

CHAPTER 10:

Staffing

NDEE deals with a wide array of complex environmental issues, and it is essential to our operations to recruit and hire technically competent people. Trained, experienced, and dedicated staff within NDEE provide the foundation to support the mission of the agency to protect and improve human health, the environment, and energy resources.

Staff retention continues to be an important goal for NDEE. Staff turnover impacts continuity in NDEE's programs and activities, and results in additional costs for recruitment and training of replacement staff members. NDEE strives to foster and maintain an employee-friendly workplace by offering transfer and promotional opportunities for qualified internal applicants. The agency offers training opportunities, tuition assistance and flexible and part-time remote work schedules.

NDEE monitors diversity to encourage the receipt of applications from qualified members of protected groups by seeking to recruit members of protected groups.

The chart on the following page shows hiring activity on specific job categories for the last 10 years.

Employees Assuming Agency Positions										
<i>These figures include new hires, promotions, transfers and classification upgrades. Figures for Fiscal Year 2022 are from July 1, 2021, through June 30, 2022.</i>										
	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Director, Deputy Director & Environmental Manager	0	0	1	5	0	0	0	1	4	1
Environmental Supervisor, Accounting & Finance Manager, IT Manager, Division Chief, Human Resource Specialist/Manager	1	5	0	4	0	1	2	5	8	7
Unit Supervisor (Classification Eliminated 2021)	1	1	2	0	0	0	3	1	***	0
Administrative Program Officer I									2	0
Human Specialist, Training Coordinator	0	0	1	0	1	0	1	0	0	0
Process Improvement Coord/Legislative Coord					1	0	0	0	1	0
Federal Aid Administrator, Financial Assurance Coordinator, Accountant	0	0	0	1	1	1	0	0	1	5
Office Specialist, Administrative Specialist, Accounting Clerk, Paralegal	2	4	4	4	1	3	2	3	8	6
Information Technology, Marketing & Communication Specialist, Research Analyst	0	0	0	0	2	0	2	2	0	3
Attorney I, II & III	0	2	0	2	1	0	0	1	1	2
Engineer & Professional Engineers	2	7	2	4	5	4	6	1	8	11
Environmental Quality Compliance Specialist (Classification Eliminated 2021)	1	0	0	1	1	0	0	3	***	0
Environmental Specialist I, II or III (Classification Name Change 2021)	10	7	11	19	8	11	9	15	12	34
Geologist, Groundwater I & II (Classification Eliminated 2021)	4	2	3	1	0	0	0	2	2	0
Environmental Assistance Coordinator (Classification Eliminated 2021)	1	0	0	0	0	1	1	1	***	0
Energy Conservation Program Specialist/Energy Conservation Loan Program Coordinator								1	2	0
TOTALS	22	28	24	41	21	21	26	36	50	6