

# WAS A FUTURE



Preserve the area  
U.S. Environmental Protection Agency

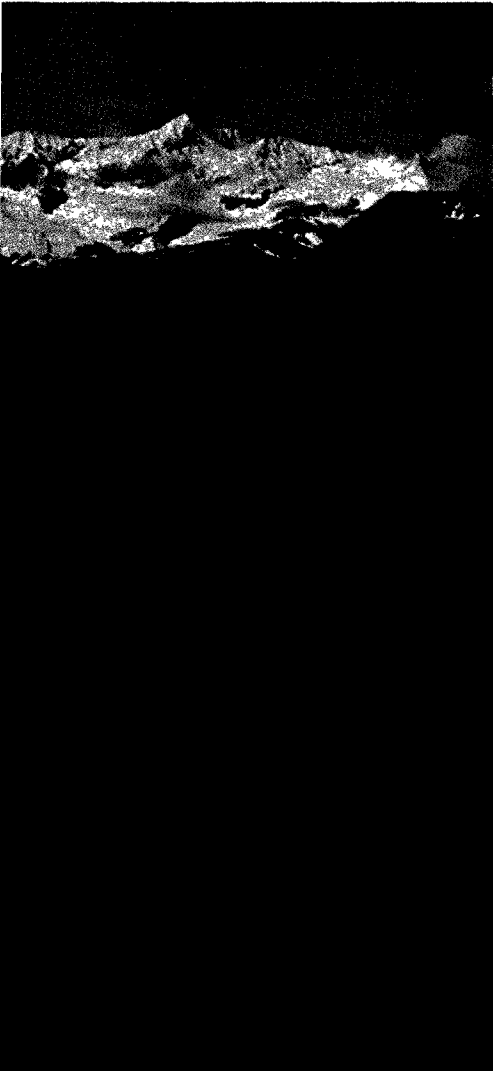


The environment is ours to enjoy and share.

Inside cover  
Montana

descendants will inherit the earth as we leave it. They deserve to enjoy it

ect our environment . . .



Selecting the right career opportunity for yourself may be the most important decision of your life. In terms of wages and benefits, the lifetime earning potential of a young college graduate today is a million dollars. You also represent a million dollar investment to a prospective employer. A decision worth that much should be a considered one.

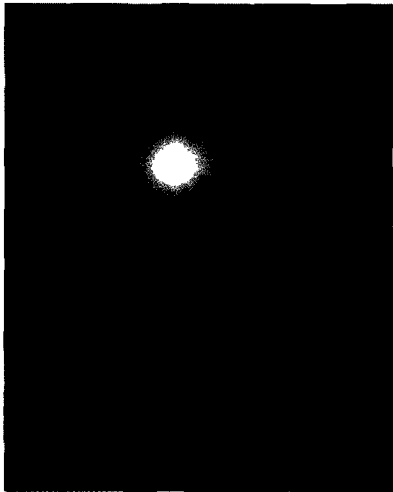
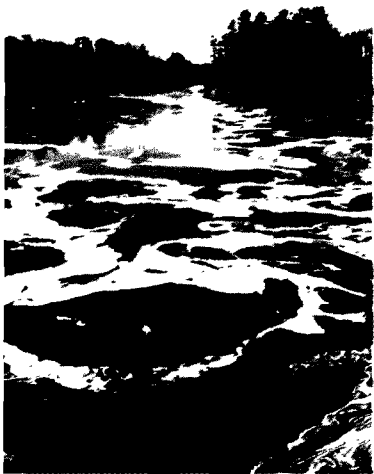
When thinking of career possibilities, consider opportunities for advancement, whether you will be fairly treated and recognized according to your merit, whether the work will enable you to grow in experience and knowledge, and the interest you will have in the nature of the work.

The U.S. Environmental Protection Agency was created in December 1970 as the federal government's

response to a critical need for a national commitment to protect and improve the quality of the environment. Like all federal agencies, EPA was established in order to provide a significant public service. And none is more vital than improving the condition of the contemporary environment. The quality of life — indeed, our continued individual and collective existence — are functions of concerned environmental management.

# Our future depends on it.

More and more people within our society, especially the young, want to participate in the development of a new environmental ethic — a way of life which will facilitate retention and improvement of the life-enhancing attributes of technology, without causing environmental deterioration by pollution as a second- or third-order consequence. Two important functions of EPA are to lend official government support to this endeavor, and to institutionally help change the habits and belief-systems which



have led to today's confrontation with environmental degradation. In order to do so, the Agency depends upon creative, responsible and dedicated employees.

