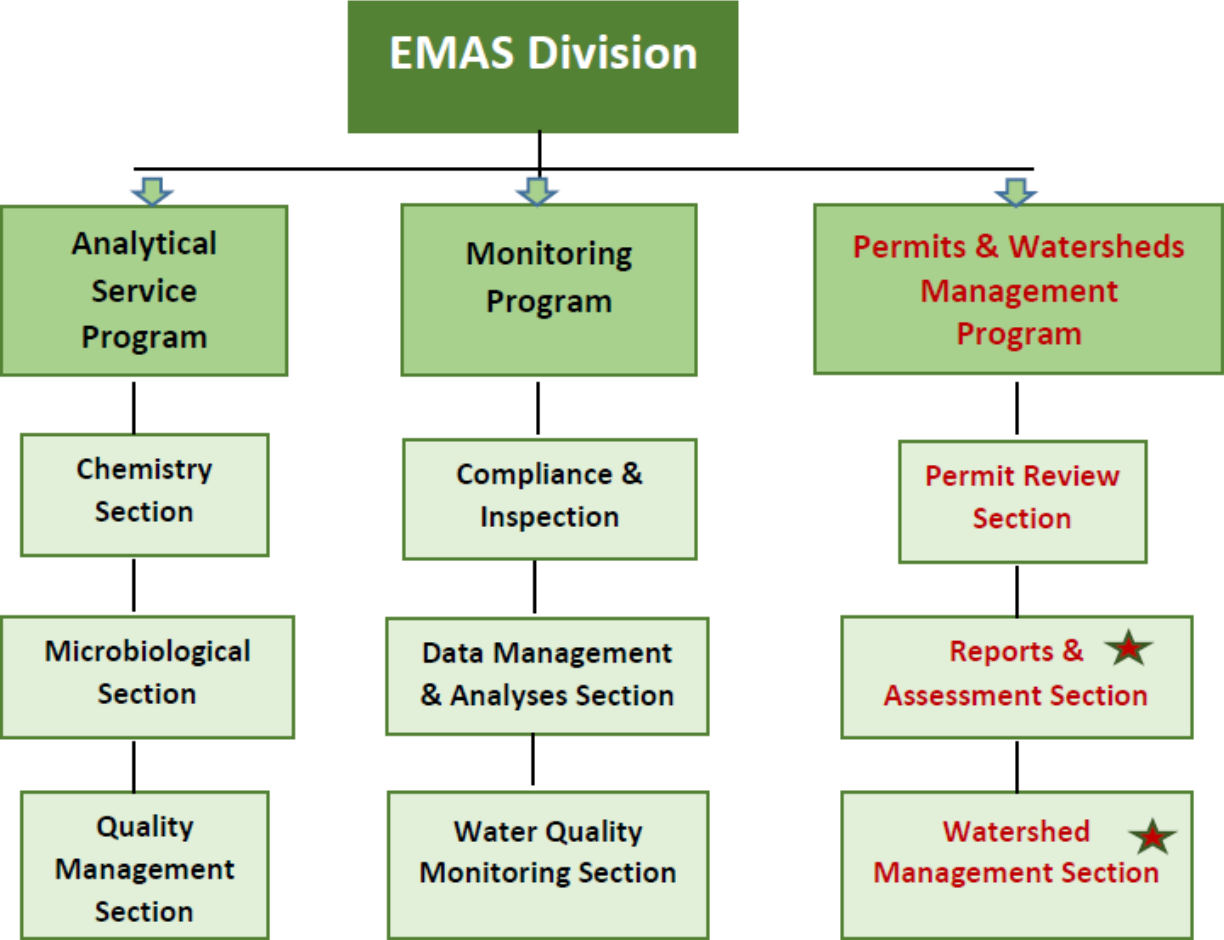


# **Resilience and continuity despite staff turnover:** processes, procedures, and available resources

**Environmental Monitoring & Analytical Services Division  
Guam Environmental Protection Agency**



# Vision FY 24-28: Proposed Restructuring



## **REPORTS & ASSESSMENT SECTION**

Personnel assigned to this section perform the following key tasks:

1. **Develop a Guam Integrated Report (IR) in even years for EPA review and approval.**  
Key components of the IR
  - A. CWA Section 303(d) List of Threatened and Impaired Waters
  - B. CWA Section 305(b) National Water Quality Inventory of Guam Marine and Surface Waters
  
2. **Prioritize and coordinate the development of Total Maximum Daily Load (TMDL) Report(s) for Guam's 303(d) List of Impaired Waters.**
  - 2a. Coordinate the development a Scope of Work (SOW) for projects and/or activities based on the approved TMDL;
  - 2b. Coordinate the implementation of the SOW to address marine and/or surface water body impairment(s) and/or the improvement/restoration of water quality.
  
3. **Coordinate the Triennial Review (TR) of Guam Water Quality Standards (GWQS) and engage the public and other interested parties in a review and comment process for the TR.**
  - 3a. **Propose revisions to the GWQS based on the TR.** Coordinate a public review/comment process and include holding a public hearing for the proposed REVISIONS to the GWQS. Complete the adjudication of the Revised GWQS and submit to USEPA for approval.



