

Employee of Year quick learner

By Tom Aluise

You could say Rob Pichardo stepped into a hornets' nest when he took over as legal counsel for the DEP's Office of Oil and Gas.

It was August 2011 and the DEP had just promulgated an Emergency Rule to better regulate a rapidly evolving drilling industry. Four months later, just as Pichardo was getting his bearings in his new role, state lawmakers passed the Natural Gas Horizontal Well Control Act.



DEP attorney Rob Pichardo, left, accepts his Employee of the Year check from Cabinet Secretary Randy Huffman.

Pichardo had to learn — and learn fast. He was bombarded by new issues to decipher, as well as requests from operators, attorneys and surface owners for interpretations of the

“I couldn't have asked for someone more willing to take on anything we needed ...”

James Martin

OOG chief on Employee of the Year, Rob Pichardo

industry's new regulations.

The young attorney truly learned on the run,

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Future DEP staffer in the mix ?

Tom Satterfield and Roger Wolfe, from the Division of Mining and Reclamation's Logan office, recently accompanied about 90 grade schoolers from Wharton Elementary in Boone County on a field trip to Chief Logan State Park.

Above, students listen with rapt attention as Satterfield talks about the health of a stream running through the park.

“We talked about pollution and

how it can have an impact on the stream,” Satterfield said.

The kids also learned about the types of bugs in the stream and how scientists use those insects to help determine the health of the creek.

“We explained that some organisms are more sensitive than others to pollution,” Satterfield said.

“We collected some bugs and let the kids see all the critters in there. It was fun.”

New chief ready for another challenge

By Colleen O'Neill

Home is where the heart is. And for Melinda Campbell, her heart is at the Department of Environmental Protection.

“At Sandy Kee's

retirement party, I was still fighting the pull of the DEP,” said Campbell, who recently



Campbell

returned to the agency as chief of Administration, replacing June Casto, who retired last month. Campbell left the DEP close to a year ago to work for the state Division of Personnel.

“My husband, who works at DEP, forwarded me both

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Jamie Chambers, the DEP's new internal auditor, said her past experience as a Legislative auditor will serve her well in her current position.

DEP internal auditor remains a team player

By Colleen O'Neill

Jamie Chambers, the DEP's new internal auditor, has a message for her fellow employees:

She's not out to get you. "Hopefully, I can help disprove some of the negative thoughts and feelings toward auditors," said Chambers, who's worked on the fiscal side of DEP almost four years and is a former state legislative auditor. "I hope that if you talk to anyone I have worked with, they will tell you that I would do anything I could to help the agency and others with their jobs."

The DEP has been without an internal auditor for

several years. The Legislative Post Audit Division recently recommended the position be filled again.

"The goal of an internal audit is to provide assurance that our internal controls are working and, if not, identify areas where internal control could be improved," Chambers said. "An internal auditor provides consistent oversight for the agency to help ensure problems don't creep up. When weaknesses are discovered, we can work together to come up with ideas on how to fix issues so it does not become a finding during an external audit, or even a bigger problem."

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EMPLOYEE

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through a very limited transition period and during a crucial time in the regulatory development of an emerging industry.

For his efforts, Pichardo was recognized as the DEP's Employee of the Year during last month's Employee Appreciation Picnic. He received a \$1,500 check from Cabinet Secretary Randy Huffman.

"It is a great honor to be recognized by your peers, but for me, it is an even greater feeling to work with such committed individuals in the Office of Legal Services and OOG," said Pichardo, a Boone County native who joined the agency in June 2010.

"Working with such professionals truly makes this career a pleasure."

OOG Chief James Martin said Pichardo has been a tremendous asset to his office.

"As we have been challenged with the workload presented to us due to the industry activity, particularly in regard to the regulatory framework we have been working in and transitioning to, Rob has been invaluable," Martin said.

"I couldn't have asked for someone more willing to take on anything we needed assistance with. His recognition as Employee of the Year was very well deserved."

New basin coordinator knows needs

By Stephanie Ferrell

The Division of Water and Waste Management's Nonpoint Source Program has added Martin Christ as its Northern Basin coordinator.