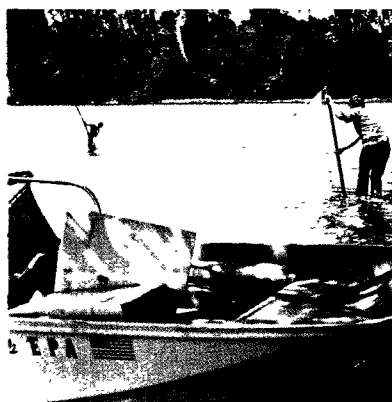
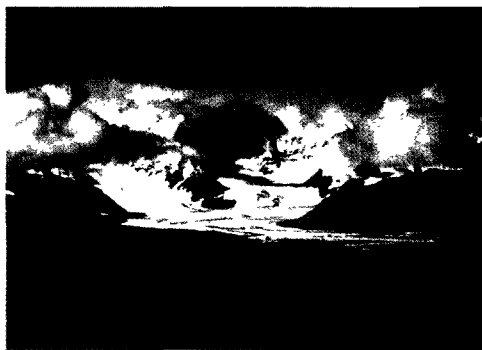
So, for a fulfilling career, consider EPA — where a person's life style can also be a career; where employees' professional concerns for the quality of the environment may complement their personal concerns for the quality of life. A career with the Environmental Protection Agency is not simply a job, it represents a commitment.

*Programs we initiate together in this decade will drastically influence life on this planet in all the tomorrows to come.*

# Translating the Ethic into Action -- Where and How within EPA . . .

EPA's national programs and policies are translated into action by the ten Regional Offices. The Regional Offices serve as the Agency's principal contact with state and local agencies, industry, public and private groups, and academic institutions. Located in major cities across the country — Boston, New York, Philadelphia, Atlanta, Chicago, Dallas, Kansas City, Denver, San Francisco and Seattle — the Regional Offices facilitate maximum participation by state and local governments in planning and implementing environmental programs.

EPA's field organization insures that the Agency is truly responsive to environmental needs in every part of the country. Regional Administrators and key program managers possess broad authority to deal with environmental issues within regional jurisdiction. The various program specialists work to achieve EPA's program objectives with respect to the unique environmental situations in each Region.



# Research and Development

In order for EPA to effectively establish and enforce environmental standards, a sound scientific base is required. Information regarding the impact of pollutants on ecology and on human health, as well as on the transport and control of pollutants is necessary. One of EPA's principal functions, therefore, is research. Conducting scientific studies on the causes and effects of pollution and techniques of pollution control enables the Agency to develop solutions for today's and tomorrow's environmental problems.



Four National Environmental Research Centers (NERC's) are responsible for conducting the majority of EPA's research and development programs. Each has a special research theme: Research Triangle Park, North Carolina — health effects of environmental stresses; Cincinnati, Ohio — pollution control technology development; Corvallis, Oregon — ecological effects and pollutant transport processes; and Las Vegas, Nevada — environmental monitoring. Associated with the NERC's are a number of research labs and field stations across the country at which a large variety of specific research programs are conducted.



## Air and Waste Management

Each year, American smokestacks and transportation exhaust systems release over 200 million tons of gaseous and particulate wastes into the air. Under the influence of sunlight or moisture some pollutants can be altered and become even more hazardous. In addition to corrosion and reduced visibility, urban air pollution is a severe public health hazard — it has contributed to the dramatic increase in recent years of emphysema, bronchitis, and asthma. Air pollution is now a critical problem in all large cities and in many smaller communities.

In 1971 EPA established National Ambient Air Quality Standards, specifying the maximum tolerable levels of the six principal air pollutants. The Agency also establishes and enforces standards for exceptionally hazardous pollutants, such as beryllium and mercury, and emission standards applicable to stationary and mobile sources. To complement its auto emission standards, EPA has the authority to regulate the manufacture and sale of fuels or fuel additives that counteract the effectiveness of pollution control devices.

The noise levels in urban areas are increasing at the rate of one decibel per year. Impaired hearing affects some 20 percent of our society. Noise most probably has induced such extensive hearing loss. In an effort to control the noise pollution problem, EPA is currently involved in evaluating the health hazards from noise, setting acceptable noise levels, and identifying control measures.



*Air*



*Noise*





*Solid Waste*

This country is currently accumulating 200 million tons of solid waste each year. By 1980, 8 pounds of waste will be collected daily for each American. Foul-smelling open dumps, overflowing garbage cans, and acres of junked cars are already common environmental cancers. It is not difficult to imagine gradually being engulfed by the 120 billion cans, bottles and jars, 4 million tons of plastics, and 7 million cars and trucks which we discard annually.

