



EXCELLENCE IN EPA

U.S. Environmental Protection Agency
Office of Public Information (OPI-16)
2001 Pennsylvania Street, Room 1670
Chicago, IL 60604

FY 1987 Awards Report

COVER PHOTO BY:

Steve Delaney

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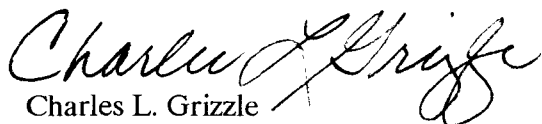
U.S. Environmental Protection Agency
 Office of Management and Administration (OPM-16)
 1200 Pennsylvania Avenue, Room 1670
 Washington, D.C. 20460



FOREWORD

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

This report is dedicated to those employees who demonstrated outstanding performance in 1987. 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.

A handwritten signature in cursive script, reading "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. Six individuals and eight groups were granted Gold Medal Awards for fiscal year 1987.



Alvin L. Ewing
Director
Alaska Operations Office
Region X

"For excellence in managing environmental programs in the State of Alaska."



Robert W. Feild
Environmental Engineer
Waste Management Division
Region VII

"For exceptional contributions to the successful solution of national dioxin problems."



John M. Heritage
Public Affairs Specialist
Office of Public Affairs
Office of External Affairs

"For extraordinary service and unique contributions on behalf of Agency public affairs as Editor of EPA Journal."

Gold Medal for Exceptional Service



Richard L. Lemley
Chief
Facilities Operations Branch
Facilities Management and Services Division
Office of Administration and Resources
Management

"For outstanding dedication and managerial excellence in providing high quality facility operations services to EPA personnel."



Alvin R. Morris
Director
Water Management Division
Region III

"In recognition of outstanding scientific and managerial leadership of the Chesapeake Bay Program."



Kenneth S. Stoller
Niagara Frontier Program Manager
Region II

"For innovative and creative leadership in addressing the environmental challenges of the Niagara Frontier."

Gold Medal for Exceptional Service

EPA ETHICS PROGRAM MANAGERS



"In recognition of outstanding service in creating and managing the EPA Ethics Program."

*Office of General
Counsel*

**Gerald H. Yamada
Donnell L. Nantkes**

COMPARATIVE RISK PROJECT TEAM



"In recognition of outstanding service in the design, development and issuance of the comparative risk report."

*Office of Policy,
Planning, and
Evaluation*

**Richard D. Morgenstern
Frederick W. Allen
Robert Fegley
Stacey A. Katz
Peter P. Caulkins
Michael G. Shelby**

Gold Medal for Exceptional Service

ORGANIC CHEMICALS REGULATION TEAM



"For exceptional achievement in developing final water pollution regulations for the Organic Chemicals, Plastics and Synthetic Fibers Industry."

Office of Water

Elwood H. Forsht

Office of General Counsel

Dov Weitman

UST REGULATORY PROPOSAL TEAM



"For exceptional creativity and initiative in designing a regulatory program for underground storage tanks."

Office of Solid Waste and Emergency Response

Ronald Brand

Louise Wise

David O'Brien

Sammy Ng

Office of General Counsel

Richard Valentinetti

Caroline Wehling

Gold Medal for Exceptional Service

PM-10 NAAQS REVISION MANAGEMENT TEAM



"In recognition of outstanding initiative and leadership in managing the development and promulgation of a revised particulate matter NAAQS."

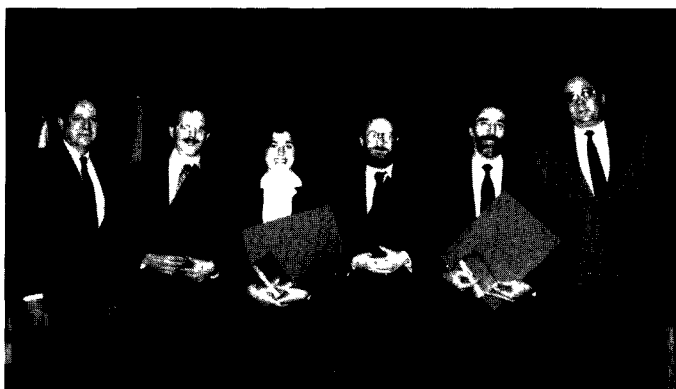
*Office of Air and
Radiation*

*Office of Research
and Development*

*Office of General
Counsel*

**Lester D. Grant
Bruce C. Jordan
John D. Bachman
Robert D. Bauman
Peter H. Wyckoff**

STRATOSPHERIC OZONE TEAM



"In recognition of outstanding service in the development and implementation of strategies for addressing problems of stratospheric ozone depletion."

*Office of Air and
Radiation*

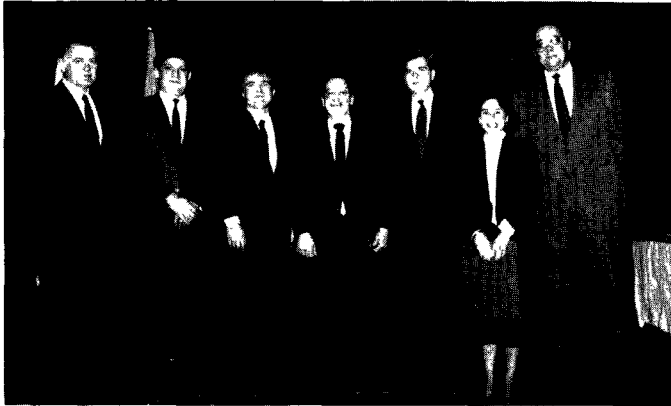
*Office of
International
Activities*

*Office of Policy,
Planning and
Evaluation*

**John S. Hoffman
Ida Maria Tikoff
James A. Losey
Stephen R. Seidel
Stephen O. Andersen
Alexander Cristofaro**

Gold Medal for Exceptional Service

DOD SUPERFUND SITE TEAM



"In recognition of extraordinary efforts in negotiating a precedent-setting agreement that will serve as a national model for securing Federal Facility compliance under CERCLA and RCRA."

*Region V
Office of Solid Waste
and Emergency
Response*

**Basil G. Constantelos
Arthur Kleinrath
Judith Beck
Bernard Landman
Christopher Grundler**

RAINWATER BASIN TEAM



"For outstanding achievement in the development and implementation of a model advanced identification project for Nebraska's Rainwater Basin."

Region VII

**Katherine Biggs
J. Glen Yager
William Ward
Stephen Wurtz**

Part II

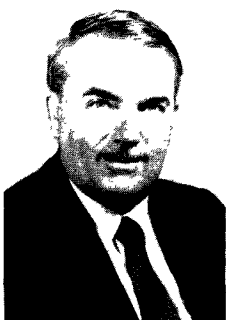
SILVER MEDAL FOR SUPERIOR SERVICE

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 1987, six individuals and seven groups were recipients of the Silver Medal Award.



George W. Alapas
Chief, Superfund Accounting Branch
Financial Management Division
Office of the Comptroller
Office of Administration and Resources
Management

"In recognition of outstanding service in the development of an expanded financial management program for Superfund."



Barrett E. Benson
Environmental Engineer
National Enforcement Investigations Center
Office of Enforcement and Compliance
Monitoring
Denver, CO

"For exceptional technical leadership in the investigation of complex and nationally significant hazardous and toxic waste pollution problems."



Robert L. Lipnick
Chemist
Health and Environmental Review Division
Office of Toxic Substances
Office of Pesticides and Toxic Substances

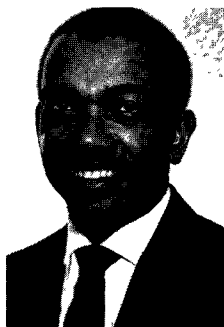
"In recognition of exceptional technical expertise and leadership in assessing the potential ecotoxicity of new industrial chemicals."

