



The Certified Environmental Professional

The Newsletter of the Academy of Board Certified Environmental Professionals

<http://www.abcep.org>

October-November 2016

President's Message



Mark F. Gerber
ABCEP President

"You're insane" was the response I received at the Board of Trustees meeting in New Jersey last week when the Trustees at the meeting found out I had driven to the meeting from San Antonio, Texas. For the record: I loved every minute of my drive, including the time a trucker cut me off in Lexington, VA. In my career, I've flown on hundreds of trips around the country and always looked out the window and wondered what I was missing, so I started driving when I could. This trip seemed especially satisfying to me, partly because it was beautiful fall weather and the

Eastern US is a great place to see in the fall.

During the course of my drive, I had the awesome opportunity to drive through the Piney Woods of East Texas, over the Atchafalaya basin of Louisiana on the elevated piers of I-10 and through the beautiful swampy countryside. I drove up through the wooded lands of Mississippi and over the rolling hills of Tennessee. Transitioning from the southern swamps to Appalachia, and passing through Bristol, I carved up the west side of Virginia through the Shenandoah and Blue Ridge range, into Northern Virginia and my boyhood stomping grounds. A quick pass through part of West Virginia and Maryland, past the Harpers Ferry and Antietam districts, brought me into the green of Pennsylvania and then New Jersey and the wonderful hospitality of Irv Cohen who hosted the meeting at his company Enviro-Sciences (of Delaware) Inc. Then I got to see it all again on my way home with the added benefit of a detour through Arkansas and the Ozark country. I came to the conclusion that this country really is great.

Had I flown I would have seen two airports and the back of someone's head.

The point of my story is that we live in a world where shaving a few seconds off our activities to pack in more and more seems to be the goal, without stopping sometimes to look at the context within which we're working and living. Traffic lights and intersections are transfigured so that we can squeeze out an extra 1/8th second from our day and pack something else in at the other end. We'll wait 10 minutes for the closest parking space at the grocery store to save us from walking an extra 150 feet from further out, and somewhere along the way we realize all we've seen is two airports and the back of someone's head.

I would challenge you in your daily endeavors to take the time to enjoy the drive once in a while. See what your labors are doing for the rest of the world. We are in a profession that allows us to be the facilitators of change, to keep some authenticity and originality in our lives, communities, country, and world. For a while the term "Context Sensitive Solutions" was on everyone's lips. Hopefully we're still working towards incorporating the authenticity of place into our work so that we can keep the environment we live in as diverse and wonderful as we can.

We can be a beacon of sanity in this toxic political climate. We have the strength of numbers and the strength of conviction to facilitate the change necessary to achieve the goals of our industry. As we do our work we need to be cognizant of maintaining a balance between living on this planet and living with this planet.

As always my door/email is always open for discussion and idea sharing.

Best to you,
Mark F. Gerber, CEP, ABCEP President

Articles:

- *The Wekiva Parkway - Balancing Transportation and Environmental Needs*
- *Beyond SEQR 101*
- *CALL FOR MEMBERS - New Certification Maintenance Committee for ABCEP*
- *CALLING ALL CEP-Its - Get Involved with the Board of Trustees*
- *ABCEP Board of Trustees Meet In-Person in October*

THE WORD FOR DECEMBER
INNOVATION

ABCEP held its first webinar on October 5, 2016 entitled “**The Academy of Board Certified Environmental Professionals (ABCEP) Certified Environmental Professional (CEP) Credential: A FREE Webinar explaining why the CEP is right for you!**”

The slide deck from the webinar can be found at: http://abcep.org/images/Application_Process/ABCEP_2016-webinar.pdf;
and an audio recording of the webinar, including the entire Q&A session, can be found at: http://abcep.org/images/Application_Process/ABCEP_2016-webinar.mp3

Be on the lookout for additional webinars to be offered soon!



As a CEP you are recognized as a leader in our industry. How do you demonstrate that day to day? Being a member NAEP is an excellent way to be part of a very active conversation about what we are doing and where our industry is going. It is also a great way to easily build your CEP credits as we near the end of the year. Join us!

Please visit <http://www.naep.org/> or call NAEP Headquarters at 856-283-7816 for more information.

*Thank you,
Leslie Tice, CEP
NAEP Elected Board Member and Membership Committee Chair
leslie.tice@erm.com*

LETTER FROM THE EDITOR

Dear CEPs:

The October and November newsletters were intended to focus on Sustainability and Government, respectively. I've published two articles that are related in a way to the topic of Government - authors Robert Mattson and Kathy Spencer - please accept my apologies in overlooking these articles previously.

I know we are all busy, and especially this time of year, our calendars are filled with year-end financials, project close-outs, and holiday festivities. To reiterate a theme that permeated the discussions during the October Board of Trustees in-person meeting, what we need are VOLUNTEERS. All of us on the Board volunteer to keep this organization moving forward. We invest our time and our passion knowing that we will find others that will do the same. I can say from the perspective of the editor's desk, that I have not been very successful in finding people to share their knowledge and experience with their colleagues via this publication.

This newsletter can be merely that - NEWS - if all you want is a report of how many CEP applications are started each month and the results of the yearly Board of Trustees elections. But I don't believe from the feedback I have received that that is the case. This is a forum for you to share your insights and accomplishments with a small group of very knowledgeable and seasoned professionals that have a vested interest in environmental issues.

