



North Carolina Department of Environment and Natural Resources

Pat McCrory
Governor

John E. Skvarla, III
Secretary

December 9, 2014

MEMORANDUM

TO: APPROPRIATIONS SUB-COMMITTEE ON NATURAL AND ECONOMIC RESOURCES
The Honorable Stan Bingham, Co-Chair
The Honorable Andrew C. Brock, Co-Chair

APPROPRIATIONS SUB-COMMITTEE ON NATURAL AND ECONOMIC RESOURCES
The Honorable Tom Murry, Chairman
The Honorable Roger West, Chairman

FISCAL RESEARCH DIVISION

FROM: Neal Robbins, Director of Legislative Affairs

SUBJECT: NCDENR Efficiency Report

DATE: December 9, 2014

Pursuant to S.L. 2014-100 section 14.2A.(b), each department shall submit its [Efficiencies Reporting] report to the Chairs of the House Appropriations Subcommittee on Natural and Economic Resources and the Senate Appropriations Committee on Natural and Economic Resources and the Fiscal Research Division of the General Assembly. Please consider the attached as the formal submission this report.

If you have any questions or need additional information, please contact me by phone at (919) 707-8618 or via e-mail at neal.robbins@ncdenr.gov.

cc: John Skvarla, Secretary, NCDENR
Don van der Vaart, Deputy Secretary, NCDENR
Doug Lewis, Director of Budget and Planning, NCDENR

**NORTH CAROLINA
DEPARTMENT OF ENVIRONMENT
AND NATURAL RESOURCES**



**Efficiency Report
December 1, 2014**

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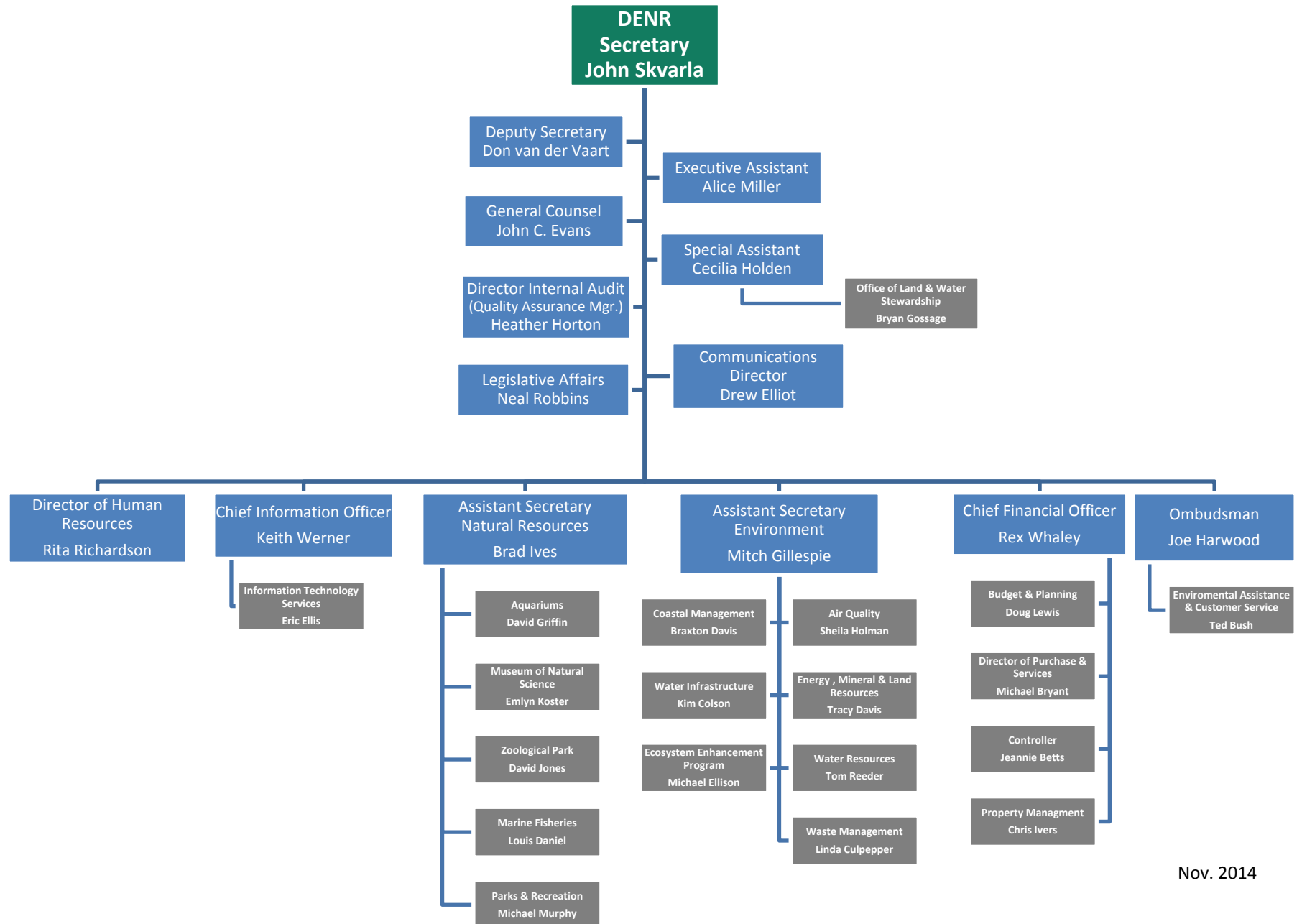
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Administration and Natural Resources												
Division	Position Number	Position Action	Fund/Cost Center	Account	Funding Type	Budgeted Salary	Social Security	*Retirement	* Medical	Total Cost Savings	FTE Count	Explanation of Improvements
Administration	60035619	Transferred	1140-1101	531211	Appropriations	105,264	8,053	15,463	5,285	134,065	1.00	Position Transferred from Air Quality - FTE Only
Administration	65016273	Transferred	1140-1101	531111	Appropriations	41,000	3,137	6,023	5,285	55,444	1.00	Position Transferred from Parks and Recreation
Administration	60035027	Transferred	1140-1103	531211	Appropriations	48,981	3,747	7,195	5,285	65,208	1.00	Position Transferred from Museum of Natural Science
Administration	60010282	Transferred	1140-1103	531211	Appropriations	105,000	8,033	15,425	5,285	133,742	1.00	Position Transferred from Department of Justice SL 2013-363 Section 17.8
Administration	60010363	Transferred	1140-1103	531211	Appropriations	93,000	7,115	13,662	5,285	119,061	1.00	Position Transferred from Department of Justice SL 2013-363 Section 17.8
Administration	60010378	Transferred	1140-1103	531211	Appropriations	73,094	5,592	10,738	5,285	94,708	1.00	Position Transferred from Department of Justice SL 2013-363 Section 17.8
Administration	60010436	Transferred	1140-1103	531211	Appropriations	95,000	7,268	13,956	5,285	121,508	1.00	Position Transferred from Department of Justice SL 2013-363 Section 17.8
Administration	60032527	Transferred	1140-1104	531211	Appropriations	55,403	4,238	8,139	5,285	73,065	1.00	Position Transferred from Marine Fisheries
Administration	60035958	Transferred	1140-1104	531211	Appropriations	65,683	5,025	9,649	5,285	85,642	1.00	Position Transferred from DEACS/Express Permitting
Administration	60035443	Transferred	1140-1402	531211	Appropriations	49,562	3,791	7,281	5,285	65,919	1.00	Position Transferred from Water Resources to the Division of Human Resources
Administration	60036245	Transferred	1140-1402	531211	Appropriations	54,541	4,172	8,012	5,285	72,010	1.00	Position Transferred from EEP
Administration	60035829	Transferred	1140-1402	531211	Appropriations	70,110	5,363	10,299	5,285	91,058	1.00	Position Tranferred from Air Quality to the Division of Human Resources
Administration	65010186	Other	1140-1448	531211	Appropriations	63,699	4,873	9,357	5,285	83,214	1.00	Position Established from NRC Operating Reserve/Transferred to Financial Services/Property Mngmnt.
Administration	65021301	Other	1140-1462	531212	Receipts	74,267	5,681	10,910	5,285	96,143	1.00	Position Created - Support Court Order to Reinstate Employee
Administration	60035990	Transferred	1140-1402	531211	Appropriations	-42,870	-3,280	-6,298	-5,285	-57,732	-1.00	Position Transferred to EEP
Administration	60036033	Transferred	1140-1402	531211	Appropriations	0	0	0	0	0	-1.00	Position Transferred to Air Quality - FTE Only
Administration	60035307	Transferred	1140-1101	531211	Appropriations	-110,000	-8,415	-16,159	-5,285	-139,859	-1.00	Position Transferred from Department to Office of State Human Resources.
							0	0				
							0	0				
	Totals					841,734	64,393	123,651	63,420	1,093,197	11.00	
Total												

Division of Financial Services was formed by merging the Division of Purchasing, Controller's Office and Budget Management.
The Division Human Resource Representatives now have an organizational reporting relationship to the Departmental Division of Human Resources.
The Division Public Information Officers now have an organziational reporting relationship to the Departmental Public Information Office.



Nov. 2014

1. Positions eliminated July 1, 2013 – June 30, 2014.

<u>Position number</u>	<u>Position</u>	<u>Effective date</u>	<u>Action</u>	<u>Rationale for action</u>
60035648	Engineer	03/31/2014	Abolish Position	Part of the DAQ reorganization. There was no longer a business need for this position.
60035684	Engineer	03/31/2014	Abolish Position	Part of the DAQ reorganization. There was no longer a business need for this position.
60035808	Environmental Specialist	03/31/2014	Abolish Position	Part of the DAQ reorganization. There was no longer a business need for this position.
60035832	Environmental Specialist	03/31/2014	Abolish Position	Part of the DAQ reorganization. There was no longer a business need for this position.
60035867	Environmental Senior Technician	03/31/2014	Abolish Position	Part of the DAQ reorganization. There was no longer a business need for this position.
60035896	Environmental Specialist	03/31/2014	Abolish Position	Part of the DAQ reorganization. There was no longer a business need for this position.
60036033	Business Officer	05/31/2014	Abolish Position	Eliminated this vacant position. It was the position originally transferred from DENR HR to DAQ to provide continuity in the Business/Budget Office in advance of the retirement of the DAQ Business Officer. Once DAQ hired a permanent Business Officer, this position was no longer needed.
60035703	Engineer	06/30/2014	Abolish Position	Part of the DAQ reorganization. This position was RIF'ed following a workload assessment indicating that there was no longer a business need for this position.
60035736	Statistical Research Assistant II	06/30/2014	Abolish Position	Part of the DAQ reorganization. This position was RIF'ed following a workload assessment indicating that there was no longer a business need for this position.
60035744	Statistical Research Assistant II	06/30/2014	Abolish Position	Part of the DAQ reorganization. This position was RIF'ed following a workload assessment indicating that there was no longer a business need for this position.
60035756	Information Processing Assistant I	06/30/2014	Abolish Position	Part of the DAQ reorganization. This position was RIF'ed following a workload assessment indicating that there was no longer a business need for this position.
60035897	Information Processing Technician	06/30/2014	Abolish Position	Part of the DAQ reorganization. This position was RIF'ed following a workload assessment indicating that there was no longer a business need for this position.

2. Positions transferred among divisions, sections, or programs.

<u>Position number</u>	<u>Position</u>	<u>Effective date</u>	<u>Action</u>	<u>Rationale for action</u>
60035639	Engineer	07/01/2013	Position Transfer	Engineers moved between Branches within the Permits Section to better integrate modeling with the regulatory programs. The engineers will work alongside the modelers to review incoming modeling demonstrations for confirmation that emission rates and emission factors used in the modeling process are appropriate and correctly applied.
60035649	Engineer	07/01/2013	Position Transfer	Engineers moved between Branches within the Permits Section to better integrate modeling with the regulatory programs. The engineers will work alongside the modelers to review incoming modeling demonstrations for confirmation that emission rates and emission factors used in the modeling process are appropriate and correctly applied.
60035873	Engineer	08/01/2013	Position Transfer	Position was moved from one supervisor to another within the same regional office to optimize organizational effectiveness and better align the position duties with the reporting structure.
60035884	Environmental Specialist	08/01/2013	Position Transfer	Position was moved from one supervisor to another within the same regional office to optimize organizational effectiveness and better align the position duties with the reporting structure.
60036033	Business Officer	10/01/2013	Position Transfer	DENR HR transfer to DAQ to provide continuity in the Business/Budget Office in advance of the retirement of the DAQ Business Officer.
60035829	Engineer	11/01/2013	Position Transfer within agency	Position was transferred to DENR HR to help out with a business need for a Staff Development Coordinator.
60035616	Personnel Technician I	12/23/2013	Position Transfer	DENR HR consolidation occurred in 2013. This position transfer was to have this position report to the lead HR Representative (Personnel Technician II).
60035640	Engineer	01/01/2014	Position Transfer	Position was moved from one supervisor to another within the same regional office to optimize organizational effectiveness and better align the position duties with the reporting structure.
60035619	Section Chief	01/01/2014	Position Transfer within agency	Position holder (Don Vandervaart) accepted a new role in the Secretary's Office as State Energy Policy Advisor. The position and position holder were transferred.

60035672	Section Chief	01/01/2014	Position Transfer	Position converted from an Engineer position to a vacant Permits Section Chief following the transfer of Don Vandervaart to Secretary's Office. Moved the converted position to the proper location on the organizational chart.
60035881	Engineer	01/01/2014	Position Transfer	Position was moved from one supervisor to another within the same regional office to optimize organizational effectiveness and better align the position duties with the reporting structure.
60035601	Business Officer	04/01/2014	Position Transfer	Hiring of DAQ's new Business Officer to fill the vacancy resulting from a retirement. Listed as a "position transfer" because he came to us from DHHS.
60035609	Processing Assistant III	04/01/2014	Position Transfer	Position reports to Deputy Director instead of Director. Organizational change to balance number of staff reporting to Director/Deputy Director.
60035634	Information Processing Assistant I	04/01/2014	Position Transfer	Position moved between Branches within the Permits Section to better integrate modeling with the regulatory programs.
60035893	Administrative Secretary III	04/01/2014	Position Transfer	Position reports to Deputy Director instead of Director. Organizational change to balance number of staff reporting to Director/Deputy Director.
60035623	Environmental Senior Specialist	04/05/2014	Position Transfer	Part of the DAQ reorganization. Position was transferred to better use resources in an area of need.
60035695	Environmental Program Consultant	04/05/2014	Position Transfer	Part of the DAQ reorganization. Position was reallocated down from a Supervisor position in a Branch that was eliminated to an Environmental Program Consultant focused on advanced data analysis needs. Moved the converted position to the proper location on the organizational chart.
60035699	Industrial Hygiene Consultant	04/05/2014	Position Transfer	Part of the DAQ reorganization. Transferred this position to the Planning Section to better align the position duties with the organizational structure and provide support in an area of need.

60035704	Electronics Technician III	04/05/2014	Position Transfer	Part of DAQ reorganization. Consolidated monitoring activities into the same Section to increase efficiencies, share resources, skills and tools.
60035706	Environmental Senior Specialist	04/05/2014	Position Transfer	Part of the DAQ reorganization. Transferred this position to the Planning Section to better align the position duties with the organizational structure and provide support in an area of need.
60035707	Engineer	04/05/2014	Position Transfer	Part of the DAQ reorganization. Transferred this position to the Planning Section to better align the position duties with the organizational structure and provide support in an area of need.
60035709	Chemist III	04/05/2014	Position Transfer	Part of the DAQ reorganization. Transferred this position as part of the monitoring consolidation to better align the position duties with the organizational structure and provide support in an area of need.
60035710	Industrial Hygiene Inspector	04/05/2014	Position Transfer	Part of the DAQ reorganization. Transferred this position to the organizational unit that best aligns with the position duties.
60035741	Chemistry Technician III	04/05/2014	Position Transfer	Part of the DAQ reorganization. Transferred this position as part of the monitoring consolidation to better align the position duties with the new organizational structure and provide support in an area of need.
60035743	Statistician II	04/05/2014	Position Transfer	Part of the DAQ reorganization. Transferred this position from a branch that was eliminated as part of the monitoring consolidation to better align the position duties with the new organizational structure and provide support in an area of need.
60035758	Chemistry Technician III	04/05/2014	Position Transfer	Part of the DAQ reorganization. Transferred this position as part of the monitoring consolidation to better align the position duties with the new organizational structure and provide support in an area of need.
60035612	Safety Consultant II	06/01/2014	Position Transfer	DAQ requested that this position be retained in DAQ instead of being consolidated because the position covers both safety and training for the Division.

3. New divisions, sections, and programs established.

- Laboratory Analysis Branch was created within the Ambient Monitoring Section on 3/17/14 as a result of the DAQ reorganization. The DAQ lab functions were consolidated in order to simplify the organizational structure, and better share resources and skills. No new positions resulted from this action. There were only position transfers.

4. A comparison of the organizational charts before and after the reorganizations or other administrative modifications with each structural change clearly identified.
 - See Attachment – DAQ Org Chart before the 3/17/14 reorganization – dated 1/21/14
 - See Attachment – DAQ Org Chart after the 3/17/14 reorganization – dated 3/26/14
 - Note that 2 Branches were eliminated. The Toxics Protection Branch and the Data and Statistical Services Branch.
5. A list of divisions, sections, and programs that were unaffected by the reorganizations or other administrative modifications.
 - All of the DAQ program areas have been affected by the position actions outlined in #1 and #2 above.
6. Resulting cost-savings, itemized by funding source.
 - The position actions outlined above resulted in a decrease in salary obligations to DAQ. Those are provided in the table below by fund code. Longer term operational efficiency gains will also be realized as a result of the reorganization due to being better positioned to share resources and skills.

	Fund/Budget Code* All Positions Receipt Supported				
	24300 - 2331	24300 - 2333	24301 - 2334	24300 - 2338	
SFY13/14		\$44,539.79	\$45,222.24	\$15,616.62	
Severance	(\$4,005.28)	(\$12,873.17)	(\$17,332.45)		
Total Savings	(\$4,005.28)	\$31,666.62	\$27,889.79	\$15,616.62	\$71,167.75
SFY14/15	\$43,784.00	\$350,730.21	\$456,980.76	\$62,499.38	
Severance		(\$3,752.05)			
Total Savings	\$43,784.00	\$346,978.16	\$456,980.76	\$62,499.38	\$910,242.30

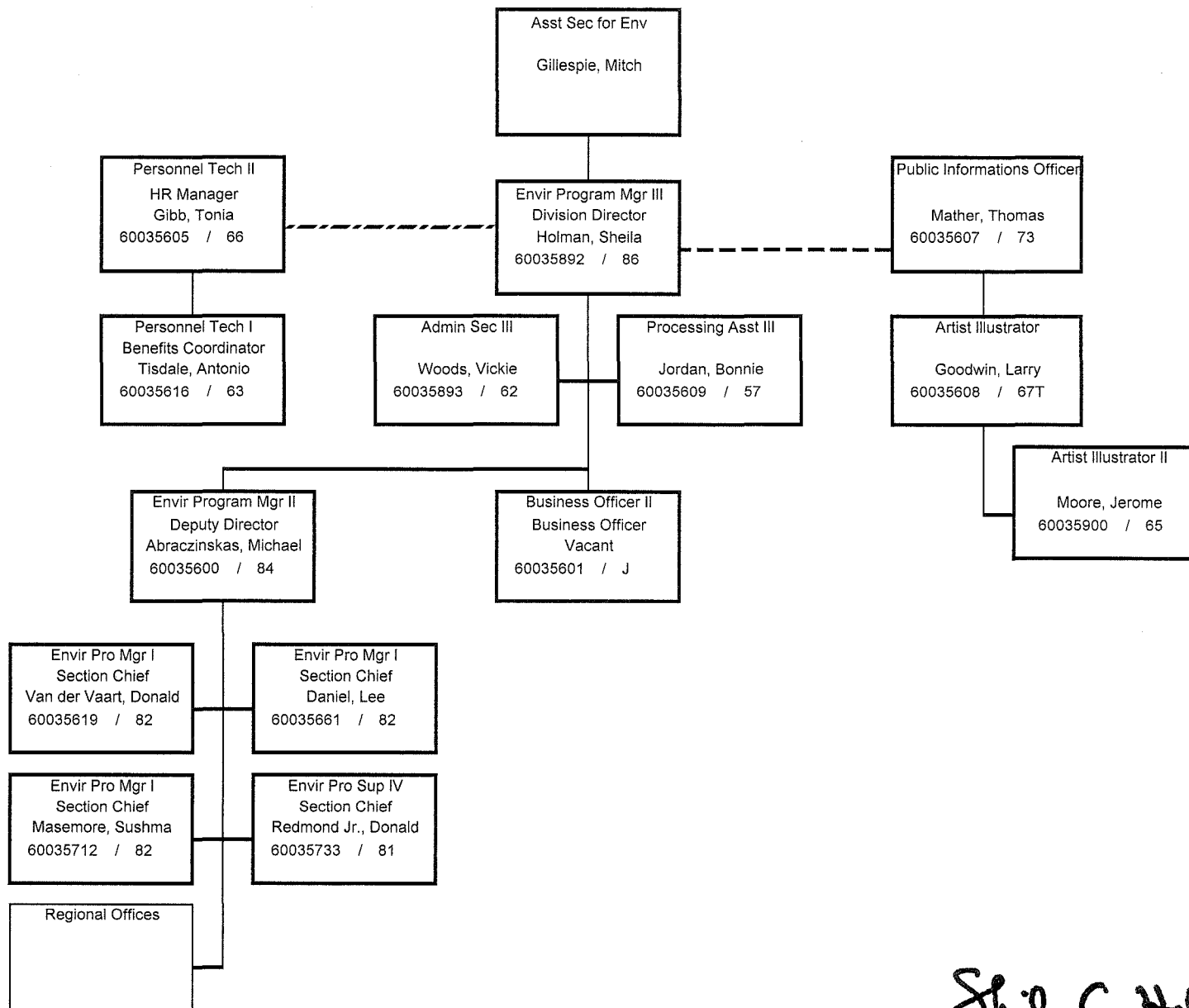
7. An explanation of improvements in the administrative capability of the department to manage its programs and carry out its mission.
 - The DAQ reorganization implemented on 3/17/14 was designed to meet current/future organizational needs while improving efficiencies and reducing costs. At the heart of this evaluation is the need to carefully balance the ever-changing business needs with expected revenues. An analysis of the entire division was performed to optimize efficiency, match the right skills with program implementation, pool resources, and determine which positions could be eliminated such that the mission of the division can continue to be accomplished. Some positions were consolidated and reconfigured to reflect the current era of environmental protection that increasingly relies on advanced monitoring tools and information technology for data-driven analyses. A few positions became shared “dotted line” matrix management positions to better utilize the skill sets of

these employees. The biggest change was a consolidation of all DAQ monitoring staff and resources into the Ambient Monitoring Section. In total, the DAQ reorganization impacted twenty nine total positions, with the elimination of six vacant positions, reduction in force of six individuals, and seventeen positions being reassigned or reconfigured as part of the reorganization.

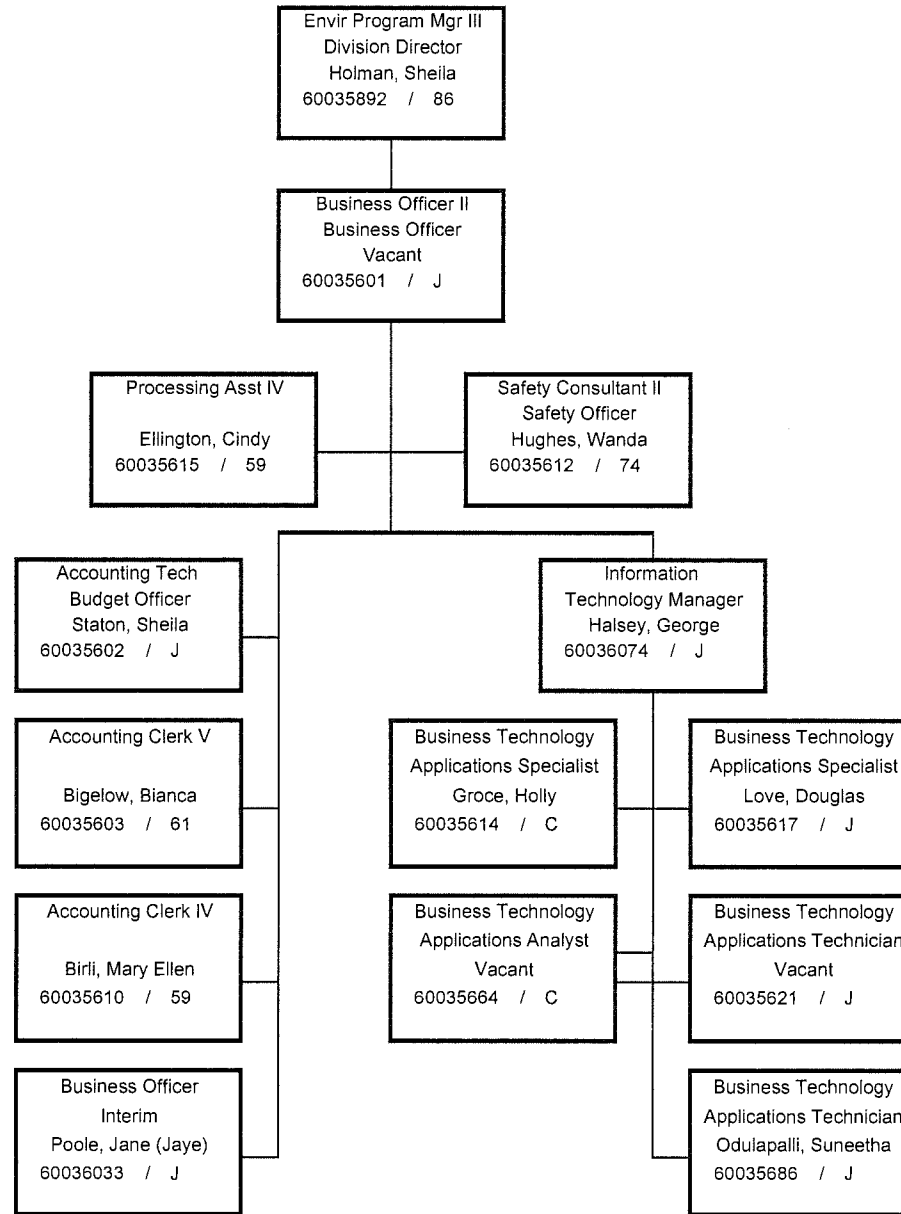
8. An identification of any obsolete or overlapping activities.
 - One key element of the consolidation of our monitoring staff and resources included a transformation of data handling and data analysis activities. DAQ developed better information technology tools that enabled more efficient data collection, handling and analysis. Thus, the skills needed by staff evolved from those of data entry and manual data analysis methods, to more advanced database query and analysis skills. Once the information technology tools were developed and in place, there was no longer a business need for “Information Processing” type positions. This strongly supported the position actions outlined in #1 above as part of the DAQ reorganization.

Budget Code 24300												
Division	Position Number	Position Action	Fund/Cost Center	Account	Funding Type	Budgeted Salary	Social Security	*Retirement	* Medical	Total Cost Savings	FTE Count	Explanation of Improvements
DAQ	60036033	Abolished	23331789	531212	Receipts	33,659	2,575	5,095	2,504	43,832	0.40	
DAQ	60036033	Abolished	23341785	531212	Receipts	50,489	3,862	7,642	3,755	65,748	0.60	
DAQ	60035684	Abolished	23381788	531212	Receipts	58,178	4,451	8,788	6,699	78,116	1.00	
DAQ	60035648	Abolished	23331789	531212	Receipts	56,318	4,308	8,507	4,689	73,823	0.70	
DAQ	60035648	Abolished	23341785	531212	Receipts	24,136	1,846	3,996	2,142	32,121	0.30	
DAQ	60035808	Abolished	23331789	531212	Receipts	24,484	1,873	3,699	2,680	32,735	0.40	
DAQ	60035808	Abolished	23341785	531212	Receipts	36,726	2,810	4,469	3,227	47,231	0.60	
DAQ	60035832	Abolished	23331789	531212	Receipts	24,922	1,907	3,765	3,350	33,943	0.50	
DAQ	60035832	Abolished	23341785	531212	Receipts	24,922	1,907	3,742	3,085	33,655	0.50	
DAQ	60035867	Abolished	23331789	531212	Receipts	22,893	1,751	3,458	2,680	30,782	0.40	
DAQ	60035867	Abolished	23341785	531212	Receipts	34,340	2,627	5,257	2,627	44,851	0.60	
DAQ	60035896	Abolished	23331789	531212	Receipts	20,553	1,572	3,105	2,680	27,909	0.40	
DAQ	60035896	Abolished	23341785	531212	Receipts	30,829	2,358	4,483	2,358	40,029	0.60	
DAQ	60035897	Abolished	23311787	531212	Receipts	31,847	2,436	4,811	4,689	43,784	0.70	
DAQ	60035897	Abolished	23341785	531212	Receipts	13,649	1,044	2,010	2,062	18,765	0.30	
DAQ	60035742	Abolished	23331789	531212	Receipts	28,140	2,153	4,251	2,353	36,898	0.35	
DAQ	60035742	Abolished	23341785	531212	Receipts	52,261	3,998	7,895	4,355	68,508	0.65	
DAQ	60035736	Abolished	23331789	531212	Receipts	16,223	1,241	2,451	2,353	22,268	0.35	
DAQ	60035736	Abolished	23341785	531212	Receipts	30,128	2,305	4,551	4,355	41,339	0.65	
DAQ	60035744	Abolished	23331789	531212	Receipts	16,917	1,294	2,555	2,353	23,120	0.35	
DAQ	60035744	Abolished	23341785	531212	Receipts	31,417	2,403	4,746	4,355	42,921	0.65	
DAQ	60035756	Abolished	23331789	531212	Receipts	11,547	883	1,743	2,017	16,190	0.30	
DAQ	60035756	Abolished	23341785	531212	Receipts	25,701	1,966	3,884	4,689	36,240	0.70	
DAQ	60035703	Abolished	23331789	531212	Receipts	39,953	3,056	6,054	4,707	53,770	0.70	
DAQ	60035703	Abolished	23341785	531212	Receipts	23,464	1,795	3,526	2,010	30,795	0.30	
										0		
	Totals					763,694	58,423	114,482	82,775	1,019,373	13.00	

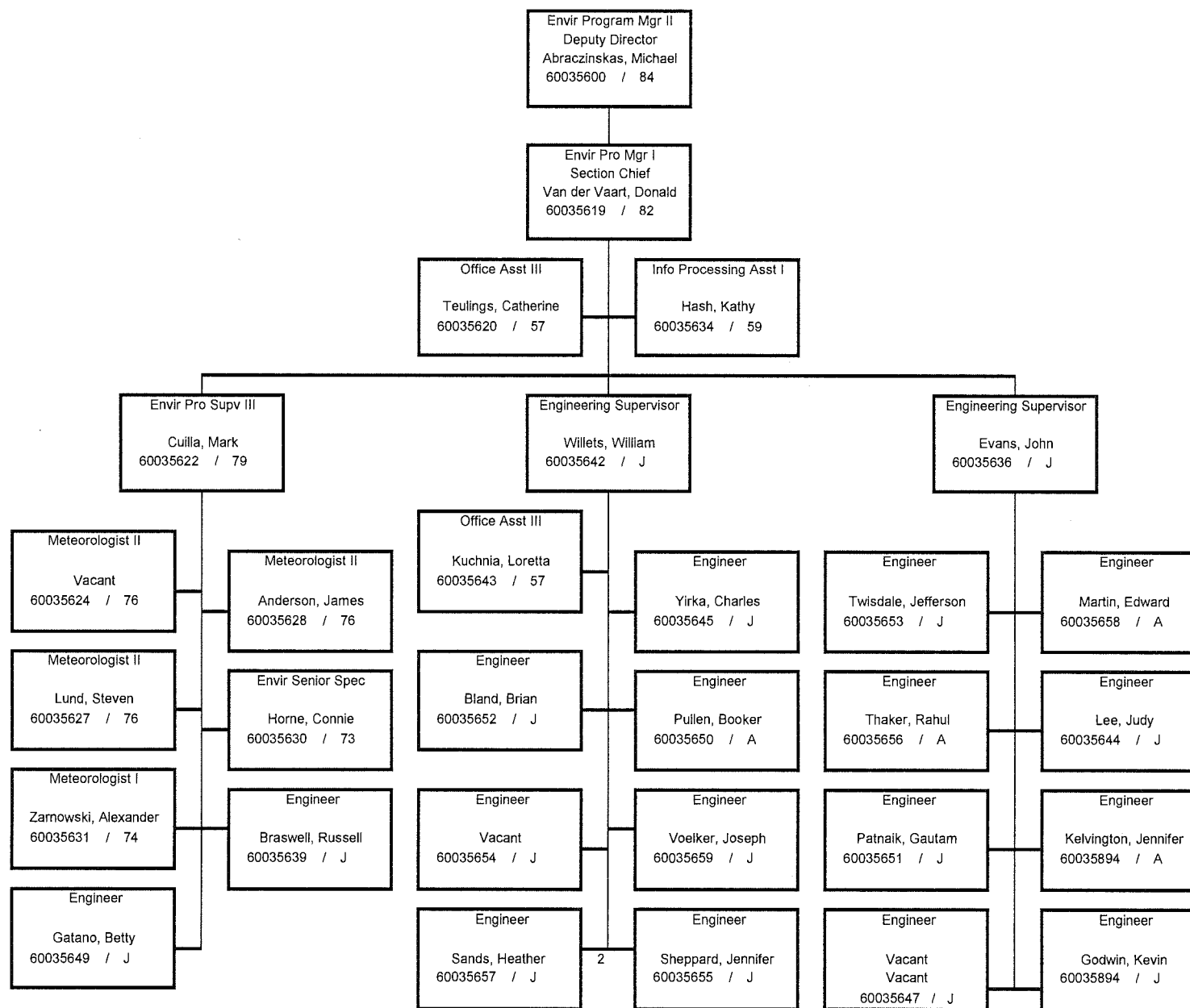
*Rates may be different based on fiscal year

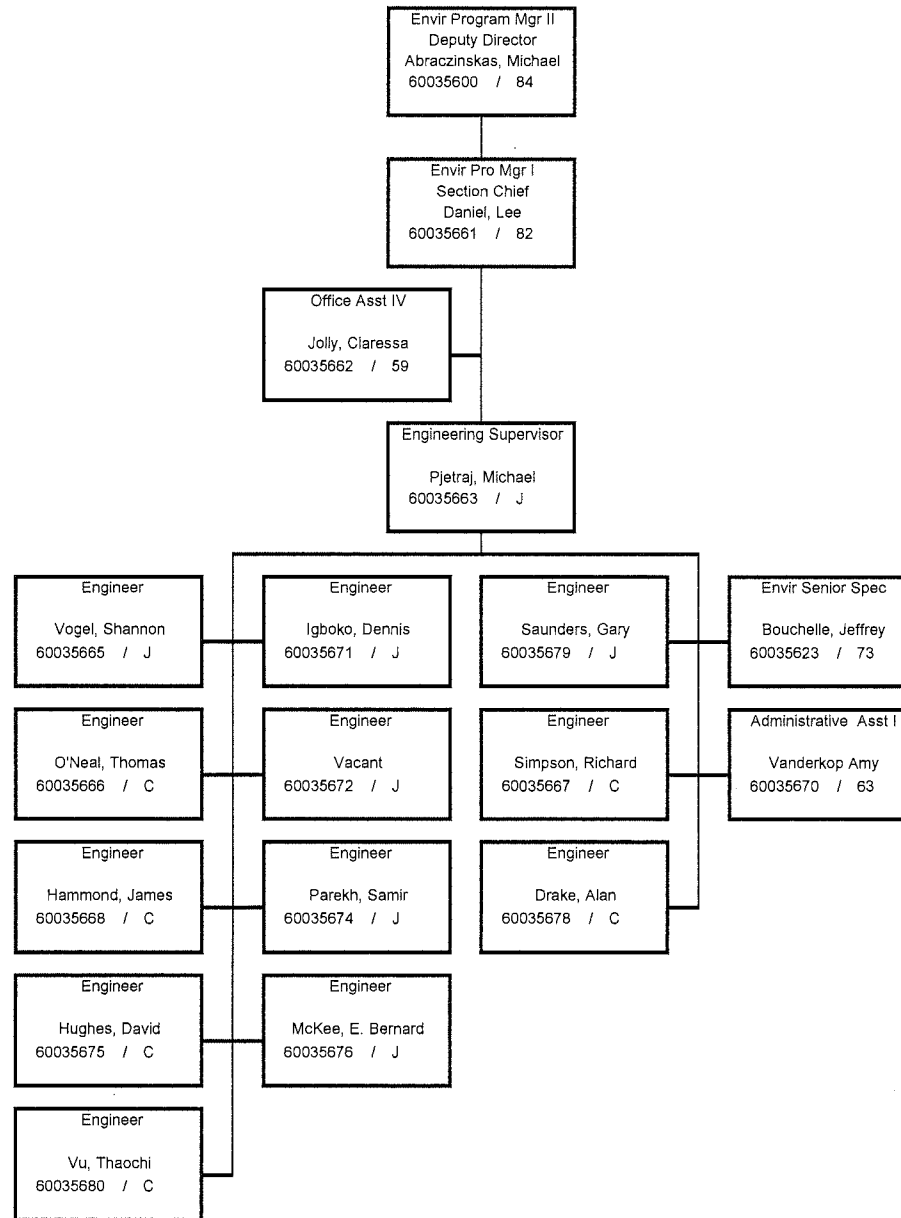


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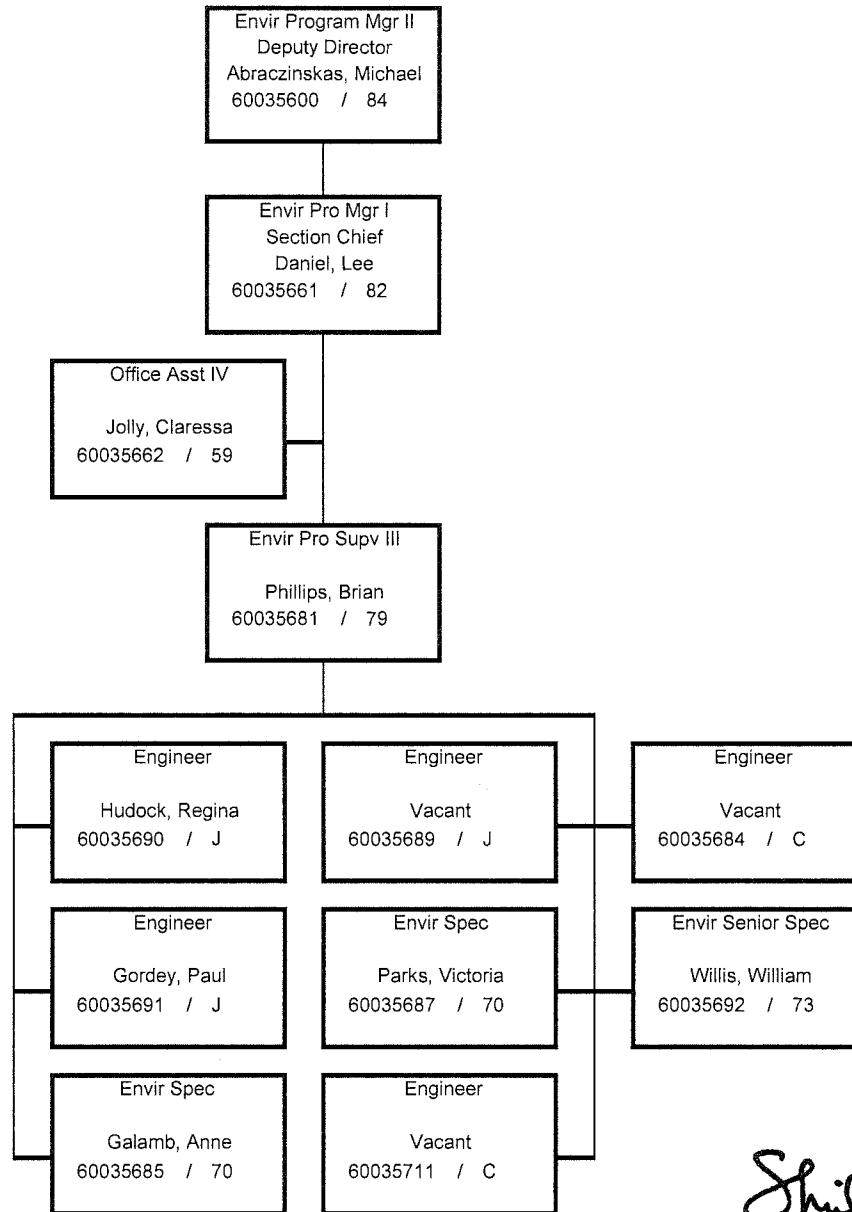
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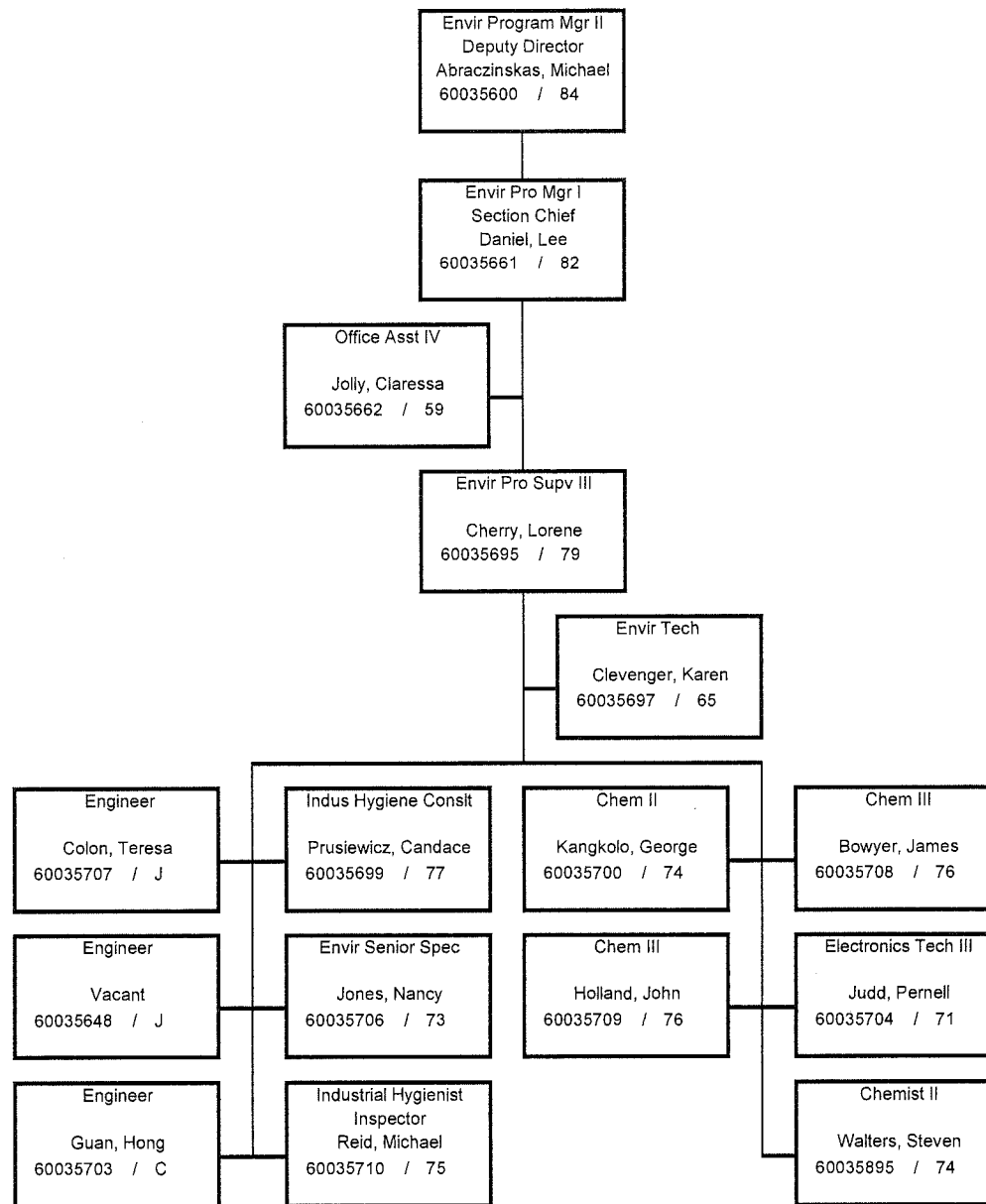


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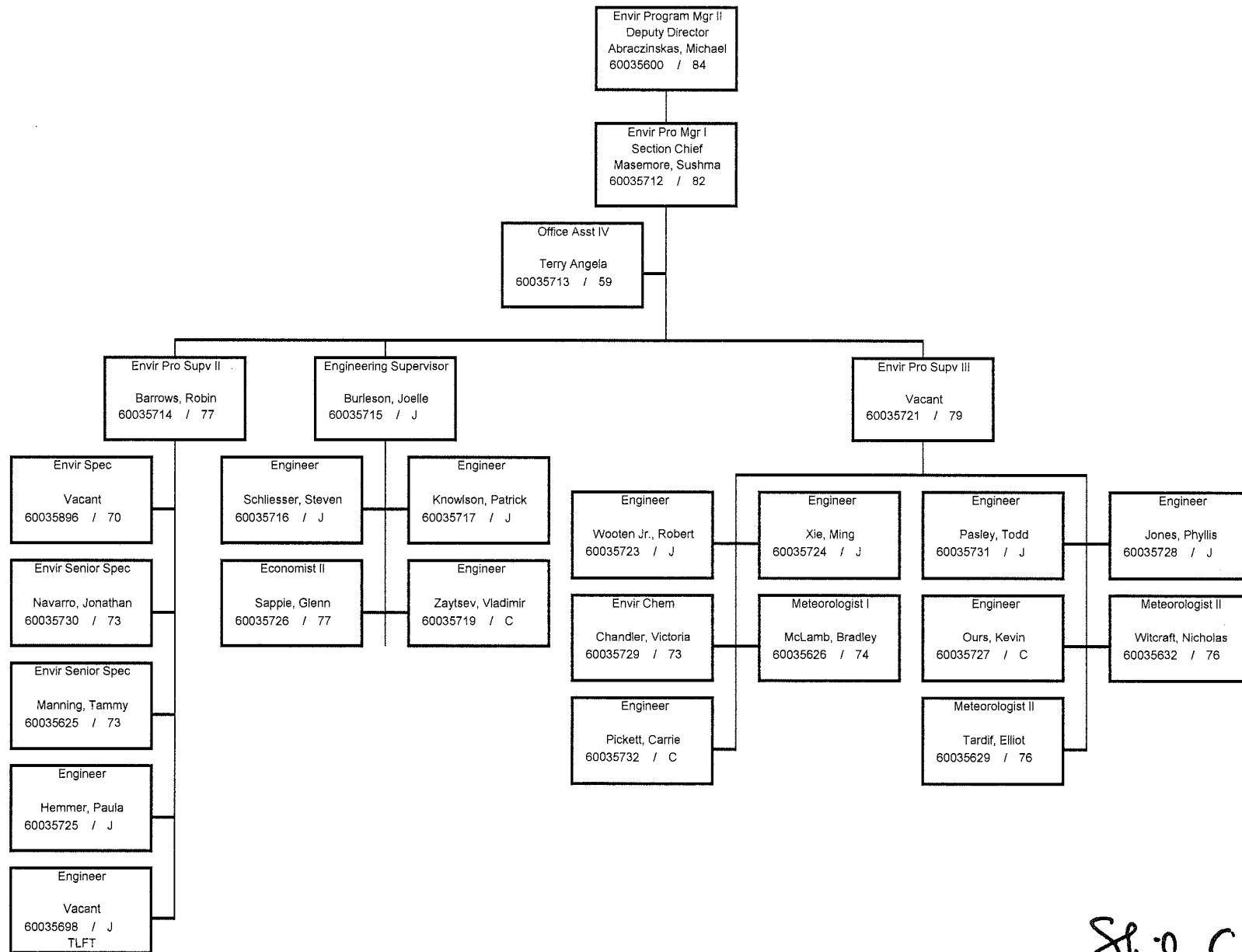
Department of Environment and Natural Resources
 Division of Air Quality
 Technical Services Section
 Mobile Sources Compliance Branch
 1/21/2014



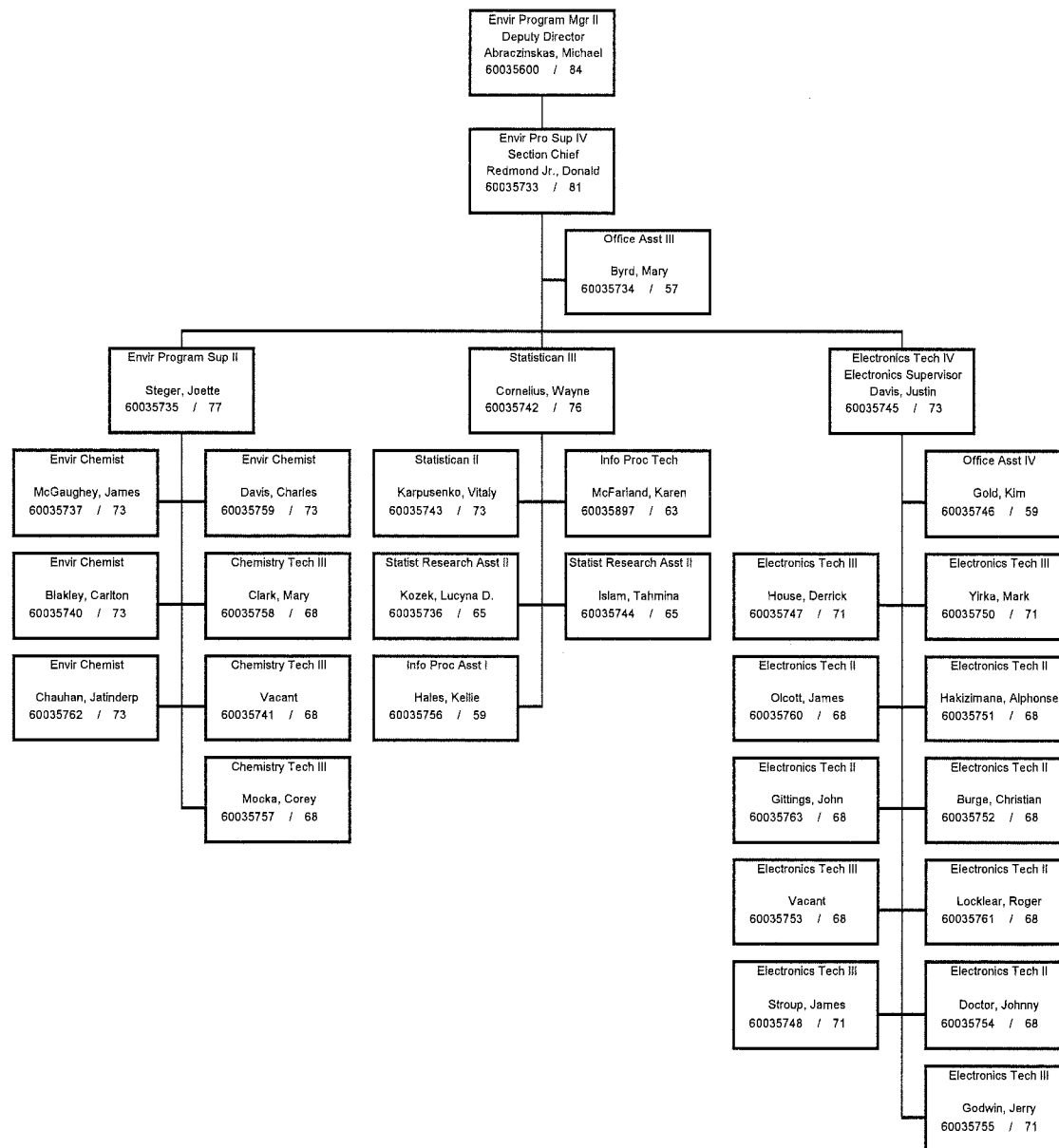
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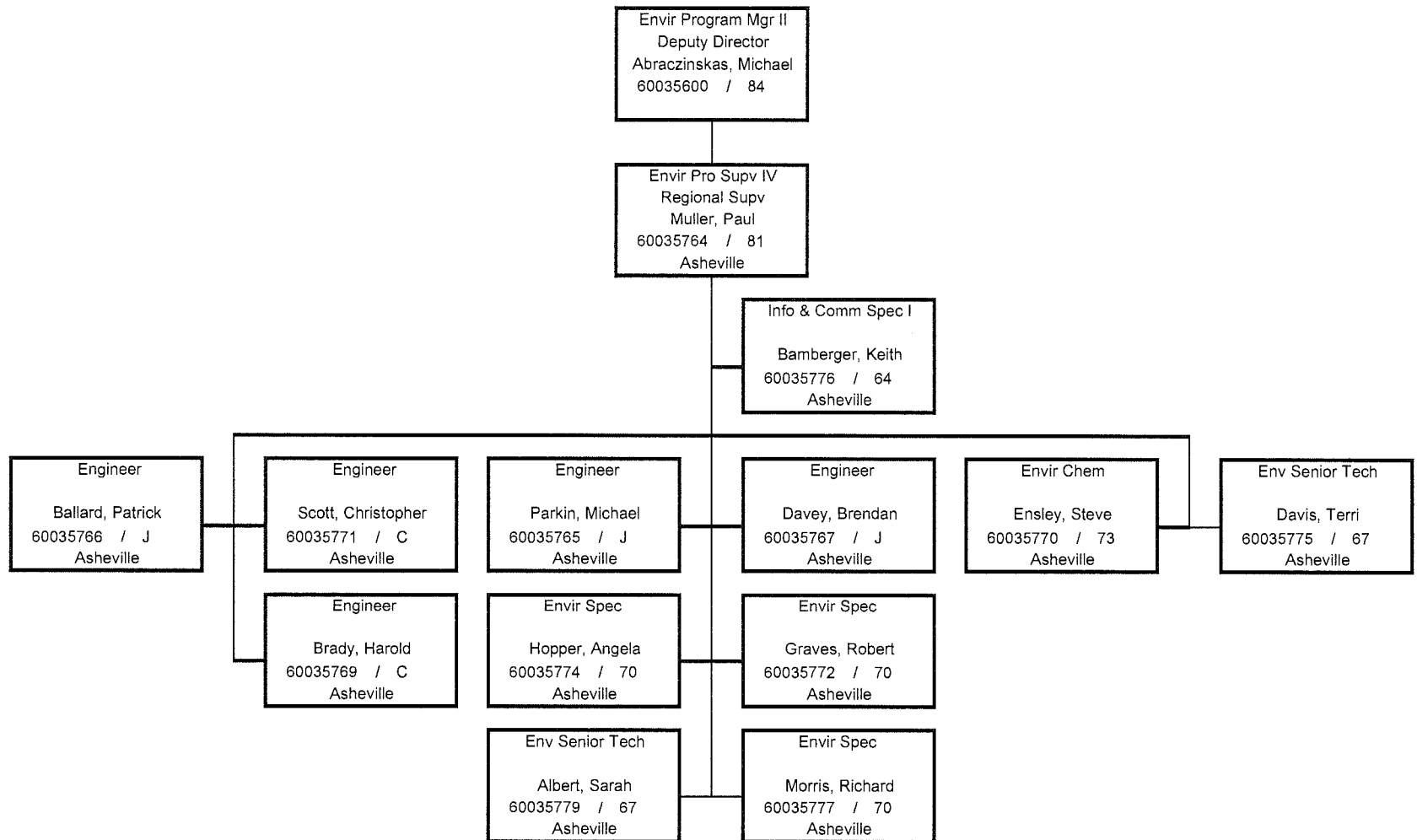
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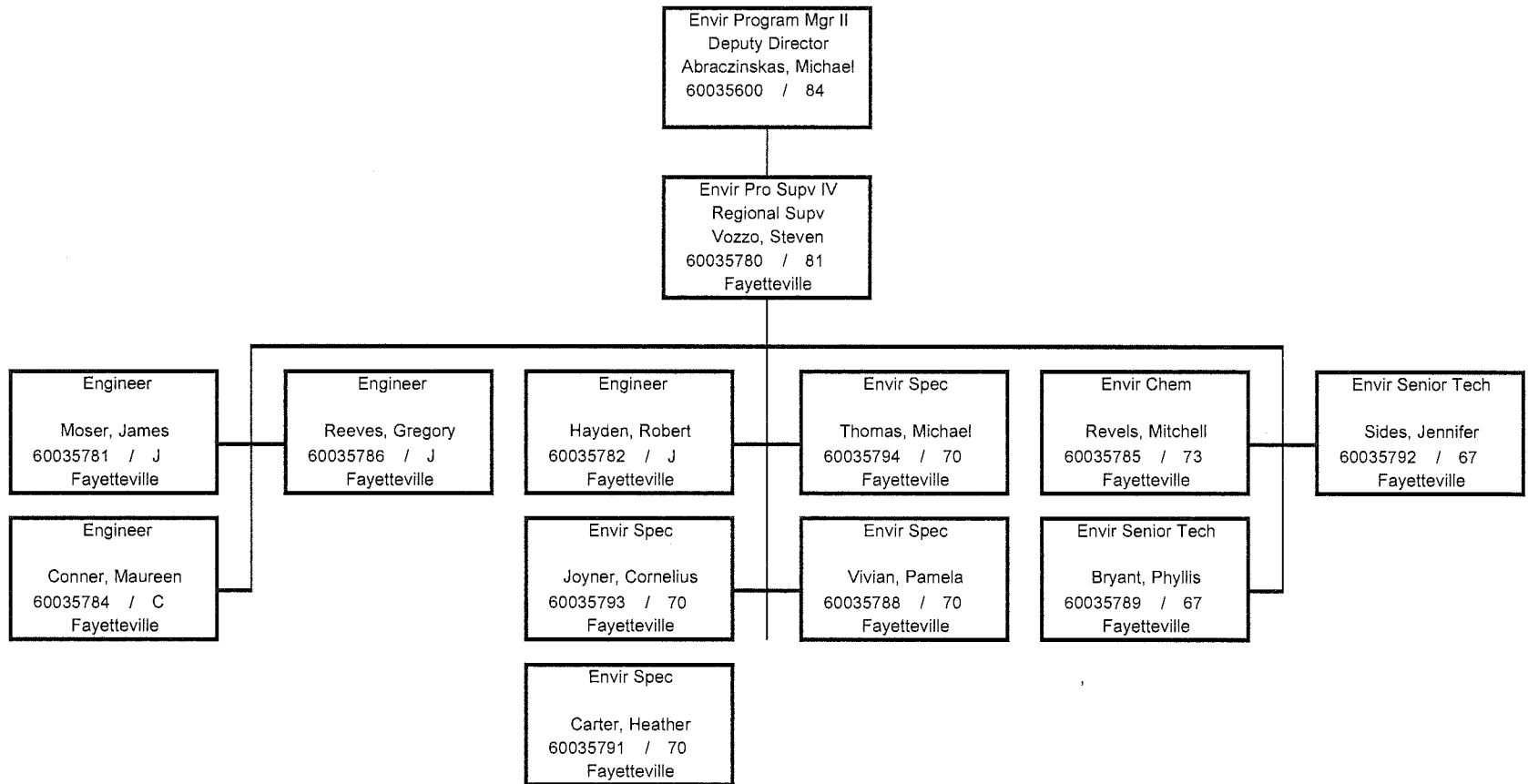
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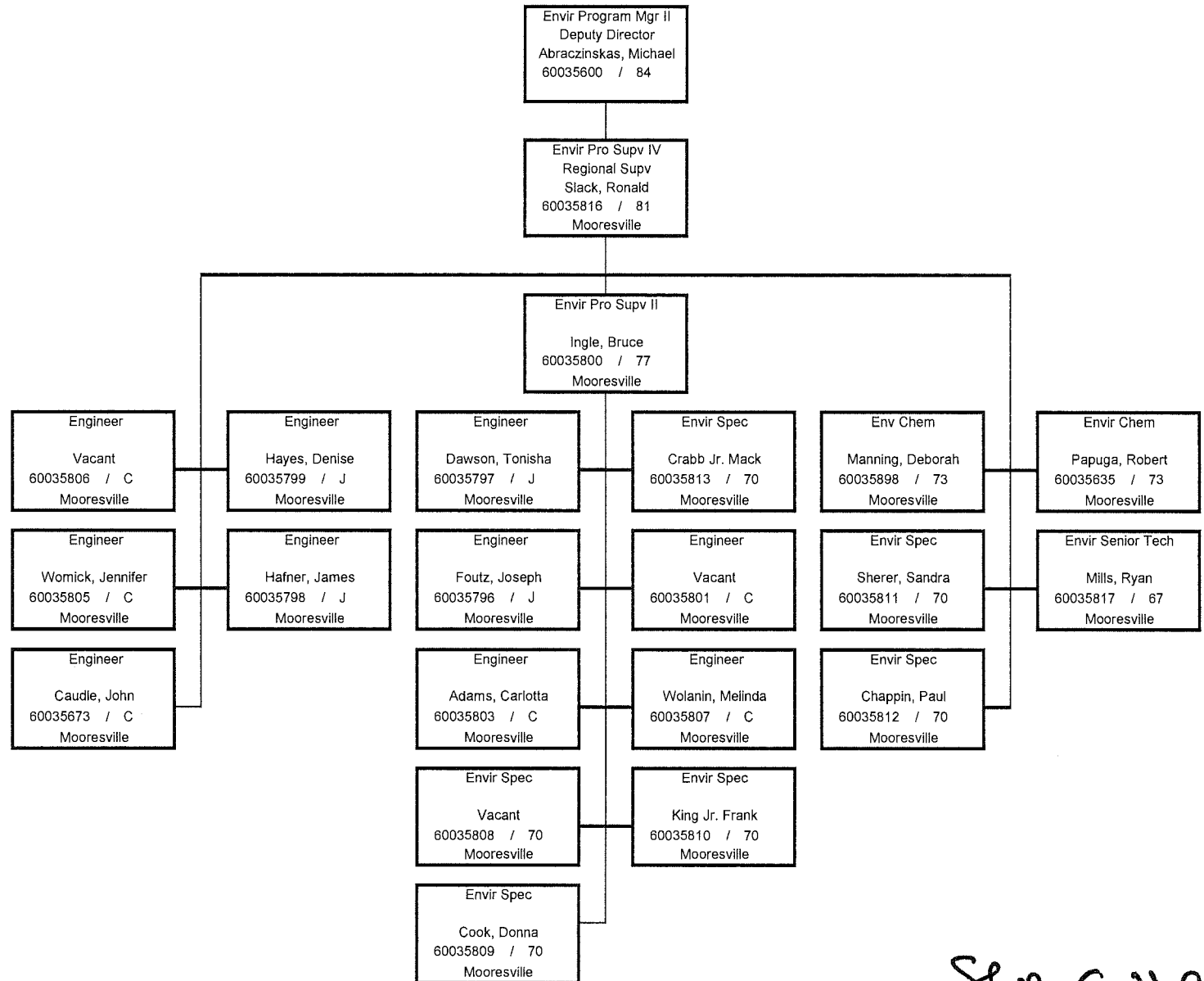
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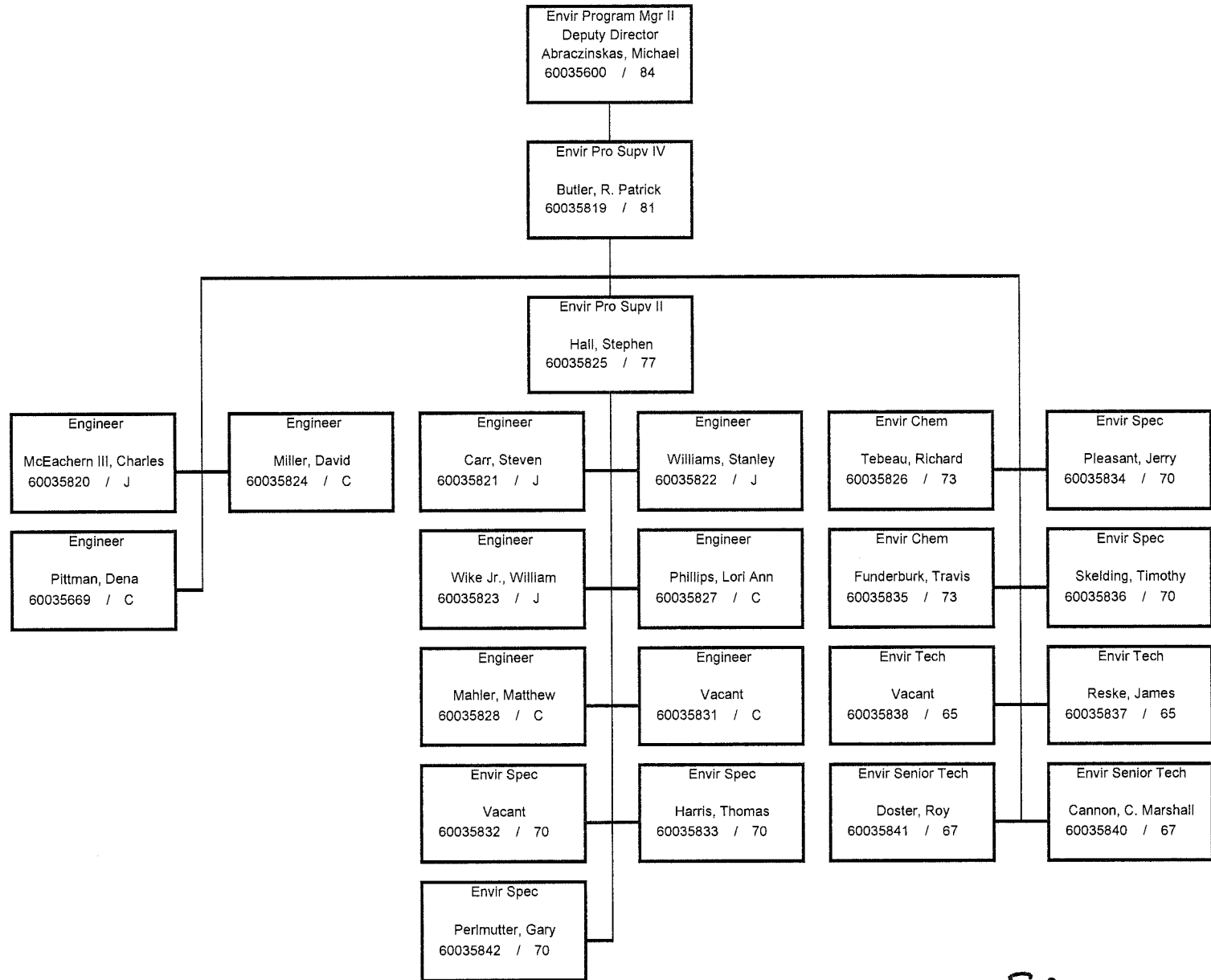
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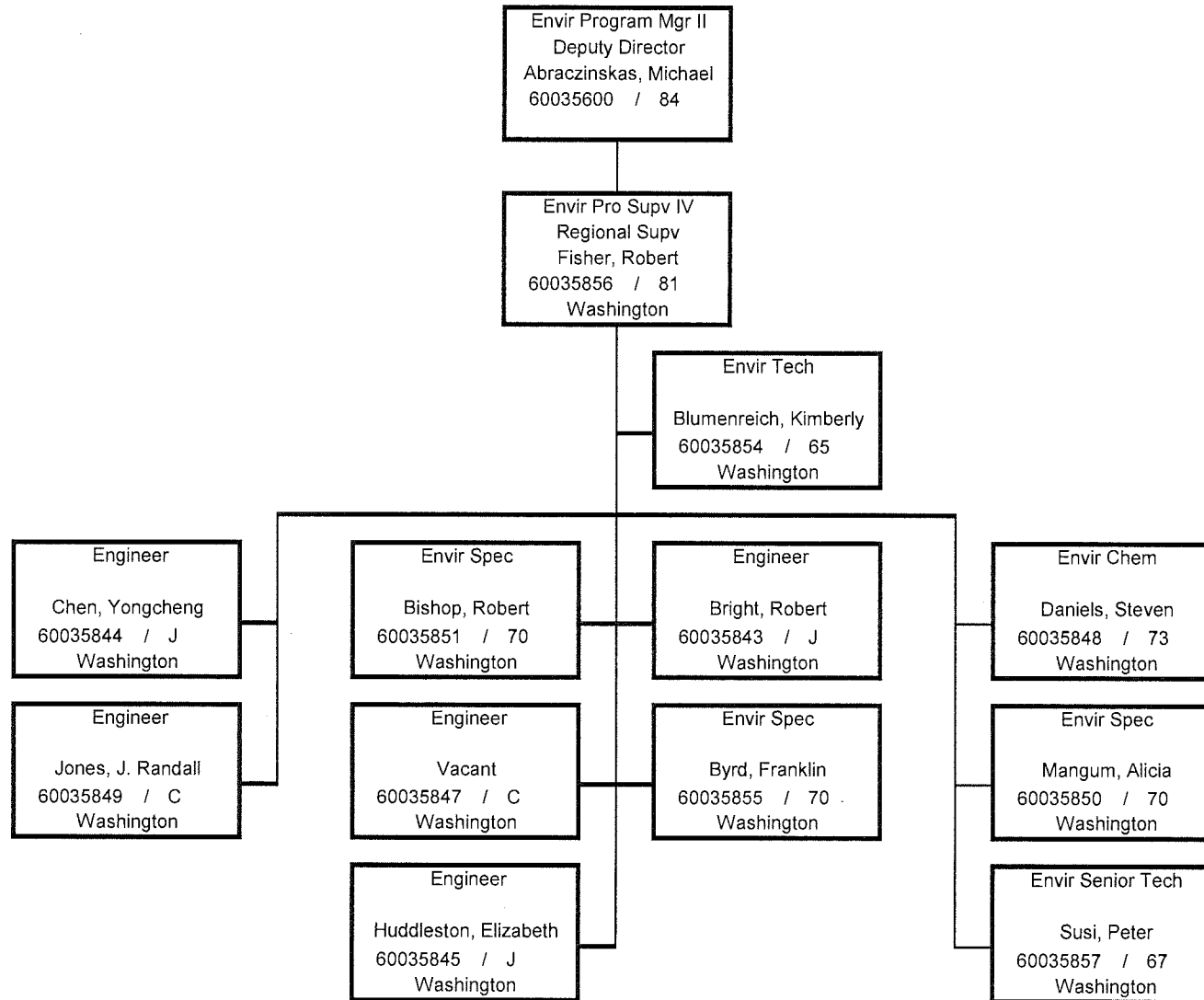
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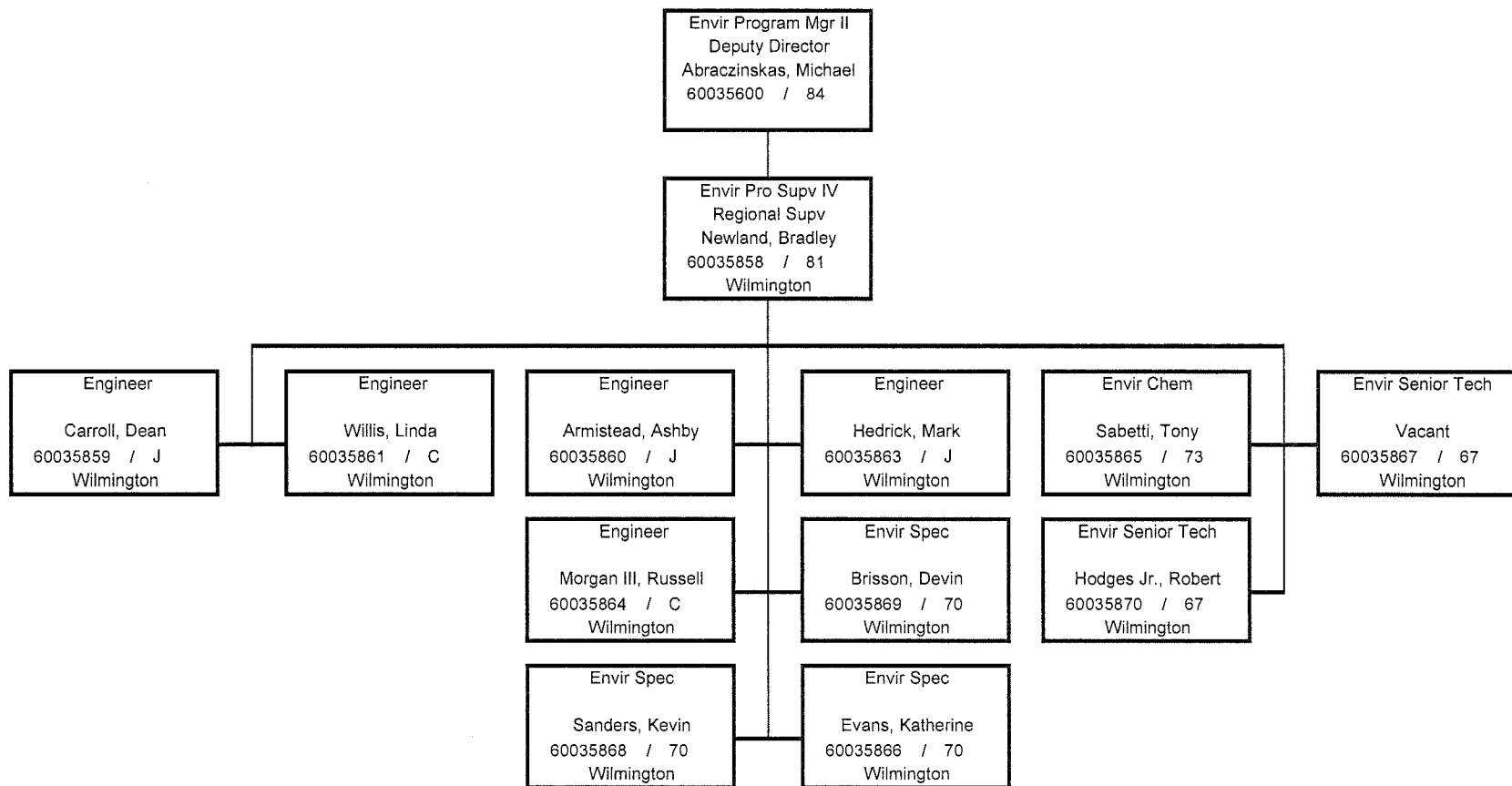
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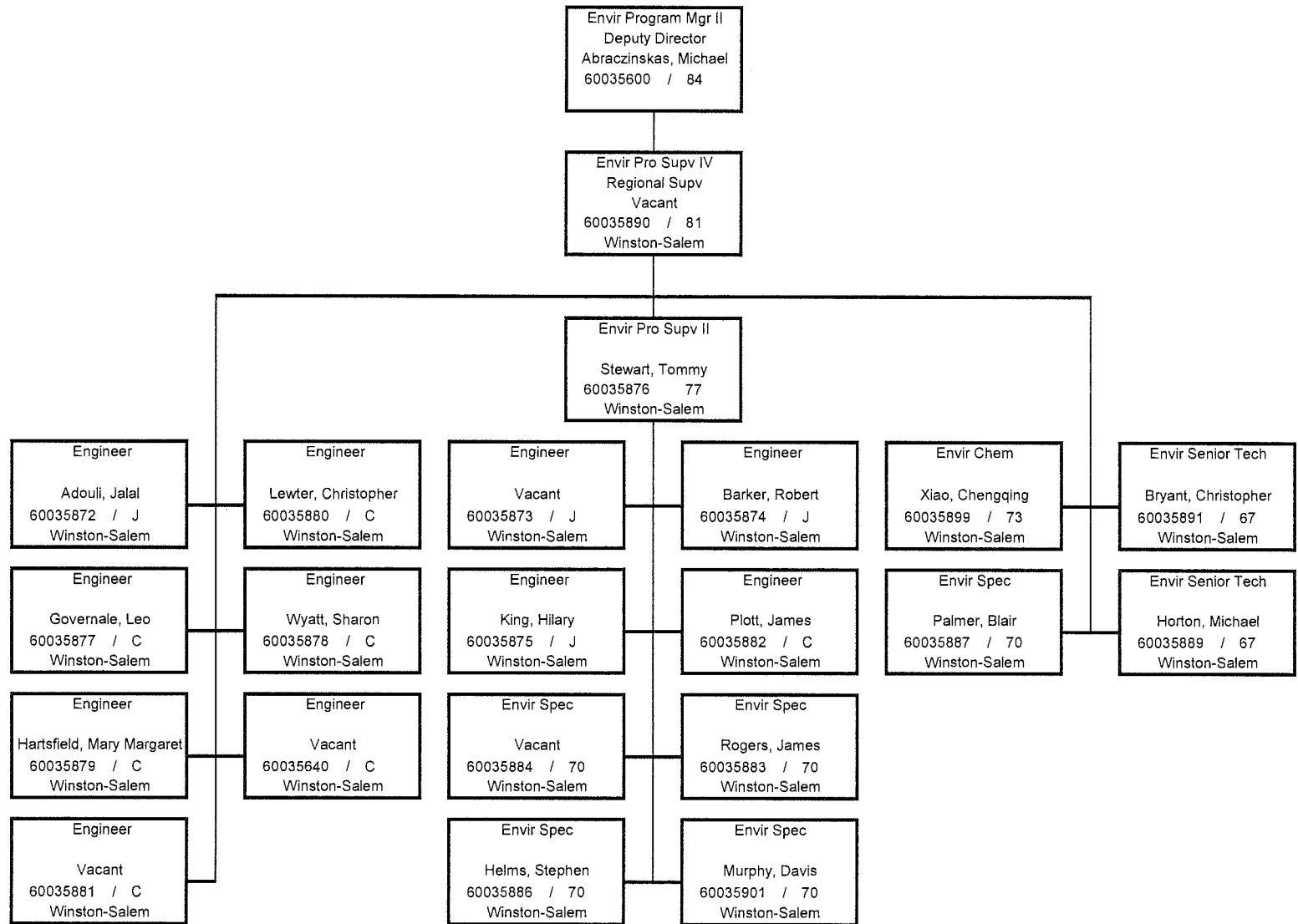
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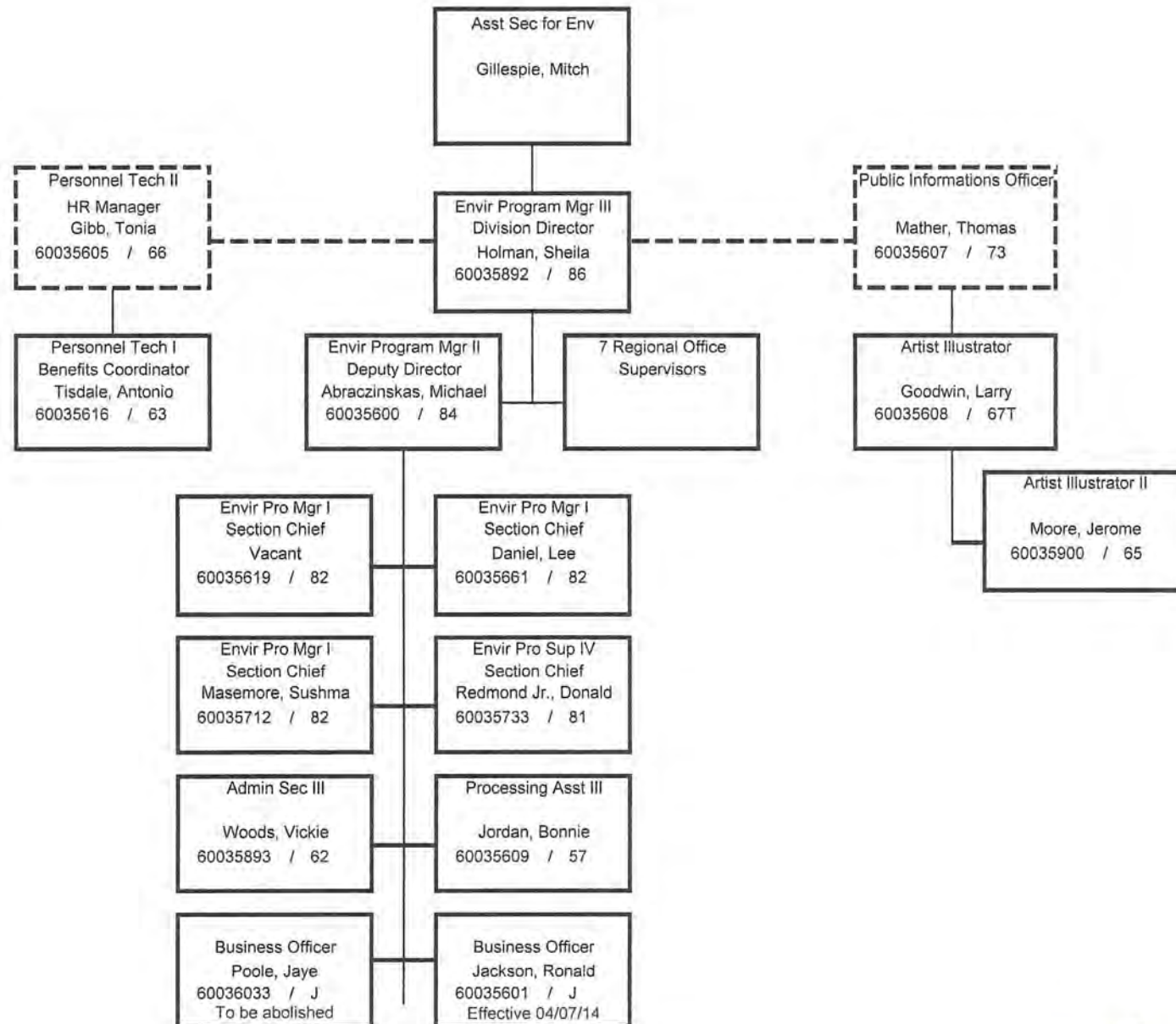
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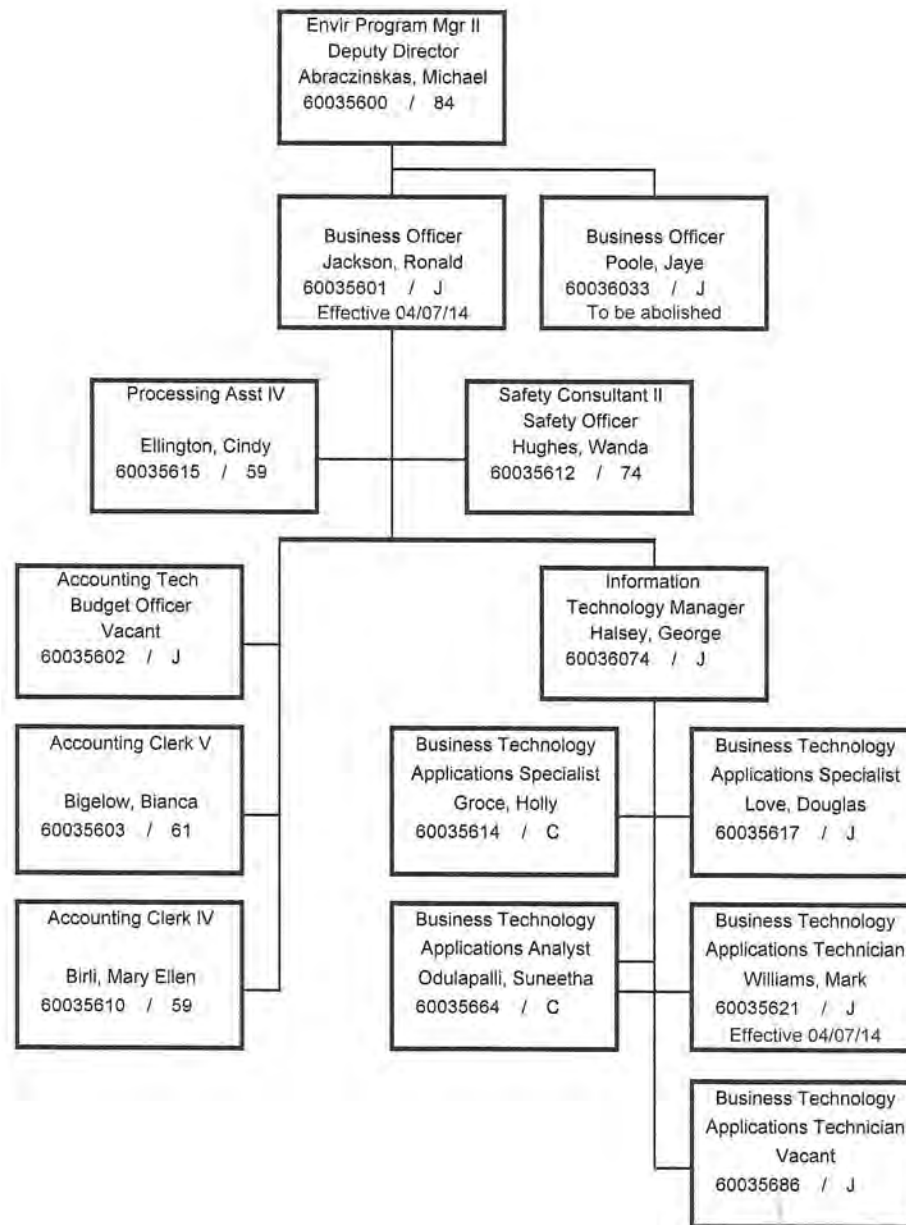


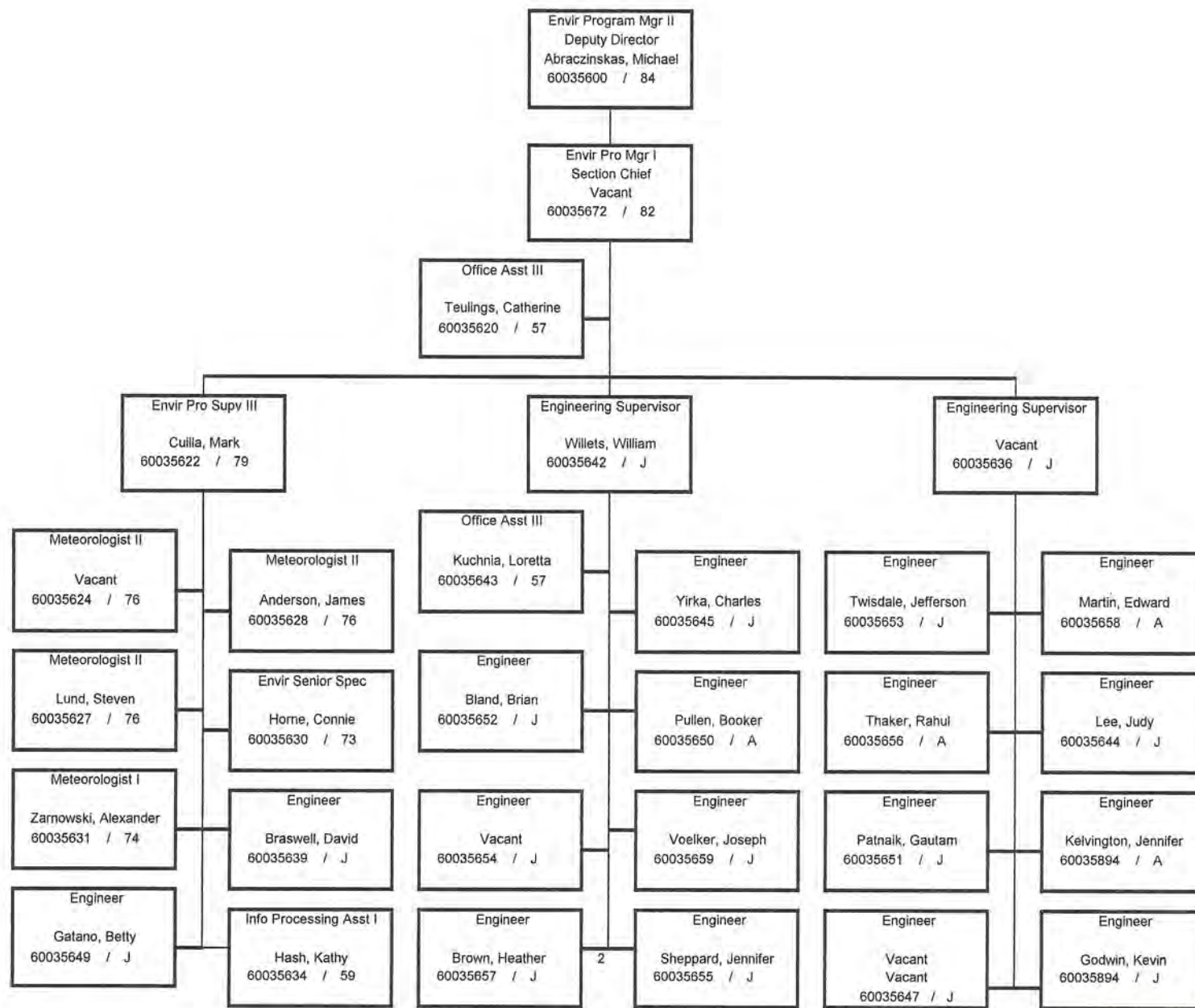
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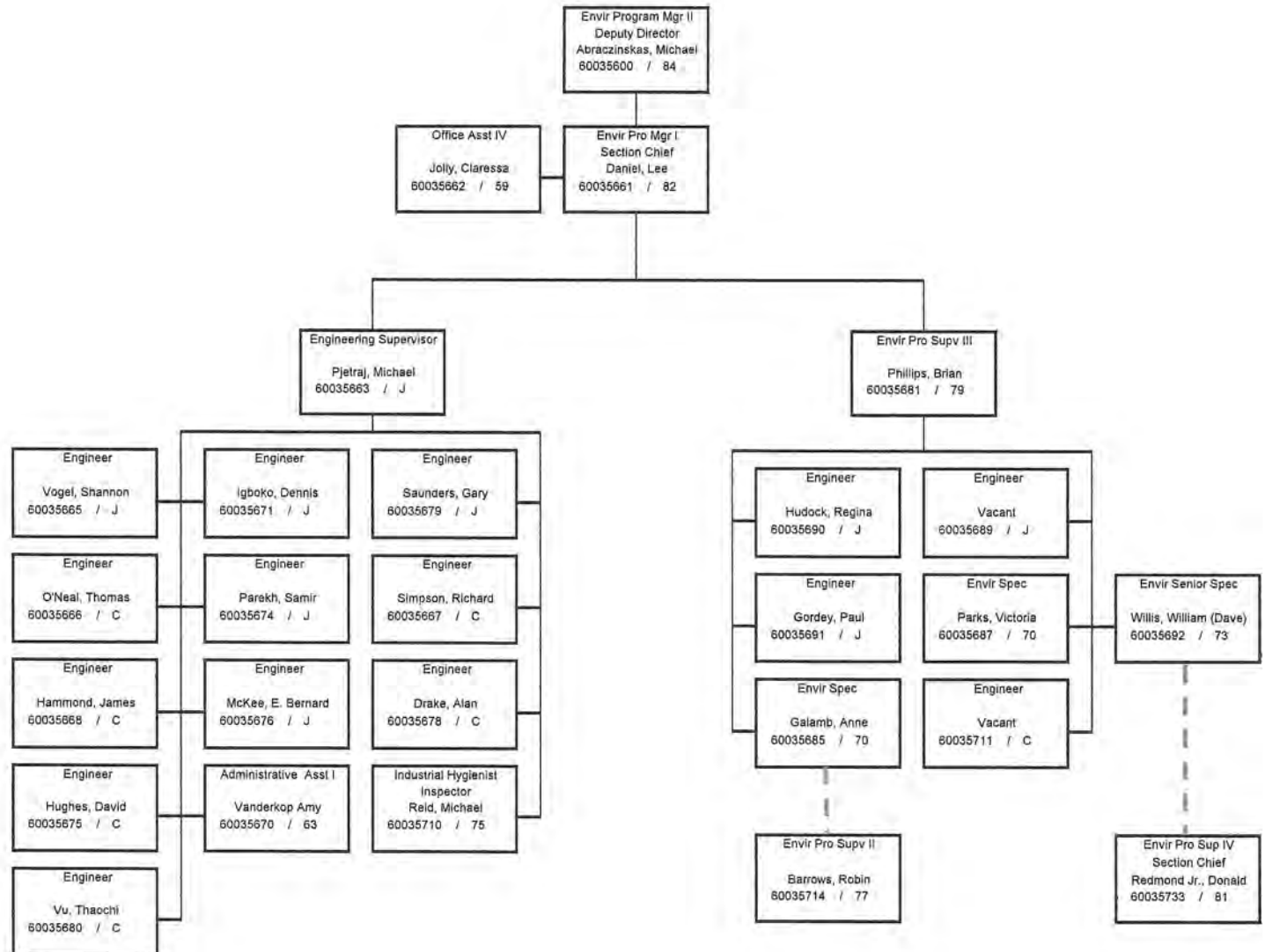


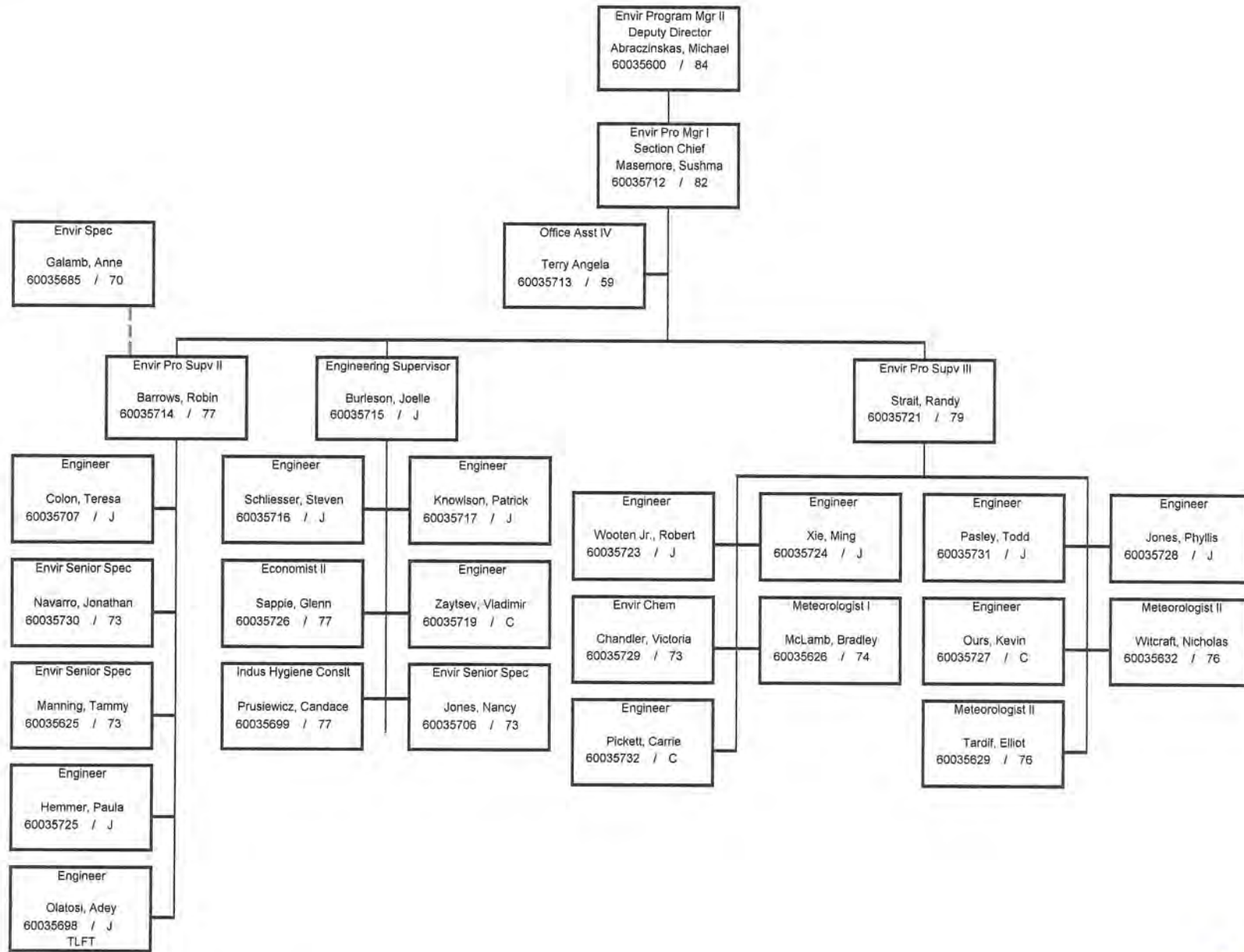
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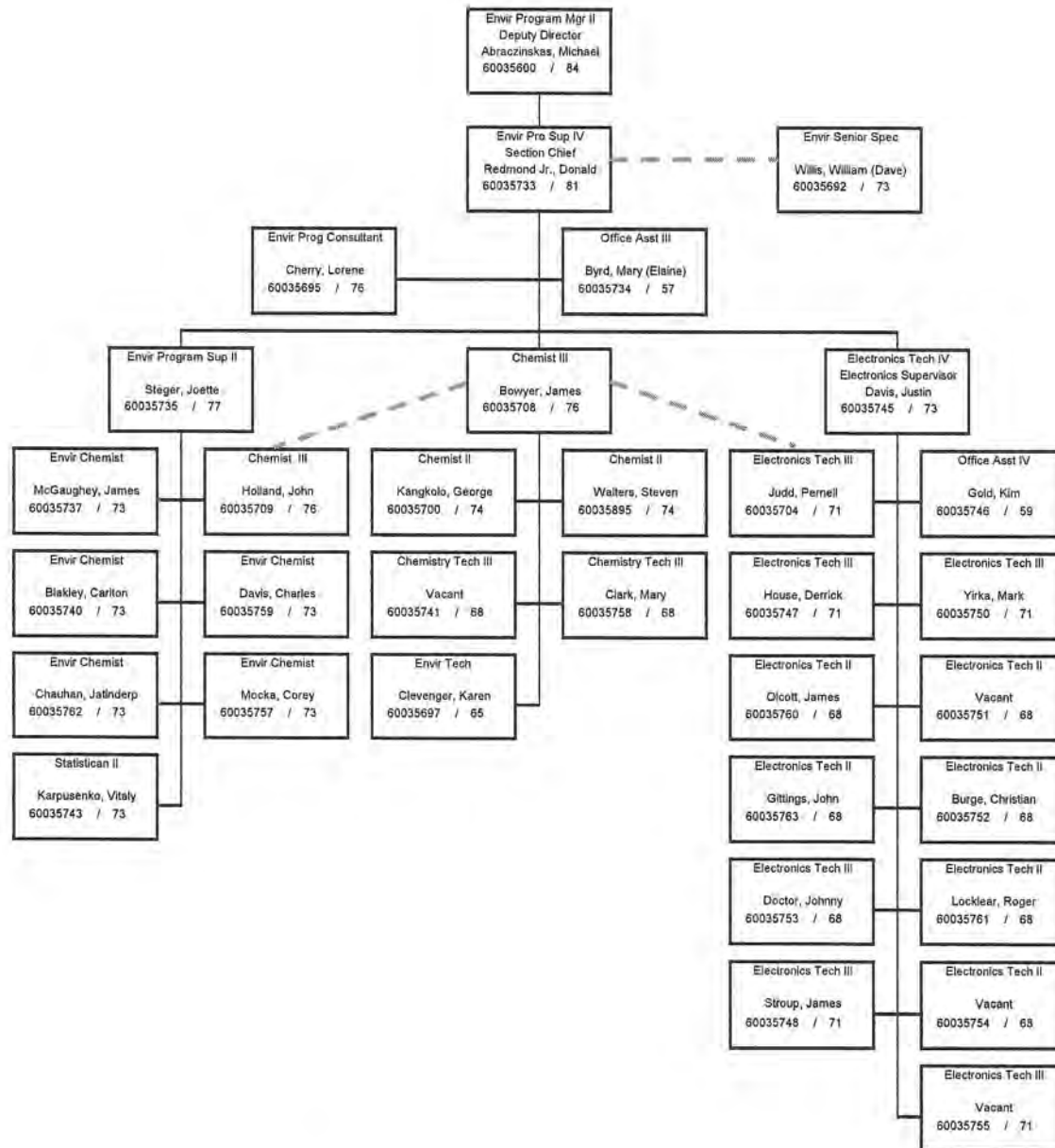




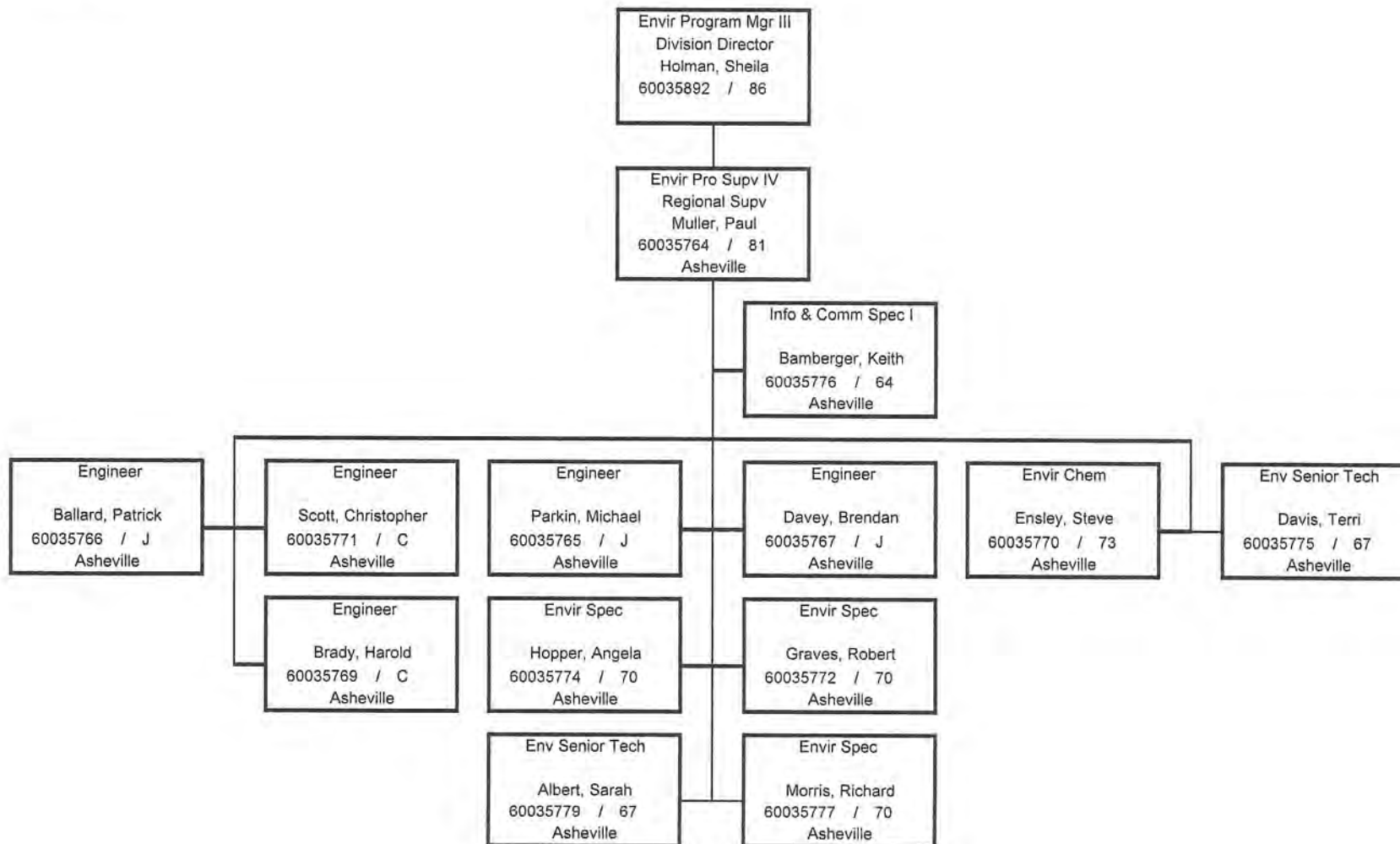
*Note All DAQ positions funded by Receipts and Grants

Air Quality

Shirley Chisholm

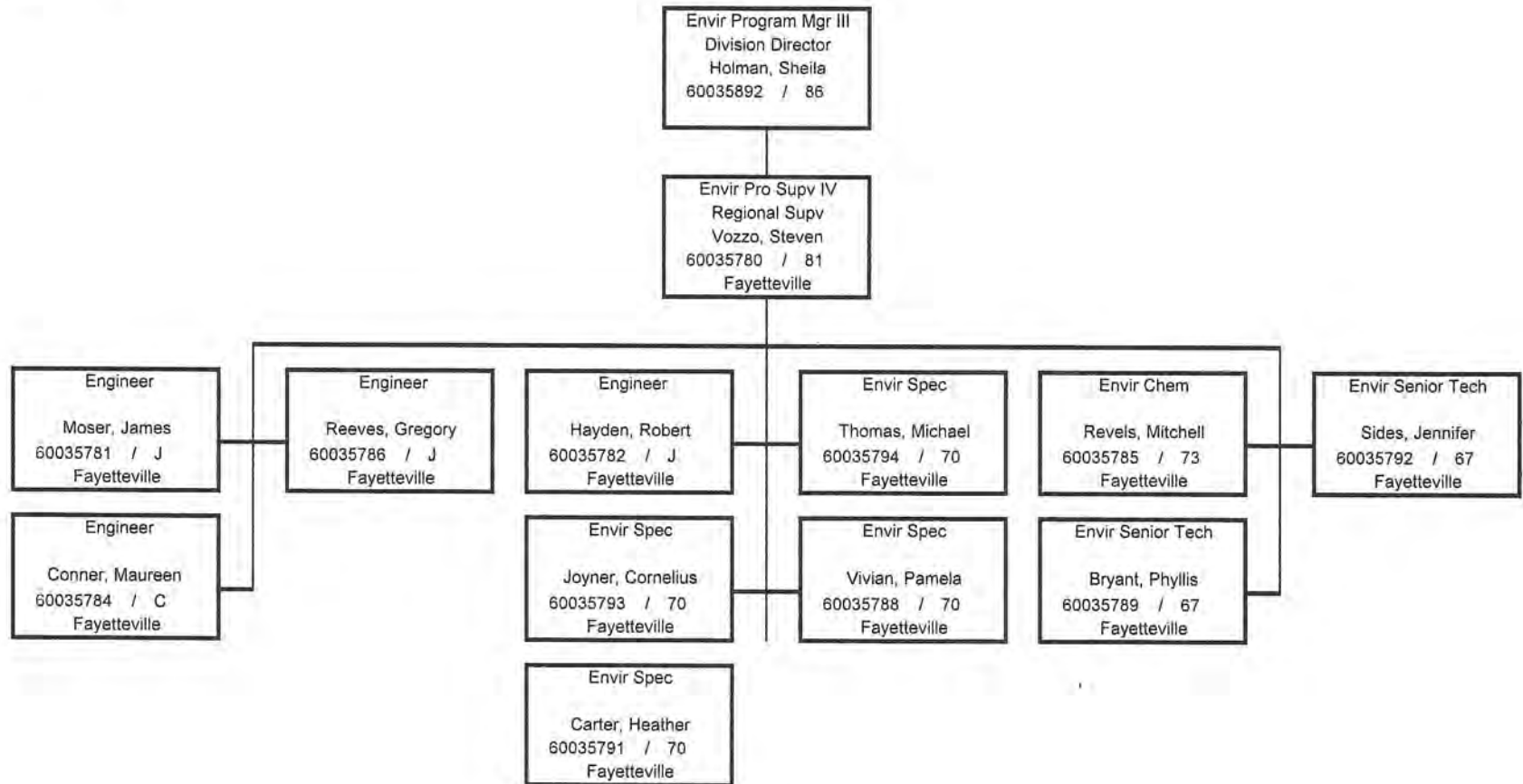


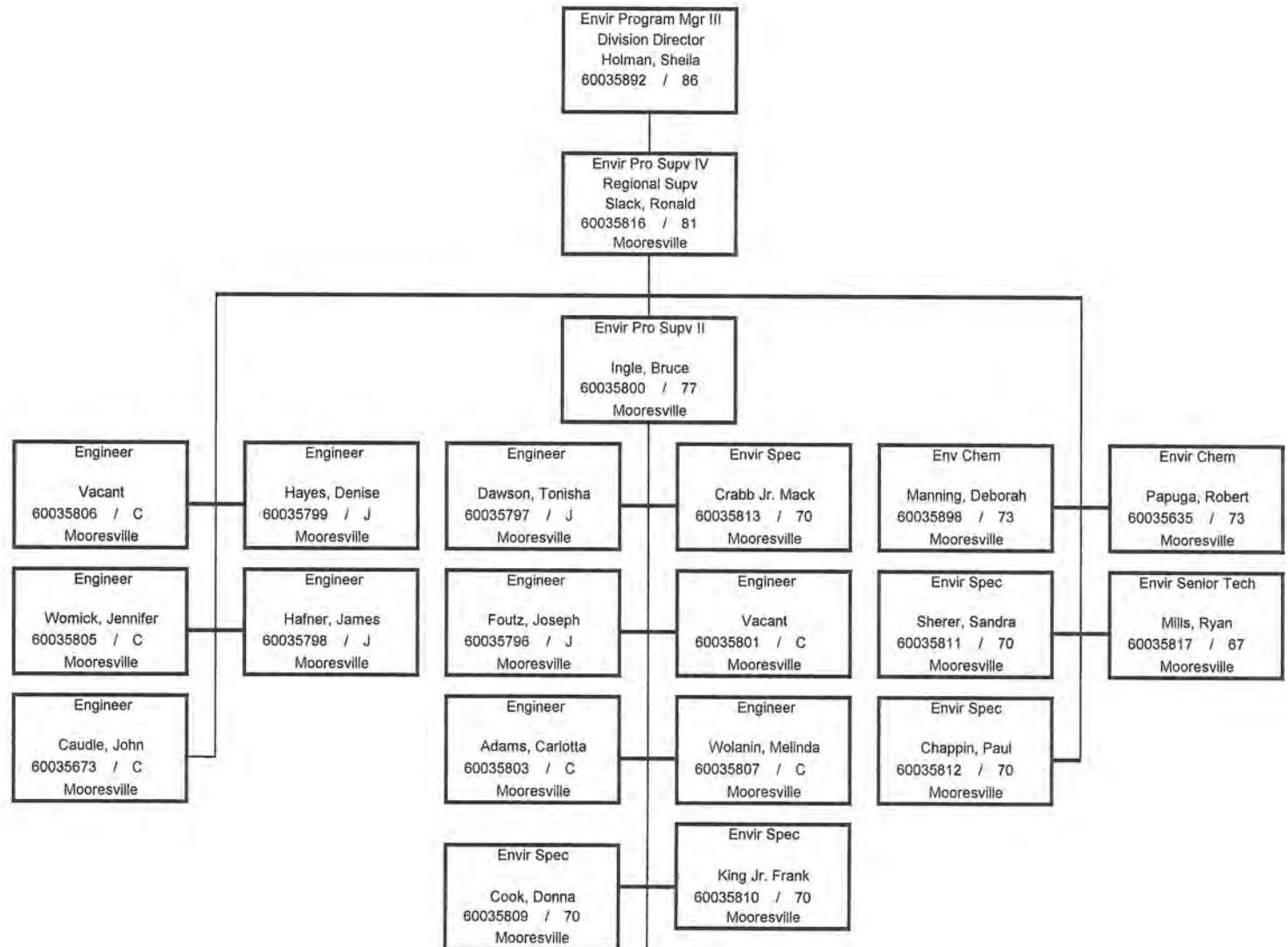
Stella Hoffman

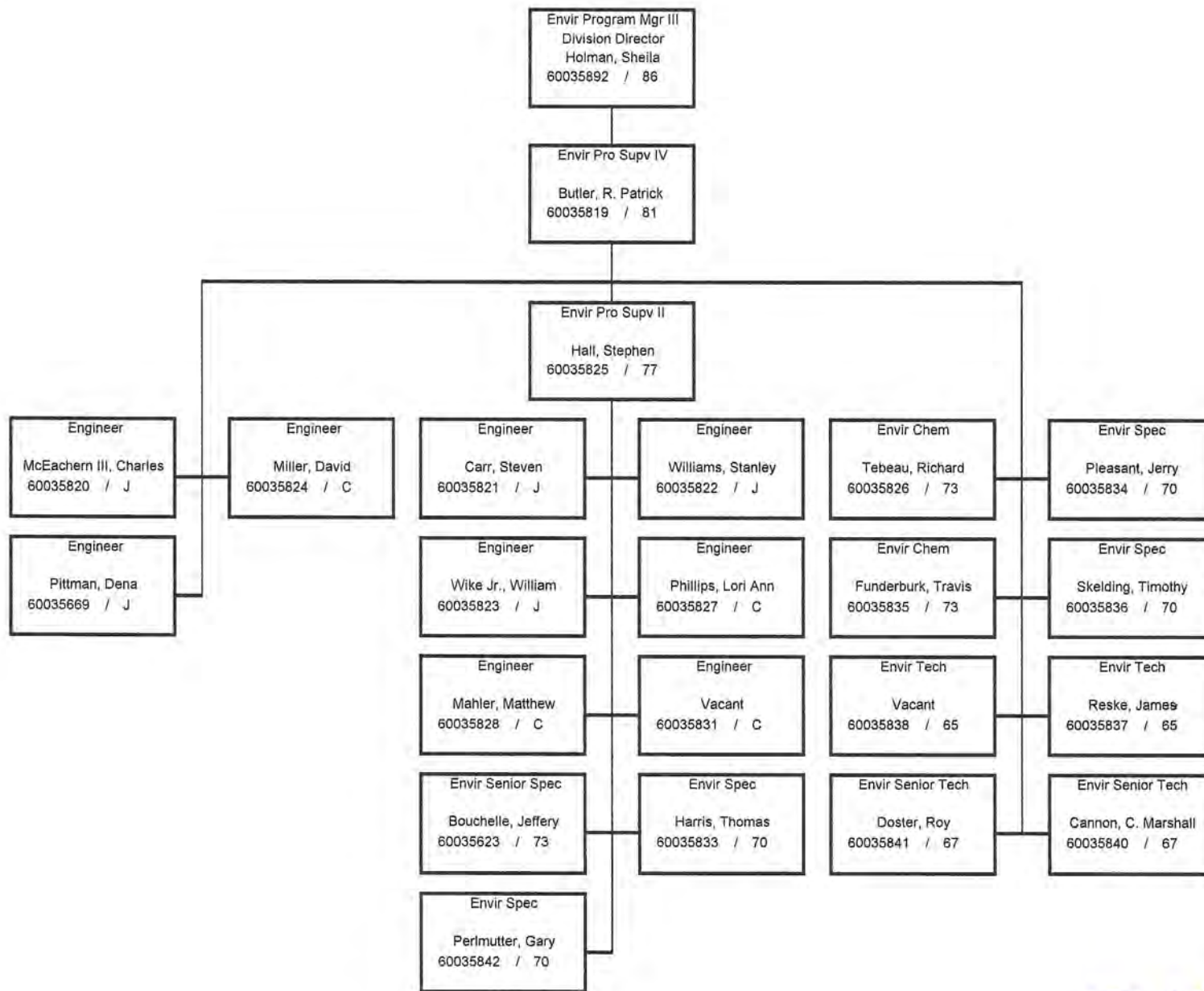


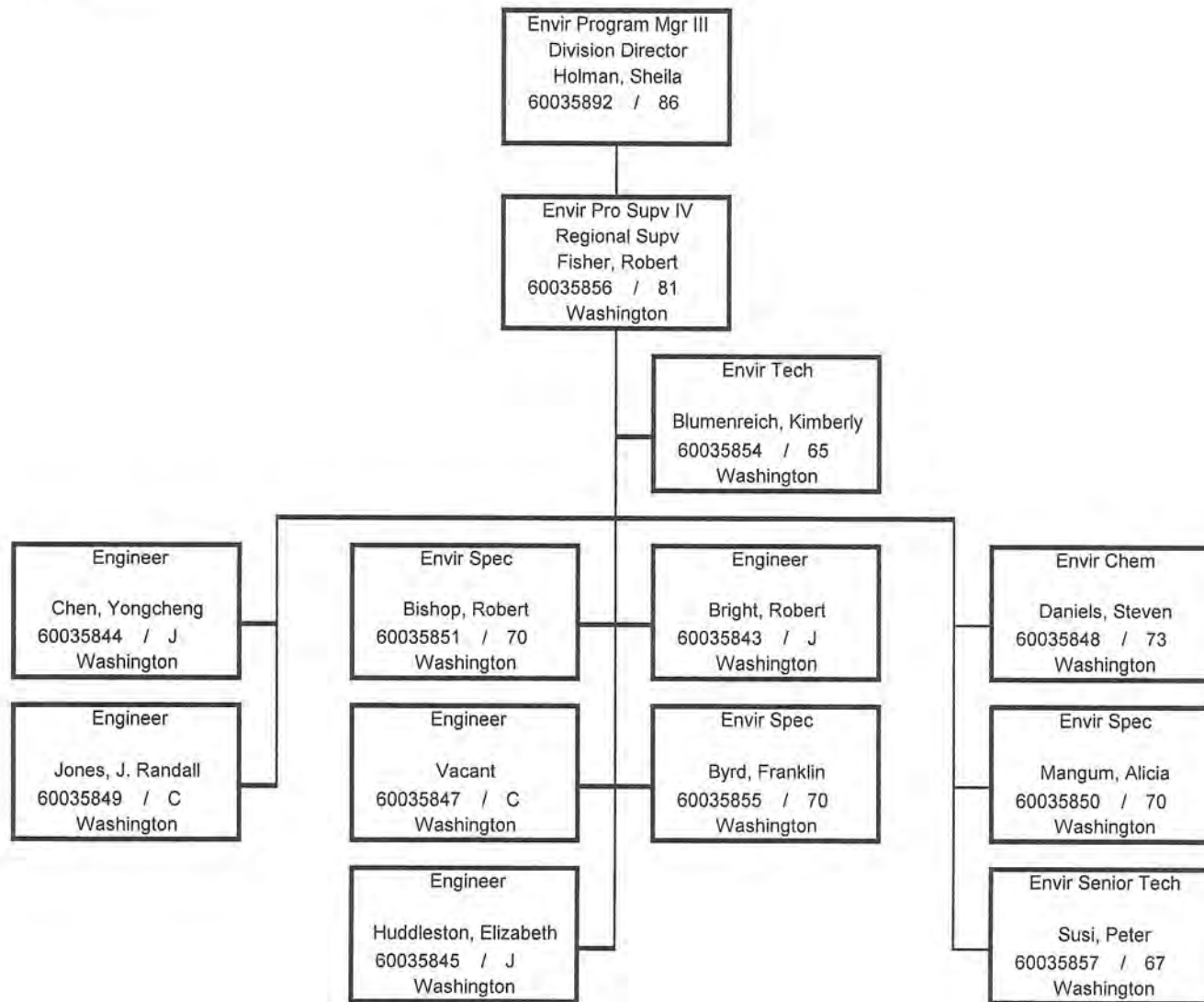
*Note: All DAQ positions funded by Receipts and Grants
Air Quality

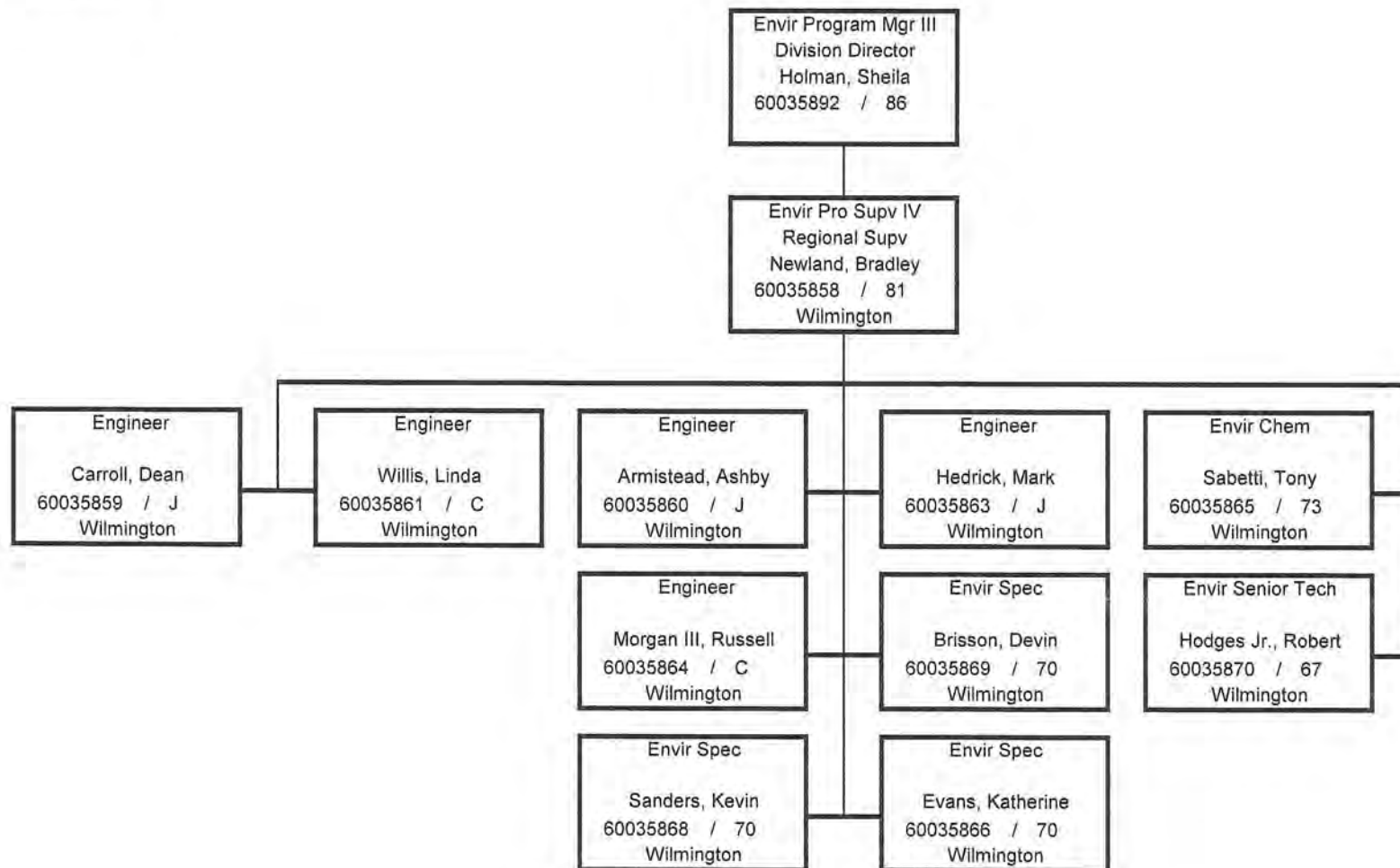
Sheila Holman

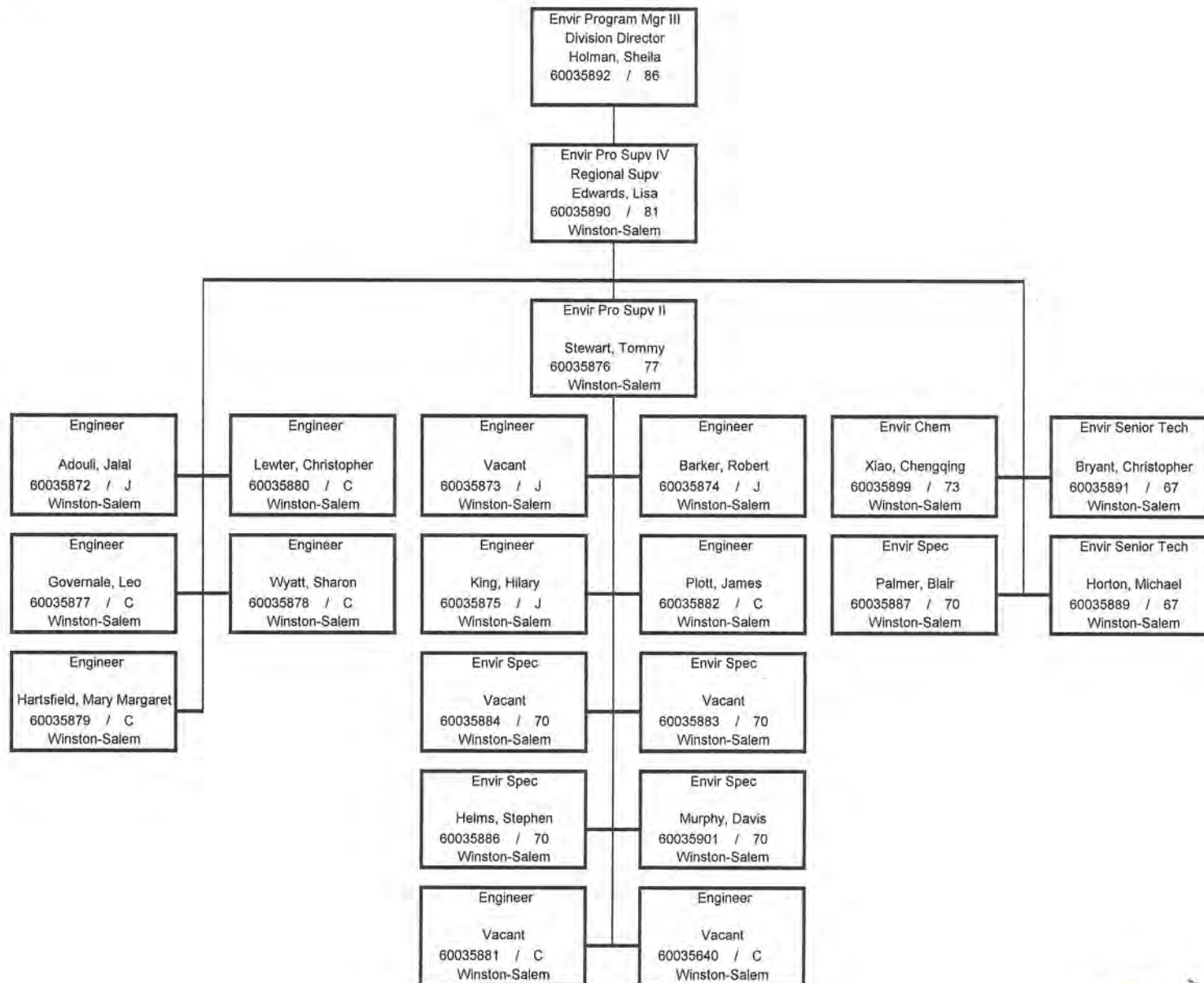












Sheila Holman

Department of Environment and Natural Resources

Division of Coastal Management

Reorganization, modification of duties or transfer of positions or functions since July 1, 2013

Explanation of reorganization or modification	Positions Eliminated	Positions transferred among divisions, sections, or programs	New divisions, section, and programs created	Comparison of before and after org charts or administrative modifications	Division, sections, and programs unaffected by the modifications	Cost-savings by funding source	Improvements in the administrative capability to manage programs and carry out mission	Identification of obsolete or overlapping activities
3 for 2 position reductions to achieve savings for the Division of Coastal Management; 2 positions were in Permitting and Enforcement section, 1 in IT and 2 in Planning.	60031541 60031589 60031571 60031581 60031546	N/A	N/A	See Org charts dated 10/2013 and 10/2014	All duties of the positions eliminated were assigned to other employees.	\$444,680 Federal Funds (see footnote below)	With the assignment of duties that were handled by the eliminate position all programs are carrying out their mission.	None
Transfer of two Marine Fisheries Biologist II positions from Division of Marine Fisheries to Division of Coastal Management, effective August 1, 2013	None, transferred two positions from Marine Fisheries (removed from org chart) to Coastal Management (added to org chart)	60032734 & 65008125	None	See Org charts dated 10/2013 and 10/2014	Only affected the Division of Marine Fisheries and Division of Coastal Management	None	Provide more informed reviews that avoid or minimize impacts to important coastal fisheries and habitats resulting in more efficient and streamlined permitting process will enhance collaboration between the Division of Coastal Management and Division of Marine Fisheries in support of various core mission of both agencies.	Aligned duties within Division of Coastal Management for permit reviews related to fisheries issues within a single agency

Footnote: 8 employees received raises in the 3 for 2 reduction which totaled about \$60,000.