Silver Medal for Superior Service



James L. Makris
Director, Preparedness Staff
Office of Solid Waste and Emergency
Response

*"In recognition of outstanding leadership
in the development of an effective emergency
preparedness and prevention program."*



Patric McCoy
Regional Expert
Air and Radiation Division
Region V

*"For exceptional leadership and creativity
in the development of a model Continuous
Emission Monitoring Program for the
nation."*



John T. Wilson
Research Microbiologist
Environmental Research Laboratory
Office of Research and Development
Ada, OK

*"In recognition of unique scientific
contributions to the restoration of
contaminated groundwater."*

Silver Medal for Superior Service

DAY CARE CENTER IMPLEMENTATION TEAM



"In recognition of outstanding service in creating a child care facility for the Environmental Protection Agency."

*Office of
Administration and
Resources
Management*

**Daiva Balkus
Sherry A. Kaschak
Shirley Smith
Beverly Gregory
Charlene Dunn
Mary McCaffery**

*Office of External
Affairs*

*Office of Pesticides
and Toxic
Substances*

NORTHERN AUDIT DIVISION



"In recognition of excellent service in issuing timely and significant audit reports which enabled Agency management to better accomplish goals and objectives."

*Office of the Inspector
General*

**Anthony C. Carrollo
Lee M. Stevens
Robert K. Bronstrup**

Silver Medal for Superior Service

STATE REVOLVING FUND TEAM



"In recognition of exceptional accomplishment and achievement on the State Revolving Fund program."

Office of Water

*Office of General
Counsel*

**Stephen P. Allbee
William Kramer
Stephen Pressman
Geoffrey Cooper**

CHLORDANE REVIEW TEAM



"For excellence in developing the technical support document and concluding a negotiated settlement with industry on the pesticide Chlordane."

*Office of Pesticides
and Toxic
Substances*

*Office of General
Counsel*

**James V. Roelofs
Kevin M. Lee**

Silver Medal for Superior Service

PHYSIOLOGY WORK GROUP



"For scientific excellence in proposing and implementing an effective research program in support of the NAAQS for ozone."

*Office of Research
and Development*

**Donald H. Horstman
William F. McDonnell III**

HUMAN RESOURCES DEVELOPMENT TEAM



"In recognition of outstanding leadership and innovation in the management of Agency human resources."

Region III

**William T. Wisniewski
Andrew P. Carlin
Michael H. Kulik
Cheryl A. Talbot**

Silver Medal for Superior Service

ALASKA NEPA AND WETLANDS REVIEW TEAM



"In recognition of outstanding achievements to ensure greater protection of Alaskan wetland resources."

Region X

**Richard R. Sumner
Brian D. Ross
Fletcher G. Shives**

Part III

BRONZE MEDAL FOR COMMENDABLE SERVICE

The Bronze Medal for Commendable Service is the third highest honor award granted in 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. Employees listed in this part were awarded EPA Bronze Medals in fiscal year 1987 either as individuals or as members of groups.

Abel, George A.
Abraham, Pamela
Adams, John R.
Adler, Kenneth
Ahern, Daniel B.
Albright, Richard
Allen, Barry P.
Allen, Deborah A.
Allen, Deborah M.
Allen, Robert L.
Allison, George C.
Alson, Jeffrey A.
Ambutas, Casey
Anderson, Patrick
April, Robert W.
Atchison, Margaret
Auer, Charles M.
Bachand, Ronald H.
Bachmaier, James T.
Baek, Sally
Baezmartinez, Juan
Bailey, Kenneth L.
Bailey, Marcia L.
Baker, Gregory F.
Banks, Deborah Y.
Barnett, Tonya L.
Barrick, Elaine E.
Barroll, Hugh J.
Barsamian, Loretta
Barton, Kathryn M.
Basala, Allen C.
Bascietto, John J.
Bashar, John R.
Bassi, Jo-Ann
Bassuener, Barbara
Baumler, Barbara L.
Beal, Diane D.
Beardsley, Daniel
Beerman, Lillian E.
Berg, Neil J., Jr.
Berlow, James R.
Berry-Chen, Janice
Betuel, Doris Lee
Biondi, Richard
Bittenbender, Arthur
Blais, Paul D.

Blake, Joan
Blanchard, Karen L.
Blaney, Benjamin L.
Bodien, Danforth G.
Bohrer, William M.
Boone, Barbara J.
Boughton, Carol J.
Boys, Paul A.
Brannen, Larry F.
Brass, Ira H.
Braverman, Thomas
Bray, Brenda K.
Breen, Joseph J.
Brenner, Robert D.
Brewer, Linda L.
Britton, Barbara R.
Brody, Kathleen M.
Broyles, Robert R.
Burd, Robert S.
Caldwell, Merrilee
Caldwell, Stephen
Callahan, Edward F.
Cammarota, Helen R.
Campagna, Philip R.
Carley, John M.
Carlin, Andrew P.
Carlin, Jayne S.
Carra, Joseph S.
Cassidy, Paul F.
Caulkins, Peter P.
Chenoweth, William
Childress, Roosevelt
Childs, Norman E.
Chitlik, Laurence
Claggett, Richard
Clark, Cynthia A.
Clemmer, Thomas A.
Clemons, Teresa E.
Cleverly, David H.
Cluck, Robert E.
Coats, Catherine G.
Coco, Matthew J.
Cohen, Jeff M.
Coia, Robert A.
Collins, Jill
Colony, William

Compton, Harry
Cook, Norman J.
Cook, Peter L.
Cook, Sheila
Cooper, John D.
Copeland, Stephen
Courson, Robert G.
Cox, Susan R.
Craig, Elizabeth
Craig, Rhonda
Cross, Patricia D.
Cullen, Linda J.
Cummings, Mary V.
Currie, Robert S.
Currie, William E.
D'Ruiz, Carl D.
Dailey, Richard L.
Davia, Joseph P.
Davies, Elaine F.
Davis, J. Michael
Day, Arthur R.
Dellinger, Robert
Den, Arnold
Denning, George W.
Derocck, Daniel J.
Derose, Lori J.
Derose, Thomas M.
Dimmick, William F.
Dobkowski, Debra
Dodohara, Hiroshi
Dodson, Betsy W.
Drayton-Miller, Gloria
Dreyfus, Mark K.
Dubbs, Nancy A.
Dunlap, Joseph C.
Eby, Elaine T.
Edward, James R.
Eger, Charles K.
Elias, Robert W.
Elkus, Barbara
Elman, Barry S.
Engler, Reto
Faeth, Lisa E.
Fagan, David
Fandel, Bernard
Febbo, Carol A.

