**RESOLUTION 2024 - 10**

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| **RESOLUTION TITLE:** Salary for NRCS engineers |

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| **SPONSORING CDs (or entities):** Whitman Conservation District |

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| **AREA:** 🞏 Northwest 🞏 Southwest 🞏 North Central 🞏 South Central 🞏 Northeast ⌧ Southeast |

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| **RESOLUTION TYPE:**  ⌧ **Policy** (setting a new or amended internal policy directive)  🞏 **Position Statement** (declaring an official WACD position)  🞏 **Recognition** (recognizing an entity for notable contributions)  🞏 **Study** (identifying research or investigation deemed necessary by WACD members) |

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| **RESOLUTION ACTION AGENCY** (check any option that applies):  ⌧ **WACD**  **🞏 WSCC**  **🞏 OTHER STATE AGENCY \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**  ⌧ **NRCS**  **🞏 NACD (See Page 2)**  **🞏 NON-STATE/FEDERAL PARTNER \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_** |

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| **TYPE OF TEXT OF RESOLUTION** (check all boxes that apply):  🞏 **Technical change**  ⌧ **Substantive change to existing policy**.  🞏 **New policy**. |

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| **BACKGROUND DESCRIBING THE ISSUE/PROBLEM STATEMENT:**  The current landscape in our engineering sector presents a challenging dilemma: while colleges are successfully graduating skilled engineers, many are leaving their positions for the allure of higher salaries in the private industry. This trend not only affects the engineers themselves but also has significant repercussions for producers who rely on their expertise.  Many areas are finding it increasingly difficult to maintain a full-time engineering presence on staff. This lack of dedicated engineers hinders producers, who often struggle to access the correct technical advice necessary for their operations. As a result, producers are frequently left with unexperienced personnel who lack the technical know-how to meet their needs effectively. This gap in expertise can lead to inefficient practices, increased costs, and ultimately, a decline in productivity.  The Natural Resources Conservation Service (NRCS) is feeling the strain of this situation. With a limited number of engineers and an overwhelming demand for their services, the NRCS is stretched too thin. The need for more funding has never been more urgent. To attract and retain qualified engineers, the organization must offer competitive salaries that reflect the market standards.  By increasing the salaries of NRCS engineers, we can create an environment where these professionals are motivated to stay and grow within the organization rather than seeking opportunities elsewhere. Retaining experienced engineers will not only improve the quality of technical advice available to producers but will also foster a more knowledgeable workforce within the NRCS itself.  In summary, investing in the salaries of NRCS engineers is not just a matter of employee retention; it is crucial for the sustainability and efficiency of our agricultural systems. By doing so, we can ensure that producers receive the high-quality technical assistance they need, ultimately benefiting the entire sector. |

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| **PROPOSED RESOLUTION LANGUAGE:**  The Natural Resources Conservation Service (NRCS) shall prioritize the allocation of funds to increase the salaries of its engineering staff in order to enhance retention rates and attract experienced professionals. This investment is essential to ensure that producers have access to qualified technical advice, thereby improving operational efficiency and productivity within the agricultural sector. By providing competitive salaries, we can cultivate a skilled workforce that is committed to serving the needs of producers, ultimately fostering a sustainable and thriving agricultural community. |

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| **IS THERE A WACD FINANCIAL IMPLICATION TO IMPLEMENT THE POLICY? (Funding required, staff time, etc.)**  ⌧ **NO**  🞏 **YES** (briefly explain to the best of your ability): |