

Youth Environmental Program 50th year



Learning has always been an integral part of the Youth Environmental Program.

HAPPY FIVE 0!



DEP Youth Program reaches milestone

■ By Colleen O'Neill

To “offer a challenge and unlimited opportunities for Mountain State youth to participate in bettering and conserving our natural resources,” as quoted by **Maxine Scarbro in the September, 1963 issue of the West Virginia Department of Natural Resources’ Conservation Handbook.**

Fifty years. The big 5-0. Half a century. Five decades.

That’s how long West Virginia’s Youth Environmental Program has been in

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DWWM meetings improve knowledge

By Tom Aluise

In an effort to bridge the gap among its diverse programs, the Division of Water and Waste Management is offering a series of monthly informational meetings that will stretch into next year.

The idea behind the meetings is to provide the division’s roughly 200 employees a way to connect with and learn about other programs within the DWWM, as well as develop a sense of history about the division.

“Certainly, one of the goals is for people to have a



familiarity with the division and its long history,” said Patrick Campbell, the DWWM’s deputy director.

Campbell

The second of eight scheduled informational meetings is set for noon, May 22, in the Coopers Rock Training Room. The topic of discussion will be the division’s Watershed Assessment Branch.

Six more lunchtime meetings are slated to follow in July, August, September, October, November and January. Everything from the DWWM’s Nonpoint Source Program to Environmental Enforcement will be covered (see complete schedule, page 7).

Campbell, who conducted a kickoff meeting last month with an overview of the Water and Waste Program, said the get-togethers will provide DWWM workers an avenue to put names with faces and to gain knowledge in areas of the division in which they have little or no interaction.

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Cabinet Secretary marks five years

Randy Huffman took over the reins of the DEP in May of 2008. Recently, he sat down with inDEPth to reflect on his five years leading the agency.



Secretary Randy Huffman, a former Mining director, says enduring critics is part of the job.

Q: Have your five years as Cabinet Secretary flown or crawled by?

Oh, they've flown by. As I think back over five years, I have difficulty separating the years because it just doesn't seem like it's been that long.

Q: Did you envision being the head of the agency this long?

No, I didn't. When I took the job, Gov. Manchin was in office and he was term-limited out, which would have been effective this past January.

So, I took the job anticipating January 2013 as being the end.

Q: What would you consider your most significant achievement over the last five years?

Obviously, one of them would be the passage of the Horizontal Well Control Act. What a lot of folks don't realize is this agency took the initiative early in 2010 to begin the process of trying to come up with a horizontal well control rule, given what we were experiencing at the time. We brought stakeholders together and drafted a bill. That process was completely, a 100

percent DEP initiative. While that initiative ultimately didn't make it, it absolutely set the stage for the Governor and the Legislature to come together in the 2011 Special Session and pass the Horizontal Well Act.

You can trace the roots of what's in that legislation back to what we did a year and a half earlier. We didn't wait to get pushed on that. We started

pushing first, and that's not typical of a regulatory program.

Q: Is there one agenda item you were hoping to get done in five years that has yet to happen?

I think from a management standpoint, I really was hoping to spend more time developing future

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Recapping 2013 session from DEP perspective

Two pieces of legislation, plus the agency Rules Bundle, introduced by the Department of Environmental Protection passed the recently completed Legislative session and were forwarded to Gov. Tomblin for his consideration.

Following is a summary of those bills, along with bills introduced by others that passed the Legislature and have an effect on the DEP.

Introduced by the DEP:

- HB 2352 — Termination of Jurisdiction of Special Reclamation Sites.

Purpose and changes to current law: This bill is an amendment to West Virginia's SMCRA, which establishes a tax incentive (tax credit) for mine operators who agree to reclaim bond forfeiture sites.

As introduced, this bill would have terminated the state's/DEP's jurisdiction over bond-forfeited surface mining sites. However, the bill was substantially amended to strike any language to that effect.

Thus, as passed by the Legislature, this bill simply provides a tax credit to active mine operators who volunteer to reclaim a bond-forfeited mine site, as opposed to allowing that site to be dumped into the DEP's Special Reclamation program. This tax credit is revenue neutral, because the amount of the credit is based on the savings to the Special Rec Fund realized by the site being reclaimed by a mine operator as opposed to by the state.

- SB 462 — Informal Conferences for Mining Permit Applications.

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indepth

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Take Our Daughters and Sons to Work Day

It's better than a trip to McDonald's

By Colleen O'Neill

DEP employees who brought their children to the office on National Take Our Daughters and Sons to Work Day got to spend quality time with their kids and educate them at the same time.

