**Appendix Figure 1: Mean earnings by setting and highest degree**

Note: Capped bars represent 95% Confidence interval

SHA-CO: State Health Agency- Central Office

BCHC LHD: Big City Health Coalition LHD

Other LHD/RHD: Other Local Health Department/Regional Health Department

*Excludes outliers (<$25,000, more than $145,000)*

*Appendix Table 1: Annualized earning regression results (without COLI adjustment)*

|  | **Estimate\*** | **95% CI\*** | **p-value** |
| --- | --- | --- | --- |
| **Supervisory status** | |  |  |
| Non-supervisor | (ref) |  |  |
| Supervisor | $5,000 | $2,000-$8,000 | 0.002 |
| Manager | $20,000 | $17,500-$23,000 | <.0001 |
| Executive | $45,000 | $31,500-$58,500 | <.0001 |
| **Gender** |  |  |  |
| Men | (ref) |  |  |
| Women | -$2,000 | -$5,000-$500 | 0.103 |
| **Year of experience** | $400 | $300-$500 | <.0001 |
| **Highest degree** | |  |  |
| No college degree | -$11,500 | -$13,500--$10,000 | <.0001 |
| Associates | -$3,000 | -$6,000--$500 | 0.022 |
| PH Associates | -$14,500 | -$21,000--$8,500 | <.0001 |
| Bachelors | (ref) |  |  |
| PH Bachelors | -$1,500 | -$4,500-$1,500 | 0.301 |
| Masters | $5,000 | $1,000-$8,500 | 0.011 |
| PH Masters | $5,000 | $3,000-$7,000 | <.0001 |
| Doctorate | $20,000 | $16,500-$23,000 | <.0001 |
| PH Doctorate | $17,000 | $13,500-$20,500 | <.0001 |
| **Job classification** | |  |  |
| Administration/Clerical | (ref) |  |  |
| Clinical and Lab | $8,000 | $5,500-$10,500 | <.0001 |
| Public Health Sciences | $3,000 | $0-$5,500 | 0.051 |
| **Race/ethnicity** | |  |  |
| White | (ref) |  |  |
| Person of color | -$4,000 | -$5,500--$2,500 | <.0001 |
| **Hourly wage** | |  |  |
| Annual salary | (ref) |  |  |
| Hourly wage | -$4,000 | -$6,000--$2,500 | <.0001 |
| **Bargaining Unit/Union** | | |  |
| Yes | (ref) |  |  |
| No | -$8,500 | -$11,500--$5,500 | <.0001 |
| **Setting** |  |  |  |
| SHA-Central Office | (ref) |  |  |
| BCHC LHD | $4,500 | $500-$9,000 | 0.025 |
| Other LHD/RHD | -$1,500 | -$3,000--$500 | 0.02 |
| **Region** |  |  |  |
| Region 1 & 2 | (ref) |  |  |
| Region 3 | -$6,500 | -$11,500--$1,500 | 0.016 |
| Region 4 | -$13,500 | -$17,500--$9,500 | <.0001 |
| Region 5 | $0 | -$4,000-$4,500 | 0.96 |
| Region 6 | -$10,500 | -$14,500--$6,000 | <.0001 |
| Region 7 | -$10,000 | -$14,500--$5,500 | <.0001 |
| Region 8 | -$6,000 | -$10,000--$2,000 | 0.004 |
| Region 9 | $2,000 | -$1,500-$5,500 | 0.227 |
| Region 10 | -$1,000 | -$4,500-$2,000 | 0.484 |
|  |  |  |  |
| **Constant** | $62,350 | $59,150-$65,500 | <.0001 |

*Note: \* Estimates converted from equal $10,000 interval measures for ease of reading – e.g., a mean difference of 2.5 intervals equals $25,000. Outliers are excluded. Only included are full-time staff. Excluded due to small cell size are staff who indicated they worked in Social Services/All Other. Also excluded due to small cell size are those that did not indicate a gender or chose non-binary/other. COLI: Cost of Living Index*

*Appendix Table 2: Stratified annualized earnings regression results for SHA – Central Office (with COLI and state-based controls)*