Bronze Medal for Commendable Service

Fehn, Curtis F.	Hargrove, Johanna	Ketchamcolwill, Nancy
Feldman, Bruce M.	Harmon, Dale L.	Keys, James M.
Fioramonti, Thomas	Harris, Barbara W.	Kidwell, George M.
Fish, Dianne H.	Hart, Vivian L.	Kim, Jane Jiyoung
Fish, Leticia M.	Hartlage, Thomas A.	Kimmel, Carole A.
Flattery, Don	Harvey, Janet V.	Kinerson, Russell
Flattery, Priscilla	Haselberger, Gilbert	Kioko, Mavis L.
Fleckenstein, Leonard	Hassett, Beth M.	Kirkpatrick, Kenton
Flood, Jared W.	Hastings, Janis L.	Kiser, Julie D.
Fontaine, Jeffrey	Havinga, Al	Kline, William J.
Fortune, William B.	Hayden, Diane C.	Knox, Robert
Foster, Jackie S.	Heare, Stephen F.	Koines, Arthur T.
Frank, Neil H.	Heath, George A.	Kotchmar, Dennis J.
Franks, Dennis S.	Hedgebeth, William	Kovach, Ronald L.
Frazier, Paul E.	Heier, Al	Kovacs, Martin F.
Freas, Warren P.	Heineck, David M.	Kovell, Stanley P.
Friedman, Paul H.	Helliker, Paul E.	Kramer, Robert G.
Frost, Margaret	Henderson, Milton	Kulik, Michael H.
Galen, Glen R.	Herman, Juanita M.	Kuusinen, Tapio
Gallagher, Thomas	Herwig, Lee	Kuykendal, William
Garland, George A.	Hileman, James R.	Kwan, Kenneth
Garman, Frederick	Hinman, Keith R.	Kyllonen, David
Garner, Jasper H.	Hirsch, Steven F.	Labiosa, Jose E.
Garrett, Roger	Hoff, Christopher	Laforest, Dietrich
Garvey, Kennan J.	Hoffman, Alan J.	Lahre, Thomas F.
Gates, Deborah	Hoffman, John S.	Lamason, William H.
Gaylord, Clarice E.	Holland, Patricia	Lancaster, Robin P.
Gearheard, Michael	Holst, Robert W.	Larson, Sarah J.
Gerace, Delia F.	Hooks, William R.	Lassovszky, Peter
Ghali, Guirguis Z.	Horne, James G. S.	Lau, Nathan W.
Gilbert, Jon B.	Horner, Irene S.	Lawrence, Daphne B.
Gilbertson, Mark A.	Horner, Richard A.	Leaf, Dennis A.
Gioia, Therese	Howard, William M.	Lee, Sandra D.
Glassel, Karen	Hudson, Linda K.	Leidy, Robert A.
Gleason, Gerald K.	Hufford, Drusilla	Levin, Michael H.
Goldstein, Michael	Humphrey, Alan M.	Levin, Raanana B.
Gomez-Taylor, Maria	Hunt, Timothy G.	Levine, William J.
Gould, David H.	Hunter, Johanna M.	Lewis, Jack
Gray, Charles L.	Jamula, John J.	Lillis, Edward J.
Gray, George D.	Janetti, Carl A.	Lindsay, Nancy J.
Greaves, Robert E.	Jennings, Kenneth	Lindsey, David J.
Greenberg, Jonathan	Johnson, Ann	Locke, Diana
Griffin, Ruby F.	Johnson, Maureen M.	Loftin, Shirley
Griffiths, John A.	Johnson, Richard J.	Loranger, Richard
Grosse, William C.	Johnson, Stephen A.	Lounsbury, Scott W.
Grossman, Roberta	Johnson, Stephen L.	Lovelace, Norman L.
Grove, James F.	Johnson, Warren B.	Lowe, Carolyn
Gustafson, John R.	Johnson, Woodruff	Lowrance, Sylvia K.
Hagan, Sharon A.	Johnston, Patricia	Lutz, James D.
Haggard, John	Jones, David B.	Lutz, Randall
Haines, John H.	Jones, Gary A.	Lyttle, Thomas
Haley, Michael R.	Kaldjian, Paul	Maid, Scott J.
Hall, Marguerite L.	Kahan, Roberta	Malanchuk, John L.
Halper, Martin P.	Kalinoski, Michael	Manale, Andrew P.
Haman, Patricia	Kane, Michael J.	Mangiafico, Anne M.
Hanks, Edward J.	Kaneshiro, Kazuo R.	Marcy, Cynthia T.
Hannigan, Vera	Kearney, Barbara K.	Marlar, John T.
Hanson, John B.	Keehner, Denise M.	Marshall, Leland
Hardaker, Robert L.	Kennedy, Rebecca P.	Martin, Sandra W.
Hardy, Arletheia A.	Kesler, Cynthia A.	Martinez, Emerico

Bronze Medal for Commendable Service

Marzetti, Loretta
Matthiessen, R. Craig
McCarthy-O'Reilly, Mary
McEntegart, Thomas
McCann, Eleanor
McCormack, Kevin B.
McElroy, Frank F.
McFall, Warren T.
McHugh, Ronald T.
McKee, M. Lynn
McLamb, David W.
McMullen, Thomas B.
Meagher, John
Mechem, Russell
Messina, Robert
Meyer, Edwin L.
Mich, James E.
Mickles, Clara
Miller, Anne N.
Miller, Kittibel
Moore, Arnita J.
Morse, Myles E.
Mowday, David S.
Mullen, William A.
Murray, Paul
Murray, Thomas M.
Mykijewycz, Bohdan
Napolitano, Samuel
Neidig, Kathryn
Nelson, James C.
Nelson, Maxie Jo
Neville, Lawrence
Newburg-Rinn, Steve
Nicholson, Brock M.
Nickens, Anita V.
Niedzialkowski, Diane
Noonan, Frank M.
Northern, Charlotte
Nutt, Ann S.
Ohanian, Edward
Oleary, James J.
Olexsey, Robert A.
Ossias, Richard B.
Osterman, David E.
Otto, Martha J.
Pace, Thompson G.
Pappajohn, Kristallo
Parkin, Richard B.
Patton, Dorothy E.
Paynter, Orville E.
Peck, Janet A.
Peck, Paige E.
Peckham, Alan E.
Pepson, David J.
Perler, Arthur H.
Perlin, Susan A.
Pesachowitz, Alvin
Peterson, James C.
Peterson, Richard
Pierre, Wayne N.

Pillsbury, Hope
Pines, Eydie D.
Plater, Louise
Pleasants, Edna G.
Podar, Mahesh K.
Potoka, Bruce E.
Powell, Roger D.
Power, Laurie C.
Powers, Christine
Powers, Joseph F.
Pratt, Charles D.
Price, Elizabeth J.
Price, Lee
Prins, Christopher
Puskar, Cynthia F.
Quinn, Janice A.
Ramirez, Kenneth R.
Randecker, Lorraine
Randolph, Anne H.
Rarick, Thomas W.
Raub, James A.
Reed, Karen A.
Reggie, Michael C.
Reid, Wallace
Retzer, Joseph D.
Rickey, Michael A.
Rieder, Daniel D.
Riley, Nancy D.
Rivers, Joyce L.
Robbins, Matthew J.
Rogers, Margaret G.
Rogers, Tommie L.
Rollins, Susan J.
Rosengrant, Larry
Ross, Barbara B.
Ross, Linda B.
Roth, Barbara S.
Rudzinski, Suzanne
Ruhter, Dale M.
Runas, Cornelio E.
Ryan, David P.
Sableski, Joseph J.
Sales, Jacqueline
Salpeter, Alexander
Sarason, Susan
Sarno, Ann B.
Sasnett, Samuel K.
Savage, Ellery D.
Schaeffer, Justine
Schell, Robert M.
Schilling, Albert
Schnare, David W.
Schneeberg, Sara
Schonbrod, Robert
Schoolfield, John
Schur, Dennis A.
Schwartz, Joel D.
Schwartz, Suzanne
Schwarz, Judith
Scurry, Nathaniel

Seidel, Stephen R.
Shane, Daniel M.
Sherrill, Maureen
Shipley, Jackie L.
Simon, Kavonda
Sisk, Steven W.
Skahn, Kenneth R.
Sladek, Susan J.
Slaymaker, Amos A.
Sleva, Stanley F.
Smagin, Steve
Smith, Bruce P.
Smith, Charles H.
Smith, James C.
Smith, John H.
Smith, Mary T.
Smith, William P.
Solomon, Regina D.
Southall, Stedman
Southerland, James
Speigel, Steven M.
Spink, Marcia L.
Sprenger, Lester D.
Stander, Leo H.
Stanley, Ronald A.
Stanuch, Terence W.
Steimle, Richard R.
Stephenson, Myron
Sterling, Doreen M.
Stoloff, Neil H.
Stonefield, David
Strachan, Linda A.
Street, Juelee B.
Stroup, Cynthia R.
Suarez, Hector E.
Szumal, Carolyn E.
Talbot, Cheryl A.
Talcott, Frederick
Tam, Elizabeth L.
Tetta, David A.
Thacker, Millard C.
Thiel, Richard R.
Thomas, Beverly D.
Thomas, Henry C.
Thompkins, Connie
Thompson, Vera S.
Tikoff, Ida M.
Tilton, Beverly E.
Tingey, David T.
Tirpak, Dennis A.
Titus, James Glen
Tonetti, Robert J.
Topping, David
Townsend, Ronnie E.
Trax, John
Truitt, Carole A.
Trutna, Michael A.
Turlinski, Bernard
Turner, Ronald J.
Tychsen, Mary L.

