



Florida Department of Environmental Protection

Division of Air Resource Management

Division of Air Resource Management

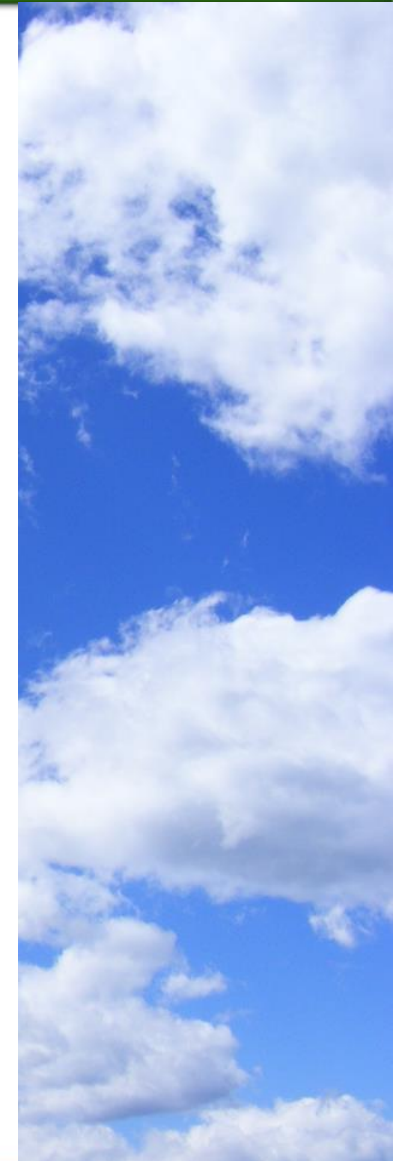
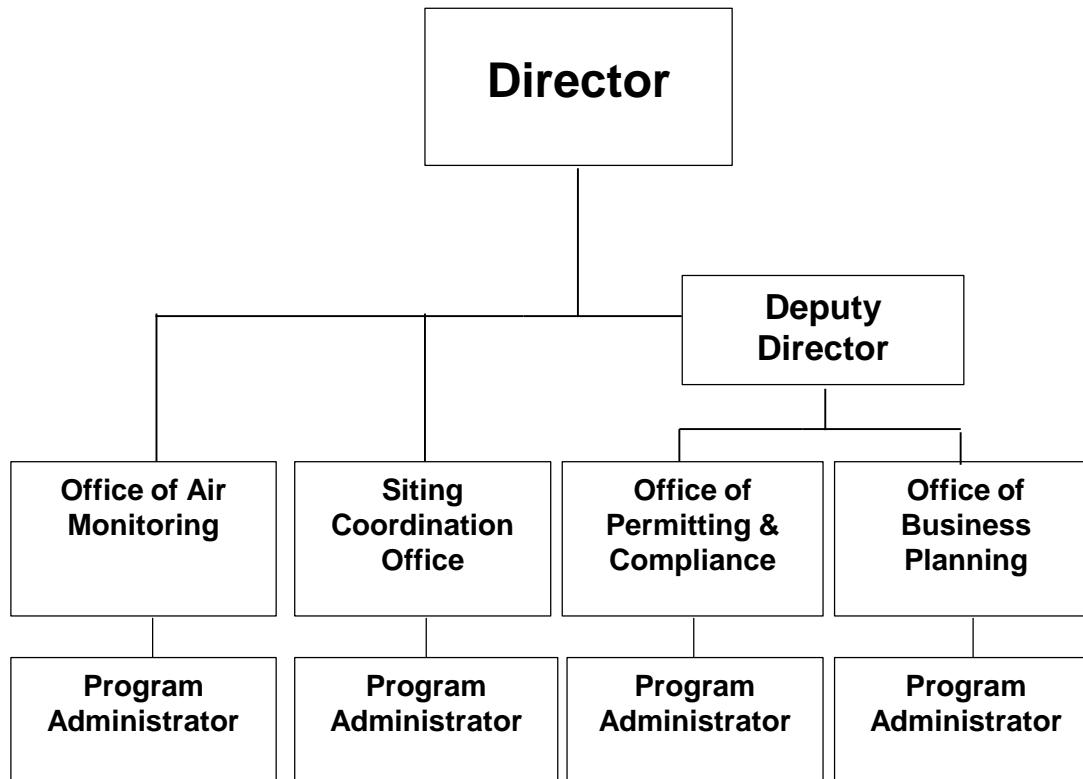
Employee Development

September 2017





Division Organization





What We Do

- Administer the State's **Air Pollution Control Program** and implement the federal **Clean Air Act**.
- **Permit stationary sources** of air emissions.
- **Oversee statewide compliance and enforcement** activities.
- Manage statewide **ambient air monitoring** operations.
- Conduct **rulemaking** to ensure regulatory framework exists to implement state goals and ensure federal Clean Air Act requirements are met.
- Implement Florida's **Power Plant, Transmission Line and Natural Gas Pipeline Siting Acts**.



