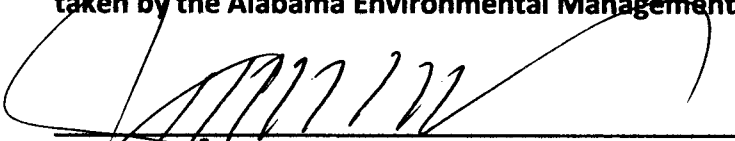


12/11/22

**Minutes
Environmental Management Commission Meeting
Alabama Department of Environmental Management Building
1400 Coliseum Boulevard
Montgomery, Alabama 36110-2400
October 14, 2022**

This is to certify that the Minutes contained herein are a true and accurate account of actions taken by the Alabama Environmental Management Commission on October 14, 2022.



John (Jay) H. Masingill, III, Chair
Alabama Environmental Management Commission

Certified this 9th day of December 2022.

Minutes
Environmental Management Commission Meeting
Alabama Department of Environmental Management Building
1400 Coliseum Boulevard
Montgomery, Alabama 36110-2400
October 14, 2022

Convened: 11:01 a.m.
Adjourned: 11:47 a.m.

Part A

Transcript
Word Index

Part B

Attachment Index
Attachment 1
Attachment 2
Attachment 3
Attachment 4
Attachment 5

Part A

**ALABAMA ENVIRONMENTAL MANAGEMENT
Commission Meeting on 10/14/2022**

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

ALABAMA ENVIRONMENTAL MANAGEMENT
COMMISSION MEETING

ALABAMA DEPARTMENT OF ENVIRONMENTAL MANAGEMENT
Alabama Room (Main Conference Room)
1400 Coliseum Boulevard
Montgomery, Alabama 36110-2400
October 14, 2022
11:00 a.m.

Taken by: Jennifer Madaris, CCR, RPR

ALABAMA ENVIRONMENTAL MANAGEMENT
Commission Meeting on 10/14/2022

Pages 2..5

Page 2	Page 3
<p>1 A P P E A R A N C E S</p> <p>2</p> <p>3 COMMISSION MEMBERS PRESENT:</p> <p>4 H. Lanier Brown, II, Esquire, Vice Chair</p> <p>5 John (Jay) H. Masingill, III, Chair</p> <p>6 Mary J. Merritt</p> <p>7 Samuel L. Miller, M.D.</p> <p>8 Kevin McKinstry</p> <p>9 A. Frank McFadden, P.E.</p> <p>10</p> <p>11 COMMISSION MEMBER NOT PRESENT:</p> <p>12 Ruby L. Perry, D.V.M.</p> <p>13</p> <p>14 ALSO PRESENT:</p> <p>15 Lance R. LeFleur, ADEM Director</p> <p>16 Robert D. Tambling, EMC Legal Counsel</p> <p>17 Debi Thomas, EMC Executive Assistant</p> <p>18</p> <p>19</p> <p>20</p> <p>21</p> <p>22</p> <p>23</p> <p>24</p> <p>25</p>	<p>1 (Proceedings began at 11:01 a.m.)</p> <p>2</p> <p>3 MR. MASINGILL: I'd like to call</p> <p>4 this meeting of the Environmental Management</p> <p>5 Commission to order. I note we have a quorum</p> <p>6 present.</p> <p>7 The first item on the agenda is</p> <p>8 consideration of minutes the meeting held on</p> <p>9 August the 12th, 2022. We'll consider those</p> <p>10 minutes now. I'll entertain a motion regarding</p> <p>11 the motion.</p> <p>12 MR. BROWN: Move to adopt the</p> <p>13 minutes.</p> <p>14 MS. MERRITT: Second.</p> <p>15 MR. MASINGILL: Any discussion?</p> <p>16 (No response.)</p> <p>17 MR. MASINGILL: I call for the</p> <p>18 question. All in favor of the motion, signify by</p> <p>19 raising their right hand.</p> <p>20 (Five Commissioners Affirmed.)</p> <p>21 MR. MASINGILL: All opposed. The</p> <p>22 motion carries.</p> <p>23 Agenda Item 2. The Commission will</p> <p>24 consider the election of Commission Chair and Vice</p> <p>25 Chair. I'll entertain a motion from the</p>
Page 4	Page 5
<p>1 Commission regarding the election of chair.</p> <p>2 MS. MERRITT: I move to accept Jay</p> <p>3 Masingill as our Chair.</p> <p>4 MR. BROWN: Second.</p> <p>5 MR. MASINGILL: All in favor of the</p> <p>6 motion.</p> <p>7 (All Commissioners affirmed.)</p> <p>8 MR. MASINGILL: The motion carries.</p> <p>9 I'll entertain a motion for Vice</p> <p>10 Chair. Do I have any nominations?</p> <p>11 MS. MERRITT: Move to accept Lanier</p> <p>12 Brown as our Vice Chair.</p> <p>13 MR. MASINGILL: Do I have a second?</p> <p>14 MR. MCFADDEN: Second.</p> <p>15 MR. MASINGILL: Any discussion?</p> <p>16 MR. BROWN: Let's get somebody else.</p> <p>17 MR. MASINGILL: No. Call for the</p> <p>18 question. All in favor of the motion, signify by</p> <p>19 raising your right hand.</p> <p>20 (All Commissioners Affirmed.)</p> <p>21 MR. MASINGILL: Congratulations,</p> <p>22 Vice Chair.</p> <p>23 MS. THOMAS: Jay, I'm going to pass</p> <p>24 an order.</p> <p>25 MR. MASINGILL: Okay.</p>	<p>1 Item 3 on the agenda, we'll have a</p> <p>2 report from Director LeFleur.</p> <p>3 MR. LEFLEUR: Let me congratulate</p> <p>4 the chair and vice chair on your hard fought</p> <p>5 election victories.</p> <p>6 MR. MASINGILL: Express your</p> <p>7 condolences.</p> <p>8 MR. LEFLEUR: As the case may be.</p> <p>9 As the case may be. I'd also like to recognize</p> <p>10 and welcome our newest Commissioner serving in the</p> <p>11 professional engineer position, Frank McFadden,</p> <p>12 who resides in Mobile. Welcome aboard.</p> <p>13 MR. MCFADDEN: Glad to be here.</p> <p>14 Thank you.</p> <p>15 MR. LEFLEUR: Good morning to</p> <p>16 everyone in the room. This is the first meeting</p> <p>17 of the Alabama Environmental Management Commission</p> <p>18 for fiscal year 2023. Each October at the</p> <p>19 beginning of our new fiscal year, we look back at</p> <p>20 the past year to see how the Department has done</p> <p>21 against its Annual Operating Plan and report to</p> <p>22 you Departmental plans for the coming year.</p> <p>23 Before each of the six Commission meetings during</p> <p>24 the year, you receive a written memorandum that</p> <p>25 updates you on progress toward meeting the</p>

ALABAMA ENVIRONMENTAL MANAGEMENT
Commission Meeting on 10/14/2022

Pages 6..9

<p style="text-align: right;">Page 6</p> <p>1 objectives set out in the current Operating Plan. 2 Through those memoranda, the Commission as well as 3 the public has the means to hold the Department 4 accountable for our performance throughout the 5 year. 6 In 2019, the Department and the 7 Commission updated the Unified Strategic Plan, as 8 is done every five years. The goals in the 9 Department's Annual Operating Plan are the same as 10 those in the Five-Year Unified Strategic Plan. To 11 achieve the five-year goals in the Strategic Plan, 12 each year the Department develops an Annual 13 Operating Plan that sets forth specific objectives 14 toward achieving the goals. Today's report will 15 review those objectives for FY '22 and FY '23. 16 The strategic plan and each annual 17 Operating Plan shared goals are: Effective and 18 Responsive Commission; High Performing Work 19 Environment; Credible Relationships with External 20 Stakeholders; and Effective and Efficient 21 Departmental Operations. 22 The Department's Annual Operating 23 Plan has objectives that can be categorized in two 24 ways: Those that are continuous and those that 25 have a finite completion time frame. Continuous</p>	<p style="text-align: right;">Page 8</p> <p>1 Annual Operating Plan is to have an Effective and 2 Responsive Commission. To achieve this goal, 3 there must be effective communication between me, 4 as Director, and each of the seven commissioners. 5 This involves a set of ongoing objectives that 6 continue year to year. 7 The Commission and the public are 8 provided a written schedule of all anticipated 9 rulemaking well before proposed rules are formally 10 presented. Before each of the six regularly 11 scheduled Commission meetings the "Ongoing 12 Rulemaking Information" memo is sent to each 13 commissioner and posted on the ADEM website. This 14 practice will continue. 15 The Director will continue 16 one-on-one meetings six times per year with each 17 commissioner to discuss the latest issues 18 confronting the Department and affecting our 19 environment. 20 As in the past, the Director will 21 provide a written memorandum entitled "ADEM 22 Update" prior to each Commission meeting, 23 highlighting significant new activities in each of 24 the Department's five divisions and addressing 25 interim progress on the individual objectives set</p>
<p style="text-align: right;">Page 7</p> <p>1 objectives are those that are in the Operating 2 Plan every year. These are activities like 3 communication practices, promoting professional 4 development, regularly measuring performance, 5 public outreach activities, innovation, and so 6 forth. Finite objectives include such activities 7 such as completing construction on physical 8 facilities, implementing specific new programs or 9 systems, technology upgrades, and the like. 10 The FY '22 Operating Plan had 105 11 objectives with 60 categorized as continuous and 12 45 with a finite completion schedule. All finite 13 objectives due to be completed in '22 were 14 accomplished and planned progress on all other 15 objectives was achieved. The FY '23 Operating 16 Plan has 110 itemized objectives of which 45 have 17 a finite completion schedule. The next several 18 slides will recap some of the individual FY '22 19 Departmental Operating Plan objectives 20 accomplished during the past fiscal year and 21 provide a general description of some of the new 22 objectives in the FY '23 plan. The objectives are 23 grouped under the four broad shared goals in the 24 unified five-year strategic plan. 25 The first goal in the Department's</p>	<p style="text-align: right;">Page 9</p> <p>1 out in the Department's Annual Operating Plan. 2 And the Director will deliver a 3 report at each Commission meeting. The reports 4 will include a review of standard EPA performance 5 metrics, an analysis of the State of the 6 Environment in Alabama, and other environmental 7 topics. 8 Except for my failing to deliver a 9 report to the June '22 Commission meeting, each of 10 these objectives was accomplished in FY '22 and 11 will continue as objectives in FY '23. The 12 Ongoing Rulemaking memo, the ADEM Update memo, and 13 the Director's Reports are available to any 14 interested party on the ADEM website in eFile 15 under the heading "Director's Correspondence." 16 Goal 2, High Performing Work 17 Environment, has several sub-goals or objectives 18 that focus on resource management including 19 financial, physical, and human resources. Other 20 objectives under this goal focus on management 21 activities that promote high performance. There 22 are both ongoing objectives that are the same 23 year-to-year and fixed horizon objectives that are 24 to be accomplished within a specific time frame 25 that may be one or more years.</p>

