**SUPPLEMENTAL TABLE 1**

**Job-Level Descriptions Provided to Respondents**

Respondents who selected the second, third, or fourth descriptions below were classified as non-manager, middle-manager, and upper-manager public health professionals, respectively.

1. Support Staff: Front line staff including receptionists, call-center and support staff who interact with the public but who do not provide direct public health programming or services. Responsibilities may include referring callers to appropriate services or departments and scheduling or checking in clients for appointments.

2. Public Health Professionals: Individuals who carry out the day-to-day tasks of public health organizations and are not in supervisor positions. Responsibilities of these public health professionals may include basic data collection and analysis, clinical services, fieldwork, program planning, outreach activities, programmatic support, and other organizational tasks.

3. Managers and Supervisors: Individuals with program management and/or supervisory responsibilities. Other responsibilities may include: program development, program implementation, program evaluation, establishing and maintaining community relations, managing timelines and work plans, presenting arguments and recommendations on policy issues, etc.

4. Directors and Senior Leaders: Individuals at a senior/management level and leaders of public health organizations. In general, an individual who is responsible for the major programs or functions of an organization, setting a strategy and vision for the organization, and/or building the organization’s culture.