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EXCELLENCE IN

FY 1989 Awards



Office of
Human Resources Management



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FOREWORD

Excellence is what EPA is all about, and through our Awards Program we recognize the best of the best.

This year's annual incentive awards report is dedicated to those employees who demonstrated outstanding performance in 1989. The report summarizes their accomplishments and the high levels of excellence they exhibited in carrying out our Agency's important mission. These employees truly serve as an example for all of us.

Charles L. Grizzle

Charles L. Grizzle
Assistant Administrator for
Administration and Resources Management

Part I

GOLD MEDAL FOR EXCEPTIONAL SERVICE

The Gold Medal for Exceptional Service is the highest honor award given by the Agency. It is granted on a highly selective basis for distinguished service of major significance to environmental improvement. Nominations for this award are based on outstanding contributions to major Agency programs or demonstration of special skills and achievements in managerial excellence. Four individuals and eleven groups were granted Gold Medal Awards in fiscal year 1989.



Leo J. Alderman
Chief
Toxics and Pesticides Branch
Region VII

For outstanding initiative and leadership in developing and managing toxics and pesticides programs in Region VII.



Bruce D. Ray
Attorney
Office of Regional Counsel
Region VIII

In recognition of outstanding professional and leadership skills in achieving an environmentally significant settlement to the Metropolitan Denver Sewage Disposal District No. 1 case.



Charles B. Sedman
Chemical Engineer
Air and Energy Engineering
Research Laboratory
ORD, RTP

For outstanding achievements in developing the advanced Calcium Silicate Process and for implementation of the Technology Transfer Act of 1986.

Gold Medal for Exceptional Service



Gilman D. Veith
Director
Environmental Research
Laboratory
ORD, Duluth

*For outstanding technical leadership
and scientific vision in developing
Quantitative Structure-Activity
relationships used to conduct initial
risk assessments of toxic chemicals.*

Gold Medal for Exceptional Service

Alaska Bioremediation Project Team



In recognition of creative and responsive leadership of the Alaska Oil Spill Bioremediation Project.

Office of Research and
Development

Charles F. Costa
Parmely H. Pritchard
John R. Haines
Dennis E. Miller
John E. Rogers
Fran V. Kremer
Richard A. Valentinetti
James R. Clark
Daniel T. Heggem
John A. Glaser
Albert D. Venosa

FIFRA 88 Implementation Task Force



For outstanding accomplishments in designing and executing the implementation of the 1988 Amendments to the Federal Insecticide, Fungicide, and Rodenticide Act.

Office of Pesticides and Toxic
Substances
Office of Administration and
Resources Management
Region VII

Kay Waters
Lois A. Rossi
Gary L. Ballard
Robert L. Denny
Dianne D. Lowery
Robert E. Cluck
William A. Spratlin
Leslie A. Baldwin
Joseph F. Powers, Jr.
James Skaptason
Deborah Sisco

Gold Medal for Exceptional Service

Wetlands Special Actions Team



In recognition of exceptional achievements in support of EPA's Wetlands protection goals, and for exemplary participation in the National Wetlands Policy Forum.

Office of Water

Suzanne E. Schwartz
Gregory E. Peck
John W. Meagher
William S. Sipple
Dianne H. Fish
David G. Davis

Headquarters Pretreatment Enforcement Initiative Team



For exceptional leadership in planning and carrying out the Pretreatment Enforcement Initiative against cities that failed to control industrial discharges into the public sewer system.

Office of Enforcement and
Compliance Monitoring
Office of Water

John W. Lyon
David A. Hindin
Gary C. Hess
Anne Lassiter
Andrew J. Hudock
Edward S. Bender

Gold Medal for Exceptional Service

Superfund 90 Day Review Group



For outstanding leadership in developing the Superfund Goals Strategy.

Office of the Administrator
Office of Solid Waste and Emergency
Response
Office of Policy, Planning and
Evaluation
Office of Research and Development
Office of Administration and
Resources Management
Region X

Jonathan Z. Cannon
David W. Ziegele
John J. Stanton
John F. Cross
Stephen A. Lingle
William Finister
Randall F. Smith
A. Henry Schilling
Maryann B. Froehlich



Ocean Dumping Task Force

In recognition of successfully achieving permit requirements and devising a strategy to ban ocean dumping of sewage sludge.

Region II

Richard L. Caspe
Bruce Kiselica
Charles E. Hoffman

Gold Medal for Exceptional Service

Ware Creek Wetlands Team



For providing exceptional support in achieving EPA's wetlands protection goals by reaching a final determination of the Ware Creek Reservoir Project.

Region III
Office of Water
U.S. Fish and Wildlife Service

Greene A. Jones
John R. Pomponio
Barbara Z. D'Angelo
Charles A. Rhodes, Jr.
Phoebe C. Robb
Mary M. St. Peter
Richard J. Kampf
Charles K. Stark
William S. Garvey
Gary S. Frazer

Midland Dioxin Risk Assessment/Management Group



For outstanding performance in developing and communicating a multi-media risk assessment and risk management program for Dioxin contamination at Midland, Michigan.

Region V
Science Advisory Board

Gary A. Amendola
Jonathan L. Barney
Howard B. Zar
Milton Clark
Donald G. Barnes

Gold Medal for Exceptional Service

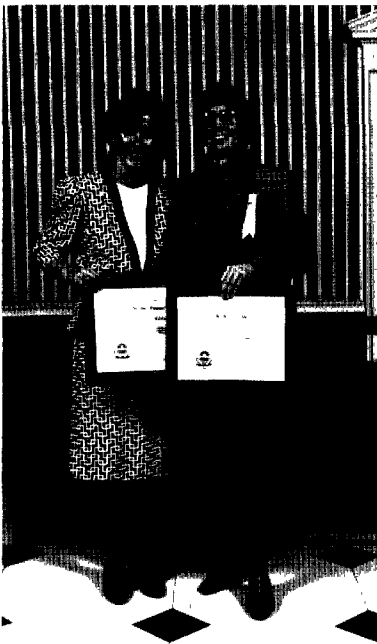
Hanford Negotiations Team



In recognition of negotiating an agreement with the Department of Energy and the State of Washington for the investigation and clean up of the Hanford site.

Region X
Office of Solid Waste and
Emergency Response

Randall F. Smith
Paul T. Day
Andrew J. Boyd
Bernard Landman III



Indian Setaside Grants Program Team

For outstanding contributions in developing and implementing the Setaside Construction Grants program for Indian Tribes and Alaskan Native villages.

Region X
Office of Water

Kathleen G. Veit
Christine Powers

Gold Medal for Exceptional Service

Clean Air Act Amendments Group



*In recognition of outstanding contributions to
the development of the 1989 Clean Air Act Amendments.*

Office of Air and Radiation
Office of Enforcement and
Compliance Monitoring
Office of General Counsel

Robert D. Brenner
John C. Beale
Charles L. Gray Jr.
Richard D. Wilson
Timothy L. Sprik
John D. Bachmann
Ann Kete
William T. Harnett
A. Stanley Meiburg
Lydia N. Wegman
Jeanette A. Wiltse
Philip A. Lorang

Jeffrey A. Alson
Donald E. Zinger
Jeffrey Clark
David M. Rochlin
Rachel M. Hopp
Brian J. McLean
Charles S. Carter
Richard B. Ossias
Nancy A. Ketcham-Colwill
Alan W. Eckert
David P. Novello
Howard J. Hoffman

Part II

SILVER MEDAL FOR SUPERIOR SERVICE

The Silver Medal for Superior Service is the second highest EPA honor award and is used to grant recognition for highly meritorious service to the Agency, including excellence in supervision and leadership. In 1989, five individuals and eight groups were recipients of the Silver Medal Award.



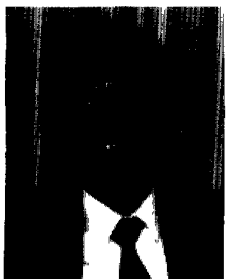
James R. Edward
Environmental Protection
Specialist
Office of Federal Activities
Office of Enforcement and
Compliance Monitoring

*For outstanding leadership in
developing protocols, guidelines,
and strategies for dealing with
Federal facilities compliance issues.*



James Hanlon
Director
Municipal Construction Division
Office of Water

*In recognition of exceptional
leadership in designing and
implementing EPA's State Revolving
Fund.*



Paul J. Molinari
Deputy Director
Water Management Division
Region II

*For exceptional leadership,
initiative and dedication in
developing and implementing
the Floatables Action Plan.*

Silver Medal for Superior Service



Anna Hopkins Virbick
Deputy Inspector General
Office of the Inspector General

*In recognition of outstanding
contributions to the operation of
the Office of the Inspector General.*



Sallyanne Harper
Director
Financial Management Division
Office of Administration and
Resources Management

*In recognition of exceptional
leadership in developing and
implementing the Regional
Contracting Officer Program.*

Silver Medal for Superior Service

FIFRA Hiring Team



For outstanding performance in assisting the Office of Pesticide Programs to recruit and hire personnel mandated by the new FIFRA legislation.

