

**State of Michigan
Civil Service Commission**
Capitol Commons Center, P.O. Box 30002
Lansing, MI 48909

Position Code

1. EQALTE

POSITION DESCRIPTION

This position description serves as the official classification document of record for this position. Please complete the information as accurately as you can as the position description is used to determine the proper classification of the position.

2. Employee's Name (Last, First, M.I.) 	8. Department/Agency ENVIRON, GREAT LAKES & ENERGY
3. Employee Identification Number 	9. Bureau (Institution, Board, or Commission)
4. Civil Service Position Code Description Environmental Quality Alt-E	10. Division Water Resources Division
5. Working Title (What the agency calls the position) Environmental Quality Analyst	11. Section Field Operations Section – Lakes Erie and Huron
6. Name and Position Code Description of Direct Supervisor HARTZ, ANDREW J; ENVIRONMENTAL MANAGER-3	12. Unit Warren District Office – Water Resources Unit
7. Name and Position Code Description of Second Level Supervisor ALEXANDER, KYLE D; STATE ADMINISTRATIVE MANAGER-1	13. Work Location (City and Address)/Hours of Work 27700 Donald Court, Warren, MI 48092 / 8:00 a.m.-5:00 p.m., Monday- Friday
14. General Summary of Function/Purpose of Position Review permit applications; conduct field investigations; and prepare reports, permits, denials, and correspondence relative to land and water use programs and statutes administered by the Water Resources Division within assigned counties. Exercises judgment to apply and adapt knowledge of policies, procedures, and regulations to specific situations.	

15. Please describe the assigned duties, percent of time spent performing each duty, and what is done to complete each duty.

List the duties from most important to least important. The total percentage of all duties performed must equal 100 percent.

Duty 1

General Summary:

Percentage: 40

Review applications for permits in assigned counties for activities at the land/water interface under field administered statutes to include Parts 301, Inland Lakes and Streams; Part 303, Wetlands Protection; Part 323, Shorelands Protection and Management; Part 325, Great Lakes Submerged Lands; and Part 353, Sand Dunes Protection and Management, of the Natural Resources and Environmental Protection Act, 1994 PA 451, as amended (NREPA). Make recommendations for the proper use of the land/water resources, including approval, modification, or denial of applications for permit.

Individual tasks related to the duty:

- Compile available information; i.e., wetland maps, aerial photographs, soils maps, and fisheries reports.
- Determine if activity is regulated and identify statutes that apply.
- Identify protected natural resources and evaluate the impact of the activity on the protected resources, public trust, and riparian interest.
- Coordinate and evaluate information obtained from other agencies and sources including public comments received.
- Assist in conducting public hearings.
- Prepare project review reports, environmental assessments, and decision documents as appropriate consistent with permitting criteria established by statutes, administrative rules, and division guidelines.
- Review and comment on wetland and lake/stream mitigation plans using professional expertise.
- Independently prepare permits, modification letters, and denials on noncontroversial and noncomplex files.
- Document actions in both MiWaters and office file.
- Meet with permit applicants to review statutory criteria and offer suggestions to modify projects to comply with statutory requirements.
- Defend environmental assessments, findings, and permit decisions in meetings with permit applicants, professional consultants, administrative hearings, and court proceedings.
- Complete file reviews within statutory and division and/or district established time frames.

Duty 2

General Summary:

Percentage: 30

Schedule and conduct field inspections of proposed activity sites or complaint locations. Develop expertise to make site-specific scientific determinations on coastal, wetlands, streams, and lake resources.

Individual tasks related to the duty:

- Be knowledgeable of wetland identification techniques, aquatic lake and stream systems, and general construction techniques.
- Make biological/ecological observations.
- Take on-site measurements (distances of related site landmarks) to document resources and areas of impact.
- Gather site information to make regulatory determinations.
- Delineate wetland areas and/or confirm wetland delineations conducted by consultants for permit application review, complaint investigations, and wetland assessments consistent with the Regional Supplement to the U.S. Army Corps of Engineers' Wetland Delineation Manual using professional knowledge of plants, soils, and hydrology.
- Document field determinations using project review reports, wetland data forms, site sketches, photographs, and physical samples.
- Schedule trips that minimize travel and field time.
- Meet on-site with permit applicants, landowners, and professional consultants to review site findings and assessments.
- Maintain field equipment.

Duty 3

General Summary:

Percentage: 10

Compliance and Enforcement.

Individual tasks related to the duty:

- Receive complaints via telephone, mail, e-mail, or personal observation regarding potential violations of statute.
- Conduct in-office review and/or field investigations in accordance with division priorities to determine whether reported complaints are violations of statute. Document investigations following rules of evidence, scientific procedures, and division guidelines.
- In cases of violations or noncompliance, send out notices of violation, restoration orders, and noncompliance letters consistent with the department's Enforcement Procedures and the division's Enforcement Manual.
- Prepare complaint files for supervisor's review and referral to the Department of Natural Resources' Law Enforcement Division and the Department of Attorney General.
- Conduct site inspections of permitted projects to determine compliance with permit conditions.
- Meet with property owners and their representatives to review complaints and requirements to bring sites into compliance.
- Provide lay person and/or expert testimony in court proceedings on complaint investigations.

Duty 4

General Summary:

Percentage: 10

Public Assistance/Customer Service.

Individual tasks related to the duty:

- Answer questions from the public via telephone, letter, or e-mail regarding regulations, the permitting process, and general questions on land and water resources to include statutes, rules, and guidelines of Parts 301, 303, 323, 325, and 353 of the NREPA.
- Meet with property owners, consultants, attorneys, and local government officials to discuss permit requirements on potential development sites.
- Prepare fact sheets, audiovisual presentations, and other educational materials regarding regulatory requirements and natural resource values.
- Prepare written communications to address concerns and questions of the public, elected officials, and others regarding site evaluations.

