

C-2
VF

3 DAYS ONLY



EPA InSight

JANUARY 1993 EPA-175-N-93-001 NEWS FOR, ABOUT, AND BY EPA EMPLOYEES

Transition Team Completes Report Carol Browner Picked As EPA Administrator

On December 11, President-elect Bill Clinton announced that he will nominate Carol M. Browner to head the Environmental Protection Agency. Ms. Browner is the first state environmental official to be chosen for this position.

Formerly a Senate aide (legislative director) to Vice President-elect Al Gore, Ms. Browner has been Secretary of Environmental Regulation in Florida since January 1991. Her Hill experience includes counsel for the U.S. Senate Committee on Energy and Natural Resources and senior legislative aide to then-Senator Lawton Chiles (D-FL), now Governor of Florida.

In the early 1980s, Ms. Browner was associate

director of Citizen Action, a national grass-roots organization. Following Clinton's announcement, Ms. Browner said she was looking forward to the time "when we will finally move away from the trade-off and debate between jobs and the environment that we have focused on far too long."

Last month, members of the incoming transition team met with EPA's assistant administrators and senior managers. Following these meetings, the team put together a paper for the Administrator-designate, outlining key issues and decisions facing her when she takes office.

The Senate confirmation hearing on Ms. Browner's nomination could take place as early as the week of January 11.

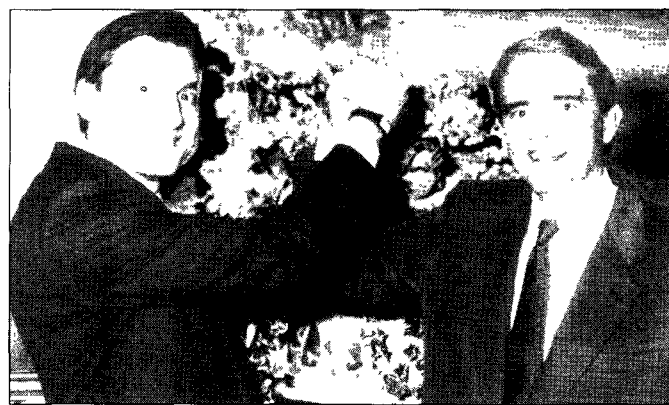
Up Front

EXCERPTS FROM 1992 AWARDS CEREMONY REMARKS

Taking Stock by EPA Administrator William K. Reilly

When President Bush asked me to become EPA Administrator about four years ago, I told him I wanted to help him make environmental history. I think we did. Take a look at the record:

- A Clean Air Act that ranks among the most ambitious environmental statutes ever. The Navajo agreement to improve visibility in the Grand Canyon will allow us to cut pollution by more than 90 percent, at less cost than we originally proposed....



To EPA employees, Hank Habicht and Bill Reilly say, "Thanks for the memories!"

- An accelerated phaseout of CFCs by the end of 1995. The health effects of this phaseout are staggering—a million fewer cancer cases, 20,000 fewer cancer deaths....

Continued on page 6

Inside

HEADS UP	2
IN BRIEF	3
ON THE HILL	3
AWARDS CEREMONY ...	4/5
INTERNATIONAL NEWS ..	7
TQM	7
CALENDAR	8



Recycled/Recyclable
Printed with Soy/Canola ink on paper that contains at least 50% recycled fiber

Heads Up

A QUICK LOOK AT EPA NEWS AROUND THE NATION

EPA LABORATORIES

■ **Environmental Research Laboratory, Ada, OK** A new research project is underway at the **Robert S. Kerr** lab. Scientists are looking at the feasibility of using autotrophic microorganisms, which oxidize sulfur compounds, to treat nitrate-contaminated ground water. The two-year study could result in a cost-effective treatment technology for nitrate removal. **Dr. Stephen Hutchins** is the project officer. (Contact: **Joan Elliott**, 405-332-8800.)

■ **Environmental Research Laboratory, Athens, GA** 1992 was a banner year for this lab: its contributions to the Combined Federal Campaign totaled almost \$8,000. That's more than **200%** of the lab's goal. Also, nearly **two-thirds** of the lab's employees contributed to CFC this year. (Contact: **Bob Ryans**, 706-546-3306.)

■ **Environmental Research Laboratory, Corvallis, OR** **Dr. Allen Solomon**, an internationally-recognized expert on global environmental change, recently joined the lab's staff. He fills one of the first science and technology "supergrade" positions that have been established to attract world-class scientists to ORD. Dr. Solomon is working on modeling the response of vegetation to climate change. (Contact: **Nancy Terhaar**, 503-754-4601.)

