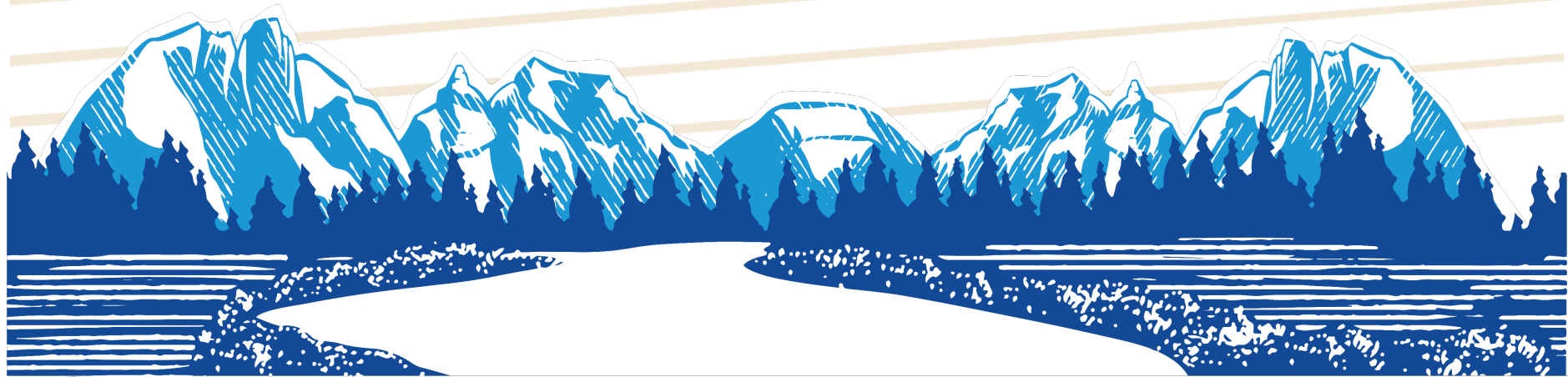
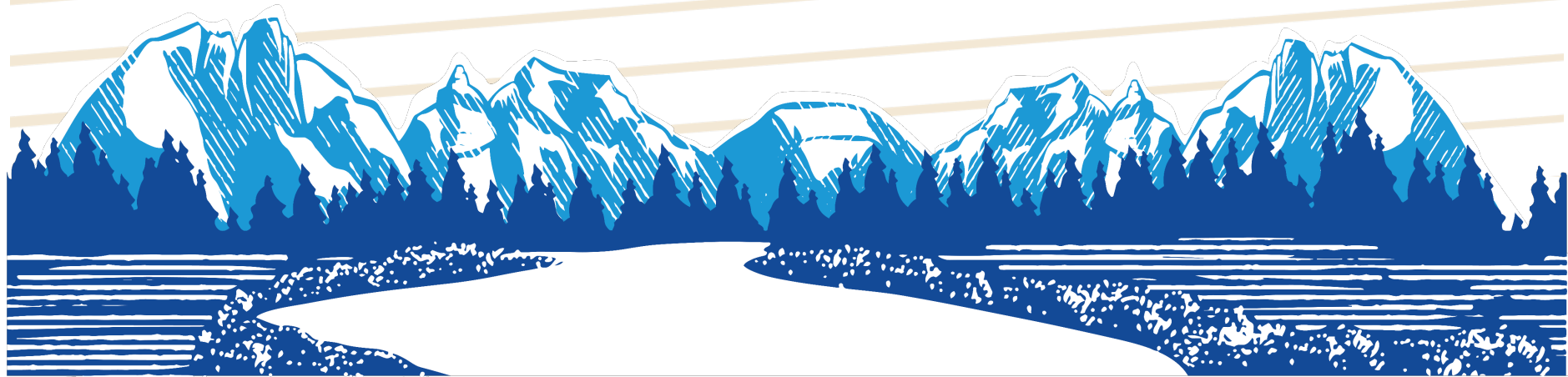


Welcome!