ALABAMA ENVIRONMENTAL MANAGEMENT
Commission Meeting on 10/14/2022

Pages 10..13

Page 10	Page 12
<p>1 On the financial and physical 2 resource side: As was the case in FY '22, the 3 Department successfully worked with the Governor's 4 Office, Legislative leadership, and interested 5 non-governmental individuals and entities to 6 obtain the Department's FY '23 General Fund 7 appropriation of \$4 million, which represents 8 about 7 percent of our operating budget.</p> <p>9 In FY '22, the Department was also 10 successful in obtaining other financial resources 11 in addition to the General Fund appropriation and 12 the normal programmatic funding from EPA. Several 13 noteworthy competitive grants were: \$1 million 14 for coastal litter reduction through the Gulf of 15 Mexico Energy Security Act; \$520,000 for the Clean 16 Diesel Program; \$319,000 for fine particle air 17 monitors through the American Rescue Plan Act; 18 \$200,000 under a State Environmental Justice Co-op 19 Agreement; and \$200,000 for expansion of our 20 exchange network to increase Departmental 21 efficiency through e-enterprise. In total, the 22 Department was able to obtain competitive grant 23 funding of nearly \$2.5 million over and above 24 normal programmatic funding.</p> <p>25 The Department also successfully</p>	<p>1 environment, the Department has: Continued to 2 recruit interns and co-op students with the 3 objective of encouraging the most talented 4 candidates to become permanent employees when they 5 graduate. During 2022, we were able to recruit 6 eight interns and co-ops.</p> <p>7 The Department has and will continue 8 to focus on advancing diversity within the 9 Department through specific initiatives including 10 recruiting at all Alabama and many out-of-state 11 historically black colleges and universities. We 12 recruit minority candidates from many other 13 regional colleges and universities as well. In 14 keeping with the current trend in recruiting, we 15 are also using online recruiting services.</p> <p>16 Another ongoing objective in the 17 management of human resources is to promote 18 professional developmental of our workforce, which 19 is necessary to support a high performance 20 organization. Progress made includes: During FY 21 '22, 27 individuals completed a voluntary 22 leadership-training program developed by the 23 Department in cooperation with Auburn University 24 Montgomery. The program trains ADEM professional 25 staff who have not yet become managers. In total,</p>
Page 11	Page 13
<p>1 worked with communities with boating 2 infrastructure needs to obtain \$400,000 in 3 pass-through grants. These represent good 4 progress in our continuous effort to obtain 5 innovative funding for the Department and public 6 entities we regulate.</p> <p>7 In FY '22, we made progress on our 8 largest physical resource upgrade, the multi-year 9 Mobile Field Office development. Funding for the 10 \$11 million facility was completed with a \$3 11 million supplemental appropriation from the 12 Alabama Legislature and a \$2 million inflation 13 adjustment from the Alabama Gulf Coast Recovery 14 Council. That project is now 26 percent complete.</p> <p>15 Here's an aerial photo of the Mobile 16 Field Office construction underway. You'll see 17 Broad Street on the right and the Coast Guard 18 Station, Mobile Bay and Brookley Aeroplex at the 19 top.</p> <p>20 This second photo is from the back 21 portion of the site showing concrete block going 22 up on the recently poured slab of the main 23 building with the boat shed in the foreground.</p> <p>24 In the human resource management 25 effort to promote a high performing work</p>	<p>1 114 personnel have completed the program since its 2 inauguration in 2019. The FY '23 Operating Plan 3 continues the leadership training initiative.</p> <p>4 Among the most significant personnel 5 programs in last three years that will continue FY 6 '23 is teleworking. The Department, working again 7 in cooperation with Auburn University Montgomery, 8 developed a specialized program to train managers 9 on how to manage a remote workforce. All our 10 managers have completed the course. Approximately 11 55 percent of our personnel are able to telework 12 either one or two days per week.</p> <p>13 In FY 2020, the Department began 14 providing specialized accreditation training to 15 assist our personnel seeking to achieve the 16 Professional Engineer or Professional Geologist 17 designations. These initiatives help develop and 18 retain more of our high achieving individuals. In 19 FY '22, 36 individuals took advantage of the 20 opportunity and enrolled. That program will 21 continue in FY '23.</p> <p>22 In FY '22, we introduced you to one 23 individual who earned his PE accreditation.</p> <p>24 We currently have three individuals 25 in the Certified Public Manager, CPM I,</p>

ALABAMA ENVIRONMENTAL MANAGEMENT
Commission Meeting on 10/14/2022

Pages 14..17

Page 14	Page 16
<p>1 accreditation program and eight more in the 2 advanced CPM II program. They will graduate later 3 this month, and I'll introduce them individually 4 at the December Commission meeting.</p> <p>5 This list of professional 6 development objectives does not include the 7 numerous continuing education programs our 8 personnel engage in to maintain their 9 accreditation. The FY '23 Operating Plan will 10 continue to emphasize professional development.</p> <p>11 Also within the broad goal of 12 promoting a high performing work environment, we 13 will continue the practice of regularly using 14 objective relevant data to measure work 15 performance. This is accomplished, in part, by 16 presenting updated standard EPA dashboard analyses 17 for the air, water, hazardous waste, and drinking 18 water programs at Commission meetings. We present 19 these metrics to keep the Commission and the 20 public informed about performance, but as 21 importantly, the Department uses the dashboards to 22 track its results, which is a necessary activity 23 if we are to continue being a high performing 24 organization. The most recent dashboard updates 25 show the Department continues to beat national</p>	<p>1 award ceremony. We automated our air monitors, 2 and completed Rubber Modified Asphalt 3 demonstration projects at two State Parks to 4 promote recycling of scrap tires. These are 5 additional examples of innovative ideas that 6 resulted in tangible actions.</p> <p>7 The Department has also used 8 innovation to develop new means of public 9 outreach. Some examples are: Individualized 10 public notice announcements delivered to every 11 home within a specified radius of high interest 12 permitting actions utilizing the US Postal Service 13 "Every Door Direct Mail" program. In 2022, there 14 were four permitting actions that utilized the 15 program.</p> <p>16 The launch of the 17 alabamawaterprojects.com website to inform the 18 public of the American Rescue Plan Act and 19 Bipartisan Infrastructure Law grant programs is 20 another example.</p> <p>21 Our first efforts at Public Service 22 Announcements encouraging participation in the 23 ARPA and BIL grant programs by public drinking 24 water and wastewater systems ties in with the new 25 alabamawaterprojects website.</p>
Page 15	Page 17
<p>1 averages.</p> <p>2 Finally, innovation is an important 3 objective within the goal of achieving a high 4 performing work environment. As is typical, ideas 5 generated in FY '21 and '22 resulted in tangible 6 actions in FY '22. For example: Implementation 7 of the first phases of the Alabama Environmental 8 Permitting and Compliance System, AEPACS, which is 9 our new newly developed integrated software system 10 that will put ADEM yet another generation ahead of 11 the rest of the nation in automation.</p> <p>12 An expanded statewide approach to 13 litter programs including distributing more than 14 1,100 "No Littering" signs, as you see on this 15 slide, requested by municipalities; developing an 16 anti-littering Public Service Announcement; 17 developing litter capture programs for 18 disadvantaged communities; and installing 19 educational anti-littering sculptures at eight 20 interstate welcome centers and rest stops that 21 also promote recycling. This is the latest 22 sculpture installed three weeks ago at the 23 Governor Guy Hunt rest stop on I-65 in Cullman 24 showing a largemouth bass.</p> <p>25 We also initiated a recycling grants</p>	<p>1 Editorials to educate the public on 2 upgrading water and sewer systems and the fact 3 that local leaders rather than ADEM have control 4 over local land use are additional examples of new 5 means to reach out to the public.</p> <p>6 New innovative ideas developed in FY 7 '22 and '23 will, no doubt, prompt tangible 8 actions in FY '23.</p> <p>9 Maintaining a high performance 10 organization requires continual improvement. Many 11 of the objectives in High Performing Work 12 Environment goal, which include providing 13 financial, physical, and human resources, 14 utilizing data-driven performance measures, and 15 promoting innovation, are ongoing endeavors that 16 continue to move us forward, but, by their nature, 17 are never fully completed. For that reason, a 18 number of the 25 objectives in the FY '23 plan 19 within this broad goal remain the same as they 20 were in FY '22.</p> <p>21 The third broad goal is Credible 22 Relationships with External Stakeholders.</p> <p>23 Objectives to achieve this Operating 24 Plan goal include: Engaging at least twice per 25 year with all interested regulated industry</p>

