

STATE OF NEBRASKA



DEPARTMENT OF NATURAL RESOURCES
Roger K. Patterson
Director

March 6, 2003

IN REPLY REFER TO:

Mike Johanns
Governor

Mike McCrory
Director, Division of Personnel
State of Nebraska

Dear Mike,

The States of Nebraska, Kansas, Colorado and the U.S. Department of Interior recently signed a settlement of the interstate litigation before the U.S. Supreme Court on the Republican River. Implementation poses significant new challenges to the State. Implementation will require the collection, organization and analysis of large amounts of surface and ground water data and the development and use of a surface/ground water model that will be used to develop, for the first time in Nebraska, integrated surface and ground water management plans. These data will be used by the Compact members to allocate the water supplies of the Republican River basin among the three Compact states. The data will be collected by both DNR and the Natural Resources Districts in the basin. The consequences to Nebraska of poor data collection and analysis could be huge.

The Department is now putting together an implementation team to implement the provisions of the settlement. We recently established a new position NRS IV (pay grade 16) that would be the lead for the Department on these data collection and analysis activities. This employee needs to be knowledgeable in water administration and permitting activities as well as GIS mapping and data management. This person must work well with people because his position is responsible for overseeing the data collection of the NRDs and insuring the accuracy of the data. This person will then oversee the development of the database and analytical tools necessary to provide the information needed by the Compact administration.

We recently established a position of Natural Resources Specialist IV (pay grade 16) whose responsibility will be supervision and coordination of activities relating to meeting the provisions of the Republican River Settlement with the States of Kansas and Colorado. We have advertised internally for applicants for this position and received two applications. After interviewing the two candidates we want to offer the position to one of the candidates. He is currently classified as an IT Infrastructure Support Analyst/Senior (pay grade 16), with a monthly salary of \$4,052. We feel that this candidate is extremely well qualified and feel that we need to offer him some financial incentive to take this position. While it is a lateral transfer it does involve added responsibilities of personnel supervision, supervision of other employee's work, meeting and

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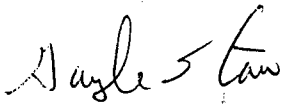
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negotiating with representatives from Kansas, Colorado and the federal government, and working with local units of government and irrigators in that area of the state. In brief, the technical duties of this position are similar to the candidates previous duties, but the higher profile of the position and nature of the consequences of error increase the level of responsibilities involved with the new position..

In terms of pay equity and pay comparison issues the Department has only one other employee classified as a Natural Resources Specialist IV and his monthly salary is \$5,128. We do have eight employees classified as Natural Resources Specialists III (pay grade 14) whose monthly salary's averages \$4,114 and ranges from \$3,353 to \$4,764. These employees have a varying range of experience with the higher paid individuals generally being longer term employees. The employee we would like to offer this position to is also a long term employee (16 years) and an excellent employee (he was our agency employee of the year in 2002).

For all of these reasons we would request your approval to offer a monthly salary of \$4,250. Should you have questions please call on me, Ann Bleed or Gayle Starr.

Sincerely,



for Roger K. Patterson
Director

pjb