

Indiana Department of Natural Resources

The Staff of the Division of Reclamation



Once each year the Division pauses to acknowledge the contributions of staff, both as teams and as individuals. Following is a quick look at those staff which made exceptional contributions to the success of the Indiana program in 2016.

OUTSTANDING ACHIEVEMENT AWARD

This nomination will also automatically nominate the employee for

RECLAMATIONIST OF THE YEAR

The following awards will be presented to employees showing outstanding performance throughout the year. All in-house nominations require the following narrative criteria:

1. The nominee must be a full time employee of the division at the time of nomination (defined as being on Reclamation's payroll).
2. The nominee must have performed in an outstanding manner within the division in the past year and those accomplishments delineated on the nomination form. For the purposes of this effort, past year is defined as the timeframe January 1 through December 31 of the previous year.
3. The nominee has assumed a high level of responsibility in work tasks such as handling the more difficult assignments, worked on special projects, made significant contributions to the accomplishment of work group goals and objectives, etc..., in the previous year.
4. The nominee is recognized as an employee who has good expertise and a reputation for excellence in his/her job.
5. The nominee can be relied upon to accomplish an endeavor.
6. The employee exhibits good and sincere attitude toward others, demonstrates a willingness to assist others, and contributes to the overall success of the division.

**2016 Division of Reclamation
Reclamationist of the Year
Christopher “Kit” Turpin
Restoration Program AML Project
Manager Supervisor**



This is the highest honor awarded by the Division. This selection is made from all Outstanding Achievement (OA) Award nominees. Additional OA nominees follow.

2016 was another year of change in the AML Program. Midway through the 2016 construction season an AML Project Manager accepted a position with another DNR division. This once again left Kit with the responsibility of completing numerous projects himself and relying on non-project

management staff in the AML program to adequately meet operational and program needs.

As Project Manager Supervisor Kit regularly meets with his staff and other AML staff to discuss changes and improvements to various construction management process and coordinate on-going construction activities. Kit suggests ways in which he can expand his role in planning and design for construction projects. He meets every deadline and enthusiastically assists others when called upon. He provides excellent guidance to his staff for completion of assigned tasks. He is a leader in mobile computing and willingly shares his expertise with others in the reclamation program. His can-do attitude is contagious and is reflected in the attitudes of other AML Program staff. He is quick to compliment his staff and others in the AML Program for a job well done.

When something out of the ordinary is encountered, Kit aptly adapts to the changing priorities and realigns his workload to meet operational needs. Kit has encountered a number of project management situations that required a high level of skill to evaluate ever changing site conditions and disseminate new information as it became available. Whenever possible he is proactive; however, there are times when the unexpected or unanticipated occurs. A project that epitomizes this approach has been Site 2278 Princeton Gas. It is somewhat unique in what has been encountered (possible mine gas migration over a large area). In fact one OSM Program staff member has characterized it as potentially unprecedented. Kit has effectively and efficiently communicated his findings to the AML Program Director and other Division Management staff. Kit's actions at the site and the actions of three other staff members were recognized by the Department Executive Office. The project is on-going. More is to be learned before a final solution can be identified and implemented.

Another project that required a keen sense of problem solving and assessment of potential impacts was Site 2083 Sugar Ridge. Through his effective oversight of the Sugar Ridge project and his interaction with the assigned AML project manager, AML project engineer and the contractor,

serious negative impacts associated with flooded underground mine workings containing poor quality water were avoided.

Kit also coordinates, develops and ultimately manages a professional services contract with Purdue University to evaluate the interactions of tree nursery stock types and site preparation on mine reclamation success. For the Re-Leaf tree planting initiative and tree plantings at all AML construction sites Kit coordinates the species selection and nursery orders. He works closely with Vallonia nursery to ensure orders are placed well in advance of the anticipated need to ensure the availability of the available trees types and quantities.

A critical component of the AML program is the small site maintenance construction that is handled under the Unit Price Contract (UPC) program. This has been a highly effective construction contract mechanism the AML Program has utilized for a number of years. 2016 was once again a construction year with inadequate full time AML project management staff available to oversee these important project types. In order to meet the construction and staffing needs Kit trained and utilized as needed other AML Program staff to complete the projects. Effective management skills led to exceptional AML Program success.

The nature of a quality project management requires good planning skills. To be the Project Manager Supervisor requires excellent planning skills. Overseeing numerous staff with varied levels of experience, numerous projects, and all the inherent time consuming challenges that must be met on an almost daily basis clearly showcase Kit's excellent skills in this realm. The AML Program would nowhere near be as successful as it is at overseeing and completing timely construction and adequately administering federal grant dollars were it not for Kit.