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Estimate\*** | **95% CI\*** | **p-value** |
| **Supervisory status** | |  |  |
| Non-supervisor | (ref) |  |  |
| Supervisor | $8,000 | $7,500-$8,500 | <.0001 |
| Manager | $18,500 | $17,500-$19,500 | <.0001 |
| Executive | $35,500 | $32,000-$39,500 | <.0001 |
| **Gender** |  |  |  |
| Men | (ref) |  |  |
| Female | $-2,000 | -$3,000--$1500 | <.0001 |
| **Year of experience** | $,500 | $0-$500 | <.0001 |
| **Highest degree** | |  |  |
| No college degree | -$10,000 | -$11,000--$8,500 | <.0001 |
| Associates | -$6,000 | -$6,500--$5,000 | <.0001 |
| PH Associates | -$9,500 | -$14,500--$4,500 | <.0001 |
| Bachelors | (ref) |  |  |
| PH Bachelors | $0 | -$2,000-$2,000 | 0.995 |
| Masters | $4,000 | $3000-$5,000 | <.0001 |
| PH Masters | $4,000 | $3,000-$5,000 | <.0001 |
| Doctorate | $15,500 | $13,500-$17,500 | <.0001 |
| PH Doctorate | $13,500 | $11,500-$16,000 | <.0001 |
| **Job classification** | |  |  |
| Administration/Clerical | (ref) |  |  |
| Clinical and Lab | $5,500 | $3,500-$7,000 | <.0001 |
| Public Health Sciences | $2,000 | $1500-$3,000 | <.0001 |
| **Race/ethnicity** | |  |  |
| White | (ref) |  |  |
| Person of color | $-3,500 | -$4,500--$3,000 | <.0001 |
| **Hourly wage** | |  |  |
| Annual salary | (ref) |  |  |
| Hourly wage | $-2,500 | -$3,500--$1,500 | <.0001 |
| **Bargaining Unit/Union** | | |  |
| Yes | (ref) |  |  |
| No | $0,500 | $3,000-$0,000 | 1776.43 |
|  |  |  |  |
| **Constant** | $49,400 | $40,850-$57,900 | <.0001 |
| \*Not shown are state-based controls. COLI Cost of Living Index | | |  |

*Appendix Table 3: Stratified annualized earnings regression results by setting (without COLI adjustment)*

|  | SHA- Central Office frame | | | LHD frame | | |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Estimate\*** | **95% CI\*** | **p-value** | **Estimate\*** | **95% CI\*** | **p-value** |
| **Supervisory status** |  |  |  |  |  |  |
| Non-supervisor | (ref) |  |  | (ref) |  |  |
| Supervisor | $9,000 | $8,500-$10,000 | <.0001 | $5,000 | $2,000-$8,500 | 0.002 |
| Manager | $20,500 | $19,500-$21,500 | <.0001 | $20,500 | $16,500-$24,500 | <.0001 |
| Executive | $37,500 | $35,500-$39,500 | <.0001 | $35,000 | $31,500-$38,000 | <.0001 |
| **Gender** |  |  |  |  |  |  |
| Men | (ref) |  |  | (ref) |  |  |
| Women | $-2,500 | -$3,000--$2000 | <.0001 | $-3,500 | -$7,500-$1000 | 0.113 |
| **Year of experience** | $400 | $350-$400 | <.0001 | $400 | $350-$500 | <.0001 |
| **Highest degree** |  |  |  |  |  |  |
| No college degree | $-10,500 | -$11,000--$9,500 | <.0001 | $-13,000 | -$15,000--$10,500 | <.0001 |
| Associates | $-5,000 | -$6,000--$4500 | <.0001 | $-6,000 | -$8,000--$3500 | <.0001 |
| PH Associates | $-12,500 | -$19,500--$6,000 | <.0001 | $-14,000 | -$19,500--$9,000 | <.0001 |
| Bachelors | (ref) |  |  | (ref) |  |  |
| PH Bachelors | $500 | -$1,000-$2,500 | 0.542 | $-2,500 | -$6,000-$1,000 | 0.159 |
| Masters | $4,500 | $3,500-$5,000 | <.0001 | $3,000 | -$1,500-$7,500 | 0.185 |
| PH Masters | $5,000 | $4,000-$5,500 | <.0001 | $5,000 | $2,500-$7,000 | <.0001 |
| Doctorate | $17,500 | $15,000-$20,000 | <.0001 | $25,000 | $16,500-$33,000 | <.0001 |
| PH Doctorate | $16,000 | $13,500-$18,500 | <.0001 | $18,000 | $13,000-$23,000 | <.0001 |
| **Job classification** |  |  |  |  |  |  |
| Administration/Clerical | (ref) |  |  | (ref) |  |  |
| Clinical and Lab | $5,000 | $4,000-$6,500 | <.0001 | $8,000 | $5,500-$11,000 | <.0001 |
| Public Health Sciences | $1,000 | $500-$2,000 | 0.003 | $3,000 | -$500-$6,500 | 0.079 |
| **Race/ethnicity** |  |  |  |  |  |  |
| White | (ref) |  |  | (ref) |  |  |
| Person of color | $-3,500 | -$4,000--$3,000 | <.0001 | $-3,500 | -$5,500--$1,500 | 0.002 |
| **Hourly wage** |  |  |  |  |  |  |
| Annual salary | (ref) |  |  | (ref) |  |  |
| Hourly wage | $-4,000 | -$4,500--$3,500 | <.0001 | $-4,000 | -$6,000--$2,000 | <.0001 |
| **Bargaining Unit/Union** |  |  |  |  |  |  |
| Yes | (ref) |  |  | (ref) |  |  |
| No | $-5,000 | -$5,500--$4,000 | <.0001 | $-8,500 | -$14,000--$2,500 | 0.005 |
| **Region** |  |  |  |  |  |  |
| Region 1 & 2 | (ref) |  |  | (ref) |  |  |
| Region 3 | $-12,500 | -$14,000--$11,000 | <.0001 | $-9,500 | -$16,500--$2,000 | 0.012 |
| Region 4 | $-15,000 | -$16,500--$13,500 | <.0001 | $-14,000 | -$20,500--$7,500 | <.0001 |
| Region 5 | $-2,500 | -$3,500--$1,500 | <.0001 | $-3,500 | -$12,000-$5,000 | 0.382 |
| Region 6 | $-14,500 | -$15,500--$13,000 | <.0001 | $-10,000 | -$17,500--$3,000 | 0.006 |
| Region 7 | $-14,000 | -$15,000--$12,500 | <.0001 | $-9,000 | -$16,000--$2,000 | 0.011 |
| Region 8 | $-11,000 | -$12,000--$10,000 | <.0001 | $-4,500 | -$11,000-$2,500 | 0.203 |
| Region 9 | $-2,500 | -$3,500--$1,000 | 0.002 | $1,500 | -$4,000-$7,500 | 0.559 |
| Region 10 | $-3,000 | -$5,000--$1,500 | 0.001 | $-0,500 | -$6,000-$4,500 | 0.801 |
| **Setting** |  |  |  |  |  |  |
| Other LHD/RHD | |  |  | (ref) |  |  |
| BCHC |  |  |  | $7,000 | $2,000-$12,000 | 0.008 |
|  |  |  |  |  |  |  |
| **Constant** | $64,000 | $62,500-$65,500 | <.0001 | $61,500 | $59,000-$63,500 | <.0001 |