Position	Title	Total Savings	Funding Source	Moved to DCM from DMF
60031571	Federal Consistency Coordinator	83,903	NOAA 306	
60031541	Asst Director for Permitting and Enforcement	124,825	NOAA 306	
60031589	Local Planning & Access Programs Manager	95,480	NOAA 306	
60031581	IT position funded by DCM	75,090	NOAA 306	
60031546	Rule Making & Policy Analyst	65,382	NOAA 309	
60032734	Marine Fisheries Biologist II			56,342
65008125	Marine Fisheries Biologist II			56,342



Secretary, Environment
and Natural Resources
John Skvarla

Assistant Secretary for
Environment
Mitch Gillespe

Director
Braxton Davis
60031532 / 83
Morehead City

Administrative Assistant I
Adm. Assistant to the Director
Angela Willis
60031536 / 63
Morehead City

Environmental Program Supv II
Policy and Planning Section
Mike Lopazanski
60031559 / 77*
Morehead City

Environmental Program Supv III
**Assistant Director for Permitting and
Enforcement**
Ted Tyndall
60031541 / 79*
Morehead City
See Page 2

Business Officer
Business Officer
Arthur Stadiem
60031582 / NG*
Morehead City

Environmental Program Supv. I
Coastal Reserve Program Manager
Rebecca Ellin
60031554 / 75
Beaufort

Environmental Program Supv. I
Strategic Planning Manager
Tancered Miller
60031576 / 75 *
Morehead City

Community Planner III
Local Planning / Access Prgm. Mgr
John Thayer
60031589 / 75 *
Morehead City

Accounting Tech
Accounts Payable
Sebastian, Melissa
60031540 NG*
Morehead City

Environmental Senior Specialist
Research Coordinator
Fear, John
60031592 / 73
Beaufort

Extension Ed. & Train. Specialist I
Education Coordinator
Davis, Lori
60031593 / 73 *
Beaufort

Natural Science Curator I
Northern Sites Manager
Crocker, Scott
60031574 / 68 *
Kitty Hawk

Natural Science Curator II
Buckridge Site Manager
Woody Webster
60031558 / 68
Buckridge

Environmental Specialist
Central Sites Manager
Gillikin, Paula
60031543 / 70 *
Beaufort

Ext. Ed. & Train Specialist III
Coastal Training Program Coord.
Whitney Jenkins
60031570 / 73 *
Beaufort

Environmental Sr. Specialist
Rule Making & Policy Analyst
Vacant
60031546 / 73 *
Morehead City

Environmental Sr. Specialist
Shoreline Management Specialist
Matt Slagel
60031577 / 73 *
Morehead City

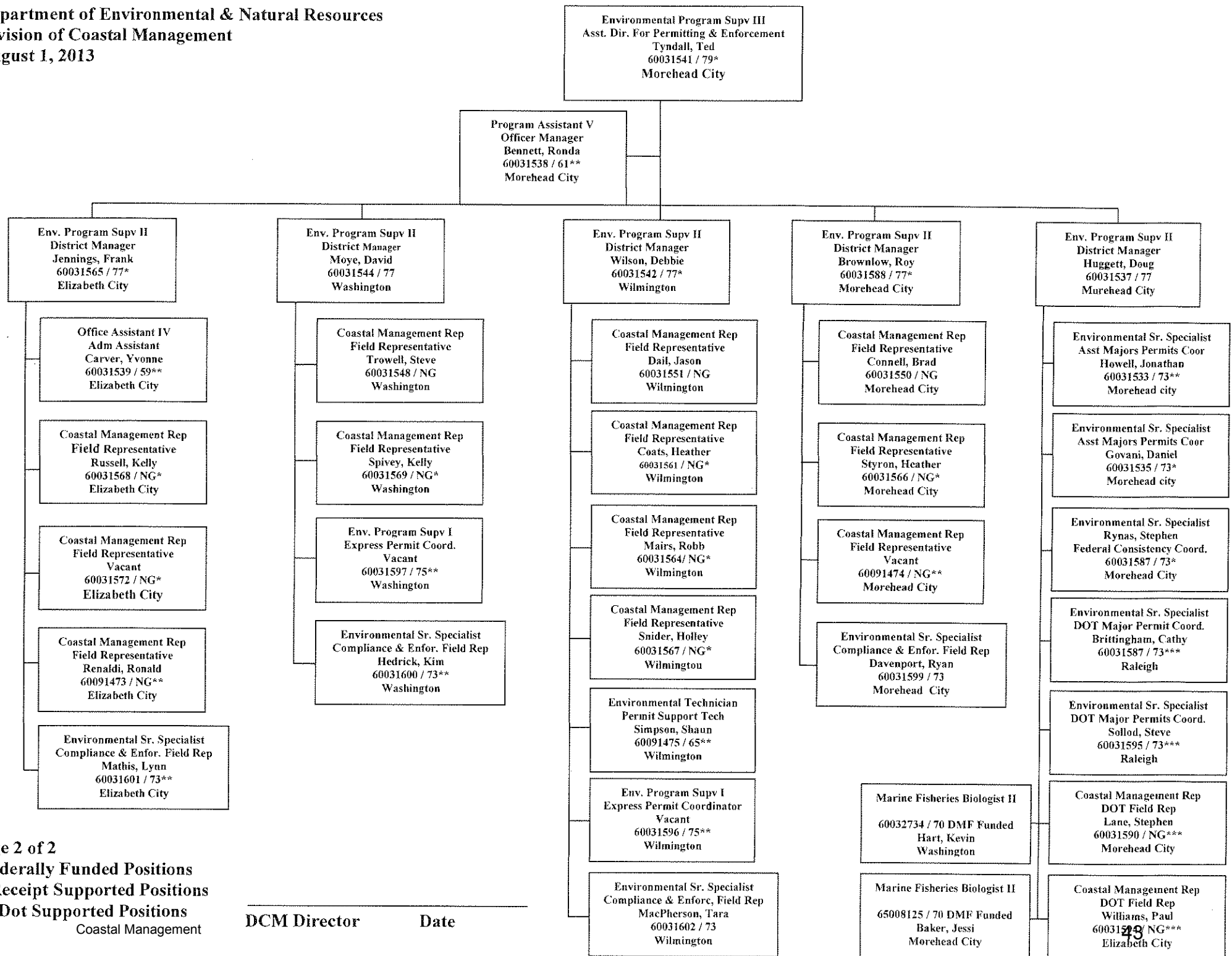
Environmental Sr. Specialist
Ocean and Coastal Policy Analyst
Ken Richardson
60031584 / 73 *
Morehead City

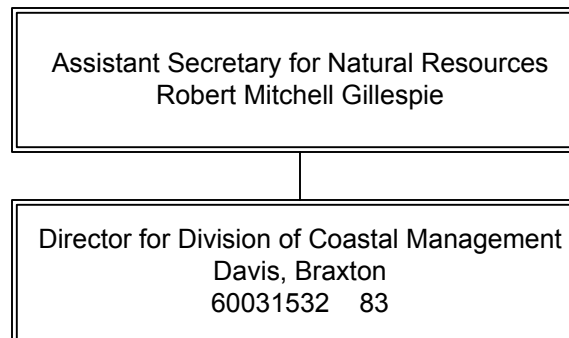
Community Planner II
District Planner
Maureen Will
60031553 / 72
Morehead City

Community Planner II
District Planner
Charlan Owens
60031563 / 72 *
Elizabeth City

Community Planner II
District Planner
Mike Christenbury
60031562 / 72 *
Wilmington

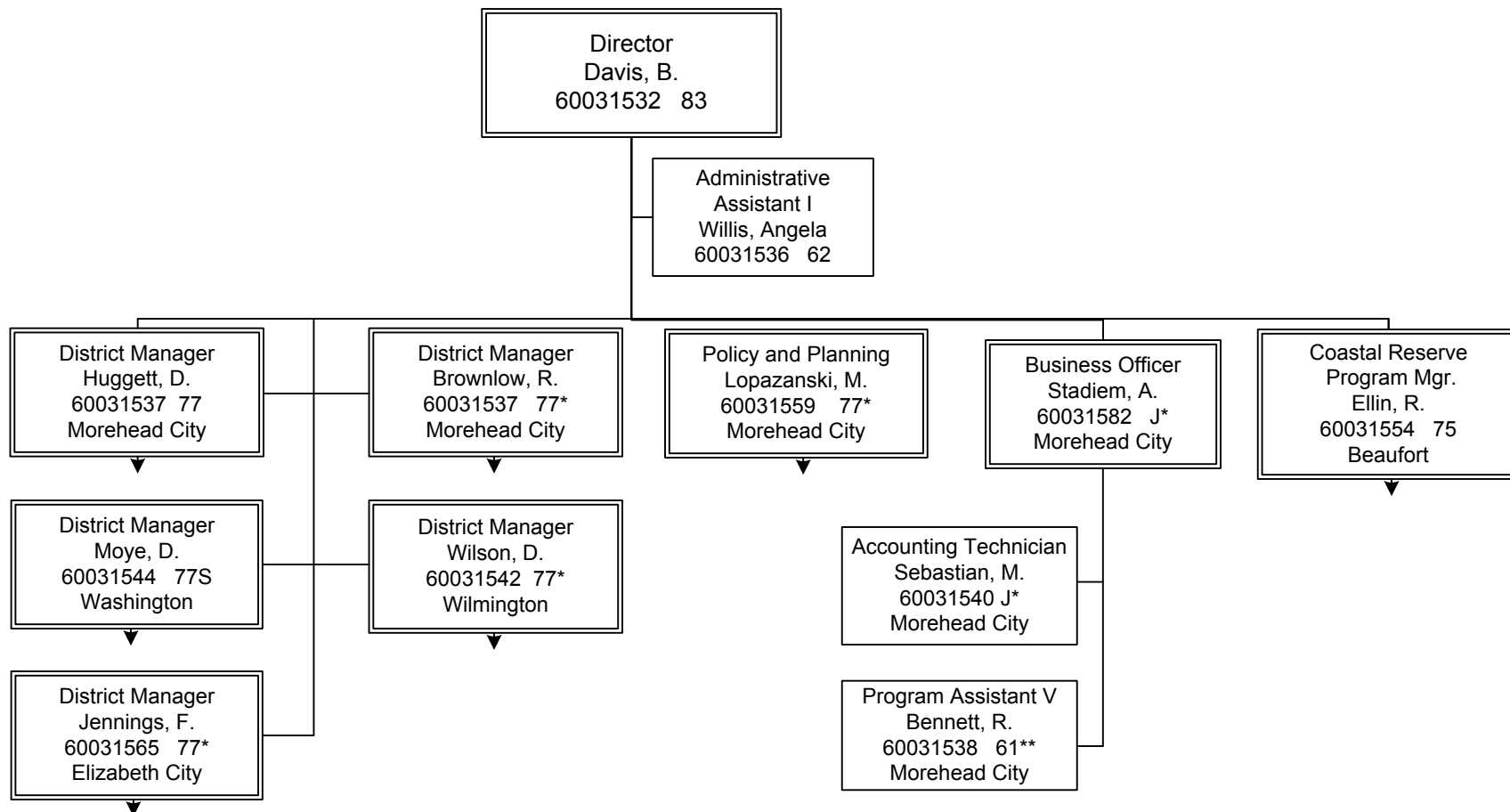
Federally Funded *
Receipt Supported **
DOT Supported ***
50/50 Federal/State****





*Federally Funded
**Receipt Supported
***DOT Supported
S Split Funding (Fed/State)

Braxton Davis, Director
Division of Coastal Management

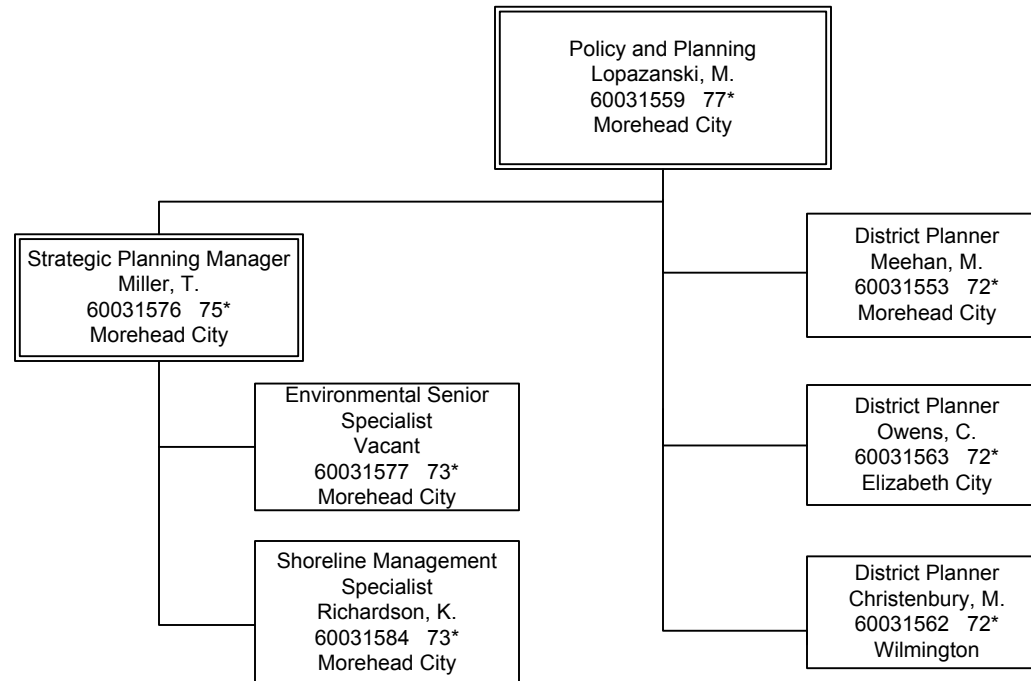


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***DOT Supported

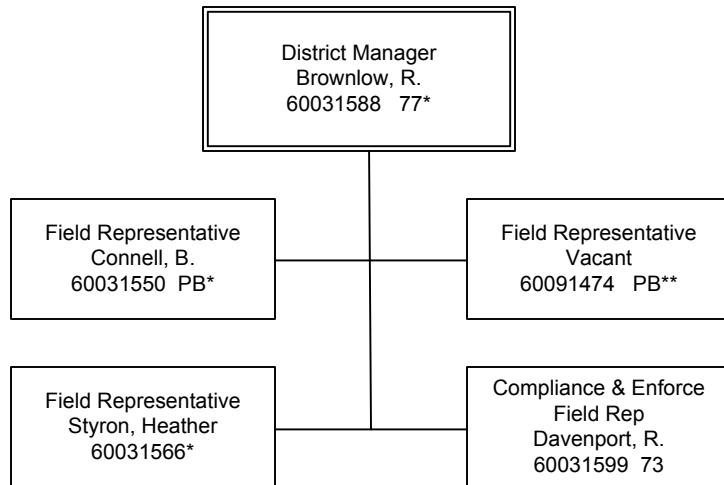
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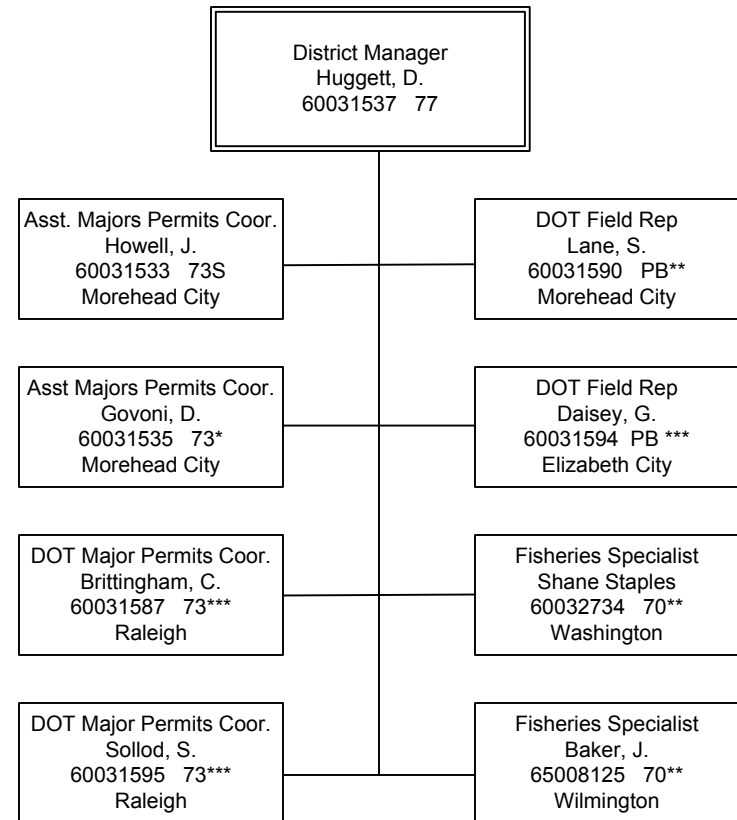
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S Split Funding (Fed/State)

Braxton Davis, Director
Division of Coastal Management

Environment and Natural Resources

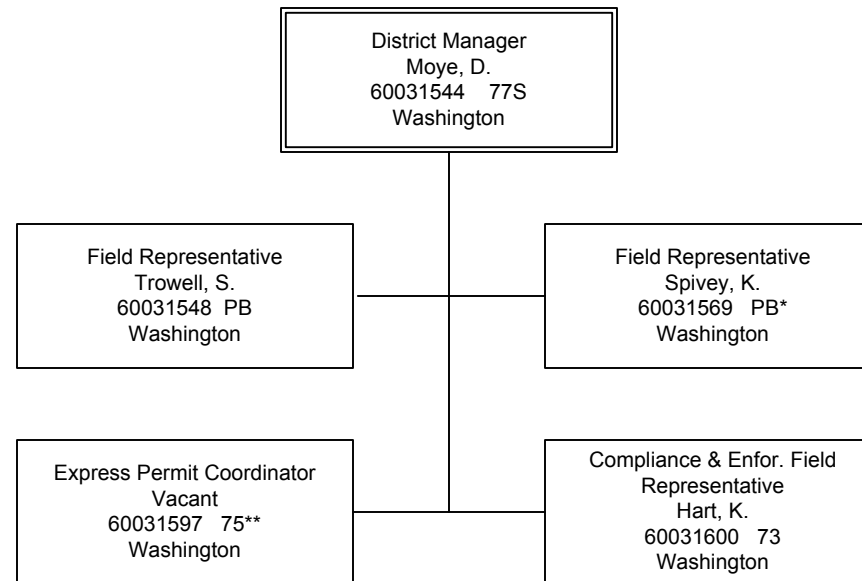


Division of Coastal Management District Manager-Morehead City Page 4 of 8



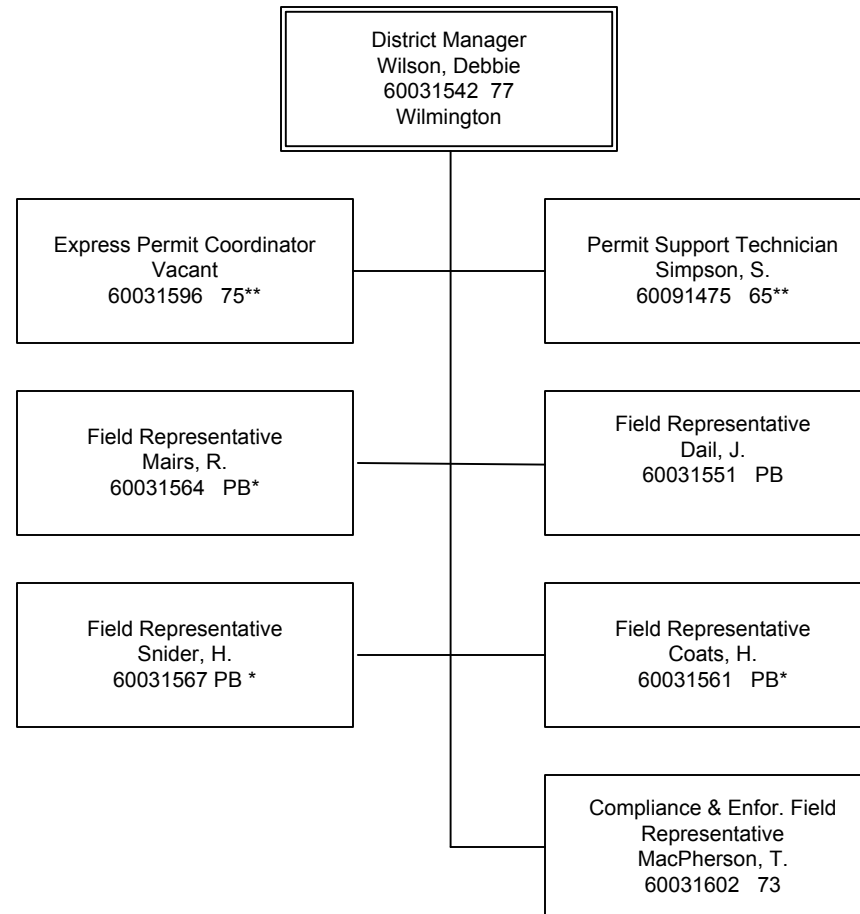
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 **Receipt Supported
 ***DOT Supported
 S Split Funding (Fed/State)

Braxton Davis, Director
 Division of Coastal Management



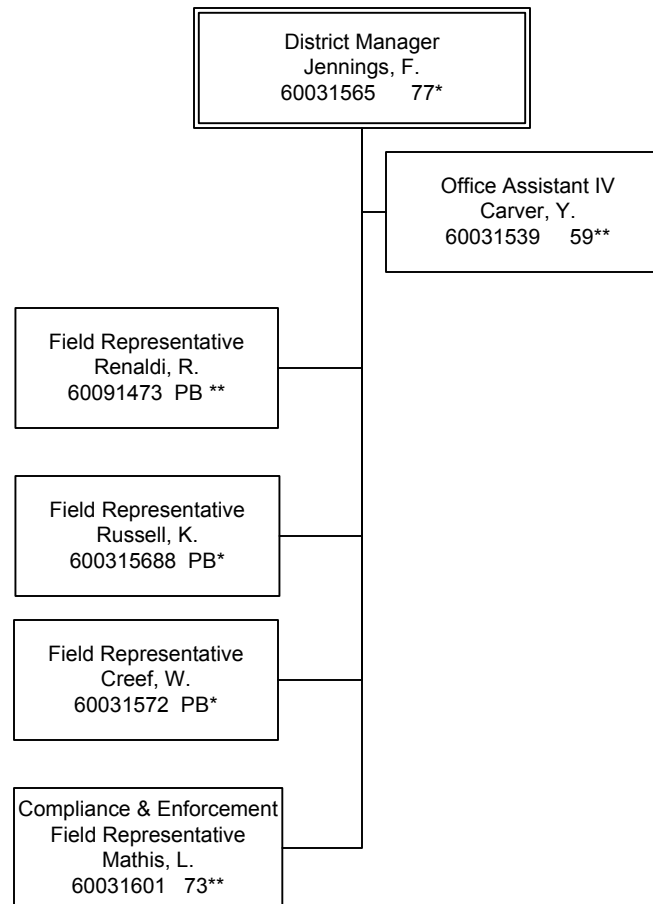
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***DOT Supported
S Split Funding (Fed/State)

Braxton Davis, Director
Division of Coastal Management



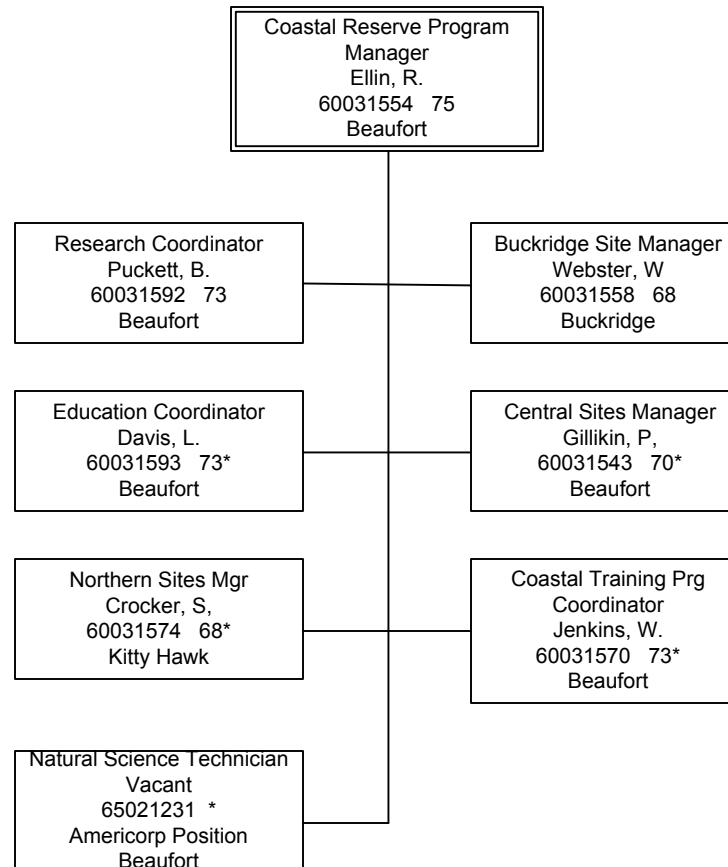
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**Receipt Supported
***DOT Supported
S Split Funding (Fed/State)

Braxton Davis, Director
Division of Coastal Management



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 **Receipt Supported
 ***DOT Supported
 S Split Funding (Fed/State)

Braxton Davis, Director
 Division of Coastal Management



*Federally Funded
**Receipt Supported
***DOT Supported
S Split Funding (Fed/State)

Braxton Davis, Director
Division of Coastal Management

Efficiency Reporting for DENR- Division of Environmental Assistance and Customer Service

(Per Efficiency Reporting Requirements by NER Agencies - Section 14.2)

Background: Legislative Move of Former State Energy Office to DENR

Session Law 2013-360 (Senate Bill 402) transferred the State Energy Office (SEO) of the Department of Commerce to the Department of Environment and Natural Resources beginning in FY2013-14. NCDENR strategically positioned the working units of the former SEO into two DENR Divisions: Division of Energy, Minerals and Land Recourses (to be discussed by DEMLR) and the Division of Environmental Assistance and Customer Service (DEACS). DEACS now hosts the former SEO's Utility Savings Initiative Program under its Waste Reduction Partners (WRP) section. The USI Program was consolidated with DEACS' WRP Section because both programs provide technical outreach and assistance in energy efficiency programs with USI's outreach and oversight focused on public sector assistance and WRP's focus on private sector assistance with energy and waste reduction objectives.

The following addresses questions 1-8 of Section 14.2 Reporting Requirements related to DENR DEACS:

- 1) Positions eliminated.
Due to the reorganization and requested departmental budget cuts, DEACS eliminated one state-appropriated position, Senior Economic Developer, #60080986 during FY 2013-14.
- 2) Positions transferred among divisions, sections, or programs.
Five USI positions were transferred from DOC to DENR, DEACS's Waste Reduction Partners Section. Additionally this move also included one temporary contract position funded with federal grant support. (See Attachment A)
- 3) New divisions, sections, and programs established.
The USI Program was consolidated under the existing Waste Reduction Partners Section, to best align job function, supervisory oversight, and create synergies in improved customer service and outreach.
- 4) A comparison of the organizational charts before and after the reorganizations.
See Attachment B; No Administrative support functions were carried with the USI staff move to DEACS. Administrative management was added to existing DEACS staff duties.
- 5) A list of divisions, sections, and programs that were unaffected by the reorganizations or other administrative modifications.
Within DEACS, the Community and Business Assistance Section (CBAS) and the Environmental Assistance Center (EAC) were unaffected, structurally, by this consolidation, but both sections have benefited by having the additional outreach services available to customers served by the Division.
- 6) Resulting cost-savings, itemized by funding source.
A cost reduction of \$77,122 in personnel costs was achieved through the elimination of position #60080986 Fund Source: 14300 - 1615 - 6169
- 7) An explanation of improvements in the administrative capability of the department to manage its programs and carry out its mission.
With the consolidation of the USI staff under the Waste Reduction Partners section, there has been an improvement in direct technical assistance services provided to public sector facilities in managing energy use, reducing utility costs, and improving their environmental performance.
- 8) An identification of any obsolete or overlapping activities.
N/A

Attachment A:

State Energy Office Positions and Locations in DENR

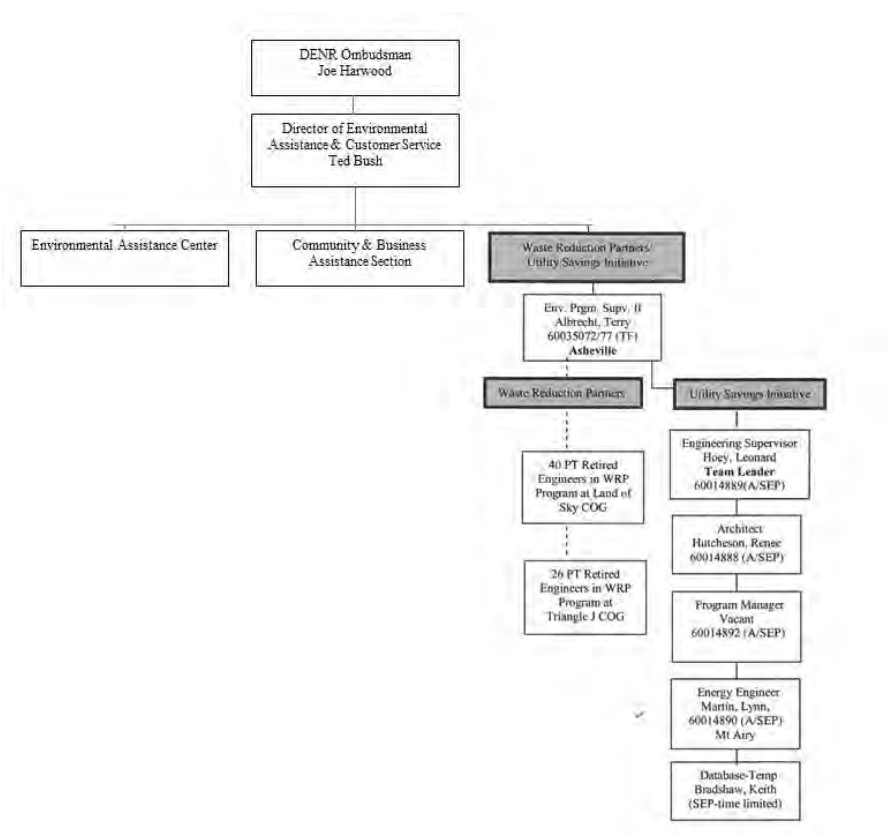
DEACS Positions			
Position #	Name	Title	Status/ Comments
60080986	Vacant	Senior Economic Developer	Eliminated
60014889	HOEY, LEONARD	Engineering Supervisor	Moved to WRP/USI Section
60014892	CONWAY, THOMAS	Program Manager	Moved to WRP/USI Section
60014888	HUTCHESON, RENEE	Architect	Moved to WRP/USI Section
60014890	MARTIN, AUBREY LYNN	Energy Field Engineer	Moved to WRP/USI Section
60014885	WALTERS, KATHERINE	Community Development Planner I	Moved to WRP/USI Section
65012901	BRADSHAW, KEITH	Database Administrator	Temp DOE grant funded - USI/WRP

DEMLR Positions			
Weatherization			
Position #	Name	Title	Status To Be Completed by DEMLR
60037995	DAVIS, HAROLD	Energy Conservation Representative Supv	Status To Be Completed by DEMLR
60037996	EASON, DAWN	Processing Assistant V	Status To Be Completed by DEMLR
60037997	HODGSON, ERNEST	Energy Conservation Rep I	Status To Be Completed by DEMLR
60037995	DAVIS, HAROLD	Energy Conservation Representative Supv	Status To Be Completed by DEMLR
60037996	EASON, DAWN	Processing Assistant V	Status To Be Completed by DEMLR
60037997	HODGSON, ERNEST	Energy Conservation Rep I	Status To Be Completed by DEMLR
60037998	#	Energy Conservation Rep. I	Status To Be Completed by DEMLR
60037999	JOYNER, RITA	Energy Division Section Chief	Status To Be Completed by DEMLR

State Energy Office			
Position #	Name	Title	Status To Be Completed by DEMLR
60014880	EFFRON, SETH	Information & Communications Spec III	Status To Be Completed by DEMLR
60014881	WALKER, PEGGY	Administrative Secretary II	Status To Be Completed by DEMLR
60014887	MARTIN, JEANNETTE	Office Manager	Status To Be Completed by DEMLR
60037995	DAVIS, HAROLD	Energy Conservation Representative Supv	Status To Be Completed by DEMLR
65008989	BANKS, LYNN	Business Officer	Status To Be Completed by DEMLR
65009785	HICKMAN, MAYE	Program Analyst	Status To Be Completed by DEMLR
60014106	ROBINSON, AMY	Accountant	Status To Be Completed by DEMLR
60014879	HODGE, STARLETTE	Section Chief	Status To Be Completed by DEMLR
60014878	DUNCAN, RUSSELL	Program Manager	Status To Be Completed by DEMLR
60014884	MCNEILL MOSELEY, CYNTHIA	Community Development Planner I	Status To Be Completed by DEMLR
60014883	WAHBY, ENASS	Contract Administrator	Status To Be Completed by DEMLR
60014886	LEKER, ROBERT	Program Manager	Status To Be Completed by DEMLR

Attachment B

DEACS Organization Chart after USI team relocation.



Positions Eliminated	Salary	Fringe	Total	Budget Code	Center	Funding Source
60036239	70,993	21,145	92,138	24304	2981	Receipts
60036236	52,939	17,112	70,051	24304	2981	Receipts
60036259	55,775	17,745	73,520	24300	2930-9303	Receipts
60036266	49,688	16,385	66,073	24300	2930-9304	Receipts
60036237	48,897	16,209	65,106	24300	2930-9304	Receipts
60036262	47,350	15,863	63,213	24300	2930-9304	Receipts
60036257	59,227	18,516	77,743	24300	2930-9304	Receipts
60036258	53,661	17,273	70,934	24300	2930-9304	Receipts
60036261	49,735	16,396	66,131	24300	2930-9304	Receipts
60036242	50,984	16,675	67,659	24300	2930-9304	Receipts
60036227	51,871	16,873	68,744	24300	2930-9304	Receipts
60036265	47,448	15,885	63,333	24300	2930-9304	Receipts
60036268	62,456	19,238	81,694	24300	2930-9304	Receipts
60036221	79,329	23,007	102,336	24300	2930-9304	Receipts
60036233	45,393	15,426	60,819	24300	2930-9304	Receipts
Gross Savings	825,746	263,748	1,089,494			
Salary Increases	85,759	19,160	104,919			
Net Savings			\$984,575			

12 positions received increases with salary and fringe totalling 104,919

All 12 positions were receipted from BC 24300 and 24304

Additional Savings:

DWR contract - 7 positions - complete elimination of funding for 7 positions	384,293	per year
SPO contract - reduced funding from 4 positions to 1 position	202,786	per year
DOJ contract - 1 position - eliminated funding for 1 position	115,696	per year
Funding reduced for 1 IT position	77,975	per year
Reduction of \$1,653 per person per position eliminated for standard IT costs	24,795	per year
Reduction in rent for Asheville office due to RIF from \$24,990 per yr. to \$15,000 per yr.	9,990	per year
Total Additional Savings	\$815,535	per year

Net Savings from above	984,575
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Additional Savings from above	815,535
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Total of all Savings	\$1,800,110
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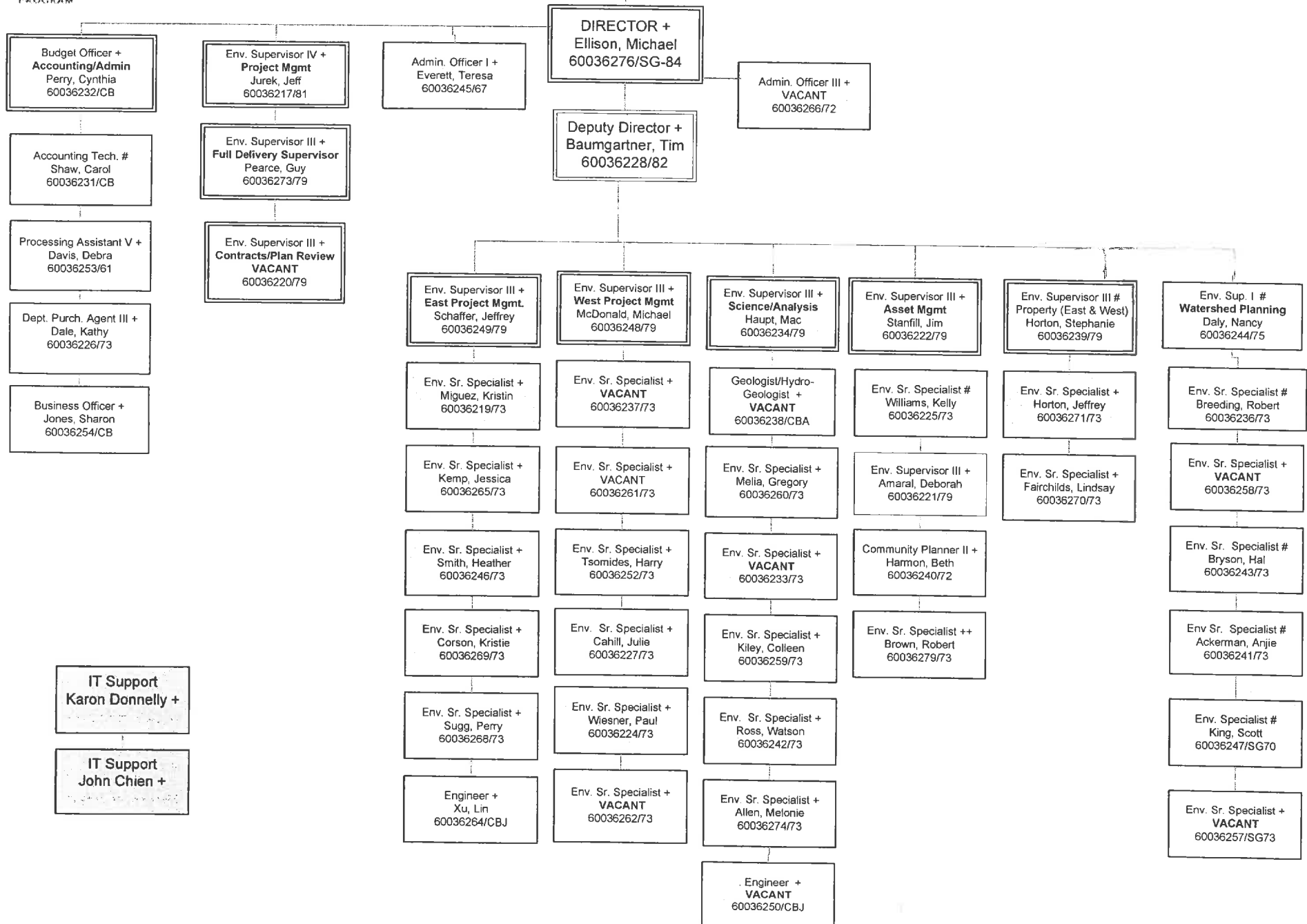
The Ecosystem Enhancement Program reorganized and cut positions to operate more efficiently.

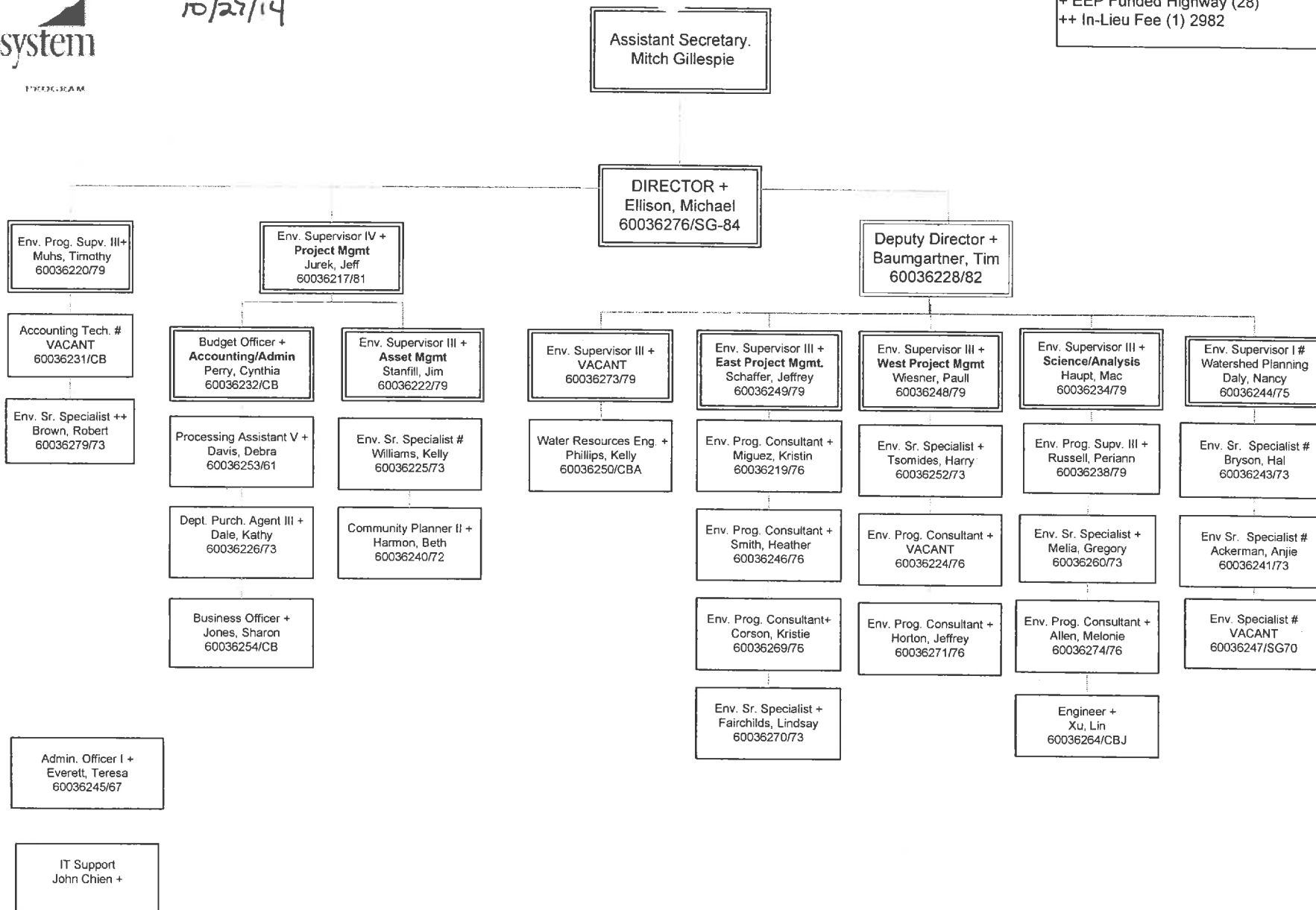


Date: 10/10/2013

PROGRAM

Wetland Restoration Fund (8) 2981
+ EEP Funded High (43) 2930
++ In-Lieu Fee (1) 2000





Division of Energy, Mineral, and Land Resources' Reorganization Report
Pursuant to Section 14.2A.(a) of SL 2014-100
Compiled by Tracy E. Davis, PE, CPM, Director, DEMLR

Section 14.2A.(a) of SL 2014-100 requires several Natural and Economic Resource agencies to identify reorganizations, modification to assignments or duties, or transfers of departmental functions or positions between fund codes made since July 1, 2013 and report such changes to the General Assembly by December 1, 2014. The following report addresses the rationale for the Division of Energy, Mineral, and Land Resources' (DEMLR) reorganization and administrative modifications, including the eight criteria listed in the session law.

DEMLR Reorganization No. 1: Transfer the former State Energy Office from the Department of Commerce to the Department of Environment and Natural Resources

Rationale for the reorganization: This Type 1 transfer was mandated by SL 2013-360 (SB 402 – Budget Bill)

- Transferred 49.91 FTEs supported by receipts in special funds and \$1,762,714 in recurring appropriation and 6.17 appropriated FTEs
- Transfer included all staff, budget, and program obligations for the former State Energy Office in the Department of Commerce, including the State Energy Program, the Weatherization Assistance Program, and the Utility Savings Initiative

Efficiencies achieved and cost savings resulting from the reorganization:

- DENR placed the State Energy Office, now deemed the State Energy Program, and the Weatherization Assistance Program into DEMLR as directed by the Session Law; however, DENR Senior Management made the decision to place the Utilities Savings Initiative (USI) Program into DENR's Division of Environmental Assistance and Customer Service (DEACS) as the USI program's goals and initiatives aligned closely with DEACS existing Waste Reduction Partners program's goals of helping organizations cut energy use, reduce waste, conserve water and save money, as well as other DEACS programs and initiatives at the time of the transfer.

(1) Positions eliminated:

- Total appropriation for 2013-15 (recurring) = \$1,762,714 and 6.17 FTEs
- Special Funds (includes Weatherization and State Energy Program federal grants) = \$28,078,492 and approximately 20.83 FTEs
- While 49.91 FTEs supported by receipts in special funds were outlined in the Session Law to transfer to DENR from Commerce, approximately 29.08 FTEs were vacant American Reinvestment and Recovery Act (ARRA) funded FTEs that were eliminated when the ARRA funding ended
- Trust Funds under the State Energy Program = \$6,619,079 (no FTEs)
- Total overall funds that transferred from Commerce to DENR - \$36,460,285 and 56.08 FTEs; however, of this 56.08 FTEs that transferred to DENR, 29.09 FTEs were eliminated when ARRA funding ended, leaving 27 actual FTEs
- Of the 27 actual FTEs, State Energy Program had 10 FTEs (including the former State Energy Office Director vacant position), Weatherization Assistance Program had 8 FTEs and Utility Savings Initiative had 9 FTEs

(2) Positions transferred among divisions, sections, or programs:

- As noted above, the FTEs and budgets for the State Energy Program and the Weatherization Assistance Program (18 FTEs total) were transferred from Commerce to DEMLR per the Session Law; the remaining 9 FTEs and budget for the Utility Savings Initiative Program were transferred from Commerce to DEACS at the DENR Secretary Office's discretion to realize cost savings and efficiencies with the Waste Reduction Partners Program and other programs and initiatives already underway in DEACS

(3) New divisions, sections, and programs established:

- With the transfer of the State Energy Program and the Weatherization Assistance Program into DEMLR, a new Energy Section was created to accommodate these two new energy related programs and to compliment the two existing DEMLR Sections – the NC Geological Survey Section and the Land Quality Section
- Additionally, the existing Oil and Gas Program that consisted of 4 staff members with no operating budget, which was being supported under the Land Quality Section, was moved into the new Energy Section so that all DEMLR energy-related programs were located within one Energy Section
- The Alternative Transportation Fuels and the Renewable Energy components of the State Energy Program were set up as their own programs within the Energy Section per the DENR Secretary's Office direction in order to focus on growing these two program components in the future
- All reorganization activities, including the movement of programs and personnel, were limited to DEMLR's Raleigh Central Office (no regional offices were affected)

(4) Comparison of the organizational charts before and after the reorganization with each clearly identified:

- See attached before and after DEMLR reorganization organizational charts highlighting the changes made

(5) List of Divisions, Sections and Programs that were unaffected by the reorganization noted above:

- The only Section within DEMLR that was not affected by this reorganization was the NC Geological Survey Section which remained unchanged in the Raleigh Central Office, the Coastal Plain Office and Core Repository, and the Asheville Regional Office

(6) Resulting cost-savings, itemized by funding source:

- As the State Energy Program (including the Alternative Transportation Fuels and Renewable Energy components) and the Weatherization Assistance Program are funded by federal grants with specific limitations on the use of such grant funding, no cost savings were realized by this reorganization by these two programs (they continue to use the funding as they have before); NOTE: See DEACS report on its reorganization to incorporate the USI program for any cost savings DEACS or USI may have realized through this reorganization
- The Energy Section Chief position, originally funded by appropriations to oversee the oil and gas rule development and regulatory program implementation, may see a cost savings with respect to recurring appropriations in that part of its position's salary and fringe could be funded by federal grants from the State Energy Program and the Weatherization Assistance Program to cover its portion of time spent overseeing these federally funded programs (the savings in appropriations realized could be reallocated to the Oil and Gas Program or used by DEMLR to meet appropriation reductions imposed by the General Assembly - which has already been proposed for DEMLR's FY15-17 appropriation reduction)

(7) Explanation of improvements in the administrative capability of the department or division to manage its programs and carry out its mission:

- By moving the State Energy Program and Weatherization Assistance Program from Commerce to DEMLR, where the Oil and Gas Program already existed, DENR has become the single agency that houses all programs related to energy to allow DENR to ensure that all such programs are in line with the Governor's Energy Plan and are implemented in a consistent and integrated manner

(8) Identification of any obsolete or overlapping activities:

- No such obsolete or overlapping activities have been identified in this reorganization

DEMLR Reorganization No. 2: Transfer the Stormwater Management Program from the Division of Water Resources to the Division of Energy, Mineral, and Land Resources within DENR

Rationale for the reorganization: The transfer of this program from one Division to another Division within DENR was made by administrative directive from the Secretary of DENR effective August 1, 2013

- The rationale for the merger was increased efficiency and effectiveness in the implementation of two regulatory programs that are closely related in purpose – the Erosion and Sedimentation Control Program and the Stormwater Management Program – but previously housed in two separate Divisions within DENR. Clientele of both programs had voiced concerns for years that these programs, at times, conveyed conflicting guidance on permit compliance issues and appropriate corrective measures to be taken on the same site regulated by both agencies. By housing both programs within the same Division, staff of both programs can be cross trained and deliver the same consistent message to meet the requirements of both regulatory programs, resulting in improved customer service and efficient use of agency resources
- Transferred a total of 30 FTEs, with 8 FTEs supported by stormwater receipts, 5 FTEs supported by stormwater express review receipts, and 17 FTEs supported by appropriations
- Of the 30 FTEs transferred, 9 FTEs are located in the Raleigh Central Office and 21 FTEs are spread across DENR's seven regional offices based upon program needs
- Transfer included all staff, budget, and program obligations in place for the Stormwater Management Program while it was under the direction of the Division of Water Resources (DWR). DWR identified which positions within its water quality programs were primarily focused on stormwater matters. In addition, DWR transferred \$314,940 in stormwater receipts that had been collected from July 1, 2013 – November 2013 to DEMLR on December 10, 2013, with future receipts going directly to DEMLR to support the transferred receipt positions going forward. In addition, DWR and DEMLR entered into a Memorandum of Understanding that DWR will transfer \$100,000 on an annual basis to DEMLR to support the Stormwater Management Program staff and operating costs (as appropriations and federal grant monies still come to DWR for water quality programs, including the Stormwater Management Program).

Efficiencies achieved and cost savings resulting from the reorganization:

- DENR transferred the Stormwater Management Program from DWR to DEMLR to provide program consistency and efficiency with similar regulatory programs already in DEMLR's Land Quality Section (primarily the Erosion and Sedimentation Control Program and the Mining Program).
-

- By integrating the Stormwater Management Program with similar programs within DEMLR, in depth regional office specific cross-training of field personnel has been implemented to familiarize staff with the requirements of each program and how they can work together to meet the same regulatory goals and provide improved customer service and technical assistance
- Through cross-training, the Land Quality Section can improve the efficiency and save costs in inspections of facilities covered by both the Stormwater Management Program and the Erosion and Sedimentation Control Program as one inspector cross-trained to implement both program's requirements can visit the facility, rather than two separate inspectors visiting the facility on two separate trips (50% cost savings on travel and time for each site visit conducted)
- A consolidated inspection report that contains requirements for both programs has been implemented so that the one inspector can complete one report for the owner so that one point of contact and one set of requirements are provided to the owner to facilitate understanding and avoid conflicting requirements (improved customer service)
- Integration of both programs within the same Division and Section allows staff from both programs to be involved in the review of erosion and sedimentation control plans to issue both the erosion and sedimentation control plan approval and construction stormwater general permit simultaneously by the same reviewer, allowing more efficient use of our review engineers' time to provide timely review and customer service (50% cost savings per review as one reviewer issues two approvals)
- As the plan/permit review and approval and the inspections have been combined between the two programs, the self-inspection form required by the Sediment Program and the self-monitoring form previously required by the Stormwater Program have been combined into one form which reduces the time, costs and paperwork for owners and staff (50% cost savings as one form covers two programs' requirements)
- As the programs are now under the same Section, work has been completed to consolidate and streamline both program's databases into one web-based electronic permitting database management system. In addition, further capabilities to access the system and conduct electronic inspections and reports onsite are scheduled for implementation by early 2015
- Efforts are underway to integrate Stormwater Management Program activities with Mining Program activities in a similar fashion to realize the same time and cost savings as noted above

(1) Positions eliminated:

- No DEMLR positions were eliminated as part of this program transfer

(2) Positions transferred among divisions, sections, or programs:

- Transferred a total of 30 FTEs from DWR to DEMLR effective August 1, 2013 consisting of 8 FTEs supported by stormwater receipts, 5 FTEs supported by stormwater express review receipts, and 17 FTEs supported by appropriations
- Of the 30 FTEs transferred, 9 FTEs are located in the Raleigh Central Office and 21 FTEs are spread across DENR's seven regional offices based upon program needs

(3) New divisions, sections, and programs established:

- No new Divisions, Sections, or Programs have been established as a result of this transfer
- The Stormwater Management Program directives remained the same and were moved from DWR to the existing Land Quality Section within DEMLR as a stand-alone program with the other existing Land Quality Section programs – Erosion and Sedimentation Control, Mining, and Dam Safety; however, as noted above, the Stormwater Management Program has been integrated with the Sediment Program and work is underway to integrate the Stormwater Management

Program in a similar manner with the Mining Program to realize program efficiencies and cost savings, and improved customer service

(4) Comparison of the organizational charts before and after the reorganization with each clearly identified:

- See attached before and after DEMLR reorganization organizational charts highlighting the changes made

(5) List of Divisions, Sections and Programs that were unaffected by the reorganization noted above:

- The only Section within DEMLR that was not affected by this reorganization was the NC Geological Survey Section which remained unchanged in the Raleigh Central Office, the Coastal Plain Office and Core Repository, and the Asheville Regional Office (note that the Energy Section did not exist within DEMLR at the time of this program transfer)

(6) Resulting cost-savings, itemized by funding source:

- As noted above, by integrating the Stormwater Management Program and the Erosion and Sedimentation Control Program within the same Division and Section and cross-training staff to implement both programs' requirements, efficiencies in program implementation and cost savings in training and travel have been realized
- Cost savings of 50% are anticipated in the line items that relate to travel for site inspections, such as a reduction in motor fleet/leased vehicle mileage and fuel consumption/costs as one inspector conducts one site visit to complete both programs' (combined) inspection, eliminating the need for a second trip to the site by another inspector
- Time savings are anticipated for staff as data from both programs can be integrated and managed in one database management system rather than two systems (also reducing training costs and potential for missing or conflicting data)
- Cost savings of 50% are anticipated as simultaneously issuing both programs' approvals by one review engineer eliminates the time and expense of having a separate review completed by another engineer. This allows the programs to use this time savings to provide additional customer service, technical assistance and more timely reviews
- As the plan/permit review and approval and the inspections have been combined between the two programs as noted above, the self-inspection form required by the Sediment Program and the previous self-monitoring form required by the Stormwater Program have also been combined into one form which reduces the time, costs and paperwork for owners (50% cost savings as one form covers two programs' requirements)

(7) Explanation of improvements in the administrative capability of the department or division to manage its programs and carry out its mission:

- By transferring the Stormwater Management Program from DWR to the Land Quality Section within DEMLR so that it can be integrated and managed in the same manner as DEMLR's other closely related regulatory programs, DEMLR realizes major cost savings and program efficiencies as noted above that save the agency money and time that can be reallocated to other program areas. These benefits include reduced plan review time, more timely site inspections when complaints are received, more overall site visits to provide technical assistance and compliance guidance to our regulated customers, one point of contact for plan review that covers both stormwater permitting and erosion and sedimentation control plan approvals, one point of contact for inspections that cover both programs' requirements at a given site, one self-inspection and monitoring form that saves time and money for both our regulated customers and agency staff, and a consolidated database system that allows the agency to track program

activities for both programs in an integrated database for internal and external reporting of program activities

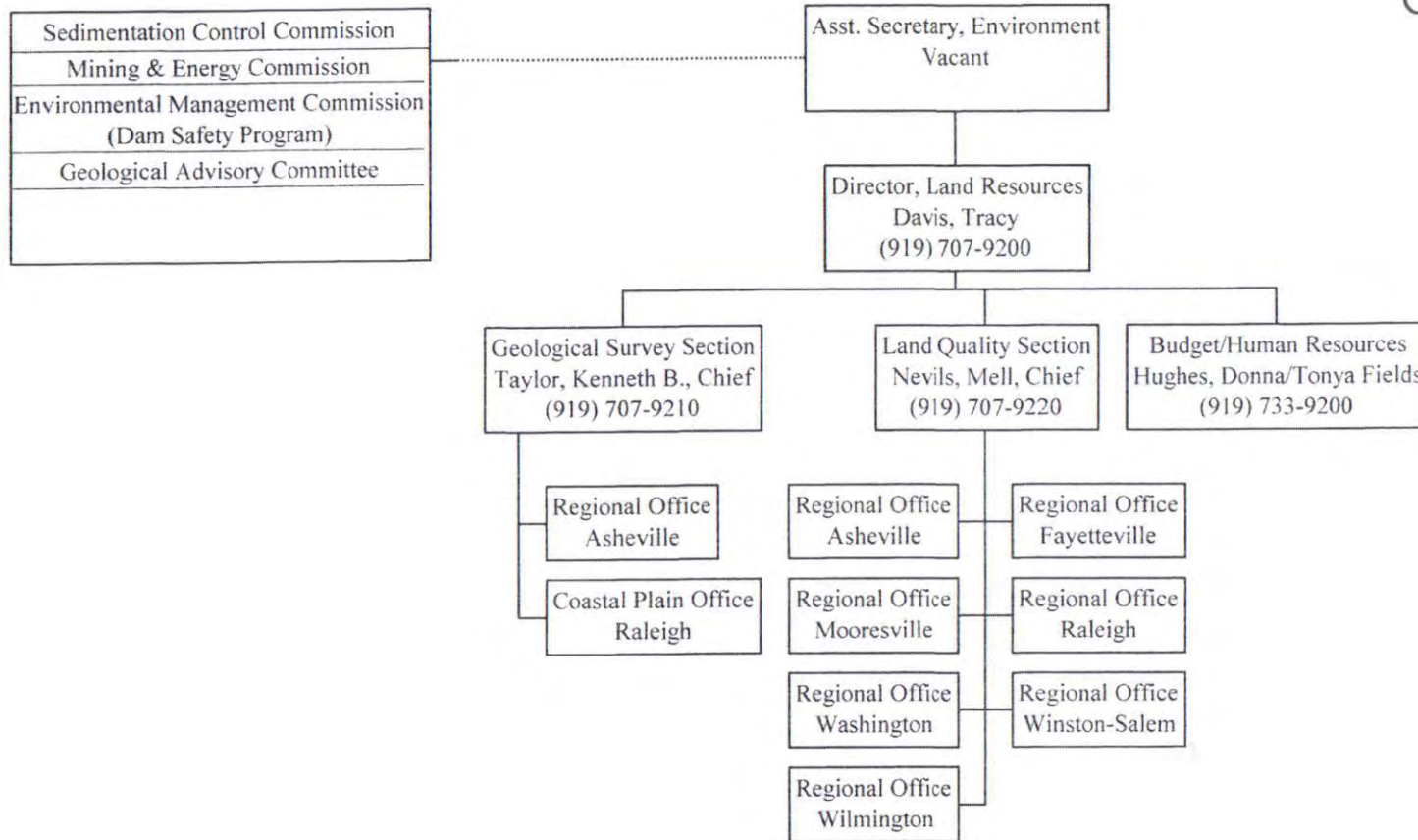
Page 6

(8) Identification of any obsolete or overlapping activities:

- The transfer of the Stormwater Management Program from DWR to DEMLR's Land Quality Section has eliminated overlapping, and sometime conflicting, activities that previously existed between these two Divisions in prior Administrations in the implementation of similar regulatory programs
- The transfer allows DEMLR to more efficiently and effectively use its staff time and resources to provide more timely, accurate and consistent decisions and technical assistance/customer service to its regulated customers and the citizens of NC

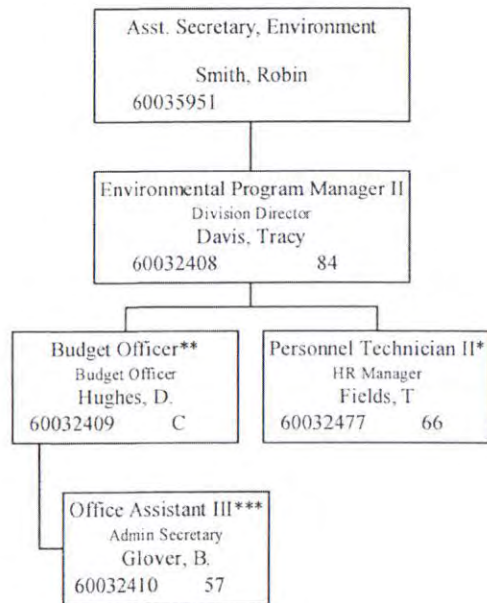
DIVISION OF ENERGY, MINERAL, AND LAND RESOURCES

DEMNR Reorganization No. 1
"Before"
(Energy Programs)



Tracy E. Davis, Director
 Date 1/8/2013

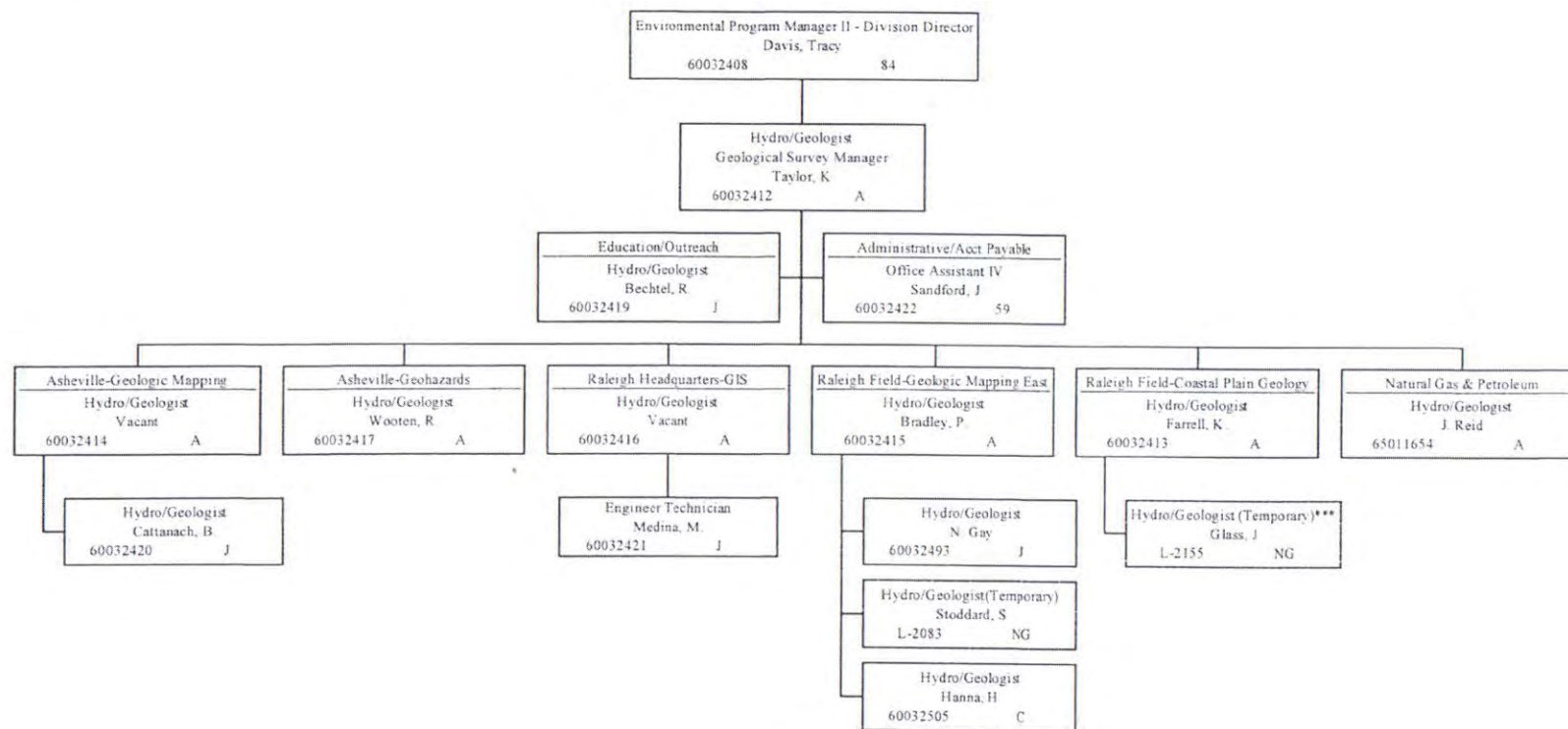
DIVISION OF ENERGY, MINERAL, AND LAND RESOURCES



*Receipted-permit fees
**75% Appropriations/25% Receipts
***50/50 Split-App/Receipts

Tracy E. Davis
Tracy E. Davis, PE, CPM, Director
Date 1/8/2013

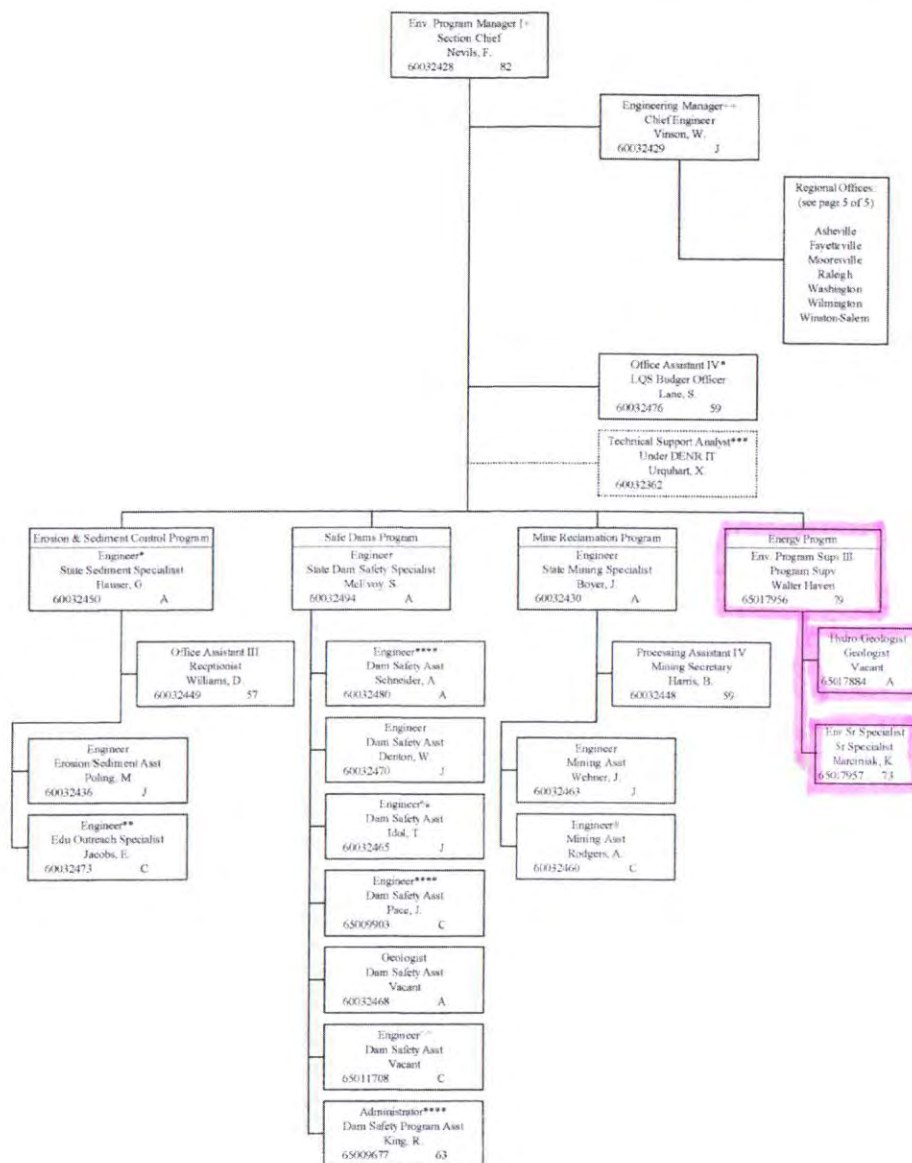
DIVISION OF ENERGY, MINERAL, AND LAND RESOURCES



* Receipted - Mineral Lease Fund
 ***Receipted - USGS/State Map Funds/Other

Tracy E. Davis
 Tracy E. Davis, PE, CPM, Director
 Date 1/8/2013

DIVISION OF ENERGY, MINERAL, AND LAND RESOURCES

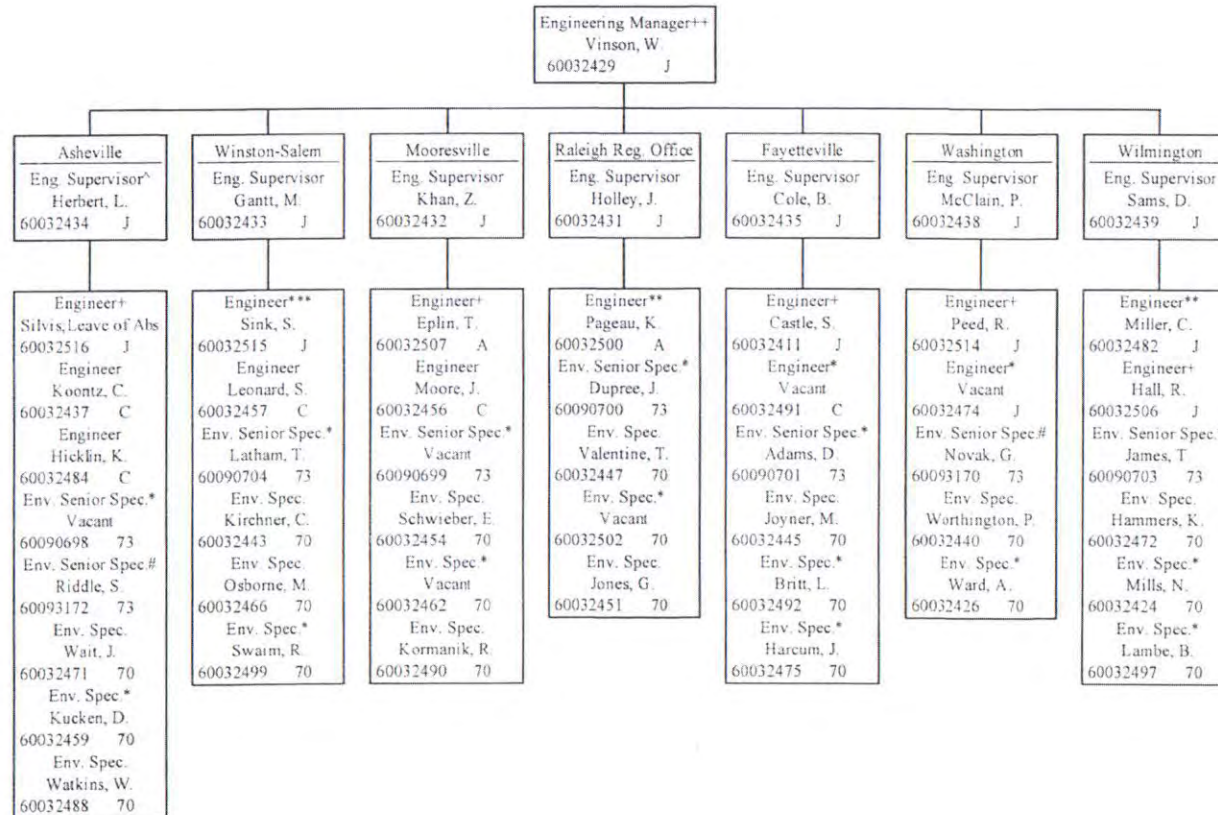


No Symbol - Appropriated
* Received - Sediment Fees
Received - Mining Fees
% Received - Dam Safety Fees
^^ Received - Utility Company Fees
** EPA 319 Non-Point Source Grant
*** Information Technology Services position (FYI only)
**** FEMA Dam Safety Grant
+ 0.575 LQS Appropriations/0.425 LQS Fees
++ 0.524 LQS Appropriations/0.476 LQS Fees
@@ 0.813 LQS Appropriations/0.197 LQS Fees

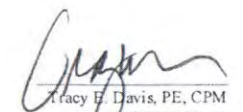
Energy, Mineral, and Land Resources

[Signature]
Troy L. Davis, Director
Date: 12/19/2013

DIVISION OF ENERGY, MINERAL, AND LAND RESOURCES



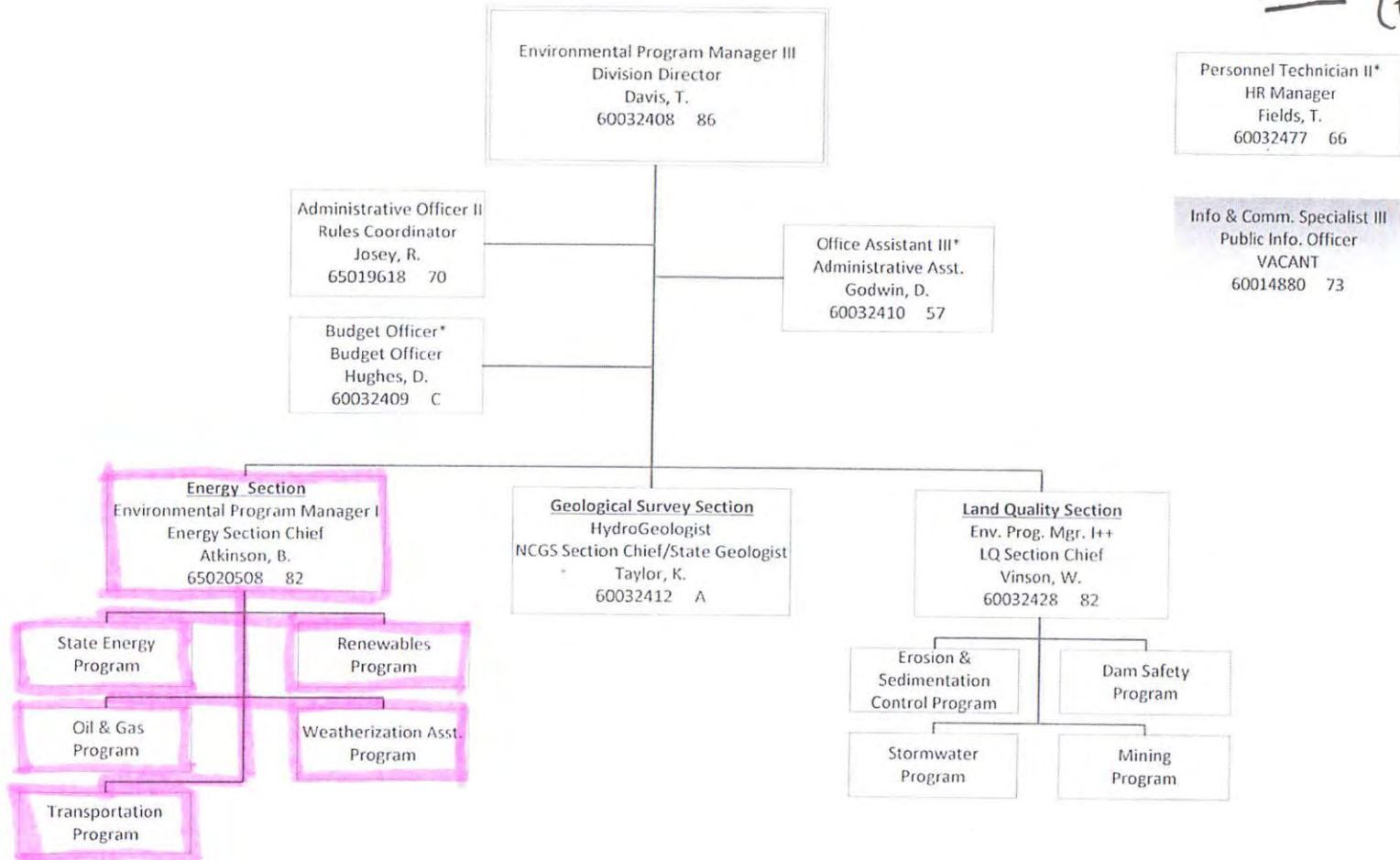
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 Fees/50% Express Fees
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 Fees/50% Express Fees
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 ++ 0.524 LQS Appropriations/0.476
 LQS Fees
 ^ 0.525 LQS Appropriations/0.475
 LQS Fees
 # Receipted - Mining Fees


 Tracy E. Davis, PE, CPM
 Division Director
 1/8/2013

DIVISION OF ENERGY, MINERAL & LAND RESOURCES

Department of Environment & Natural Resources
 Division of Energy, Mineral & Land Resources
 July 23, 2014
 Page 1 of 15

DEMUR Reorganization No. 1
"After" (Energy Programs)



Personnel Technician II*
HR Manager
Fields, T.
60032477 66

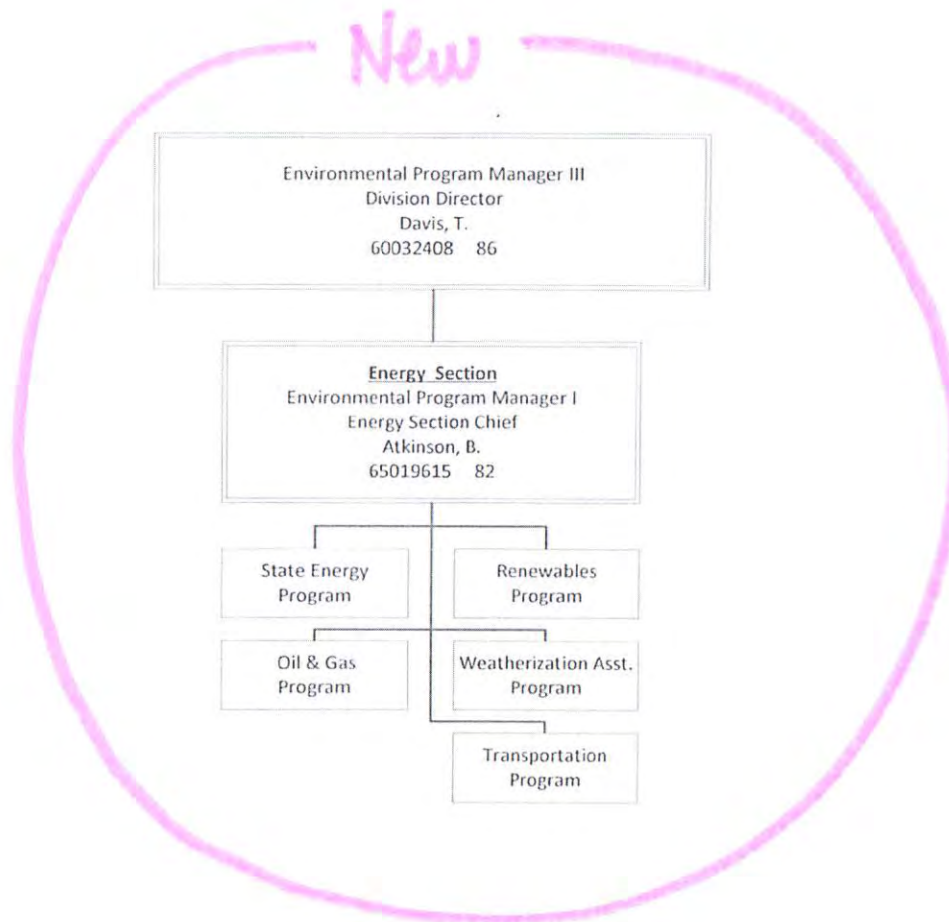
Info & Comm. Specialist III
Public Info. Officer
VACANT
60014880 73

Funding:

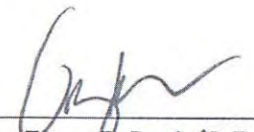
Tracy E. Davis
 Tracy E. Davis, P.E., Director
 Date: *7/23/2014*

DIVISION OF ENERGY, MINERAL & LAND RESOURCES

Department of Environment & Natural Resources
Division of Energy, Mineral & Land Resources
Energy Section Programs
July 23, 2014
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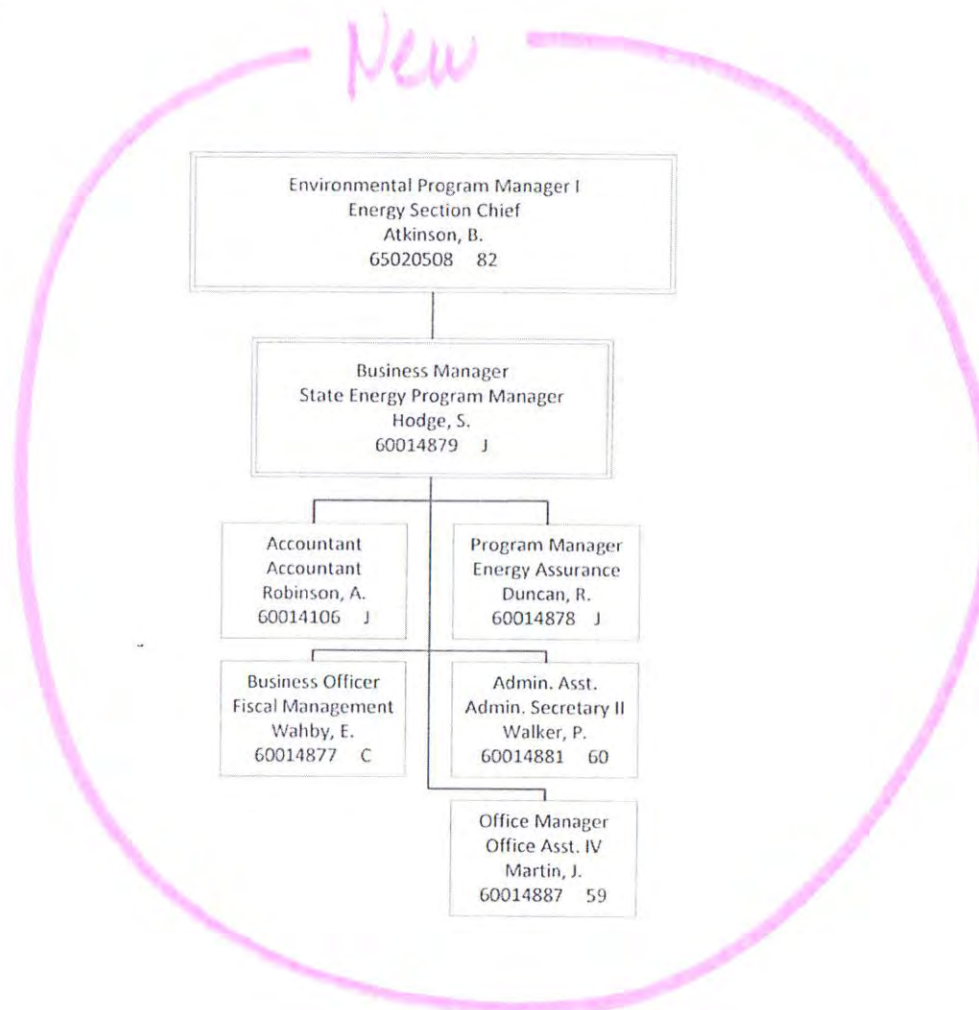


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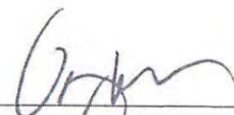
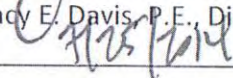

Tracy E. Davis, P.E., Director
Date: July 23, 2014

DIVISION OF ENERGY, MINERAL & LAND RESOURCES

Department of Environment & Natural Resources
 Division of Energy, Mineral & Land Resources
 Energy Section – State Energy Program
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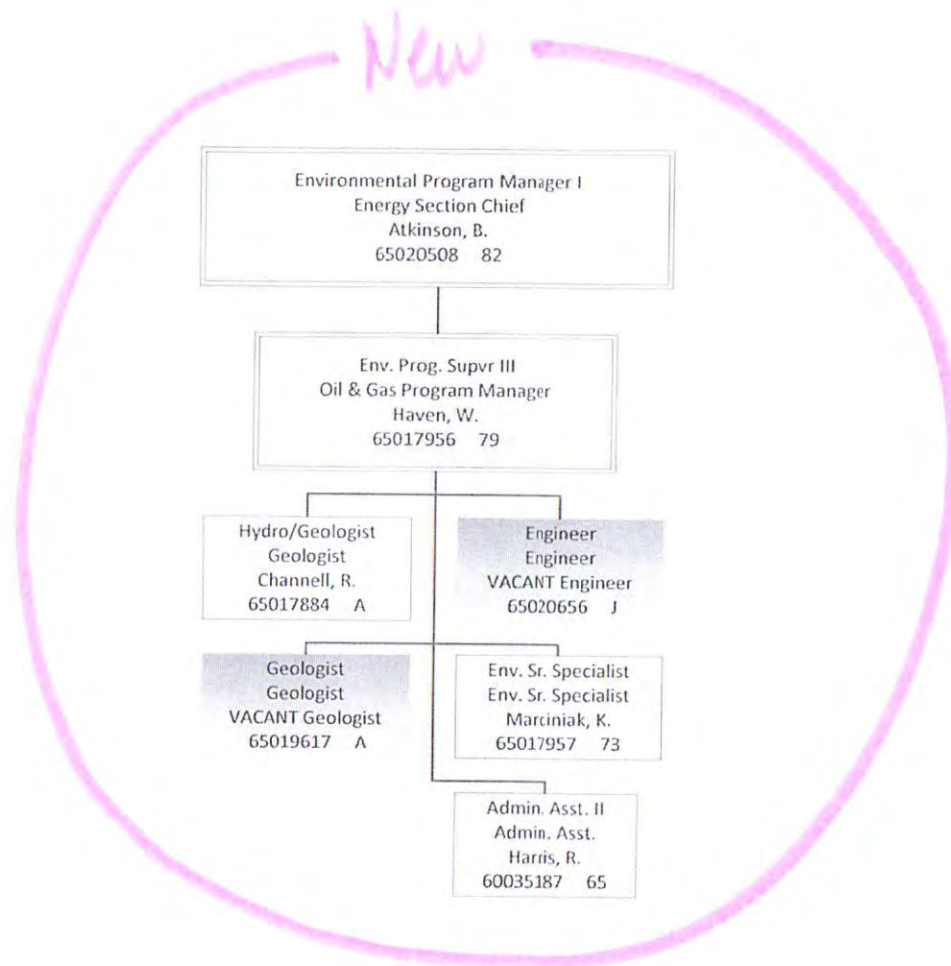


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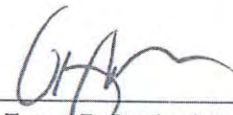

 Tracy E. Davis, P.E., Director
 Date: 

DIVISION OF ENERGY, MINERAL & LAND RESOURCES

Department of Environment & Natural Resources
Division of Energy, Mineral & Land Resources
Energy Section – Oil & Gas Program
July 23, 2014
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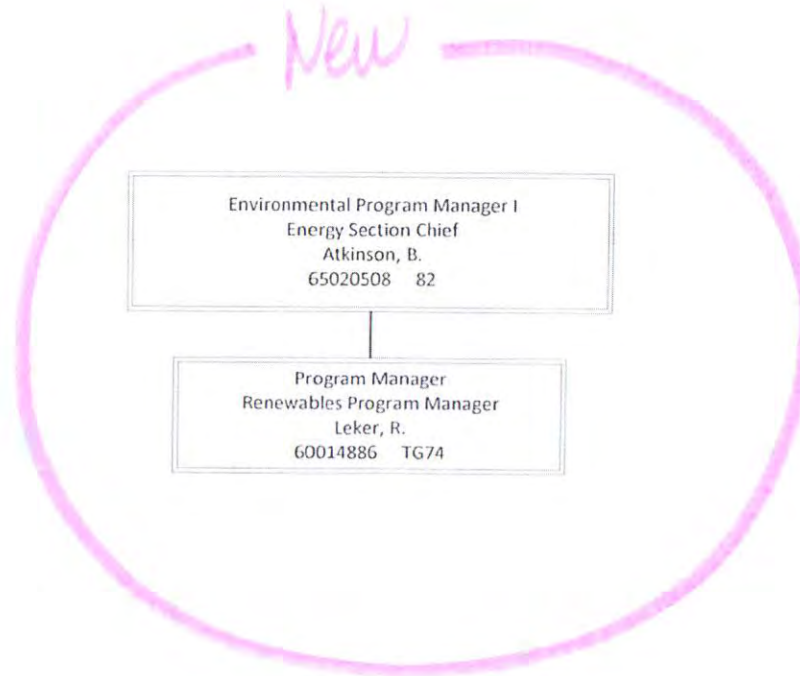


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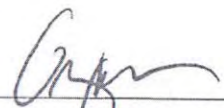

Tracy E. Davis, P.E., Director
Date: 8/15/2014

DIVISION OF ENERGY, MINERAL & LAND RESOURCES

Department of Environment & Natural Resources
Division of Energy, Mineral & Land Resources
Energy Section – Renewables Program
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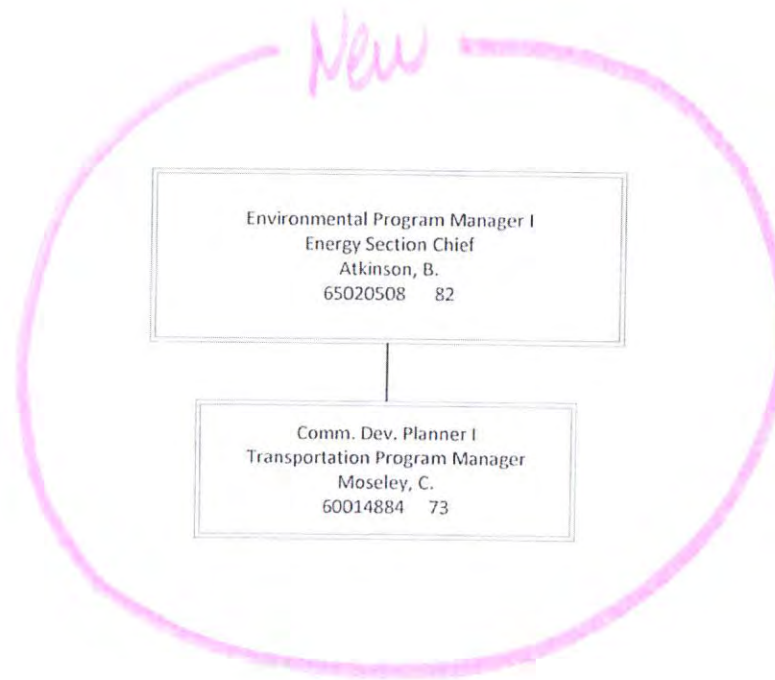


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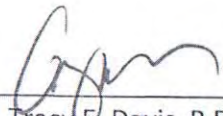
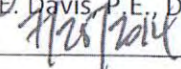

Tracy E. Davis, P.E., Director
Date: 7/26/2014

DIVISION OF ENERGY, MINERAL & LAND RESOURCES

Department of Environment & Natural Resources
Division of Energy, Mineral & Land Resources
Energy Section – Transportation Program
July 23, 2014
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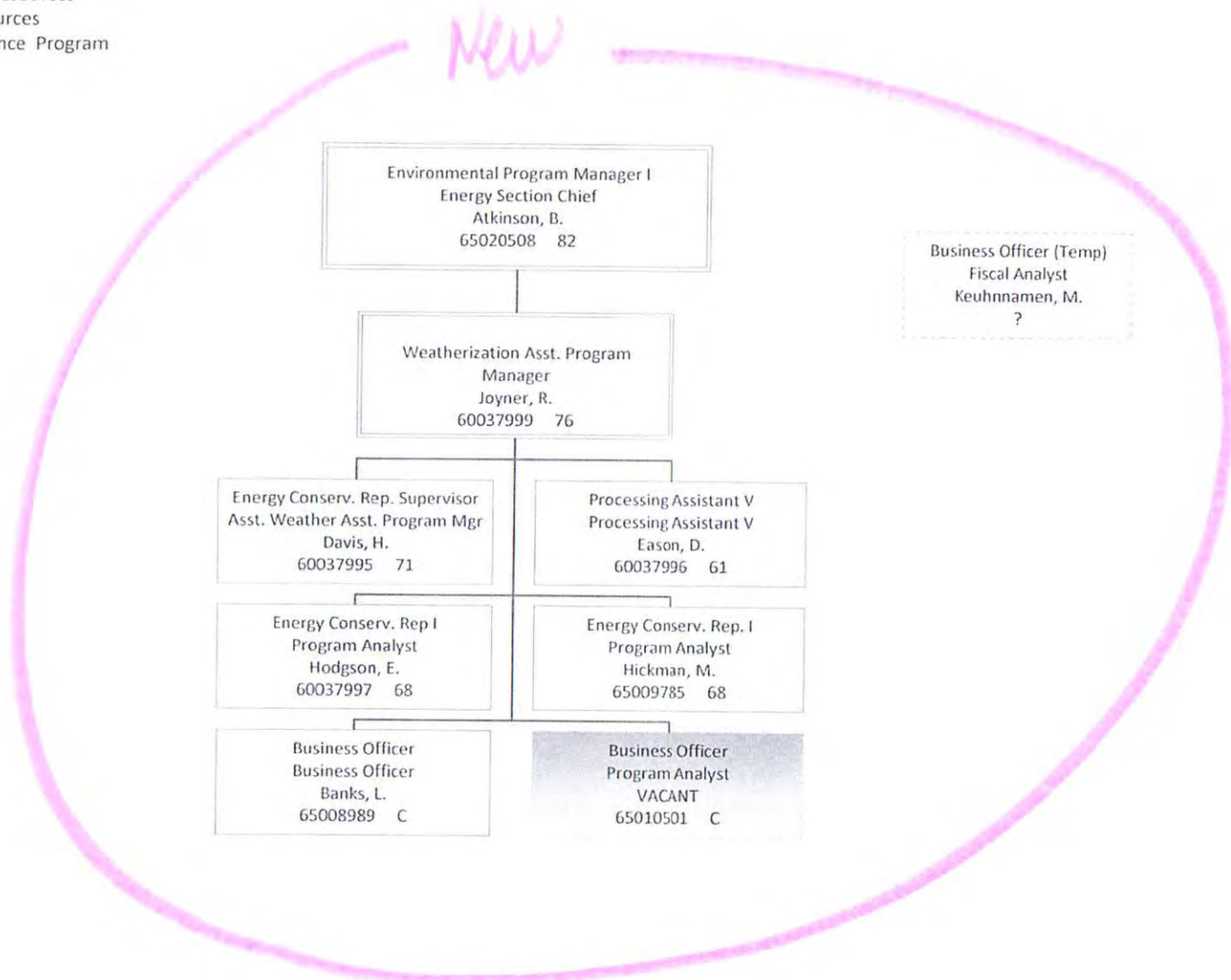


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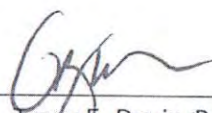
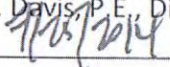

Tracy E. Davis, P.E., Director
Date: 

DIVISION OF ENERGY, MINERAL & LAND RESOURCES

Department of Environment & Natural Resources
 Division of Energy, Mineral & Land Resources
 Energy Section – Weatherization Assistance Program
 July 23, 2014
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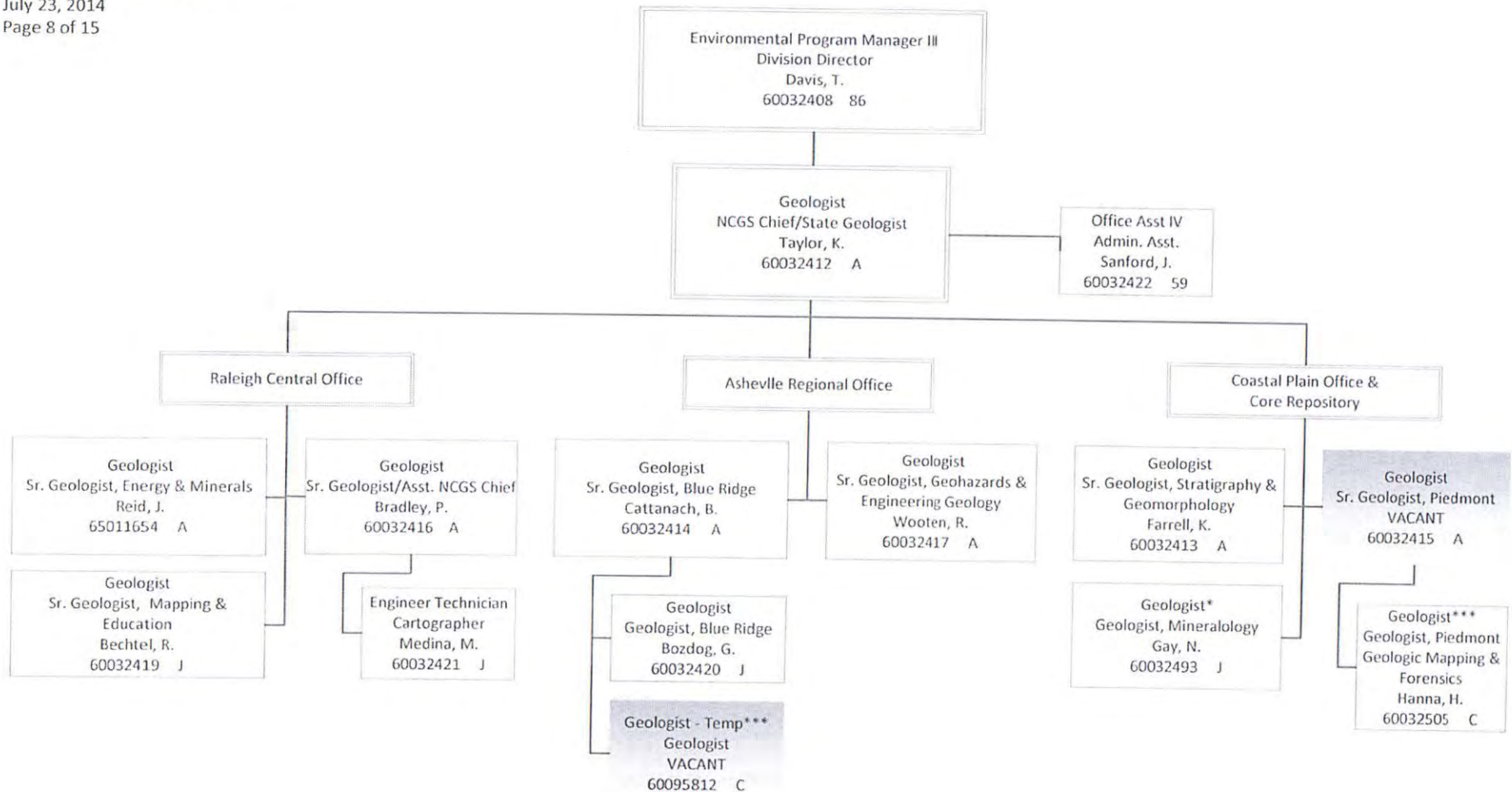


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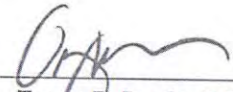

 Tracy E. Davis, P.E., Director
 Date: 

DIVISION OF ENERGY, MINERAL & LAND RESOURCES

Department of Environment & Natural Resources
 Division of Energy, Mineral & Land Resources
 Geological Survey Section
 July 23, 2014
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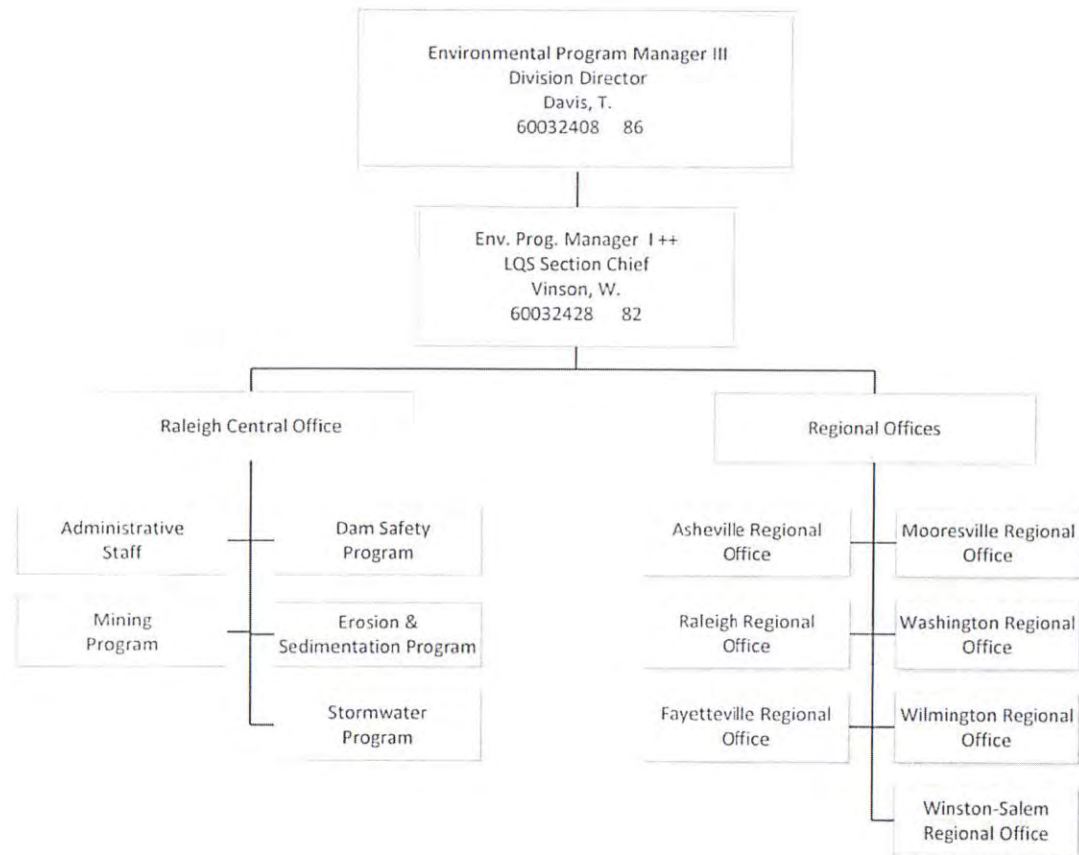


*Receipted – Mineral Lease Fund
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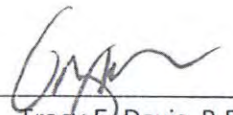
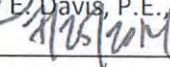

 Tracy E. Davis, P.E., Director
 Date: 11/25/2014

DIVISION OF ENERGY, MINERAL & LAND RESOURCES

Department of Environment & Natural Resources
 Division of Energy, Mineral & Land Resources
 Land Quality Section – Regional Offices
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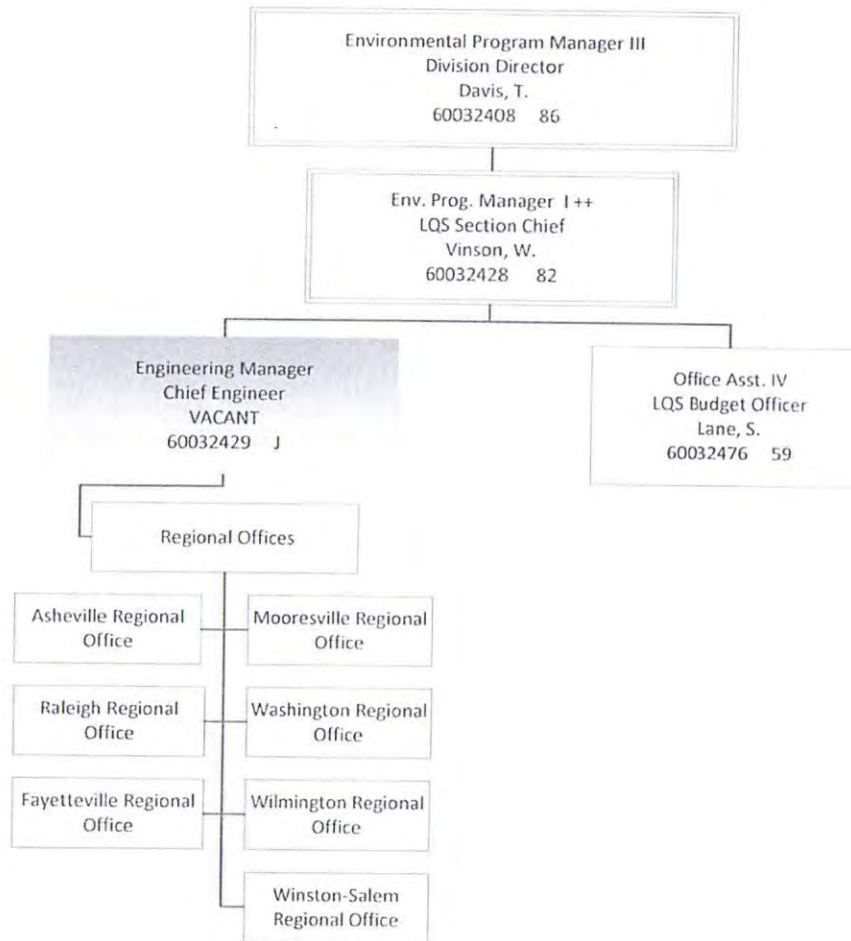


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 ~~ Stormwater Fees – 100%

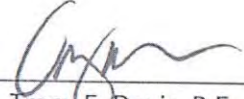

 Tracy E. Davis, P.E., Director
 Date: 

DIVISION OF ENERGY, MINERAL & LAND RESOURCES

Department of Environment & Natural Resources
 Division of Energy, Mineral & Land Resources
 Land Quality Section – Administrative Staff
 July 23, 2014
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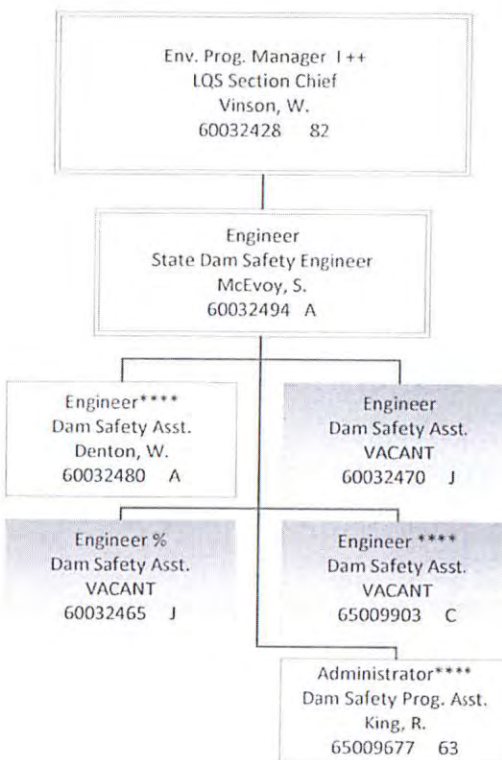


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 # Receipted – Mining Fees
 ~~ Stormwater Fees – 100%


 Tracy E. Davis, P.E., Director
 Date: 7/23/2014

DIVISION OF ENERGY, MINERAL & LAND RESOURCES

Department of Environment & Natural Resources
 Division of Energy, Mineral & Land Resources
 Land Quality Section – Dam Safety Program
 July 23, 2014
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No Symbol – Appropriated

*Receipted – Sediment Fees

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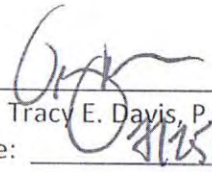
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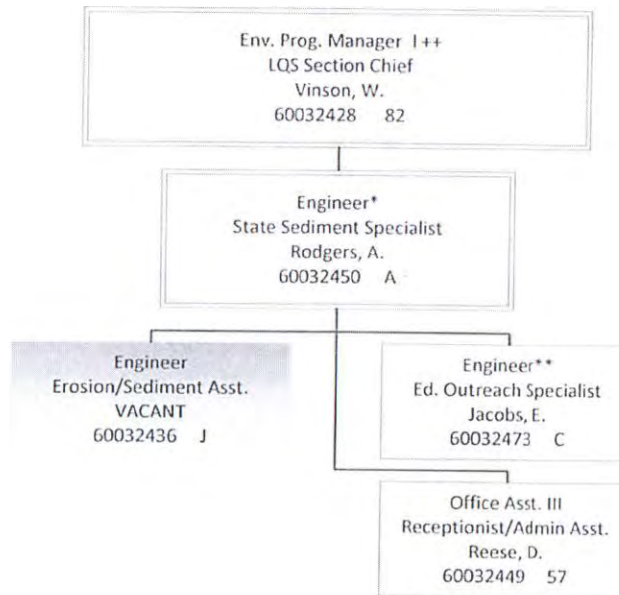
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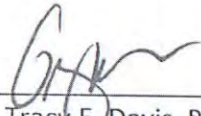

 Tracy E. Davis, P.E., Director
 Date: 8/25/2014

DIVISION OF ENERGY, MINERAL & LAND RESOURCES

Department of Environment & Natural Resources
Division of Energy, Mineral & Land Resources
Land Quality Section – Erosion & Sedimentation
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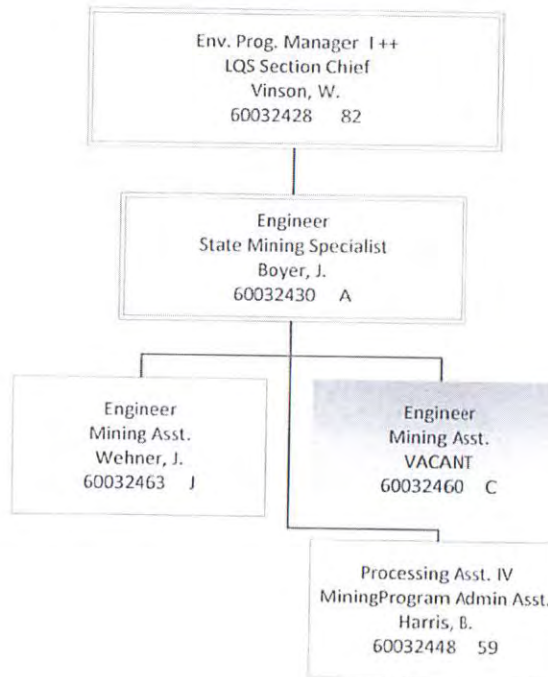


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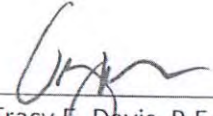

Tracy E. Davis, P.E., Director
Date: 7/23/2014

DIVISION OF ENERGY, MINERAL & LAND RESOURCES

Department of Environment & Natural Resources
Division of Energy, Mineral & Land Resources
Land Quality Section – Mining Program
July 23, 2014
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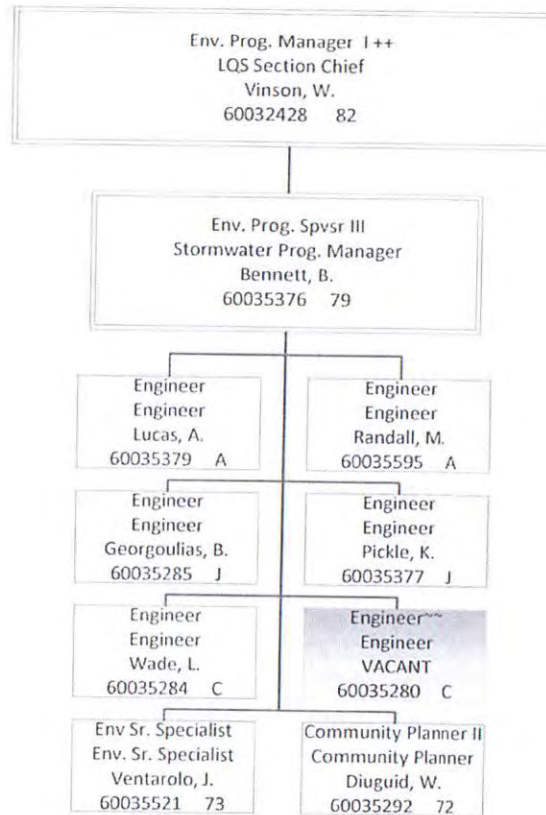


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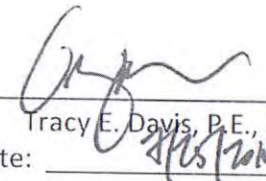

Tracy E. Davis, P.E., Director
Date: 7/25/2014

DIVISION OF ENERGY, MINERAL & LAND RESOURCES

Department of Environment & Natural Resources
 Division of Energy, Mineral & Land Resources
 Land Quality Section – Stormwater Program
 July 23, 2014
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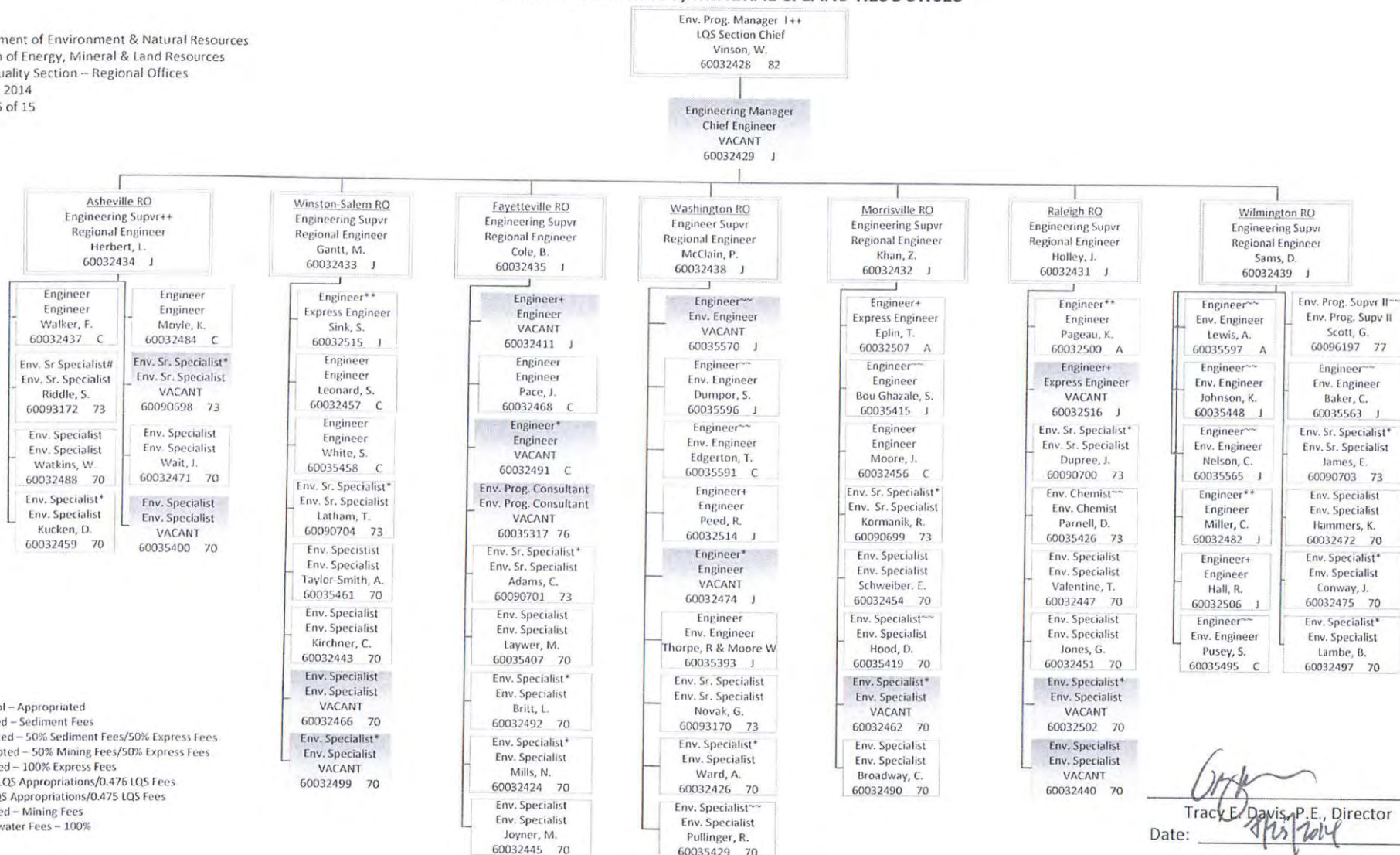


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 ~~~ Stormwater Fees – 100%

  
 Tracy E. Davis, P.E., Director  
 Date: \_\_\_\_\_

# DIVISION OF ENERGY, MINERAL & LAND RESOURCES

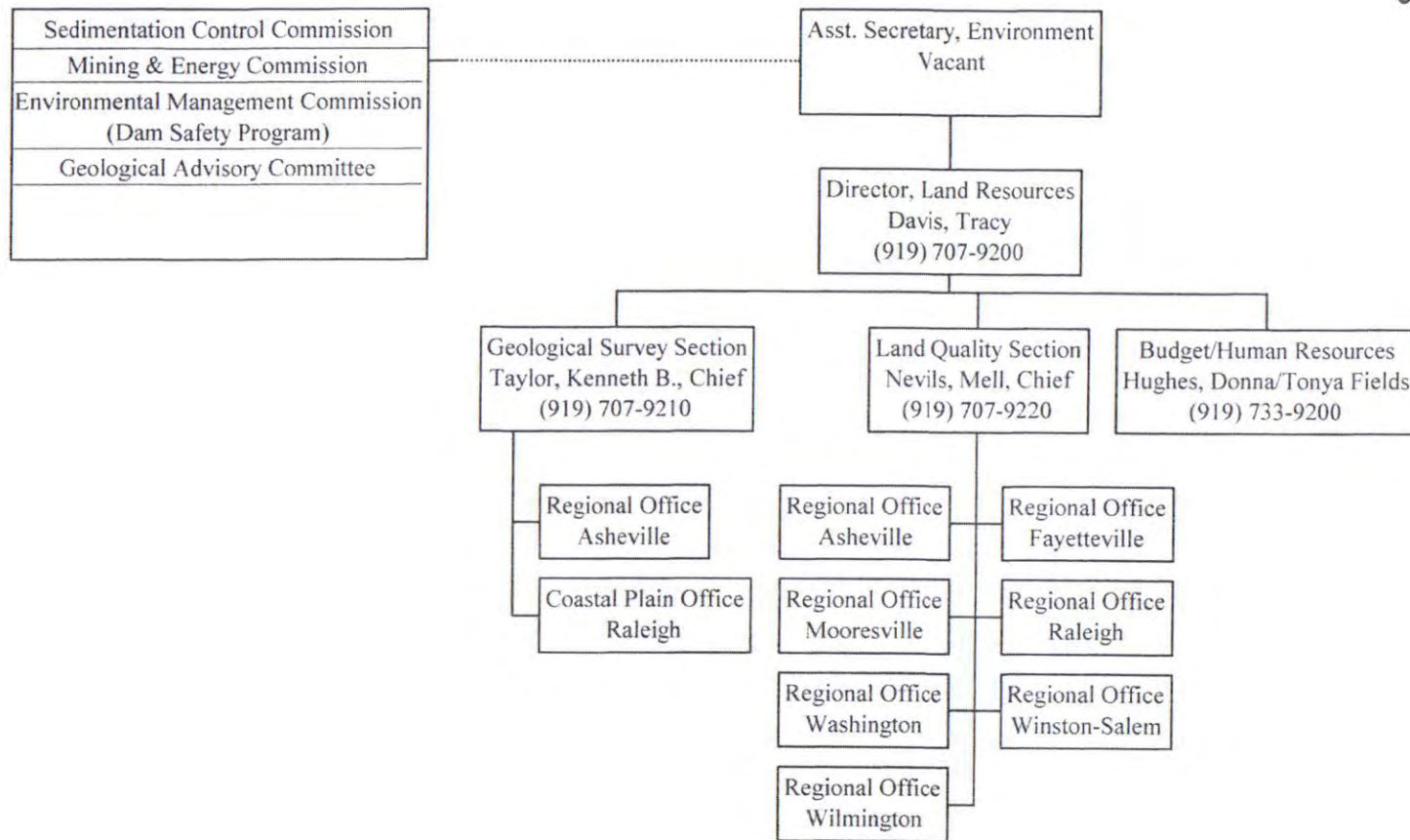
Department of Environment & Natural Resources  
Division of Energy, Mineral & Land Resources  
Land Quality Section – Regional Offices  
July 23, 2014  
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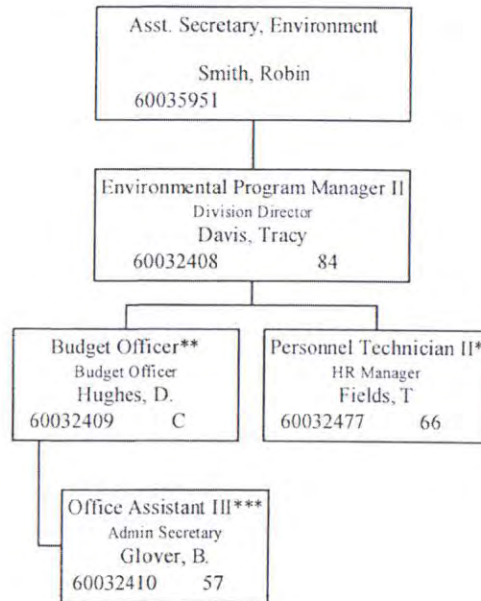
# DIVISION OF ENERGY, MINERAL, AND LAND RESOURCES

DEMR Reorganization No. 2  
 "Before"  
 (Stammwater)