The December newsletter will focus on **INNOVATION** - so let's see what kind of thinkers you are, what tools and processes your project teams have developed that will knock our socks off. Those of you in academia - let's see what you're made of. The deadline for submittal of your articles is **December 16, 2016** (and don't say you didn't know because it was published on page 10 of the August-September newsletter and again here on page 14). I'll give you a break in January when we'll do an annual recap, but start thinking ahead to 2017 - **WATER QUALITY is on tap for February and SOLID WASTE/RECYCLING will surface in March.**

If you can't tell, my arms are tired of beating the drum -

we can't have a newsletter without your participation.

Your support is needed and will be appreciated!

Shari Cannon-Mackey, CEP, ENV SP; Newsletter Editor

**KEEP
STRONG
AND
MAINTAIN
ON**



**Log on to
CEP-EXPRESS
today and take
credit for all
your hard
work!**

The Wekiva Parkway - Balancing Transportation and Environmental Needs

Robert A. Mattson, CEP, CSE

The Wekiva River is located in east-central Florida, north of Orlando. It is the third largest tributary of the St. Johns River system, with a surface water basin area of 376 mi², covering portions of Lake, Orange and Seminole counties. The average annual discharge of the river is 311 cubic feet/second (cfs). Depicted in Figure 1, the river system has three tributaries: Rock Springs Run, Little Wekiva River, and Blackwater Creek. A substantial fraction of the baseflow of

the river comes from groundwater inflow from numerous springs in the basin. The two largest springs are Wekiwa Springs, at the headwaters of the Wekiva River (mean annual flow 68.5 cfs), and Rock Springs, at the headwaters of Rock Springs Run (mean annual flow 59.6 cfs). The name “Wekiwa” is derived from the Seminole-Creek language; it means “spring of water” or “bubbling water” and is applied to the headspring. “Wekiva” means “flowing water” and is applied to the river itself.

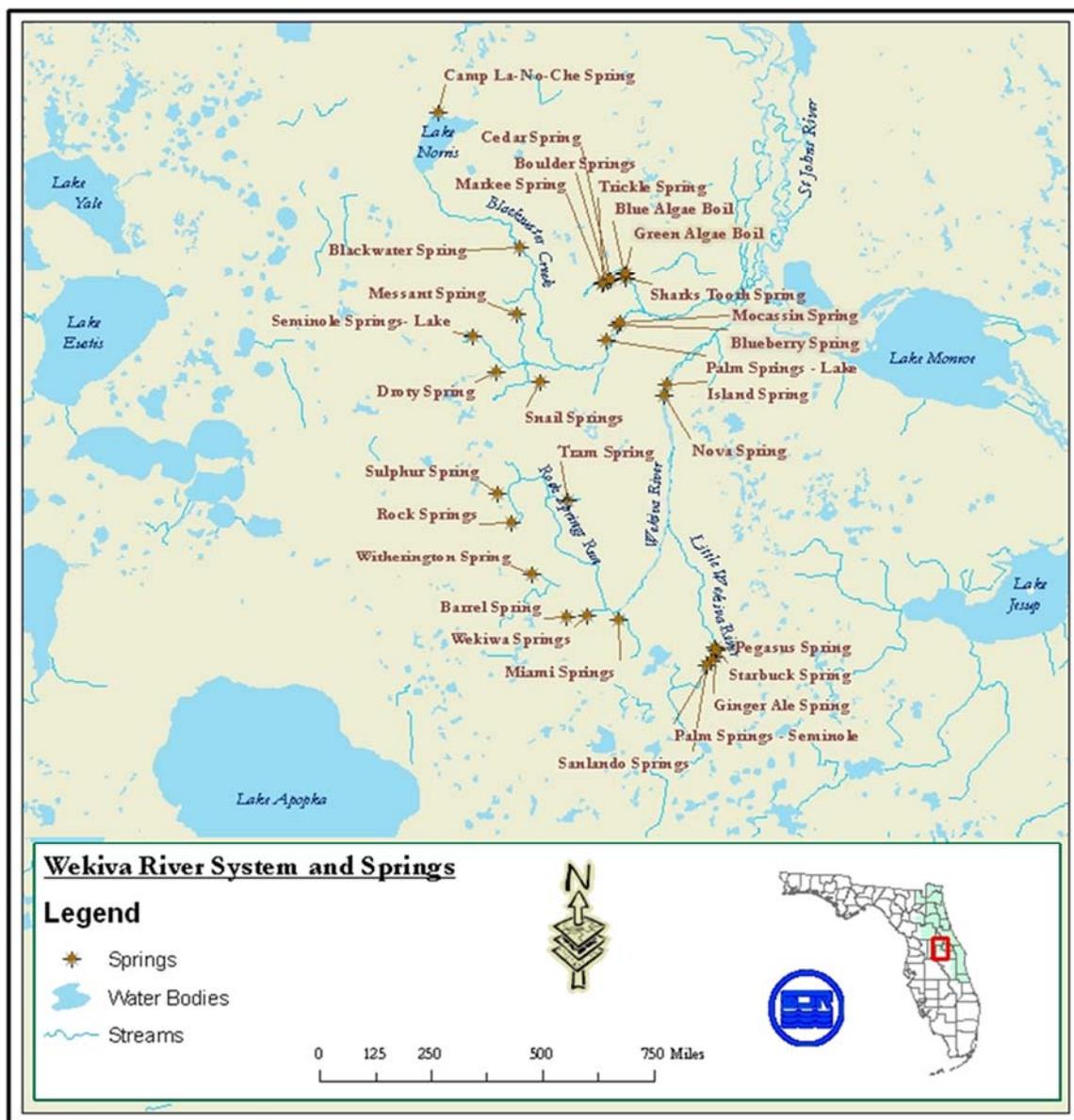


Figure 1: Wekiva River System and It's Springs (SOURCE: St. John's Water Management District)

