

# CHAPTER 10:

## Staffing

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This chapter consists of an assessment of the department's ability to hire and retain qualified staff with a chart showing turnover by job classification for the last ten years.

Because the department deals with a wide array of complex environmental issues, it is essential to our operations that technically competent people are hired for vacant positions. Without highly trained and experienced staff, the department would not be able to effectively carry out its mission of protecting Nebraska's environment.

Recruiting qualified and experienced employees for the more advanced positions that require extensive education and experience remains a focus. The creation of the Environmental Quality Programs Specialist I, Environmental Quality Programs Specialist II, Groundwater Geologist I and Groundwater Geologist II positions in 2011 continues to help significantly with agency competitiveness in the job market. The department feels very fortunate to have recruited excellent staff in 2013/2014.

Staff retention continues to be an important goal for the agency. Staff turnover impacts continuity in the department's programs and enforcement activities, and causes additional costs for training of replacement staff members. The department strives to foster and maintain an employee-friendly workplace by offering transfer and promotional opportunities for qualified internal applicants. In addition, training and tuition assistance are provided to interested staff.

The department 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:

### Employees Assuming Agency Positions

*These figures include new hires, promotions, transfers and classification upgrades for a one-year period. Figures for 2014 are from October 1, 2013 through September 30, 2014.*

|   | 2005      | 2006      | 2007      | 2008      | 2009      | 2010      | 2011      | 2012      | 2013      | 2014      |
|---|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Director/Deputy Director/Assistant<br>Director/Division Administrator     | 0         | 0         | 0         | 0         | 0         | 0         | 0         | 0         | 0         | 0         |
| Section Supervisor, Records Manager,<br>Budget Officer                    | 0         | 0         | 2         | 0         | 4         | 0         | 0         | 0         | 1         | 5         |
| Unit Supervisor   | 1         | 1         | 2         | 0         | 5         | 2         | 0         | 2         | 1         | 1         |
| Human Resources   | 0         | 0         | 0         | 2         | 0         | 1         | 0         | 0         | 0         | 0         |
| Federal Aid Administrator, Financial<br>Assurance Coordinator, Accountant | 2         | 0         | 0         | 0         | 0         | 2         | 1         | 1         | 0         | 0         |
| Clerical/Accounting Clerk   | 0         | 4         | 6         | 4         | 9         | 3         | 5         | 0         | 2         | 4         |
| Information Technology/Public<br>Information/Research Analyst             | 1         | 0         | 3         | 2         | 3         | 0         | 1         | 0         | 0         | 0         |
| Attorney I, II & III  | 3         | 0         | 0         | 0         | 0         | 1         | 0         | 0         | 0         | 2         |
| Environmental Engineer  | 6         | 3         | 5         | 2         | 4         | 0         | 3         | 2         | 2         | 7         |
| Compliance Specialist   | 0         | 0         | 0         | 1         | 0         | 0         | 0         | 0         | 1         | 0         |
| Programs Specialist I & II  | 12        | 7         | 12        | 13        | 17        | 8         | 9         | 11        | 10        | 7         |
| Geologist, Groundwater I & II   | 1         | 3         | 0         | 4         | 3         | 2         | 0         | 2         | 4         | 2         |
| Environmental Assistance Coordinator                                      | 0         | 0         | 0         | 0         | 0         | 0         | 1         | 1         | 1         | 0         |
|   |           |           |           |           |           |           |           |           |           |           |
| <b>TOTALS</b>   | <b>26</b> | <b>18</b> | <b>30</b> | <b>29</b> | <b>45</b> | <b>20</b> | <b>20</b> | <b>19</b> | <b>22</b> | <b>28</b> |
|   |           |           |           |           |           |           |           |           |           |           |