Office of Administration and
Resources Management

Charlotte A. Northern
Essie C. Shorter
Julia M. Smith
Betty Powell
Tanya Benson Bailey
Doris M. Preston
Patricia Jackson
Stephanie A. Love
Irvin H. Stevenson

Asbestos Ban and Phaseout Rule Group



In recognition of exceptional creativity and initiative in promulgating the Asbestos Ban and Phaseout Rule.

Office of Pesticides and Toxic
Substances

John J. Rigby
Christine Augustyniak
John W. Melone
Vanessa T. Vu
Lynn Delpire

Silver Medal for Superior Service

EXXON Valdez Report Team



In recognition of exemplary service in developing the report to the President on the Exxon Valdez Oil Spill.

Office of Solid Waste and
Emergency Response
Office of Water
Office of Enforcement and
Compliance Monitoring
Office of Communications and
Public Affairs
Region X

David N. Speights
Christopher J. Prins
John R. Gustafson
William McGovern
Miles E. Allen
Carolyn E. Gangmark
John M. Cunningham
Antonio J. Jover
Robert E. King

California Water Issues Team



For outstanding contributions to EPA's efforts to examine and pursue the environmental impacts of Federal water contracting policies.

Office of Enforcement and
Compliance Monitoring
Office of General Counsel
Region IX

Armand C. Lepage
Shannon E. Cunniff
Howard F. Corcoran
Thomas S. Marshall
Thomas M. Hagler
Jacqueline V. Wyland

Silver Medal for Superior Service

Resolve Superfund Case Management Team

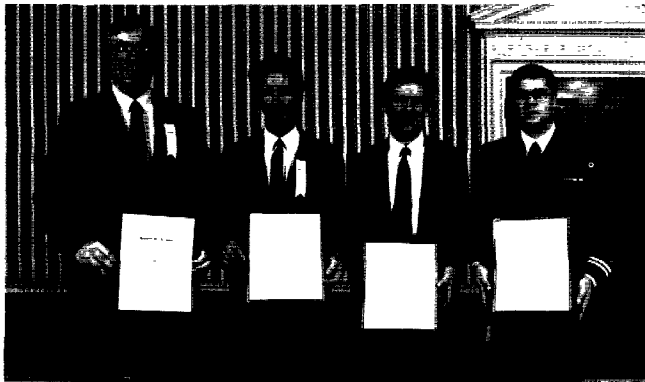


In recognition of outstanding initiative and skill in reaching settlement at the Resolve Superfund Site.

Region I

**Richard G. McAllister
David O. Lederer
Barbara R. O'Toole**

Radium Chemical CERCLA Removal Action Group



For outstanding leadership and skill in protecting Human Health and the Environment at the Radium Chemical Company Superfund Site.

Region II
Office of Air and Radiation
Office of Solid Waste and
Emergency Response

**Shawn W. Googins
Thomas M. Kady
Christopher A. Militscher
Richard Cahill
Robert W. Hargrove**

Silver Medal for Superior Service

Superfund Federal Facilities Agreements Group

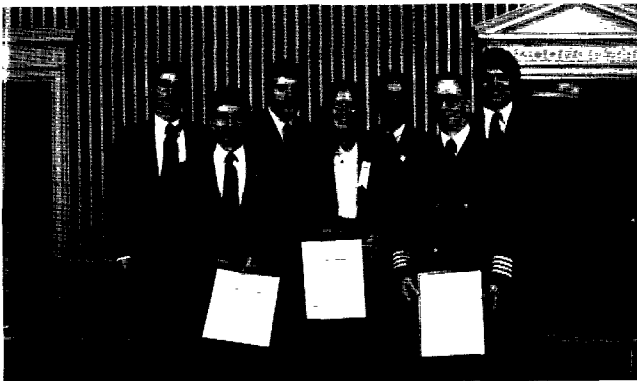


In recognition of outstanding contributions to successful Superfund settlements at eight Federal facilities.

Region IX

Julie Anderson Rubin
Michael S. Flaherty
Vance S. Fong
Jean E. Rice
Michael B. Hingerty
Lewis Mitani
John D. Chesnutt
Shauna L. Woods

EXXON Valdez Oil Spill Response Team



In recognition of extraordinary dedication and professionalism in responding to the Exxon Valdez oil spill.

Region X
Office of Research and
Development

Gregory L. Kellogg
Carl H. Lautenberger
Douglas W. Johnson
James M. Everts
Romona J. Haebler
John W. Armstrong
Steven A. Torok

Part III

BRONZE MEDAL FOR COMMENDABLE SERVICE

The Bronze Medal for Commendable Service is the third highest honor award granted by the Agency. It is given for significant service or achievements in support of EPA's mission and for demonstration of outstanding accomplishments in supervision and leadership. In 1989, 668 employees received Agency Bronze medals either as individuals or as members of groups.

RICHARD ACKERMAN	PAUL CAMPANELLA	JOANNE EDWARDS	ROBERT GRAVES	DIANE JOHNSON
JONATHAN ADLER	NANCY CARLISLE	RETO ENGLER	DAVID GRAY	ULRIKE JOINER
ANITA ALBERTSON	LOREN CARPIEN	WILLIAM ENGLISH	KATHLYNNE GRAY	CONTANCE JONES
MARK ALDERSON	THORNE CHAMBERS	BEN EUSEBIO	LYDIA GREEN	JIM JONES
ROSE ALLISON	RENEE CHAN	WILLIAM FARLAND	ELAINE GREENING	YVONNE JONES-BROWN
LEAH ALTMAN	RUTH CHEMERYS	TIMOTHY FARRIS	KRISTINA GROOME	WILLIAM JORDAN
ELIZABETH ANDERSON	BONNIE CHILES	BARBARA FAVOLA	CLARE GRUBBS	MARK JOYCE
JANET ANDERSON	CURTIS CHITWOOD	BOB FEGLEY	KRISTIN GULLAT	ROBERT KALAYJIAN
TOM ARMITAGE	NORMAN CHLOSTA	BRUCE FELDMAN	LARRY HACKER	ROBERT KANESHIRO
JOANN ASAMI	PAT CIRONE	LISA FELDT	MICHAEL HACKETT	TIM KASTENS
CHARLES ASCHWANDEN	WENDY CLELAND-HAMNETT	ROBERT FENEMORE, JR	JOHN HAGAN	AMY KEARNS
JOHN ATCHESON	MARY-ELIZABETH COLLINS	PENELOPE FENNER-CRISP	ERNST HALL	JAMES KEARNS
CHARLES AUER	KATHLEEN CONWAY	JOSEPH FERRANTE	ROBERT HALL	JAMES KEMPF
JANET AUERBACK	PAM COOPER	THOMAS FIELDING	KAREN HAMMERSTORM	NANDAN KENKEREMATH
CHRISTINE AUGUSTYNIAK	RICHARD COTHERN	CHERYL FILART	GLEN HANSEN	GERARD KENNA
EDWARD BALDINGER	ANNA COUTLAKIS	DIANNE FISH	JAMES HANSON	JOHN KENNEDY
GARY BALLARD	ANGELA COYLE	LEN FITCH	JOHN HARRIS	JANICE KERN
ROBERT BARLES	JAMES DALEY	ROBERT FLAAK	SHIRLEY HARRISON	RICHARD KING
DOUGLAS BARRETT	DEBORAH DALTON	GREGORY FOOTE	KATHERINE HART	JOHN KINGSCOTT
HUGH BARROLL	ALLYN DAVIS	KIRK FOSTER	CRAIG HARVEY	CHARLES KIRTZ
ALLEN BASALA	DAVE DeBRUYN	LYN FRANDSEN	KIMBERLY HARVEY	JULIE KISER
DAVID BATSON	PAUL DePERCIN	JANE FRANE	WILLIAM HATHAWAY	DAVID KLING
KEITH BAUGUES	CAROL DECK	WARREN FREAS	RALPH HAZEL	BRUCE KOBELSKI
CHERIE BECTON	STEVE DELANEY	BOB FREDERICK	DANIEL HEISTER	TOM KOHL
RON BENIOFF	GEORGE DENNING	KATHLEEN FREVERT	GERRY HILDEN	RICHARD KOZLOWSKI
BARRETT BENSON	EUGENE DENNIS	WILLIAM FRIETSCH	RONALD HILL	RICHARD KUHLMAN
BOB BENSON	MICHELE DERMER	MARYANN FROELICH	DORETHA HILLSMAN	JANIS KURTZ
TOM BORN	HENRIETTA DICKERSON	NANCY FROST	MARC HILLSON	JERRY KURTZWEG
JOHN BORTON	DEXTER DICKINSON	JOSEPH GALBRAITH	WILLIAM HOGSETT	TAPIO KUUSINEN
HELENA BOYD	TERRY DINAN	LINDA GALER	CONSTANCE HOHEISEL	HERBERT LACAYO
RUBY BOYD	MELVIN DINWIDDIE	JULIE GALLO-LUCERO	ANGELINA HOLOWKA	ROBERT LAMB
MICHAEL BRANAGAN	THOMAS DONALDSON	KENNAN GARVEY	KAREN HOLT	DIXON LANDERS
FRANCOISE BRASIER	BOB DRAKE	RONALD GHERARDI	SHELIA HOOVER	SARAH LARSON
ROBERT BRONSTRUP	STEVEN DRESSING	EILEEN GIBSON	STEVEN HOOVER	DAN LASHOFF
PAUL BRYAN	MARK DREYFUS	THERESE GIOIA	RICHARD HOPPER	VIRGINIA LATHROP
ERNESTINE BULIFANT	MITCHELL DUBENSKY	GERALD GIPSON	WILLIAM HOUGH	GEORGE LAWRENCE
JAMIE BURNETT	SYLVIA DUGRE	GREGORY GLAHN	KATHLEEN HUGHES	CARLTON LAYNE
MARK BUSTIN	ROGER DUHAMEL	JOSEPH GLATZ	CARA JABLON	ROBERT LEE
MICHAEL CALHOUN	GENE DURMAN	SEYMOUR GORDIMER	STEPHEN JAMES	CHRIS LEWIS
ERIC CALLISTO	DONALD ECKERMAN	DAN GRAVES	BARNES JOHNSON	NORMA LEWIS

