

**ALABAMA ENVIRONMENTAL MANAGEMENT COMMISSION**

**NOTICE**

**ADEM DIRECTOR JOB PERFORMANCE EVALUATION**

Notice is hereby given that the Alabama Environmental Management Commission (Commission) is providing the opportunity for interested persons to submit written comments on Alabama Department of Environmental Management (ADEM) Director Edward F. Poolos's job performance as part of the Commission's upcoming ADEM Director Job Performance Evaluation.

Written comments from interested persons regarding Director Poolos's job performance should be directed to: **A. Frank McFadden, Chair, Alabama Environmental Management Commission, P.O. Box 301463, Montgomery, AL 36130-1463 (street address: 1400 Coliseum Boulevard, Montgomery, AL 36110-2400) or by e-mail at [aemc@adem.alabama.gov](mailto:aemc@adem.alabama.gov).** Written comments should include "ADEM Director Job Performance Evaluation" as the subject of the written submissions.

Written comments for the current ADEM Director Job Performance Evaluation should cover the period from August 1, 2025, the effective date of Director Poolos's appointment to the ADEM Director position, to July 31, 2026, the deadline for receipt of comments for the upcoming evaluation.

Written comments must be received in the Commission Office prior to 5:00 p.m. on July 31, 2026.

This notice is hereby given this **16th day of June, 2026**, by authority of the Chair of the Commission.

  
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A. Frank McFadden *dst*  
EMC Chair