*Tracy E. Davis*  
 Tracy E. Davis, Director  
 Date 1/8/2013

## DIVISION OF ENERGY, MINERAL, AND LAND RESOURCES



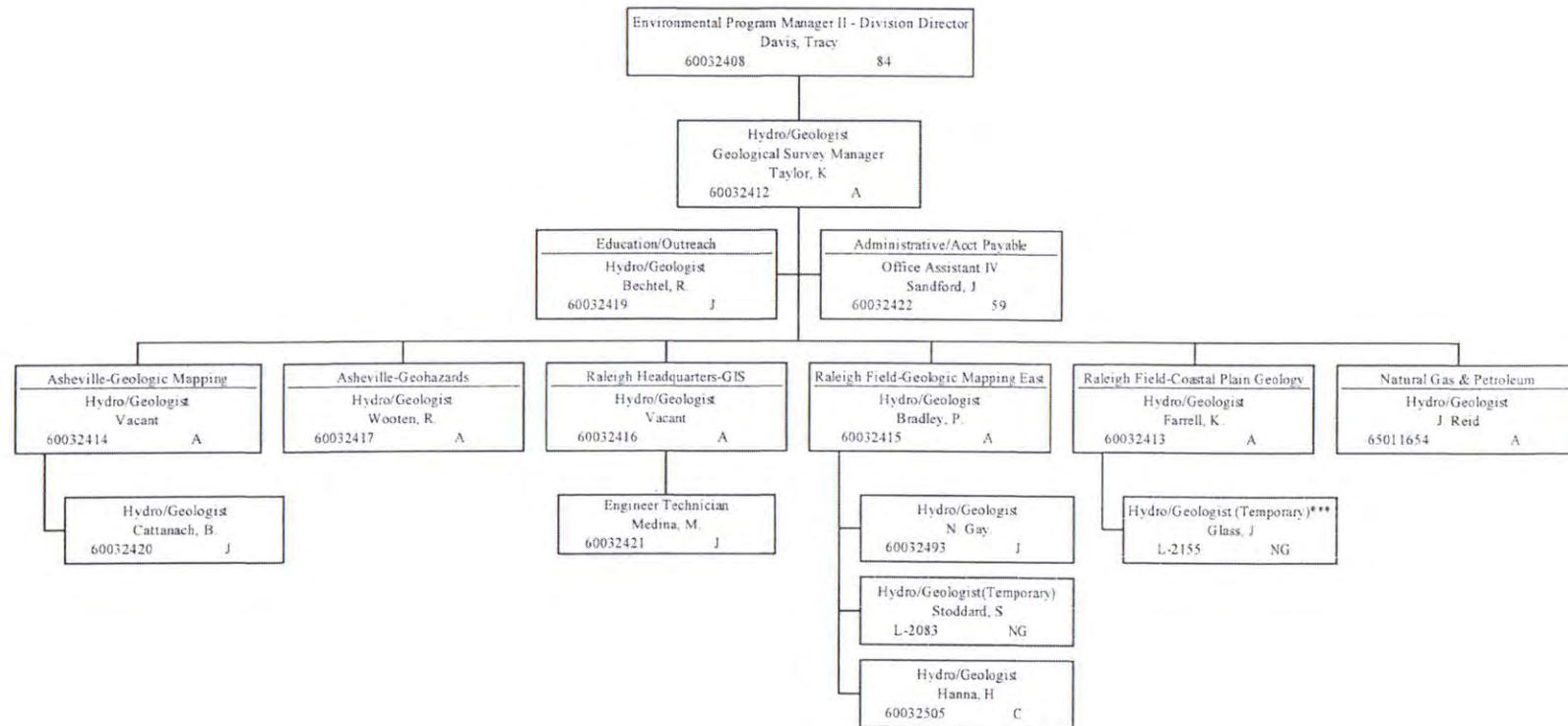
\*Receipted-permit fees

\*\*75% Appropriations/25% Receipts

\*\*\*50/50 Split-App/Receipts

*Tracy E. Davis*  
Tracy E. Davis, PE, CPM, Director  
Date 1/8/2013

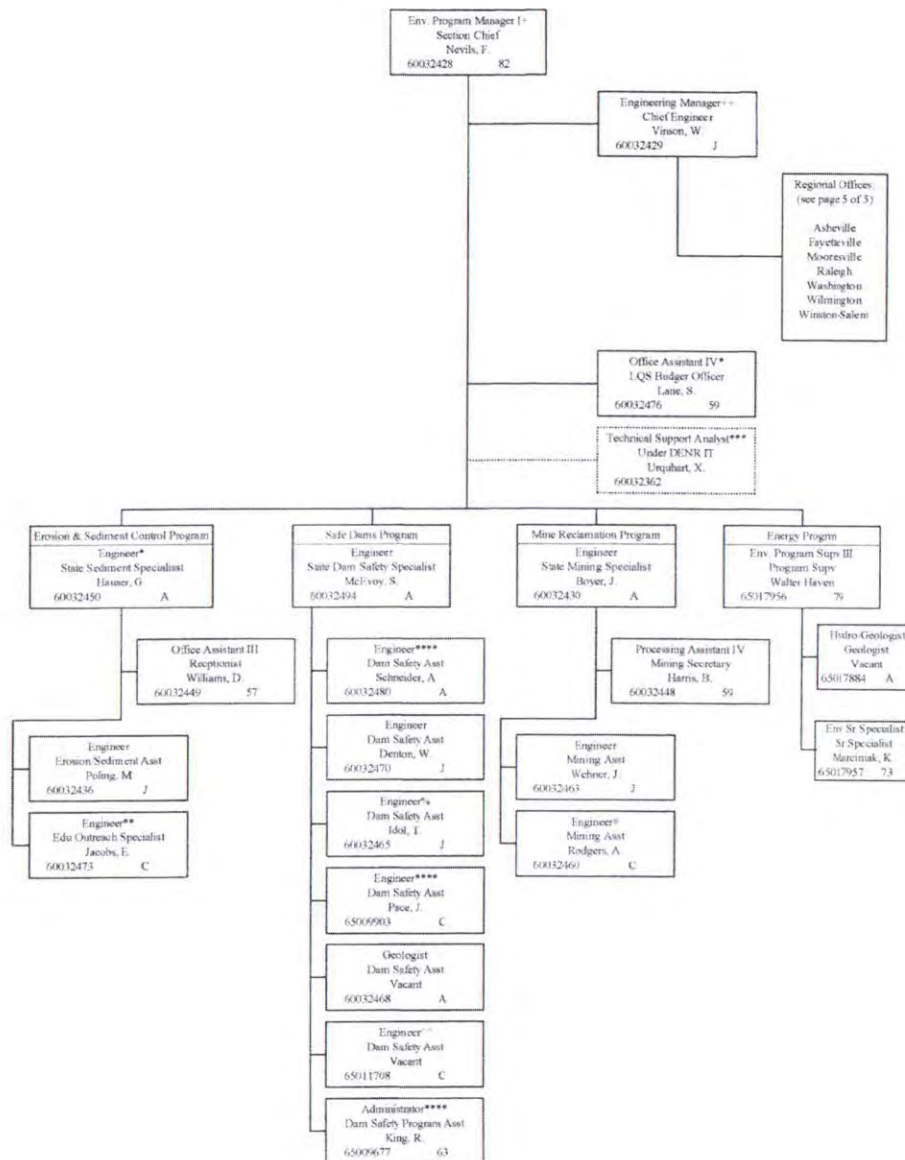
# DIVISION OF ENERGY, MINERAL, AND LAND RESOURCES



\* Receipted - Mineral Lease Fund  
\*\*\*Receipted - U.S.G.S/State Map Funds/Other

*Tracy E. Davis*  
Tracy E. Davis, PE, CPM, Director  
Date 1/8/2013

# DIVISION OF ENERGY, MINERAL, AND LAND RESOURCES



No Symbol - Appropriated

\* Receipted - Sediment Fees

# Receipted - Mining Fees

% Receipted - Dam Safety Fees

^^ Receipted - Utility Company Fees

\*\* EPA 319 Non-Point Source Grant

\*\*\* Information Technology Services position (FY1 only)

\*\*\*\* FEMA Dam Safety Grant

+ 0.575 LQS Appropriations/0.425 LQS Fees

++ 0.524 LQS Appropriations/0.476 LQS Fees

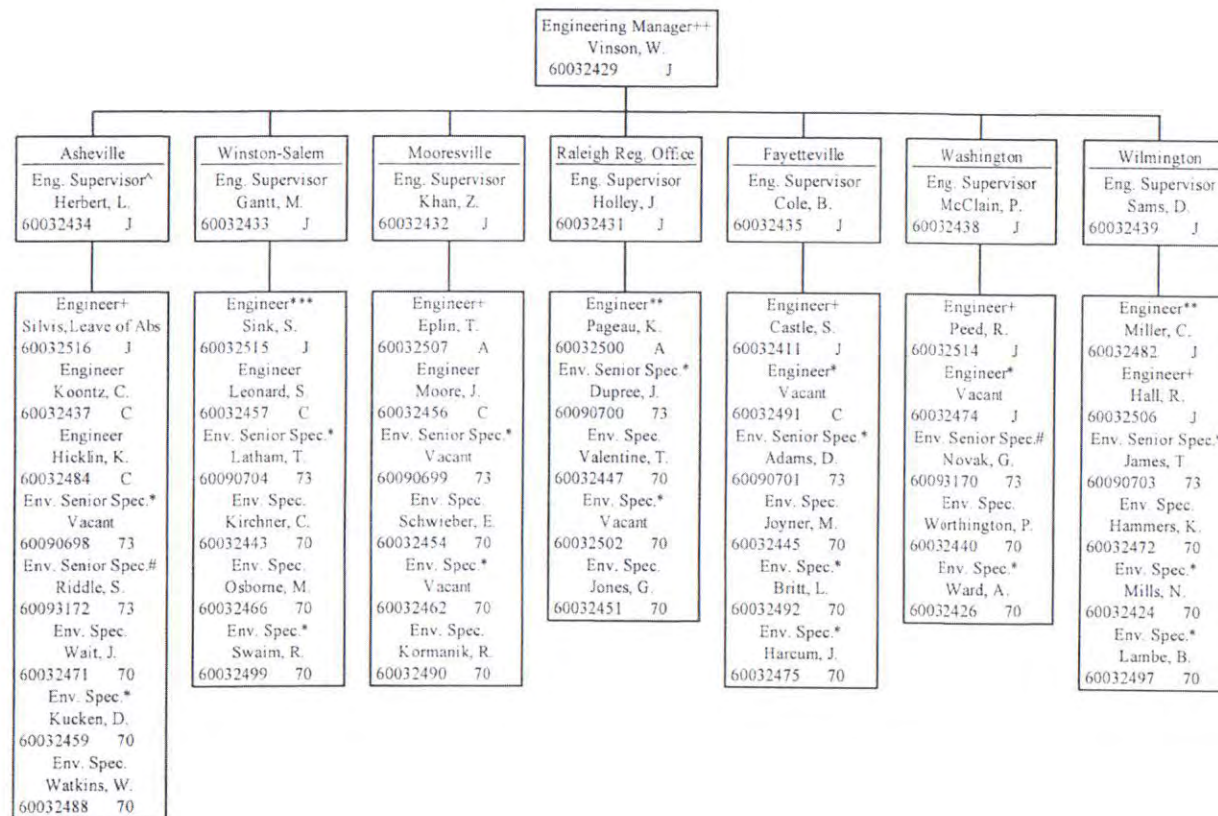
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Energy, Mineral, and Land Resources

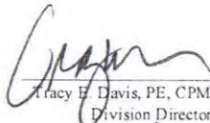
*[Signature]*  
Tacey B. Davis, Director  
Date *12/19/12*



## DIVISION OF ENERGY, MINERAL, AND LAND RESOURCES



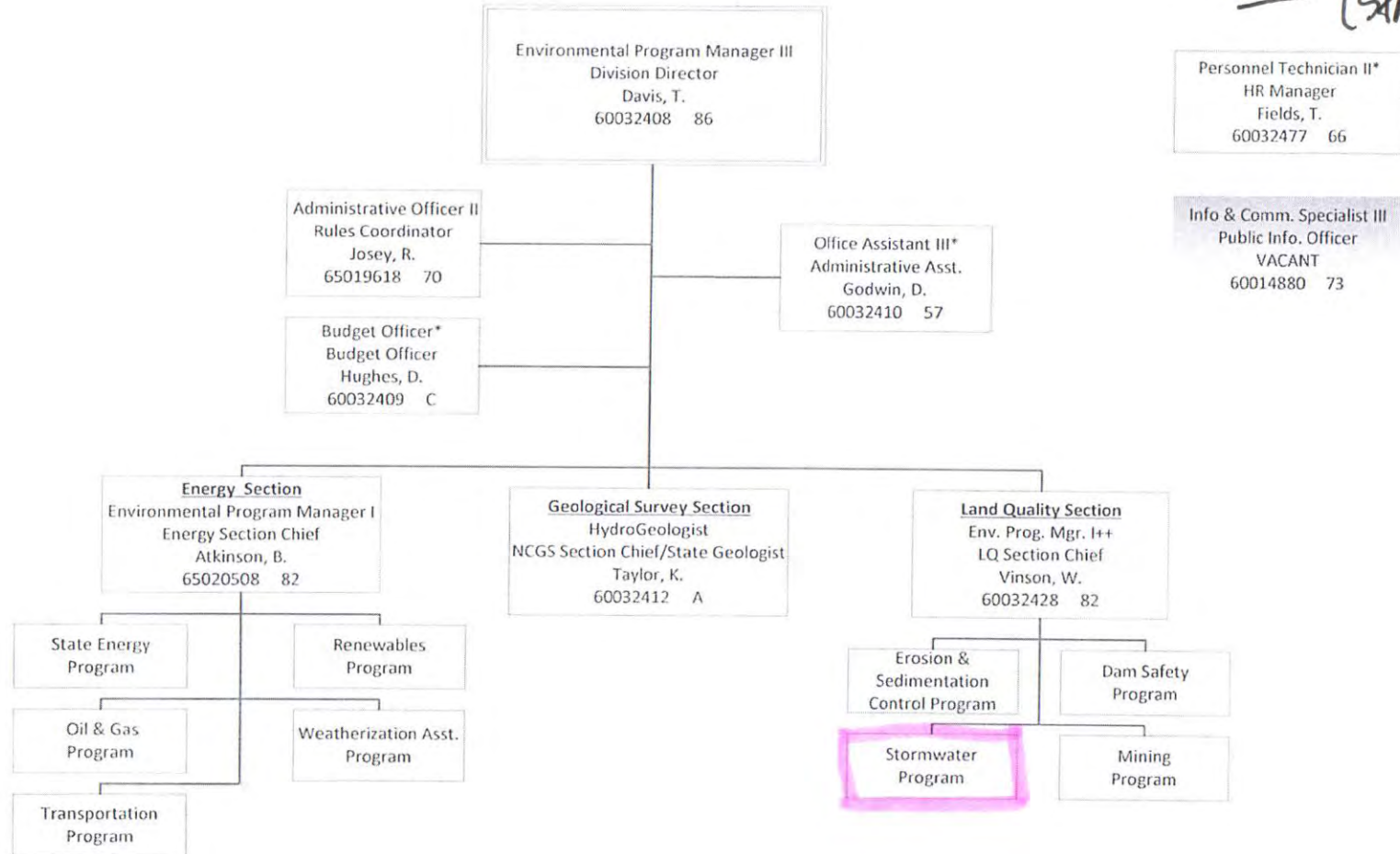
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\* Receipted - Sediment Fees  
\*\* Receipted - 50% Sediment  
Fees/50% Express Fees  
\*\*\* Receipted - 50% Mining  
Fees/50% Express Fees  
+ Receipted - 100% Express Fees  
++ 0.524 LQS Appropriations/0.476  
LQS Fees  
^ 0.525 LQS Appropriations/0.475  
LQS Fees  
# Receipted - Mining Fees

  
Tracy E. Davis, PE, CPM  
Division Director  
1/8/2013

# DIVISION OF ENERGY, MINERAL & LAND RESOURCES

Department of Environment & Natural Resources  
 Division of Energy, Mineral & Land Resources  
 July 23, 2014  
 Page 1 of 15

*Demer Reorganization  
 No. 2  
 "After" (Stormwater)*



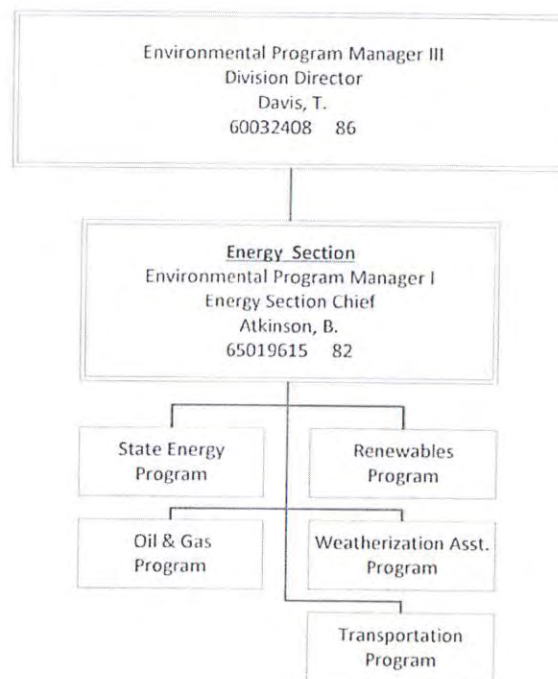
Funding:

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*Tracy E. Davis*  
 Tracy E. Davis, P.E., Director  
 Date: *7/23/2014*

## DIVISION OF ENERGY, MINERAL & LAND RESOURCES

Department of Environment & Natural Resources  
Division of Energy, Mineral & Land Resources  
Energy Section Programs  
July 23, 2014  
Page 2 of 15

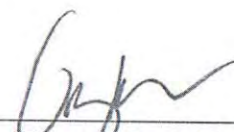


Funding:

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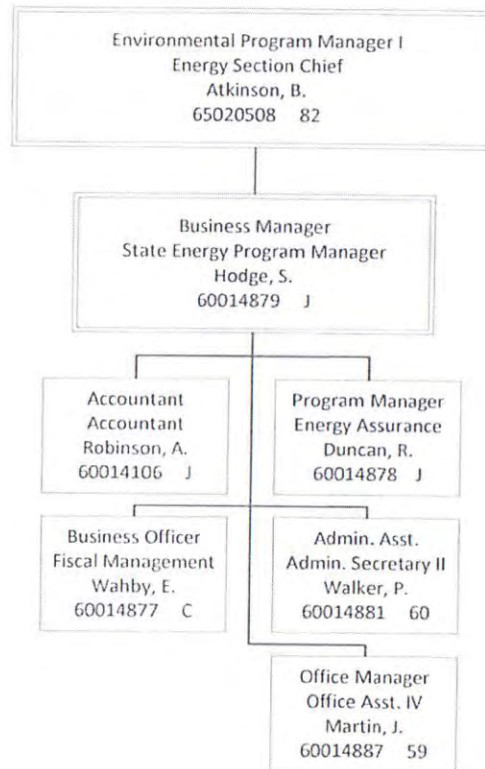
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Tracy E. Davis, P.E., Director  
Date: 7/23/14

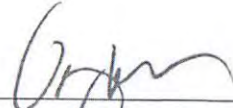
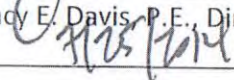
## DIVISION OF ENERGY, MINERAL & LAND RESOURCES

Department of Environment & Natural Resources  
Division of Energy, Mineral & Land Resources  
Energy Section – State Energy Program  
July 23, 2014  
Page 3 of 15



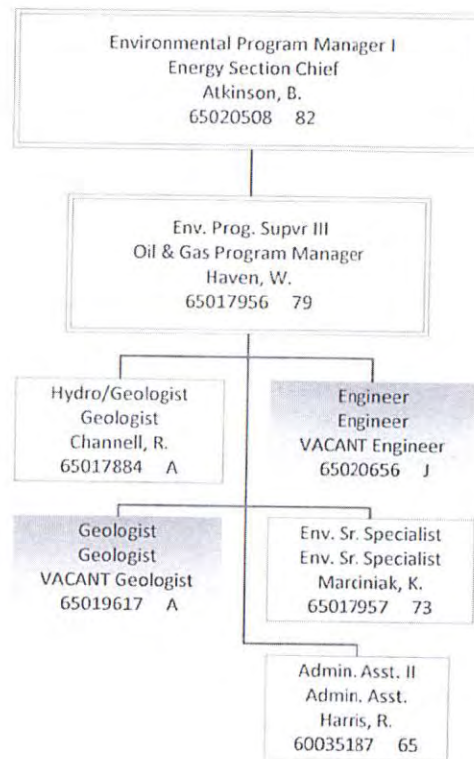
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Tracy E. Davis, P.E., Director  
Date:  \_\_\_\_\_

## DIVISION OF ENERGY, MINERAL & LAND RESOURCES

Department of Environment & Natural Resources  
Division of Energy, Mineral & Land Resources  
Energy Section – Oil & Gas Program  
July 23, 2014  
Page 4 of 15

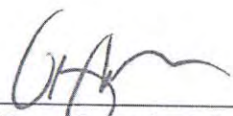


Funding:

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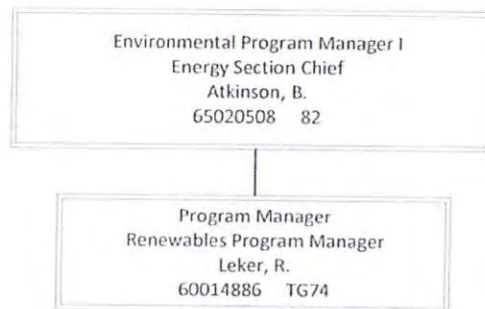
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Tracy E. Davis, P.E., Director  
Date: 8/23/2014



## DIVISION OF ENERGY, MINERAL & LAND RESOURCES

Department of Environment & Natural Resources  
Division of Energy, Mineral & Land Resources  
Energy Section – Renewables Program  
July 23, 2014  
Page 5 of 15

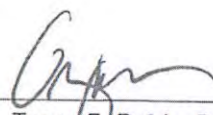


Funding:

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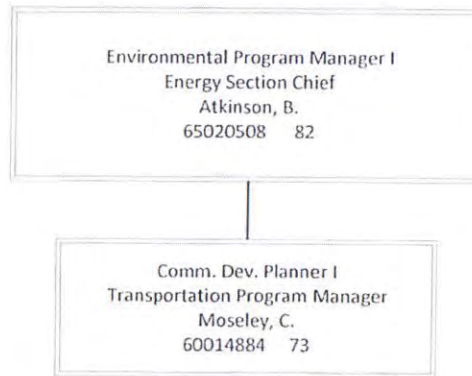
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\_\_\_\_\_  
Tracy E. Davis, P.E., Director  
Date: 7/26/2014

## DIVISION OF ENERGY, MINERAL & LAND RESOURCES

Department of Environment & Natural Resources  
Division of Energy, Mineral & Land Resources  
Energy Section – Transportation Program  
July 23, 2014  
Page 6 of 15

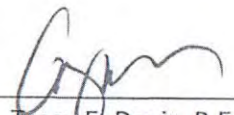
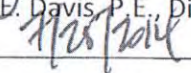


Funding:

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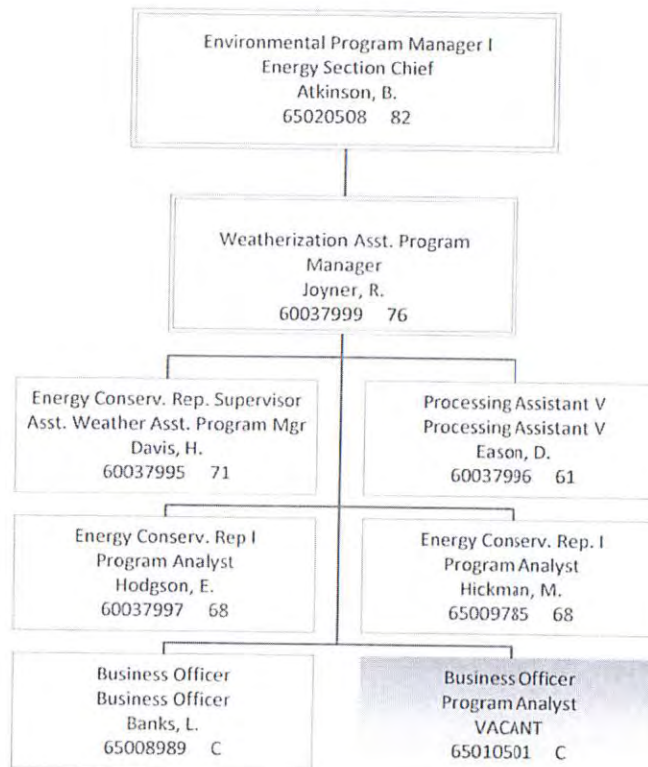
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Tracy E. Davis, P.E., Director  
Date:  \_\_\_\_\_

# DIVISION OF ENERGY, MINERAL & LAND RESOURCES

Department of Environment & Natural Resources  
 Division of Energy, Mineral & Land Resources  
 Energy Section – Weatherization Assistance Program  
 July 23, 2014  
 Page 7 of 15



Business Officer (Temp)  
 Fiscal Analyst  
 Keuhnhamen, M.  
 ?

Funding:

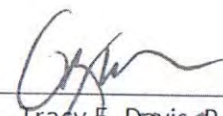
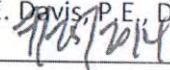
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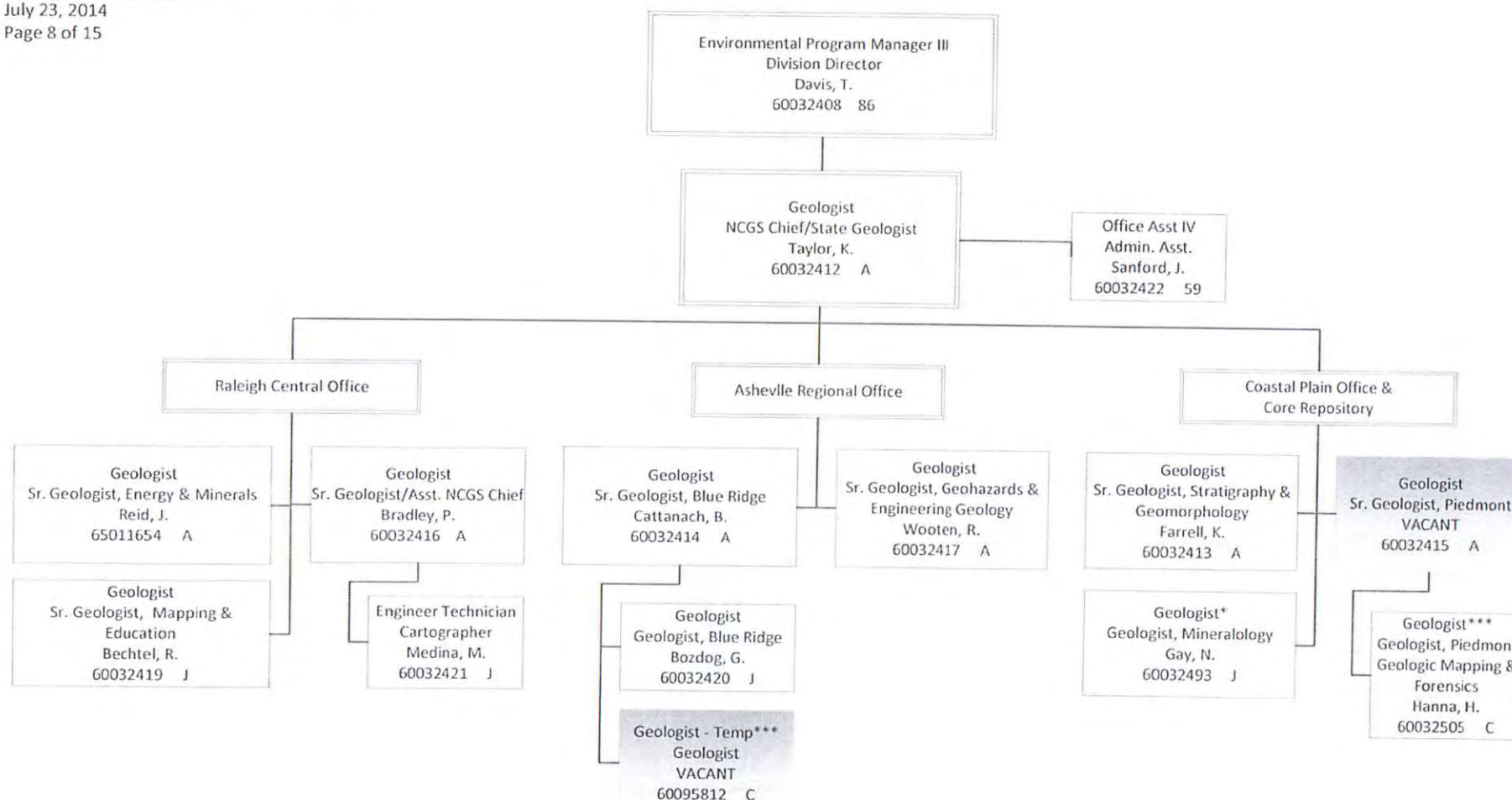
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 Tracy E. Davis, P.E., Director  
 Date: 



# DIVISION OF ENERGY, MINERAL & LAND RESOURCES

Department of Environment & Natural Resources  
 Division of Energy, Mineral & Land Resources  
 Geological Survey Section  
 July 23, 2014  
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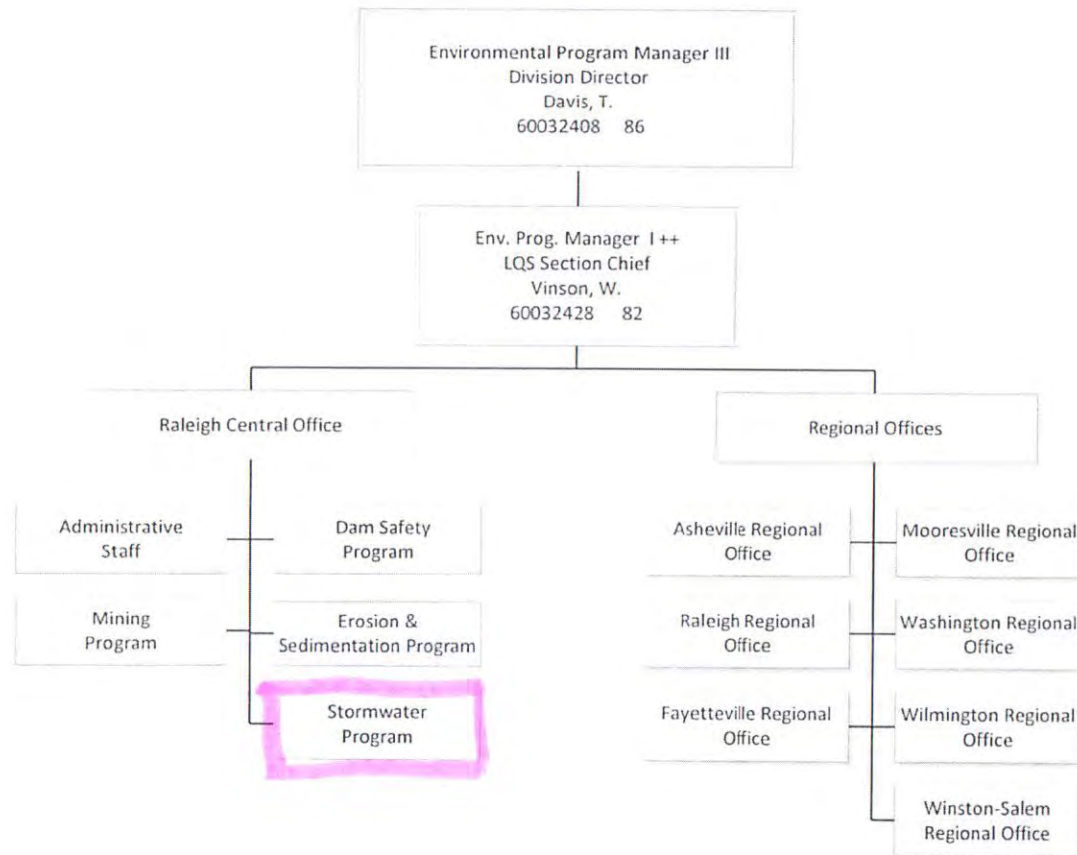


\*Received - Mineral Lease Fund  
 \*\*\*Received-USGS/State Map Funds/Other

*[Signature]*  
 Tracy E. Davis, P.E., Director  
 Date: *11/25/2014*

## DIVISION OF ENERGY, MINERAL & LAND RESOURCES

Department of Environment & Natural Resources  
 Division of Energy, Mineral & Land Resources  
 Land Quality Section – Regional Offices  
 July 23, 2014  
 Page 9 of 15



No Symbol – Appropriated

\*Receipted – Sediment Fees

\*\*Receipted – 50% Sediment Fees/50% Express Fees

\*\*\*Receipted – 50% Mining Fees/50% Express Fees

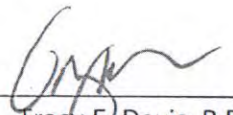
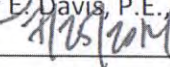
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++ 0.524 LQS Appropriations/0.476 LQS Fees

^0.525 LQS Appropriations/0.475 LQS Fees

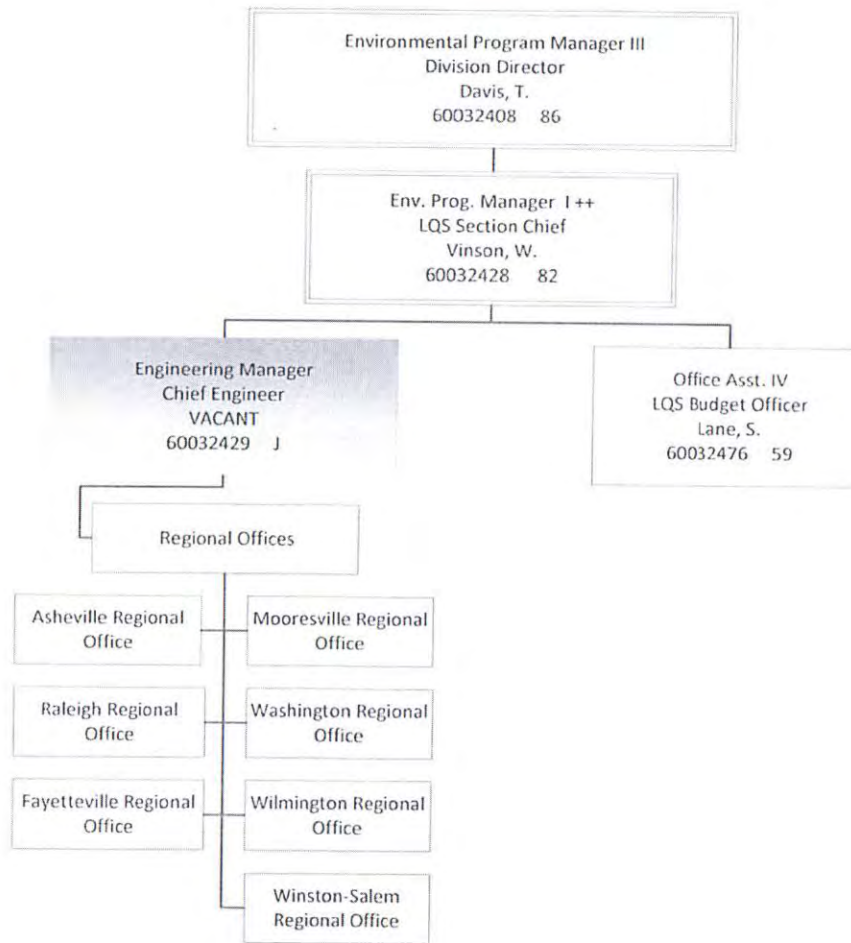
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~~ Stormwater Fees – 100%

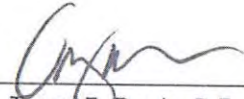
  
 Tracy E. Davis, P.E., Director  
 Date: 

## DIVISION OF ENERGY, MINERAL & LAND RESOURCES

Department of Environment & Natural Resources  
 Division of Energy, Mineral & Land Resources  
 Land Quality Section – Administrative Staff  
 July 23, 2014  
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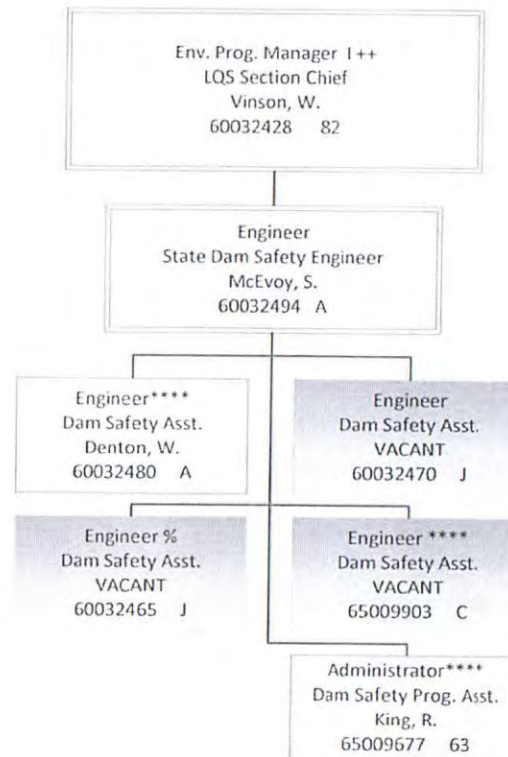


No Symbol – Appropriated  
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 \*\*\*Receipted – 50% Mining Fees/50% Express Fees  
 + Receipted – 100% Express Fees  
 ++ 0.524 LQS Appropriations/0.476 LQS Fees  
 ^0.525 LQS Appropriations/0.475 LQS Fees  
 # Receipted – Mining Fees  
 ~ Stormwater Fees – 100%

  
 Tracy E. Davis, P.E., Director  
 Date: 7/23/2014

## DIVISION OF ENERGY, MINERAL & LAND RESOURCES

Department of Environment & Natural Resources  
 Division of Energy, Mineral & Land Resources  
 Land Quality Section – Dam Safety Program  
 July 23, 2014  
 Page 11 of 15



No Symbol – Appropriated

\*Receipted – Sediment Fees

\*\*Receipted – 50% Sediment Fees/50% Express Fees

\*\*\*Receipted – 50% Mining Fees/50% Express Fees

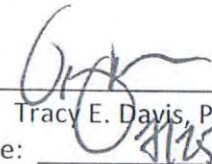
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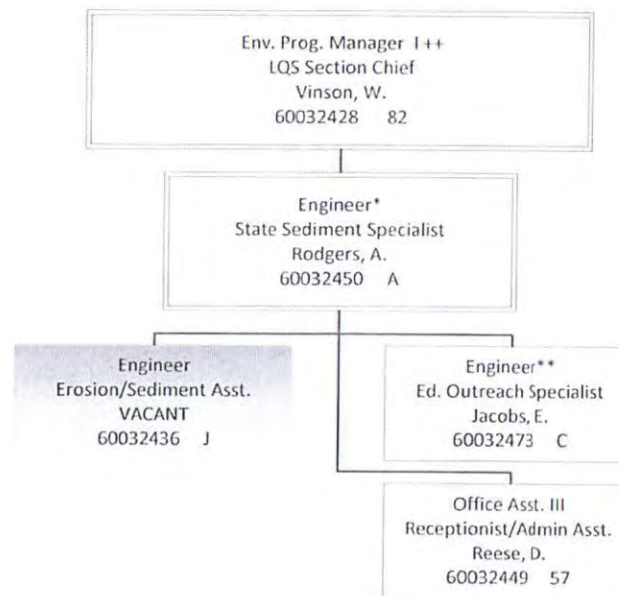
# Receipted – Mining Fees

~~ Stormwater Fees – 100%

  
 Tracy E. Davis, P.E., Director  
 Date: 8/15/2014

## DIVISION OF ENERGY, MINERAL & LAND RESOURCES

Department of Environment & Natural Resources  
Division of Energy, Mineral & Land Resources  
Land Quality Section – Erosion & Sedimentation  
July 23, 2014  
Page 12 of 15



No Symbol – Appropriated

\*Receipted – Sediment Fees

\*\*Receipted – 50% Sediment Fees/50% Express Fees

\*\*\*Receipted – 50% Mining Fees/50% Express Fees

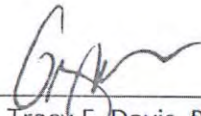
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# Receipted – Mining Fees

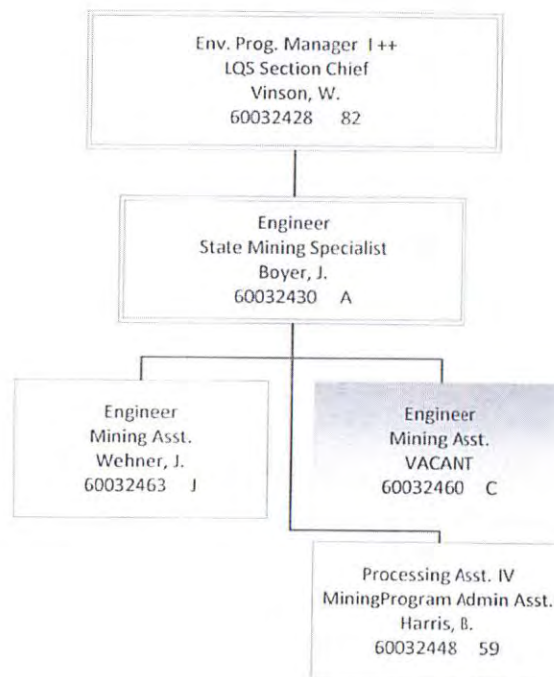
~ Stormwater Fees – 100%

  
Tracy E. Davis, P.E., Director  
Date: 7/23/2014

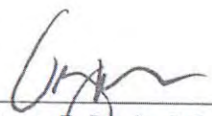


## DIVISION OF ENERGY, MINERAL & LAND RESOURCES

Department of Environment & Natural Resources  
 Division of Energy, Mineral & Land Resources  
 Land Quality Section – Mining Program  
 July 23, 2014  
 Page 13 of 15

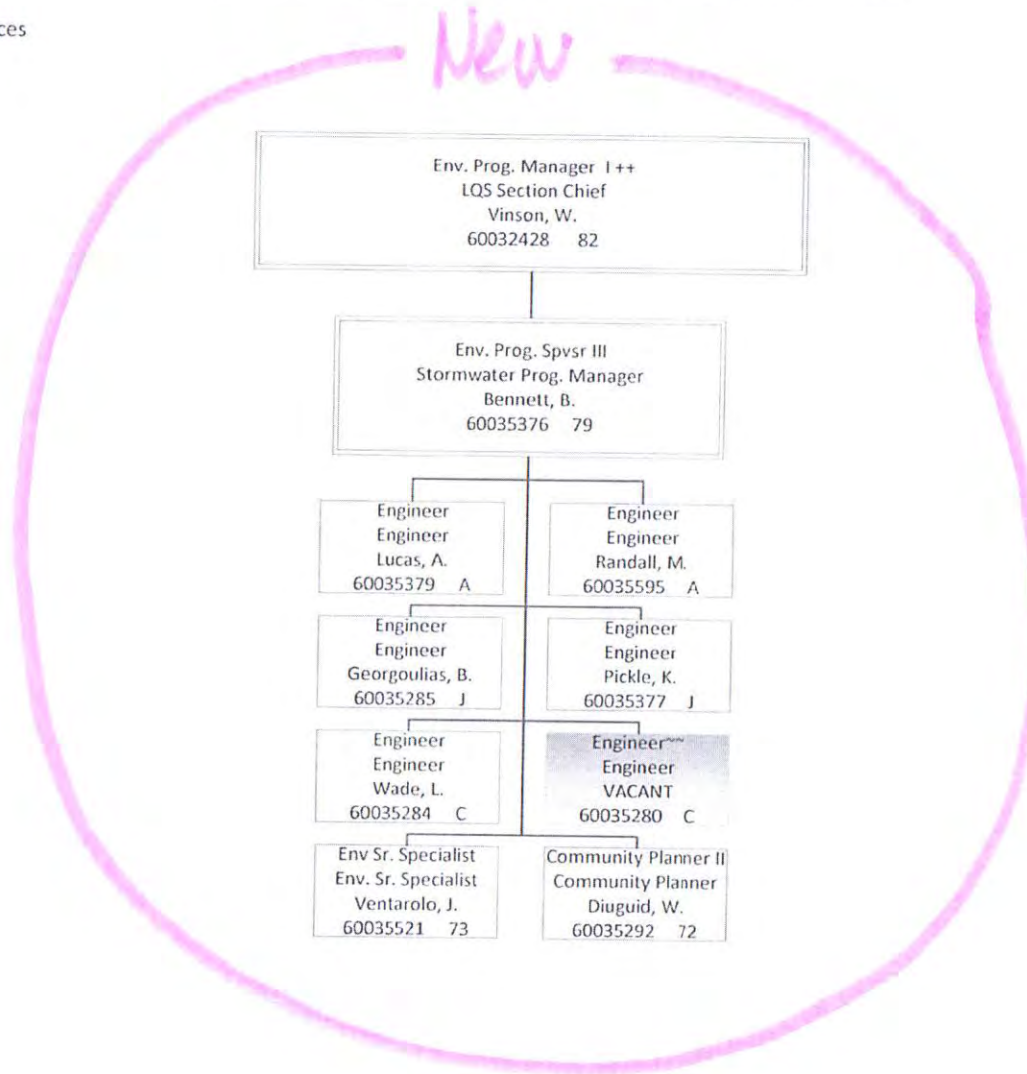


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 \*\*\*Receipted – 50% Mining Fees/50% Express Fees  
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 ++ 0.524 LQS Appropriations/0.476 LQS Fees  
 ^0.525 LQS Appropriations/0.475 LQS Fees  
 # Receipted – Mining Fees  
 ~~ Stormwater Fees – 100%

  
 Tracy E. Davis, P.E., Director  
 Date: 7/25/2014

# DIVISION OF ENERGY, MINERAL & LAND RESOURCES

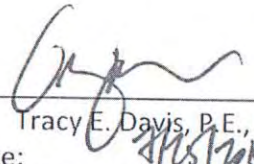
Department of Environment & Natural Resources  
Division of Energy, Mineral & Land Resources  
Land Quality Section – Stormwater Program  
July 23, 2014  
Page 14 of 15



Note:

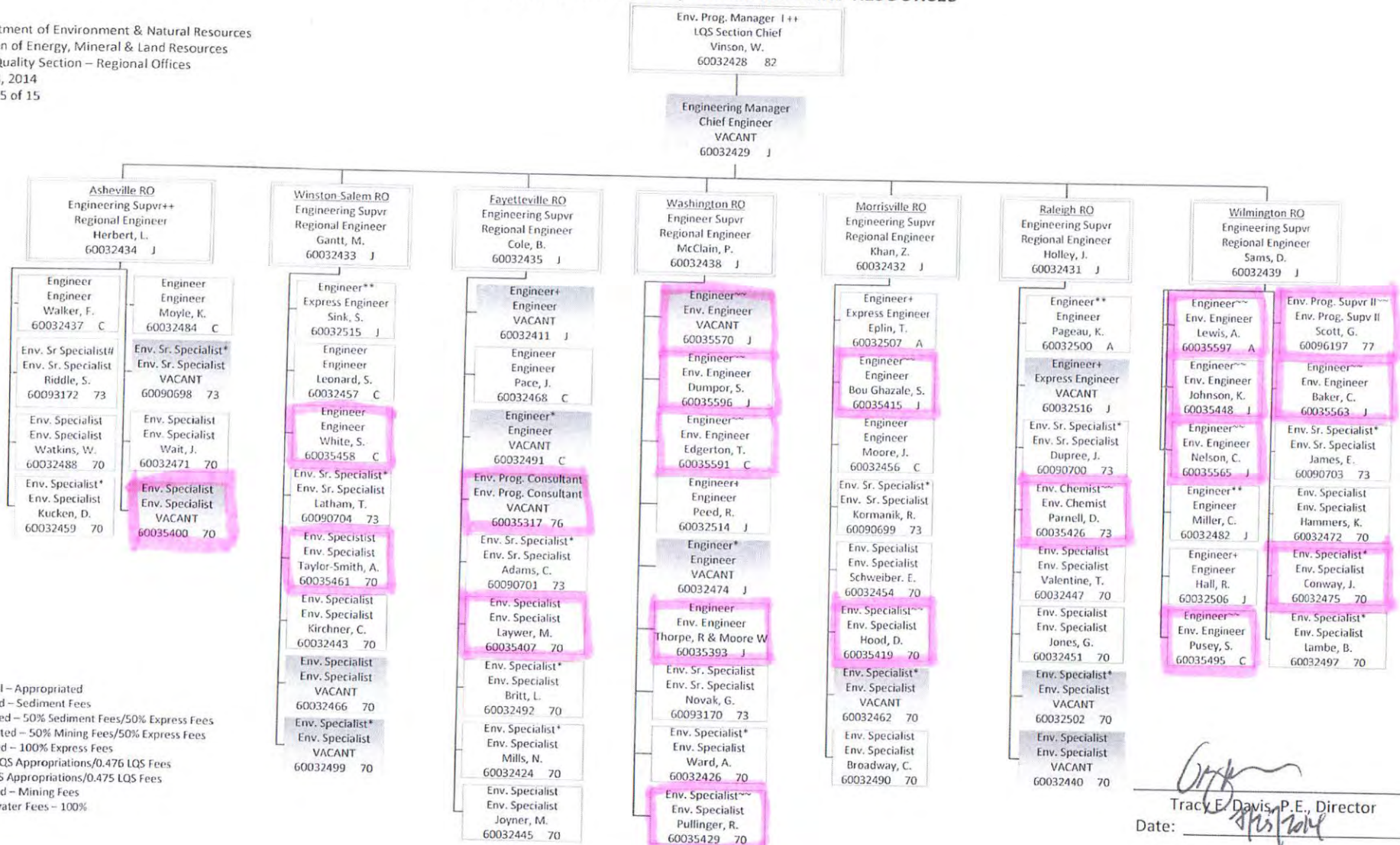
Bridge Manger  
Pkg. #60035599  
moved to Secretariate  
after Stormwater  
Program transfer to  
DEMUR and prior to  
this V-Chart date

