



State of Vermont  
Department of Human Resources  
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Agency of Administration

**TO:** Joint Fiscal Committee  
Government Accountability Committee  
House Committee on Government Operations  
Senate Committee on Government Operations  
**FROM:** Beth Fastiggi, Commissioner of Human Resources  
**DATE:** April 13, 2017  
**SUBJECT:** Agency of Transportation Position Pilot Request

In accordance with Sec. E.100(d) of Act 179 of 2014, as amended by Sec. 74 of Act 4 of 2015, Secretary of Administration Susanne R. Young has approved the attached position pilot request from the Agency of Transportation (VTrans).

Attached is the required written description as provided by VTrans, including the method for evaluating the cost-effectiveness of the positions.

The Department of Human Resources fully supports this request and we believe the request is an appropriate use of the Position Pilot, and is consistent with the goal of maximizing resources to provide the greatest benefit to Vermont taxpayers.

VTrans is proposing two positions – AOT Stormwater Technician I – to support the new and expanded water quality programs the Agency is facing under the Transportation Separate Storm Sewer System (TS4) Permit and Total Maximum Daily Loads (TMDLs). VTrans does not currently have the resources necessary to comply with the permit programs TS4 and TMDL have set in place for us and would need to utilize consultant services to assist if we cannot bring these two new FTEs into VTrans Maintenance and Operations Bureau’s Environmental Program. VTrans will achieve cost savings by avoiding the need for consultants to perform this additional work, and instead hiring additional staff to perform the duties at lower costs. Funding is available for these positions within the proposed FY2018 budget and ongoing.

Please direct any questions to Molly Paulger at 828-3517.

c: Secretary Young  
Secretary Flynn  
M. Paulger





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Agency of Transportation

**MEMORANDUM**

**TO:** Susanne R. Young, Secretary of Administration  
**FROM:** Joe Flynn, Secretary of Transportation  
**DATE:** April 3, 2017  
**SUBJECT:** Position Pilot Program – Agency of Transportation

VTrans requests your approval as we are proposing two positions – AOT Stormwater Technician I – to support the new and expanded water quality programs the Agency is facing under the Transportation Separate Storm Sewer System (TS4) Permit and Total Maximum Daily Loads (TMDLs). VTrans does not currently have the resources necessary to comply with the permit programs TS4 and TMDL have set in place for us and would need to utilize consultant services to assist if we cannot bring these two new FTEs into VTrans Maintenance and Operations Bureau’s Environmental Program. VTrans will achieve cost savings by avoiding the need for consultants to perform this additional work, and instead hiring additional staff to perform the duties at lower costs (see attached worksheet). Funding is available for these positions within the proposed FY2018 budget and ongoing.

Below are some highlights of the new and expanded duties:

1. Planning, designing, constructing and maintaining at least 54 individual Flow Restoration Stormwater Treatment practices to comply with its regulatory obligations under the Stormwater Impaired TMDLS (mainly in Chittenden County) PLUS another yet undetermined number of phosphorus reduction stormwater treatment practices to comply with the Lake Champlain TMDL. The number of P-reduction practices will be in the high hundreds across the Lake Basin. This will be completed over 20 years, require ongoing field work, inspection, operation & maintenance activities, reporting, asset management and GIS mapping,
2. Develop Stormwater Pollution Prevention Plans (SWPPPs) for all of its District Maintenance Facilities as well as conduct water quality trainings, conduct audits seeking water quality enhancements/remediation, and coordinate inspection, monitoring and reporting at all 67 garages.
3. Participate in ANR Tactical Basin Planning Process and Basin Plan development representing VTrans. There are 15 watersheds across Vermont for which Tactical Basin Plans are developed and VTrans’ input into the development of these plans is significant as they are being used to guide TMDL implementation.
4. 94% of the State is or will soon be covered under a TMDL addressing Water Quality Standards. The introduction of the Lake Champlain TMDL alone (not to mention upcoming TMDLs for Lake Memphremagog and Connecticut River/Long Island Sound) is a significant increase over our current water quality obligations in the MS4 where those stormwater impaired stream watersheds make up less than 2% of the state.

Please indicate your approval by signing below.