"I think any outside-of-the-classroom educational experience is valuable but, sorry, field trips to McDonald's do not count," said Scott Fairchild, a financial reporting specialist with the DEP's Office of Administration.

Fairchild brought his two sons, Marcus and Carl, to DEP headquarters on April 25 as the agency observed Take Our Daughters and Sons to Work Day. Marcus is a 12-year-old Winfield Middle School student. Carl, 8, attends Poca Elementary.

"The best way for a child to determine what their future interests may be is by going and doing," Fairchild said. "Reading a description of a job and seeing the job in action are two different things."

The day was comprised of two sessions. In the morning, the children learned about the environment and the agency. In the afternoon, the adults gave the kids a first-hand look at what they do every day at the office.

John Moneypenney, an



Top: Project WET Coordinator Kim Maxwell talks to kids taking part in Take Our Daughters and Sons to Work Day at DEP headquarters about the importance of water. Right: Dean Neal and Haley Chapman, sponsored by the DEP's Chad Bailey, enjoy working on a craft in the Coopers Rock Training Room.



employee with the Division of Air Quality, brought his 11-year-old daughter, Delaney, to work. She is a fifth-grader at Shady Spring Elementary.

"She really enjoyed the hands-on activity of making the candle and also actually seeing where

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Information Technology

Analysts quickly settling into DEP family

By Colleen O'Neill

Ryan Snyder honed his computer skills playing Atari video games as a kid. Frank Waybright was trained in Microsoft and Novell during a stint in the U.S. Army.

Different paths have led the duo to the same place — the Department of Environmental Protection — where Snyder and Waybright are the go-to sources for employee computer issues. Employed by the West Virginia Office of Technology, the IT analysts replaced Nathan Merritt, who was with the DEP for close to five years.



Frank Waybright, left, and Ryan Snyder have plenty of work to divide as the go-to sources for DEP computer issues.

"I have been interested in computers since I was a kid," Snyder said. "A neighbor down the road from me had an Atari and a computer with a floppy

disk that we would always play games on."

After attending college, where he majored in Information Technology, Snyder joined the Marines and

served four years as an infantryman. He decided to come back to West Virginia, the place he was born.

"I worked for the federal government at the Veteran's Hospital in Huntington," Snyder said. "I was more of a secretary there and always wanted to work in Information Technology, so I jumped on the opportunity to work in IT for the state."

Snyder came on board with the state last spring and ultimately was assigned to DEP headquarters. Waybright joined him soon after.

Waybright worked as

See FAMILY, Page 7

New AML chief

Rice excited to get started in new role

By Tom Aluise

Seven years ago, Rob Rice strolled into the Department of Environmental Protection’s Philippi Office looking for work.

“I literally just walked in and said, ‘Do you guys have anything I can do?’”

The West Virginia University graduate was living in the area while his wife attended Alderson-Broadus College.

It turned out to be Rice’s lucky day. He was hired on in a temporary position, sampling water for the agency’s Abandoned Mine Lands Program. That temp job eventually turned into full-time employment with AML.



Rob Rice will take over as AML chief on June 1, succeeding Eric Coberly.

“Anytime somebody needed something, I would volunteer,

just to show my worth,” Rice said. “I guess it paid off.”

It paid off in the short term by earning Rice a permanent position in the agency. It paid off even more handsomely recently when Rice, 35, was promoted by Cabinet Secretary Randy Huffman to chief of the AML program, succeeding Eric Coberly.

“I made the move from the Philippi Office to Charleston to afford myself an opportunity like this,” Rice said. “I just didn’t think it would come this soon. It happened much faster than I thought, but it was an

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Thirty-one youngsters took part in Take Our Daughters and Sons to Work Day on April 25 at DEP headquarters, where a morning of activities was planned.

TRIP

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dad disappears to every day,” Money Penny said.

“And, as usual, she likes to check out the workout equipment.

“She knows that dad is a chemical engineer and performs inspections of various air pollution sources around the state, as well as investigating citizen complaints. I showed her some of the reports I have written and also some material submitted by companies for review.

“I think the day is a great idea, a way to get the younger generation interested in protecting the environment and also to find out what their parents do when they leave in the morning.”

Cher Szerockman, the chief

privacy officer with Human Resources, also participated in the event and brought her 9-year-old daughter, Mallory, to work. Mallory is fourth-grader at Pratt Elementary who’s outgoing and social.

“She always wants to come to my office any chance she gets,” Szerockman said. “She loves to meet all my co-workers, learn their names, and considers them her new friends.”