Christ will work out of the Fairmont office to implement water quality

improvement projects in accordance with TMDLs and to assist watershed associations through the Stream Partners Program. Christ previously worked for the Friends of Deckers Creek, where he managed stream restoration projects and

tracked water quality improvements as the Water Remediation director for two years.

He also coordinated fundraising, outreach and remediation projects as the executive director for five years.


Prior to his watershed work, Christ spent six years as a postdoctoral fellow with West Virginia University and conducted research on water quality, soil, vegetation and ecosystems.

The involvement in developing and



Martin Christ is the DEP's new Northern Basin coordinator.

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Earl Ray Tomblin
Governor

Randy Huffman
Cabinet Secretary

Kathy Cosco
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Secretary Randy Huffman takes a break for some corn hole competition.

Appreciation Day

The Department of Environmental Protection hosted its annual Employee Appreciation Day gathering in October at Little Creek Park in South Charleston.

During the event, employees were honored for their years of service and the DEP's Employee of the Year was named.

■ Years of service photos, page 4



David Kersey and Judy Smith have everyone's attention during bingo. More than 40 prizes were given out to winners.



From left, Chris Kyle, Mark Collins, Jon Bosley and Pat Campbell enjoy the day.

Calendar cover winner picked

A picture of cherry blossoms on a foggy Jefferson County morning is the grand prize winner in this year's Operation Wildflower "Roadsides in Bloom" calendar photo contest.

The photo, taken on Child's Run Road by David Arroniz, of Kearneysville, will be displayed on the cover of the 2013 "Roadsides in Bloom" calendar.

The free calendar is sponsored by the DEP and state Department of Transportation.

It includes the 13 best photos, as



This photo will appear on the 2013 calendar cover.

judged by state officials.

In addition to the grand prize cover winner, 12 winning photos were selected to represent the

months of the year.

To order a calendar please go to: <http://www.dep.wv.gov/dlr/reap/ow/>. You can also order by email at: dep.aah@wv.gov.

Front desk role good preparation for dealing with FOIAs

By Colleen O'Neill

Parceling out Freedom of Information Act requests to appropriate DEP staff is not an entirely foreign concept to Sarah Alford.

She performed a similar task with incoming phone calls while working as one of the agency's receptionists in the lobby of DEP headquarters.

And that job proved to be a perfect segue for Alford into her current position in the Public Information Office. The Lincoln County resident recently joined the PIO staff as an office assistant and will work primarily processing FOIA requests. Knowing the right people in the agency — the ones with the information being requested — to send a FOIA request to is the first rule of thumb for Alford's new position.

Her time on the front desk is certainly helping her in that area.

"Her knowledge of the agency is a great asset to processing citizens' requests," said Annette Hoskins, PIO office manager.

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Sarah Alford's time spent working as a DEP receptionist has provided a familiarity with the agency that will benefit her in her new job.

Honoring years of service

Every year, Cabinet Secretary Randy Huffman is photographed with DEP staffers who reach milestones in five-year increments.

5 years



25 years



10 years



30 years



15 years



35 years



20 years



Who they are ...

5 years: (L to R) Danny Haught, Annette Hoskins, John Lockhart, David Wagner, Chuck Scruggs, Jonathan Neal.

10 years: Ben Lowman, Michelle Brenner, Jennifer Hollars, Travis Parsons, Marcy Holstein, Kevin Seagle, Jennifer Rice, Neta Wadhwa.

15 years: Joe Kessler, Bobbie Scroggie, Jennifer Paxton, John Wirts.

20 years: Butch Borth, David Byrd, Doug Casto, Lisa Nelson, Rick Pino, Ann Baker, Jim McFarland, Mark Priddy, Cathy Mullins, George Dasher, Barry Curry, Jim Mason.

25 years: Sandy Duncan, Stephanie Hammonds, Mike Young.

30 years: Michelle Sturey, Connie Bledsoe.

35 years: Jackie Taylor, Brian Long, Linda Grbac, Diana Haid, Judy Smith.

Years of Service complete list Page 5



Photo by Lisa McClung

Permit staff Laura Cooper, Steve Young, Laura Adkins and Gene Smith maximized their time in a converted conference room.

Room for success

Move to makeshift permit review room yields positive results for OOG

By Tom Aluise

The Office of Oil and Gas permit review team has taken some steps downward, in a very literal sense — back to its regular second-floor offices at DEP headquarters.