*Suzanne R. Young*  
 Suzanne R. Young, Secretary of Administration

4/16/17  
 Date



**Maintenance & Operations Bureau - Technical Services - Environmental Program**  
**Tasks/Activities Required under Current, Expanded or New Regulatory Responsibilities from**  
**TS4/TMDL and other Water Quality Regulations**

**Annual Hours Needed to Cover Compliance Efforts**

**Regulatory Requirement**

**Costs**

**New or Expanded Responsibility**

Regulatory Requirement	Annual Hours Needed to Cover Compliance Efforts	Costs	New or Expanded Responsibility
Complete SWPPPs for facilities: 57 garages (assume 60hrs/garage for site visit, SWPPP development and delivery) Add Green Stormwater Infrastructure (GSI) checklist onto SWPPP site visit & development of document & plan	MS4/TS4 1220 MS4/TS4 320		New
Annual Inspection, Training, updating SWPPPs, and Reporting: 57 garages 8 airports 3 gravel pits 1 public transit Updating quarterly monitoring tracking	MS4/TS4 1072 MSGP 144 MSGP 48 MSGP 0 MSGP 220		New and Greatly Expanded Current/Expanded Current/Expanded Current/Expanded Current/Expanded
SW Operational Permits: Plan Review of Individual Projects (assuming 10/year) Coordinate with FIDB & inspector for review and transfer of constructed project (assuming 10/year) Final Inspection and Acceptance Annual Inspections Coordinate with of needed maintenance Update Operator & Maintenance (OSM) plans Create new OSM plans (assume 10 new permit/year) Aviation compliance coordination	VT State SW Operational Permit 80 VT State SW Operational Permit 160 VT State SW Operational Permit 80 VT State SW Operational Permit 40 VT State SW Operational Permit 100 VT State SW Operational Permit 80 VT State SW Operational Permit 220 VT State SW Operational Permit 208		Current/Expanded Current/Expanded Current/Expanded Current/Expanded Current/Expanded Current/Expanded Current/Expanded
General Training and Education	MS4/TS4 168		Expanded
Illicit Discharge Detection & Elimination (IDDE): Assuming state will need to be complete in 5-year permit cycle IDDE - mapping of sewers and outfalls IDDE - testing IDDE Desktop Mapping Analysis	MS4/TS4/MAH63 576 MS4/TS4/MAH63 672 MS4/TS4/MAH63 70.4 0 248		Expanded Expanded Expanded Expanded
Vegetation Management Program Assistances - Pentacide Spray Program	6 VSA Chapter 87		Expanded
Additional Water Quality Assistances: Water Quality Remediation Program - proactive approach to coordinate/direct needs regarding sources of sediment (slope failures, erosion, etc) and support phosphorus reductions under TMDL Assistance of supervision of TMDL requires stormwater retrofit projects, phosphorus reduction retrofits and GSI improvements Working with Partners on water quality improvements (AHR Tackled Basin Planners, HRCS Agency Ag, UVM extension, other water quality groups (watershed groups, consultants, municipalities, grant applicants) S114 review Office shared review Problem projects (Legacy Projects) Meetings and other internal coordination and support under TS4	MS4/TS4/MAH6 - TMDL development 800 MS4/TS4/MAH6 - TMDL development 600 MS4/TS4/MAH6 - TMDL development 416 624 200 420		Current/Expanded New and Greatly Expanded Current/Expanded Current/Expanded Current/Expanded Current/Expanded
<b>Total Annual Hours for Compliance Efforts</b>	<b>9256.4</b>		
<b>Remaining Annual Hours Needed to Cover Compliance Efforts</b>	<b>8728.4</b>		

\$ 418,112 Costs to have Consultants cover the remaining 5,728.4 hours of work at \$80/hour (without NEW FTEs)  
 OR  
 Costs for 2 NEW FTEs to cover 4180 hours of the additional 5,728.4 hours of work load at 2,080 hours each, ONE  
 200,000 FTE = 2080 hours/yr at ~\$100,000/yr (includes overhead), 2 FTE = 4180 hour  
 \$ (110,112) Cost savings to have 2 new FTEs vs Consultants do the work - reduces consultant work to 965.4 hours/yr

\$ 77,312 Cost for Consultant assistance on remaining 866.4 hours/year at \$80/hour  
 Savings after factoring in Consultant assistance on remaining 866.4 hours. This represents total savings after hiring  
 2 NEW FTEs to cover 4180 hours plus consultant costs to cover 966.4 hours which is beyond average annual hours  
 \$ (132,800) for FTEs.