Continued from page 4



Figure 2: The Wekiva River
(SOURCE: St. John's Water Management District)

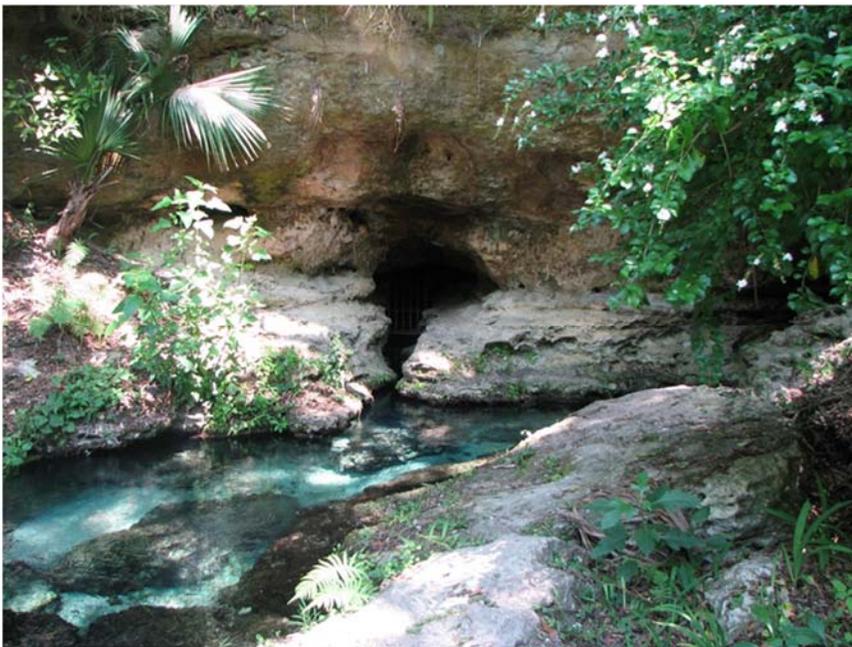


Figure 3: Rock Springs, at the headwaters of Rock Springs Run
(SOURCE: St. John's Water Management District)

The river, its tributaries, and adjacent public lands have become outstanding recreational resources in the region for canoeing/kayaking, hiking, horseback riding, photography, plein-air painting, swimming and snorkeling, fishing and hunting. Because of the extensive human population growth in the greater Orlando metropolitan area, the river has been a focus of conservation efforts for decades.

In 1975 it was among the first designated State Aquatic Preserves, and for a period of time was the only freshwater, inland Aquatic Preserve in Florida. The Wekiva River, Rock Springs Run, and portions of Blackwater Creek and the Little Wekiva River are designated by the state as Outstanding Florida Waters, a designation which adds additional anti-degradation provisions to protection of water quality. In 2000 the river was designated by the U.S. Congress as Florida's second National Wild and Scenic River. Large areas of land around the river have been acquired by the state of Florida and regional and local governments for conservation, and the river is now surrounded by Wekiva Springs State Park, Rock Springs Run State Reserve, the Lower Wekiva River Preserve State Park, Seminole State Forest, and Orange County's Kelly Park.

Historically, the two main transportation arteries in the region were Interstate 4 and the Florida Turnpike. To accommodate the growth in the region, multi-lane limited access toll roads have been constructed around the greater Orlando area to alleviate traffic load on I-4 and the Turnpike and facilitate commuting. Collectively, these additional highways are called the "Central Florida Beltway." In the 1980s, transportation planners began to consider extending part of the beltway through the center of the Wekiva River basin and its conservation lands to provide better traffic connections across Seminole and Lake counties and the Orlando metro area. A local watershed protection group, the Friends of the Wekiva River, and other conservation and citizens' organizations raised numerous concerns about the potential impacts of the construction of a highway through the area, as well as concerns about the overall impacts of human population growth and urbanization in the region as a whole.

Concerns included degradation of water quality, loss of wetlands and upland habitat, increased water use, increased death of Florida black bear from vehicle collisions, potential restrictions on use of prescribed fire to manage upland conservation areas (due to conflicts with adjacent urban areas), and impacts of additional urbanization.

Continued from page 5

In 1988, Florida Governor Bob Martinez appointed the Wekiva River Task Force to evaluate the river and its conservation issues, growth in the area and its needs, and make recommendations to try to accommodate these. The group consisted of elected and appointed government officials, representatives of transportation, real estate, and conservation organizations, and interested citizens. The result of the work of this group was a report which led to the development and passage of the Wekiva River Protection Act by the Florida Legislature in 1988. The Act required numerous actions on the part of state, regional and local governments, strengthening existing regulations and promulgating new policies and regulations to protect the Wekiva River system from the urban and suburban growth occurring in the region and mandating certain land acquisitions.

