

**COMPLETE**

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Page 2: About Agencies Scheduled for Study

Q1

Please share any comments, suggestions or concerns you may have about these agencies. Please note your responses will be posted online and may be included in a Committee report.

Natural Resources, Department of

The technical staff of the Department of Natural Resources do an exceptional job of managing natural resources and public access with limited financial resources. These are incredibly dedicated individuals who always strive to do the right thing, keeping the conservation and wise use of our natural resources in the forefront. However, loyalty and dedication to mission only go so far when lower levels of technical staff, who do the lion's share of on-the-ground work often under stressful, dangerous and uncomfortable conditions, are paid wages at or near the poverty line. Many of these employees are forced to take on second jobs to make ends meet, and despite dedication to the Agency and its mission, many are forced to leave the Agency to pursue better opportunities. The resulting turnover increases staff time spent on filling vacancies and providing training for new employees and disrupts continuity of work on critical projects. Other challenges to mission efficiency include inefficient purchasing procedures which result in unnecessary delays in delivery of products and/or services. In some cases, time lags between the time of bid solicitations and bid awards is so great the vendors are no longer willing to honor their original bids. Procurement staff in some cases question product specifications provided by experienced technical staff, again resulting in unnecessary delays. Support services in general are lacking, which causes frustration and morale issues on the part of staff in other Divisions and subdivisions within the Agency. Even when processes are handled in an expedient manner internally, there are many bureaucratic delays which

prohibit timely and efficient delivery of major projects. These delays increase costs, delay or prevent public access in some cases, and increase frustration levels among staff. Funding within the Agency is apportioned equitably among the various program areas. Some program areas continue to receive additional funding from the Legislature and other outside sources while other programs, often within the same Division, are on life support. Director Taylor truly cares about the natural resources of the state and the employees of DNR. He has been instrumental in encouraging and implementing salary adjustments and compensation plans across many of the Divisions within the Agency. With the exception of starting salaries for entry-level technical staff, the Agency has made significant progress at improving salaries.

Page 3: There are three questions seeking general information.

Q2 What is your age?	Respondent skipped this question
Q3 Which best describes your current role?	Respondent skipped this question
Q4 In which county do you live?	Respondent skipped this question