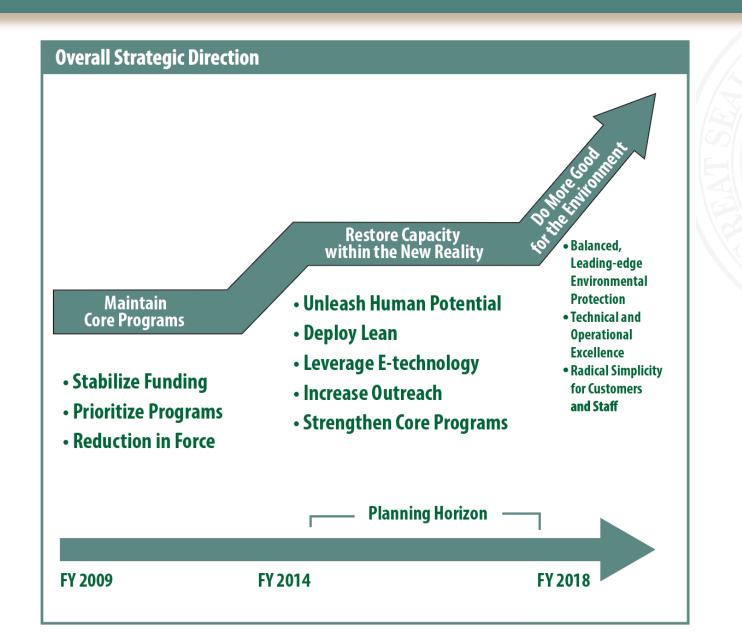
ADEQ Transformation AAPCA 2021 Virtual Spring Meeting April 29, 2021

Daniel Czecholinski, CHMM
Director, Air Quality



ADEQ Strategic Direction





Who we are and how we act



OUR TRUE NORTH (VISION):

To be the number one state in the nation in:

- Balanced, leading-edge environmental protection,
- Technical and operational excellence, and
- Radical simplicity for customers and staff

ADEQWAY

- Evaluate everything we do for its impact on the mission
- Hire only those who believe in our way and have a passion for their work
- Train those who cannot, replace those who will not, and promote those who excel
- Never hide a problem respect others enough to be honest, even if the truth is uncomfortable
- Do not blame, but hold each other accountable
- Involve end users early and often when creating or improving services
- Never stop asking why
- Continuously design and redesign for quality and radical simplicity
- Freely discuss, promptly decide, and totally commit
- Do not fear failure

Arizona Management System



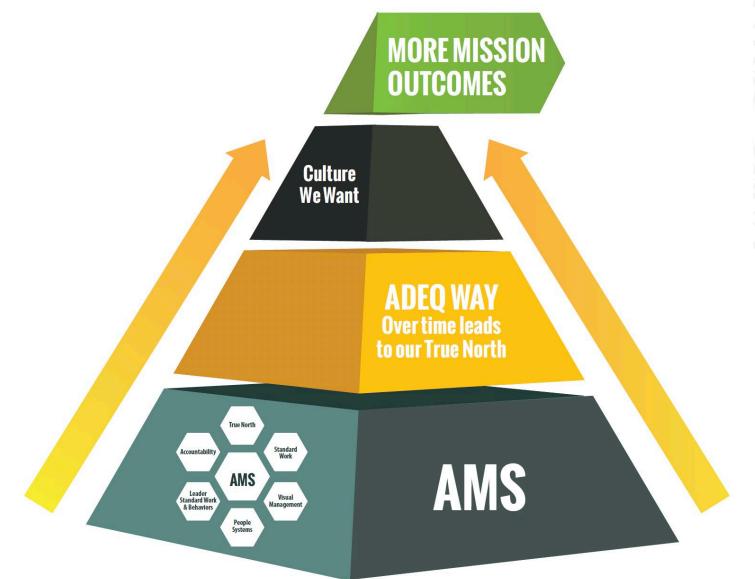


Dual Career Path



Current Linear Career Path	Dual Career Path ROLE – BASED	
TECHNOCRATIC		
EV Assistant Director	EV Assistant Director	Principal Engineer
EV Deputy Asst. Director	EV Deputy Asst. Director	Senior Engineer
EV Section Manager	EV Section Manager	Associate Engineer
EV Program Supervisor	EV Program Supervisor	EV Engineering Specialist III
EV Engineer Sr.		Y
EV Engineer	EV Engineering Specialist II	
EV Engineering Specialist	EV Engineer	ring Specialist I
Forces people in to management when it is not their passion	However, managers will be staff performance and developing p	a technical or legal background. f who have a passion for managing people. Technologists will be staff for technical excellence.