More information on the Wekiva Parkway Project can be viewed at www.wekivaparkway.com/

With the construction of the “Wekiva Parkway” becoming more and more of a reality, concerns over continued degradation of the Wekiva River and the impacts of the highway re-intensified. In 2002, Florida Governor Jeb Bush appointed the Wekiva Basin Area Task Force to revisit the 1988 Wekiva River Task Force Report and the resulting Wekiva River Protection Act and make recommendations for the best route for the northern beltway across the Wekiva basin. This group submitted its report to Governor Bush in early 2003. He followed this up with the appointment of the Wekiva River Basin Coordinating Committee to build upon the work of the Wekiva Basin Area Task Force and make recommendations for additional protection efforts to ensure that the ecological integrity of the Wekiva River system and its adjacent conservation lands were preserved. The Coordinating Committee submitted its report to Governor Bush in early 2004.

The recommendations of this report were codified into law by the Florida Legislature with the passage of the Wekiva Parkway and Protection Act of 2004. As with the earlier Wekiva River Protection Act, the Parkway and Protection Act mandated a suite of actions by state, regional, and local governments to put in place additional measures to protect the environmental, recreational, and aesthetic values of the Wekiva River system, while proceeding with the design and construction of the Wekiva Parkway. Of note, this legislation included consideration of the impacts of groundwater quality and quantity on the springs of the river system and the overall impacts on the river, in addition to surface water concerns. Major requirements of the 2004 Parkway and Protection Act included:

- ◆ Build the Wekiva Parkway
- ◆ Local governments are to implement changes to their Comprehensive Land Use Plans to address growth and development at the interchanges of the new highway, such that “development is compatible with the surrounding area, and to assure protection of surface water and groundwater resources and important wildlife habitat.” Other changes to local government land use planning were mandated to increase coordination and cooperation with each other, regional transportation agencies, and regional and state government agencies, and address open space/greenspace needs.
- ◆ Acquisition of several large pieces of land for conservation. Small portions of some of these would accommodate some of the right-of-way for the Wekiva Parkway.
- ◆ A series of mandates to the St. Johns River Water Management District (a regional agency of the state), the Florida Dept. of Environmental Protection, the Florida Dept. of Health, and the Florida Dept. of Agriculture and Consumer Services to review existing regulatory and voluntary protections, make amendments or promulgate new protections, and coordinate with local governments on their land use plans.
- ◆ Establishment of an ongoing “Wekiva River Basin Commission” (comprised of elected and appointed government officials, agency personnel, non-governmental organizations, agriculture, and interested citizens) to provide oversight and coordination of the implementation of the Wekiva Parkway and Protection Act.

The breadth and complexity of the issues involved necessitated an extensive public process to work these out (all of the meetings of the various appointed groups were open public meetings) and lay a framework for the protection of the Wekiva River system. The endeavors to protect the Wekiva River and its adjacent watershed and conservation lands are probably one of the most comprehensive efforts by the state of Florida to try to balance human population growth in the region with the protection of an outstanding natural resource. No other river system in the state can lay claim to being the sole subject of two special legislative acts. Construction of the Wekiva Parkway is now underway and the highway is scheduled to be completed by 2021. Much now rests on the actions and activities mandated by the 1988 and 2004 legislative acts to protect the conservation values of the Wekiva River system well beyond the completion of the highway.

Author

Rob Mattson is a Sr. Environmental Scientist with the St. Johns River Water Management District in Palatka, Florida. He conducts studies and analyses of relationships between hydrology, water quality, and aquatic ecology that provide information to managers and primarily focuses on the springs of the St. Johns River system.

Nominate an Emerging Environmental Professional



Know an Environmental Professional who has made a valuable contribution to the profession?

Someone who should be recognized for their leadership, professional involvement and commitment to the environmental profession?



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www.abcep.org/blogs/awards

Candidates must:

- Not be older than 35 years old.
- Possess a bachelor's degree from an accredited university in an applicable field.
- Be a full-time environmental professional.
- Have a minimum of 5-years professional experience in a position of responsible charge.



Beyond SEQR 101

**Kathy Spencer, CEP;
LaBella Associates, Rochester NY**

Most of us in New York State are familiar with the basics of the SEQR process. For those of you who are not, here's a quick overview. SEQR is short for the State Environmental Quality Review Act, the purpose of which is to incorporate the consideration of environmental factors into an agency's decision-making process at the earliest possible time. New York State requires the various approval boards of Cities, Towns and Villages to undertake a SEQR review for actions that may affect the environment. This includes private development actions approved by the Board, as well as actions undertaken or funded by the municipality represented by the Board. Actions include not only projects or physical activities that may affect the environment, but also planning actions, policy-making, and the adoption of laws or regulations.

So, yes, the SEQR basics - we all know and love them. We have classified actions, evaluated impacts, issued determinations of significance. We have reviewed the short Environmental Assessment Form (EAF), the long EAF, the Environmental Impact Statement (EIS). We have been caught up in that heady swirl of jargon and terminology – Type I Action, Unlisted, Lead Agency, Negative Declaration, Coordinated Review. And, we have wound our way through the ubiquitous SEQR flow charts that seem to appear in every SEQR presentation or article.

At its best, SEQR acts as a vehicle for collaboration between the project sponsor and the municipality, a process which can enhance site design and bring the project to a point where it is acceptable to both parties. It often works like this: the Town will live with the project as long as the applicant does “this;” the applicant will change the project, if it can still do “that.” The “this” and “that” in the preceding sentence are the mitigation measures, siting considerations, setbacks, size reductions, resource protections, and so on, that result from the knowledge gained during the SEQR evaluation of significant environmental impacts.