Outstanding Achievement Award Recipients



Outstanding Achievement Andy Ripley Restoration Program AML Site Investigator

As the AML Program Site Investigator, Andy is typically the first person on the scene and always responds quickly and efficiently to potential emergency situations and consistently determines the best course of action. He is extremely skilled in assessing the impact of the situation and in recognizing problem situations before they occur. During this past year Andy conducted a total of 71 investigations of which 21 were AML eligible reclamation projects and 6 were declared emergency projects.

Andy's knowledge and skill in job-related areas is exceptional. He works independently the vast

majority of the time, requiring minimal supervision. He willingly participates in training and eagerly seeks to enhance his current knowledge of program principles and techniques by attending appropriate training sessions and seminars. Because of the variability of this position, Andy is often forced to adjust to new situations and responsibilities, which he has done very well. He easily handles a wide variety of tasks and readily comprehends new job related information.

Andy has gained a tremendous working knowledge of mine gas sampling equipment and data collection which has been extremely beneficial to the AML program this past year. The AML program responded to a unique situation where mine gas was emanating from the ground in a residential area, causing the evacuation of an apartment building. This caused a great deal of strain and stress on AML personnel. Andy quickly became an important resource to other AML staff and Division Management working on this project, assisting them on several levels. Andy continues to be an integral and valuable part of the investigation and data collection phase of this project. Andy's participation in this unique project was so beneficial that it earned him recognition by the Department Executive Office for his contributions and dedication to the program.

Andy is a valuable and reliable contributor to any project or activity he is involved with. He willingly accepts new tasks, even those outside normal areas of responsibility and works cooperatively to achieve the task at hand. Andy acted as the Project Manager for several emergency projects when Emergency Response Coordinator was engaged at other project locations. This has proven to be a major benefit to the AML Project Management section.

Andy is results oriented and brings that same attitude to everything he accomplishes. He understands the importance of achieving the desired results in a timely fashion and makes the necessary efforts to achieve the appointed goals and objectives. He takes assigned tasks very seriously, especially when public safety is at risk.



Outstanding Achievement
Nick Lorenzo
Restoration Program AML
Emergency Coordinator and Project
Manager

Nick has a technical background in mining and construction which is valuable as a Project Manager and the Emergency Coordinator. He understands reclamation goals and construction practices and works closely with engineers and contractors to achieve excellent results. He Understands and exceeds the requirements of the AML Restoration Program and Project Management team.

Nick researches and develops reclamation techniques and materials for which there is no established protocol or precedent. He responds quickly when called upon and works cooperatively

with AML Staff to achieve quality results. Nick regularly works with the AML Field Investigator to complete emergency sites. Nick has also contributed to development of additional tools and techniques to record GIS information on AML sites.

Nick organizes his schedule to consistently meet program goals. He plans ahead and is able to keep projects on schedule despite changing demands of the emergency projects. Last year the AML program responded to a unique situation where mine gas was emanating from the ground in a residential area, causing the evacuation of an apartment building. His work with landowners, emergency personnel and Division Management garnered recognition by the Department Executive Office.

As a project manager and emergency coordinator Nick deals with landowners, contractors, local government officials, and internal customers. He responds quickly and effectively to potential emergencies, and he provides good customer service for co-workers and all reclamation project landowners and contractors.

Nick continues to take a leading role in underground mine grouting projects and his technical expertise is valuable to the program. His exceptional knowledge in mining technology enables him to provide valued input on grouting projects and identify potential zones of failure within underground mines. During the past year Nick inspected 3 such grouting construction projects. He also managed the installation of a synthetic liner over a gob pile including the use of an alternate material in lieu of rip-rap. Use of this alternate had not been attempted by the AML Program previously and required development of new techniques.

Nick is frequently called upon to advise others on engineering matters and frequently serves as resource person for his peers. His opinion amongst staff is highly regarded and often solicited. His calm demeanor and fairness result in his opinion being respected by contractors and landowners alike.



**Outstanding Achievement
Todd Huff
Regulatory Program Technical
Services Section Hydrogeologist**

Todd Huff is a strong asset to the Division of Reclamation and its customers. He is well known and utilized as a resource for Reclamation staff, Division management and industry. He is constantly looking to improve the review processes. He is proactive, contacting stakeholders early in the process to resolve issues that could otherwise lead to delays or result in an inability of the agency to provide or support a decision.

Todd provides in depth and thorough reviews of some of the more complicated plans submitted to the Division of Reclamation. He

is burdened with the largest, most time consuming, and arguably the most complex segment of the permit review process for coal mining. He must evaluate a significant quantity of text, raw data, water usage information, facility designs, site geology, estimates provided by the applicant concerning potential impacts to local, general, or cumulative area waters, and other information in the permit application. These plans oftentimes require research and interaction with his peers in industry and other agencies to accomplish the end result.

