

Department of Environmental Conservation

Mission

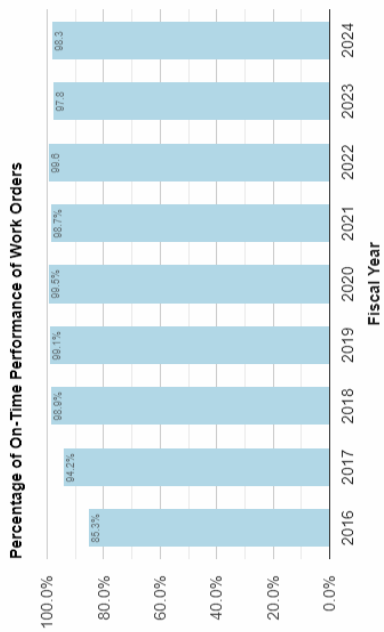
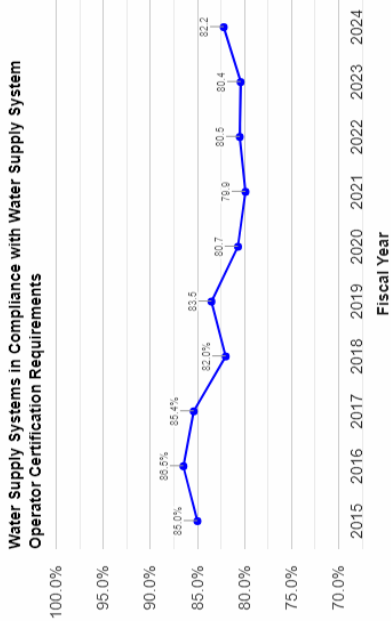
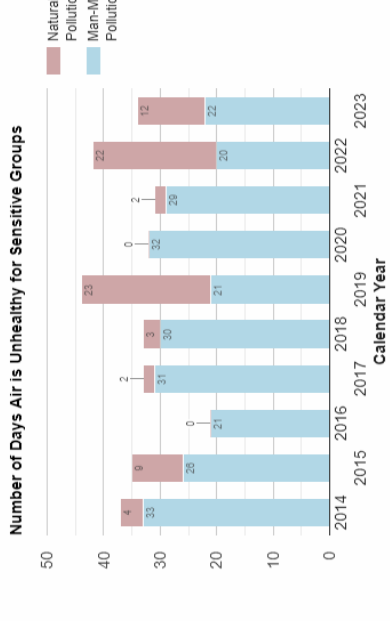
Protect human health and the environment. AS 46.03.010, AS 44.46.020

Core Services (in priority order)		UGF	DGF	Other	Fed	Total	PFT	PPT	NP	% GF
1	Protecting Human Health	15,259.0	7,584.7	10,067.4	25,220.4	58,131.4	286.2	0.0	4.5	46.8%
2	Protecting the Environment	10,064.6	15,905.5	11,244.6	17,182.8	54,397.4	269.8	0.0	4.5	53.2%
FY2025 Management Plan		25,323.6	23,490.1	21,311.9	42,403.2	112,528.8	556.0	0.0	9.0	

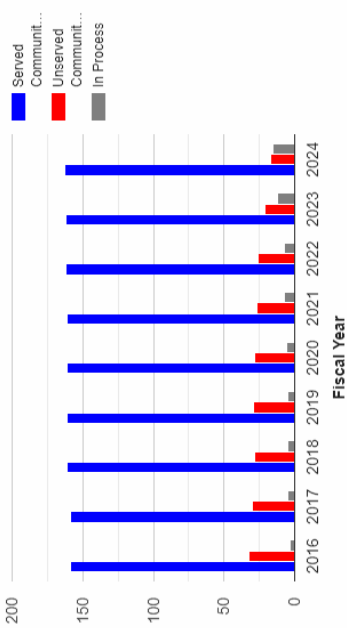
Measures by Core Service

(Additional performance information is available on the web at <https://omb.alaska.gov/results.>)