No Symbol – Appropriated  
\*Receipted – Sediment Fees  
\*\*Receipted – 50% Sediment Fees/50% Express Fees  
\*\*\*Receipted – 50% Mining Fees/50% Express Fees  
+ Receipted – 100% Express Fees  
++ 0.524 LQS Appropriations/0.476 LQS Fees  
^0.525 LQS Appropriations/0.475 LQS Fees  
# Receipted – Mining Fees  
~~~ Stormwater Fees – 100%


Tracy E. Davis, P.E., Director
Date: 8/15/2014

DIVISION OF ENERGY, MINERAL & LAND RESOURCES

Department of Environment & Natural Resources
Division of Energy, Mineral & Land Resources
Land Quality Section – Regional Offices
July 23, 2014
Page 15 of 15



Division of Marine Fisheries

Reorganization, modification of duties or transfer of positions or functions since July 1, 2013

| Explanation of reorganization or modification | Positions Eliminated | Positions transferred among divisions, sections, or programs | New divisions, section, and programs created | Comparison of before and after org charts or administrative modifications | Division, sections, and programs unaffected by the modifications | Cost-savings by funding source | Improvements in the administrative capability to manage programs and carry out mission | Identification of obsolete or overlapping activities |
|---|---|--|---|---|---|--------------------------------|---|--|
| Consolidation of Marine Fisheries' Resource Enhancement and Habitat Protection sections, effective August 1, 2013. | None | 60032565 Section Chief, 60032695 Office Assistant IV, 60032557 MF Biologist II | Created new Habitat Enhancement section within the Division of Marine Fisheries | See Org chart dated pre 07/2013 and post and proposed org chart dated 11/01/14. | Only affected the Resource of Enhancement and Habitat Protection sections of the Division of Marine Fisheries | None | Aligns Division of Marine Fisheries habitat programs to help further benefit the public, meet statutory requirements, and implement the Coastal Habitat Protection Plan | None |
| Transfer of two Marine Fisheries Biologist II positions from Division of Marine Fisheries to Division of Coastal Management, effective August 1, 2013 | None, transferred two positions from Marine Fisheries (removed from org chart) to Coastal Management (added to org chart) | 65008125 Marine Fisheries Biologist II, 60032734 Marine Fisheries Biologist II | None | See Org chart dated pre 07/2013 and post and proposed org chart dated 11/01/14. | Only affected the Division of Marine Fisheries and Division of Coastal Management | None | Provide more informed reviews that avoid or minimize impacts to important coastal fisheries and habitats resulting in more efficient and streamlined permitting process will enhance collaboration between the Division of Coastal Management and Division of Marine Fisheries in support of various core mission of both agencies. | Aligned duties within Division of Coastal Management for permit reviews related to fisheries issues within a single agency |

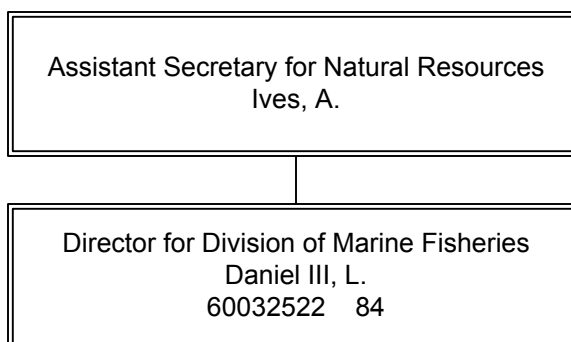
| Explanation of reorganization or modification | Positions Eliminated | Positions transferred among divisions, sections, or programs | New divisions, section, and programs created | Comparison of before and after org charts or administrative modifications | Division, sections, and programs unaffected by the modifications | Cost-savings by funding source | Improvements in the administrative capability to manage programs and carry out mission | Identification of obsolete or overlapping activities |
|---|---|---|---|---|--|--|--|---|
| Transfer of Office Assistant III to the division's Administrative Services Office, effective August 1, 2013. | 60093865 Processing Assistant IV (temporary) | 60032701 Office Assistant III | None | See Org chart dated pre 07/2013 and post and proposed org chart dated 11/01/14. Suzanne list fund changes, if any | Only affected the Resource Enhancement Section and Administrative Services Office of the Division of Marine Fisheries | Budget Code 14300/1325-3421/Commercial License Receipts \$29,948 | Consolidates division expertise in record keeping, purchasing, and mail/postage responsibilities. | Eliminated need for temporary position due to consolidating duties. |
| Transfer Information Technology Applications staff from the Department of Environment and Natural Resources Information Technology Services to the Division of Marine Fisheries, effective July 1, 2013 | None, transferred 10 positions from the Department of Environment and Natural Resources Information Technology Services to the Division of Marine Fisheries | 60031586 IT Manager, 60032541 BTA Anaylst, 60032590 BTA Technician, 60032578 BTA Analyst, 60032576 BTA Analyst, 60032577 BTA Analyst, 60032549 Tech Sup Tech, 60032776 BTA Anaylst, 60032762 Data Procesisng Asst. II, 60032589 Data Processing Asst II | Created new Information Technology Section within the Division of Marine Fisheries. | See Org chart dated pre 07/2013 and post and proposed org chart dated 11/01/14. | Only affected the Division of Marine Fisheries (add new section) and the Department of Environment and Natural Resources Information Technology Services | None | Aligned division information technology database development and maintenance with the Division of Marine Fisheries (Marine Fisheries databases now maintained by the Division of Marine Fisheries) and has increased development, maintenance, enhancement, security, priorities, etc. | None |
| Elimination of the Oyster Recycling Program, effective July 1, 2013 (Budget Bill SB 402) | 60032767 Marine Fisheries Biologist I | 60032768 Marine Fisheries Biologist I | None | See Org chart dated pre 07/2013 and post and proposed org chart dated 11/01/14. | Only affected the Resource Enhancement Section of the Division of Marine Fisheries | Budget Code 14300/1320-3302/State Appropriations \$81,605 | Eliminated program in anticipation for its continuance through voluntary programs thus allowing the Division of Marine Fisheries to further focus on core mission. | None |

| Explanation of reorganization or modification | Positions Eliminated | Positions transferred among divisions, sections, or programs | New divisions, section, and programs created | Comparison of before and after org charts or administrative modifications | Division, sections, and programs unaffected by the modifications | Cost-savings by funding source | Improvements in the administrative capability to manage programs and carry out mission | Identification of obsolete or overlapping activities |
|--|---|---|--|---|--|---|--|--|
| Elimination of 2.5 full-time positions due to the closure of the Division of Marine Fisheries' Nags Head Office, effective July 1, 2014 (Budget Bill SB 744) | 60034501 Env Health Specialist, 60034515 Env SR Tech, 60034517 Microbiological Lab Tech III | Transferred from Nags Head Office to Manteo Office: 60034519 Environmental SR Tech, 60034507 Env Health Program Specilist, 60034500 Env Program Sup I | None | See Org chart dated pre 07/2013 and post and proposed org chart dated 11/01/14. | Only affected the Shellfish Sanitation and Recreational Water Quality Section of the Division of Marine Fisheries. | Budget Code 14300/1495-4951/State Appropriations \$148,240 | Administratively close some northern area shellfish harvest areas due to the areas not ecologically supporting shellfish growth, thus reducing the amount of sampling in the area. Closed the office to save funds and home-based remaining staff. | Eliminated need to sample some open shellfish areas because the areas do not support shellfish growth (administratively closed the areas to shellfish harvest) |
| Transfer three positions from state appropriations to federal funds, effective July 1, 2014 (Budget Bill SB 744) | 60032634 M.F. Technician II, 60032668 M.F. Technician II, and 60032653 M.F. Technician II | 60032634 M.F. Technician II, 60032668 M.F. Technician II, and 60032653 M.F. Technician II | None | No change in org charts | Only Affected the License & Statistics and Fisheries Management sections of the Division of Marine Fisheries. | Budget Code 14300/1320-3370 and 13203357/State Appropriations \$143,760 | Eliminated state appropriations due to mandatory budget reductions, but was able to identify appropriate federal funds for a shift while still meeting core mission. | None |

| Explanation of reorganization or modification | Positions Eliminated | Positions transferred among divisions, sections, or programs | New divisions, section, and programs created | Comparison of before and after org charts or administrative modifications | Division, sections, and programs unaffected by the modifications | Cost-savings by funding source | Improvements in the administrative capability to manage programs and carry out mission | Identification of obsolete or overlapping activities |
|---|----------------------|--|--|---|--|--|--|--|
| Reorganization of the Division of Marine Fisheries Information Technology Section as part of the department's two for three plan initiative, effective November 1, 2014 | None | None | None | See Org chart dated pre 07/2013 and post and proposed org chart dated 11/01/14. | Only affected the Information Technology Section of the Division of Marine Fisheries | While no positions are eliminated, the Information Technology Manager/Section Chief (position # 60031586), will remain vacant due to reduced commercial license receipt fund availability in the amount of \$106,089 in Budget Code 14300/1325-3415/commercial license receipts. | Commercial Fishing License receipt deficit has prevented the division from funding the Information Technology Manager/Section Chief (position # 60031586) that has been vacant since June 2014. The BTA position # 60032541 will assume the role of section chief but retain the current position number, title, and responsibilities while gaining the section chief responsibilities (two positions combined into one position) thus elevating the org chart reporting structure. The unfunded position will remain on the org chart without any reporting structure in anticipation that other funds will be identified to fund it at some level within the | None |

| Explanation of reorganization or modification | Positions Eliminated | Positions transferred among divisions, sections, or programs | New divisions, section, and programs created | Comparison of before and after org charts or administrative modifications | Division, sections, and programs unaffected by the modifications | Cost-savings by funding source | Improvements in the administrative capability to manage programs and carry out mission | Identification of obsolete or overlapping activities |
|--|--|--|--|---|---|--|---|--|
| Propose reallocation of Division of Marine Fisheries License sales clerk (Processing Assistant IV in Elizabeth Ciyt) to a Marine Fisheries Biologist Supervisor Position as part of the department's three for two plan initiative, approval in process. | None, but one position is in the process of being reallocated to another position, thus eliminating a full-time license clerk. License sales duties were transferred to two other existing positions combining three jobs into two jobs. | Processing Assistant IV #60032551 | None | See Org chart dated pre 07/2013 and post and proposed org chart dated 11/01/14. | Only affects the License and Statistics and Fisheries Management sections of the Division of Marine Fisheries | Funds totalling \$22,161 will be required to raise the position salary to the needed M.F. Biologist Supervisor salary. The division will fund from other cost savings identified within its' Three for Two Plan. | Allows the ability to move a position to another core mission program and transfers current duties to two existing staff members. | |
| Propose elimination of the Fisheries Management District Managers in Elizabeth City and Wilmington thus consolidating four districts into two regions as part of the departments three for two plan initiative, approval in process. | Two | Elizabeth City District Manager, #60032662 and Wilmington District Manager #60032611 | None | See Org chart dated pre 07/2013 and post and proposed org chart dated 11/01/14. | Only affects the Fisheries Management Section of the Division of Marine Fisheries | Budget Code 14300/1320-3350/State Appropriations \$154,573. However the division will be re-programming all of these funds within its' Three for Two Plan. | Consolidates districts into two regions while allowing the division to reprogram funds supporting the two positions into other core mission priorities. | |

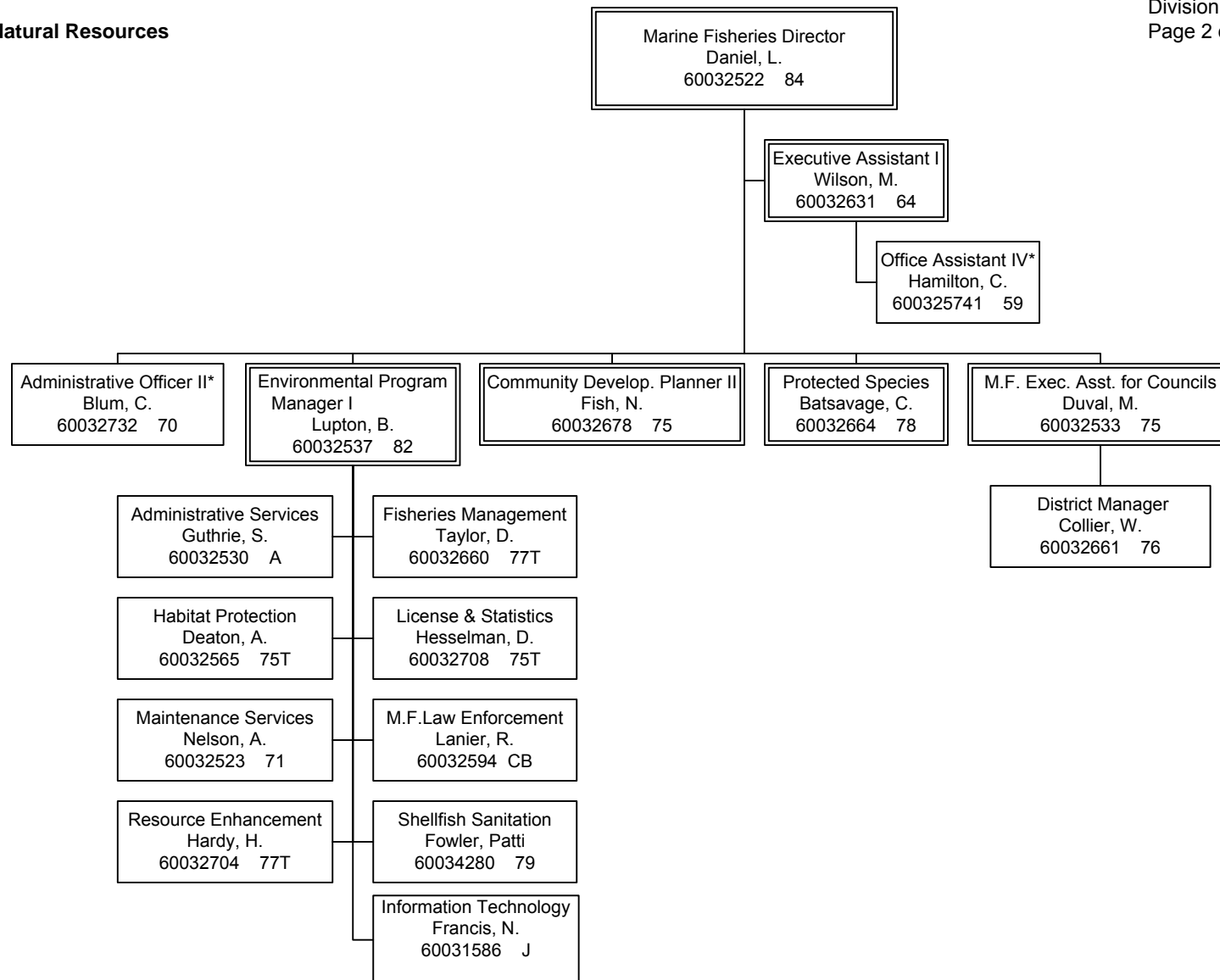
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|--|--|--|--|---|--|--|---|--|
| Propose reallocation of Division of Marine Fisheries License sales clerk (Processing Assistant IV in Morehead City) to a Marine Fisheries Technician II as part of the department's three for two plan initiative, approval in process. | None, but one position is in the process of being reallocated to another classification, thus eliminating a full-time license clerk. License sales duties were transferred to other existing license clerks. | Processing Assistant IV #60032555 | None | See Org chart dated pre 07/2013 and post and proposed org chart dated 11/01/14. | Only affects the Fisheries Management Section of the Division of Marine Fisheries | Budget Code 14300/1325-3410/Commercial License Receipts \$42,025 | Allows the ability to move a position to another core mission program and transfers current duties to two existing staff members. | |
| Propose reallocation of Public Information Assistant IV to a Marine Fisheries Biologist I as part of the department's three for two plan initiative, approval in process. | None, but one position is in the process of being reallocated to another position. | 60032528 Public Information Assistant IV | None | See Org chart dated pre 07/2013 and post and proposed org chart dated 11/01/14. | Only affects the Department of Environment and Natural Resources Public Affairs and the Fisheries Management Section of the Division of Marine Fisheries | Budget Code 14300/1320-3292/Federal Grant \$44,024 | Allows the ability to move a position to another core mission program. | |
| Phase in reallocation of the division's Marine Patrol lieutenant and pilot positions to a lower field officer classification as they become vacant as part of the department's three for two plan initiative. Effective 11/01/14 Law Enforcement Supervisor in Morehead City will be reallocated to an Law Enforcement Officer position in Tyrrell County. | None, but eventually three positions will be reallocated to a field officer. | 60032606 Law Enforcement Supervisor and 60032685 Pilot | None | See Org chart dated pre 07/2013 and post and proposed org chart dated 11/01/14. | Only affects the Marine Patrol Section of the Division of Marine Fisheries | Budget Code 14300/1325-3401/State Appropriations \$42,858; then \$29,295 will be re-programmed into the Divisions' Three for Two Plan. | Provides the ability to have more officers in the field for fisheries compliance and transfers administrative duties to the Sergeant and Captain positions. | |




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* License Receipts
** Federal Receipts
F Field Based Employee
S Split Funding

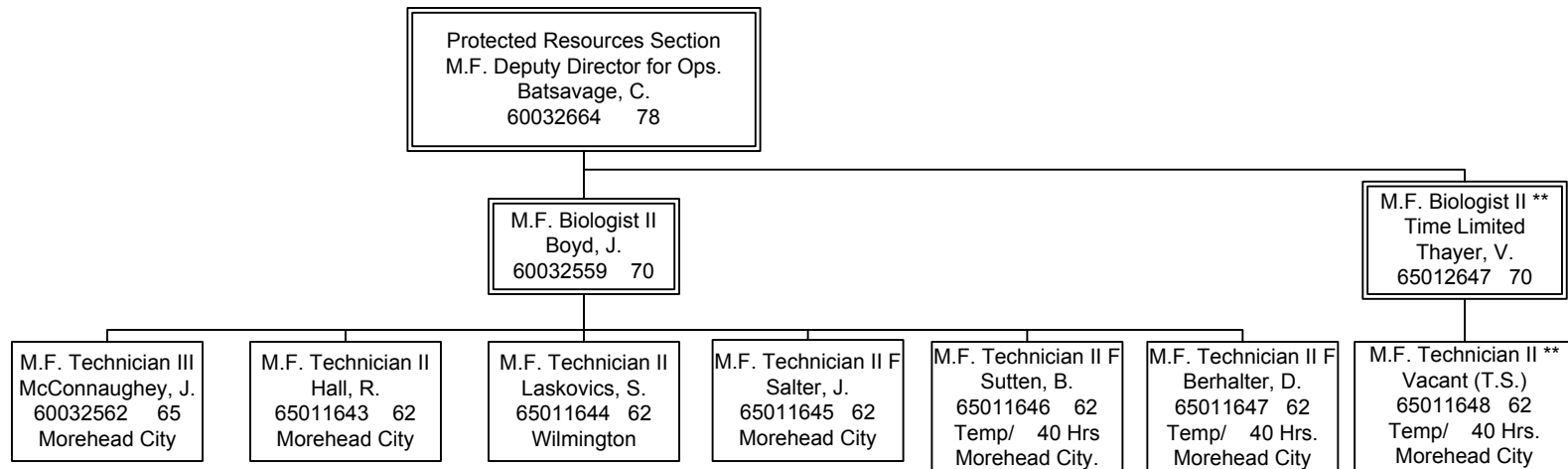
Marine Fisheries

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Division of Marine Fisheries



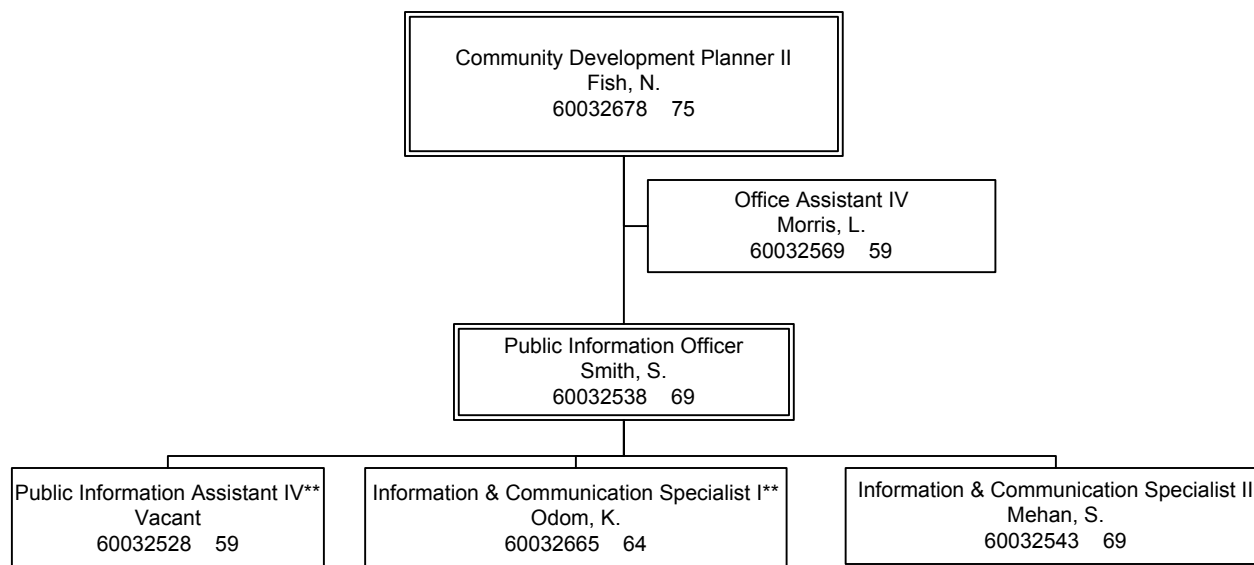
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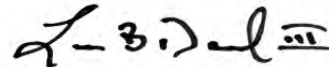
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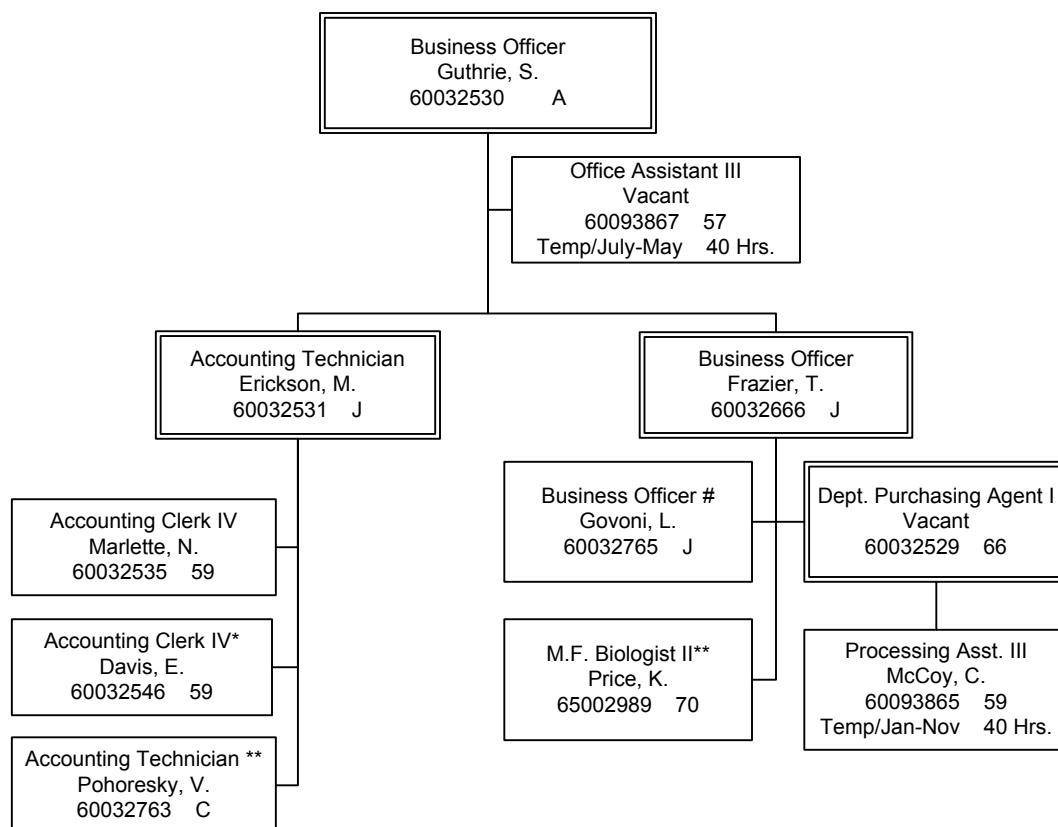
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Division of Marine Fisheries



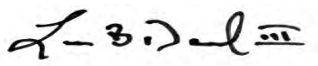
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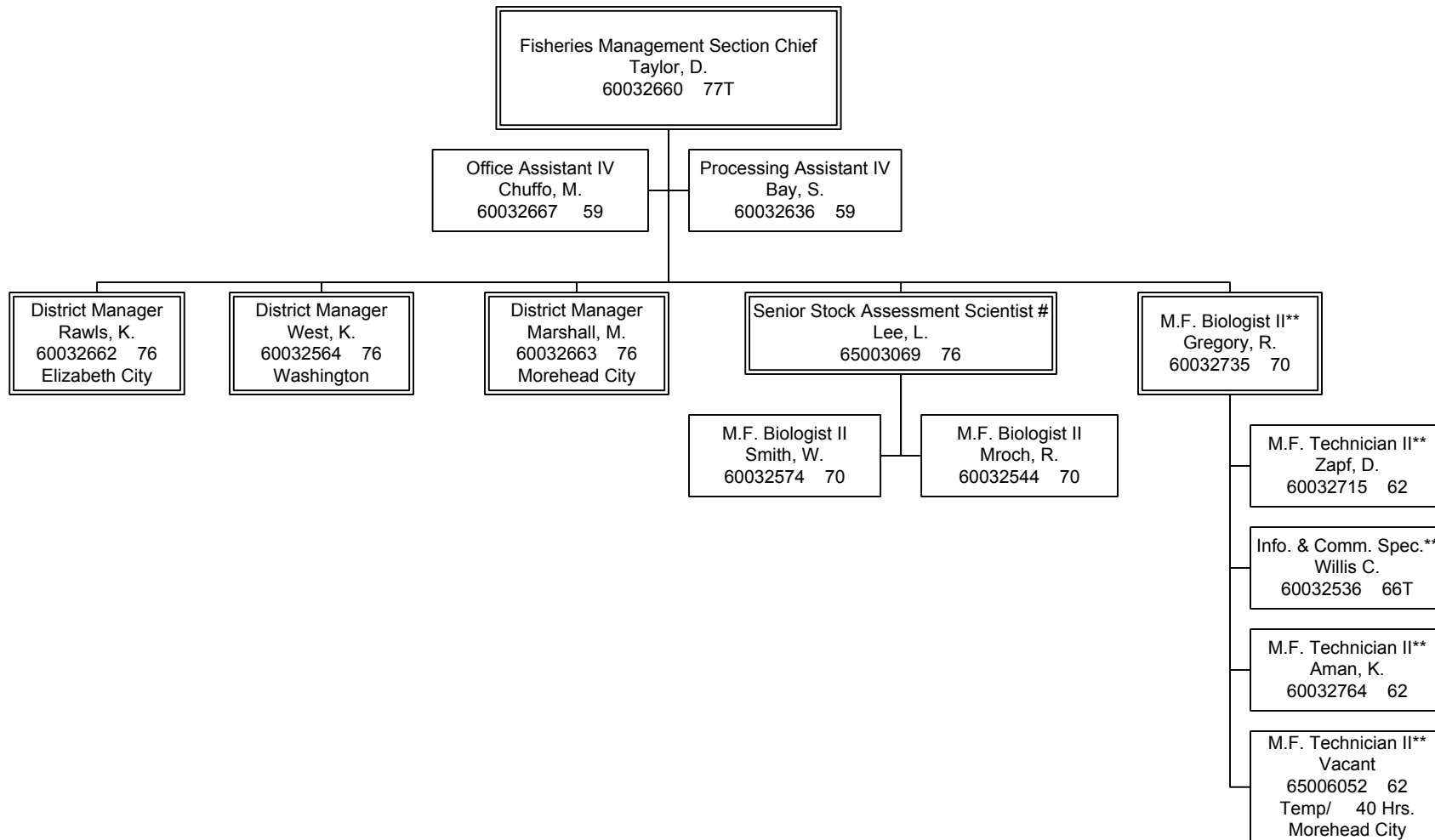
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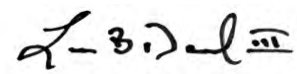


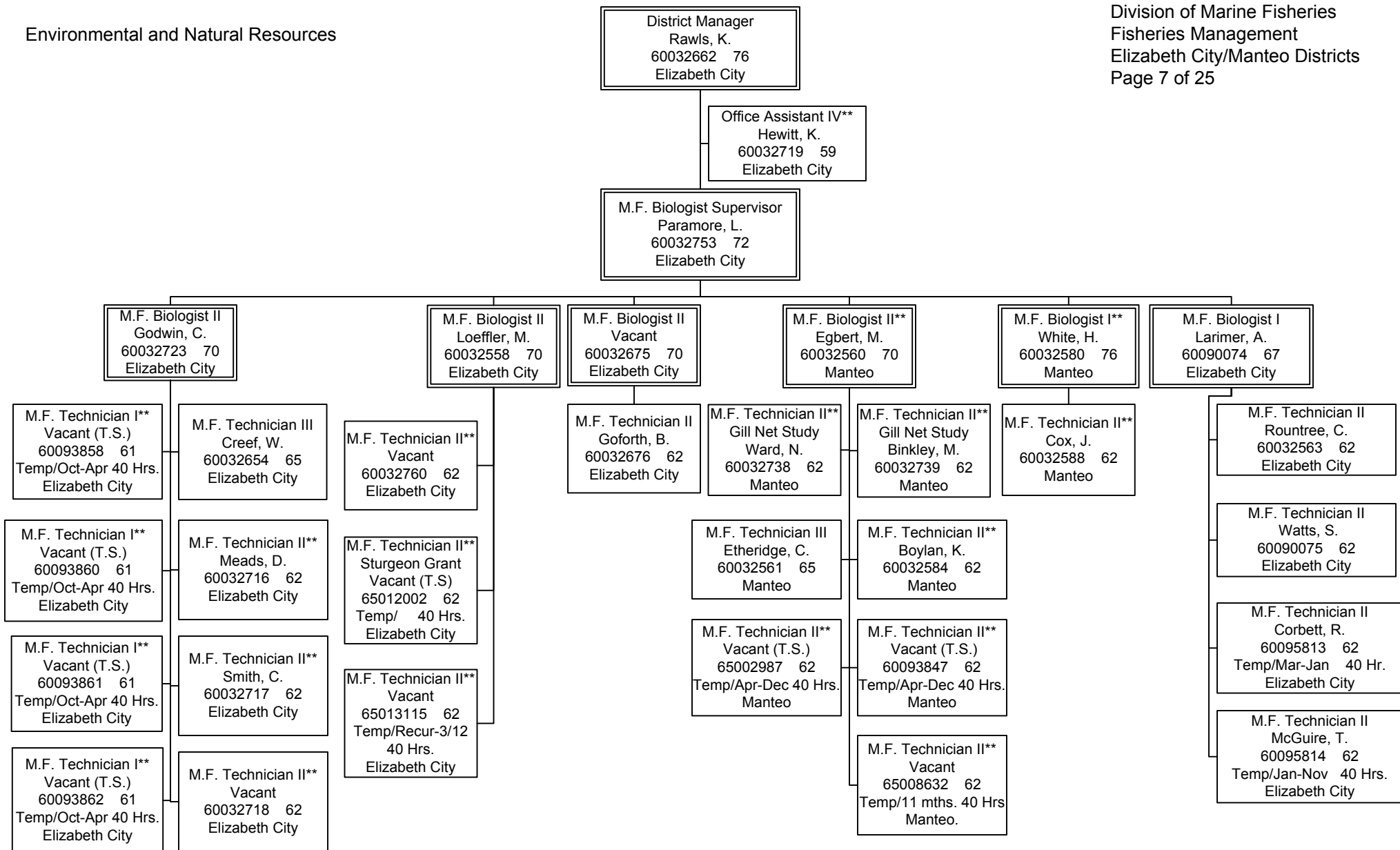
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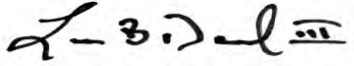


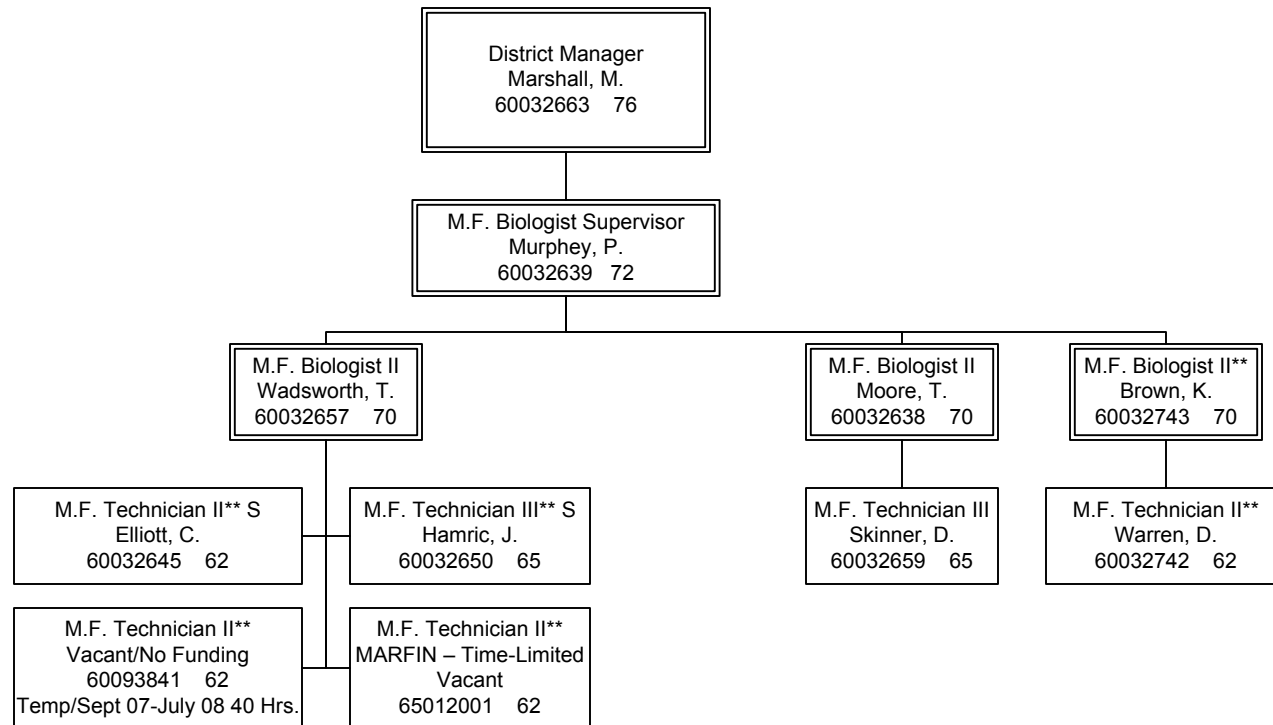
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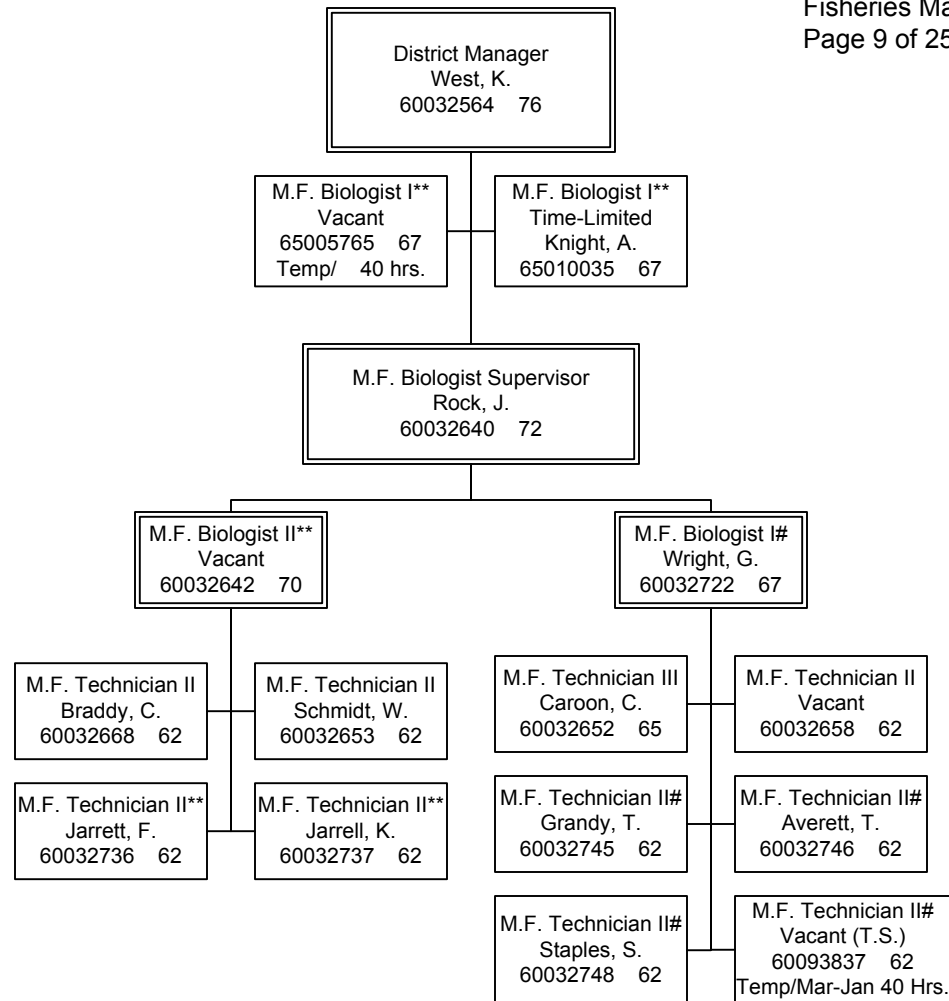
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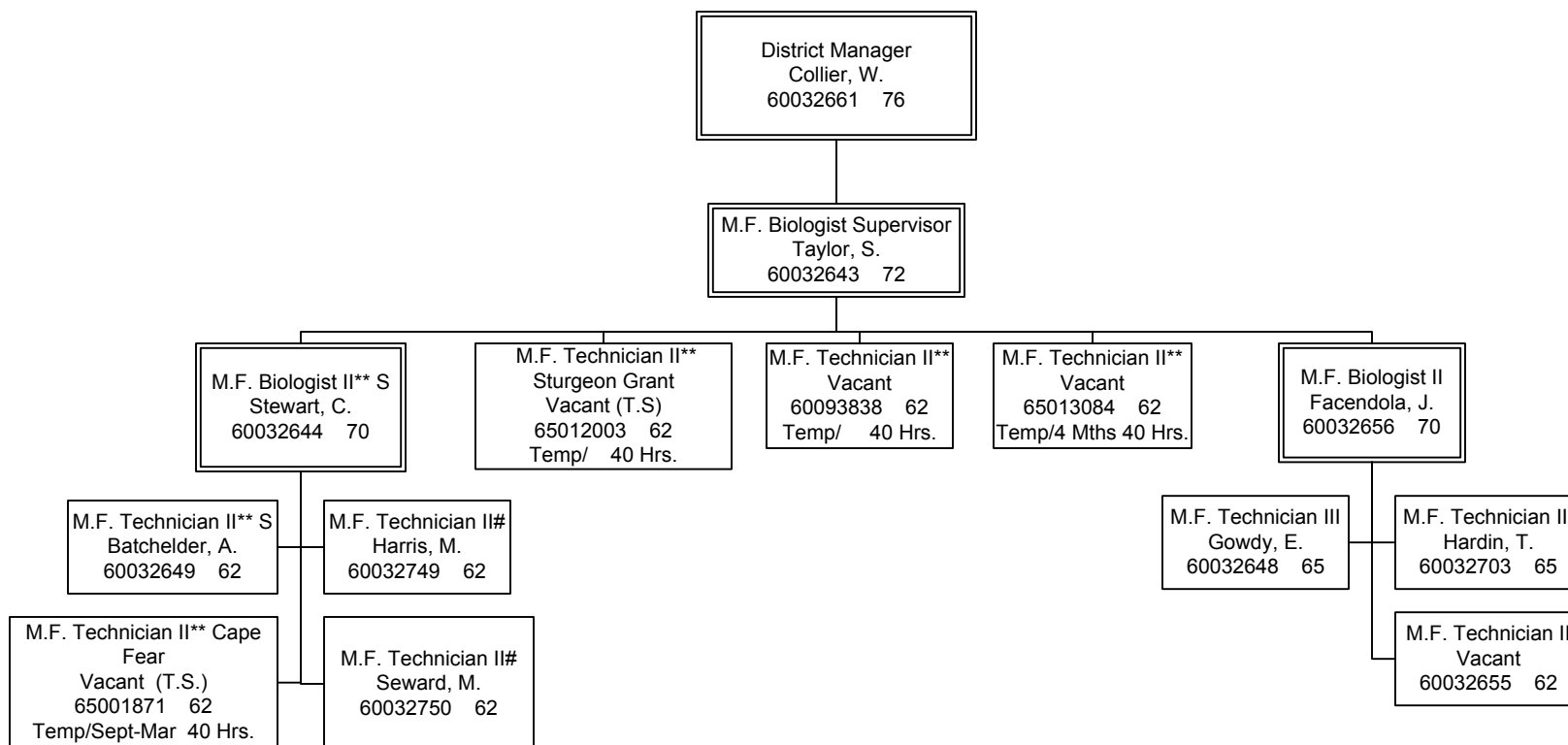
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Division of Marine Fisheries




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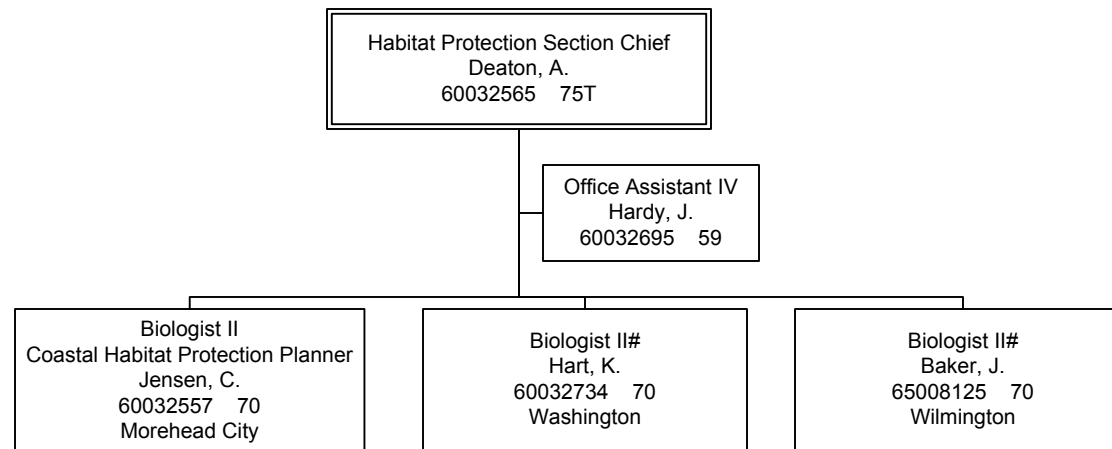
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Division of Marine Fisheries




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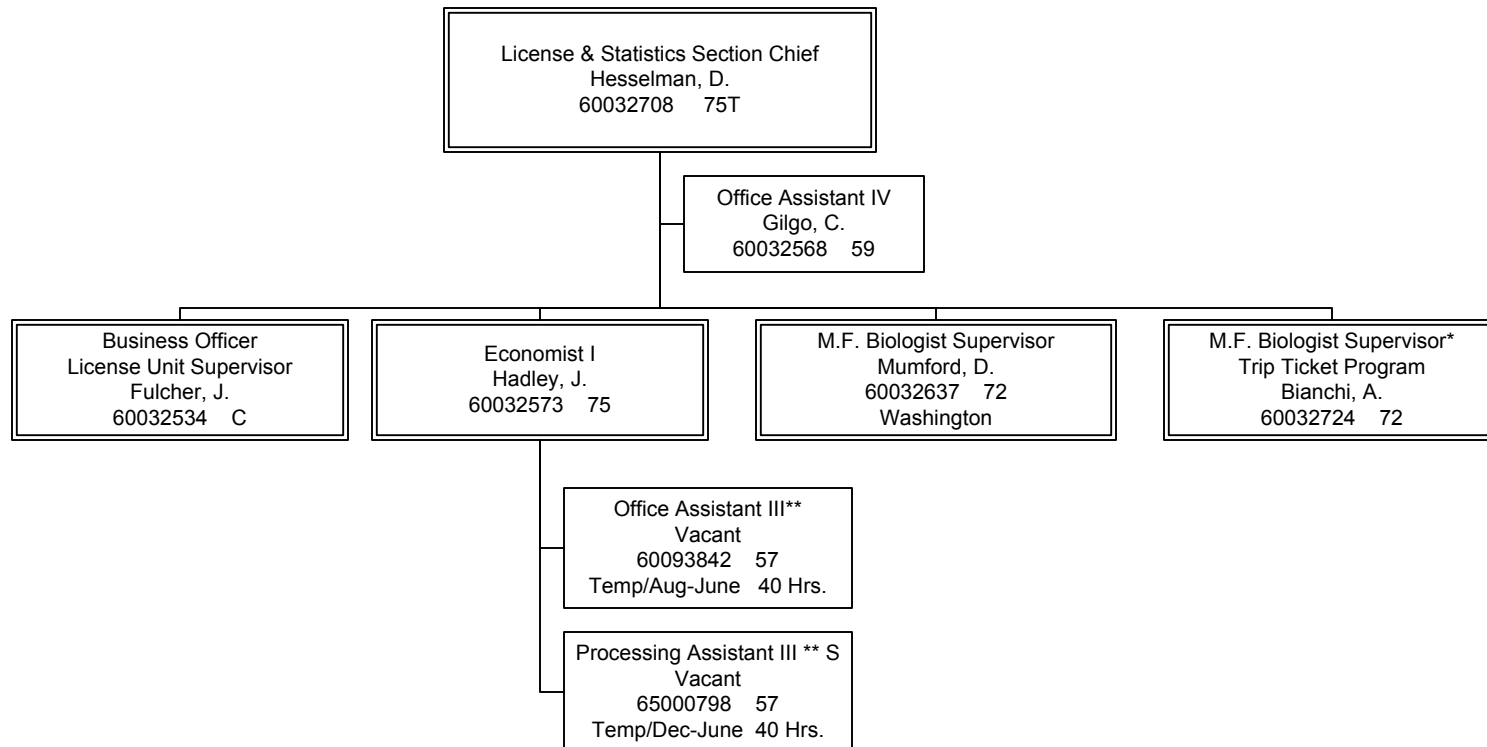
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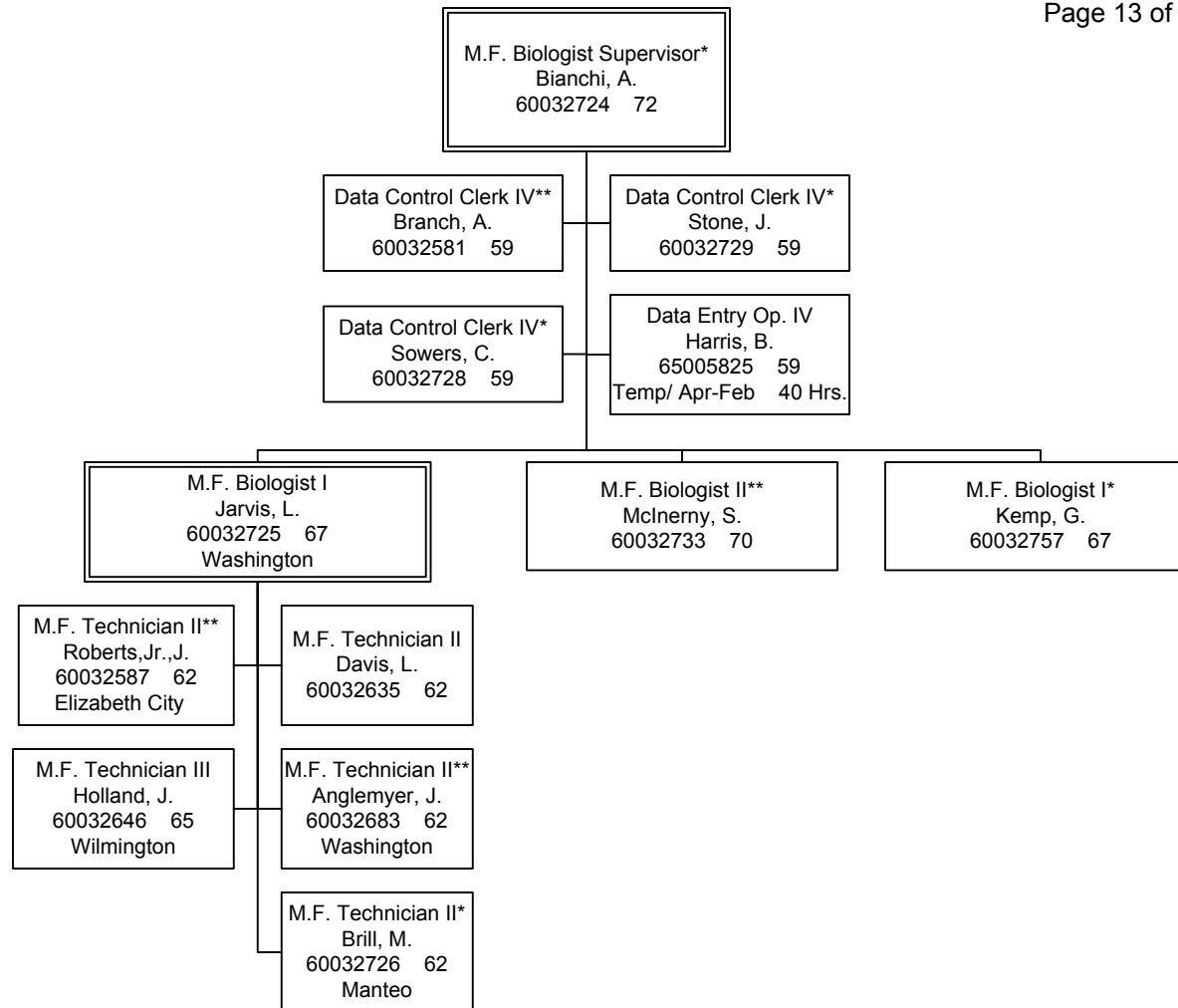
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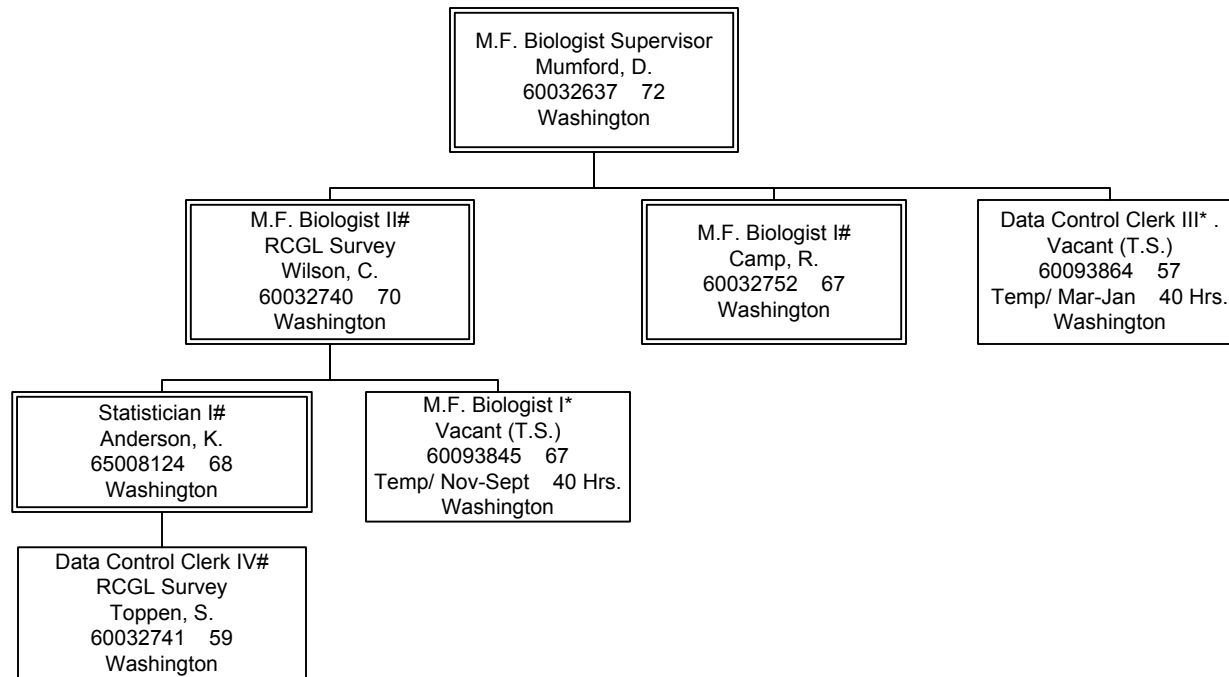
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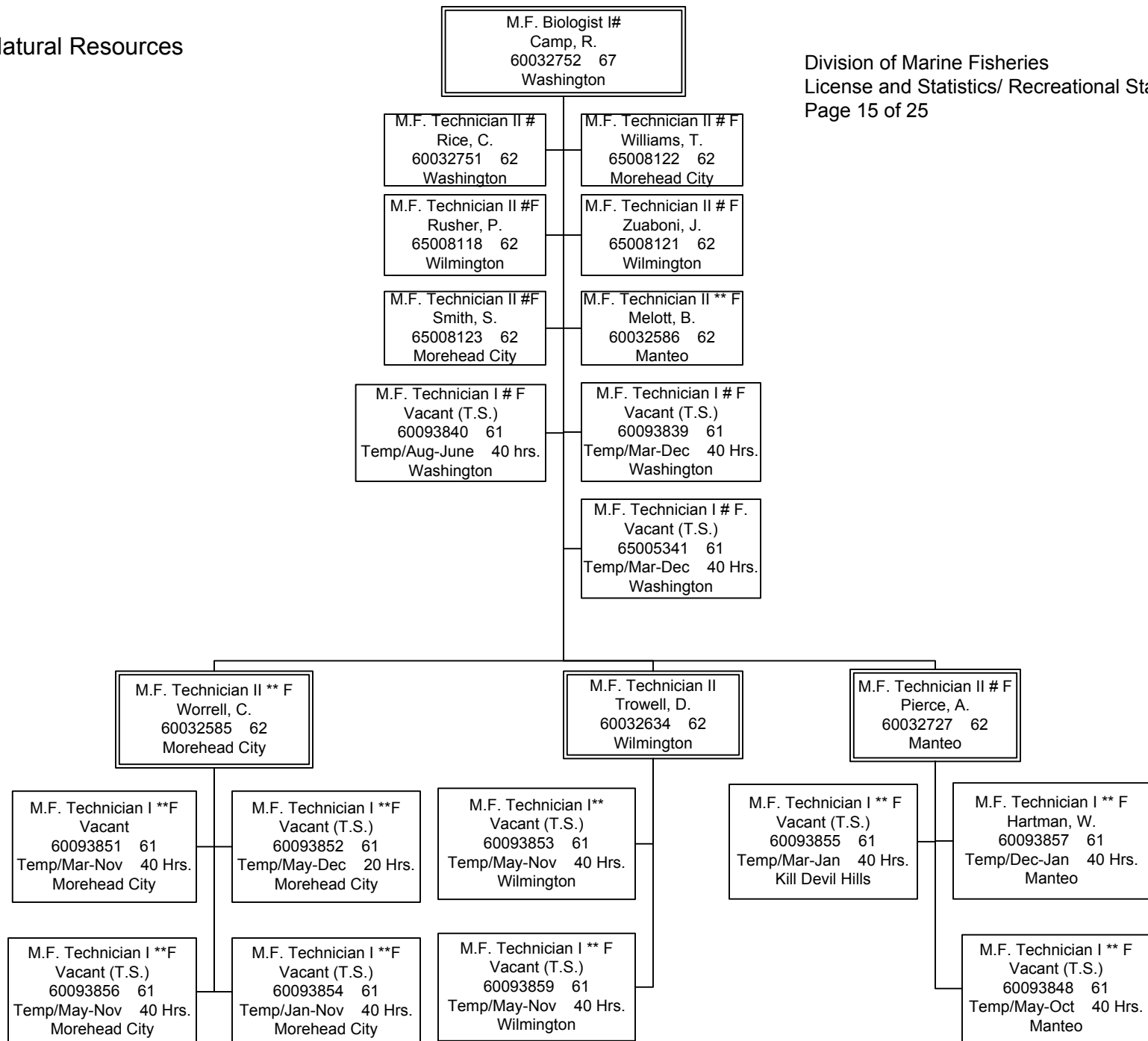


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Division of Marine Fisheries

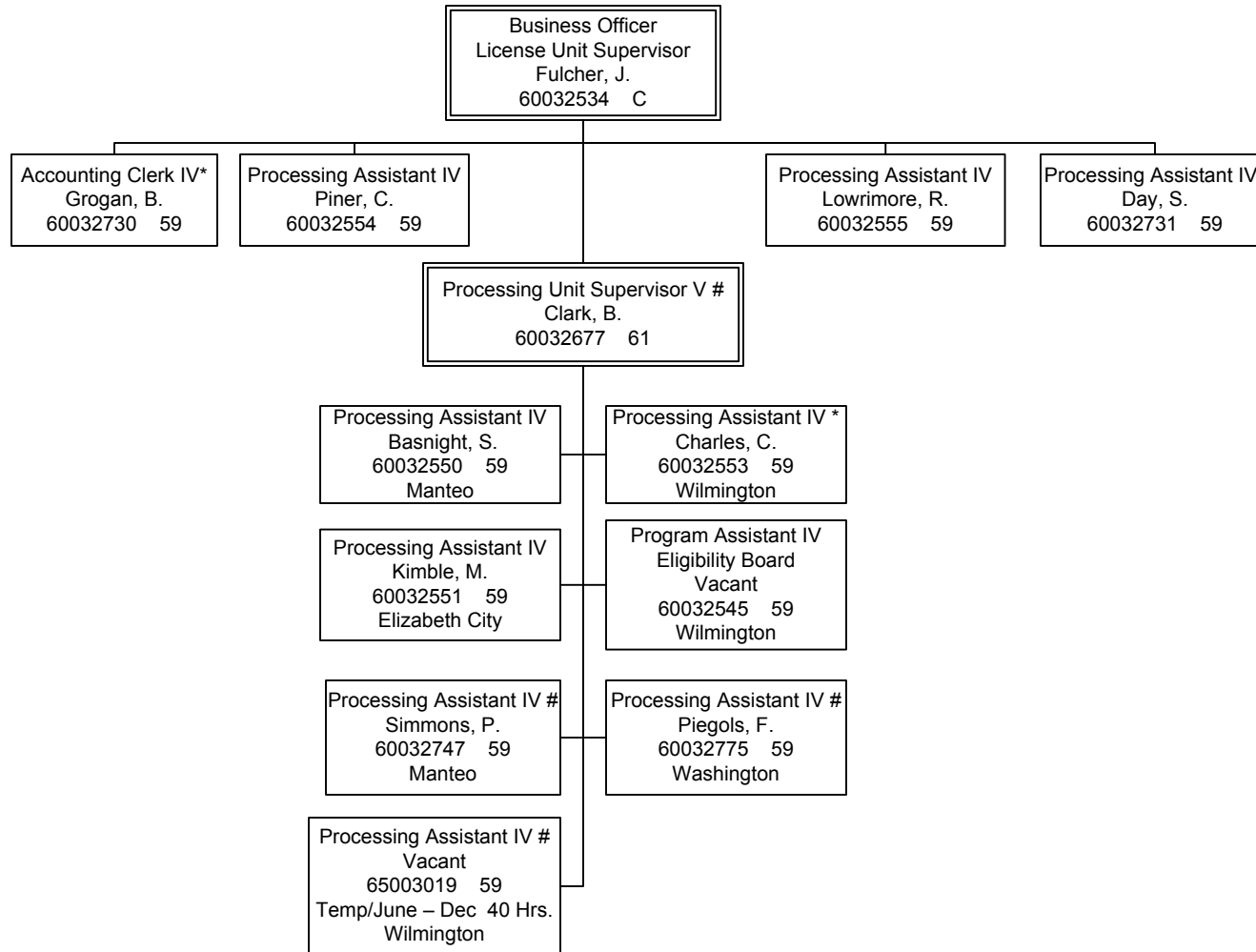
Environment and Natural Resources

Division of Marine Fisheries
License and Statistics/ Recreational Statistics
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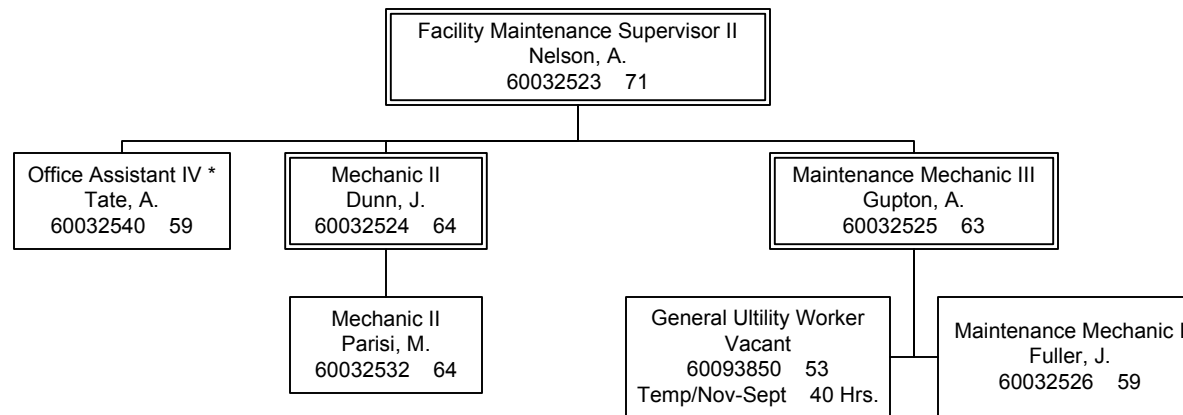
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Division of Marine Fisheries



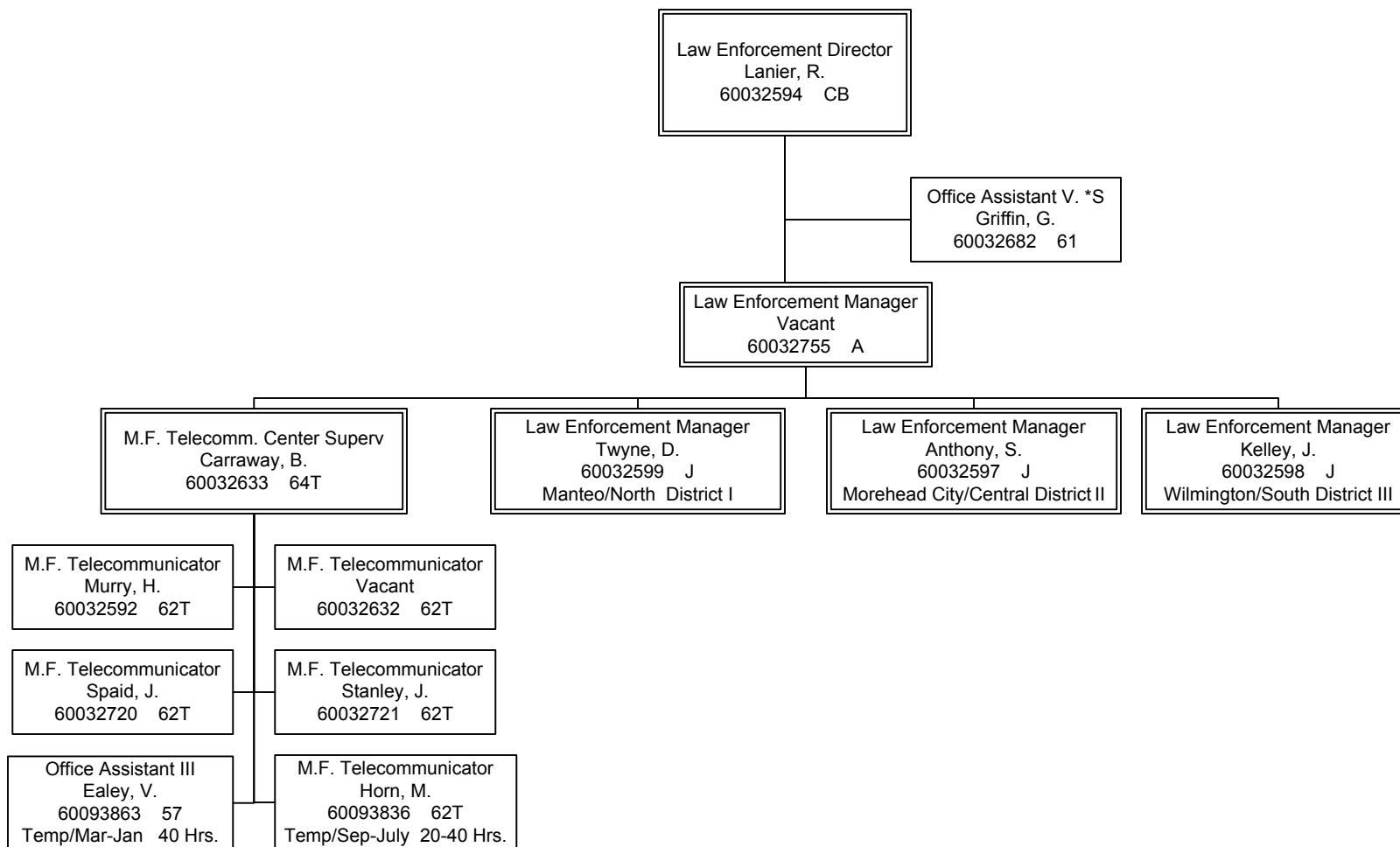
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Division of Marine Fisheries



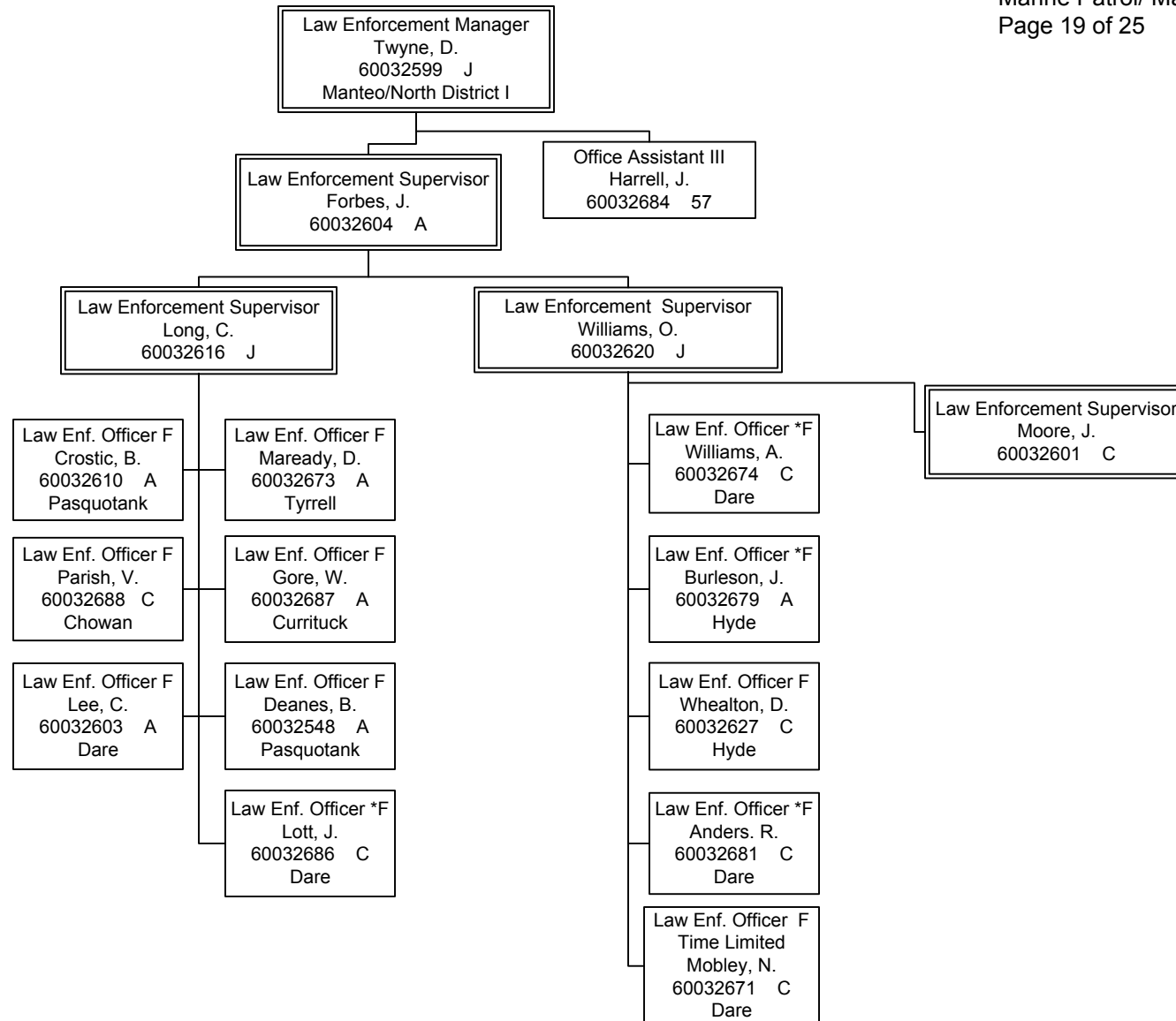
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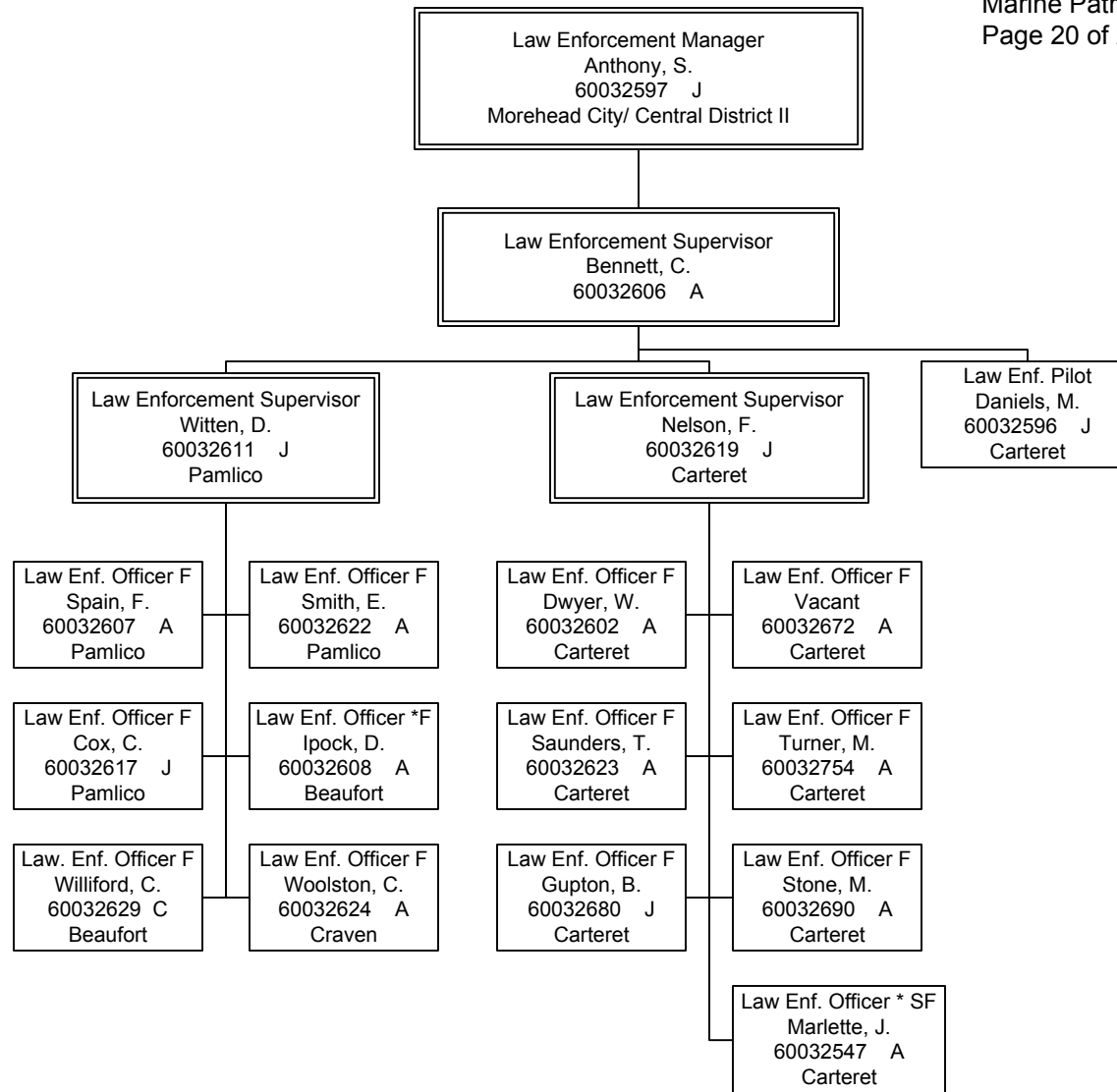
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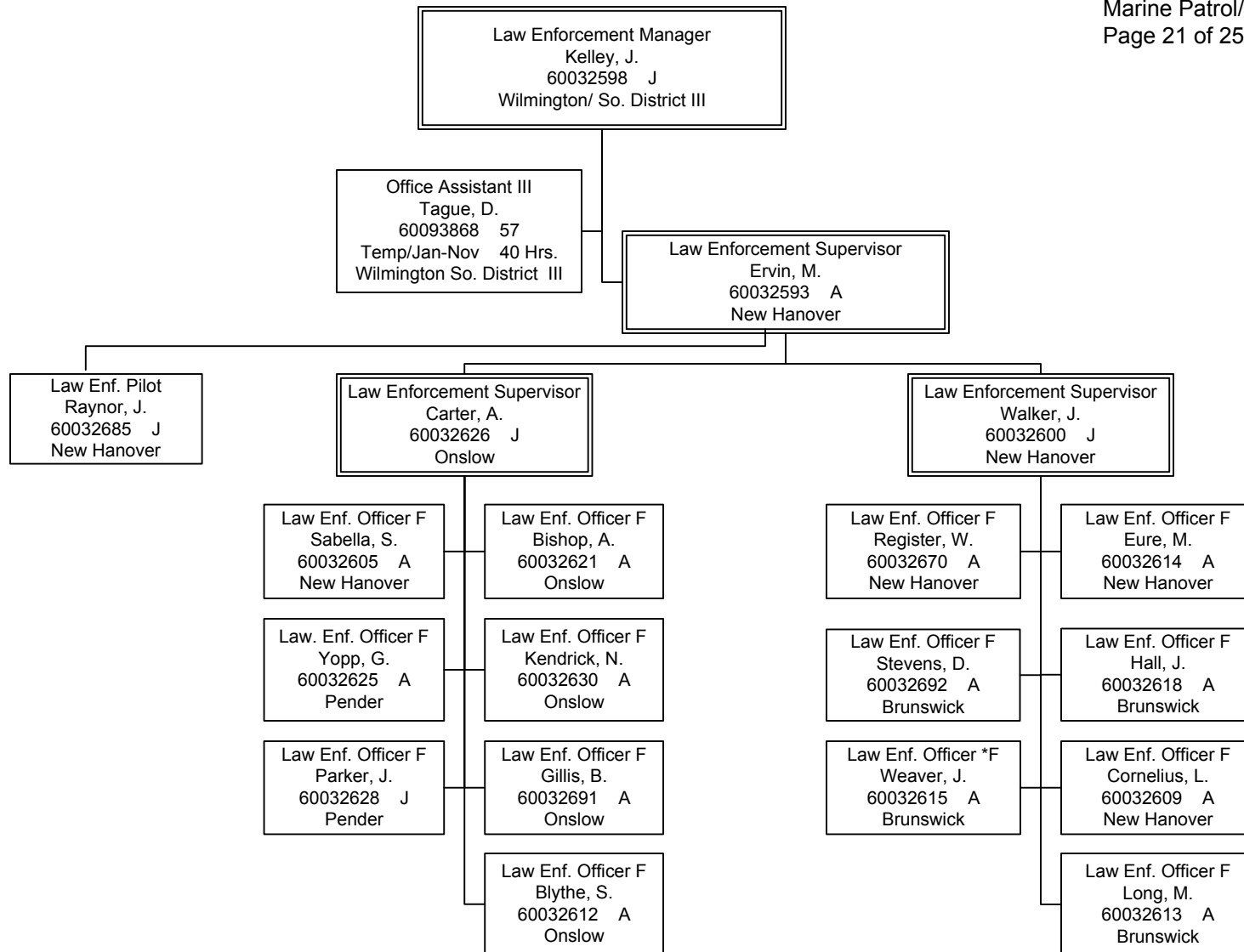
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Division of Marine Fisheries



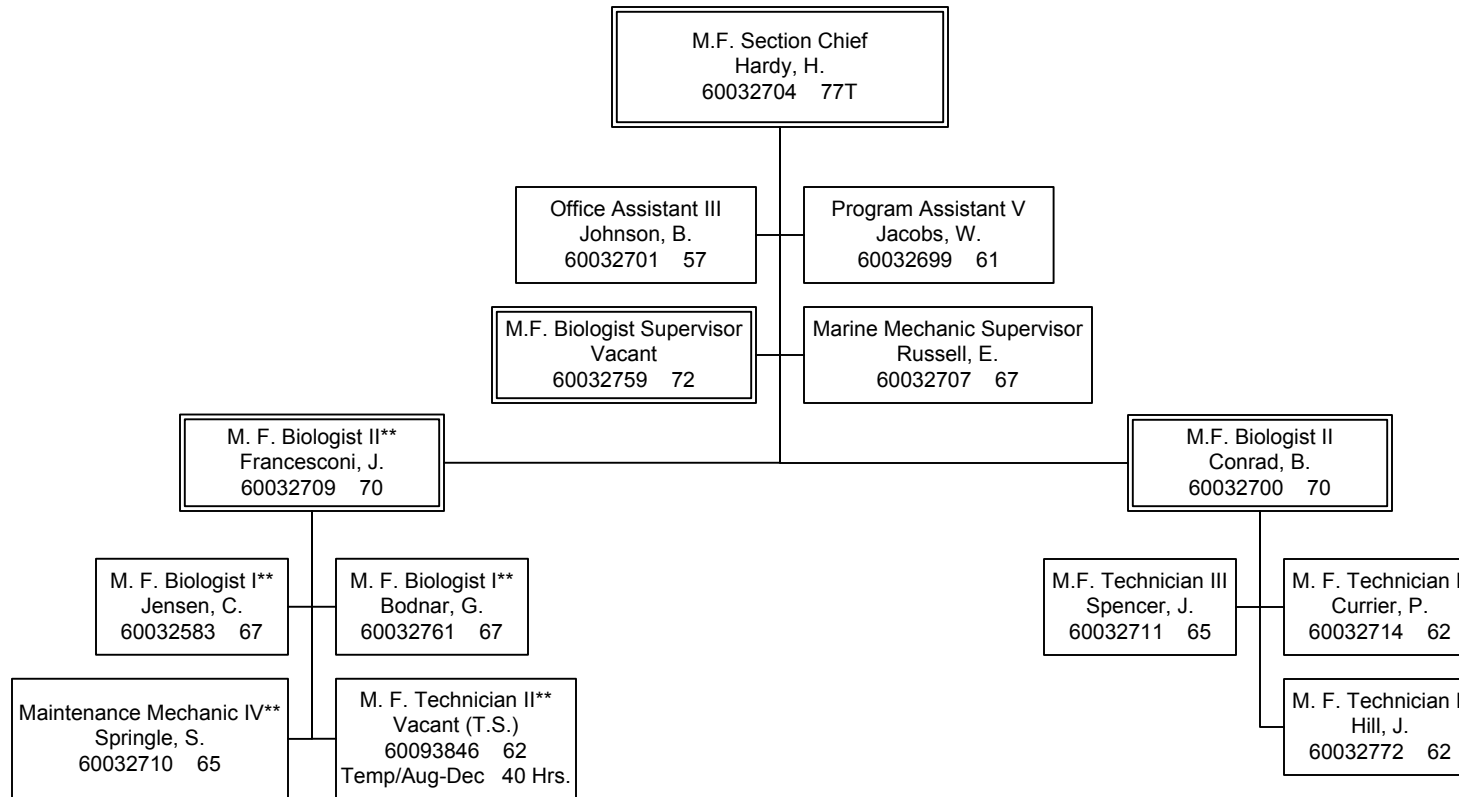
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Division of Marine Fisheries



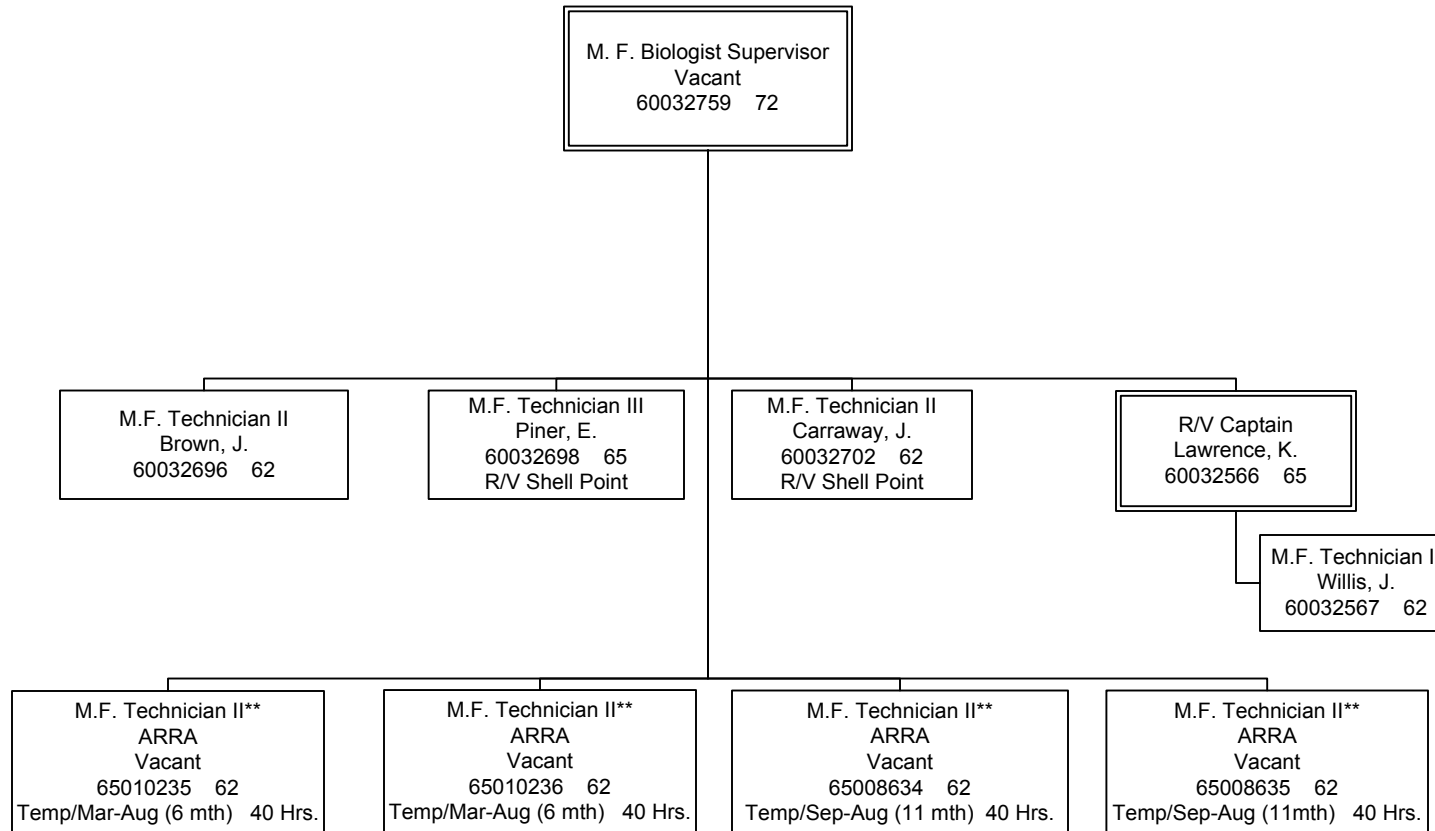
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Marine Fisheries

Dr. Louis B. Daniel III, Director
Division of Marine Fisheries



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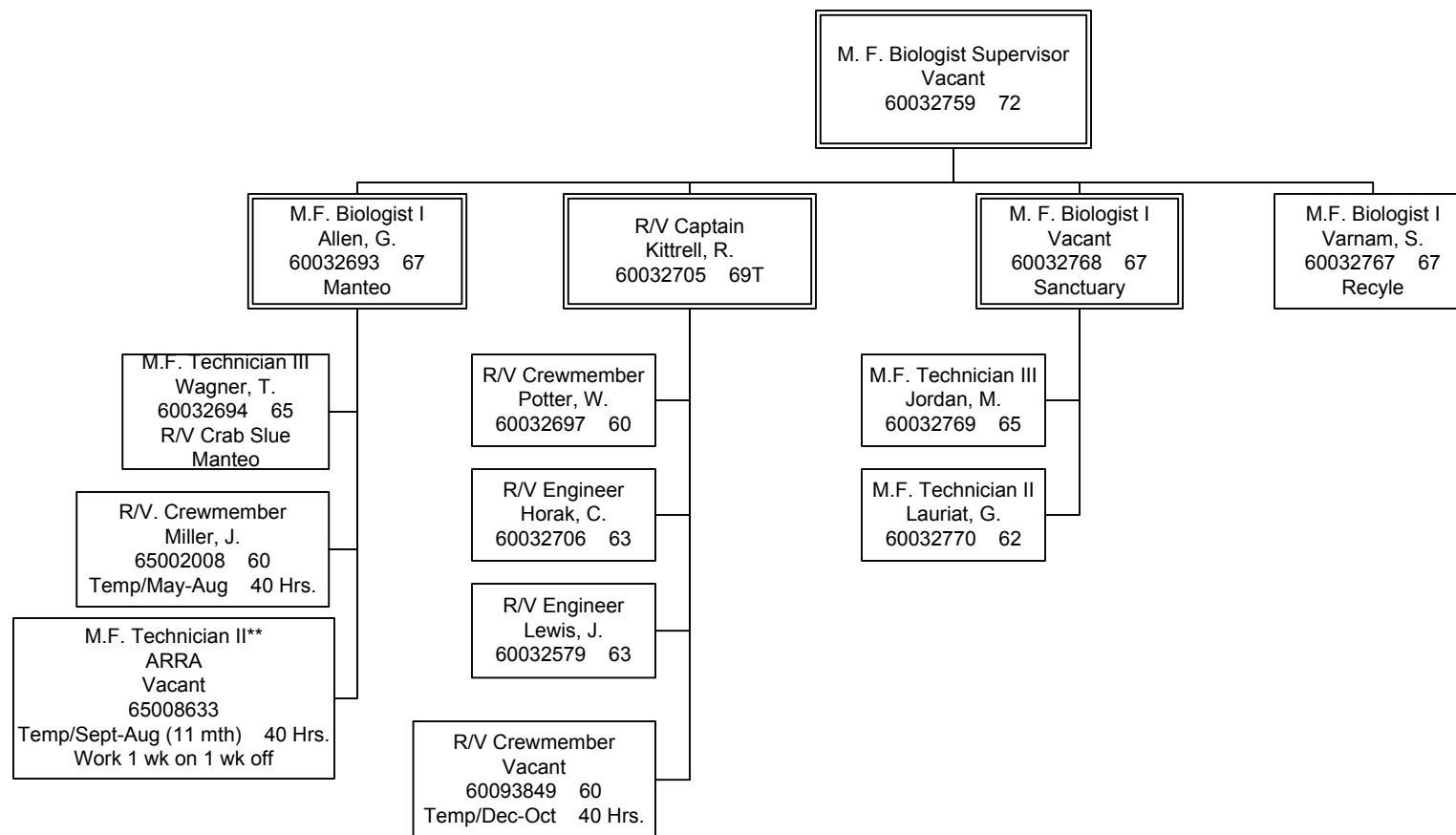
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Division of Marine Fisheries



CRFL Receipts
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S Split Funding

Marine Fisheries

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CRFL Receipts
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F Field Based Employee
S Split Funding

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Division of Marine Fisheries

Shellfish Sanitation Section Chief
Environmental Program Sup III
Fowler, P.
60034280 79

Administrative Assistant I
Gupton, S.
60034505 63

Environmental Program Sup I S**
Recreational Water Quality
Potts, J.
60034495 75

Environmental Program Sup II
Inspections & Standardization
Murphey, S.
60034499 77

Environmental Sr. Specialist
Jenkins, S.
60034503 73

Environmental Sr. Technician
Moore, T.
60034514 67

Environmental Sr. Technician **
Wunderly, V.
60034519 67

Environmental Sr. Technician**
Piner, P.
60034520 67

Environmental Specialist **
Bryan-Mullush, E
60034522 70

Microbiological Lab Tech III
Mason, D.
60034511 66

Env. Health Regional Spec.
French, J.
60034509 72
Home Based – Rockingham Co.

Env. Health Regional Spec.
Andre, J.
60034512 72

Environmental Program Sup I
Field Officer Manager
Saunders, A.
60034500 75
Nags Head

Environmental Program Sup I
Field Office Manager
Ethridge, M.
60034494 75
Wilmington

Data Control Clerk IV *
Vacant
60093869 59
Temp/Feb-Dec 40 hrs.

Env. Health Program Specialist
Nelson, S.
60034502 69

Env. Health Regional Spec.
Haines, A.
60034546 72

Environmental Specialist
Millard, M.
60034508 67

Environmental Specialist
Moore, P.
60034504 70

Technology Support Analyst
Pogue, B.
60034544 J

Env. Health IProgram
Specialist
Rheubottom, J.
60034507 69
Nags Head

Env. Health Specialist
Midgett, K.
60034501 67
Nags Head - Shellfish

Environmental Sr. Technician
Fitzgerald, Brad
60034515 67
Nags Head – Recreational

Microbiological Lab Tech III S**
Parnell, M.
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Nags Head – Rec. & Shellfish

Env. Health Specialist
Stokley M.
60034497 67
Washington - Shellfish

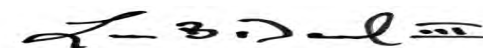
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Jackson, E.
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Wilmington

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Sherman, ST.
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Wilmington - Recreational

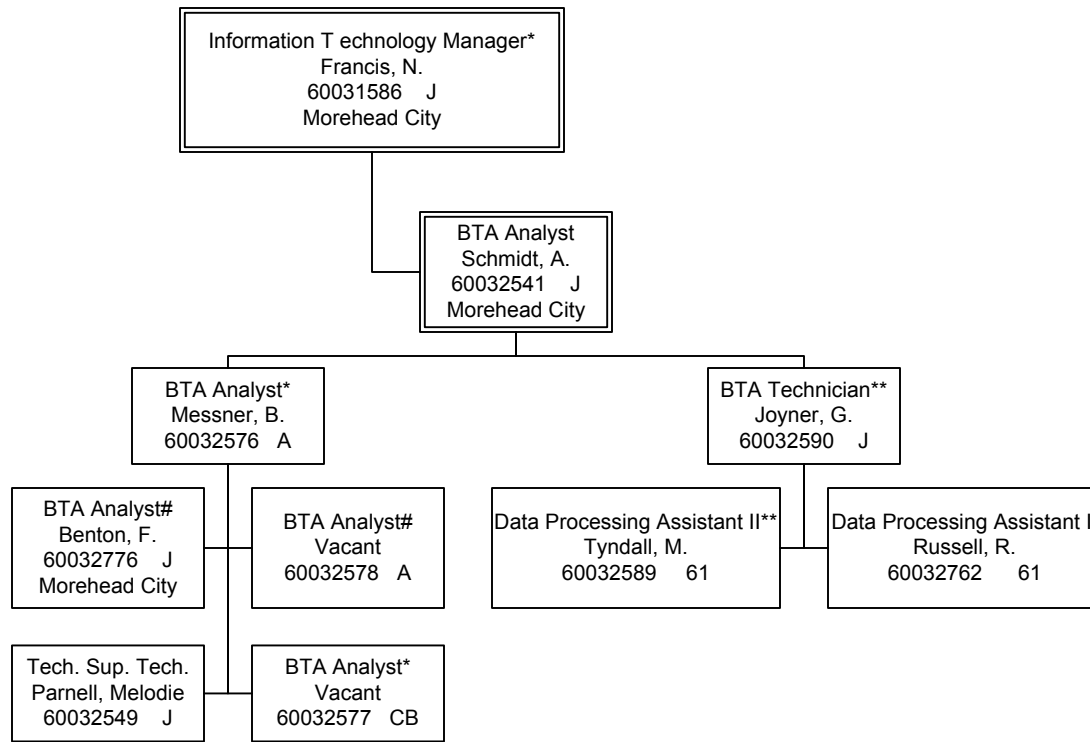
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Alford, A.
60034516 66
Wilmington – Rec. & Shellfish

Env. Health Program Specialist
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S Split Funding

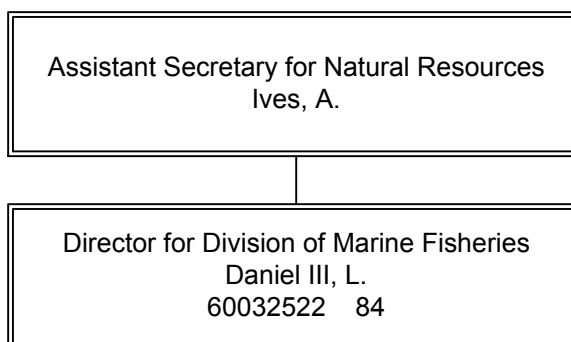


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Division of Marine Fisheries



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S Split Funding
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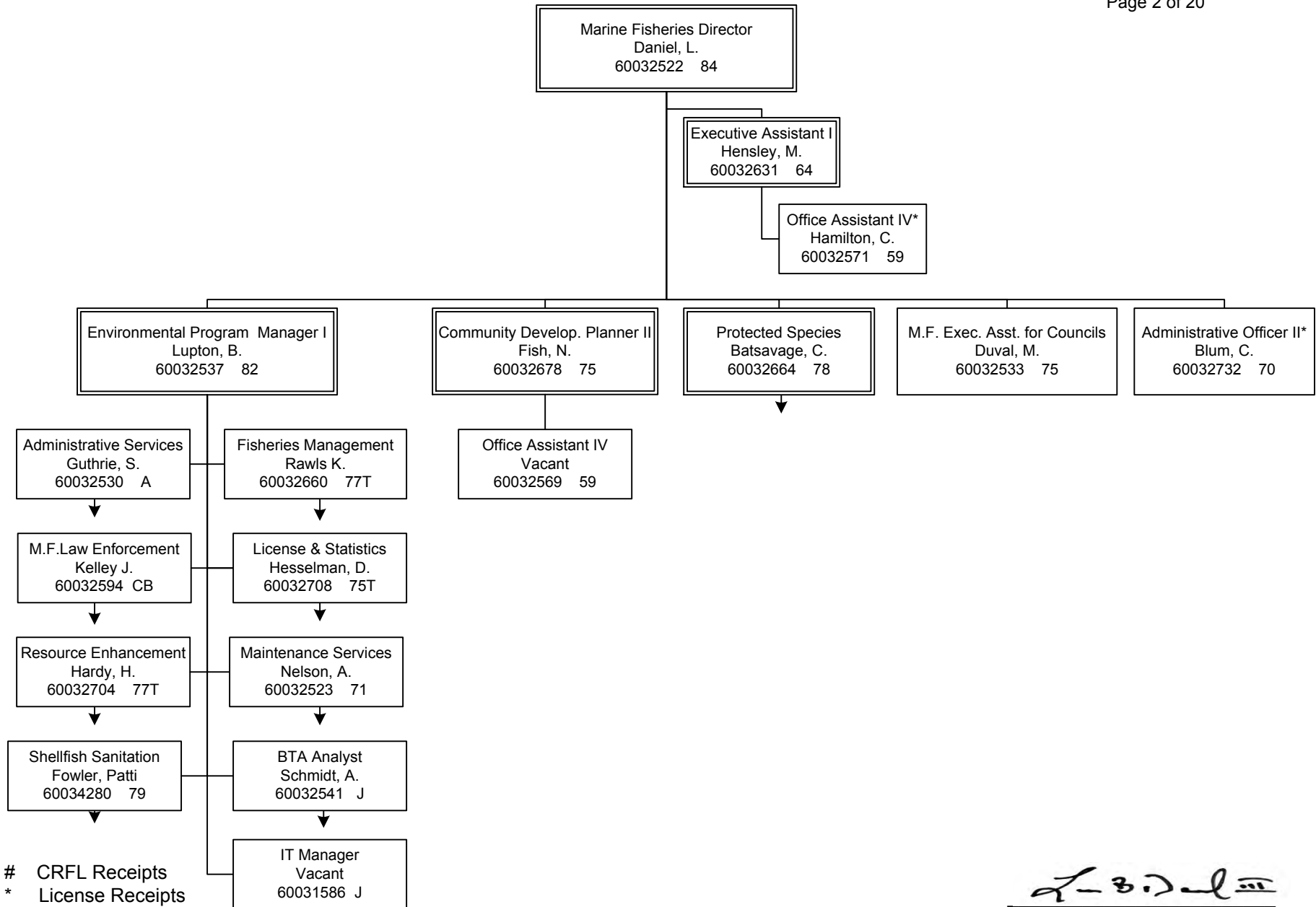
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Marine Fisheries

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Division of Marine Fisheries


Environment and Natural Resources

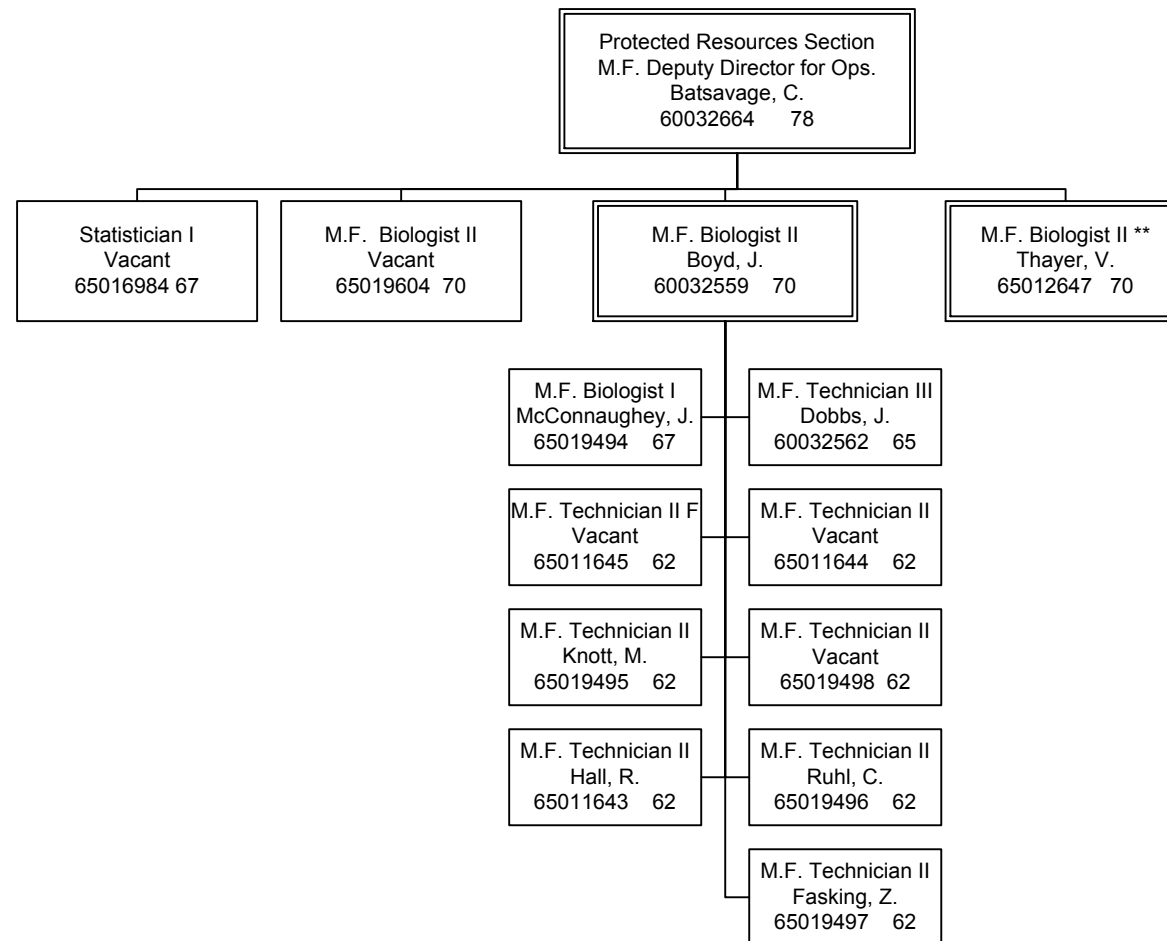
Division of Marine Fisheries
Proposed effective date 11/1
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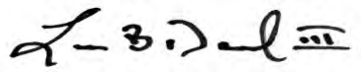
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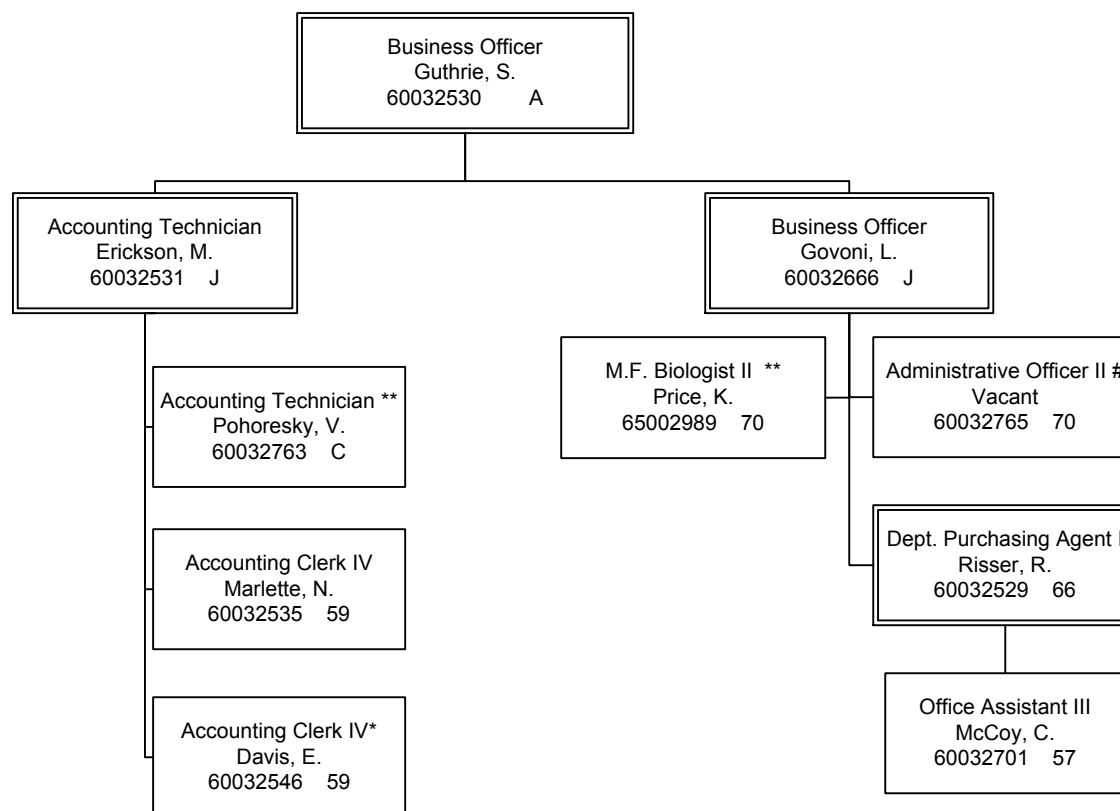
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Division of Marine Fisheries

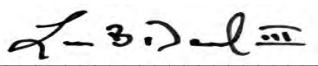


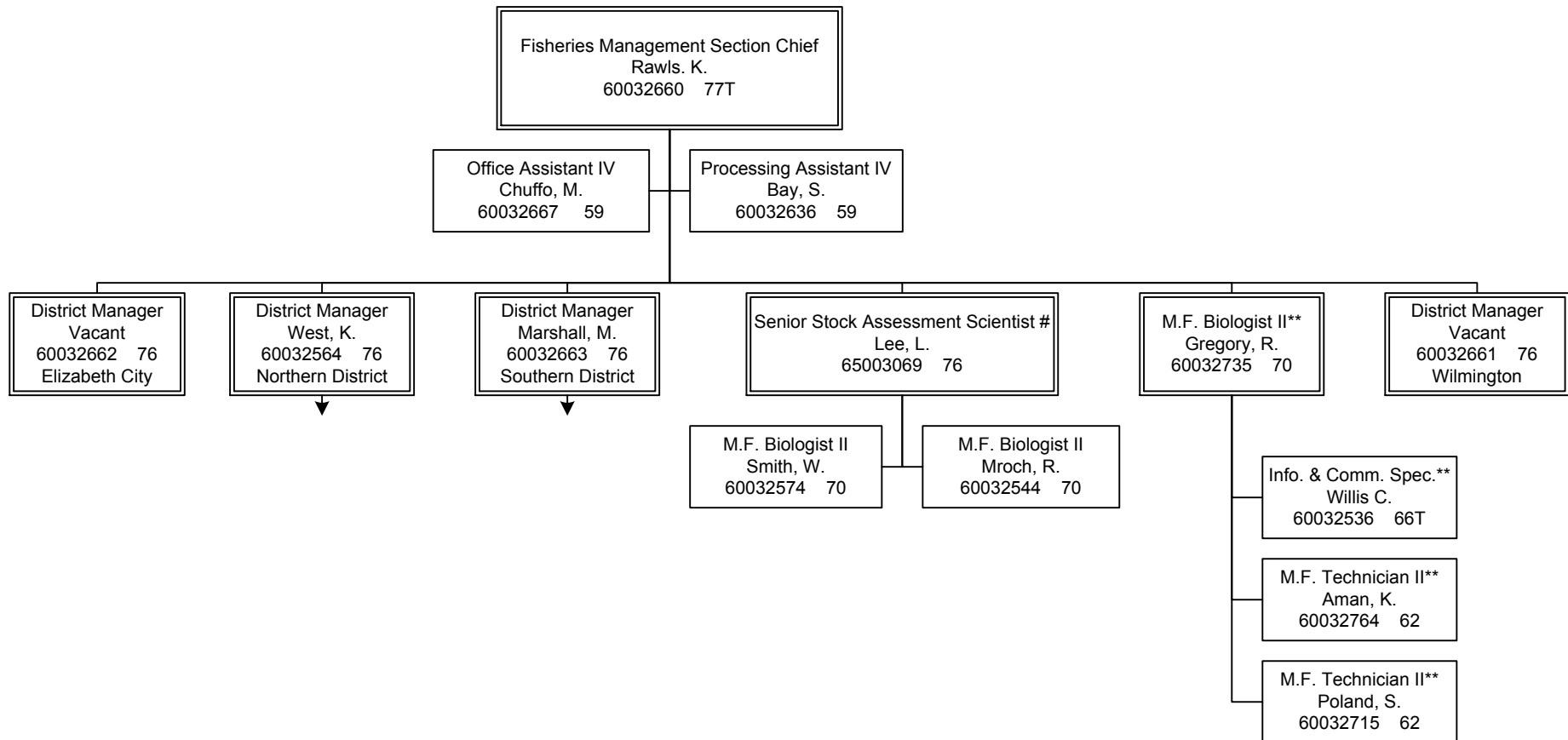
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Division of Marine Fisheries

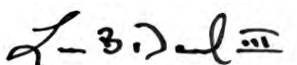


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Division of Marine Fisheries



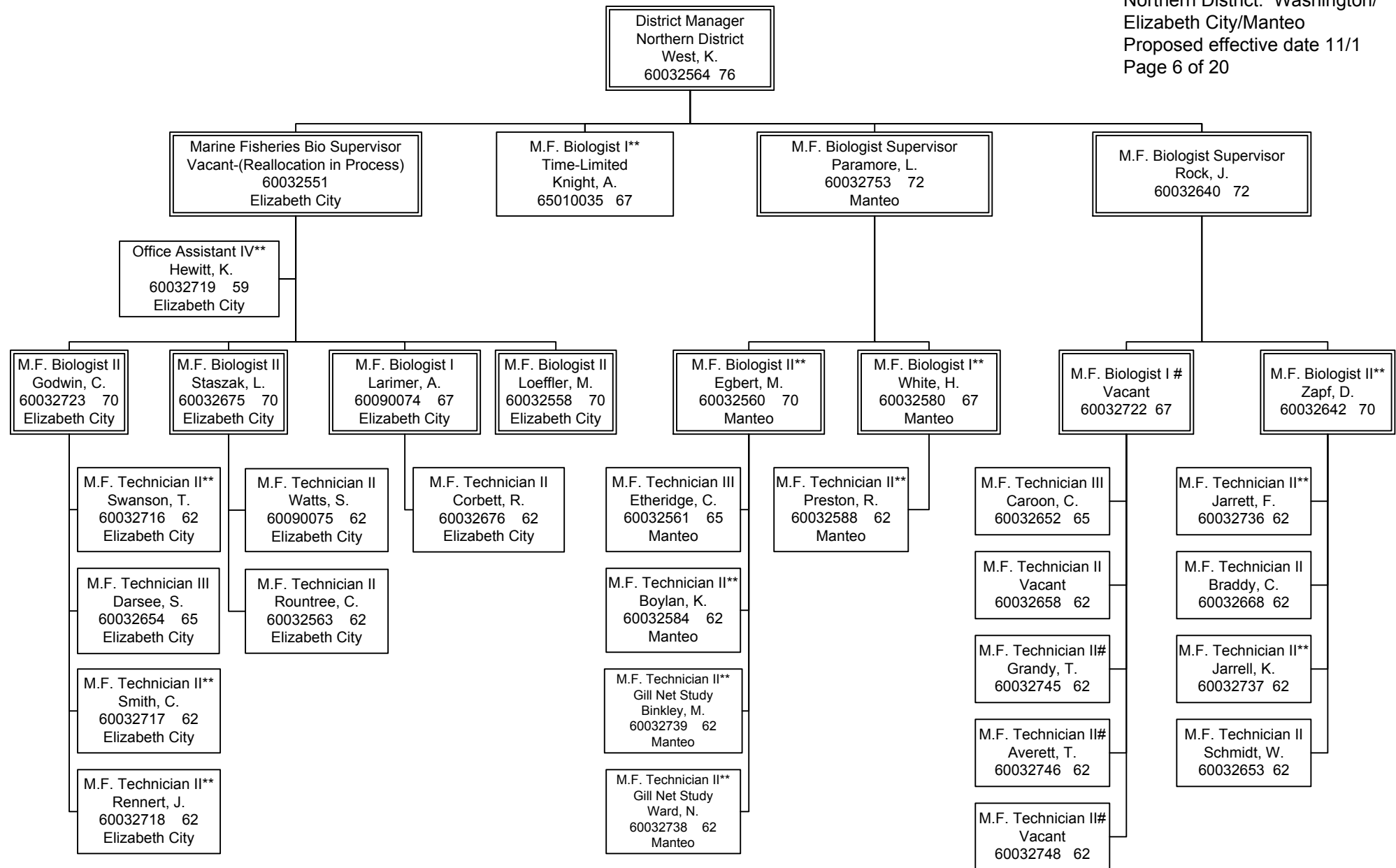
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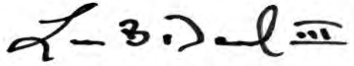
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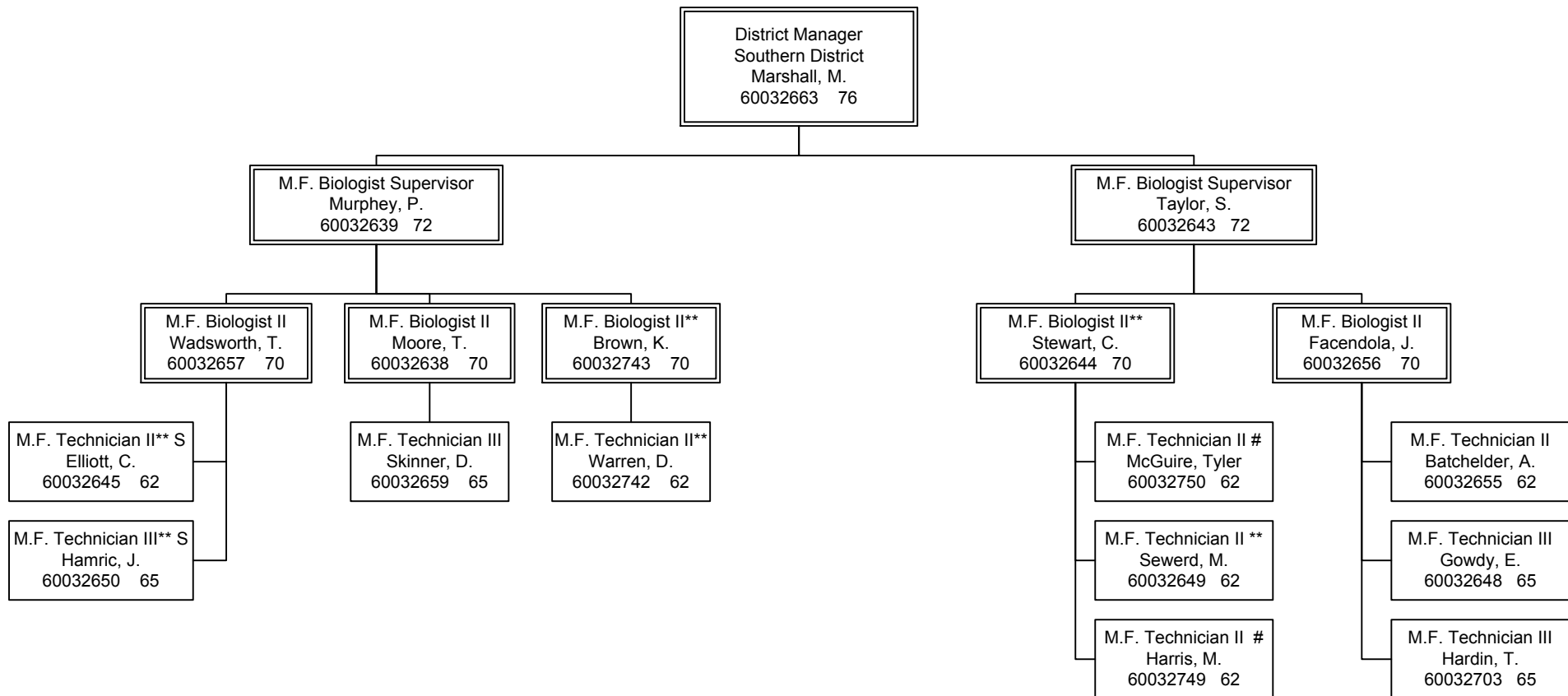
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Division of Marine Fisheries
Fisheries Management
Northern District: Washington/
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Proposed effective date 11/1
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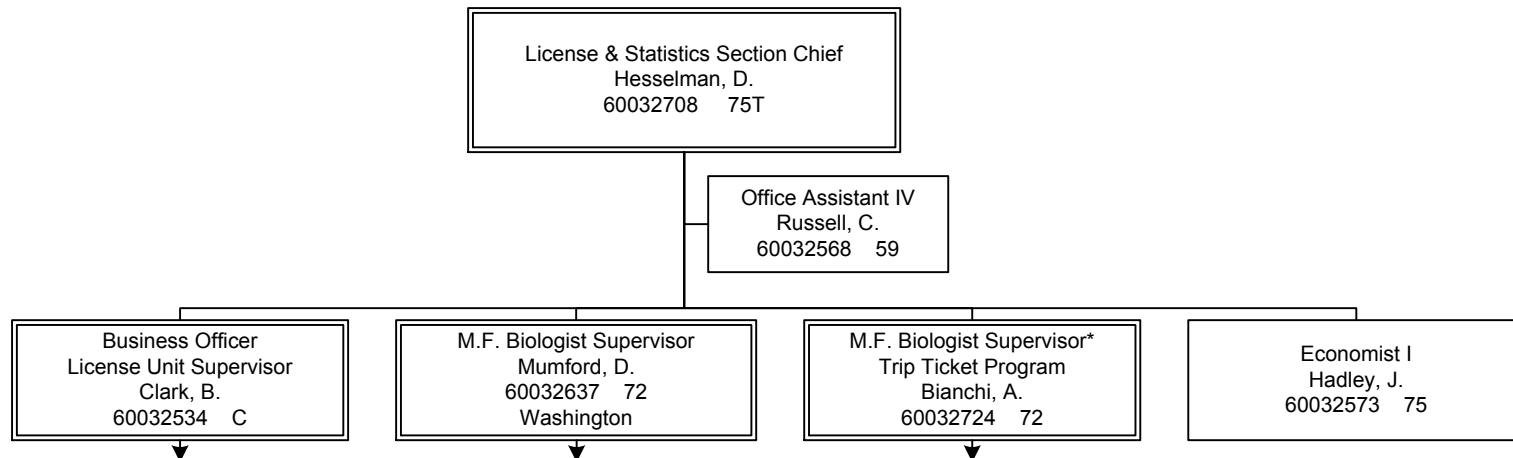
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Division of Marine Fisheries




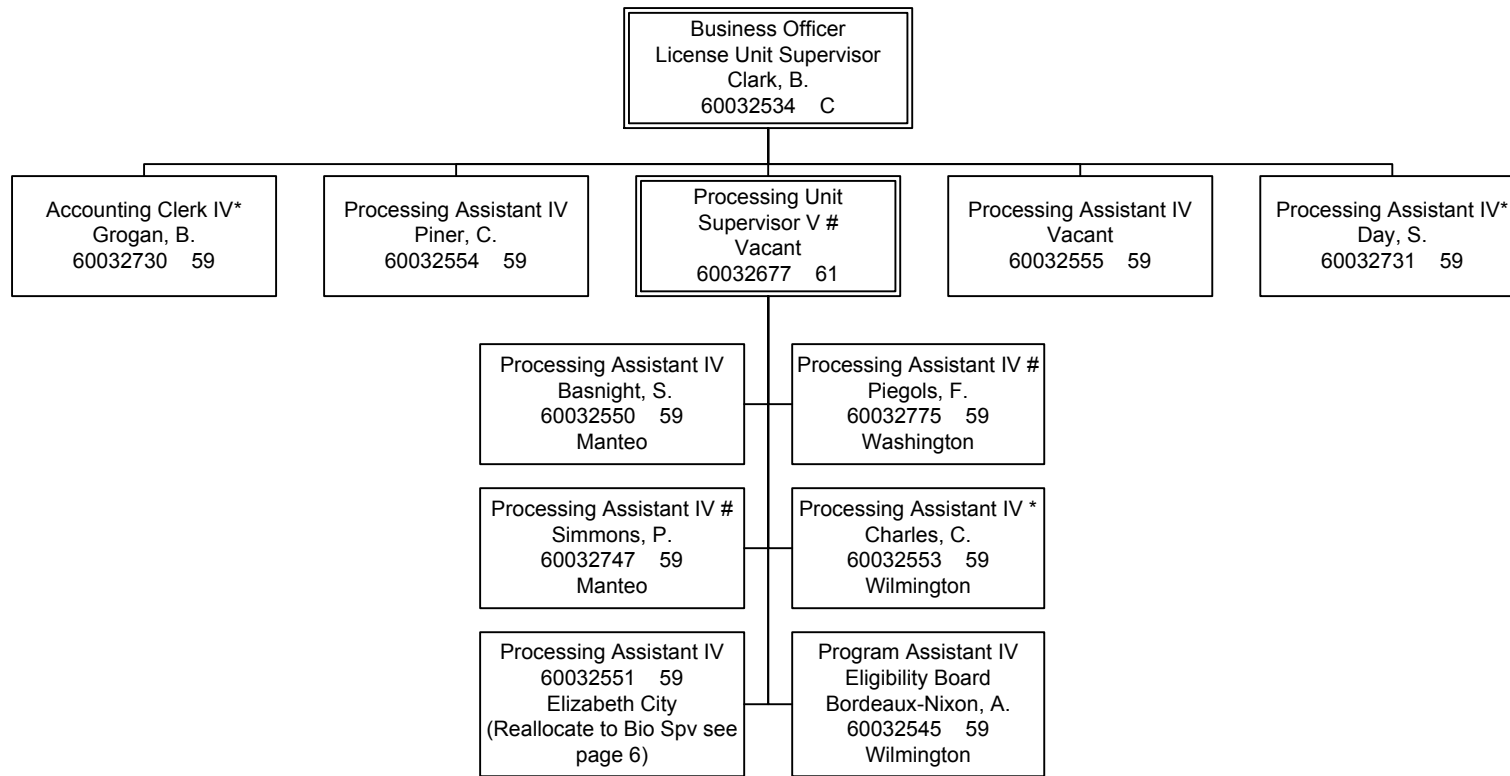
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Division of Marine Fisheries



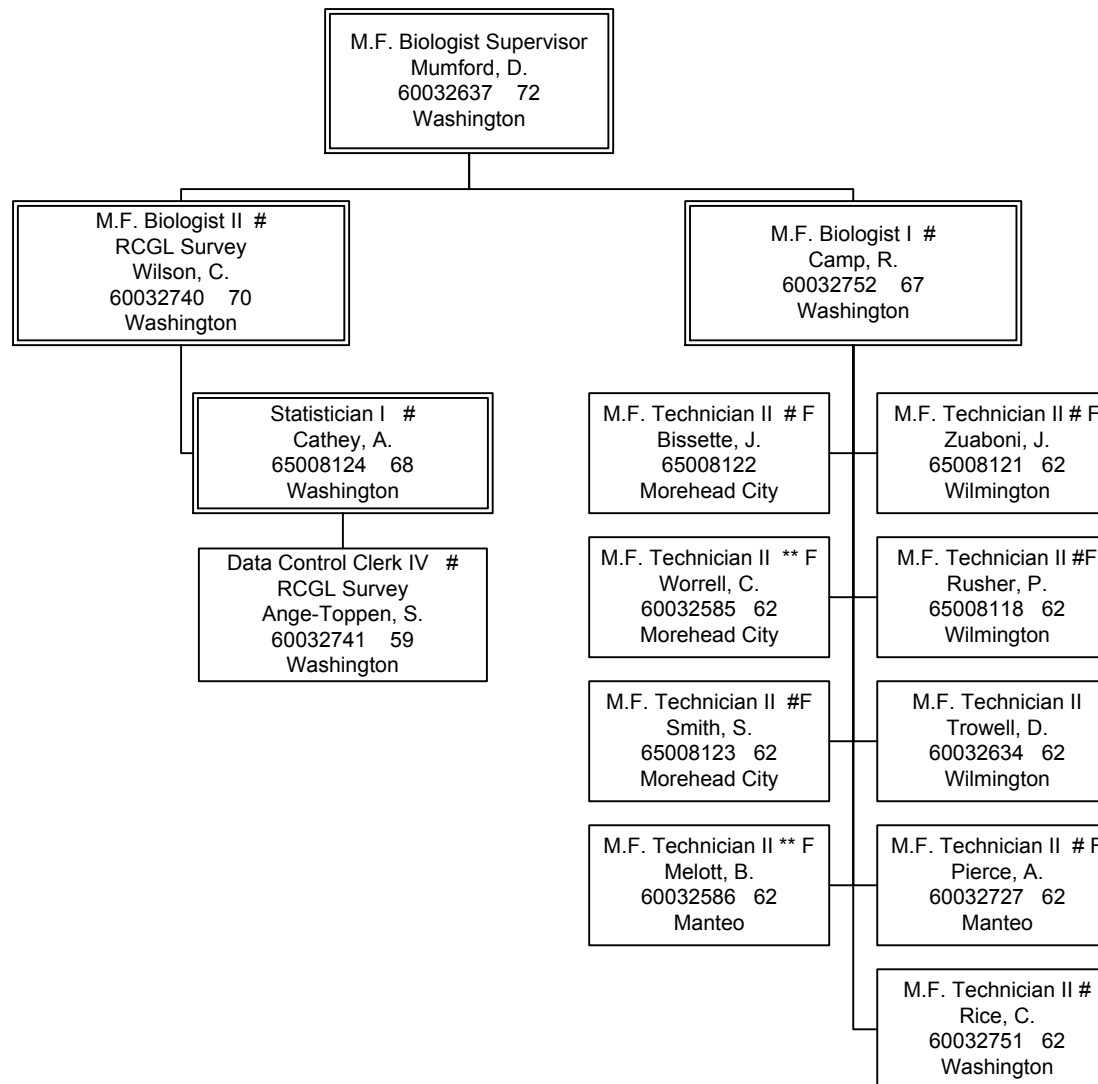
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Dr. Louis B. Daniel III, Director
Division of Marine Fisheries




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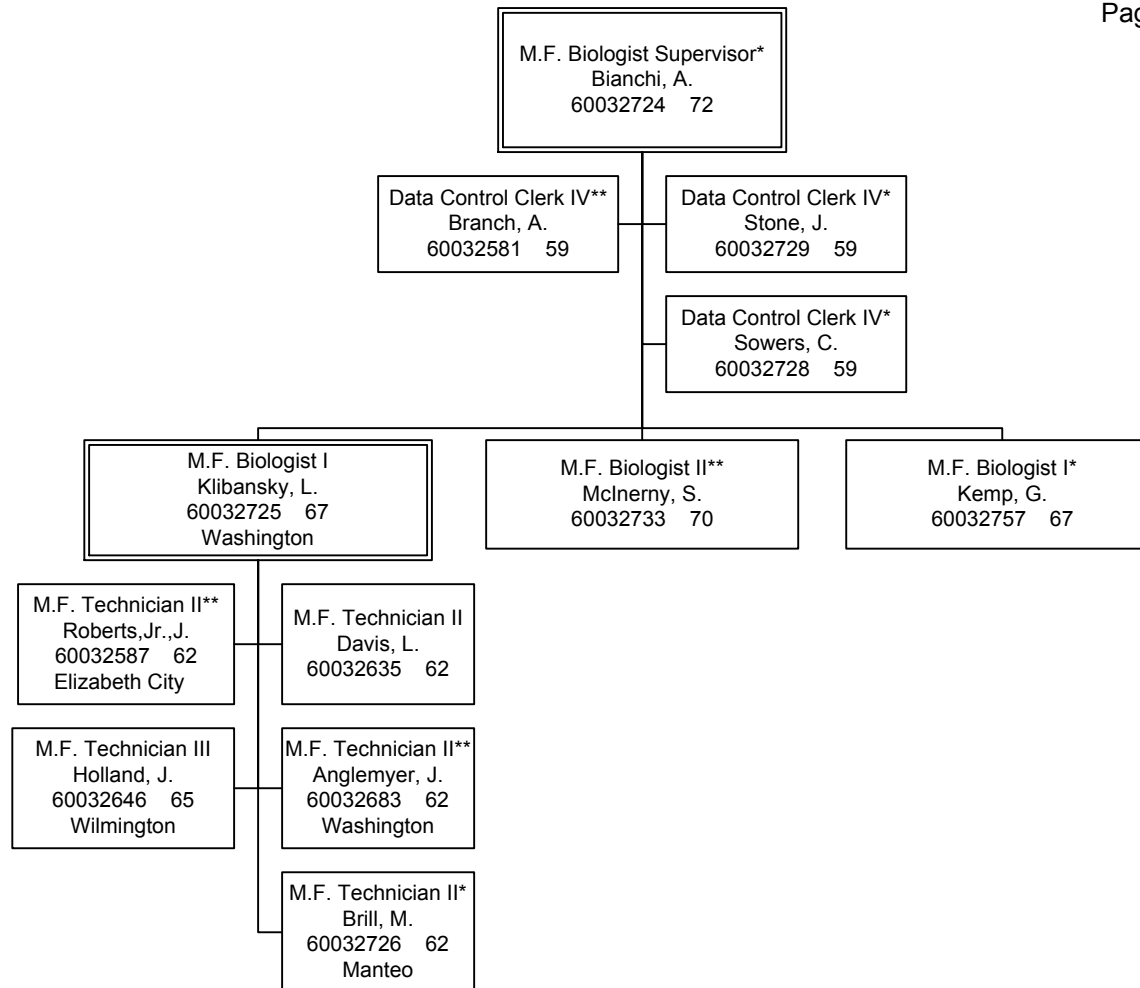
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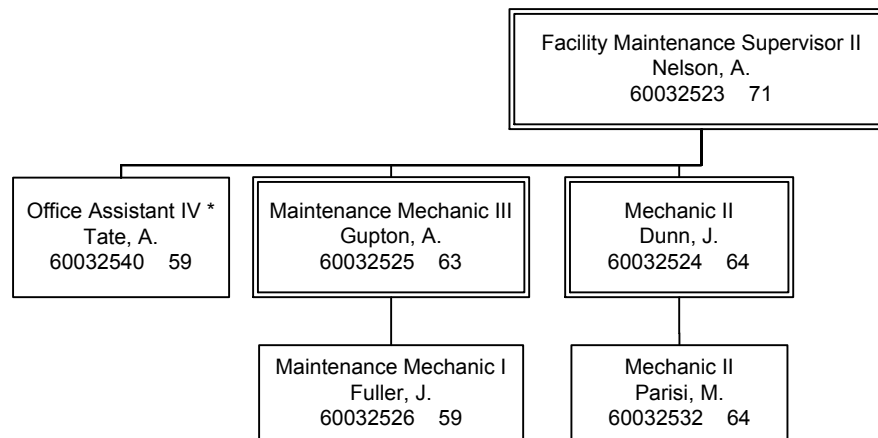
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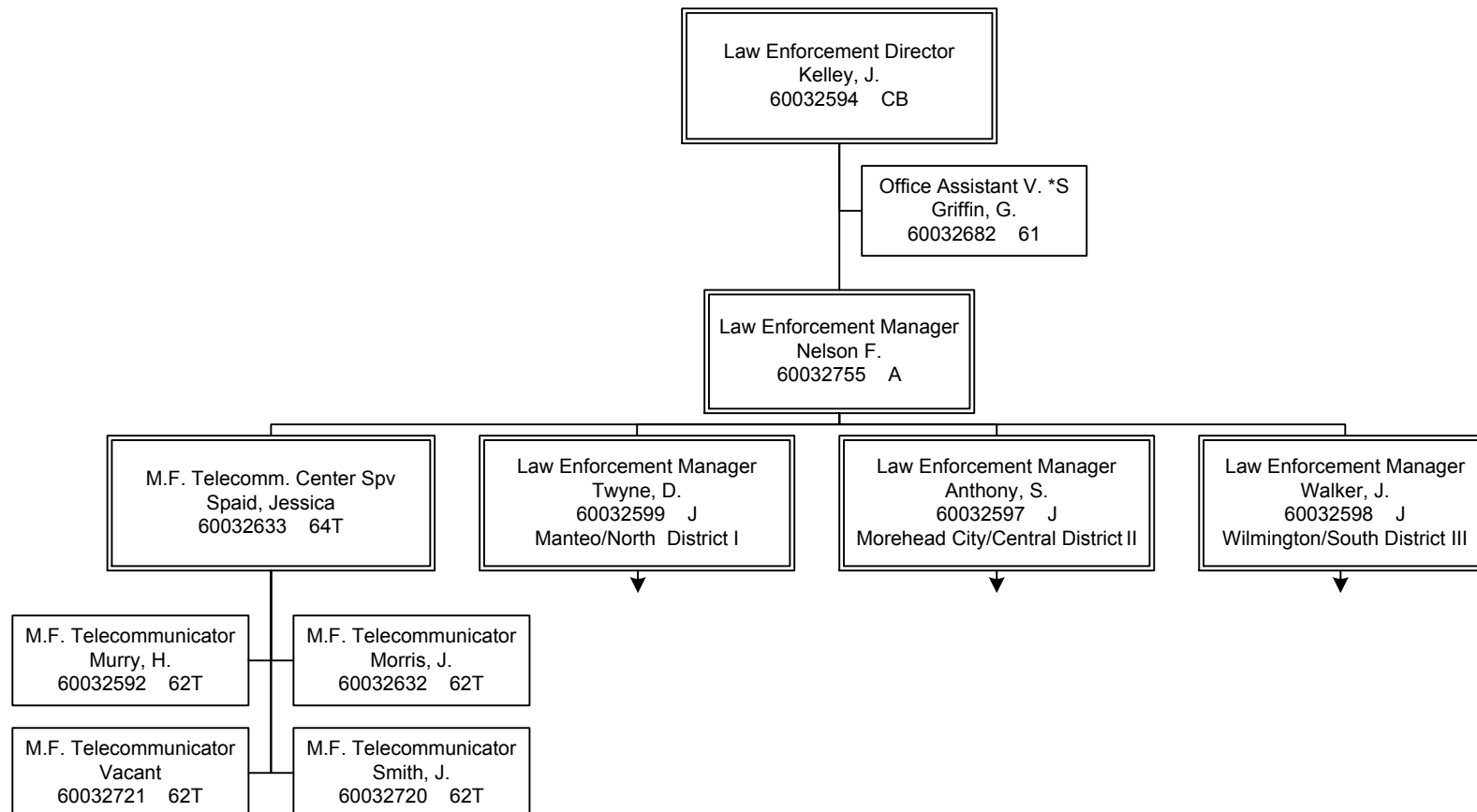
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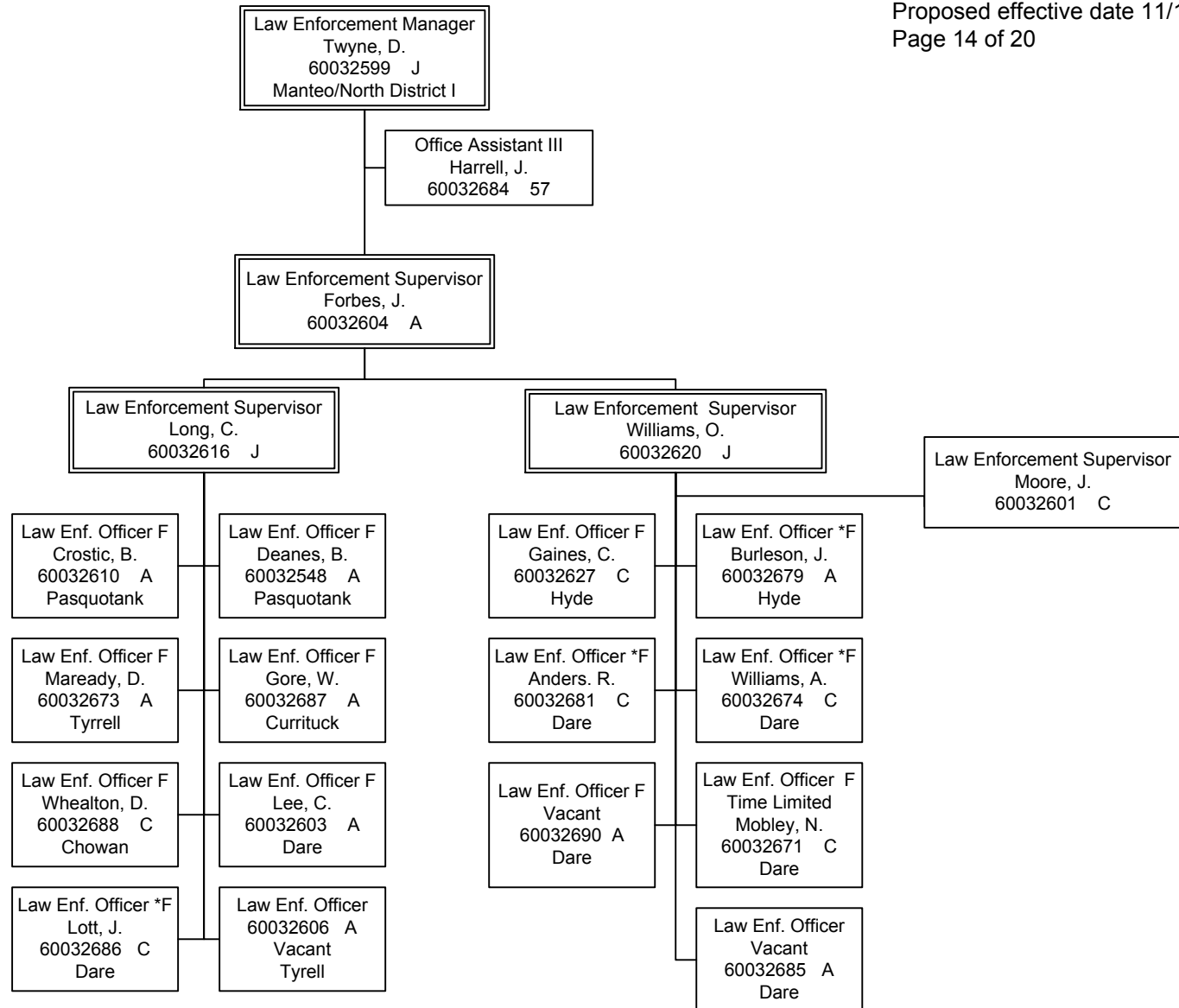
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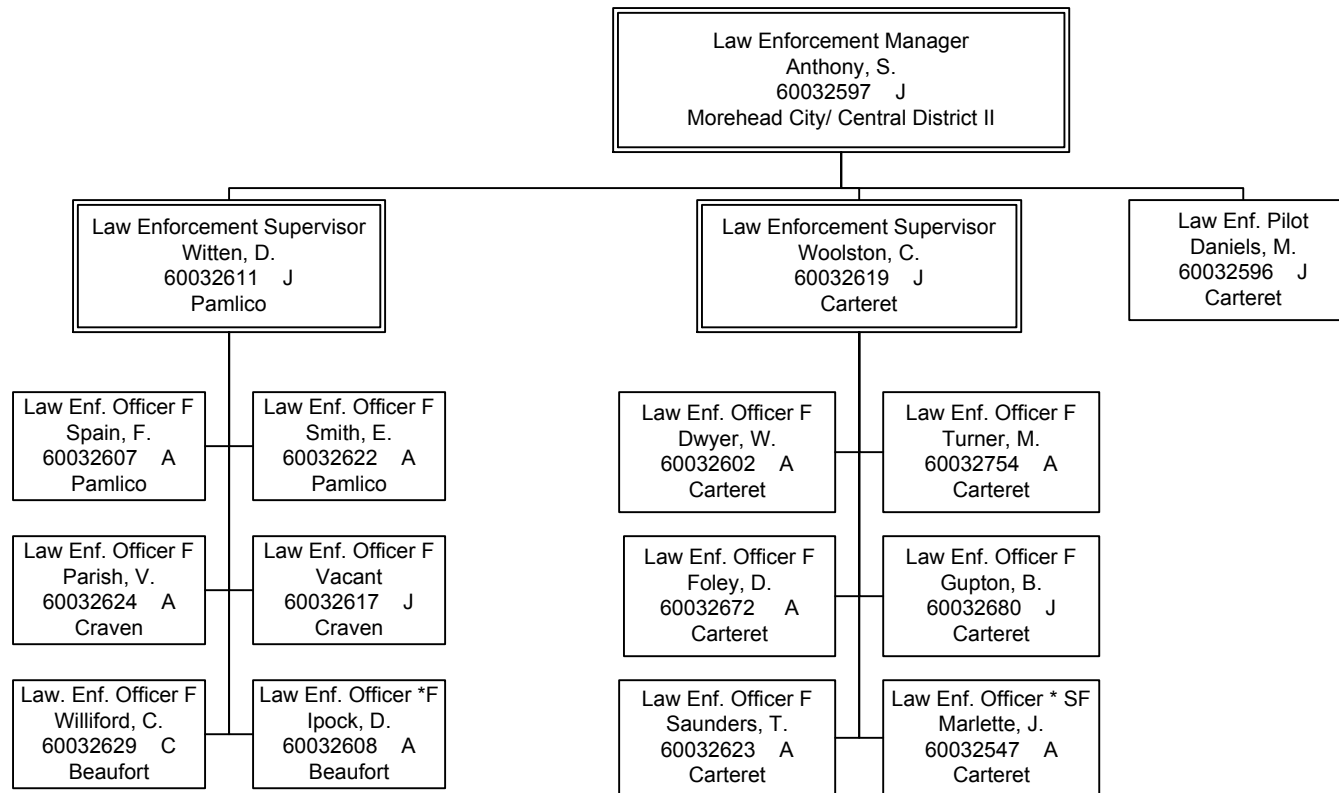
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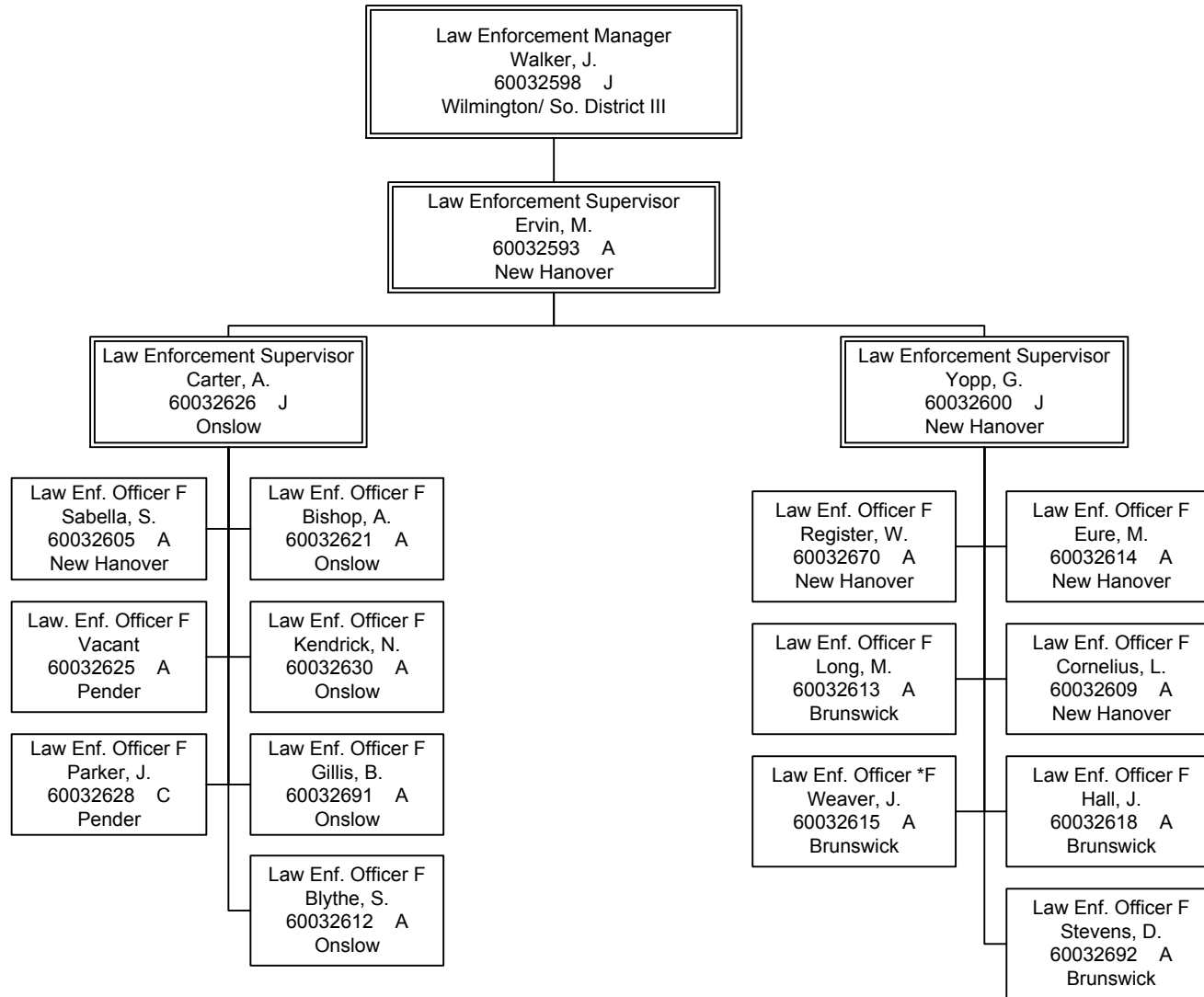
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Division of Marine Fisheries



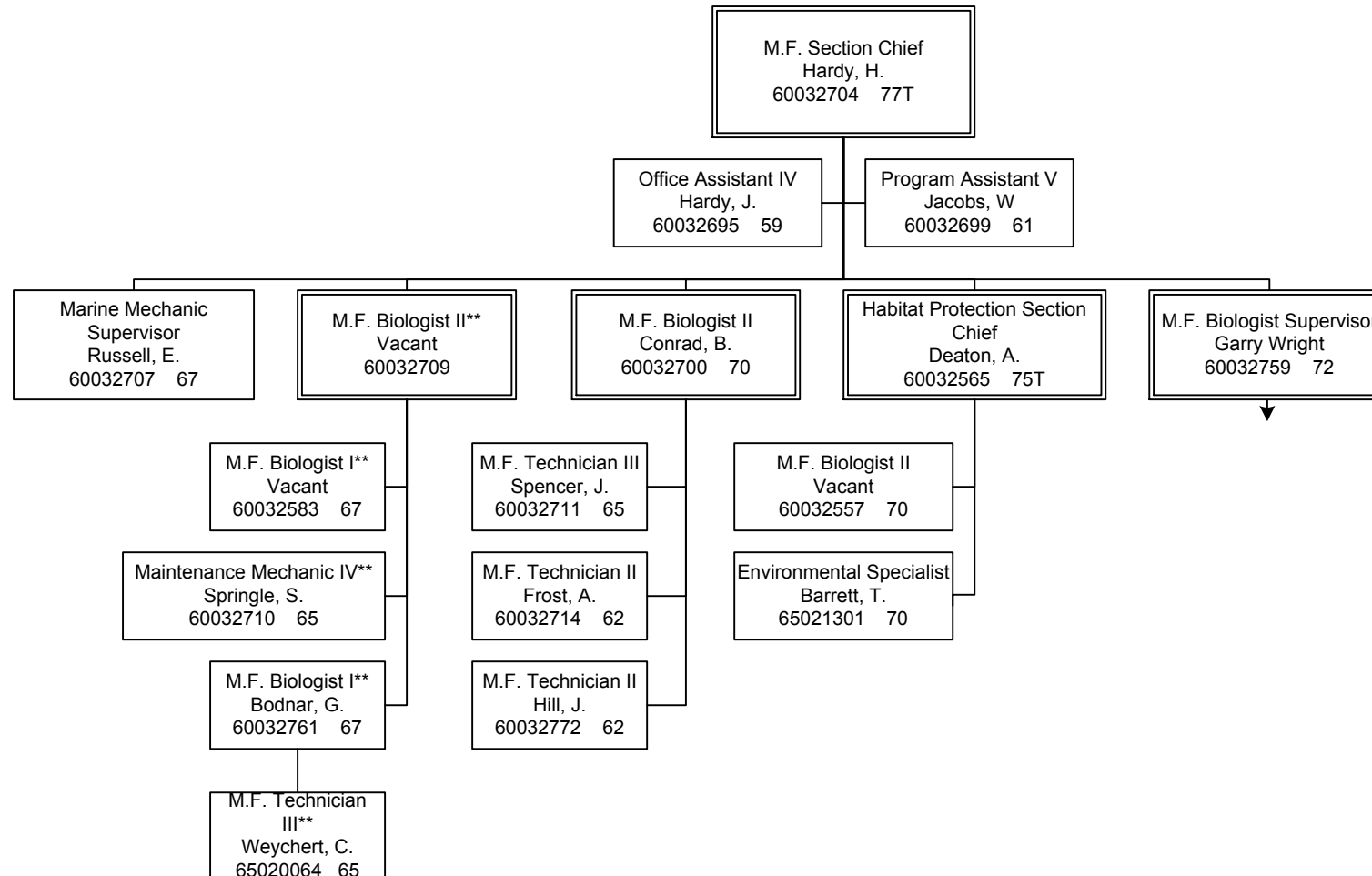
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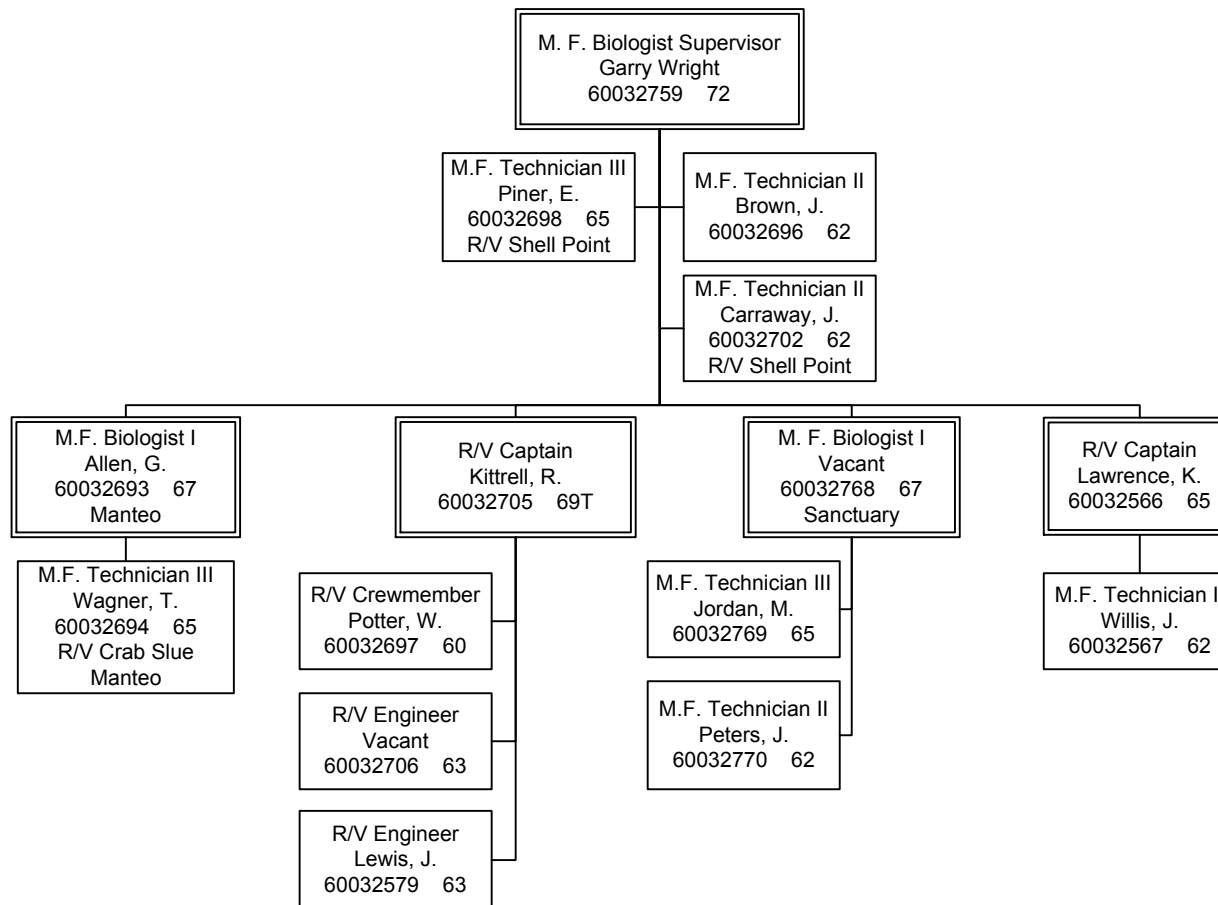
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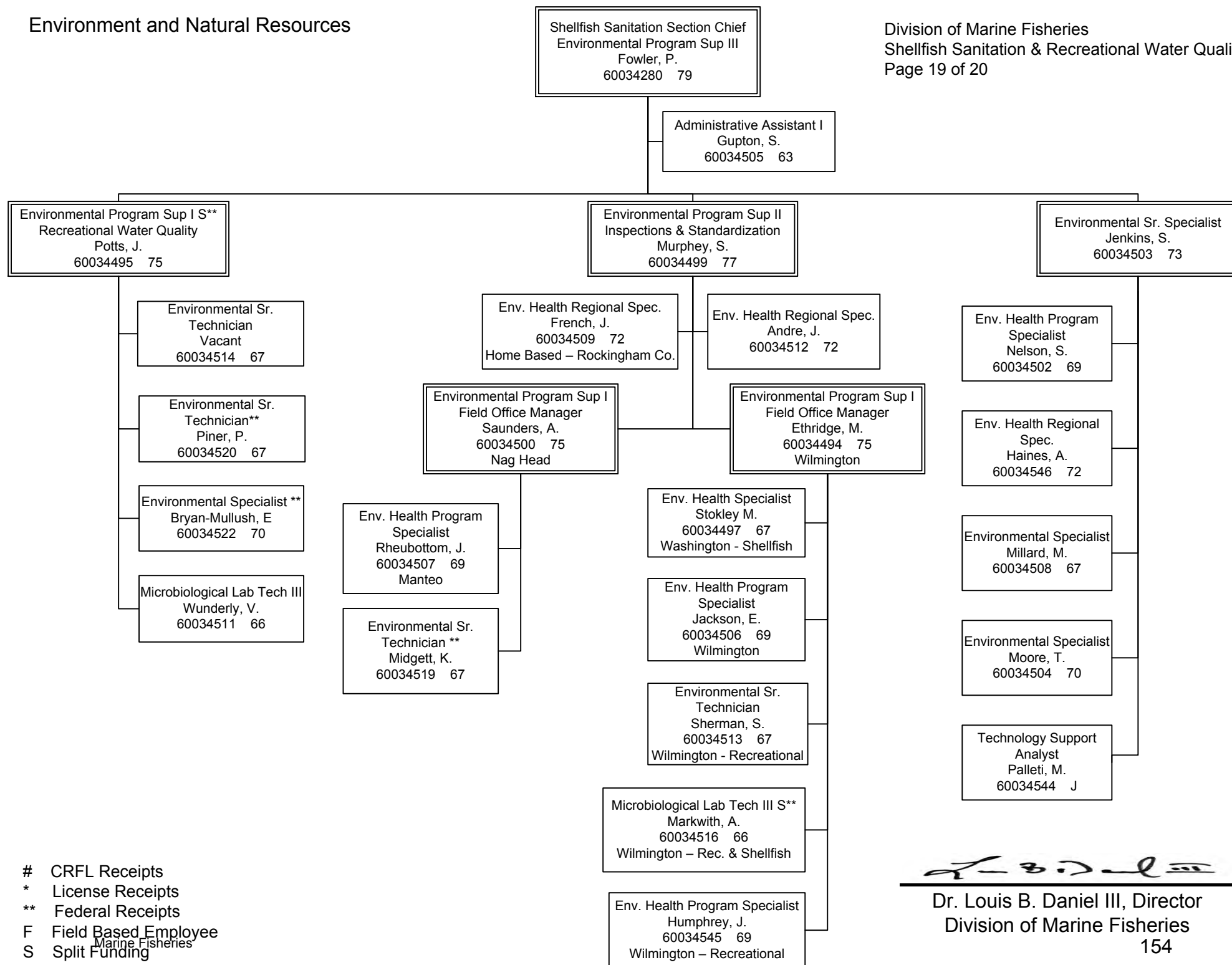


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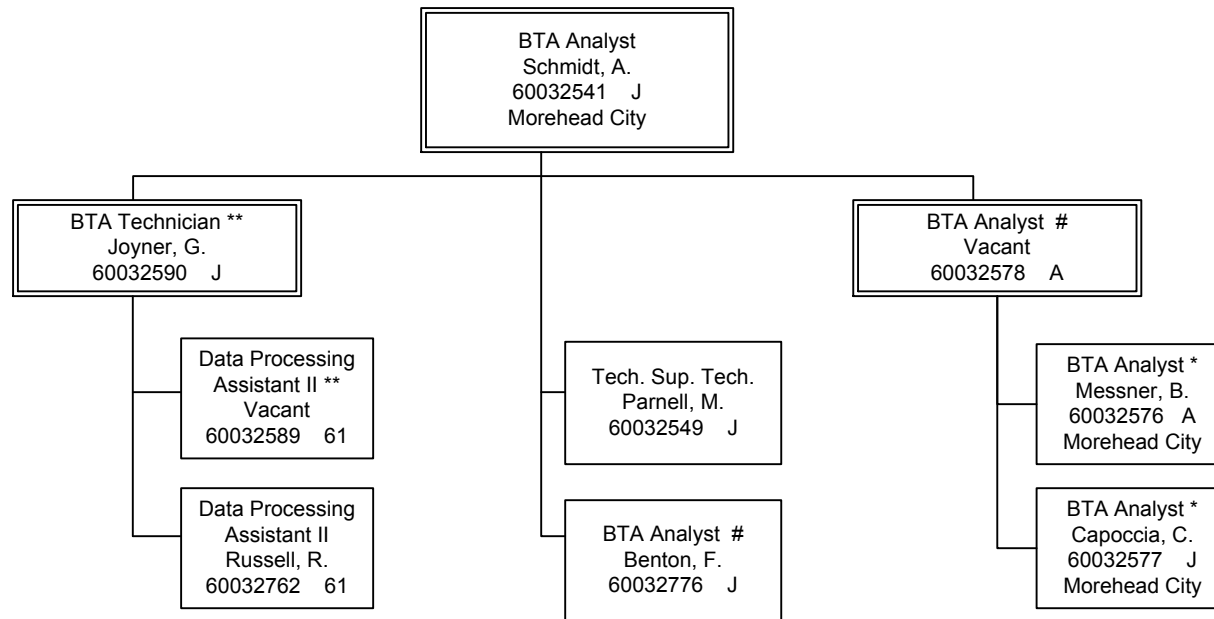
Marine Fisheries

M.F. Technician II
Brown, J.



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Dr. Louis B. Daniel III, Director
Division of Marine Fisheries

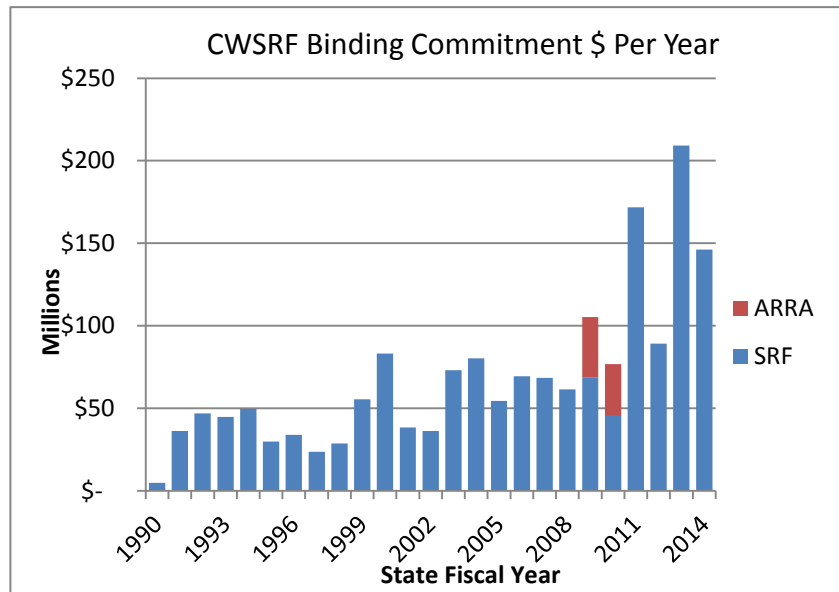


CRFL Receipts
* License Receipts
** Federal Receipts
F Field Based Employee
S Split Funding

Dr. Louis B. Daniel III, Director
Division of Marine Fisheries

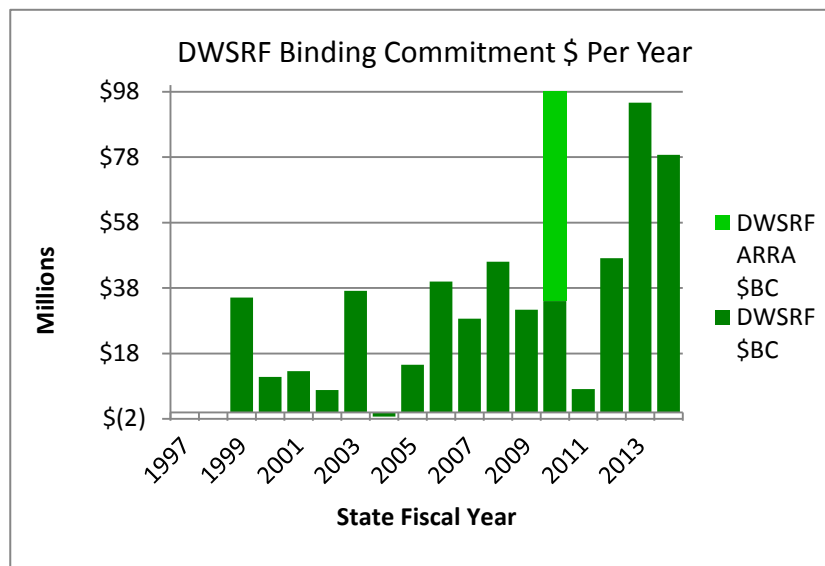
Organizational changes related to the Division of Water Infrastructure (Division) resulted from legislation (i.e., SL 2013-360), which created the Division and consolidated several funding programs into the new Division. The Division now administers several loan and grant programs including all programs within the Water Infrastructure Fund as described in GS 159G as well as the water infrastructure grants under the Community Development Block Grants (CDBG) program as provided by Session Law 2013-360. Water Infrastructure Fund programs include the federal Clean Water State Revolving Fund (CWSRF), the federal Drinking Water State Revolving Fund (DWSRF), the state Wastewater Reserve, as well as the state Drinking Water Reserve. The Division also administers the federal State and Tribal Assistance Grants program on behalf of the United States Environmental Protection Agency.

Beginning in 2009 and implemented in 2010, the CWSRF program was restructured to move away from a ready-to-proceed model. Instead, the funding application was simplified to make application preparation lower cost for smaller local government units, prioritize fix-it-first projects over new projects, to begin cash flow modeling of repayments to increase the pace of the revolving fund, and to more aggressively manage federal grants. These changes, along with increased outreach efforts, resulted in more



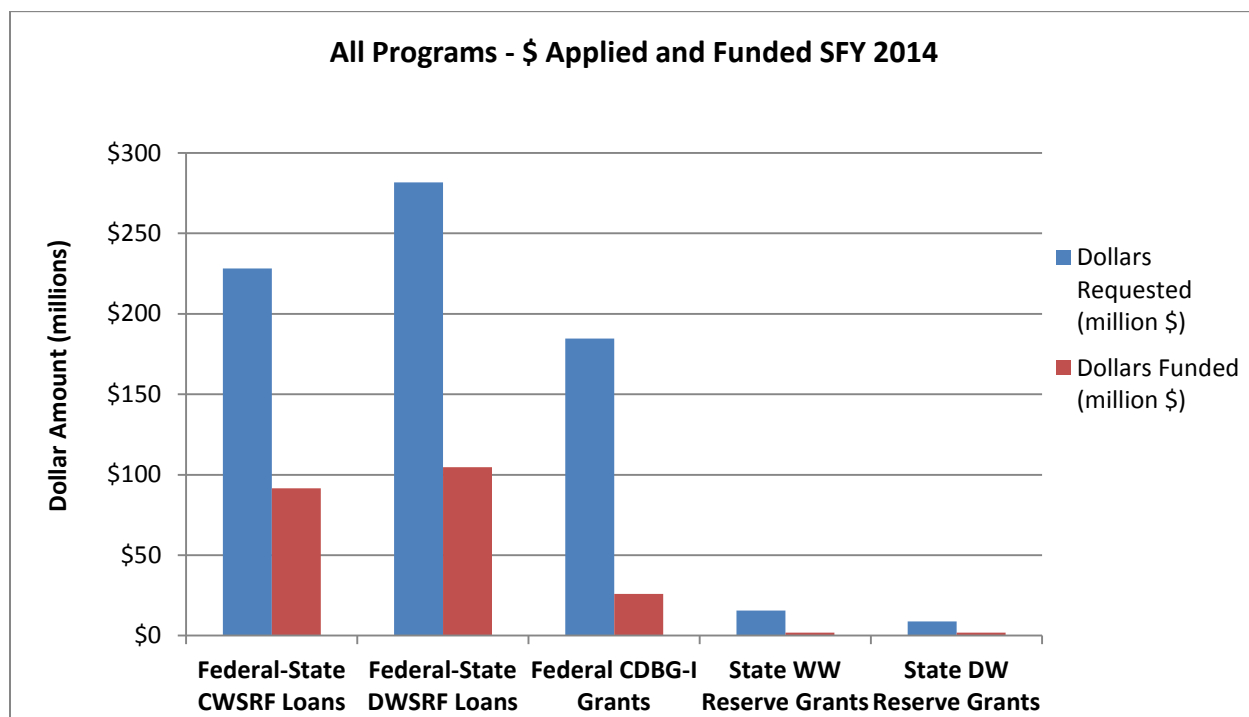
funding applications and more funding available. Binding commitments substantially increased as a result (see CWSRF Binding Commitment \$ Per Year chart). Even though funding levels more than doubled, only two positions were added to existing staff in 2011. This was accomplished with streamlining the review process. The long-term funding level is expected to be just over \$100 million per year as the program reaches equilibrium with the changes.

The DWSRF program also has been making changes to address many of the same issues facing the CWSRF program. The DWSRF is not at the same point for implementing these changes as some of them are the result of the consolidation of the funding programs last fiscal year. Funding levels are expected to continue at higher than historical levels. A small number of staff have been shifted from the CWSRF program to the DWSRF to assist in the increase in funding levels and to help implement the changes.



The CDBG-Infrastructure program was moved as provided by Session Law 2013-360. This program has 6 active positions to implement the program that were transferred from the Department of Commerce. This program has been streamlined to reduce the percent of administrative costs associated with this federal grant. Project funding allocation to infrastructure was increase by Session Law 2013-360 from \$15 million to approximately \$26 million.

Funded projects may include a wide range of water infrastructure types including potable water lines, potable water treatment plants, wastewater collection lines (sanitary sewers), reclaimed water facilities, wastewater treatment plants, stormwater facilities, stream restoration projects, etc. that require a variety of technical disciplines to review.



(1) Positions eliminated:

No positions have been eliminated as a result of the increase in workload.

(2) Positions transferred among divisions, sections, or programs:

No positions have been transferred as a result of the increase in workload except those noted from the Department of Commerce as a direct result of Session Law 2013-360.

(3) New divisions, sections, and programs established.

As noted above the Division of Water Infrastructure was established as a result of Session Law 2013-360. No new programs were established.

(4) A comparison of the organizational charts before and after the reorganizations or other administrative modifications with each structural change clearly identified.

Since positions came into the new Division of Water Infrastructure from three different areas (i.e., Division of Water Resources – DENR, Division of Water Quality – DENR, Division of Community Assistance – Commerce) a direct organizational chart comparison is difficult.

(5) A list of divisions, sections, and programs that were unaffected by the reorganizations or other administrative modifications.

Everything in the Division of Water Infrastructure is new.

- (6) Resulting cost savings, itemized by funding source.

Gross costs have not been reduced however costs have not increased in the last fiscal year even with the increase in funding levels.

- (7) An explanation of improvements in the administrative capability of the department to manage its programs and carry out its mission.

The Division of Water Infrastructure strives to operate the funding programs as efficiently as possible while meeting federal grant requirements. As a single division there is a single point of contact for all water infrastructure funding for critical water and sewer needs. It is easier for the Division to conduct outreach for all programs to ensure local government units are aware of the funding availability and to provide training on preparing funding applications. All funding programs are reviewed to ensure consistency between programs except where differing federal aspects dictate a difference. This makes the water infrastructure program application process easier for local government units and their consultants. With synchronized programs it is easier to shift staffing resources to address varying workloads since staff trained in one program can easily learn others. Staff would only need to learn differing federal requirements.

- (8) An identification of any obsolete or overlapping activities.

There are known no obsolete or overlapping activities.

DWM General Assembly Efficiency Report - 2014

1. Eliminated Positions

| <u>Position #</u> | <u>Title</u> | <u>Effective Date</u> | <u>Section</u> | <u>Description/Efficiency</u> | <u>Funding Source</u> | <u>Cost Savings</u> |
|-------------------|-----------------------------|-----------------------|-----------------|--|----------------------------|---------------------|
| 60034576 | Administrative Assistant I | 8/31/2013 | Solid Waste | Vacant - eliminated as cost savings initiative | Solid Waste Appropriations | \$ 56,724 |
| 60034693 | Engineer | 9/30/2013 | Superfund | Abolished due to decline in CERCLA Grant - staff moved to newly created Inactive Hazardous Sites appropriated Engineer position (65019613) for cost savings | Federal CERCLA Grant | \$ 80,489 |
| 60034644 | Environmental Chemist | 9/30/2013 | Superfund | RIF due to decline in CERCLA Grant | Federal CERCLA Grant | \$ 71,743 |
| 60034640 | Public Information Asst. IV | 7/31/2013 | Hazardous Waste | Vacant - eliminated based on efficiency initiative. The Superfund Public Information Assistant position (60034670) has now been funded with equal support from Hazardous Waste and Superfund. The position will conduct file duties for both sections. | Hazardous Waste Receipts | \$ 17,840 |

2. Transferred Positions

| <u>Position #</u> | <u>Title</u> | <u>Effective Date</u> | <u>Section</u> | <u>Description/Efficiency</u> | <u>Funding Source</u> | <u>Cost Savings</u> |
|-------------------|-------------------------|-----------------------|-----------------|--|---|---------------------|
| 60034646 | Processing Asst. V | 10/13/2014 | Hazardous Waste | Transferred from Hazardous Waste Financial Unit to Hazardous Waste Compliance Branch to align with current work duties | Hazardous Waste Federal Grant | \$ - |
| 60034661 | Office Assistant V | 7/31/2013 | Superfund | Transferred from Superfund Program to Division Budget due to increase in budget duties | Dry Cleaning Receipts | \$ - |
| 60034612 | Hydrogeologist | 7/31/2013 | Hazardous Waste | Transferred from Hazardous Waste Program to Superfund Inactive Hazardous Sites Program to provide additional staff to address inactive hazardous sites. This action avoided establishing a new position to perform these duties. | Hazardous Waste Receipts | \$ - |
| 60034812 | Hydrogeologist | 7/31/2013 | Superfund | Alignment for most efficient distribution of staff across regions. | Superfund Appropriations | \$ - |
| 65013450 | Environmental Sr. Spec. | 7/31/2013 | Superfund | Reorganization of special programs within the Inactive Hazardous Sites Branch | Superfund Appropriations | \$ - |
| 60034618 | Engineer | 9/1/2014 | Solid Waste | Tranferred for a six month period from Solid Waste to Brownfields as efficiency to address Brownfields sites in order to reduce current backlog | 50% Solid Waste Permitting/
50% Solid Waste Appropriations | \$ - |
| 60034642 | Engineer | 9/1/2014 | Hazardous Waste | Transferred for a six month period from Hazardous Waste Program to Brownfields as efficiency to address Brownfields sites in order to reduce current backlog. | Hazardous Waste Federal Grant | \$ - |
| 60034558 | Safety Consultant II | 9/1/2014 | Division Admin. | Reversal of previous transfer action | Hazardous Waste Receipts | \$ - |

DWM General Assembly Efficiency Report - 2014

| | | | | | | | |
|----------|-----------------------------|------------|---------------------------|--|--|----|--------|
| 60034758 | Hydrogeologist | 9/1/2014 | Underground Storage Tanks | Transferred from Underground Storage Tanks Admin to Underground Storage Tanks Permit & Inspection Program to align with current work duties | Underground Storage Tank Receipts | \$ | - |
| 65004697 | Hydrogeologist | 10/14/2013 | Superfund | Alignment for most efficient distribution of staff across regions. | Inactive Hazardous Sites Unpermitted Landfills | \$ | - |
| 60034567 | Office Asst. IV | 10/1/2013 | Hazardous Waste | Tranferred from Hazardous Waste Facility Mgmt Program as Office Asst. IV to Hazardous Waste Financial & Info Unit as Processing Asst. IV to address backlog workload | Hazardous Waste Fees | \$ | - |
| 60034648 | Office Assistant IV | 10/1/2013 | Superfund | Transferred from Superfund Program to avoid RIF due to decline in CERCLA Grant to Hazardous Waste Financial & Info Unit to address work backlog | Federal CERCLA Grant | \$ | - |
| 60034670 | Public Information Asst. IV | 7/31/2013 | Superfund | .50 of position transferred from Superfund Program to Hazardous Waste Financial & Info Unit | Federal CORE Grant | \$ | 24,014 |
| 60034673 | Processing Asst. IV | 11/1/2013 | Hazardous Waste | Transferred and reclassified in Brownfields as Hydrogeologist as efficiency to address additional Brownfields sites. | Hazardous Waste Federal Grant | \$ | - |

Note: Nine positions listed in BEACON as transfers based on absence of supervisor. However, the action involves Supervisor change only.

3. New Divisions, sections or programs established

None during this period for DWM

4. Org Charts (Before & After)

Attached

Orange = Eliminated Position; Green = Transferred Positions

5. Unaffected by change

None

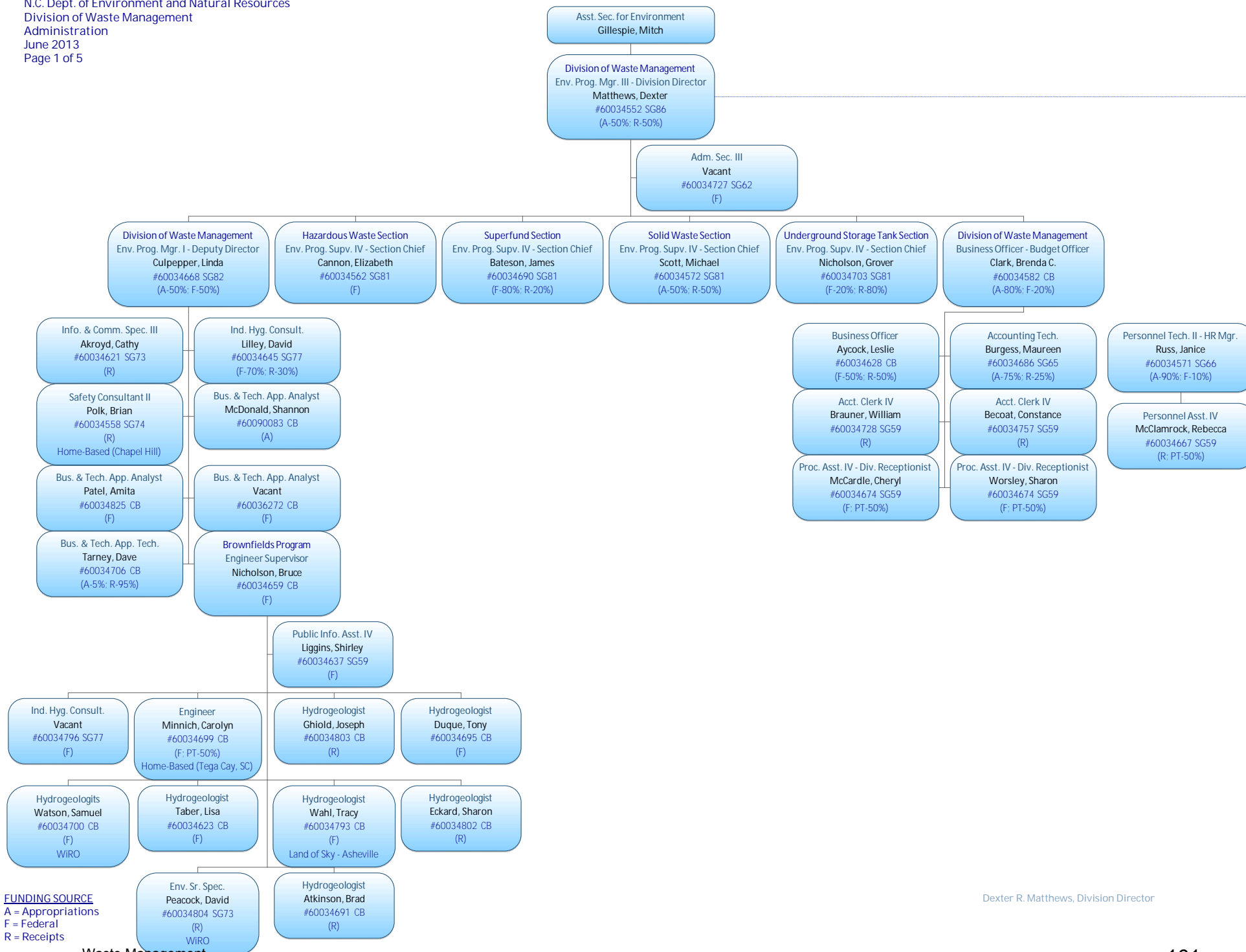
6. Resulting Cost Savings, by Funding Source

7. Explanation of Improvements

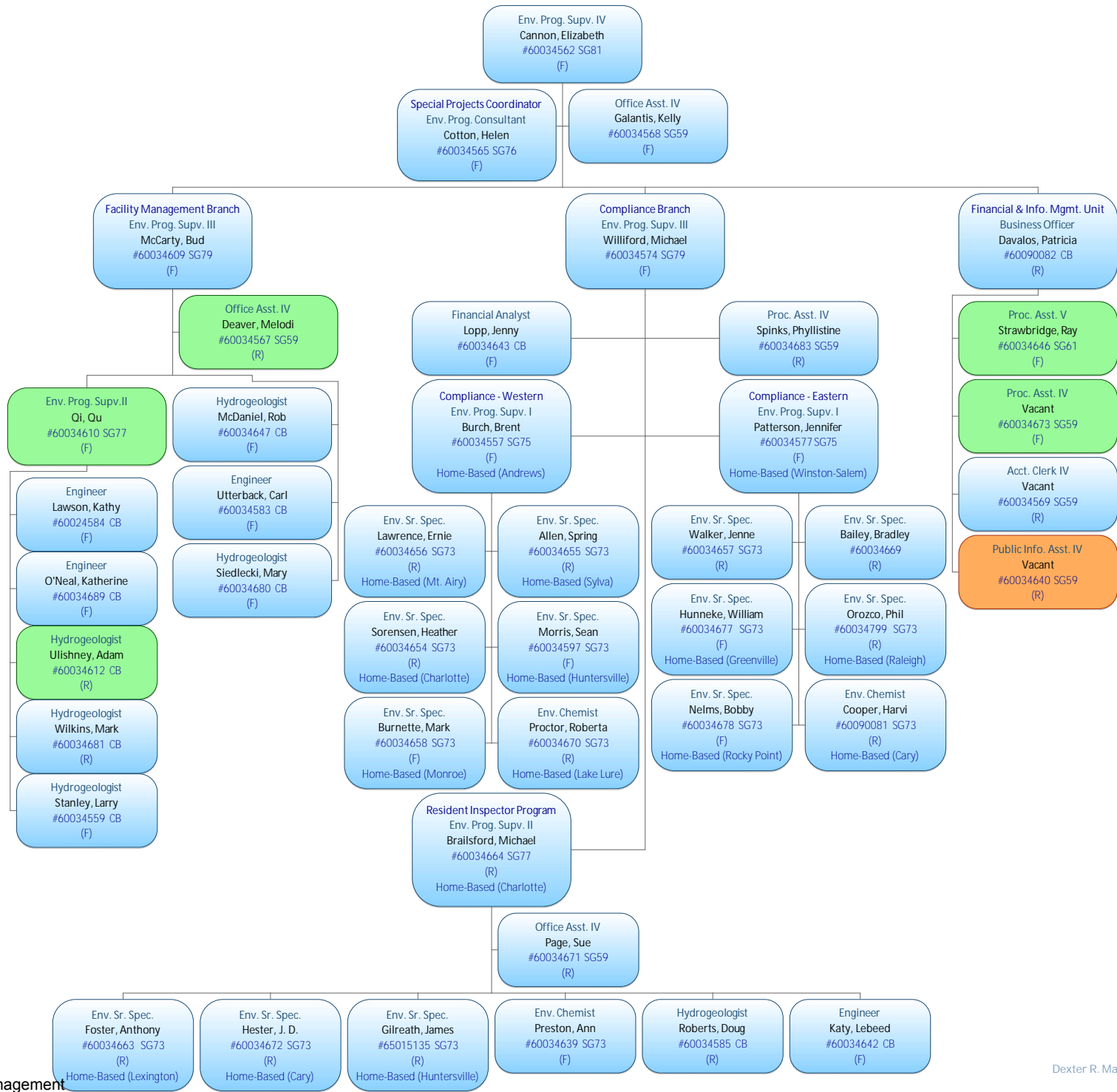
Adjusting staff within the Division to better meet current workload demands.

8. Obsolete or Overlapping Activities

None



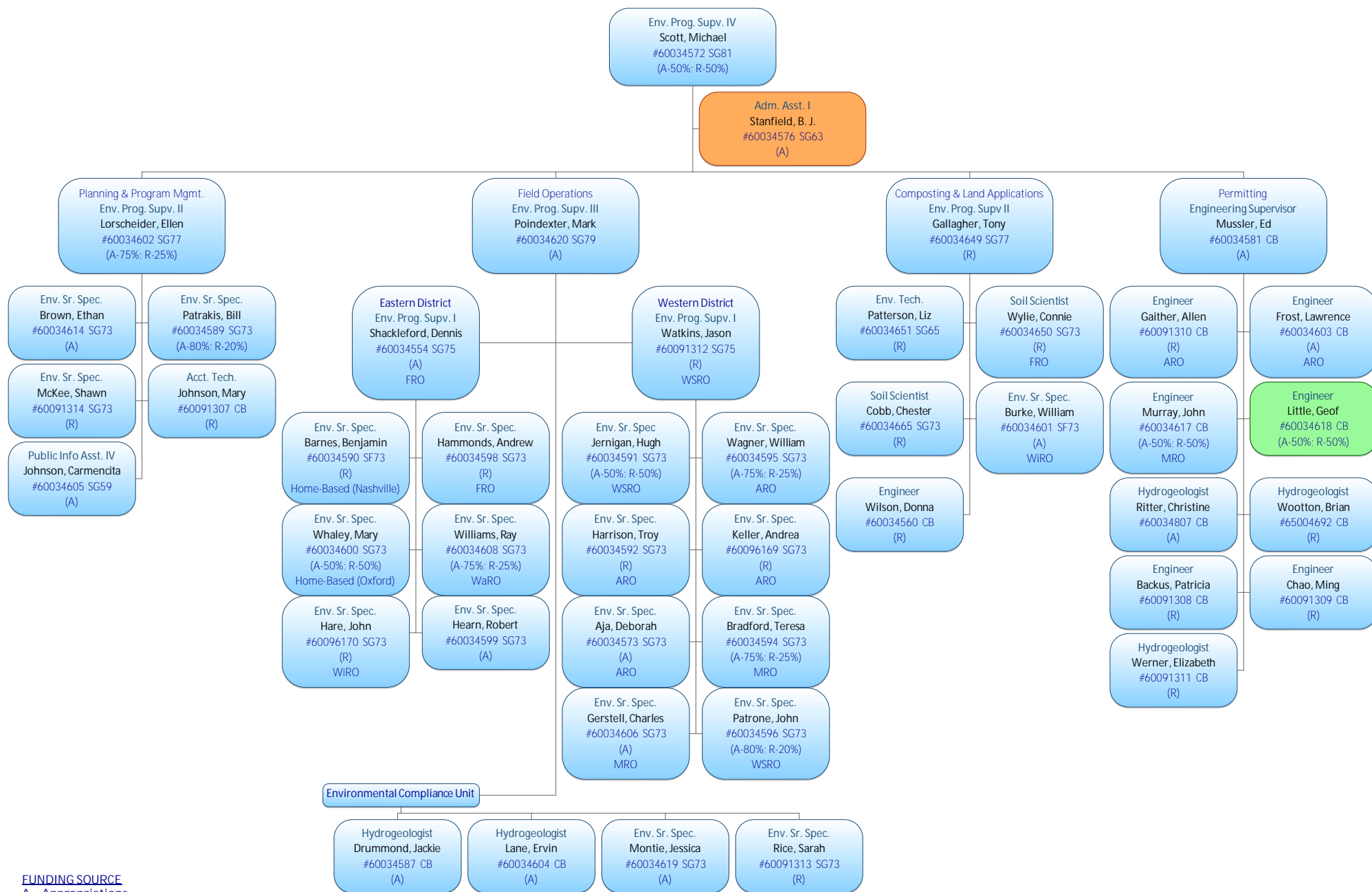
Dexter R. Matthews, Division Director



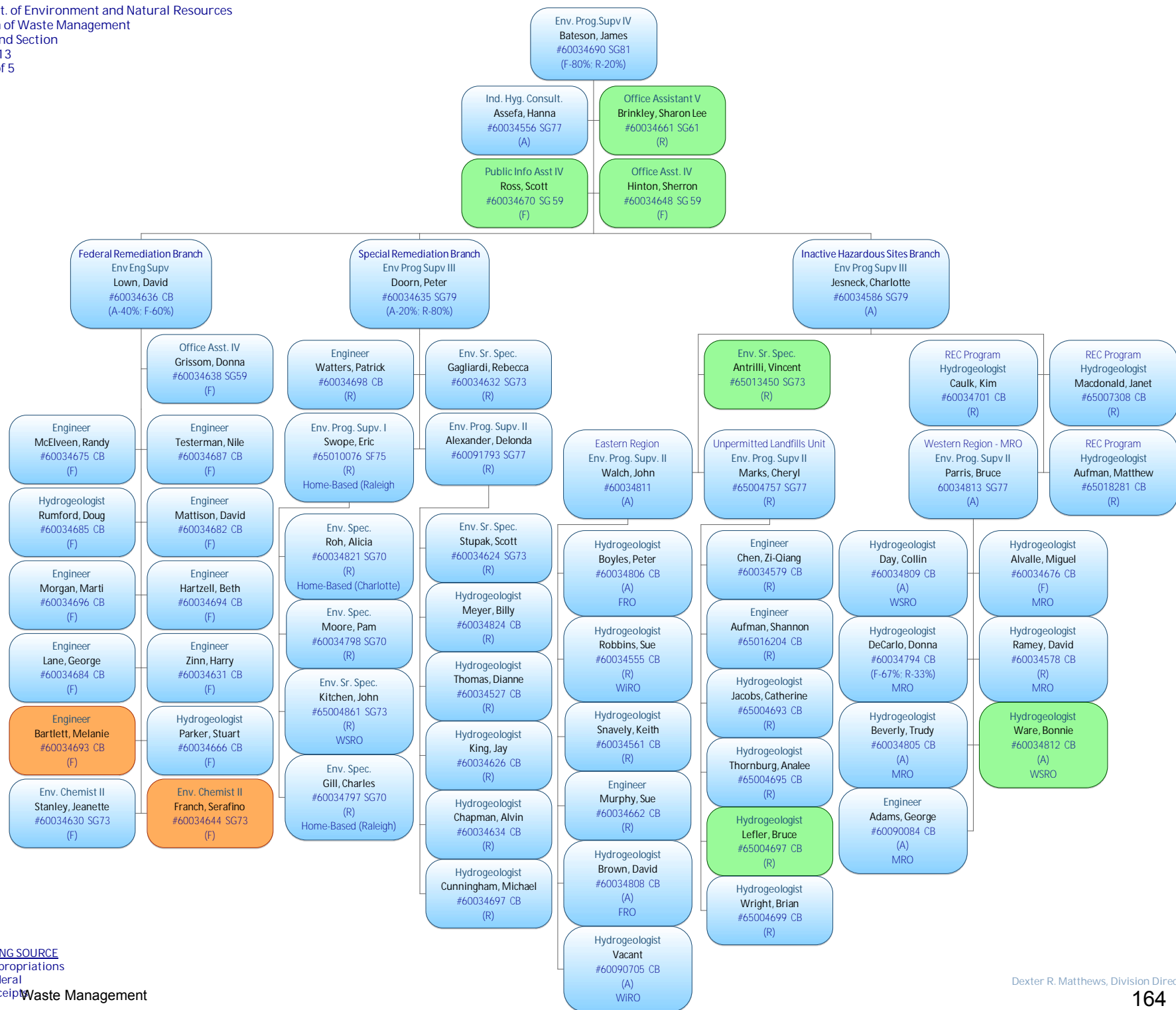
FUNDING SOURCE
A = Appropriations
F = Federal
R = Receipts

Waste Management

Dexter R. Matthews, Division Director



FUNDING SOURCE
A = Appropriations
F = Federal
R = Receipts



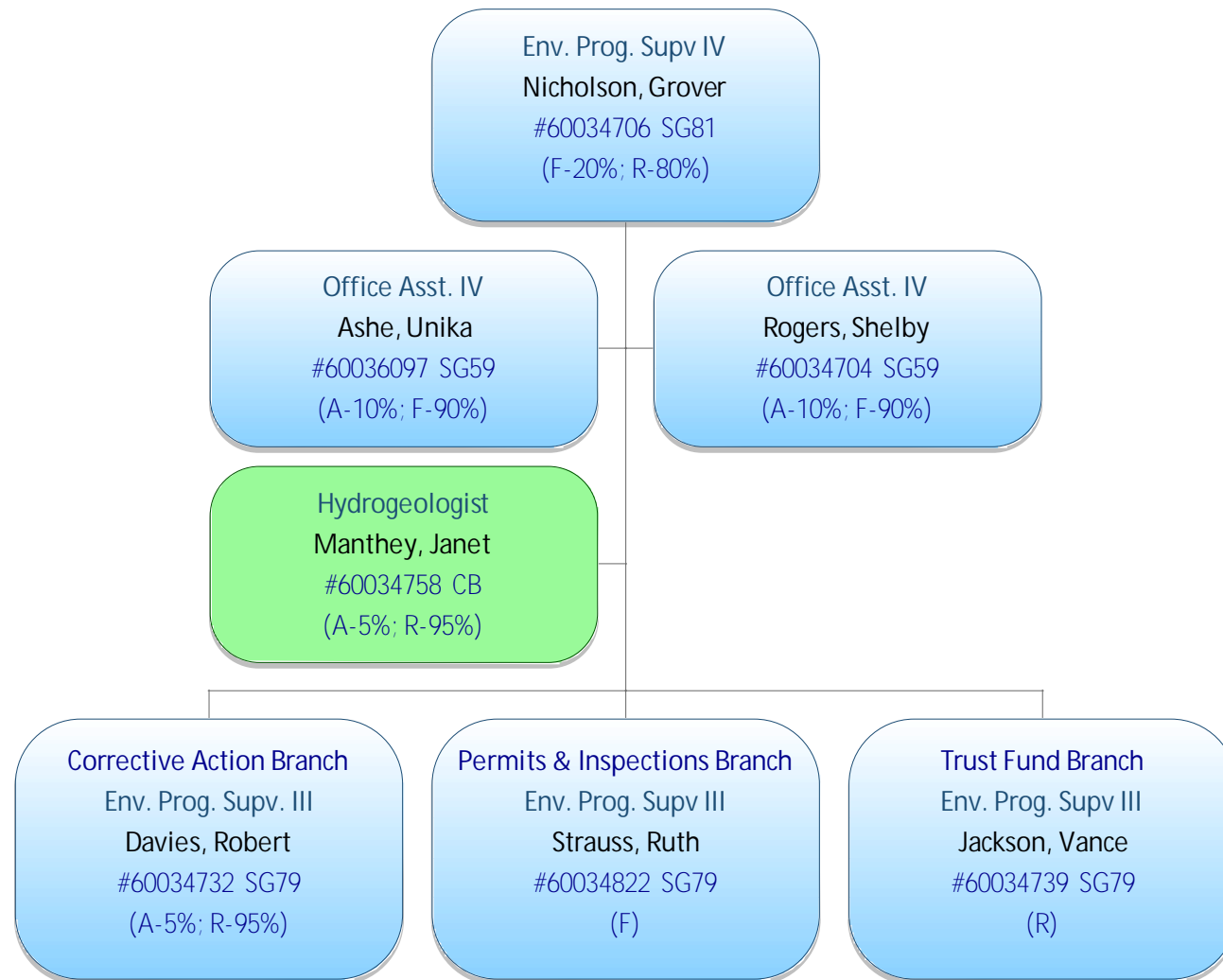
FUNDING SOURCE

A = Appropriations

F = Federal

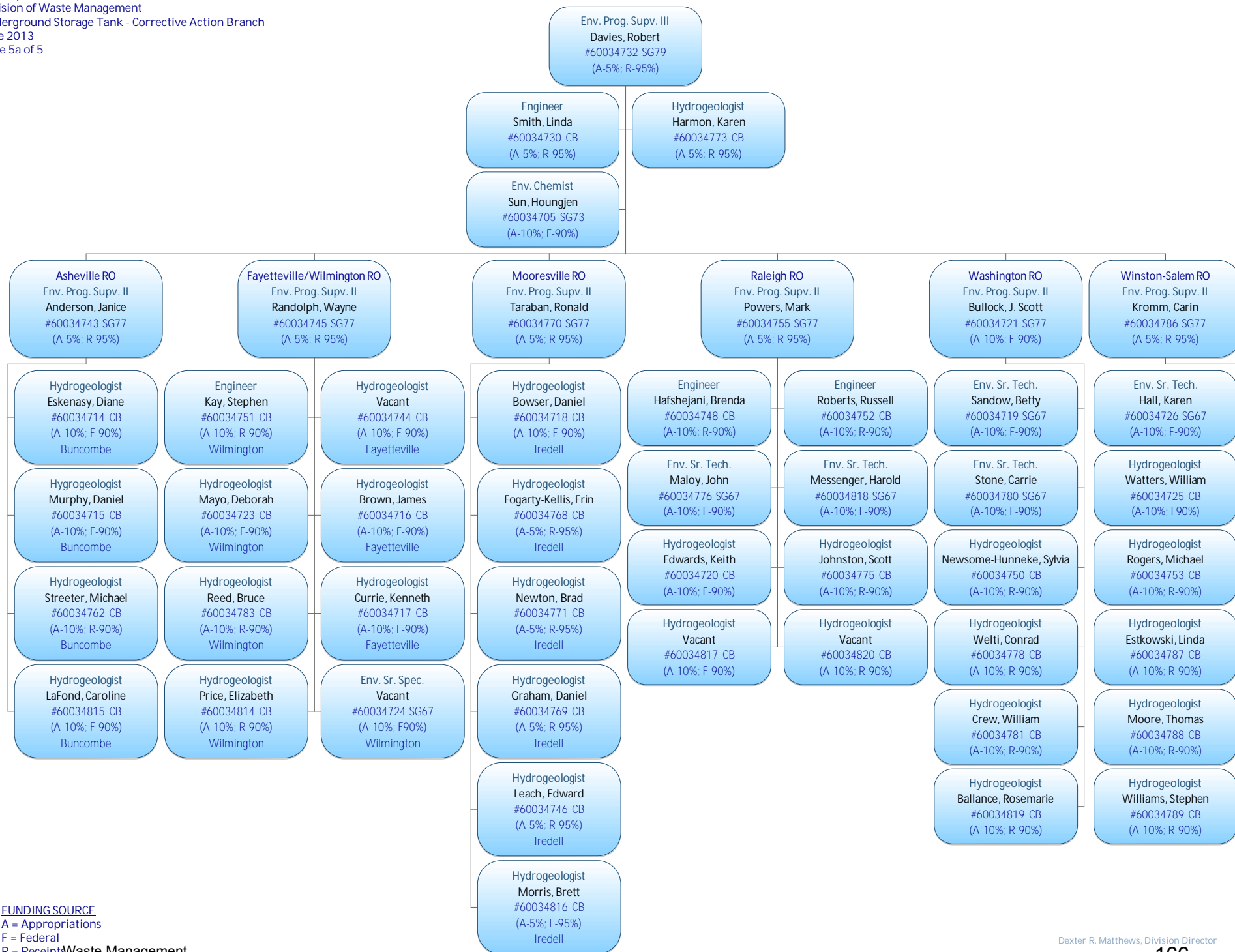
R = Receipts

Dexter R. Matthews, Division Director



FUNDING SOURCE

A = Appropriations
 F = Federal
 R = Receipts



FUNDING SOURCE

A = Appropriations

F = Federal

R = Receipts/Waste Management



FUNDING SOURCE

A = Appropriations

F = Federal

R = ReceiptsWaste Management

Dexter R. Matthews, Division Director



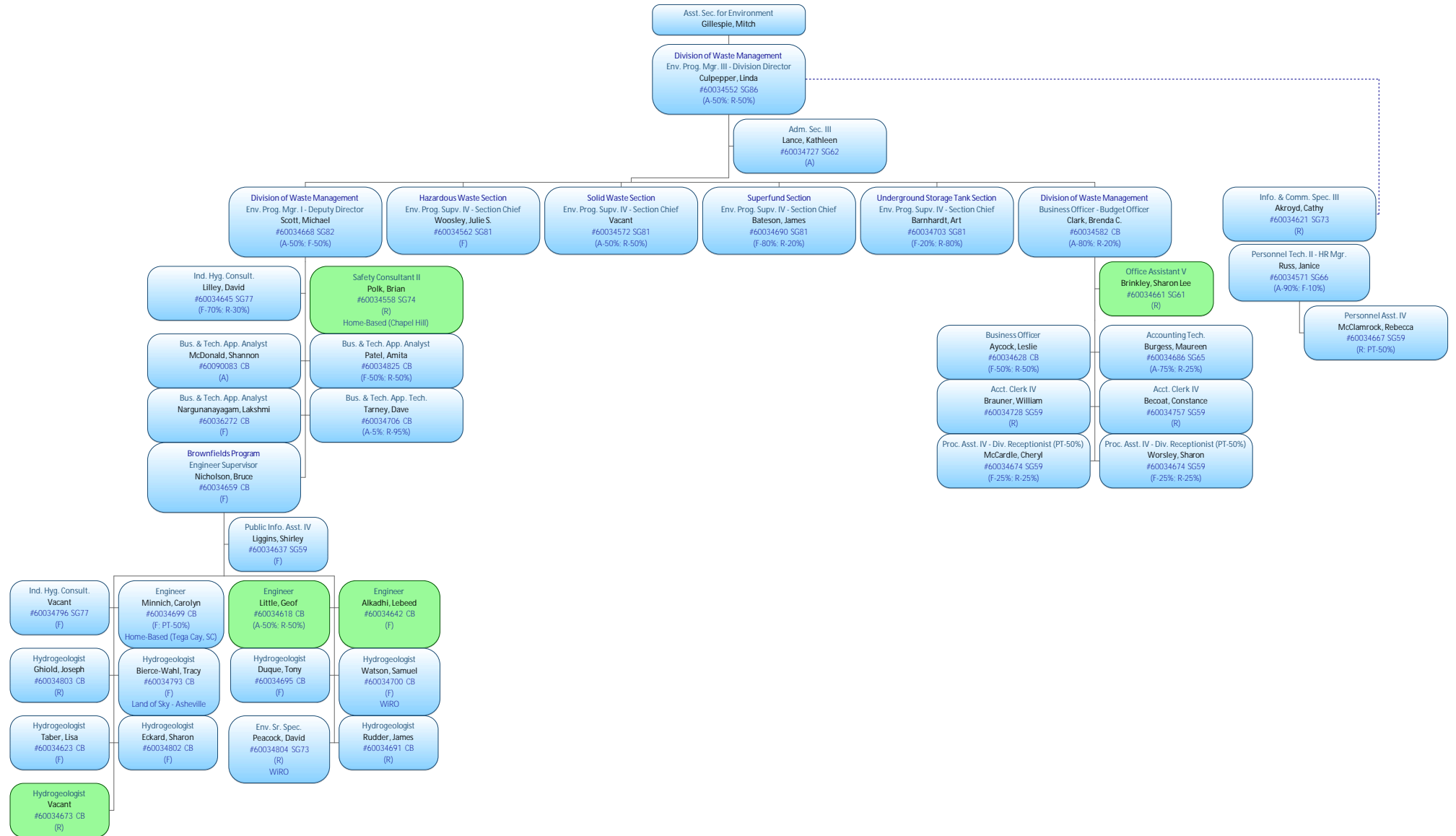
FUNDING SOURCE

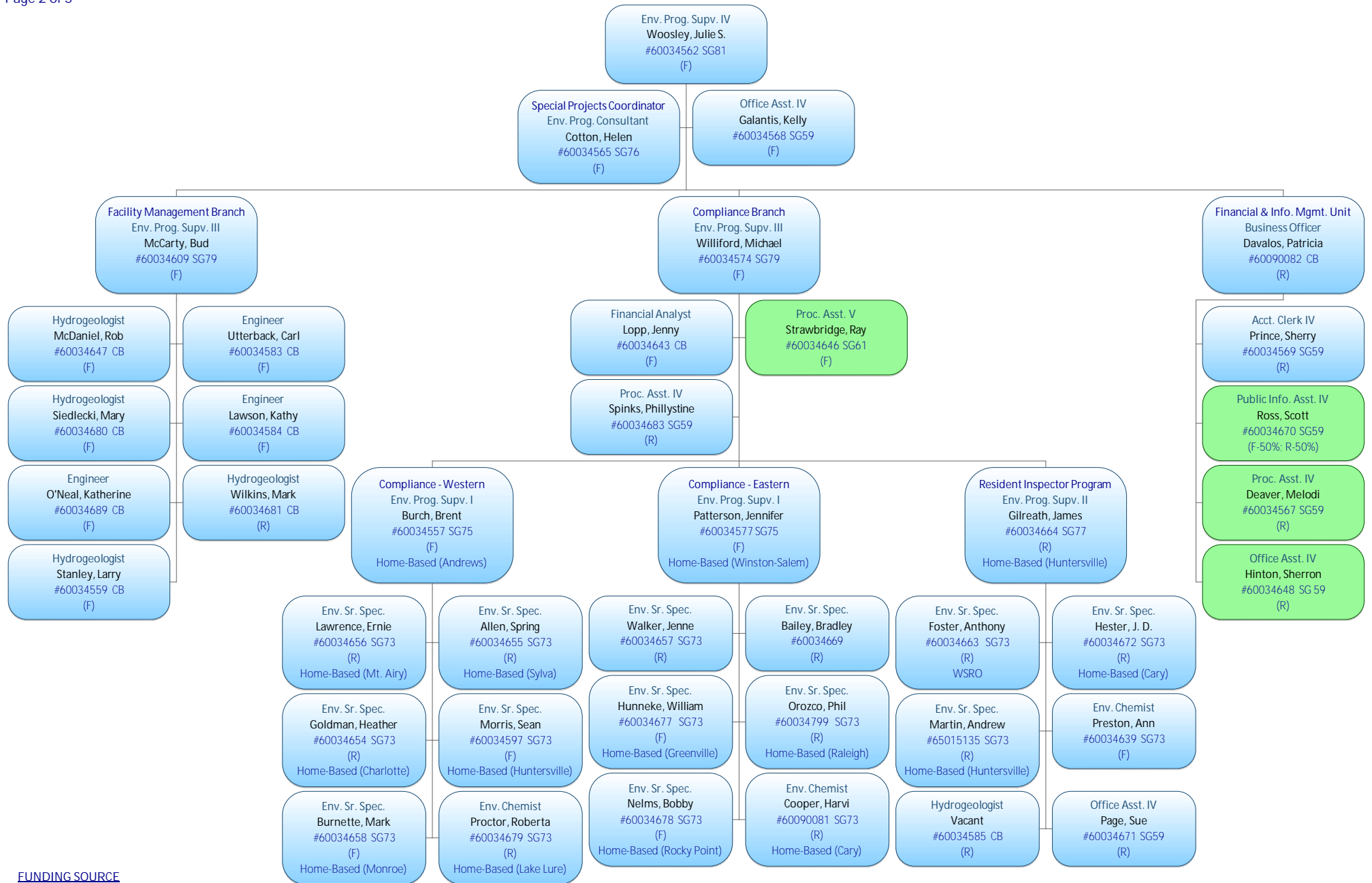
A = Appropriations

F = Federal

R = Receipts

Waste Management

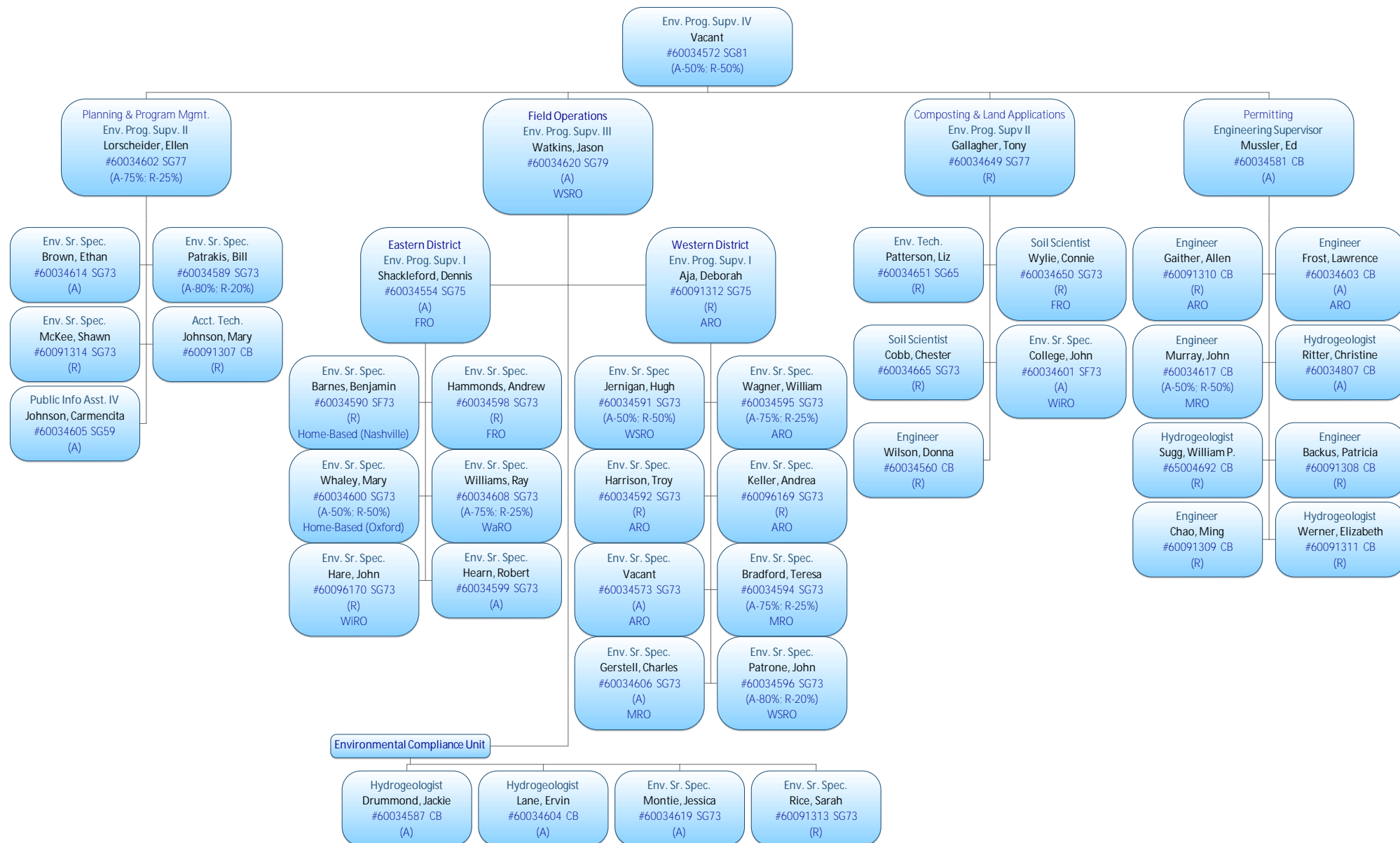




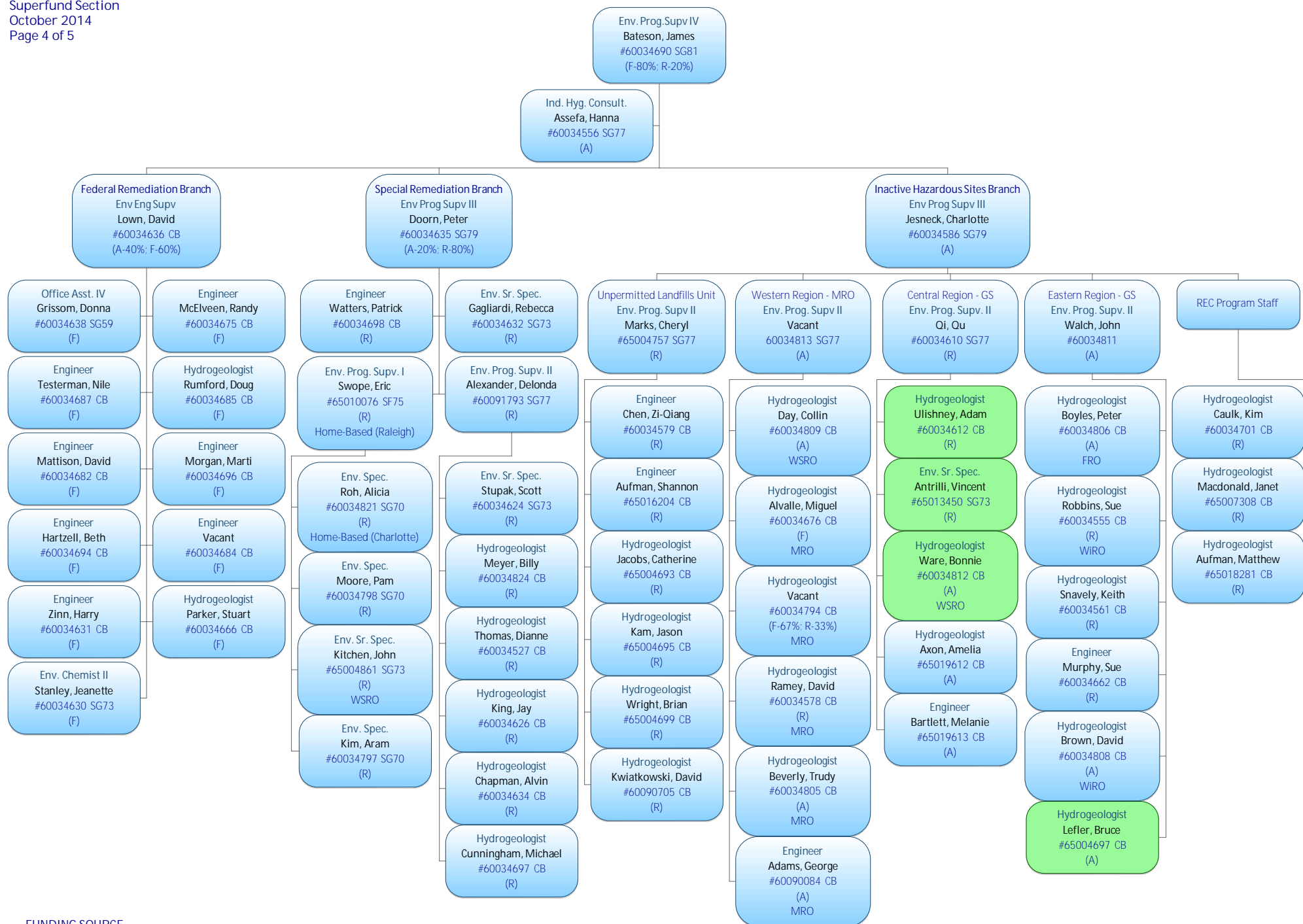
FUNDING SOURCE
A = Appropriations
F = Federal
R = Receipts

Waste Management

Linda Culpepper, Division Director

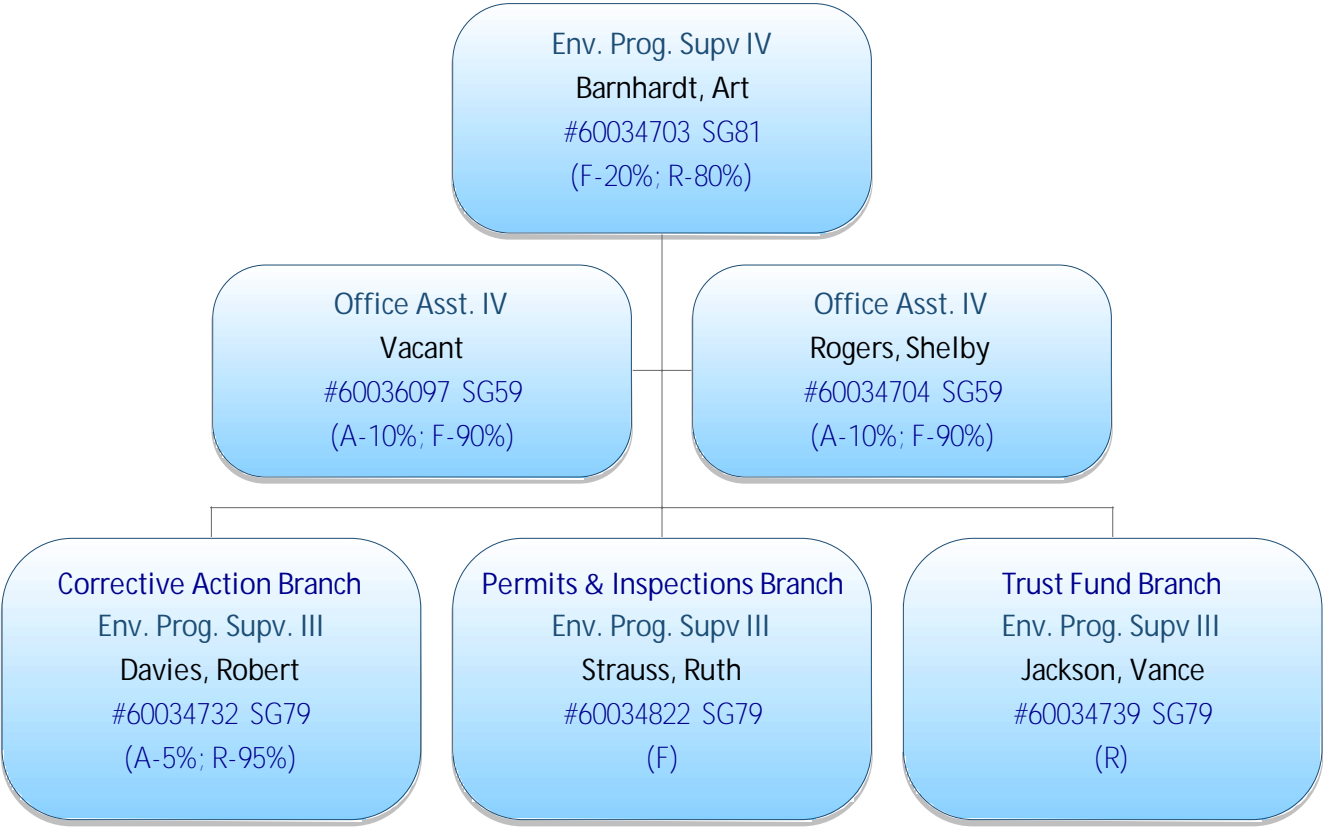


FUNDING SOURCE
A = Appropriations
F = Federal
R = Receipts

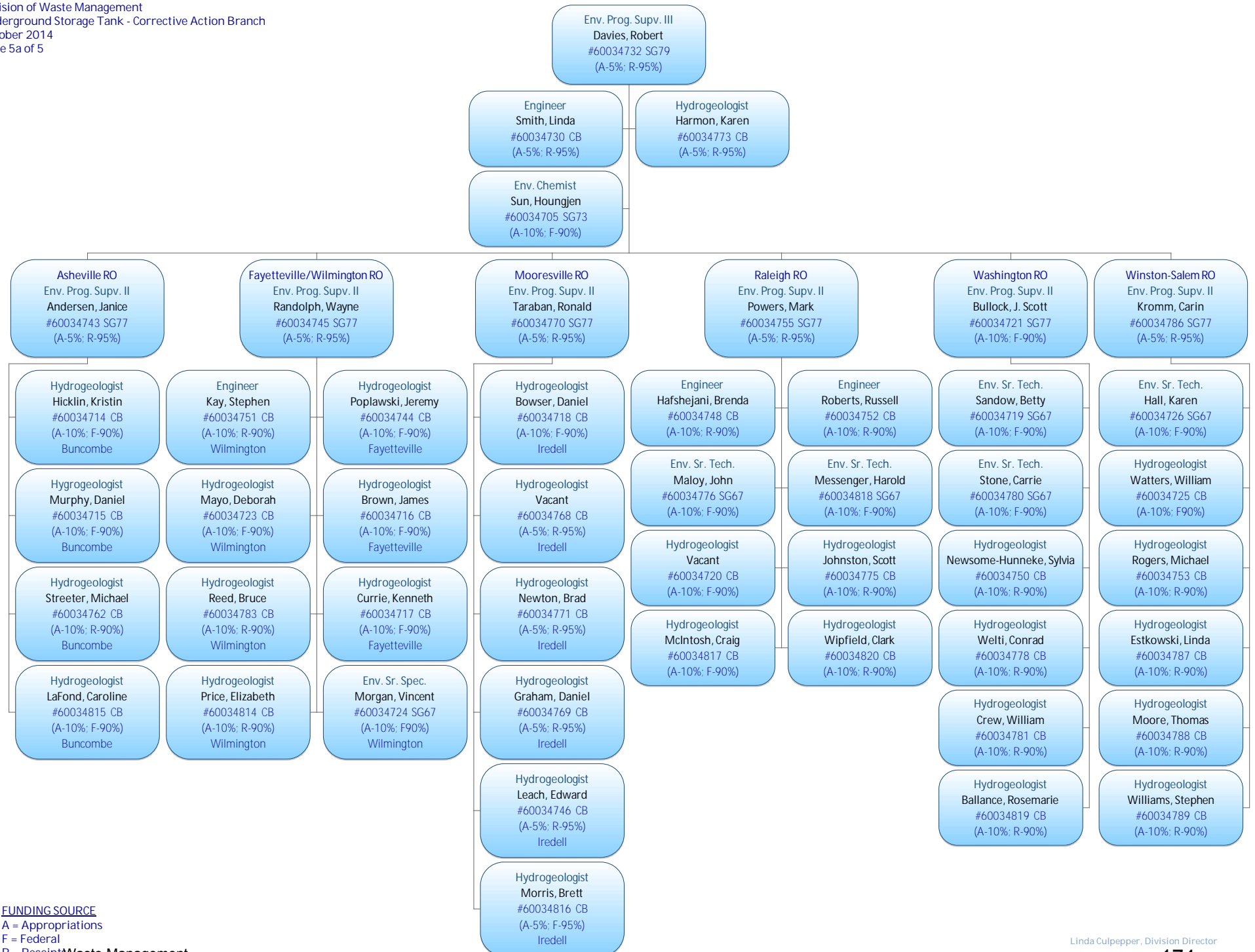


FUNDING SOURCE

A = Appropriations
F = Federal Waste Management
R = Receipts



FUNDING SOURCE
A = Appropriations
F = Federal
R = Receipts



FUNDING SOURCE

A = Appropriations

F = Federal

R = Receipts



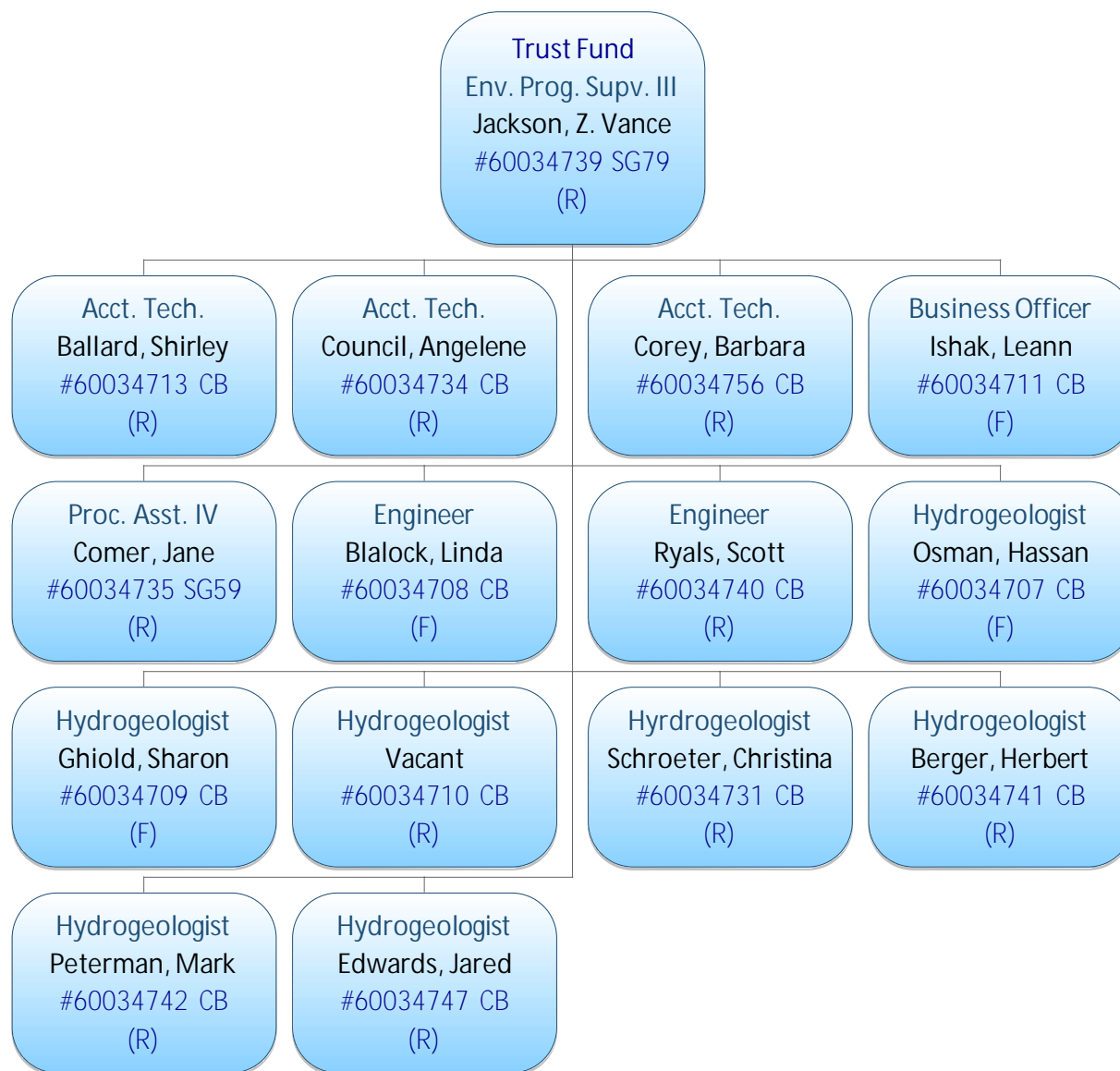
FUNDING SOURCE

A = Appropriations

F = Federal

R = ReceiptsWaste Management

Linda Culpepper, Division Director



FUNDING SOURCE

A = Appropriations

F = Federal

R = Receipts **Waste Management**

DIVISION OF WATER RESOURCES EFFICIENCIES REPORT FY13-14

PURPOSE:

This document provides information regarding the merger/reorganization and the elimination of 67.70 positions within the reorganized Division of Water Resources. Of the total positions, 45.70 were vacant and 22 positions were filled. The positions were funded from appropriations, receipts, and federal grants.

BACKGROUND:

The North Carolina legislature challenged the Department of Environment & Natural Resources (DENR) with determining how to best utilize our current resources in a more efficient and effective manner while providing the best customer service to our regulated entities and citizens of this state that reflects DENR's mission.

Department management studied the divisions within DENR to ascertain how to streamline operations in a way that that would reduce costs while continuing to support and enhance DENR's primary mission of protection of the state's environment and natural resources.

The Division of Water Quality (DWQ) and Division of Water Resources (DWR) had a collaborative and cohesive relationship on many projects. The focus and common goal of both divisions is the protection of the state's water resources for the benefit of all citizens and visitors to this state. Effective August 1, 2013, the Division of Water Quality and the Division of Water Resources merged and became the Division of Water Resources.

The following Overview details the positions eliminated, transferred among divisions, sections and programs, as well as the new divisions, sections and programs established.

Organizational charts are attached reflecting the Divisions before the merger, after the merger, and after the reorganization and elimination of positions. Spreadsheets are attached which detail positions eliminated, positions transferred to the Division of Energy, Minerals and Land Resources and the new Division of Water Infrastructure, positions fund shifted as a result of the merger, positions transferred to the Department and the overall cost analysis of these changes.

OVERVIEW OF THE DIVISIONS AND AFFECTED SECTIONS:

The Division of Water Quality was charged with protecting the state's surface water and groundwater resources through water quality monitoring programs, permitting, and enforcement activities. The Division performed both regulatory and non-regulatory functions. These goals were achieved through six Sections: Aquifer Protection, Infrastructure Finance, Environmental Sciences, Laboratory Services, Planning, and Surface Water Protection. The Business Operations Group provided division wide support for budget, purchasing, grants and contract management, and human resources. The Information Processing Unit processed certifications and renewals for wastewater treatment operators and processed and maintained all electronic data for the division.