Todd is integral to the success of the hydro-geo team in the Technical Services Section by coordinating oftentimes overlapping issues between his position and others. He routinely handles a disproportionately large amount of reviews not limited to new permit applications, revisions, water quality or quantity investigations, CHIA's, and bond release assessment verifications. The CHIAs are a critical component of the permit issuance process and these documents continue to withstand all legal scrutiny.

When there is an industry or citizen request that demands a quick investigation or response, he modifies his priorities to meet the need. He takes the lead on water investigations and routinely goes above and beyond to research the conditions, document his findings, and explain the situation to the citizen or operator in question. He takes ownership of issues and addresses the concerns or ensures that the appropriate staff or agency takes charge of the situation.

His drive to accomplish the goals set by the Division and his dedication to completing these goals are beyond that required.



Outstanding Achievement Michelle Baker, Division Grants Coordinator

Michelle has taken into stride the continued refinements for grants processes within the Encompass system, as evidenced by meeting Office of Surface Mining (OSM) deadlines for submitting grant applications and close-outs. In order to assist the DNR Grants staff as much as possible in preparing financial reports for federal grant draws and closeouts, Michelle proactively seeks input from the Grants Section as to what data is needed for timely submissions to OSM. Michelle performs all of the cost expenditure tracking and reconciliation for our administrative grants even though the ultimate responsibility resides within the DNR Grants Section.

Michelle requires minimal supervision, and consistently makes good decisions. She digs into a problem, and is persistent in finding the solution that lines up with the relevant policies, principles and laws. At the end of each month Michelle receives ledgers of expenses. She separates them and applies against the appropriate federal grant program. When billings lack sufficient detail Michelle

must track expenses back to an individual staff member and activity. This necessitates working through PeopleSoft, speaking with other agencies and even reconstructing travel agendas from staff. Regardless, she pursues such issues relentlessly until the end of month figures can be balanced and reconciled.

The Division of Reclamation recently received results of an audit conducted by a federal oversight agency. That audit identified several areas of improvement and greater evidence of methodologies. Michelle has been a crucial voice in identifying SOPs for change along with suggested changes for greater internal controls. She has generated numerous budget forecasts based upon different scenarios aligning with the audit recommendations. These recommendations have resulted in a positive reconciliation with the federal audit authorities and solidified our processes for future reviews. She has accomplished all of this in addition to her regularly scheduled work and, despite the additional time required of her, has not missed a deadline.

Michelle assists the Division Director and the Director of the Abandoned Mine Lands Program by preparing periodic spreadsheets tracking grant and overall program financial status throughout budget years. Michelle was recently tasked with providing monthly Expense Reports to division leadership. This allows the Director and Assistant Directors an up to date, easily understood glance at division finances. This is critical now as the coal industry struggles. Production is down which means division funding is down. That places a priority on spending and reimbursements, as well as long term planning for future grant requests.

Michelle's thoughtful participation in division staff and management meetings is sought and recognized as a valued contribution to the overall success of the Division of Reclamation.

ESPRIT de CORPS Nomination Criteria

Webster's official definition of "Esprit de Corps" is "the common spirit existing in the members of a group and inspiring enthusiasm, devotion, and strong regard for the honor of the group".

This award is determined by staff to a staff member to recognize the display of spirit and commitment to the common goals of the division. Nominees must be an employee of the Division of Reclamation at the time of nomination. A maximum of one (1) employee may receive this award per year.



MOTION TO NOMINATE by Mark Stacy

Kim Tibbett

2016 DIVISION OF RECLAMATION ESPRIT de CORPS

The French term “Esprit de Corps” has been expressed as a sense of unity, common interest and purpose within an organization. Others define it as a feeling of loyalty, enthusiasm, and devotion to a group. I know of few people that embody these characteristics more than Kim. Not only does she have the technical and professional expertise to conduct her job very well, but it’s her personal demeanor and positive attitude that really stands out. Anyone that works with her quickly

finds out she is not only a very competent employee, but also kind, gentle, patient and a pleasure to work with. Kim is the type of person that will stop whatever she is doing to help a fellow employee in a time of need. And her sense of shared purpose and fellowship with all of us is readily apparent every time she eagerly volunteers to bake a birthday cake, helps decorate for the holidays, or picks up flowers and a card for someone who is sick. It is this sense of unity, common interest and purpose within our organization that makes Kim an outstanding candidate for the Esprit de Corps award!