

APPROACHES TO MITIGATING THE EFFECTS OF STAFF TURNOVER ON THE CWA 303(d) PROGRAM

EXAMPLES FROM PRACTICE

*National Training Workshop on Water
Quality Assessment and Plans*

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Context

- Staff turnover can:
 - Disrupt and even delay progress
 - Result in the loss of critical institutional knowledge and experience
 - Lead to the loss of professional connections key to collaboration with partners
- State, Tribal, and Territorial water quality programs have developed a wide variety of policies and practices to mitigate these adverse effects of staff changes.
- This brief report categorizes and summarizes some of those approaches

Paper Outline

01

Document
Creation,
Maintenance, and
Organization

02

Digital
Infrastructure

03

Deliberate
Integration

04

Staff Trainings

Document Creation, Maintenance, and Organization

- Existing Program Documents
 - Listing Methodologies and Assessment Rationales
 - TMDL Templates
 - Management Plans
 - Quality Assurance Project Plans
 - Standard Operating Procedures
 - Program-Specific Procedures and Information
 - Position Responsibilities and Expectations
- Succession-Specific Documents
- Centralized Onboarding

Digital Infrastructure

- Digital Platforms for Organization and Document Accessibility
Cloud-based systems (i.e., Google Drive and SharePoint)
- Digital Infrastructure for Workflows
Web-based workflow platforms for collaboration and task tracking (i.e., Trello)

Deliberate Integration

- Building a Sense of Place
- Mentorship
- Introductions
- Partnerships

Staff Trainings

- External Trainings
- Internal Trainings
- Applied Learning
- Cross Trainings

Additional Resource: Nationally Available Educational and Training Resources

- To be available in PDF and web formats
- Includes self-paced trainings, webinars, fact sheets, datasets, and more
- Draws on recommendations from jurisdictions

Thank You.

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