ALABAMA ENVIRONMENTAL MANAGEMENT
Commission Meeting on 10/14/2022

Pages 18..21

Page 18	Page 20
<p>1 groups, as well as meeting with elected officials, 2 state agencies, civic groups, and any group or 3 individual interested in working with the 4 Department on environmental issues. That 5 objective was achieved in FY '22 and continues to 6 be an objective for FY '23.</p> <p>7 We plan to continue engaging with 8 specific communication stakeholder groups 9 including low income, minority, and disadvantaged 10 communities. A detailed update on the 11 Department's activities to promote outreach and 12 fair treatment to those groups was presented at 13 the August Commission meeting. The FY '22 and 14 planned FY '23 activities include: Formal 15 environmental justice training for all ADEM 16 personnel. Formal training in diversity, equity, 17 and inclusion for all employees. Updating and 18 publishing on our website the "Community 19 Engagement" document that provides the public a 20 way to track the many ways the Department goes 21 about creating credible relationship with external 22 stakeholders. The cover page of that document is 23 on the screen now.</p> <p>24 The FY '23 Operating Plan continues 25 objectives to build credible relationships with</p>	<p>1 or GIS tools to help the public obtain information 2 on their specific geographic point of interest; 3 expanding environmental education initiatives to 4 include all grades K through 12; implementing lead 5 testing of drinking water fixtures at all Alabama 6 public schools, daycares, and pre-K facilities; 7 and mandatory PFAS testing of all public drinking 8 water systems in the state.</p> <p>9 Altogether, the goal of Credible 10 Relationships with external stakeholders includes 11 46 discrete objectives set out in the FY '23 12 Operating Plan.</p> <p>13 The fourth and final ADEM Operating 14 Plan Goal is Efficient and Effective Departmental 15 Operations. This is a critical element in the 16 Department's efforts to provide high quality, cost 17 effective services to Alabama citizens.</p> <p>18 A major objective under this goal is 19 to meet or exceed our detailed annual work plan 20 commitments with EPA. Specific work plans are 21 negotiated with EPA for: The NPDES water program; 22 the drinking water program under the Safe Drinking 23 Water Act; the air program under the Clean Air 24 Act; and the hazardous waste program under the 25 Resource Conservation and Recovery Act.</p>
Page 19	Page 21
<p>1 external stakeholders utilizing the internet by: 2 Encouraging the public to use the eMaps, eFile, 3 "What's Happening in Your County", Water Quality 4 information, eComplaint and other applications 5 available on our website to help citizens access 6 information about their specific geographic areas 7 of interest and, if needed, to voice their 8 concerns.</p> <p>9 We are encouraging the public to 10 view the live streaming of Commission meetings and 11 rulemaking hearings on our website.</p> <p>12 The planned upgrade to our website 13 to make it more user friendly has been delayed in 14 part to fully implement the AEPACS software 15 upgrades so the website upgrades can incorporate 16 new features available from the software upgrades 17 currently under way.</p> <p>18 For more than two years, we have 19 been working with outside experts to improve 20 communication with the public. That effort is 21 showing results and will continue to be a priority 22 in the FY '23 Operating Plan.</p> <p>23 A few of the other objectives met in 24 FY '22, some of which will be ongoing in FY '23, 25 include: Expanding geographic information system</p>	<p>1 The Department met all work plan 2 commitments in FY '22. Meeting or exceeding EPA 3 work plan commitments continues to be an objective 4 for FY '23.</p> <p>5 For more than a decade, the 6 Department as invested considerable resources in 7 electronic tools to promote public outreach and to 8 improve the efficiency of our day-to-day work 9 output. That investment in automation has allowed 10 us to become the lowest cost provider of 11 environmental regulation in the nation while 12 maintaining among the highest quality performance 13 in the nation. Some of the initiatives include: 14 The high priority multi-year objective for the 15 development and implementation of a new generation 16 of computer software begun in FY '22 that is 17 ongoing and scheduled to be complete in FY '24. 18 All major internal electronic data entry, 19 reporting, and performance tracking programs will 20 be included. The software systems will be 21 integrated among in-house divisions, external 22 regulated entities, and with EPA systems. All 23 milestones through FY '22 were met on schedule.</p> <p>24 With greater automation and 25 increasing remote work, maintaining cyber security</p>

ALABAMA ENVIRONMENTAL MANAGEMENT
Commission Meeting on 10/14/2022

Pages 22..25

Page 22	Page 24
<p>1 measures, including secure communication and data 2 storage as well as overall system backup, are 3 important ongoing objectives in the Operating 4 Plan.</p> <p>5 Other objectives under the Efficient 6 an Effective Departmental Operations goal 7 completed in FY '22 include: Development of the 8 ADEM web portal; development of enhanced 9 capabilities to access beach monitoring data; 10 implementation of the online smoke school training 11 module for industry participants; replacement of 12 the Department's 2013 network switch 13 infrastructure; and development of the planned 14 laboratory equipment replacement schedule.</p> <p>15 Objectives from FY '22 that will 16 continue in FY '23 include: Regular formal and 17 informal internal communication; implement the 18 AEPACS conversion for Solid Waste and other Land 19 Division programs, the CAFO program, and the Air 20 Program; initiate updates to ADEM rules to conform 21 to federal rules, rationalize rules where needed, 22 and improve regulatory oversight; and, 23 continuation of the stepped up State Revolving 24 Fund loan marketing program to help address 25 deteriorating water and wastewater infrastructure,</p>	<p>1 individual objectives. Additional copies are 2 available on the table outside the meeting room 3 for others who may be interested.</p> <p>4 While development of the 5 Department's Operating Plan is an annual activity, 6 many of the initiatives focus on positioning the 7 Department to be a high performing organization 8 for the long term. That long term focus includes 9 developing our future leaders through education, 10 and recognizing their accomplishments; 11 establishing a routine of regularly measuring 12 performance; embracing innovation including modern 13 leading edge automation to allow high performance 14 despite extremely low funding; building lasting 15 relationships with various stakeholder groups; and 16 providing the physical facilities and other tools 17 necessary to accomplish the Department's mission. 18 The FY '23 Operating Plan undertakings are 19 ambitious. We are committed to performing to the 20 same high standards as we did in 2022.</p> <p>21 That concludes the report. I will 22 be pleased to answer any questions you may have.</p> <p>23 MR. MASINGILL: Any questions? 24 (No response.) 25 MR. MASINGILL: Thank you.</p>
Page 23	Page 25
<p>1 especially in disadvantaged and small communities.</p> <p>2 Some of the new FY '23 objectives 3 for efficient and effective departmental 4 operations include: Implement the new AEPACS 5 Recycling Facility Reporting Module; modify the 6 electronic Drinking Water Reporting, eDWR, program 7 to incorporate the submission of lead service line 8 inventories; distribute American Rescue Plan Act 9 and Bipartisan Infrastructure Law funds to public 10 drinking water and wastewater systems; implement 11 the State Revolving Fund database; and complete 12 the external IT security audit and address the 13 findings in that audit.</p> <p>14 Altogether, the goal of Efficient 15 and Effective Departmental Operations includes 36 16 individual objectives set out in the FY '23 17 Operating Plan.</p> <p>18 Additional information on progress 19 in meeting the 105 objectives in our FY '22 20 Operating Plan is available in the six ADEM Update 21 reports, mentioned earlier, that were prepared 22 during FY '22. Once again, these are available on 23 the ADEM website.</p> <p>24 You received copies of the FY '23 25 Departmental Operating Plan with its 110</p>	<p>1 MR. LEFLEUR: Thank you.</p> <p>2 MR. MASINGILL: All right. Item 4 3 on the agenda, the report from the Commission 4 chair. And Commission chair has no report.</p> <p>5 Item 5, at this time the Commission 6 would like to do a review of proposed resolution 7 for former Commissioner Thomas P. Walters, 8 Professional Engineer. At this time I would like 9 to read the resolution. Whereas Thomas P. 10 Walters, Professional Engineer, was appointed to 11 the professional engineer position of the Alabama 12 Environmental Management Commission on August the 13 22nd, 2018, and served until September 30th, 2022. 14 And whereas during Mr. Walters tenure on the 15 Commission, he served in the leadership positions 16 of Chair and Vice Chair of the Commission and 17 Chair of the Personnel Committee and as a Member 18 of the Personnel Committee. And whereas due to 19 Mr. Walters' engineering expertise and 20 professional background, he provided experience, 21 wisdom, and foresight in the Commission's 22 deliberations on significant issues. And whereas 23 Mr. Walters' dedication, insight, and support of 24 the efforts of the Commission and those of the 25 Alabama Department Environmental Management will</p>

ALABAMA ENVIRONMENTAL MANAGEMENT
Commission Meeting on 10/14/2022

Pages 26..29

Page 26	Page 28
<p>1 be greatly missed. Now, therefore, be it resolved 2 that Alabama Environmental -- that the Alabama 3 Environmental Management Commission expresses 4 gratitude to Thomas P. Walters, PE, for his 5 contribution to a better environment and improved 6 quality of life for the citizens of Alabama. 7 At this time I'll entertain a motion 8 from the Commission regarding the resolution. 9 MR. BROWN: I move to approve, adopt 10 the resolution as presented. 11 MR. MCFADDEN: Second. 12 MR. MASINGILL: Any discussion? 13 (No response.) 14 MR. MASINGILL: At this time I'll 15 call for question. All in favor to adopt the 16 resolution, signify by raising your right hand. 17 (All Commissioners affirmed.) 18 MR. MASINGILL: The motion carries. 19 Item 6, the ADEM Director's Job 20 Performance Evaluation. The Commission is 21 conducting an evaluation on Director LeFleur's job 22 performance as part of the ADEM Director Job 23 Performance Evaluation. A small number of written 24 comments were received regarding Director 25 LeFleur's job performance. And all but one</p>	<p>1 (No response.) 2 MR. MASINGILL: Do I have a motion 3 from the Commission? 4 DR. MILLER: I move that we approve 5 a salary advance for Director LeFleur of one step 6 to Step 16 Pay Grade 91 and designate the 7 Commission Chair to meet with the Director 8 regarding the evaluation and execution of the 9 understanding between the Commission and Director 10 regarding results of his evaluation. 11 MR. MASINGILL: Do we have a second? 12 MS. MERRITT: I'll second. 13 MR. MASINGILL: Any discussion? 14 (No response.) 15 MR. MASINGILL: I'll call for the 16 question. All in favor of the motion, signify by 17 raising your right. 18 (All Commissioners affirmed.) 19 MR. MASINGILL: The motion carries. 20 Brings us to Item 17. We don't have 21 any other -- I mean Item 7. We don't have any 22 other business. 23 Item 8 -- sorry. 24 That brings us to the future 25 business session. The next Commission meeting is</p>
Page 27	Page 29
<p>1 comment letter was favorable and complimentary of 2 Director LeFleur's job performance. All the 3 written comments have been provided to the 4 Commissioners and the Director and considered as 5 part of this evaluation. I note that in its 6 deliberation under this item, the Commission may 7 wish to consider designating him to meet with the 8 Director regarding his evaluation and execute the 9 verification of understanding between the 10 Commission and the Director regarding the results 11 of his evaluation. The evaluation of the Director 12 may or may not include consideration of an 13 adjustment to the Director's salary reminding the 14 Commission that Director LeFleur is currently in 15 Step 15 of Pay Grade 91. I note that Step 15 of 16 Pay Grade 91 increased from \$176,191.20 to 17 \$183,240 effective 9/1/22, due to an across the 18 board raise, salary adjustment of 4 percent for 19 state employees passed by the Alabama Legislature. 20 I note that Step 16 of Pay Grade 91 is a per year 21 salary of \$187,924.80; and Step 17 is a per year 22 salary of \$192,645.60. 23 Do I have any comments from the 24 Commissioners and any discussion related to the 25 evaluation of Director LeFleur?</p>	<p>1 scheduled for December 9th, 2022. At this time 2 I'd like to ask for all the Commissioners 3 available on that date. Anyone not available? 4 (No response.) 5 MR. MASINGILL: Great. 6 That brings us to the point on the 7 docket where we'll hear from the public regarding 8 comments. We've had two requests to make 9 presentations. The first is from Justin Overton, 10 Executive Director of Alabama -- of Riverkeeper, 11 Coosa Riverkeeper. We've also had a request from 12 Victoria Miller, an Advocacy Assistant with the 13 Alabama Rivers Alliance. 14 At this time I will entertain a 15 motion regarding approving, denying, and/or 16 tabling the requests to make presentations. 17 DR. MILLER: Mr. Chairman, I'm a 18 little concerned. These ten-minute type 19 presentations are suppose to be submitted 14 days 20 prior to the Commission meeting. These got here 21 late yesterday afternoon. Does that mean we 22 should maybe table the resolutions or to ask them 23 to speak or should we go with the three-minute 24 rule for people who just signed up the day of? 25 I'm not sure what the answer of that is. But the</p>

