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Sent: Thursday, March 24, 2022 1:04 PM
To: ANR - DEC <ANR-DEC@vermont.gov>
Subject: FW: DEC leadership announcement

Good afternoon DEC family,

This was a hard one for me to let someone else communicate to you. But, I guess, being Secretary has its privileges.

When Julie asked me to do this job two years ago, I didn't know if I was ready. The breadth of our work is enormous, and the potential for conflict is ever-present. But I took it because of what I knew of you and the passion you bring to this work. I could not have been happier with the decision. I have loved this job and helping you all to succeed in the most trying of circumstances. It's been an honor, and I will always be a friend of DEC and ANR.

There's a joke in the New York State DEC that the 14th floor (where the Commissioner's Office sits) is where they house the temporary staffing. There's some truth to that. You've seen leaders come and go, each with different strengths (and weaknesses). I am not a person who thinks a lot about my personal legacy, but I am proud of the state of our organization. I know there are immense challenges and pressures we face, but I look around at **what we've accomplished together while short staffed** and in a global pandemic and in the midst of dollar bills raining from the heavens and and and... It's nothing short of remarkable. And it's because we've focused on each other and building strong teams.

There are a number of things that I will be sad not to see to completion, but you are setup for success, and I know whomever comes next will help you finish the job.

Some of you may know that his has been an emotional rollercoaster of a few days for me. After a long battle with cancer, my father passed peacefully yesterday morning. You'd think that the combination of these two events would be too much, but the care and love expressed to me and my family has been nothing short of magical. I'm running on that right now. It's keeping me going. So thank you to all have expressed their support, whether you knew my dad or not. He was a kind, caring man, and he will be missed.

Leadership transitions are always challenging, and I know you have a ton of questions, but I ask for your patience, so we can make sure we have the right people in place both now and into the future. Creating a sustainable path for the department is top of mind, and we'll get there.

In closing, I simply want to express gratitude. You gave me a chance, and I will forever be grateful.

More soon,

Peter