At its worst, SEQR acts as an easy and early target for reactionary or poorly informed opposition groups interested in derailing, delaying or blocking a proposed action.

There is so much guidance out there regarding the SEQR process: from the SEQR Regulations published in 6 NYCRR Part 617, to the SEQR Handbook, to NYSDEC's on-line EAF Workbooks, as well as the many articles, powerpoint presentations, and training tools. The remainder of this article is focused on lesser known aspects of the SEQR process and some of the nuances of how it plays out in practice. Not being an attorney, I am sure there is also

case law that might shed light on some of the topics discussed below. In this regard, the following should be taken merely as a collage of observations and interesting facts that have come to my attention over the many years of working with SEQR. Here goes...

If potential significant environmental impacts are identified, it does not necessarily mean that the project cannot be undertaken.

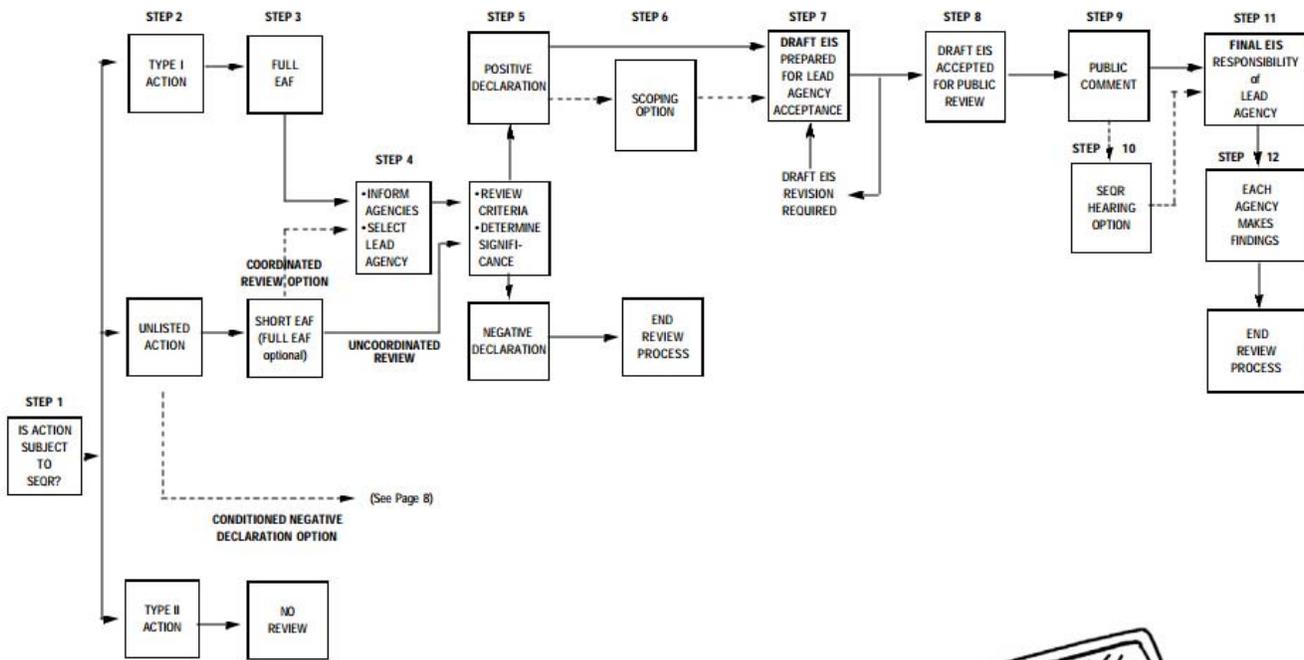
SEQR is a **process**, not an approval and not a permit. It is quite common, following the issuance of a final impact statement and completion of the SEQR process, to continue with a project despite the knowledge that significant adverse environmental impacts are possible or even likely. In environmental impact statements, this is clearly demonstrated in the section entitled “Unavoidable Adverse Impacts.” Conversely, there will be projects that come before a municipal board where all the potential adverse environmental impacts have been avoided or mitigated, yet the project will be disapproved for other reasons. It is up to the Lead Agency to balance the unavoidable environmental impacts against the social and economic benefits of the project in making its decision.

A public hearing is not always a part of the SEQR review process, even when a Type I action has been identified and the full environmental assessment form (EAF) has been submitted.

Many residents are surprised to learn that there is no formal public input process required as part of the SEQR review for projects submitted to a municipal board, particularly the more controversial projects. The municipality may have public participation requirements associated with other parts of its review and approval process, but there is no requirement to receive public comment on a SEQR environmental review unless and until an EIS has been required and filed. Equally surprising for some residents is that although a public written comment period is required once an EIS has been prepared, public hearings remain optional.

Complying with SEQR does not necessarily achieve compliance with other environmentally-related State laws.

It is often confusing for engineers and designers, as well as for municipal officials, to realize that completion of the SEQR process does not necessarily achieve compliance with other environmentally-related laws and regulations. One common example is the Federal requirement to also comply with the National



The SEQR Process



Figure 1: The SEQR Process; referenced from *The SEQR Cookbook - A Step-by-Step Discussion of the Basic SEQR Process. State Environmental Quality Review Act, New York State Department of Environmental Conservation; Division of Permits. Revised 2004*

Environmental Policy Act (NEPA) on certain projects. And compliance with SEQR will not necessarily account for the requirements of the State and National Historic Preservation Acts, where specific coordination with the State Historic Preservation Office (SHPO) is necessary. The State and Federal Endangered Species Acts also require a separate set of procedures for compliance, beyond those fulfilled by SEQR. Municipal boards need to carefully distinguish between compliance with local codes, compliance with SEQR, and compliance with other environmentally related laws and regulations of regional, State, and Federal entities with jurisdiction over a project.

