

John R. D'Antonio, Jr. P.E.

Key Competencies

Infrastructure Funding, Design and Construction

Water Supply Development

Intergovernmental Negotiations

Organizational Management

Financial/Budget Oversight

Customer Relations

Strategic Planning

Acquisition Strategy

Indian Water Right Settlements

Water Law & Water Policy

Professional Engineer

Conjunctive Management

Legislation (State & Federal)

Clean Water Act

Congressional Hearings

Program / Project Mgmt.

Hydrologic / Sedimentation Analysis and Modeling

Hydraulic Analysis and Design

Dam & Levee Safety

Environmental Issues

ESA Compliance

Permitting Issues

USACE Civil / Military / IIS

Promulgation Rules and Regulations.

Public Outreach and Presentations

Leadership and Leadership Development

Administrative Hearings

Drought Planning / Mitigation

Salinity Management

Water Adjudications

Interstate/Intrastate Litigation

Alternate Dispute Resolution

Current New Mexico State Engineer March 2019 - Work History Summary (last 29 years):

U.S. Army Corps of Engineers, Atlanta, GA (SAD), Albuquerque, NM (SPA), San Francisco, CA (SPD)

Deputy District Engineer for Programs / Project Management SPA (GS-0340-15) **Nov 2011 to Mar 2019**

Developmental Assignments

WestFAST Federal Liaison to Western States Water Council **Oct 2018 to Mar 2019**

Regional Business Director (Acting SES) - South Atlantic Division (SAD) **Jun 2017 to Oct 2017**

Programs Director (Acting SES) – South Pacific Division (SPD) **Nov 2015 to Jun 2016**

Office of the State Engineer, Santa Fe, N.M.

New Mexico State Engineer & Secretary of Interstate Stream Commission **Jan 2003 to Nov 2011**

New Mexico Environment Department, Santa Fe, N.M.

Cabinet Secretary **Aug 2002 to Jan 2003**

Office of the State Engineer, Santa Fe, N.M.

Director - Water Resource Allocation Program **May 2001 to Aug 2002**

District 1 Supervisor – Water Resources Manager **Apr 1998 to May 2001**

U.S. Army Corps of Engineers, Albuquerque, N.M.

Project Engineer / Project Manager (GS-801-12) **Aug 1995 to Mar 1998**

Chief, Hydraulics, Hydrology, Sediment & Flood Plain Mgmt. (GS-810-13) **Jun 1994 to Aug 1995**

Hydraulic Design Engineer Work Leader (GS-810-12) **Aug 1990 to Jun 1994**

Summary of Qualifications:

- Currently acting in the role of WestFAST Liaison representing 12 Federal agencies in day-to-day work with the Western States Water Council (WSWC) and staff in support of the Western Governors' Association (WGA). The Liaison serves as the intergovernmental program coordinator for the WestFAST to assist the WSWC in the formulation and implementation of Council policies, practices, and programs as they relate to intergovernmental relations, declarations of cooperation, cooperative agreements and contracts involving water resource management challenges in the 18 Western States.
- **Two Senior Executive Developmental Assignments** in the last 2 years: (1) Led South Atlantic Division's **(SAD) Regional Business Directorate (3100 staff)**. SAD executes projects in excess of **\$3B/year** throughout 7 southeastern states, Central and South America, Puerto Rico and the Caribbean. (2) Led South Pacific Division **(SPD) Programs Directorate (2400 staff)**. SPD executes projects valued at **\$2 to \$3 billion/year** in 10 western states. Executive Engineer for 3 Mega design/construction projects.
- USACE Infrastructure Initiative team-lead working with **EPA** to stand up **WIFIA Program**.
- Appointed as the USACE Representative on the Western Federal Action Support Team (WestFAST) which works with 11 other federal agencies and the **Western States Water Council** to solve federal/state conflicts involving western water issues.
- **Water resources engineering, management, regulatory experience** for more than **30 years**
- **Strong executive leadership and supervisory skills** over the last **28 years**.
- Vast experience in organizational **strategic planning**. Ability to create a **vision** and implement strategies for organization growth & improvement. Common sense regulatory compliance
- Coordination of **planning, design, cost engineering, construction and environmental restoration of projects** while focusing on key **milestones and deliverables** with NEPA compliance to complete projects on schedule and within budget.
- **Project management-** to evaluate internal management processes, creating a passion for improving internal processes/systems in organizations to enhance productivity & accountability
- Over the last **7 years as the Lead Civilian for the Albuquerque District Corps of Engineers** (400+ employees) and as a member the South Pacific Division Business Management Team and voting member on the Regional Command Council (**2400 employees**) I have participated in **strategic planning for balancing future workload projections with workforce capabilities and capacity**; and implemented **budget constraints and infrastructure funding cuts** to re-prioritize work-load assignments and project funding.
- Vast experience in **building coalitions** internally and with state and local governments, federal agencies, private sector organizations and individuals, and sovereign nations solving complex water right issues through the settlement process. (**3 Tribal Settlements executed**)
- Developed trust with state/federal legislators over the past 15 yrs, greatly enhancing project execution with collaborative solutions for environmental mitigation and compliance.