ALFRED LINDSEY	RUTH MILLER	GARY POLVI	DEBORAH SISCO	ELIOT TUCKER
RICK LINTHURST	CHARLES MINOR	BRUCE POWERS, JR	ELVA SLAGLE	MARY BETH TUOHY
LAURA LIVINGSTON	KATHERINE MINSCH	WAYNE PRASKINS	JOEL SMITH	BRIAN ULLENSVANG
CATHERIN LING	RICHARD MITCHELL	ERIC PRESTON	LAVERNE SMITH	DOUGLAS VAN CLEEF
LARRY LONGANECKER	SHIRLEY MITCHELL	JAMES PRIESTLY	LINDA SMITH	GAYLENE VASATURO
RICHARD LONGMIRE	PATRICIA MONAHAN	PAUL QUILLEN	MICHAEL SMITH	WILLIAM VATAVUK
PHILLIP LORANG	DAVID MORGANWALP	DAVID RAMSEY	MICHELLE SMITH	RICHARD VESPERMAN
DIANNE LOWERY	JEFF MORIN	GENE RAMSEY	RAY SMITH	DONN VIVIANI
SHIRLEY LUCAS	GEROLD MOSS	PAUL RASMUSSEN	WENDALL SMITH	JON WACTOR
RALPH LUKEN	DAVID MUNCH	JAMES REDD	BRETT SNYDER	DENNIS WAGNER
LINDA LYON	GUYNN MYERS	DAN REINHART	MARY LOU SOSCIA	DAVID WAGONER
LINDA MA	GRADY NEELY	GUANITA REITER	JANE SOU'ZON	MARK WALKER
KIRK MACONAUHEY	STEVEN NEUGEBOREN	MICHAEL REXRODE	WILLIAM SPRATLIN	PAUL WALKER
AMAL MAHFOUZ	BRUCE NEWTON	RENEE RICO	SHARON STAHL	HOWARD WALL
AL MANNATO	DIANE NIEDZIALKOWSKI	HERSCHEL ROREX	LAUREL STALEY	JOHN WARD
DEB MARTIN	ERIC NOBLE	JEFFREY ROSEMBLOOM	DAVID STANGEL	JOHN WARREN
THOMAS MASLANY	ROBERT O'BRIEN	PHIL ROSS	MARTHA STEINCAMP	BILL WATT
KATHY MASTROPIERI	EDWARD OHANIAN	RICHARD ROSS	LEE STEVENS	DOUGLAS WEIK
ROBERT MAXEY	JAMES OMERNICK	SUZANNE RUD/INSKI	THERESA STEVENSON	STEVV WELLS
MARION MAY	GREGORY ONDICH	ROSEMARIE RUSSO	MARY STINSON	KENNETH WETZEL
NANCY MAYER	TIMOTHY OPPELT	SAMA SASNETT	ERIC STRASSLER	ALAN WEYMEYER
MARY McCAFFERY	JENNIFER ORME	JOSEPH SCHECHTER	JUELFE STREET	MARGARET WHEATON
RENA McCLURG	PEARL ORNSTEIN	JOEL SCHERAGA	EDMUND STRUZESKI	JAMES WHEELER
CHARLES McCOLLUM	PETLR ORNSTEIN	JACQUELYN SCHACHTER	JUDY STURGESS	FRANCES WICHER
CRAIG McCORMACK	RICHARD OSSIAS	ANITA SCHMIDT	DAVID SULLIVAN	RICHARD WILCOX
DORIS McCURDY	STEPHEN PAGE	RICHARD SCHMITT	JOSEPH SULLIVAN	RAYMOND WILHOOR
THOMAS McCURDY	JOHN PAI	BRADLEY SCHULTZ	INGRID SUNZENAUER	DONNA WILLIAMS
GARY McCUTCHEN	LEE PASAREW	MICHAEL SCHULZ	THOMAS SUPER	JOHN WILSON
MARY McDONNEL	SHARON PAYNE	GREG SCHWEER	WALLACE TALLENT	ELSIE WINDSOR
RON McHUGH	THOMAS PEAKE	PAUL SCHWENGELS	DAVID TANNER	A R WINKLHOFFER
GERALD McKEE	ANDREA PEARL	SCOTT SCHWENT	MELINDA TAPLAN	ANTHONY WOLBARST
CHARLES McLANE, SR	AL PELMOTER	CHERYL SEAGER	DEBRA TAYLOR	MICHAEL WOOD
KATHERINE McMILLAN	GEARY PENNA	DOUGLAS SELLERS	VICKIE THOMAS	ROBERT WRIGHT
ROBERT McNALLY	JOYCE PERDEK	LOUVENIA SELLERS	MARION THOMPSON	NANCY ZAHEDI
JOHN MEAGHER	LEWIS PEYTON	EDWIN SENSINTAFFLER	MARY TIETJEN-WINDRUP	LOREN ZELSMAN
EUGENE MEIER	RICHARD PHILLIPS	JULIE SHANNON	DAVID TINGEY	MICHELLE ZENON
JEROME MERSCH	ERV PICKELL	EILEEN SHEEHAN	DENNIS TIRPAK	
GORDON MILBOURN	GREGORY PIOTROWSKI	MIKE SHELBY	TIM TITUS	
ROBIN MILES-McLEAN	MAHESH PODAR	KEN SHIROISHI	JAWAD TOUMA	
BRUCE MILLER	RANDALL POHL	MARK SIFGLER	PETER TRUITT	

Part IV

ADMINISTRATOR'S AWARD FOR EXCELLENCE

The Administrator's Award for Excellence is a special award used to honor clerical, administrative or technical support employees who have made exceptional contributions to EPA that are worthy of Agency-wide recognition. Twenty-one employees were granted this award in fiscal year 1989.



Maria Blass
Clerk-Typist
Office of Solid Waste and
Emergency Response



Pauletta Boyd
Administrative Support
Assistant
Region VII



Elaine Burger
Secretary
Office of Air and Radiation
Ann Arbor, MI



Barbara Burke
Program Assistant
Office of Pesticides and
Toxic Substances

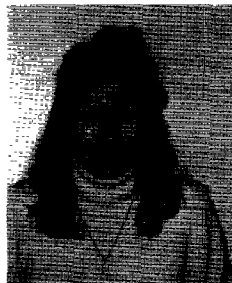
Administrator's Award for Excellence



Rosemary Carrol
Lead Congressional
Communication Technician
Office of the Administrator



Jacqueline Cross
Secretary
Office of General Counsel



Paula Curtin
Field Administrative
Specialist
Region III



Pamela Dougherty
Administrative Officer
Region VIII



Susan Dushinski
Secretary
Region I



Dina Granado
Secretary
Region VI

Administrator's Award for Excellence



Rosie Gray
Secretary
Region IV



Kristin Gullat
Grants Management
Specialist
Region IX



Maureen Hickey
Secretary
Region II



Nancy Morley
Secretary
Office of Inspector General



Joyce Morrison
Secretary
Office of Policy, Planning
and Evaluation



Mary Reid
Secretary
Office of Administration and
Resources Management

Administrator's Award for Excellence



Beverly Shorty
Legal Technician
Region V



Pearl Smith
Secretary
Office of Water



Janice Vega
Financial Assistant
Office of Enforcement and
Compliance Monitoring
(NEIC)
Denver, CO



Carol Warren
Secretary
Region X



Malcolm Wilkins
Engineering Technician
Office of Research and
Development
Research Triangle Park,
NC

Part V

TRUDY A. SPECINER AWARD

The Trudy A. Speciner Award is a special award used to recognize unusual achievements by EPA non-supervisory professional employees. Joachim Pleil, from Research Triangle Park, and Martha Weinert, from Region V, were the 1989 recipients of the Trudy A. Speciner Award.