Solid waste poses a complex problem for American society. In addition to creating scenic blight, most of the disposal methods now in use pollute either land, air or water. Economically, solid waste is an issue of depletion of vital, non-renewable raw materials.

The Agency is involved in devising technological systems that will effectively manage trash, garbage, and other types of solid waste. EPA analyzes methods for control of the quantity and characteristics of solid waste, its efficient collection, recycling of that which is reusable, and disposal of what remains.

Strict governmental control over radiation has long been imposed. EPA works in cooperation with other energy related agencies in closely regulating radiation so that human exposure is kept at a minimum. Environmental radiation standards and regulation of radioactive materials and nuclear facilities are now program responsibilities of the Agency.



*Radiation*

# er nd Hazardous Materials

## *Water*



Massive quantities of industrial and agricultural wastes, toxic pesticides, and bacteria-laden human wastes are currently being dumped into our water systems, defeating their natural cleansing abilities.

Certain pollutants, especially phosphates, damage the ecological balance of freshwater lakes. Thermal discharges upset the life-cycles of aquatic animals. The spreading contamination of our coastal waters prevents the harvesting of fish and shell fish. And oil spills occur almost daily, fouling beaches and destroying fish and sea birds. Obviously, water pollution is now continent-wide.

Through EPA, the Federal government is committed to assist states and localities implement a wide-ranging program for water pollution control. The Agency has major responsibility for formulation of effluent guidelines and water quality criteria, overseeing the states' implementation of water quality standards, and administration of a multi-billion dollar fund for grants to municipalities for the construction of wastewater treatment facilities.

## *Pesticides*

Knowledge of the adverse side effects from toxic chemicals entering the environment makes more caution necessary in the use of agrochemicals. A concentrating effect takes place as pesticides pass through links in the food chain; chemical residues are already present at dangerous levels in the tissues of our wildlife. And man, of course, is the culmination of the natural food chain.

To protect the ecosystem from further damage by persistent chemicals, EPA establishes tolerance levels and residue limits for pesticides and similarly toxic agrochemicals. Any manufactured pesticide must be registered by EPA.

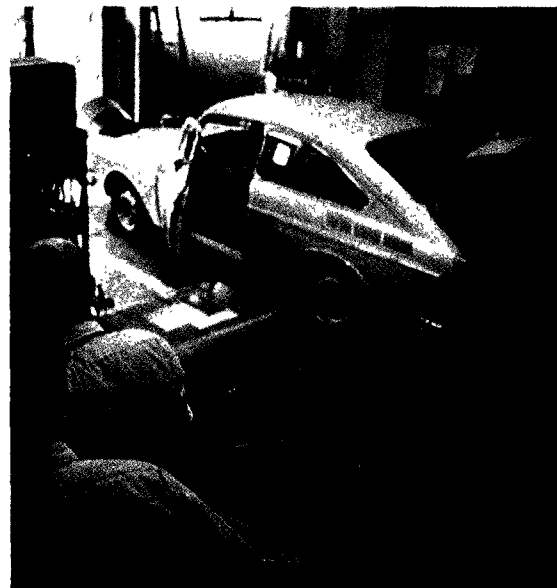
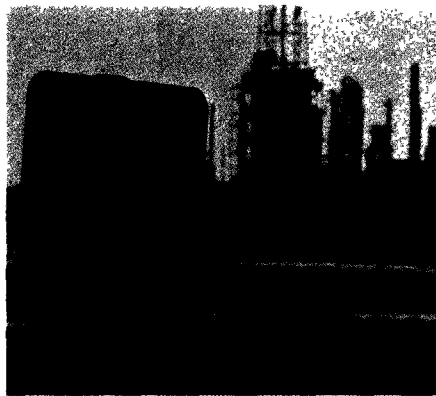
# Enforcement and General Counsel

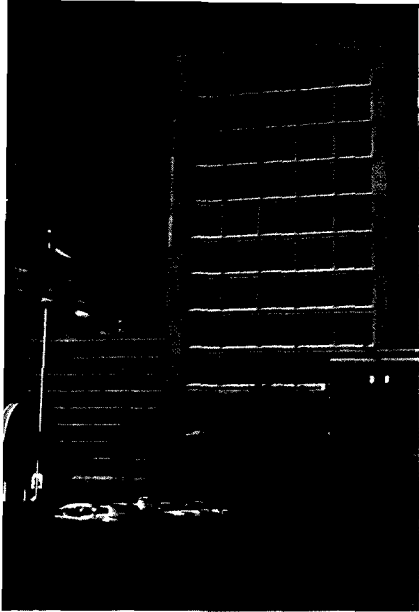
Because EPA is a regulatory agency responsible for establishing and enforcing environmental standards, within the limits of its statutory authorities, all agency programs and activities aimed at pollution abatement require legal support and enforcement services in order to have full national impact.