Segmentation is appropriate in limited circumstances.

All of us who know SEQR, appreciate that segmentation is generally a no-no. Segmentation is defined as the division of the environmental review of an action so that various activities or stages are addressed as though they were independent, unrelated activities. Segmentation typically happens when activities

occurring at different times or places are excluded from the scope of the environmental review – or – when a project sponsor attempts to avoid a thorough environmental review (often an EIS) by splitting a project into two or more smaller projects.

While generally not acceptable, the SEQR Handbook provides a few instances when segmentation may be justified for phased projects:

- ◆ information on future project phases is too speculative;
- ◆ future phases may not occur;
- ◆ future phases are functionally independent of the current phase or phases.

Importantly, when a segmented review is utilized, the justification for such must be documented and it must be demonstrated that the segmented review is no less protective of the environment.

Continued from page 9

Project alternatives, including alternative sites, alternative designs, alternative uses, etc., are evaluated for a project only when an environmental impact statement is required.

Stated another way, for projects in which only an EAF is submitted, alternatives are not required to be considered or discussed as part of the environmental review. A negative declaration subsequently issued by the Lead Agency closes the SEQR process, and alternative evaluation plays no part in the decision-making. On the contrary, when a positive declaration has been issued and an EIS has been prepared, the evaluation of alternatives can often end up being a critical section and playing a key role in project approval.

NYSDEC has indicated that certain economic or social factors are considered inappropriate for inclusion in an EIS.

The SEQR Handbook provides clear guidance on economic and social factors which are not considered part of the multitude of environmental factors that can be evaluated under SEQR. For example, case law indicates that purely economic arguments have been disallowed by the courts as a basis for agency conclusions when developing Findings. The SEQR Handbook states it this way: “Therefore, potential effects that a proposed project may have in drawing customers and profits away from established enterprises, possible reduction of property values in a community, or potential economic disadvantage caused by competition or speculative economic loss, are not environmental factors.” In addition, certain social factors may be considered too arbitrary or speculative; examples provided in the Handbook include potential for crime, drug problems or psychological stress. While these concerns may be raised and acknowledged during public comment periods, NYSDEC indicates that “they should be given limited weight, when SEQR findings are developed during the agency’s final decision-making.”

A municipal board should consider “extra-territorial environmental impacts” during a SEQR review.

Extra-territorial impacts are simply those impacts occurring in an adjoining municipality. There are many examples of projects located in one municipality where the impacts also occur to its neighbors – traffic impacts from vehicles approaching a site, or visual impacts from a cell tower, etc. These impacts justifiably deserve consideration in the SEQR review of the project, and comments should be welcomed from residents of the adjoining municipality(ies) during public hearings or written comment periods associated with an EIS. It is stating the obvious to say that environmental impacts and natural resources do not respect municipal boundaries.

The EAF Mapper on NYSDEC’s website is a handy tool to get an advanced look at potential environmental issues at a proposed site.

A final tip – use NYSDEC’s “EAF Mapper” at <http://www.dec.ny.gov/leafmapper> to get a snapshot of potential environmental issues of significance before or during a project review. This tool generates answers to Part 1 of the short or full EAF for a specific site using location-based databases. As the same time, it allows a municipal board to verify the answers provided by an applicant on a Part 1 EAF. (Note: even better, direct the applicant to attach the summary page from the EAF Mapper as a more convenient way to verify the information submitted.)

Author

Kathy Spencer, CEP is the Principal Environmental Analyst at LaBella Associates in Rochester, NY. In her 30 years of experience in environmental analysis and compliance, she has prepared numerous SEQR Environmental Assessment Forms and Environmental Impact Statements for a wide range of community and private development projects. Kathy has also shepherded projects through the maze of environmentally related permitting and federal NEPA review processes. She can be reached at 585-295-6638 or kspencer@labellapc.com.



Does the state you work in have a state-level environmental quality or protection act?

If so, share your insights and experiences with the environmental community!

Submit your article to scannonmackey@burnsmcd.com



CALLING ALL CEP-IT'S GET INVOLVED WITH THE BOARD OF TRUSTEES

Hi CEP-ITs:

My name is Tina Richards and I was recently elected to serve on the ABCEP Board of Trustees. I am looking to get other CEP-ITs involved in the organization in the following ways:

- ◆ Be a non-voting member on the Board of Trustees
- ◆ Be a part of the CEP-IT Committee
- ◆ Assist with promoting the Emerging Environmental Professional Award
- ◆ Assist with promoting ABCEP at events

If you are interested in any of these opportunities, please email me expressing your area of interest and attach your resume.

Thanks, and I look forward to working with you!