Joachim Pleil
Physical Scientist
Atmospheric Research and
Exposure Assessment
Laboratory
ORD, RTP



Martha Weinert
Environmental Engineer
Water Division
Region V

“For outstanding contribution by a non-supervisory professional employee.”

Part VI

DISTINGUISHED CAREER AWARD

The Distinguished Career Award is a special Gold Medal Award used to recognize the cumulative achievements of employees who have given truly exceptional service throughout their employment in EPA and the Federal service. It is usually presented at the completion of service in EPA. Fifteen individuals were presented this award in 1989.

Donald J. Baumgartner
Office of Research and Development
Newport, OR

Pong N. Lem
Office of Research and Development
Las Vegas, NV

Robert L. Booth
Office of Research and Development
Cincinnati, OH

Almo H. Manzardo
Water Division
Region V

Ernest E. Bradley, III
Office of Audit
Office of the Inspector General

John R. O'Connor
Office of Air and Radiation
Research Triangle Park, NC

Robert T. Bridges
Office of Research and Development
Cincinnati, OH

Al J. Smith
Water Management Division
Region IV

Clyde J. Dial
Office of Research and Development
Cincinnati, OH

Bernard J. Steigerwald
Office of Air and Radiation
Research Triangle Park, NC

Thomas P. Gallagher
NEIC/OECM
Denver, CO

Edmund J. Struzeski
NEIC/OECM
Denver, CO

David E. Janes
Office of Air and Radiation
Research Triangle Park, NC

Harry R. VonHuben
Water Division
Region V

William A. Whittington
Office of Water

Part VII

PUBLIC HEALTH SERVICE

COMMISSIONED OFFICER AWARDS

Public Health Service Commissioned Officers assigned to EPA are usually granted recognition for outstanding accomplishments through the PHS Honor Awards Program. The program consists of six awards as follows: Distinguished Service Medal, Meritorious Service Medal, Outstanding Service Medal, Commendation Medal, Achievement Medal and the PHS Citation Award. Commissioned Officers who were granted PHS Honor Awards in 1989 are listed in this section.

PHS Meritorious Service Metal

Samuel T. Windham, Jr.
Office of Air and Radiation
Montgomery, AL

Oliver T. Love, Jr.
Region VI
Dallas, TX

PHS Outstanding Service Medal

Shawn W. Googins
Region II
New York, NY

Alan J. Hoffman
Office of Research and
Development
Research Triangle Park, NC

Brock M. Nicholson
Office of Air and Radiation
Research Triangle Park, NC

John R. Worlund
Office of Research and
Development
Las Vegas, NV

George C. Allison
Office of Enforcement and
Compliance Monitoring
Denver, CO

Stephen K. Goranson
Region V
Chicago, IL

Patrick A. Crotty
Region VIII
Denver, CO

PHS Achievement Medal

Sharon L. Kercher
Region VIII
Denver, CO

Kenneth W. Ayers
Office of Solid Waste and
Emergency Response
Washington, D.C.

PHS Commendation Medal

Winston A. Smith
Region IV
Atlanta, GA

Wayne R. Mathis
Region IV
Atlanta, GA

Davis Bernstein
Region IX
San Francisco, CA

Jon P. Yeagley
Region VIII
Denver, CO

Terence M. Grady
Office of Research and
Development
Cincinnati, OH

Marc R. Alston
Region VIII
Denver, CO

PHS Citation

Gary S. Logsdon
Office of Research and
Development
Cincinnati, OH

Charles H. Nauman
Office of Research and
Development
Las Vegas, NV

Dean R. Chaussee
Region VIII
Denver, CO

William E. Engle
Region VIII
Denver, CO

William B. Kuykendal
Office of Air and Radiation
Research Triangle Park, NC

Pierre L. Belanger
Region IX
San Francisco, CA

Thomas C. Sell
Office of Solid Waste and
Emergency Response
Cincinnati, OH

Sherry G. Selevan
Office of Research and
Development
Washington, D.C.

John M. Smith
Office of Air and Radiation
Montgomery, AL

Curtis F. Fehn
Region IV
Atlanta, GA

Charles R. Porter
Office of Air and Radiation
Montgomery, AL

David L. Norwood
Office of Air and Radiation
Montgomery, AL

Jon A. Broadway
Office of Air and Radiation
Montgomery, AL

Ronald K. Anderson
Office of Solid Waste and
Emergency Response
Washington, D.C.

William F. Holcom
Office of Air and Radiation
Washington, D.C.

Nancy B. Pate
Office of Air and Radiation
Research Triangle Park, NC

Part VIII

PRESIDENTIAL RANK AWARDS

The Civil Service Reform Act of 1978 established two Presidential Rank Awards: Distinguished Executive and Meritorious Executive. The President grants these awards annually to those members of the career Senior Executive Service who have demonstrated outstanding initiative, motivation, ingenuity and leadership in the performance of their duties. Fifteen EPA Senior Executives were granted this award in 1989.

DISTINGUISHED EXECUTIVE



Basil G. Constantelos
Director, Waste Management Division
Region V

DISTINGUISHED EXECUTIVE



Willis E. Greenstreet
Director, Office of Administration and
Resources Management-RTP
Office of Administration and Resources
Management

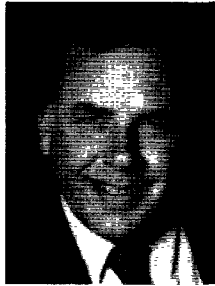
DISTINGUISHED EXECUTIVE



Stanley L. Laskowski
Deputy Regional Administrator
Region III

Presidential Rank Awards

MERITORIOUS EXECUTIVE



John C. Chamberlin
Director, Office of Administration
Office of Administration and Resources
Management

MERITORIOUS EXECUTIVE



Tudor T. Davies
Director, Office of Marine and Estuarine
Protection
Office of Water

MERITORIOUS EXECUTIVE



Kenneth F. Dawsey
Director, Office of Human Resources
Management
Office of Administration and Resources
Management

MERITORIOUS EXECUTIVE



Lee A. Dehnhns, III
Deputy Regional Administrator
Region IV

Presidential Rank Awards

MERITORIOUS EXECUTIVE



Bruce M. Diamond

Director, Office of Waste Programs Enforcement
Office of Solid Waste and Emergency Response

MERITORIOUS EXECUTIVE



Timothy Fields, Jr.

Director, Emergency Response Division
Office of Solid Waste and Emergency Response

MERITORIOUS EXECUTIVE



Charles E. Findley

Director, Hazardous Waste Division
Region X

MERITORIOUS EXECUTIVE



Victor J. Kimm

Deputy Assistant Administrator for Pesticides
and Toxic Substances
Office of Pesticides and Toxic Substances

Presidential Rank Awards

**MERITORIOUS
EXECUTIVE**



William J. Muszynski
Deputy Regional Administrator
Region II

**MERITORIOUS
EXECUTIVE**



Michael H. Shapiro
Director, Economics and Technology Division
Office of Pesticides and Toxic Substances

**MERITORIOUS
EXECUTIVE**



Susan H. Wayland
Deputy Director, Office of Pesticide Programs
Office of Pesticides and Toxic Substances

**MERITORIOUS
EXECUTIVE**



Richard D. Wilson
Director, Office of Mobile Sources
Office of Air and Radiation

Part IX
LEE M. THOMAS
EXCELLENCE IN MANAGEMENT AWARD

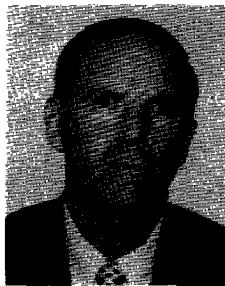
The Performance Management and Recognition System (PMRS), established by law in 1984, provides for the recognition of those PMRS employees whose performance has been determined to be unusually outstanding. In 1989 eleven employees received the Lee M. Thomas Excellence in Management Award for their exceptional contributions to the mission of EPA.