Mallory also made friends among other kids participating in the day.

“They entertained us, I think, more than we taught them,” Szerockman said.

One of the day’s presenters, Project WET Coordinator Kim Maxwell, was greatly impressed by the children. Project WET is Water Education for Teachers.

“Those kids were thinking in a real problem-solving manner that

Roll call

Here is the list of children and their sponsors who participated in the DEP’s Take Our Daughters and Sons to Work Day last month:

Child/Sponsors

- ▶ Conner Balladares/Heather Balladares
- ▶ Isabella Bandy/Jeremy Bandy
- ▶ Mia Billups/Jason Billups
- ▶ Xavier Brown/Tony Brown
- ▶ Haley Chapman/Chad Bailey
- ▶ Devlin Daugherty/Chris Daugherty
- ▶ Madison Edwards/Jason Billups
- ▶ Carl Fairchild/Scott Fairchild
- ▶ Marcus Fairchild/Scott Fairchild
- ▶ Iris Finn/Wendy Ratcliffe
- ▶ Amber Grimm/Andy Grimm
- ▶ MacKenzie Hale/Margie Skeens
- ▶ Valerie Harrah/Renee Chapman
- ▶ Austin Jarrell/Lynn Pugh
- ▶ Malik Jasper/Pam Nixon
- ▶ Brooke Keatley/Robert Keatley
- ▶ Matthew Keatley/Robert Keatley
- ▶ Tabitha Kersey/David Kersey
- ▶ Tiffany Kersey/David Kersey
- ▶ Leigh Lockhart/John Lockhart
- ▶ Madison Mawyer/David Cole
- ▶ Delaney Money Penny/John Money Penny
- ▶ Abigail Renee Moore/Elbert Morton
- ▶ Dean Neal/Chad Bailey
- ▶ James Odin/Chris Daugherty
- ▶ Ruth Odin/Chris Daugherty
- ▶ Hope Peterson/James Peterson
- ▶ Cassie Smith/Thomas Smith
- ▶ Mallory Szerockman/Cher Szerockman
- ▶ Abby Valentine/Chad Bailey
- ▶ Delaney Woody/Josh Woody

I don’t always see in classrooms,” Maxwell said.

“The kids were not afraid to ponder challenging questions, and acted like future scientists and engineers.”

FIVE

Continued from Page 1

existence. But it hasn't just existed. It has thrived and educated many people, both young and old, about the environment and ways it can be protected.

The late Maxine Scarbro began the program in 1963 under the Department of Natural Resources.

Today, it is housed under the Department of Environmental Protection and has more than 75,000 members statewide. It stages three main events every year: Youth Environmental Day, Junior Conservation Camp, and the Youth Environmental Conference.

This year's Youth Day is scheduled for May 18 at North Bend State Park and will be the 50th in the program's history. The Junior Conservation Camp has been in existence for 33 years and the Youth Conference for 38 years.

"The program is still comprised of youth organizations, such as scouts, schools, 4-H clubs, and more," said the DEP's Diana Haid, director of the Youth Environmental Program. Haid has been coordinating the program for 31 years and believes strongly in what it teaches.

"It cultivates an awareness of the environment with children that they carry with them throughout their lives," she said.

Youth Environmental Program groups stretch from Jefferson County, which is located in the tip of the Eastern Panhandle, all the way to McDowell County, West Virginia's southern most county.

Many of those groups will come together for Youth Day on May 18 and be recognized for the outstanding contributions they make in their communities throughout the year. Some participants will spend the entire weekend camping at North Bend State Park.

To accommodate campers, activities are planned for Friday night, as well as the celebration day Saturday and the day after.

"Activities are scheduled that focus on recognizing and rewarding youth volunteers for their hard work in making their communities a cleaner, more beautiful place to live," Haid said.

"Because it is an environmental education and outreach program, there are several educational hands-on exhibits at the event, as well.

"Representatives from businesses, organizations,



Then-W.Va. Gov. Jay Rockefeller made a stop at Youth Environmental Day.



Left, mascots have always been and continue to be popular fixtures during Youth Day. Right, Girls Scouts are strong supporters of the Youth Program.



Left, recent Youth Environmental Conference attendees enjoy a day of zip-lining. Right, a Youth Day group shares a cheer with the crowd at North Bend State Park.

companies, and corporations that provide the award contributions attend to personally present the awards they have made available to the most outstanding winners."

Typically, close to 1,000 participants attend Youth Day. This year's event has taken on a more celebratory tone because of the 50th anniversary.