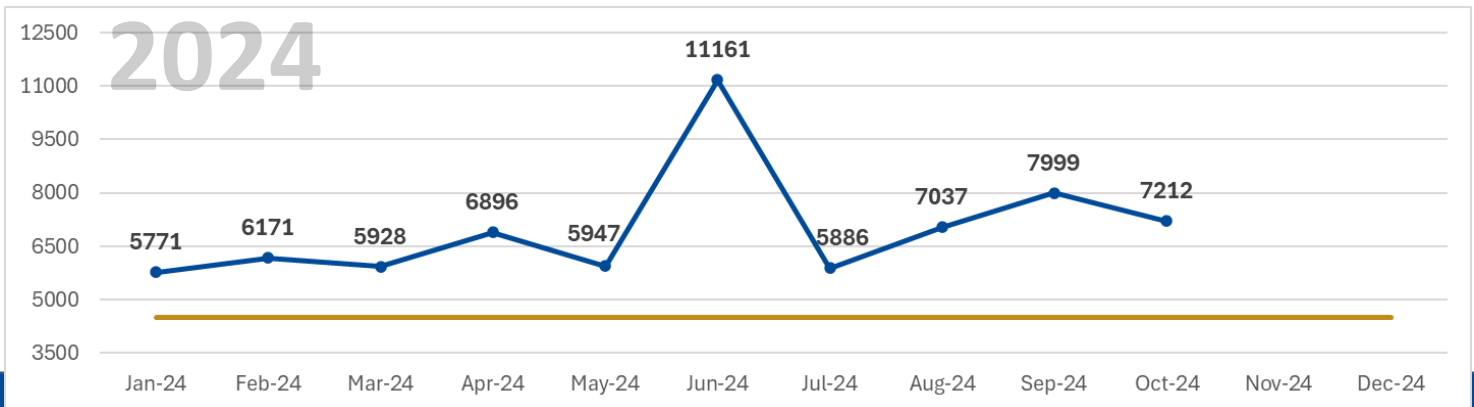
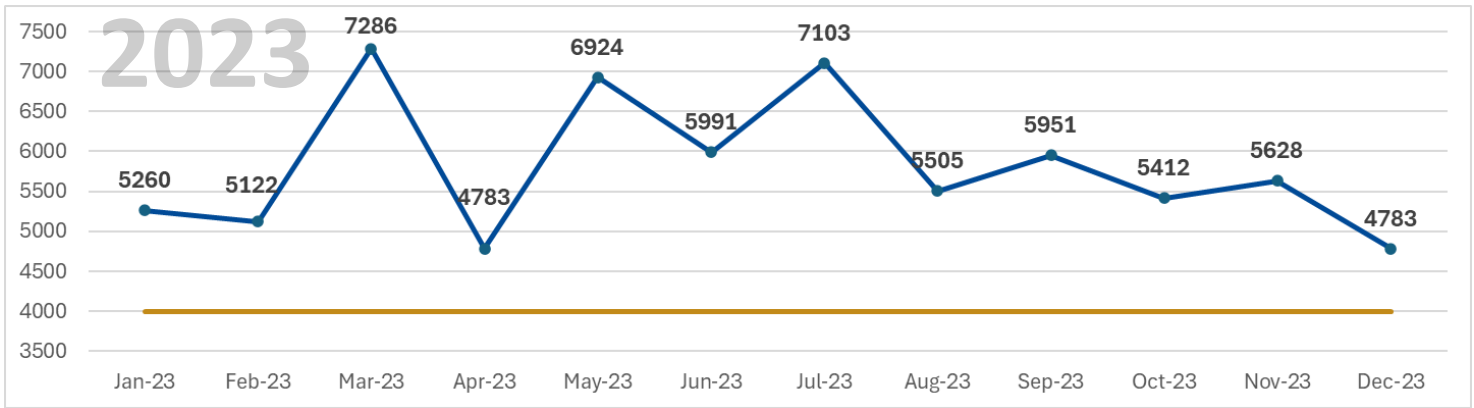
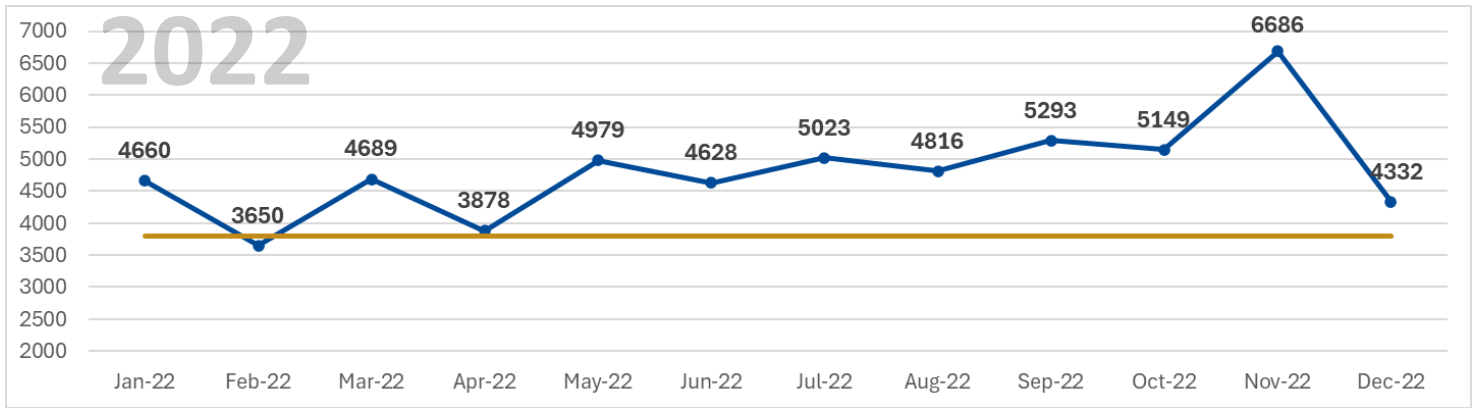
Department of Environmental Quality All-Agency Meeting 2024



Welcome & Wins



Proactive Outreach





2024 Employee Engagement Survey

Department of Environmental Quality

My Supervisor Results

My Supervisor Historical Overall Rating



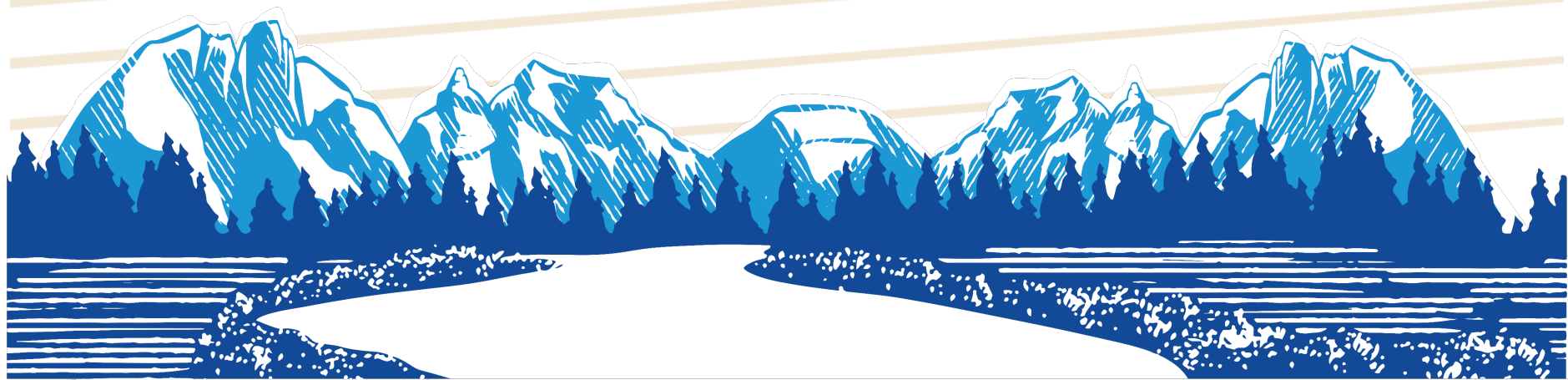
2024 Engagement Score Overview		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
My Supervisor	4.29	50%	36%	8%	3%	2%