Allan E. Antley
Chief
Waste Compliance Section
RCRA Branch
Waste Management Division
Region IV



Charles M. Auer
Deputy Director
Health and Environmental
Review Division
Office of Toxic Substances
Office of Pesticides and Toxic
Substances



Truman R. Beeler
Director
Western Audit Division
Office of Audit
Office of the Inspector General
San Francisco, CA



Helen S. Beggan
Chief
Grants Administration Branch
Office of Policy and Management
Region II

Lee M. Thomas Excellence In Management Award



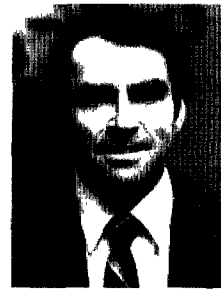
Bruce A. Englebert
Chief
Response Operations Branch
Emergency Response Division
Office of Emergency and
Remedial Response
Office of Solid Waste and
Emergency Response



Ira W. Leighton
Chief
Connecticut Waste Management
Branch
Waste Management Division
Region I



Janet Mason
Chief
Planning and Budgeting Branch
Planning and Management
Division
Region V



John W. Meagher
Director
Wetlands Strategies and State
Programs Division
Office of Wetlands Protection
Office of Water

Lee M. Thomas Excellence In Management Award



Stephen D. Page
Acting Division Director
Radon Division
Office of Radiation Programs
Office of Air and Radiation



Kathy Petruccelli
Director
Management and Organization
Division
Office of Administration
Office of Administration and
Resources Management



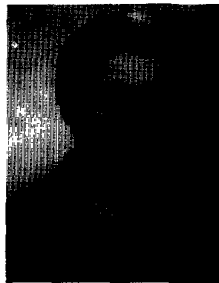
William B. Schmidt
Chief
Technical Support Branch
Environmental Services Division
Region X

Part X

A. JAMES BARNES AWARD FOR EXEMPLARY LEADERSHIP IN HUMAN RESOURCES MANAGEMENT

At the 1986 Honor Awards Ceremony, the Administrator presented Jim Barnes with a special award for his outstanding leadership in human resources management. This award has been made a part of the Agency Honor Awards Program as the "A. James Barnes Award for Exemplary Leadership in Human Resources Management." The award recognizes an individual whose continuing efforts and example have significantly advanced human resources management in EPA.

The recipient of this year's A. James Barnes Award is **Bill Wisniewski**, Assistant Regional Administrator for Policy and Management in Region III.



*"In recognition of extraordinary commitment and dedication to
the conviction that the people of EPA are its greatest resource."*

Part XI
FITZHUGH GREEN AWARD
For
OUTSTANDING CONTRIBUTIONS TO
INTERNATIONAL ENVIRONMENTAL PROTECTION

This award recognizes employees who have made exceptional contributions to environmental protection on an international level. The award is named in honor of Fitzhugh Green who, for over ten years, molded EPA's international environmental policy, and has left behind a legacy of unusual accomplishments.

The recipient of this year's Fitzhugh Green Award is **Eileen Claussen**, Director, Office of Atmospheric and Indoor Air Programs, Office of Air and Radiation.



*"In recognition of exceptional contributions to
international environmental protection."*

Part XII

THE EPA SCIENCE ACHIEVEMENT AWARD

Based on recommendations from the Agency's Scientific and Technical Careers Advisory Committee, two new awards were established in 1989 to recognize employees who have excelled in scientific and technical disciplines. Nominees are career EPA employees who have demonstrated outstanding achievements in research or in regulation development, implementation, or enforcement. Nominations can be made by any Agency employee working in a scientific or technical field.



Donald I. Mount
Senior Research Scientist
Environmental Research Laboratory
ORD, Duluth

"In recognition of exceptional leadership and administration of research programs in the field of aquatic toxicology."



Jon W. Schweiss
Chief, Ambient Monitoring and
Analysis Section
Environmental Services Division
Region X

"For exceptionally innovative contributions to the field of air pollution monitoring and, in particular, for developing the concept of saturation sampling."

Part XIII OUTSIDE AWARDS

There are a number of non-EPA awards granted each year to Federal employees in recognition of outstanding service, notable contributions and distinguished careers in the Federal Service. These awards are sponsored by outside national organizations and other Federal agencies. Employees on the following pages were nominated for outside awards during fiscal year 1989.

FEDERAL ENVIRONMENTAL ENGINEER AWARD

Stig Regli
Office of Water
Washington, D.C.

ARTHUR S. FLEMING AWARD

Shannon E. Cunniff
Office of Federal Activities
Washington, D.C.

YOUNGER FEDERAL LAWYER AWARD

Lydia Isales
Region III
Philadelphia, PA

Outside Awards

EXCELLENCE IN ADMINISTRATION AWARDS

John C. Chamberlin
Office of Administration and
Resources Management
Washington, D.C.

Edward J. Hanley
Office of Administration and
Resources Management
Washington, D.C.

Lynn M. Calvin
Region V
Chicago, IL

FEDERAL ENGINEER OF THE YEAR AWARD

Robert B. Ambrose, Jr. ***
Office of Research and Development
Athens, GA

*** *Denotes Winner*

Outside Awards

WISE (Women in Science and Engineering)

Clarice Gaylord
Office of Administration and
Resources Management
Washington, D.C.

Carole A. Kimmel
Office of Research and Development
Washington, D.C.

Mary K. Stinson
Office of Research and Development
Edison, NJ

FEDERAL EXECUTIVE INSTITUTE ALUMNI ASSOCIATION EXECUTIVE OF THE YEAR

Henry L. Longest
Office of Solid Waste and
Emergency Response
Washington, D.C.

DONALD L. SCANTLEBURY MEMORIAL AWARD

David P. Ryan
Office of Administration and
Resources Management
Washington, D.C.

ALAN T. WATERMAN AWARD

John W. Fournie
Office of Research and Development
Gulf Breeze, FL

Nicholas T. Loux
Office of Research and Development
Athens, GA

EVERETT ALLDREDGE AWARD FOR RECORDS MANAGEMENT EXCELLENCE

Charlene M. Swibas
Office of Enforcement and
Compliance Monitoring
Denver, CO

**INTERAGENCY COMMITTEE ON INFORMATION RESOURCES
MANAGEMENT AWARD**

Donald W. Fulford***
Office of Administration and
Resources Management
Research Triangle Park, NC

Joseph A. Sierra***
Office of Administration and
Resources Management
Washington, D.C.

Tom Mace***
Office of Research and Development
Las Vegas, NV

George Collins***
Region IV
Atlanta, GA

Robert Shepanek
Office of Administration and
Resources Management
Washington, D.C.

**** Denotes Winner*

Part XIV

MONETARY PERFORMANCE AWARDS

Background

The purpose of this part is to give EPA Management officials a profile of how most of their awards money was used in Fiscal Year 1989. Notwithstanding the motivational value of various non-monetary incentives (e.g., honorary awards such as medals, plaques, etc.) most awards money is spent on the four types of performance awards listed below. The data shows how monetary performance award dollars were distributed Agency-wide and within the major components of EPA.

The period covered is Fiscal Year 1989. That is, all awards tabulated were granted between October 1, 1988 and September 30, 1989, including any awards based on the Fiscal Year 1988 "performance" year.

Definitions

PMRS Cash Award

A performance-based cash award granted for significant accomplishments related to the individual's Performance Agreement. PMRS cash awards are granted in the October-December timeframe in concert with annual performance evaluations.

Quality Step Increase (QSI)

An additional within-grade increase granted for sustained high quality performance which is expected to continue in the future. Applies only to permanent General Schedule employees. As used in this report, the dollar value of a QSI is the increase in basic per annum salary at the time the award is granted.

Sustained Superior Performance Award (SSP)

A cash award given in recognition of continued high quality performance of the duties of the employee's position which substantially exceeds performance standards. Amount of award is determined according to a percentage of basic per annum salary. Applies only to General Schedule employees.

Special Act or Service Award (SA)

A cash award given to an individual or group for significant one-time achievements related to official employment. The amount of award is based on the value of tangible and/or intangible benefits accruing from the special act or service. May be granted to PMRS or non-PMRS employees.

SUMMARY AND ANALYSIS

Sustained Superior Performance Awards

Number Granted	\$ Dollars \$
5,272	\$3,776,880

PMRS Cash Awards

Number Granted	\$ Dollars \$
1,806	\$2,028,843

Special Act or Service Awards to Individuals

Number Granted	\$ Dollars \$
2,713	\$1,843,986

Special Act or Service Awards to Groups

Number of Groups	Number of Individuals	\$ Dollars \$
89	605	\$297,251

Quality Step Increases

Number Granted	Estimated \$ Value
662	\$678,156

- Total lump-sum cash awards: \$7,946,960
- Value of QSI's granted: \$ 678,156
- Total \$ awarded: \$8,625,116
- Total number of monetary performance awards granted to individuals and members of groups: 11,058

All Categories

- The number of monetary awards granted per 100 Agency employees was 72.0.
- The per capita expenditure for monetary performance awards was \$562.00.
- The average monetary performance award granted was \$780.00.

PMRS Cash Awards

- EPA granted 73.0 PMRS cash awards per 100 eligible employees.
- The per capita expenditure for PMRS cash awards was \$818.00.
- The average PMRS cash award granted was \$1,123.00.

Other (QSI, SSP, SA) Awards

- EPA granted 60.3 other (QSI, SSP, SA) awards per 100 eligible employees.
- The per capita expenditure for other (QSI, SSP, SA) awards was \$430.00.
- The average other (QSI, SSP, SA) award granted was \$713.00.