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ADEQ performance Board



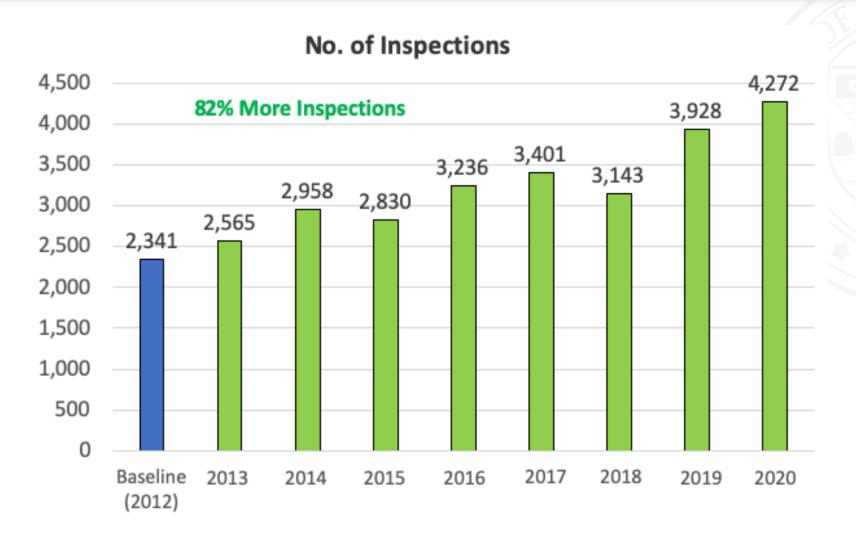
ADEQ Agency Performance Board





Metrics/results





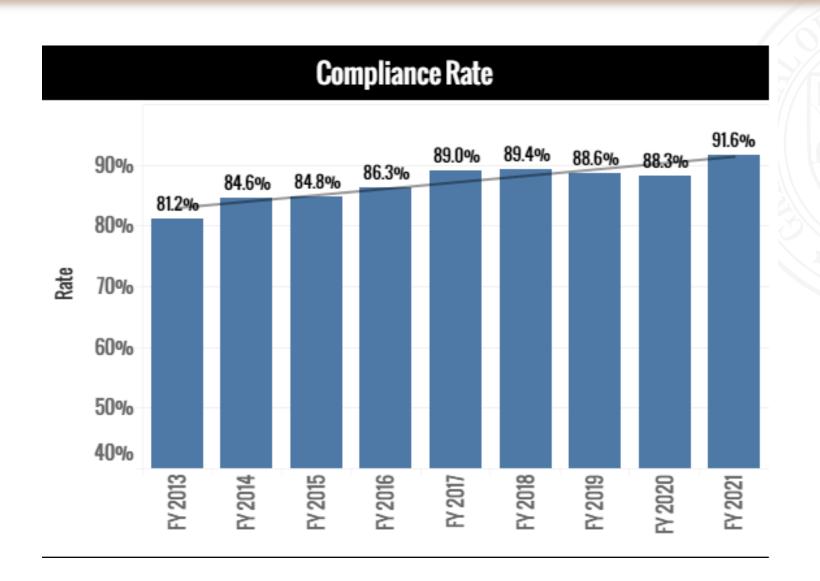


Compliance Rate: On-Site Inspections