Highlights:

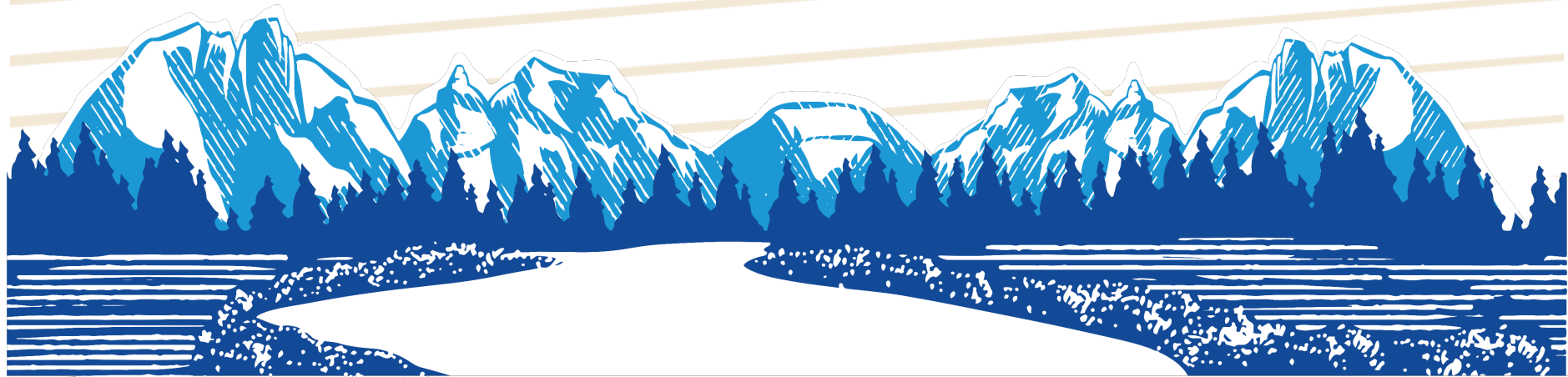
Supervisor relationships are a significant strength, with 86% of employees expressing trust and confidence in their supervisors. The low level of disagreement (5%) underscores the positive impact of supervisory leadership within the department.

My Supervisor Questions Historical Response Breakdown by Year	Strongly Agree			Agree			Neutral			Disagree			Strongly Disagree		
	2024	2022	2021	2024	2022	2021	2024	2022	2021	2024	2022	2021	2024	2022	2021
Discussions with my supervisor about my performance are worthwhile.	46%	36%	38%	36%	43%	42%	10%	13%	9%	5%	6%	9%	3%	2%	3%
I have trust and confidence in my supervisor.	59%	51%	50%	30%	31%	28%	4%	11%	8%	3%	5%	12%	3%	1%	3%
In the last six months, my supervisor has talked with me about my performance.	55%	44%	45%	40%	51%	41%	4%	2%	4%	1%	2%	7%	0%	0%	2%
My opinions are sought on issues that affect me and my job.	44%	37%	39%	41%	45%	44%	6%	10%	4%	5%	6%	8%	3%	2%	4%
My supervisor creates a motivating workplace.	43%	33%	35%	39%	41%	38%	11%	17%	13%	5%	7%	10%	2%	1%	4%