Figuratively speaking, though, the team moved way up in production levels as a result of its relocation this past spring to the third floor Sugar Maple conference room.

On May 15, the Sugar Maple became the permit staff's new home in its effort to decrease the number of pending horizontal well permit applications and reduce the amount of review

time. Both had increased as a result of the drilling industry's rush to profit from Marcellus Shale natural gas and the uncertainties surrounding new regulations put in place by the Legislature.

By moving into the converted conference room, reviewers were able to avoid the OOG's daily distractions that took away from their chief task — poring over permit applications.

The success of the strategy is in the numbers. From May through the first of November, when OOG staff cleared out of the Sugar Maple room, nearly 400 horizontal permits were issued. Moreover, the average review time for a horizontal well application that fell under the guidelines of the new legislation passed in December, went from 114 days in May to 74 in October.

Permit reviewer Laura Adkins said those numbers wouldn't have been possible without



OOG permit review team. Front row: Laura Cooper, Laura Adkins. Back row: Steve Young, Gene Smith and Jeff McLaughlin.

concentrating efforts in a single-room setting that kept the staff in close quarters and away from the

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Years of Service recognition

Five years

Tatum Adkins, Dan Aucremanne, Kristin Boggs, Ashley LeMasters, Cindy Cross, Matt Dillon, John Dornblazer, David Gilbert, Danny Haight, Chris Hayner, Annette Hoskins, Matt Kemper, John Lockhart, Scott McElwayne, Jonathan Neal, David Nesbitt, Patty Perrine, Chuck Scruggs, Matt Smith, David Wagner, Ed Wisner.

10 years

Jeremy Bandy, Brad Blaine, Michelle Brenner, John Dempsey, Jennifer Hollars, Marcy Holstein, Dawn Jones, Christina Larue, Ben Lowman, Kathy

Lucas, Tom McCarthy, Jeff McCauley, Mike McDaniell, Travis Parsons, Kirk Powroznik, Jim Ratcliff, Jennifer Rice, Jerry Righman, Kevin Seagle, Louis Spatafore, Kim Stemple, Sherry Thaxton, Malinda Toney, Netar Wadhwa, Roger Wolfe, Josh Woody.

15 years

David Belcher, Donna Betonte, Betty Cinalli, Allen Dean, Joe Kessler, Mike Kolb, Jennifer Paxton, Steve Pursley, Bobbie Scroggie, Mark Slusarski, Marcus Soulsby, Sam Stalaker, Brian Tephabock, Aaron Thompson, John Wirts.

20 years

Greg Adolfson, Ann Baker, Butch Borth, David Byrd, Doug Casto, Larry Cook, Pam Corley, Barry Curry, David Dancy, George Dasher, Fred Durham, Bhupinder Gill, Mike Gillum, Greg Keys, Patty Keys, Phyllis Manning, Jim Mason, Jim McFarland, Bev McKeone, Cathy Mullins, Lisa Nelson, Rick Pino, Carla Poling, Mark Priddy, Mark Rudolph, John Scott, Everett Starcher, Delores Thompson, Tom Wood.

25 years

Bryan Arthur, Sandy Duncan, Jim Gaston, David Gay, Stephanie Hammonds,

John Knopp, David Long, William Pack, Jim Pierce, Wilbur Snider, Jim Stevens, John Szasz, Ed Toler, Mike Young.

30 years

Connie Bledsoe, Dwayne Bolyard, Mark Church, Rick Doneghy, Ken Ellison, John Harman, Dave Montali, Tonya Phillips, John Rogers, Michelle Sturey, William Thomason, Deborah West.

35 years

Brad Duffield, Linda Grbac, Diana Haid, Phyllis Jeffrey, Brian Long, Gerald Morton, Joel Reppy, Judy Smith, Jackie Taylor.

Workshop focuses on effective message

By Tom Aluise

Effective communication with the public is a key component of West Virginia’s Municipal Separate Storm Sewer System (MS4) permit.

“Regulated MS4 communities are required to educate citizens about the impacts of polluted runoff and steps they can take to reduce or prevent pollution,” said Sherry Wilkins, who oversees the state MS4 program for the Department of Environmental Protection.