ALABAMA ENVIRONMENTAL MANAGEMENT
Commission Meeting on 10/14/2022

Pages 30..33

Page 30	Page 32
<p>1 day before is not a satisfactory way to handle 2 this kind of thing. I have not even had a chance 3 to look through the stuff. 4 MR. MASINGILL: I haven't either. 5 DR. MILLER: That's just not good. 6 MR. MASINGILL: Any other comments, 7 Commissioners? Any discussion? 8 MR. MCFADDEN: Maybe put that to the 9 next meeting and have a chance to look that over. 10 MR. MASINGILL: Well, if that's the 11 case, do I have a motion? 12 MR. MCFADDEN: So moved. 13 DR. MILLER: Second. 14 MR. MASINGILL: Call for the 15 question. Any further discussion? 16 (No response.) 17 MR. MASINGILL: Call for the 18 question. All in favor of the motion, signify by 19 raising your right hand. 20 (All Commissioners affirmed.) 21 MR. MASINGILL: I admit -- Ms. 22 Overton and Ms. Miller, I guess you're both here? 23 I haven't -- 24 MS. OVERTON: Yes, sir. 25 MR. MASINGILL: Sorry this happened.</p>	<p>1 (All Commissioners affirmed.) 2 MR. MASINGILL: We're adjourned. 3 4 (The meeting concluded at 11:47 5 a.m.) 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25</p>
Page 31	Page 33
<p>1 It would really help us -- I know I -- I didn't 2 really get it until very late yesterday and just 3 did not have an -- 4 MS. OVERTON I understand. I didn't 5 realize there was a 14-day -- 6 MR. MASINGILL: Okay. 7 MS. OVERTON this is my first time. 8 I apologize for the inconvenience. I certainly 9 wouldn't have wanted to waste my time to get here 10 from Birmingham or yours, so we will keep that in 11 mind in the future. Thank you. 12 MR. MASINGILL: Okay. Thank you. 13 I'm sorry you had to make the trip, and we'll look 14 forward to hearing from you next time. 15 MS. OVERTON: I hope I can be there. 16 Thank you. 17 MR. MASINGILL: All right. 18 I don't think we have any other 19 requests to speak, so I guess I'll entertain a 20 motion to adjourn. 21 MS. MERRITT: Move to adjourn. 22 MR. MASINGILL: Do I have a second? 23 MR. BROWN: Second. 24 MR. MASINGILL: All in favor, 25 signify by raising your right hand.</p>	<p>1 C E R T I F I C A T E 2 3 STATE OF ALABAMA) 4 JEFFERSON COUNTY) 5 6 I hereby certify that the above and 7 foregoing proceeding was taken down by me in 8 stenotype, and the questions and answers thereto 9 were transcribed by means of computer-aided 10 transcription, and that the foregoing represents a 11 true and correct transcript of the testimony given 12 by said witness upon said hearing. 13 14 I further certify that I am neither of 15 counsel, nor of kin to the parties to the action, 16 nor am I in anyway interested in the result of 17 said cause. 18 19 Signed the 26th day of October, 2022. 20 <i>Jennifer Madaris</i> 21 _____/S/ Jennifer Madaris_____ 22 Jennifer Madaris 23 ACCR 585 24 My license expires September 30, 2023 25 My Commission expires January 4, 2026</p>

**ALABAMA ENVIRONMENTAL MANAGEMENT
Commission Meeting on 10/14/2022**

Index: \$1..accomplish

	114	13:1	21:2, 16, 23	
\$	12	20:4	22:7, 15	5
\$1	14	29:19	23:19, 22	5
\$11	15	27:15	22nd 25:13	55
\$176,191.20	16	27:20	23 6:15	
27:16		28:6	7:15, 22	6
\$183,240	17	27:21	9:11 10:6	
27:17		28:20	13:2, 6, 21	6
\$187,924.80			14:9 17:7,	60
27:21	2		8, 18 18:6,	
\$192,645.60			14, 24	7
27:22	2	9:16	19:22, 24	
\$2	2013	22:12	20:11 21:4	7
\$2.5	2018	25:13	22:16	10:8
\$200,000	2019	6:6	23:2, 16, 24	28:21
10:18, 19		13:2	24:18	
\$3	2020	13:13	24 21:17	8
\$319,000	2022	12:5	25 17:18	
10:16		16:13	26 11:14	9
\$4		24:20	27 12:21	
\$400,000		25:13 29:1		9/1/22
11:2	2023	5:18	3	27:17
\$520,000	21	15:5	3 5:1	91
10:15	22	6:15	30th 25:13	16, 20
1		7:10, 13, 18	36 13:19	28:6
1,100		9:9, 10	23:15	9th
105		10:2, 9		29:1
23:19		11:7 12:21	4	A
110		13:19, 22	4 25:2	aboard
7:16		15:5, 6	27:18	5:12
23:25		17:7, 20	45 7:12, 16	accept
		18:5, 13	46 20:11	4:2,
		19:24		11
				access
				19:5
				22:9
				accomplish
				24:17

ALABAMA ENVIRONMENTAL MANAGEMENT
Commission Meeting on 10/14/2022 Index: accomplished..approach

accomplished 7:14, 20 9:10, 24 14:15	additional 16:5 17:4 23:18 24:1	aerial 11:15 16:17	
accomplishment s 24:10	address 22:24 23:12	Aeroplex 11:18	Alliance 29:13
accountable 6:4	addressing 8:24	affecting 8:18	allowed 21:9
accreditation 13:14, 23 14:1, 9	ADEM 8:13, 21 9:12, 14 12:24	affirmed 4:7, 20 26:17 28:18	Altogether 20:9 23:14
achieve 6:11 8:2 13:15 17:23	15:10 17:3 18:15 20:13 22:8, 20	afternoon 29:21	ambitious 24:19
achieved 7:15 18:5	23:20, 23 26:19, 22	agencies 18:2	American 10:17 16:18 23:8
achieving 6:14 13:18 15:3	adjustment 11:13 27:13, 18	agenda 5:1 25:3	analyses 14:16
Act 10:15, 17 16:18 20:23, 24, 25 23:8	adopt 26:9, 15	Agreement 10:19	analysis 9:5
actions 15:6 16:6, 12, 14 17:8	advance 28:5	ahead 15:10	and/or 29:15
activities 7:2, 5, 6 8:23 9:21 18:11, 14	advanced 14:2	air 10:16 14:17 16:1 20:23 22:19	Announcement 15:16
activity 14:22 24:5	advancing 12:8	Alabama 5:17 9:6 11:12, 13 12:10 15:7 20:5, 17 25:11, 25 26:2, 6 27:19 29:10, 13	announcements 16:10, 22
addition 10:11	advantage 13:19		annual 5:21 6:9, 12, 16, 22 8:1 9:1 20:19 24:5
	Advocacy 29:12		anti-littering 15:16, 19
	AEPACS 15:8 19:14 22:18 23:4	alabamawaterpr ojects 16:25	anticipated 8:8
		alabamawaterpr ojects.com	applications 19:4
			appointed 25:10
			approach

ALABAMA ENVIRONMENTAL MANAGEMENT

Commission Meeting on 10/14/2012 Index: appropriation..Commission

15:12		Brookley	ceremony
appropriation	<hr/> B <hr/>	11:18	16:1
10:7,11	back 5:19	Brown 4:4,	Certified
11:11	11:20	12,16 26:9	13:25
approve 26:9	background	budget 10:8	chair 4:1,3,
28:4	25:20	build 18:25	10,12,22
approving	backup 22:2	building	5:4 25:4,
29:15	bass 15:24	11:23	16,17 28:7
Approximately	Bay 11:18	24:14	Chairman
13:10	beach 22:9	business	29:17
areas 19:6	beat 14:25	28:22,25	citizens
ARPA 16:23	began 13:13	<hr/> C <hr/>	19:5 20:17
Asphalt 16:2	beginning	CAFO 22:19	26:6
assist 13:15	5:19	call 4:17	civic 18:2
Assistant	begun 21:16	26:15	Clean 10:15
29:12	BIL 16:23	28:15	20:23
Auburn 12:23	Bipartisan	candidates	co-op 10:18
13:7	16:19 23:9	12:4,12	12:2
audit 23:12,	black 12:11	capabilities	co-ops 12:6
13	block 11:21	22:9	Coast 11:13,
August 18:13	board 27:18	capture	17
25:12	boat 11:23	15:17	coastal
automated	boating 11:1	carries 4:8	10:14
16:1	brings	26:18	colleges
automation	28:20,24	28:19	12:11,13
15:11	29:6	case 5:8,9	comment 27:1
21:9,24	broad 7:23	10:2	comments
24:13	11:17	categorized	26:24
averages	14:11	6:23 7:11	27:3,23
15:1	17:19,21	centers	29:8
award 16:1		15:20	Commission
			4:1 5:17,
			23 6:2,7,