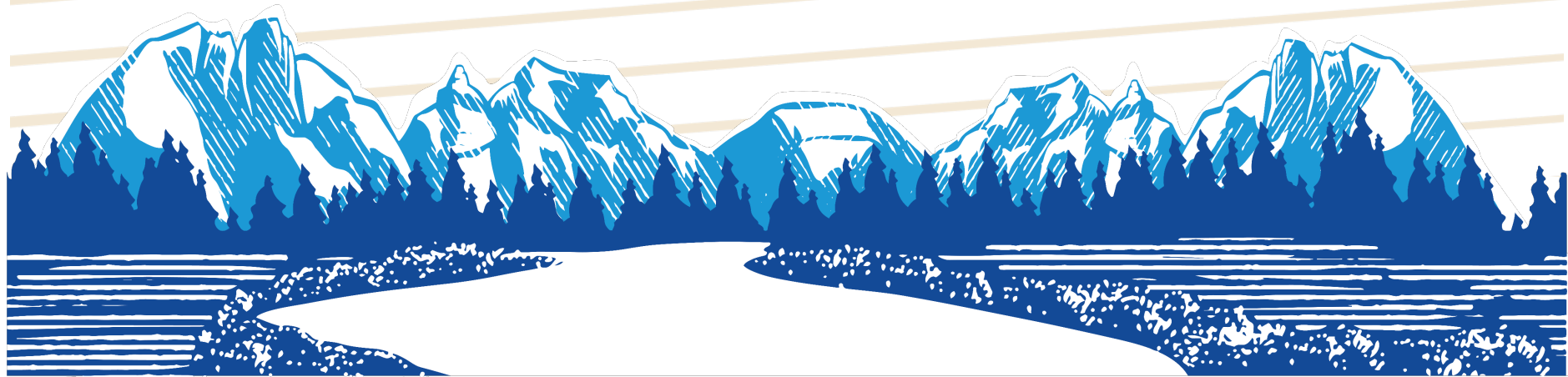
Wellness Message



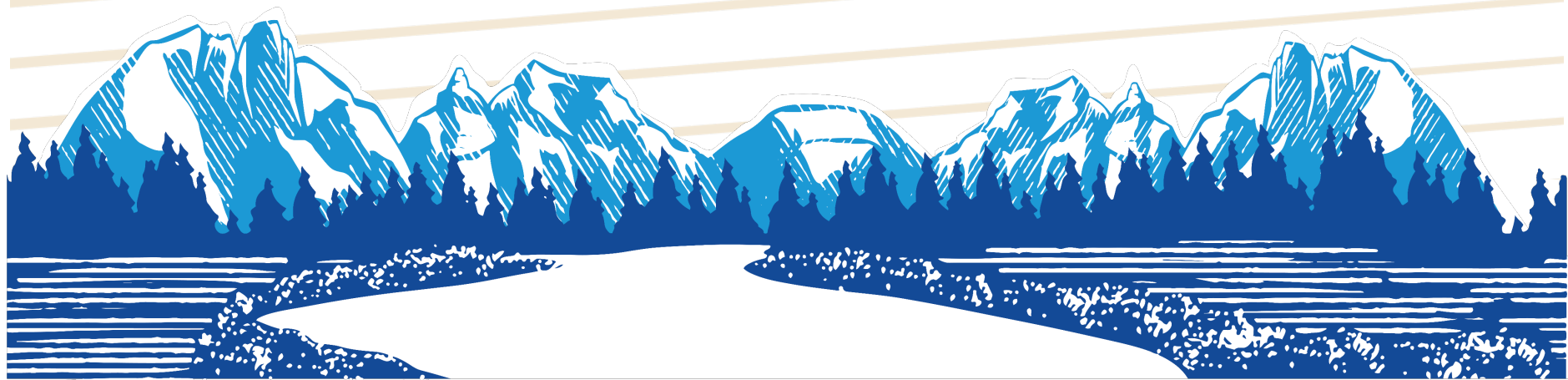
Legacy Panel



- - **Take a Break!** - -



Mentorship & Wellness



Wellness and Mentorship Programs





Employee Developed Program



WQD

- Scott Patterson
- Abbie Ebert
- Gabby Metzner

AEMD

- Emily Hultin
- Meranda Bass
- Cory Mitchell

WMRD

- Kit Persson
- Ann Kron
- Terri Dorrington

Operations

- Marinda Leavitt
- Emma Gronda
- Karlee Rose

Involvement Opportunities



- 1. Lunch and Learn**
- 2. Agency-Wide Training**
- 3. Community Events**
- 4. Small Groups**



Lunch & Learn



Goals and Motivation

Relaxation and Winding Down

Tips & Tricks for Gardeners

Bee - Pollinators

Deskercise!

Thriving Through Parenthood

Homelessness in Helena

Home Buying Tips

Outdoor Safety in the Fall

Wolverine & Lynx in Montana

Sustainable Agriculture

Avalanche Safety



Training

Suicide Prevention

Bias in the Workplace

Retirement Benefits

Verbal Judo



Events

Run Toward Wellness 5K

Office Cleanup Day

Small Groups Fair

Helena Food Share

Bake Sales



Small Groups



Board Games

Bible Study

Book Club

French

LGBTQIA+ and Allies

Outdoor Cooking

PC Gaming

Permaculture & Gardening

Running

Scats/Tracks of Montana

Sourdough Baking

Spanish

Tea Tasting

Crafts & Crochet

Watercolor Painting

Whole Foods

Participation and Support

1. Lunch and Learn - 363

2. Agency-Wide Training - 552

3. Community Events - \$700

4. Small Groups - 220



Mentorship Program



Employee Developed Program



Abbie Ebert

Ann Kron

Emily Hultin

Crystal Keleti

Diverse Goals



“I wanted to improve my writing skills and be more confident when presenting”

“I wanted to broaden my technical perspective and have a better understanding of geochemistry, sampling, technologies, and regulations”

“It enabled me to better see myself in a leadership position”

“My goal was to learn more about DEQ and gain confidence in public speaking”

“My goal was to enhance my organizational skills and learn tools to do my work more efficiently”

“My goal was to further develop my leadership skills and prepare for a management position”