"To mark anniversary milestones, special guests have been invited over the years such as professional football players and television celebrities," Haid said.

"This year, the WVU Mountaineer Mascot, Jonathan Kimble, will make an appearance to help us celebrate our 50th year."

The YEP's 2013 Junior Conservation camp, open to campers ages 11-14, is scheduled



The late Maxine Scarbro founded the Youth Environmental Program in 1963 under the then state Department of Natural Resources.

for June 17-21 at Cedar Lakes in Jackson County.

This year's Youth Environmental Conference is set for Oct. 4-6 in Flatwoods. It is for youth ages 13-18.

SESSION

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Purpose and changes to current law:

The purpose of this bill is to extend from 30 days to a reasonable time after the close of the public comment period the time in which the DEP must hold an informal conference on a surface mining permit application. It extends from 30 days to 60 days from the informal conference the time in which the secretary must issue or deny a surface mining permit.

This was an agency bill to bring the DEP's SMCRA procedures into conformance with their federal counterparts.

Introduced by others:

■ HB 2579 — Selenium Standards.

Purpose and changes to current law:

The purpose of this bill is to authorize the DEP to create an implementation plan to establish a state-specific water quality standard for selenium.

There was a belief among supporters of this bill (both legislators and citizens) that this bill suspends the state's water

quality standard for selenium.

That is not the case; there is no legal way to suspend a water quality standard. What this bill does is provide the framework for the DEP to collect the data necessary to go to the EPA with the science to support a change to the selenium standard, which ultimately has to be pursued through rulemaking.

■ HB 2571 — Environmental Quality Board.

Purpose and changes to current law:

The purpose of this bill is to permit individuals employed by state agencies, except for individuals employed by the DEP, to serve on the Environmental Quality Board.

DEP took no position on this bill because the Environmental Quality Board is an appellate board of agency decisions.

■ HB 2590 — Land Stewardship Trust.

Purpose and changes to current law:

This bill adds a new section of code to authorize the creation of a public nonprofit corporation and governmental instrumentality to collectively address several environmental

and economic development programs.

The corporation is established to promote the productive reuse of idled and underutilized commercial, industrial, and mining properties; to support more efficient use of existing public infrastructure; encourage increased job creation with living wages, renewed community vitality and tax revenue generation, while protecting public health and our natural resources.

This was an agency bill advanced by the Governor.

■ SB 596 — Chesapeake Bay Grant Funding.

Purpose and changes to current law:

The purpose of this bill is to make provision for determination of the amount of grant awards for Chesapeake Bay and Greenbrier River watersheds' compliance projects.

This was a Governor's bill, which amended the code to allow the Infrastructure Council to hand out funding earmarked for upgrades to water treatment systems in the Eastern Panhandle and the Greenbrier River watersheds.

Annual Ohio River Sweep scheduled June 15

The Ohio River Valley Water Sanitation Commission (ORSANCO) is sponsoring the annual Ohio River Sweep on Saturday, June 15.

The event is one of the largest cleanup efforts of its kind in the United States and targets 3,000 miles of river shoreline, from Pittsburgh to Cairo, Ill.

Last year, more than 21,000

volunteers signed up to pick up trash and debris from the banks of the Ohio River in six states, including West Virginia.

The state Department of Environmental Protection's Make It Shine program annually coordinates West Virginia's participation in the River Sweep.

Last year, cleanups were scheduled at 21 sites in 11 West

Virginia counties.

Volunteers under 18 must have written parental permission to participate.

The DEP provides cleanup supplies and T-shirts to volunteers.

For more information, contact state Make It Shine Coordinator Travis Cooper at 1-800-322-5530, ext. 1117; go to www.orsanco.org; or call 1-800-359-3977.

DEP begins defense of Corporate Cup title June 1

First up will be softball for the DEP's juggernaut Corporate Cup team.

Events such as horseshoes, the hoop shoot and a 5-K run will follow in the days after as the DEP competes for its 12th consecutive Division III championship in the YMCA-sponsored competition for area businesses and agencies.

A year ago, the DEP scored 185 points to finish as the top team in Division III, which includes businesses with more than 300 employees.

This year's softball tournament is scheduled for the North Charleston Recreation Center fields.

Play will begin at 8 a.m. on Saturday, June 1.

Normally conducted on the Corporate Cup's final day of competition at University of Charleston Stadium, the 5-K runs and team health walk were moved to June 8 at Coonskin Park.

They will begin at 8 a.m.