ALABAMA ENVIRONMENTAL MANAGEMENT

Commission Meeting on 10/14/2022

Index: Commission's..CPM

18 8:2,7, 11,22 9:3, 9 14:4,18, 19 18:13 19:10 25:3,4,5, 12,15,16, 24 26:3,8, 20 27:6, 10,14 28:3,7,9, 25 29:20	18:10 23:1 Community 18:18 competitive 10:13,22 complete 11:14 21:17 23:11 completed 7:13 11:10 12:21 13:1,10 16:2 17:17 22:7 completing 7:7 completion 6:25 7:12, 17 Compliance 15:8 complimentary 27:1 computer 21:16 concerned 29:18 concerns 19:8 concludes 24:21 concrete	11:21 condolences 5:7 conducting 26:21 conform 22:20 confronting 8:18 congratulate 5:3 Congratulation s 4:21 Conservation 20:25 considerable 21:6 consideration 27:12 considered 27:4 construction 7:7 11:16 continual 17:10 continuation 22:23 continue 8:6,14,15 9:11 12:7 13:5,21 14:10,13, 23 17:16	18:7 19:21 22:16 Continued 12:1 continues 13:3 14:25 18:5,24 21:3 continuing 14:7 continuous 6:24,25 7:11 11:4 contribution 26:5 control 17:3 conversion 22:18 cooperation 12:23 13:7 Coosa 29:11 copies 23:24 24:1 Correspondence 9:15 cost 20:16 21:10 Council 11:14 County 19:3 cover 18:22 CPM 13:25
--	---	--	---

ALABAMA ENVIRONMENTAL MANAGEMENT

Commission Meeting on 10/14/2022

Index: creating..discussion

14:2	20:6	Department's	development
creating	days 13:12	6:9,22	7:4 11:9
18:21	29:19	7:25 8:24	14:6,10
credible	decade 21:5	9:1 10:6	21:15
6:19 17:21	December	18:11	22:7,8,13
18:21,25	14:4 29:1	20:16	24:4
20:9	dedication	22:12	developmental
critical	25:23	24:5,17	12:18
20:15	delayed	departmental	develops
Cullman	19:13	5:22 6:21	6:12
15:23	deliberation	7:19 10:20	Diesel 10:16
current 6:1	27:6	20:14 22:6	Direct 16:13
12:14	deliberations	23:3,15,25	Director 5:2
cyber 21:25	25:22	description	8:4,15,20
	deliver 9:2,	7:21	9:2 26:21,
<hr/>	8	designate	22,24
D	delivered	28:6	27:2,4,8,
	16:10	designating	10,11,14,
dashboard	demonstration	27:7	25 28:5,7,
14:16,24	16:3	designations	9 29:10
dashboards	denying	13:17	Director's
14:21	29:15	detailed	9:13,15
data 14:14	Department	18:10	26:19
21:18	5:20 6:3,	20:19	27:13
22:1,9	6,12 8:18	deteriorating	disadvantaged
data-driven	10:3,9,22,	22:25	15:18 18:9
17:14	25 11:5	develop	23:1
database	12:1,7,9,	13:17 16:8	discrete
23:11	23 13:6,13	developed	20:11
date 29:3	14:21,25	12:22 13:8	discuss 8:17
day 29:24	16:7 18:4,	15:9 17:6	discussion
day-to-day	20 21:1,6	developing	4:15 26:12
21:8	24:7 25:25	15:15,17	27:24
daycares		24:9	28:13

ALABAMA ENVIRONMENTAL MANAGEMENT
Commission Meeting on 10/14/2022 Index: distribute..evaluation

distribute 23:8	edge 24:13	electronic 21:7,18 23:6	entertain 4:9 26:7 29:14
distributing 15:13	Editorials 17:1	element 20:15	entities 10:5 11:6 21:22
diversity 12:8 18:16	educate 17:1	emaps 19:2	entitled 8:21
Division 22:19	education 14:7 20:3 24:9	embracing 24:12	entry 21:18
divisions 8:24 21:21	educational 15:19	emphasize 14:10	environment 6:19 8:19 9:6,17 12:1 14:12 15:4 17:12 26:5
docket 29:7	edwr 23:6	employees 12:4 18:17 27:19	environmental 5:17 9:6 10:18 15:7 18:4,15 20:3 21:11 25:12,25 26:2,3
document 18:19,22	effective 6:17,20 8:1,3 20:14,17 22:6 23:3, 15 27:17	encouraging 12:3 16:22 19:2,9	
Door 16:13	efficiency 10:21 21:8	endeavors 17:15	EPA 9:4 10:12 14:16 20:20,21 21:2,22
doubt 17:7	efficient 6:20 20:14 22:5 23:3, 14	Energy 10:15	
drinking 14:17 16:23 20:5,7,22 23:6,10	effort 11:4, 25 19:20	engage 14:8	
due 7:13 25:18 27:17	efforts 16:21	Engagement 18:19	
E		engaging 17:24 18:7	
e-enterprise 10:21	e-file 9:14 19:2	engineer 5:11 13:16 25:8,10,11	equipment 22:14
earlier 23:21	elected 18:1	engineering 25:19	equity 18:16
earned 13:23	election 4:1 5:5	enhanced 22:8	establishing 24:11
ecomplaint 19:4		enrolled 13:20	evaluation 26:20,21,

**ALABAMA ENVIRONMENTAL MANAGEMENT
Commission Meeting on 10/14/2022**

Index: examples..FY

23 27:5,8, 11,25 28:8,10	6:19 17:22 18:21 19:1 20:10 21:21 23:12	10 17:13 findings 23:13 fine 10:16 finite 6:25 7:6,12,17 fiscal 5:18, 19 7:20 five-year 6:10,11 7:24 fixed 9:23 fixtures 20:5 focus 9:18, 20 12:8 24:6,8 foreground 11:23 foresight 25:21 formal 18:14,16 22:16 formally 8:9 forward 17:16 fought 5:4 fourth 20:13 frame 6:25 9:24 Frank 5:11	friendly 19:13 fully 17:17 19:14 Fund 10:6, 11 22:24 23:11 funding 10:12,23, 24 11:5,9 24:14 funds 23:9 future 24:9 28:24 FY 6:15 7:10,15, 18,22 9:10,11 10:2,6,9 11:7 12:20 13:2,5,13, 19,21,22 14:9 15:5, 6 17:6,8, 18,20 18:5,6,13, 14,24 19:22,24 20:11 21:2,4,16, 17,23 22:7,15,16 23:2,16, 19,22,24 24:18
examples 16:5,9 17:4	extremely 24:14		
exceed 20:19			
exceeding 21:2	<hr/> F <hr/>		
exchange 10:20	facilities 7:8 20:6 24:16		
execute 27:8	facility 11:10 23:5		
execution 28:8	fact 17:2		
Executive 29:10	failing 9:8		
expanded 15:12	fair 18:12		
expanding 19:25 20:3	favor 4:5,18 26:15 28:16		
expansion 10:19	favorable 27:1		
experience 25:20	features 19:16		
expertise 25:19	federal 22:21		
experts 19:19	Field 11:9, 16		
Express 5:6	final 20:13		
expresses 26:3	Finally 15:2		
external	financial 9:19 10:1,		

ALABAMA ENVIRONMENTAL MANAGEMENT
Commission Meeting on 10/14/2022

Index: general..include

G			I
	Grade 27:15, 16,20 28:6	hazardous 14:17 20:24	
general 7:21 10:6,11	grades 20:4	heading 9:15	I-65 15:23
generated 15:5	graduate 12:5 14:2	hear 29:7	ideas 15:4 16:5 17:6
generation 15:10 21:15	grant 10:22 16:19,23	hearings 19:11	II 14:2
geographic 19:6,25 20:2	grants 10:13 11:3 15:25	high 6:18 9:16,21 11:25 12:19 13:18 14:12,23 15:3 16:11 17:9,11 20:16 21:14 24:7,13,20	implement 19:14 22:17 23:4,10
Geologist 13:16	gratitude 26:4		implementation 15:6 21:15 22:10
GIS 20:1	Great 29:5		implementing 7:8 20:4
Glad 5:13	greater 21:24		important 15:2 22:3
goal 7:25 8:2 9:16, 20 14:11 15:3 17:12,19, 21,24 20:9,14,18 22:6 23:14	greatly 26:1	highest 21:12	importantly 14:21
goals 6:8, 11,14,17 7:23	group 18:2	highlighting 8:23	improve 19:19 21:8 22:22
good 5:15 11:3	grouped 7:23	historically 12:11	improved 26:5
Governor 15:23	groups 18:1, 2,8,12 24:15	hold 6:3	improvement 17:10
Governor's 10:3	Guard 11:17	home 16:11	in-house 21:21
	Gulf 10:14 11:13	horizon 9:23	inauguration 13:2
	Guy 15:23	human 9:19 11:24 12:17 17:13	include 7:6 9:4 14:6 17:12,24
	H		
hand 4:19 26:16			
Happening 19:3		Hunt 15:23	
hard 5:4			

**ALABAMA ENVIRONMENTAL MANAGEMENT
Commission Meeting on 10/14/2022**

Index: included..keeping

18:14	individuals	16:8 17:15	13:22
19:25 20:4	10:5 12:21	24:12	inventories
21:13	13:18,19,	innovative	23:8
22:7,16	24	11:5 16:5	invested
23:4 27:12	industry	17:6	21:6
included	17:25	insight	investment
21:20	22:11	25:23	21:9
includes	inflation	installed	involves 8:5
12:20	11:12	15:22	issues 8:17
20:10	inform 16:17	installing	18:4 25:22
23:15 24:8	informal	15:18	item 5:1
including	22:17	integrated	25:2,5
9:18 12:9	information	15:9 21:21	26:19 27:6
15:13 18:9	8:12 19:4,	interest	28:20,21,
22:1 24:12	6,25 20:1	16:11 19:7	23
inclusion	23:18	20:2	itemized
18:17	informed	interested	7:16
income 18:9	14:20	9:14 10:4	<hr/> J <hr/>
incorporate	infrastructure	17:25 18:3	
19:15 23:7	11:2 16:19	24:3	
increase	22:13,25	interim 8:25	Jay 4:2,23
10:20	23:9	internal	job 26:19,
increased	initiate	21:18	21,22,25
27:16	22:20	22:17	27:2
increasing	initiated	internet	June 9:9
21:25	15:25	19:1	justice
individual	initiative	interns	10:18
7:18 8:25	13:3	12:2,6	18:15
13:23 18:3	initiatives	interstate	Justinn 29:9
23:16 24:1	12:9 13:17	15:20	<hr/> K <hr/>
Individualized	20:3 21:13	introduce	
16:9	24:6	14:3	keeping
individually	innovation	introduced	12:14
14:3	7:5 15:2		

