

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 DNR Director shows definite favoritism to the Law Enforcement Division and little concern or support for other programs. He listens primarily to Law Enforcement staff and looks to them for advice and direction even when the issue is totally outside their realm of expertise or understanding. He seems not to trust the expertise of his own staff except for LE. Further, he allows the HR Director to blatantly discriminate against supervisors that she does not like. She holds positions for “unfavorable programs” for up to a year and requires supervisors to jump through unnecessary hiring hoops that are not required of the favored programs. She questions staff’s technical decisions in evaluating an applicant’s qualifications when she has absolutely no knowledge or understanding of the expertise required to successfully achieve job objectives. She openly bragged to some staff about her special relationship to the Director essentially challenging anyone who would dare question her or complain to the Executive office. Current and former HR staff strive to help everyone but their efforts are thwarted by the HR Director. Two senior executive staff were directly asked why they did not complain to the Director and challenge such behavior for the good of their Programs and both said that she seemed to have the Director’s “ear” and they were concerned about further retaliation against their programs. She even managed to convince the Director to give her an unbelievable 30% raise at a time when other programs were told to cut back on spending and staffing or whose urgent staffing needs were dismissed. While other staff positions waited for extended periods of time and even lost highly qualified candidates who got tired of waiting on the DNR and took other positions, HR and LE positions are filled as quickly as possible. This clearly is a dysfunctional way to run an agency. Morale at the DNR is at a low point. Staff are leaving at a tremendous rate especially in the OSS Division which also has huge management issues. The Deputy Director for OSS ignores problems and blames staff for issues for which they have no control but that he could eliminate by being proactive and decisive. There needs to be a thorough assessment of the leadership in this agency including the unequal treatment of staff and programs by HR. The Legislative Oversight Committee should interview current and former staff especially in HR and OSS and investigate the hiring and operational practices implemented by the leadership of the DNR. I am confident that HR staff will substantiate this pattern of behavior if they are assured anonymity and protections against retaliation. It is a terrible shame what a disgusting rat hole this once honorable agency has been driven down by the current leadership.

Q2 What is your age?	Prefer not to answer
Q3 Which best describes your current role?	State employee
Q4 In which county do you live?	Respondent skipped this question