Tina Richards, MS, CEP-IT
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CALL FOR MEMBERS:

New Certification Maintenance Committee for ABCEP

Peyton Doub, CEP; Certification Maintenance Committee Chair

Like most professional certification bodies, the Academy of Board Certified Environmental Professionals (ABCEP) has established a certification maintenance (CM) requirement for maintaining active certification as a Certified Environmental Professional (CEP). ABCEP establishes rigorous requirements for demonstration of professional competency in its Body of Knowledge prior to initial certification, including specific requirements regarding professional education, experience, references, and completion of a written essay exam whose responses are subject to intensive peer-review by a panel of experienced reviewers established by ABCEP’s Certification Review Board (CRB). ABCEP follows through on its exacting initial certification standards through implementation of an annual recertification process that requires applicants to demonstrate ongoing continuing education and engagement with their profession. In this way, ABCEP ensures that each CEP remains thoroughly up to date in the Body of Knowledge and leaders in the environmental profession.

As configured, each CEP is required to annually document 40 hours of activity engaged in designated CM activities. Recognizing that professionals learn considerably through engagement in professional practice, ABCEP

grants 20 of the required 40 hours for full-time employment, with prorated hours for partial or part-time employment. ABCEP also grants a limited number of hours for participation in the administration or support of its programs, such as serving on the Board of Trustees, the CRB, other ABCEP committees, mentoring potential new applicants, or for filling similar roles for other environmental organizations such as the National Association of Environmental Professionals. CEPs learn from serving in these roles through exposure to and engagement with professional issues outside of the context of routine practice. The other hours must be gained through participation in formal training classes, attendance or speaking at professional conferences, or publishing papers. Training classes and conference attendance function to keep participants abreast of new developments in the environmental profession, while speaking and publishing offer professionals an opportunity to contribute to the written knowledge base of their profession.

Table 1 (below) summarizes each category of CM activities allowed each year and the maximum number of hours permitted in a year (ceiling) toward the annual requirement of 40 hours.

Table 1: Current ABCEP Certification Maintenance Hours Program

Activity	Hours Formula	Maximum Hours
Employment – Full Time	-	20
Employment – Part Time	1% of Hours Worked	20
Support ABCEP - Trustee	Hours Worked	16
Support ABCEP – CRB	Hours Worked	16
Support ABCEP – Mentor	Hours Worked	16
Support ABCEP - Other	Hours Worked	16
Education – Attend Accredited Seminar/Course	100% Hours Attended	18
Education – Attend Conference	50% Hours Attended	12
Serve Pro Organizations – Serve an Organization	Hours Worked	16
Serve Pro Organizations – Publish in a Journal	Hours Worked	12
Serve Pro Organizations – Teach Course/Seminar	Hours Worked	6
Serve Pro Organizations – Present Paper at Conference	Hours Worked	6
Serve Pro Organizations - Mentor	50% of Hours Worked	4

Continued from page 12

ABCEP emphasizes that the unit of measure for participation is the “hour” and that hours are awarded based on the duration of actual engagement and not as a set number of points for completing each activity. Establishing the ceilings ensures that CEPs engage in multiple professional development activities each year. A general expectation is that a fully employed CEP will engage in a minimum of two professional development activities per year, such as serving on the CRB or other committee and attending a conference, or taking a training course and attending a conference, or taking a training course and presenting or publishing a technical paper. Less than fully employed CEPs would make up for their partial (or complete) absence from professional practice by engaging in additional professional development activities that would still maintain the currency of their knowledge. CEPs are required to report their CM hours on the interactive ABCEP website prior to the end of each calendar year, together with supporting documentation such as completion certificates, and the reported data are subject to random audit.

The CM requirement is the most significant burden that ABCEP places on its membership (i.e., on CEPs) once they pass initial certification. It essentially requires each CEP to perform significant extra-curricular work, typically unpaid and separate from their normal employment, and to reapply annually to keep their certifications. CEPs who do not meet this requirement have to repeat the entire application process should they desire their certification again in the future. Although the need to demonstrate currency with the environmental profession clearly justifies the need for some type of CM requirement, the burden placed on CEPs to engage in sufficient activities also justifies the need for continuous careful scrutiny of the details of the requirement.

It is reasonable to expect that a certain portion of the annual CEP attrition (CEPs not completing the recertification process) is at least in part attributable to CEPs who lack adequate CM hours. As many CEPs silently allow their certifications to expire each year without expressing a reason, hard supporting data are not available. ABCEP has a process whereby a CEP may apply for a hardship waiver from the CM requirements each year, but the BOT emphatically encourages CEPs facing a possible deficit of CM hours to seek out Board Members early who can advise them of opportunities to meet the requirements rather than allowing their certification to expire. However, a certain number of CEPs, especially unemployed or underemployed CEPs, facing a shortfall in CM hours at the end of the year, may simply do nothing and fall off the radar, their motivation to pursue the requisite hours or petition for a hardship waiver taking lower

precedence than the more pressing issues of seeking future work or employment.

To make sure we are doing all we can to enable CEPs to maintain good standing each year, ABCEP has established a committee to periodically review the CM requirements and recommend changes or updates as necessary to reflect ongoing changes in the needs of our CEP membership, the environmental profession, and the public served by CEPs and other environmental professionals.