Duty 5**General Summary:****Percentage: 10**

Other duties as assigned.

Individual tasks related to the duty:

- Represent the department as a resource specialist to provide guidance to other government or related organizations such as watershed groups and lake associations.
- Represent the district or division on divisional or departmental committees.
- Participate in training to enhance professional and administrative skills.
- Attend meetings in place of the district supervisor when assigned.
- Meet with local government officials to educate them regarding division programs.
- Give presentations about division programs to environmental groups, school groups, local government groups, or professional organizations.

16. Describe the types of decisions made independently in this position and tell who or what is affected by those decisions.

Position requires considerable independence in making decisions on noncomplex applications and violations. These decisions affect how a property owner can use his/her property. Position may determine whether the department will seek prosecution for a violation of relevant statutes.

17. Describe the types of decisions that require the supervisor's review.

Matters of significant public concern or potential controversy, matters that impact agency or division policy, and situations not well defined by statute, rules, or guidelines would be discussed with the supervisor.

18. What kind of physical effort is used to perform this job? What environmental conditions in this position physically exposed to on the job? Indicate the amount of time and intensity of each activity and condition. Refer to instructions.

Physical activities: Standing, sitting, walking, climbing, wading, stooping, digging, kneeling, jumping, and carrying are all done routinely during field investigations. Many field investigations are on undeveloped property.

Conditions/Hazards: Wet, cold, heat, noise, dust, poisonous vegetation, insects and wildlife, wading in water, and working in traffic areas are all encountered when working in the field.

Fieldwork constitutes 35% of the job; office work constitutes 65% of the job.

19. List the names and position code descriptions of each classified employee whom this position immediately supervises or oversees on a full-time, on-going basis.**Additional Subordinates****20. This position's responsibilities for the above-listed employees includes the following (check as many as apply):**

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|---|--|
| ☐ Complete and sign service ratings. | ☐ Assign work. |
| ☐ Provide formal written counseling. | ☐ Approve work. |
| ☐ Approve leave requests. | ☐ Review work. |
| ☐ Approve time and attendance. | ☐ Provide guidance on work methods. |
| ☐ Orally reprimand. | ☐ Train employees in the work. |

22. Do you agree with the responses for items 1 through 20? If not, which items do you disagree with and why?

Yes

23. What are the essential functions of this position?

The essential duties of this position are to process applications for construction projects, many of which are complex and controversial; conduct field investigations; defend permit decisions in contested case hearings and lawsuits against the department; initiate and coordinate enforcement actions where violations have occurred; and provide assistance to property owners, contractors, and professional consultants. This requires the incumbent to be able to communicate well, both verbally and in writing; use a computer, telephone, and other office equipment; sit for long periods of time in meetings or legal proceedings; and maintain a calm professional demeanor during confrontational situations. The position also requires frequent independent travel, sometimes overnight, and field work involving walking or wading on uneven ground and exposure to various weather conditions, insects, wildlife, and plants.

To be successful in this position, the following competencies have been identified as being essential: Building Strategic Working Relationships; Continuous Learning; Decision Making; Initiating Action; Innovation; and Technical/Professional Knowledge.

24. Indicate specifically how the position's duties and responsibilities have changed since the position was last reviewed.

New position

25. What is the function of the work area and how does this position fit into that function?

Administer several regulatory statutes for the protection and conservation of lakes, streams, wetlands, floodplains, and the Great Lakes shoreline. Review and process applications for construction projects affecting riparian owners, local units, and federal agencies. This position, along with the other staff in the district, is responsible for administering these programs in an assigned geographic area within the district.

26. What are the minimum education and experience qualifications needed to perform the essential functions of this position.

EDUCATION:

Possession of a bachelor's degree in the biological sciences, engineering, environmental studies and sustainability, physical sciences, resource development, or resource management.

OR

Possession of a bachelor's degree in any major with at least 30 semester (45 term) credits in one or a combination of the following: biochemistry, biology, botany, chemistry, crop and soil science, ecology, engineering, environmental health, environmental science, environmental studies and sustainability, forest management, geology, meteorology, microbiology, physical geography, physics, remote sensing, resource development, resource management, toxicology, or zoology.

EXPERIENCE:

Environmental Quality Analyst 9

No specific type or amount is required.

Environmental Quality Analyst 10

One year of professional experience equivalent to an Environmental Quality Analyst 9.

Environmental Quality Analyst P11

Two years of professional experience equivalent to an Environmental Quality Analyst including one year equivalent to an Environmental Quality Analyst 10.

KNOWLEDGE, SKILLS, AND ABILITIES:

The ability to communicate effectively; interpret directives; perform well under pressure with litigation and controversial issues; and identify plants, animals, and characterize soils. Knowledge of biological sciences to evaluate the impact of projects on natural resources. The ability to use a GPS and to create maps and exhibits using GIS is preferred.

CERTIFICATES, LICENSES, REGISTRATIONS:

Valid Michigan driver's license is preferred.

NOTE: Civil Service approval does not constitute agreement with or acceptance of the desired qualifications of this position.

I certify that the information presented in this position description provides a complete and accurate depiction of the duties and responsibilities assigned to this position.

Supervisor

Date

TO BE FILLED OUT BY APPOINTING AUTHORITY

Indicate any exceptions or additions to the statements of employee or supervisors.

N/A

I certify that the entries on these pages are accurate and complete.

Appointing Authority

Date

I certify that the information presented in this position description provides a complete and accurate depiction of the duties and responsibilities assigned to this position.

Employee

Date