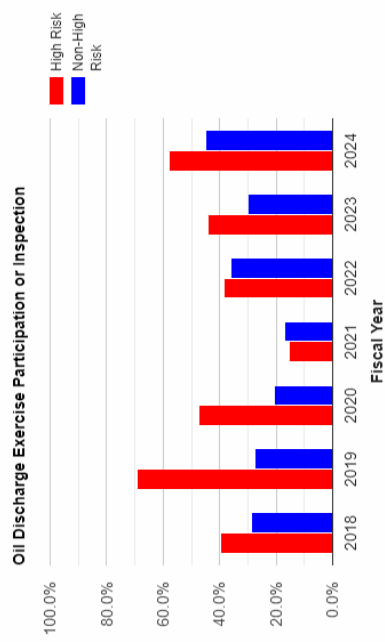
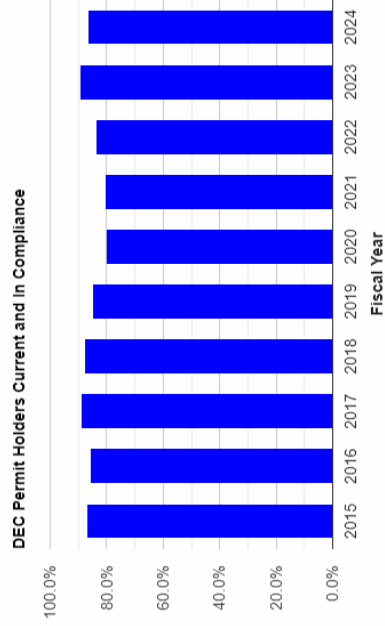
1. Protecting Human Health



Safe and Sustainable Sanitation Facilities in Rural Alaska



2. Protecting the Environment



Major Department Accomplishments in 2024

The Department of Environmental Conservation's (DEC) work model has continued to evolve with the vast majority of eligible department employees teleworking 1-3 days per week and an increasing number of staff managed remotely due to statewide recruitment policies. This effort has shown success with retention, and with larger applicant pools, and more qualified applicants. The DEC undertook multiple office and technology modernization efforts to better support and reflect a hybrid work environment. This included office updates to reflect changing staff density, and more robust Microsoft Teams and virtual technologies implementation.

To combat continued recruitment and retention challenges the DEC maintained its focus on training and improving staff morale both at the division-and-department level. Alongside division-level training, multiple department-wide trainings were conducted to build effective communication skills including conflict resolution and negotiations, and labor and employee relations. Team building and enhancing communication was conducted in a variety of ways, including monthly all-staff meetings, employee recognition programs, bi-weekly inter-agency trainings, etc.

Key Department Challenges

While the DEC recognizes the ongoing challenges of recruitment and retention, the department is proactively working to address them. With a dedicated focus on training initiatives, statewide recruitment efforts, and the implementation of flexible telework options, the DEC is actively working to enhance the overall employee experience. The commitment of our managers and senior staff is commendable, as they actively invest their time in onboarding and training new staff. This dedication not only reflects the DEC's commitment to professional development but also showcases the valuable mentorship opportunities available within the department.

Litigation related to water quality standards in multiple states, new and updated implementation methodologies, the promulgation of the United States Environmental Protection Agency (EPA) recommended criteria in some states, and shifting federal policy preferences regarding acceptable approaches to the development of water quality standards, has created a chaotic landscape of what is or is not permissible in terms of state decision-making policies and the 'acceptable risk' to the EPA. This constantly changing federal landscape creates challenges for State management of its resources through the water quality standards. The Water Quality Standards section engages with the EPA regularly and monitors these changes for implications to Alaska.

Responding to per and polyfluoroalkyl substance (PFAS) contamination is a continuing challenge and a high-profile public health concern. The DEC is working across multiple divisions to identify and respond to PFAS contamination in Alaska. The lack of national PFAS standards has made decision making challenging and controversial, which in turn creates a high level of public and legislative concern.

Multiple statewide consolidation and de-consolidation efforts continue to impact the DEC in FY2025. Recruitment Services, Procurement & Property Management, and Information Technology Support were returned to the department over the past two years, and the DEC continues to re-integrate these services into the department. While

these efforts are expected to result in savings and efficiencies, it takes time, effort, and collaboration for full implementation. The DEC looks forward to realizing the full potential of the consolidation's intent and having the department's business needs met.

Significant Changes in Results to be Delivered in FY2026

The DEC will continue to focus on recruitment and retention with an emphasis on developing and implementing department-wide recruitment and retention strategies. These strategies will include candidate-centric recruiting, department-wide employee onboarding, and increased training and development path opportunities for staff. Additionally, the DEC is leveraging technology to streamline processes and tasks to reduce administrative burden on division staff.

The 2021 Infrastructure Investment and Jobs Act (IIJA) has resulted in over \$2.1 billion in federal funding to the State for infrastructure projects including (but not limited to) water and wastewater systems, shellfish testing, and contaminated sites remediation. This is a significant opportunity to build new and replace aging infrastructure, and the DEC is actively involved in multiple projects across the state either as a grant awardee, a partner for a funded project, or as the primary funding agency. The DEC will continue to work with federal and local partners to execute critically needed work.

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