Bronze Medal for Commendable Service

Uhlig, Marylouise
Ullensvang, Brian
Urban, Douglas J.
Uribe, Bernard P.
Vaille, Richard
Vandenberg, John J.
Vanderlyn, Charles
Vatavuk, William M.
Vaughan, Allen W.
Vazques-Pol, Wilfredo
Vendlinski, Timothy
Viviani, Donn J.
Vogt, Craig
Vorsatz, Philip H.
Waddell, Elizabeth
Wallace, Gilbert W.
Walton, Thomas G.
Warner, Howard P.
Warren, Frederick
Wasserman, Cheryl
Wassersug, Stephen
Waters, Mary K.

Watson, Patricia L.
Watt, William B.
Weber, Yvonne
Wehling, Caroline
Weil, David E.
Weil, Stephen R.
Wellington, Dorothy
West, John A., Jr.
Westfall, Brian A.
Wheeler, Patricia
Whitson, William R.
Wick, William D.
Wiegman, Sheila M.
Wilding, Duane A.
Wilkes, Angela
Williams-Berkley, Tonya
Williamson, E. Ann
Wilson, John Wing
Wilson, Thomas E.
Wine, Jan B.
Winter, Betty G.
Wise, Lloyd A., II

Wise, Louise P.
Wisniewski, William
Wohlleben, Paul A.
Wood, Deborah K.
Wood, Gilbert H.
Woodard, Kenneth R.
Wooten, Patrice L.
Workman, Rosemary
Worley, John Larry
Wyckoff, Peter H.
Yelsey, Kenneth B.
Yetter, Gerald F.
Yocom, Thomas G.
Yoshii, Laura
Yosie, Terry F.
Young, Gary D.
Yurman, Daniel J.
Zaiss, Frederick A.
Zinger, Donald E.

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. Sixteen employees were granted this award in fiscal year 1987.



Sheila Allen
Secretary
Office of Air and Radiation



Juanita S. Cherry
Secretary
Office of the Inspector General



R. Diane Brewer
Secretary
Region VII



Patricia L. Cooke
Public Affairs Specialist
Office of Research and Development
Cincinnati, OH

Administrator's Award for Excellence



Janet S. Fujita
Environmental Protection Assistant
Region VIII



Delores S. Henderson
Secretary
Office of Pesticides and Toxic Substances



Maggie J. Greene
Environmental Protection Specialist
Region V



Joan M. Henry
Secretary
Office of the Inspector General



Louise M. Havermann
Clerk
National Enforcement Investigations Center
Office of Enforcement and Compliance
Monitoring
Denver, CO



Rachael C. Holloman
Paralegal Specialist
Office of General Counsel

Administrator's Award for Excellence



Sheri Johnson
Secretary
Office of Policy, Planning
and Evaluation



Peggy J. Moran
Secretary
Office of Water



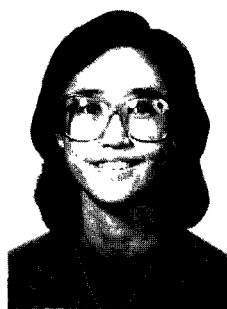
Lori A. Mackey
Program Analyst
Office of Water



Helen Thompson
Secretary
Region VI



Marcia A. McCarthy
Secretary
Region I



Patricia Young
Administrative Specialist
Region IX

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 with between four and seven years of Federal service. David Conroy, from Region I, and Susan Deihl, from Region IV, were the 1987 recipients of the Trudy A. Speciner Award.



David B. Conroy
Environmental Engineer
Region I



Susan M. Deihl
Life Scientist
Region IV

"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 distinguished service throughout their employment in EPA and the Federal service. It is usually presented to awardees at the completion of service in EPA. Eleven individuals were presented this award in fiscal year 1987.

Samuel Berman

Water Management Division
Region VIII

Sam Morekas

Office of Emergency and Remedial Response
Office of Solid Waste and Emergency Response

William A. Cawley

Hazardous Waste Engineering Research
Laboratory
Cincinnati, OH

Robert E. Neligan

Monitoring and Reports Branch
Office of Air Quality Planning and Standards
Durham, NC

Thomas W. Duke

Environmental Research Laboratory
Gulf Breeze, FL

Albert F. Oberschlake

Hazardous Waste Engineering Research
Laboratory
Cincinnati, OH

Edward T. Heinen

Marine and Estuarine Branch
Water Management Division
Region IV

Walter E. Petrie

Office of Program Management and Support
Environmental Monitoring Systems Laboratory
Las Vegas, NV

Jack I. Lowe

Environmental Research Laboratory
Gulf Breeze, FL

James C. Willman

Superfund Removal and Emergency Response
Section
Region X

Howard M. Messner

Assistant Administrator for Administration
and Resources Management

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. Four officers were presented the PHS Meritorious Service Medal at the 1987 EPA Awards Ceremony. In addition, commissioned officers who were granted other PHS Honor Awards during the year are also listed.



Stanley M. Blacker
Office of Acid Deposition, Environmental
Monitoring and Quality Assurance
Office of Research and Development

*"In recognition of outstanding leadership
in the development of the Health Effects
Institute."*



Paul A. Boys
Environmental Services Division
Region X

*"In recognition of notable technical and
professional accomplishments and
outstanding leadership in national
environmental programs."*



Richard J. Guimond
Office of Radiation Programs
Office of Air and Radiation

*"In recognition of outstanding managerial
efforts in developing and implementing a
National strategy to assess and mitigate
risks from exposure to radon."*

Public Health Service Commissioned Officer Awards



Charles R. Phillips
Eastern Environmental Radiation Facility
Office of Radiation Programs
Office of Air and Radiation
Montgomery, AL

"In recognition of exemplary scientific skills and outstanding leadership in the field of radiation monitoring."

OTHER 1987 PHS AWARD RECIPIENTS

PHS OUTSTANDING SERVICE MEDAL

Marius J. Gedgaudas
Region VIII

Thomas R. Horton
Office of Air and Radiation

Phillip C. Nyberg
Region VIII

Richard A. Tell
Office of Air and Radiation

Linden E. Witherell
Region I

PHS COMMENDATION MEDAL

William E. Engle
Region VIII

Tobias A. Hegdahl
Region X

David O. Hinton
Office of Research and
Development

John M. Moore
Office of Research and
Development

Charles H. Nauman
Office of Research and
Development

Charles E. Rodes
Office of Research and
Development

PHS CITATION

Raymond L. Clark
Office of Air and Radiation

E. Albert Rachal
Region VIII

Carl T. Rybak
Office of Research and
Development

Walter H. Stevenson
Office of Air and Radiation

Jon P. Yeagley
Region VIII

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. Thirteen EPA Senior Executives were granted this award in 1987.