- **Implementation Chair for the NM First Town Hall process that has chosen to focus on Water Planning, Development and Use** in collaboration with the State Legislature.
- Extensive knowledge and experience in assisting sponsors with State Legislatures, Water Trust Boards and Federal agencies to assist with acquisition of project funding.
- Extensive knowledge of the **Colorado River, Upper Colorado and Rio Grande Compact** issues, with ability to strategically assist with collaborative regional water supply solutions.
- **Extensive Endangered Species Act involvement with State and Federal perspectives.**

U.S. Army Corps of Engineers, Albuquerque, N.M.***November 2011 to March 2019******Deputy District Engineer for Programs and Project Management (GS-0340-15 Salary \$154,000)***

- As the **senior civilian**, I provide continuity of corporate leadership and interface with customers /sponsors; represent the district commander at meetings, briefings, conferences, hearings, etc. with officials of other Federal agencies, state, county, and local authorities, Tribal governments and the public on matters relating to district capabilities on proposed and approved projects.
- USACE Infrastructure Initiative team-lead working with **EPA** to stand up USACE **WIFIA Program**.
- Oversee and direct Programs and Project Management Division activities. Interface both internally and externally to assure our corporate effort results in **quality projects on time and at a reasonable cost**.
- Lead and establish effective management processes to ensure the work environment efficiently integrates technical functions of planning, engineering, construction, real estate, and contracting.
- Oversee and direct program delivery of approximately \$300M projects annually including Civil Works (**flood control**, storm damage prevention, and **eco-system restoration** projects), Military construction projects (Kirtland, Cannon and Holloman AFBs), IIS (Interagency/International Support such as NNSA, Homeland Security –border fence, BIA,VA etc.).
- Represent the Albuquerque District in all regional corporate/business processes and decision making and works toward balancing workload and workforce capacity/capabilities on a regional basis.
- Led Tiger team to establish consistent process to estimate Regional 3yr workload forecast for SPD.
- Represent USACE on water issues as part of the WestFAST/WSWC interface.

U.S. Army Corps of Engineers, Atlanta, GA***June 2017 to Oct 2017******Interim Regional Business Director, South Atlantic Division (SAD), Atlanta, GA (Acting SES)***

- Oversaw SAD's Regional Business Directorate (**3100 staff**), driving program delivery in Military and International & Interagency Support programs with oversight of Engineering and Construction, Resource Management, the Regional Environmental and Energy Office and SOUTHCOM LNO functions. SAD executes projects in excess of **\$3B/year** throughout 7 SE states, Central & South America, Puerto Rico & Caribbean.
- Responsible for the day-to-day business and process improvement management of the Division which included budget development, tracking manpower and regional overhead rates.
- My leadership included working with a diverse array of customers from the Air Force, Army Material Command, State and local governments, EPA (Superfund) and other federal agencies to deliver critical military infrastructure and support of civil works engineering design and construction.
- Provided overall leadership to one of nine USACE regional Commands totaling approximately 3100 staff. Area encompasses North Carolina, South Carolina, Georgia, Alabama, Mississippi, Florida and parts of two other states. The Division comprises five operating districts headquartered in Wilmington, Charleston, Savannah, Jacksonville and Mobile.
- Active involvement in establishing Recovery Field Offices for Hurricanes Irma and Maria (Florida, Puerto Rico)

U.S. Army Corps of Engineers, San Francisco, Ca.***November 2015 to June 2016******Interim Programs Director, South Pacific Division (SPD), San Francisco, Ca. (Acting SES)***

- Oversaw SPD's Programs Directorate, driving program delivery in Military Construction, Veterans Affairs construction, and in Civil Works, valued at **\$2 to \$3 billion**. My leadership included working with a diverse array of customers from the Air Force, Army Material Command, State and local governments, and other federal agencies to deliver critical military infrastructure, reduce flood risk, and improve aging medical facilities for veterans.
- Provided overall leadership to one of nine USACE regional Commands totaling approximately 2400 staff. Area encompasses California, Nevada, Arizona, New Mexico, Utah, and parts of five other states. The Division

Career Experience – cont.

