

September 11, 2002

TO: DEQ Employees

FROM: Russell J. Harding, Director

SUBJECT: DEQ Restructuring

This memo is to provide additional details regarding implementation of the new DEQ organizational structure.

1. As part of the restructuring, the personnel function will be consolidated in the Office of Personnel Services. As part of this action, four personnel liaisons are being reassigned to the Office of Personnel Services. The remaining personnel liaisons either retired or were assigned to the new program divisions to perform other administrative duties.

Deb Wieber and her staff have been developing new procedures to address the consolidation of the personnel function. She will be providing details on those procedures, as well as staff assignments in the near future. As part of this action, I expect significant changes in how the department fills vacancies. We must use more consolidated interview teams and candidate pools.

2. The new division chiefs for Air Quality Division, Environmental Science and Services Division, and the Waste and Hazardous Materials Division will not be in place by September 15, 2002. We have interviewed a number of exceptional candidates for these positions; however, we have decided to conduct further recruitment and interviews for one of the positions. Because these appointments are linked with a number of candidates expressing interest in more than one position, all three appointments will be announced at the same time.

3. Effective September 15, 2002, Paul Zugger will be Acting Chief of the Environmental Science and Services Division and Roger Przybysz will be Acting Chief of the Waste and Hazardous Materials Division. Dennis Drake will continue to serve as Chief of the Air Quality Division.

4. Flint Watt will be assigned to the Executive Division to assist the Director and Deputy Directors on transition issues. Much of his focus in this role will be helping Rich Powers and Jim Cleland set up the new Water Division.

5. Between September 15, 2002 and the end of the month, some interim office moves will occur to better align the division chiefs, division chief secretaries, assistant division chiefs and administrative areas of the new divisions. The division chiefs will provide notice of these moves as they occur.

Any questions regarding these issues should be directed through the chain of command to your current division chief. We will continue to provide information regarding the implementation of the new structure as circumstances warrant.