DISTINGUISHED EXECUTIVE



Alexandra B. Smith
Deputy Regional Administrator
Region VIII

DISTINGUISHED EXECUTIVE



Rebecca W. Hanmer
Deputy Assistant Administrator for Water
Office of Water

DISTINGUISHED EXECUTIVE



Michael B. Cook
Director
Office of Drinking Water
Office of Water

Presidential Rank Awards

MERITORIOUS EXECUTIVE



Herbert Barrack

Assistant Regional Administrator for Policy
and Management
Region II

MERITORIOUS EXECUTIVE



Don R. Clay

Deputy Assistant Administrator for Air and
Radiation
Office of Air and Radiation

MERITORIOUS EXECUTIVE



Frank M. Covington

Deputy Regional Administrator
Region V

MERITORIOUS EXECUTIVE



Willis E. Greenstreet

Director
Office of Administration and Resources
Management, RTP
Office of Administration and Resources
Management

Presidential Rank Awards

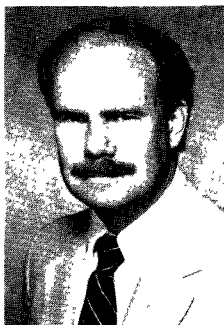
MERITORIOUS EXECUTIVE



Norbert A. Jaworski

Director
Environmental Research Lab, Narragansett
Office of Research and Development

MERITORIOUS EXECUTIVE



James R. Moore

Regional Counsel - Region X
Office of General Counsel

MERITORIOUS EXECUTIVE



Thomas A. Murphy

Director
Environmental Research Lab, Corvallis
Office of Research and Development

MERITORIOUS EXECUTIVE



Courtney Riordan

Director
Office of Environmental Processes and
Effects Research
Office of Research and Development

Presidential Rank Awards

MERITORIOUS EXECUTIVE



John H. Skinner

Director
Office of Environmental Engineering and
Technology
Office of Research and Development

MERITORIOUS EXECUTIVE



Stephen R. Wassersug

Director
Hazardous Waste Management Division
Region III

Part IX

AWARD FOR EXCELLENCE IN MANAGEMENT

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 1987, ten employees received the Excellence in Management Award for their exceptional contributions to the mission of EPA.



David G. Davis
Office of Wetlands Protection
Office of Water

David J. O'Connor
Procurement and Contracts Management Division
Office of Administration and Resources Management

Harold E. Geren
Water Division
Region III

Thomas P. O'Farrell
Office of Water Regulations and Standards
Office of Water

Anne E. Lindsay
Office of Pesticide Programs
Office of Pesticides and Toxic Substances

Susan F. Vogt
Office of Toxic Substances
Office of Pesticides and Toxic Substances

Hugh W. McKinnon
Office of Health Research
Office of Research and Development

Deanna M. Wieman
Office of External Affairs
Region IX

Linda M. Murphy
Waste Management Division
Region I

C. Alvin Yorke
Air and Toxics Division
Region VIII

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 examples have significantly advanced human resources management in EPA.

The recipient of the 1987 A. James Barnes Award is John G. Welles, former Regional Administrator of Region 8, whose energy, enthusiasm and outstanding leadership established an effective human resource management program in that Region.



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

Part XI

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 1987.

FEDERAL ENGINEER OF THE YEAR AWARD

Rao Y. Surampalli
Region 7
Kansas City, KS

DONALD L. SCANTLEBURY MEMORIAL AWARD

Ernest E. Bradley
Office of the Inspector General
Washington, DC

Vincette L. Goerl
Office of Administration
and Resources Management
Washington, DC

WISE AWARD (Women In Science and Engineering)

Jacqueline W. Sales
Office of Solid Waste and Emergency Response
Washington, DC

ASSOCIATION OF GOVERNMENT ACCOUNTANTS DISTINGUISHED LEADERSHIP AWARD

Vincette L. Goerl
Office of Administration and Resources Management
Washington, DC

Outside Awards

CARNEGIE HERO MEDAL

Bruce Hogarth
Office of Air Quality Planning and Standards
Durham, NC

FEDERAL EXECUTIVE INSTITUTE EXECUTIVE OF THE YEAR AWARD

Alvin R. Morris
Region 3
Philadelphia, PA

OUTSTANDING HANDICAPPED FEDERAL EMPLOYEE OF THE YEAR

D. Seth Dibblee
Region 5
Chicago, IL

INTERAGENCY COMMITTEE ON INFORMATION RESOURCES MANAGEMENT AWARD

Willis E. Greenstreet
Office of Administration
and Resources Management
Research Triangle Park, NC

Michael A. Gruber
Office of Solid Waste
and Emergency Response
Washington, DC

NATIONAL COUNCIL FOR EDUCATION ON INFORMATION STRATEGIES

Jerry D. Waterman
Office of Research and Development
Cincinnati, OH

Maria Conicelli
Region 3
Philadelphia, PA

Lisa Nichols
Region 3
Philadelphia, PA

Outside Awards

FEDERAL ENVIRONMENTAL ENGINEER AWARD

Gary A. Amendola***
Region 5
Chicago, IL

***Denotes Winner

Part XII

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 1987. 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 1987. That is, all awards tabulated were granted between October 1, 1986 and September 30, 1987, including any awards based on the Fiscal Year 1986 "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 \$
4,564	\$2,996,820.00

PMRS Cash Awards

Number Granted	\$ Dollars \$
1,517	\$1,622,033.00

Special Act or Service Awards to Individuals

Number Granted	\$ Dollars \$
1,113	\$828,883.00

Special Act or Service Awards to Groups

Number of Groups	Number of Individuals	\$ Dollars \$
77	276	\$185,951.00

Quality Step Increases

Number Granted	Estimated \$ Value
548	\$507,611.00

- Total lump-sum cash awards: \$5,633,687.00
- Value of QSI's granted: \$507,611.00
- Total \$ awarded: \$6,141,298.00
- Total number of monetary performance awards granted to individuals and members of groups: 8,018

All Categories

- The number of monetary awards granted per 100 Agency employees was 53.0.
- The per capita expenditure for monetary performance awards was \$402.00.
- The average monetary performance award granted was \$766.00.

PMRS Cash Awards

- EPA granted 66.8 PMRS cash awards per 100 eligible employees.
- The per capita expenditure for PMRS cash awards was \$714.00.
- The average PMRS cash award granted was \$1,069.00.

Other (QSI, SSP, SA) Awards

- EPA granted 42.6 other (QSI, SSP, SA) awards per 100 eligible employees.
- The per capita expenditure for other (QSI, SSP, SA) awards was \$296.00.
- The average other (QSI, SSP, SA) award granted was \$695.00.