■ **Environmental Research Laboratory, Gulf Breeze, FL** In response to requests from Regions 4 and 6, ERL-Gulf Breeze (Center for Marine and Estuarine Disease Research) recently co-sponsored with the National Marine Fisheries Service a three-day symposium on **dolphin mortality**. The symposium brought more than 30 experts together from the United States and Canada to examine the state of dolphin disease research and to propose guidelines for future research. This symposium was the first of its kind for the Agency. (Contact: **Bill Fisher**, 904-934-9394.)

EPA REGIONS

■ **Region 1** EPA recently welcomed **Byung-Chul Choi** as the Agency's first fellow under the Asia Fellows Program (see page 7). Mr. Choi is the Assistant Director of South Korea's Ministry of the Environment. During his short-term fellowship with Region 1, Mr. Choi focused on waste management issues, policies, and practices in the United States. (Contact: **Frank McIntyre**, 617-565-9028.)



Byung-Chul Choi

■ **Region 1** **Gwen Ruta** is the new Director of External Programs. Formerly in charge of marine and estuarine protection and NEPA compliance, Gwen has been with EPA for eight years, beginning as an engineer in the Waste Management Division. (Contact: **Frank McIntyre**, 617-565-9028.)



Gwen Ruta

■ **Region 4** **Deputy Administrator Hank Habicht** recently announced his selection of **Don Guinyard** as the new Chair of the **EPA Human Resources Council**. Last March, Don became Assistant Regional Administrator for Policy and Management, after serving three years in the Waste Management Division. (Contact: **Norm Black**, 404-347-3004.)

■ **Region 10** Last spring, Region 10 started a new project in waste reduction: **composting food waste with the help of Eisenia foetida (redworms)**. The project's purpose is to demonstrate how easy it is to convert vegetable, fruit, and grain scraps into vermicompost, or worm castings. Another purpose is to reduce the volume of food waste in local landfills. (Contact: **Inge Theisen**, 206-553-8204.)

EPA HEADQUARTERS

■ **Office of Administration and Resources Management** To find out the status of your small purchase request (under \$25,000), call 202-260-2943. A customer service representative is available to help you Monday through Friday, 8 AM to 4:30 PM, excluding holidays. You may also directly access the Small Purchase Automated Management System for this information. (Contact: **Jim Thompson**, OAM, 202-260-2355.)

Parkers Beware! If you have a parking space in the Marina View Towers parking lot, and you fail to pay your monthly fee by the **5th** of the month, you may find a \$25 ticket on your car window. That's assuming you still have a car. If not, don't panic. Just take a cab to Northeast Washington to a dimly-lit lot behind a warehouse. Then, simply hand over that **\$165 in cash** you always carry around with you. For more information, call **Kym Burke**, 202-260-0336.

In Brief



WITH CRAIG ANNEAR, OGC

The new *governmentwide ethics rules* will go into effect on **Wednesday, February 3, 1993**.

Highlights of the new regulations are:

Outside Activities

- Under certain circumstances, employees may not **hold office** in outside organizations. For example, an EPA employee who writes hazardous waste regulations may not serve as an officer in an environmental organization that comments on such regulations.
- Notwithstanding the outcome of the current litigation challenging the present statutory **honorarium ban**, employees will still be generally barred from receiving compensation for **teaching, speaking, or writing** about matters that they deal with in their jobs or that are related to their agency's mission.
- Also, in any teaching, speaking, or writing—whether compensated or not—employees generally may not use their **official titles or positions**.
- Employees are also restricted, generally, from using

their titles or agency positions in connection with **fundraising or membership in outside organizations**.

- Similar to current EPA regulation, employees must obtain, for most **outside employment**, advance written approval of the Deputy Ethics Official in their organization.

Gifts Between Employees

- The present rule against **giving or receiving any gift** to an official superior (or an employee who is paid more than the donor) has been modified. The new rule permits, with certain limitations, occasional **voluntary gifts**.

The new regulations cover other important matters, so be sure to review the materials sent to all EPA employees—with a cover memo from **Gerald Yamada**, Deputy GC, dated November 9—on the new ethics rules.

If you have any questions, please contact **Don Nantkes**, 202-260-4550.

