

CHAPTER 10:

Staffing

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. The agency offers training opportunities, tuition assistance and flexible and part-time remote work schedules.

NDEE monitors diversity to encourage the receipt of applications from qualified members of protected groups by seeking to recruit members of protected groups.

In 2021 the State of Nebraska classification system went through a consolidation process and eliminated some classifications and added others. The agency also merged with the Energy Office and acquired employees from Department of Health and Human Services. All these changes have changed the look of NDEE classifications. The report below is a comparison for the last 3 years, and it will continue to be updated to ultimately show trends over a 10-year period. The job classes below, as taken from the Department of Administrative Services pay plan, are summarized in the chart on the following page.

A = Administrative Professional Group - Is composed of professional employees with general business responsibilities, including Administrative Specialists, It Applications Developer, IT Business Systems Analyst, It Business Systems Coordinator, Statistical Analyst, Accountants, Federal Aid Administrators, and Marketing & Communication Specialists

E = Engineering, Science and Resources Group - Is composed of professional scientific occupations, including Environmental Specialists, Engineers, and Building Programs Specialists.

G = Management Non-Contract Group - Is composed of jobs performing senior policy making and higher level managerial/administrative functions essential to the overall mission of the agency, board, or commission. Job classifications in this series are comprised of Budget Officer, Attorney III's, Agency Legal Counsel, Environmental Managers, Deputy Director, and Emergency Response Coordinator.

K = Confidential Non-Contract Group - Is composed of specific positions at any occupational level which handle information or provide advice pertinent to the development, negotiation and/or interpretation/application of labor contracts, or issues related to such agreements, this

job services is composed of Training Coordinator, HR Specialist, Legislative Coordinator, Attorney I & II's, and Paralegals.

N = Non-Classified Service Group - Is used by agencies for positions not covered by the State Personnel Salary System.

S = Administrative Support - Is composed of clerical and administrative non-professional classes, including Office Specialist.

V = Supervisory Non-Contract Group - Is composed of employees who are supervisors as defined in Nebraska Revised Statutes, section 48-801, which includes IT Supervisor, Administrative Programs Officer, Human Resource Manager, Accounting and Finance Manager, Environmental Supervisors and Professional Engineer III.

X = Examining, Inspection and Licensing Group - Is composed of positions empowered to review certain public and business activities, including driver-licensing personnel, revenue agents, bank and insurance examiners who remain in the State Personnel system under sections 8-105 and 44-119, which include Environmental Health Scientists & Health Food Service Evaluation Officer.

Employees Assuming Agency Positions			
These figures include new hires, promotions, transfers, and classification up-grades. Figures for are from July 1st through June 30th of the designated year.			
	2022	2023	2024
Administrative Professional Group (A)	10	12	16
Engineering, Science and Resource Group (E)	43	51	50
Management Non-Contract Group (G)	2	2	1
Confidential Group (K)	3	3	0
Non-Classified Service Group (N)	0	0	1
Administrative Support Group (S)	3	6	5
Supervisory Non-Contract Group (V)	8	10	6
Examining & Inspection Licensing Group (X)	0	4	0