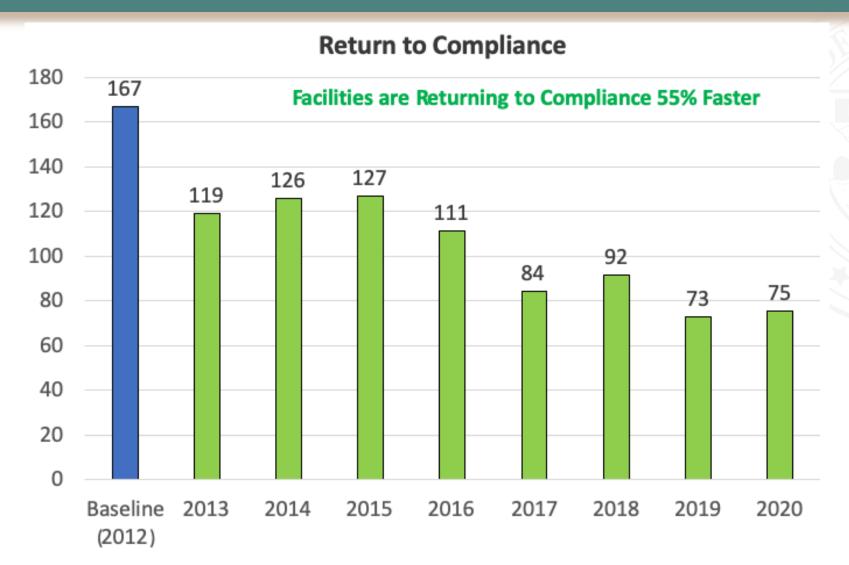


AQD compliance rate



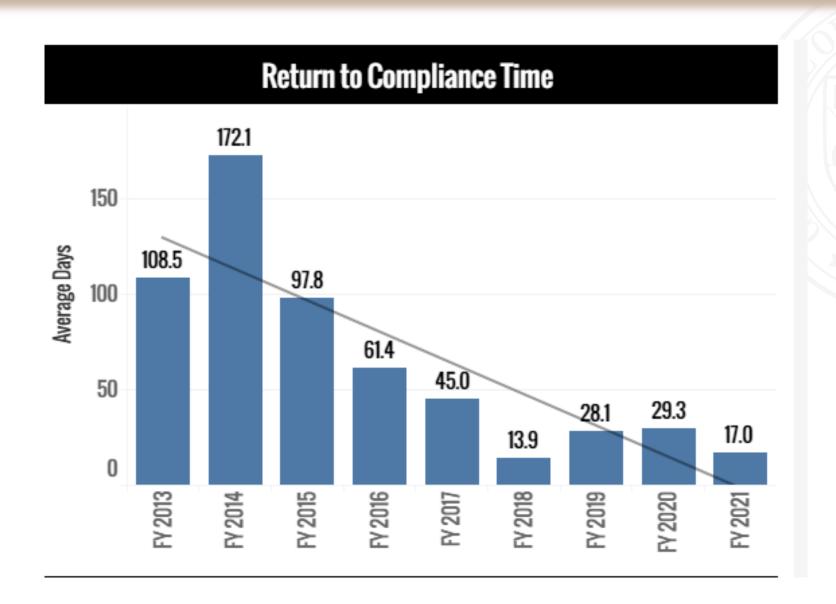






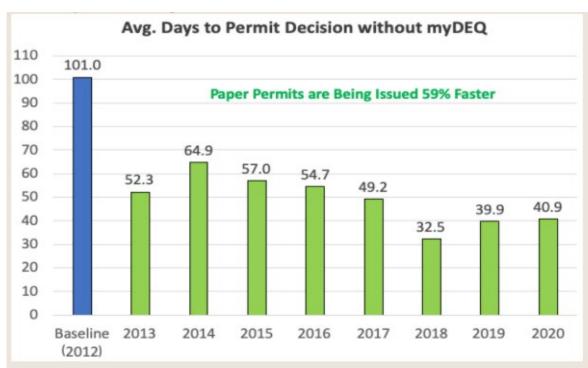
AQD RTC

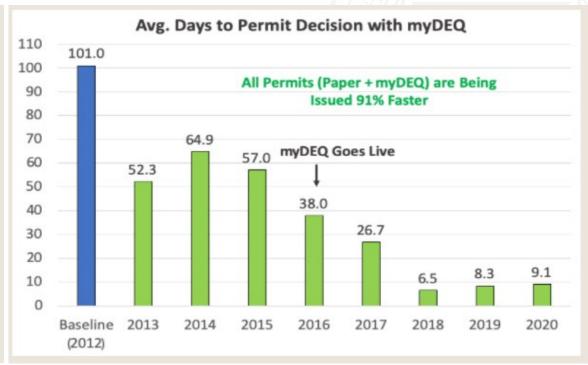




ADEQ Permit Lead time

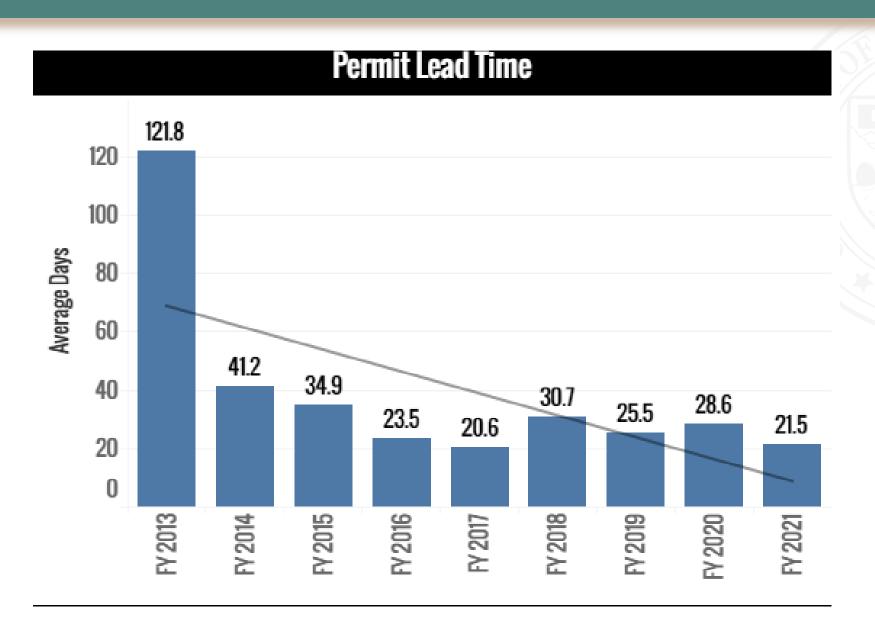