Participation



Current Partnerships

19

Total Partnerships since January 2022

46

Total Participants since January 2022

130

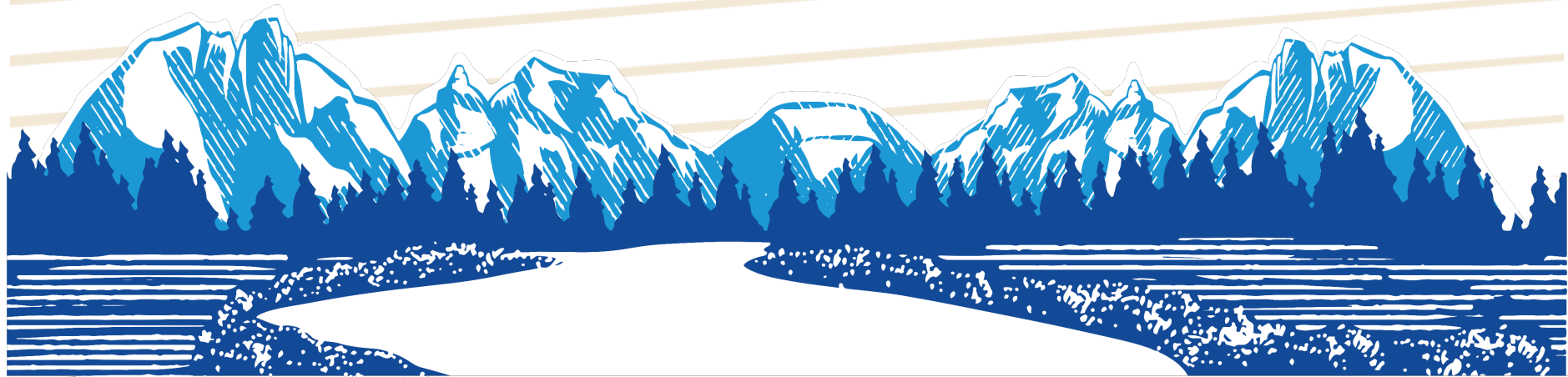
ECOS Video

Innovation Award Submittal

Agency Management Category

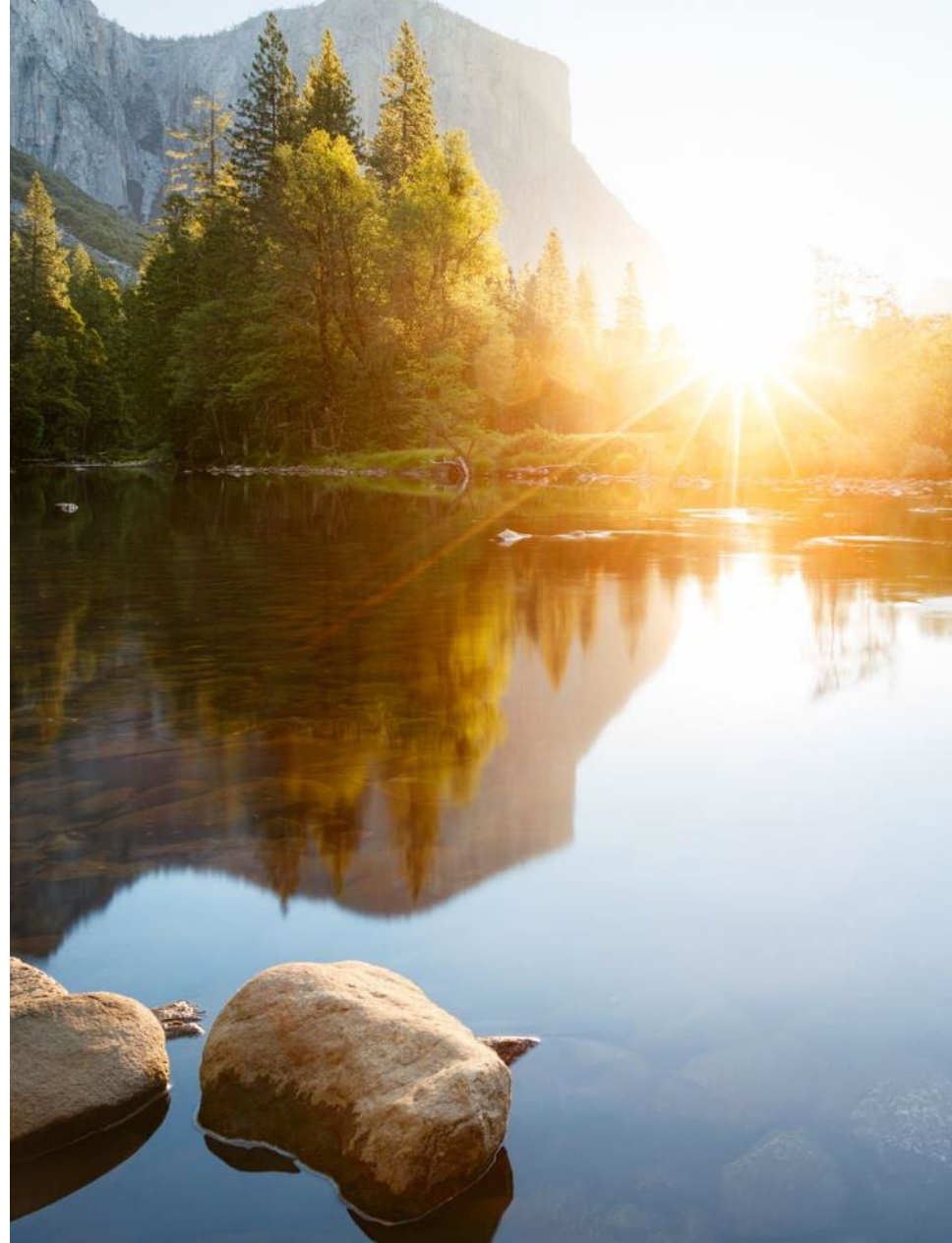
“Championing a Quality Culture: Employee-Centered Programs at Montana DEQ”
<https://www.youtube.com/watch?v=FbnI2QD8sRA>

Senior Leadership Priorities



Air Takeaways

- Vacancy Progress
- Steady growth of staff expertise
- Enhanced field presence
- Enhanced air quality monitoring presence





Energy Takeaways

- Truck, bus, & airport equip. replacements
- Grid resilience advancements
- Alternative energy advancements
- Home Energy Rebate Program development
- Large Energy Customer Meeting