On The Hill



WITH ROBIN GROVE, OCLA

The **103rd Congress** will be officially sworn in on **January 5, 1993**. The U.S. House of Representatives will have 258 Democrats, 176 Republicans, and one Independent. The U.S. Senate will have 57 Democrats and 43 Republicans. The number of Senate Democrats assumes the following: that Tennessee's Governor will appoint a Democrat to replace **Vice President-elect Al Gore**, and that the Governor of Texas will appoint a Democrat to replace **Treasury Secretary-designate Lloyd Bentsen**.

Representative John Dingell (D-MI) will remain Chairman of the House Energy and Commerce Committee. **Representative Carlos Moorhead** (R-CA) will replace retiring **Representative Norm Lent** (R-NY) as Ranking Republican on this committee. Other subcommittee Ranking Members retiring include **Representative Matthew Rinaldo** (R-NJ) and defeated **Representatives William Dannemeyer** (R-CA) and **Don Ritter** (R-PA). Three additional active members of the House Energy and Commerce Committee will also not be returning: **Representatives**

Gerry Sikorski (D-MN) and **Peter Kostmayer** (D-PA), who lost their elections, and **Representative Dennis Eckart** (D-OH), who retired.

With **Lloyd Bentsen** (D-TX) leaving the Senate, **Senator Daniel Patrick Moynihan** (D-NY) is expected to assume the chairmanship of the Senate Finance Committee. Should



Robin Grove

this happen, **Senator Max Baucus** (D-MT) is likely to become Chairman of the Environment and Public Works Committee; **Senator John Chafee** (R-RI) will remain Ranking Republican.

Other senators from the 102nd Congress not returning in 1993 include **John Seymour** (R-CA), **Alan Cranston** (D-CA), **Bob Kasten** (R-WI), **Steve Symms** (R-ID), **Tim Wirth** (D-CO), **Terry Sanford** (D-NC), **Alan Dixon** (D-IL), **Brock Adams** (D-WA), **Jake Garn** (R-UT), and **Warren Rudman** (R-NH).

EPA Annual Awards...

On December 2, EPA held its Annual Awards Ceremony in Tysons Corner, VA. **Administrator Bill Reilly** recognized the achievements of **403** employees with a variety of awards (at last year's ceremony, 247 employees received awards). Here are this year's winners:

A. JAMES BARNES AWARD

John Skinner, ORD

FITZHUGH GREEN AWARD

Dan Esty, OPPE

F. HENRY HABICHT AWARD

• Al Morris, Region 3
• National Publications and Information Center Team, OARM, OCEPA: Bill Henderson, Bill Bailey, Earl Eastwood, Deb McNealley, Cathy Cain, Shannon McFarland, Charlie Osolin, Miles Allen, Daiva Balkus, Brigid Rapp

GLEND A. FARMER AWARD FOR PROFESSIONALISM

Linda Hilwig, Office of the Deputy Administrator



Linda Hilwig

EPA SCIENCE ACHIEVEMENT AWARDS

Air Quality Award

Christian Lindhjem, OAR (Ann Arbor)

Chemistry Award

Leo Azarraga, ERL-Athens

Engineering Award

Erik Goethert, OAR

Health Sciences Award

Radiation Risk Assessment Team, OAR: Jerome Puskin, Neal Nelson, Christopher Nelson

Water Quality Award

Thomas Barnwell, Jr., ERL-Athens

ORD Scientific & Technological Achievement Awards

• Eric D. Clegg, Headquarters

• Mahlon C. Barber, Ray R. Lassiter, Luis A. Suarez, ERL-Athens

NATIONAL EEO AWARDS Non-Supervisory Employee

Alice Walker, OW

Supervisory Employee

James Younger, Region 1

Program Manager

Willis Collins, Jr., NEIC

DISTINGUISHED CAREER AWARD

Charles W. Murray, NEIC

TRUDY A. SPECINER AWARD

Douglas Sherwood, Region 10

ADMINISTRATOR'S AWARD FOR EXCELLENCE

Individuals

Ernestine Christian, OGC
Mary Rohrer, NEIC
Lutithia Barbee, OPPE
Anna Seledkov, ERL-Corvallis
Connie Riley, OSWER
Linda Baylor, OAR (RTP)
Munsel Nickens, OW
Marva Richardson, Region 2
Carolyn Cross, Region 4
Carlene Ellison, Region 6
Mary Madison, Region 7
Barbara Legas, Region 10