EXHIBIT 1 SUMMARY OF MONETARY PERFORMANCE AWARDS

ORGANIZATION/ (POP.)	SUSTAINED SUPERIOR PERFORMANCE		PMRS CASH AWARDS		SA AWARDS TO INDIVIDUALS		SA AWARDS TO GROUPS			QUALITY STEP INCREASES		TOTAL DOLLARS AWARDED	TOTAL AWARDS GRANTED (INCLUDES GROUP MEMBERS)	AVERAGE AWARD GRANTED	PER CAPITA AWARD AMOUNT	NO. OF AWARDS PER 100 EMPLOYEES
	NO. GRANTED	DOLLARS	NO. GRANTED	DOLLARS	NO. GRANTED	DOLLARS	NO. GROUPS	NO. EMPLOYEES	DOLLARS	NO. GRANTED	VALUE					
OA/	482	\$ 111,510	23	\$ 23,730	11	\$ 6,300	0	0	0	2	\$ 1,382	\$ 142,922	128	\$1,117	\$297	26.6
OPPE/	220	129,114	16	29,483	20	24,120	1	3	2,425	0	0	185,142	151	1,226	842	68.7
OECM/	335	136,914	46	42,338	47	54,800	2	7	5,750	7	8,613	248,415	218	1,140	742	65.0
OGC/	144	95,959	12	19,550	15	19,570	0	0	0	6	8,923	144,002	128	1,125	1,000	88.9
OIG/	282	35,975	34	44,982	41	39,500	0	0	0	22	24,779	145,236	138	1,052	515	50.0
OEA/	153	30,425	18	22,977	10	11,750	0	0	0	6	6,386	71,538	70	1,022	468	45.8
OARM/	1,282	360,276	173	252,661	272	269,089	5	133	70,000	42	42,850	994,876	1,051	947	776	82.0
OW/	639	131,946	115	129,711	106	53,209	0	0	0	4	4,827	319,693	395	809	500	62.0
OSWER/	721	239,867	151	146,389	172	137,402	3	18	13,750	14	11,728	549,136	677	811	762	94.0
OAR/	887	202,012	108	121,532	101	89,215	7	36	11,475	31	29,675	435,909	653	695	512	73.7
OPTS/	1,200	221,038	141	175,329	176	199,526	3	11	10,625	103	116,490	723,008	788	917	603	65.7
ORD/	1,962	453,458	178	278,646	351	383,266	12	54	21,993	126	133,781	1,271,144	1,202	1,057	648	61.3
HEADQUARTERS TOTALS	8,307	\$2,148,494	1,015	\$1,287,328	1,322	\$1,287,747	33	262	\$136,018	363	\$389,434	\$5,249,021	5,599	\$ 937	\$632	67.4

REGION/(POP.)																	
REGION I/	560	133,350	109	\$ 93,244	242	\$ 102,361	11	59	\$ 30,200	27	\$ 25,751	\$ 384,906	675	\$ 570	\$687	120.1	
REGION II/	802	180,682	70	83,059	107	70,052	1	10	6,750	32	35,124	375,667	418	898	468	52.1	
REGION III/	792	139,364	82	73,391	228	74,281	14	117	50,275	71	67,896	405,207	782	518	512	98.7	
REGION IV/	922	206,210	102	98,915	99	77,550	4	20	15,100	11	7,730	405,505	568	713	440	62.0	
REGION V/	1,225	264,649	103	97,357	197	67,440	0	0	0	38	36,832	466,278	793	587	381	65.0	
REGION VI/	783	124,015	67	61,922	114	60,410	3	15	14,250	48	45,210	305,807	489	625	391	62.4	
REGION VII/	456	255,015	39	44,869	176	44,034	2	5	2,700	17	15,736	362,354	448	808	795	98.2	
REGION VIII/	447	78,757	59	48,136	96	23,776	5	23	10,150	32	31,239	192,058	400	480	430	89.5	
REGION IX/	608	179,159	84	72,630	54	23,860	9	44	16,050	0	0	291,699	543	537	480	89.3	
REGION X/	447	67,185	76	67,992	78	12,475	7	50	15,758	23	23,204	186,614	343	544	417	76.7	
REGIONAL TOTALS	7,042	\$1,628,386	791	\$ 741,515	1,391	\$ 556,239	56	343	\$161,233	299	\$288,722	\$3,376,095	5,459	\$ 618	\$479	77.5	
AGENCY TOTALS	*15,349	\$3,776,880	1,806	\$2,028,843	2,713	\$1,843,986	89	605	\$297,251	662	\$678,156	\$8,625,116	11,058	\$ 780	\$562	72.0	

*DOES NOT INCLUDE SES, EX, & PHS

EXHIBIT 2 DISTRIBUTION OF MONETARY PERFORMANCE AWARDS BY CATEGORY

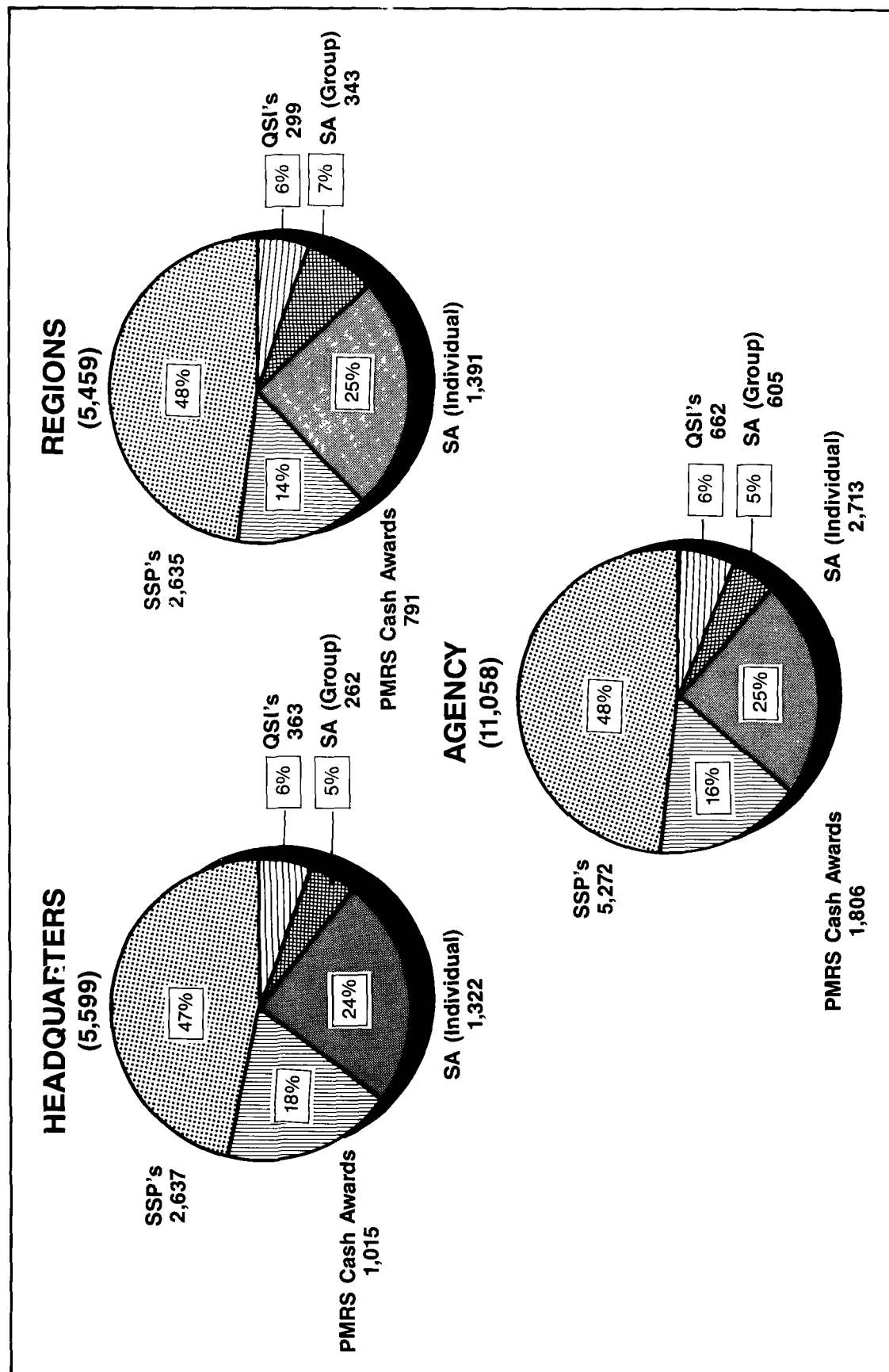
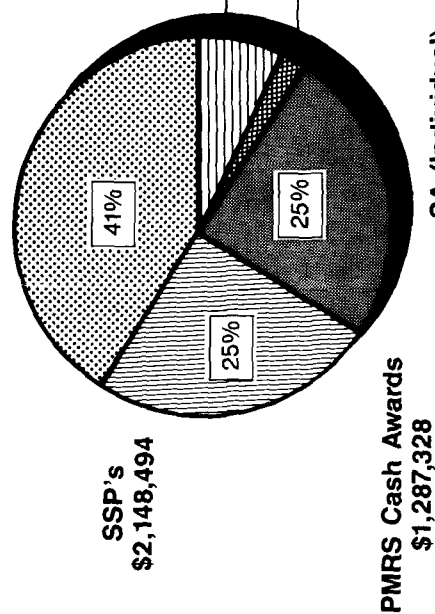
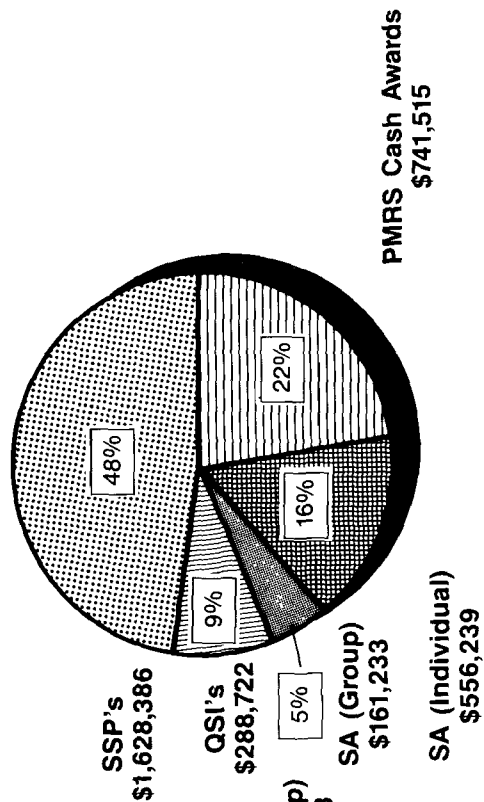