ALABAMA ENVIRONMENTAL MANAGEMENT
Commission Meeting on 10/14/2021 Index: laboratory..memorandum

	25:1	maintain	19 29:5
L	27:14, 25	14:8	Mcfadden
	28:5	maintaining	4:14 5:11,
laboratory	Lefleur's	17:9	13 26:11
22:14	26:21, 25	21:12, 25	means 6:3
land 17:4	27:2	major 20:18	16:8 17:5
22:18	Legislative	21:18	measure
Lanier 4:11	10:4	make 19:13	14:14
largemouth	Legislature	29:8, 16	measures
15:24	11:12	manage 13:9	17:14 22:1
largest 11:8	27:19	management	measuring
lasting	letter 27:1	5:17 9:18,	7:4 24:11
24:14	life 26:6	20 11:24	meet 20:19
late 29:21	list 14:5	12:17	27:7 28:7
latest 8:17	litter 10:14	25:12, 25	meeting
15:21	15:13, 17	26:3	5:16, 25
launch 16:16	Littering	Manager	8:22 9:3, 9
Law 16:19	15:14	13:25	14:4 18:1,
23:9	live 19:10	managers	13 21:2
lead 20:4	loan 22:24	12:25	23:19 24:2
23:7	local 17:3, 4	13:8, 10	28:25
leaders 17:3	long 24:8	mandatory	29:20
24:9	low 18:9	20:7	meetings
leadership	24:14	marketing	5:23 8:11,
10:4 13:3	lowest 21:10	22:24	16 14:18
25:15		Masingill	19:10
leadership-		4:3, 5, 8,	Member 25:17
training	M	13, 15, 17,	memo 8:12
12:22		21, 25 5:6	9:12
leading	made 11:7	24:23, 25	memoranda
24:13	12:20	25:2	6:2
Lefleur 5:2,	Mail 16:13	26:12, 14,	memorandum
3, 8, 15	main 11:22	18 28:2,	5:24 8:21
		11, 13, 15,	

ALABAMA ENVIRONMENTAL MANAGEMENT
Commission Meeting on 10/14/2022 **Index: mentioned..operating**

mentioned	22:9	22:12	8:5,25
23:21			9:10,11,
MERRITT 4:2,	monitors	newest 5:10	17,20,22,
11 28:12	10:17 16:1	newly 15:9	23 14:6
met 19:23	Montgomery	nominations	17:11,18,
21:23	12:24 13:7	4:10	23 18:25
met all 21:1	month 14:3	non-	19:23
metrics 9:5	morning 5:15	governmental	20:11
14:19	motion 4:6,	10:5	22:3,5,15
Mexico 10:15	8,9,18	normal	23:2,16,19
milestones	26:7,18	10:12,24	24:1
21:23	28:2,16,19	note 27:5,	obtain 10:6,
Miller 28:4	29:15	15,20	22 11:2,4
29:12,17	move 4:2,11	noteworthy	20:1
million	17:16 26:9	10:13	obtaining
10:7,13,23	28:4	notice 16:10	10:10
11:10,11,	multi-year	NPDES 20:21	October 5:18
12	11:8 21:14	number 17:18	Office 10:4
minority	municipalities	26:23	11:9,16
12:12 18:9	15:15	numerous	officials
missed 26:1	N	14:7	18:1
mission	nation 15:11	O	one-on-one
24:17	21:11,13	objective	8:16
Mobile 5:12	national	12:3,16	ongoing 8:5,
11:9,15,18	14:25	14:14 15:3	11 9:12,22
modern 24:12	nature 17:16	18:5,6	12:16
Modified	needed 19:7	20:18	17:15
16:2	22:21	21:3,14	19:24
modify 23:5	negotiated	objectives	21:17 22:3
module 22:11	20:21	6:1,13,15,	online 12:15
23:5	network	23 7:1,6,	22:10
monitoring	10:20	11,13,15,	operating
		16,19,22	5:21 6:1,
			9,13,17,22
			7:1,10,15,

ALABAMA ENVIRONMENTAL MANAGEMENT

Commission Meeting on 10/14/2022

Index: operations..practices

19 8:1 9:1	26:22 27:5	performing	19:22
10:8 13:2	participants	6:18 9:16	20:12,14,
14:9 17:23	22:11	11:25	19 21:1,3
18:24	participation	14:12,23	22:4 23:8,
19:22	16:22	15:4 17:11	17,20,25
20:12,13	particle	24:7,19	24:5,18
22:3	10:16	permanent	planned 7:14
23:17,20,	party 9:14	12:4	18:14
25 24:5,18	pass 4:23	permitting	19:12
operations	pass-through	15:8	22:13
6:21 20:15	11:3	16:12,14	plans 5:22
22:6 23:4,	passed 27:19	personnel	20:20
15	past 5:20	13:1,4,11,	pleased
opportunity	7:20 8:20	15 14:8	24:22
13:20	Pay 27:15,	18:16	point 20:2
order 4:24	16,20 28:6	25:17,18	29:6
organization	PE 13:23	PFAS 20:7	portal 22:8
12:20	26:4	phases 15:7	portion
14:24	people 29:24	photo 11:15,	11:21
17:10 24:7	percent 10:8	20	position
out-of-state	11:14	physical 7:7	5:11 25:11
12:10	13:11	9:19 10:1	positioning
output 21:9	27:18	11:8 17:13	24:6
outreach 7:5	performance	24:16	positions
16:9 18:11	6:4 7:4	plan 5:21	25:15
21:7	9:4,21	6:1,7,9,	Postal 16:12
oversight	12:19	10,11,13,	posted 8:13
22:22	14:15,20	16,17,23	poured 11:22
Overton 29:9	17:9,14	7:2,10,16,	practice
	21:12,19	19,22,24	8:14 14:13
	24:12,13	8:1 9:1	practices
	26:20,22,	10:17 13:2	7:3
	23,25 27:2	14:9 16:18	
		17:18,24	
		18:7,24	
Parks 16:3			
part 14:15			
19:14			

**ALABAMA ENVIRONMENTAL MANAGEMENT
Commission Meeting on 10/14/2022**

Index: pre-k..reduction

pre-k 20:6	programmatic 10:12,24	providing 13:14	raising 4:19 26:16
prepared 23:21	programs 7:8 13:5 14:7,	17:12 24:16	28:17
present 14:18	18 15:13, 17 16:19,	public 6:3 7:5 8:7	rationalize 22:21
presentations 29:9,16,19	23 21:19 22:19	11:5 13:25 14:20	reach 17:5 read 25:9
presented 8:10 18:12 26:10	progress 5:25 7:14 8:25 11:4,	15:16 16:8,10, 18,21,23	reason 17:17 recap 7:18
presenting 14:16	7 12:20 23:18	17:1,5 18:19	receive 5:24 received 23:24
prior 8:22 29:20	project 11:14	19:2,9,20 20:1,6,7 21:7 23:9	26:24 recent 14:24
priority 19:21 21:14	projects 16:3	29:7 publishing 18:18	recently 11:22
professional 5:11 7:3 12:18,24 13:16 14:5,10 25:8,10, 11,20	promote 9:21 11:25 12:17 15:21 16:4 18:11 21:7	put 15:10	recognize 5:9
program 10:16 12:22,24 13:1,8,20 14:1,2 16:13,15 20:21,22, 23,24 22:19,20, 24 23:6	promoting 7:3 14:12 17:15	quality 19:3 20:16 21:12 26:6	recognizing 24:10
	prompt 17:7	question 4:18 26:15 28:16	Recovery 11:13 20:25
	proposed 8:9 25:6	questions 24:22,23	recruit 12:2,5,12
	provide 7:21 8:21 20:16		recruiting 12:10,14, 15
	provided 8:8 25:20 27:3		recycling 15:21,25 16:4 23:5
	provider 21:10	radius 16:11 raise 27:18	reduction
		<hr/> Q <hr/>	
		<hr/> R <hr/>	

ALABAMA ENVIRONMENTAL MANAGEMENT

Commission Meeting on 10/14/2022

Index: regional..sculpture

10:14	21:25	resolved	Rivers 29:13
regional	replacement	26:1	room 5:16
12:13	22:11,14	resource	24:2
Regular	report 5:2,	9:18 10:2	routine
22:16	21 6:14	11:8,24	24:11
regularly	9:3,9	20:25	Rubber 16:2
7:4 8:10	24:21	resources	rule 29:24
14:13	25:3,4	9:19 10:10	rulemaking
24:11	reporting	12:17	8:9,12
regulate	21:19	17:13 21:6	9:12 19:11
11:6	23:5,6	response	rules 8:9
regulated	reports 9:3,	24:24	22:20,21
17:25	13 23:21	26:13	
21:22	represent	28:1,14	<hr/> s <hr/>
regulation	11:3	29:4	
21:11	represents	Responsive	Safe 20:22
regulatory	10:7	6:18 8:2	salary
22:22	request	rest 15:11,	27:13,18,
related	29:11	20,23	21,22 28:5
27:24	requested	resulted	schedule
relationship	15:15	15:5 16:6	7:12,17
18:21	requests	results	8:8 21:23
relationships	29:8,16	14:22	22:14
6:19 17:22	requires	19:21	scheduled
18:25	17:10	27:10	8:11 21:17
20:10	Rescue 10:17	28:10	29:1
24:15	16:18 23:8	retain 13:18	school 22:10
relevant	resides 5:12	review 6:15	schools 20:6
14:14	resolution	9:4 25:6	scrap 16:4
remain 17:19	25:6,9	Revolving	screen 18:23
reminding	26:8,10,16	22:23	sculpture
27:13	resolutions	23:11	15:22
remote 13:9	29:22	Riverkeeper	
		29:10,11	

