CHAPTER 10:
Staffing

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 and improve human health, the environment, and energy 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. 2010-2018 statistics are from October 1 through Sept. 30; figures for 2019 are from October 1, 2018 through June 30, 2019.

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Director, Deputy Director, Assistant Director, Division Administrator	0	0	0	0	0	1	5	0	0	0
Section Supervisor, Records Manager Budget Officer, IT Manager	0	0	0	1	5	0	4	0	1	2
Unit Supervisor	2	0	2	1	1	2	0	0	0	3
Human Resources, Training Coordinator	1	0	0	0	0	1	0	1	0	1
Process Improvement Coordinator								1	0	0
Federal Aid Administrator, Financial Assurance Coordinator, Accountant	2	1	1	0	0	0	1	1	1	0
Clerical/Accounting Clerk	3	5	0	2	4	4	4	1	3	2
Information Technology, Public Information, Research Analyst	0	1	0	0	0	0	0	2	0	2
Attorney I, II & III	1	0	0	0	2	0	2	1	0	0
Environmental Engineer	0	3	2	2	7	2	4	5	4	6
Compliance Specialist	0	0	0	1	0	0	1	1	0	0
Programs Specialist I & II	8	9	11	10	7	11	19	8	11	9
Geologist, Groundwater I & II	2	0	2	4	2	3	1	0	0	0
Environmental Assistance Coordinator	0	1	1	1	0	0	0	0	1	1
TOTALS	20	20	19	22	28	24	41	21	21	26