*Note: \* Estimates converted from equal $10,000 interval measures for ease of reading – e.g., a mean difference of 2.5 intervals equals $25,000. Outliers are excluded. Only included are full-time staff. Excluded due to small cell size are staff who indicated they worked in Social Services/All Other. Also excluded due to small cell size are those that did not indicate a gender or chose non-binary/other. COLI Cost of Living Index*

Appendix Table 4: Annualized earnings by setting

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | SHA-CO | BCHC LHD | Other LHD/RHD | Total |
| Less than $25,000 | 2.3% (2.1%-2.5%) | 0.4% (0%-0.8%) | 5.3% (4.2%-6.3%) | 3.8% (3.2%-4.4%) |
| $25,001-$35,000 | 11.1% (10.6%-11.5%) | 8.7% (4.1%-13.4%) | 16.2% (14.5%-17.9%) | 13.8% (12.6%-15%) |
| $35,001-$45,000 | 15.1% (14.7%-15.6%) | 15.4% (11.2%-19.6%) | 19.8% (17.3%-22.3%) | 17.9% (16.5%-19.3%) |
| $45,001-$55,000 | 19.4% (18.7%-20%) | 16% (12.8%-19.2%) | 16.5% (13.5%-19.5%) | 17.3% (15.6%-19.1%) |
| $55,001-$65,000 | 16.1% (15.4%-16.7%) | 14% (11.8%-16.2%) | 13.5% (10.6%-16.4%) | 14.4% (12.6%-16.1%) |
| $65,001-$75,000 | 12.7% (12.2%-13.2%) | 11.1% (9.3%-12.9%) | 13.4% (8.5%-18.3%) | 13% (10.1%-15.8%) |
| $75,001-$85,000 | 9.1% (8.7%-9.5%) | 10.6% (7.7%-13.5%) | 6.7% (4.8%-8.6%) | 7.9% (6.6%-9.1%) |
| $85,001-$95,000 | 5.8% (5.3%-6.3%) | 7.9% (4.9%-10.9%) | 2.5% (1.3%-3.6%) | 4.1% (3.2%-4.9%) |
| $95,001-$105,000 | 3.6% (3.4%-3.9%) | 6.4% (4.5%-8.4%) | 2.9% (1%-4.8%) | 3.5% (2.4%-4.6%) |
| More than $105,000 | 4.8% (4.6%-5%) | 9.4% (8.7%-10.1%) | 3.3% (2.6%-3.9%) | 4.4% (4%-4.8%) |

SHA-CO: State Health Agency- Central Office

BCHC LHD: Big City Health Coalition LHD

Other LHD/RHD: Other Local Health Department/Regional Health Department