



Resolution 24-02

Resolution type: National Directive

Resolution for NACD to Encourage NRCS to Return Some Hiring Responsibilities Back to Individual States

Submitted by: McCone Conservation District

Passed at Area 1 Meeting on 10/1/2024

1. BACKGROUND DESCRIBING ISSUE *

- McCone CD has seen challenges in finding and hiring NRCS staff, including whether positions are internal or external.
- McCone's understanding is that the Business Center has a significant workload, which can make it difficult to move through hiring processes quickly.
- Local CD staff see state NRCS staff wanting to move things forward, but they are not able to do so because some of the process is outside of NRCS district or state level authority.

2. ACTUAL RESOLUTION TO BE INCLUDED IN NACD POLICY BOOK IF ADOPTED *

- NRCS should return some hiring responsibilities from the Business Center back to the states.
- NRCS should decentralize human resources to empower NRCS State Offices to determine staffing requirements for in-state staff, within existing federal guidelines and required qualifications.

3. SPONSOR(S) ACTIONS TO DATE *

McCone Conservation District has had conversations with the MT NRCS Supervisory District Conservationist in our area and the MT NRCS State Conservationist, specifically regarding the hiring concerns of McCone CD.

4. HOW WILL YOUR DISTRICT CONTINUE TO SUPPORT, BE INVOLVED WITH, AND TRACK THIS RESOLUTION AFTER IT GOES TO NACD? *

McCone CD will continue to support and be involved with this resolution by contacting NACD board members and other Conservation Districts across MT and the U.S. to express our concerns and gather support. McCone CD will also track this resolution with NACD through the proper channels set up to do so.

5. ARE THERE ANY EXISTING MACD POLICIES THAT THIS WOULD IMPACT OR INTERACT WITH?*

No

6. ARE THERE ANY EXISTING NACD POLICIES THAT THIS WOULD IMPACT OR INTERACT WITH? *

None directly related to this.

7. HOW WOULD THIS POLICY IMPACT NACD? *

This will require staff time to work with NRCS national leadership.

8. IF APPROPRIATE, POTENTIAL FISCAL IMPACT ON THE FEDERAL BUDGET *

This is uncertain. Changing some NRCS operations and moving around staff capacity could have temporary, increased costs. However, we think that returning some hiring responsibilities from the Business Center back to the states could lead to efficiencies.

9. MEETING AND DATE ADOPTED BY SPONSORING ENTITY *

McCone CD - September 4, 2024

AUTHORIZED SIGNATURE(S) AND TITLE(S) *

Steve Wanderaas

Vice Chairman, McCone Conservation District

9/4/2024

(See original PDF submission for official signature)