New Employee Orientation

Director's Office

- Topics Covered:
 - Division Overview
 - Communications
 - Travel
 - Safety
 - Human Resources
- Additional Information Provided to Participants:
 - Link to PowerPoint Presentation
 - Contact Information (DARM, Districts, Local Programs)
 - DARM Organizational Chart
 - Communications One Pager
 - Awards One Pager
 - Public Records One Pager
 - Air Topics Quick Reference Guide





New Employee Orientation

Office of Business Planning

- Topics Covered:
 - Clean Air Act Overview
 - Federal Regulatory Process
 - DEP Rulemaking Process
 - State Implementation Plans
 - Division Budget
 - Training Opportunities
 - Purchasing
 - Air Quality Monitoring
- Additional Information Provided to Participants:
 - Link to PowerPoint Presentation
 - Business Plan
 - Clean Air Act One Pager
 - Current Projects One Pager
 - List of Billing Modules
 - Training One Pager





New Employee Orientation

Siting Coordination Office

- Topics Covered:
 - Power Plant Siting Act
 - Transmission Line Siting Act
 - Site Certification Process
 - Electric and Magnetic Fields
 - Ad Valorem Assessments
- Additional Information Provided to Participants:
 - Link to PowerPoint Presentation
 - Business Plan
 - Clean Air Act One Pager
 - Current Projects One Pager
 - List of Billing Modules
 - Training One Pager





New Employee Orientation

Air Permitting

- Topics Covered:
 - Types of Permits
 - State and Federal Permitting Regulations
 - Permit Processing
- Additional Information Provided to Participants:
 - Link to PowerPoint Presentation
 - Permitting One Pager





New Employee Orientation

Compliance & Enforcement

- Topics Covered:
 - State Review Framework
 - Inspections
 - Report Reviews
 - Compliance Assistance
 - Data Systems
- Additional Information Provided to Participants:
 - Link to PowerPoint Presentation
 - Data Systems One Pager

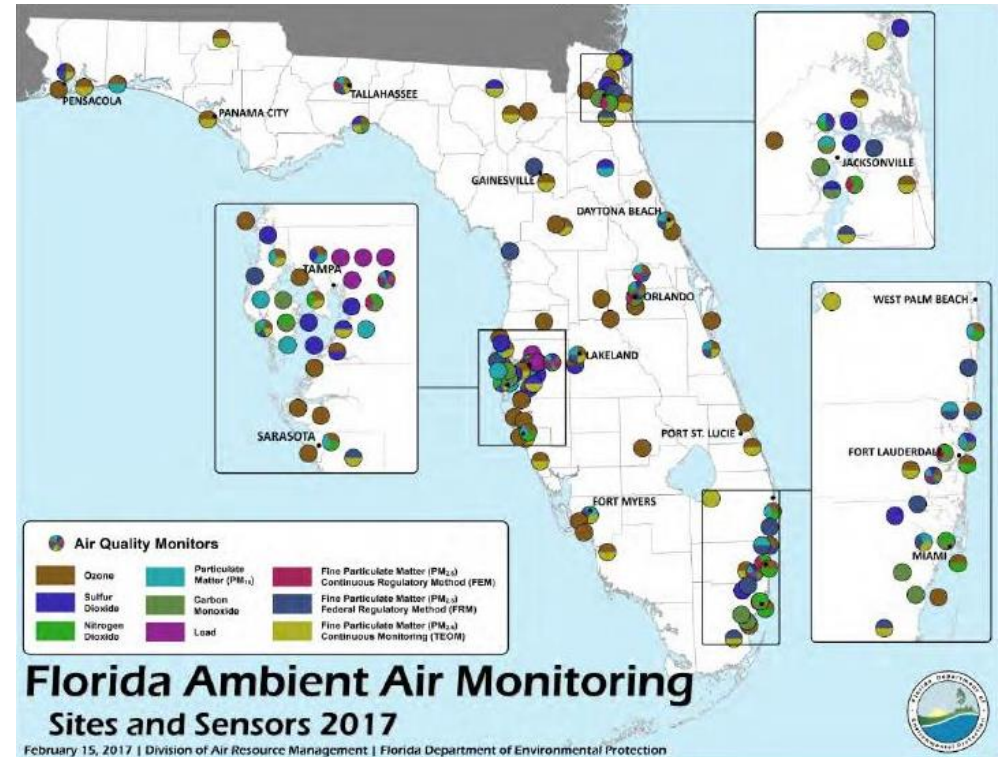




New Employee Orientation

Air Monitoring

- Monitoring Station Site Visit
- Topics Covered:
 - Criteria Pollutants
 - Monitoring Network
 - Field Operations
 - Data Quality
 - Florida Air Monitoring and Assessment System (FAMAS)
- Additional Information Provided to Participants:
 - Link to PowerPoint Presentation





Career Pathing

DEP Regulatory Career Service Progression Plan

Permitting, Compliance and Business Planning

- Provides guidance that applies for all new employees in Career Service positions in an effort to promote cross-training and exposure early in an employee's tenure with the Department, regardless of whether the new employee is based in a regulatory Division or District office.
- Specific career path and experience guidelines are provided for Division and District staff in the Compliance Assurance Program (CAP) and Permitting Program, and Business Planning Program.
- Guidelines are intended to provide recommendations for career advancement for Department employees, and also for consistent minimum experience requirements for recruitment of internal or external candidates for vacant positions.



Career Pathing

The Career Path program provides an effective process for employees to:

- Communicate with their supervisor about their individual performance;
- Identify next steps in their professional path;
- Develop their knowledge, skills and abilities to improve performance;
- Display a positive attitude;
- Be engaged; and
- Become a top-performing employee.

The Career Path program provides a vision for career advancement and empowers an employee to continually improve their knowledge, skills, abilities, performance and expertise to become a better employee, which makes the agency better.



Career Pathing





Florida Department of Environmental Protection

Division of Air Resource Management

Division of Air Resource Management

Employee Development

September 2017