The pre-merger Division of Water Resources provided strategic planning information regarding the state's water supplies and regulated public drinking water systems. The Water Resources Management Section (WRMS) administered programs for river basin management, water supply assistance, water conservation, and water resources development. The Section conducted studies on instream flow needs, served as the state's liaison with federal agencies on major water resources related projects, and administered environmental education outreach programs. The Public Water Supply Section (PWSS) promoted public health by ensuring that safe, potable drinking water was available in adequate quantities to the residents and visitors of North Carolina served by public water systems and by assuring such systems were properly located, constructed, operated, and maintained. The staff in the Director's office provided support in the areas of program management, budget, grants and contract management, purchasing, and human resources.

In Senate Bill 402, the NC legislature established the new Division of Water Infrastructure. In accordance with this mandate, the Infrastructure Finance Section of DWQ and the Technical Services Branch of the Public Water Supply Section in the pre-merger DWR became a new division.

All of the Sections within the two divisions were ultimately affected by the DWR-DWQ consolidation and the associated elimination of positions.

CURRENT STAFF:

The staffs for both DWR and DWQ, prior to the consolidation, are broken down in the table below.

| Positions Effective 07/01/13 | DWQ | DWR |
|--------------------------------------|-----------------|-----------------|
| Position count via Beacon | 408.00 | 159.20 |
| HR staff (in DENR HR org unit) | 6.00 | 1.00 |
| SUBTOTAL = | 414.00 | 160.20 |
| Positions transferred to DEMLR | - 30.00 | |
| Driller positions abolished 07/01/13 | - 7.00 | |
| IFS positions to be transferred | - 27.00 | - 9.00 |
| Budget position transferred to IFS | - 1.00 | |
| DWQ Deputy Director transferred | - 1.00 | |
| TOTAL = 499.20 positions | = 348.00 | = 151.20 |

The organizational impact of the merger/reorganization, as well as the positions eliminated, are detailed by Section below.

SURFACE WATER PROTECTION SECTION:

The Surface Water Protection Section in DWQ consisted of two branches: Point Source Branch and Wetlands & Stormwater Branch. The staff was located in the central office and in all seven regional offices.

The Point Source Branch consisted of three programs: Complex Permitting; Pretreatment Emergency Response Collection Systems; and Compliance & Expedited Permitting.

The Wetlands & Stormwater Branch consisted of four programs: Wetlands, Buffers, Stormwater Compliance/Permits; Stormwater Permitting; Transportation Permitting; and Program Development.

Reorganization of Surface Water Protection Section:

The Section has been renamed the *Water Quality Permitting Section*. The Point Source Branch is now the Wastewater Branch and one additional program has been added: the Non-Discharge Permitting Unit, which previously was part of the Aquifer Protection Section. These changes are reflected on pages 1-5 of the Water Quality Permitting Section's org chart.

The Wetlands & Stormwater Branch is now the Wetlands Branch and has two programs: Transportation Permitting Unit and the 401 & Buffer Permitting Unit (previously called the Wetlands, Buffers, Stormwater Compliance/Permits Unit).

The Stormwater Permitting Unit was transferred to the Division of Energy Mineral and Land Resources (DEMLR) effective August 1, 2013. This transfer included positions in the central office as well as positions at each of the seven regional offices. The positions that were transferred to DEMLR are indicated in detail on the attached spreadsheet under "Positions Transferred to DEMLR."

The Program Development Unit was 100% funded from federal EPA grants. The majority of this funding was lost and the unit has been abolished. The program conducted studies on instream and wetland function and provided data for management decisions. The three remaining Environmental Sr. Specialists

(60035520, 60035493, and 60035584) were transferred to the direct supervision of the Wetlands Branch Supervisor.

The Water Quality Permitting Section is responsible for the following primary functions

- Issuance of 401 Water Quality Certifications and Riparian Buffer Authorizations;
- Coordination and oversight of statewide compliance activities protecting surface waters, wetlands and buffers;
- Performing applied scientific research of wetlands, buffers, and surface waters;
- Issuing National Pollutant Discharge Elimination System (NPDES) wastewater permits and Authorizations to Construct;
- Coordination and oversight of statewide permitting of wastewater collection systems;
- Coordination of the Division's emergency response activities;
- Coordination and oversight of statewide pretreatment program;
- Issuing non-discharge, reclaimed water, and wastewater sludge application permits; and
- Issuing sewer line permits.

Division and Section management reviewed the goals, missions, and statutory requirements of the programs to determine which positions could be abolished and still deliver the required, desired, and needed services to the citizens of this state. Thirteen positions were identified for abolishment. Nine of these positions were vacant and four were filled.

THE FOLLOWING POSITIONS IN THE WATER QUALITY PERMITTING SECTION, WASTEWATER BRANCH WERE ELIMINATED:

Pretreatment Emergency Response Collection Systems Unit (PERCS):

The PERCS Unit is responsible for the following primary functions:

- Oversee and administer statewide wastewater pretreatment program;
- Coordinate Division emergency response activities;
- Coordinate and oversee statewide permitting of wastewater collection systems and compliance activities; and
- Issue sewer line extension permits and provide oversight of the regional fast track permitting program and locally delegated programs for sewer line extension permitting.

Environmental Specialist, # 60035475:

This position was a salary grade 70 and funded from appropriations. This position became vacant October 22, 2013.

The identified position for elimination had responsibility for the Unit's compliance and enforcement initiatives of the pretreatment and collection system programs; primary contact in appeal matters and preparation of PERSC Unit cases for remission consideration; secondary responsibility for compliance and enforcement of spill incidents; and quality control in databases and responding to inquiries for data related to enforcement cases.

The compliance and enforcement duties were absorbed by the Environmental Sr. Specialist, # 60035301. The program depends on employees entering data to ensure quality and requests for data have been absorbed by the remaining staff, which consists of a Unit Supervisor, three Engineers, and an Environmental Sr. Specialist.

Complex Permitting Unit:

The Complex Permitting Unit is responsible for the following primary functions:

- Process individual NPDES wastewater permit new applications, renewal applications, and renewal modification requests;
- Draft speculative limits for new or expanding non-industrial wastewater dischargers; and

- Issue Authorizations to Construct for new or modified wastewater treatment works from municipal and domestic applicants

Environmental Sr. Specialist, # 60035388

This position was a salary grade 73 and funded from a federal grant. This position was filled when eliminated.

The identified position for elimination had responsibility for: providing technical review of applications submitted for NPDES wastewater permitting, including new and renewal applications; calculate speculative wastewater discharge permit limits for new or expanding facilities using predicative watershed modeling software; and assist with development of point source environmental policy/procedures for the Division's point source programs. This position processed the most complex permits involving major dischargers over two million gallons per day or those with technically complicated treatment systems.

The Unit has a Unit Supervisor, five Engineers, and one other Environmental Sr. Specialist. These positions perform similar duties and the loss of this position did not result in a loss of unique functions. The workload from the eliminated position has been spread among the other positions.

Compliance & Expedited Permitting Unit:

The Complex & Expedited Permitting Unit (CEPU) is responsible for the following primary functions:

- Processing individual NPDES wastewater permit renewals and minor modifications for all seven regional offices;
- Processing new and renewal Certificates of Coverage for NPDES wastewater General Permits;
- Coordination of NPDES wastewater compliance activities;
- Providing training, case development guidance, investigative support to regional staff; and
- Case assessment and penalty guidance, data tracking and data management.

Environmental Specialist, # 60035304:

This position was a salary grade 70 and funded with receipts. The position had been vacant since September 2012.

The identified position for elimination had responsibility for: processing expedited permits that include minor and general NPDES wastewater permits; technical review, processing for post-civil penalty assessment activities; processing remission cases; processing collections/payments of assessed civil penalties; technical review to ensure consistency of compliance and enforcement actions; tracking of compliance/enforcement efforts statewide; and assisting with development of point source environmental policy/procedures for the Division's point source programs.

The Unit has a Unit Supervisor and five other Environmental Specialist positions. The remaining Environmental Specialist positions have absorbed these duties. The Unit issues approximately two-thirds of the NPDES wastewater permits issued by DWR. The loss of this position has not resulted in a loss of any unique functions.

An Environmental Specialist, # 60035459, was transferred from the Winston-Salem regional office to assist with these efforts.

Two Extension Education & Training Specialists (60035499, 60035500) were transferred to the Public Water Supply Section's Protection & Enforcement Branch. Action on these positions is addressed in the PWSS information.

Non-Discharge Permitting Unit:

This unit was previously called the Land Application Permits & Compliance Unit and was part of the pre-merger DWQ's Aquifer Protection Section. The Unit is responsible for the following primary functions:

- Technical evaluation and permitting of wastewater treatment, disposal and beneficial reuse systems that do not discharge to the surface waters;
- Issue permits for residuals (sludge), reclaimed water, and non-discharge wastewater systems, including closed loop systems;
- Proper evaluation of soils and hydrogeological conditions;
- Engineering review of complex/advanced plans, specifications for wastewater treatment systems;
- Issuance and tracking of violations, enforcement and compliance activities; and
- Collection and assessment of civil penalties.

Engineer, # 60035569:

The position was a journey level engineer and funded with receipts. This position had been vacant since June 2010.

The identified position for elimination was initially established to work with the Express Permitting Program. This position reviewed engineering plans for the other programs in the Unit as well as the Express Permitting Program. The Non-Discharge Permitting Program is no longer reviewing projects for the Express Permitting Program and the Division has not collected sufficient receipts to further support this position.

The Unit has a Unit Supervisor, four Engineers, a Hydrogeologist, and an Environmental Sr. Specialist that have absorbed these duties. There has been minimal impact on the Unit.

THE FOLLOWING POSITIONS IN THE WATER QUALITY PERMITTING SECTION, WETLANDS BRANCH WERE ELIMINATED:

Program Development Unit:

The Program Development Unit consisted of a Unit Supervisor, five Environmental Sr. Specialists, and two Environmental Specialists positions. The Unit Supervisor was funded from appropriations and the other seven positions were funded from federal EPA grants that were associated with a specific grant project.. When the grants were completed, the positions were no longer necessary. The Program Development Unit has been disbanded.

The Program Development Unit was responsible for:

- Development and coordination of statewide wetland policies and strategies;
- Technical assistance and training to other government agencies, the regulated community, and the public regarding wetland science and North Carolina wetland programs; and
- Technical review of wetlands-related issues.

Environmental Specialists, # 6009771, # 60035582:

Both of these positions were salary grade 70. Position # 6009771 had been vacant since September 2012. Position # 60035582 became vacant October 1, 2013. Funding for this position, # 60035582, was not being renewed.

Environmental Sr. Specialists, # 60035585, # 60035330:

Both of these positions were salary grade 73. Position # 60035585 had been vacant since November 2012. Position # 60035330 became vacant October 1, 2013.

There are three Environmental Sr. Specialists positions remaining from this Unit.. These positions were transferred to the supervision of the Wetlands Branch Supervisor, Cyndi Karoly, # 60035261. The employees have continued to work on the remaining projects until the grant funding ends.

Environmental Program Supervisor III, # 60035320:

This position was a salary grade 79 and was funded from appropriations. This position became vacant October 1, 2013.

Transportation Permitting Unit:

The Transportation Permitting Unit has positions that are a part of the Watershed Assessment Team. These positions are located in the central office as well as in five of the regional offices. The positions are funded in part by NC Dept. of Transportation (DOT) and the DENR Ecosystem Enhancement Program (EEP). The funding from the DENR Ecosystem Enhancement Program (EEP) for these positions ended in February 2014 and this funding was not renewed.

The Watershed Assessment Team is responsible for the following primary functions:

- Review and interpretation of existing water quality data with an EEP and DOT contract;
- Development of water quality assessment plans;
- Conducting biological, chemical, and habitat assessments; and
- Public presentations to watershed stakeholders.

The following positions were identified for abolishment:

Environmental Sr. Specialist, # 60035576:

This position was a salary grade 73 and located in the Raleigh office. The position was filled when eliminated.

Environmental Specialist, # 60035530:

This position was a salary grade 70 and located in the Asheville regional office. The position was filled when eliminated.

Environmental Specialist, # 60035528:

This position is a salary grade 70 and located in the Winston-Salem regional office. This position was filled when eliminated.

Environmental Sr. Technician, # 60035531:

This position was a salary grade 67 and located in the Winston-Salem regional office. This position became vacant January 1, 2014.

AQUIFER PROTECTION SECTION:

The Aquifer Protection Section in DWQ consisted of five programs: Animal Feeding Operations, Permitting, Compliance; Groundwater Planning; Land Application Permits & Compliance; Groundwater Protection; and Groundwater Investigations. The Section also included field staff in the seven regional offices.

Reorganization of Aquifer Protection Section:

The Section has been renamed the *Water Quality Regional Operations Section (WQROS)*. The Section now has two branches: Animal Feeding Operations and Groundwater Protection; and the Regional Field Operations. The Regional Field Operations Branch now encompasses all field staff in the seven regional offices. The field staff was previously broken into two groups: Surface Water Protection and Aquifer Protection and maintained separate programs for the two groups.

The Animal Feeding Operations program and the Groundwater Protection program were combined into a single branch. The Groundwater Planning Branch has been moved to the newly organized Water Planning Section. The Land Application Permits & Compliance Unit has been renamed the Non-Discharge Permitting Unit and is now part of the Water Quality Permitting Section, Wastewater Branch. The Groundwater Investigations Unit was abolished by the NC legislature effective July 1, 2013. The seven employees in the Groundwater Investigations Unit were RIF'd in August 2013.

The Section is charged with implementing programs designed to provide protection to the groundwater and surface water resources for its best intended use. Such uses may include drinking water, aquatic and wildlife habitat, recreational activities, and meeting residential, agricultural, and industrial needs.

The Water Quality Regional Operations Section in the regional offices is responsible for the following primary functions:

- Ascertain the compliance status of all permitted and regulated activities;
- Completion of permit application reviews, staff reports, and associated documents prior to issuance of permits;
- Issuance of permits not issued by the central office such as well construction and pump permits;
- Certification and authorizations in programs such as the 401 and buffer programs;
- Initiation of enforcement actions and legal proceedings;
- Response to incidents such as spills, fish kills and sewer overflows, citizen concerns, and emergency response actions;
- Sewer extension permitting;
- Ambient monitoring;
- Providing technical assistance to the regulated community to help them improve waste management processes; and
- Implementation of new programs required by statute or management.

The field staff in the Water Quality Regional Operations Section provides services (inspections, permit review, technical assistance and consultative services, regulatory and enforcement activities, educational outreach, and emergency response) for programs in both the Water Quality Permitting Section and the Water Quality Regional Operations Section.

Animal Feeding Operations and Groundwater Protection Branch:

The Animal Feeding Operations and Groundwater Protection Branch issues permits for large animal farms for cattle and swine; provides technical assistance to the regulated community; reviews waste application plans for farms; regulates manure haulers; and reviews applications for new innovative waste treatment systems for farms. In addition to these animal operation responsibilities, this Branch also perform the following functions related to groundwater protection:

- Review of Underground Injection Control permits primarily associated with groundwater pollution abatement activities;
- Issuance of well construction permits associated with geothermal and groundwater remediation injection wells;
- Incident management associated with groundwater pollution incidents such as fly ash ponds associated with utility plants; and
- Groundwater pollution incidents associated with activities permitted by DWR such as wastewater treatment plant residual applications and spray fields for spray irrigation.

One engineer, # 60035477 was transferred to DEMLR to support the Stormwater Permitting Program. One Soil Scientist, # 60035316 was transferred to the Public Water Supply Section to work with the NC Water Pollution Control Systems Operators' Certification Commission.

WQRO Section Chief's Office:

The Administrative Branch consisted of a Section Chief (Environmental Program Manager I), Administrative Assistant I, and two Office Assistant IV positions. While no positions were eliminated in this group, two positions were transferred. One Office Assistant IV, # 60035201, was transferred to the Public Water Supply Section, Information Processing Unit. One Office Assistant IV, # 60035257, was transferred to the reorganized Water Planning Section, Classifications & Standards/Rules Review Branch.

THE FOLLOWING POSITION IN THE WQROS CENTRAL OFFICE WERE ELIMINATED:

Environmental Sr. Specialist, # 60035254:

This position was a salary grade 73 and is funded from a federal grant. The position was filled when eliminated.

The position that was eliminated provided chemical expertise in the areas of groundwater monitoring, analytical evaluation, and compliance with state standards for permitted and non-permitted facilities, sources and fate of relevant environmental contaminants from probable contaminated soil and groundwater. This position worked with field staff on appropriate analytical methods for determining levels of contaminants and sampling; assisted in development of databases for groundwater data for use by DWR and DENR; and represented the Section in the development of Groundwater Standards and Interim Maximum Allowable Concentrations (IMACs) for DWR groundwater programs across the state.

This work has been accomplished by the remaining staff and by other resources within the Division.

THE FOLLOWING POSITIONS IN THE WQROS REGIONAL OFFICES WERE ELIMINATED:

Asheville Regional Office:

With the consolidation of the Surface Water Protection and Aquifer Protection programs into one Section, the Asheville Regional Office has a Regional Supervisor, Assistant Supervisor, a contributing Engineer, Wastewater Treatment Plant Consultant, two Hydrogeologists, an Environmental Sr. Specialist, seven Environmental Specialists, and two Environmental Sr. Technicians.

Based on the reorganization, one Environmental Specialist, # 60035400 was transferred to DEMLR to support the Stormwater Permitting Program.

Environmental Specialist, # 60035398:

This position was a salary grade 70 and funded with receipts. This position was initially part of the Surface Water Protection program. The position was filled when eliminated.

The position eliminated provided services to a six county region. These duties included: compliance evaluation inspections at major and minor NPDES wastewater treatment plants, facilities with NPDES general wastewater permits, and at wastewater collection systems; conducting pretreatment program audits and compliance inspections; enforcement on non-compliant wastewater facilities; review of sanitary system overflow events and issuing appropriate enforcement documents; review and issuance of Fast-track collection system permits; review of performance annual reports at wastewater facilities; commenting on draft wastewater permits; providing technical assistance to NPDES wastewater permittees; and responding to citizen complaints and inquiries.

Fayetteville Regional Office:

The Fayetteville Regional Office has a Regional Supervisor, Assistant Supervisor, two Engineers, an Environmental Sr. Specialist, eight Environmental Specialists, and an Environmental Sr. Technician. Two Environmental Specialists and an Environmental Sr. Technician were eliminated.

Based on reorganization, the following positions were transferred to DEMLR to support the Stormwater Permitting Program: Environmental Program Consultant, # 60035317 and Environmental Specialist, # 60035407.

Environmental Specialist, # 60035406:

This position was a salary grade 70 and funded with receipts. This position was initially part of the Surface Water Protection program. This position was filled when eliminated.

The position eliminated was responsible for the coordination and compliance inspections related to all Pretreatment Programs in the region. This position was responsible for all requirements of the NPDES wastewater treatment plants in relation to the Toxicity Program as well as NPDES inspections. The Toxicity Programs require sampling effluent at facilities to determine compliance. This position provided technical assistance to facilities in both the Pretreatment and Toxicity programs.

The duties of this position have been divided among existing staff.

Environmental Specialist, # 60035217:

This position was a salary grade 70 and funded from appropriations. This position was initially part of the Aquifer Protection program. The position became vacant February 1, 2014.

This position eliminated had responsibility for inspection of concentrated animal feeding operations, review of permittee groundwater monitoring forms and BIMS validation; follow-up with regulated entities regarding overdue fees, collection of surface/groundwater samples, and some stream restoration work. The elimination of this position would have the least overall impact to the Fayetteville regional office. The majority of these tasks have been absorbed by the remaining staff.

Environmental Sr. Technician, # 60035410:

This position was a salary grade 67 and funded from appropriations. This position was initially part of the Surface Water Protection program. This position became vacant November 2013.

This position eliminated was responsible for ambient monitoring. The primary duties were to sample and monitor the rivers, creeks, and streams in the region and coordinate all efforts through the Environmental Sciences Section. The position was responsible for mercury monitoring (RAMS); compliance inspections for the NPDES and Collection Systems Programs. The duties of this position have been absorbed by the remaining staff.

Mooreville Regional Office:

The Mooreville Regional Office has a Regional Supervisor, Assistant Supervisor, one Engineer, a Wastewater Treatment Plant Consultant; a Hydrogeologist; two Environmental Sr. Specialists, five Environmental Specialists, and two Environmental Sr. Technicians. An Engineer, Environmental Sr. Specialist, and an Environmental Sr. Technician were eliminated.

Based on reorganization, the following positions were transferred to DEMLR to support the Stormwater Permitting Program: Engineer, # 60035415 and Environmental Specialist, # 60035419. One position, Engineer, # 60035414 was transferred to the new Division of Water Infrastructure.

Engineer, # 60035412:

This position was a journey level engineer and funded from appropriations. This position was initially part of the Surface Water Protection program. The position had been vacant since January 2013.

The position eliminated worked with the NPDES wastewater and collection system programs; prepared reports for permit renewal; conducted compliance inspections and provided compliance oversight; reviewed and issued sewer extension permits, pump and haul permits, and dredging permits; conducted 401 compliance inspections for approved buffer/wetland projects; conducted complaint investigations regarding potential compliance issues at permitted and non-permitted facilities. The duties of this position have been absorbed by remaining staff.

Environmental Sr. Specialist, # 60035538:

This position was a salary grade 73 and funded from appropriations. This position was initially part of the Surface Water Protection program. The position had been vacant since May 2013.

The position eliminated worked with the 401 Certification, wetland, and buffer programs. The position reviewed 401 certification applications; conducted pre-approval site visits; drafted 401 certification approvals; and conducted compliance inspections. The position conducted stream call determination and worked directly with the US Army Corps of Engineers regarding impacts to surface water and wetlands. This position was responsible for implementing the Catawba River and Goose Creek buffer programs by conducting site investigations to approve buffer impacts; investigated buffer complaints including enforcement actions; provided educational outreach for both programs; and conducted complaint investigations regarding potential compliance issues including water quality violations. The duties of this position have been absorbed by remaining staff.

Environmental Sr. Technician, # 60035232:

This position was a salary grade 67 and funded from appropriations. This position was initially part of the Aquifer Protection program. The position became vacant November 2013.

The position eliminated worked with the non-discharge, underground injection control, and the well permit programs related to groundwater issues. The position developed reports for permit renewal; conducted compliance inspections, including monitoring data review; and provided compliance oversight including enforcement actions. The position conducted complaint investigations regarding potential compliance issues at permitted and non-permitted facilities. The duties of this position have been absorbed by remaining staff.

Raleigh Regional Office:

The Raleigh Regional Office has a Regional Supervisor, Assistant Supervisor, two Engineers, a Wastewater Treatment Plant Consultant; an Environmental Program Consultant, two Hydrogeologists; a Soil Scientist, an Environmental Program Consultant, three Environmental Sr. Specialists, eight Environmental Specialists, and two Environmental Sr. Technicians. The following positions were eliminated: Environmental Specialist, Wastewater Treatment Plant Consultant, Hydrogeologist, and an Environmental Sr. Technician.

Based on reorganization, the following positions were transferred to DEMLR to support the Stormwater Permitting Program: Environmental Sr. Specialist, # 60035426, and Environmental Specialist, # 60035429.

Environmental Specialist, # 60035513:

This position was a salary grade 70 and funded with receipts. This position was initially part of the Surface Water Protection program. This position became vacant November 1, 2013.

Several positions in the Raleigh RO focus on NPDES wastewater and other issues associated with NPDES wastewater program implementation. These responsibilities include: single family sand filter permitting, industrial pretreatment program coordination, collection systems, and programmatic analysis and data management. The duties of the position eliminated have been absorbed by the remaining Environmental Specialists.

Hydrogeologist, # 60035248:

This is was advanced level position and funded from appropriations. This position was initially part of the Aquifer Protection program and became vacant February 1, 2013.

This position eliminated supported ambient groundwater quality monitoring, groundwater quality assessments associated with highly technical groundwater issues, watershed restoration activities, coal ash pond management, groundwater pollution incident management, and provided hydrogeologic technical assistance to the general public and regional staff. The responsibilities for this position had decreased in recent months due to the loss of federal and state funding for groundwater quality research. The journey level Hydrogeologist has assumed many of the duties of this position.

Wastewater Treatment Plant Consultant, # 60090085:

This position was a salary grade 71 and funded with receipts. The position was initially part of the Surface Water Protection program and had been vacant since June 2012.

The Raleigh RO has several staff that focus on NPDES wastewater and other issues associated with NPDES wastewater program implementation. These responsibilities include: single family sand filter permitting, industrial pretreatment program coordination, collection systems, and programmatic analysis and data management. From an outreach and training perspective for the regulated community, this position is valuable. However, the duties of this position have been accomplished through the use of existing staff.

Environmental Sr. Technician, # 60035236:

This position was a salary grade 67 and funded from a federal grant. The position was initially part of the Aquifer Protection program. This position was filled when eliminated.

This position eliminated was responsible for conducting inspections of some single family residences and injection wells (geothermal and remediation wells). These duties have been distributed to other staff; the loss of this position had a low impact on our level of public service since most of the duties have been distributed among other staff.

Washington Regional Office:

The Washington Regional Office has a Regional Supervisor, Assistant Supervisor, one Engineer, a Wastewater Treatment Plant Consultant, two Hydrogeologists, four Environmental Sr. Specialists, six Environmental Specialists, and one Environmental Sr. Technician.

Based on reorganization, the following positions were transferred to DEMLR to support the Stormwater Permitting Program: Engineers, # 60035393, 60035570, 60035596, and 60035591.

The following positions were eliminated: one Environmental Sr. Specialist, two Environmental Specialists, and an Environmental Sr. Technician.

Environmental Sr. Specialist, # 60035437:

This position was a salary grade 73 and funded from appropriations. This position was initially part of the Surface Water Protection program. This position was filled when eliminated.

This position eliminated had historically functioned as the lead NPDES program compliance officer and coordinator for the region. Primary job responsibilities included: inspection of discharging wastewater facilities; review of monitoring data to determine facility compliance; and enforcement for non-compliant facilities. Part of these duties were absorbed by the Wastewater Treatment Plant Consultant whose job focus is on NPDES facility compliance. Through cross training of other regional staff in the animal and non-discharge programs, the remainder of the duties have been addressed.

Environmental Specialist, # 60035581:

This position was a salary grade 70 and funded from a federal grant. This position was initially part of the Surface Water Protection program and had been vacant since November 2012.

This position eliminated performed wetland based research and studies to support NC Wetlands Assessment Method (NC WAM) guidance, missions, and goals. The primary focus of the work product for this position had been accomplished. There were no related job duties that required reassignment to other staff. There has been no adverse impact on the program.

Environmental Specialist, # 60035441:

This position was a salary grade 70 and funded with receipts. This position was initially part of the Surface Water Protection program and had been vacant since June 2012.

This position eliminated had historically functioned to meet the NPDES wastewater facility compliance oversight needs. Primary job responsibilities included inspection of discharging wastewater facilities; oversight of facility monitoring data, and preparation of documentation and Notices of Violations to address non-compliance issues. Through cross-training of the Non-Discharge program staff, this position's workload has been absorbed by current Non-Discharge program staff.

Environmental Sr. Technician, # 60035238

This position was a salary grade 67 and funded from appropriations. This position was initially part of the Aquifer Protection program and had been vacant since February 2013.

This position eliminated had been responsible for managing well construction permitting and compliance as required by 15A NCAC 2C .0100; 15A NCAC 2C .0200 geothermal system projects; and overseeing compliance at Non-Discharge systems classified as minor facilities. These duties have been absorbed by existing staff.

Wilmington Regional Office:

The Wilmington Regional Office has a Regional Supervisor, Assistant Supervisor, two Engineers, a Wastewater Treatment Plant Consultant, a Hydrogeologist, three Environmental Sr. Specialists, five Environmental Specialists, and one Environmental Sr. Technician.

Based on reorganization, the Express/Stormwater Program was transferred to DEMLR. Positions transferred included: Environmental Program Supervisor II # 60096197, five Engineers # 60035597, 60035565, 60035448, 60035495, 60035563, and an Environmental Sr. Specialist, # 65002024.

Two Environmental Specialists were eliminated.

Environmental Specialist, # 60035450:

This position was a salary grade 70 and funded with receipts. This position was initially part of the Surface Water Protection program. The position had been vacant since November 2012.

This position eliminated had been responsible for the permitting for fast track sewer applications; inspection of collection systems and NPDES wastewater treatment plants; response to spills and general emergency complaints; and preparation of staff reports. The duties of this position are now performed by the remaining staff, including supervisors.

Environmental Specialist, # 60035515:

This position was a salary grade 70 and funded from a federal grant. This position was initially part of the Surface Water Protection program. The position became vacant January 1, 2014.

The duties of this position eliminated included compliance and performance inspections for NPDES General stormwater permits. This position took the lead in the inspection for stormwater compliance at industrial and construction sites; providing assistance to the ambient monitoring program and acted as back-up for monitoring as needed; response to spills, fish kills, general emergency complaints, and preparation of third party reports. The duties of this position have been absorbed by current staff, except for the stormwater permits which are now handled by DEMLR.

Winston-Salem Regional Office:

This office did not have any positions identified for elimination. Three positions: Environmental Sr. Specialist # 60035559, Environmental Specialist # 60035528, and Environmental Sr. Technician #60035531, were transferred to the Water Quality Permitting Section, Transportation Permitting Unit as part of the Watershed Assessment Team. One position, Environmental Specialist # 60035459 was transferred to the Water Quality Permitting Section, Compliance & Expedited Permitting Unit.

Two positions, Engineer # 60035458 and Environmental Specialist # 60035461 were transferred to DEMLR to support the Stormwater Permitting program.

Conclusion:

With the consolidation of the regional Surface Water Protection and Aquifer Protection programs, there has been opportunity for existing staff to cross-train among the various programs. This reorganization has also provided managers with an opportunity to re-evaluate current resources, reallocate assignments, and provided employees with opportunities to expand their knowledge base and skill sets.

PLANNING SECTION:

The Planning Section in DWQ was dissolved. The various branches were absorbed by the reorganized Water Planning Section. Positions in the DWQ Planning Section will be addressed in the Water Planning Section's information.

ENVIRONMENTAL SCIENCES SECTION:

The Environmental Sciences Section in DWQ was comprised of four programs: Aquatic Toxicology; Intensive Survey; Biological Assessment; Ecosystems; and the Estuarine Monitoring Team.

Reorganization of Environmental Sciences Section:

The Section has undergone limited reorganization. In March 2014, the Section was combined with the Laboratory Section and became the *Water Sciences Section*.

The Section provides the Division with the scientific and technical support required to regulate and manage surface water quality across the state. The Section evaluates lakes, rivers, streams, and estuaries through a variety of specialized biological, chemical, and physical techniques to provide for sound scientific and legally defensible recommendations and management alternatives to the permitting, modeling, planning and assessment programs.

Six positions in the Section were eliminated: Environmental Program Supervisor IV, four Environmental Specialists, and an Environmental Sr. Technician.

THE FOLLOWING POSITIONS IN THE ENVIRONMENTAL SCIENCES SECTION WERE ELIMINATED:

Section Chief's Office, Environmental Program Supervisor IV, # 60035262:

This position was a salary grade 81 and funded from appropriations. The position had been vacant since September 1, 2013.