ALABAMA ENVIRONMENTAL MANAGEMENT

Commission Meeting on 10/14/2022

Index: sculptures..systems

sculptures	show 14:25	18:8 19:6	16 7:24
15:19	showing	20:2,20	streaming
secure 22:1	11:21	staff 12:25	19:10
security	15:24	stakeholder	Street 11:17
10:15	19:21	18:8 24:15	students
21:25	side 10:2	stakeholders	12:2
23:12	signed 29:24	6:20 17:22	sub-goals
seeking	significant	18:22 19:1	9:17
13:15	8:23 13:4	20:10	submission
September	25:22	standard 9:4	23:7
25:13	signify 4:18	14:16	submitted
served	26:16	standards	29:19
25:13,15	28:16	24:20	successful
service	signs 15:14	state 9:5	10:10
15:16	site 11:21	10:18 16:3	successfully
16:12,21	slab 11:22	18:2 20:8	10:3,25
23:7	slide 15:15	22:23	supplemental
services	slides 7:18	23:11	11:11
12:15	small 23:1	27:19	support
20:17	26:23	statewide	12:19
serving 5:10	smoke 22:10	15:12	25:23
session	software	Station	suppose
28:25	15:9	11:18	29:19
set 6:1	19:14,16	step 27:15,	switch 22:12
8:5,25	21:16,20	20,21	system 15:8,
20:11	Solid 22:18	28:5,6	9 19:25
23:16	speak 29:23	stepped	22:2
sets 6:13	specialized	22:23	systems 7:9
sewer 17:2	13:8,14	stop 15:23	16:24 17:2
shared 6:17	specific	stops 15:20	20:8
7:23	6:13 7:8	storage 22:2	21:20,22
shed 11:23	9:24 12:9	strategic	23:10
		6:7,10,11,	

**ALABAMA ENVIRONMENTAL MANAGEMENT
Commission Meeting on 10/14/2022**

Index: table..water

<u>T</u>			<u>V</u>
	29:1, 14	underway	
	times 8:16	11:16	
table 24:2	tires 16:4	unified 6:7,	verification
29:22	Today's 6:14	10 7:24	27:9
tabling	tools 20:1	universities	vice 4:9,
29:16	21:7 24:16	12:11, 13	12, 22 5:4
talented	top 11:19	University	25:16
12:3	topics 9:7	12:23 13:7	Victoria
tangible	total 10:21	update 8:22	29:12
15:5 16:6	12:25	9:12 18:10	victories
17:7	track 14:22	23:20	5:5
technology	18:20	updated 6:7	view 19:10
7:9	tracking	14:16	voice 19:7
telework	21:19	updates 5:25	voluntary
13:11	train 13:8	14:24	12:21
teleworking	training	22:20	
13:6	13:3, 14	Updating	<u>W</u>
ten-minute	18:15, 16	18:17	Walters
29:18	22:10	upgrade 11:8	25:7, 10, 14
tenure 25:14	trains 12:24	19:12	26:4
term 24:8	treatment	upgrades 7:9	Walters'
testing	18:12	19:15, 16	25:19, 23
20:5, 7	trend 12:14	upgrading	waste 14:17
Thomas 4:23	type 29:18	17:2	20:24
25:7, 9	typical 15:4	user 19:13	22:18
26:4		utilized	wastewater
three-minute	<u>U</u>	16:14	16:24
29:23		utilizing	22:25
ties 16:24	understanding	16:12	23:10
time 6:25	27:9 28:9	17:14 19:1	water 14:17,
9:24 25:5,	undertakings		18 16:24
8 26:7, 14	24:18		17:2 19:3
			20:5, 8, 21,

ALABAMA ENVIRONMENTAL MANAGEMENT
Commission Meeting on 10/14/2022

Index: ways..yesterday

22,23	
22:25	<hr/> Y <hr/>
23:6,10	
ways 6:24	year 5:18,
18:20	19,20,22,
web 22:8	24 6:5,12
website 8:13	7:2,20
9:14	8:6,16
16:17,25	17:25
18:18	27:20,21
19:5,11,	year-to-year
12,15	9:23
23:23	years 6:8
week 13:12	9:25 13:5
weeks 15:22	19:18
wisdom 25:21	yesterday
work 6:18	29:21
9:16 11:25	
14:12,14	
15:4 17:11	
20:19,20	
21:1,3,8,	
25	
worked 10:3	
11:1	
workforce	
12:18 13:9	
working 13:6	
18:3 19:19	
written 5:24	
8:8,21	
26:23 27:3	

Part B

Attachment Index

Attachment 1 Agenda

**Attachment 2 Order to adopt motion to accept Jay Masingill as Chair and Lanier Brown as Vice Chair
(Agenda Item 2)**

**Attachment 3 Director's Slides
(Agenda Item 3)**

**Attachment 4 Resolution for former Commissioner Thomas P. Walters, P.E.
(Agenda Item 5)**

**Attachment 5 Order to approve a salary increase of one step to Step 16 in Pay Grade 91 and designate the Commission Chair to meet with the Director regarding his evaluation and execute the verification of understanding between the Commission and the Director regarding the results of his evaluation
(Agenda Item 6)**

Attachment 1

Amended 9/30/22

AGENDA*
MEETING OF THE
ALABAMA ENVIRONMENTAL MANAGEMENT COMMISSION

DATE: October 14, 2022

TIME: 11:00 a.m.

LOCATION: Alabama Department of Environmental Management (ADEM) Building
Alabama Room (Main Conference Room)
1400 Coliseum Boulevard
Montgomery, Alabama 36110-2400

<u>ITEM</u>	<u>PAGE</u>
1. Consideration of minutes of meeting held on August 12, 2022**	2
2. Elections	2
3. Report from the ADEM Director	2
4. Report from the Commission Chair	2
5. Consideration of resolution for former Commissioner Thomas P. Walters, P.E.	2
6. ADEM Director Job Performance Evaluation	2
7. Other business	2
8. Future business session	2
PUBLIC COMMENT PERIOD	2,3
a. Requests to make presentations	2
b. Brief statements by members of the public registered to speak	3

* The Agenda for this meeting will be available on the ADEM website, www.adem.alabama.gov, under Environmental Management Commission.

** The Minutes for this meeting will be available on the ADEM website under Environmental Management Commission.

1. CONSIDERATION OF MINUTES OF MEETING HELD ON AUGUST 12, 2022.

2. ELECTIONS

The Commission will elect a Commission Chair and Vice Chair.

3. REPORT FROM THE ADEM DIRECTOR

4. REPORT FROM THE COMMISSION CHAIR

5. CONSIDERATION OF RESOLUTION FOR FORMER COMMISSIONER THOMAS P. WALTERS, P.E.

6. ADEM DIRECTOR JOB PERFORMANCE EVALUATION

The Commission will consider the ADEM Director's job performance as part of the ADEM Director Job Performance Evaluation. The Commission will take into account written comments received and compiled regarding the Director's job performance for the evaluation. The Commission will discuss and consider actions it will take for the ADEM Director Job Performance Evaluation.

7. Other business

8. Future business session

PUBLIC COMMENT PERIOD

a. REQUESTS TO MAKE PRESENTATIONS

- (1) Request 1 – Request from Justinn Overton, Executive Director and Riverkeeper, Coosa Riverkeeper, Subject of presentation: Present information about the fish consumption advisory program conducted in part by ADEM from a stakeholder perspective and to identify some gaps in the current program that could be improved upon. The presentation would include a narrative discussion of the background and ongoing work around fish consumption in their watershed.
- (2) Request 2 – Request from Cindy Lowry, Executive Director and Victoria Miller, Advocacy Assistant, Alabama Rivers Alliance, Subject of presentation: Present information about the fish consumption advisory program conducted in part by ADEM from a stakeholder perspective and to identify some gaps in the current program that could be improved upon. The presentation would include data and findings gathered from the Coosa River Creek Survey of Community Anglers by Victoria Miller.

PUBLIC COMMENT PERIOD

b. BRIEF STATEMENTS BY MEMBERS OF THE PUBLIC REGISTERED TO SPEAK

Members of the public that wish to make a brief statement at a Commission meeting may do so by first signing in on a register maintained by the Commission office prior to each regularly scheduled meeting. The register will close ten minutes prior to convening each meeting of the Commission. Following completion of all agenda items, the Commission Chair will call on members of the public wishing to make a statement in the order their names appear on the register. Speakers are encouraged to limit their statement to matters that directly relate to the Commission's functions. Speakers will be asked to observe a three minute time limit. While an effort will be made to hear all members of the public signed on the register, the Commission may place reasonable limitations on the number of speakers to be heard. (Guideline 11, Guidelines for Public Comment).

The Guidelines for Public Comment are used in the application of ADEM Administrative Code 335-2, Environmental Management Commission Regulations, Rule 335-2-3-.05, Agenda and Public Participation. The Guidelines for Public Comment serve to educate and inform the public as to how the Commission interprets and intends to apply the Rule. The revised Rule 335-2-3-.05 was effective October 7, 2016.

Attachment 2

BEFORE THE
ENVIRONMENTAL MANAGEMENT COMMISSION
OF THE
ALABAMA DEPARTMENT OF ENVIRONMENTAL MANAGEMENT

MOTION

Accept Jay Masingill as Chair and

Lanier Brown as Vice Chair

ORDER

This cause having come before the Environmental Management Commission pursuant to the above motion, and having considered the same, the Commission hereby ORDERS, ADJUDGES, and DECREES as follows:

1. That the above motion is hereby adopted; and
2. That this action has been taken and this Order shall be deemed rendered effective as of the date shown below.

Environmental Management Commission Order
Page 2

ISSUED this 14th day of October 2022.