EXHIBIT 1 SUMMARY OF MONETARY PERFORMANCE AWARDS

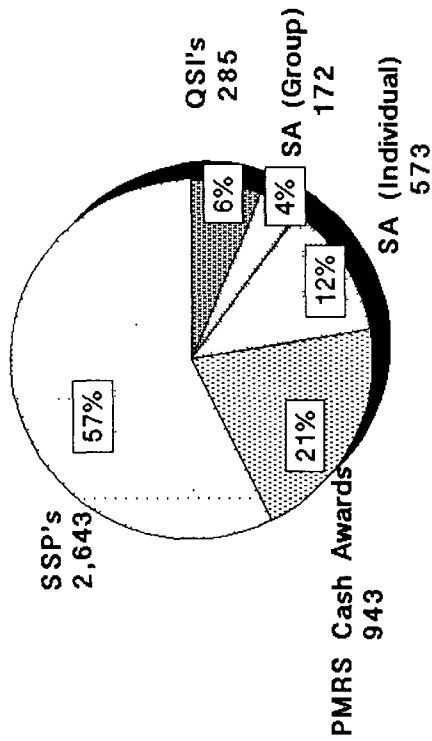
ORGANIZATION/(POP.)	SUSTAINED SUPERIOR PERFORMANCE		PMRS CASH AWARDS		SA AWARDS TO INDIVIDUALS		SA AWARDS TO GROUPS			QUALITY STEP INCREASES		TOTAL DOLLARS AWARDED	TOTAL AWARDS GRANTED (INCLUDES GROUP MEMBERS)	AVERAGE AWARD GRANTED	PER CAPITA AWARD AMOUNT	NO. OF AWARDS PER 100 EMPLOYEES
	NO. GRANTED	DOLLARS	NO. GRANTED	DOLLARS	NO. GRANTED	DOLLARS	NO. GROUPS	NO. EMPLOYEES	DOLLARS	NO. GRANTED	VALUE					
OA/	449	52,503	14	18,887	9	7,701	5	22	32,850	13	9,738	121,679	110	1,106	271	24.5
OPPE/	243	137,204	24	28,855	16	29,950	0	--	--	0	--	196,009	168	1,167	807	69.1
OFCM/	322	115,700	39	35,131	31	34,350	6	20	19,100	12	11,364	215,645	213	1,012	670	66.1
OCC/	137	93,886	9	13,676	10	14,500	0	--	--	7	8,611	130,673	99	1,320	954	72.3
OIG/	275	22,100	21	34,511	19	20,150	2	5	5,750	12	12,842	95,353	86	1,109	347	31.3
OEA/	152	39,812	23	21,407	4	3,150	1	8	1,600	5	5,421	71,390	90	793	470	59.2
OARM/	1,248	202,781	160	195,105	128	159,750	12	44	36,100	28	26,266	620,002	637	973	497	51.0
OW/	601	127,820	83	90,686	62	18,875	2	6	5,000	17	16,304	258,685	372	695	430	61.9
OSWER/	744	145,700	107	106,271	81	74,213	7	18	17,200	6	7,942	351,326	362	971	472	49.0
OAR/	940	185,755	103	107,804	52	39,633	6	20	10,400	36	35,858	379,450	601	631	404	63.9
OPTS/	1,217	178,205	137	157,869	29	33,450	0	--	--	66	71,664	441,188	516	855	363	42.4
ORD/	2,042	548,716	223	237,373	132	129,455	11	29	20,200	83	79,100	1,014,844	1,362	745	497	66.7
HEADQUARTERS TOTALS	8,370	\$1,850,182	943	\$1,047,575	573	\$565,177	52	172	\$148,200	285	\$285,110	\$3,896,244	4,616	\$844	\$466	55.1

REGION/(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					
REGION I/	574	171	92,061	61	60,940	72	31,735	3	12	7,000	15	14,542	206,278	331	623	359	57.7
REGION II/	788	75	57,125	53	61,613	78	61,546	0	--	--	31	27,740	208,024	237	878	264	30.1
REGION III/	795	122	67,961	66	58,075	142	26,600	3	25	2,900	98	82,981	238,517	453	527	300	57.0
REGION IV/	867	253	149,558	91	84,573	109	71,950	0	--	--	9	5,861	311,942	462	675	360	53.3
REGION V/	1,154	463	241,076	84	88,304	1	250	0	--	--	26	18,774	348,404	574	607	302	49.7
REGION VI/	744	98	48,000	37	58,077	53	27,750	7	31	15,752	29	24,342	173,921	248	701	234	33.3
REGION VII/	443	224	212,578	42	42,485	10	7,875	1	4	1,250	16	12,724	276,912	296	936	625	66.8
REGION VIII/	447	123	61,848	43	36,180	13	5,000	1	6	3,400	20	17,785	124,213	205	606	278	45.9
REGION IX/	638	295	163,081	46	46,469	18	6,400	4	10	2,699	0	--	218,649	369	593	343	57.8
REGION X/	442	97	53,350	51	37,742	44	24,600	6	16	4,750	19	17,752	138,194	227	609	313	51.4
REGIONAL TOTALS	6,892	1,921	\$1,146,638	574	\$574,458	540	\$263,706	25	104	\$37,751	263	\$222,501	\$2,245,054	3,402	\$660	\$326	49.4
AGENCY TOTALS	*15,262	4,564	\$2,996,820	1,517	\$1,622,033	1,113	\$828,883	77	276	\$185,951	548	\$507,611	\$6,141,298	8,018	\$766	\$402	53.0

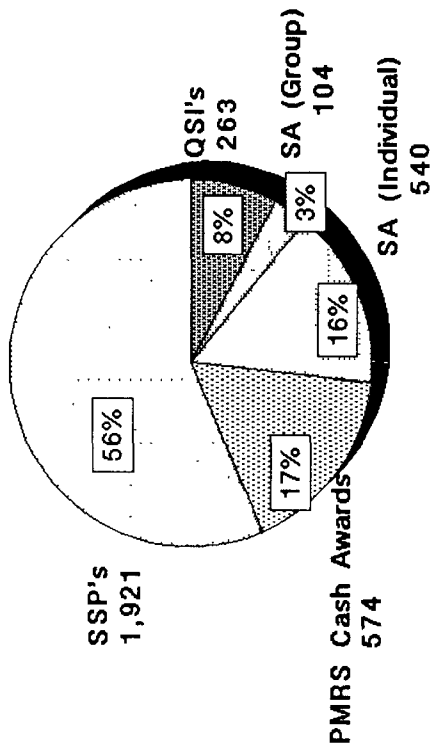
* DOES NOT INCLUDE SES

EXHIBIT 2 **DISTRIBUTION OF MONETARY PERFORMANCE AWARDS** **BY CATEGORY**

HEADQUARTERS **(4,616)**



REGIONS **(3,402)**



AGENCY **(8,018)**

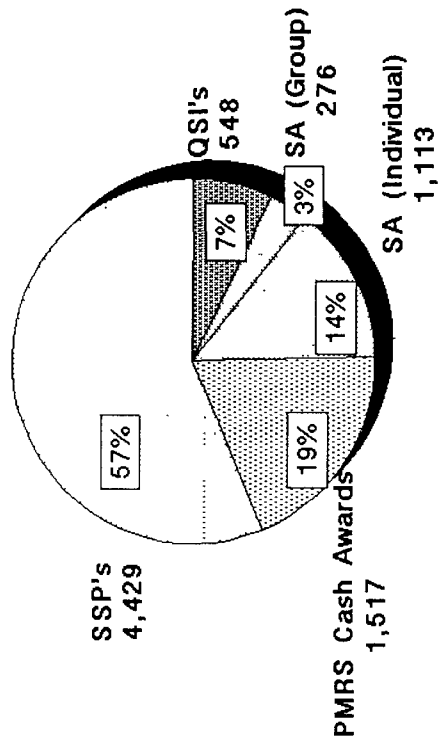
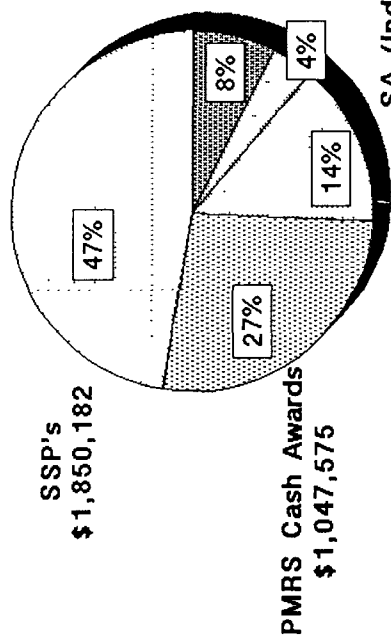