Group

Federal Environmental Paralegal Team
Ann Gardner, Region 1; Catherine King, Region 3, Janet Nation, Region 3; Michael Kemp, OGC

SILVER MEDAL FOR SUPERIOR SERVICE

Individuals

Connie M. Bosma, OW;
Thomas J. Maslany, Region 3;
Dominique Lueckenhoff, Region 3;
Michelle L. Pirzadeh, Region 10;
E. Ramona Trovato, OW

Groups

Environmental Education Grants Team
OCEPA; OARM; OROS/LR, OPPTS; Regions 1,2,3,4,5,6,7,8,9,10: George Walker, Michael Baker; John Showman; Corinne Allison; Maria van der Werf; Terry Ippolito, Bonnie Smith; Rich Nawyn,

Suzanne Kircos; Margaret McCue; Sandy Sevier; Rowena Michaels; Cece Forget, Ida Tolliver; Pat Bonner; Mary McCarthy-O'Reilly; Michael O'Reilly; Jeuli Bartenstein; Barbara Burke

International Enforcement Training Team

OE; OPPE; Region 3: Cheryl Wasserman; Thomas Maslany; Ann Delong; Pam Stirling, Lynda Williams; Winston Haythe; Patricia Miller

Environmental Awareness Software Team

Region 5: Jon Grand; Michael Bland; Alfred Krause; Peter Smith; Karen Holland; Glynis Garland. Karen Reshkin; Marillyn Cifax

Standing Committee on Contracts Management

AO; OARM; OSWER; OE; OGC, OW; OAR; Region 2; Region 3, Region 4; Region 6; Region 9; U.S. Department of Justice. John Barker; Leonard Shen; Mary Kay Lynch, William Ross, John Alter; Jessica Barron; Bruce Bellin, Paul Connor; Thomas Doherty; Joseph Freedman; David Garrison; Lisa Haage; Sam Jamison, Rebecca Nachtrieb; Thomas Mariani, Jr.; Catherine Mitchell; Dori Morales; Justina Fugh; Tina Murphy; Michael Northridge; Charles Openchowski; Margaret Padgett; Pamela Phillips; Eugene Pontillo; Roy Rathbun; Lisa Reaves, Ralph Rizzo; Matthew Robbins, Joseph Salata; Katherine Seikel; Thomas Sharpe; Raphael Shaw; Michael Webb; Candice Wilkinson; Gene Smith

Minority Academic Institutions Team

OARM, OPPE, OPPTS; OSWER; AO, OAR; OCEPA; OE; ORD; Region 3; Region 4; Region 6: John Skinner; Clarice Gaylord, Linda Smith; Suzanne Olive; Stanley Laskowski, Michael Shapiro; Lewis Crampton; Kenneth Dawsey; Douglas Cooper. Marylouise Uhlig; Linda Parham; Michael O'Reilly, Edgar Thornton, John Wise; August Curley; Nathaniel Scurry; Joseph Winkle; Vivian Jones; Ann Goode; Rosa Morales; Ferial Bishop; Richard Bright; Robert Knox; Curtis Ross

Cultural Diversity Leadership Team

OARM; OAR; AO; OPPTS; ORD; Region 2: Michael Shapiro; William Farland, Richard Hardesty; Ann Goode; Hector Suarez; Eduardo Rodela; Suzanne Olive; Thomas Wyvill; Renee Goins, Tyrone Aikens; Loree Murray; Clarence Hardy; Mel Kollander; Joan Brennan McKee

...The Winners

U.S./Mexico Border Team

OSWER; OW; OGC; OE; OIA; AO; Region 6; Region 9: John Wise; Joseph Winkle; Ann Alonzo; David Van Hoogstraten; Richard Kiy; Joan Fidler; Scott Fulton; Michael Alushin; James Makris; Thomas Super; Anne Rowley; Aron Golberg; Sylvia Correa; John Lehman; Elva Hipolito; Edwin Johnson; George Alexander, Jr.