APPROVED:



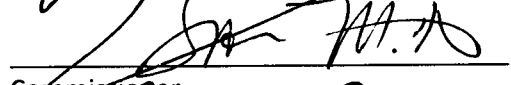
Commissioner

Commissioner



Commissioner

Commissioner



Commissioner

Commissioner



Commissioner

DISAPPROVED:



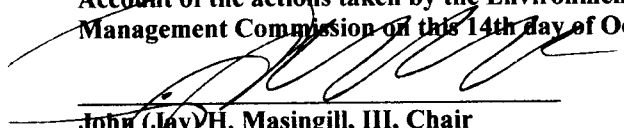
Commissioner

Commissioner



Commissioner

**This is to certify that this Order is a true and accurate
Account of the actions taken by the Environmental
Management Commission on this 14th day of October 2022.**



**John (Jay) H. Masingill, III, Chair
Environmental Management Commission
Certified this 14th day of October 2022**

Attachment 3



Alabama Department of Environmental Management

Shared AEMC / ADEM Plan Goals

1. Effective and Responsive Commission
2. High Performing Work Environment
3. Credible Relationships with External Stakeholders
4. Efficient and Effective Departmental Operations



Alabama Department of Environmental Management

1. Effective and Responsive Commission



Alabama Department of Environmental Management

1. Effective and Responsive Commission

- Information on proposed rulemaking
- Information on current environmental policy issues
- Regular updates on Operating Plan progress
- Provide performance metrics



Alabama Department of Environmental Management

2. High Performing Work Environment

2. High Performing Work Environment

- Financial and physical resources
 - Stable state-sourced funding - \$4 mil. Gen Fund
 - Obtain other funding sources - \$2.5 mil. Grants
 - Boat Infrastructure - \$.4 mil. Grants
 - Mobile facilities - \$5 mil. GF / RESTORE Act





ADEM

**Alabama Department of
Environmental Management**

High Performing Work Environment

- Human resources
 - Recruit interns & co-ops
 - Recruit minority university students
 - Professional development of personnel
 - Specialized leadership training
 - Remote workforce management training
 - Professional accreditation training
 - Professional accreditation recognition
 - Certified Public Manager training

High Performing Work Environment

- Data driven performance measurement
- Promoting Innovation
 - AEPACS software system
 - Statewide anti-litter campaign
 - Recycling grants awards ceremony
 - Automated air monitors
 - Rubber Modified Asphalt demonstrations

**NO
LITTERING
NO
DUMPING**

ADEM



ADEM

**Alabama Department of
Environmental Management**

High Performing Work Environment

- Data driven performance measurement
- Promoting Innovation
 - AEPACS software system
 - Statewide anti-litter campaign
 - Recycling grants awards ceremony
 - Automated air monitors
 - Rubber Modified Asphalt demonstrations

High Performing Work Environment

- Public Outreach tools
 - Every Door Direct Mail
 - Dedicated website for ARPA and BIL grant program
 - PSAs for ARPA and BIL
 - Editorials to educate the public

**3. Credible Relationships with External
Stakeholders**

3. Credible Relationships with External Stakeholders

- Engage private sector, NGOs, Fed & State
- Community engagement
 - Environmental Justice training for all personnel
 - Diversity, equity, inclusion training personnel
 - Document community engagement



Community Engagement

ADEM is committed to keeping everyone informed and involved regarding the environmental activities in their local communities.

August 2022

**Credible Relationships with External
Stakeholders**

- Encourage website utilization
 - eMaps, eFile, What's Happening in Your County, Water Quality info, eComplaint
 - Encourage livestream utilization
 - User friendly website upgrades

**Credible Relationships with External
Stakeholders**

- Improved public communication
- Other objectives achieved and ongoing
 - Expanding GIS tools
 - Expand environmental educate to all K-12
 - Lead testing public schools, daycare & Pre-K
 - PFAS testing all public water supplies

4. Efficient & Effective Departmental Ops**4. Efficient & Effective Departmental Ops**

- Meet or exceed EPA work plans:
 - NPDES Water
 - SDWA Drinking Water
 - CAA Air
 - RCRA Hazardous Waste

Efficient & Effective Departmental Ops

- Emphasis on automation:
 - Develop & implement next generation software by FY 2024
 - Data entry, reporting, performance tracking
 - Integrated with regulated entities & EPA systems
 - FY 2022 milestones met
 - Cyber security enhancements

Efficient & Effective Departmental Ops

- Other objectives completed in FY 2022
 - Develop web portal
 - Develop beach monitoring data base
 - Implement online smoke school training
 - Replacement of network switches
 - Development of lab equipment replacement schedule

Efficient & Effective Departmental Ops

- Other objectives ongoing in FY 2023
 - Formal & informal communication
 - Implement AEPACS for Land, CAFO & Air programs
 - Initiate ADEM rule updates
 - State Revolving Fund loan marketing program

Efficient & Effective Departmental Ops

- New objectives in FY 2023
 - AEPACS for Recycling
 - eDWR lead service line inventory modification
 - ARPA / BIL funding program
 - Implement SRF data base
 - Complete external IT security audit

Attachment 4

State of Alabama



RESOLUTION

WHEREAS, Thomas P. Walters, P.E. was appointed to the Professional Engineer position of the Alabama Environmental Management Commission on August 22, 2018, and served until September 30, 2022; and

WHEREAS, during Mr. Walters' tenure on the Commission, he served in the leadership positions of Chair and Vice Chair of the Commission and Chair of the Personnel Committee and as a member of the Personnel Committee; and

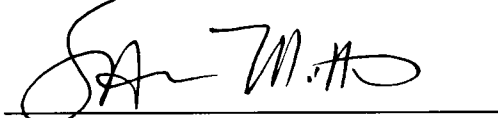
WHEREAS, due to Mr. Walters' engineering expertise and professional background, he provided experience, wisdom, and foresight in the Commission's deliberations on significant issues; and

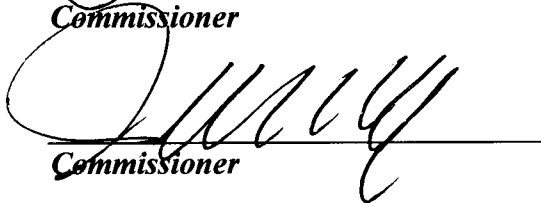
WHEREAS, Mr. Walters' dedication, insight, and support of the efforts of the Commission and those of the Alabama Department of Environmental Management will be greatly missed; now

THEREFORE, BE IT RESOLVED that the Alabama Environmental Management Commission expresses gratitude to THOMAS P. WALTERS, P.E. for his contribution to a better environment and an improved quality of life for the citizens of Alabama.

DONE this 14th day of October 2022.

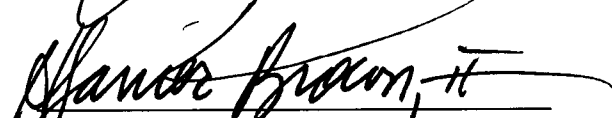

Commissioner


Commissioner


Commissioner

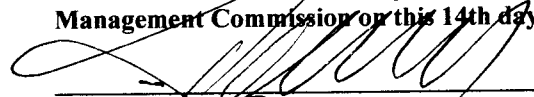
Commissioner


Commissioner


Commissioner


Commissioner

This is to certify that this Resolution is a true and accurate account of the actions taken by the Environmental Management Commission on this 14th day of October 2022.


John (Jay) H. Masingill, III, Chair
Environmental Management Commission
Certified this 14th day of October 2022

Attachment 5

BEFORE THE
ENVIRONMENTAL MANAGEMENT COMMISSION
OF THE
ALABAMA DEPARTMENT OF ENVIRONMENTAL MANAGEMENT

MOTION

Approve a salary advance for Director LeFleur of one step to Step 16 in Pay Grade 91 and designate the Commission Chair to meet with the Director regarding his evaluation and execute the verification of understanding between the Commission and the Director regarding the results of his evaluation

ORDER

This cause having come before the Environmental Management Commission pursuant to the above motion, and having considered the same, the Commission hereby ORDERS, ADJUDGES, and DECREES as follows:

1. That the above motion is hereby adopted; and
2. That pursuant to the adoption of the above motion, the Commission approves a salary advance for Director LeFleur of one step to Step 16 in Pay Grade 91 (per year salary of \$187,924.80); and
3. That the Commission Chair is designated to meet with Director LeFleur regarding his job performance evaluation and execute the verification of understanding between the Commission and the Director regarding his evaluation; and
4. That this action has been taken and this Order shall be deemed rendered effective as of the date shown below.

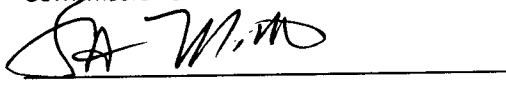
Environmental Management Commission Order
Page 2

ISSUED this 14th day of October 2022.

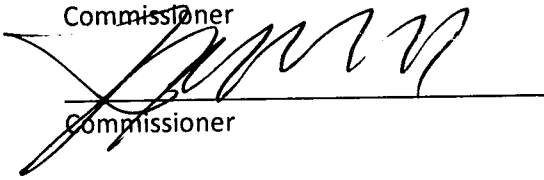
APPROVED:



Commissioner



Commissioner



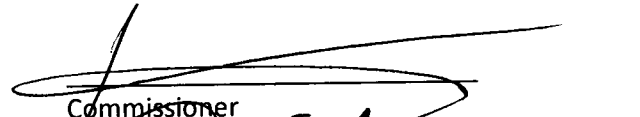
Commissioner

Commissioner


DISAPPROVED:

Commissioner

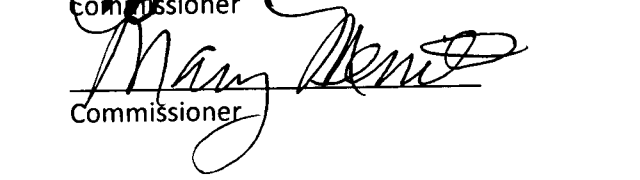
Commissioner



Commissioner



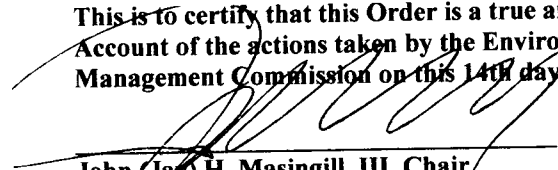
Commissioner



Commissioner

Commissioner

This is to certify that this Order is a true and accurate
Account of the actions taken by the Environmental
Management Commission on this 14th day of October 2022.



John (Jay) H. Masingill, III, Chair
Environmental Management Commission
Certified this 14th day of October 2022