EXHIBIT 3 DISTRIBUTION OF AWARD DOLLARS BY CATEGORY

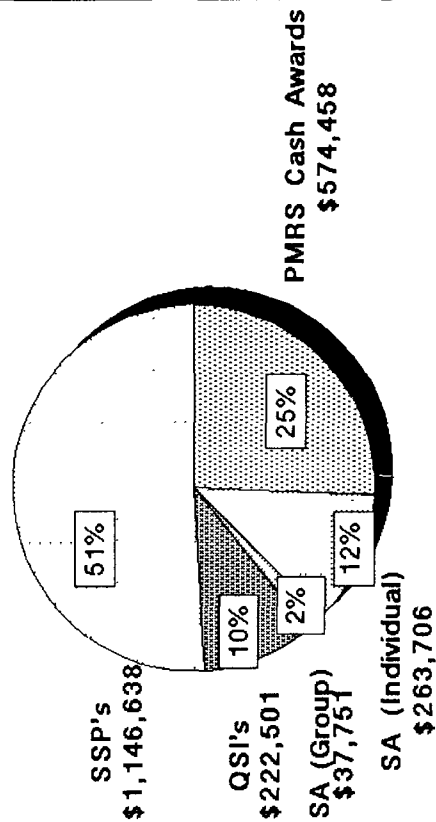
HEADQUARTERS

\$3,896,244



REGIONS

\$2,245,054



AGENCY

\$6,141,298

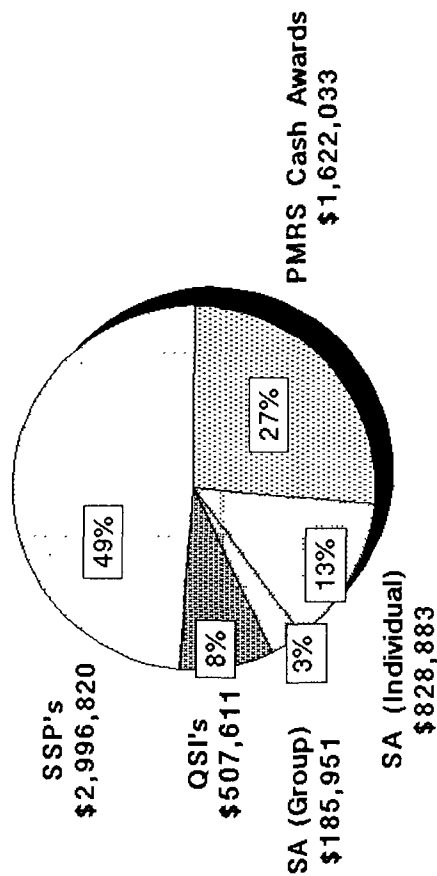
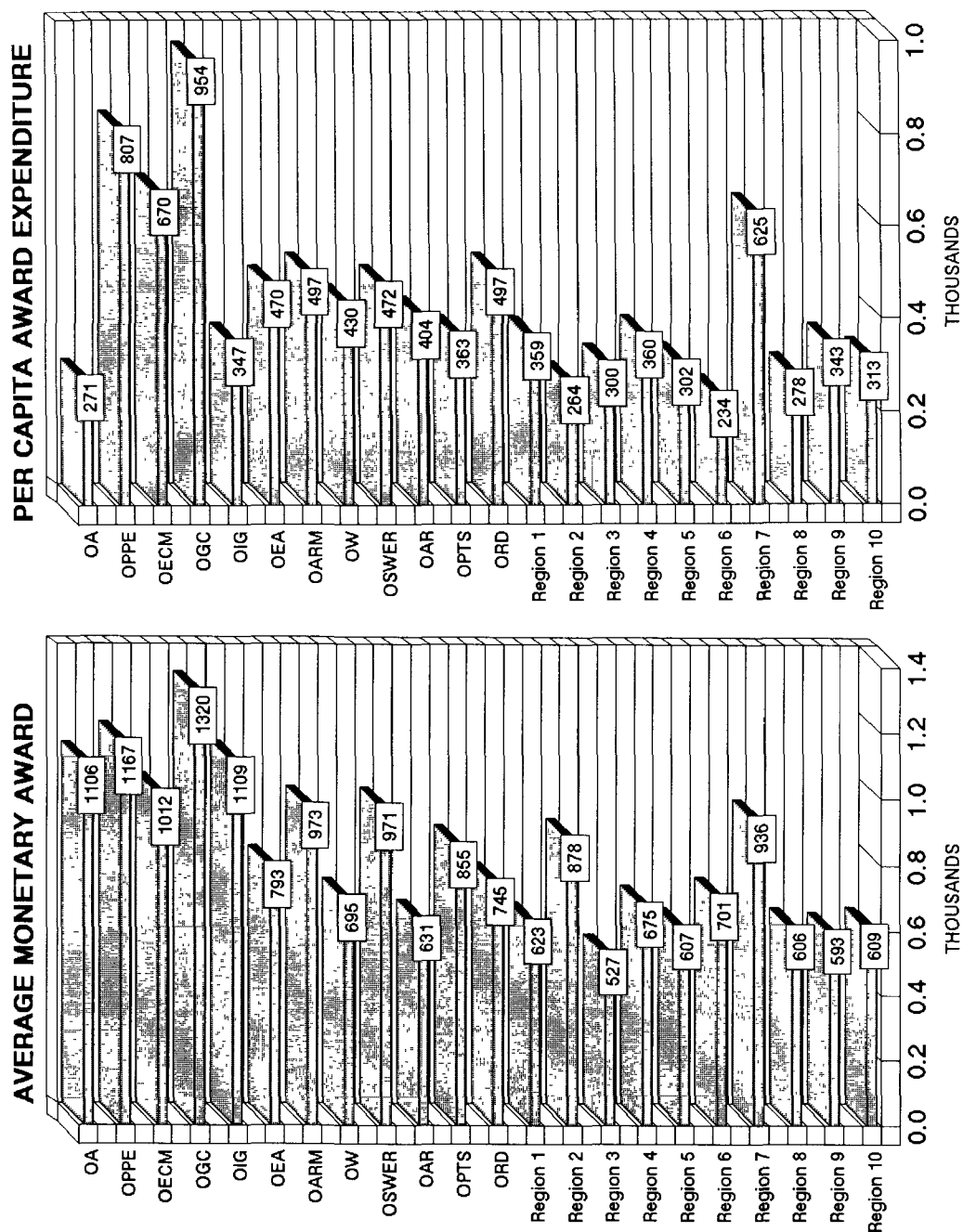


EXHIBIT 4 **AVERAGE MONETARY AWARD AND PER CAPITA AWARD EXPENDITURE** **(ALL CATEGORIES)**



HEADQUARTERS AVERAGE:	\$844.00	HEADQUARTERS PER CAPITA:	\$466.00
REGIONAL AVERAGE:	\$660.00	REGIONAL PER CAPITA:	\$326.00
AGENCY AVERAGE:	\$766.00	AGENCY PER CAPITA:	\$402.00

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	26	14	53.8	449	96	21.4
OPPE	31	24	77.4	243	144	59.3
OECEM	54	39	72.2	322	174	54.0
OGC	17	9	52.9	137	90	65.7
OIG	44	21	47.7	275	65	23.6
OEA	24	23	95.8	152	67	44.1
OARM	271	160	59.0	1,248	477	38.2
OW	122	83	68.0	601	289	48.1
OSWER	150	107	71.3	744	255	34.3
OAR	137	103	75.2	940	498	53.0
OPTS	202	137	67.8	1,217	379	31.1
ORD	314	228	71.0	2,042	1,139	55.8
HQS. TOTALS	1,392	943	67.7	8,370	3,673	44.0
REGION 1	93	61	65.6	574	270	47.0
REGION 2	105	53	50.5	788	184	23.4
REGION 3	91	66	72.5	795	387	48.7
REGION 4	118	91	77.1	867	371	42.8
REGION 5	127	84	66.1	1,154	490	42.5
REGION 6	84	37	44.0	744	211	28.4
REGION 7	58	42	72.4	443	254	57.3
REGION 8	62	43	69.4	447	162	36.2
REGION 9	80	46	57.5	638	323	50.6
REGION 10	61	51	83.6	442	176	39.8
REGIONAL TOTALS	879	574	65.3	6,892	2,828	41.0
AGENCY TOTALS	2,271	1,517	66.8	15,262	6,501	42.6