EXHIBIT 3 **DISTRIBUTION OF AWARD DOLLARS** **BY CATEGORY**

HEADQUARTERS **(\$5,249,021)**



REGIONS **(\$3,376,095)**



AGENCY **(\$8,625,116)**

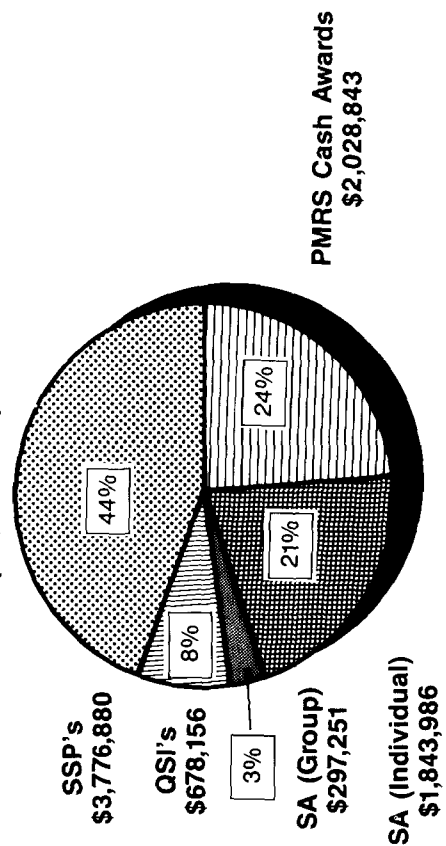
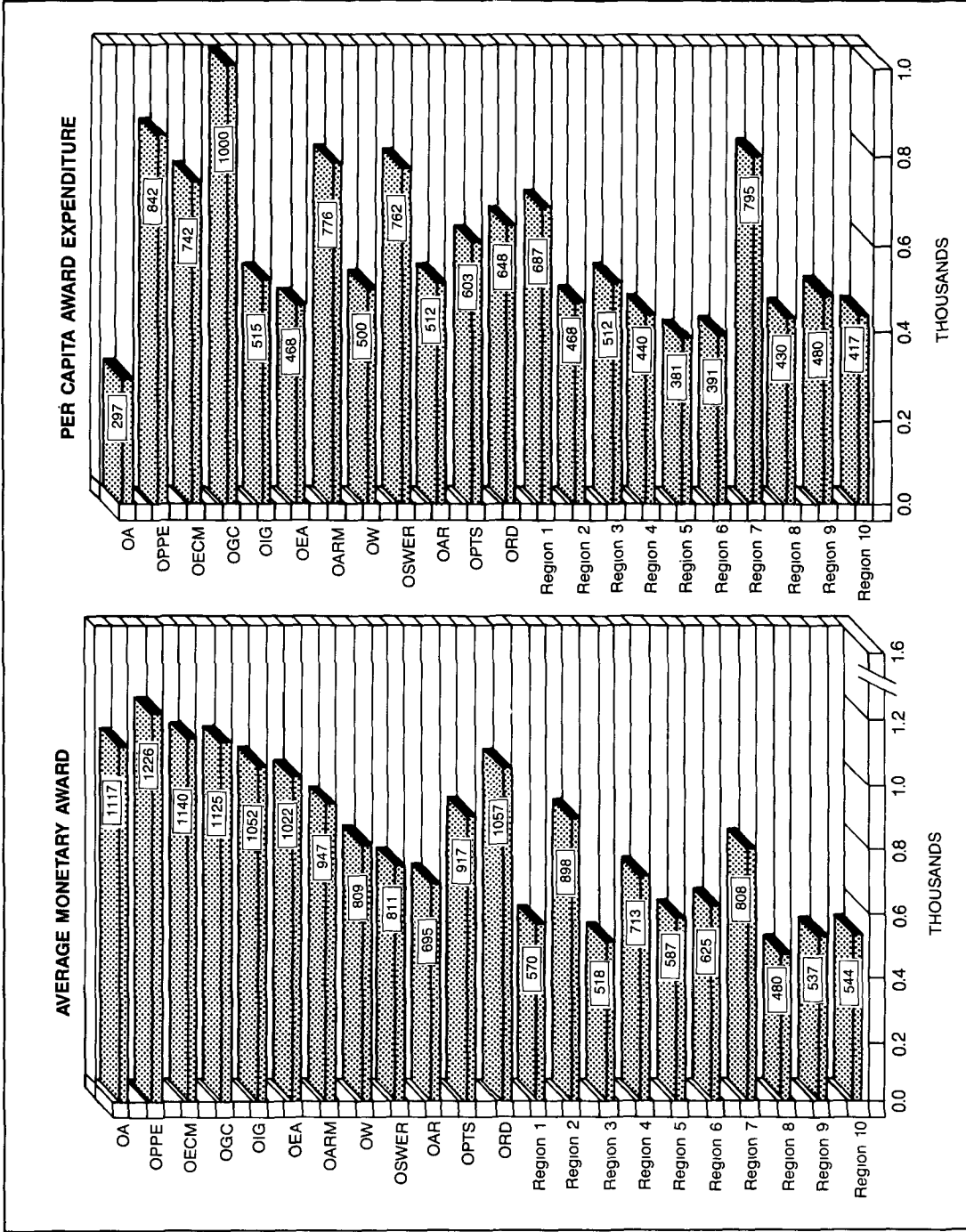


EXHIBIT 4 AVERAGE MONETARY AWARD AND PER CAPITA AWARD EXPENDITURE (ALL CATEGORIES)



