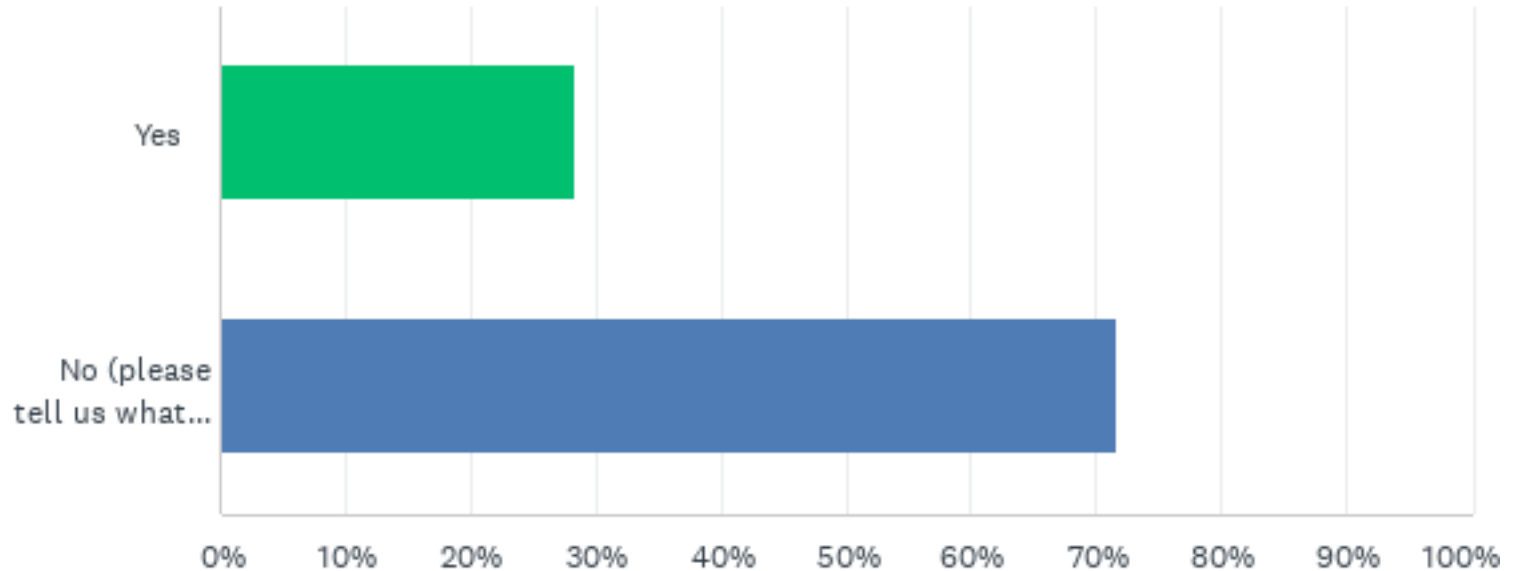
Q36: Do you feel that you have a good working relationship with your board?

Answered: 173 Skipped: 7

ANSWER CHOICES	RESPONSES	
Yes	94.80%	164
No (please explain if you can)	5.20%	9
TOTAL		173

Q37: Do you feel that you receive fair compensation for the job duties and responsibilities you have?

Answered: 173 Skipped: 7



Q37: Do you feel that you receive fair compensation for the job duties and responsibilities you have?

Answered: 173 Skipped: 7

ANSWER CHOICES	RESPONSES	
Yes	28.32%	49
No (please tell us what you believe would be a fair hourly wage)	71.68%	124
TOTAL		173