

From: Keogh, Becky
Sent: Friday, November 20, 2015 3:50 PM
To: All ADEQ Staff
Subject: ADEQ Organizational Announcement

From the Office of the Director:

We recently announced the following organizational realignment of certain agency operations. The reorganization aligns the agency by three program areas: air, land, and water. There are also two support offices: the Office of General Counsel and Policy and the Office of Operations and Outreach. These changes are designed to realize multiple internal efficiencies, including consolidated resource savings and increased inter-divisional cooperation. These five offices will report directly to me. The changes align our offices with the agency mission and its underlying statutory authority. We also look to see these changes drive opportunities for further efficiencies and program integration as we focus on being "best of class" in driving environmental outcomes, regulatory program implementation, and employee productivity.

I am pleased to announce that effective November 23, 2015, Caleb Osborne will join ADEQ as Associate Director, Office of Water Quality. Caleb Osborne, a native Arkansan, comes to the agency from an energy company where he managed energy and environmental policy and regulatory issues. Caleb is a graduate of the University of Arkansas and also has a Juris Doctorate from George Washington University in Washington, D.C. and a Masters of Public Administration from the George Bush School of Government and Public Service at Texas A&M University.

As announced previously, the following leadership roles became effective October 1, 2015:

- Julie Chapman has been named Senior Associate Director/General Counsel. She will lead the newly established Office of General Counsel and Policy, which incorporates Legal Services, Policy Analysis, and Communications.
- Tim Cain has been named Associate Director/Chief Operating Officer (COO) for ADEQ's newly merged Office of Operations and Outreach. The Office is comprised of Public Outreach

and Assistance, Information Services (formerly Computer Services), Fiscal and Administrative Services, and Technical Services.

- Tammy Harrelson has been named Senior Associate Director for the Office of Land Resources. This office will integrate our Hazardous Waste, Mining and Regulated Storage Tank, and Solid Waste programs.
- Stuart Spencer has been promoted to Associate Director for the newly created Office of Air Quality.

I often comment on how we want to work smarter and build on efficiencies while continuing to do the critical work that we accomplish. Our goals with restructuring include streamlining our work processes and making us even more responsive to those we serve. We will continue to evaluate our organization to seek opportunities to operate more efficiently and effectively. We are also seeking to build career pathways to enhance, promote, and nurture relevant science and technical competencies. As we continue progressing toward our established goals, additional announcements will be forthcoming. Thank you all for your patience as we make this transition. I am honored to work with you all, and I am proud of the tremendous job that our collective energies accomplish as stewards of the environment, our state's natural resources, and the responsibilities we are authorized to carry out for the citizens of Arkansas.

ADEQ Executive Team

Director
(reports to Governor)
Becky Keogh

Office of
Operations and Outreach
Tim Cain

Office of
General Counsel & Policy
Julie Chapman

Office of
Air Quality
Stuart Spencer

Office of
Water Quality
Caleb Osborne

Office of
Land Resources
Tammy Harrelson