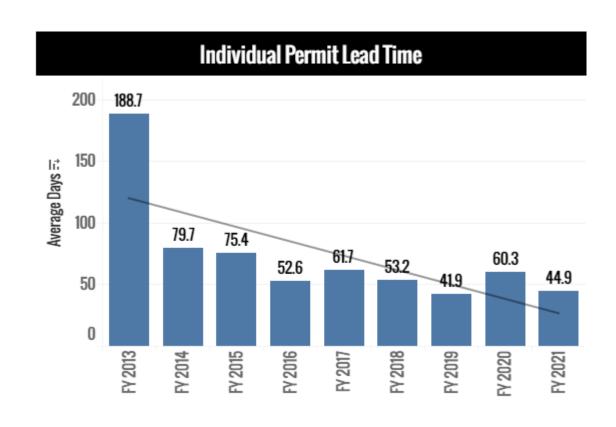
AQD Permit lead time

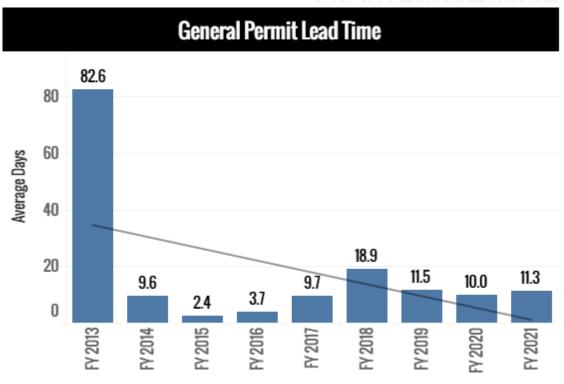




AQD individual and general permit

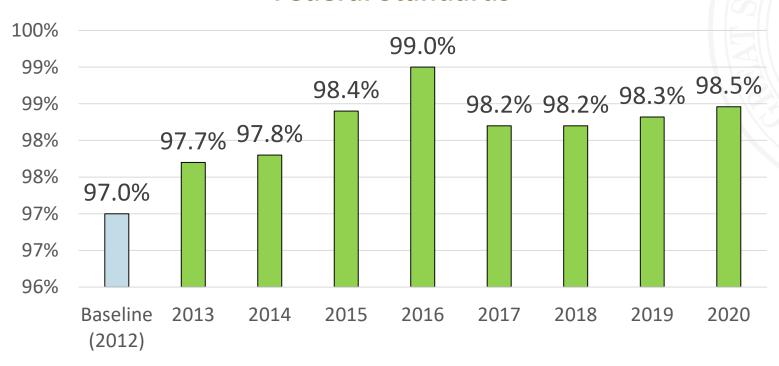




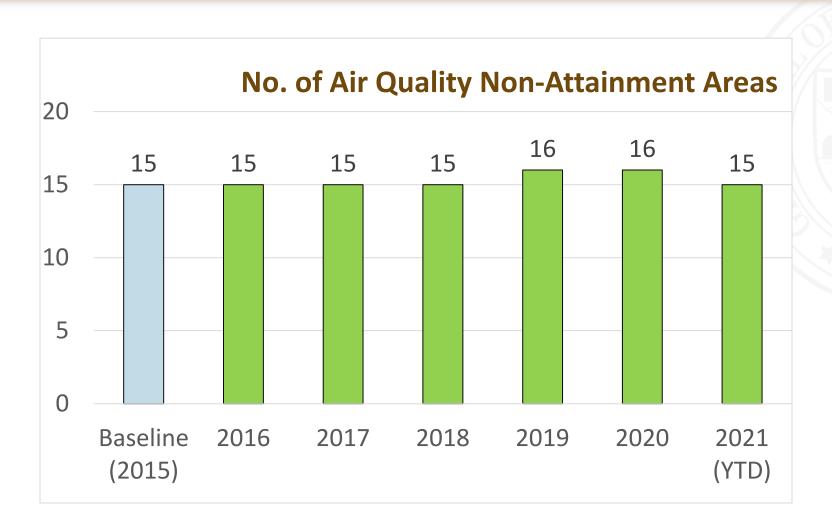