John R. D'Antonio Jr. P.E.

- comprises four operating districts headquartered in Albuquerque, Los Angeles, Sacramento, & San Francisco.
- Served as Executive Engineer for 3 MEGA Projects- Folsom Dam (\$900M), Isabella Dam (\$600M) and Ft. Irwin Hospital (\$300M). Responsible oversight for Operations and Regulatory compliance for SPD.
- Furthered opportunities for Public, Private Partnership involvement in existing and future Corps projects.
- Established more efficient Program Management Review for quarterly SPD project/program review meetings.
- Assisted in establishing a Project Management Office in Phoenix, Az.to execute the new multi-billion dollar Department of Veteran's Affair design and construction program.

Office of the State Engineer, Santa Fe, N.M.

January 2003 – November 2011

New Mexico State Engineer and Secretary of Interstate Stream Commission (Salary \$130,000)

- **Oversaw a \$50M operating budget and \$100M of capital outlay funds** including budget hearings before the Legislative Finance Committee (LFC) and the Department of Finance and Administration (DFA).
- **Established Project Review Board** and conducted bi-weekly meetings to monitor project management plans, for key water basins to track progress, and account for project milestones and deliverables.
- Led **annual strategic planning** sessions to set organizational direction for appropriate workforce/resource planning to improve organization effectiveness.
- Reported **quarterly performance measures** to the Office of the Governor.
- Maintained and cultivated **external and internal customer relationships** through frequent communication via email, telephone calls, meetings, presentations, public hearings, press releases, and television and radio interviews with a **daily customer service focus** throughout the organization.
- Implemented **Active Water Resource Management (AWRM)** in 7 key basins (**100% progress/readiness to implement**) by installing the legal framework and other tools - rules and regulations, metering and measuring devices, water masters and water master manuals, to administer water rights by priority status.
- **Avoided crisis and conflict** within many critical river basins by allowing for an alternative means of administration involving collaborative solutions by all stakeholders.
- Established IT Governance Committee and conducted meetings to develop and implement critical IT strategies making policy and investment decisions supporting the organization in achieving its strategic and operational goals.
- Implemented **Alternate Dispute Resolution** process to improve the efficiency of the Hearing Unit, attaining an **89% settlement success rate** on assigned water right applications.
- Implemented the **Pecos Settlement Agreement** requiring the state purchase of irrigated land and associated water rights to bring the Pecos River into hydrologic balance, including **construction of augmentation well fields** to assure NM's long-term compliance with its compact delivery obligations to the state of Texas.
- Approved **innovative water right permits** such as: **City of Albuquerque Drinking Water Permit** to allow the city to divert, treat and use its renewable surface supply of San Juan Chama project water conditioned with stringent conservation requirements; **City of Alamogordo's Desalination Plant** permit transfer.
- **Aided in the construction** of two silvery minnow refugia for the **propagation of the endangered species** in captivity for later re-introduction to comply with the USF&W's biological opinion.
- Participated in shortage sharing negotiations and agreement between Upper Basin and Lower Basin to better coordinate operations of **Lakes Powell and Mead** during times of **shortage on the Colorado River**.
- **Testified** before numerous state and congressional committees regarding **federal and state legislation**.
Acted as **administrative judge on all protested water right applications** as part of Hearing Unit process.

New Mexico Environment Department, Santa Fe, N.M.

August 2002 to January 2003

Cabinet Secretary (Salary \$90,000)

- Designated steward of New Mexico's national resources- managed **and directed 600+ staff**
- **Chaired Water Quality Control Commission** and held administrative hearings for several high profile WQ issues.
- Member NM Mining Commission – participated in several mine permitting and closure hearings.
- Implemented **work accountability schedules** and established a Project Review Board processes to meet EPA funded program requirements.

Career Experience – cont.

John R. D'Antonio Jr. P.E.

- Permitted and enforcement of State and Federal statutes involving:
 - Quality of Surface Water, Ground Water and Drinking Water – Clean Water Act compliance.**
 - Air Quality
 - Hazardous Waste and Solid Waste
 - Customer Service Focused** - Field operations involving liquid waste, food safety, pools/spas, radon/radiation protection.
 - Admin. of loan and grant program for construction of public water supply, wastewater collection and treatment, **non-point source water pollution control** and solid waste protection and disposal.
 - Underground storage tank operation, maintenance and clean-up.
 - Waste Isolation Pilot Plant (WIPP) oversight – hazardous waste facility permitted to store/dispose of mixed waste
 - Department of Energy (DOE) oversight – to monitor facilities for regulatory compliance.
 - OSHA compliance – to improve **workplace safety**.