In the 15-month period, January 1973 to March 1974, EPA brought 2,846 enforcement actions against violators of Water, Air, and Pesticides laws. This brought the number of actions taken in EPA's first 45 months of existence to more than 4,000.

Fines and penalties imposed on polluters since EPA's formation in December 1970 exceed \$8,000,000.

EPA's legal staff is supplemented by a National Field Investigation Center (NFIC) located in Denver. It plans, manages, and conducts special air, pesticide and water quality enforcement investigations. To support the investigations the NFIC develops special background data and support systems, and assures that the requisite scientific and analytical studies are made.





## Headquarters

Headquarters in Washington, D.C., exercise functional management with respect to all phases of administration of EPA as a Federal agency, including finance, program planning, personnel, automatic data processing, general support services, public affairs, congressional relations and international activities.

Agency-wide technical program guidance and direction is also provided by Headquarters personnel.

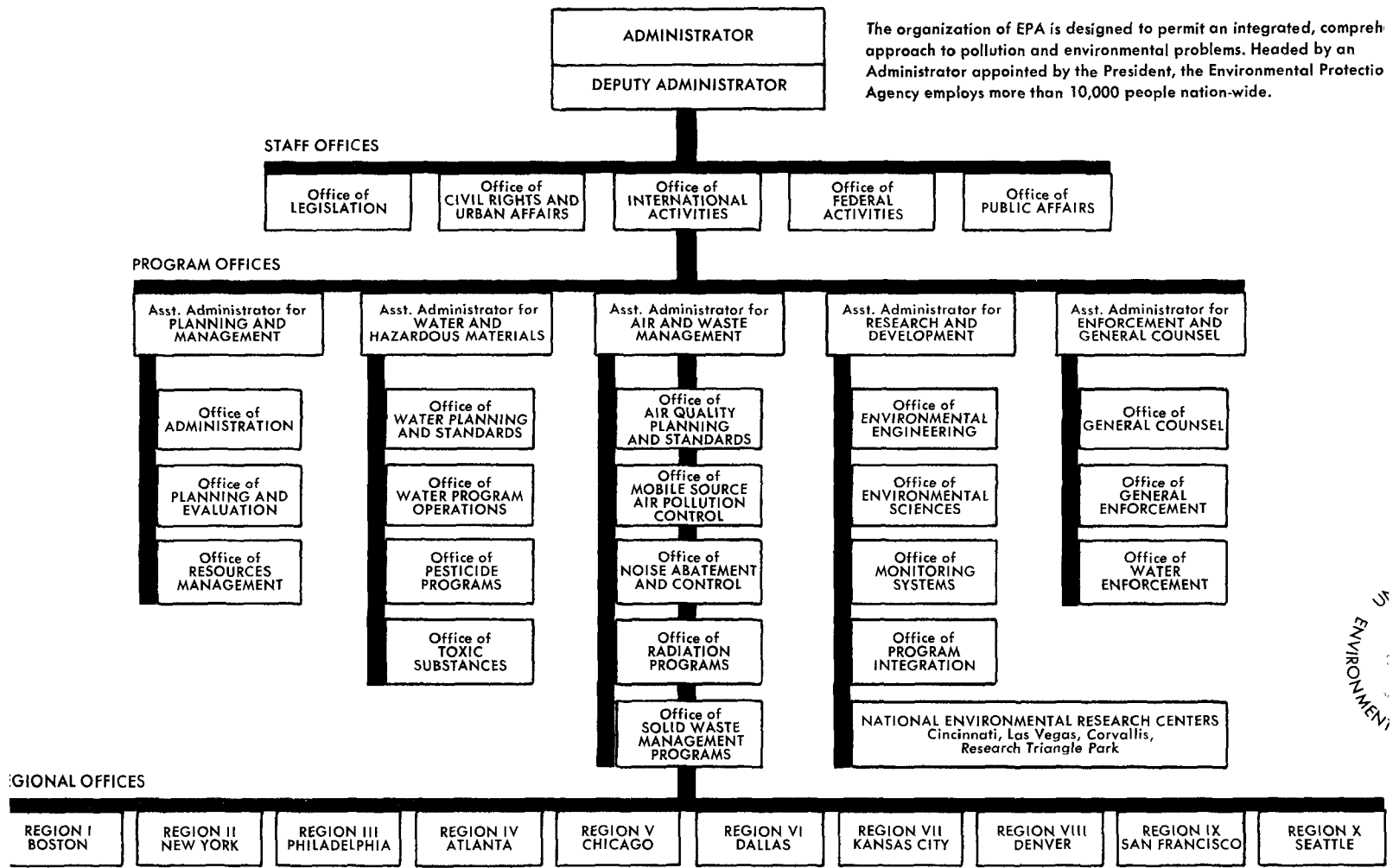
### Agency Direction

The Office of EPA's Administrator coordinates the regulatory, enforcement, research, planning and program activities of the Agency. Here, major Agency policies are initiated and the final decisions regarding EPA's activities are made. Five staff offices support the Administrator — Federal Activities, International Activities, Public Affairs, Legislation, and Civil Rights and Urban Affairs.