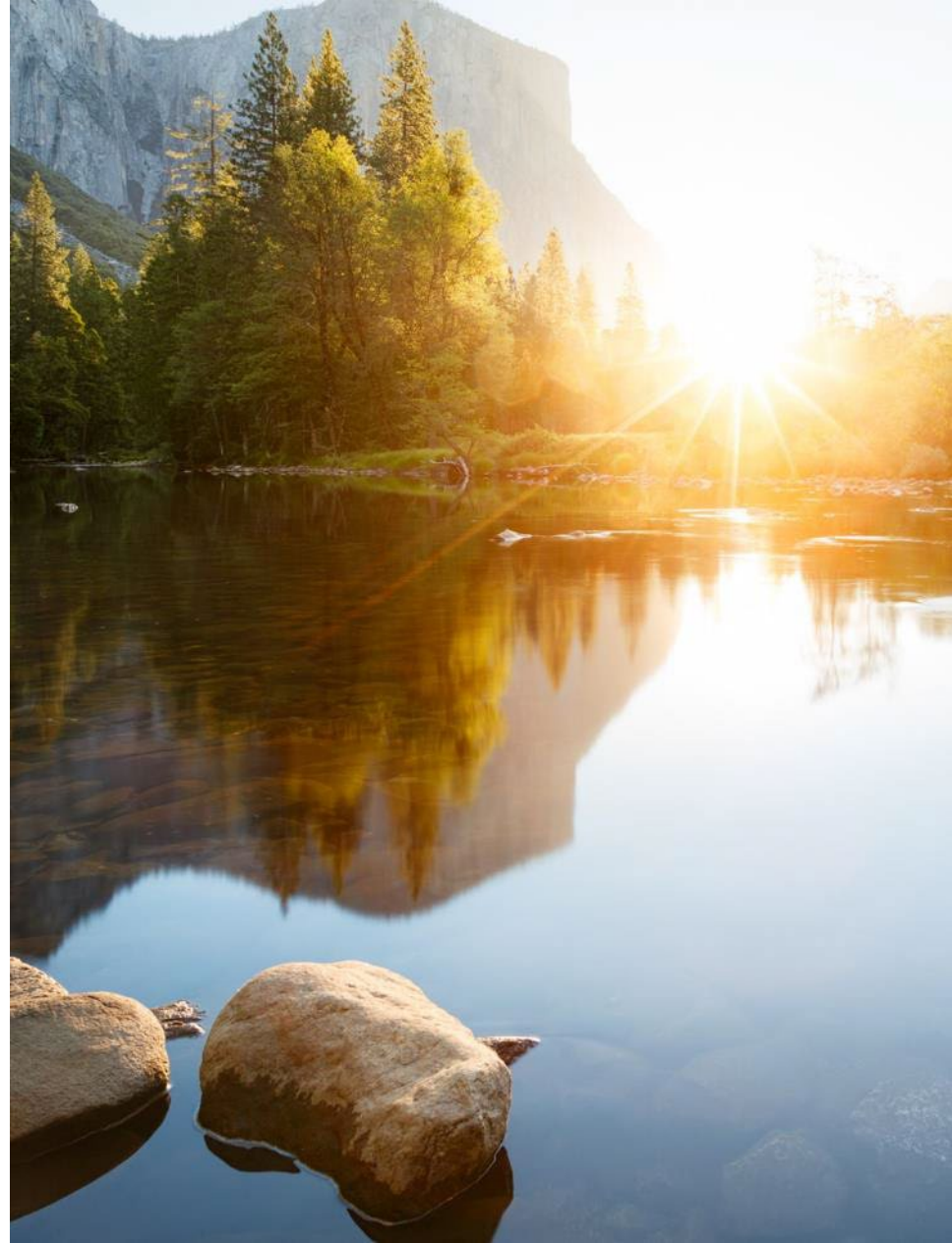
Mining Takeaways

- Vacancy Progress
- Moved the Montana Tunnels “rock” via bond forfeiture
- Tintina hard rock permit decision upheld
- Opencut Permitting
- Coal Mine Permitting

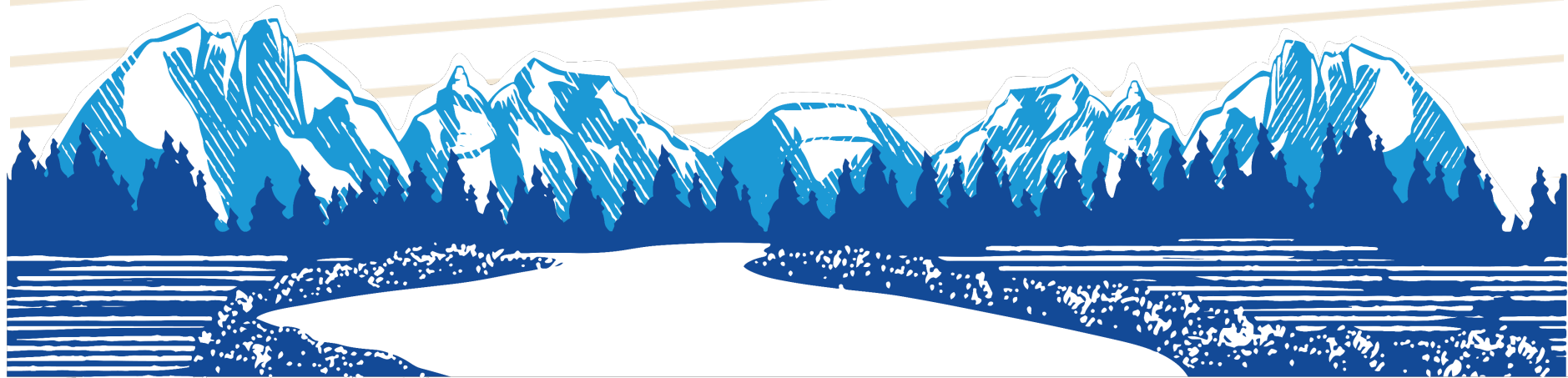


AEM 2025 Priorities

- Staff retention/growth/
recognition
- Legislative Endurance
- Technology Advancement



MEPA





The Montana Environmental Policy Act

Why you Should Care, in 15 Minutes

with Sam King and Rebecca Harbage

Introductions

- MEPA – Montana Environmental Policy Act
- Sam King, Chief Legal Counsel
- Rebecca Harbage, Public Policy Director

3 Key Takeaways

1

MEPA is the law

2

MEPA is part of permit review

3

MEPA builds credibility and defensible permits

MEPA is the Law

- MEPA is a statutory requirement
- MEPA requires analysis and public participation - assessing potential impacts and disclosing them for public review and feedback
- Public notice and comment periods serve important functions

MEPA is Part of Permit Review

- Do it at the same time as permit review
- MEPA can be very approachable
- Understand and define the scope of your review
- Identify possible impacts (direct, secondary, cumulative)

MEPA Builds Credibility & Defensible Permits

- DEQ can be sued on our permit decision and on our MEPA review
- A little attention on the front end can pay dividends and prevent lengthy litigation and permit delays
- Do it right the first time (or do it again). If we lose in court, we may be required to re-do MEPA
- Done well, MEPA strengthens our permitting decisions

Summary & Next Steps

- **3 Key Takeaways**

- MEPA is the law
- MEPA is part of permit review
- MEPA builds credibility and defensible permits

- **Up Next**

- Join us in January for a technical training where we share tips that will break down the MEPA review process, making it more approachable
- Need more now? Check out the resources on myDEQ

Thank You!

Sam King

samuel.king@mt.gov

406-444-4961

Rebecca Harbage

rharbage@mt.gov

406-444-2813

(We literally sit next to each other, so stop by!)