Acid Rain Rules Team

OAR; OE; OGC; Region 3; Region 5; Region 7. Eileen Claussen; Brian McLean; Dwight Alpern; Sharon Saile; Larry Kertcher; Rachel Hopp; Doris Price; Elliot Lieberman; Margaret Sheppard; John Schakenbach; Claudia O'Brien; Karen Kent; Donna Deneen; Renee Rico; Kenon Smith; Linda Critchfield; Claire Schary; Joe Kruger; Paul Horwitz; Penny Hansen; Andy Dupont; Sara Terry; Larry Montgomery; Kathy Barylski; Bryan Bloomer; Drew Willison; Patricia Embrey; Jill Grant; Ken Harmon; John Rudd; Dave Schulz; Patric McCoy; Jon Knodel; Robert Vallero; Tony Wayne; Tom Eagles

GOLD MEDAL FOR EXCEPTIONAL SERVICE

Individuals

Steven Bayard, ORD
Robert Brobst, Region 8

Groups

Northern Spotted Owl Team

OGC, OPPE; OE; Region 10 Molly Whitworth; Thomas Peterson; John Michaud; Steven Wolfson; Anne Norton Miller; David Powers; James Serfis; Wayne Elson; Sally Brough; Anthony Guadagno; Timothy Backstrom; Thomas Marshall; Robert Wolcott

Environmental Equity Workgroup

AO; ORD; OGC; OARM; OCLA; OSWER; OAR, OPPE; OE, OPPTS; Regions 1,2,3,5,6,8,9: Warren Banks; Rebecca Calderon; David Cleverly; Rafael DeLeon; Clarice Gaylord; Roberta Gordon; Robin Grove; Robert Knox; Karen Levy; Debora Martin; Craig McCormack; Sherry Milan; Lawrence Molloy; Dave Rejeski; Dominique Lueckenhoff; Ken Sexton; Sherry Sterling; Edgar Thornton; Alex Varela; Will Wilson; James Younger; Conrad Simon; Samara Swanston; Reina Milligan; William Sanders; Don Jones; Elmer Chenault; Alvin Chun; Robert Wolcott

NAFTA Environmental Review Team

OE; OGC; AO; OPPTS; OSWER; OIA; OPPE; OW, OCLA; Region 6; Region 9; Office of U.S. Trade Representative: Joseph

Montgomery; Arthur Totten; David Van Hoogstraten; Peter Lallas; Mark Joyce; Irving Fuller, Jr.; Angela Cracchiolo; Lourdes Maria Bufill; Sylvia Correa; Edgar Thornton; Marlene Regleski; Jim Yarbrough; Enrique Manzanilla; Mary Lowe; Reed Benson; Anya Schoolman; Douglas Turner; William Jordan; Barbara Bassuener; Charlie Ries; Brian Samuel; Daniel Brinza; Eliot Tucker; Lawrence Sperling

Global Climate Change Team

OPPE; OAR; OIA; OGC: Dennis Tirpak; John Fitzgerald; Kenneth Andrasko; Michael Adler; Catherine Benham; Alex Cristofaro; Dennis Eoff; John Hoffman; Kathleen Hogan; Claudia Huntley; Jane Leggett; Mark Kindall; Jamison Koehler; Bruce Schillo; Michael Shelby; Catherine Zoi



Steven Bayard (ORD), with wife, Judy and son, David

Contract Management Audit Team

OIG; OGC: John Price; Lou Ella Harris; Bennie Salem; Allen Orand; Mary O'Lone; Truman Beeler; Mary Boyer

EMAP Near Coastal Team

ORD: John Paul; J. Kevin Summers; Richard Latimer; John Macauley; Steven Schimmel

International Recyclable Wastes Team

OSWER, State Department; Department of Commerce: Michele Anders; David Bussard; Brenda Marshall; Denise Wright; Matthew Straus; Matthew Hale; James Berlow; Breck Milroy; Kim Copperthite; Jim O'Brien

Operating Permits Team

OAR; OGC; OE. Lydia Wegman, Michael Trutna; Kirtley Cox; Raymond Vogel, Jr.; Roger Powell; Arlene High; John Beale; Timothy Williamson; Robin Brown; Stuart Mumley; Alan Eckert; Adan Schwartz; Lorie Schmidt; Kendra Sagoff; Michael Winer; Elise Hoerath; Elliott Gilberg

Worker Protection Regulation Team

OPPTS; OGC; OPPE; Region 1; Region 9. Joseph Reinert; Louis True; Joseph Hogue; Ginah Mortensen; Cynthia Brown; Sally McDonald; Linda Billings (posthumously); Sara Segal; Bob Perlis; Jerry Blondell; Carol Parker; Chris Bashor; Patricia Breslin

National Toxics Rule Team

OW; OGC: William Diamond; David Sabock; Richard Kent Ballentine; Nancy Sue Perry; Karen Clark