### Planning and Management

The Office of Planning and Management is responsible for overall administrative and planning activities of the Agency. It develops, initiates, monitors and evaluates EPA program operations and objectives. This Office coordinates program plans and administers the Agency's resources and administrative support functions.

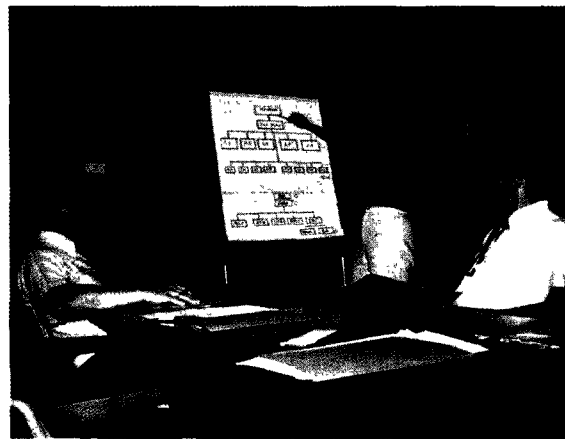
Organization of the Environmental Protection Agency



# er Opportunities with EPA

As a result of increased concern in environmental protection, new occupational specialties have evolved rapidly within EPA. The career most suitable for you may not have been defined yet, but a wise choice regarding an initial career opportunity is the best guarantee of a satisfying future.

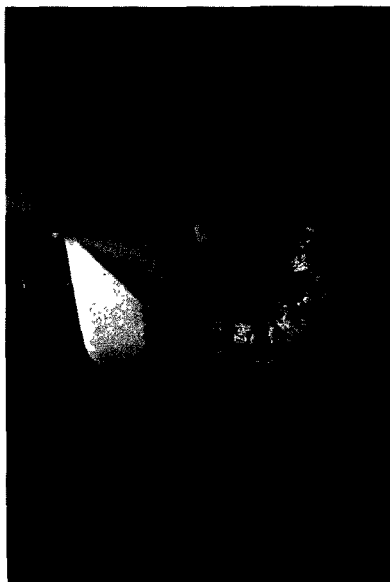
No matter what your college major or professional interest, you can probably qualify for any number of occupations utilized in Federal service. And there may well be a place for you among the challenging careers available at EPA. For some college graduates with specialized backgrounds, the career opportunities at EPA are clear: sanitary engineer or chemist, for example. For others it takes more searching. Those with liberal arts degrees might fit into some aspect of the agency's management program or a staff office. EPA participates in a variety of Federal career programs designed to help high-achieving, college-trained people develop their highest potential. In some cases, a career can begin even before graduation.



## Co-op Programs

The COOPERATIVE EDUCATION PROGRAM permits the design of special alternate work and study curricula. Generally, two college students share a single position, alternating each academic term. Co-op students are usually enrolled in an academic area closely related to the work assignments. When applicable, the work assignments developed by EPA are approved for academic credit by the university and the student's work supervisor completes an evaluation which is a factor in the student's course grade. The positions are of a non-clerical nature, the level and salary depend upon the number of academic credits completed. Most Co-op students begin the program in their sophomore or junior year and continue until graduation.

In 1973-74, 63 Co-op students worked in EPA offices. The retention rate of Co-op students after graduation is quite high at EPA. The participants in this program are referred to EPA by the college and, upon successful completion of the program, may be automatically converted to permanent career employees with EPA.



