

CHAPTER 10:

Staffing

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. To assist with recruiting top talent, the agency's Human Resource Section worked closely with The Nebraska Department of Administrative Service to develop new classifications in the Environmental Quality Programs Specialist and the Groundwater Geologist series. With the creation of the Environmental Quality Programs Specialist I, Environmental Quality Programs Specialist II, Groundwater Geologist I and Groundwater Geologist II positions, the agency feels this will help significantly with agency competitiveness in the job market. The department feels very fortunate to have recruited excellent staff in 2011/2012.

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										
<i>These figures include new hires, promotions, transfers and classification upgrades for a one-year period. Figures for 2012 are from October 1, 2011 through September 30, 2012.</i>										
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Director/Deputy Director/Assistant Director/Division Administrator	0	1	0	0	0	0	0	0	0	0
Section Supervisor, Records Manager, Budget Officer	0	0	0	0	2	0	4	0	0	0
Unit Supervisor	2	2	1	1	2	0	5	2	0	2
Human Resources	0	1	0	0	0	2	0	1	0	0
Federal Aid Administrator, Financial Assurance Coordinator, Accountant	1	2	2	0	0	0	0	2	1	1
Clerical/Accounting Clerk	1	5	0	4	6	4	9	3	5	0
Information Technology/Public Information/Research Analyst	1	1	1	0	3	2	3	0	1	0
Attorney	0	1	3	0	0	0	0	1	0	0
Environmental Engineer	2	2	6	3	5	2	4	0	3	2
Field Data Specialist	0	0	0	0	0	0	0	0	0	0
Compliance Specialist	0	1	0	0	0	1	0	0	0	0
Programs Specialist	7	2	12	7	12	13	17	8	9	11
Geologist, Groundwater	1	4	1	3	0	4	3	2	0	2
Environmental Assistance Coordinator	1	1	0	0	0	0	0	0	1	1
TOTALS	16	23	26	18	30	29	45	20	20	19