

# CHAPTER 10:

## Staffing

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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.

<b>Employees Assuming Agency Positions</b>										
<i>These figures include new hires, promotions, transfers and classification upgrades. Figures for 2020 are from July 1, 2019, through June 30, 2020.</i>										
	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Director, Deputy Director, Assistant Director, Division Administrator	0	0	0	0	1	5	0	0	0	1
Section Supervisor, Records Manager Budget Officer, IT Manager, Energy Division Chief	0	0	1	5	0	4	0	1	2	5
Unit Supervisor	0	2	1	1	2	0	0	0	3	1
Human Resources, Training Coordinator	0	0	0	0	1	0	1	0	1	0
Process Improvement Coordinator							1	0	0	0
Federal Aid Administrator, Financial Assurance Coordinator, Accountant	1	1	0	0	0	1	1	1	0	0
Clerical/Accounting Clerk	5	0	2	4	4	4	1	3	2	3
Information Technology, Public Information, Research Analyst	1	0	0	0	0	0	2	0	2	2
Attorney I, II & III	0	0	0	2	0	2	1	0	0	1
Environmental Engineer	3	2	2	7	2	4	5	4	6	1
Compliance Specialist	0	0	1	0	0	1	1	0	0	3
Programs Specialist I & II	9	11	10	7	11	19	8	11	9	15
Geologist, Groundwater I & II	0	2	4	2	3	1	0	0	0	2
Environmental Assistance Coordinator	1	1	1	0	0	0	0	1	1	1
Energy Conservation Program Specialist										1
<b>TOTALS</b>	20	19	22	28	24	41	21	21	26	36