## **WATERSHED MANAGEMENT SECTION**

Personnel assigned to this section perform the following key tasks:

1. **Monitor the implementation of CWA §319 Projects.**
2. **Manage the logistics for quarterly Watershed Planning Committee Meetings.**
3. **Increase Agency participation/presence in Partner organizations to integrate Agency goals and to leverage additional funding and resources.**
  - ❖ **Northern Guam Aquifer Technical Working Group (GWA, WERI, DoD, USGS)**
  - ❖ **Soil and Water Conservation District (Northern and Southern Districts)**
  - ❖ **Guam Nature Alliance (Education arm of the Watershed Planning Committee)**
4. **Monitor the implementation of special projects: Guam Waterworks Authority – Wastewater Revolving Loan Fund Program (Sewer Hook-up Program)**



# DRAFT GEPA CWA §319 TRAINING CURRICULUM GUIDE

## EMAS DIVISION – PERMITS AND WATERSHED MANAGEMENT PROGRAM

Employee Information	Name:	Start Date:
	Position:	Guam EPA EMAS Division

It is recommended that asterisk\* training courses be completed in the first two years of assignment to the Permits and Watershed Management Program. The **mentoring elements** will be established by your supervisor or senior staff, preferably during your first year of employment or on an as needed basis.



## National Nonpoint Source Pollution Control Program - Basic Training


This training module is designed to provide a high-level overview of the Clean Water Act Section (CWA) 319 Nonpoint Source (NPS) program for State and Territory NPS Programs.

The Section 319 program is an essential source of support for Guam efforts to control NPS pollution, the prevailing cause of the nation's water quality problems. The course contains **four sections** and will take about **two hours to complete**. This module is recommended for the **Watershed Academy Certificate Program**.

Slide Title	Duration
CWA §319 Basic Training	00:38 <input checked="" type="checkbox"/>
What We'll Cover Today	01:40
Nonpoint Source Program	43:50
Watershed Planning	14:02
319 Grant Mechanics	22:59
Results and Outreach	29:24
Test Your Knowledge	08:16



*National Nonpoint Source Pollution Control Program  
CWA §319 Basic Training  
For State and Territory NPS Programs*



National Nonpoint Source Pollution Control Program CWA Section 319 Basic Training for State and Territory NPS Programs

Web page:

<https://www.epa.gov/watershedacademy/national-nonpoint-source-pollution-control-program-basic-training>



# MODULE: CWA §319 BASIC TRAINING

Slide Title	Duration
CWA §319 Basic Training	00:39
States and Territories	01:40
Nonpoint Source Program	43:30
Watershed Planning	14:02
319 Grant Mechanics	22:59
Results and Outreach	29:24
Test Your Knowledge	10:30



## Polluted Runoff: Nonpoint Source (NPS) Pollution

<https://www.epa.gov/nps>

- Equity and the NPS program  
<https://www.epa.gov/nps/equity-resources>
- New NPS Resources
- Data Explorer Website  
<https://ordspub.epa.gov/ords/grts/f?p=109:940:::>
- Frequently Used & Technical Resources
- Basic Information about NPS Pollution: Overview/ NPS vs Point Source/ What You Can do to Prevent NPS Pollution/ Factsheets  
<https://www.epa.gov/nps/basic-information-about-nonpoint-source-nps-pollution>

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## \* CWA §303(d) Impaired Waters and Total Maximum Daily Loads (TMDLs)

<https://www.epa.gov/tmdl>

- Identifying Polluted Waters and Developing Plans to Restore Them  
<https://www.epa.gov/tmdl/overview-identifying-and-restoring-impaired-waters-under-section-303d-cwa>
- The Vision for the CWA Section 303(d) Program: the 2022 Vision/ Resource Library  
<https://www.epa.gov/tmdl/Vision>
- Impaired Waters and TMDLs Program throughout the U.S.  
<https://www.epa.gov/tmdl/impaired-waters-and-tmdls-program-your-epa-region-state-or-tribal-land>
- <https://www.epa.gov/tmdl/monitoring-assessment-and-tmdls-pacific-islands>
- Technical Tools and Resources: **Table 1.** Tools and Information Sources for the Public – How’s My Waterway/ Watershed Central/ ATTAINS/  
**Table 2.** Regulatory Tools and Databases – ATTAINS/ Recovery Potential Screening Tool/ Compendium/ STORET/





## **\*Integrated Reporting Guidance under CWA Sections 303(d), 305(b) and 314**

<https://www.epa.gov/tmdl/integrated-reporting-guidance-under-cwa-sections-303d-305b-and-314>

Find memoranda detailing key information concerning the biennial IRs under the CWA Sections 303(d), 305(b) and 314.

Most recent memoranda: 2022 and 2024



# WHAT WORKS ?

\*\* Deliberate Integration \*\*



## SENSE OF URGENCY TO RECRUIT AND TRAIN STAFF

- Key program managers are retiring in two years
- Peace of mind --- Prepare next level of employees to continue the tasks of watershed restoration and maintaining or restoring water quality in Guam's marine and surface waters.
- Hire employees who are willing to learn/trainable, self-starters, & know how to ask questions. **VERY COMPETITIVE ON GUAM** - DoD opportunities
- Invest in the employee - Provide training – meet peers on-line, opportunity to travel and witness how program works in other states or territories, expose employees to related programs, SME and cross-training opportunities; include field work and connection to regional EPA program staff.
- Make sure performance evaluations are completed and submitted in a timely manner.



**SI YUUS MAASE ... THANK YOU**

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