Dexter Corp. Settlement Team

OE, OARM; Region 1: Tonia Bandrowicz; Andrea Simpson; Peter Kenyon; Michael Fedak; Elaine Stanley; Martha Monell; Mimi Guernica; Mary Andrews; Deborah McKie

Non-PRASA Initiative Team

Region 2: Richard Caspe; Walter Andrews; Robert Williams; Victor Trinidad; Susan Shaw; Jorge Martinez; Douglas McKenna

Administrative Support Careers Team

EPA Human Resources Council; Region 8, Region 9: John Duff; Laura Loux; Vicki Lane; Julie Bowen

Outer Continental Shelf Team

OAR; OGC; Region 9: Alison Bird, Kelly Fortin; Ginger Vagenas; Bob Bergstrom; Joanna Swanson; Jill Grant

Clean Air Act Enforcement Team

OE, OAR; Region 10: Christopher James; Olga Loera; Armina Nolan; Ann Pontius; Douglas Hardesty; Juliane Matthews; Julie Vergeront; Margaret Silver; Steven Viggiani; Scott Throwe

EBDC Special Review Team

OPPTS, OGC; OPPE; OW, ORD: Kathy Martin; Beth Edwards; Paul Lewis; Susan Hummel; Albin Kocialski; Julie Fairfax; Phil Ross; Richard Dumas; Janet Auerbach; Susan Lewis; Francis Suhre; Edward Zager; Paul White; Ingrid Schulze; Michael Branagan

Taking Stock

Continued from page 1

- Record-breaking **enforcement actions** in every single category....
- Over **150 Superfund cleanups**—and still counting. One a week now. Also, three-fourths of the seven billion dollars collected in private settlements were collected on our watch....
- Look what we did in **Prince William Sound**: we launched an entire bioremediation industry, giving it a practical opportunity to show what it could do....
- I think of the progress we've made in the **Great Lakes, Chesapeake Bay, the Gulf of Mexico**....
- We continue to make steady progress cleaning up **Boston Harbor** and all the other contaminated harbors. We also ended **ocean dumping** of sewage sludge....
- Our position on **Kingsley Dam** in Nebraska is setting a precedent in re-licensing hydro-power projects, assuring that environmental concerns will be factored into those decisions....
- There are the **"green" programs**. The very idea that we could tell industry how to save money struck me as counterintuitive. I don't want to say I've been amazed, but I think we've revolutionized energy and conservation opportunities....
- A **climate change treaty**, for which EPA did the really seminal work, first of advocacy and then of analysis....
- Other international accomplishments include our contributions on forest conservation. I also think of the **Enterprise for the Americas** initiative, and its "debt-for-nature" component, and the **Regional Environmental Center** in Eastern Europe. Those ideas came from **you**—and they all stand out as major contributions on the international environment....
- Our folks in **emergency response**, who've handled tanker spills off the coast of Morocco and cyanide leaks in Latvia, are the finest team in the world....
- Our work on **NAFTA** and the **Mexican border plan** is unprecedented for an environmental agency....
- We've made real progress here at EPA in improving **economic analysis** and in building up a **world-class scientific institution**—both of which will substantially strengthen our credibility at home. Our geographic information system, **EMAP**, as well as reports on **reducing risk** and the **future of science at EPA** all stand out as seminal contributions....
- I think we've begun a **cultural transformation** at EPA. We've instituted **strategic planning and budgeting** that's based on risk....
- We've strengthened relationships with **tribal governments**, earning praise as the federal agency that is making the greatest strides on issues concerning Native Americans....
- With respect to **environmental equity**, I think about the tremendous things you've done, particularly in the past year, to respond to the legitimate concerns that have been raised for our Agency. ...
- **Environmental education** has taken its place, along with regulation and enforcement, as the third great pillar on which our programs rest....
- **Pollution prevention** is becoming a way of thinking, a way of doing business, something that companies take great pride in listing in their annual reports....

We did have our share of disappointments. I regret that we didn't have more opportunity to recraft some of the **key environmental statutes**, as we did with Clean Air. We also didn't get **food safety legislation** as I'd hoped we would have, and I still think we very much need. We could have made a tremendous contribution to **clean water reauthorization**. We did hold the line on **wetlands**, however. I think EPA has earned a place in the Cabinet—we came so close. I wish in hindsight we'd paid a lot more attention early on and throughout the Agency to **contracts management**....