This committee will be able to nimbly respond to ensure that the CM program reflects rapidly changing conditions in the environmental profession. For example, the concept of “full-time employment” continues to change, with increasing numbers of environmental consultants practicing on a free-lance basis whenever work becomes available instead of reporting to a single employer every day. The concept of continuing education is also changing, with web-based instruction, webinars, and self-study increasingly replacing traditional instructor-based classroom courses. Many professional conferences are now offered online or on compact disks, reducing the need for costly travel to conference sites. Many employers are concurrently becoming stingier with financial support for their employees to travel to and attend formal conferences or classroom training (perhaps the most detrimental of trends to the overall success of the environmental profession). While publication in traditional peer-reviewed paper journals remains an available opportunity, many journals (including peer-reviewed journals) are moving to web-based publication (including NAEP’s peer-reviewed journal *Environmental Practice*), and there are an ever expanding palette of online publication venues available to professionals. Such fundamental changes in how the environmental profession operates demands regular attention to how CM hours are awarded.

To be effective, the committee would have to, in my opinion, comprise a minimum of five members drawn in part from the BOT and in part from the CEP membership apart from the BOT (or CRB). Members of the BOT and CRB can receive up to 16 hours of CM credit for time spent on their official duties and may not feel the same demands placed on individuals who are not in these roles; the perspectives of individuals who believe they have more limited available opportunities are therefore critical to an effective committee.

The committee plans to meet in person at least once per year (perhaps best in conjunction with the annual NAEP conference) to discuss the CM program. If the committee identifies appropriate changes to the CM program, it would subject each specific change to a vote, with a majority of the committee having to vote yes to establish

Continued from page 13

a recommendation for delivery to the BOT.

Possible recommendations might include:

- ◆ Adding (or deleting) categories of activities for earning maintenance hours;
- ◆ Changes to the hour ceilings assigned to existing or new categories;
- ◆ Possible expansion of the CM reporting period from 1 year to multiple years;
- ◆ Changes to the requirements for documenting proof of CM hours;
- ◆ Improvements to the process for reporting CM hours; and
- ◆ Responding to specific technical questions regarding the CM program.

The committee would then forward its recommendations to the BOT for voting in accordance with the ABCEP by-laws. If approved by BOT vote, the changes would then be implemented. The expectation would be that the committee would recommend only incremental changes to specific CM criteria or ceilings and that it would not recommend wholesale changes. The hope would be for a CM program that can flexibly adapt to rapidly changing conditions in the environmental profession and marketplace and better serve the CEP membership and the public they serve. The CM program places a significant demand on our CEP membership; those CEPs should in turn expect the highest level of continuous scrutiny over the internal logistics of the program.

If you are interested in participating on this committee (and at the same time adding to your CM hours), or have questions or comments about the committee and its objectives, please contact Peyton Doub at (240) 529-4212 or Peyton.Doub@nrc.gov



Upcoming Newsletter Topics:

DECEMBER

Innovation (impact analysis tools and technologies)

(due December 16, 2016)

JANUARY

New Year - New Ideas

(Reflections and Resolutions)

(due January 20, 2017)

FEBRUARY

Water Quality

(due February 17, 2017)

MARCH

Solid Waste/Recycling

(due March 17, 2017)

APRIL

Habitat Conservation

(due April 20, 2017)

Send all articles to:

scannonmackey@burnsmcd.com

ABCEP Board of Trustees Meet In-Person in October

The Board of Trustees (BOT) conducted an in-person meeting in New Jersey on October 21. In addition to monthly meetings, the BOT conducts two meetings per year in-person - one usually at the same time and at in the same city as the NAEP National Conference. The in-person meetings allow BOT members to discuss issues in greater detail as well as focus on strategic planning and other initiatives aimed at strengthening membership and the health of the organization.

The big focus of this meeting was the strategic plan and how that plan supports our vision as well as the working components of the organization - committees and task forces. The BOT is considering ways to use the committees in a more productive way - focusing on each committee's efforts to support specific strategic pillars by establishing a series of objectives and supporting implementation methods.

Currently, the BOT has the following committees:

- ◆ Member Services - Irv Cohen
- ◆ Certification Maintenance Program - Peyton Doub
- ◆ CEP-IT/Mentoring - Tina Richards
- ◆ Marketing - Corry Platt
- ◆ Communications - Shari Cannon-Mackey
- ◆ Certification Review Board (CRB) - Kris Thoenke

As the BOT makes progress on refining the components of the strategic plan, along with establishing the goals and objectives of each committee, more information will be provided on the initiatives each committee will undertake.

If you are interested in getting involved, please contact a committee chair.

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***Our newsletter is only as strong as
our members can make it.***

***So don't be afraid and
GET INVOLVED!***

The Certified Environmental Professional

The ABCEP Newsletter is published monthly and is intended to be a:

- ◆ Communication vehicle for the Board of Trustees and ABCEP Committees to inform and engage with CEPs and CEP-ITs on current activities within ABCEP and its future direction.
- ◆ Forum to report on current and emerging environmental issues, regulation and policy changes, and professional trends.
- ◆ Forum to provide professional guidance and advice to expand the professional growth and knowledge of members.
- ◆ Means for members to communicate with one another on current accomplishments, interesting projects, or lessons learned on the job with new approaches and successful problem solving solutions.
- ◆ Platform to acknowledge, highlight, and welcome active CEPs and CEP-ITs.

All members are encouraged to be active in their profession and affiliated professional organization.

If you have an article or a topic of interest that you would like presented in *The Certified Environmental Professional* newsletter please submit your completed article or topic request to Shari Cannon-Mackey, CEP ENV SP, at scannonmackey@burnsmcd.com; or to Andrea Bower at office@abcep.org.

Thank you,

*Shari Cannon-Mackey, CEP, ENV SP
Editor*