“Poor and ineffective communication does very little to improve the health of our waters,” Wilkins said. “However, if MS4 officials can reach families with an effective message about ways to reduce polluted runoff, the health of our waters will improve.”

Finding the right communication tools and understanding the correct ways to use those tools to best reach the state’s citizens were among the goals of a two-day workshop sponsored by the DEP last month in Huntington.

Tailored to communities that are regulated under the state MS4 permit, the training was conducted by Eric Eckl, president of Water Words That Work. Eckl is a nationally known expert on successfully conveying environmental messages.

Close to 50 people representing MS4 communities from around the state attended the free workshop at the Big Sandy Superstore Arena Conference Center.

Wilkins said the event was a success.

“The training was all about utilizing proven methods to reach citizens and their families in a way they can understand and take action,” she said. “The trainer, Eric Eckl, kept the sessions lively and engaged the audience in every learning session. It was a fun and entertaining way to learn new methods of environmental communication.”

Among the topics Eckl covered were selecting the right tools for your target audience; tips for how to get graphic designers, copywriters and other creative professionals to produce messages that have the style you want; and understanding what motivates citizens to take



Top: Eric Eckl, president of Water Words That Work, tells MS4 permittees how to best communicate with the public about pollution prevention. Bottom: Workshop participants included John King, far left, from the DEP’s Environmental Advocate office.

action.

Jeff Wilkerson, from the city of Martinsburg, said lessons learned at the workshop made the long drive to Huntington well worth it.

“It was a great event,” Wilkerson said. “It was more informational than I expected it would be and I will definitely start using some of the tips Eric explained to us. The word list he provided to better communicate with the public, and the fact that we should use more pictures and less text was great information for future stormwater materials.”

For Kara Van Pelt, who just recently joined the Beckley Sanitary Board as its Education and Communication Coordinator, the workshop came at a perfect time.

“The Water Words That Work series hit close to home for me, since I am just beginning to build my own foundation and knowledge in the industry,” Van Pelt said. “His training helped me consider aspects of the message I may have overlooked and taught the importance of the language I use in my communications.

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FOIA

Continued from Page 3

“I was the receptionist for almost a year,” Alford said. “Simply by transferring phone calls or directing visitors to the appropriate office or person, I was able to familiarize myself with the duties and those who performed them.

“It was crazy sometimes, but I really loved the people and enjoyed learning.”

Hoskins, who has been handling the extra duty of processing about 135 FOIA requests per month for the agency the past 3 ½ years, posted the job of FOIA coordinator twice. The first posting did not yield a candidate.

The second time was a different story.

“I received seven applications and found the task of choosing one candidate to be very challenging,” Hoskins said.

Alford’s knowledge of the agency and its employees separated her from the pack, Hoskins said.

“Sarah is customer service oriented, courteous and respectful,” Hoskins said. “Her eagerness to learn will lead to knowing the FOIA procedure, policy and law in a short period of time. Sarah’s willingness to assist will guarantee that the requesters will be helped in a professional and timely manner.”

SUCCESS

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hubbub of the second floor. Additions to the permit review staff also helped, she said.

“There’s something constantly going on down here (second floor),” Adkins said. “There was no way we could have made the same progress down here — even with the additional staff.”

The OOG permitting team includes Adkins, Jeff McLaughlin, Laura Cooper, Steve Young, and program head and Assistant OOG Chief (permitting) Gene Smith.

“Each person in that group handled the situation admirably and worked very well together,” said OOG Chief James Martin.

“Likewise, those office staff outside that group played a major role in our overall success. If not for them taking on additional duties, this approach would not have worked. It was very much a team effort.”

September Employee of the Month



Dee Smith, DAQ — Charleston

For the past seven years, Smith has taken the lead on developing and publishing the Division of Air Quality’s annual report.

She has voluntarily taken special training to learn publishing software and has persevered through many of its eccentricities.

Smith has also exercised her creativity by taking it upon herself to produce the DAQ’s annual Dry Cleaner Compliance Calendar. The calendar has been a convenient compliance assistance tool that has been hailed by industry and enforcement staff alike. Smith also participates in many public outreach events and is a very active, enthusiastic promoter of the agency.

October Employee of the Month



Laura Adkins, OOG — Charleston

Adkins is often described as an extremely knowledgeable, professional, and dedicated employee. She works endlessly to ensure the customers’ needs are met.

