



INDIANA DEPARTMENT OF ENVIRONMENTAL MANAGEMENT

We Protect Hoosiers and Our Environment.

100 N. Senate Avenue • Indianapolis, IN 46204
(800) 451-6027 • (317) 232-8603 • www.idem.IN.gov

Eric J. Holcomb
Governor

Brian C. Rockensuess
Commissioner

April 27, 2023

FILED

APR 28 2023

INDIANA STATE
ETHICS COMMISSION

Via E-Mail Only:
Mr. Sean Gorman
State Ethics Director
Office of the Inspector General
315 West Ohio Street, Room 101
Indianapolis, IN 46202
Sgorman@ig.in.gov

RE: Lift of Screening Protocol
Regarding IDEM employee
Grant Chaddock

Dear Mr. Gorman:

This letter is to notify you of the intention of the Indiana Department of Environmental Management (“IDEM”) to discontinue the screening protocol instituted on April 19, 2023 regarding IDEM employee Grant Chaddock.

Mr. Chaddock has decided not to accept a position with Environmental Consulting and Technology (“ECT”) making the protocol unnecessary.

Please attach this letter to the public disclosure of the protocol or remove the disclosure from the disclosure list. Thank you for your attention to this matter.

Sincerely

Kathleen Mills
IDEM Chief Ethics Officer



Visit on.IN.gov/survey or scan the QR code to provide feedback.

We appreciate your input!





ETHICS DISCLOSURE STATEMENT
CONFLICTS OF INTEREST – DECISIONS AND VOTING
 State Form 55860 (R / 10-15)
 OFFICE OF THE INSPECTOR GENERAL
 IC 4-2-6-9

FILED

APR 19 2023

INDIANA STATE
 ETHICS COMMISSION

In accordance with IC 4-2-6-9, you must file your disclosure with the State Ethics Commission no later than seven (7) days after the conduct that gives rise to the conflict. You must also include a copy of the notification provided to your agency appointing authority and ethics officer when filing this disclosure. This disclosure will be posted on the Inspector General's website.

Name (last) Chaddock	Name (first) Grant	Name (middle) David
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Name of office or agency Indiana Department of Environmental Management	Job title Senior Environmental Manager
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Address of office (number and street) 100 North Senate Avenue	City Indianapolis	ZIP code 46204
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Office telephone number (317) 234-4354	Office e-mail address (required) gchaddoc@idem.in.gov
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Describe the conflict of interest:
 I have been approached by and given an offer to work for Environmental Consulting and Technology, Inc. (ECT). ECT is an environmental and sustainability consulting firm that provides permitting, design, and management solutions to public and private sector clients. While I am not aware of any overlap with my current role and responsibilities and the prospective role and responsibilities with ECT, I am filing this disclosure statement due to an abundance of caution. Please see the attached screening protocol for additional information.

Describe the screen established by your ethics officer: *(Attach additional pages as needed.)*

(Please see the attached screening protocol)

AFFIRMATION

Your signature below affirms that your disclosures on this form are true, complete, and correct to the best of your knowledge and belief. In addition to this form, you have attached a copy of your written disclosure to your agency appointing authority and ethics officer.

Signature of state officer, employee or special state appointee

Date signed (month, day, year)



4/18/2023

Printed full name of state officer, employee or special state appointee

Grant David Chaddock

FOR ETHICS OFFICER USE ONLY

Your signature below affirms that you have reviewed this disclosure form and that it is true, complete, and correct to the best of your knowledge and belief. You also attest that your agency has implemented the screen described above.

Signature of ethics officer

Date signed (month, day, year)



4/18/2023

Printed full name of ethics officer

Kathleen Mills

**Protocol
to Screen IDEM Employee Grant Chaddock
from Any Matter Regarding Environmental Consulting & Technology**

Mr. Grant Chaddock is employed by the Indiana Department of Environmental Management (“IDEM”) as an Enforcement Senior Case Manager within the Compliance and Enforcement Branch of the Office of Water Quality (“OWQ”). His duties include providing technical assistance to municipalities and industries and evaluating industrial compliance with environmental regulations. He coordinates environmental reviews of loan projects and maintains a tracking system on projects to ensure that IDEM’s allocation of grant and loan monies are in accordance with original grant/loan requests. He reviews program plans for completeness, economic and technical feasibility, and environmental impact. He also performs annual audits on water pre-treatment programs.

