

Shakamak State Park | Annual Meeting / 2017 Awards | April 17, 2018

On April 17, 2018, staff of the Division of Reclamation gathered at Shakamak State Park for its annual meeting. The day was filled with training, informational speakers and team activities. The meet is also a time that management sets aside to recognize staff members who made exceptional contributions to the success of the Indiana program in 2017.



Division of Reclamation Staff

RECOGNITION

The Division welcomed four new employees, including (from left to right) Travis Dunn - Project Manager, AML; Luke Sweet - Inspector, I&E; Stephen Floreck - GIS Inventory Specialist, AML; Shelby Johnston - Hydrogeologist, Tech Services.



Service Awards presented to staff were: Randy Tabler, five years; Kim Tibbett and Kit Turpin, 10 years; Marvin Ellis, 20 years; Colleen Baughman and Brock Mayes, 25 years.



AWARDS

OUTSTANDING ACHIEVEMENT AWARD

This nomination will also automatically nominate the employee for

RECLAMATIONIST OF THE YEAR

This award will be presented to employees showing outstanding performance throughout the year. Selections of award recipients will be made by assistant directors and the division director. The Reclamationist of the Year will also come from these nominations. Nominations should be limited to no more than two typed pages.

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 should be delineated on the nomination form. For the purposes of this effort, past year is defined as the timeframe Jan. 1 through Dec. 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 their 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.

Division of Reclamation 2017 Reclamationists of the Year

Kim Tibbett

Financial Officer
Abandoned Mine Lands Program



Todd Sellers

Bond Coordinator/Field Inspector
Inspection & Enforcement



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

Kim Tibbett

Financial Officer

Kim has consistently proven that she possesses the skills and knowledge to perform her often extremely complex duties. Her work within the ever-changing and complex State and federal financial systems is commendable. Kim is relied upon heavily by Division of Reclamation management to provide detailed financial information, often at a moment's notice, and she has proven to be dependable in such situations. It is because of Kim's extensive job-related knowledge and skills that she was selected to become the assistant director of the Division of Reclamation operations section to manage both the federal regulatory and abandoned mine land grants as well as the division purchasing activities. Kim began learning these duties midway through this past year and completely assumed responsibility well before the retirement of the previous assistant director, Jack McGriffin. Kim's attention to detail made the transition a smooth one.

Kim continues to process dozens of pay requests and contractor payments on a monthly basis and regularly completes and submits all required annual federal grant financial reports. She possesses great skill in reviewing and analyzing this vast amount of data to ensure accuracy and avoid problems before they arise. Kim always goes the extra mile to assist those around her, often working long hours to ensure the task is completed on time, and usually ahead of schedule. She consistently provides excellent service to her customers and always ensures she has offered them everything they need. Her professional demeanor and attitude enables her to build close, collaborative relationships with everyone she works with.

Put simply, Kim is exceptionally well liked by virtually everyone who works with her on a daily basis, both inside and outside of this agency. She continuously maintains effective working relationships among co-

workers and demonstrates an exceptional ability to promote a positive atmosphere within the workplace. Kim's personal and professional demeanor makes her an effective employee and a joy to work with.

Todd Sellers

Bond Coordinator / Field Inspector

Todd excels in his job as the bond coordinator and continues making the job his own. He is a new breed of division employee, a bond coordinator and an inspector who continues to inspect mines but whose main responsibilities involve the oversight of bond releases. Todd has continued to handle both his inspector duties and bond coordinator duties extremely well. He is a talented employee who handles his job professionally. In 2017, all of Todd's skills as the bond coordinator were tested by the bankruptcy of the world's largest private-sector coal company. Before the bankruptcy, this company was self-bonded, which is essentially a promise by the company to reclaim, with no actual surety bond held by the State. During the year 2016 and extending well into 2017, almost to the day the company came out of bankruptcy, the company continued to submit self-bond releases at an accelerated pace in an all-out effort to reduce its overall liability prior to coming out of bankruptcy. This amounted to about \$50 million worth of bond releases that Todd had to process. Todd's task was insuring that all of those constantly changing acreage totals were correct, so that when the company submitted its replacement bonds everything matched. The replacement bonds for that company ended up being split between eight different surety companies and amounted to over \$120 million.

Todd has worked with other staff to make the bond release information available as scanned documents on the N:Drive. This allows everyone to access the submittal from their computer. During the bankruptcy process and his intense examination of many years of bonding records, Todd recognized some shortcomings in our program and has changed our procedures to better address both incoming bond and bond-release operations. These changes will ensure that acreage numbers are correctly maintained in the database throughout the life of the mine. This was a perfect example of an employee going above and beyond his normal duties to correct a bookkeeping problem in the records. Todd's detailed examination of the department's acreage totals related to bonding activities for the last 20 years had never been done before.

Todd's job knowledge is exceptional, and he is able to relate to staff so that everyone can perform their job duties better. His abilities exceed the average employee, and he contributes successfully to the overall success of the agency mission. He maintains good working relationships with co-workers to support a positive work environment. Todd possesses a positive attitude in all areas of responsibility and in interactions with others. He demonstrates team-player behavior and views individual success as imperative to group success. He is direct, straightforward, honest and polite.

**Outstanding Achievement****Phyllis Hart****Blasting Specialist
Support Services**

Phyllis has an extremely thorough knowledge of the skills and techniques associated with coal mine blasting and the laws that regulate explosives use in Indiana. She is active with the International Society of Explosives Engineers, has served as past President of the Tri-State Chapter of the International Society of Explosive Engineers, participated in the MSHA academy blasting seminar, the Kentucky Blasting Conference and is an active participant with the Department of Interior blasting regulatory groups where she has been an important part of developing professional standards and blasting requirements that protect the public. She attends seminars designed to improve knowledge

of explosives use and works with industry blasters regularly to discuss blasting problems that are experienced in this region.