Resources:

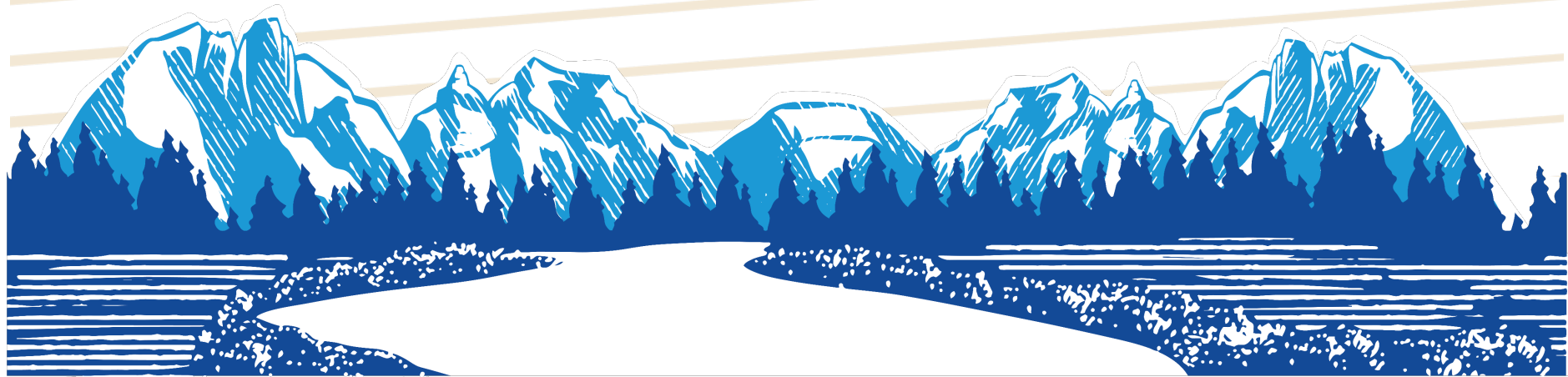
[https://mtgov.sharepoint.com/sites/MyDEQ/SitePages/PublicPolicy.aspx#montana-environmental-policy-act-\(mepa\)-resources](https://mtgov.sharepoint.com/sites/MyDEQ/SitePages/PublicPolicy.aspx#montana-environmental-policy-act-(mepa)-resources)

<https://deq.mt.gov/about/MEPA>



2024 Annual Meeting

ROWS Update



ROWS Update



James Fehr and Bob Habeck

Remote & Office Workspace Study (ROWS) Information

The Five Ws of the ROWs Project

WHAT

To improve our workspaces and how we work together to meet and exceed the expectations of Montana citizens.

WHO

Most state employees' positions, regardless of location, will be reviewed, and space studies will be conducted on select state-owned facilities.

WHY

To effectively evaluate the use of state-owned spaces and resources and to capitalize on the benefits of modern technology.

WHERE

The project focus is within Helena and the Capitol Complex; however, data for other buildings throughout the state is being gathered.

WHEN

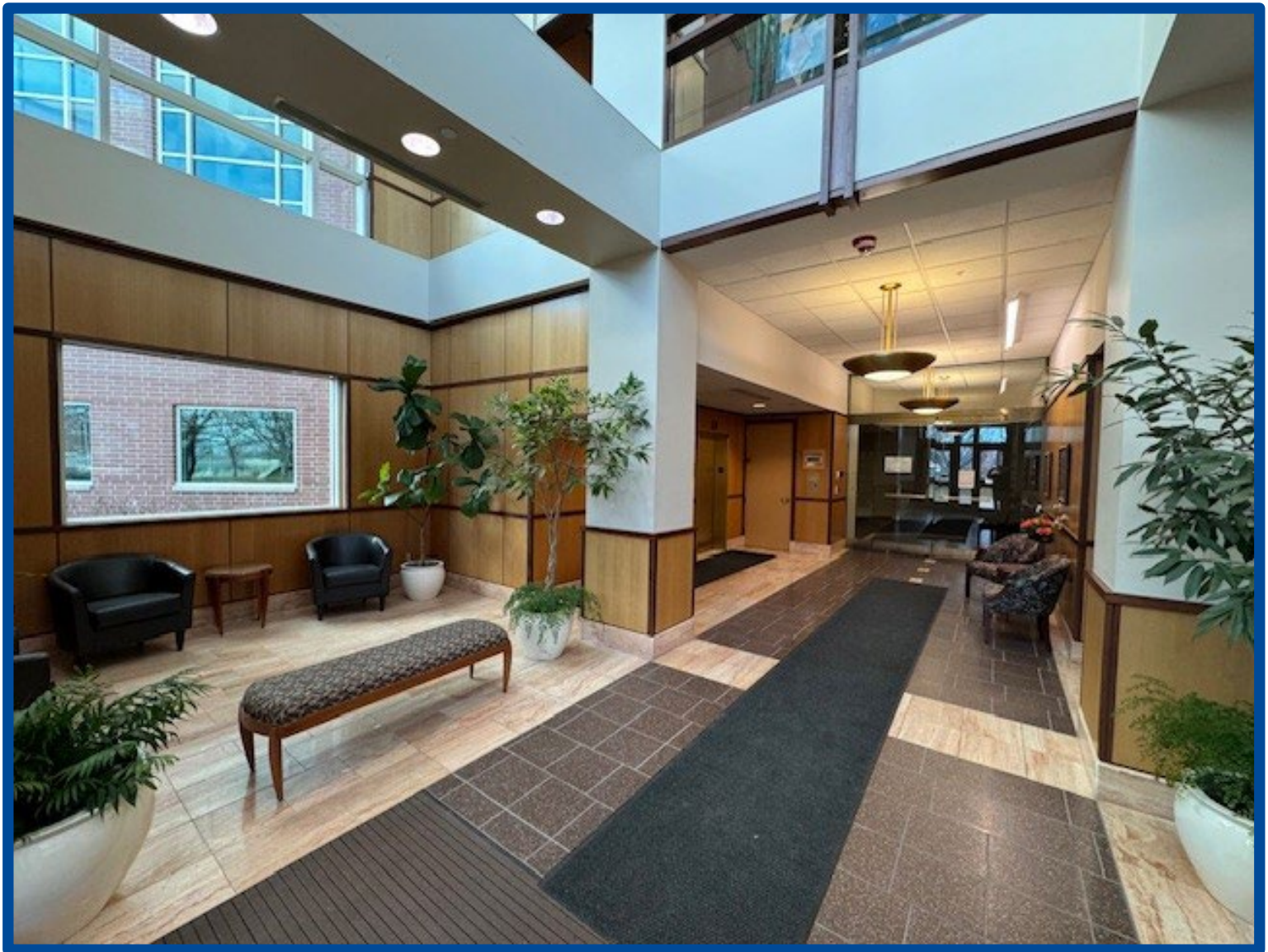
The project began in December 2021 and is expected to continue for several years.

