Message

From: Thiede, Kurt [thiede.kurt@epa.gov]
Sent: 3/1/2019 3:51:53 PM
To: Williams, Felicia [Williams.Felicia@epa.gov]
CC: Newton, Cheryl [Newton.Cheryl@epa.gov]; Sanders, Amy [Sanders.Amy@epa.gov]; Stepp, Cathy [stepp.cathy@epa.gov]
Subject: Region 5 Leadership Announcements and Staffing Update

Felicia, please send out the message below, on Cathy's behalf, to all region 5 employees on Monday morning (before 10am), March 4.

Thanks,
Kurt

Greetings Region 5 Colleagues,

Today I am excited to make a series of leadership announcements. I believe each of these actions help to strengthen our programs and help accomplish our mission of protecting human health and the environment and providing certainty to those we regulate.

Superfund Division

Frist, I am pleased to announce I have selected **Doug Ballotti as the permanent director of the Superfund Division**. Last September at an all hands meeting I indicated that a decision had been made, but the formal selection process had to be completed before I could announce. Little did I know it would it would be 6 months later. Doug brings an impressive work history and skill set to the director's position, which I believe is well suited to lead one of the most dynamic programs at EPA.

The Superfund Program and all its variations over the years has shaped Doug's professional career. He began his career as a project geologist with an environmental consulting firm providing technical assistance to the Emergency Response Program. After 3 years as a consultant, Doug decided to join EPA as a remedial project manager primarily working on enforcement lead NPL sites. Doug continued to take on more responsibilities, duties and positions within SFD. Since 2016, Doug has served twice as Acting Director of Superfund Division, and most recently has been serving as Deputy Director of the Division. Doug has an undergraduate degree in Geology from Northern Illinois University. Doug and his

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I would also like to express my appreciation to **Tom Short** for his excellent management of the Superfund Division over the past 3 months. Tom performed yeoman's duty throughout the shutdown ensuring Superfund sites were not impacted and emergency responses were funded. Tom has also provided critical support and direction as the Superfund Division prepares to transition into the new realignment. Fortunately, **Tom will continue his senior management role in Superfund as he has accepted the permanent reassignment as Deputy Division Director**.

Please join me in congratulating both Doug and Tom on their new positions and responsibilities in the Superfund Division.

Enforcement & Compliance Assurance Division

Secondly, I'd like you to join me in welcoming our new **Enforcement and Compliance Assurance Division (ECAD) Acting Division Director, Michael Harris and Acting Deputy Division Director, Sara Breneman.** They will begin these details on March 31st .

Michael has over 20 years of experience working for EPA Region 5. Since February of 2011, he has served as the Deputy Director of the Land and Chemicals Division where he provides leadership for the technical and enforcement aspects of overseeing clean-up activities at RCRA hazardous sites and leaking underground storage tanks; safely managing the use of toxic chemicals and increasing material conservation. Prior to this role, Michael served as Branch Chief of the Enforcement and Compliance Branch in the Superfund Division where he led the reorganization/creation of this branch. Michael has a Bachelor of Science degree in Environmental Science from Northern Illinois University, DeKalb, IL and has a Master of Science degree with an emphasis on Environmental Management from the Illinois Institute of Technology, Chicago, IL. Michael lives in Nonresponsive Discussion of Personal Matters / Ex. 6

Sara has over 18 years of experience working for EPA. She started as an environmental scientist in the Air Enforcement and Compliance Assurance Branch (AECAB), where she was primarily the lead on corporate-wide settlements involving many Regional and State partners. She eventually became a first line supervisor in 2011 as Chief of the AECAB (MI/WI) Section, and became the AECAB Chief in 2013. Supporting the region as a whole, Sara joined the HCB team on a detail as the Acting Human Capital Officer in the spring of 2017, skillfully navigating the region through a VERA/VSIP. Sara has a degree from the University of Wisconsin – Madison in Geology and Geophysics, with a Certificate in Environmental Studies. She lives on the Nonresponsive Discussion of Personal Matters / Ex. 6

As you know, as part of our agency's alignment efforts, each region will have an ECAD. Our region got off to a great start under the leadership of **Brooke Furio** who served as the transition Director putting a lot of the systems in place and making important structural decisions to make sure that when we go to full implementation on March 31, 2019, we don't miss a beat. Brooke's vision of compliance assistance, regulatory certainty and collaboration helped get the new division off to a great start and is ready for Mike and Sara to take the helm and continue to steer it in the path established by Brooke.

Please join me in congratulating Mike and Sara on their important new roles, and also thank Brooke for his leadership over the past four months.

Water Division

Next, I am happy to announce that a name familiar to many in the Water Division has agreed to join the Regional Administrator's office as a **Special Advisor on Water Policy**. **Russ Rasmussen**, who recently retired from the WI Department of Natural Resources will be brought on to help to serve as an advisor on water policy, serve as the regions nutrient trading liaison with the OW, and be a utility infielder to help keep water policy related issues flowing to assure timely decision making. Russ has a Bachelor of Science degree from the University of Wisconsin - Madison and a Master of Business Administration degree from Edgewood College in Madison. Russ has served the State of Wisconsin for the past twenty-seven years: first with the Departments of Administration and Transportation, and for the last twenty years, with the Department of Natural Resources (DNR). With DNR, Russ has served in multiple management capacities within Water programs as follows:

- Chief of the Runoff Management Section (1999 to 2004) responsible for CAFO permitting, storm water permitting and the nonpoint pollution abatement program.
- Director of the Bureau of Watershed Management (2004 – 2010) responsible for WPDES permitting (NPDES delegated permits), water quality standards development, 303(d) list and TMDL development, CAFO permits, storm water permits, nonpoint pollution abatement, dam permitting and regulation, the floodplain program, wetlands permitting and management, state in-water permits (Chapter 30), Great Lakes and Mississippi River programs, in-water sediment clean-up programs, and s. 319 and related state grant administration.
- Deputy Water Division Administrator (2010 – 2014) and Water Division Administrator (2014 – 2015) – responsible for managing the Water Division which included the Bureau of Watershed Management (see above), the Bureau of Drinking Water and Groundwater (Municipal and community drinking water permitting and standards; ground water and well construction standards, high capacity well permitting) and the Bureau of Fisheries Management.

- Special Policy Advisor to the Secretary (2015 to present) – After the WI DNR realigned the Water Division, Russ undertook a special role to address and solve "the most controversial water-related projects faced by the department".

I know that Russ has had an excellent working relationship with many of you here in Region 5 over the years and I am so excited that he has agreed to bring his extensive experience to EPA to help advise Cheryl, Kurt and I and work alongside Joan Tanaka and Linda Holst. Russ will begin working in the Water Division, as a ORA employee on March 11. Please join me in giving Russ a warm Region 5 welcome.

Recruitment Updates

With Sara and Mike temporarily vacating their positions, there will soon be a talent hub announcement for temporarily backfilling their positions. If you've thought about stepping into a leadership role in the Region, please consider applying. Other exciting hiring news includes the new Enforcement and Compliance Assurance Division Director and the Great Lakes National Program Office Deputy Director recruitments which is now posted on USAJobs and can be found here and here. Finally, last December, Cathy approved 40 recruitments. Several have started, and more than 35 are currently in active recruitment, including 8 currently posted on USAJobs. During the following months, we will reassess our vacancies and hope to approve additional recruitments, so keep monitoring New Faces on the Region 5 intranet homepage and help us welcome new staff!

Sincerely,

Cathy