% Population Breathing Air that Meets Federal Standards

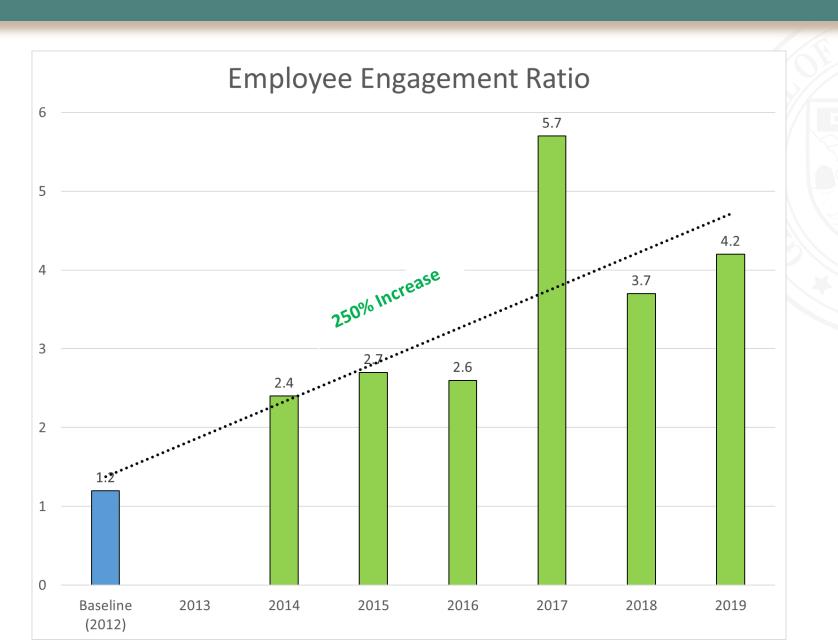






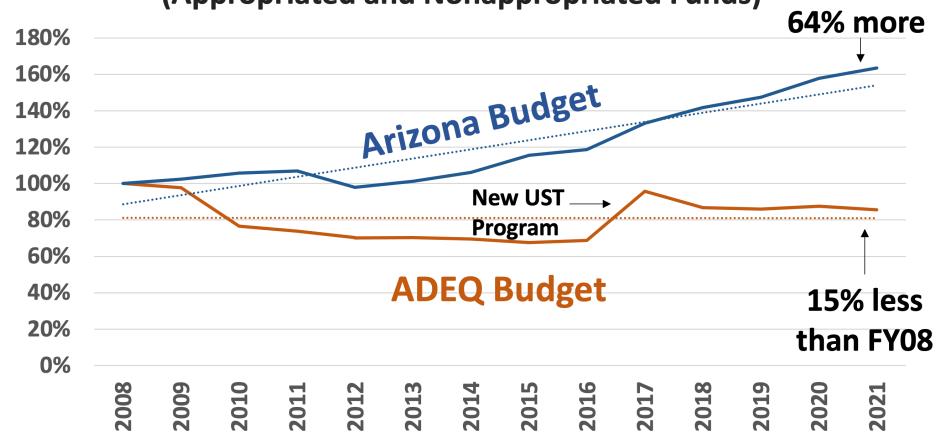
Staff is increasingly engaged











Questions?





Daniel Czecholinski, CHMM

Director of Air Quality

Email: czecholinski.daniel@azdeq.gov