This position provided overall management and direction for the Section. The DWQ Planning Section was absorbed by the reorganized Water Planning Section. The Section Chief for the DWQ Planning Section was Dianne Reid. Ms. Reid is an Environmental Program Supervisor IV, # 60035260. Ms. Reid was transferred to the Water Science Section. She had extensive previous experience with the Environmental Sciences programs and there has been no impact on the programs.

Aquatic Toxicology Branch:

The Branch is comprised of a Branch Supervisor, an Environmental Sr. Specialist, two Environmental Specialists, and two Environmental Sr. Technician positions. One position was eliminated.

The Aquatic Toxicology Branch supports the state National Pollution Discharge Elimination System (NPDES) permit program mandated by the US Clean Water Act. The Branch is responsible for the following primary functions:

- Monitoring the facility toxicology reports for Whole Effluent Toxicity (WET), required by NPDES permits;
- Compliance and enforcement actions for facilities based on their WET permit limits;
- Coordinating activities with DWR regional offices to ensure proper implementation and compliance of WET limits in NPDES permits;
- Managing the Biological Laboratory Certification program required by state statute. The certification program ensures that each lab generates high quality data to permitted facilities and is held accountable through various quality assurance/quality control procedures;
- Certifying laboratories that perform biological toxicity testing and aquatic population surveys for NPDES and CWA monitoring. Ensures that each lab generates high quality data to permitted facilities and is held accountable through various quality assurance/quality control procedures;
- The Copper & Zinc Action Level Policy requires NPDES facilities to monitor copper and zinc as a permit condition. The Branch tracks the facility's compliance with toxicity testing. There is widespread

support for this policy as it saves the facilities money and provides an opportunity for the NPDES facilities to conduct further evaluations;

- Approving the use of Polyacrylamides (PAMs) and Biocides which allows industry to use these products while providing assurance to the community that toxic effects to aquatic life will be avoided. The streamlined process of approval is a cost effective way of using biocides without facilities incurring the cost of toxicity testing, and has great potential for reducing soil erosion and sedimentation in streams; and
- Providing training and continuing education credits for maintaining wastewater treatment plant operators' licenses.

Environmental Specialist, # 60035336:

This position was a salary grade 70 and funded with receipts. This position was filled when eliminated.

The position eliminated was responsible for conducting the Biological Laboratory Certification program. Due to updating and streamlining of the process and cross-training, the remaining staff have absorbed these duties. There has been no impact to the efficient and effective implementation of the program.

Intensive Survey Branch:

The Branch is comprised of a Branch Supervisor, an Environmental Sr. Specialist, three Environmental Specialists, and three Environmental Sr. Technician positions. Two positions were eliminated.

The Intensive Survey Branch collects, manages and interprets a variety of biological, chemical, and physical data that is incorporated within the basin wide planning. The data generated is critical in the development of accurate models resulting in sound economic decisions for water quality management. Data generated by the Branch is repeatedly used by the state, federal, local governments, and private organizations to both develop management criteria and conform to existing regulations.

The Branch is responsible for the following primary functions:

- Monitoring to support DWR and the Ambient Lakes Monitoring Program which evaluates over 160 lakes across the state as required under the federal Clean Water Act (CWA), Sections 314, 305(b) and 303(d) with approximately 35 lakes evaluated each year;
- Performing intensive water quality surveys such as Total Maximum Daily Load monitoring studies for lakes and reservoirs, biological stressor studies, flow, time-of-travel, and cross section studies in response to requirements and requests for calibration of water quality models. These studies are used to develop management strategies for impaired waters; develop hydrologic models involving watersheds; and support permitting decisions and develop strategies for accurate development of TMDL's; and
- Conducting water quality investigations in response to requests from DWR regional staff to study problem areas, collect data to support DWR in enforcement/compliance issues, or penalty assessments. These studies include stream reclassifications, point and non-point source discharge investigations, nutrient enrichment problems such as Falls Lake, Jordan Lake; bacteria studies, fish kills, and drought studies.

Environmental Specialist, # 60035350:

This position was a salary grade 70 and funded from a federal grant. This position was filled when eliminated.

The position eliminated trained existing staff in all aspects of monitoring, including flow, dye and sediment oxygen demand studies. As necessary, moving of existing positions with cross training has allowed the branch to manage current data collection with minimal impact on volume.

Environmental Sr. Technician, # 60035381:

This position was a salary grade 67 and funded from a federal grant. This position had been vacant since April 2012.

This position eliminated assisted with sampling. The loss of this position has been minimized by shared resources and better planning.

Ecosystems Branch:

The Branch is responsible for diverse functional areas including monitoring of stream, lake, and estuarine stations for the collection of physical and chemical water quality data through the Ambient Monitoring System (AMS) and Monitoring Coalition programs. The Branch is responsible for the following primary functions:

- Statewide coordination of the ambient water quality monitoring program. AMS consists of a statewide network of 323 monitoring stations that provide site specific, long-term water quality information on significant rivers, streams, and estuaries. Stations are located in all 17 major river basins and in 95 of the state's counties.
- AMS data is used for NPDES permitting, intensive survey, modeling, and TMDL's, as well as by private consultants, land developers, DOT bridge construction, US Geological Survey, students, and academia. Information is also used in the Basin Assessment Reports.
- Random Ambient Monitoring System (RAMS) collects chemical, physical, and ecological data from randomly selected freshwaters to answer statewide questions concerning NC waters and collects data on parameters that are infrequently monitored. For each two year cycle, approximately 30 sampling locations are sampled. Stations are sampled in each of the seven regional offices; and
- Algal and aquatic plant assessments are conducted at selected stations to assess changes in algae, aquatic plants, and microbial growths. Investigations provide information including identification of potentially toxic algae that may form harmful algal blooms, identification of invasive aquatic plants, identification of possible causes of fish kills, and evaluation of the ecological conditions causing such growths.

Environmental Sr. Specialist, # 60035354:

This position was a salary grade 73 and funded with receipts. The position had been vacant since December 2011.

The position eliminated was one of two positions that coordinated the monitoring coalition program. One of these positions was current filled when eliminated. The program is being managed satisfactorily by one exceptional employee.

Biological Assessment Branch, Environmental Specialist, # 60035527:

This position was a salary grade 70 and funded with receipts. These receipts are a combination of DOT and EEP funds. This position became vacant October 21, 2013.

While this position was physically located within the Environmental Sciences Section, the position's work supported the efforts of the Water Quality Permitting Section, Transportation Permitting Unit. This position provided assistance to the Watershed Assessment Team. The duties of the Watershed Assessment Team are identified in information for the Water Quality Permitting Section. The funding for this position ended February 2014.

LABORATORY SECTION:

The Laboratory Section in DWQ was comprised of three branches: Organic Chemistry; Certification; and Microbiology & Inorganic Chemistry.

The Microbiology and Inorganic Chemistry Branch is comprised of two programs: Chemistry and Microbiology & Metals.

The majority of staff for the Laboratory Section is located in Raleigh at the Reedy Creek facility. One satellite laboratory is located in the Asheville regional office to provide assistance with time-sensitive data. One Chemist was located in the Mooresville regional office to support the Certification Branch.

Reorganization of Laboratory Section:

The Section reorganized in March 2014. At that time, the Environmental Sciences Section and Laboratory Section were merged into one section: *Water Sciences Section*.

The Laboratory Section is a technical support organization and their primary clients are the Water Quality Regional Operations Section (previously called the Aquifer Protection Section), Environmental Sciences Section, Water Quality Permitting Section (previously called the Surface Water Protection Section), and the Division of Waste Management, Underground Storage Tank Section.

The Section is responsible for the following primary functions:

- Providing analytical laboratory support for DENR in the form of physical, chemical, and microbiological analyses of stream, wastewater, groundwater, soil, sediment, and fish tissue samples;
- Operation of a wastewater/groundwater laboratory certification program to ensure quality of state mandated monitoring analyses; and
- Providing consultation and assistance to state, federal, local agencies, private laboratories, and individual citizens in matters of analytical methodology and quality assurance.

Seven positions in the Section were identified for elimination: Environmental Program Supervisor IV, Environmental Program Supervisor III, Chemist I, Chemist II, and three Chemistry Technician III positions.

THE FOLLOWING POSITIONS IN THE LABORATORY SERVICES SECTION WERE ELIMINATED:**Section Chief's Office, Environmental Program Supervisor IV, # 60035139:**

This position was a salary grade 81 and funded from appropriations and receipts. This position was filled when eliminated.

This position eliminated provided overall management, direction, and planning for the Section. With the consolidation of the Environmental Sciences Section and the Laboratory Section, management determined that the new Water Sciences Section would be able to function with one Section Chief. The DWQ Planning Section Chief, Dianne Reid, was transferred with her position to the former Environmental Sciences Section. She has retained responsibility for management of the new consolidated Water Sciences Section. This consolidation was completed in March 2014.

Organic Chemistry Branch:

The Branch is comprised of a Branch Supervisor, four Chemist I positions, three Chemist II positions, an Environmental Specialist, and four Chemistry Technician III positions. Three positions were eliminated: Environmental Program Supervisor III, Chemist I, and a Chemistry Technician III.

The Organic Chemistry Branch is responsible for the following primary functions:

- Analysis of environmental samples for pesticides, semi-volatiles and volatile compounds. The Branch utilizes gas chromatography and mass spectroscopy to identify and quantify a wide variety of organic compounds;
- Assisting in the identification of contaminated sites with contaminated groundwater;
- Assisting in the identification of petroleum contaminated sites affecting groundwater drinking wells;
- Characterizing water quality in order to provide feedback on attainment of water quality standards or background data to determine future impacts; and
- Providing analytical analysis to environmental incidents to provide protection to the public and wildlife, monitoring advice during environmental emergencies, and assistance in data interpretation.

Environmental Program Supervisor III, # 60035153:

This position was a salary grade 79 and funded with appropriations. The position had been vacant since July 2013. This position was the Branch Supervisor for the Organic Chemistry Branch. The position was being “borrowed” by another DENR agency until January 31, 2014. The position then became one of DWR’s eliminated positions. The Division had another Environmental Program Supervisor III, # 60035298 which was vacant. This vacant position supplanted the position eliminated and became the Branch Supervisor for the Organic Chemistry Branch.

Chemist I, # 60035157:

This position was a salary grade 72 and funded from appropriations. The position had been vacant since September 2013.

Chemistry Technician III, # 6003156:

This position was a salary grade 68 and funded from appropriations. The position had been vacant since August 2013.

These positions eliminated were responsible for testing and analysis of samples. The sample load has decreased over the last few years. There has not be any adverse impact with the loss of these positions.

An Environmental Specialist, # 60035326 was initially part of the Environmental Sciences Section, Biological Assessment Branch. This position was transferred to the Organic Chemistry Branch due to the loss of the two positions.

Certification Branch:

The Branch is comprised of a Branch Supervisor, seven Chemist II positions, and three Chemist III positions. One Chemist II is located in the Mooresville regional office and one Chemist II is located in the Asheville regional office.

The Certification Branch manages the NC Wastewater/Groundwater Laboratory Certification (WW/GW LC) program which is a parameter-based, method driven program. The program is partially fee supported. The program is required by 15A NCAC 2H .0800, which provides procedures for laboratories applying for certification, establishes laboratory certification fees, and provides the appropriate methods and references for evaluating laboratory competence. This program has significantly improved the quality of data used to support decision making about environmental regulations and the data is more scientifically valid and legally defensible.

One position was eliminated: Chemist II in the Mooresville regional office.

Chemist II, # 60035188:

This position was a salary grade 74 and funded with receipts. The position was filled when eliminated.

This position eliminated supported the Certification Branch and provided training to wastewater treatment plant operators and commercial laboratories. The loss of this position has resulted in no certification presence in the regional office for the piedmont and western part of the state.

Microbiological & Inorganic Chemistry Branch:

The Branch has two units: Chemistry and Microbiology & Metals. The Branch is comprised of a Branch Supervisor, two unit Supervisors, four Chemist I positions, two Chemist II positions, ten Chemistry Technician III positions, and two administrative support staff. One of the Chemistry Technician III positions is located in the Asheville regional office.

The Branch is responsible for the analysis of bacteriological samples, nutrients, metals, and a variety of inorganic parameters through “wet chemistry” techniques. There were no positions eliminated in the Chemistry Unit.

Microbiological & Metals Unit:

The Unit provides data that is used by management, scientists, and academia in setting warnings regarding exposure and consumption of water and fish tissues. The metals analyzed by this Unit can be acutely toxic to aquatic and human life. Microbiological analysis provides an indicator as to the presence of harmful microbes present in the environment and the organic and chemical loads placed on the oxygen available in the water. The Unit has a Class 1000 clean room for analysis of mercury at levels lower than the permit limit for NPDES permitted facilities.

Two positions were eliminated: Chemistry Technician II; Chemistry Technician III.

Chemistry Technician II, # 60035165:

This position was a salary grade 68 and funded from appropriations. The position was filled when eliminated.

Chemistry Technician III, 60035163:

This position was a salary grade 68 and funded from appropriations. The position was filled when eliminated.

These positions eliminated worked with some of the most time sensitive parameters and work included weekend rotations. With the reorganization of the Water Sciences Section other Chemist and Chemistry Technician positions have been assisting to continue with the current workload.

WATER PLANNING SECTION:

The Water Planning Section now consists of eight branches: Basin Planning; Ground Water Planning & Environmental Review; Ground Water Management; Classifications & Standards/Rules Review; Modeling & Assessment; Non-Point Source Planning; Water Supply Planning; and Information Technology.

Reorganization of the Water Planning Section:

The *Water Planning Section* was reorganized and now consists of the DWR Water Resources Management Section and the DWQ Planning Section. One program from the DWQ Aquifer Protection Section was transferred to the Water Planning Section.

The Water Resources Management Section in DWR was comprised of the following branches: Ground Water Management; River Basin Management (now called Basin Planning); and Water Supply Planning.

The IT positions had previously been part of DENR ITS. The positions were organizationally moved back to their originating divisions in July 2013.

The DWQ Planning Section was dissolved. The Section Chief, Dianne Reid, and her position were transferred to the Environmental Sciences Section. The vacant Section Chief position for Environmental Sciences was eliminated. The DWQ Planning Section consisted of four programs: Basinwide Planning; Non-Point Source Planning; Classifications & Standards; and Modeling and TMDL.

The programs in the DWQ Planning Section became part of the reorganized Water Planning Section. The Unit Supervisor for the DWQ Classifications & Standards Unit, Environmental Supervisor III, was vacant. This position was eliminated.

The Classifications & Standards Unit is now the Classifications & Standards/Rules Review Branch. The branch consists of eight positions and a Branch Supervisor. One position was transferred to the Basin Planning Branch. An administrative support position from the DWQ Aquifer Protection Section was transferred to the Branch. The Branch Supervisor was previously the manager for the DWQ Basinwide Planning Unit. The DWQ Basinwide Planning Unit was dissolved. There were five positions in the Basinwide Planning Unit and a Unit Supervisor. Four of these positions were transferred to the new Basin Planning Branch and one position was transferred to the Water Sciences Section, Ecosystems Branch.

The DWQ Non-Point Source Planning Unit was transferred in its entirety to the Water Planning Section. The DWQ Modeling & TMDL Unit was renamed the Modeling & Assessment Branch. This branch was transferred in its entirety to the Water Planning Section.

The Basin Planning Branch absorbed four positions from the DWQ Basinwide Planning Unit and one position from the reorganized Classifications & Standards/Rules Review Branch. Two engineer positions in the new Basin Planning Branch were transferred to the Modeling & Assessment Branch. One Community Planner was transferred to the Basin Planning Branch and this position had previously been part of the DWR Water Supply Planning Branch.

The DWQ Ground Water Planning Unit was part of the Aquifer Protection Section. This Unit was transferred to the reorganized Water Planning Section and renamed the Ground Water Planning & Environmental Review Branch. The Branch is comprised of five positions and a Branch supervisor. One engineer position from the DWR Public Water Supply Section was transferred to this branch.

The Water Planning Section is responsible for the following primary functions:

- Oversight of the health and well-being of the state's waters;
- Development of river basin models;
- Development of comprehensive water resource plans for each of the state's 17 river basins;
- Providing leadership for monitoring drought conditions;
- Providing assistance with local water supply planning;
- Technical guidance for water transfers between river basins;
- Administration of rule- making for the majority of the Environmental Management Commission rules;
- Watershed protection;
- TMDL (Total Maximum Daily Load) development;
- Evaluation of stream impairments in all North Carolina water bodies and stream classification;
- Administration of federal and state non-point source grants;
- State liaison with federal agencies on major water projects;
- Reclassification of surface water for water supply and other uses;
- Administers the Division's environmental outreach programs; and
- Provides IT development and support.

THE FOLLOWING POSITIONS IN THE WATER PLANNING SECTION WERE ELIMINATED:

Basin Planning Branch:

This Branch was previously called the River Basin Management Branch. Two positions were eliminated. The branch is responsible for the following primary functions:

- Developing an online integrated basin plan for each of the state's 17 river basins;
- Development of hydrologic models to simulate water usage in individual river basins for both the present and future needs. These models are used to determine areas of the state where the most significant water quality issues exist or will develop; and
- Development of 50 year water supply plans for each of the 17 river basins in the state.

Community Planner II, # 60090069:

This position was a salary grade 72 and funded from appropriations. The position became vacant in May 2013.

Community Planner II, # 60031529:

This position was a salary grade 72 and funded with receipts. This position became vacant December 2013.

These eliminated positions were responsible for providing the water resources planning support for integrated river basins. The positions were responsible for population, economics, and water use

projection analysis. The positions prepared the basin plan, participated in stakeholder meetings, maintained website updates; and other associated activities such as hydropower relicensing. The Community Planners would potentially work on more than one river basin at a time.

With the consolidation of DWQ and DWR, there has been sufficient cross training of staff that there has not be any adverse impact with the loss of these positions. Some of the modeling duties have been absorbed by the Environmental Sr. Specialists in the Modeling & Assessment Branch.

Classifications & Standards/Rules Review Branch:

This Branch was part of DWQ and was previously called the Classifications & Standards Unit. One position was eliminated. The Branch is responsible for the following primary functions:

- Acts on federal/state laws and regulations to develop and revise instream and groundwater quality standards for protection of aquatic life, human health, and the environment;
- Technical assessments of the actual and potential water quality impacts of specific chemicals and evaluations of impacts of pollution abatement requirements and management practices;
- Based on outcome of technical assessments, may establish new standards and rules to ensure safe level of toxic substances and conventional parameters that may be allowed in the state's aquifers and surface waters;
- Implementation of the state's federally required classification and standards program. The state has established 19 water classifications for surface water;
- Requirements developed and administered by this Branch through the water body classifications program are implemented by local governments and may affect activities within the watershed;
- Responsible for all Division wide rule-making coordination and ensure that all mandates and timeframes of the Administrative Procedures Act are met. Draft rules for adoption or amendment, prepare fiscal impact statements, and work with the Rules Review Commission to resolve any objections posed by the Commission; and
- Provide technical and administrative support for the Water Quality and Groundwater Committees of the Environmental Management Commission.

Industrial Hygiene Consultant, # 60090088:

This position was a salary grade 77 and funded with receipts. This position was budgeted at 50 percent. The position had been vacant since November 2012.

The position eliminated was responsible for the standards review process for both surface water and groundwater classifications. The position prepared the Ground Water Triennial Review plan that is required by state statute. The Branch is cross-training staff to help absorb the loss of this position.

Environmental Program Supervisor III, # 60035288:

This position was a grade 79 and funded from a federal grant. The position had been vacant since August 2013.

This position eliminated was the Unit Supervisor for the DWQ Classifications & Standards Unit. With the consolidation of DWQ and DWR, these duties were transferred to Jeff Manning. Mr. Manning was previously the Unit Supervisor for the Basinwide Planning Unit in the DWQ Planning Section. Mr. Manning is now the Branch Supervisor for the reorganized Classifications & Standards/Rules Review Branch. The Basinwide Planning Unit staff was transferred to the reorganized Basin Planning Branch. There have been no adverse impact with the loss of this position.

Ground Water Planning & Environmental Review Branch:

The Ground Water Planning & Environmental Review Branch (previously called Groundwater Planning Unit) was part of the DWQ Aquifer Protection Section. The Branch is comprised of a Branch Supervisor and five staff positions. An engineer position from the Public Water Supply Section was transferred to this Branch. One position was identified for elimination. The Branch is responsible for the following primary functions:

- Evaluation of groundwater protection strategies;
- Providing support concerning revisions to groundwater standards;
- Coordination of State Environmental Policy Act (SEPA) reviews;
- Special studies related to protection and enhancement of groundwater resources; and
- Conducting educational outreach activities.

Hydrogeologist, # 60035220:

This position was at the journey level and funded from a federal grant. The position became vacant November 1, 2013.

The position eliminated was responsible for preparation of reports to EPA, managing field equipment used in the groundwater monitoring program, conducting special groundwater quality investigations, and providing groundwater quality expertise and data to other programs within the Division as well as other state/local agencies. These responsibilities have been absorbed by other staff.

Modeling & Assessment Branch:

The Modeling & Assessment Branch (previously called the Modeling & TMDL Unit) was part of the DWQ Planning Section. The Branch is comprised of a Branch Supervisor and eight staff positions. Two engineer positions from the Basin Planning Branch were transferred to the Modeling & Assessment Branch. One position was identified for abolishment. The Branch is responsible for the following primary functions:

- Developing the list of waters not meeting water quality standards under Section 303(d) of the Clean Water Act;
- Prioritizing impaired waters for management strategy or TMDL development;
- Developing TMDL's (Total Maximum Daily Load);
- Assisting with the development of management strategies;
- Developing and reviewing water quality models for TMDL's, NPDES permitting;
- Developing and reviewing hydrologic basin models for water supply planning;
- Developing models for the 17 river basins; and
- Computer modeling to simulate and evaluate surface water resources.

Engineer, # 60031499:

This position was a journey level engineer funded from appropriations. The position was filled when eliminated.

This position eliminated was part of a team responsible for developing and updating river basin water supply plans. The key responsibilities included developing and maintaining hydrologic river basin models and using the models to determine long-term water availability and improved water management strategies. Duties included data collection, demand analysis, computer modeling, and technical report writing. The position provided technical assistance during droughts and capacity use investigations, and support for hydroelectric projects relicensing.

There is another engineer position that has been able to assist with these duties. The Environmental Sr. Specialists in the Branch develop models for water supply planning projects. The work has been absorbed by the current staff.

Ground Water Management Branch:

The Ground Water Management Branch was previously part of the DWR Water Resources Management Section. The Branch is comprised of a Branch Supervisor and eleven staff positions. The Monitoring Unit is comprised of five staff positions with three of these positions located at a satellite office in New Bern. One position was identified for abolishment. The Branch is responsible for the following primary functions:

- Installation, maintenance, and monitoring the Division's state-wide observation well network;
- There are 616 wells at 209 locations throughout the state. Water levels are collected from the network wells to assess the quantity of available groundwater supplies, drought conditions, and areas of aquifer overuse;
- Management of the Central Coastal Plain Capacity Use Area (CCPCUA) which regulates the withdrawal of groundwater in 15 of the state's coastal counties, which has helped the aquifers in eastern North Carolina recover from over-pumping and allows those communities that depend on them to have a more long-term sustainable water source;
- Issuance of water use permits for facilities in the CCPCUA;
- Inspection of facilities (water treatment plants, wells, industrial/agricultural) in the CCPCUA; and
- Maps the extent of coastal plain aquifers and the fresh water and salt water zones in those aquifers. Subsurface data from aquifer mapping, ground water levels from the network, geophysical logs, chloride analysis and other aquifer attributes are available to the general public through the division's website.

Hydrogeologist, #60035120:

This position eliminated was at the journey level and funded from appropriations. The position had been vacant since April 2013.

This position eliminated was part of the CCPCUA program. This position was involved in reviewing water use applications for permit and other CCPCUA activities. There are two other Hydrogeologists associated with this program. These positions have assumed more responsibility for permitting and compliance functions.

Non-Point Source Planning Branch:

No positions were eliminated in this Branch.

Water Supply Planning Branch:

The Water Supply Planning Branch is comprised of an Engineering Supervisor and 10.20 staff positions. A Community Planner position was transferred to the Basin Planning Branch. Two positions were eliminated. The Branch is responsible for the following primary functions:

- Ensuring the long-term sustainability and management of local and community water supplies;
- Review and approval of Local Water Supply Plans required by G.S. 143-355(l);
- Developing the NC Water Supply Plan, a status report, which is submitted to the legislature every September;
- Review and approval of Water Shortage Response Plans required by G.S. 143-355(l) and (k);
- Providing water supply assistance and implementation of HB 609 required by G.S. 143-355(b);
- Administering the Interbasin Transfer Certification program required by G.S. 143-215.221, which requires implementation of the Regulation of Surface Water Transfers Act which requires a transfer certificate for a new transfer of two million gallons per day or more or for an increase in an existing transfer by 25 percent or more;
- Technical assistance to public water supply system operators, local governments, and their consultants to include analysis of water supply systems, recommendations on new sources of water supply, coordination between local water systems, evaluation of future water demands, and water shortage response planning;
- Drought monitoring and serving as Chair of the Drought Management Advisory Council;
- Implementation of the State Water Efficiency Program for the development of water efficiency best management practices and provide outreach/technical assistance to community water systems;

- Educational outreach through Project WET and It's Our Water; and
- Implementation of the Aquatic Weed Control Program.

Aquatic Weed Control Program:

This program was eliminated. The program assists North Carolina citizens and local governments burdened with aquatic weed infestations. The program responds early to localized outbreaks to mitigate the long-term economic and environmental impacts these species impose. The program provides management and eradication operations, infestations surveys, and site assessments. The staff provides recommendations and consultation.

The program was comprised of one full-time Environmental Specialist and one part-time Environmental Specialist.

Environmental Specialist, # 60031514:

This position eliminated was a salary grade 70 and funded with receipts. The position had been vacant since February 2013. These duties have been absorbed by the Environmental Specialist, # 65004897. The previous duties of # 65004897 have been absorbed by other staff members within the Branch. There have not been any adverse impact with the loss of this position.

Environmental Specialist, # 65002428:

This position eliminated was a salary grade 70 and funded with appropriations. The position was only funded at 20 percent time. This position was initially established as a time-limited position. Employees were hired for the period of May-November of each year. There has not been any adverse impact with the loss of this position. As sufficient receipts are collected, the Division has continued to hire a seasonal employee through Temporary Solutions.

INFORMATION TECHNOLOGY BRANCH:

The Branch is composed of a Branch Manager and 13 staff positions. An administrative support position was transferred from the Public Water Supply Section. Six of these positions were initially part of DWR and seven of these positions were part of DWQ. The Branch develops and maintains the Division's computer applications and databases and provides technical support for the information technology needs of the Division.

Two positions were eliminated.

Business & Technology Applications Technician, # 60031528:

This position eliminated was at the journey level and funded from appropriations. The position had been vacant since January 2011.

The position was part of DENR ITS until being moved back to DWR in July 21013. This position was responsible for the analysis, design, development, implementation, and support of information systems for the Division's business units. With the consolidation of DWQ and DWR programming staff, DWR has had adequate staff to support the application development and maintenance requirements of the programs. The loss of this position has not had any adverse impact.

Technology Support Analyst, # 60035302:

This position was at the journey level and funded with receipts. The position was filled when eliminated.

This position eliminated was responsible for extracting data from the DWR permitting system, manually reviewing/updating the files, and submitting the data to EPA's Permitting Compliance System (PCS). With the retirement of EPA's PCS last year, this position was no longer needed. The final modifications to the new data feeds are being finalized. The data feeds are now submitted electronically and rejected data is reviewed by the EPA permitting section.

PUBLIC WATER SUPPLY SECTION:

The *Public Water Supply Section* (PWSS) promotes public health by ensuring that safe, potable water is available in adequate quantities to the residents and visitors of North Carolina served by public water systems. The Section ensures that such systems are properly located, constructed, operated, and maintained. The PWSS oversees more than 6,000 of the state's public drinking water systems. The staff is located in the Raleigh central office and at all seven regional offices across the state.

The Section is comprised of the following branches: Data Processing; Compliance Services; Protection & Enforcement. The Plan Review Unit and the regional offices report to the Deputy Section Chief. The Protection & Enforcement Branch Supervisor is responsible for the Water Treatment Certification Board (WTCB), NC Water Pollution Control Systems Certification Commission (Commission), and the Information Processing Unit. The Information Processing Unit with nine positions was previously part of the DWQ Business Operations Group. Three positions that work with the Commission were transferred to the PWSS. These three positions were previously part of the DWQ Aquifer Protection Section, Surface Water Protection. The Technical Services Branch has been transferred to the new Division of Water Infrastructure.

The Section is responsible for the following primary functions:

- Implementation of the mandates of the federal Safe Drinking Water Act and the NC Drinking Water Act;
- Review and approval of plans and specifications for new and expanding or improving water systems;
- Inspections, investigations, and technical assistance for water systems;
- Emergency response and complaint investigations;
- Source water assessment, protection, and wellhead protection;
- Capacity development;
- Financial assistance through loans and grants;
- Administration of an operating fee permit program; and
- Data entry of source data for the NPDES, Non-Discharge, and Water Quality Regional Operations Section.

Eight positions were eliminated.

Data Processing Branch:

The Unit processes all data reports received from the field staff and certified laboratories. The Branch is comprised of a Branch Supervisor and seven Processing Assistant positions. One position was eliminated.

Processing Assistant IV, # 60034420:

This position was a salary grade 59 and funded from appropriations. The position was filled when eliminated.

The Branch had two positions that were funded from appropriations. During this legislative session, one vacant position funded from appropriations was abolished. The Processing Assistant IV position that was eliminated processed data analyses on 16 unique contaminant groups and reports from North Carolina certified laboratories and the NC DHHS, Division of Laboratory Services. The position performed quality assurance/quality control on the laboratory analyses; prepared letters and documents for the Plan Review

Unit staff; and scanned documents for electronic storage. The Section has been working towards computerized data entry which has now gone online. There has not been any adverse impact with the loss of this position.

Deputy Section Chief's Office:

This group is comprised of the regional offices, Plan Review Unit, and an engineer dedicated to emergency response and security functions. Two engineer positions were identified for elimination.

Engineer, # 65001633:

This was an engineer at the advanced level and funded from a federal grant that has ended. The position had been vacant since July 2013. This position was initially established to serve as the primary technical resource and lead for Security and Emergency Planning & Response functions involving public water systems to ensure staff preparedness to minimize and mitigate any intentional threats to the safety of drinking water. The emergency response and security functions of the position have been reassigned to existing staff, but the majority of the duties of this position are no longer required by state or federal regulation. There has been minimal impact with the loss of this position.