<https://rows.mt.gov>

- Employee Relocation
- Move Timelines
- Metcalf Renovation
- Guiding Principles
- Next Steps























Logistics & Expectations



Bob Habeck

ROWS - ICS Organization Chart

Sonja Nowakowski
Incident Commander

James Fehr
Deputy Incident Commander

Ann Kron
WMRD Support

Larry Alheim
Safety Officer

Christina Lipetzky
Human Resources

DJ Howell
I.T. Support

Bob Habeck
Planning / Agency Liaison

- Building Design & Development
- DOA and BOI Liaison
- FTE / FAQ Data Support
- Maintain Current Floorplans
- Design Communications
- Program Location Assignments
- Ready-Set-GO!

John Benoit
Logistics / Operations

- MOVE FAQ
- Cedar Space Coordination
- Cedar Move GSD Liaison
- Renovation Phasing Logistics
- Renovation SW Removal Logs
- Ready-Set-GO!
- Rostering / Employee Support

Rebecca Harbage
Public Information Officer

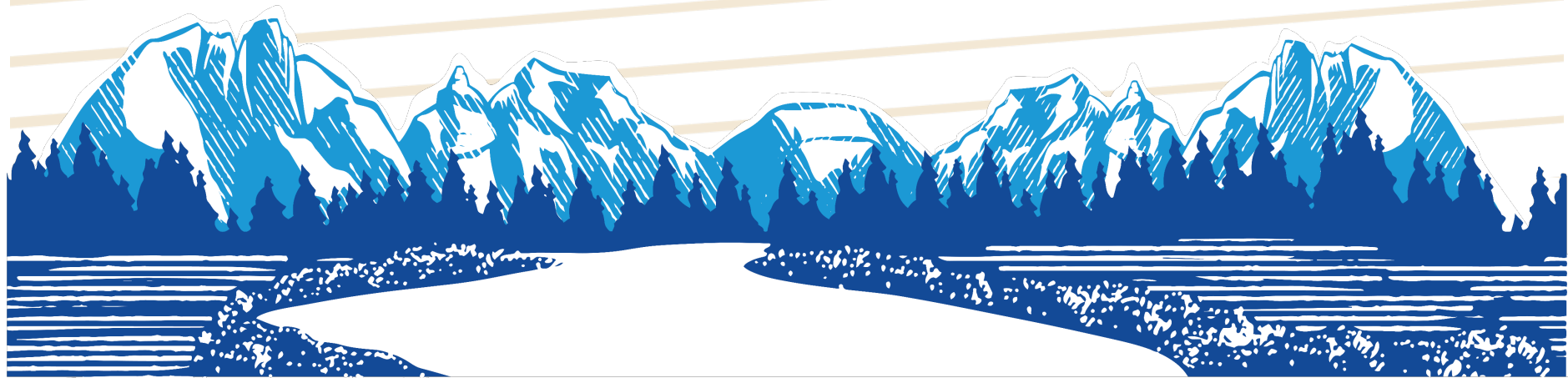
Denise Kelly
Finance

ROWS Communications

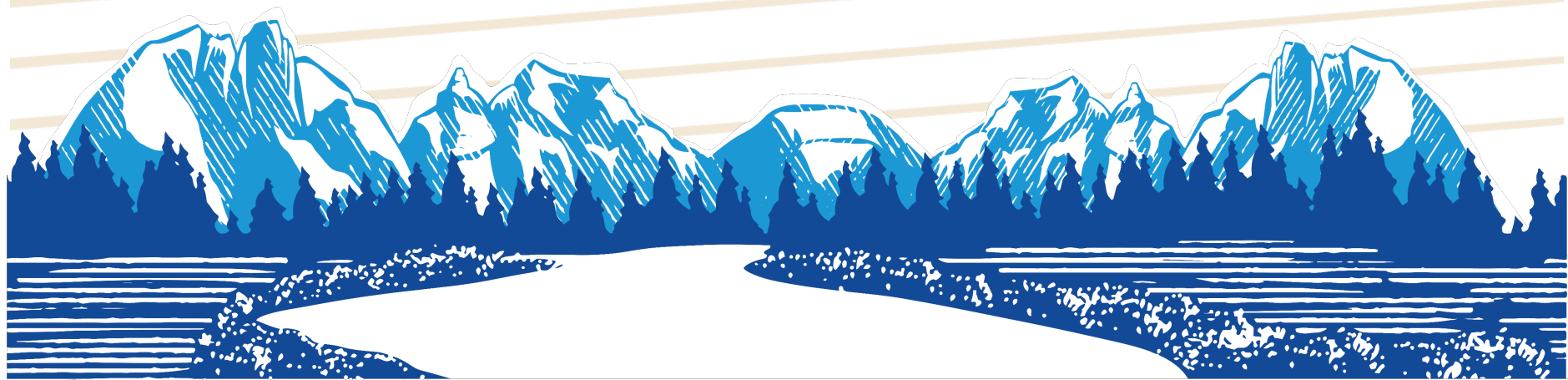


TEAMS>DEQ Everyone>DEQ ROWS Project

Recognition



2025 Legislative Session



Wrap Up