Office of the State Engineer, Santa Fe, N.M.

May 2001 to August 2002

Director - Water Resource Allocation Program (Salary \$85,000)

- **Managed and directed** the Water Rights Division and District Offices, Hydrology Bureau, Dam Safety Bureau, and the Water Use and Conservation Bureau (**approx. 150 staff**)
- **Responsible charge for all technical and administrative activities** concerning water rights administration, and the development, utilization, conservation, and protection of the State's water resources
- Supervised the **statewide WATERS database population project** and the tremendous data collection effort in the Pecos River watershed to assist with the impending priority administration effort
- **Co-chair of the Pecos Ad-Hoc Committee**, utilizing a **collaborative, consensus building** effort among 16 different stakeholder groups to develop solutions to NM's under delivery problems (compliance with the Pecos River Interstate Compact) at the Texas state line
- Utilized problem solving skills to assure that decisions were based on sound science and therefore technically credible.

Office of the State Engineer, Albuquerque, N.M.

April 1998 to May 2001

District 1 Supervisor – Water Resources Manager (Salary \$63,000)

- Managed and directed District 1's workload (22 staff) related to water resource engineering with a focus on **improved customer service**, technical and administrative activities concerning water rights administration, and the development, utilization, conservation, and protection of the State's water resources within District 1.
- Actively involved in re-drafting of the **State's rules and regulations for administering water rights**.
- Established **new administrative criteria** for the Middle Rio Grande and Estancia underground water basins – based upon new groundwater modeling.
- Participated in **consensus building** effort with the Cities of Albuquerque and Rio Rancho, MRGCD, USBR, NMISC, various Indian pueblos, environmental alliance groups and others regarding active river management, the Endangered Species Act and other environmental issues.
- Established **individual employee goals and development plans** with time **accountability standards** to assure goal attainment and/or justification for additional FTE and/or contract labor.
- Strict enforcement of employee performance evaluations to adhere to DFA targeted distributions to "raise the bar", allowing fewer "Exceeds" ratings and ultimately leading to higher overall job performance throughout the organization.

U.S. Army Corps of Engineers, Albuquerque, N.M.

August 1995 to March 1998

Project Engineer / Project Manager (Salary \$55,000)

- Coordinated the planning, design, cost engineering, construction, and environmental restoration for:
 - Acequia Rehabilitation Program (**Civil Works**)
 - Military Construction** projects at Cannon AFB
- Controlled / managed project **milestones and budgets** from planning through construction and initial operations

Career Experience – cont.

John R. D'Antonio Jr. P.E.

- Developed and implemented a stream-lined federal acequia program in close coordination with the NRCS and NMISC to lower customer costs, better leverage State dollars and satisfy more customers
- **Reviewed technical design** of Acequia irrigation projects for engineering integrity

U.S. Army Corps of Engineers, Albuquerque, N.M.

June 1994 to August 1995

Chief - Hydraulics, Hydrology, Sedimentation and Flood Plain Mgmt. Section

- Directed workload and managed 15 professionals (10 hydraulic engineers), including all personnel and functional activities.
- **Responsible charge of all technical studies** (data collection, modeling, calibrating, and reporting) of all water resource related projects/issues for Hydrology, Hydraulic, Sedimentation, and Floodplain Analysis work units.
- **Marketing** of Section technical capabilities for new work both internally and externally.
- Developed and implemented **operating budget** and assembled highly efficient team.
- Established **performance standards** and individual development plans for all team members.

U.S. Army Corps of Engineers, Albuquerque, N.M.

August 1990 to June 1994

Hydraulic Design Engineer Work Leader

- Performed highly complex hydraulic design.
- Technical expert, authoritative source and responsible party for all District hydraulic engineering.
- Responsible for training and technical supervision of junior staff engineers.
- Performed extensive surface water/sediment transport modeling with HEC-1, HEC-2 and HEC-6 computer programs.

U.S. Army Corps of Engineers, Albuquerque, N.M.

October 1989 to August 1990

Hydraulic Design Engineer

- Same duties as experience block June 1979 to March 1985.

Albuq. Sportsplex / Foote Financial Services, Albuq.,NM

March 1985 to October 1989

Business Owner-Manager / Vice-President and Qualifying Broker

- Acquired recreational sports complex, bar and restaurant operating at \$200K annual deficit and put related operations into profitable position in less than 2 years through proactive management and capital improvement planning.
- Supervised 30 employees and performed all personnel related matters and financial related duties.
- Performed administrative compliance duties including water rights, liquor license, and special use permit, zoning hearings, encroachments and floodplain issues.