Adkins is responsible for the technical review of all oil and gas well work applications, a task that has taken on much more demanding time commitments because of Marcellus Shale drilling. She ensures compliance with rules and regulations to determine whether the application will be approved or denied.

In addition, she works with industry, explaining regulatory issues and policy.

She puts in long hours to ensure permits are processed timely, while maintaining a positive and cooperative attitude to the public.

AUDITOR

Continued from Page 2

“Effective internal controls lead to organizational efficiencies and reduced costs associated with reporting because problems are identified and addressed in a timely proactive manner, rather than a reactive manner.”

Chambers said having an internal auditor is like having a fresh set of eyes pouring over information you have looked at hundreds of times.

“Sometimes when people are trained in a process,” Chambers said, “they are taught to do it based on ‘the way it has always been done.’ It may get the job done, but there may be another way to do it, too. Since an internal auditor is not involved in the day-to-day activity, they can take a more objective look at the task and determine where potential problems could occur and what types of improvements may exist.”

Chambers, who holds a bachelor’s degree in business administration, said her experience as an auditor for the state will serve her well in her new role at the DEP. So will her time already spent in the agency.

“Before coming to DEP, I worked for the Legislative Post Audit Division (or Legislative Auditor) for almost four years,” Chambers said. “When I left, I was an Auditor-In-Charge. My background helps me understand what the auditors are looking for and why. My time at DEP has allowed me to learn about part of the agency and some of the people who work here.”

Chambers hopes her new position will help the DEP achieve its goal of taking care of the environment, while being careful with the public’s money.

“It is better to find the problem and correct it internally than it hitting the newspaper,” she said. “Let’s keep the news headlines for our accomplishments.”

New Additions Recent DEP hires

- ▶ Chad Bailey, Administration
- ▶ Scott Buchanan, DWWM
- ▶ Martin Christ, DWWM
- ▶ Donald Crace, DMR
- ▶ Alyssa Hughes, DMR
- ▶ Carl McCune, OOG
- ▶ Christina Richmond, DWWM
- ▶ Martha White, Administration
- ▶ Tracy Winders, DMR

Youth conference reaches goal

By Colleen O'Neill

This year's Youth Environmental Conference fulfilled an admirable goal set by Diana Haid, director of the DEP's Youth Environmental Program.

The conference was conducted at Hawk's Nest State Park in Ansted on Oct. 12-14.

Approximately 55 people, including 30 young adults, attended the conference.

"I started rotating the Youth Environmental Conference to West Virginia's state parks that have lodging and conference facilities, starting in 2004 with Canaan Valley," Haid said. "I set a goal to have the conference at as many state parks as possible."

After Canaan, the conference went to Pipestem, Blackwater Falls, Chief Logan, North Bend, Cacapon and Twin Falls state parks.

"This year's conference at Hawk's Nest State Park accomplished that goal of visiting all the parks in the state system that can accommodate our



DEP staffers Jennifer Garlesky (left) and Lisa Facemyer accompanied Youth Environmental Conference attendees to the Canyon Rim Visitors Center in Fayette County.

conference needs," Haid said. "In 2007, I deviated from the goal a little and scheduled the conference at the Marriott Hotel in Charleston.

"There are no state parks with lodging facilities close by. The capital city is an important part of the state and I wanted the conference participants to see and experience the city."

Almost every conference participant attends on scholarship funds from the Youth Environmental Program. Funding to the program comes from county solid waste authorities, banks,

organizations, oil and gas producers and others.

"As such, I wanted the conference location for 2013 to be in the middle part of the state," Haid said.

The closest state park, Stonewall Resort, proved to be too expensive.

"I don't believe I would be able to secure enough contributions to provide very many scholarships if the conference were held at Stonewall, so I have it scheduled at the Days Hotel in Flatwoods for Oct. 4-6."

The annual Youth Environmental Conference is for young

adults, ages 13 to 18, who belong to a youth group that is a member of the Youth Environmental Program.

The weekend is fast-paced with many learning opportunities that involve presentations, crafts, and games.

The Saturday of the conference is a day of field trips, culminating in group fun, with such activities as a dance, a movie, or board games.

