

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. In addition, training and tuition assistance are provided to interested staff.

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 2021 are from July 1, 2020, through June 30, 2021.</i>										
	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Director, Deputy Director & Division Administrator	0	0	0	1	5	0	0	0	1	4
E Q Section Supervisor, Accounting & Finance Manager, IT Manager, Division Chief, Human Resource Manager	0	1	5	0	4	0	1	2	5	8
Unit Supervisor	2	1	1	2	0	0	0	3	1	***
Administrative Program Officer I										2
Human Resource Officer, Training Coordinator	0	0	0	1	0	1	0	1	0	0
Process Improvement Coordinator/Legislative Coordinator						1	0	0	0	1
Federal Aid Administrator, Financial Assurance Coordinator, Accountant	1	0	0	0	1	1	1	0	0	1
Office Specialist, Administrative Specialist & Accounting Clerk	0	2	4	4	4	1	3	2	3	8
Information Technology, Marketing & Communication Specialist, Research Analyst	0	0	0	0	0	2	0	2	2	0
Attorney I, II & III	0	0	2	0	2	1	0	0	1	1
Engineer & Professional Engineers	2	2	7	2	4	5	4	6	1	8
Environmental Quality Compliance Specialist	0	1	0	0	1	1	0	0	3	***
Environmental Quality Programs Specialist I or II	11	10	7	11	19	8	11	9	15	12
Geologist, Groundwater I & II	2	4	2	3	1	0	0	0	2	2
Environmental Assistance Coordinator	1	1	0	0	0	0	1	1	1	***
Energy Conservation Program Specialist/Energy Conservation Loan Program Coordinator									1	2
TOTALS	19	22	28	24	41	21	21	26	36	50