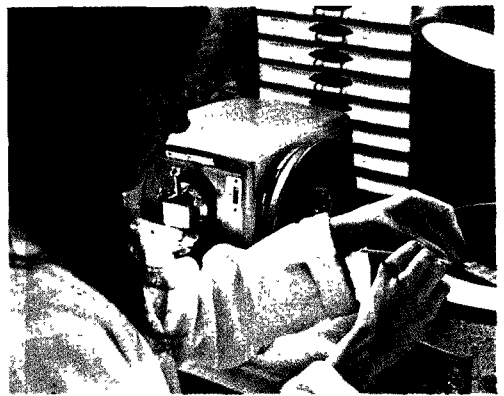
Under the WORK-STUDY PROGRAM, universities are provided with Federal funds to subsidize the employment of highly-qualified students who need financial assistance in order to continue their education. During the 1973-74 academic year, 89 students worked in EPA offices under work-study agreements. Work-study students work a maximum of fifteen hours per week during the academic term, and may work forty hours per week during vacation periods. The student positions are covered by one-year renewal agreements between EPA and the university; participants in the work-study program are not considered EPA employees.

Interested students should check with their placement or financial aid office. To be considered for these programs, you must apply early.

unities for Students with Specialized Education

If you have a specialized educational background, or the equivalent responsible experience, Civil Service eligibility is determined by examination of your education, training and/or experience; no written test is required. For both those with two years of technical education and those with a college major in such disciplines as engineering, chemistry, the physical sciences, or the biological sciences, specific Civil Service Announcements outline the procedures by which eligibility for specialized careers can be established. Most of EPA's appointments are made in occupations which require specialized education.

If shortages exist in some of the specialties, such as engineering, as an entering employee you will receive a starting salary that is considerably higher than the general entrance salary.





unities for students  
with 2 years of higher education

For those of you who intend to seek regular employment on completion of two years of higher education, EPA promises that you will learn as much as possible about the opportunities open to you.

EPA looks for creative, responsible people to fill a variety of positions which involve working with professional and technical staff as support or technical aides. Many are newly developing fields. And they can be the beginnings of meaningful careers.

Junior college or business school graduates and those with two years of college or appropriate types of work experience may enter EPA via eligibility from the Civil Service Junior Federal Assistant Examination. EPA offers a variety of occupational possibilities under this program:

- environmental technician
- environmental protection assistant
- general administrative aide
- personnel aide
- statistical assistant

## Opportunities for the liberal arts graduate

The Professional and Administrative Career Examination (PACE), formerly the Federal Service Entrance Examination (FSEE), serves as the principal means of entry into the Federal civil service for college graduates without specialized majors. It is also appropriate for non-graduates who have comparable work experience. PACE is designed to specifically identify and measure needed abilities for successful performance in professional and administrative positions.

Salaries and responsibilities associated with positions filled through PACE depend upon a candidate's qualifications and the classification of each specific job to be filled.

EPA seeks eligible candidates through the exam to fill positions such as management analysts, personnel specialists, budget specialists, public information specialists, writer-editors and program analysts. PACE-type occupations which require some specialized courses are economist, statistician and environmental protection specialist.

## al programs

EPA offers a limited number of select intern programs. Internships in the administrative or management aspects of the agency can be the first steps toward executive positions in EPA. EPA's various intern programs, available in Washington, D.C., and in Regional Offices, are designed to bring into the Agency a small number of outstanding college graduates with potential to become top level career executives. Interns in special programs are often appointed at salaries which are higher than those for most college graduates entering the Agency, and usually receive one year planned training through rotational assignments, special projects and career counseling. In such programs, which are highly selective, the potential for advancement is excellent. General eligibility is acquired through the PACE but qualifications for each intern program are established by the specific EPA Office offering the program.



## Application procedure

The primary avenue for possible employment with EPA, as with any Federal agency, is through Civil Service procedures. Although the majority of the Agency's new technical, administrative and professional staff enter through Civil Service Announcements for specialized professions, the Junior Federal Assistant Examination and the Professional and Administrative Career Examination are sometimes applicable. Scores on the appropriate written test, or examination of your educational background and experience, determine the numerical score and eligibility rating assigned to you by the Civil Service Commission. You must receive an eligibility rating before you can be considered for most positions in the federal government.

Depending on the amount of college-level education to their credit, applicants are usually assigned eligibility for positions in the GS-4 to GS-7 range. GS (General Schedule) ratings indicate the level and salary of federal jobs. Salaries and responsibilities are comparable to those for similar positions in private industry.

Your employment eligibility is restricted to the geographic areas you select at the time of your written test or submission of the application forms required by a Civil Service Announcement. Normally, your name is placed on the federal job register of any two Civil Service Regions of your choice, or of any one Region and Washington, D.C. But you should refer to the specific examination or announcement under which you are applying for precise instructions as to where to submit your application.

The U.S. Civil Service Commission serves as the employment agency for most federal agencies. Whenever EPA or any other federal agency fills a vacancy with a new hire, the Civil Service Commission compiles a list of the best qualified candidates. If a vacancy is in the geographic areas where your eligibility is registered and you are ranked among the most qualified candidates, the Civil Service Commission will send your application to that agency for consideration. You will then be contacted directly by that agency. Therefore, to be considered for employment with the Environmental Protection Agency, you need not apply directly to EPA Offices.