With the retirement of the only other blasting specialist in February of 2017, she is the only contact for internal and external customers concerning blasting operations at all of Indiana's coal mines. She physically inspects the blasting operations at those mines to ensure compliance with the laws. The regulation of blasting is a controversial part of the Indiana I-SMCRA program. Often, inquiries or site visits include individuals who passionately express themselves. Phyllis understands the regulatory role and is efficient when explaining that role to concerned parties. She is as technically competent in the field of blasting as any other regulatory staff member across the nation. Her depth of knowledge and skill allows our blasting program to be one of the most successful in the country. Phyllis is actively involved in teaching the blasters training and certification course for industry, which results in consistently trained blasters. She also speaks at continuing education courses put on by explosives companies that provide continuing education hours for Indiana blasters.

Phyllis knows her job and the industry well and she is extremely capable of adapting to the ever-changing conditions at mine sites. Her organizational skills allow her to excel in covering all of the mines and all of the duties related to our blasting program in an exceptional manner.

**Outstanding Achievement****Patty Beard****Secretary****Support Services**

Patty was the primary file clerk and acted independently in her records-management activities and file-archive job tasks. She closely watched the needs of the supply and file rooms and took action on replacing supplies when necessary. She usually only seeks counsel on job tasks that are new or not part of her daily routine. She has served as a reference to others on many occasions. She is always willing to take a leading role in activities such as archiving and tracking inactive files and ensuring that any official forms are properly approved.

This past year the division began preparing for the retirements of two administrative/financial staff members. As a result, Patty moved to a new position with new job duties. She began accepting these new duties midway through the year. In addition, Patty took on the duties of two departing staff members as a short-term solution until new staff are hired and trained. Patty has accepted these new responsibilities in her positive, can-do attitude. Her commitment to the new team is evident. She is quick to identify and suggest alternatives to processes that may need modified. She has consolidated the office supply chain, and has become familiar with all of the supply sources, shipping options and reorganized the office areas under her control, resulting in a huge improvement this year over previous years. Patty cooperates with other staff to complete assignments and uses discretion in dealing with others. She remains professional with all Division staff as well as upper management of the Department.

She continues to be available to help others whenever needed, with some duties outside her normal job functions. Patty's service to both internal and external customers is excellent.



Outstanding Achievement
Shawn Clifford
Hydraulic Engineer
AML Program

Shawn plays a standout role in allowing his Engineering/Design team to exceed expectations through high levels of personal contribution. He is cooperative, trustworthy, and shows commitment and team spirit. He has lent his engineering expertise to project management personnel during progress meetings, figuring out earthwork issues created by contractor activities during construction, and determining solutions for maintenance project issues.

Shawn proactively seeks job related information. He is not afraid to ask questions and seeks to gain understanding and experience in his job. Shawn routinely asks, seeks, and helps find ways to use the CADD software to do his job better and more efficiently. Shawn is extremely skilled in assessing the impact of problem situations and is effective in resolving the issues at hand.

The problems associated with and required to be addressed on AML projects vary from site to site. Each project requires the identification of unique issues on a particular site and then formulating an innovative solution. Shawn has demonstrated this process in every project he has worked on since starting with the division more than three years ago.

Different design alternatives need to be looked at to cost effectively reclaim AML sites. Shawn has shown great skill in creating design alternatives so the advantages and disadvantage of each option can be discussed with the project manager and other in-house staff. Shawn makes it a priority to complete these documents with high professional quality. Accurate cost estimation is essential for being able to budget and plan projects. Well-thought-out designs, high-quality plans, and well-written specifications lead to fewer unknowns for bidders. These factors also lead to fewer problems for the project manager in charge of construction, allowing the project manager to spend less time finding solutions to unknowns.

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 nomination is determined by staff and presented to a recipient, recognizing 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.

1. Nomination for this award is to be submitted from Reclamation staff on the nomination form with a narrative of 200 words or less. A staff member may submit more than one nomination.
2. The nomination narratives will be compiled and e-mailed to all Reclamation staff.
3. Ballots will be distributed and each Reclamation staff member can vote for one nominee.
4. The director and assistant directors will tally the votes and the top vote count will be the Esprit de Corps award recipient. Should the tally result in a tie between two or more individuals, a second vote will take place for those individuals.

MOTION TO NOMINATE

"ESPRIT de CORPS" WITHIN THE DIVISION OF RECLAMATION

DIVISION OF RECLAMATION 2017 *ESPRIT de CORPS* Nick Lorenzo



Motion to Nominate by Todd Huff

Approaching completion of his 24th year of service with the division, Nick Lorenzo has been and continues to be viewed by those of us fortunate to have worked or interacted with him as a dedicated and reliable coworker,

resource, and agency representative. Consistently displaying a positive attitude, Nick acts as a professional to coordinate and address critical issues or subjects, many requiring immediate attention, those requiring experience and wisdom to successfully complete, his history providing a record of successes too numerous to count and that otherwise support his devotion to duty or community. As a result, Nick has earned immeasurable respect and trust, and displays more than sufficient character to be nominated as a recipient of the Esprit de Corps award.

A special thanks to this year's Annual Meeting Committee Kim Tibbett, Gayla Reedy, Shanda Messmer, Kelsey Pearman, and Jayne Peltier for planning a great day of training, activities and food!