"This year, our field trips included a visit to the New River Gorge Canyon Rim Visitor Center and bridge overlook, then to Adventures on the Gorge Aerial Adventure Park for a Timber Trek, which is varying skill levels of zip lines, ropes, ladders and tunnels, all suspended in the trees," Haid said. "It was awesome just watching the participants experience the fun of this activity."

For more information about the Youth Environmental Program, please go to: <http://www.dep.wv.gov/pio/YEP/Pages/default.aspx>, or contact Haid at 304-926-0499, ext. 1114.

DEP Safety Committee Corner

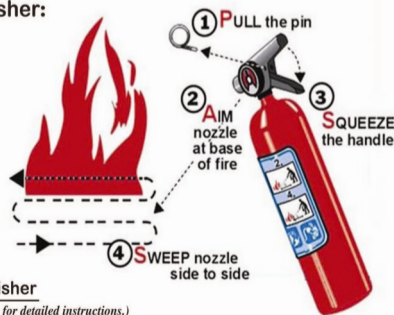
Types of Fires:

Fire Class	Geometric Symbol	Symbol	Pictogram description	Pictogram	Intended Use
A	Green Triangle	A	Garbage can and wood pile burning		Wood, paper cloth, trash and other ordinary solid combustible materials
B	Red Square	B	Fuel container and burning puddle		Gasoline, oil, paint and other flammable liquids or gases
C	Blue Circle	C	Electric plug and burning outlet		May be used on fires involving energized (live) electrical equipment
D	Yellow Star	D	Burning Gear and Bearing		Combustible metals and Combustible metal alloys (Labs & Industrial settings)
K	Black Hexagon	K	Pan burning		Cooking media (Vegetable or animal oils and fats) in kitchens and restaurants

To operate an extinguisher:

Pull
Aim
Squeeze
Sweep

Know your extinguisher
Use the correct extinguisher
(Check your own extinguisher's label for detailed instructions.)



I&E Training

The DEP's Division of Mining and Reclamation conducted its annual Inspection and Enforcement Training this year at Pipestem Resort.

Close to 100 DMR staffers participated in the three-day training, which serves as a refresher for mining inspectors and brings together the different inspection regions of the state to discuss issues.

Pictured above is a certification exercise (as-built vs. design on the dam) at the Pipestem dam.

New HR manager well-rounded

By Colleen O'Neill

Chad Bailey has extensive experience in Human Resources management.

And that should be enough to make the transition smooth into his first state government job.

"I have Human Resources experience in various settings — retail, health care, and now government," Bailey said. "I have found that Human Resources issues are relatively the same across industries."

Bailey recently took over as the Department of Environmental Protection's Human Resources manager, succeeding Sandy Kee.

His previous post was with HealthSouth Rehabilitation Hospital of Huntington, where Bailey served as the director of Human Resources.

As a one-man show, he didn't have office cohorts to share his workload. Consequently, most of Bailey's time was spent doing paperwork and dealing with other time-consuming details.

"I was chair of the Hospital Diversity Committee, but instead of focusing more time on the important issues, I had lots of paperwork to deal with," Bailey said. "I am looking forward to



The Department of Environmental Protection's new Human Resources Manager, Chad Bailey, is a former head of HR at a Huntington rehabilitation hospital.

working with an office."

The HR office touches every program at the DEP and has many of the same personnel issues other industries deal with.

"When I worked at HealthSouth, my responsibilities were all functions of HR within the hospital," Bailey said. "Some of those responsibilities were the hiring process, employee benefits, employee relations, employee retention, employee engagement,

policy interpretation/implementation, supervisory training, and conducting investigations."

Bailey has a degree in psychology and his interest in human resources was piqued by an industrial psychology class in college.

"Industrial and organizational psychology is the scientific study

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Fall AAH cleanup covers 1,200 miles of state roadway

The Adopt-A-Highway Fall Cleanup has come to a close and more than 4,500 residents of West Virginia took part in the Department of Environmental Protection's program.

Volunteers cleaned over 1,296 miles of roadway and removed 114 tons of trash.

"West Virginia is a beautiful state and I'm always pleasantly surprised at the number of people who are willing to give of themselves and their time and truly care about the appearance of our state," said Sherry Thaxton, the state coordinator of the AAH program.

Besides collecting trash, the volunteers removed 196 tires, she said.

