

# CHAPTER 10:

## Staffing

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NDEQ deals with a wide array of complex environmental issues and it is essential to our operations to recruit and hire technically competent people. Technically competent, trained, experienced, and dedicated staff within NDEQ provide the foundation to support the Mission of the agency to protect, preserve and enhance Nebraska's Air, Land, and Water Resources.

Staff retention continues to be an important goal for NDEQ. Staff turnover impacts continuity in NDEQ's programs and activities, and results in additional costs for recruitment and training of replacement staff members. NDEQ 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.

NDEQ 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 ten years:

### Employees Assuming Agency Positions

*These figures include new hires, promotions, transfers and classification upgrades for one-year period. Figures for 2017 are from October 1, 2016 through September 30, 2017.*

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Director, Deputy Director, Assistant Director, Division Administrator	0	0	0	0	0	0	0	1	5	0
Section Supervisor, Records Manager, Budget Officer	0	4	0	0	0	1	5	0	4	0
Unit Supervisor	0	5	2	0	2	1	1	2	0	0
Human Resources, Training Coordinator	2	0	1	0	0	0	0	1	0	1
Process Improvement Coordinator										1
Federal Aid Administrator, Financial Assurance Coordinator, Accountant	0	0	2	1	1	0	0	0	1	1
Clerical/Accounting Clerk	4	9	3	5	0	2	4	4	4	1
Information Technology, Public Information, Research Analyst	2	3	0	1	0	0	0	0	0	2
Attorney I, II & III	0	0	1	0	0	0	2	0	2	1
Environmental Engineer	2	4	0	3	2	2	7	2	4	5
Compliance Specialist	1	0	0	0	0	1	0	0	1	1
Programs Specialist I & II	13	17	8	9	11	10	7	11	19	8
Geologist, Groundwater I & II	4	3	2	0	2	4	2	3	1	0
Environmental Assistance Coordinator	0	0	0	1	1	1	0	0	0	0
<b>TOTALS</b>	<b>29</b>	<b>45</b>	<b>20</b>	<b>20</b>	<b>19</b>	<b>22</b>	<b>28</b>	<b>24</b>	<b>41</b>	<b>21</b>