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, 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:

Chapter 10 Staffing Issues

Employees Assuming Agency Positions

These figures include new hires, promotions, transfers and classification upgrades for one-year period. Figures for 2018 are from October 1, 2017 through September 30, 2018.

Director, Deputy Director, Assistant Director, Division Administrator											
Director, Division Administrator		2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Budget Officer, IT Manager		0	0	0	0	0	0	1	5	0	0
Human Resources, Training Coordinator 0 1 0 0 0 0 1 0 1 0 1 0 1 0 Process Improvement Coordinator 0 2 1 1 0 0 0 0 1 0 1 1 0 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 1 1 1 0 0 0 1 1 1 1 1 1 0 0 0 1 1 1 1 1 1 0 0 0 1		4	0	0	0	1	5	0	4	0	1
Process Improvement Coordinator Image: Coordinate of the coord	Unit Supervisor	5	2	0	2	1	1	2	0	0	0
Federal Aid Administrator, Financial Assurance Coordinator, Accountant 0 2 1 1 0 0 0 1 1 1 Clerical/Accounting Clerk 9 3 5 0 2 4 4 4 1 3 Information Technology, Public Information, Research Analyst 3 0 1 0 0 0 0 0 0 0 2 0 2 1 0 Attorney I, II & III 0 1 0 0 0 0 2 0 2 1 0 Environmental Engineer 4 0 3 2 2 7 2 4 5 4 Compliance Specialist I & II 17 8 9 11 10 7 11 19 8 1 Geologist, Groundwater I & II 3 2 0 2 4 2 3 1 0 0 0 1	Human Resources, Training Coordinator	0	1	0	0	0	0	1	0	1	0
Assurance Coordinator, Accountant Clerical/Accounting Clerk 9 3 5 0 2 4 4 4 1 3 Information Technology, Public Information, Research Analyst Attorney I, II & III 0 1 0 0 0 0 0 0 2 1 0 Environmental Engineer 4 0 3 2 2 7 2 4 5 4 Compliance Specialist 0 0 0 0 0 1 1 0 0 0 1 1 0 0 1 1 0 0 0 1 1 0 0 1 1 0 0 0 1 1 0 0 0 1 1 0 0 0 1 1 0 0 0 1 1 0 0 0 1 1 0 0 0 1 1 0 0 0 1 1 0 0 0 1 1 0 0 0 1 1 0 0 0 1 1 0	Process Improvement Coordinator									1	0
Information Technology, Public Information, Research Analyst Attorney I, II & III O 1 0 0 0 0 0 2 0 2 1 0 2 1 0 0 0 0 0 0 0		0	2	1	1	0	0	0	1	1	1
Research Analyst 3 0 1 0 0 0 0 2 0 2 1 0 Attorney I, II & III 0 1 0 0 0 0 2 0 2 1 0 Environmental Engineer 4 0 3 2 2 7 2 4 5 4 Compliance Specialist 0 0 0 0 1 0 0 1 1 0 0 1 1 1 0 Programs Specialist I & II 17 8 9 11 10 7 11 19 8 1 Geologist, Groundwater I & II 3 2 0 2 4 2 3 1 0 0 Environmental Assistance Coordinator 0 0 1 1 1 0 0 0 0 1	Clerical/Accounting Clerk	9	3	5	0	2	4	4	4	1	3
Environmental Engineer 4 0 3 2 2 7 2 4 5 4 Compliance Specialist 0 0 0 0 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 1 1 0 0 0 0 0 1 1 0		3	0	1	0	0	0	0	0	2	0
Compliance Specialist 0 0 0 0 1 0 0 1 1 0 Programs Specialist I & II 17 8 9 11 10 7 11 19 8 1 Geologist, Groundwater I & II 3 2 0 2 4 2 3 1 0 0 Environmental Assistance Coordinator 0 0 1 1 1 0 0 0 1	Attorney I, II & III	0	1	0	0	0	2	0	2	1	0
Programs Specialist I & II 17 8 9 11 10 7 11 19 8 1 Geologist, Groundwater I & II 3 2 0 2 4 2 3 1 0 0 Environmental Assistance Coordinator 0 0 1 1 1 0 0 0 0 1	Environmental Engineer	4	0	3	2	2	7	2	4	5	4
Geologist, Groundwater I & II 3 2 0 2 4 2 3 1 0 0 Environmental Assistance Coordinator 0 0 1 1 1 0 0 0 1	Compliance Specialist	0	0	0	0	1	0	0	1	1	0
Environmental Assistance Coordinator 0 0 1 1 1 0 0 0 1	Programs Specialist I & II	17	8	9	11	10	7	11	19	8	11
	Geologist, Groundwater I & II	3	2	0	2	4	2	3	1	0	0
TOTALS 45 20 20 19 22 28 24 41 21 2	Environmental Assistance Coordinator	0	0	1	1	1	0	0	0	0	1
TOTALS 45 20 20 19 22 28 24 41 21 2											
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