DEP retirements

Sybil Jay

Division of Mining and Reclamation

Last day: October 31, 2012

Years of service: 24

Lyle Bennett

Division of Water and Waste Management

Last day: November 30, 2012

Years of service: 35

Kenneth Cartwright

Division of Mining and Reclamation

Last day: December 31, 2012

Years of service: 21

WORKSHOP

Continued from Page 6

"Throughout my own education on MS4s and the water world, I realized some of the terminology and lingo used by the pros was unclear and somewhat

intimidating for the everyday citizen. Although I realized these words would need tweaked to best serve my purpose, I didn't know the language I should use instead, so the Water Words That Work series was a great tool

for me, giving me the words known to resonate within a targeted audience and help inspire change."

Wilkins said, "It's tough to convince citizens why we have environmental regulations. However,

most people understand that clean and healthy water is important. The Water Words That Work method really helps citizens to understand that there are things they can do to make a difference for future generations."

BASIN

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executing nonpoint source pollution projects should be good preparation for his new job at the DEP.

"I was involved in Friends of Deckers Creek since 1997," Christ said, "when a flyer posted by Adam Polinski advertised three trash cleanups and just one meeting.

"I thought a group that had three times as many workdays as meetings had to be a good group."

The worst nonpoint source water pollution problems in Deckers Creek and in several areas of the Northern Basin are related to acid mine drainage.

The Clean Water Act requirement for permits for those discharging pollutants into surface water did not apply to mines until the Surface Mining Control and Reclamation Act was passed in 1977.

So, the acid mine drainage

from the pre-law mines is considered nonpoint source pollution.

"In addition to supporting the watershed associations and coordinating stream restoration projects, the Northern Basin coordinator position has a strong focus on acid mine drainage treatment," said Jennifer Pauer, NonPoint Source manager and Christ's immediate supervisor.

"We are really excited about Martin taking on that role because of his work with WVU and Friends of Deckers Creek," Pauer said. "He is a scientist who has been working with us to implement 319 acid mine drainage treatment projects for years.

"We feel like he is the perfect fit for the program. The icing on the cake is that Martin has been staff for a watershed association and a volunteer."

In his free time, Christ enjoys canoeing and kayaking. He has family in Atlanta, Cincinnati, Maryland and California, as well as in Basel and Geneva, Switzerland.

MANAGER

Continued from Page 9

of the workplace," he said. "It deals specifically with training and development, employee selection, ergonomics, performance management, work life and organizational development."

Bailey said he possesses a helping mentality and disposition.

"Human resources allowed me an opportunity to apply my education in a manner to help others in the work setting," he said.

In his spare time, Bailey likes to race cars (he owns two race cars). He's also a fan of the popular cable series, "The Walking Dead."

And Bailey has been especially popular with one co-worker in HR, David Kersey.

Before Bailey came along, Kersey was the only male in the HR section.

"I'm used to being outnumbered," Kersey said. "It's nice having a guy to talk to."

CHALLENGE

Continued from Page 1

Sandy's (former DEP Human Resources manager) and June's job announcements when they came out, but I resisted," Campbell said.

"While I love the DEP, the work I took on at the DOP was challenging and I felt, as a Human Resources professional, that there was a great opportunity for me to make a significant contribution in my role there.

"But my friends here at the DEP coerced and cajoled me until I finally put my name in the hat for June's position. When I walked in the building to interview for the job, it felt like coming home."

A longtime member of the agency's HR office, Campbell initially came on board at the DEP in 1998.

Her husband, Pat, is an assistant director in the DEP's Division of Water and Waste Management.

"I was hired as a staff development specialist senior," Melinda said. "I

provided a variety of training to DEP employees. At one time, I traveled to various field offices across the state to teach a writing class. That was interesting."

In 2001, Campbell was promoted to Administrative Services manager.

"I supervised payroll, leave, benefits, wellness and training, monitored the HR budget, and headed up the preparation of our personnel schedules each year."

And so began Campbell's climb up the management ladder.

After being at the DEP for nearly 15 years, Campbell needed more of a challenge, and the position at DOP offered that, she said.

Her love of challenge, in fact, was part of what brought Campbell back to the DEP.

"I expect it to be very challenging and rewarding as well, and that's why I came back as much as anything," Campbell said.