U.S. Army Corps of Engineers, Albuquerque, N.M.

June 1979 to March 1985

Hydraulic Design Engineer

- Subcritical and Supercritical open channel design
- Pressure pipe flow design
- Weir and spillway design
- Inlets, outlets, drop structures and energy dissipater designs
- Sediment yield and sediment transport
- Erosion protection
- Water surface modeling and floodplain analyses using HEC-2, HEC-6
- Coordinated construction and testing of 2 large hydraulic models - Waterways Experiment Station
- On-site contract management of flood reclamation from hurricane damage and field analysis and reports for major storm damage in California and Alabama – assisting FEMA

Training/Education

- **1975-1979 BSCivil Engineering University of New Mexico (UNM)**
- **Graduate Level Courses at UNM: CE536 Hydraulic Structures (1979); CE533 Water Resources Engineering (1982); PA571 River Basin Survey (1993); PA572 Water Modeling and Lab (1995)**
- Many technical/legal courses/conferences/symposiums related to water, engineering, and leadership
- Numerous USACE Courses involving leadership and supervisory topics as well as Facilities Engineering Acquisition Training & Certification (**Level III**).

Awards

- **Superior Civilian Service Award** for Acting Director of Regional Business for South Atlantic Division **2017**
- **Commanders Award** for Civilian Service August **2016** for exemplary service as Director of Programs SPD
- **Spirit of Bipartisanship Award** honored June **2015** by New Mexico First for exceptional leadership and bipartisan contributions to NM government and community
- **Exceptional Performance Ratings 2012, 2013, 2014, 2015, 2016, 2017** and rated best DPM in SPD (USACE)
- **Piñon Recognition award from Quality New Mexico 2010 (agency award for performance excellence OSE)**
- **Sustained Superior Performance Awards** 1980-1985, 1990-1993, 1996, 1997 (USACE)
- **Exceptional Performance Awards** 1994 and 1995 (Highest Rating in Federal Government)
- **Exceeds Performance Rating** 1999, 2000, 2001 (Highest Rating in NM State Government) Exempt Status thereafter (**Governor appointed 2001-2011**)

Licenses / Professional Organizations / Commissions and Boards (Current)

- **Registered Professional Engineer New Mexico (14846)**
- **NM First Board of Directors 2015 – Present (2018 Executive Board Member)**
- **USACE Representative on Western Federal Action Support Team/ Western States Water Council 2011-Present**
- **Implementation Chair for NM First Town Hall on Water Planning, Development & Use 2015- Present**
- **University of New Mexico Civil Engineering Advisory Board 2010 to Present**
- **External Advisory Committee for UNM for NSF CREST Center for Water & the Environment 2014- Present**
- **USACE Infrastructure Initiative team-lead for Incentives & WIFIA 2017- Present**
- **NM Desalination Association Board of Directors 2017- Present**

Licenses / Professional Organizations / Commissions and Boards (other)

- **Bay Delta Interagency Implementation Committee 2015-2016**
- Secretary of New Mexico Interstate Stream Commission 2003-Nov 2011
- Leadership New Mexico Board of Directors 2009-2012
- Chairman New Mexico Water Trust Board 2003 – Nov. 2011
- Chairman New Mexico Drought Task Force 2003 – Nov. 2011
- Chairman New Mexico Infrastructure Investment Team 2004-2007
- Commissioner (New Mexico) Rio Grande Compact Commission 2003 - Nov. 2011
- Commissioner (New Mexico) Upper Colorado River Commission 2005 – Nov. 2011
- Commissioner (New Mexico) Costilla Creek Compact Commission 2003 – Nov. 2011
- Governor Richardson's Blue-Ribbon Water Task Force 2003 – Nov. 2011
- Governor Richardson's Finance Council Member 2004 – Nov. 2011
- **Member of Association of Western State Engineers 2003 – Nov. 2011**
- Member Western States Water Council 2003 – Nov. 2011
- Member New Mexico Water Cabinet 2008-Nov. 2011

- Practice Division Governor for **NM Society of Professional Engineers** 2001
- Vice President of Engineering Affairs for NM Society of Professional Engineers 2002
- Governor's Blue-Ribbon Task Force on Water Issues 1998 to 2002 (Governor Johnson)
- **Chairman NM Water Quality Control Commission** 2002
- Member NM **Finance Authority Board** 2002
- Member NM **Water Trust Board** 2002
- Commissioner NM Mining Commission 2002

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