Mooreville RO, Engineer, # 60034528:

This was an engineer at the contributing level and funded from a federal grant. The position was filled when eliminated.

This position eliminated provided environmental engineering and public health expertise to implement and enforce the requirements of the North Carolina Drinking Water Act and related regulations. These duties included engineering field investigations and evaluations; technical assistance and consultation; inspections and enforcement/compliance activities; sanitary surveys; and plan review approval for new or expanding public water systems. With the consolidation of DWQ and DWR, there has been cross-training between the Surface Water Protection, Aquifer Protection, and Public Water Supply programs. There has been minimal adverse impact with the loss of this position.

Compliance Services Branch:

The Branch is comprised of two Engineering Supervisors, eleven engineers, and two Environmental Sr. Specialists positions. One engineer was eliminated. The Branch is responsible for the following primary functions:

- Providing regulatory and engineering consultation to water system representatives to assist them in maintaining compliance with the drinking water rules;
- Providing training to water system owners/operators and regional staff on the requirements of the rules;
- Tracks and evaluates public water systems' compliance with the drinking water regulations;
- Issuing enforcement actions to non-compliant systems; and
- On-site investigations to assist owners/operators with compliance issues.

Engineer, # 60034470:

This was an engineer at the contributing level. The position was funded from a federal grant. The position had been vacant since February 2013.

This position eliminated was a rule manager for the implementation and enforcement of the federal and state drinking water rules. This particular rule manager was responsible for the Disinfectant Byproducts (D/DBP) Rules- Stage 1 and Stage 2. The rules require submittal of quarterly status reports on maximum contaminant levels (MCL) and these reports must be submitted until the problem is corrected. This position was responsible for the implementation of Stage 2 Rule. The implementation of this rule and compliance required dates are implemented in phases based on population which requires review of Compliance Monitoring Plans, and training to all water system owners/operators as well as all regional staff. The Branch has spread the work among current staff and will possibly hire a temporary through Temporary Solutions if a backlog develops.

Protection & Enforcement Branch:

The Branch is comprised of an Engineering Supervisor, two geologists, five engineers, and two Environmental Sr. Specialists.

Three positions that work with the North Carolina Water Pollution Control Systems Operators' Certification Commission were transferred to this Branch. These positions are two Extension Education & Training Specialists and one Soil Scientist. The Engineering Supervisor for this branch has responsibility for the North Carolina Water Treatment Certification Board and both of these groups do similar work and provide training activities that cross over surface/drinking water and wastewater/sewer lines.

The DWQ Information Processing Unit was part of the DWQ Business Operations Group and was transferred to this branch.

Four positions were eliminated.

Engineer, # 60034406:

This was an engineer at the contributing level and the position funded with receipts. The position had been vacant since December 2011.

This position eliminated was responsible for administering the Section's fines and penalties to water systems that violate the federal and state drinking water acts. Increased automation and improved enforcement had reduced the workload. Existing staff have absorbed these duties.

Extension Education & Training Specialist II, #60035499:

This position was a salary grade 71 and funded with receipts. The position had been vacant since January 2013.

This position eliminated was part of the DWQ Surface Water Protection Section, Point Source Branch. This position worked with the North Carolina Water Pollution Control Systems Operators' Certification Commission and provided training to owners and operators of wastewater treatment plants. There is an Extension Education & Training Specialist III with this program and the NC Water Treatment Certification Board has an Extension Education & Training Specialist II. The Commission and Board serve some of the same customers. The remaining two positions have been cross-training and there has been minimal adverse impact with the loss of this position.

Information Processing Unit:

The Unit consists of a supervisor and eight Processing Assistants. Two Processing Assistants were eliminated. The Unit is responsible for the following primary functions:

- Data entry of source data of the NPDES, Non-Discharge, and Aquifer Protection programs which consists of approximately 22,000 permitted facilities statewide;
- Utilizes the Basinwide Information Management System (BIMS) and the Integrated Build Environment for Application Management (IBeam) System that allow for entry, evaluation, and tracking of data for permitted facilities;
- Data is used as basis for billing which collects approximately \$1,000,000 in civil penalties;
- Data is used by the Division for enforcement and planning actions;
- Data capture for information that is shared with other state agencies, federal agencies, general public, and regulated entities; and
- Maintenance and management of the Central Files Office which is a critical repository of information on the permitting and compliance actions for all permitted facilities; and
- Implementation of the DWQ record retention system for all Division programs and regional offices.

Two positions were eliminated.

Processing Assistant IV, 60035099:

This position was a salary grade 59 and funded with receipts. The position had been vacant since July 2011.

This position eliminated was responsible for the data entry of the monthly Discharge Monitoring Reports; Non-Discharge Report forms; Groundwater Compliance Monitoring Reports; Well Construction Records; and Well Abandonment Forms. This data is used by the various programs to ensure compliance is maintained and in determining if enforcement actions are necessary for non-compliant facilities.

A Processing Assistant IV position in the DWQ Aquifer Protection Section was transferred to this Unit to maintain the Central Files Office, implement and manage the record retention schedule and has provided limited data entry support.

Processing Assistant IV, # 60035502:

This position was a salary grade 59 and funded with receipts. The position had been vacant since November 2012.

This position eliminated provided administrative support to the North Carolina Water Pollution Control Systems Operators' Certification Commission (Commission). The Commission approves operator certification and facility classification rules and policies that the Division implements and enforces. This position administered the wastewater treatment systems operators' certification and facility classification programs; coordinated basic and continuing education programs; administration of exams, approval of educational credits; tracking operator training; and technical assistance to approximately 10,000 operators. With the consolidation of the Commission and Board administrative support staff, the programs have been cross training. The Branch Supervisor is exploring other avenues to simplify data entry and use of electronic payments.

DIRECTOR'S OFFICE:

The Director's Office provides Division wide support in the areas of program management, water resource projects, budget, contracts/grants management, purchasing, accounts payables/receivables, and all aspects of human resources.

Prior to reorganization DWQ had a Division Director, Deputy Director, Assistant Director for Business Operations, Executive Assistant, Information & Communications Specialist III, a Budget Office and Staff Services Office.

Prior to reorganization, DWR had a Division Director, Administrative Secretary II, Information & Communication Specialist II, two staff positions supporting Water Projects, two Business Officers, and one Personnel Analyst.

Based on the consolidation of the two divisions, six positions were eliminated.

Environmental Program Manager III, # 60035095:

This position was a salary grade 86 and funded from appropriations. This position was filled by the DWQ Director who retired September 1, 2013. The Division did not need two directors.

Environmental Program Supervisor IV, # 60035196:

This position was a salary grade 81 and funded from appropriations. This position had been vacant since May 2013.

The position eliminated provided oversight and management of three groups within the DWQ Business Operations Group: Budget Office, Staff Services, and Information Processing Unit. Management of these groups have been absorbed by other staff personnel. There have been no adverse impact on Division operations due to the loss of this position.

Budget Office, Business Officer, # 60035218:

This position was a journey level business officer. The position was funded from appropriations and a federal grant. The position had been vacant since March 2013.

This position eliminated functioned as the manager of the DWQ Budget Office. The Budget Office was comprised of a Business Officer at the contributing level, an Accounting Technician, and three Accounting Clerks. DWR has a Business Officer position at the journey level and this position has assumed management of the group.

Accounting Technician, # 60035341:

This position was the equivalent of a grade 65 and funded from receipts. The position was filled when eliminated.

This position did the billing for all DWQ permits, posted the receipts to the proper accounts, and prepared the deposits. Some of the duties of this position has been absorbed by DEMLR staff with the stormwater receipts. The majority of these duties have been absorbed by an Accounting Clerk within the Budget Office, which the Division hopes to reclassify in the near future. There has not been any adverse impact from the loss of this position.

A filled Accounting Clerk position was transferred to the new Division of Water Infrastructure. This transfer was effective September 1, 2013.

With the consolidation of DWR and DWQ budget staff, a Business Officer at the contributing level within DWR is now a part of the Budget Office. Duties of the current staff have been reassigned and there should not be any adverse impact from the loss of this position.

Personnel Technician II, # 60035106:

This position was a salary grade 66 and funded from appropriations. The position was filled when eliminated. This position was located within the DWQ Staff Services Group.

The Staff Services Group for DWQ was comprised of a Personnel Officer, Staff Development Specialist, Administrative Assistant, two Personnel Technician II positions, and a Safety Officer.

The position eliminated was the primary point of contact for DWQ employee benefits. The DWR office had a Personnel Analyst that is now a part of the human resources group. Duties have been redistributed among current staff and there has not been any adverse impact from the loss of the Personnel Technician II.

The new Division of Water Infrastructure has chosen not to create a Personnel Analyst position to serve as their human resources contact. As a result, DWR's human resources group has maintained these responsibilities for the Division of Water Infrastructure.

Administrative Secretary II, 60031507:

This position was a salary grade 60 and funded from appropriations. This position was filled when eliminated.

This position eliminated provided administrative support to the Division Director and Director's staff. DWQ had an Executive Assistant I position that provided administrative support to the Division Director. This position now provides administrative support to the DWR Division Director. There has been no adverse impact from the loss of the Administrative Secretary position.

The DWQ Deputy Director and the position (Environmental Program Manager II) were transferred to the DENR Division of Environmental Assistance and Customer Service.

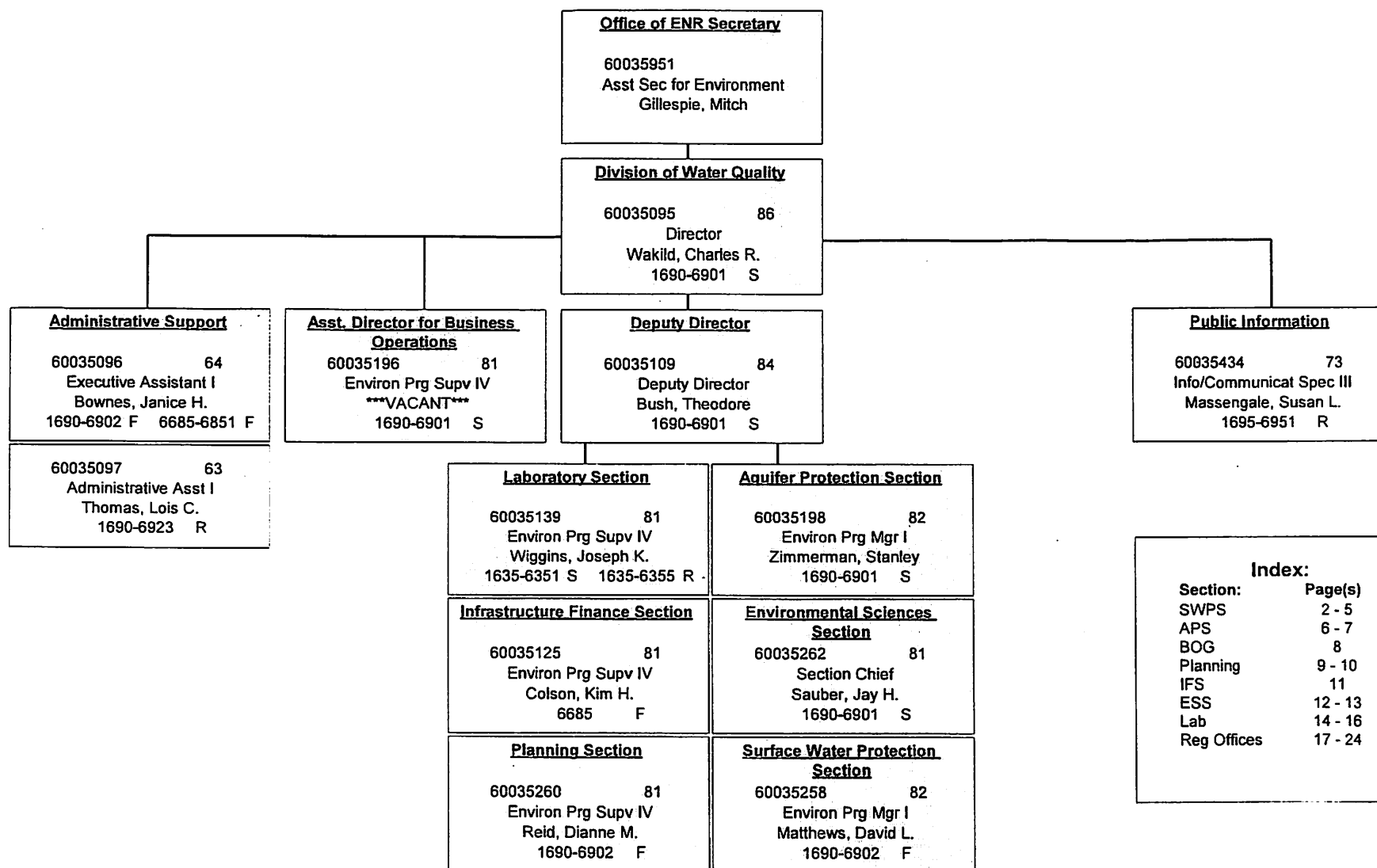
EXPLANATION:

In addition to the legislative mandate, the Division, with the consolidation of DWR and DWQ, experienced a change in business needs, and reduction in funding of federal grants, which made it necessary to eliminate positions. When determining what positions were to be eliminated, fund-shifting of positions, and budget alterations were considered and implemented by management in these business programs. As a result of these changes, there are no obsolete or overlapping activities existing within the Division.

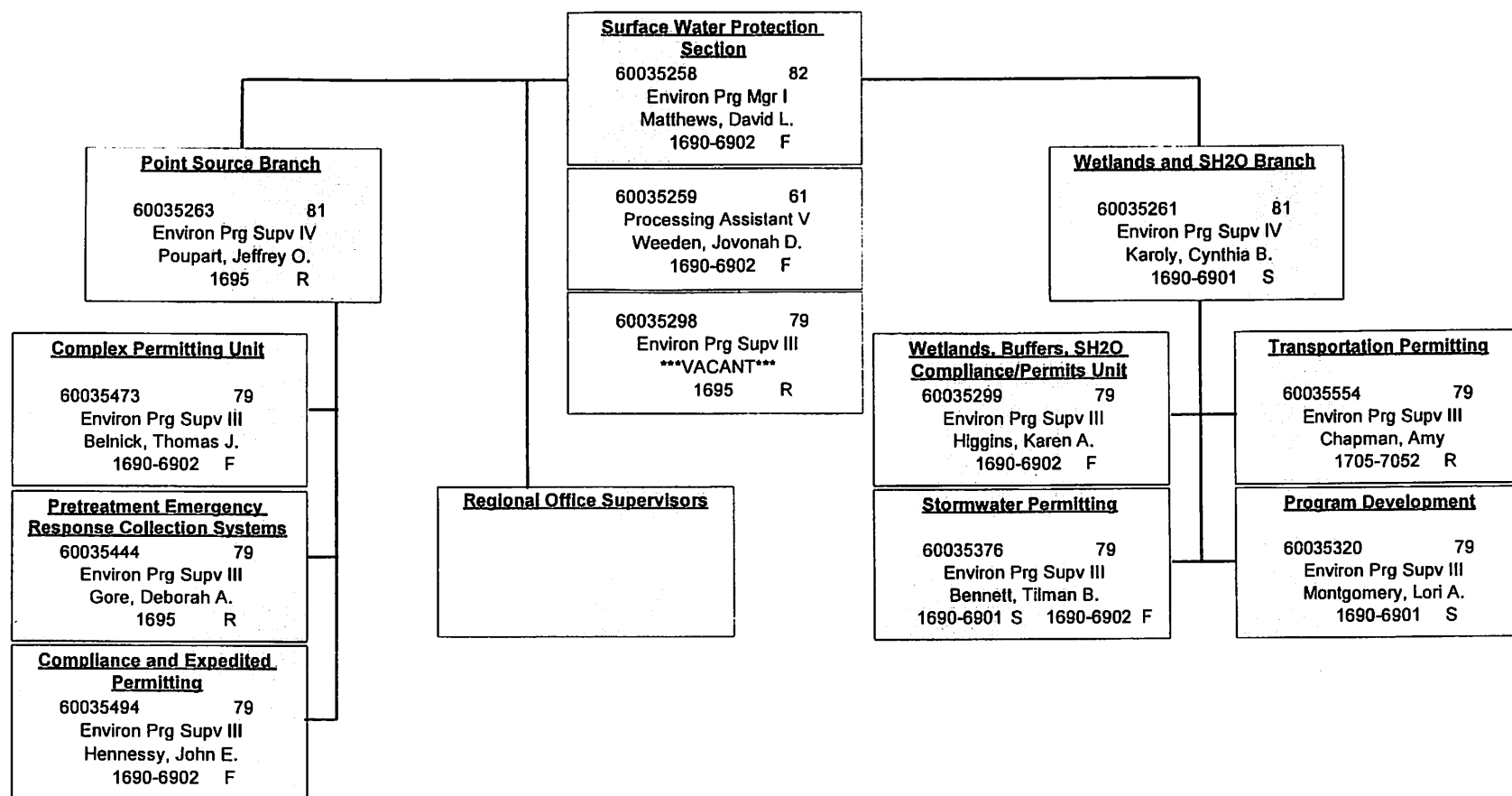
| POSITIONS ELIMINATED | | | | | | | | | | | | | |
|----------------------|---------------|-----|------------|------------------------------------|--------------|----------------------------|---------------------------|------------------------|---------------------------|------------|-----------------|---|----------------------|
| SECTION | REGION | FTE | POSITION # | CLASSIFICATION | SALARY | SOCIAL SECURITY
@ 7.65% | HEALTH INS
@ \$5285/YR | RETIREMENT @
14.69% | TOTAL
SALARIES/FRINGES | SEVERANCE | COST CENTER | FUNDING
SOURCE
(State,
Receipts,
Federal) | COMMENTS |
| RECEIPTS | | | | | | | | | | | | | |
| Surface Water | Fayetteville | 1 | 60035406 | Environmental Specialist | \$ 46,441.00 | \$ 3,552.74 | \$ 5,285 | \$ 6,822 | \$ 62,101 | \$ 23,221 | 1695 | Receipts | \$ 725,198 |
| Surface Water | Asheville | 1 | 60035398 | Environmental Specialist | \$ 52,323.00 | \$ 4,002.71 | \$ 5,285 | \$ 7,686 | \$ 69,297 | \$ 34,882 | 1695 | Receipts | |
| Surface Water | Raleigh | 1 | 60035513 | Environmental Specialist | \$ 38,632.00 | \$ 2,955.35 | \$ 5,285 | \$ 5,675 | \$ 52,547 | | 1695 | Receipts | |
| Surface Water | Central | 1 | 60035304 | Environmental Specialist | \$ 38,632.00 | \$ 2,955.35 | \$ 5,285 | \$ 5,675 | \$ 52,547 | | 1695 | Receipts | |
| Surface Water | Washington | 1 | 60035441 | Environmental Specialist | \$ 38,632.00 | \$ 2,955.35 | \$ 5,285 | \$ 5,675 | \$ 52,547 | \$ - | 1695 | Receipts | |
| Surface Water | Wilmington | 1 | 60035450 | Environmental Specialist | \$ 38,632.00 | \$ 2,955.35 | \$ 5,285 | \$ 5,675 | \$ 52,547 | \$ - | 1695 | Receipts | |
| Planning | Central | 0.5 | 60090088 | Industrial Hygiene Consultant- 50% | \$ 38,627.00 | \$ 2,954.97 | \$ - | \$ 5,674 | \$ 47,256 | \$ - | 1695 | Receipts | |
| Env Sciences | Reedy Creek | 1 | 60035336 | Environmental Specialist | \$ 51,093.00 | \$ 3,908.61 | \$ 5,285 | \$ 7,506 | \$ 67,792 | \$ 34,062 | 1695 | Receipts | |
| Env Sciences | Reedy Creek | 1 | 60035354 | Environmental Specialist | \$ 38,632.00 | \$ 2,955.35 | \$ 5,285 | \$ 5,675 | \$ 52,547 | \$ - | 1695 | Receipts | |
| DWQ-Business Unit | Central | 1 | 60035099 | Processing Assistant IV | \$ 26,013.00 | \$3,522 | \$ 5,285 | \$ 3,821 | \$ 38,641 | | 1695 | Receipts | |
| DWR IT | Central | 1 | 60035302 | Technology Support Analyst | \$ 52,161.00 | \$ 3,990.32 | \$ 5,285 | \$ 7,662 | \$ 69,099 | \$ 34,774 | 1695 | Receipts | |
| DWQ-Budget Office | Central | 1 | 60035341 | Accounting Technician | \$ 39,738.00 | \$ 3,039.96 | \$ 5,285 | \$ 5,838 | \$ 53,900 | \$ 13,246 | 1695-6951 | Receipts | |
| Surface Water | Raleigh | 1 | 60090085 | Wastewater Treatment Plant Cons | \$ 40,125.00 | \$ 3,069.56 | \$ 5,285 | \$ 5,894 | \$ 54,374 | \$ - | 1695-6953 | Receipts | |
| Aquifer Protection | Central | 1 | 60035569 | Engineer- journey | \$ 42,030.00 | \$ 3,215.30 | \$ 5,285 | \$ 6,174 | \$ 56,705 | \$ - | 2356 | Receipts | Receipts Down |
| DWQ-Business Unit | Central | 1 | 60035502 | Processing Assistant IV | \$ 26,013.00 | \$3,522 | \$ 5,285 | \$ 3,821 | \$ 38,641 | \$ - | 6342 | Receipts | \$ 93,015 |
| Surface Water | Central | 1 | 60035499 | Ext Education & Training Spec II | \$ 40,125.00 | \$ 3,069.56 | \$ 5,285 | \$ 5,894 | \$ 54,374 | \$ - | 6342 | Receipts | |
| Public Water | Central | 1 | 60034406 | Engineer- contributing | \$ 42,030.00 | \$ 3,215.30 | \$ 5,285 | \$ 6,174 | \$ 56,705 | \$ - | 1490-4907 | Receipts | \$ 112,965 |
| Water Res Mgmt | Central | 1 | 60031529 | Community Planner II | \$ 41,667.00 | \$ 3,187.53 | \$ 5,285 | \$ 6,121 | \$ 56,260 | \$ - | 1490-4907 | Receipts | |
| Water Res Mgmt | Central | 1 | 60031514 | Environmental Specialist | \$ 38,632.00 | \$ 2,955.35 | \$ 5,285 | \$ 5,675 | \$ 52,547 | \$ - | 1620-6204 | Receipts | |
| Laboratory | Reedy Creek | 0.5 | 60035139 | Environmental Program Sup IV - 50% | \$ 40,877.50 | \$ 3,127.13 | \$ 2,643 | \$ 6,005 | \$ 52,652 | \$ 27,252 | 1635-6355 | Receipts | Receipts Down |
| Laboratory | Mooreville | 1 | 60035188 | Chemist II | \$ 51,601.00 | \$ 3,947.48 | \$ 5,285 | \$ 7,580 | \$ 68,414 | \$ 34,401 | 1635-6355 | Receipts | Receipts Down |
| Surface Water | Central | 1 | 60035576 | Environmental Sr. Specialist | \$ 60,127.00 | \$ 4,599.72 | \$ 5,285 | \$ 8,833 | \$ 78,844 | \$ 40,085 | 1705-7056 | Receipts | Funding Source Ended |
| Surface Water | Asheville | 1 | 60035530 | Environmental Specialist | \$ 47,439.00 | \$ 3,629.08 | \$ 5,285 | \$ 6,969 | \$ 63,322 | \$ 31,626 | 1705-7056 | Receipts | Funding Source Ended |
| Surface Water | Winston-Salem | 1 | 60035528 | Environmental Specialist | \$ 44,203.00 | \$ 3,381.53 | \$ 5,285 | \$ 6,493 | \$ 59,363 | \$ 22,102 | 1705-7056 | Receipts | Funding Source Ended |
| Surface Water | Winston-Salem | 1 | 60035531 | Environmental Sr. Technician | \$ 42,624.00 | \$ 3,260.74 | \$ 5,285 | \$ 6,261 | \$ 57,431 | | 1705-7056 | Receipts | Funding Source Ended |
| Env Sciences | Reedy Creek | 1 | 60035527 | Environmental Specialist | \$ 38,632.00 | \$ 2,955.35 | \$ 5,285 | \$ 5,675 | \$ 52,547 | | 1705-7056 | Receipts | Funding Source Ended |
| Surface Water | Central | 1 | 60035330 | Environmental Sr. Specialist | \$ 43,347.00 | \$ 3,316.05 | \$ 5,285 | \$ 6,368 | \$ 58,316 | | 1725-7280 | Receipts | Funding Source Ended |
| TOTALS | TOTALS | 26 | | | | | | | \$ 1,531,319 | \$ 237,546 | | | |
| | | | | | | | | | | \$ 18,172 | Soc Security | | |
| | | | | | | | | | | \$ 51,226 | Health/12 mos | | |
| | | | | | | | | | | \$ 306,945 | Total Severance | | |
| FEDERAL | | | | | | | | | | | | | |
| Public Water | Central | 1 | 60034470 | Engineer- contributing | \$ 42,030.00 | \$ 3,215.30 | \$ 5,285 | \$ 6,174 | \$ 56,705 | \$ - | 1490-4904 | Federal | |
| Aquifer Protection | Central | 1 | 60035220 | Hydrogeologist- journey | \$ 37,519.00 | \$ 2,870.20 | \$ 5,285 | \$ 5,512 | \$ 51,186 | | 1660-6601 | Federal | Grant award reduced |
| Aquifer Protection | Central | 1 | 60035254 | Environmental Sr. Specialist | \$ 50,788.00 | \$ 3,885.28 | \$ 5,285 | \$ 7,461 | \$ 67,419 | \$ 33,859 | 1660-6601 | Federal | Grant award reduced |
| Aquifer Protection | Raleigh | 1 | 60035236 | Environmental Sr. Technician | \$ 39,433.00 | \$ 3,016.62 | \$ 5,285 | \$ 5,793 | \$ 53,527 | \$ 13,144 | 1660-6601 | Federal | Grant award reduced |
| DWQ-Business Unit | Central | 0.5 | 60035101 | Business Officer- journey- 50% | \$ 18,874.00 | \$3,522 | \$ 2,643 | \$ 2,773 | \$ 27,811 | | 1690-6902 | Federal | Grant award reduced |
| Surface Water | Central | 1 | 60035388 | Environmental Sr. Specialist | \$ 52,369.00 | \$ 4,006.23 | \$ 5,285 | \$ 7,693 | \$ 69,353 | \$ 34,906 | 1690-6902 | Federal | Grant award reduced |
| Surface Water | Wilmington | 1 | 60035515 | Environmental Specialist | \$ 45,232.00 | \$ 3,460.25 | \$ 5,285 | \$ 6,645 | \$ 60,622 | | 1690-6902 | Federal | Grant award reduced |
| Planning | Central | 1 | 60035288 | Environmental Program Sup III | \$ 56,393.00 | \$ 4,314.06 | \$ 5,285 | \$ 8,284 | \$ 74,276 | \$ - | 1690-6902 | Federal | Grant award reduced |
| Env Sciences | Reedy Creek | 0.5 | 60035381 | Environmental Sr. Technician- 50% | \$17,237 | \$ 1,318.63 | \$ 2,643 | \$ 2,532 | \$ 23,730 | | 1690-6902 | Federal | Grant award reduced |
| Surface Water | Central | 1 | 60035582 | Environmental Specialist | \$ 38,632.00 | \$ 2,955.35 | \$ 5,285 | \$ 5,675 | \$ 52,547 | | 1725-7270 | Federal | Funding Source Ended |
| Surface Water | Washington | 1 | 60035581 | Environmental Specialist | \$ 38,632.00 | \$ 2,955.35 | \$ 5,285 | \$ 5,675 | \$ 52,547 | | 1725-7274 | Federal | Funding Source Ended |
| Surface Water | Central | 1 | 60097771 | Environmental Specialist | \$ 38,632.00 | \$ 2,955.35 | \$ 5,285 | \$ 5,675 | \$ 52,547 | \$ - | 1725-7264 | Federal | Funding Source Ended |
| Surface Water | Central | 1 | 60035585 | Environmental Sr. Specialist | \$ 43,347.00 | \$ 3,316.05 | \$ 5,285 | \$ 6,368 | \$ 58,316 | \$ - | 1725-7273 | Federal | Funding Source Ended |
| Env Sciences | Reedy Creek | 0.5 | 60035381 | Environmental Sr. Technician- 50% | \$17,237 | \$ 1,318.63 | \$ 2,643 | \$ 2,532 | \$ 23,730 | \$ - | 1690-6928 | Federal | |

| SECTION | REGION | FTE | POSITION # | CLASSIFICATION | SALARY | SOCIAL SECURITY
@ 7.65% | HEALTH INS
@ \$5285/YR | RETIREMENT @
14.69% | TOTAL
SALARIES/FRINGES | SEVERANCE | COST CENTER | FUNDING
SOURCE
(State,
Receipts,
Federal) | COMMENTS |
|------------------------|-----------------|------|------------|-----------------------------------|--------------|----------------------------|---------------------------|------------------------|---------------------------|------------|-----------------|---|------------|
| Env Sciences | Reedy Creek | 1 | 60035350 | Environmental Specialist | \$ 52,093.00 | \$ 3,985.11 | \$ 5,285 | \$ 7,652 | \$ 69,016 | \$ 34,729 | 1720-7224 | Federal | |
| Public Water | Central | 1 | 65001633 | Engineer- advanced | \$ 42,030.00 | \$ 3,215.30 | \$ 5,285 | \$ 6,174 | \$ 56,705 | \$ - | 66A0-6G22 | Federal | |
| Public Water | Mooreville | 1 | 60034528 | Engineer- contributing | \$ 51,446.00 | \$ 3,935.62 | \$ 5,285 | \$ 7,557 | \$ 68,224 | \$ 25,723 | 66A0-6G22 | Federal | |
| TOTALS | | 15.5 | | | | | | | \$ 918,261 | | | | |
| | | | | | | | | | | | | | |
| | | | | | | | | | | \$ 142,361 | | | |
| | | | | | | | | | | \$ 10,891 | Soc Security | | |
| | | | | | | | | | | \$ 26,961 | Health/12 mos. | | |
| | | | | | | | | | | \$ 180,213 | Total Severance | | |
| | | | | | | \$ - | | | | | | | |
| STATE - APPROPRIATIONS | | | | | | | | | | | | | |
| Public Water | Central | 1 | 60034420 | Processing Assistant IV | \$ 34,938.00 | \$ 2,672.76 | \$ 5,285 | \$ 5,132 | \$ 48,028 | \$ 23,292 | 1490-4902 | State | |
| Water Res Mgmt | Central | 1 | 60031528 | Business & Tech App Specialist | \$ 36,230.00 | \$ 2,771.60 | \$ 5,285 | \$ 5,322 | \$ 49,609 | \$ - | 1620-6201 | State | |
| Water Res Mgmt | Central | 0.2 | 65002528 | Environmental Specialist- 20% | \$ 7,800.00 | \$ 596.70 | \$ - | | \$ 8,397 | \$ - | 1620-6201 | State | |
| DWR-Director's Ofce | Central | 1 | 60031507 | Administrative Secretary II | \$ 29,421.00 | \$ 2,250.71 | \$ 5,285 | \$ 4,322 | \$ 41,279 | \$ 8,826 | 1620-6201 | State | |
| Water Res Mgmt | Central | 1 | 60031499 | Engineer- journey | \$ 56,811.00 | \$ 4,346.04 | \$ 5,285 | \$ 8,346 | \$ 74,788 | \$ 18,937 | 1620-6218 | State | \$ 131,048 |
| Water Res Mgmt | Central | 1 | 60090069 | Community Planner II | \$ 41,667.00 | \$ 3,187.53 | \$ 5,285 | \$ 6,121 | \$ 56,260 | \$ - | 1620-6218 | State | |
| Water Res Mgmt | Central | 1 | 60031520 | Hydrogeologist- journey | \$ 37,519.00 | \$ 2,870.20 | \$ 5,285 | \$ 5,512 | \$ 51,186 | \$ - | 1620-6280 | State | |
| Laboratory | Reedy Creek | 1 | 60035163 | Chemistry Technician III | \$ 36,635.00 | \$ 2,802.58 | \$ 5,285 | \$ 5,382 | \$ 50,104 | \$ 12,212 | 1635-6351 | State | |
| Laboratory | Reedy Creek | 1 | 60035165 | Chemistry Technician III | \$ 37,521.00 | \$ 2,870.36 | \$ 5,285 | \$ 5,512 | \$ 51,188 | \$ 18,761 | 1635-6351 | State | |
| Laboratory | Reedy Creek | 1 | 60035156 | Chemistry Technician III | \$ 35,761.00 | \$ 2,735.72 | \$ 5,285 | \$ 5,253 | \$ 49,035 | \$ - | 1635-6351 | State | |
| Laboratory | Reedy Creek | 1 | 60035157 | Chemist I | \$ 44,912.00 | \$ 3,435.77 | \$ 5,285 | \$ 6,598 | \$ 60,230 | | 1635-6351 | State | |
| Laboratory | Reedy Creek | 0.5 | 60035139 | Environmental Program Sup IV- 50% | \$ 40,877.50 | \$ 3,127.13 | \$ 2,643 | \$ 6,005 | \$ 52,652 | \$ 27,252 | 1635-6351 | State | |
| Laboratory | Reedy Creek | 1 | 60035153 | Environmental Program Sup III | \$ 69,140.00 | \$ 3,127.13 | \$ 2,643 | \$ 10,157 | \$ 85,066 | | 1635-6351 | State | |
| DWQ-Business Unit | Central | 1 | 60035106 | Personnel Technician II | \$ 46,037.00 | \$ 3,522 | \$ 5,285 | \$ 6,763 | \$ 61,607 | \$ 23,019 | 1690-6901 | State | |
| DWQ-Director's Ofce | Central | 1 | 60035095 | Environmental Program Manager III | \$ 77,450.00 | \$ 3,522 | \$ 5,285 | \$ 11,377 | \$ 97,634 | | 1690-6901 | State | |
| DWQ-Business Unit | Central | 0.5 | 60035101 | Business Officer- journey- 50% | \$ 18,874.00 | \$ 3,522 | \$ 2,643 | \$ 2,773 | \$ 27,811 | \$ - | 1690-6901 | State | |
| DWQ-Business Unit | Central | 1 | 60035196 | Environmental Program Sup IV | \$ 61,696.00 | \$ 3,522 | \$ 5,285 | \$ 9,063 | \$ 79,566 | \$ - | 1690-6901 | State | |
| Surface Water | Central | 1 | 60035320 | Environmental Program Sup III | \$ 63,642.00 | \$ 3,522 | \$ 5,285 | \$ 9,349 | \$ 81,798 | \$ - | 1690-6901 | State | |
| Surface Water | Central | 1 | 60035475 | Environmental Specialist | \$ 38,632.00 | \$ 2,955.35 | \$ 5,285 | \$ 5,675 | \$ 52,547 | | 1690-6901 | State | |
| Surface Water | Fayetteville | 1 | 60035410 | Environmental Sr. Technician | \$ 34,474.00 | \$ 2,637.26 | \$ 5,285 | \$ 5,064 | \$ 47,460 | | 1690-6901 | State | |
| Surface Water | Washington | 1 | 60035437 | Environmental Sr. Specialist | \$ 57,086.00 | \$ 4,367.08 | \$ 5,285 | \$ 8,386 | \$ 75,124 | \$ 28,543 | 1690-6901 | State | |
| Surface Water | Mooreville | 1 | 60035412 | Engineer- journey | \$ 42,030.00 | \$ 3,215.30 | \$ 5,285 | \$ 6,174 | \$ 56,705 | \$ - | 1690-6901 | State | |
| Surface Water | Mooreville | 1 | 60035538 | Environmental Sr. Specialist | \$ 43,347.00 | \$ 3,316.05 | \$ 5,285 | \$ 6,368 | \$ 58,316 | \$ - | 1690-6901 | State | |
| Aquifer Protection | Fayetteville | 1 | 60035217 | Environmental Specialist | \$ 38,632.00 | \$ 2,955.35 | \$ 5,285 | \$ 5,675 | \$ 52,547 | | 1690-6901 | State | |
| Aquifer Protection | Raleigh | 1 | 60035248 | Hydrogeologist- advanced | \$ 37,519.00 | \$ 2,870.20 | \$ 5,285 | \$ 5,512 | \$ 51,186 | \$ - | 1690-6901 | State | |
| Aquifer Protection | Washington | 1 | 60035238 | Environmental Sr. Technician | \$ 34,474.00 | \$ 2,637.26 | \$ 5,285 | \$ 5,064 | \$ 47,460 | \$ - | 1690-6901 | State | |
| Env Sciences | Reedy Creek | 1 | 60035262 | Environmental Program Sup IV | \$ 61,696.00 | \$ 4,719.74 | \$ 5,285 | \$ 9,063 | \$ 80,764 | \$ - | 1690-6901 | State | |
| Aquifer Protection | Mooreville | 1 | 60035232 | Environmental Sr. Technician | \$ 34,474.00 | \$ 2,637.26 | \$ 5,285 | \$ 5,064 | \$ 47,460 | | 1690-6901 | State | |
| TOTALS | TOTALS | 26.2 | | | | | | | \$ 1,595,808 | | | | |
| | | | | | | | TOTAL REDUCTIONS: | | \$ 4,045,388 | | | | |
| | OVER ALL TOTALS | 67.7 | | | | | | | | \$ 160,841 | | | |
| | | | | | | | | | | \$ 12,304 | Soc Security | | |
| | | | | | | | | | | \$ 40,442 | Health/12 mos | | |
| | | | | | | | | | | \$ 213,587 | Total Severance | | |
| | | | | | | | | | | | | | |
| | | | | | | | | GRAND TOTALS | SEVERANCE COSTS | \$ 700,744 | | | |

Division of Water Quality 2013 Organizational Chart

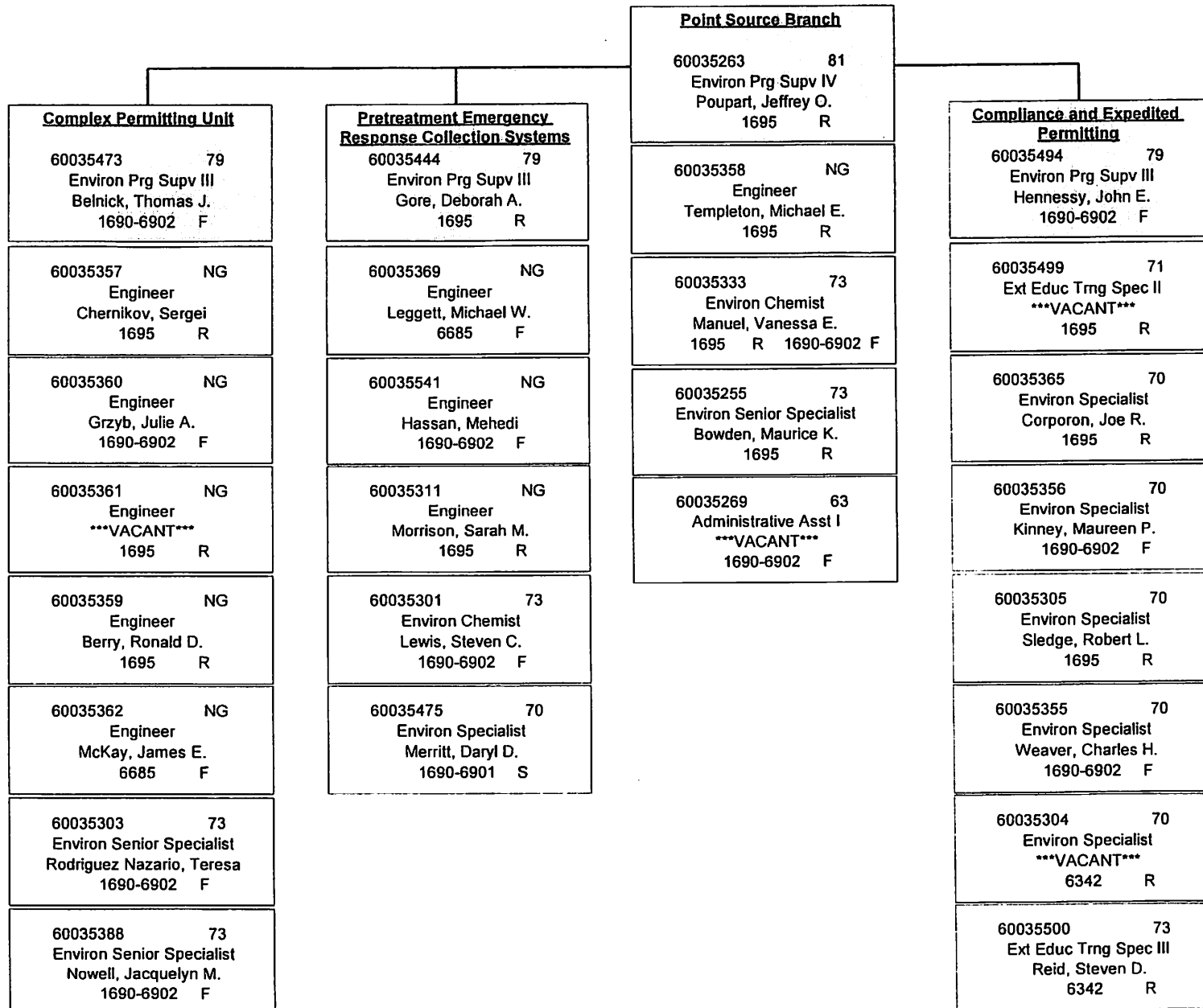


ORG CHART - SURFACE WATER PROTECTION SECTION Part 1 View by Branch/Unit



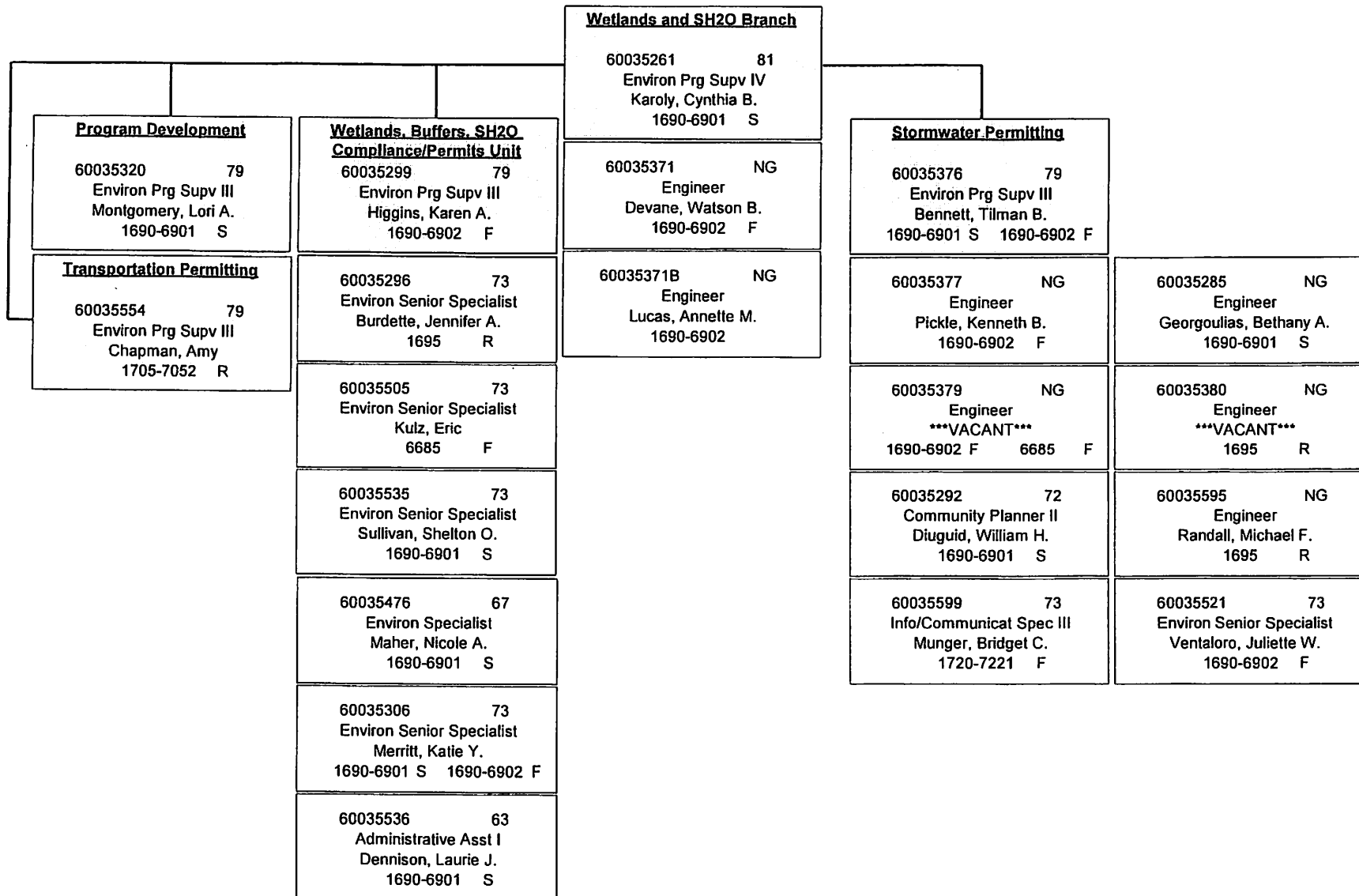
ORG CHART - SURFACE WATER PROTECTION SECTION Part 2

Organization of the Point Source Branch



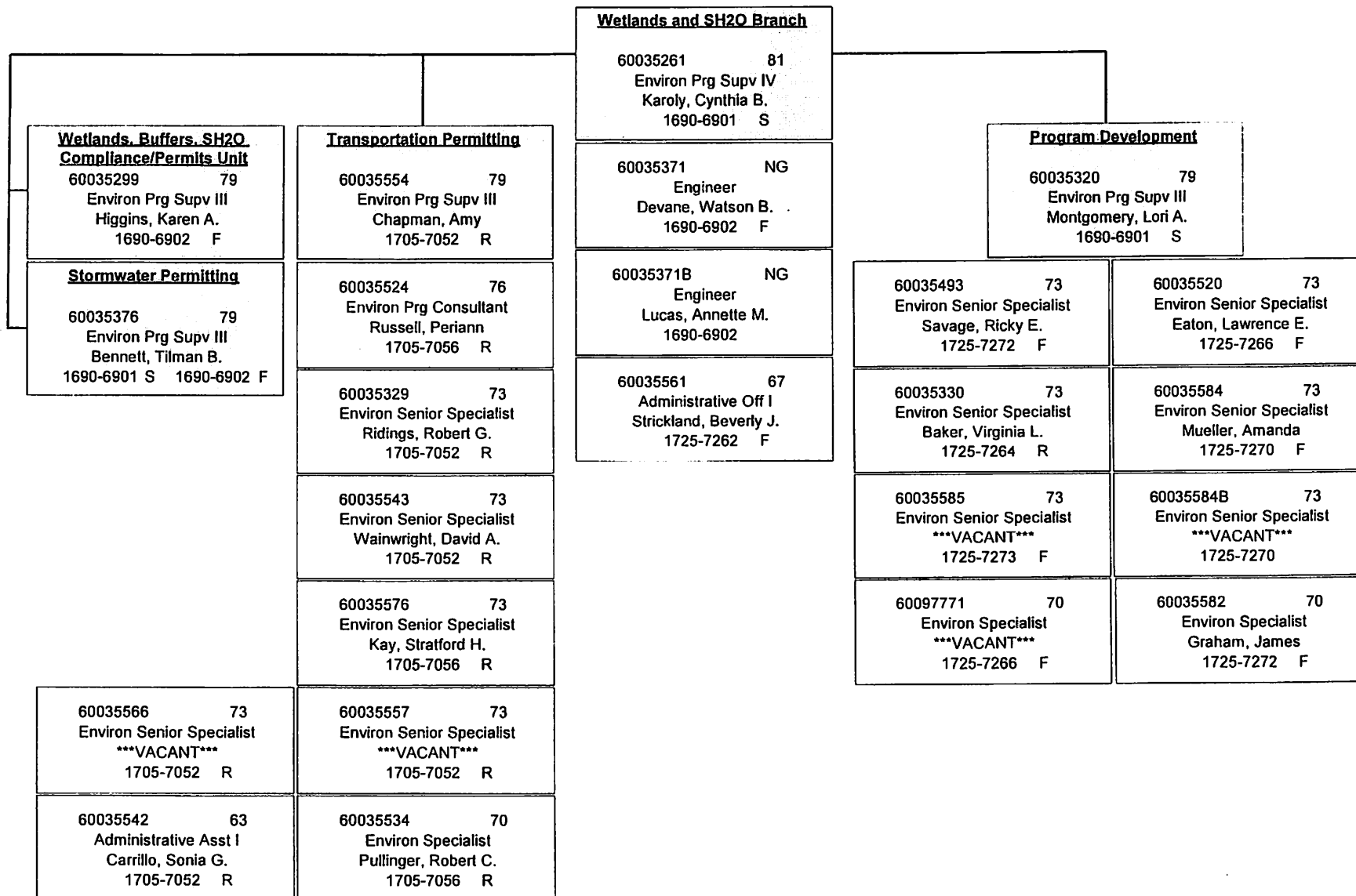
ORG CHART - SURFACE WATER PROTECTION SECTION Part 3

Organization of the Permitting Groups within the Wetlands/H2O Branch

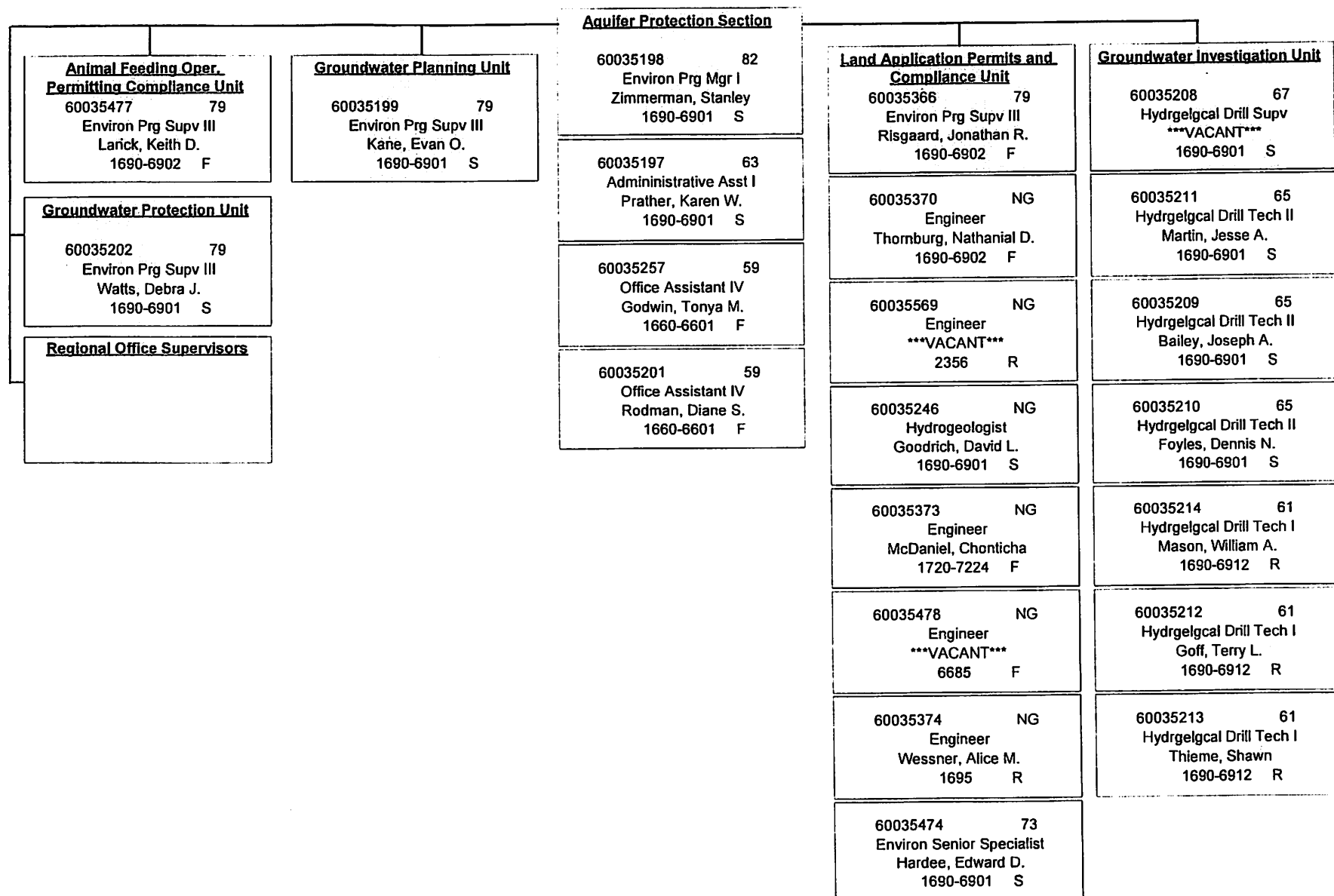


ORG CHART - SURFACE WATER PROTECTION SECTION Part 4

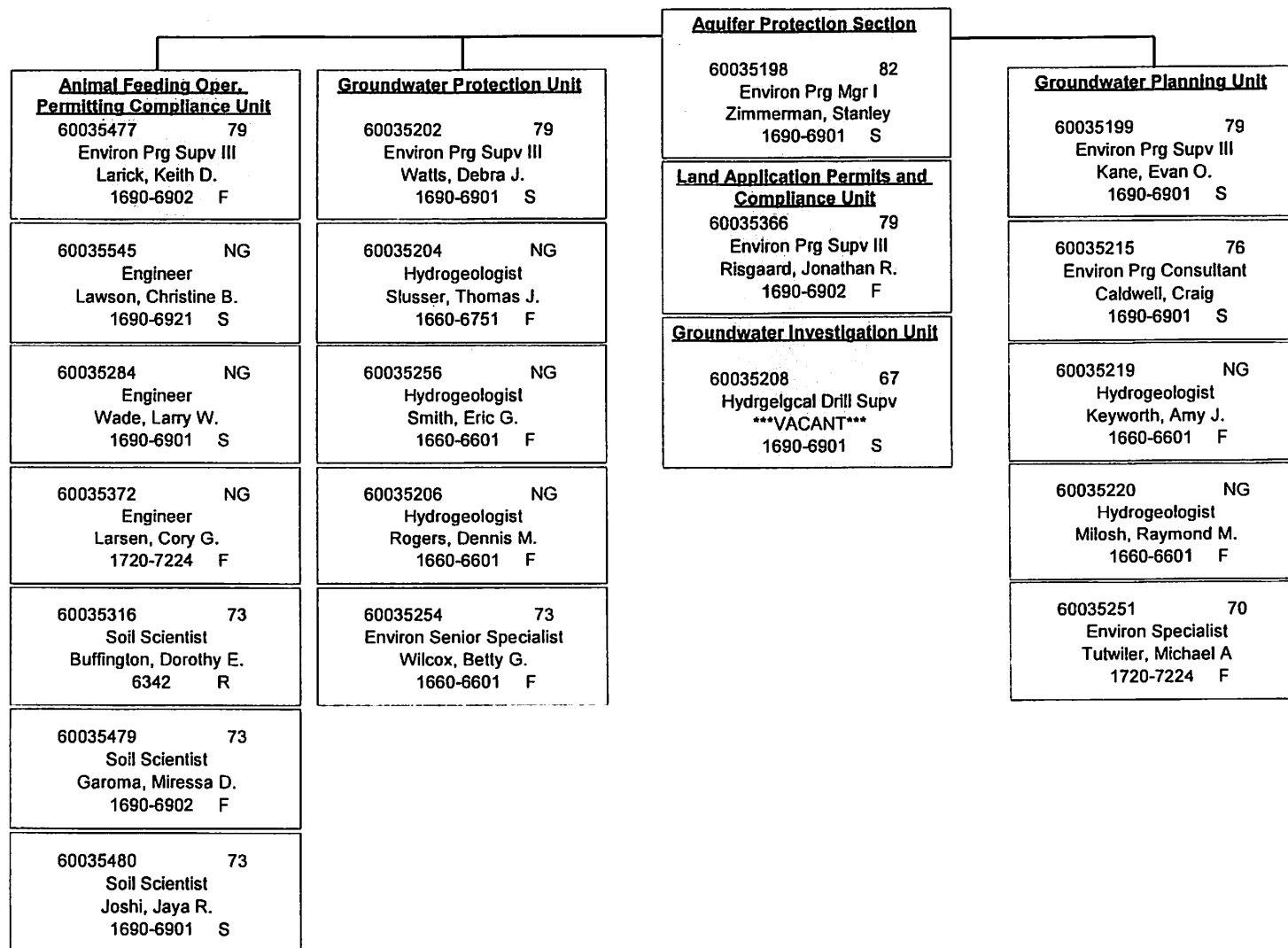
Organization of Permitting Units within the Wetlands/H2O Branch



ORG CHART - AQUIFER PROTECTION SECTION - PART 1



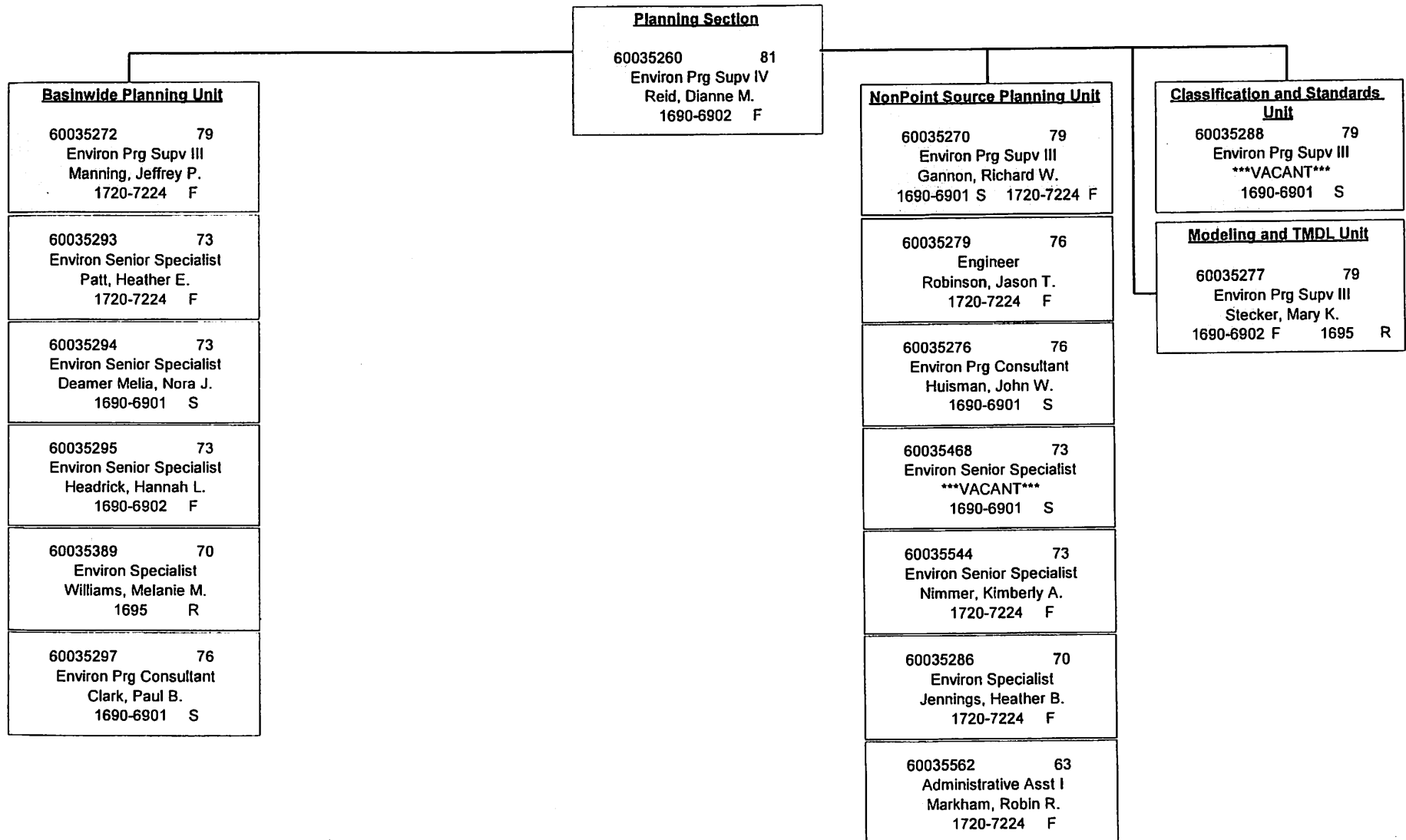
ORG CHART - AQUIFER PROTECTION SECTION - PART 2



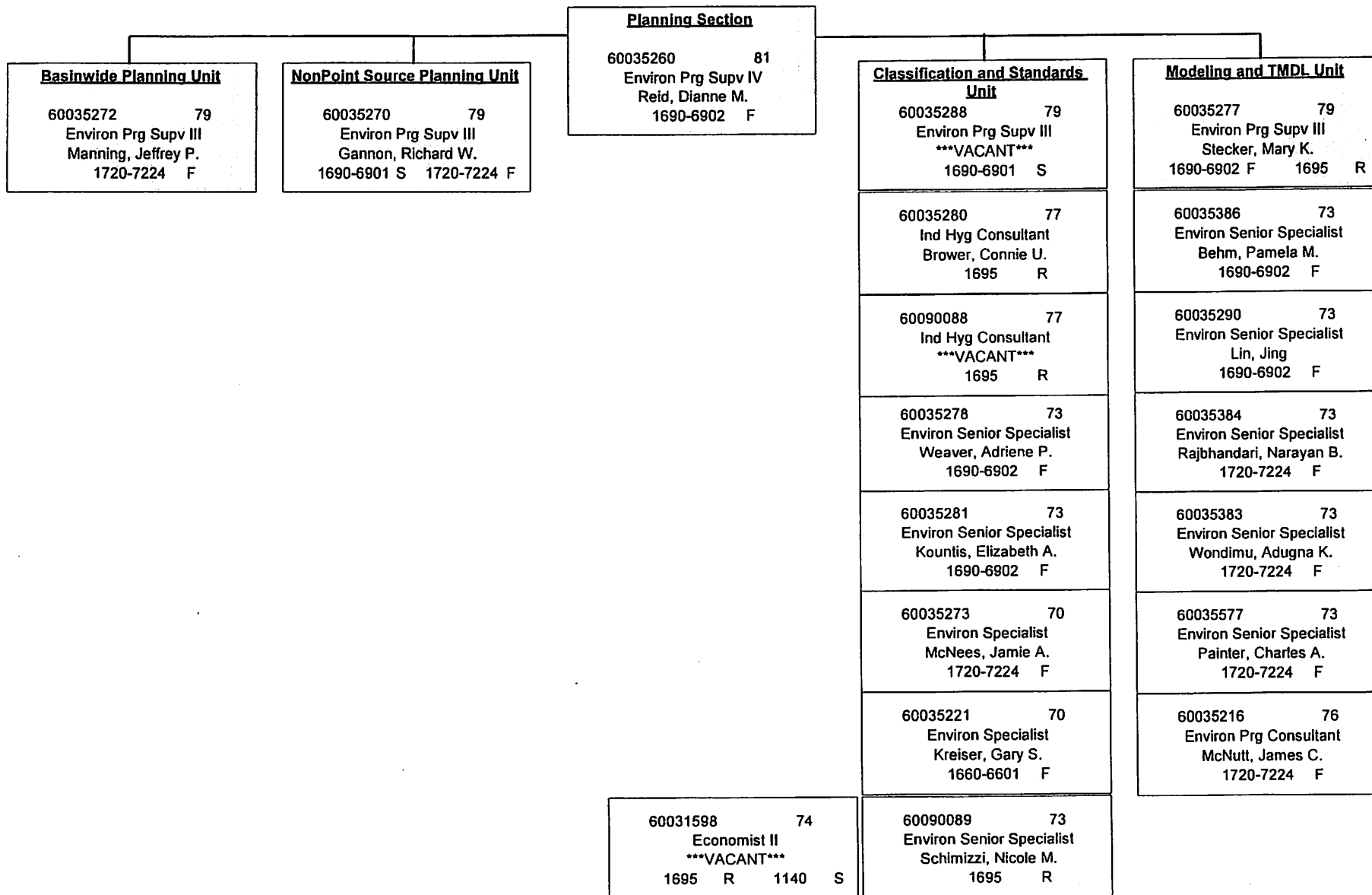
BUSINESS OPERATIONS GROUP

| <u>Staff Services Office</u> | | <u>Budget Office</u> | | <u>Asst. Director for Business Operations</u> | | <u>Information Processing Unit</u> | |
|------------------------------|----|-----------------------|-------------|---|----|------------------------------------|--------|
| 60035105 | 70 | 60035101 | NG | 60035196 | 81 | 60035100 | 65 |
| Personnel Officer I | | Business Officer | | Environ Prg Supv IV | | Administrative Asst II | |
| Foley, Kathleen J. | | ***VACANT*** | | ***VACANT*** | | Scott, Michele E. | |
| 1690-6901 | S | 1690-6901 S | 1690-6802 F | 1690-6901 S | | 1690-6902 F | 1695 R |
| 60035110 | 74 | 60035218 | NG | | | 60035099 | 59 |
| Safety Consultant II | | Business Officer | | | | Processing Assistant IV | |
| Cangemi, Chris W. | | Sutton, Larry V. | | | | ***VACANT*** | |
| 1690-6925 | R | 1710-7102 | F | | | 1695 | R |
| 60035443 | 67 | 60035103 | 59 | | | 60035309 | 59 |
| Staff Develop Spec I | | Accounting Clerk IV | | | | Information Proc Asst I | |
| Dalton, Franklin D. | | Revis, Teresa | | | | Williams, Kendall M. | |
| 1690-6901 | S | 1690-6901 | S | | | 1690-6901 | S |
| 60035108 | 63 | 60035104 | 59 | | | 60035308 | 59 |
| Administrative Assistant | | Accounting Clerk IV | | | | Information Proc Asst I | |
| West, Linda B. | | Benton, Meagen M. | | | | Ferrell, Sharona | |
| 1690-6901 | S | 1690-6902 | F | | | 1690-6901 | S |
| 60035107 | 66 | 60035341 | NG | | | 60035502 | 59 |
| Personnel Tech II | | Accounting Technician | | | | Processing Asst IV | |
| McKinnie, Lisa L. | | McPherson, Frances W. | | | | ***VACANT*** | |
| 1690-6901 | S | 1695-6951 | R | | | 6342 | R |
| 60035106 | 66 | 60035193 | 59 | | | 60035313 | 59 |
| Personnel Tech II | | Accounting Clerk IV | | | | Processing Asst IV | |
| Edwards, Kimberly M. | | Sposto, Wendy S. | | | | ***VACANT*** | |
| 1690-6901 | S | 1690-6901 | S | | | 6342 | R |
| | | | | | | 60035310 | 59 |
| | | | | | | Information Proc Asst I | |
| | | | | | | Campbell, Elena L. | |
| | | | | | | 1690-6902 | F |
| | | | | | | 60035522 | 59 |
| | | | | | | Information Proc Asst I | |
| | | | | | | Swinson, Telzie M. | |
| | | | | | | 1690-6902 | F |

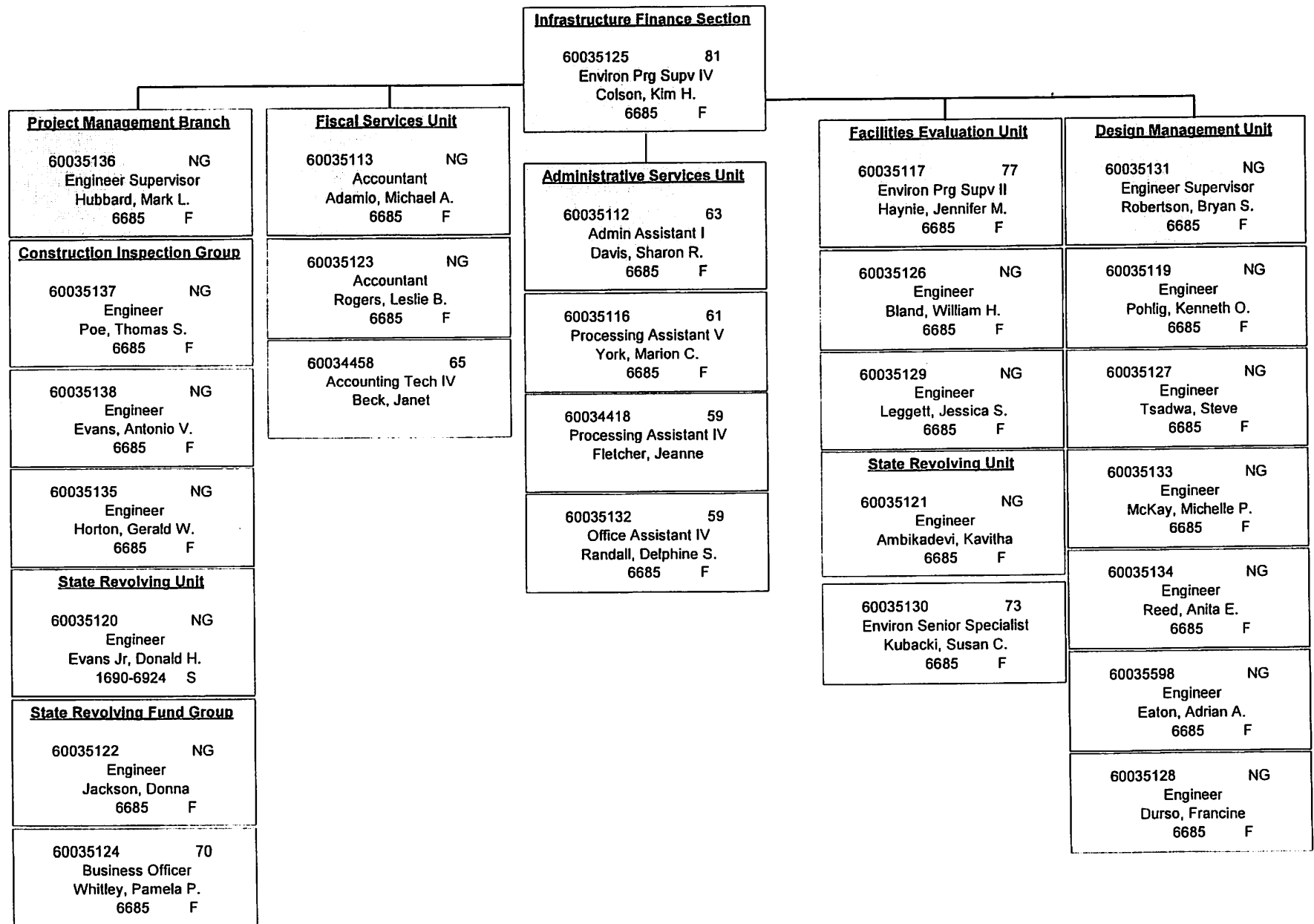
ORG CHART - PLANNING SECTION Part 1 Organization of Planning Units



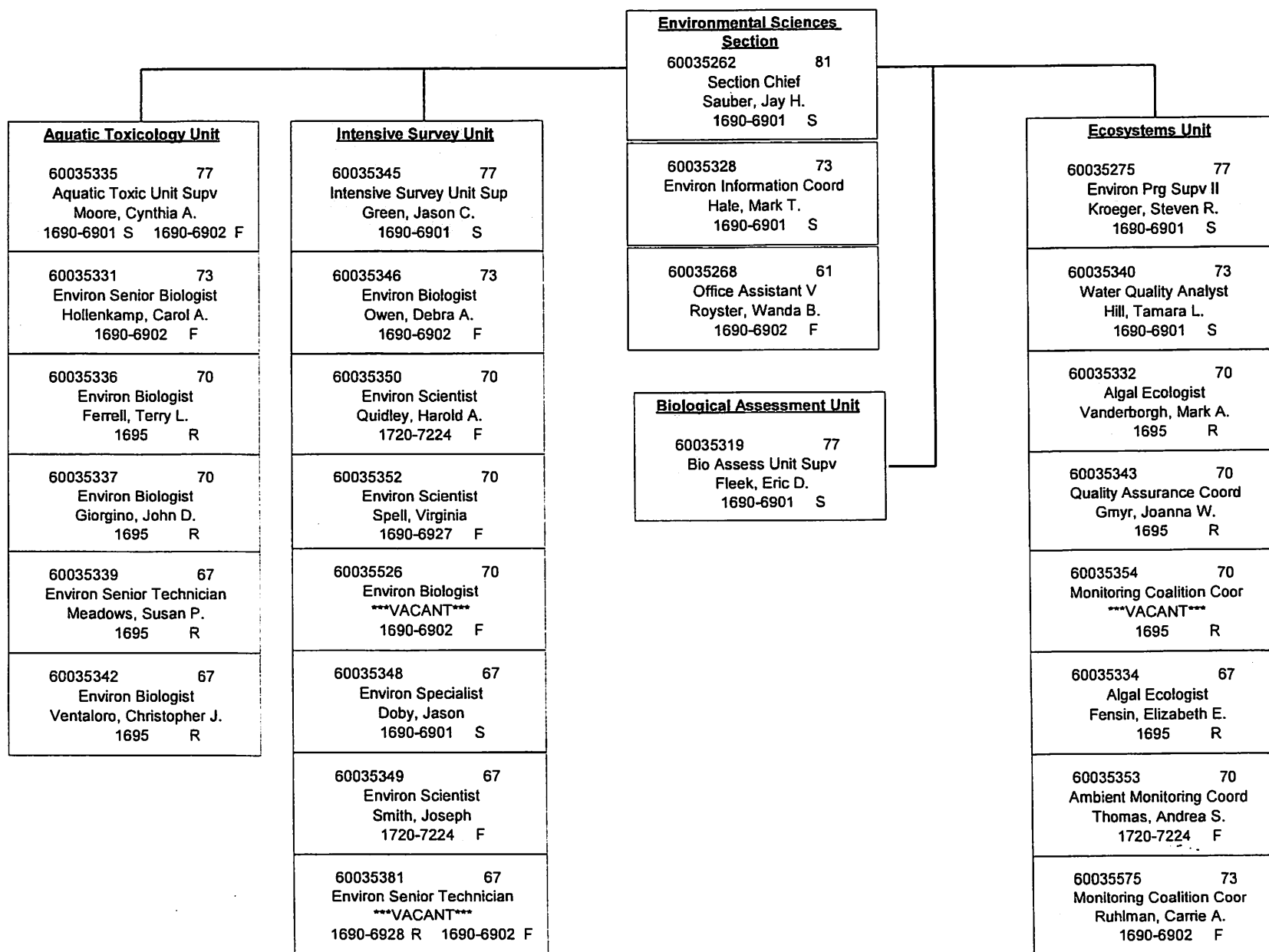
ORG CHART - PLANNING SECTION Part 2 Organization of Standards and Modeling Units



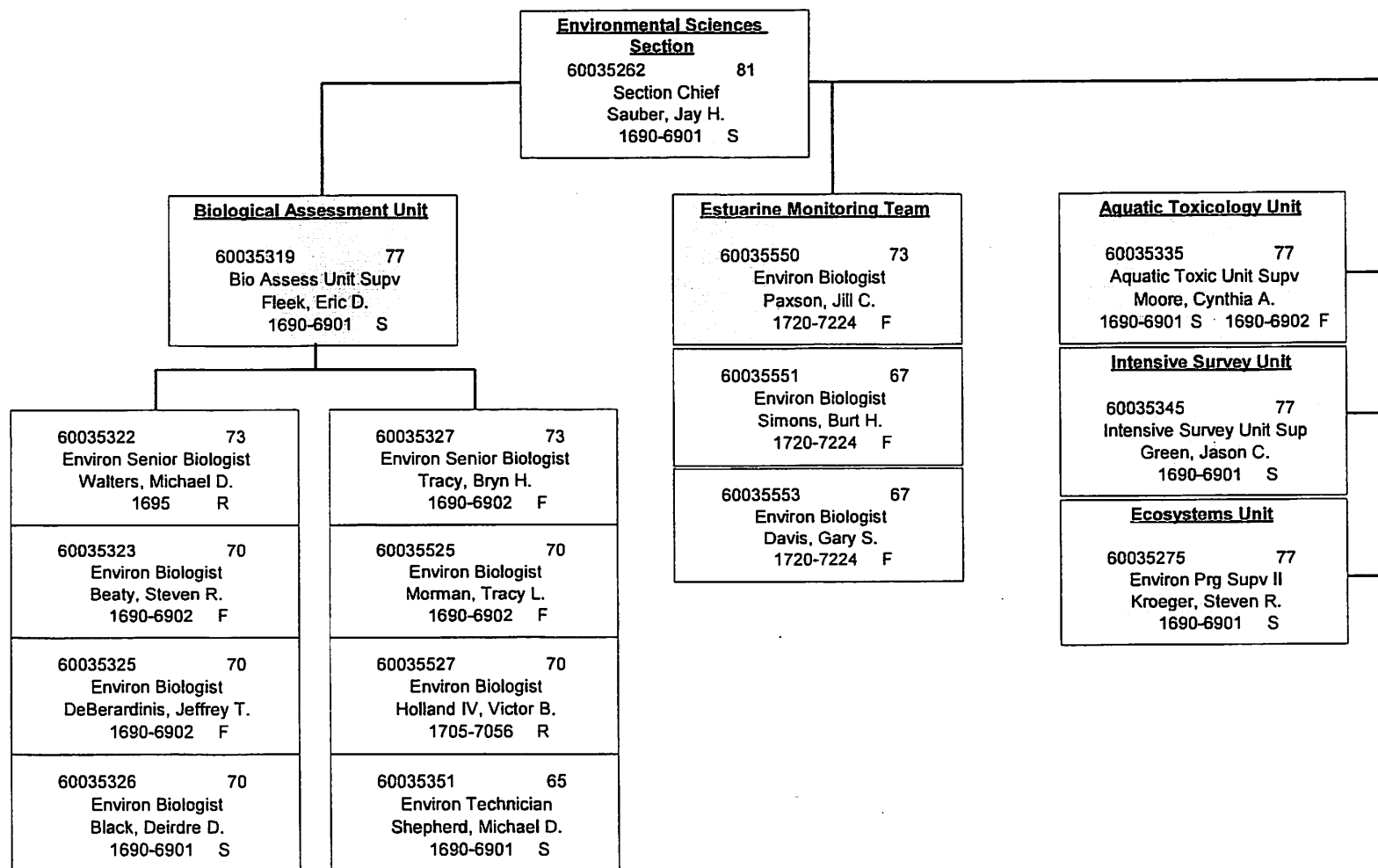
Org Chart - Infrastructure Finance



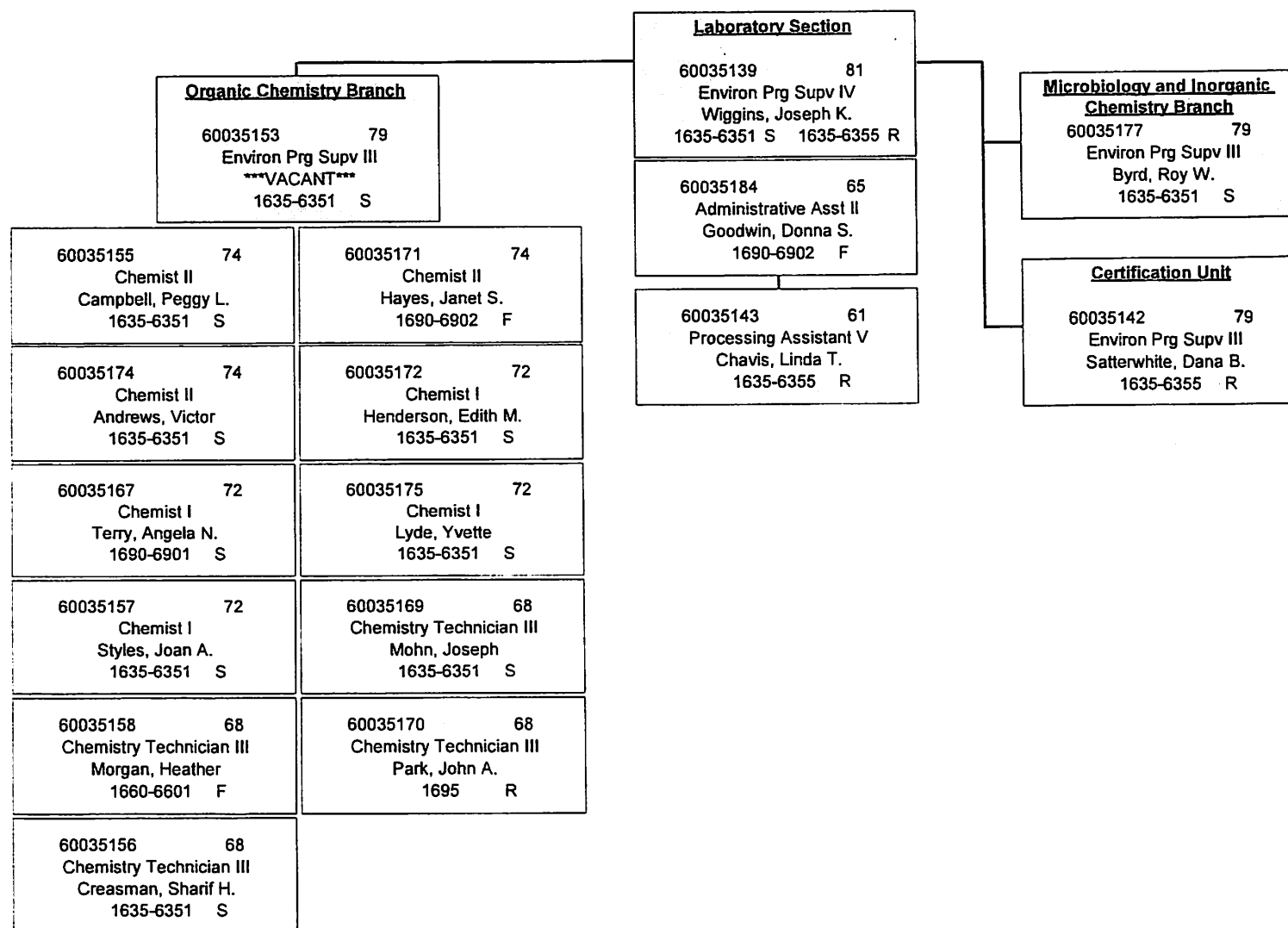
ORG CHART - ENVIRONMENTAL SCIENCES SECTION Part 1



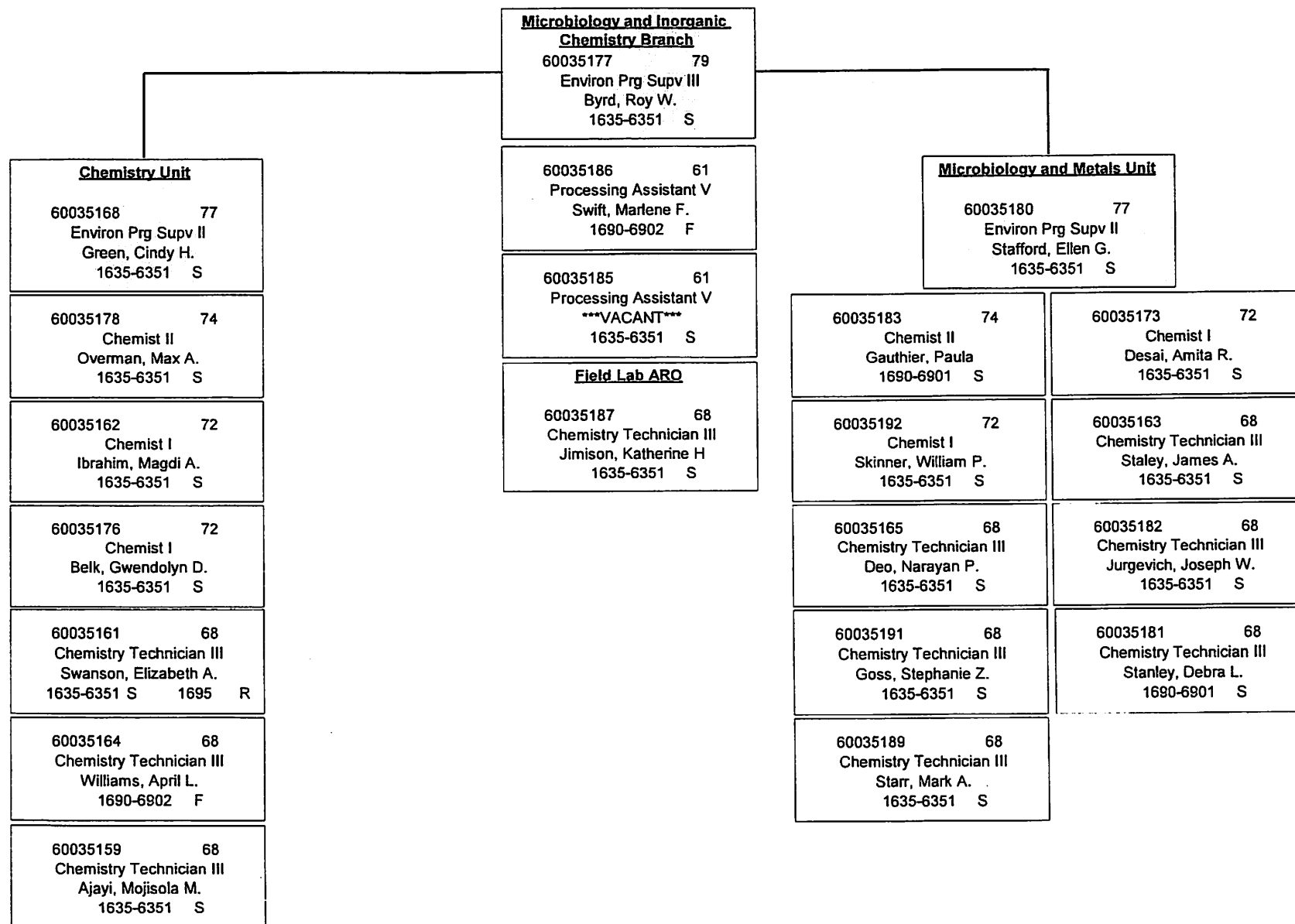
ORG CHART - ENVIRONMENTAL SCIENCES SECTION Part 2



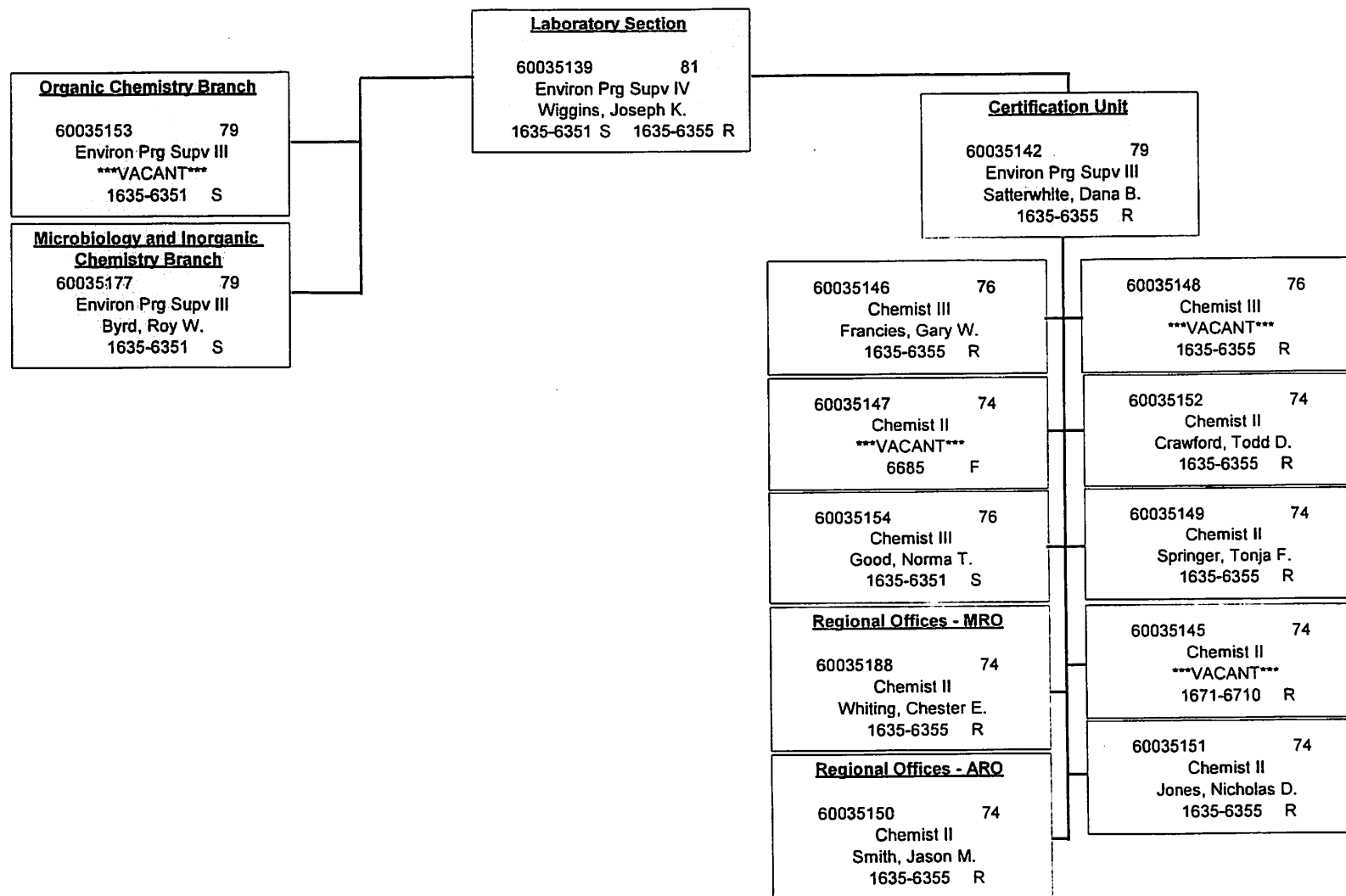
ORG CHART - LABORATORY SECTION Part 1



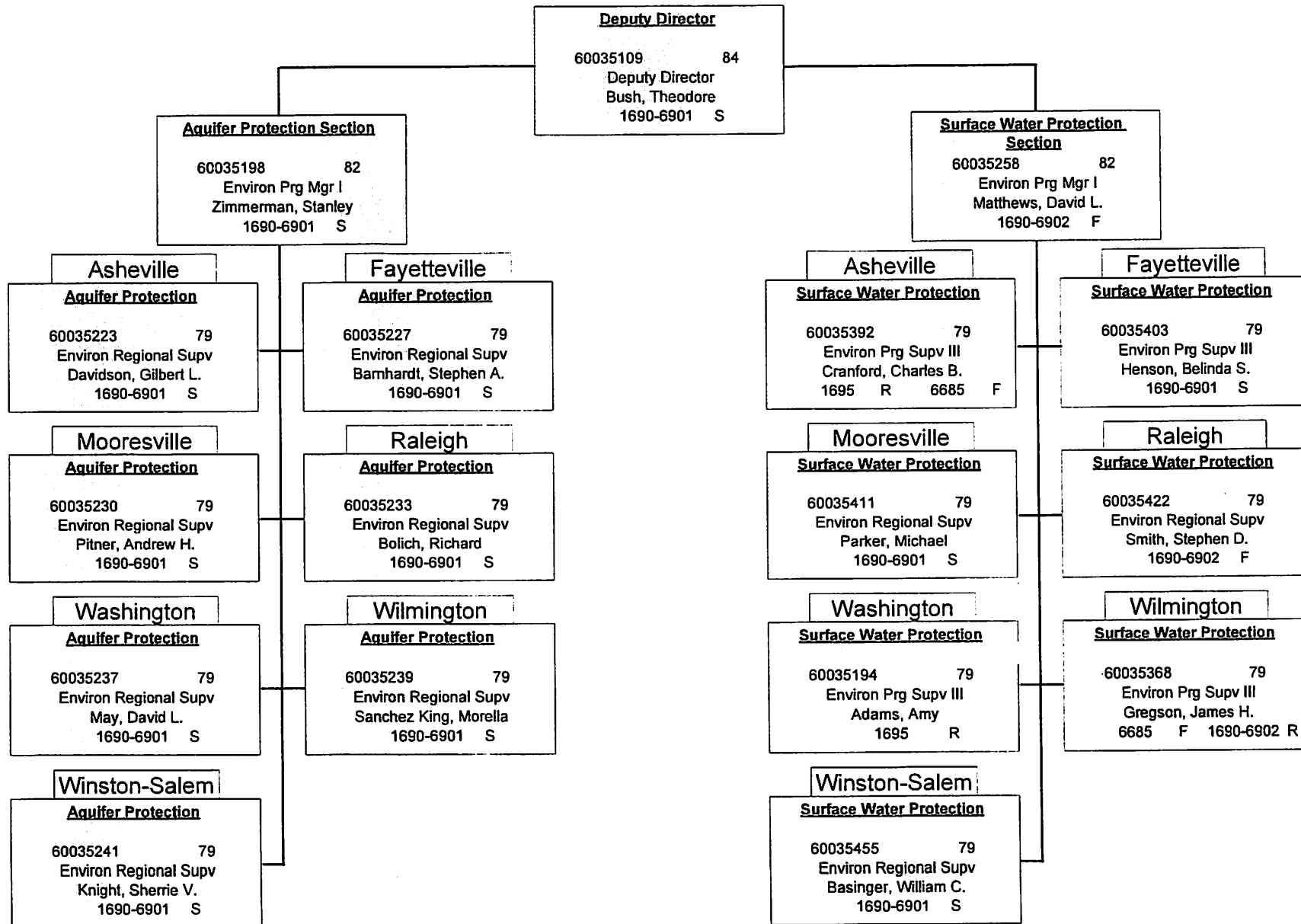
ORG CHART - LABORATORY SECTION Part 2 Microbiology and Inorganic Chemistry Branch



ORG CHART - LABORATORY SECTION Part 3



Org Chart - Regional Office Operations



ORG CHART - REGIONAL OFFICES Asheville Region

| <u>Surface Water Protection</u> | | <u>Aquifer Protection</u> | |
|--|---|---|--|
| 60035392 79
Environ Prg Supv III
Cranford, Charles B.
1695 R 6685 F | | 60035223 79
Environ Regional Supv
Davidson, Gilbert L.
1690-6901 S | |
| 60035395 NG
Engineer
Wilson, Susan A.
1695 R | 60035399 71
WWTP Consultant
VACANT
6342 R 6685 F | 60035250 NG
Hydrogeologist
Campbell, Ted R.
1690-6901 S | |
| 60035394 73
Environ Senior Specialist
Wiggs, Linda
1695 R | 60035510 70
Environ Specialist
Fox, Timothy R
1690-6901 S | 60035226 67
Environ Senior Technician
Moore, Andrew W.
1690-6901 S | |
| 60035546 73
Environ Senior Specialist
Parker, Michael R.
1705-7052 R | 60035530 70
Environ Specialist
Tyndall, Cathy R.
1705-7056 R | 60035225 70
Environ Specialist
Williams, Edward M.
1695 R | |
| 60035396 70
Environ Specialist
Barnett, Kevin H.
1690-6901 S | 60035400 70
Environ Specialist
Stepp, Jonathan
1690-6901 S | 60035481 70
Environ Specialist
Price, Beverly S.
1690-6901 S | |
| 60035397 70
Environ Specialist
Menzel, Jeff B.
1690-6902 F | 60035401 70
Environ Specialist
Cantwell, Janet A.
1690-6902 F | 60035222 NG
Hydrogeologist
Lavery, Brett
1720-7224 F | |
| 60035398 70
Environ Specialist
Frazier, Wanda P.
1695 R | 60035402 67
Environ Senior Technician
Aaron, James P.
1690-6901 S | | |

ORG CHART - REGIONAL OFFICES Fayetteville Region

| <u>Surface Water Protection</u> | |
|--|--|
| 60035403 79
Environ Prg Supv III
Henson, Belinda S.
1690-6901 S | |
| 60035405 73
Environ Chemist
Brantley, Kenneth M.
1690-6902 F | 60035409 70
Environ Specialist
Turlington, Chad C.
1695 R |
| 60035558 73
Environ Senior Specialist
Hemdon, Terry M.
1705-7052 R | 60035410 67
Environ Senior Technician
Strickland, Danny W.
1690-6901 S |
| 60035317 76
Environ Prg Consultant
VACANT
6342 R | 60035406 70
Environ Specialist
Lopez, Albert D.
1695 R |
| 60035511 NG
Engineer
Allen, Joseph T.
1690-6902 F | 60035407 70
Environ Specialist
Lawyer, Michael T.
1690-6902 F |
| 60035408 70
Environ Specialist
White, Hughie M.
1690-6902 F | |

| <u>Aquifer Protection</u> | |
|---|---|
| 60035227 79
Environ Regional Supv
Barnhardt, Stephen A.
1690-6901 S | |
| 60035404 NG
Environ Engineer
Barber, Donald J.
1720-7224 F | 60035482 70
Environ Specialist
Marble, Robert S.
1690-6901 S |
| 60035228 70
Environ Specialist
Dunlap, Billy A.
1690-6901 S | 60035483 70
Environ Specialist
Guyton, Steven H.
1690-6901 S |
| 60035217 70
Environ Specialist
Schneier, Joan V.
1690-6901 S | 60035529 70
Environ Specialist
Honeycutt, Tony W.
1690-6902 F |

ORG CHART - REGIONAL OFFICES Mooreville Region

| <u>Surface Water Protection</u> | | <u>Aquifer Protection</u> | |
|--|---|---|--|
| 60035411 79
Environ Regional Supv
Parker, Michael
1690-6901 S | | 60035230 79
Environ Regional Supv
Pitner, Andrew H.
1690-6901 S | |
| 60035412 NG
W/A Engineer
McKillip, Matthew
1690-6901 S | 60035414 NG
Environ Engineer
Browder, Bette D.
6685 F | 60035247 NG
Hydrogeologist
Abraham, Joju
1690-6901 S | |
| 60035415 NG
Environ Engineer
Bou Ghazale, Samar E.
1695 R | 60035417 70
Environ Specialist
Nagulapally, Sujatha R.
1690-6902 F | 60035231 70
Environ Specialist
VACANT
1660-6601 F | |
| 60035413 73
Environ Chemist
Allocco, Marcia A.
1695 R | 60035418 70
Environ Specialist
Bell, Wesley N.
1690-6902 F | 60035232 67
Environ Senior Technician
Hill, David A.
1690-6901 S | |
| 60035538 73
Environ Senior Specialist
VACANT
1725-7273 F | 60035419 70
Environ Specialist
Hood, Donna R.
1695 R | 60035512 70
Environ Specialist
Schutte, Maria
1690-6901 S | |
| 60035560 73
Environ Senior Specialist
Johnson, Alan
1705-7052 R | 60035421 67
Environ Senior Technician
Smith, Gene K.
1690-6901 S | 60035484 70
Environ Specialist
Bealle, James B.
1690-6901 S | |
| | 60090086 71
WWTP Consultant
Sifford, Barbara R.
1695 R | | |

ORG CHART - REGIONAL OFFICES Raleigh Region

| <u>Surface Water Protection</u> | |
|---|--|
| 60035422 79
Environ Regional Supv
Smith, Stephen D.
1690-6902 F | |
| 60035423 76
Environ Prg Consultant
Romanski, Autumn R.
1690-6901 S | 60035425 NG
Environ Engineer
VACANT
1690-6902 F |
| 60035517 73
Environ Senior Specialist
Smith, Cherri
1690-6901 S 1690-6902 F | 60035426 73
Environ Senior Specialist
Pamell, David R.
1695 R |
| 60035427 73
Environ Senior Specialist
Zhang, Cheng
1695 R | 60090085 71
WWTP Consultant
VACANT
1695-6953 R |
| 60035513 70
Environ Specialist
Ascenzo, Thomas B.
1695 R | 60035431 70
Environ Specialist
Hayes, Mitchell S.
1690-6902 F |
| 60035428 70
Environ Specialist
VACANT
1690-6901 S | 60035432 70
Environ Specialist
Knies, Sara
1690-6901 S |
| 60035429 70
Environ Specialist
VACANT
1695 R | 60035451 70
Environ Specialist
Richmond, Martin R.
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Wiggins, Mack K.
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Environ Senior Technician
Young, Michael
1695 R |

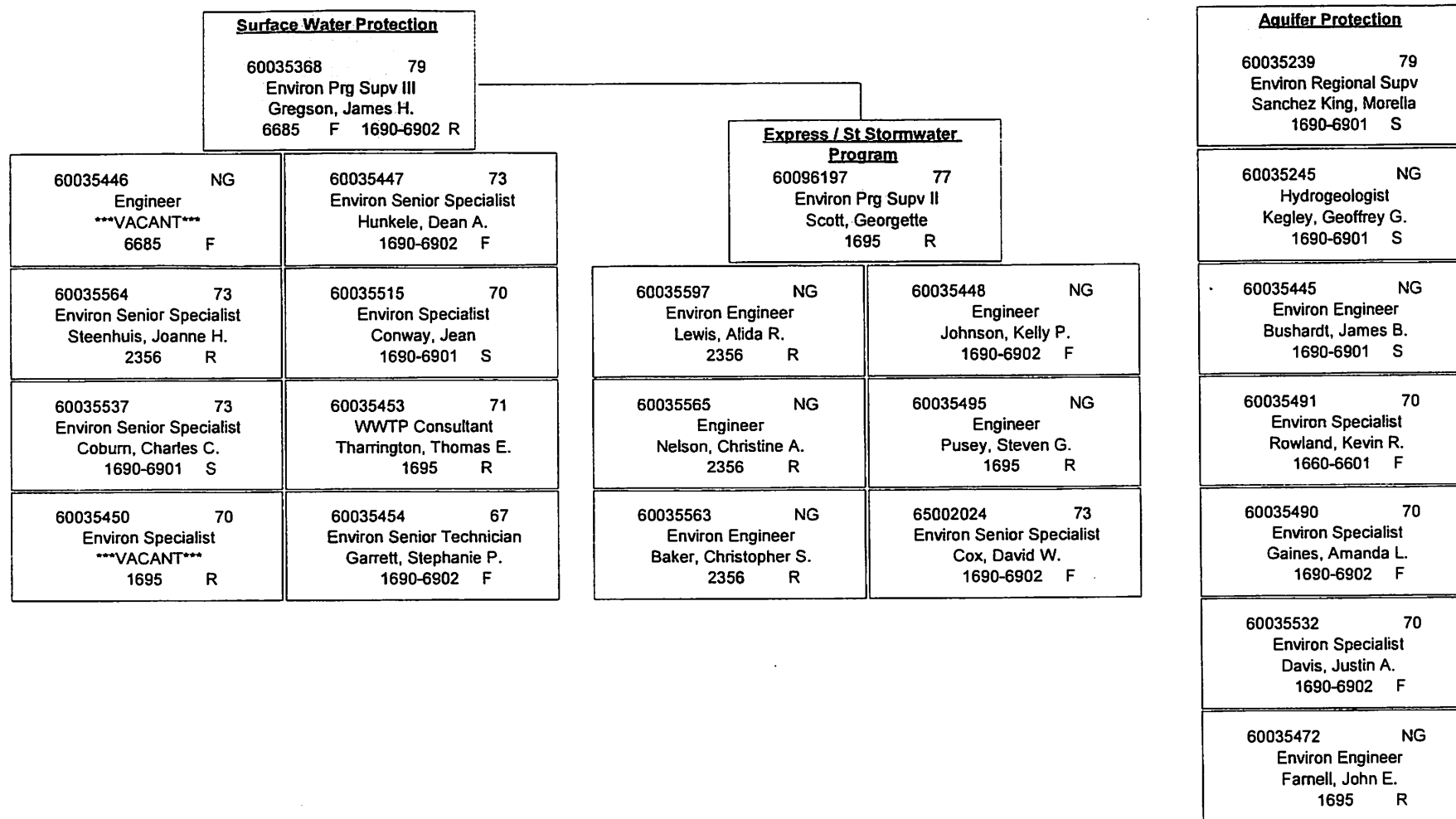
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|---|--|
| 60035233 79
Environ Regional Supv
Bolich, Richard
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| 60035248 NG
Hydrogeologist
VACANT
1690-6901 S | 60035274 73
Environ Senior Specialist
Rimmer, Jerry F.
1695 R |
| 60035234 NG
Hydrogeologist
Rice, Eric S.
1660-6601 F | 60035424 NG
Environ Engineer
Fleahman, Matthew D.
1695 R |
| 60035573 73
Soil Scientist
Hayes, Richard D.
1690-6902 F | 60035470 73
Environ Senior Specialist
Towell, Patrick A.
1690-6901 S |
| 60035533 70
Environ Specialist
Kaltenbach, Stephen
1690-6902 F | 60035485 70
Environ Specialist
Bernard, Jane R.
1690-6901 S |
| 60035236 67
Environ Senior Technician
McCartney, Shung M.
1660-6601 F | |

ORG CHART - REGIONAL OFFICES Washington Region

| <u>Surface Water Protection</u> | |
|---|---|
| 60035194 79
Environ Prg Supv III
Adams, Amy
1695 R | |
| 60035393 NG
Engineer
Moore, William J.
1690-6902 F | 60035514 70
Environ Specialist
Clark, Allen
1690-6901 S |
| 60035393B NG
Engineer
Thorpe, Roger K.
1690-6902 | 60035440 71
WWTP Consultant
Bullock, Robert E.
1695 R 6342 R |
| 60035571 73
Environ Senior Specialist
Scheller, Roberto L.
1690-6902 F | 60035441 70
Environ Specialist
VACANT
1695 R |
| 60035570 NG
Engineer
Vinson, Scott A.
2356 R | 60035596 NG
Environ Engineer
Dumpor, Samir
2356 R |
| 60035437 73
Environ Senior Specialist
Jarman, Kristin C.
1690-6901 S | 60035591 NG
Engineer
Edgerton, Thomas A.
1695 R |
| 60035547 73
Environ Senior Specialist
Ward, Garcy P.
1705-7052 R | 65002023 73
Environ Senior Specialist
Scarbraugh, Anthony D.
1695 R |
| 60035581 70
Environ Specialist
VACANT
1725-7274 F | |

| <u>Aquifer Protection</u> | |
|---|---|
| 60035237 79
Environ Regional Supv
May, David L.
1690-6901 S | |
| 60035244 NG
Hydrogeologist
Hart, William T.
1690-6901 S | 60035487 70
Environ Specialist
Smith, Ronnie T.
1690-6901 S |
| 60035238 67
Environ Senior Technician
VACANT
1690-6901 S | 60035488 70
Environ Specialist
Stilley, Megan H.
1690-6901 S |
| 60035435 NG
Engineer
Tankard, Robert B.
1695 R | 60035442 70
Environ Specialist
Burke, William D.
1690-6901 S |
| 60035574 NG
Hydrogeologist
Sipe, Dwight R.
1720-7221 F | 60035471 73
Environ Senior Specialist
Salyer, Marlene D.
1690-6901 S 1690-6902 F |

ORG CHART - REGIONAL OFFICES Wilmington Region



ORG CHART - REGIONAL OFFICES Winston-Salem Region

| | | | | | |
|---|---|--|---|--|--|
| <u>Surface Water Protection</u>

60035455 79
Environ Regional Supv
Basinger, William C.
1690-6901 S | | | <u>Aquifer Protection</u>

60035241 79
Environ Regional Supv
Knight, Sherrie V.
1690-6901 S | | |
| 60035456 76
Environ Prg Consultant
Mickey, Michael
1690-6901 S | 60035559 73
Environ Senior Specialist
Euliss, Amy C.
1705-7052 R | 60035464 70
Environ Specialist
Carter, Jenifer K.
1690-6901 S | 60035249 NG
Hydrogeologist
Wang, Shuying
1690-6901 S | | |
| 60035458 NG
Environ Engineer
White, Susan A.
1690-6901 S | 60035461 70
Environ Specialist
Taylor-Smith, Aana
1690-6901 S | 60035465 70
Environ Specialist
Snider, Lonnie
1690-6901 S | 60035242 70
Environ Specialist
Mitchell, Patrick L.
1690-6901 S | | |
| 60035460 73
Environ Chemist
Smith, George S.
1690-6902 F | 60035462 70
Environ Specialist
Boone, Ronald C.
1695 R | 60035531 67
Environ Senior Technician
Wanucha, David J.
1705-7056 R | 60035459 70
Environ Specialist
Denard, Derek C.
1695 R | | |
| 60035539 73
Environ Senior Specialist
Homewood, Susan L.
1690-6901 S | 60035516 70
Environ Specialist
Graznak, Jennifer F.
