

Troy Johnson

SUMMARY

Highly accomplished business assistance and function lead with a proven track record of success in managing and executing environmental and IT projects. Proven ability to collaborate with cross-functional teams to achieve organizational goals. Expertise in environmental regulations, information technology systems, and team leadership.

WORK EXPERIENCE

State Program Administrator Coordinator – Unit Lead - MPCA

1997 to present

Serves as team leader to a group of 6 professionals in a highly participatory, team-oriented environment.

Manages, advises, and motivates unit staff to ensure successful design, implementation, and review of annual individual work and project plans.

Develops and maintains unit culture that values and provides excellent customer service and fosters employee engagement.

Manages the day-to-day activities of the Small Business Environmental Assistance Program, including multi-media environmental compliance, pollution prevention, and grant and loan assistance activities. Monitors staff workloads and adjust assignments when necessary.

Develops performance measurement and continuous improvement activities.

Assists the unit supervisor with the hiring process, including posting packet preparation, application review, interviewing candidates, and final selection.

Prioritizes and articulates unit needs to management.

Assists in preparing and administering the unit's budget, including the use and tracking of legislatively appropriated grant funds.

Possesses working knowledge of environmental regulations and processes including: air permitting, construction and industrial stormwater, wastewater, hazardous waste, tanks, and enforcement.

Lead SBEAP's transition from an air-only to a multi-media assistance program.

Communicates and interprets complicated policy and regulatory information to businesses via telephone, email, site visits, web site, newsletter, presentations, and workshops.

Promoted to State Program Administrator Coordinator in 2013. Promoted to Planner Principal State in 1999.

Information System Management Team member– MPCA

2019 to Present

Serves as the Prevention Business Function representative. This ISMT is responsible for strategically managing the agency's enterprise information systems.

Prevention Business Function Team—Team Leader - MPCA

2013 to Present

Serves as staff lead to advance Prevention information management capabilities at the MPCA. Works to improve access to information, standardize processes and system use, and better integrate data across the agency.

Leads an effort to document, improve, and standardize processes between several independent grant programs.

Transformation Project—Prevention Team Leader - MPCA

2013 to 2017

Serve as Prevention Team Leader to advance prevention integration and functionality within the Tempo.

Lead a team of senior staff to design, build, test, train, and integrate Tempo into business processes.

Analyze business processes.

Develop detailed business requirements.

Design new assistance related screens for the agency.

Configure software elements (including field properties, reference data, and system options).

Develop test cases and conduct user acceptance testing.

Develop and conduct training on the features and use of Tempo.

Migrate data from an existing grants database to Tempo.

Other Information Technology Teams

IS Transformation Discovery Project—served as a member of the C&E, Permitting, and Prevention project teams; 2012-2013

Lead the cross-divisional Pre-Permit Application Screening team; 2011

e-Application Design Kaizen team member; 2009

Serve as a member of the e-signature (CROMERR) team; 2008

Minnesota Business First Stop—Staff Lead - MPCA

2011 to 2013

Serve as MPCA staff lead to help businesses with complex projects navigate the regulatory process, including air permitting and environmental review, and identify opportunities to reduce pollution.

Form partnerships with internal and external staff to identify permitting issues and assistance resources available to new and expanding businesses in Minnesota.

Stratospheric Ozone Protection Coordinator - MPCA

7/1993 to 12/1997

Served as a team leader of the Special Pollutants Team (asbestos, stratospheric ozone protection, lead paint, and H₂S/feedlot programs).

Conducted program development, assistance, rule writing, legislative initiatives, inspections, and enforcement for the Stratospheric Ozone Protection program.

Proposed statutory changes and testified before House and Senate committees leading to passage of new laws.

Served as lead rule writer and contact in the adoption of the Stratospheric Ozone Protection Rule, chapter 7027. Sought and gained support for the rule from the regulated community. Presented before the PCA Citizen's Board and lead public meetings regarding proposed rules.

Lead the development of the Stratospheric Ozone Protection Program enforcement policy.

Developed, mentored, and coached new staff.

Asbestos Inspector - MPCA

10/1991 to 7/1993

Conducted inspections and enforcement relating to the asbestos removal industry in Minnesota.

Successfully negotiated a multi-party stipulation agreement.

Developed, mentored, and coached new staff.

EDUCATION

University of Minnesota, Morris
B.A.: Biology; Minor: Chemistry

TRAINING

MPCA Leadership Academy, Class of 2009

CROMERR 101, EPA; 2023

Tableau; various web-based; 2017+

Project Management for Leadership; DNR; 2018

Project Management; U of M, CCE; 2012

Problem Solving and Decision Making; U of M, CCE; 2012

Managing Performance and Developing Talent; U of M, CCE; 2012

Delegating to Enhance Performance, U of M, CCE; 2012

MS Access Training Courses (Beginner, Intermediate, Advanced, and Application Development); Mind Sharp, Bloomington, MN; 2000-2001.

ACHIEVEMENT AWARDS

- 2022 – Nonmetallic Mining Outreach Team – Voyageur award for a special project that crosses divisions and business functions to increase compliance with WQ requirements within the nonmetallic mining sector. (SBEAP, WQCE and WQ Permitting)
- 2018 - Outstanding performance throughout the year as unit lead, coaching unit staff, Tempo, Tableau, data management, and building productive relationships with air permitting and enforcement programs.
- 2007 - Exemplary work and for effectively demonstrating desired organizational behaviors.
- 2001 - Sustained performance including: day to day efforts, primary designer of the Small Business Environmental Assistance Program's database, team member of OEA/PCA design team, exercising good judgement, and being an excellent team player;
- 1999 - Overall work quality including 1) day to day work habits, timeliness, flexibility, and ability to achieve consensus, 2) leading the Small Business Environmental Assistance Program's move to multimedia, and 3) providing excellent customer service;
- 1995 - Stratospheric Ozone Protection Program development, working with regulated community, rule writing, revising state statutes, and coordinating with U.S. Environmental Protection Agency staff;
- 1992 - Productivity in completing asbestos inspections and enforcement and training two new employees.

REFERENCES

References available upon request.