EPA hires approximately 500 college-trained applicants each year. Your chances for employment depend upon the staffing needs of the various offices, the number of applicants, and your overall qualifications. Actual hiring needs also vary considerably among disciplines. The recruiting needs of the Agency are generally limited to the technically-specialized professions such as chemical and sanitary engineering, and the physical sciences.

If you feel that your background makes you exceptionally suited for a career with EPA, you may submit a statement of your qualifications to the EPA personnel office servicing the geographical area where you are interested in working. Even this does not guarantee that you will secure a position with EPA; the Civil Service procedures outlined above still must apply.

For detailed information about Civil Service procedures, you should contact your college placement office or the nearest Civil Service Job Information Center.

## Advantages

1. Salaries comparable to those offered by private industry;
2. Equal Employment Opportunity — all qualified applicants will receive equal consideration for employment and equal opportunity for advancement without regard to race, religion, color, sex, age, national origin, or political affiliation;
3. Liberal employee benefits including 13 days of paid vacation beginning the first year, 8 paid holidays, paid sick leave, generous retirement benefits, and low-cost insurance systems;
4. Intramural and interagency training opportunities, promotions based upon merit, and cash awards for adopted suggestions and superior work performance.



## Training

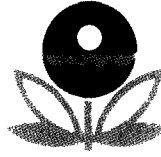
In an agency as dynamic as EPA, training and employee development are necessary to keep employees abreast of the state of the arts and to maintain high professional standards. The Agency encourages its personnel at all levels, including executives, to participate in training programs.

Seminars and training institutes are sponsored by EPA, other Federal agencies, and by the Civil Service Commission. This kind of training is paid for by EPA. EPA often pays for employees to take additional college courses in job-related subjects.

## Mobility

EPA allows you flexibility. As an EPA employee, you may move between one program and another, or from one area of the country to another, wherever your abilities take you. The Agency encourages you to seek a career rather than be limited by a job.

# EPA OFFICES



## **Region I**

Personnel Office  
Environmental Protection Agency  
John F. Kennedy Building  
Boston, Massachusetts 02203  
(Conn., Maine, Mass., N.H., R.I., Vt.)

## **Region II**

Personnel Office  
Environmental Protection Agency  
55 Federal Plaza  
New York, New York 10007  
(N.J., N.Y., Puerto Rico, Virgin Islands)

## **Region III**

Personnel Office  
Environmental Protection Agency  
Curtis Building  
15th and Walnut Streets  
Philadelphia, Pennsylvania 19106  
(Del., Md., Va., Pa., W. Va., Washington, D.C.)

## **Region IV**

Personnel Office  
Environmental Protection Agency  
421 Peachtree Street, N.E.  
Atlanta, Georgia 30309  
(Ala., Fla., Ga., Ky., Miss., N.C., S.C., Tenn.)

## **Region V**

Personnel Office  
Environmental Protection Agency  
30 So. Dearborn  
Chicago, Illinois 60604  
(Ill., Ind., Minn., Mich., Ohio, Wisc.)

## **Region VI**

Personnel Office  
Environmental Protection Agency  
1600 Patterson Street  
Suite 1100  
Dallas, Texas 75201  
(Ark., La., Texas, Okla., N.M.)

## **Region VII**

Personnel Office  
Environmental Protection Agency  
1735 Baltimore Street  
Kansas City, Missouri 64108  
(Iowa, Kan., Mo., Neb.)

## **Region VIII**

Personnel Office  
Environmental Protection Agency  
Lincoln Tower Building  
1860 Lincoln Street  
Denver, Colorado 80203  
(Colo., N.D., S.D., Mont., Utah, Wyo.)

## **Region IX**

Personnel Office  
Environmental Protection Agency  
100 California Street  
San Francisco, California 94111  
(Ariz., Calif., Nev., Hawaii, Guam, American Samoa, Trust Territories)

## **Region X**

Personnel Office  
Environmental Protection Agency  
1200 Sixth Street  
Seattle, Washington 98101  
(Idaho, Ore., Wash., Alaska)

## **Headquarters**

Personnel Management Division, PM-212  
Environmental Protection Agency  
401 M Street, S.W.  
Washington, D.C. 20460