Mr. Chaddock was recently approached through a head-hunting firm about a position with Environmental Consulting & Technology, Inc. (“ECT”). ECT is a multi-disciplinary environmental and sustainability consulting firm that provides permitting, design, and management solutions to public and private sector clients. The position is for a Senior Associate Scientist . The prospective duties include assistance with the preparations and editing of technical reports related to wetland delineations, vegetation mapping, environmental assessments, threatened and endangered species, habitat assessments, site investigations, mitigation compliance, and construction, as well as assistance with environmental permitting.

Mr. Chaddock is unaware of ECT’s involvement in any matter to which IDEM has assigned him during his tenure at the agency. However, because ECT is an environmental consulting firm, there is a possibility that Mr. Chaddock could be assigned a matter in which ECT represents a party to that matter. Therefore, should Mr. Chaddock or IDEM become aware of ECT’s representation or involvement in any matter, IDEM shall implement the following procedures to screen Mr. Chaddock to prevent a potential conflict of interest.

1. Ms Amari Farren is Mr. Chaddock’s supervisor. She shall not assign any matter involving ECT to Mr. Chaddock. If she or Mr. Chaddock become aware of ECT’s involvement in a matter, she shall re-assign that matter to another employee.
2. Mr. Chaddock shall recuse himself from the portion of any meeting in which discussions specific to ECT or any of its clients, if known, are discussed or are expected to be discussed.
3. Mr. Chaddock shall not discuss any matter involving ECT or its clients, if known, with any IDEM employee.
4. Ms. Farren will notify the employees in her section in writing that they are not to discuss any matter involving ECT with Mr. Chaddock or send him any emails concerning the company or its clients if known.

5. Mr. Chaddock shall not participate in decisions regarding or relating to ECT or any of its clients, if known.
6. Mr. Chaddock shall immediately inform his supervisor and IDEM Chief Ethics Officer Kathleen Mills if any provision of this screening protocol is violated.
7. Mr. Chaddock shall follow IC 4-2-6-9(b) and file a written disclosure statement with the State Ethics Commission.
8. Mr. Chaddock, Ms. Farren and Ethics Officer Mills shall review this screening protocol within 30 days from the date of the last signature to assure this protocol has been followed and determine if the protocol should continue.

Grant Chaddock

Grant Chaddock
Environmental Manager 2
Compliance and Enforcement Branch
Office of Water Quality

4/19/2023

Date

Amari Farren

Amari Farren
Senior Environmental Management
Compliance and Enforcement Branch
Office of Water Quality

4/19/2023

Date

Kathleen Mills

Kathleen Mills
Chief Ethics Officer
Office of Legal Counsel

4/19/2023

Date

Baker, Nathaniel P

From: Rockensuess, Brian
Sent: Tuesday, April 18, 2023 2:50 PM
To: Chaddock, Grant
Cc: MILLS, KATHLEEN
Subject: RE: Ethics Disclosure

Thank you Grant.

Sincerely,

BRIAN C. ROCKENSUESS • COMMISSIONER
Indiana Department of Environmental Management
200 N. Senate Ave. • Indianapolis, IN 46204
Phone: (317) 233-2550
brockens@idem.in.gov • www.in.gov/idem



From: Chaddock, Grant <GChaddoc@idem.IN.gov>
Sent: Tuesday, April 18, 2023 2:49 PM
To: Rockensuess, Brian <BRockens@idem.IN.gov>
Cc: MILLS, KATHLEEN <KMILLS@idem.IN.gov>
Subject: Ethics Disclosure

Commissioner,

In accordance with IC 4-2-6-9, I am notifying you of my interactions and potential employment with Environmental Consulting & Technology (ECT). I have been in touch with Kathleen Mills about the proper screening protocol and we are working on filing the necessary paperwork. Please let me know if you have any questions.

Thank you,



Indiana Department of
Environmental Management

Grant Chaddock

*Water Enforcement Senior Case
Manager*

- (317) 234-4354
- gchaddoc@idem.IN.gov

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Help us improve!
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