1690-6901 S | 60035467 67
Environ Senior Technician
Iverson, John P.
1690-6902 F | 60035492 70
Environ Specialist
Rosebrock, Mary M.
1690-6901 S | | |
| 60035528 70
Environ Specialist
Yocum, Thomas W.
1705-7056 R | 60035463 71
WWTP Consultant
Hudson, Gary W.
1690-6902 F | | | 60035486 70
Environ Specialist
Berry, Stephen
1690-6901 S | |

DIVISION OF WATER RESOURCES

JULY 19 2013

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Business Officer
Dixon, Tina
60031497, 67(C)

Administrative Sec II
Moody, Krystal
60031507, 60

Info & Comm Spec II
Young, Sarah
65004901, 69

Engineer
England, Darren
60031531, 78(A)

Environmental Sr Spec
Bruton, Jeff
60031502, 73

Business Officer
Ward, Linda
60034457, 73(J)

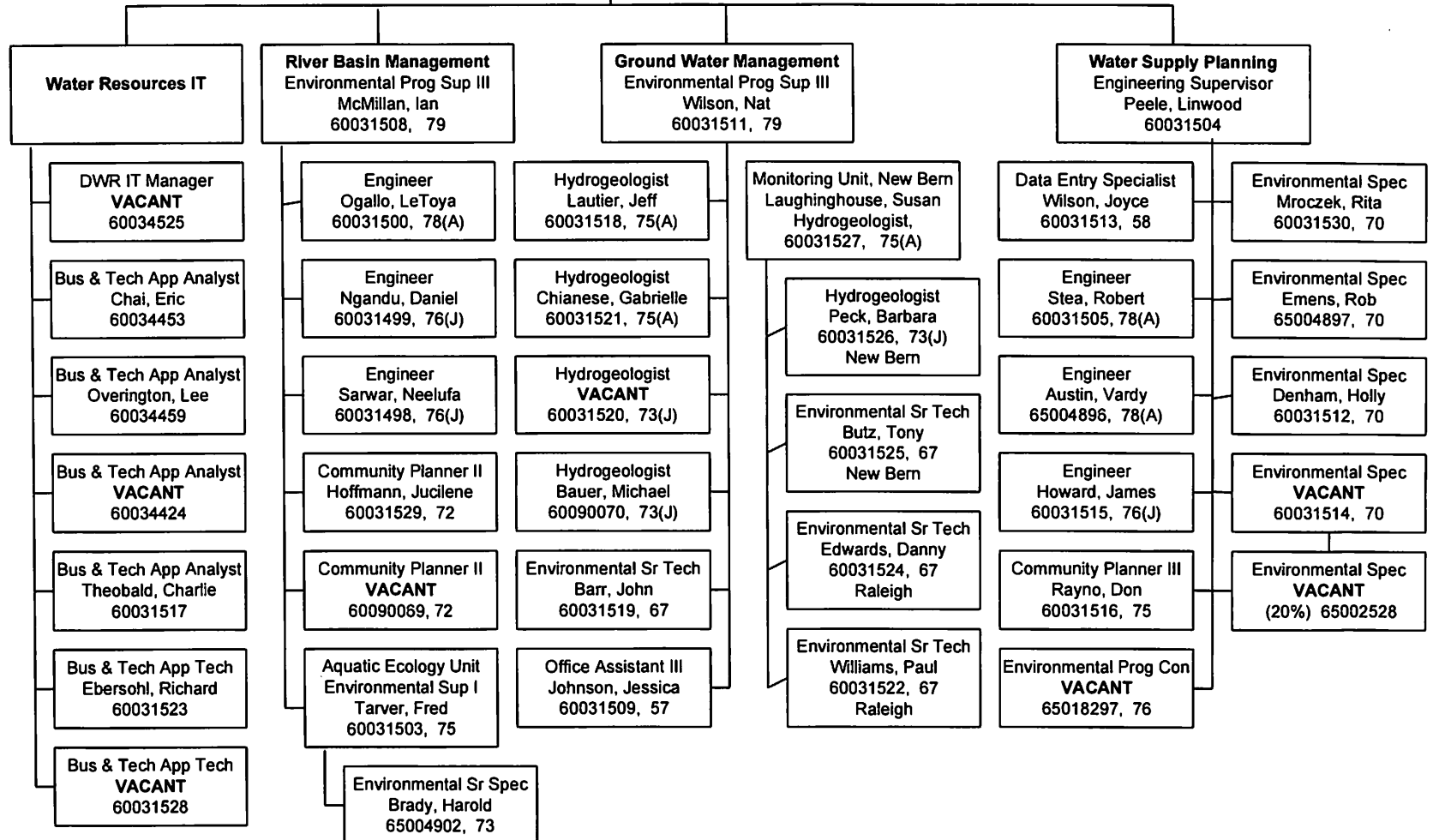
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Personnel Analyst I
Shackleford, Wanda
60034415, 70

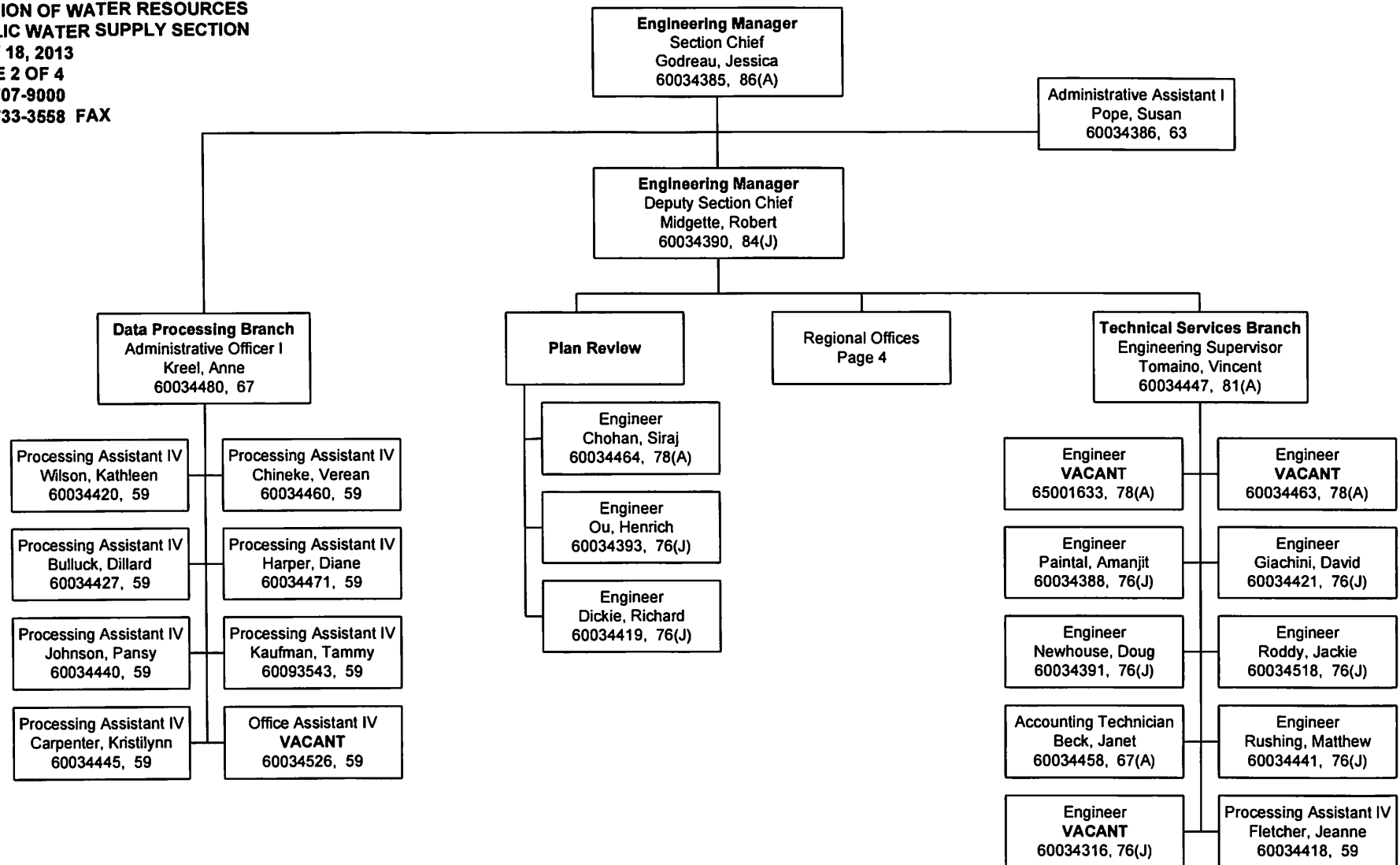
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Environmental Prog Manager I
Reeder, Tom
60031496, 82

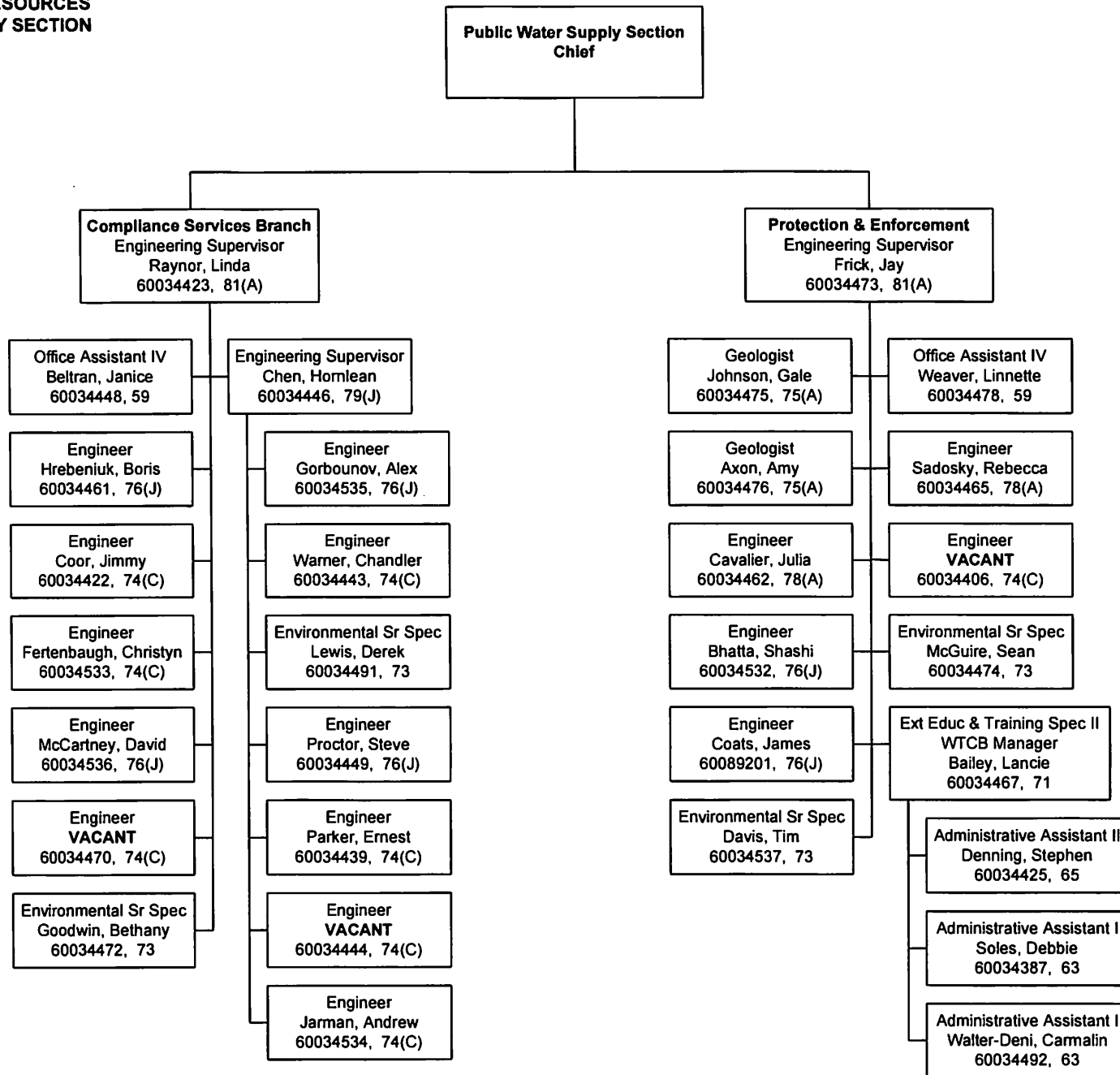
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Environmental Prog Sup IV
Fransen, Tom
60095788, 81

Public Water Supply Section
Engineering Manager
Godreau, Jessica
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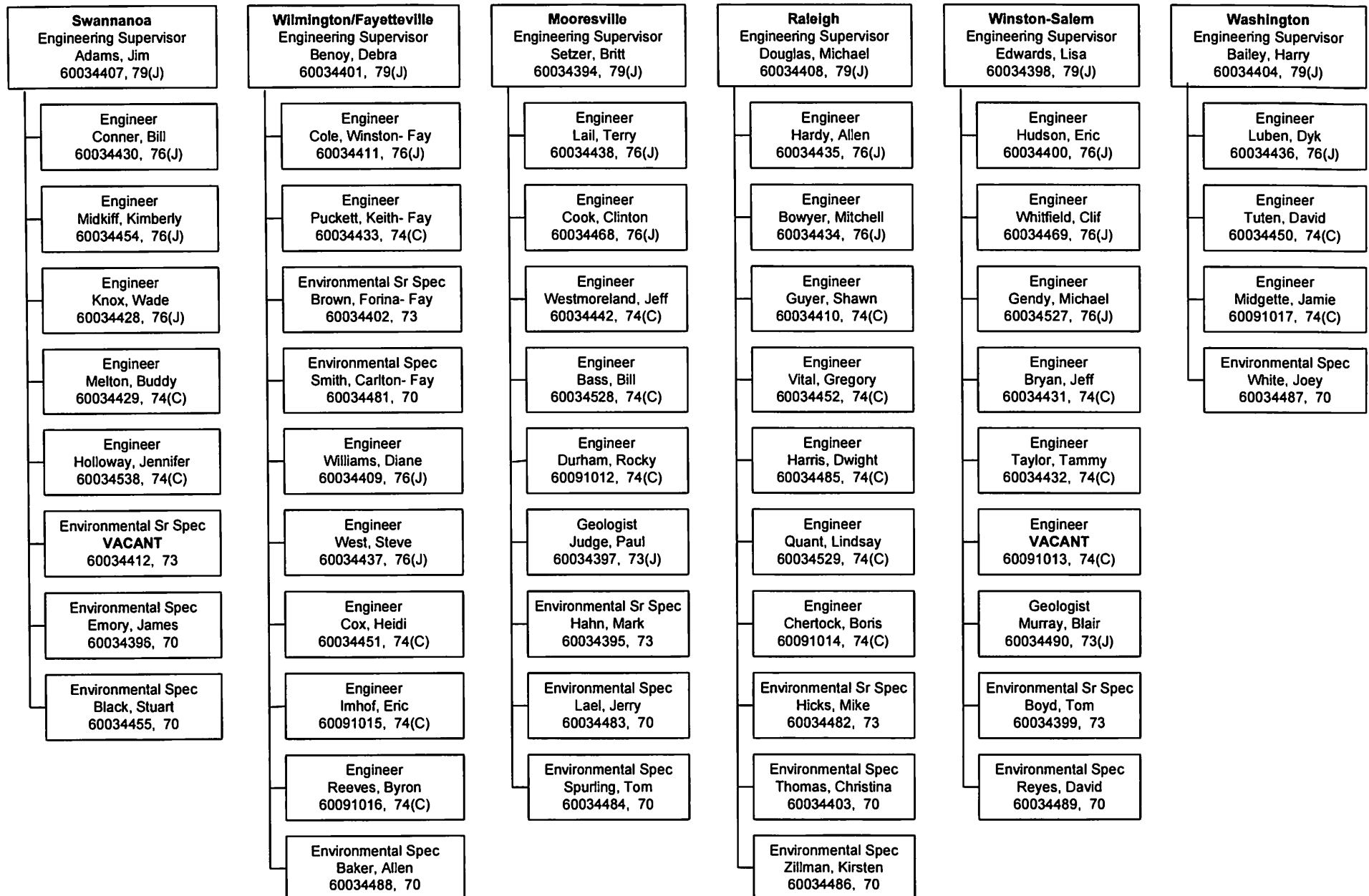


Tom Reeder, Division Director

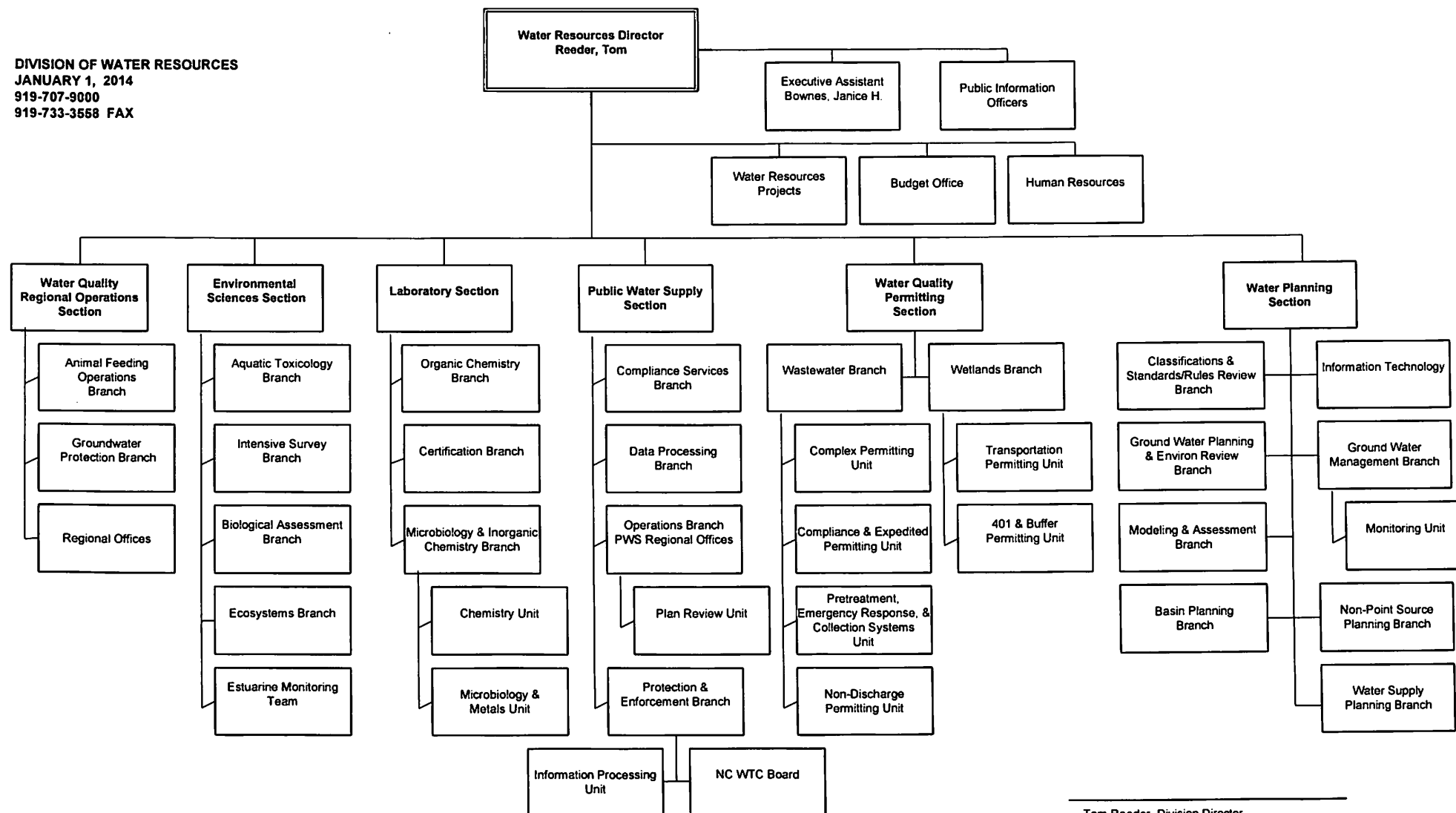




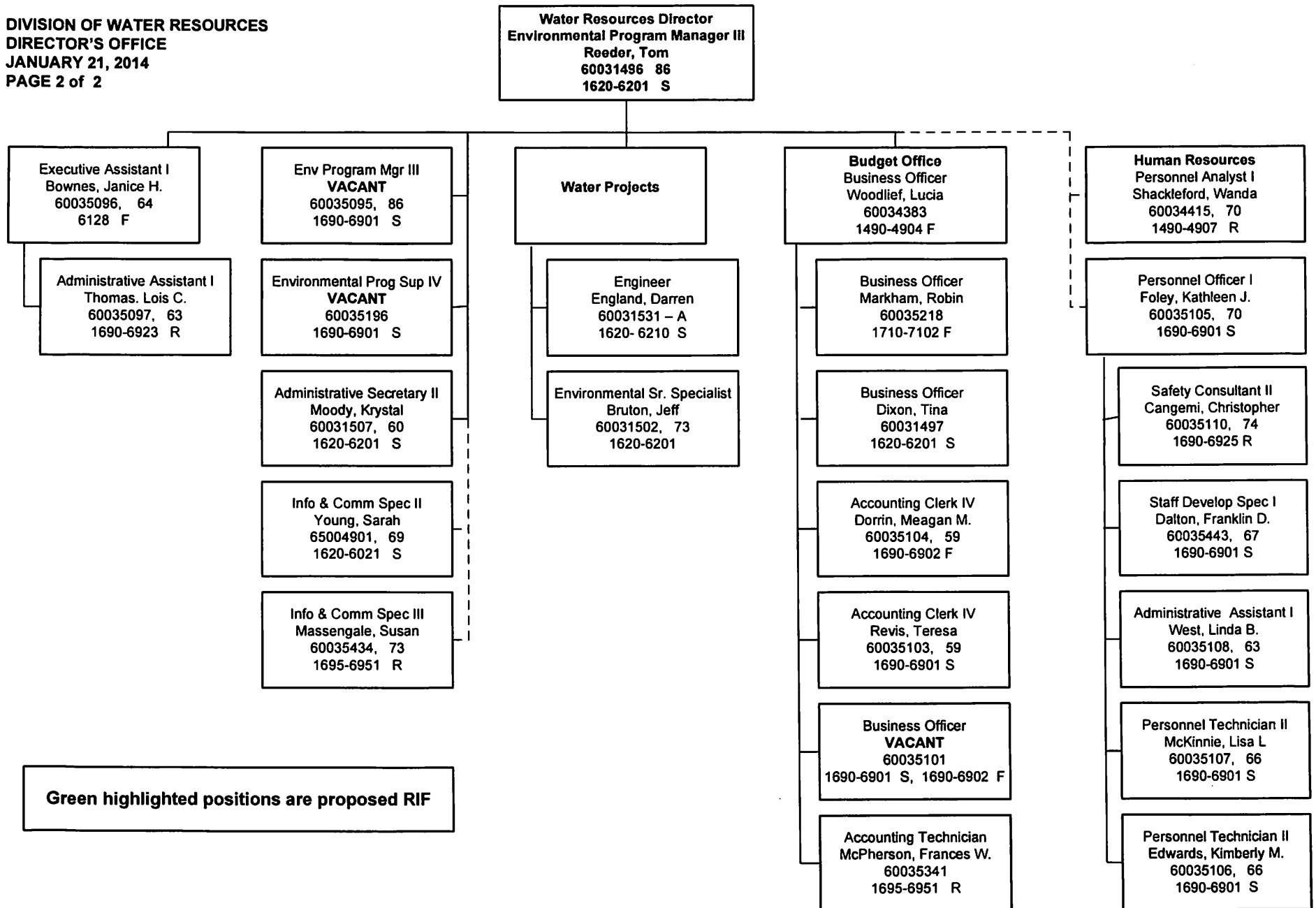
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Regional Offices

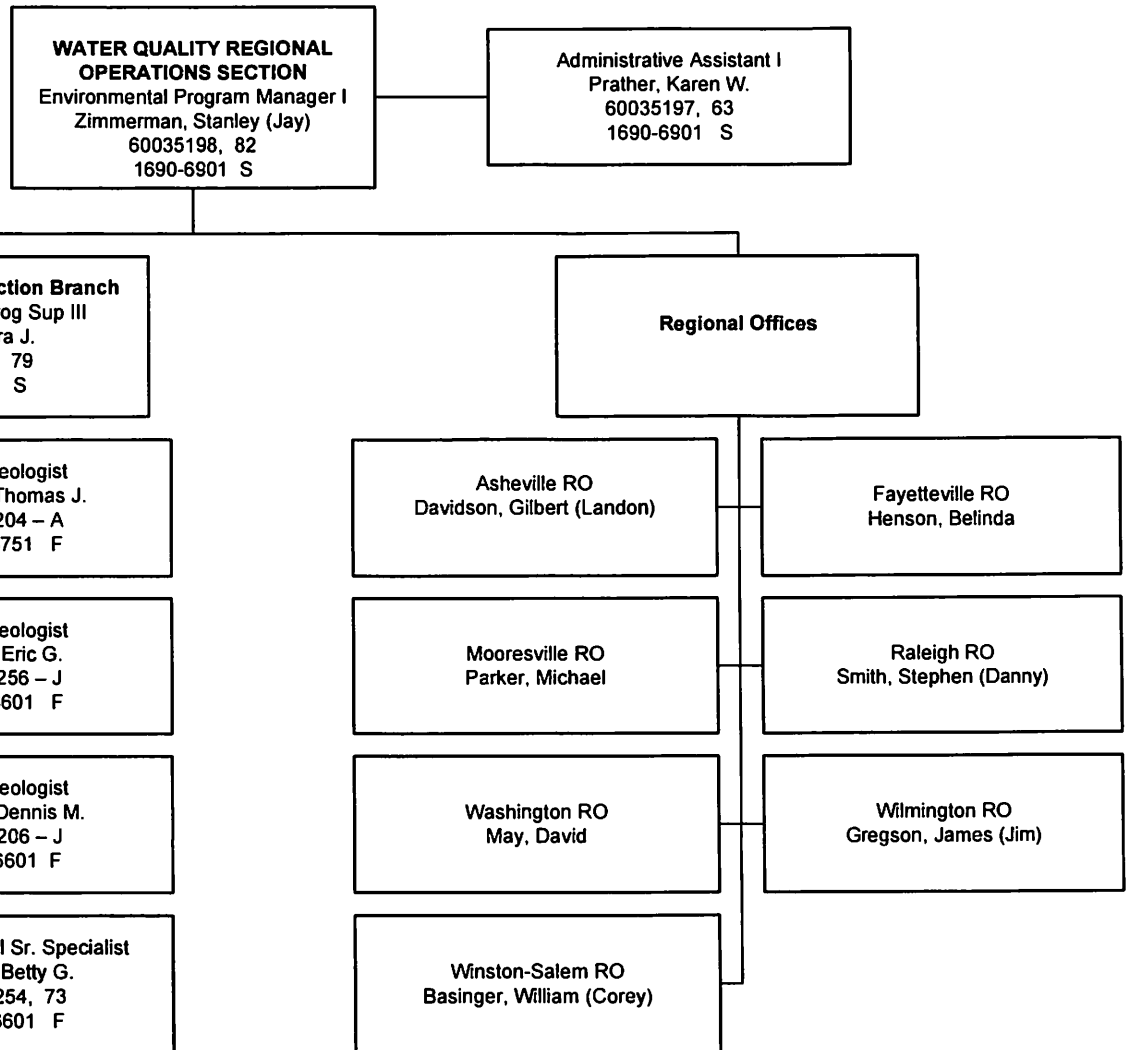


DIVISION OF WATER RESOURCES
JANUARY 1, 2014
919-707-9000
919-733-3558 FAX



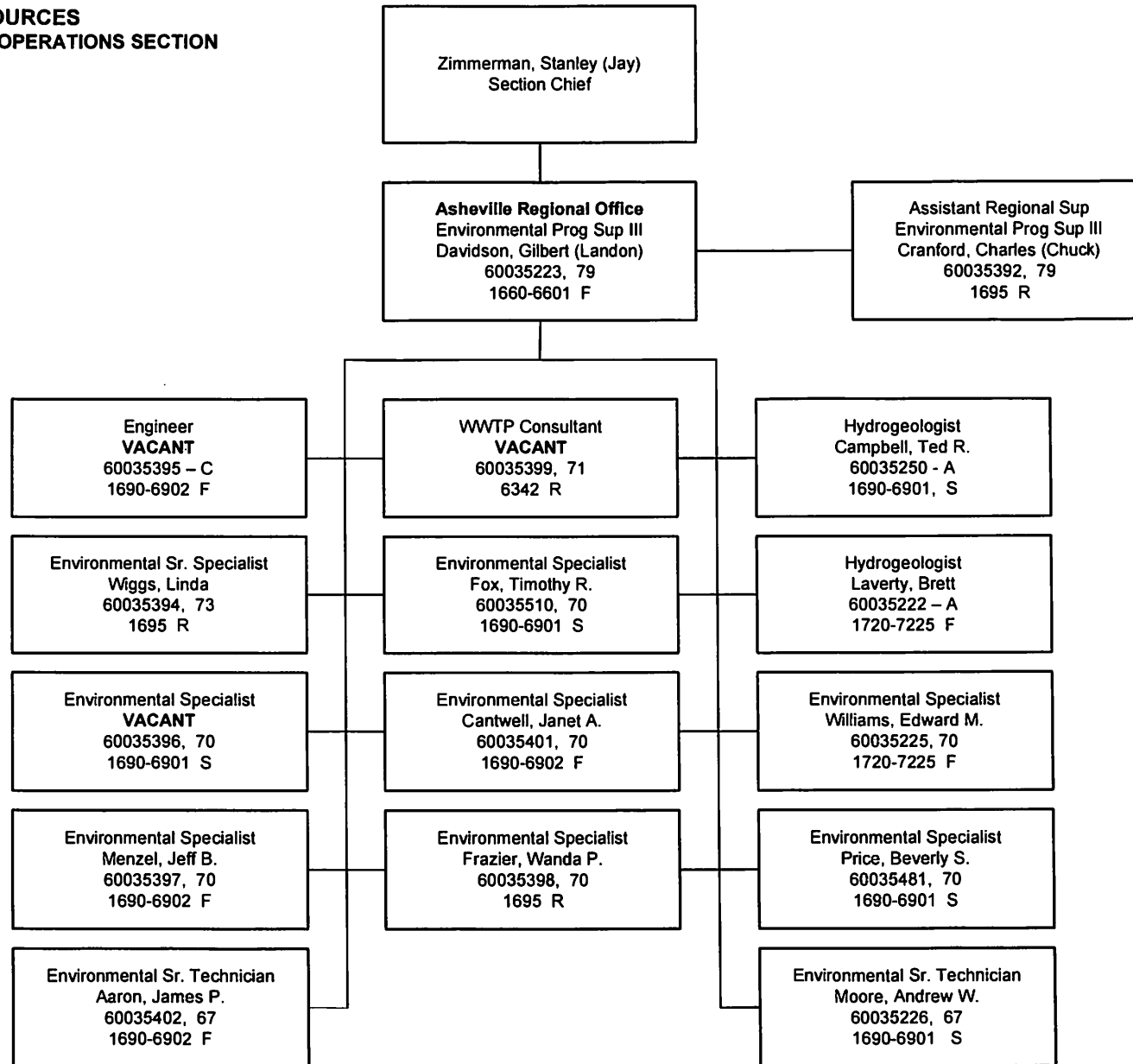
Tom Reeder, Division Director

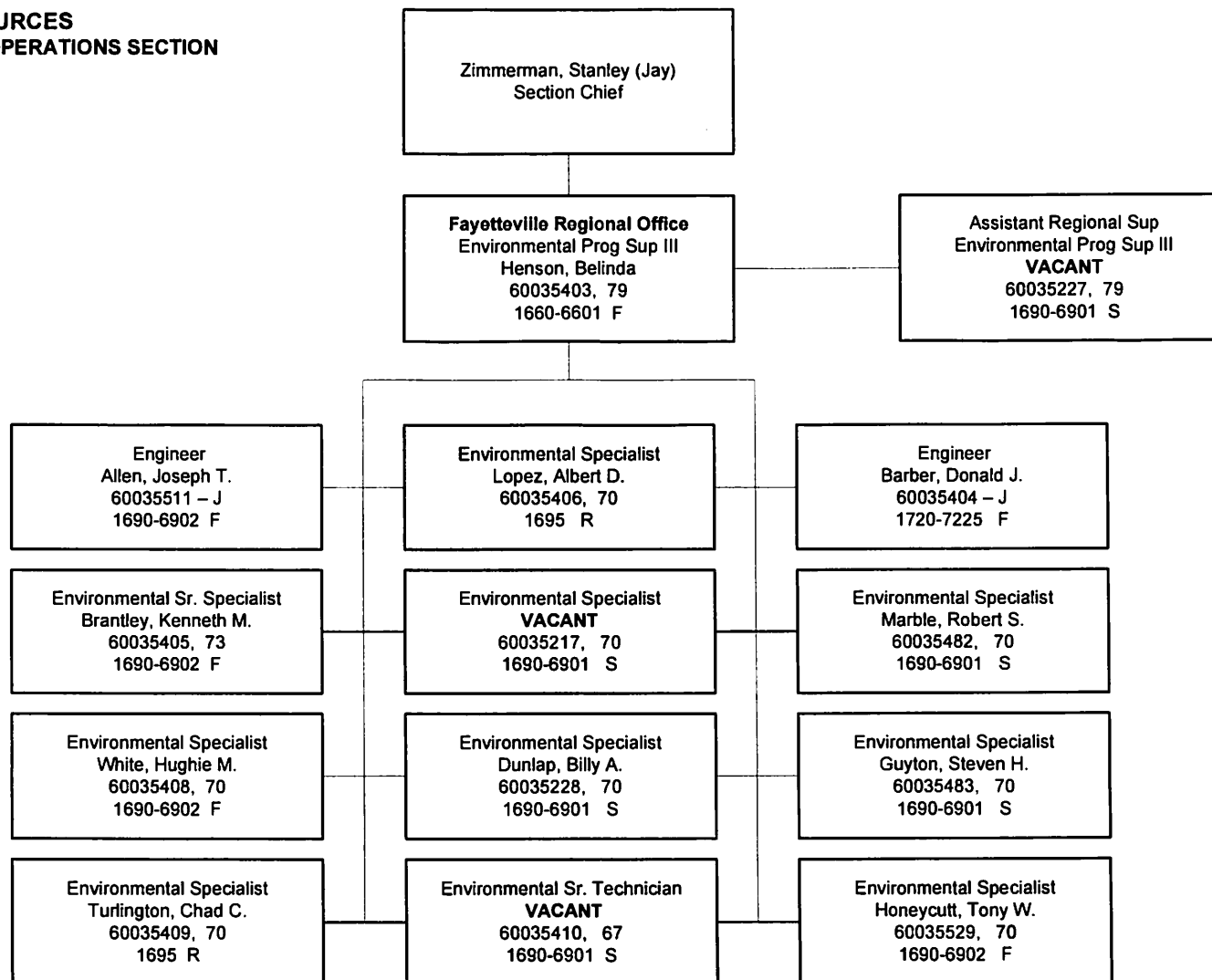




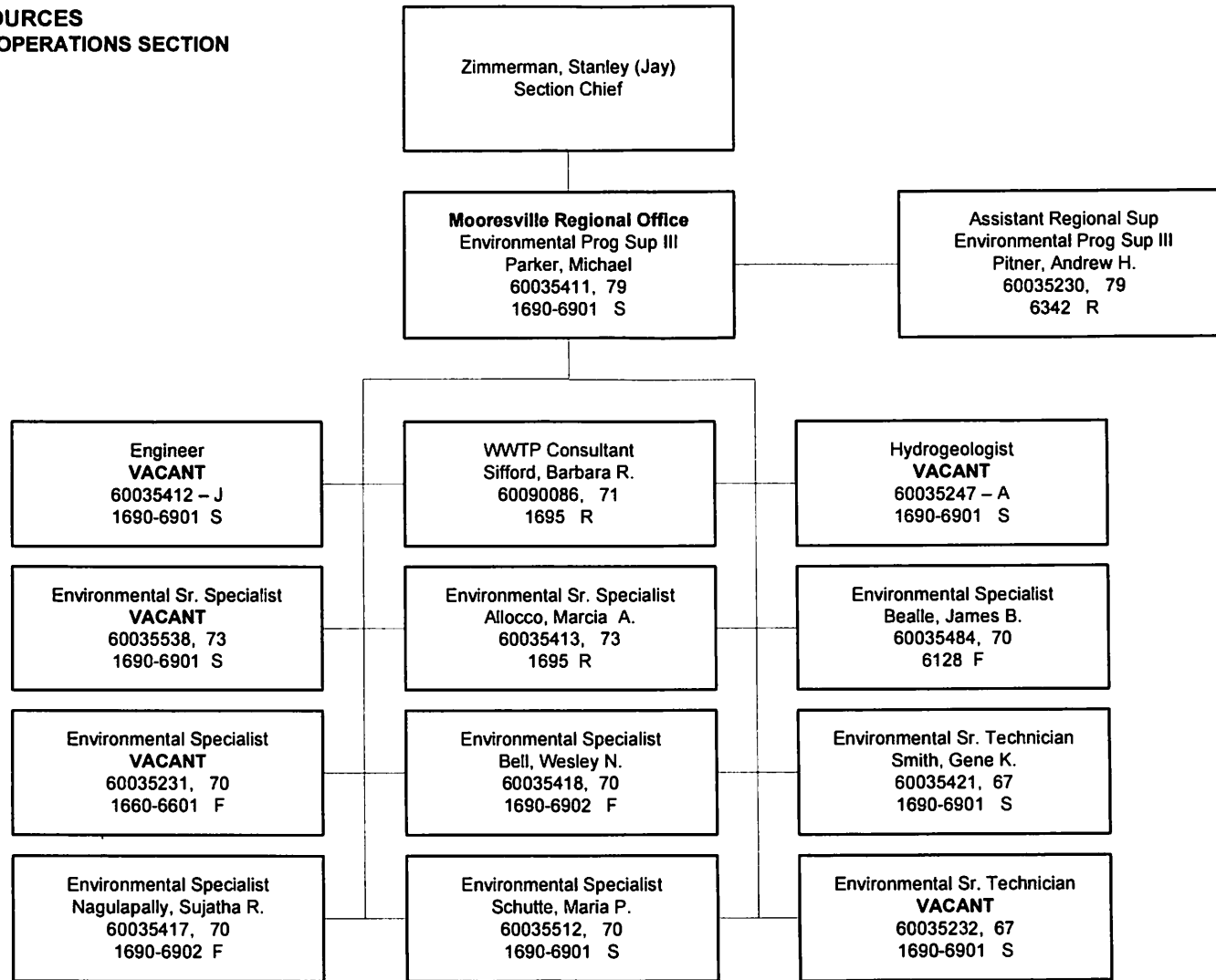
Green highlighted positions are proposed RIF

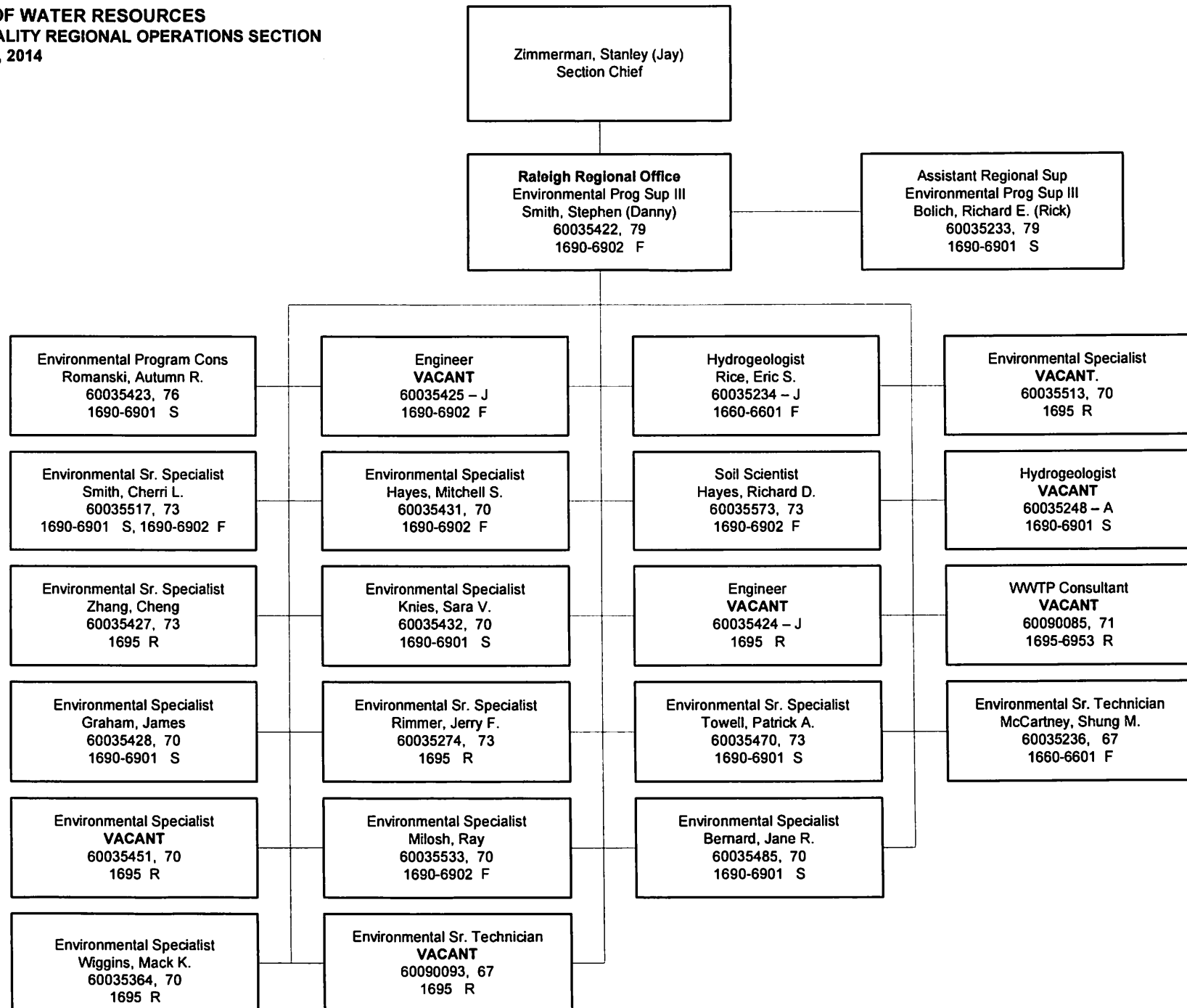
DIVISION OF WATER RESOURCES
WATER QUALITY REGIONAL OPERATIONS SECTION
JANUARY 1, 2014
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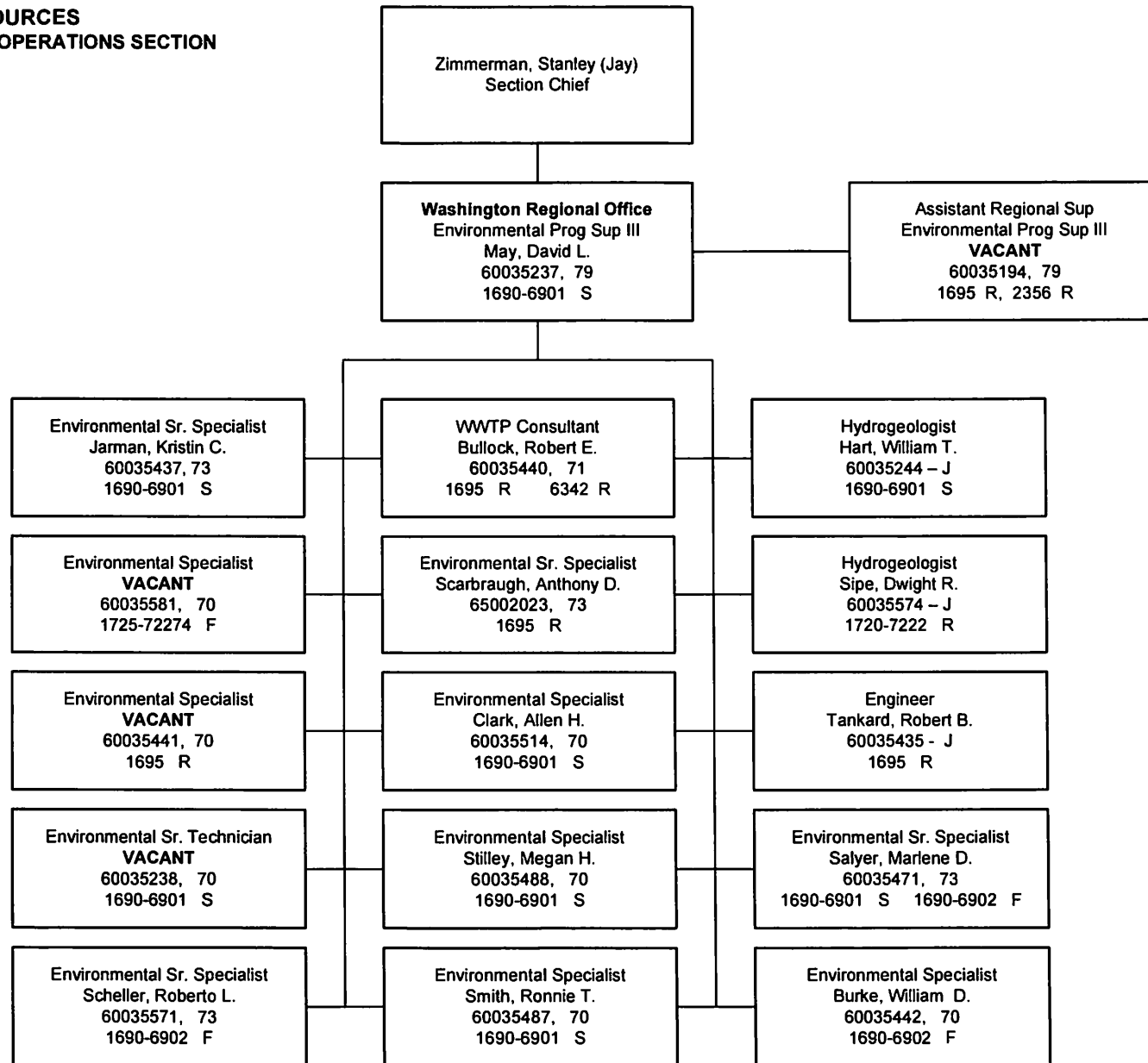




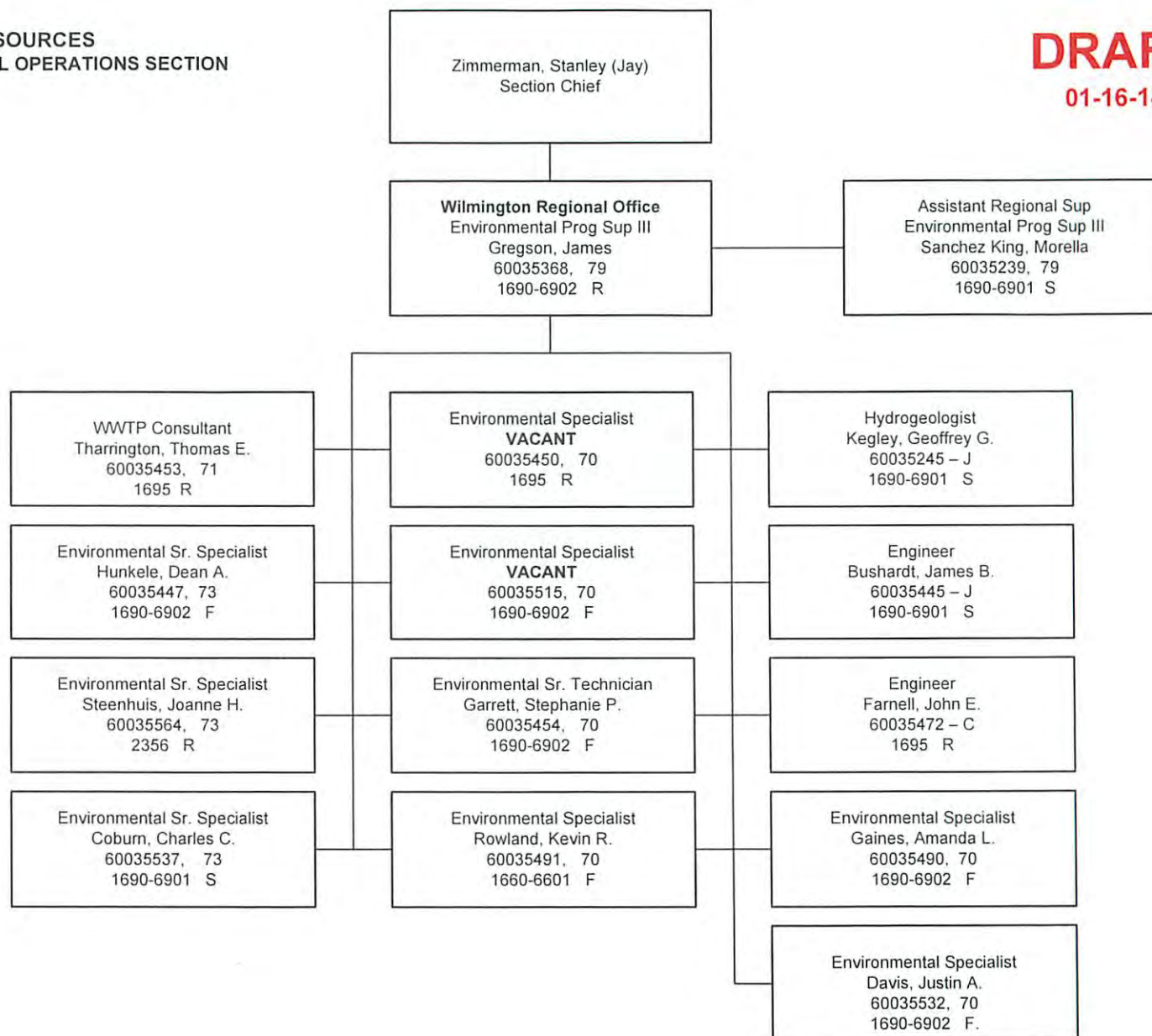
DIVISION OF WATER RESOURCES
WATER QUALITY REGIONAL OPERATIONS SECTION
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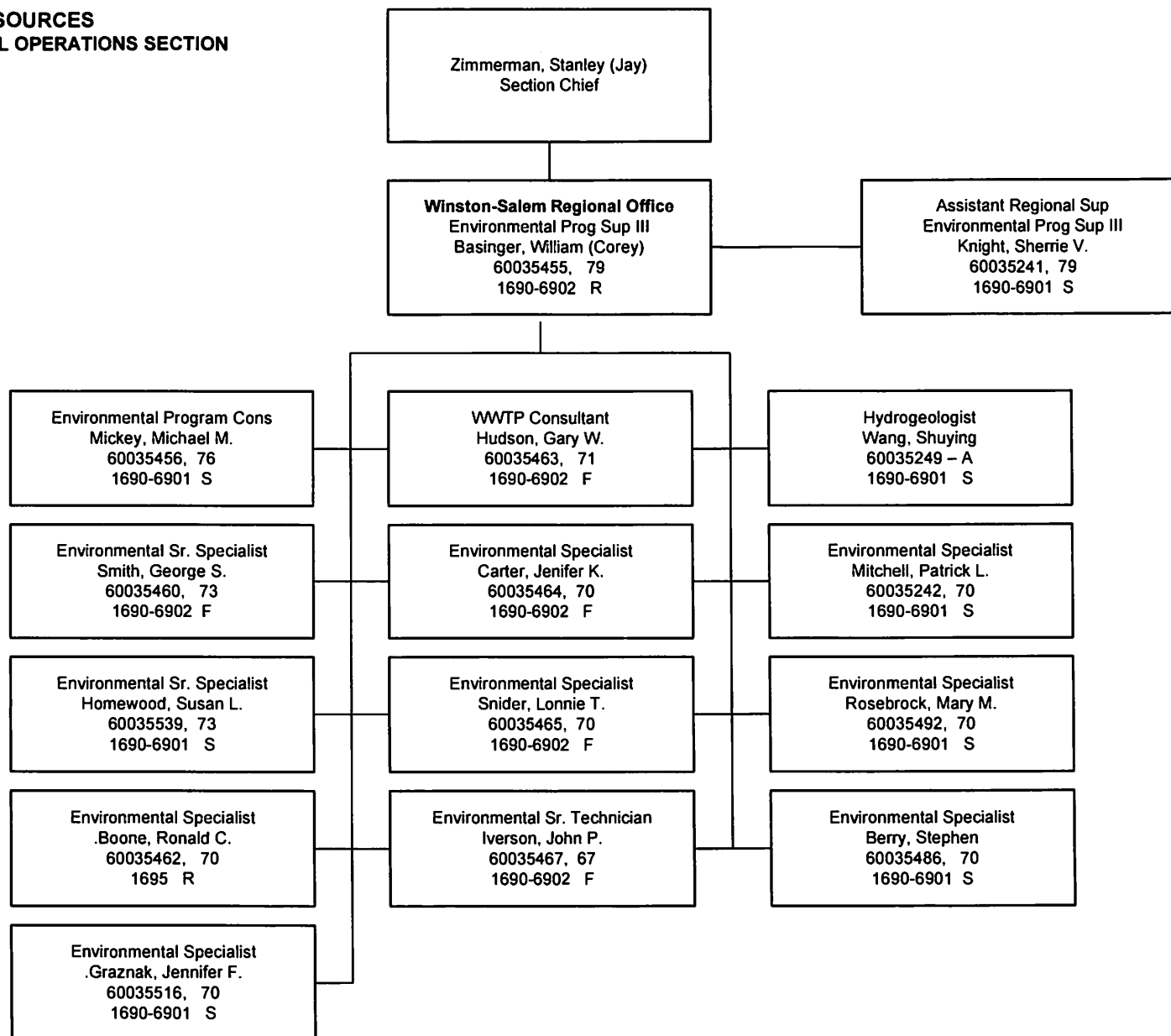


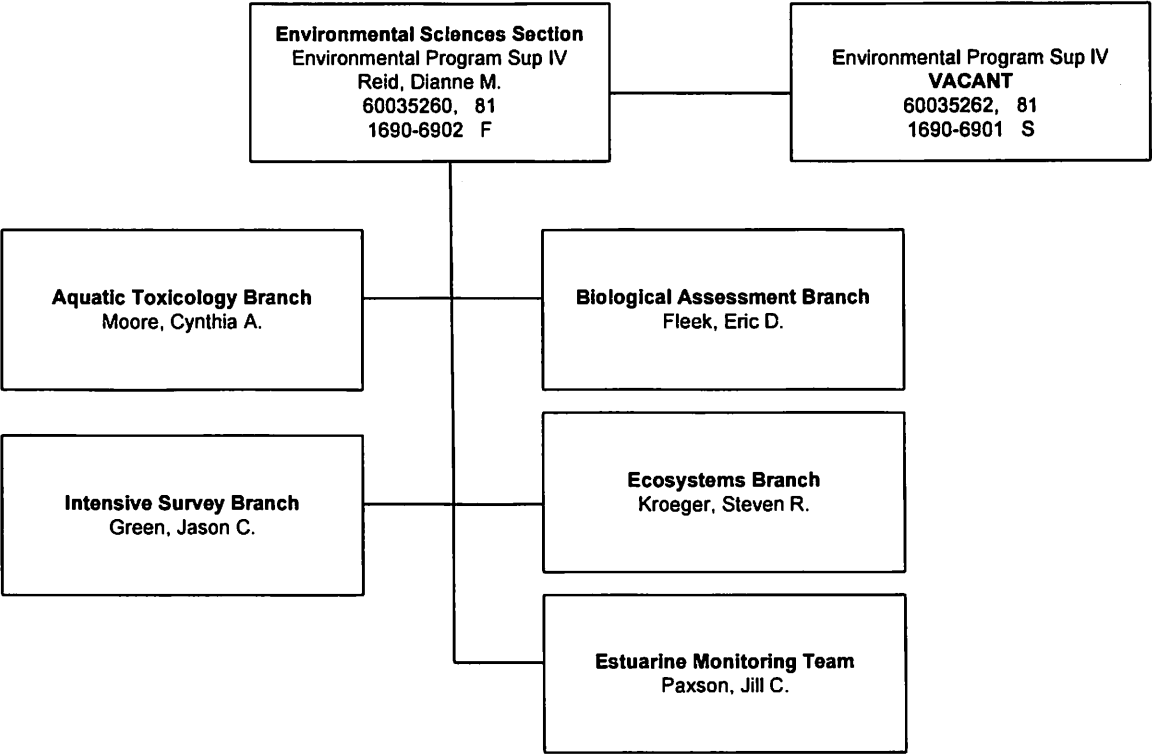




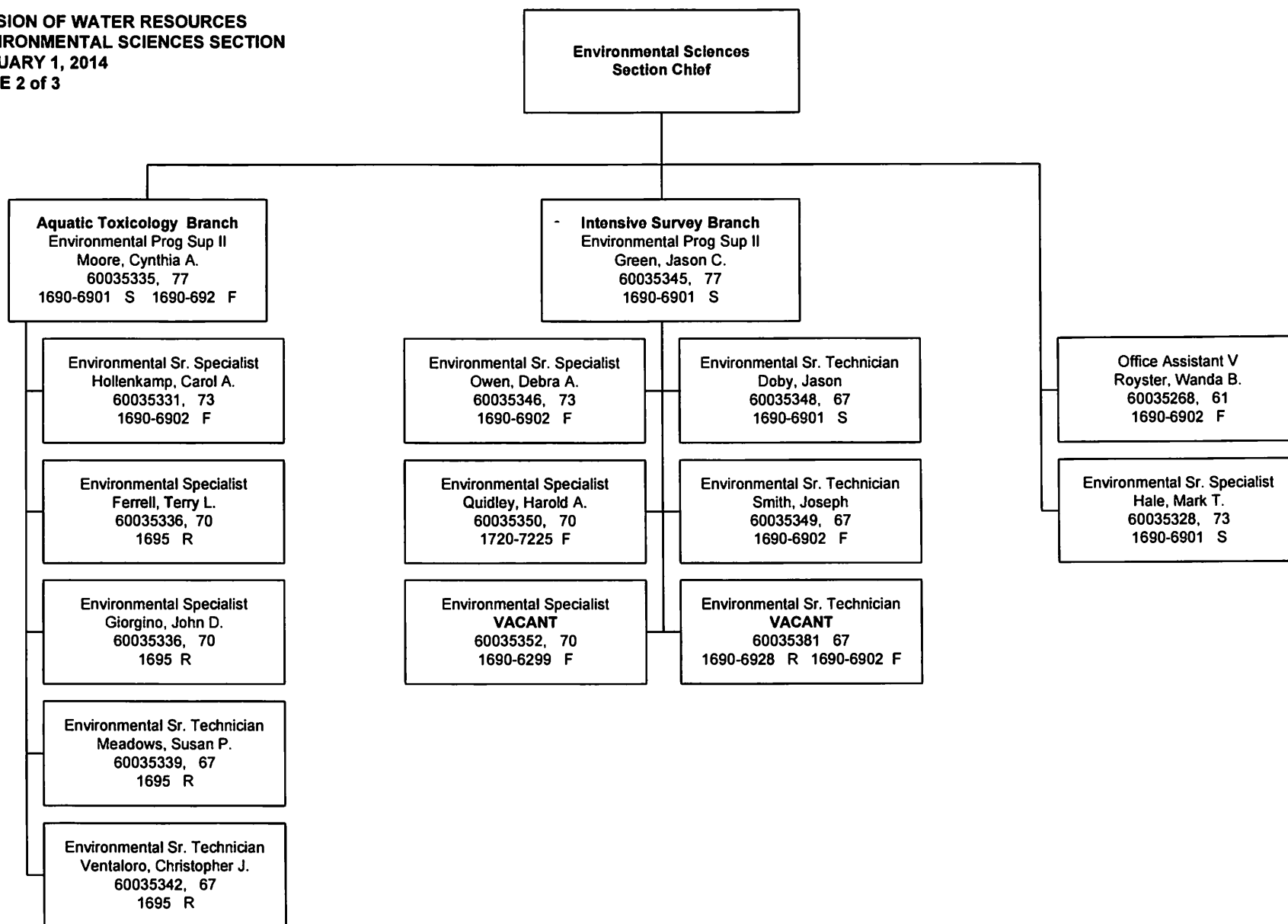
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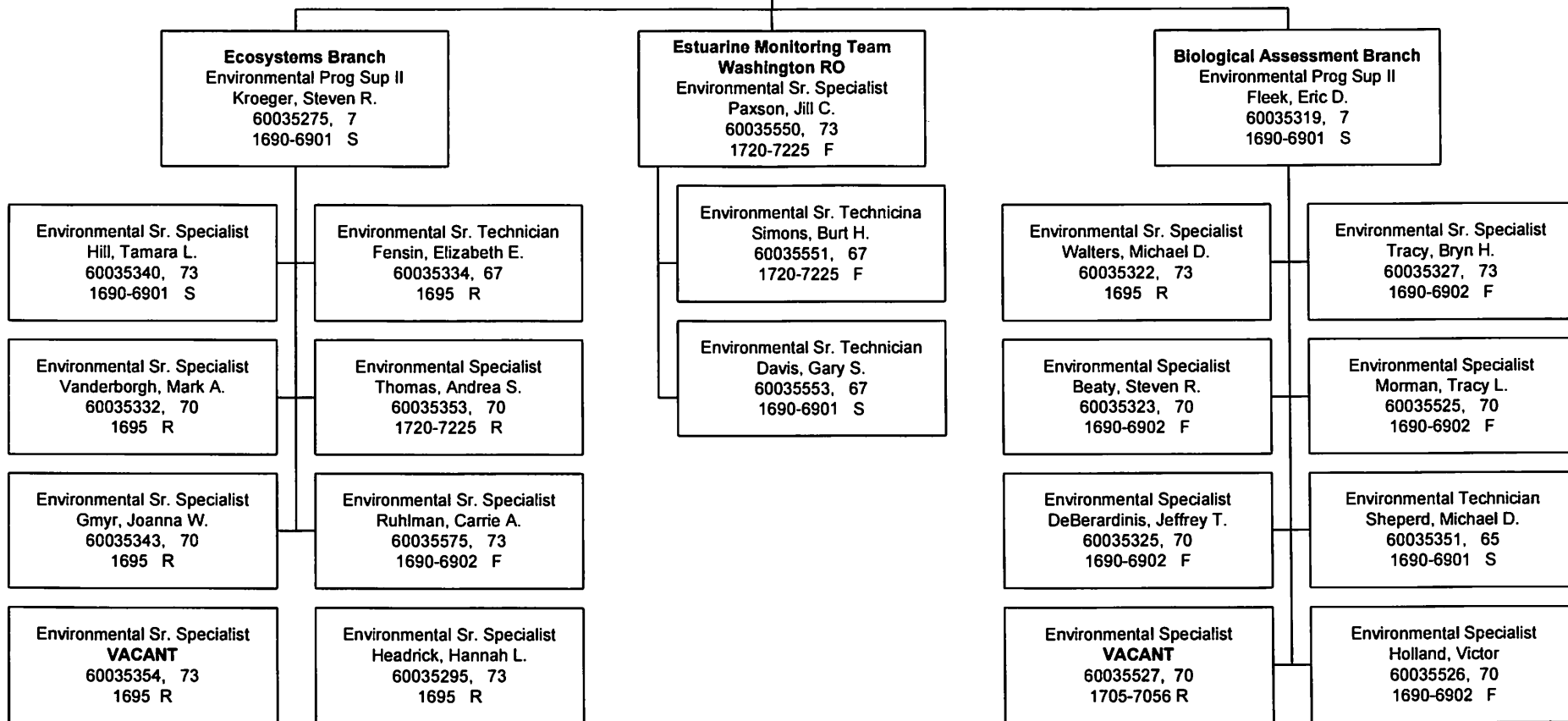


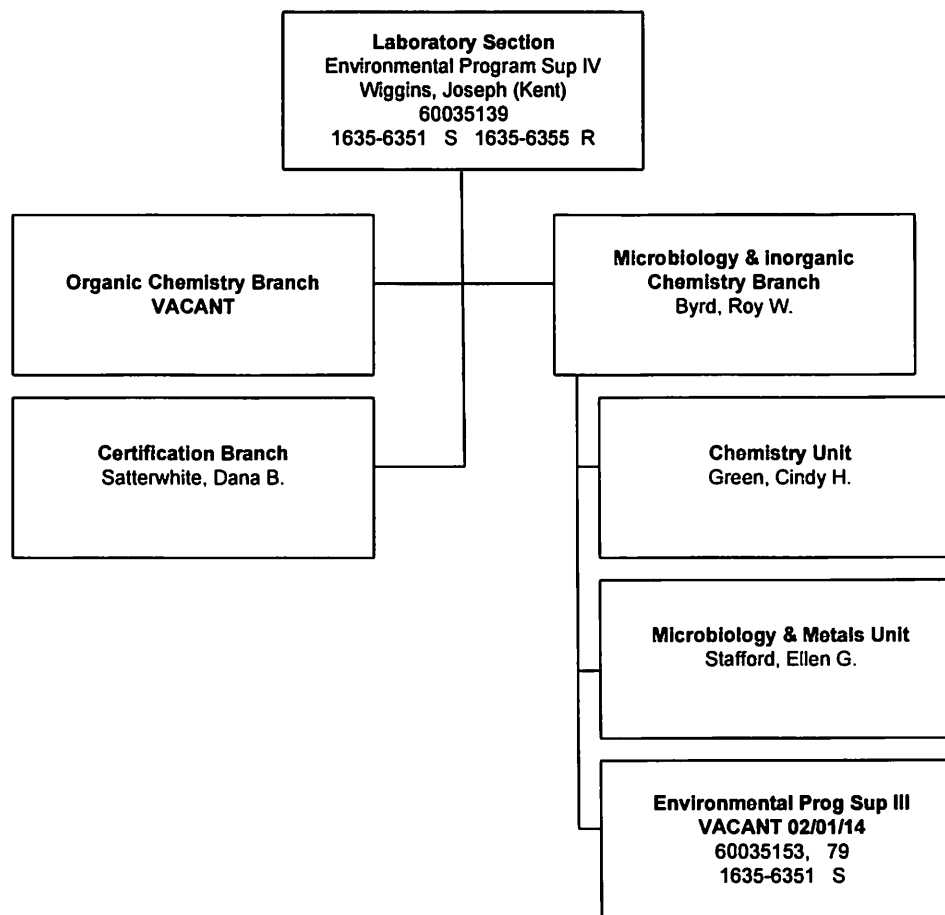


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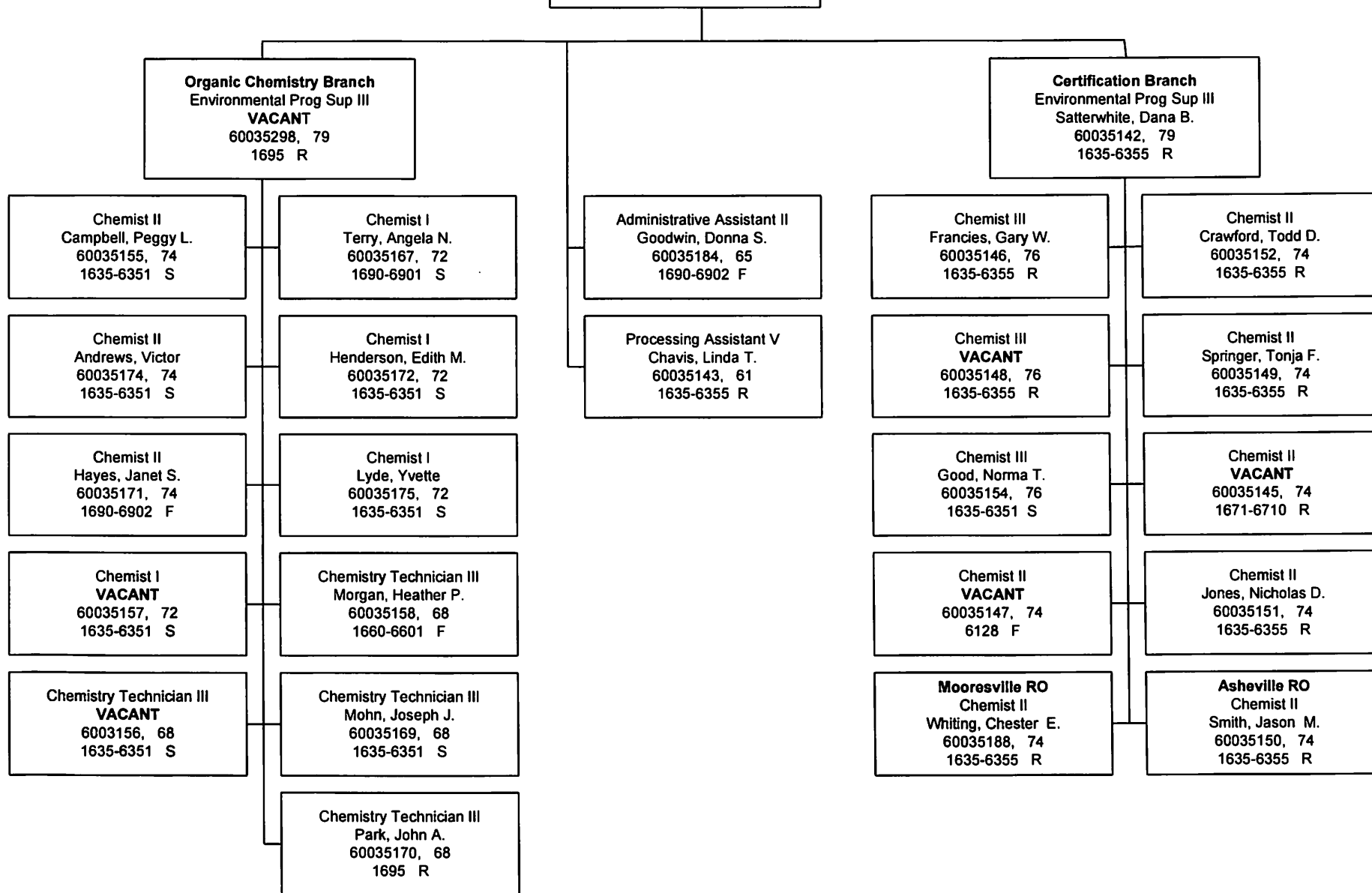
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 Section Chief

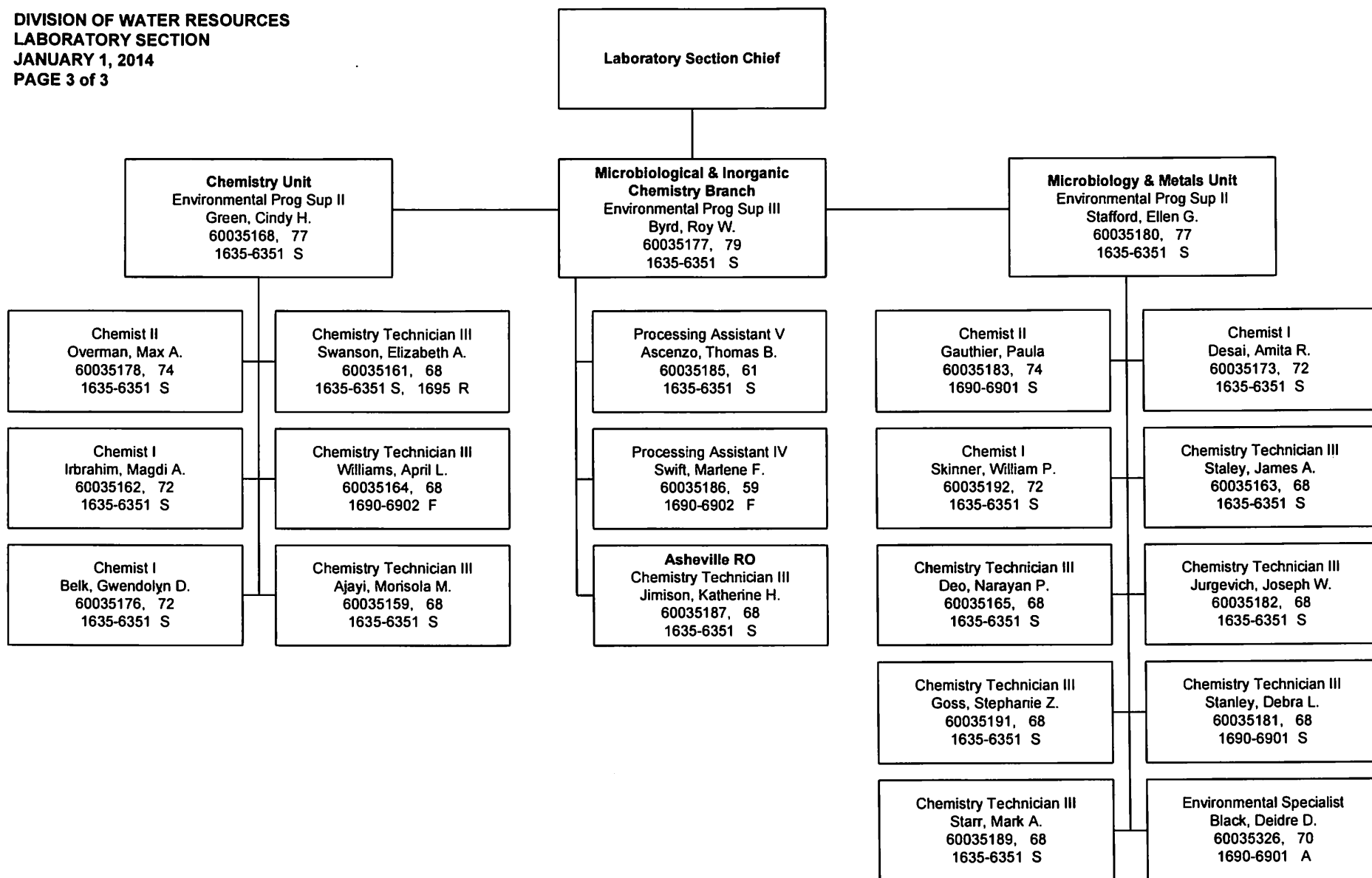


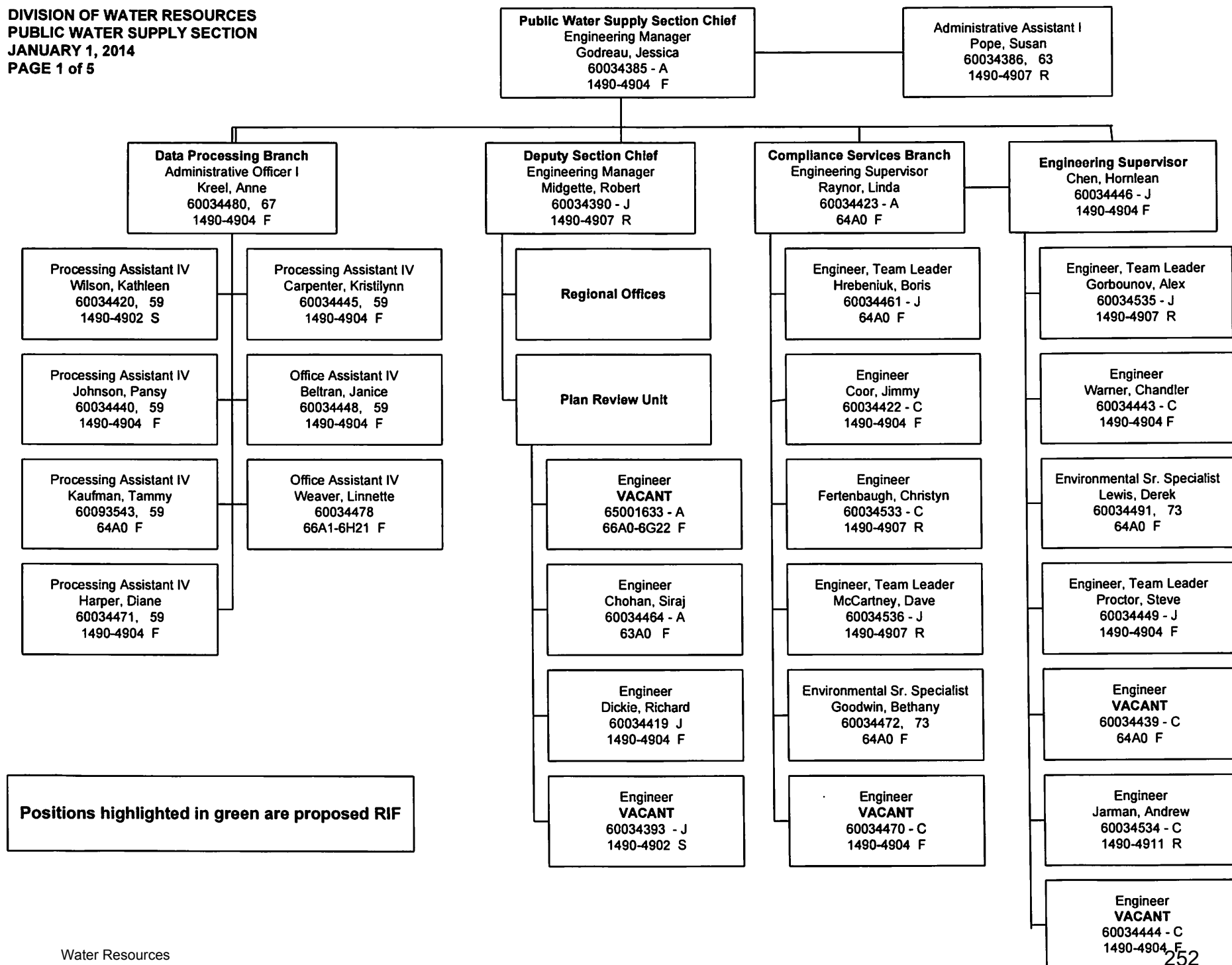


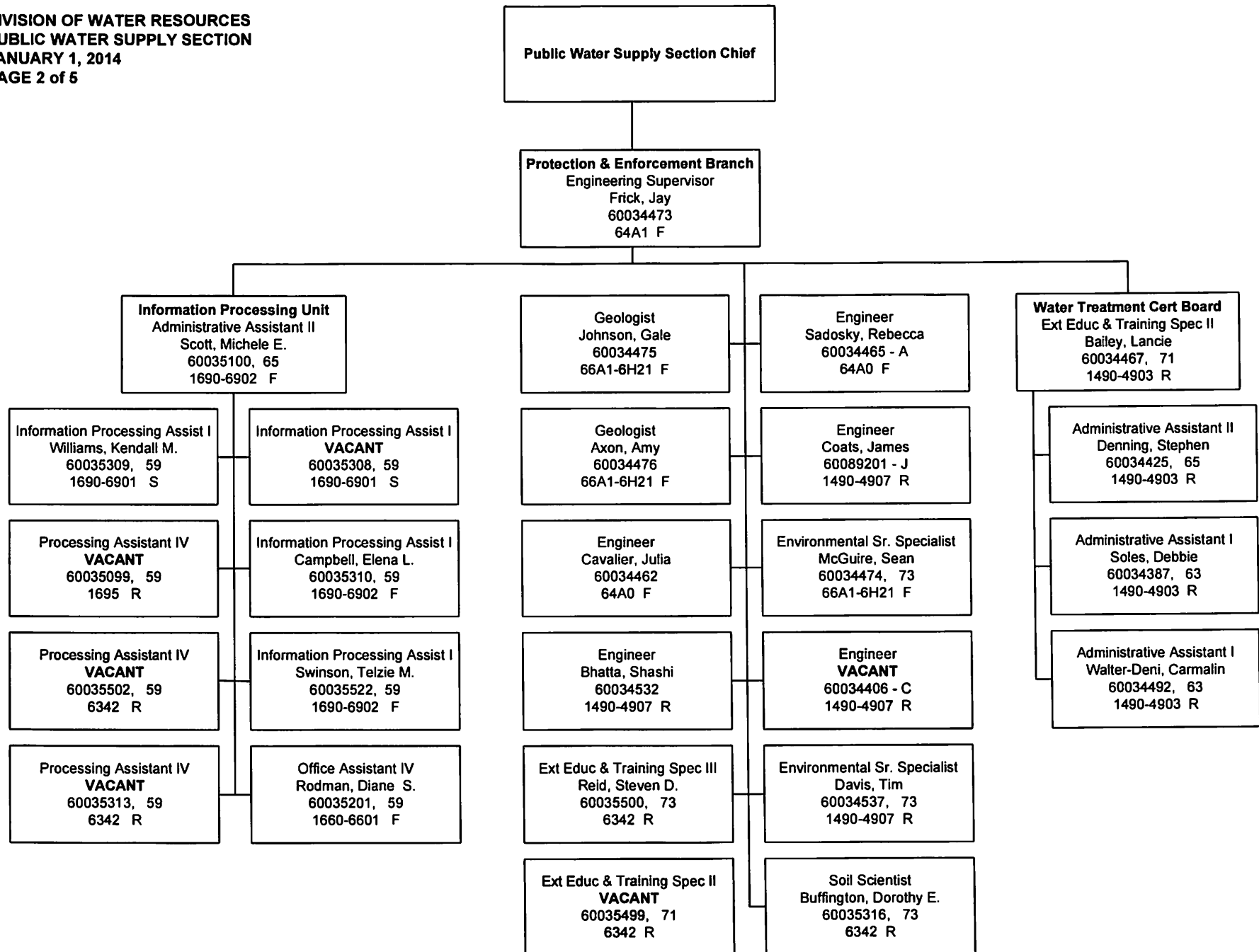
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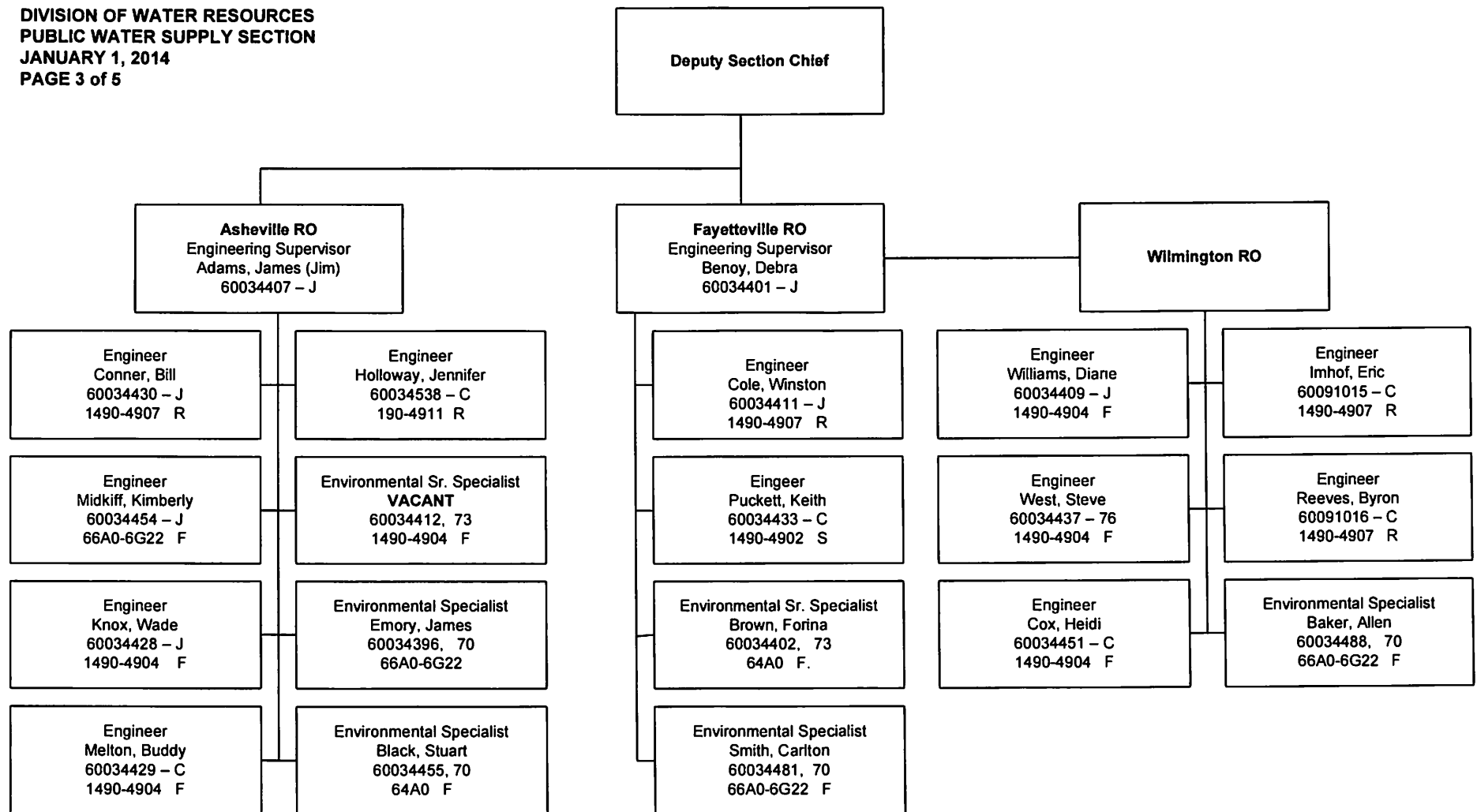
Laboratory Section Chief

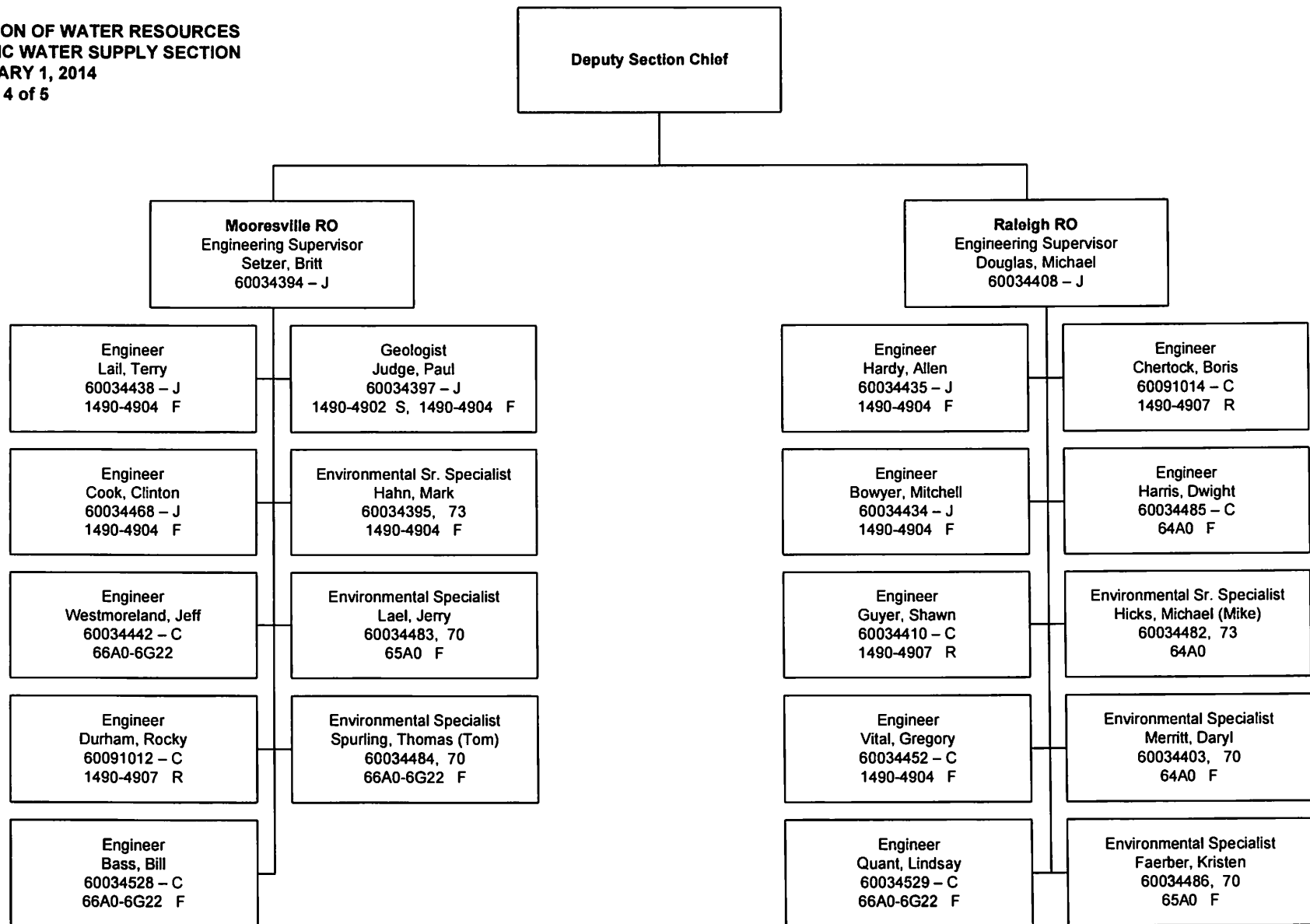


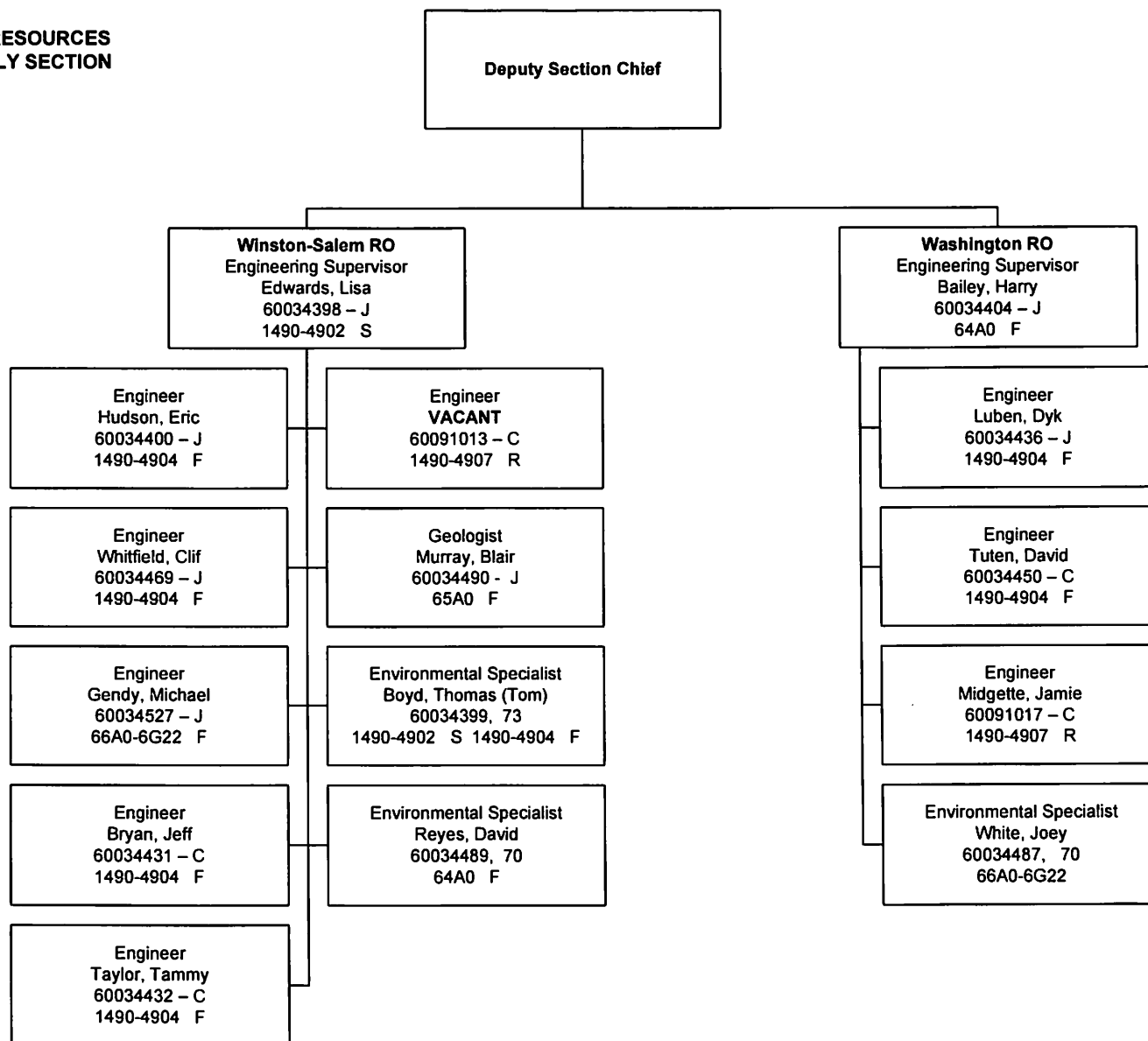


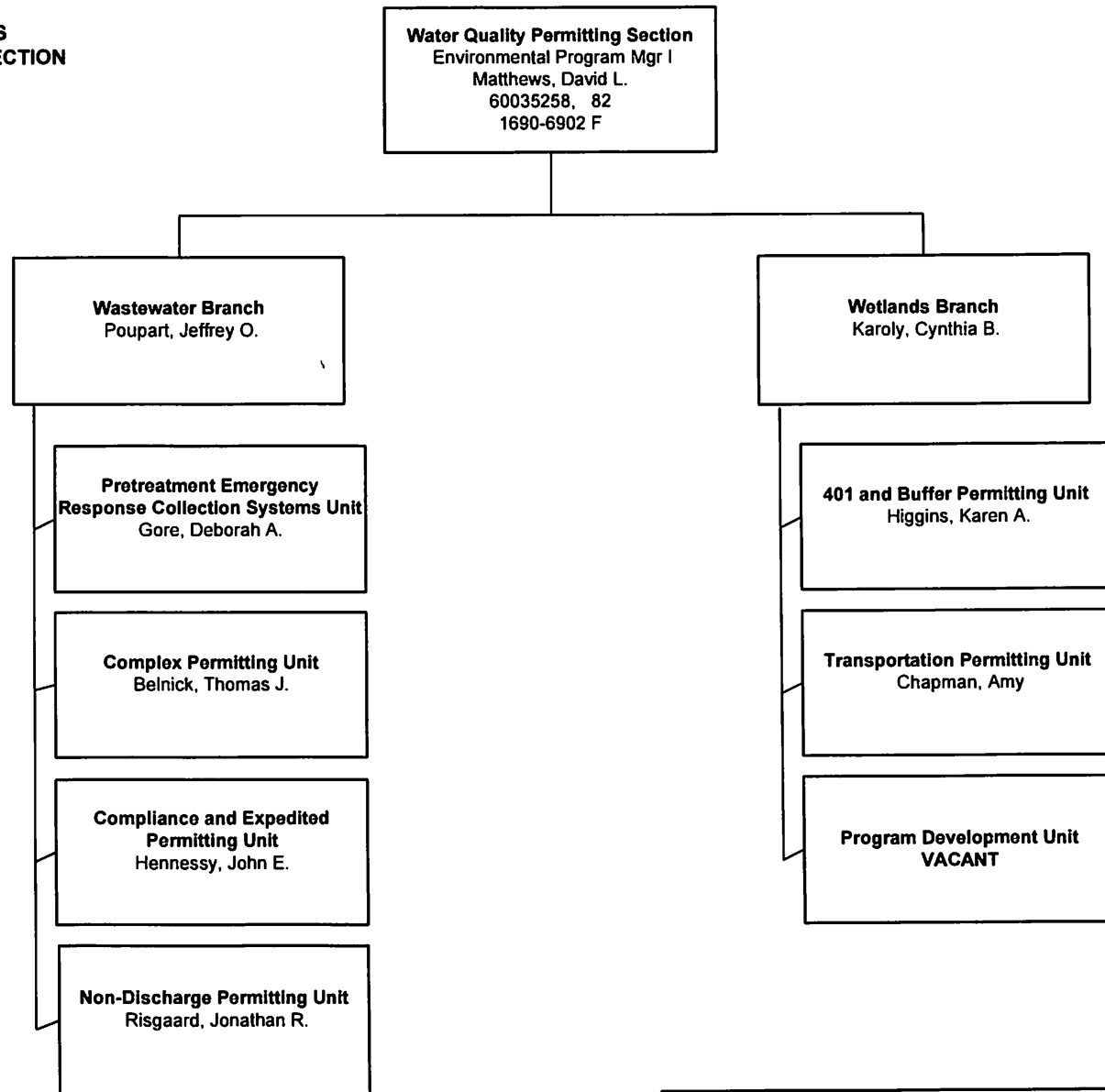




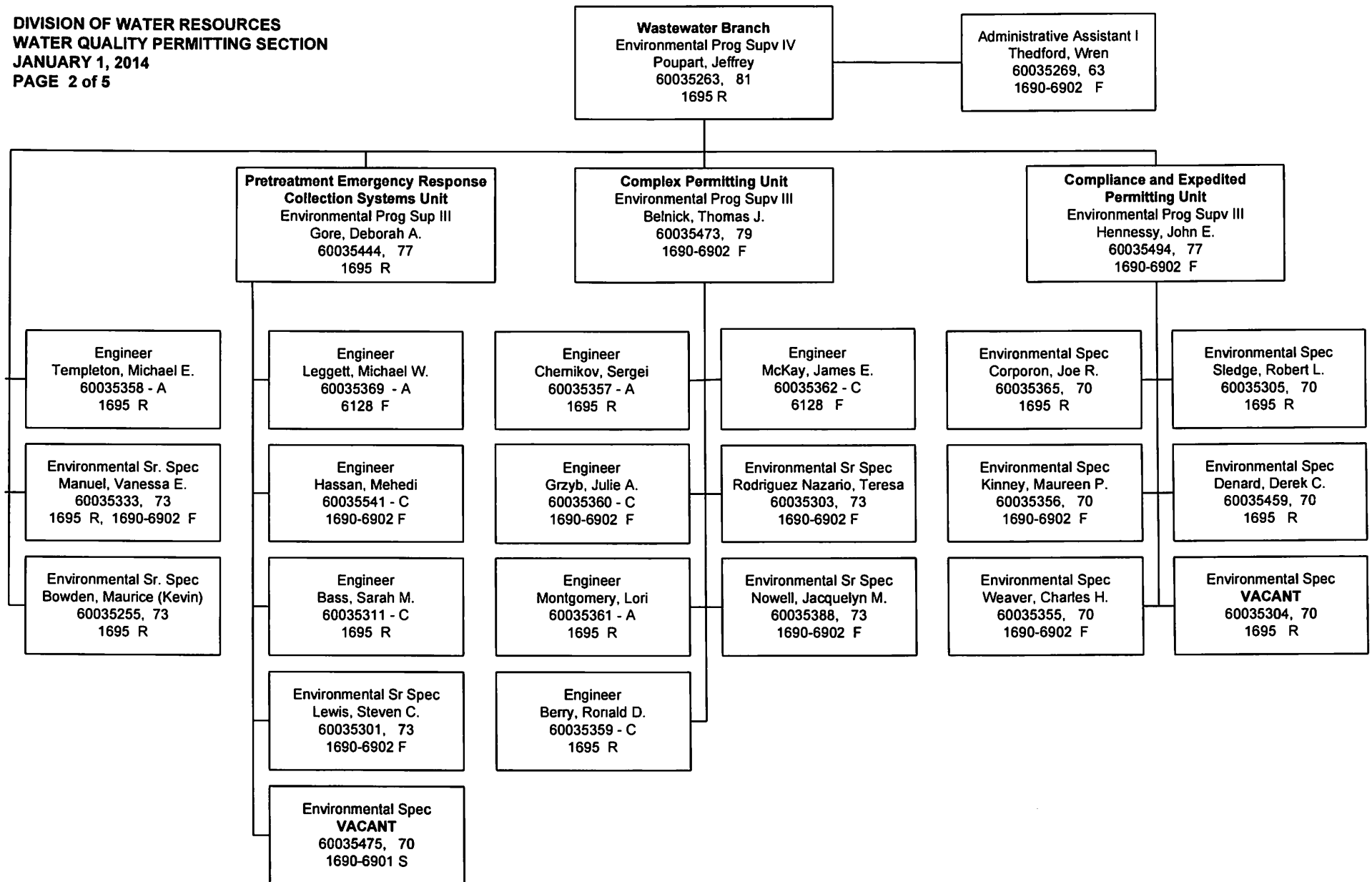


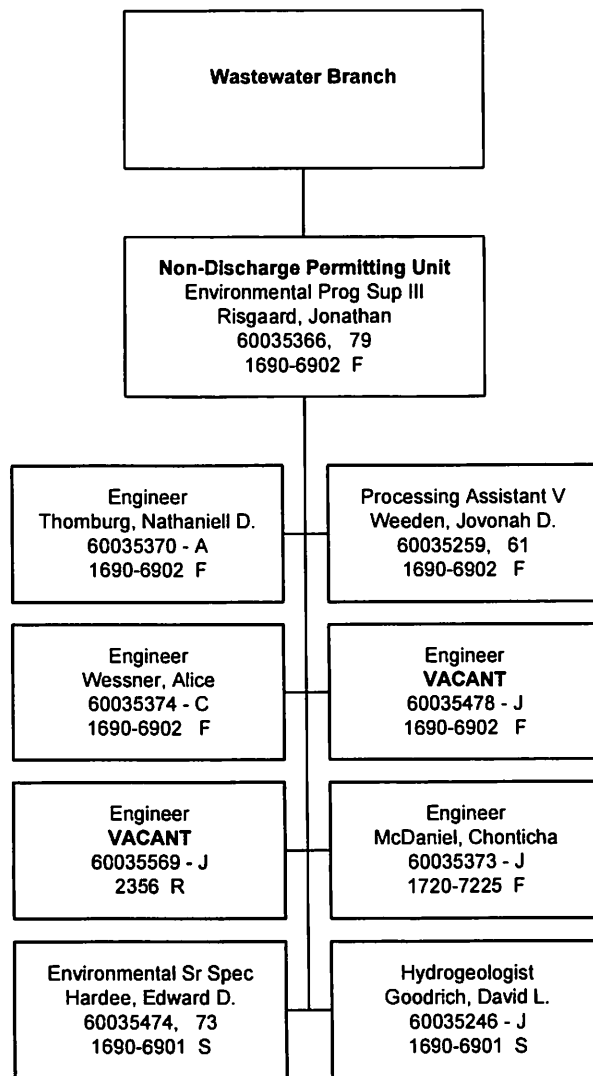


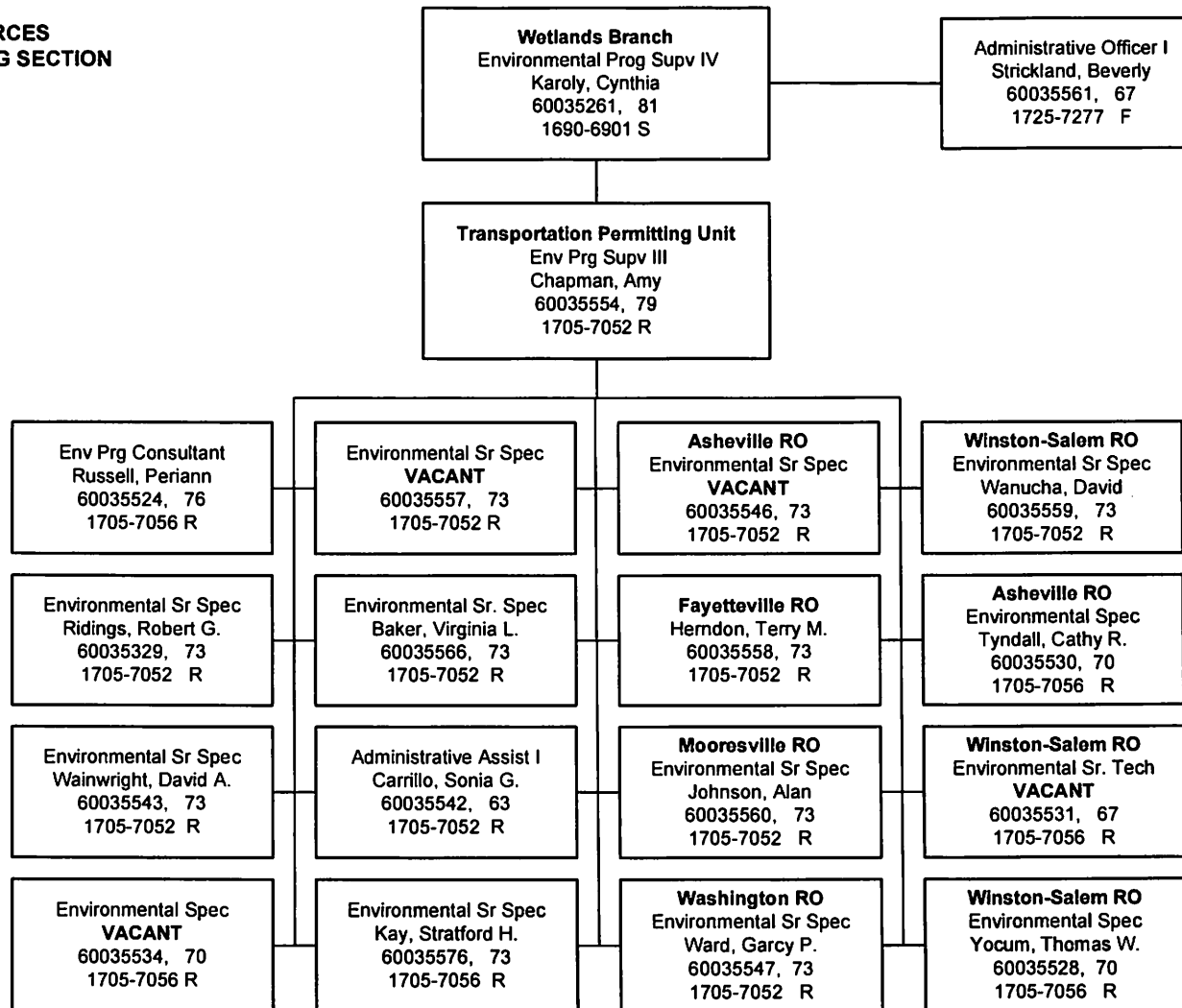


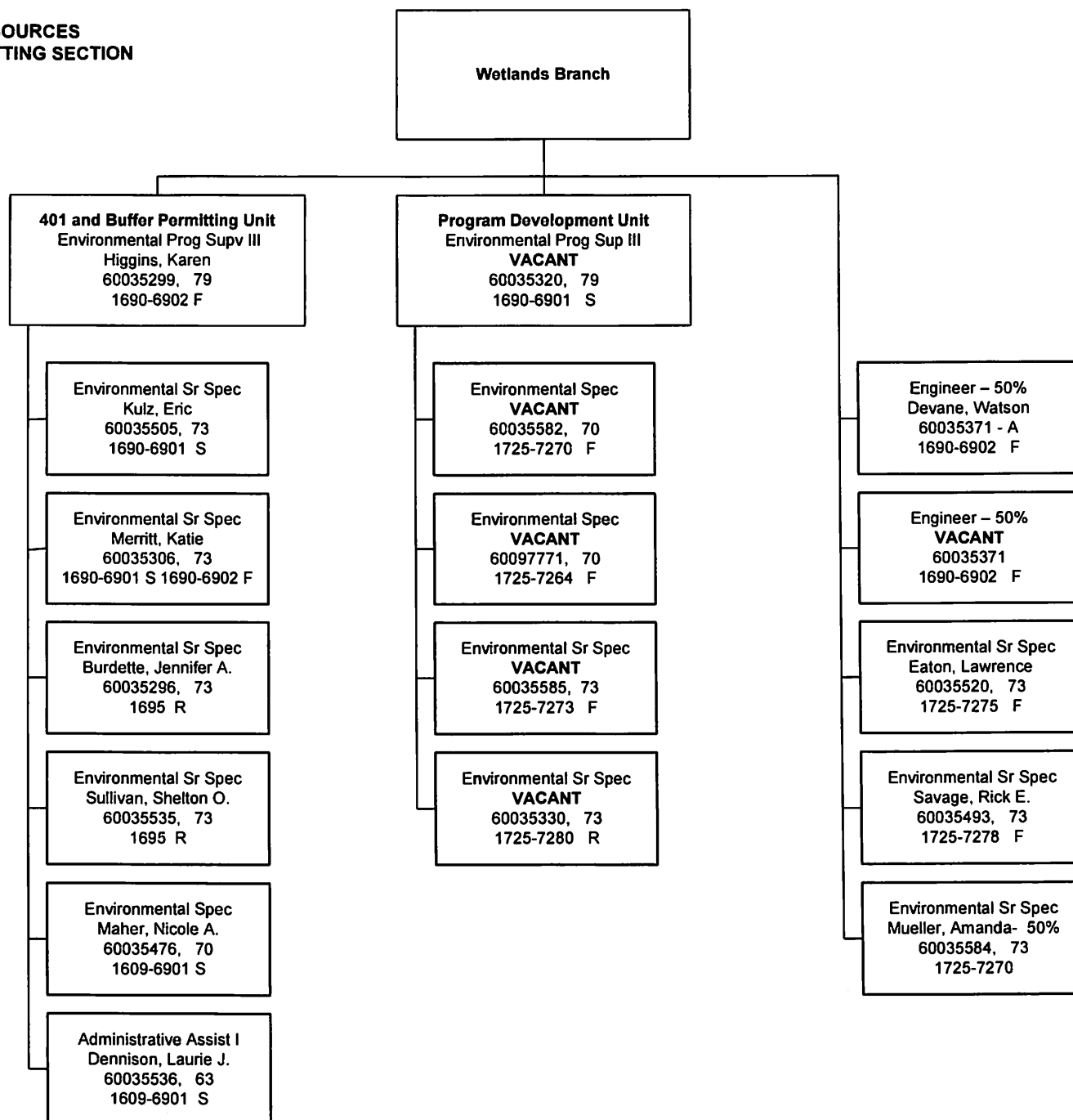


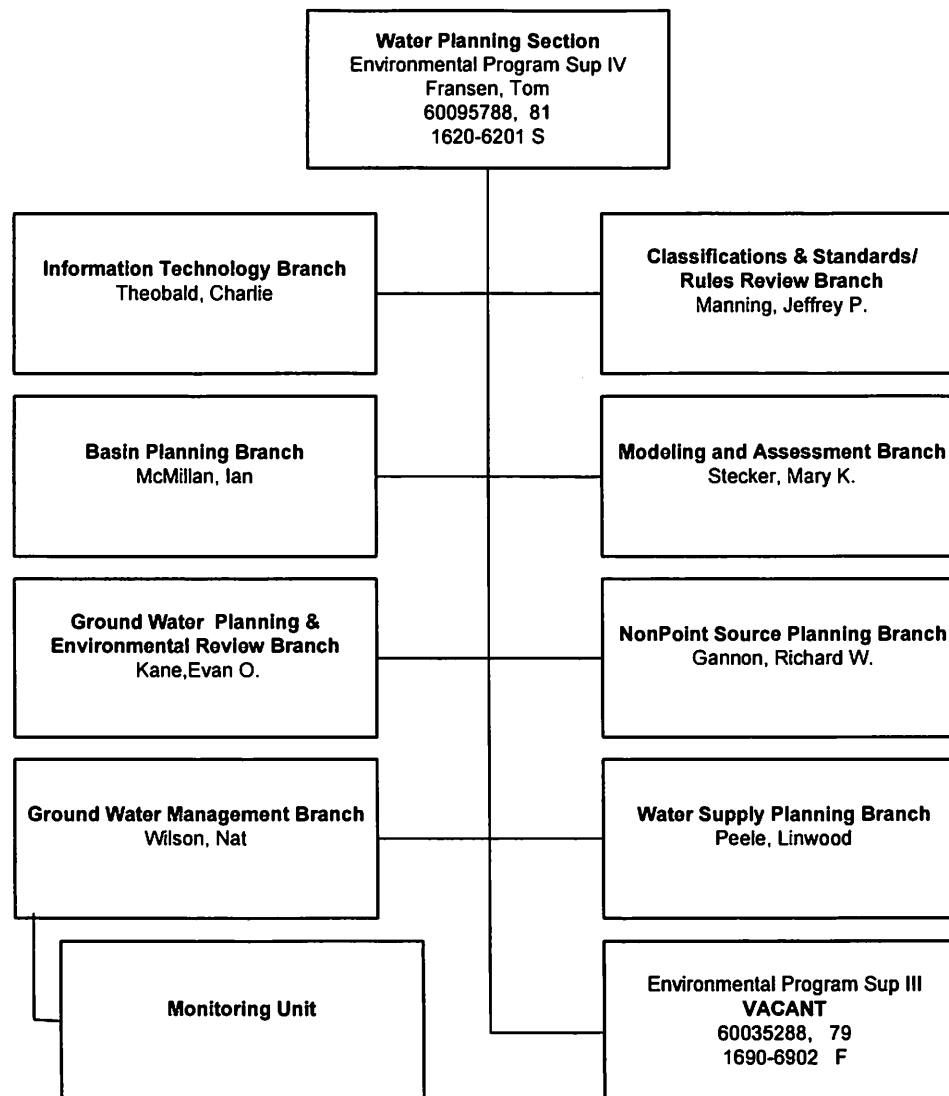
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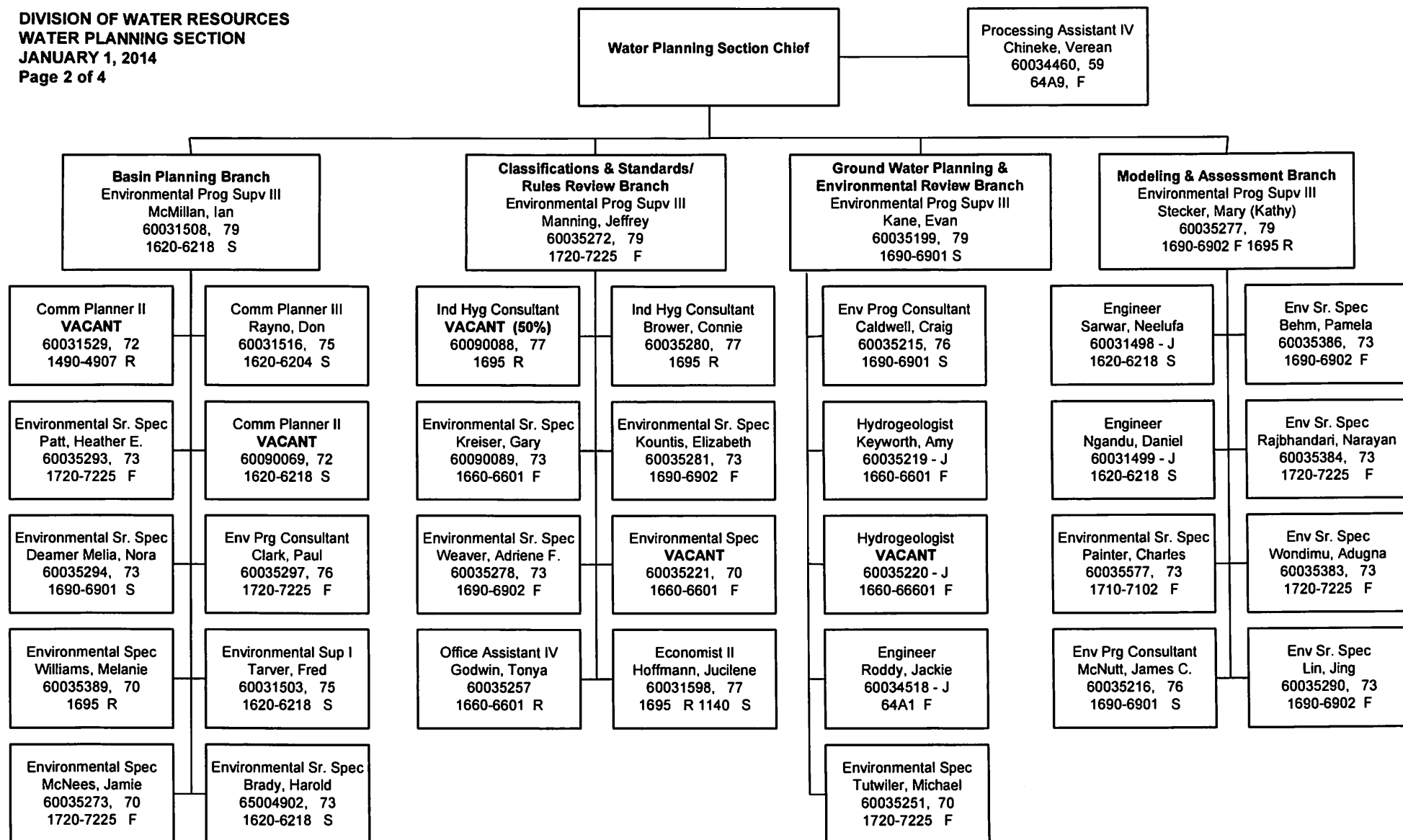


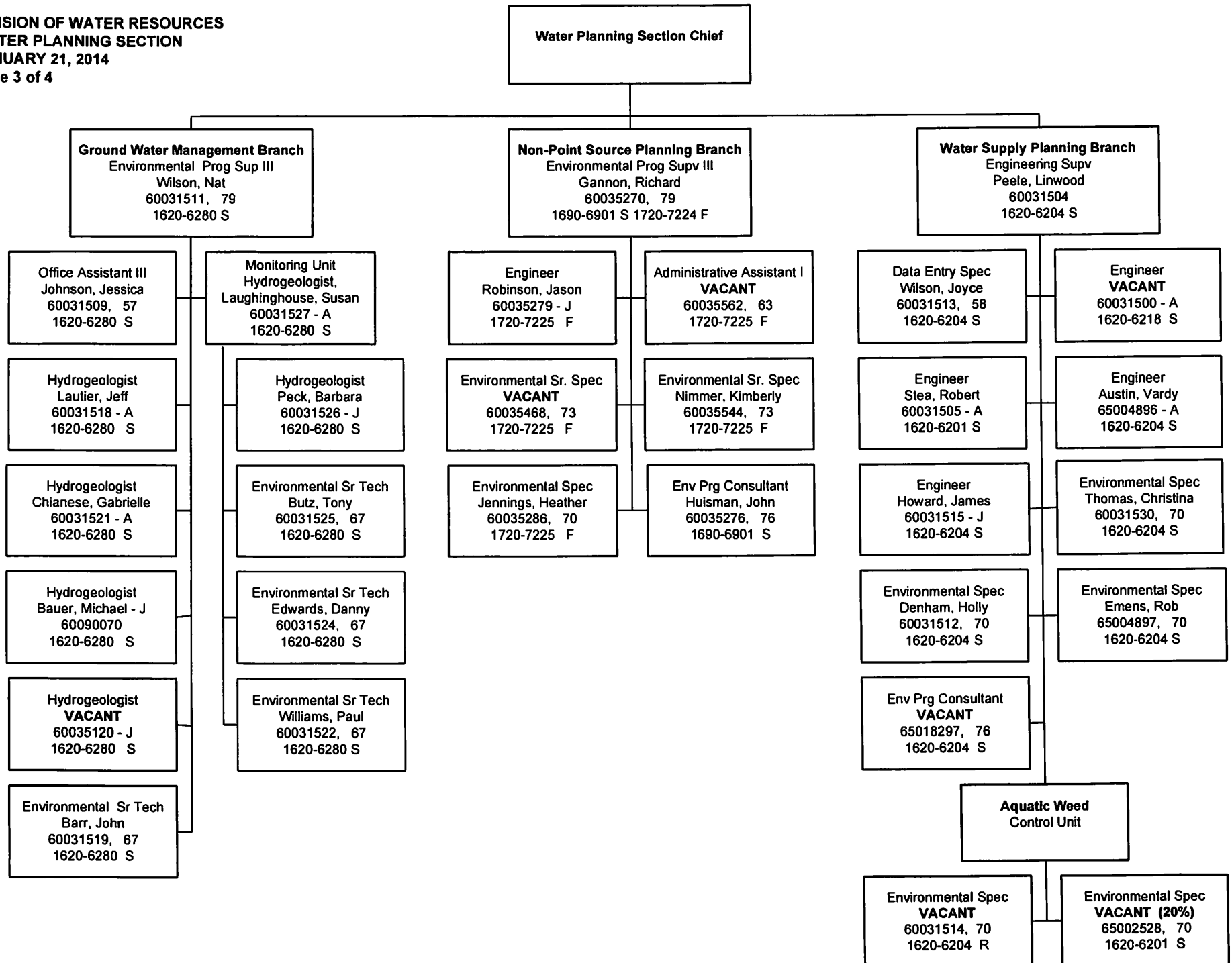


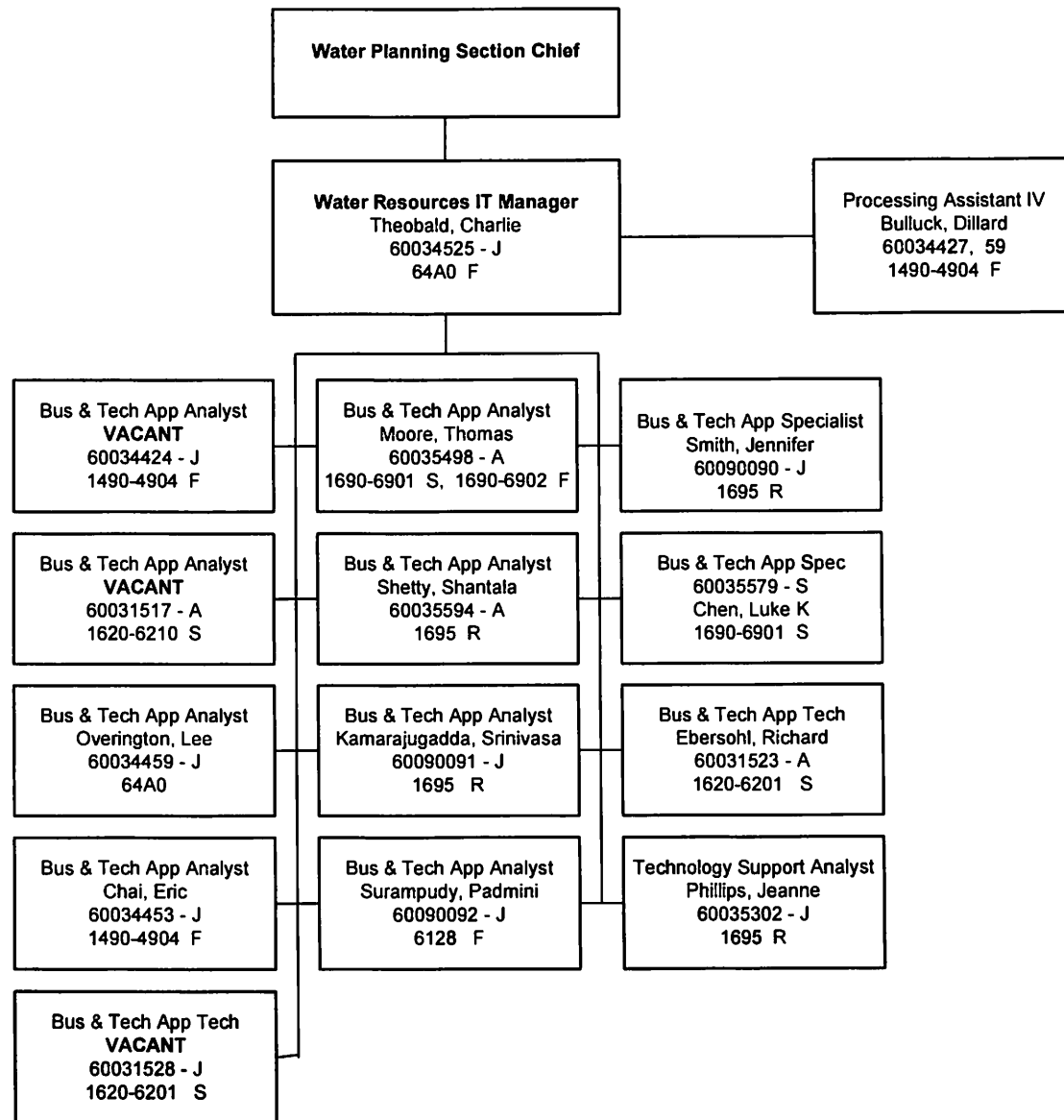


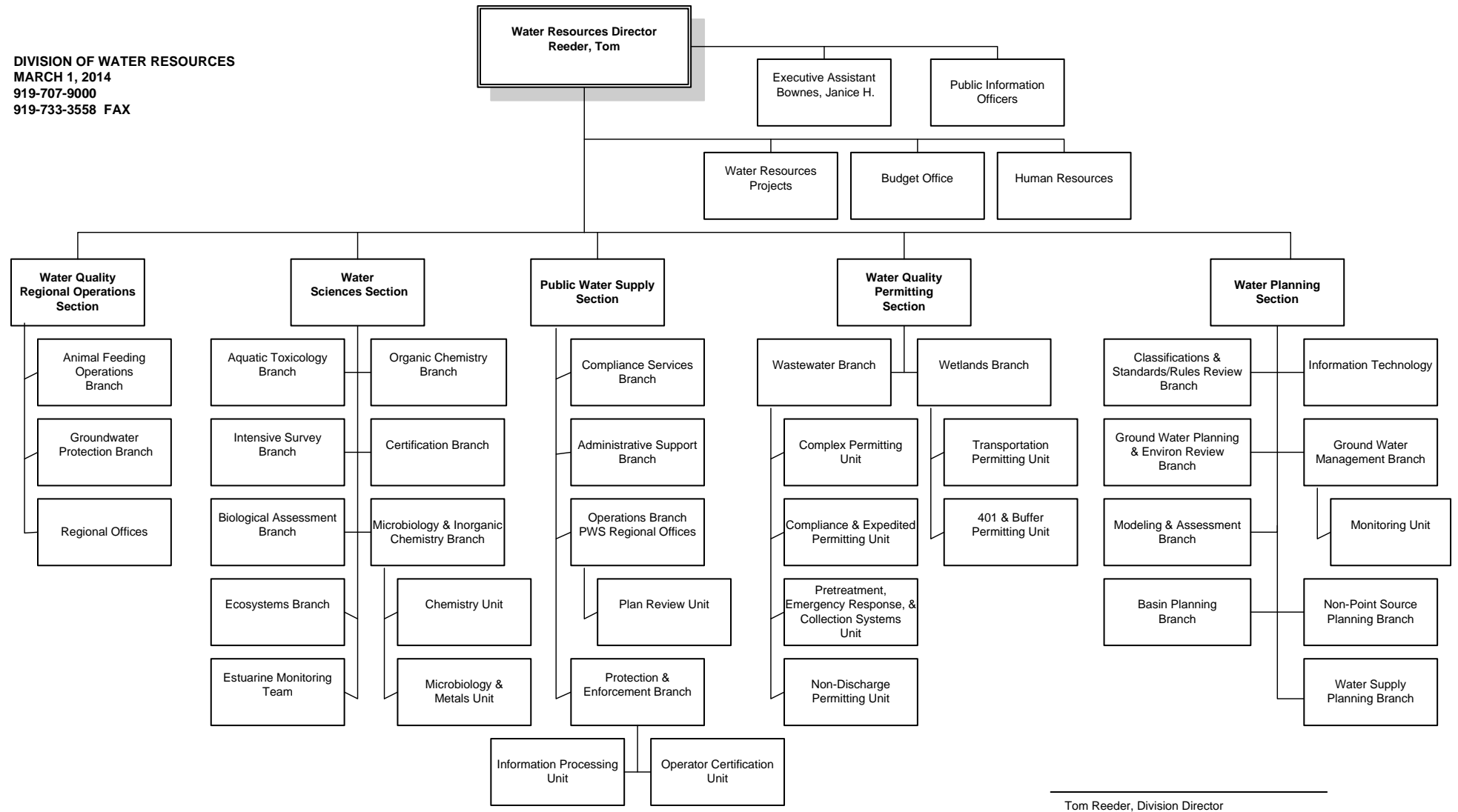


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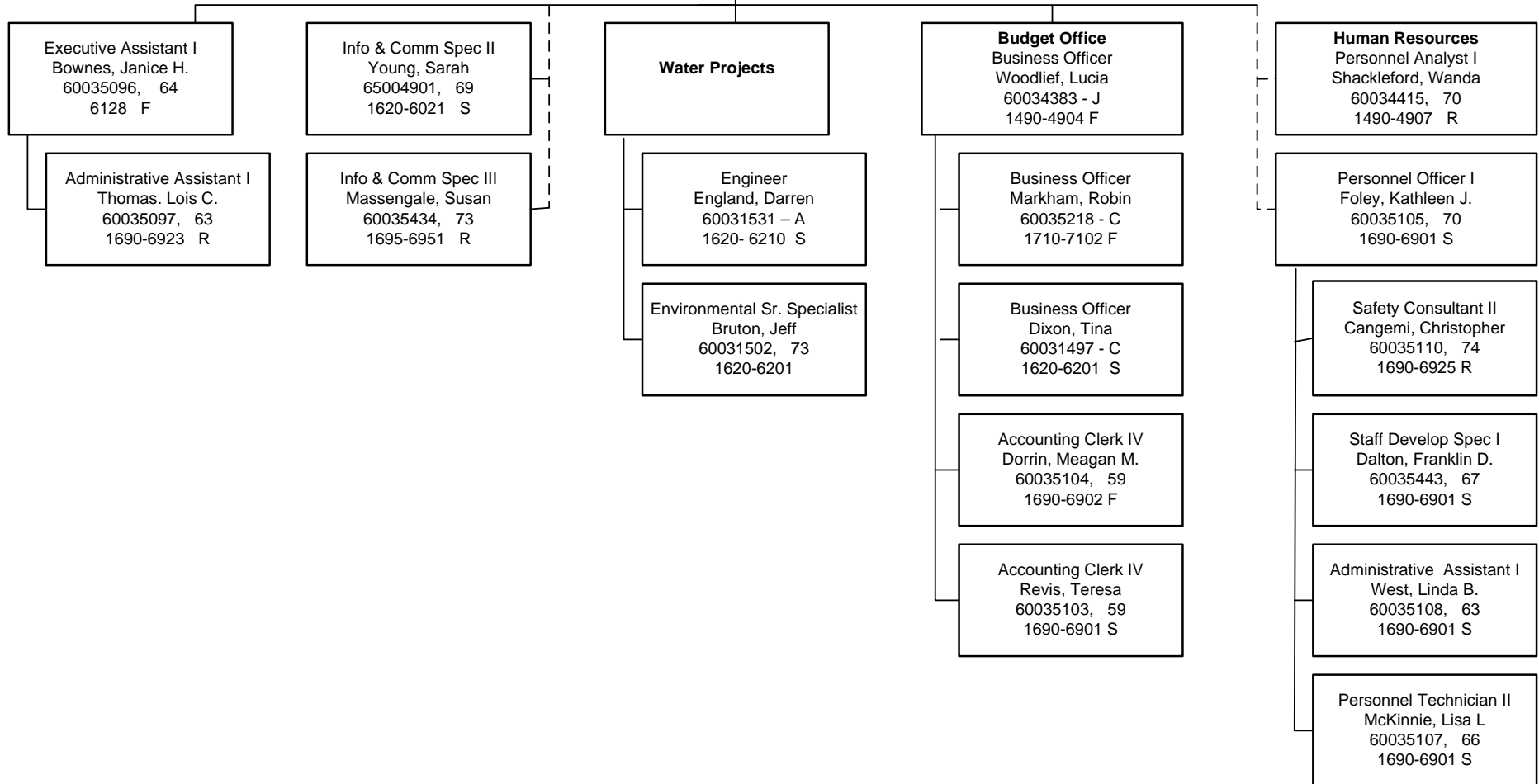








Water Resources Director
Environmental Program Manager III
Reeder, Tom
60031496 86
1620-6201 S



**WATER QUALITY REGIONAL
OPERATIONS SECTION**
Environmental Program Manager I
Zimmerman, Stanley (Jay)
60035198, 82
1690-6901 S

Administrative Assistant I
Prather, Karen W.
60035197, 63
1690-6901 S

Animal Feeding Operations Branch
Environmental Prog Sup III
VACANT
60035477, 79
1690-6902 F

Engineer
Lawson, Christine B.
60035545 – A
1690-6921 S

Engineer
VACANT
60035372 – C
1720-7225 F

Soil Scientist
Garoma, Miressa D.
60035479, 73
1690-6902 F

Soil Scientist
Joshi, Jaya R.
60035480, 73
1720-7223 F

Groundwater Protection Branch
Environmental Prog Sup III
Watts, Debra J.
60035202, 79
1690-6901 S

Hydrogeologist
Slusser, Thomas J.
60035204 – A
1660-6751 F

Hydrogeologist
Smith, Eric G.
60035256 – J
1660-6601 F

Hydrogeologist
Rogers, Dennis M.
60035206 – J
1660-6601 F

Regional Offices

Asheville RO
Davidson, Gilbert (Landon)

Mooresville RO
Parker, Michael

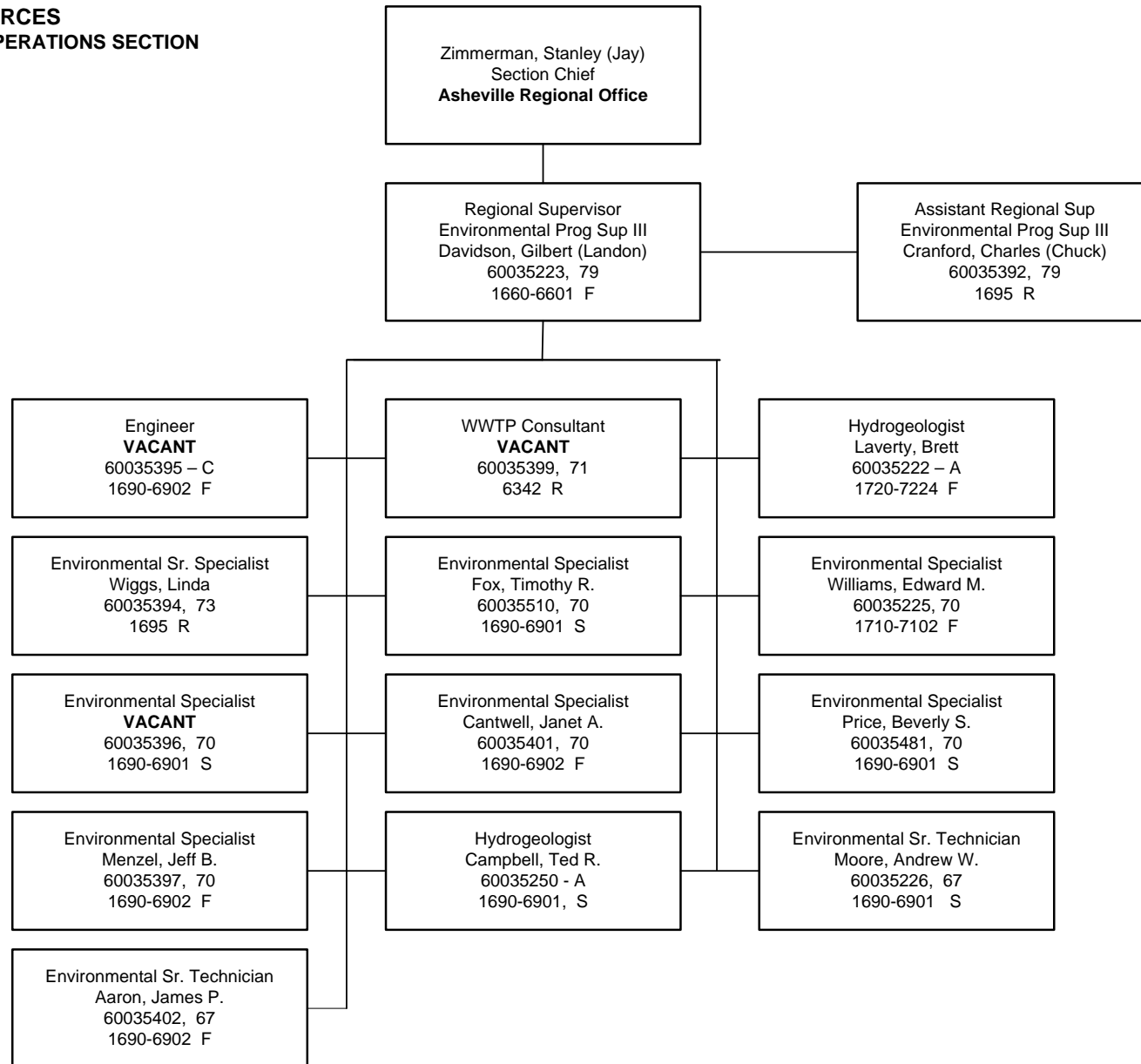
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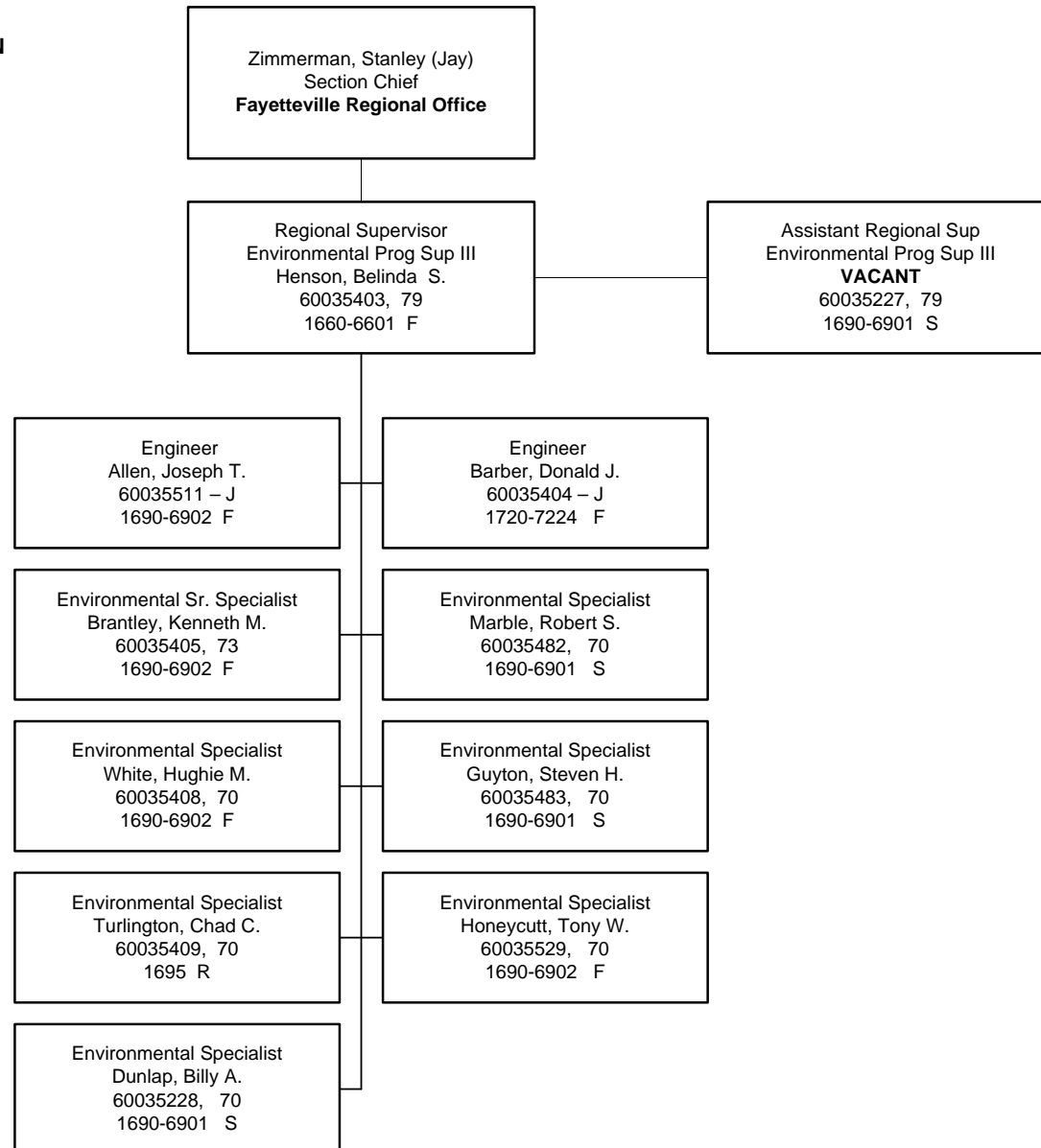
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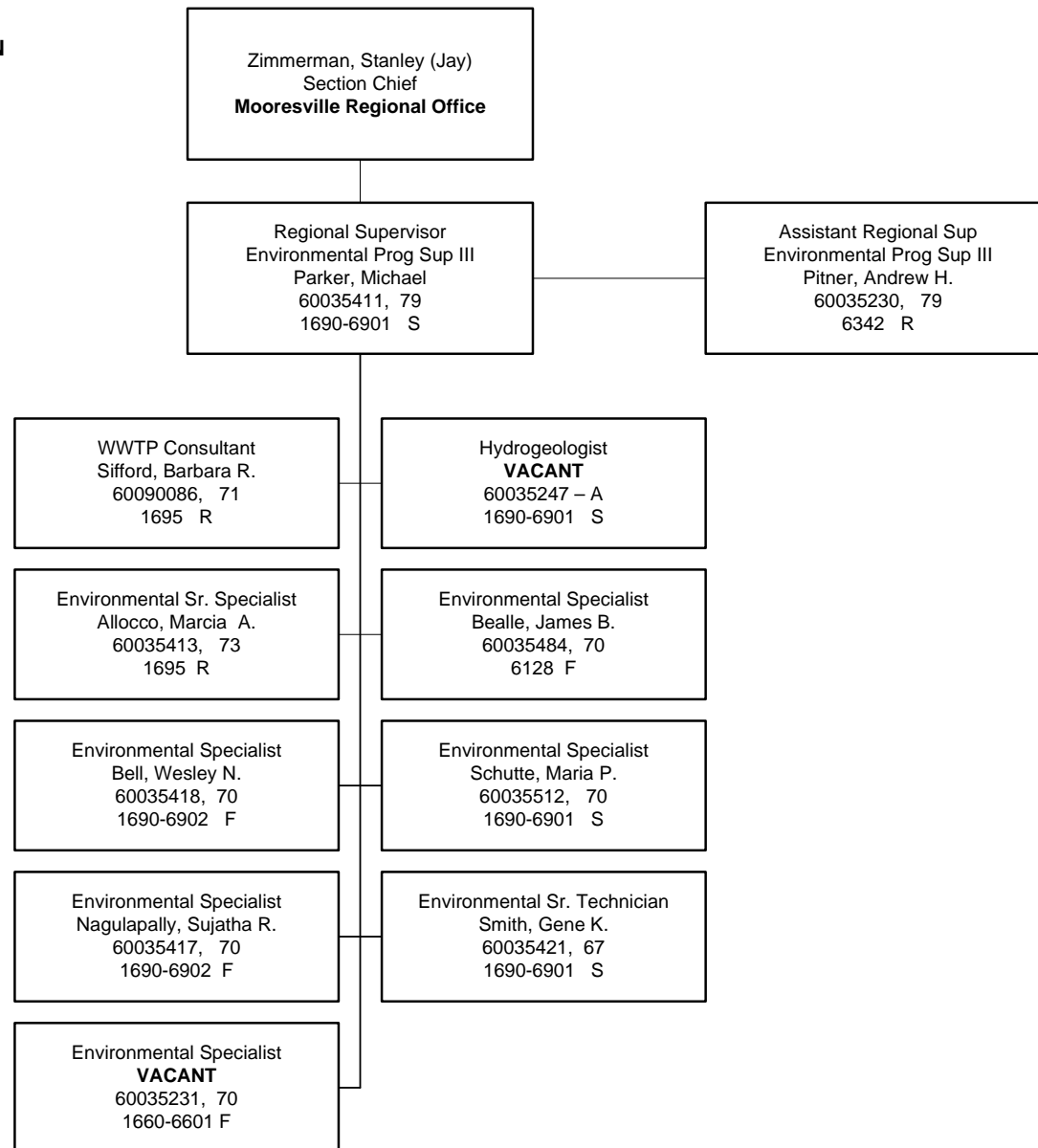
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Raleigh RO
Smith, Stephen (Danny)

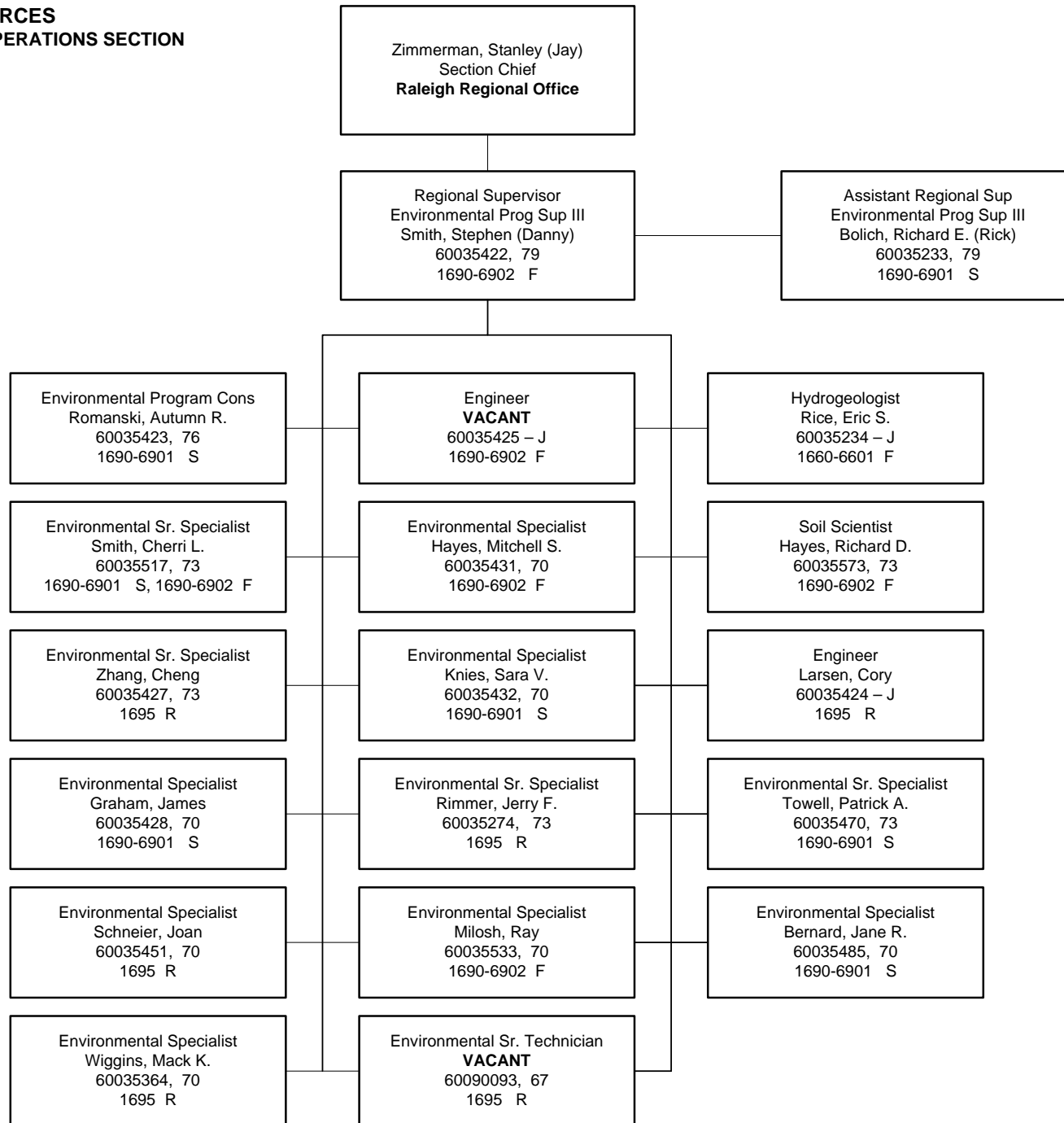
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Gregson, James (Jim)



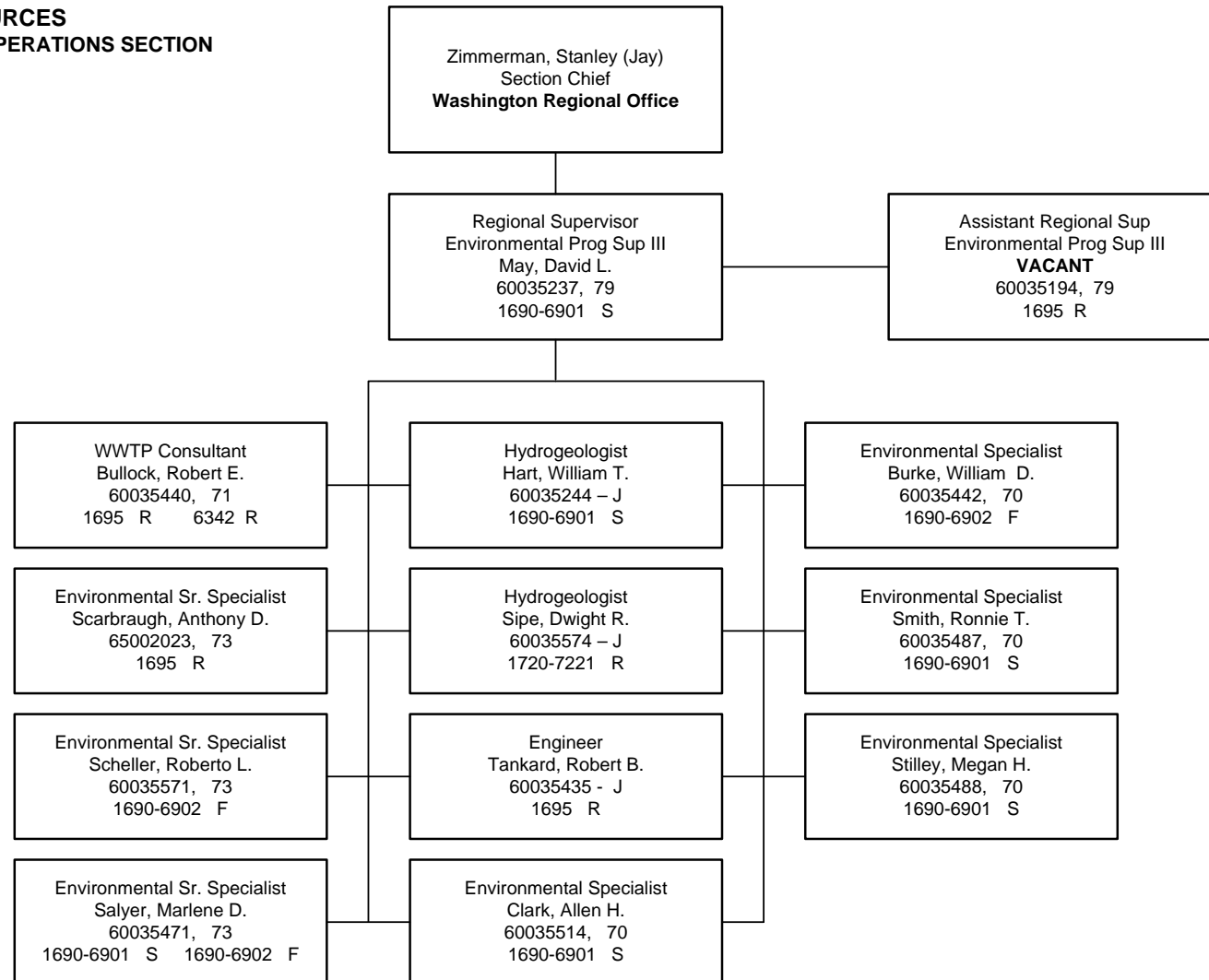




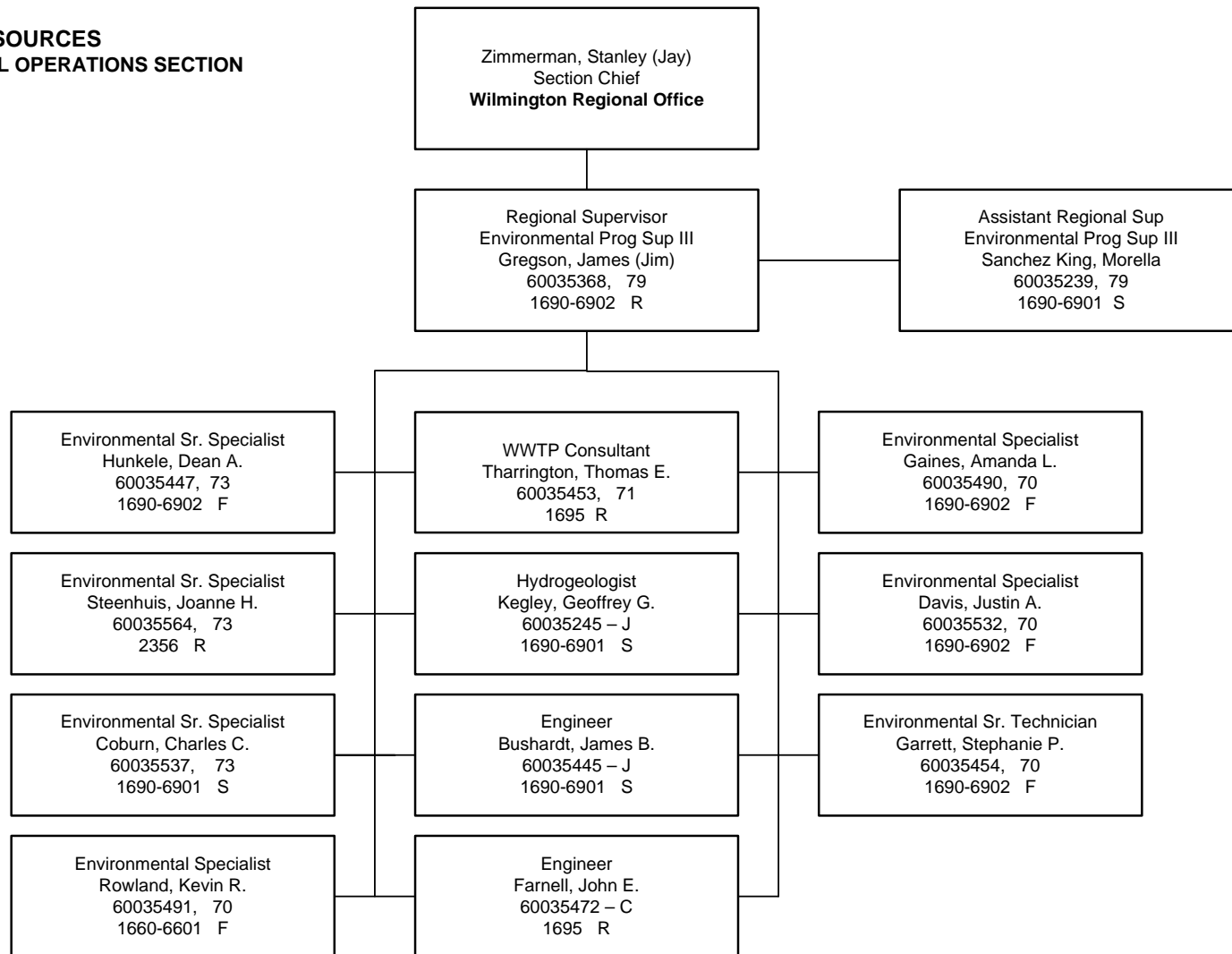
DIVISION OF WATER RESOURCES
WATER QUALITY REGIONAL OPERATIONS SECTION
MARCH 1, 2014
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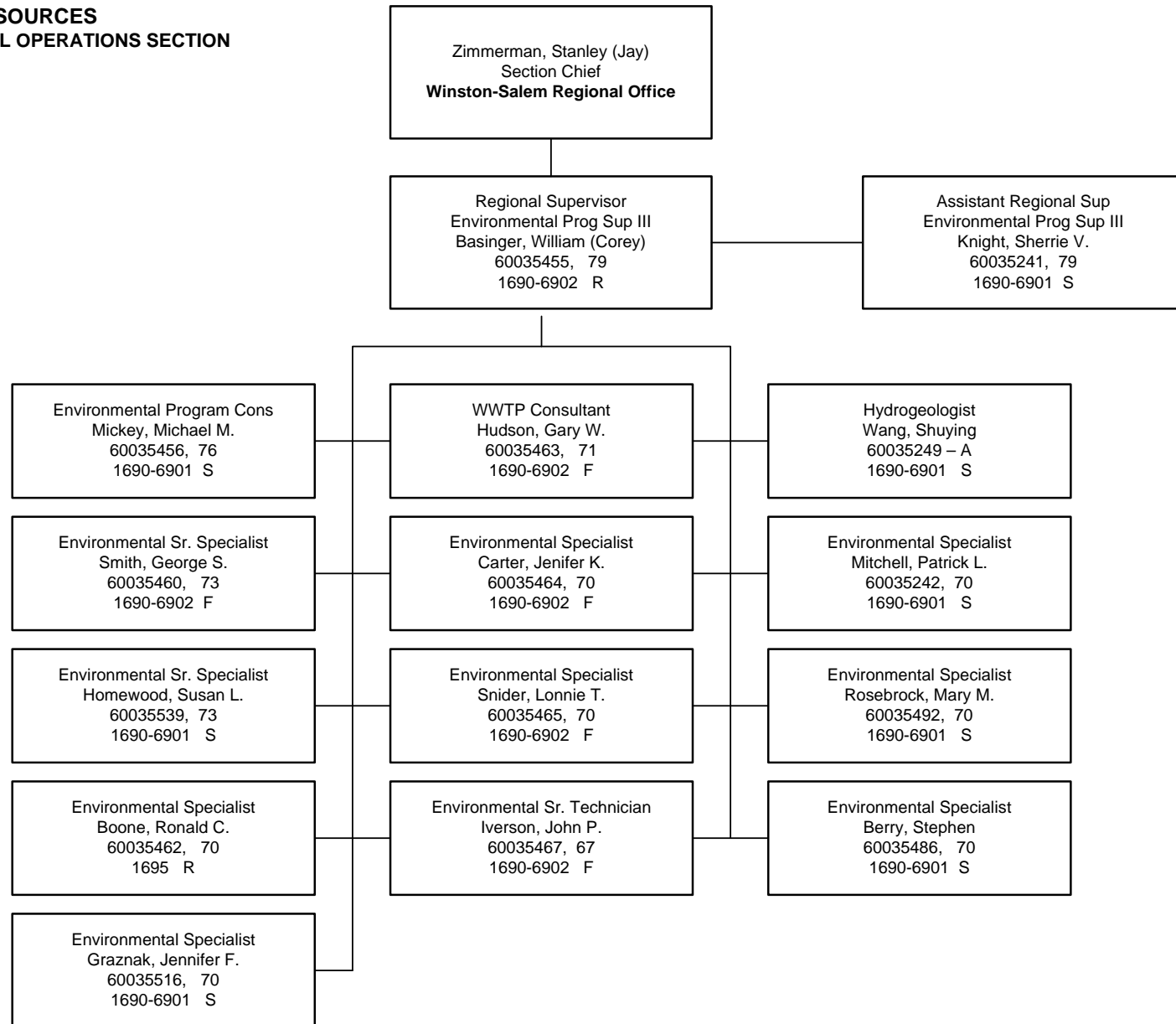
DIVISION OF WATER RESOURCES
WATER QUALITY REGIONAL OPERATIONS SECTION
OCTOBER 25, 2013
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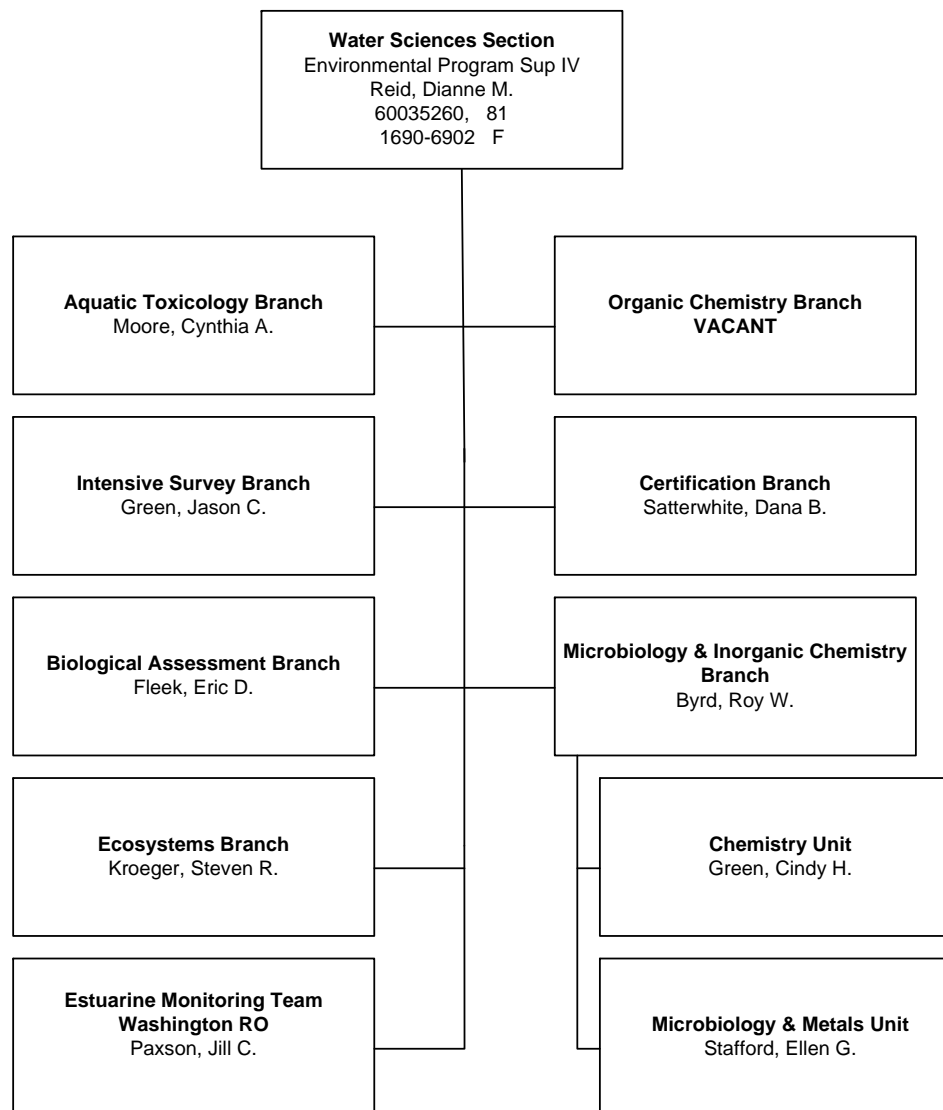


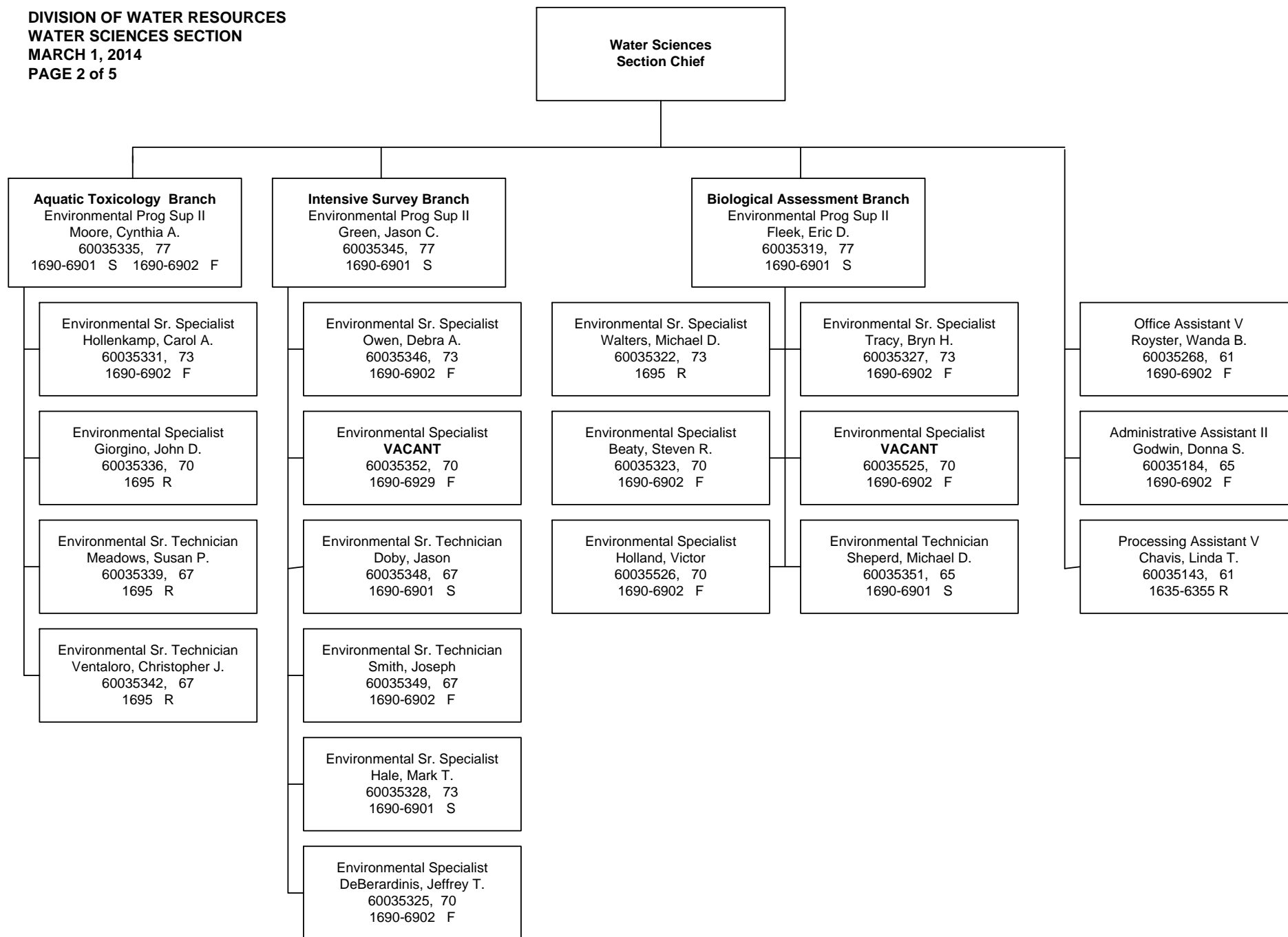
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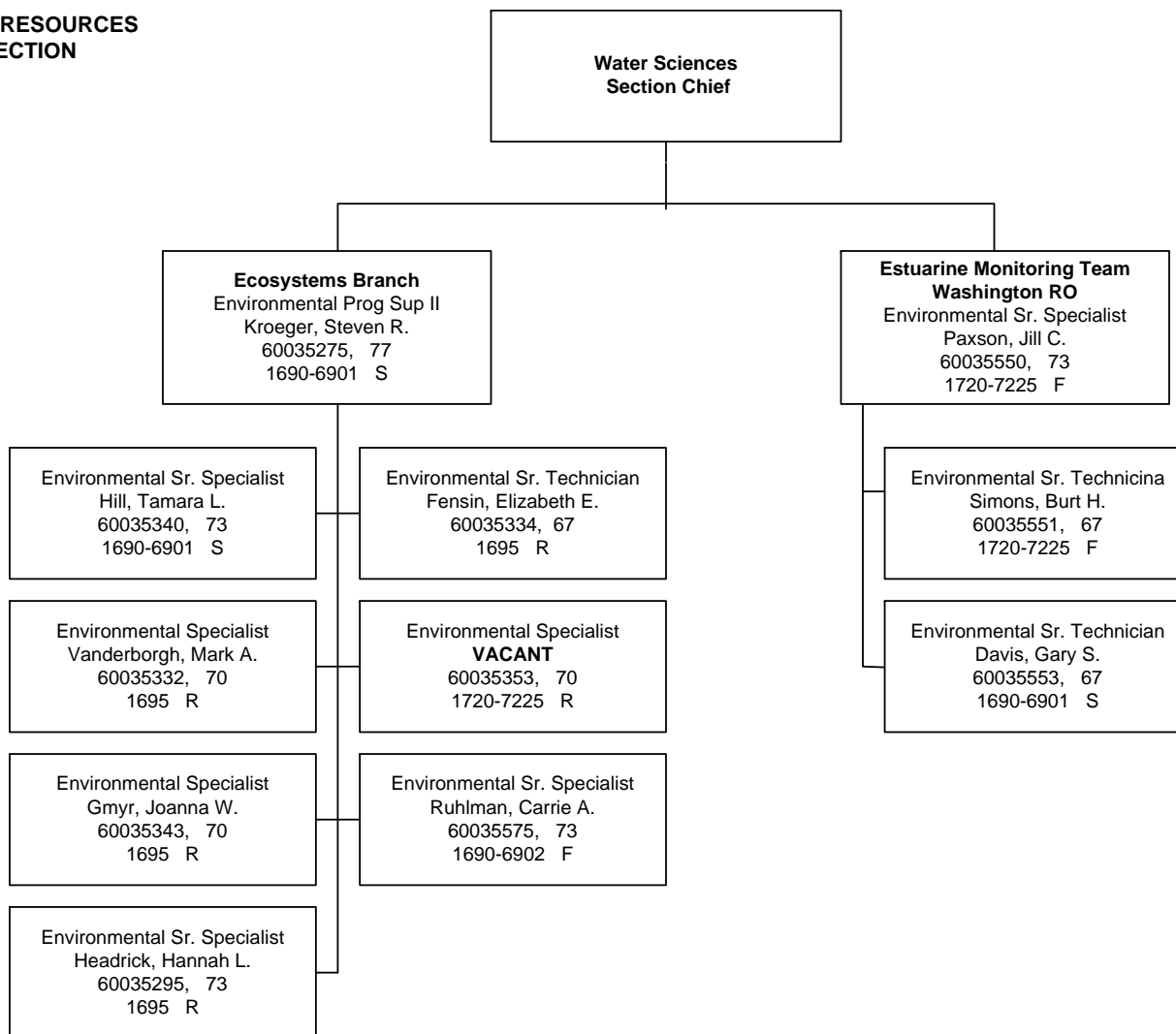


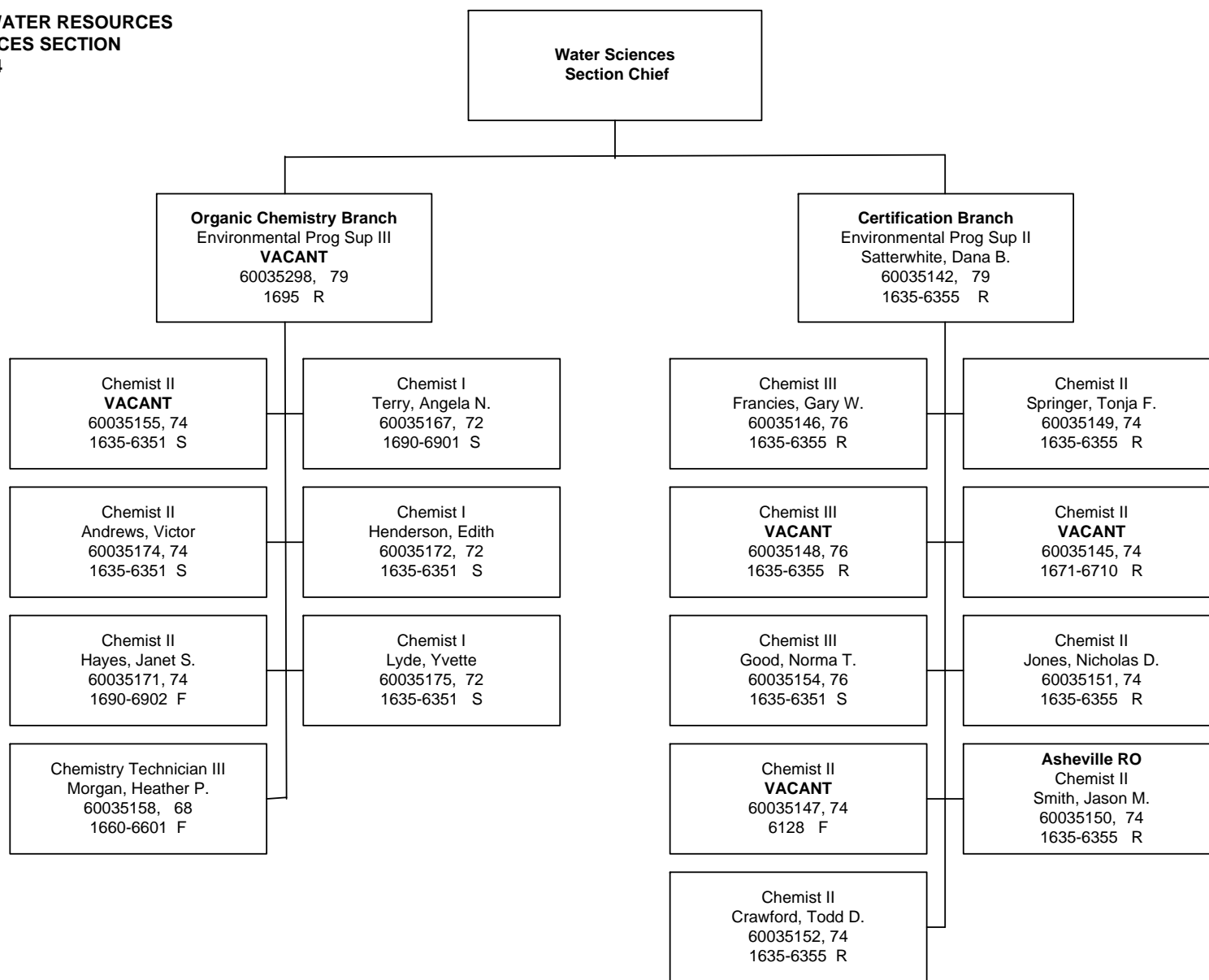
DIVISION OF WATER RESOURCES
WATER QUALITY REGIONAL OPERATIONS SECTION
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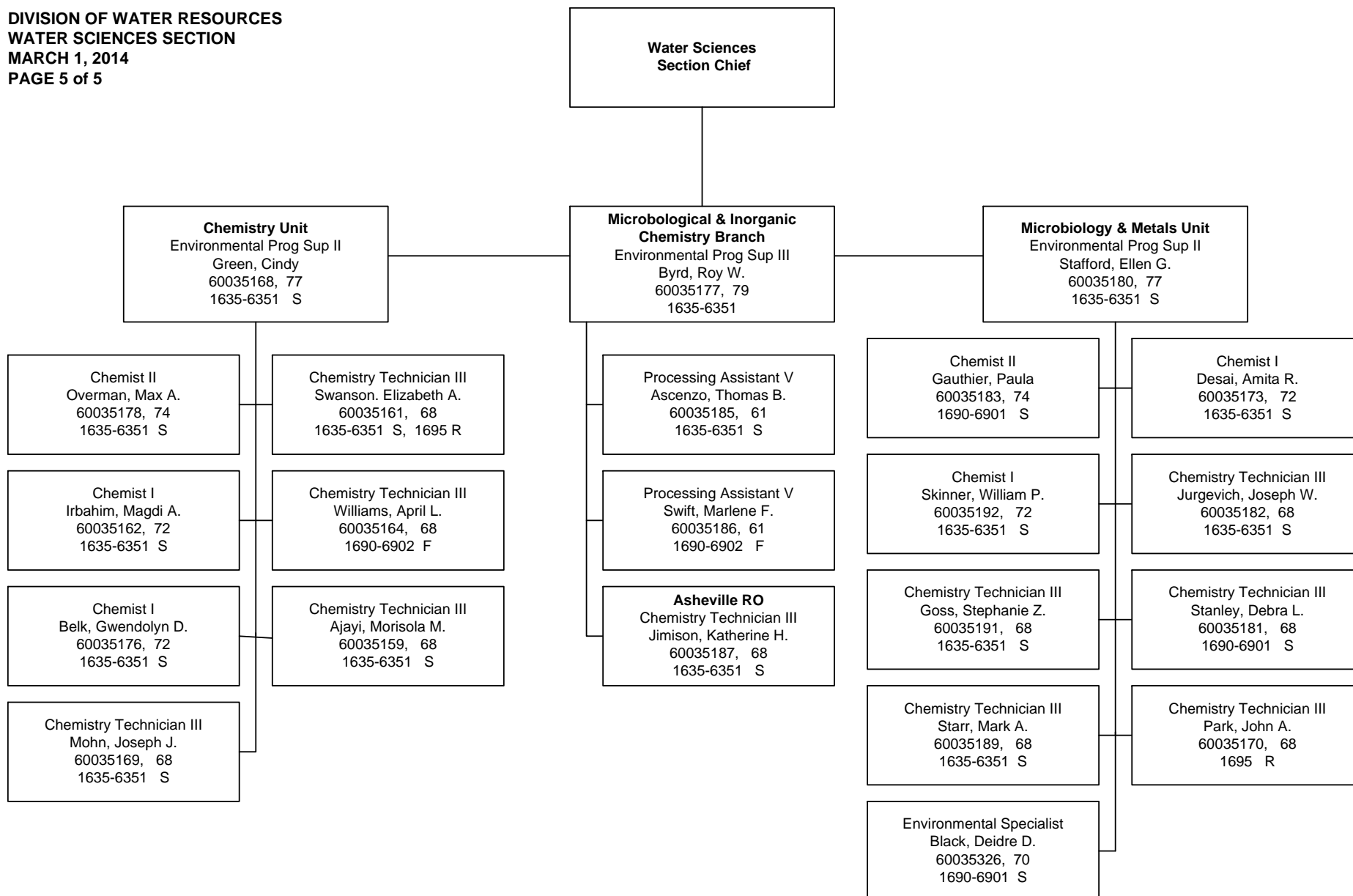


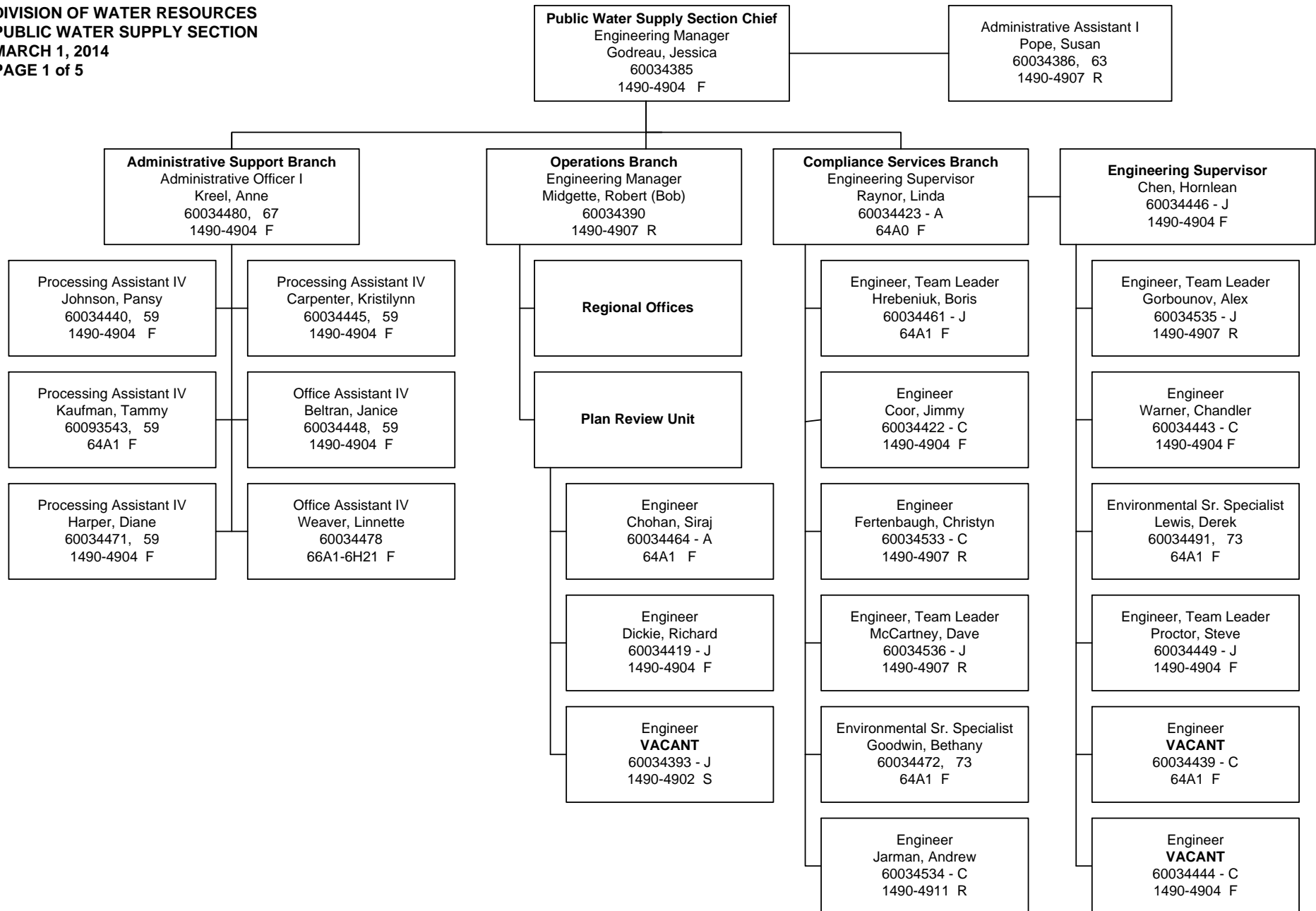


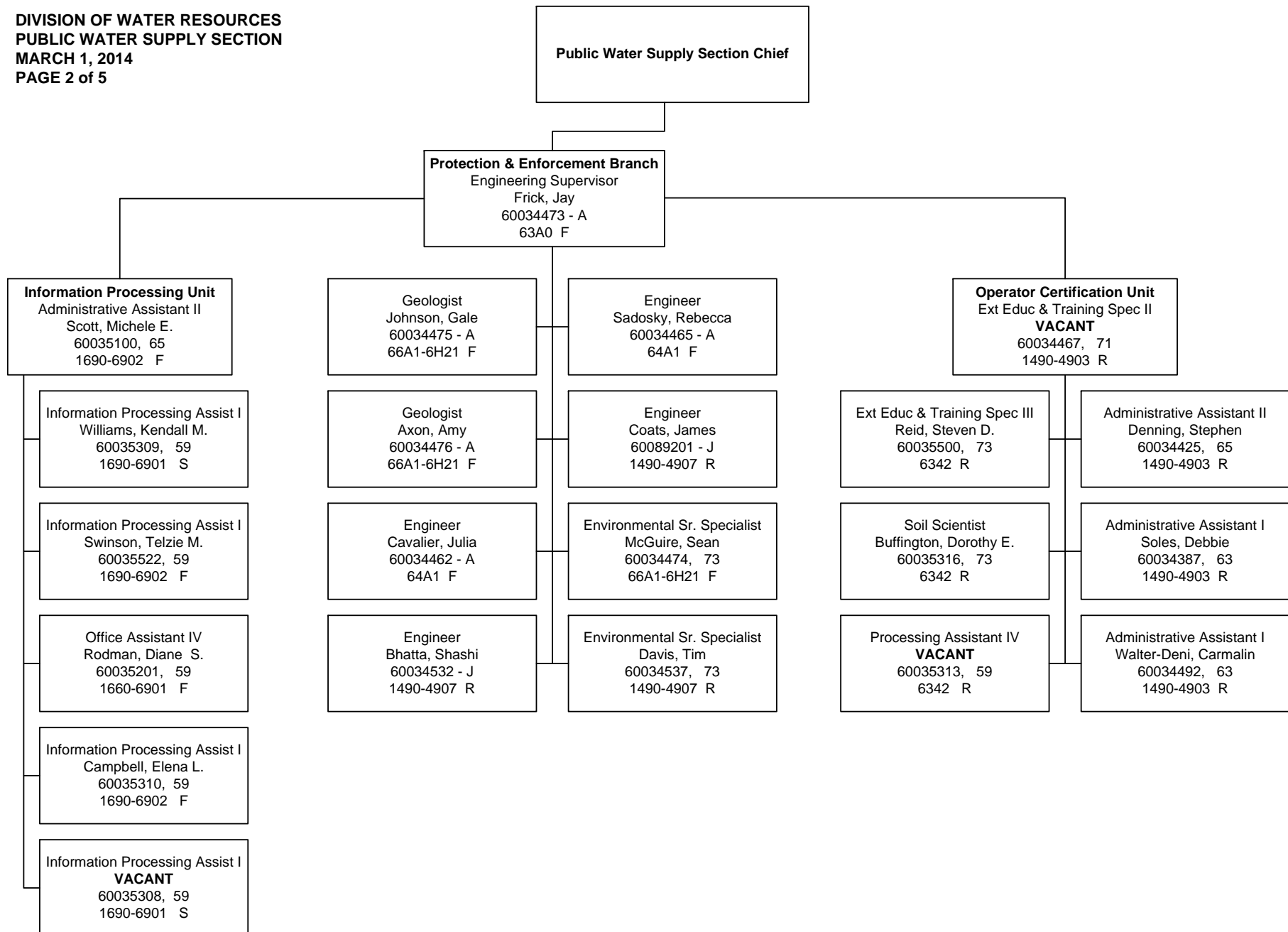


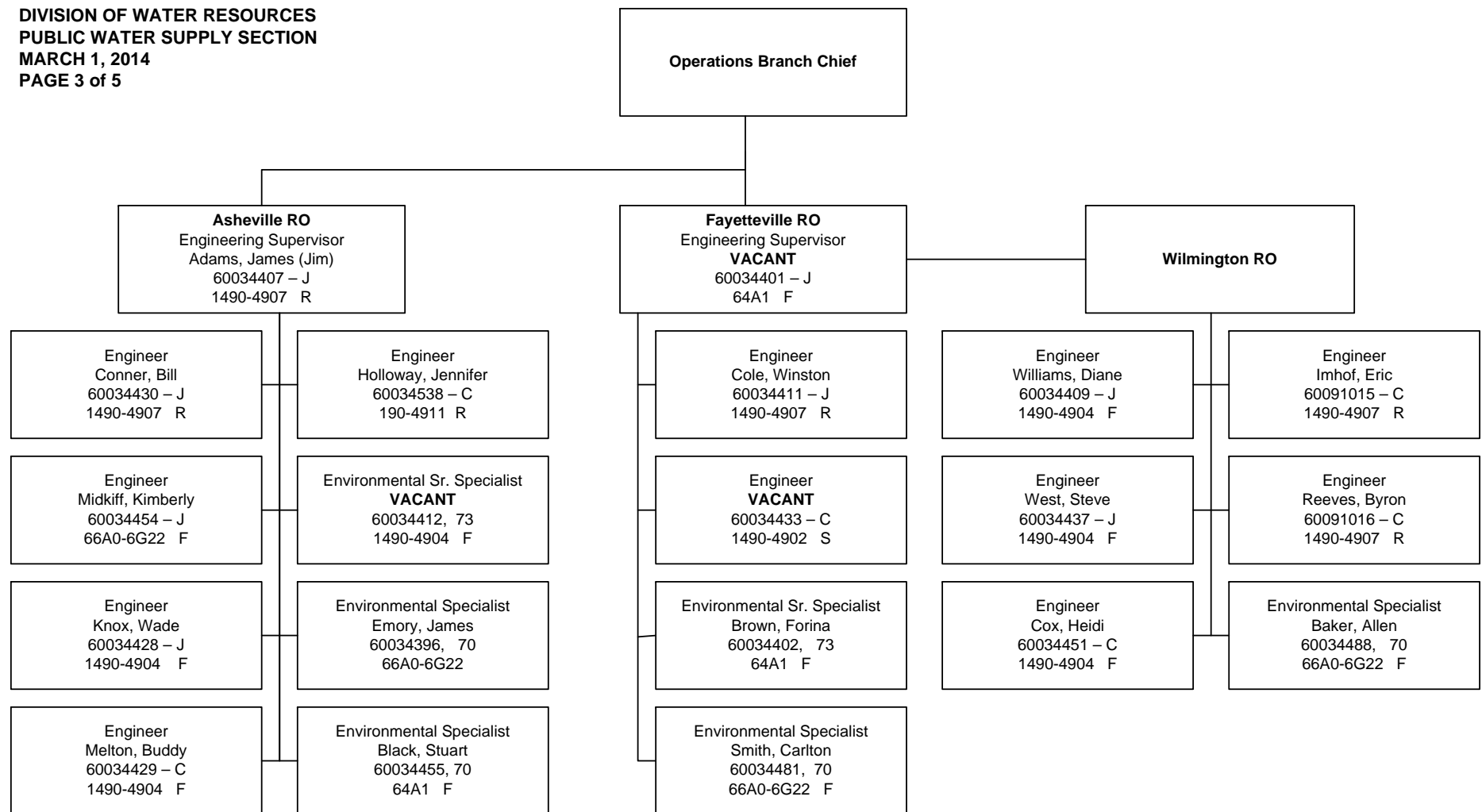


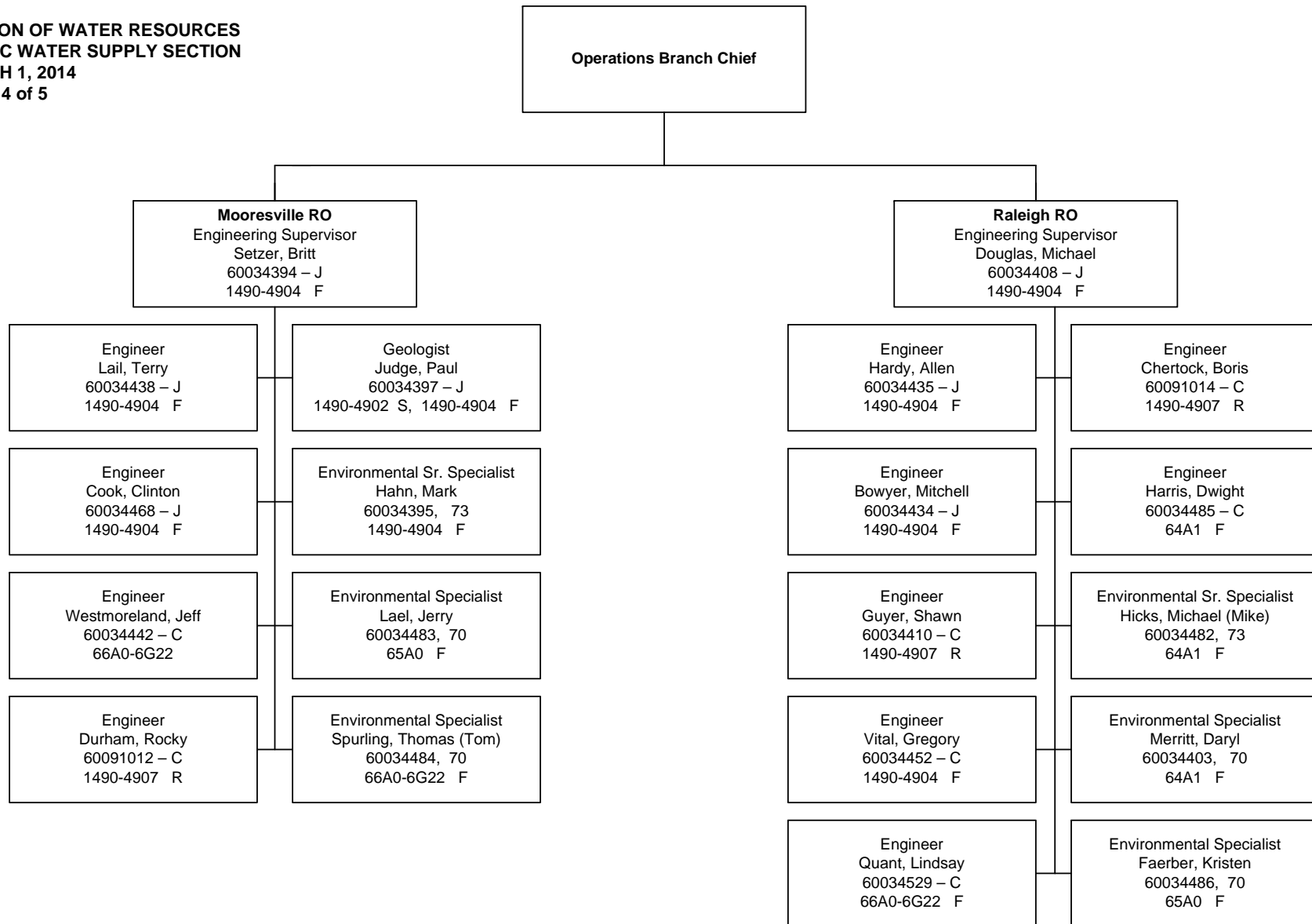


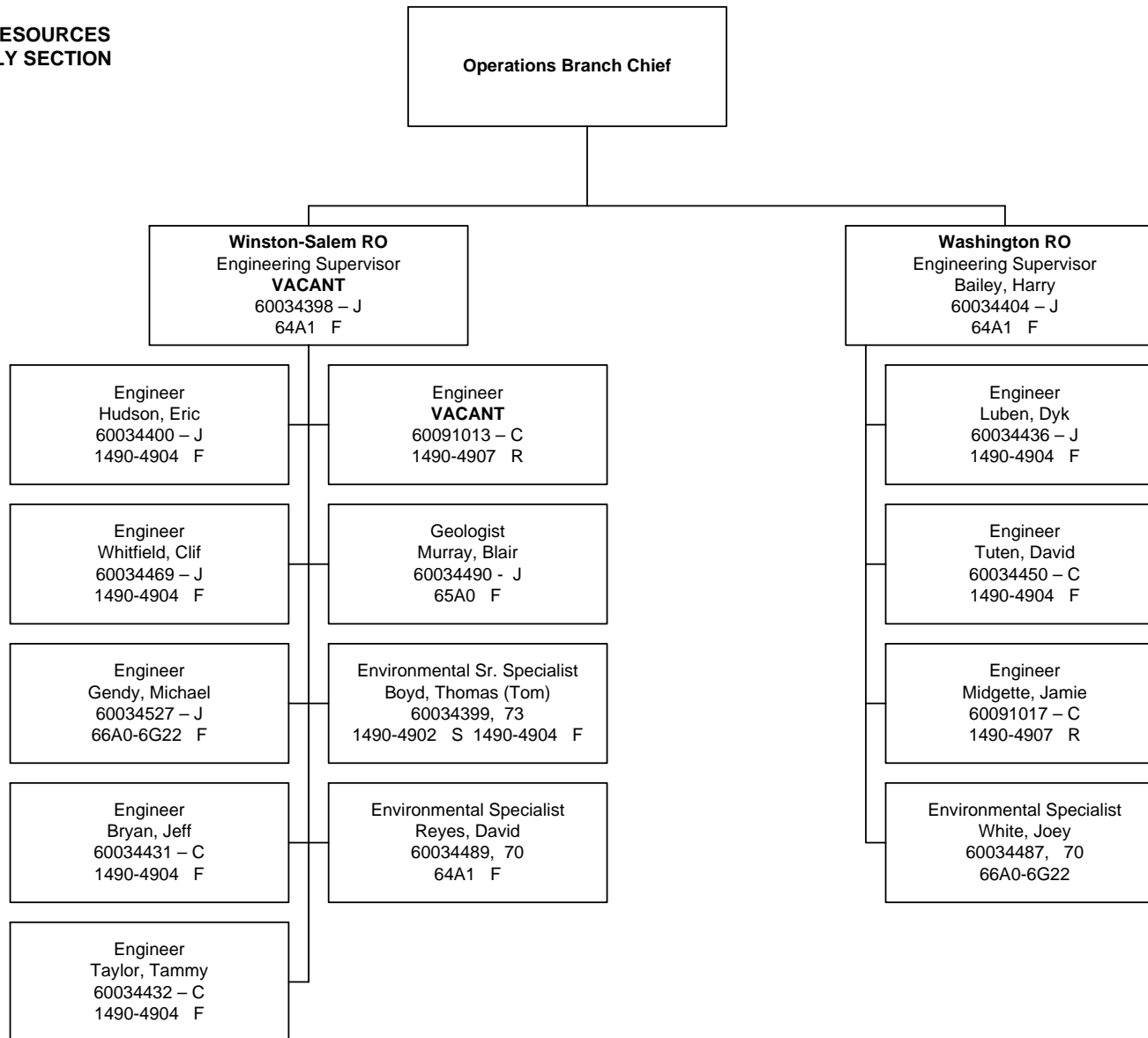


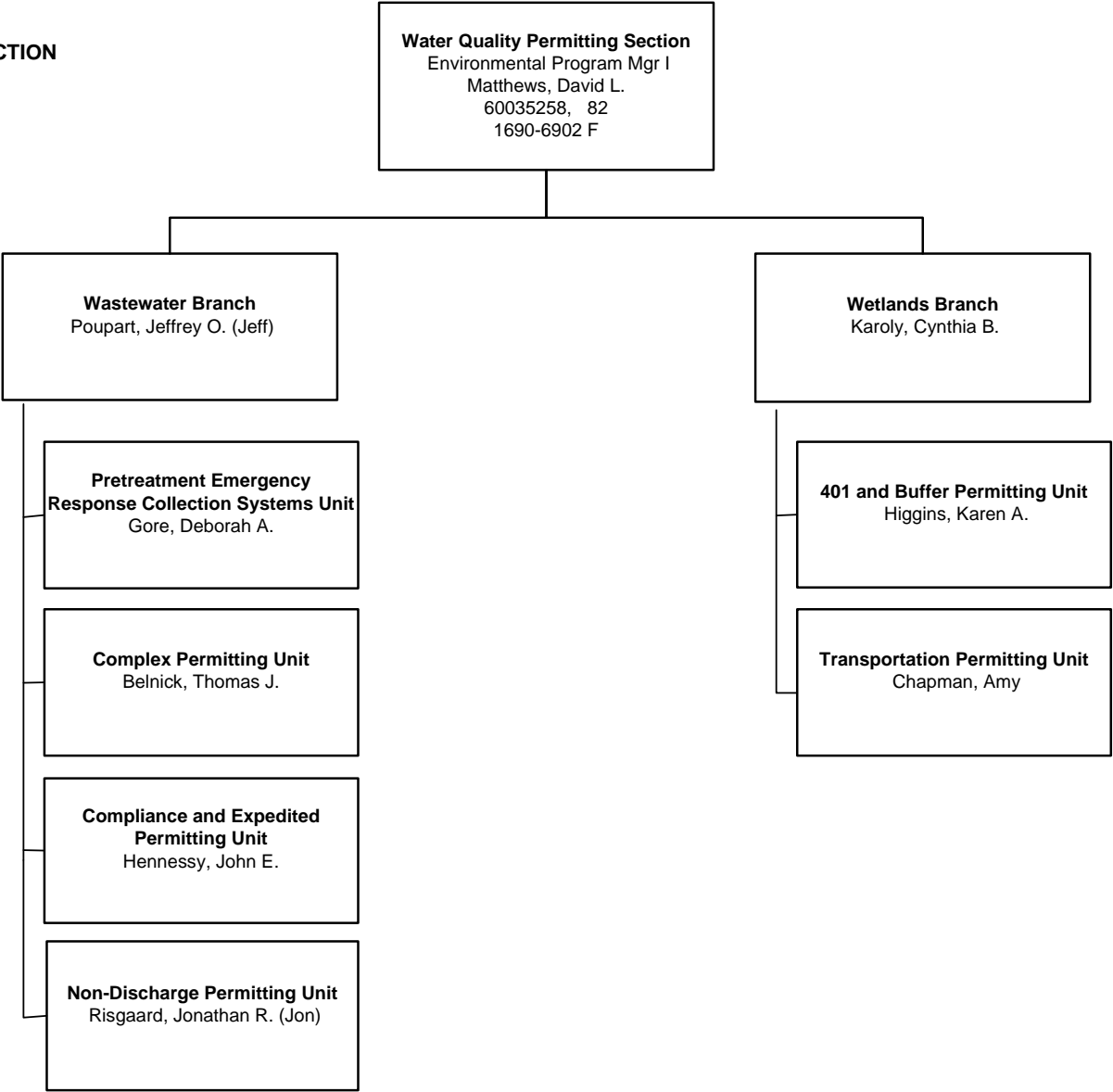


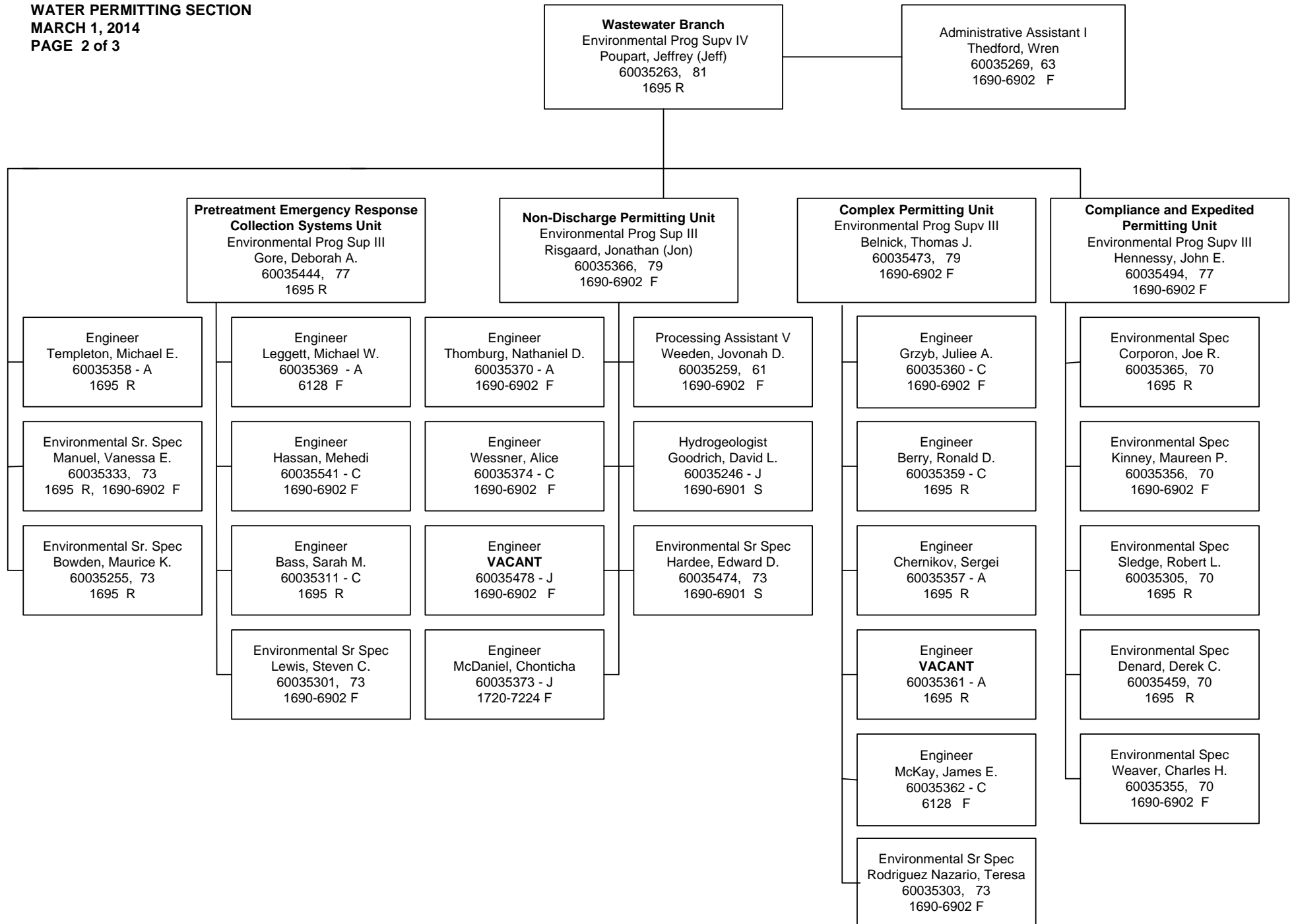


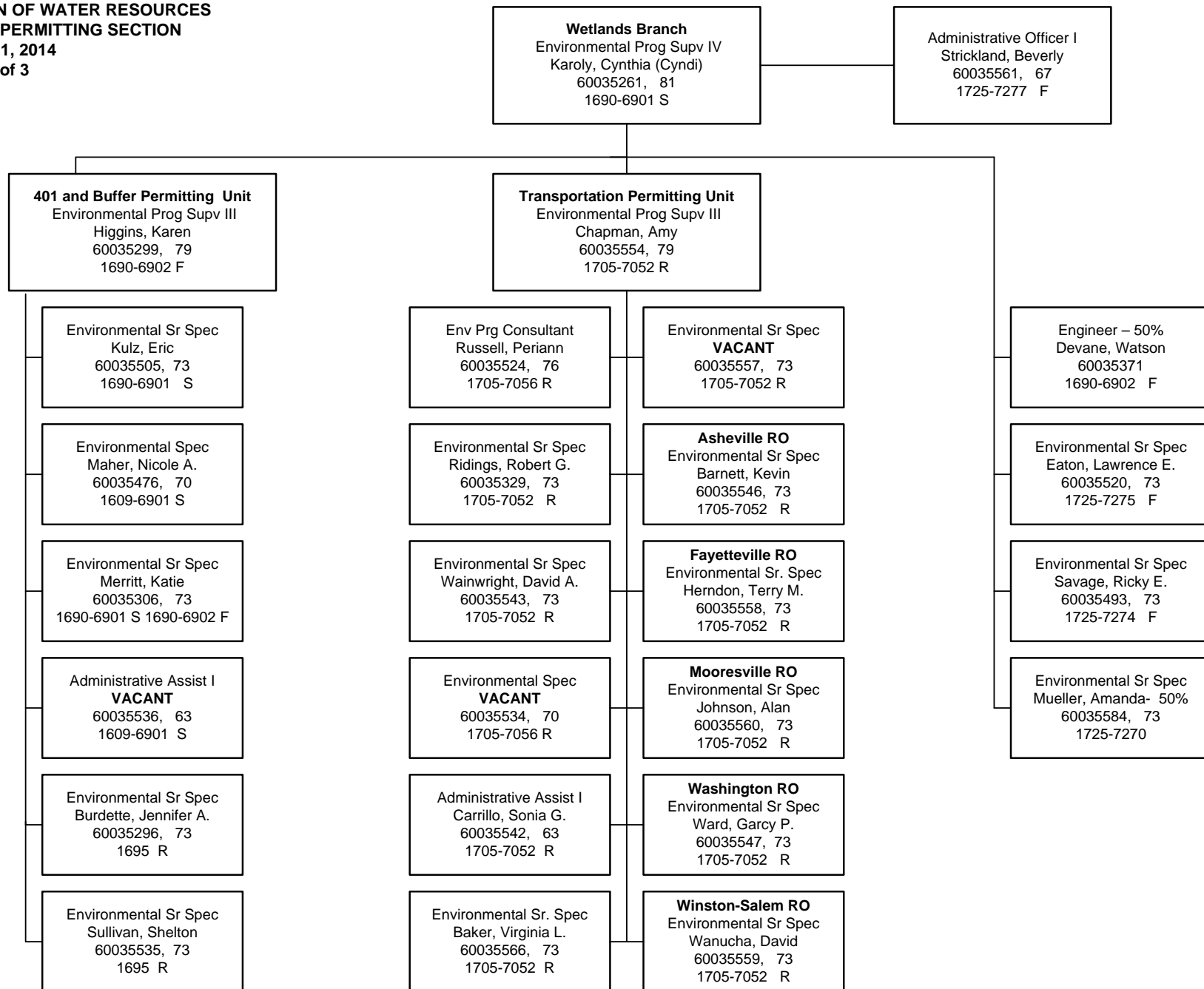


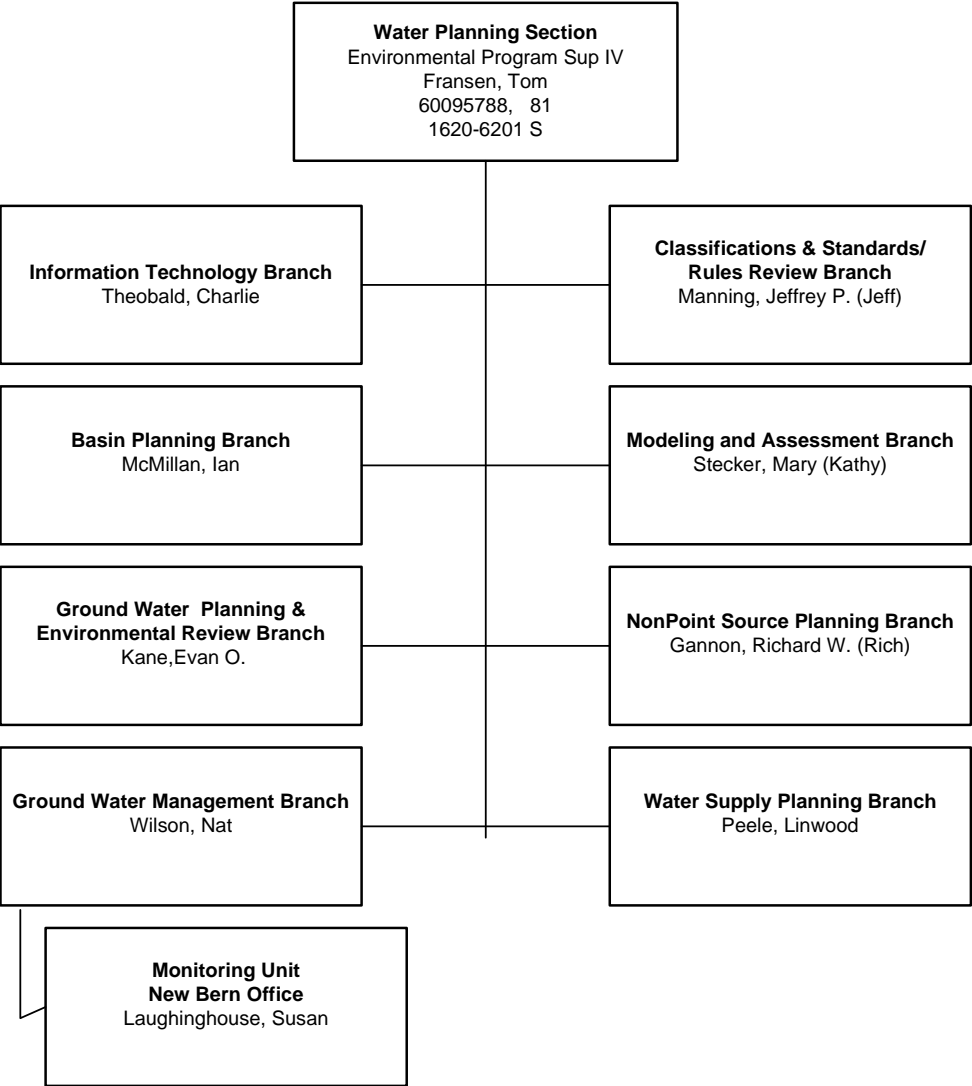


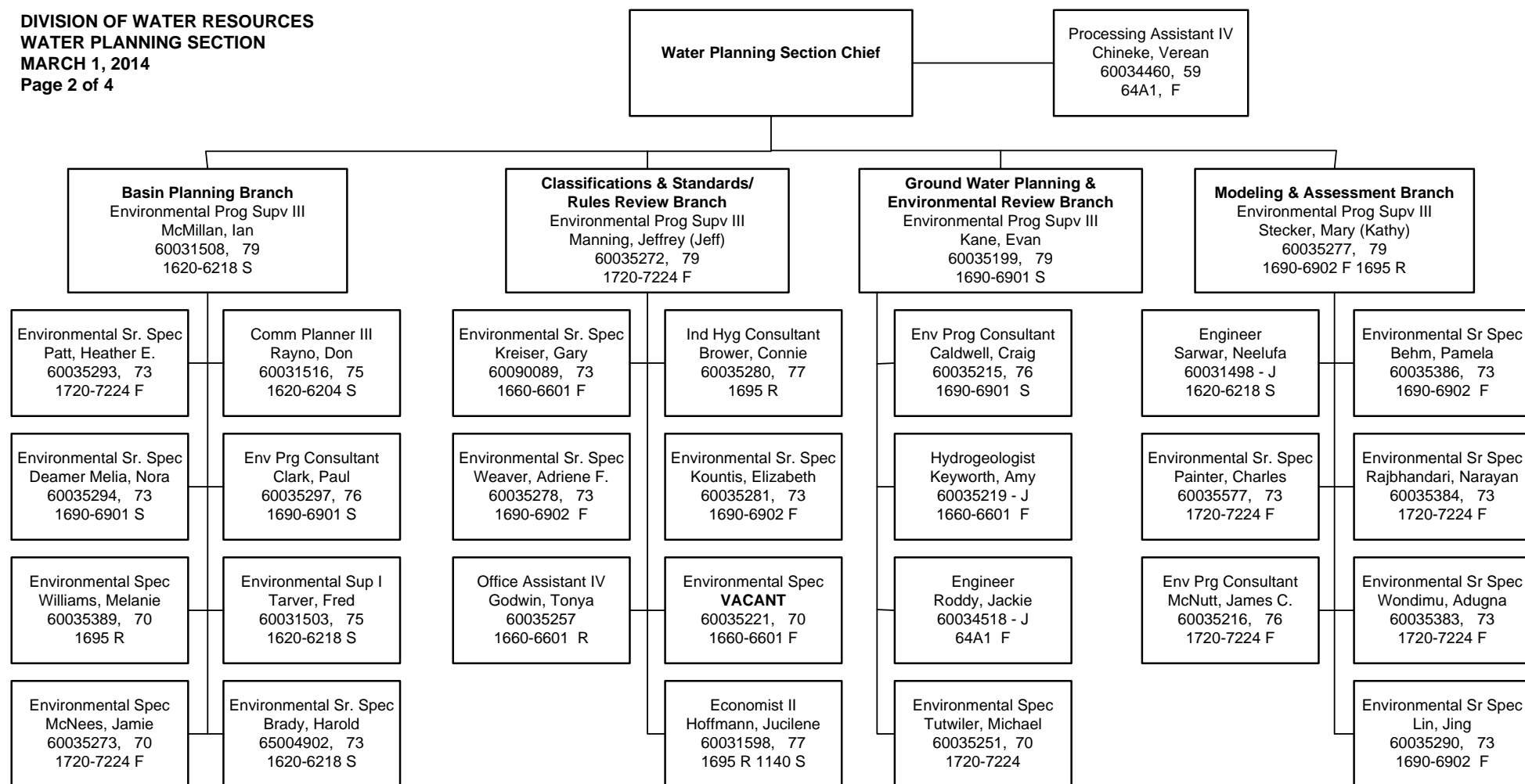


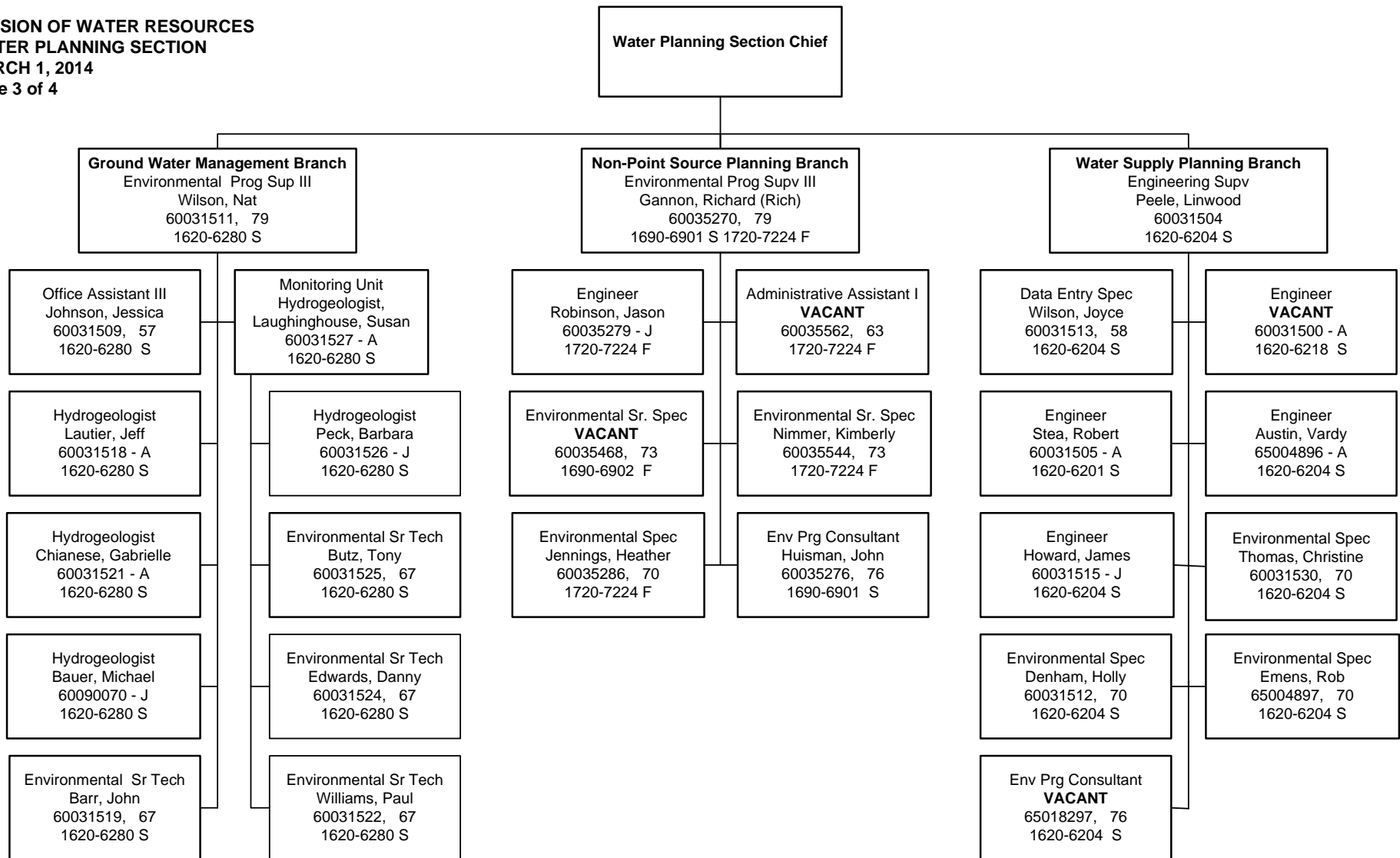


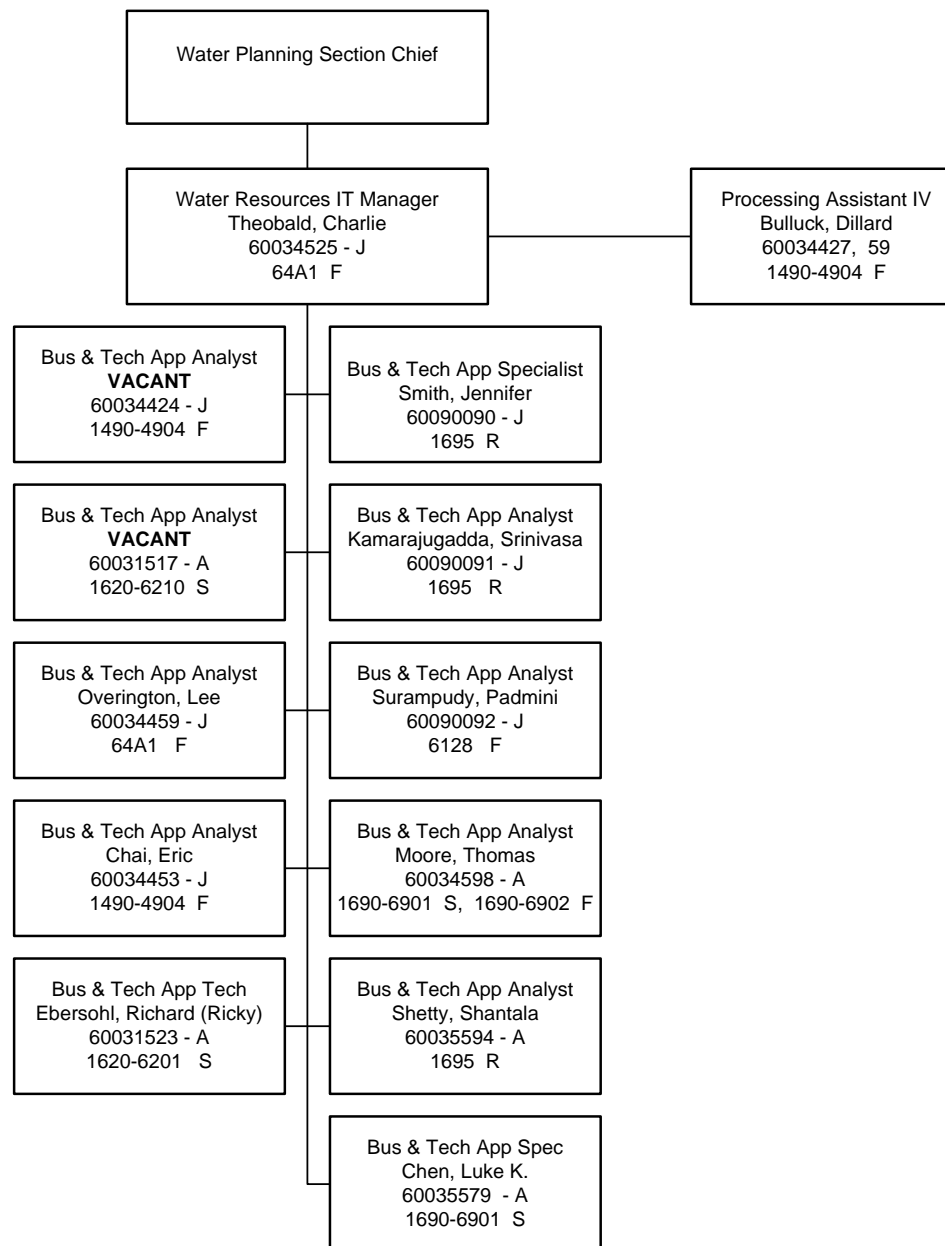












DENR ITS

Efficiencies Reporting (Section 14.2.A.(a))

- (1) Please see highlighted areas in Organization Chart, dated January 2013.
- (2) Please see highlighted areas in Organization Chart, dated January 2013.
- (3) Please see highlighted areas in Organization Chart, dated January 2013.
- (4) Both Organization Charts are attached (January 2013 and November 2014)
- (5) All un-highlighted areas demonstrate the areas unaffected
- (6) No specific cost savings identified, all eliminated positions were either funded by the Division or were outside of the timeframes of 7/1/2013 to present. (Positions eliminated are illustrated in the Organization Chart dated January 2013)
- (7) DENR ITS is a customer services organization supporting the technology needs and demands of the Department. The organization has been restructured with an emphasis on stream-lining operations and flattening where appropriate. The organizational design was conceived to align service ownership and accountability.
- (8) None

Attachments

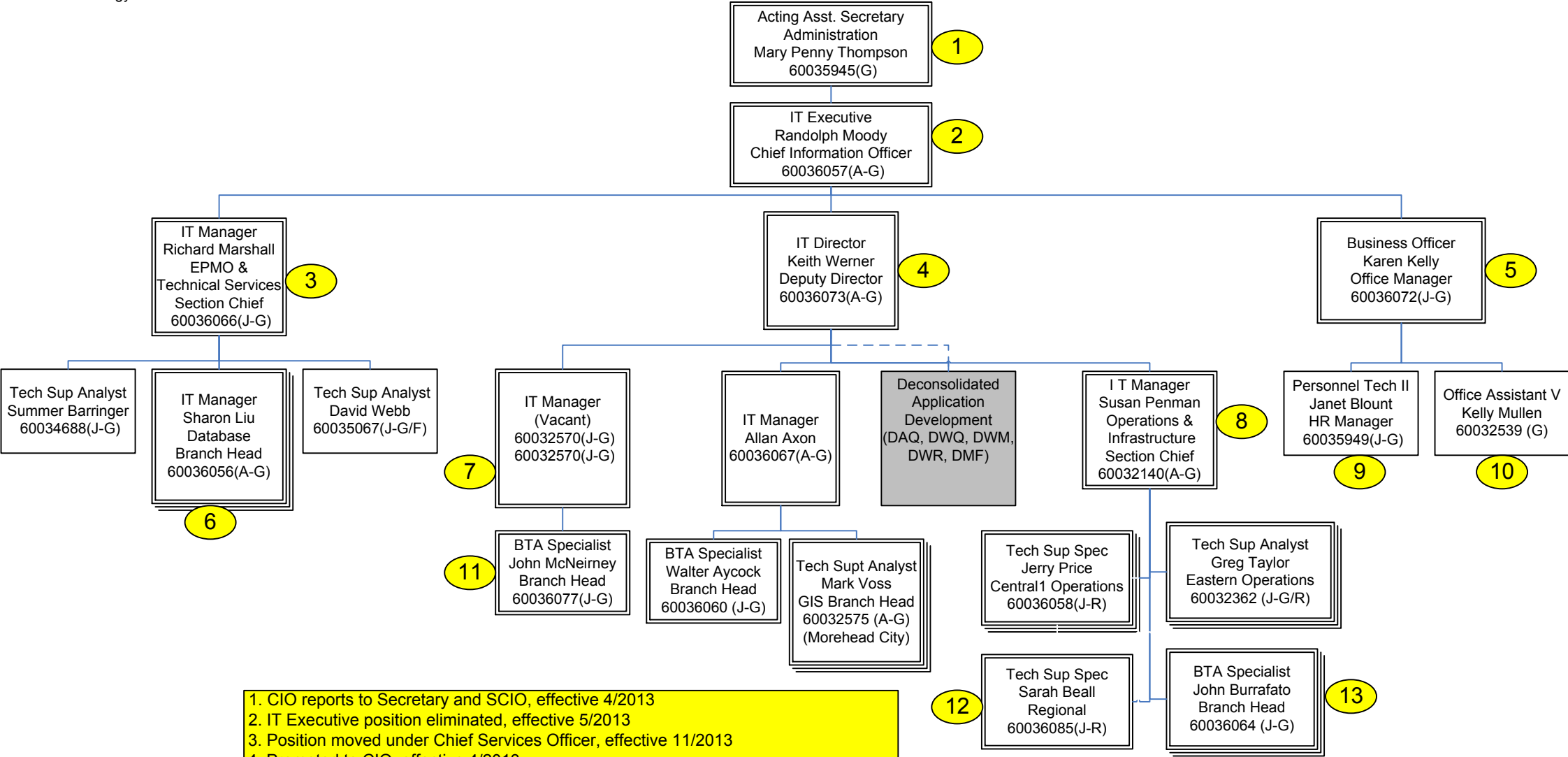
- A. DENR ITS Efficiency Report
- B. Organizational Chart January 2013
- C. Organization Chart November 2014

**DENR ITS Org Changes
July 2013 thru October 2014**

| | | | | | | | | | | Cal Mth/Yr | 08/2013 | 01/2014 | 05/2014 | 06/2014 | 07/2014 | 10/2014 |
|---------------------|--|-------------------|----------|--------------------------------------|-------------|-------------------|---------------|---------------------|------------------------------|------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| Organizational Unit | | Employee's Name | Position | | Action Type | | Action Reason | Position Eliminated | | | Number of Actions | Number of Actions | Number of Actions | Number of Actions | Number of Actions | Number of Actions |
| 21000889 | ENR SO ASIT ITS DO Q&D Client Svcs Cntl1 | ELLIS, WILLIAM | 60036061 | Business Systems Analyst | Z1 | Promotion (NC) | 01 | | Promotion | | 1 | | | | | |
| 21021531 | ENR SO ITS Directors Ofc | ELLIS, WILLIAM | 60036061 | Business Systems Analyst | Z8 | Transfer (NC) | 60 | | Within Agency Reorganization | | | 1 | | | | |
| 21021531 | ENR SO ITS Directors Ofc | WERNER, KEITH | 60036073 | IT Director | Z8 | Transfer (NC) | 60 | | Within Agency Reorganization | | | 1 | | | | |
| 21021532 | ENR SO ITS DO Technology Services | HARRISON, JOHN | 60032570 | Information Technology Manager | Z8 | Transfer (NC) | 60 | | Within Agency Reorganization | | | 1 | | | | |
| 21021532 | ENR SO ITS DO Technology Services | HOWELL, HAROLD | 60036065 | Database Adminstrator | Z8 | Transfer (NC) | 60 | | Within Agency Reorganization | | | | 1 | | | |
| 21021532 | ENR SO ITS DO Technology Services | LIU, HONG | 60036056 | Enterprise Data Mgr | Z8 | Transfer (NC) | 60 | | Within Agency Reorganization | | | | 1 | | | |
| 21021532 | ENR SO ITS DO Technology Services | POLLETTA, LOUIS | 60035203 | Business And Technology Applic Specl | Z8 | Transfer (NC) | 60 | | Within Agency Reorganization | | | | 1 | | | |
| 21021533 | ENR SO ITS DO WI Business Objects Admin | HOWELL, HAROLD | 60036065 | Database Adminstrator | Z8 | Transfer (NC) | 60 | | Within Agency Reorganization | | | 1 | | | | |
| 21021533 | ENR SO ITS DO WI Business Objects Admin | LIU, HONG | 60036056 | Enterprise Data Mgr | Z8 | Transfer (NC) | 60 | | Within Agency Reorganization | | | 1 | | | | |
| 21021533 | ENR SO ITS DO WI Business Objects Admin | POLLETTA, LOUIS | 60035203 | Business And Technology Applic Specl | Z8 | Transfer (NC) | 60 | | Within Agency Reorganization | | | 1 | | | | |
| 21021534 | ENR SO ITS DO TS Operations | GREEN, ERICA | 60035611 | IT Manager | Z8 | Transfer (NC) | 60 | | Within Agency Reorganization | | | | 1 | | | |
| 21021534 | ENR SO ITS DO TS Operations | GREEN, ERICA | 60035611 | IT Manager | ZA | Reallocation (NC) | 01 | | Reallocation Up | | | | | 1 | | |
| 21021534 | ENR SO ITS DO TS Operations | PENMAN, SUSAN | 60032140 | IT Branch Head | Z8 | Transfer (NC) | 60 | | Within Agency Reorganization | | | 1 | | | | |
| 21021535 | ENR SO ITS DO TS OPS Eastern | FOX, JAMES | 60032542 | Technology Support Analyst | Z8 | Transfer (NC) | 60 | | Within Agency Reorganization | | | 1 | | | | |
| 21021535 | ENR SO ITS DO TS OPS Eastern | FULCHER, WENDY | 60032582 | Technology Support Technician | Z8 | Transfer (NC) | 60 | | Within Agency Reorganization | | | 1 | | | | |
| 21021535 | ENR SO ITS DO TS OPS Eastern | JEWETT, RICHARD | 60032758 | Technology Support Technician | Z8 | Transfer (NC) | 60 | | Within Agency Reorganization | | | 1 | | | | |
| 21021535 | ENR SO ITS DO TS OPS Eastern | TAYLOR, J GREGORY | 60032362 | Technology Support Analyst | Z8 | Transfer (NC) | 60 | | Within Agency Reorganization | | | 1 | 1 | | | |
| 21021536 | ENR SO ITS DO TS OPS Central | GAINEY, HENRY | 60035501 | Technology Support Analyst | Z8 | Transfer (NC) | 60 | | Within Agency Reorganization | | | 1 | | | | |
| 21021536 | ENR SO ITS DO TS OPS Central | GAINEY, HENRY | 60036058 | Technology Support Specialist | Z1 | Promotion (NC) | 01 | | Promotion | | | | | | | 1 |
| 21021536 | ENR SO ITS DO TS OPS Central | JOYNER, CEDRICK | 60034456 | Technology Support Analyst | Z8 | Transfer (NC) | 60 | | Within Agency Reorganization | | | 1 | | | | |
| 21021536 | ENR SO ITS DO TS OPS Central | LANGDON, TYRA | 60031632 | Technology Support Analyst | Z8 | Transfer (NC) | 60 | | Within Agency Reorganization | | | 1 | | | | |

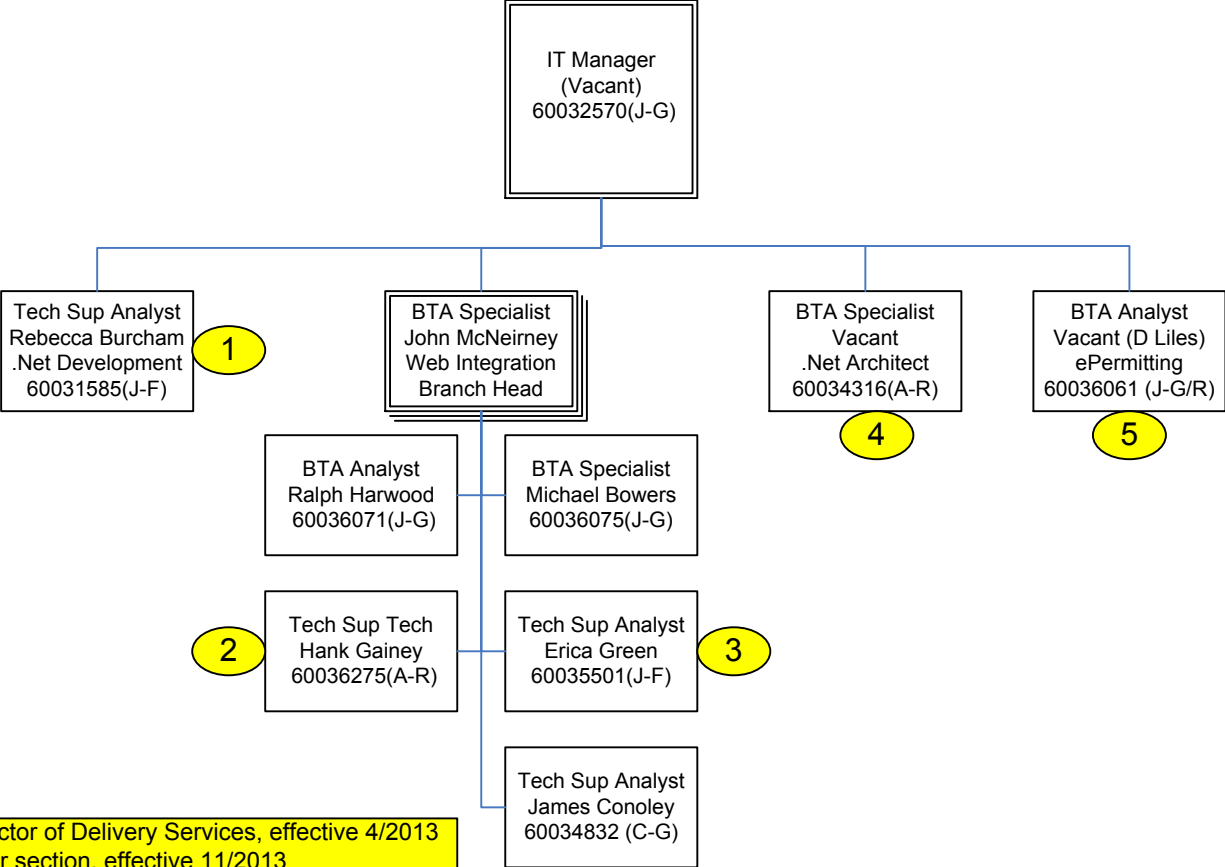
| | | | | | | | | | | | | | | | |
|----------|---|-----------------------|----------|----------------------------------|----|---|----|-----------------------------|--------------------------------------|--|---|---|--|---|--|
| 21021536 | ENR SO ITS DO TS
OPS Central | PRICE,
DANIEL | 60035291 | Technology Support
Analyst | Z8 | Transfer (NC) | 60 | | Within Agency
Reorganization | | 1 | | | | |
| 21021536 | ENR SO ITS DO TS
OPS Central | PRICE,
JERROLD | 60036058 | Technology Support
Specialist | Z8 | Transfer (NC) | 60 | | Within Agency
Reorganization | | 1 | 1 | | | |
| 21021536 | ENR SO ITS DO TS
OPS Central | URQUHART,
XAVIEL | 60034833 | It Technician | Z8 | Transfer (NC) | 60 | | Within Agency
Reorganization | | 1 | | | | |
| 21021537 | ENR SO ITS DO TS
OPS Regional
Branch | BEALL,
SARAH | 60036085 | Technology Support
Specialist | Z8 | Transfer (NC) | 60 | | Within Agency
Reorganization | | 1 | | | | |
| 21021537 | ENR SO ITS DO TS
OPS Regional
Branch | BEVERLY,
GARY | 60036079 | Technology Support
Specialist | Z8 | Transfer (NC) | 60 | | Within Agency
Reorganization | | 1 | 1 | | | |
| 21021537 | ENR SO ITS DO TS
OPS Regional
Branch | GRIFFIN,
MONFORD | 60036084 | Technology Support
Specialist | Z8 | Transfer (NC) | 60 | | Within Agency
Reorganization | | 1 | 1 | | | |
| 21021537 | ENR SO ITS DO TS
OPS Regional
Branch | HOBBS,
LARRY | 60036081 | Technology Support
Specialist | Z8 | Transfer (NC) | 60 | | Within Agency
Reorganization | | 1 | 1 | | | |
| 21021537 | ENR SO ITS DO TS
OPS Regional
Branch | OAKLEY,
RANDALL | 60036082 | Technology Support
Specialist | Z8 | Transfer (NC) | 60 | | Within Agency
Reorganization | | 1 | 1 | | | |
| 21021537 | ENR SO ITS DO TS
OPS Regional
Branch | PENMAN,
SUSAN | 60032140 | IT Branch Head | Z8 | Transfer (NC) | 60 | | Within Agency
Reorganization | | | 1 | | | |
| 21021537 | ENR SO ITS DO TS
OPS Regional
Branch | PRICE,
JERROLD | 60036082 | Technology Support
Specialist | Z1 | Promotion
(NC) | 01 | | Promotion | | | | | 1 | |
| 21021537 | ENR SO ITS DO TS
OPS Regional
Branch | ROGERS,
MATTHEW | 60036080 | Technology Support
Specialist | Z8 | Transfer (NC) | 60 | | Within Agency
Reorganization | | 1 | 1 | | | |
| 21021537 | ENR SO ITS DO TS
OPS Regional
Branch | SAWDY,
JEFFREY | 60036083 | Technology Support
Specialist | Z8 | Transfer (NC) | 60 | | Within Agency
Reorganization | | 1 | 1 | | | |
| 21021538 | ENR SO ITS DO TS
OPS Unit # 1 | AL ALUL,
KHALID | 60035034 | Technology Support
Analyst | Z8 | Transfer (NC) | 60 | | Within Agency
Reorganization | | 1 | | | | |
| 21021538 | ENR SO ITS DO TS
OPS Unit # 1 | HILTBRUNE
R, BRIAN | 60035059 | Technology Support
Analyst | Z8 | Transfer (NC) | 60 | | Within Agency
Reorganization | | 1 | | | | |
| 21021538 | ENR SO ITS DO TS
OPS Unit # 1 | PICKENS,
STEVEN | 60035001 | Technology Support
Analyst | Z8 | Transfer (NC) | 60 | | Within Agency
Reorganization | | 1 | 1 | | | |
| 21021539 | ENR SO ITS DO TS
OPS Unit # 2 | JEETER,
CARL | 60032945 | Technology Support
Analyst | Z8 | Transfer (NC) | 60 | | Within Agency
Reorganization | | 1 | 1 | | | |
| 21021539 | ENR SO ITS DO TS
OPS Unit # 2 | KEAN,
DONALD | 60035318 | IT Security
Specialist | Z8 | Transfer (NC) | 60 | | Within Agency
Reorganization | | 1 | | | | |
| 21021539 | ENR SO ITS DO TS
OPS Unit # 2 | XIE, BIN | 60033194 | Technology Support
Analyst | Z8 | Transfer (NC) | 60 | | Within Agency
Reorganization | | 1 | | | | |
| 21021576 | ENR SO ITS DO
Security&Infrastructu
re Sv | KEAN,
DONALD | 60035318 | IT Security
Specialist | Z8 | Transfer (NC) | 60 | | Within Agency
Reorganization | | | 1 | | | |
| 21021576 | ENR SO ITS DO
Security&Infrastructu
re Sv | MARSHALL,
RICHARD | 60036066 | IT Manager | Z8 | Transfer (NC) | 60 | | Within Agency
Reorganization | | 1 | 1 | | | |
| 21021576 | ENR SO ITS DO
Security&Infrastructu
re Sv | WEBB,
DAVID | 60035067 | Technology Support
Analyst | Z8 | Transfer (NC) | 60 | | Within Agency
Reorganization | | 1 | | | | |
| 21021577 | ENR SO ITS DO SIS
Infrastructure | DONNELLY,
KARON | 60036255 | Lan Administrator | ZF | Separation
Pay
Continuation
(NC) | 02 | Yes- lost
funding by EEP | RIFSeverance
and/or Health
Ins | | 1 | | | | |
| 21021577 | ENR SO ITS DO SIS
Infrastructure | GREEN,
ERICA | 60035611 | IT Manager | Z8 | Transfer (NC) | 60 | | Within Agency
Reorganization | | 1 | | | | |

| | | | | | | | | | | | | | | | |
|----------------|------------------------------------|--------------------|----------|--|----|----------------------------------|----|--------------------------|--------------------------------|---|----|----|---|---|---|
| 21021577 | ENR SO ITS DO SIS Infrastructure | HAMILTON, MILTON | 60034652 | Lan Administrator | Z8 | Transfer (NC) | 60 | | Within Agency Reorganization | | 1 | | | | |
| 21021577 | ENR SO ITS DO SIS Infrastructure | ROD, DENNIS | 60035814 | Technology Support Analyst | Z8 | Transfer (NC) | 60 | | Within Agency Reorganization | | 1 | | | | |
| 21021578 | ENR SO ITS DO Web Integration | BOWERS, JAMES | 60036075 | Business And Technology Applic Specl | Z8 | Transfer (NC) | 60 | | Within Agency Reorganization | | 1 | | | | |
| 21021578 | ENR SO ITS DO Web Integration | CONOLEY, JAMES | 60034832 | Web Master | Z8 | Transfer (NC) | 60 | | Within Agency Reorganization | | 1 | | | | |
| 21021578 | ENR SO ITS DO Web Integration | HARWOOD, RALPH | 60036071 | Business And Technology Applic Analyst | Z8 | Transfer (NC) | 60 | | Within Agency Reorganization | | 1 | | | | |
| 21021578 | ENR SO ITS DO Web Integration | MCNEIRNEY, JOHN | 60036077 | Business And Technology Applic Specl | Z8 | Transfer (NC) | 60 | | Within Agency Reorganization | | 1 | | | | |
| 21021579 | ENR SO ITS DO IBEAM & GIS Services | AXON, ALLAN | 60036067 | Appl Svcs Mgr | Z8 | Transfer (NC) | 60 | | Within Agency Reorganization | | 1 | | | | |
| 21021579 | ENR SO ITS DO IBEAM & GIS Services | BURCHAM, REBECCA | 60031585 | Gis & Database Analyst | Z8 | Transfer (NC) | 60 | | Within Agency Reorganization | | 1 | | | | |
| 21021579 | ENR SO ITS DO IBEAM & GIS Services | CHIEN, CHENG | 60034641 | Business And Technology Applic Specl | Z8 | Transfer (NC) | 60 | | Within Agency Reorganization | | 1 | | | | |
| 21021580 | ENR SO ITS DO IGS IBEAM Branch | MUPPALLA, VASUDEVA | 60036063 | Business And Technology Applic Specl | Z8 | Transfer (NC) | 60 | | Within Agency Reorganization | | 1 | 1 | | | |
| 21021580 | ENR SO ITS DO IGS IBEAM Branch | PRILLAMAN, KENNETH | 60036069 | Business And Technology Applic Analyst | Z8 | Transfer (NC) | 60 | | Within Agency Reorganization | | 1 | 1 | | | |
| 21021580 | ENR SO ITS DO IGS IBEAM Branch | ZHAO, XIAOHUA | 60036059 | Business And Technology Applic Analyst | Z8 | Transfer (NC) | 60 | | Within Agency Reorganization | | 1 | 1 | | | |
| 21021581 | ENR SO ITS DO IGS GIS Branch | AYCOCK, JEREMY | 60032591 | Technology Support Analyst | Z8 | Transfer (NC) | 60 | | Within Agency Reorganization | | 1 | | | | |
| 21021581 | ENR SO ITS DO IGS GIS Branch | SAVAGE, DEBRA | 60031581 | GIIS Analyst | ZF | Separation Pay Continuation (NC) | 02 | Yes- lost funding by DCM | RIFSeverance and/or Health Ins | | 1 | | | | |
| 21021581 | ENR SO ITS DO IGS GIS Branch | VOSS, MARK | 60032575 | Business And Technology Applic Tech | Z8 | Transfer (NC) | 60 | | Within Agency Reorganization | | 1 | | | | |
| Overall Result | | | | | | | | | | 1 | 49 | 20 | 1 | 1 | 1 |

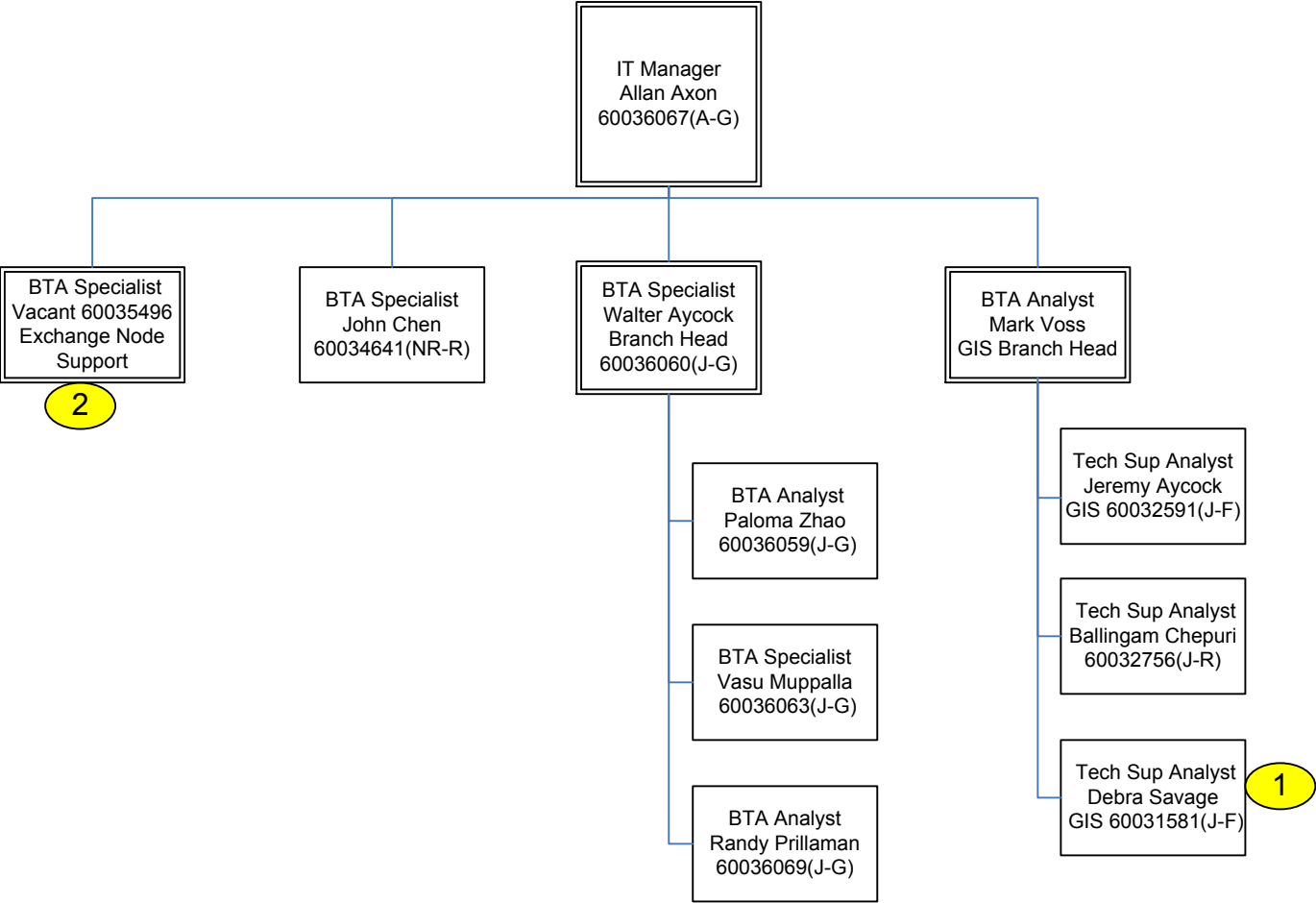


- 1. CIO reports to Secretary and SCIO, effective 4/2013
- 2. IT Executive position eliminated, effective 5/2013
- 3. Position moved under Chief Services Officer, effective 11/2013
- 4. Promoted to CIO, effective 4/2013
- 5. Position eliminated, effective 5/2013/ Function now under Financial Services
- 6. Position moved under Chief Services Officer, effective 11/2013/ DBA group flattened
- 7. Position repurposed to Chief Services Officer, effective 11/2013
- 8. Position moved under Chief Services Officer, effective 11/2013/ Now over Regional office staff
- 9. Position moved under DENR HR
- 10. Position eliminated 5/2013
- 11. Position moved under CIO as Director of Digital Services, effective 4/2013
- 12. Position responsible for Raleigh Regional Office, effective 11/2013
- 13. Position eliminated, effective, 5/2013

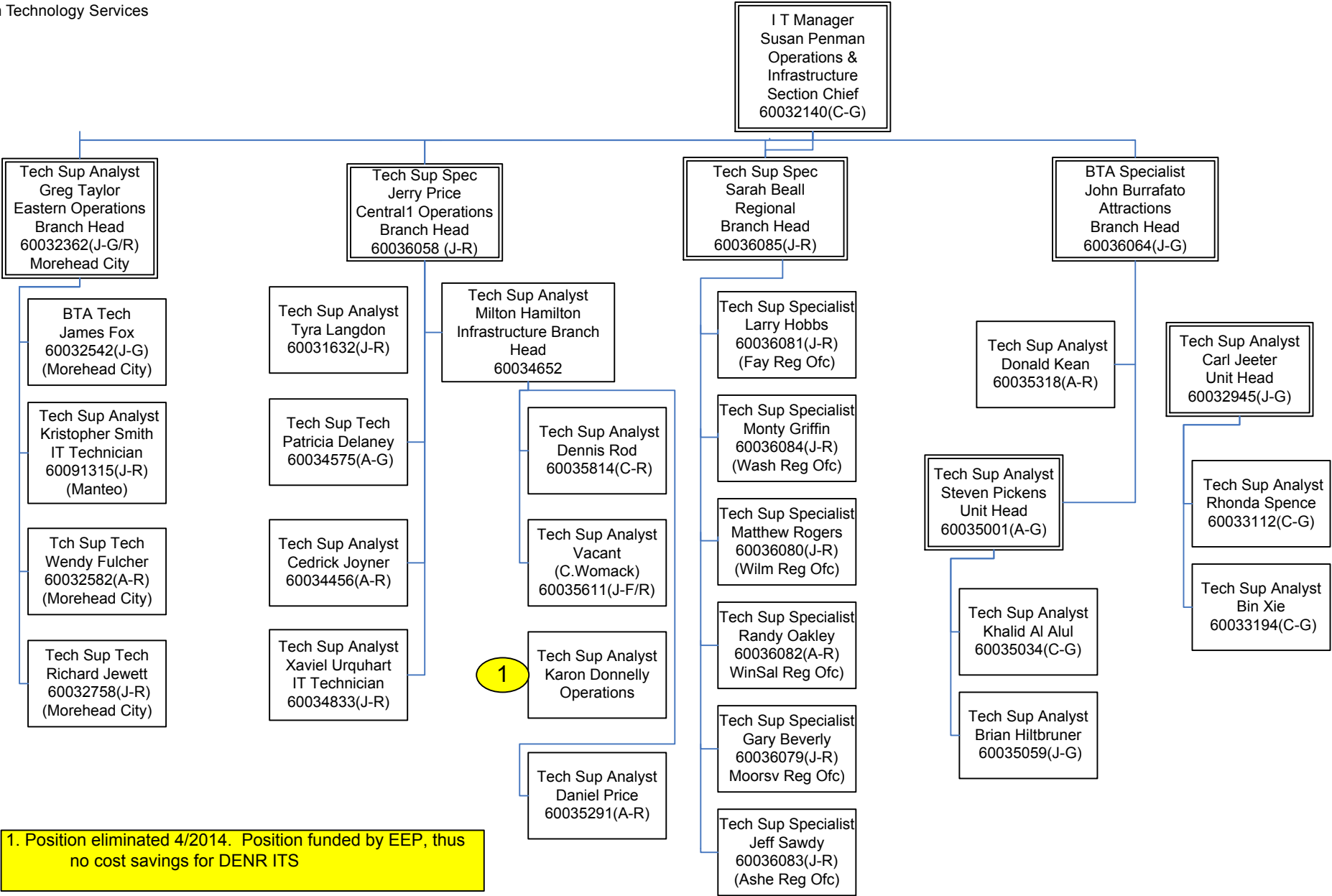
NOTE: C – Contributing Level
J – Journey Level
A – Advanced Level
G – General (Appropriated) Funding
F – Federal Funding
R – Receipt Funding
ID – In-Direct Costs

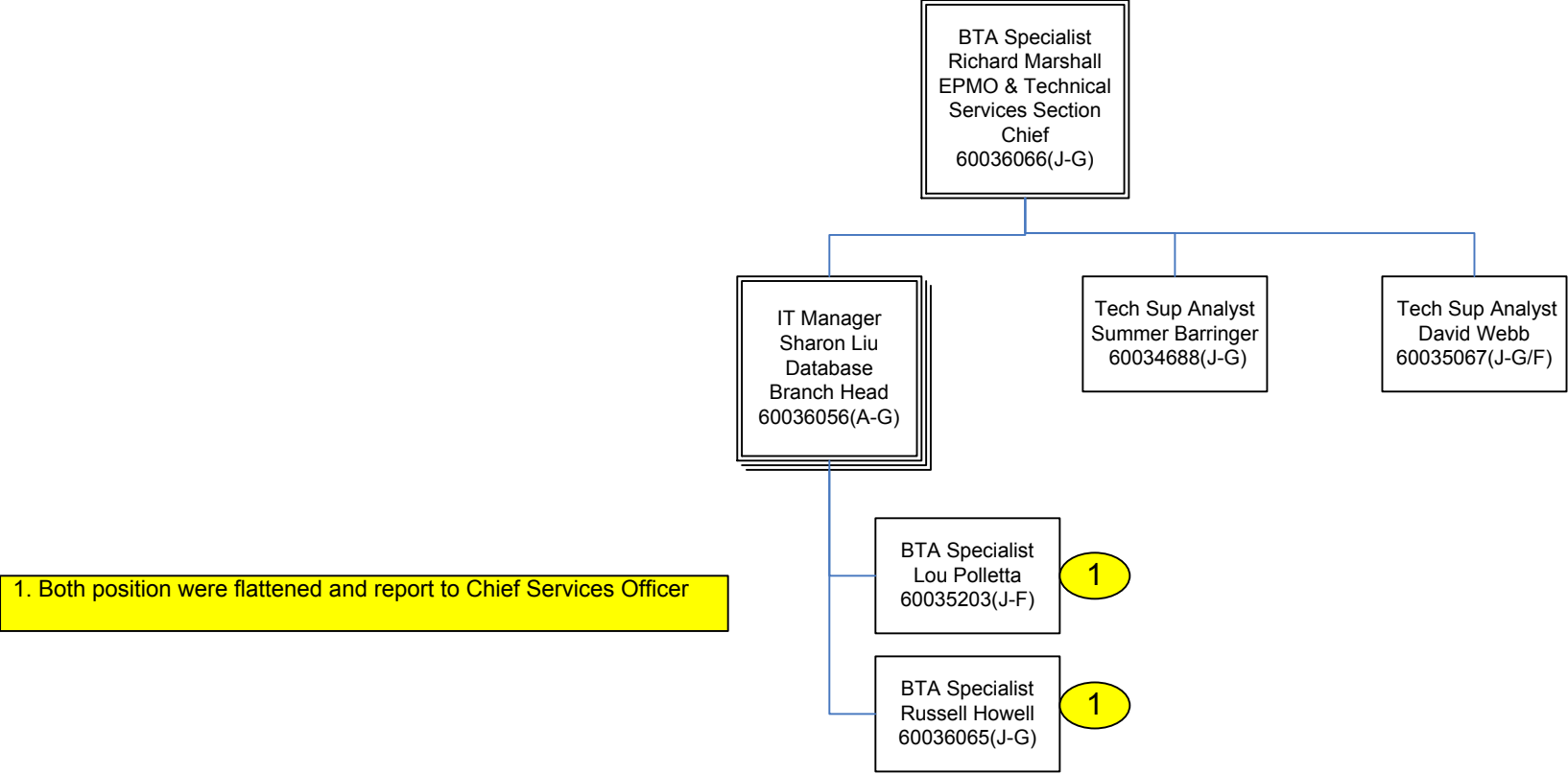


- 1. Position moved under IT Manager, Director of Delivery Services, effective 4/2013
- 2. Position moved to Chief Services Officer section, effective 11/2013
- 3. Position moved to Chief Services Officer section, effective 11/2013
- 4. Position no longer under DENR ITS
- 5. Position repurposed to Chief Technology Officer, Business Systems Analyst

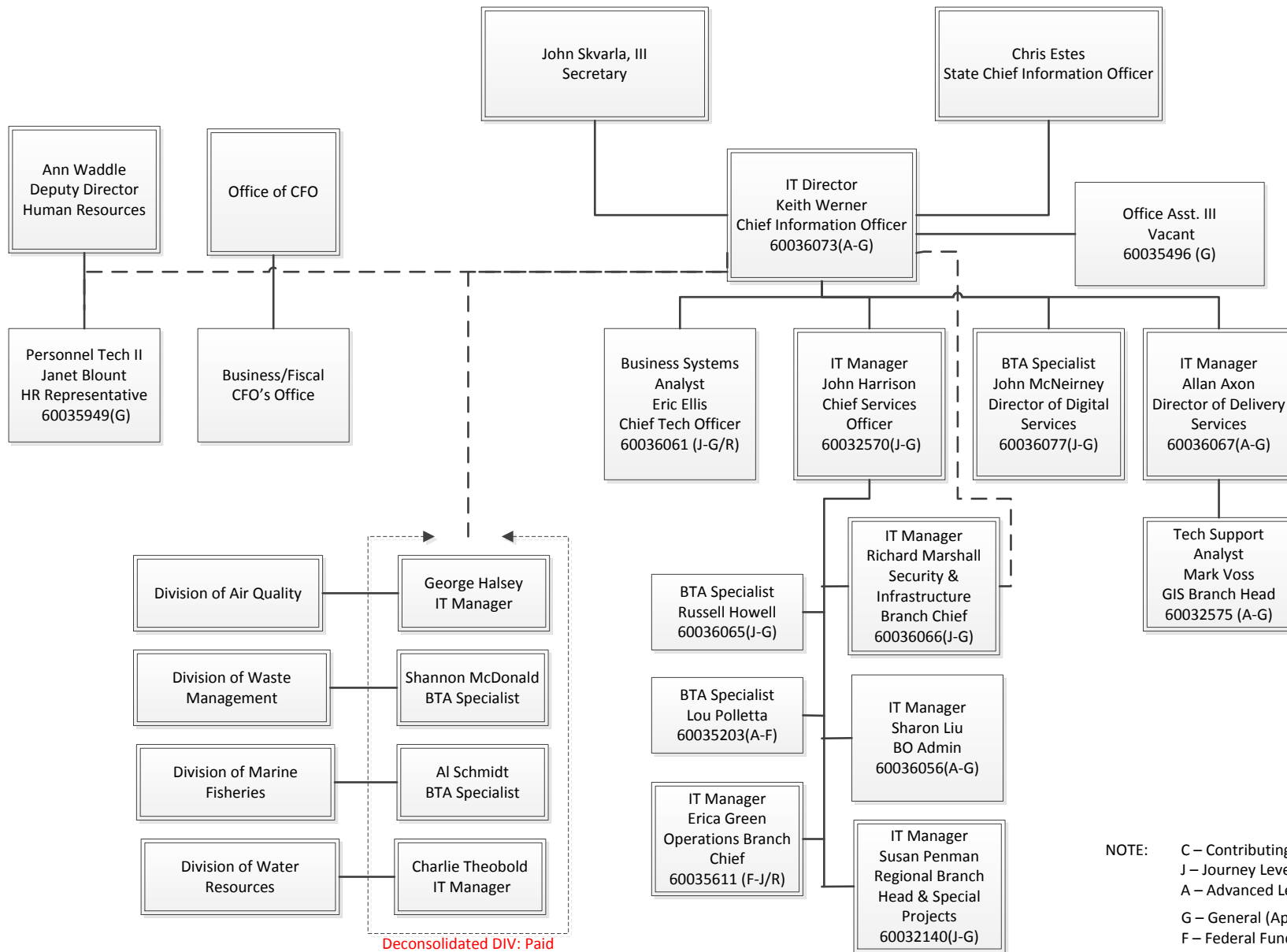


1. Position eliminated, effective 12/2013. Position was funded by DCM, thus no cost savings for DENR ITS
2. Position repurposed to Office Assistant III, effective 11/2013





NOTE: C – Contributing Level
J – Journey Level
A – Advanced Level
G – General (Appropriated) Funding
F – Federal Funding
R – Receipt Funding
ID – In-Direct Costs

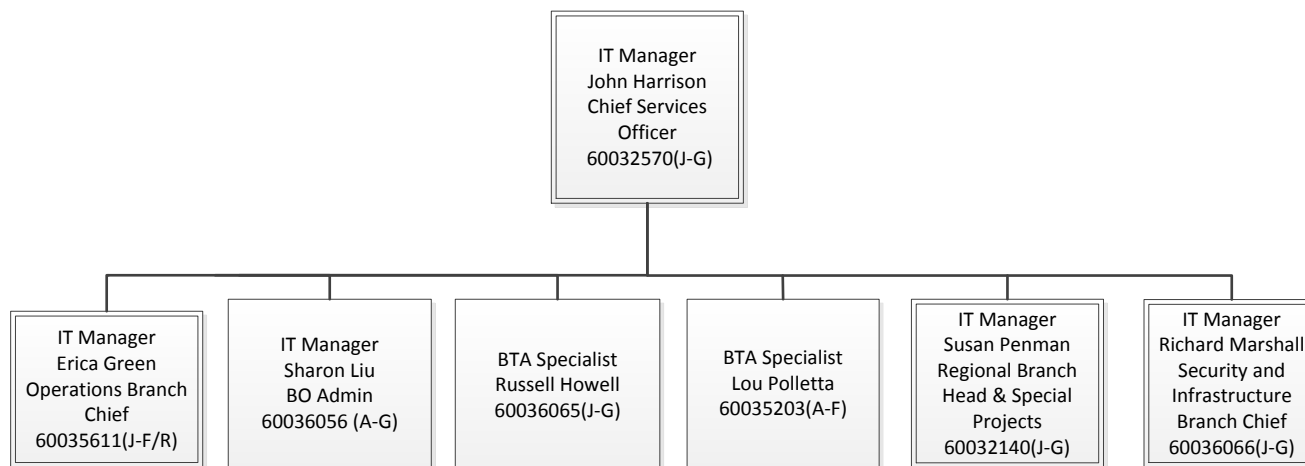


Deconsolidated DIV: Paid
and reporting to Divisions,
dotted line to CIO for
communication and
enterprise coordination

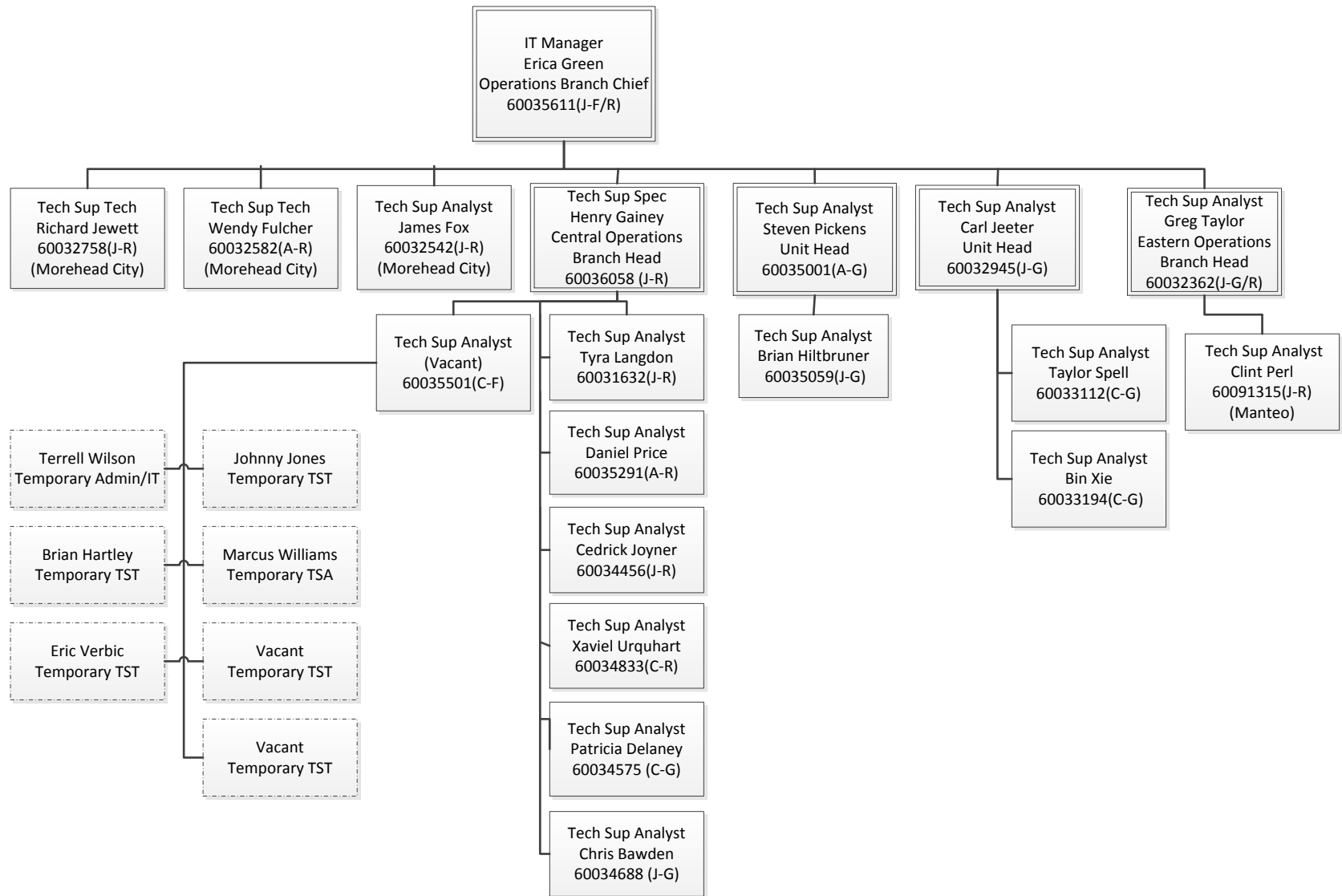
NOTE: C – Contributing Level
J – Journey Level
A – Advanced Level
G – General (Appropriated) Funding
F – Federal Funding
R – Receipt Funding
ID – In-Direct Costs

DENR/ITS (K. Werner)
11/5/2014

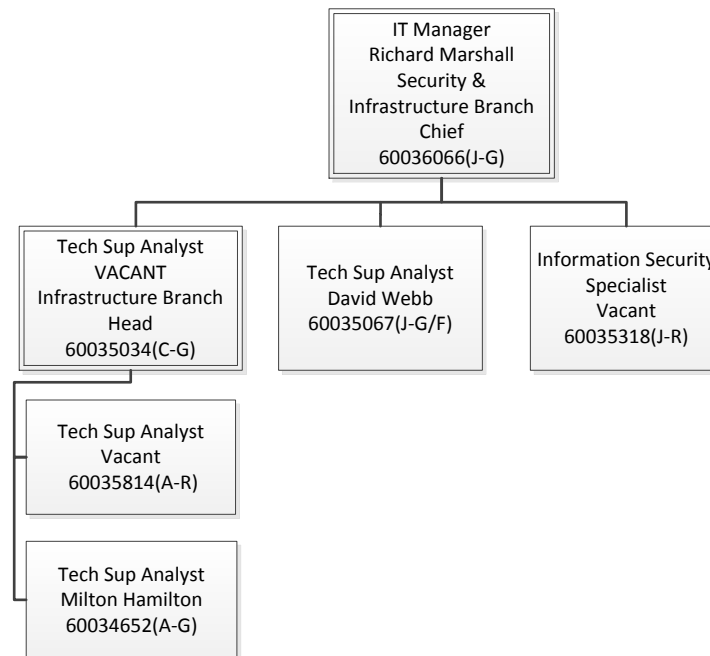
ITS Leadership
302



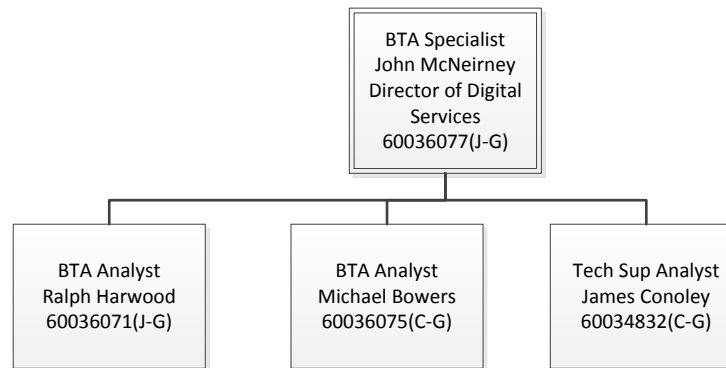
NOTE: C – Contributing Level
 J – Journey Level
 A – Advanced Level
 G – General (Appropriated) Funding
 F – Federal Funding
 R – Receipt Funding
 ID – In-Direct Costs
 Information Technology Services



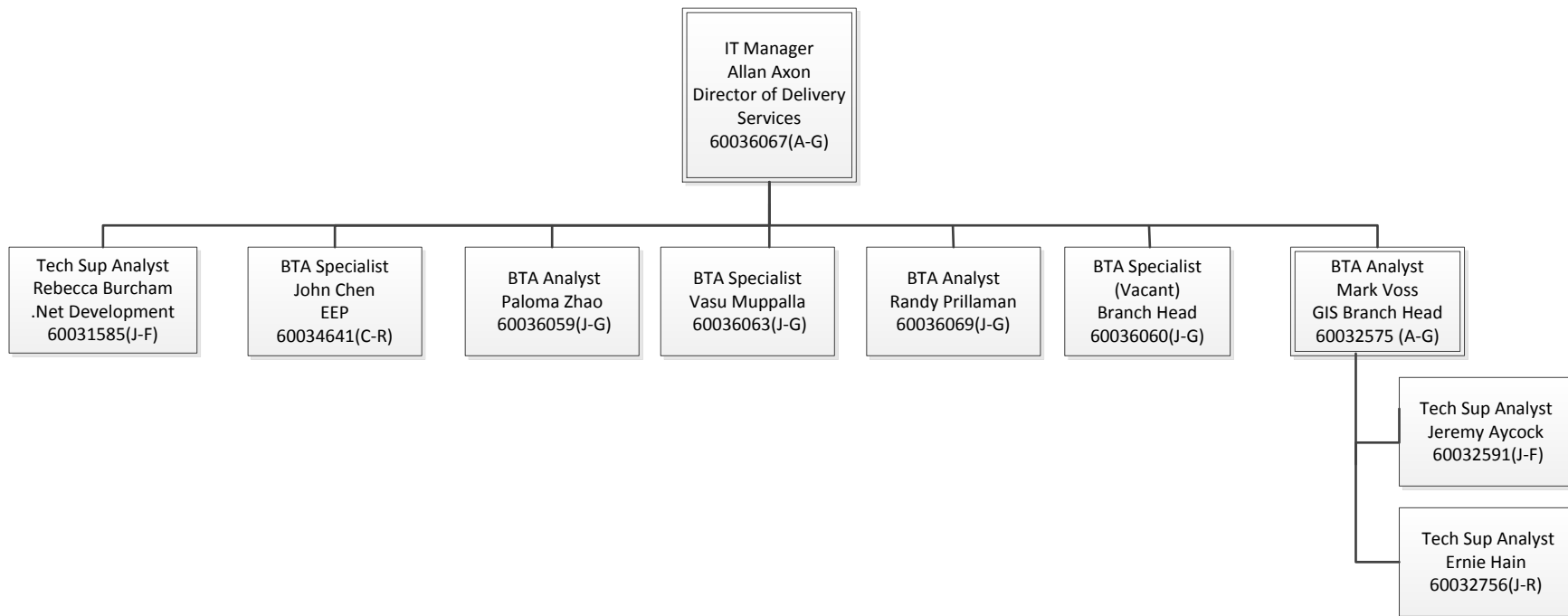
NOTE: C – Contributing Level
 J – Journey Level
 A – Advanced Level
 G – General (Appropriated) Funding
 F – Federal Funding
 R – Receipt Funding
 ID – In-Direct Costs



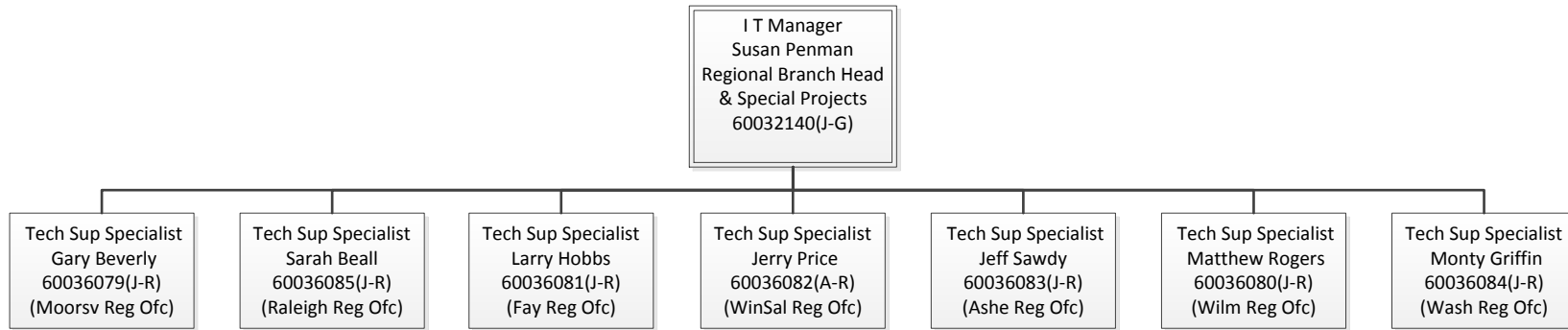
NOTE: C – Contributing Level
 J – Journey Level
 A – Advanced Level
 G – General (Appropriated) Funding
 F – Federal Funding
 R – Receipt Funding
 ID – In-Direct Costs



NOTE: C – Contributing Level
J – Journey Level
A – Advanced Level
G – General (Appropriated) Funding
F – Federal Funding
R – Receipt Funding
ID – In-Direct Costs



NOTE: C – Contributing Level
 J – Journey Level
 A – Advanced Level
 G – General (Appropriated) Funding
 F – Federal Funding
 R – Receipt Funding
 ID – In-Direct Costs



NOTE: C – Contributing Level
J – Journey Level
A – Advanced Level
G – General (Appropriated) Funding
F – Federal Funding
R – Receipt Funding
ID – In-Direct Costs

Within NC DENR, the operations, programs and staff of four sections were placed within a single division – the Office of Land and Water Stewardship (LWS). Those four sections are: the Clean Water Management Trust Fund (CWMTF), the Albemarle-Pamlico Natural Estuary Partnership (APNEP), the Natural Heritage Program (NHP), and the Stewardship Office.

Extensive data on the reorganization is included on the attached documents, and encompasses the following highlights:

- In February 2014, The NC Clean Water Management Trust Fund was moved from the Archdale building and consolidated with other DENR/LWS staff in the Nature Research Center; following that move:
- The Budget Officer position within CWMTF was not re-hired after attrition, passing those responsibilities to the DENR Budget & Purchasing office;
- The CWMTF Deputy Director position was not re-hired after attrition, assigning those responsibilities to the APNEP Director.
- The CWMTF Admin. Assistant's administrative responsibilities were expanded to include the entire Division, rather than fill a separate position for those duties.
- The duties of two CWMTF Engineer position were consolidated into a single existing position.
- The duties of a vacant NHP position were reassigned to an existing position and the vacant position was eliminated.

Additionally, five positions were eliminated through a Reduction In Force (RIF) after the budget for NHP was reduced in FY13-14 from \$1.5M to \$750,000, and another one position was eliminated via Gov. McCrory's 2014 directive to reduce costs by 2%.

Positions Eliminated

| Org Unit | | NCAS Account | Employee's Name | Position | Application of Fund | Fund | Funding Source | Cost Center | Budgeted Amount | Salaried Amount | Total FTE Positions | Business Unit |
|----------|---|--------------|---------------------------|---|---------------------|-----------|------------------|-------------|-----------------|-----------------|---------------------|-----------------------------------|
| 20003940 | ENR SO ASNR
DO OCPA INV | 531212 | HALL,
STEPHEN | 60036199 Environmental
Senior Specialist | 14300 | 161610005 | Receipts | 1661130000 | 56,190.00 | 56,190 | 1.00 | Natural Heritage Program |
| 20003940 | ENR SO ASNR
DO OCPA INV | 531212 | OAKLEY,
SHAWN | 60036203 Environmental
Specialist | 14300 | 161610005 | Receipts | 1661130000 | 47,247.00 | 47,247 | 1.00 | Natural Heritage Program |
| 20003940 | ENR SO ASNR
DO OCPA INV | 531212 | SORRIE,
BRUCE | 60036205 Environmental
Specialist | 14300 | 161610005 | Receipts | 1661130000 | 46,330.00 | 46,330.00 | 1.00 | Natural Heritage Program |
| 20003940 | ENR SO ASNR
DO OCPA INV | 531312 | ROSSELL,
CHARLES | 65001192 Environmental
Specialist | 14300 | 161610005 | Receipts | 1661130000 | 9,473.00 | 18,946.00 | 0.50 | Natural Heritage Program |
| 20003940 | ENR SO ASNR
DO OCPA | 531211 | PRINCE,
ANN | 60036201 Environmental
Specialist | 14300 | 161610005 | Appropriat
ed | 1661090000 | 46,522.00 | 25,012.00 | 0.50 | Natural Heritage Program |
| 20003938 | ENR SO ASNR
DO OCPA | 531211 | PEARSALL,
LINDA | 60036194 Environmental
Program
Supervisor IV | 14300 | 161115001 | Appropriat
ed | 1661090000 | 87,730.00 | 87,730.00 | 1.00 | Natural Heritage Program |
| 20003940 | ENR SO ASNR
DO OCPA INV | 531312 | ISRAEL,
KIMBERLY | 60096198 Environmental
Specialist | 14300 | 161610005 | Receipts | 1661090000 | 23,088.00 | 38,626.00 | 1.00 | Natural Heritage Program |
| 20003940 | ENR SO ASNR
DO OCPA INV | 531212 | # | 65018637 Environmental
Specialist | 14300 | 161610005 | Receipts | 1661090000 | 40,000.00 | | 1.00 | Natural Heritage Program |
| 20003940 | ENR SO ASNR
DO OCPA INV | 531312 | BATES,
RAMONA | 65001187 Environmental
Specialist | 14300 | 161610005 | Receipts | 1661130000 | 5,500 | 26,000.00 | 0.75 | Natural Heritage Program |
| 20003938 | ENR SO ASNR
DO OCPA | 531211 | NICHOLSON
, JANINE | 60036213 Educational
Development
Consultant | 14300 | 161610001 | Appropriat
ed | 1661070000 | 63,621 | 63,621 | 1.00 | Natural Heritage Program |
| 20003936 | ENR SO ASNR
Asst Sect-
Natural
Resources | 531211 | RIEGEL,
LISA | 60036214 Program
Development
Coordinator | 14300 | 161115001 | Appropriat
ed | 1611510000 | 75,427.00 | 75,427.00 | 1.00 | Natural Heritage Trust Fund |
| 20003886 | ENR SO CWMTF
DO Deputy
Directors Ofc | 531111 | FIPPS,
CHRISTOPH
ER | 60035911 Business Officer | 14300 | 161115001 | Appropriat
ed | 1611510000 | 63,413.00 | 50,730.00 | 1.00 | Clean Water Management Trust Fund |
| 20003886 | ENR SO CWMTF
DO Deputy
Directors Ofc | 531111 | MC GEE,
ELIZABETH | 60035904 Deputy Director -
Program
Implementation | 14300 | 161115001 | Appropriat
ed | 1611510000 | 94,290.00 | 70,718.00 | 1.00 | Clean Water Management Trust Fund |
| 20003886 | ENR SO CWMTF
DO Deputy
Directors Ofc | 531111 | # | 60035916 Engineer | 14300 | 161115001 | Appropriat
ed | 1611510000 | 84,026.00 | | 1.00 | Clean Water Management Trust Fund |
| | | | | | | | | | 742,857.00 | 606,577.00 | 12.75 | |

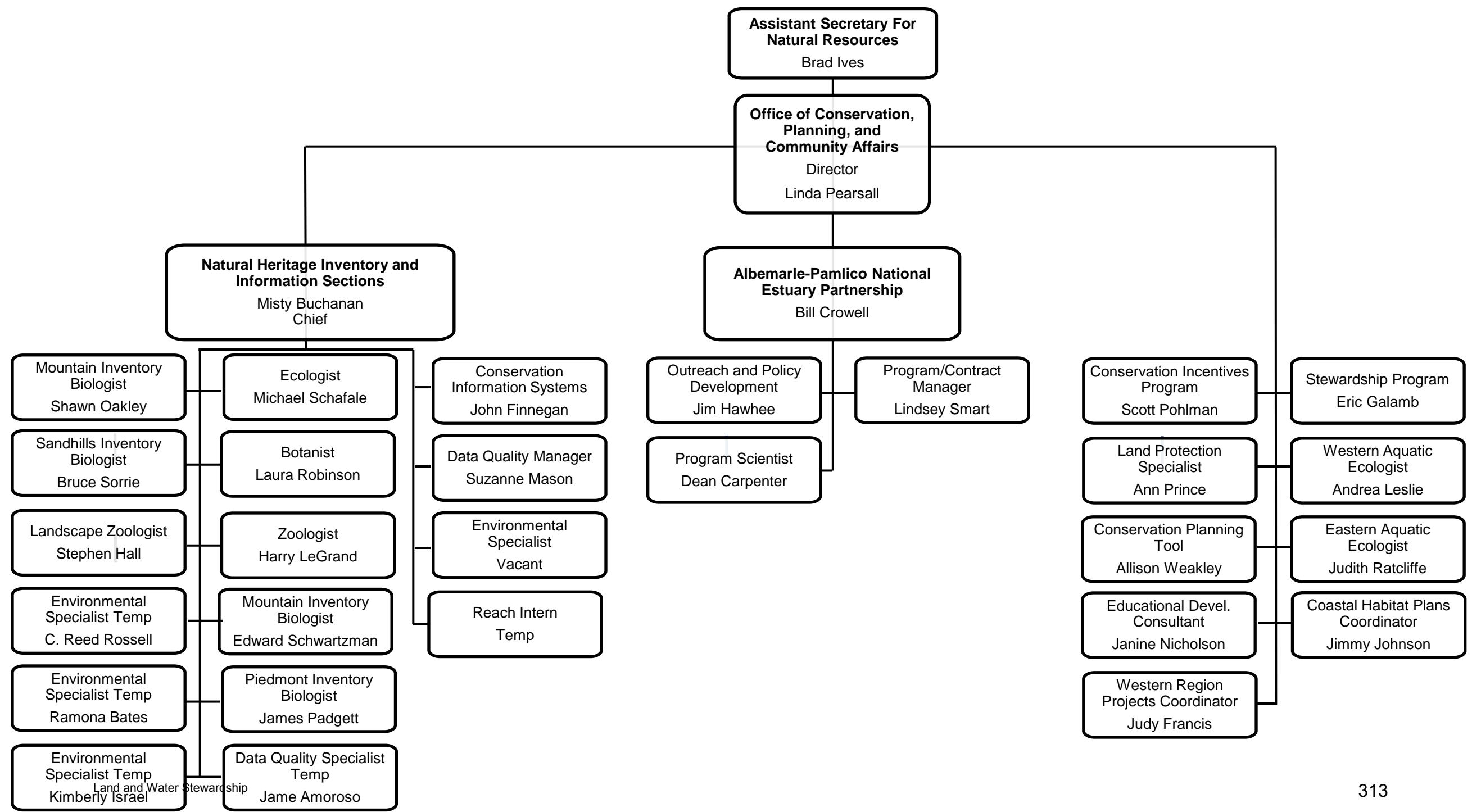
Positions Transferred

| Org Unit | | NCAS Account | Employee's Name | Position | Application of Fund | Fund | Old Funding Source | Old Cost Center | Budgeted Amount | Salaried Amount | Total FTE Positions | New Funding Source | New Cost Center |
|----------|--|--------------|----------------------|---|---------------------|-----------|--------------------|-----------------|-----------------|-----------------|---------------------|--------------------|-----------------|
| 21021662 | ENR SO OLWS DO Natural Heritage Prgm Inv | 531211 | BUCHANAN, MISTY | 60036202 Environmental Program Supervisor II | 14300 | 161115001 | Receipts | 1661130000 | 61,639.00 | 61,639.00 | 1.00 | Appropriated | 1611530000 |
| 21021662 | ENR SO OLWS DO Natural Heritage Prgm Inv | 531211 | FINNEGAN, JOHN | 60036195 Environmental Senior Specialist | 14300 | 161115001 | Appropriated | 1661090000 | 10,122.00 | 10,122.40 | 0.20 | Appropriated | 1611530000 |
| 21021662 | ENR SO OLWS DO Natural Heritage Prgm Inv | 531212 | FINNEGAN, JOHN | 60036195 Environmental Senior Specialist | 14300 | 161610005 | Appropriated | 1661090000 | 40,490.00 | 40,489.60 | 0.80 | Receipts | 1661160000 |
| 21021662 | ENR SO OLWS DO Natural Heritage Prgm Inv | 531211 | LEGRAND, HARRY | 60036198 Environmental Senior Specialist | 14300 | 161115001 | Appropriated | 1661090000 | 28,396.00 | 28,396.00 | 0.50 | Appropriated | 1611530000 |
| 21021662 | ENR SO OLWS DO Natural Heritage Prgm Inv | 531212 | LEGRAND, HARRY | 60036198 Environmental Senior Specialist | 14300 | 161610005 | Receipts | 1661130000 | 28,396.00 | 28,396.00 | 0.50 | Appropriated | 1611530000 |
| 21021662 | ENR SO OLWS DO Natural Heritage Prgm Inv | 531211 | RATCLIFFE, JUDITH | 60036200 Environmental Senior Specialist | 14300 | 161115001 | Receipts | 1661140000 | 50,713.00 | 50,713.00 | 1.00 | Appropriated | 1611530000 |
| 21021662 | ENR SO OLWS DO Natural Heritage Prgm Inv | 531211 | ROBINSON, LAURA | 60036196 Environmental Senior Specialist | 14300 | 161115001 | Receipts | 1661090000 | 47,494.00 | 47,494.00 | 1.00 | Appropriated | 1611530000 |
| 21021662 | ENR SO OLWS DO Natural Heritage Prgm Inv | 531211 | SCHAFALE, MICHAEL | 60036197 Environmental Senior Specialist | 14300 | 161115001 | Receipts | 1661090000 | 56,792.00 | 56,792.00 | 1.00 | Appropriated | 1611530000 |
| 21021662 | ENR SO OLWS DO Natural Heritage Prgm Inv | 531211 | SCHWARTZ MAN, EDWARD | 60036210 Environmental Specialist | 14300 | 161115001 | Receipts | 1661130000 | 47,538.00 | 47,538.00 | 1.00 | Appropriated | 1611530000 |
| 21021663 | ENR SO OLWS DO Land & Water Comm Out | 531211 | POHLMAN, SCOTT | 60036188 Environmental Program Consultant | 14300 | 161115001 | Receipts | 1661090000 | 55,620.00 | 55,620.00 | 1.00 | Appropriated | 1611530000 |
| 21021662 | ENR SO OLWS DO Natural Heritage Prgm Inv | 531212 | PADGETT, JAMES | 60036209 Environmental Specialist | 14300 | 161610005 | Receipts | 1661130000 | 43,217.00 | 43,217.00 | 1.00 | Appropriated | 1611530000 |
| 21021662 | ENR SO OLWS DO Natural Heritage Prgm Inv | 531312 | AMOROSO, JAME | 65010070 Environmental Specialist | 14300 | 161610005 | Receipts | 1661130000 | 13,174.00 | 42,847.00 | 1.00 | Receipts | 1661140000 |
| 20003886 | ENR SO CWMTF DO Deputy Directors Ofc | 531111 | CROWELL, WILLIAM | 60036189 Deputy Director - Program Implementation | 14300 | 161115001 | Appropriated | 1661050000 | 94,290.00 | 36,346.00 | 0.50 | Appropriated | 1611510000 |
| | | | | | | | | | 577,881.00 | 549,610.00 | 10.00 | | |

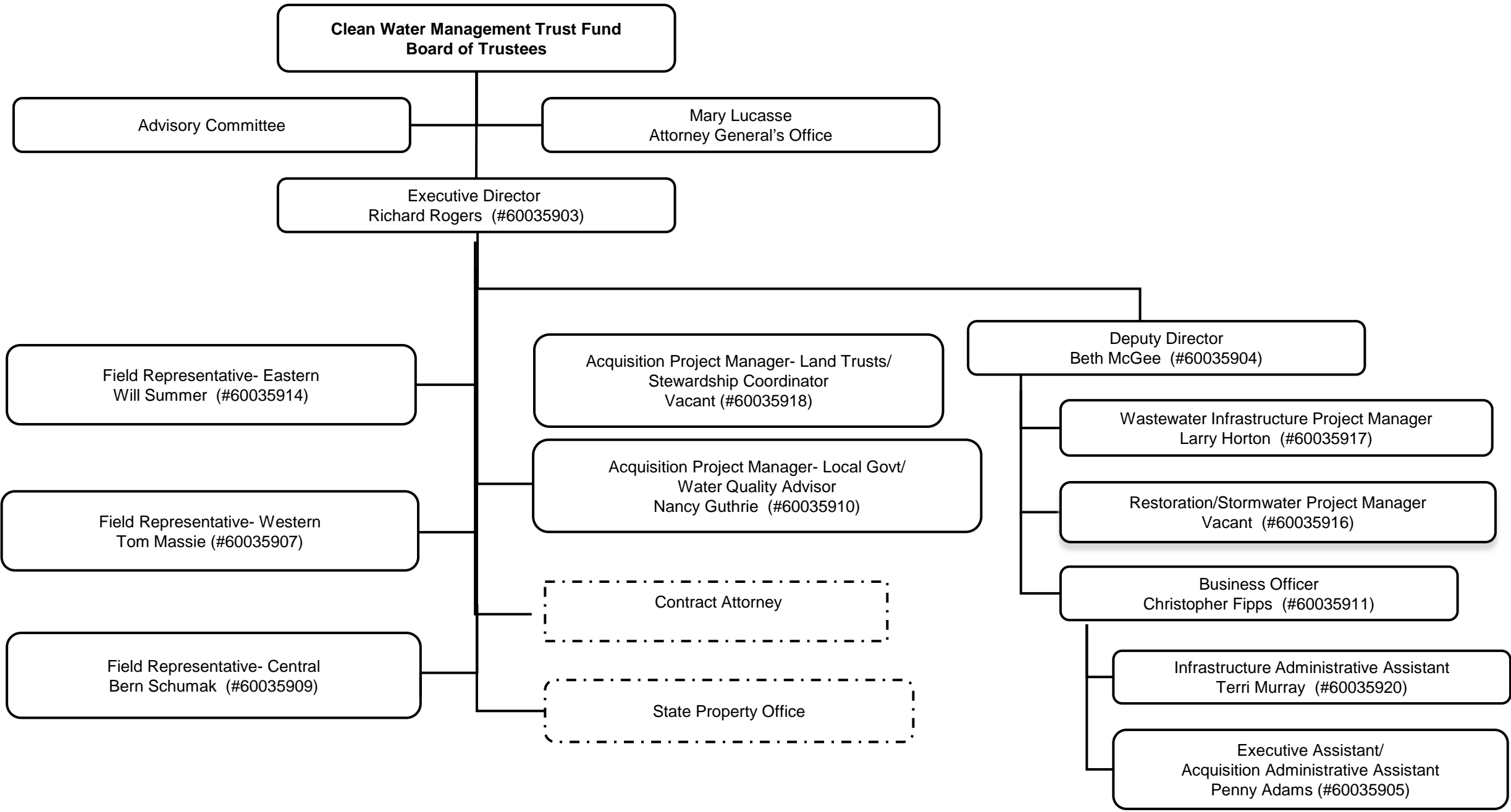
New Programs


Several existing functions and positions were reorganized into the "Stewardship and Community Outreach Section" to improve operational efficiency.

Office of Conservation Planning and Community Affairs Organizational Structure - July 2013

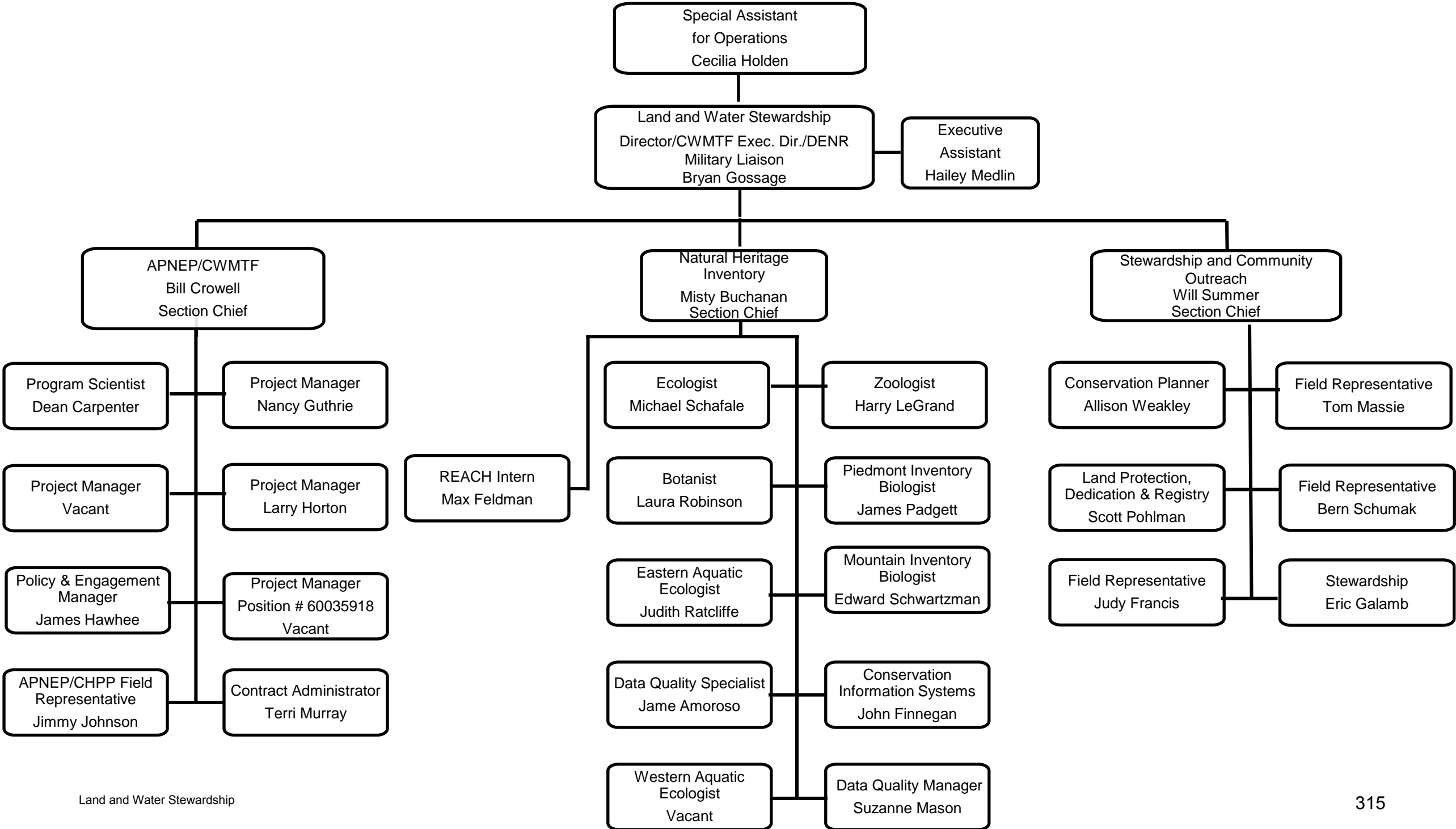


Clean Water Management Trust Fund Organizational Structure - July 2013



 = part time contract employee
Land and Water Stewardship

Office of Land and Water Stewardship Current Organizational Structure – 2014-2015



Sections Unaffected

This does not apply to OLWS.

Cost Savings

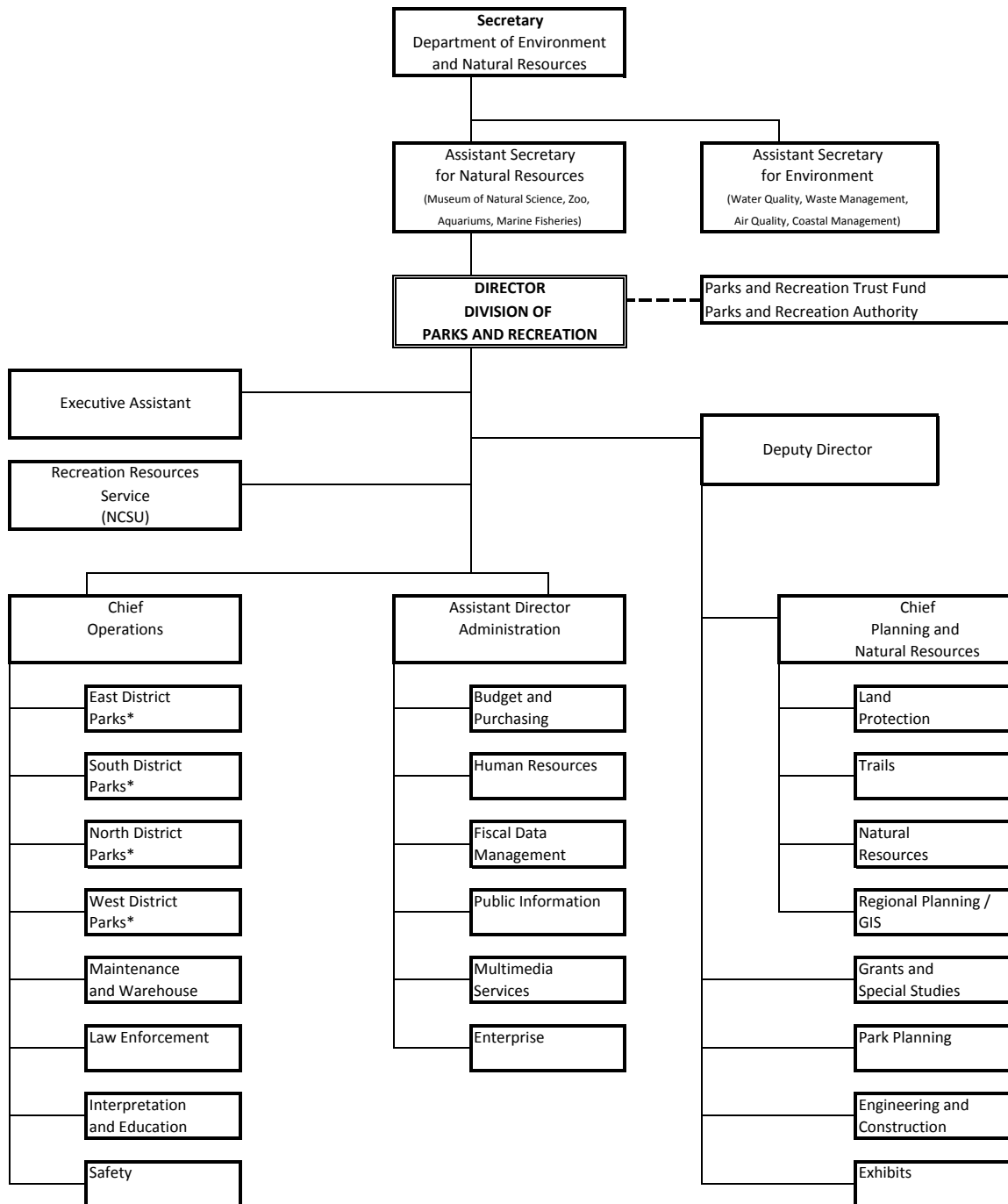
| Org Unit | | NCAS Account | Employee's Name | Position | | Application of Fund | Fund | Funding Source | Cost Center | Budgeted Amount | Salaried Amount | Total FTE Positions |
|----------|---|--------------|--------------------|----------|--|---------------------|-----------|----------------|-------------|-----------------|-----------------|---------------------|
| 20003940 | ENR SO ASNR DO OCPA INV | 531212 | HALL, STEPHEN | 60036199 | Environmental Senior Specialist | 14300 | 161610005 | Receipts | 1661130000 | \$ 56,190.00 | \$ 56,190.00 | 1.00 |
| 20003940 | ENR SO ASNR DO OCPA INV | 531212 | OAKLEY, SHAWN | 60036203 | Environmental Specialist | 14300 | 161610005 | Receipts | 1661130000 | \$ 47,247.00 | \$ 47,247.00 | 1.00 |
| 20003940 | ENR SO ASNR DO OCPA INV | 531212 | SORRIE, BRUCE | 60036205 | Environmental Specialist | 14300 | 161610005 | Receipts | 1661130000 | \$ 46,330.00 | \$ 46,330.00 | 1.00 |
| 20003940 | ENR SO ASNR DO OCPA INV | 531312 | ROSSELL, CHARLES | 65001192 | Environmental Specialist | 14300 | 161610005 | Receipts | 1661130000 | \$ 9,473.00 | \$ 18,946.00 | 0.50 |
| 20003940 | ENR SO ASNR DO OCPA | 531211 | PRINCE, ANN | 60036201 | Environmental Specialist | 14300 | 161610005 | Appropriated | 1661090000 | \$ 46,522.00 | \$ 25,012.00 | 0.50 |
| 20003938 | ENR SO ASNR DO OCPA | 531211 | PEARSALL, LINDA | 60036194 | Environmental Program Supervisor IV | 14300 | 161115001 | Appropriated | 1661090000 | \$ 87,730.00 | \$ 87,730.00 | 1.00 |
| 20003940 | ENR SO ASNR DO OCPA INV | 531312 | ISRAEL, KIMBERLY | 60096198 | Environmental Specialist | 14300 | 161610005 | Receipts | 1661150000 | \$ 23,088.00 | \$ 38,626.00 | 1.00 |
| 20003940 | ENR SO ASNR DO OCPA INV | 531212 | # | 65018637 | Environmental Specialist | 14300 | 161610005 | Receipts | 1661090000 | \$ 40,000.00 | | 1.00 |
| 20003940 | ENR SO ASNR DO OCPA INV | 531312 | BATES, RAMONA | 65001187 | Environmental Specialist | 14300 | 161610005 | Receipts | 1661130000 | \$ 5,500.00 | \$ 26,000.00 | 0.75 |
| 20003938 | ENR SO ASNR DO OCPA | 531211 | NICHOLSON, JANINE | 60036213 | Educational Development Consultant | 14300 | 161610001 | Appropriated | 1661070000 | \$ 63,621.00 | \$ 63,621.00 | 1.00 |
| 20003936 | ENR SO ASNR Asst Sect-Natural Resources | 531211 | RIEGEL, LISA | 60036214 | Program Development Coordinator | 14300 | 161115001 | Appropriated | 1611510000 | \$ 75,427.00 | \$ 75,427.00 | 1.00 |
| 20003886 | ENR SO CWMTF DO Deputy Directors Ofc | 531111 | FIPPS, CHRISTOPHER | 60035911 | Business Officer | 14300 | 161115001 | Appropriated | 1611510000 | \$ 63,413.00 | \$ 50,730.00 | 1.00 |
| 20003886 | ENR SO CWMTF DO Deputy Directors Ofc | 531111 | MCGEE, ELIZABETH | 60035904 | Deputy Director - Program Implementation | 14300 | 161115001 | Appropriated | 1611510000 | \$ 94,290.00 | \$ 70,718.00 | 1.00 |
| 20003886 | ENR SO CWMTF DO Deputy Directors Ofc | 531111 | # | 60035916 | Engineer | 14300 | 161115001 | Appropriated | 1611510000 | \$ 84,026.00 | | 1.00 |
| | | | | | | | | | | \$ 742,857.00 | \$ 606,577.00 | 12.75 |

Pursuant to SL 2014-100, Section 14.2(a), the Aquariums Division has reviewed its staffing and positions, and has determined that the Aquarium Division has not had any reorganizations, modifications to assignments or duties, or transfers of departmental functions or positions since 7/1/2013. We will therefore, not be submitting any report regarding this matter.

David Griffin, Director

| Administration and Natural Resources | | | | | | | | | | | | |
|--------------------------------------|-----------------|-----------------------------|------------------|---------|----------------|-----------------|-----------------|-------------|-----------|--------------------|-----------|--|
| Division | Position Number | Position Action | Fund/Cost Center | Account | Funding Type | Budgeted Salary | Social Security | *Retirement | * Medical | Total Cost Savings | FTE Count | Explanation of Improvements |
| OLWS | 60031547 | Abolished | 1610-6128 | 531211 | Appropriations | -65,780 | -5,033 | -9,392 | -5,192 | -85,397 | -1.00 | Budget Reduction FY 13-14 Item Number 18 on Conference Report |
| OLWS | 60036199 | Abolished | 1610-6113 | 531212 | Receipts | -56,190 | -4,299 | -8,254 | -5,285 | -74,028 | -1.00 | Several existing functions and positions were abolished/reorganized to improve operational efficiency. |
| OLWS | 60036203 | Abolished | 1610-6113 | 531212 | Receipts | -47,247 | -3,614 | -6,941 | -5,285 | -63,087 | -1.00 | Several existing functions and positions were abolished/reorganized to improve operational efficiency. |
| OLWS | 60036205 | Abolished | 1610-6113 | 531212 | Receipts | -46,330 | -3,544 | -6,806 | -5,285 | -61,965 | -1.00 | Several existing functions and positions were abolished/reorganized to improve operational efficiency. |
| OLWS | 60036201 | Abolished | 1115-1153 | 531211 | Appropriations | -25,012 | -1,913 | -3,674 | -5,285 | -35,884 | -0.50 | Several existing functions and positions were abolished/reorganized to improve operational efficiency. |
| OLWS | 60036194 | Abolished | 1115-1153 | 531211 | Appropriations | -87,730 | -6,711 | -12,888 | -5,285 | -112,614 | -1.00 | Several existing functions and positions were abolished/reorganized to improve operational efficiency. |
| OLWS | 65018637 | Abolished | 1610-6109 | 531212 | Receipts | -40,000 | -3,060 | -5,876 | -5,285 | -54,221 | -1.00 | Several existing functions and positions were abolished/reorganized to improve operational efficiency. |
| OLWS | 60036213 | Abolished | 1610-6107 | 531211 | Appropriations | -41,667 | -3,188 | -6,121 | -5,435 | -56,411 | -1.00 | Budget Reduction FY 14-15 Item Number 32 on Conference Report |
| OLWS | 60035904 | Abolished | 1115-1151 | 531111 | Appropriations | -70,718 | -5,410 | -10,388 | -5,285 | -91,801 | -1.00 | Several existing functions and positions were abolished/reorganized to improve operational efficiency. |
| OLWS | 60035911 | Abolished | 1115-1151 | 531111 | Appropriations | -63,413 | -4,851 | -9,315 | -5,285 | -82,864 | -1.00 | Several existing functions and positions were abolished/reorganized to improve operational efficiency. |
| OLWS | 60035916 | Abolished | 1115-1151 | 531111 | Appropriations | -66,425 | -5,082 | -9,758 | -5,285 | -86,549 | -1.00 | Several existing functions and positions were abolished/reorganized to improve operational efficiency. |
| OLWS | 60036214 | Abolished | 1115-1151 | 531111 | Appropriations | -75,427 | -5,770 | -11,080 | -5,285 | -97,562 | -1.00 | Several existing functions and positions were abolished/reorganized to improve operational efficiency. |
| Parks | 65016273 | Transferred | 1280-2865 | 531211 | Appropriations | -32,232 | -2,466 | -4,735 | -5,285 | -44,718 | -1.00 | Position Transferred to Executive Offices |
| Parks | 60092635 | Abolished | 1280-2953 | 531211 | Appropriations | -49,400 | -3,780 | -7,588 | -5,378 | -66,146 | -1.00 | Budget Reduction FY 14-15 Item Number 34 on Conference Report |
| Parks | 60036015 | Transferred | 1280-2751 | 531211 | Appropriations | 33,475 | 2,561 | 4,917 | 5,286 | 46,239 | -1.00 | Position Transferred to Parks and Recreation |
| Muesum | 60035027 | Transferred | 1360-3614 | 531211 | Appropriations | -61,604 | -4,713 | -9,050 | -5,435 | -80,802 | -1.00 | Position Transferred to the Office of General Counsel |
| Muesum | 65016327 | Org Unit Supervisory Change | 1360-3650 | 531211 | Appropriations | -81,972 | -6,271 | -12,042 | -5,285 | -105,570 | -1.00 | Position Reports to Director of Public Affairs - Funded by Museum |
| | | | | | | | 0 | 0 | | | | |
| | | | | | | | 0 | 0 | | | | |
| | | | | | | | | | | | | |
| | Totals | | | | | -877,672 | -67,144 | -128,991 | -79,574 | -1,153,381 | -16.50 | |
| | | | | | | | | | | | | |
| Total | | | | | | | | | | | | |

NC DIVISION OF PARKS AND RECREATION ORGANIZATION CHART



* Over 70 parks, recreation areas, natural areas, state trails, state rivers, and state lakes systemwide.

Pursuant to SL 2014-100, Section 14.2(a), the Zoological Park has reviewed its staffing and positions, and has determined that the Zoological Park has not had any reorganizations, modifications to assignments or duties, or transfers of departmental functions or positions since 7/1/2013. We will therefore, not be submitting any report regarding this matter.

David Jones, Director
Zoological Park