Corporate Cup Schedule

Event	Date	Location
Softball	June 1-2	North Charleston
Horseshoes	June 3	TEROC Park
Putt Putt	June 4	Par 4
Hoop Shoot	June 6	Charleston YMCA
Open 5-K	June 8	Coonskin Park
35-over 5-K	June 8	Coonskin Park
Team walk	June 8	Coonskin Park
Tennis	June 8-9	Charleston YMCA
Soccer	June 8	Charleston YMCA
Billiards	June 10	21 Pool Room
Trivia	June 11	Timothy's
Table Tennis	June 12	North Charleston
Closest to Pin	June 13	Coonskin Park
Volleyball	June 15	Charleston YMCA
Darts	June 17	Bo Daddy's
Bowling	June 18	Venture Lanes
Punt/Pass/Kick	June 19	Power Park
Cornhole	June 19	Power Park
Swimming	June 20	Charleston YMCA
Track & field	June 22	UC Stadium

DWWM

Continued from Page 1

“In the future,” Campbell said, “they might be able to answer the public’s questions better about DWWM sections they don’t work in. Communication and knowledge are never bad things.”

With a third of the division eligible for retirement in the next five years, Campbell said the informational meetings also can serve as a recruiting tool for those interested in advancing in the Water and Waste Division, perhaps in a different program than they’re currently working.

“People need to know opportunities are coming and be prepared to take advantage of those opportunities,” Campbell said.

In the past, the DWWM conducted periodic workshops for its employees. It has been since 2002, however, that the division came together at Oglebay Park in Wheeling. Campbell said the division grew too large to continue the workshops.

“It has been a long time — too long — since we’ve been able to bring people together,” Campbell said. “This is kind of a poor man’s workshop.”

DWWM workers who can’t make the informational meetings in person can view Power Point slides and listen to the audio live

DWWM Informational Meetings

The Division of Water and Waste Management is conducting informational meetings for DWWM staff. Below is a listing of upcoming meetings:

May 22	Watershed Assessment (Bugs, fish, good streams, bad streams, stream cleanup plans).
July 24	Water Quality Standards (the foundation of clean water).
August 28	The Nonpoint Source World (restoration projects, education and engaged people statewide).
September 25	Environmental Enforcement Activities (where the rubber hits the road).
October 23	Permitting (types of permits — solid and hazardous waste, NPDES, MS4, ext.).
November 20	Construction assistance (improving wastewater treatment at a location near you).
January 15	Water Use (A water plan for West Virginia, which includes who's using the water and how much).

via their computers. The meetings also will be streamed live to certain field offices through video conferencing.

Campbell said other DEP employees are welcome to attend the meetings, provided there is seating available.

“There will be a limited number

of spots open for people who are not in the division,” Campbell said.

Non-DWWM personnel interested in attending the meetings or listening live on their computer should contact Tonya Ombler at:

Tonya.K.Ombler@wv.gov.

DEP hosting Volunteer Monitoring Conference

The West Virginia Department of Environmental Protection is hosting the Mid-Atlantic Region Volunteer Monitoring Conference June 7-8 at the National Conservation Training Center in Shepherdstown.

The conference will include a wide variety of sessions on policy, stream monitoring issues, communication and ways to expand and sustain local monitoring programs. The U.S. EPA is providing financial support to the conference.

For information, contact Tim Craddock at 304-926-0499 (ext. 1040), or send email to: Timothy.D.Craddock@wv.gov; or Glenn Nelson 304-926-0499 (ext. 1710), Glenn.R.Nelson@wv.gov.



FAMILY

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an avionics technician for the Army during the first Gulf War. After leaving the military, he joined a consulting firm.

“I was assigned to travel to multiple states supporting a health care provider,” Waybright said. “I was then assigned to the state of Tennessee, as a network administrator.”

Waybright moved back to West Virginia in 2003 and received an

applied science degree in Information Technology.

“As a class project, I started my first wireless Internet company,” Waybright said. “I had a knack for this, so I started my second wireless Internet company. I applied and was awarded a \$600,000-plus grant to build a wireless infrastructure that would provide broadband services to rural, un-served areas.”

Waybright eventually sold off his share in the company. His

arrival at the DEP was welcomed by Snyder.

“Before Frank was hired, it was a challenge keeping up with the workload,” Snyder said.

Snyder and Waybright are fast becoming part of the DEP family and said employees are friendly and welcoming.

The agency’s environmental message is even rubbing off on the duo.

Snyder joined a carpool group with four DEP employees who commute daily from Huntington.

Earth Day 2013



Kids visiting the DEP Watershed Assessment Branch's Earth Day tent get to look at, but not touch, this snapping turtle.