## **National Environmental Research Center**

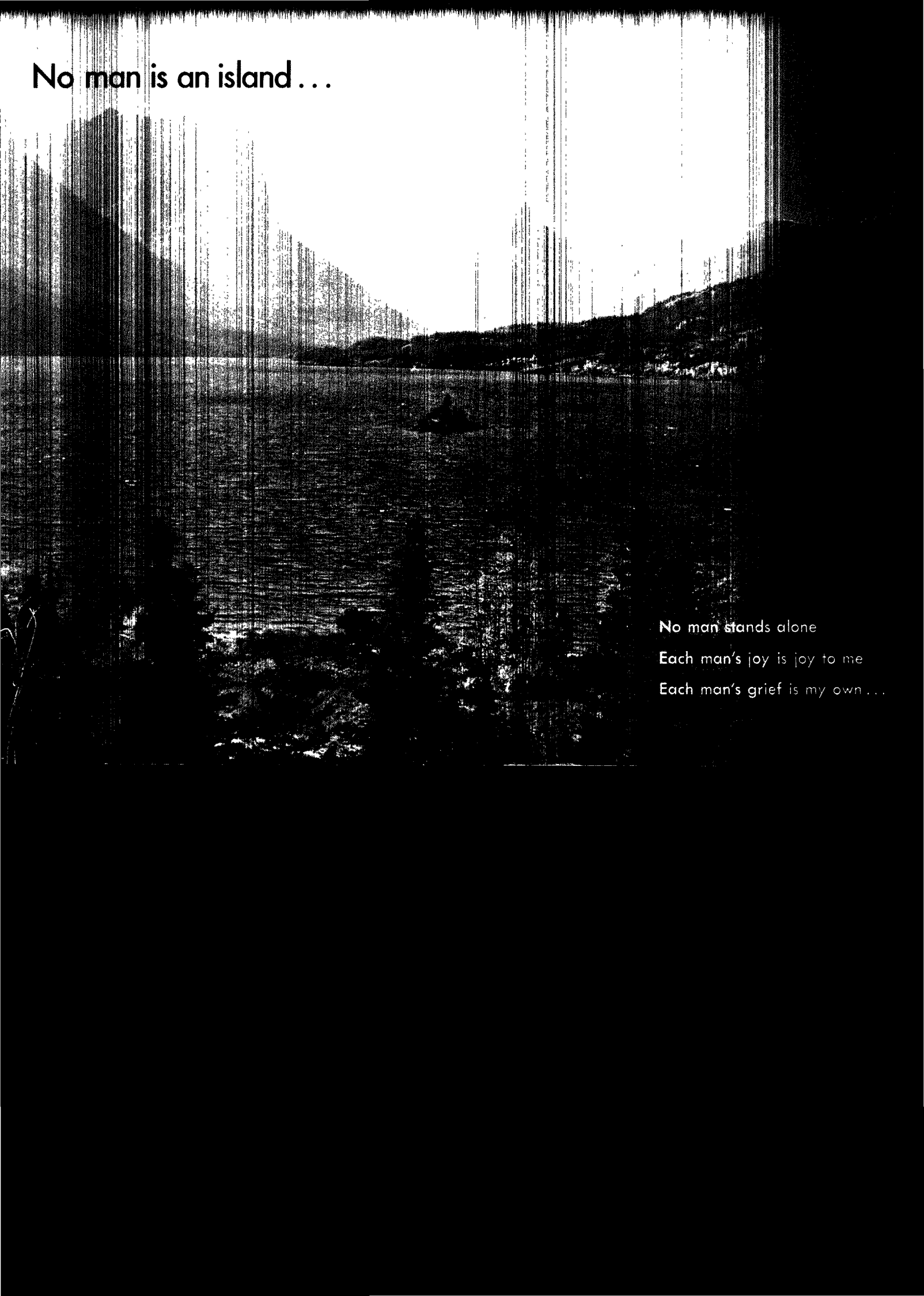
Personnel Office  
National Environmental Research Center  
Environmental Protection Agency  
5555 Ridge Avenue  
Cincinnati, Ohio 45268

Personnel Office  
National Environmental Research Center  
Environmental Protection Agency  
Research Triangle Park  
Durham, North Carolina 27711

Personnel Office  
National Environmental Research Center  
Environmental Protection Agency  
P.O. Box 15027  
Las Vegas, Nevada 89114  
(Also services NERC, Corvallis)

Office of Mobile Source Pollution Control  
Personnel Office  
Environmental Protection Agency  
2565 Plymouth Road  
Ann Arbor, Michigan 48105

No man is an island...



No man stands alone  
Each man's joy is joy to me  
Each man's grief is my own...



# A MILLION DOLLAR DECISION

## Your Career Choice



It's the investment of a lifetime . . . Why not make it an investment in life?

U.S. Environmental Protection Agency  
An Equal Opportunity Employer