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

EXHIBIT 6 PMRS AND OTHER MONETARY AWARD AVERAGES

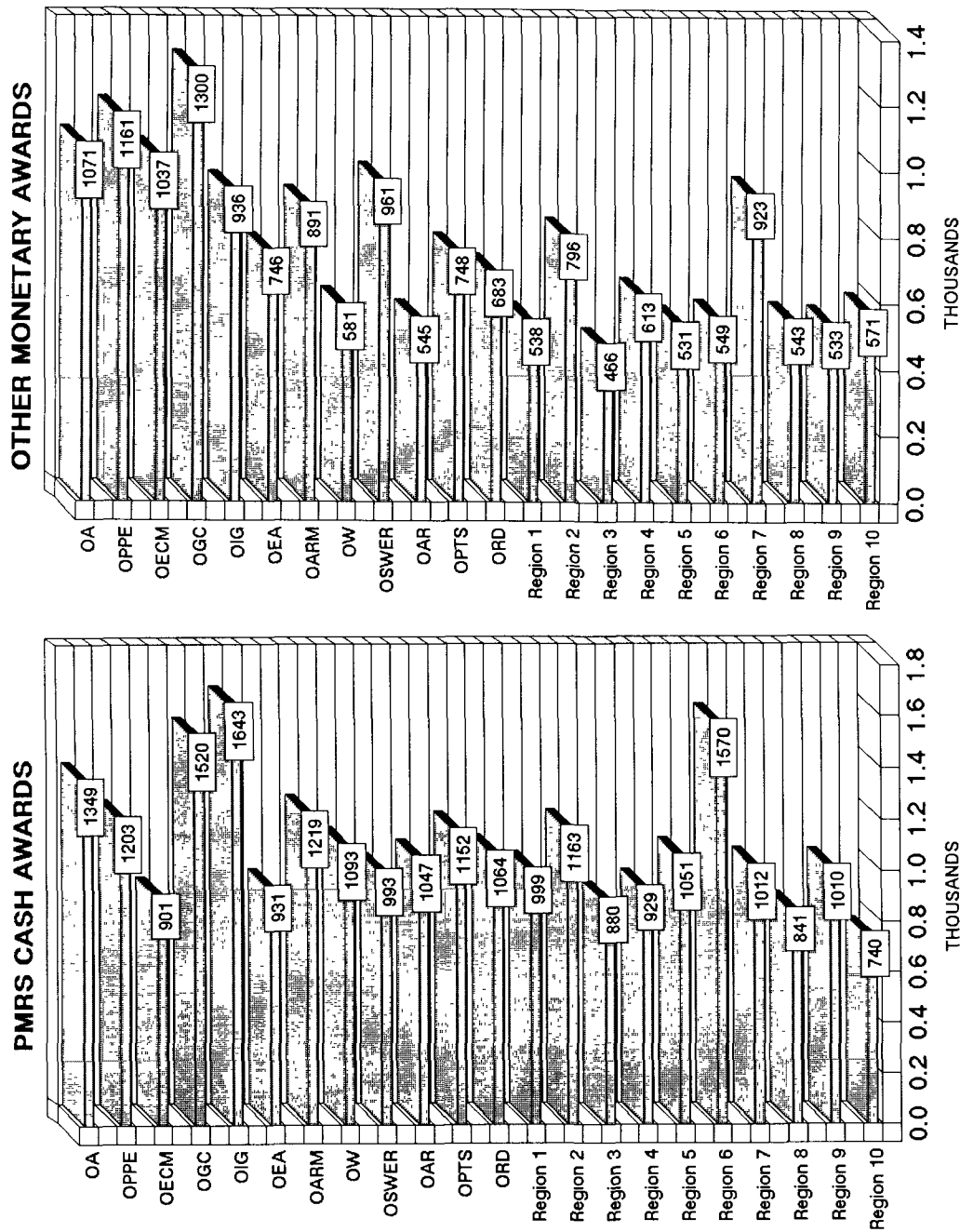
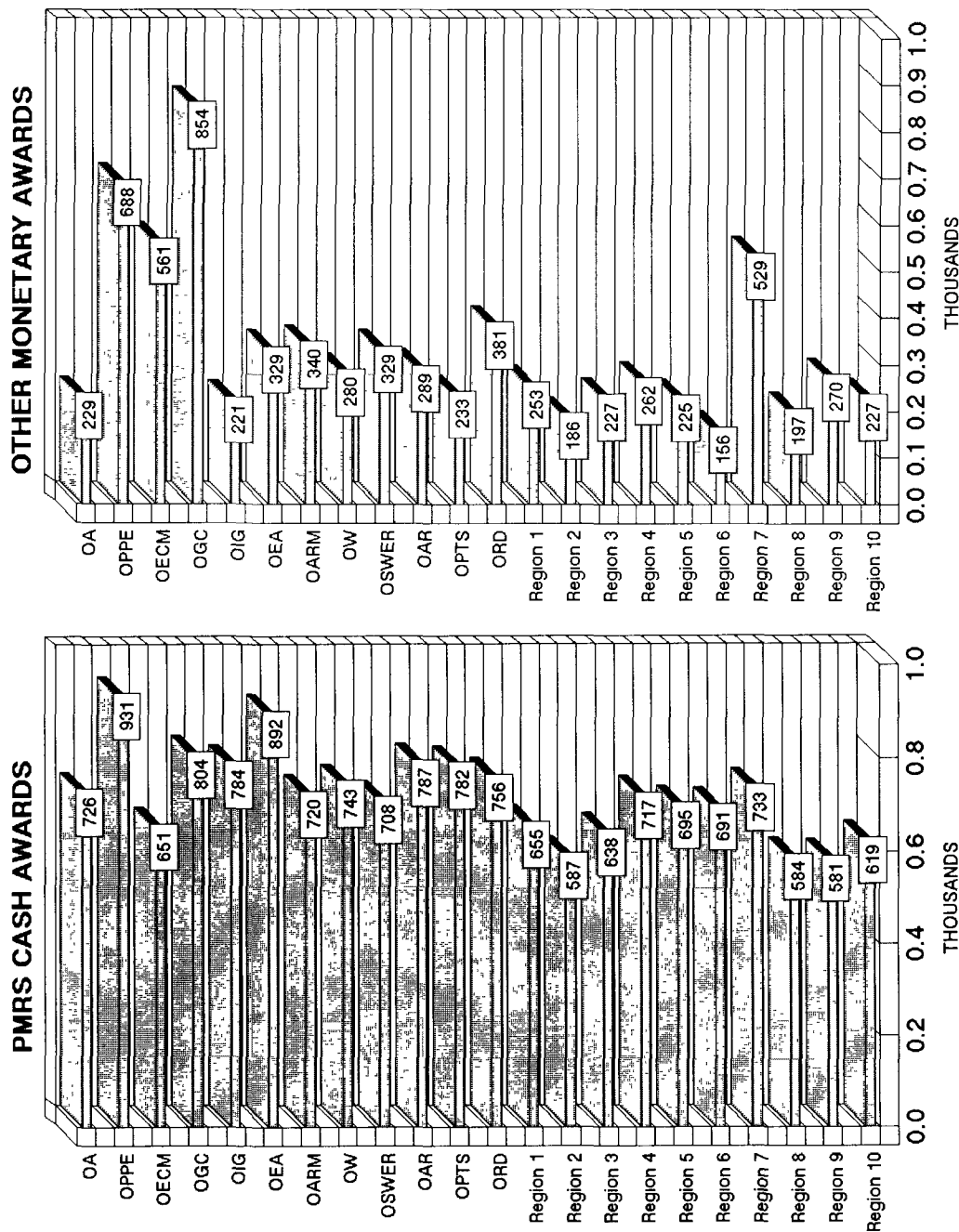


EXHIBIT 7 PER CAPITA DISTRIBUTION OF AWARD DOLLARS



HEADQUARTERS PER CAPITA: \$753.00
REGIONAL PER CAPITA: \$654.00
AGENCY PER CAPITA: \$714.00

HEADQUARTERS PER CAPITA: \$340.00
REGIONAL PER CAPITA: \$242.00
AGENCY PER CAPITA: \$296.00