Earth Day

Inclement weather made for a cramped, but fun Earth Day event at the Clay Center



DEP exhibitors, such as the DAQ's Mike Rowe and Laura Crowder, didn't have much room to move inside the crowded Clay Center.

By Colleen O'Neill

The Department of Environmental Protection's Earth Day celebration may have come and gone, but its message of promoting a healthy environment is still strong.

"There was a good turnout, and with our hands-on displays, I believe we made a lasting impression," said Travis Cooper, the Rehabilitation Environmental Action Plan member who coordinated last month's celebration at the Clay Center in downtown Charleston.

This was Cooper's sixth year tasked with this educational outreach event, and he enjoyed dealing with the children.

"We had five area elementary schools; that's about 350 students," Cooper said. "This year, we had two new schools join us — Nitro and New Haven elementary schools."

Because of inclement weather, the majority of Earth Day exhibitors, including most of the DEP staff, had to move indoors to the Clay Center lobby.

Because the Clay Center was hosting a school-time show featuring animal trainer Jack Hanna, the Earth Day participants were packed in with hundreds of other kids who were being shuffled through the lobby on their way to the show.

It made for a crowded Earth Day celebration but more students got to benefit from the exhibits of DEP staffers and others.

Rewards, Recognition



Larry Cook
DMR, Charleston

In an effort to reduce costs to the agency, Cook assumed the responsibility for Kanawha County Inspection & Enforcement after an employee's promotion.

The transition went very well with absolutely no complaints.

Cook has been working long hours and requesting no compensation, as he becomes familiar with this new territory and the additional duties.



Theresa Adkins
DAQ, Charleston

Adkins voluntarily stepped in to keep the headquarters' lunchtime exercise group going, following Sandy Kee's retirement.

In addition, she works with Human Resources to purchase much-needed equipment and storage cabinets.

Adkins' efforts assist and motivate employees to stay in shape, which results in a healthy work environment.



Allen Kuhn
DMR, Logan

With serious staffing vacancies in his work unit, Kuhn has taken on additional inspection duties, while also coordinating the training of a new inspector.

He readily responds to citizen complaints during his normal off hours and has been working additional hours to see that all mining complexes assigned to his work unit are inspected.

His positive attitude and dedicated efforts are exemplary.

DEP TRAINING

Task force seeks ideas for training opportunities

By Nancy Frazier

The DEP Training Task Force will be sending out a questionnaire within the next few weeks asking for your help in defining the type of training, as well as the choice of presentation, that you would like to see offered by the agency.

This is a coordinated effort among the Training Task Force, which consists of Jamie Chambers, Scott Fairchild, Jennifer Paxton, Carol Leffew, Kay Rogers, Chad Bailey and myself.

We will be offering a wide array of training, including speakers from outside the agency, as well as presenting training tailored to specific employee needs and to the needs of the unit.

We greatly value your input as our employees. We will be asking you to rate the importance of training, your opinion of training currently offered at DEP, some of the obstacles that may prevent you from acquiring training, the types of training that work best for you, and the type of training you would like to see offered at DEP.

A wide range of topics will be offered. (See chart at right).

And last, but just as important, we will also provide space for a write-in so that you can provide any training which we may not have listed, but would be of interest to you and/or your particular unit.

When you receive the questionnaire please take a

Courses

The DEP Training Task Force is seeking input from employees on what types of training they would like. Following is a list of topics to consider. Employees also have the option of suggesting their own ideas:

- Purchasing
- Contacts
- Agreements
- Grants
- Sub-Grants
- Cash Receipts
- Understanding Crystal
- Internal Controls
- Segregation of Duties
- Root Cause Analysis
- Coding and Paying Invoices
- What To Do If You Are Audited
- Different Types of Audits
- 5 Generations in the Workplace
- The Grievance Procedure
- Diversity and EEO Laws
- Educational Enhancement
- Expense Reimbursement
- Pay Equity
- The Selection Process
- Profiles XT
- The Plans Project
- Payroll, Leave, Benefits
- Safety
- Travel

few minutes to think about what training would benefit you, your co-workers, and the agency. Help us define the type of training and the method of presentation that you would like to see offered at DEP. We believe this effort will be well worth your time.

Nancy Frazier is the DEP's EEO/Grievance/Staff Development Specialist.

Environmental Awards May 29

Twenty-four honorees will be on hand May 29 when the Department of Environmental Protection hands out its annual Environmental Awards during a 1:30 p.m. ceremony in the Coopers Rock Room.