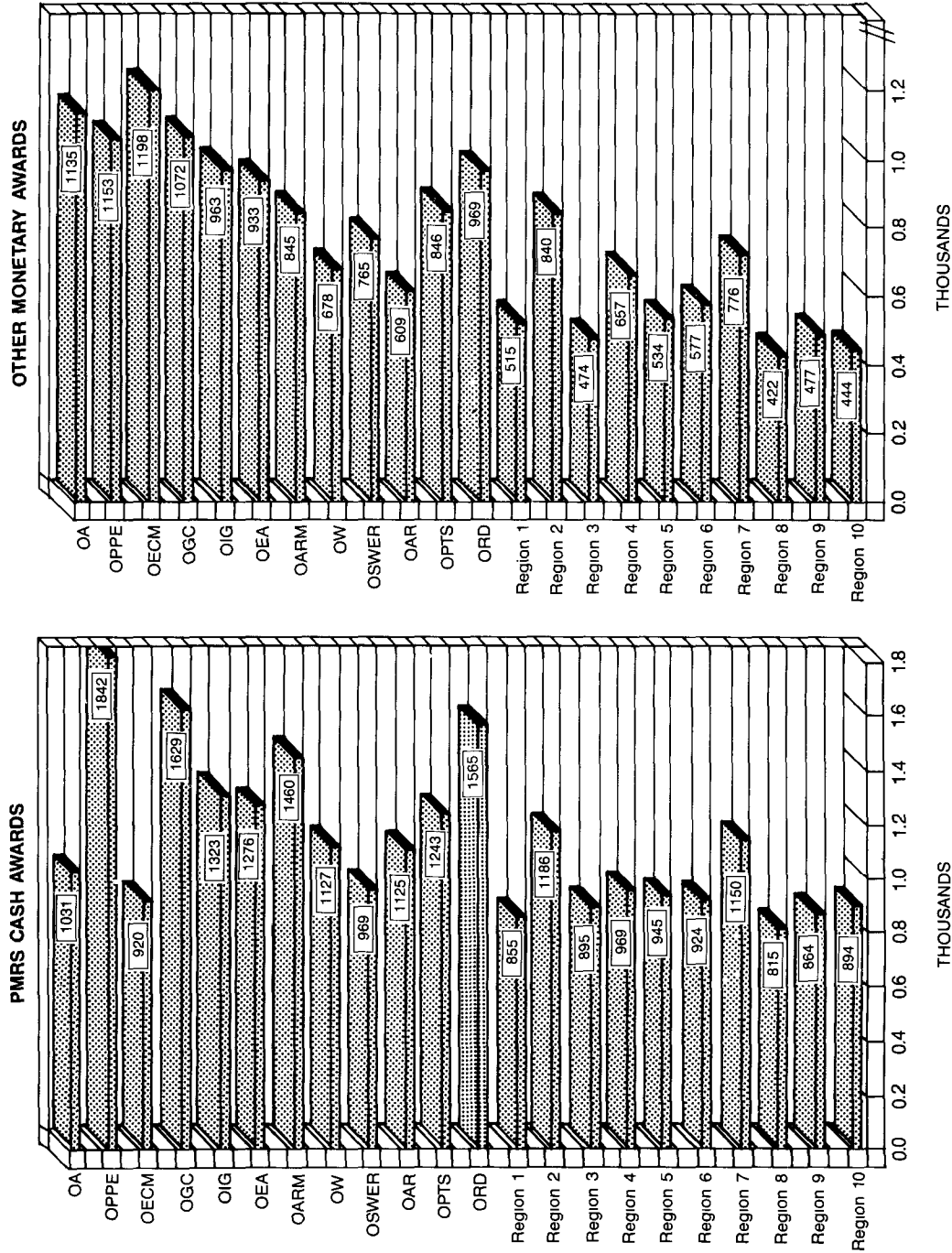
HEADQUARTERS AVERAGE:	\$937.00	HEADQUARTERS PER CAPITA:	\$632.00
REGIONAL AVERAGE:	\$618.00	REGIONAL PER CAPITA:	\$479.00
AGENCY AVERAGE:	\$780.00	AGENCY PER CAPITA:	\$562.00

EXHIBIT 5 **PMRS AND OTHER AWARDS DISTRIBUTION** **PER EMPLOYEE**

ORGANIZATION	PMRS CASH AWARDS			OTHER MONETARY AWARDS		
	No. of Eligible Employees	No. of Awards Granted	No. of Awards Per 100 Employees	No. of Eligible Employees*	No. of Awards Granted	No. of Awards Per 100 Employees
OA	28	23	82.0	482	105	22.0
OPPE	30	16	53.0	220	135	61.4
OECM	52	46	88.5	335	172	51.3
OGC	18	12	66.7	144	116	81.0
OIG	52	34	65.3	282	104	37.0
OEA	26	18	69.2	153	52	34.0
OARM	307	173	56.3	1,282	878	68.5
OW	139	115	83.0	639	280	44.0
OSWER	170	151	89.0	721	526	73.0
OAR	136	108	79.4	887	545	61.4
OPTS	207	141	68.1	1,200	647	54.0
ORD	330	178	54.0	1,962	1,024	52.2
HQS. TOTALS	1,495	1,015	68.0	8,307	4,584	55.2
REGION 1	127	109	86.0	560	566	101
REGION 2	110	70	64.0	802	348	43.4
REGION 3	100	82	82.0	792	700	88.4
REGION 4	130	102	78.4	922	466	51.0
REGION 5	144	103	72.0	1,225	690	56.3
REGION 6	86	67	78.0	783	422	54.0
REGION 7	59	39	66.1	456	409	90.0
REGION 8	64	59	92.1	447	341	76.2
REGION 9	100	84	84.0	608	459	75.5
REGION 10	66	76	115	447	267	60.0
REGIONAL TOTALS	986	791	80.2	7,042	4,668	66.3
AGENCY TOTALS	2,481	1,806	73.0	15,349	9,252	60.3

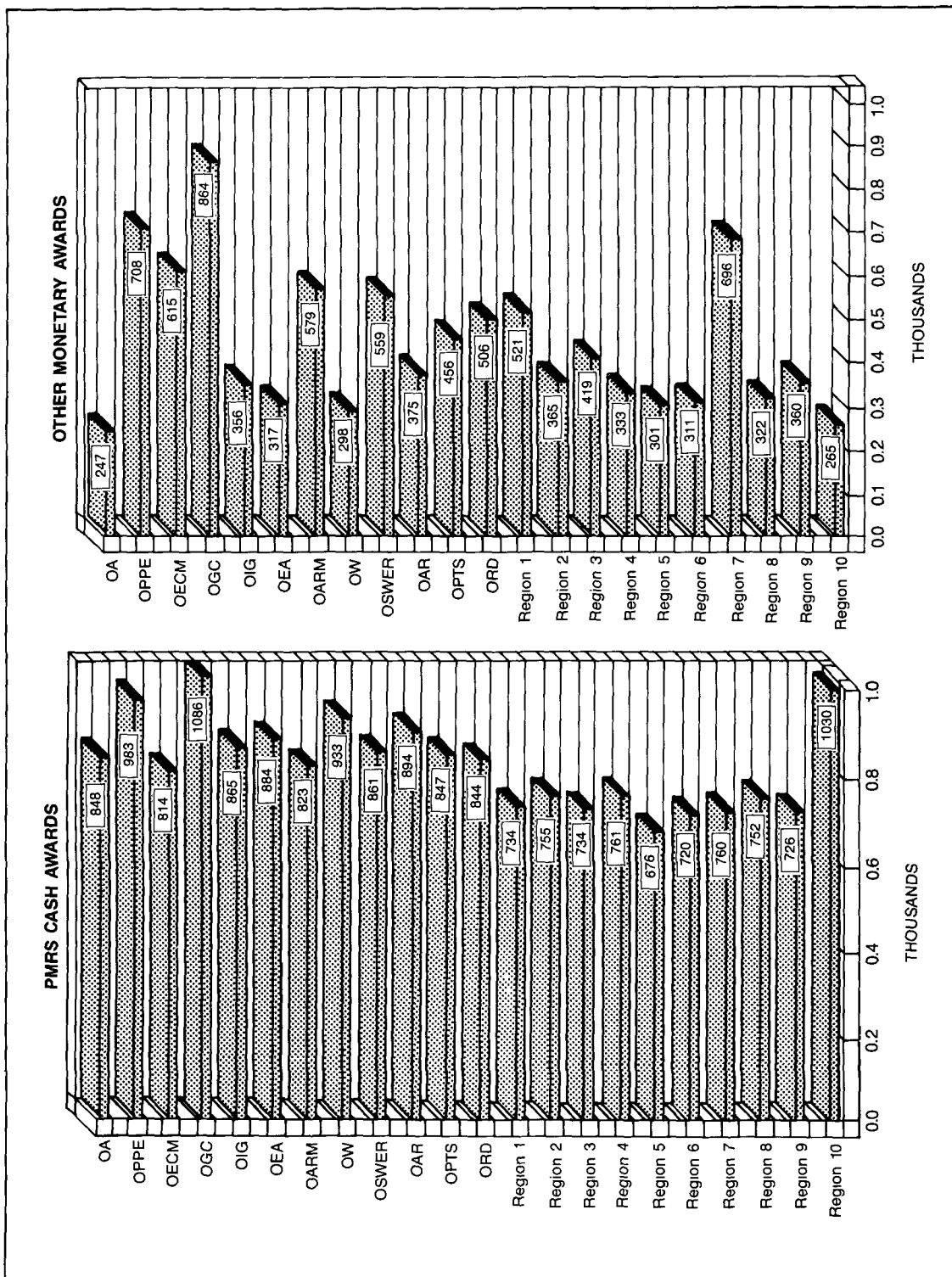
*INCLUDES PMRS EMPLOYEES, SINCE THEY ARE ELIGIBLE FOR SPECIAL ACT OR SERVICE AWARDS.

EXHIBIT 6 PMRS AND OTHER MONETARY AWARD AVERAGES



HEADQUARTERS AVERAGE:	\$1,268.00	HEADQUARTERS AVERAGE:	\$864.00
REGIONAL AVERAGE:	\$ 937.00	REGIONAL AVERAGE:	\$564.00
AGENCY AVERAGE:	\$1,123.00	AGENCY AVERAGE:	\$713.00

EXHIBIT 7 PER CAPITA DISTRIBUTION OF AWARD DOLLARS



HEADQUARTERS PER CAPITA: \$477.00
REGIONAL PER CAPITA: \$374.00
AGENCY PER CAPITA: \$430.00

HEADQUARTERS PER CAPITA: \$861.00
REGIONAL PER CAPITA: \$752.00
AGENCY PER CAPITA: \$818.00

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Chicago, IL 60604