"At the DOP, everything was from a statewide perspective.

That perspective was much broader than what I needed in HR.

"I think being the chief of Administration requires a perspective somewhere in between. But having worked in an arena requiring both a broader and a narrower perspective gives me experience that will be valuable in this role as well."

Campbell hopes to instill in her employees that there are no dumb questions.

"I appreciate good discussions and getting ideas out on the table," she said.

"I often think that questions are as important as answers. If you keep asking 'what if', 'why', 'why not,' it can lead to great ideas and positive growth for the organization."

Campbell said she's not afraid to get her hands dirty.

"So, I expect to pitch in when I'm needed, share any knowledge I have that might be useful, keep a check on those big picture items and try not to interfere where I'm not needed,"

she said.

"I think management is tough," she added. "Having good employees makes it easier, but it's still the hardest part of any job I've ever done.

"I think being the chief will require me to be less of a doer and more of a manager.

"And I am trying not to fall into the habit of trying to know every detail, because the scope of what the office does is too large for me to know everything that is going on all the time.

"I think my first challenge will be to figure out what I need to be involved in and what I need to trust my very capable managers to take care of without me."

All challenges aside, Campbell is indeed where her heart is.

"I am truly glad to be 'home.' After nearly 15 years with the DEP, I just felt the pull to come back to where I started. I hope that I am able to make a positive difference here and to successfully fill the very big shoes that June left for me."

DMR employees honored during NASLR event

Two Division of Mining and Reclamation employees were recognized at last month's National Association of State Land Reclamationists (NASLR) annual conference at Glade Springs Resort in Daniels.

Barry Curry, who works in inspection and enforcement out of the Philippi office, received NASLR's \$1,000 educational grant.

To receive the grant, winners must be a full-time junior, senior or graduate student working toward a degree that is directly related to mined land reclamation.

Curry, a 20-year veteran in state government, is currently attending graduate school.

Cindy Lawson, who works for DMR out of its Charleston headquarters, was recognized for her outstanding work in

directing and planning the past two NASLR national conferences, both conducted at Glade Springs.

This year's conference was the 40th annual for NASLR.

Formed in 1972, NASLR has roughly 1,000 members in 38 states.

It is a nationally recognized authority on the reclamation of mined lands and advocates the use of research, innovative technology and professional discourse to foster the restoration of lands and waters affected by mining-related activities. It also strives to promote and maintain a mutually beneficial relationship between state and federal regulatory authorities, as well as the mining community.



Barry Curry, right, is pictured with 2012 NASLR President Ed Haigler.



Cindy Lawson is pictured with 2012 NASLR President Ed Haigler.

CLEAN WATER ACT

40 YEARS AND COUNTING

■ This year marks the 40th anniversary of the Clean Water Act. On Oct. 18, 1972, after sweeping amendments are made to the Federal Water Pollution Control Act of 1948, Congress passes what becomes known as the Clean Water Act. Following is a brief timeline of events leading up to the Act and in the years after:

1948 — The Water Pollution Control Act authorizes federal and state entities to prepare comprehensive programs for eliminating or reducing pollution of interstate waters. The Act does not give regulatory authority to the federal government.

1956 — Amendments are made to the Act that provide grants to states for the construction of wastewater treatment facilities.

1965 — President Johnson signs the Water Quality Act, requiring states to develop water quality standards and to come up with plans to meet those standards.

1969 — Two incidents help heighten the country's awareness of water pollution. In Florida's Lake Thonotosassa, more than 20 million fish are killed from waste discharged from food processing plants. In June, a floating oil slick on the Cuyahoga River, just southeast of Cleveland, catches on fire.

1972 — Congress overrides President Nixon's veto and passes the Clean Water Act. It defines the purpose as "the restoration and maintenance of the chemical, physical and biological integrity of the nation's waters." The Act establishes the National Pollutant Discharge Elimination System and authorizes the U.S. Corps of Engineers to issue permits for the discharge of dredged or fill material into navigable waters. The Act also sets a goal to eliminate pollution in "all navigable waters of the U.S." by 1985.

1981 — The municipal construction grants process is streamlined, benefitting treatment plants built under the program.

1987 — The construction grants program is phased out and replaced by the Clean Water State Revolving Fund.