Cabinet Secretary Randy Huffman will present the awards.

Winners include those from education, business, industry, municipalities and volunteer organizations who strive to protect the environment, work to be good corporate neighbors and educate the state's citizens.

Eligibility for the industrial awards includes exemplary environmental performance in the last calendar year, a history that shows no outstanding violations and a record of compliance with regulatory authorities.

Winners are nominated by DEP inspectors and other agency personnel who work with volunteer efforts.

2013 Make It Shine Cleanup



These Winfield High students spent part of their spring break on a Make It Shine cleanup.

Spring cleanup

More than 5,000 volunteers work to make state shine

Final numbers aren't in, but one thing is for certain. This spring's Make It Shine Statewide Cleanup will yield better results than last year.

And 2012's numbers — 220 tons of litter and debris removed from West Virginia's landscape by volunteers — weren't bad.

This year's official spring cleanup occurred the first two weeks of April.

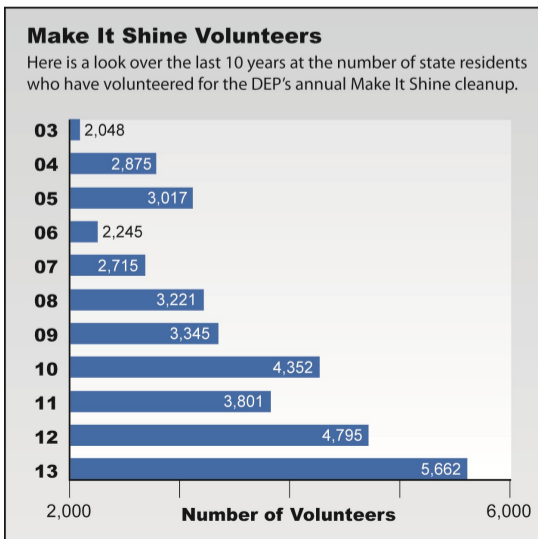
"I still have people contacting me wanting to participate," said MIS Coordinator Travis Cooper. "We'll try and accommodate them anyway we can."

Cooper signed up a record number of volunteers this year — more than 5,000 — and scheduled a record number of projects (140).

More Make It Shine photos, Page 11



Students at St. Albans High get ready for a cleanup.



RICE

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opportunity I couldn't pass up.

"Looking back, it's kind of crazy how it's happened and how fast it's happened. I'm very thankful Secretary Huffman has given me this opportunity and I'm very excited."

Rice will officially take over the program on June 1. Among his responsibilities are developing and approving grant applications, as well as providing engineering oversight of project designs and project construction.

Former DEP staffer Mike Richardson, who now works for the U.S. Office of Surface Mining, is currently serving as acting AML chief and will remain on board until July 31 to assist Rice in his transition to chief.

"Mike is a great resource and he will be showing me the ropes," said Rice, adding that he won't hesitate to contact Coberly as well, if need be.

Coberly left the DEP last February.

"Eric cares enough about the program to want to see it do well and I know he'll afford me the time," said Rice, who has both undergraduate and graduate degrees from WVU.

Rice believes he's taking over a program that's moving in the right direction.

"I've always kind of considered this program the unsung program in DEP," he said. "We kind of fly under the radar. A lot of times, you don't hear about us unless something goes wrong."

Rice lives in Charleston with his wife and two sons, ages 8 and 9. He considers Elkins his home, although he lived in 10 different states before his ninth-grade year at Elkins High School.

More Make It Shine photos



This state waterway benefitted from volunteer cleanup efforts as part of the DEP's Make It Shine Program. Below, Girl Scouts in Mineral County show their cleanup spirit.



Top, Ducks Unlimited members tackle trash in Jefferson County during a Make It Shine cleanup. Right, Girl Scouts from troops 40027 and 40063 work on a cleanup in Mineral County. A record number of volunteers, more than 5,000, turned out for this spring's cleanup efforts across West Virginia.



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leaders — the personal side of leadership, where I could identify the guys and girls who would be in a position at some point to move up in the ranks and who I would be able to develop and nurture in some way. I haven't done that to the degree I wanted and that's unfortunate.

From an environmental standpoint, I don't have any regrets or disappointments. Additional oil and gas regulations have been, by far, the biggest need in the world of environmental protection since I've been here and we dealt with that.

Q: Can you ever really separate your public life from your personal life?

