

## 25 Years Service Recognition

Terrie Bates – Assistant Deputy Executive Director  
Regulatory & Public Affairs

Terrie started her career with the District in 1984 as a temporary employee in the chemistry lab. Her job? Chief test tube washer!

In 1985, she became a permanent employee working in the Hydrologic Data Management Division. After a year, she moved to the District's Regulatory Department, which was known then as "Resource Control". She started as an environmental technician in the fledgling Natural Resource Management Division. At that time, a number of new state laws were enacted that required the water management districts to adopt rules for increased wetland protection.

Terrie was the agency's lead environmental representative working with the Department of Environmental Protection and the other water management districts on several statewide rule initiatives including:

- Isolated Wetlands
- Wetland Delineation
- Mitigation Banking
- Environmental Resource Permitting
- Uniform Mitigation Assessment Methodology

As the number and complexity of environmental rules progressed, so did Terrie's career. She worked her way up the ranks of the Regulation Department, from Environmental Analyst to Supervisor to Natural Resource Management Division Director. In 1994, she became Director of the Regulation Department, a position she held for 10 years, before being promoted to her current role as an Assistant Deputy Executive Director.