I don't ever really feel the need to separate myself. I have never allowed what I do to define who I am. What happens is people decide for themselves what they think this job should be and that's where a lot of the consternation comes into play. I don't use the influence of this office to go over the top. I have been highly critical of the EPA for doing that very thing. I believe policy makers, lawmakers, elected officials should be deciding how much we should mine or not mine and what levels of protection we should have. People above the bureaucratic levels ought to be making those decisions and, unfortunately, mining policy in the country is not being done that way.

Q: Does public criticism of your job performance bother you?

No. I have a great deal of respect for people who

have valid policy disagreements with me and who don't get personal. There are a number of people out there who absolutely think I'm wrong; they think I'm going about it the wrong way; and they disagree with me philosophically, politically and in every other way. But we can still share a joke and have a conversation at the end of a meeting, even though they might have lambasted me during the meeting. That doesn't faze me because I think there is a mutual respect there. What I will absolutely dismiss as irrelevant are those people who choose to be militant and get personal. I don't consider them relevant in the debate in any way.

Q: Have any agency decisions made under your leadership damaged friendships?

No, not at all. I've got friends in the coal business who were friends of mine through church, Little League and other places, long before I took any kind of regulatory role. They respect what I do. We have disagreements from time to time, but it's business.

Q: What's more difficult, raising three sons or leading a state agency?

It's probably raising three boys. A lot of times you have folks who try to set you up or embarrass you when you're in a leadership role like this. I just laugh at them because, after you've been the Mining director, the cabinet secretary and have raised three teen-aged boys, they don't bring enough game to embarrass you. I don't get embarrassed anymore.

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Q: What has surprised you the most about this job?

Probably just how many people there are listening to your words, even unguarded comments in casual situations. And, I know it's by virtue of my position, not my charisma. But people will take my words and repeat them with their own twist.

I have a tendency to say just about everything I'm thinking at any given time. I don't always guard my comments very well and that's burned me a couple of times. And, usually it's people you trust.

Q: You've said your job is easier now than five years ago. Why?

The thing that made this job hard in the beginning was trying to be all things to all people. Once I realized that wasn't having any impact on anybody else, but was making me miserable, I matured a little bit and learned how to manage that better.

Once that happened, the job got significantly easier.

Q: How important is it to surround yourself with quality people?

I know enough about leadership to know it's a team effort. If you've got smart people around you, you can be successful. If you don't, you will absolutely fail. Nobody is good enough to be successful without having good people around them. I made some organizational changes right off the bat when I took over. When you surround yourself with good people, your life can get easier in a hurry.

Q: Your tenure is now the longest of any DEP cabinet secretary. Is that significant to you in any way?

Personally, I have been appointed to serve under two chief executives, which means more than one governor has asked me to serve. From an organizational standpoint, between my predecessor and myself, the DEP has had only two cabinet secretaries in the past 10 years. That's been good not only for the agency, but also for the regulated community and the state's citizens.

Stability is important. I take

very seriously the impact the regulatory program has on the state's economy. Everything done in this state that contributes significantly to the economic base of the state needs some type of environmental permit. There are a lot of people who disagree with me, don't like me and would like to see me go, both internally and externally. That will be the case no matter who's in this position. But you can't overstate how important stability is for everyone involved.

Q: How would you assess the state's response to the EPA's approach the past few years to regulating coal mining?

I am satisfied we are in as good a position as we can be as a state, given the EPA's unapologetic approach in trying to minimize coal mining. The best we can do as a state and the best I can do as cabinet secretary is to position us so that when this administration is gone or when I'm gone, I have left my successors in the best possible position to sustain coal mining in whatever form is appropriate. I feel good that we've done that.

**New Additions
Recent DEP hires**

- ▶ **Chad Carmichael**
Office of Oil and Gas
- ▶ **Mark Casto**
Division of Mining and Reclamation
- ▶ **Keith Foreman**
Division of Air Quality
- ▶ **John Jewell**
Division of Mining and Reclamation
- ▶ **Deborah Longanacre**
Office of Administration
- ▶ **Eric Ruckman**
Division of Land Restoration
- ▶ **Jason Wandling**
Office of Legal Services
- ▶ **Larry White**
Information Technology Office

DEP retirements

Donald Martin
DLR
Last day: June 28, 2013
Years of service: 34

April Employee of the Month



John Flesher, DMR — Logan

Flesher is very knowledgeable of the mining regulations and a great tool for other inspectors in the Logan Office.

He is the model inspector supervisor. He genuinely cares about his inspectors and the environmental impacts of mining.

He is "by the book" when it comes to enforcement of the mining and reclamation regulations, while at the same time very understanding and open-minded to the opinions of others, especially his inspectors.