So a new administration is coming, with new ideas, new priorities, new energy. I hope and trust you will not lose sight of the revolution we've launched here. Without the support of EPA's leadership team and career staff, none of it would have been possible....

We have so many **unsung heroes** at EPA...the secretaries and clerks, the mail deliverers, the computer experts, the personnel and contracts managers, the staff who process grievances, the facilities managers, the budget analysts, the congressional liaisons, the drivers, the correspondence people, the communications team. These are the **people who make the Agency function and succeed day after day after day, rain or shine**....

Hank and I consider you—all of you—to be the very finest people in the service of the citizens of the United States. **Thank you. Keep up the great work!**

Mark Your Calendar

EPA Schedules Acid Rain Conferences

EPA will hold four regional conferences on the **Acid Rain Program** between January and March 1993. The conferences will also cover the final core rules (on reducing sulfur dioxide and nitrogen oxide emissions), which **Administrator Bill Reilly** announced last October. The schedule for the conferences is:

- January 5-6 in Washington, D.C.
- January 25-26 in Chicago, IL
- February 9-10 in Atlanta, GA
- March 16-17 in Albuquerque, NM

The conferences are open to the public. For more information, please call 703-339-2464.

International News

U.S.-Asia Partnership Sharing Solutions to Environmental Problems

by Martin Dieu, OIA

A year ago in Singapore, an important partnership emerged: the **United States-Asia Environmental Partnership (US-AEP)**. The US-AEP consists of experts from the private sector, non-profit organizations, and about 30 U.S. departments and agencies (e.g., EPA, State Department, Peace Corps, Small Business Administration).

Why was this alliance formed? To address the serious environmental problems in Asia, which continue to have a devastating effect on human health and the continent's natural resources. These problems range from municipal waste to energy production to wetland degradation. The function of US-AEP is to match the best available information, products, and services to meet Asia's environmental problems.

What is EPA's role in the Partnership? While other agencies are promoting trade, EPA is stressing the "E" in US-AEP. A major breakthrough for EPA occurred last September, when the Agency secured \$2 million over two years through an interagency agreement with the Agency for International Development. This money will fund EPA's Partnership activities, including the new Asia Fellows Program. Through short-term fellowships, EPA plans to place about 100 senior Asian environmental managers in EPA regional offices and laboratories. Region 1 hosted the first Fellow last November (see page 2); six additional Fellows are scheduled to arrive this month.

What's on the horizon? EPA is forming **Environmental Action Teams** to address specific environmental problems in Asia. The teams will be made up of national environmental experts from EPA and other organizations. The first team is scheduled for **Thailand**, where pollution from a lignite power plant is reportedly causing widespread illness and death. Other countries requesting teams include **Malaysia, Singapore, Indonesia, and the Philippines**.

For more information, please contact **Pat Koshel**, Developing Countries Branch Chief, OIA, or **Marianne Bailey**, Asia Program Manager, OIA, 202-260-5237.



Marianne Bailey and Pat Koshel, OIA

Customer Satisfaction — A Top EPA Priority

by Robin Grove, OCLA

Under the leadership of Deputy Administrator **Hank Habicht**, the EPA Deputies Leadership Team recently completed the

first round of groundbreaking, one-on-one interviews with 35 of EPA's key customers. The purpose of the interviews was **to assess the Agency's successes and failures in addressing the needs of its customers**.

"The response to this initiative has been overwhelmingly positive, and the interview process has been an invaluable learning experience for the Agency," said **Stan Laskowski**, Region 3's Acting Regional Administrator, who directed the effort. Stan added, "The message to us has been frank, loud, and clear: while we do some good work at EPA, we must dramatically **increase and improve our communications** with our customers. We must also **continue to involve EPA's senior managers directly** in this effort."

Among those interviewed were representatives from the White House, Congress, states, federal agencies, private industry, public utility companies, environmental groups, and other non-governmental organizations. The second round of interviews is expected to be completed next month.




Chaired by the Agency's Deputy Administrator, the Deputies Leadership Team is comprised of the ten Deputy Regional Administrators and the 13 Deputy Assistant and Associate Administrators. A primary responsibility of the team is to help **institutionalize quality principles** throughout the Agency.



Calendar

1993—Happy New Year!

J
a
n
u
a
r
y

						1 Federal Holiday: New Year's Day	2
3  Alaska, 49th state, 1959	4	5	6	7  U.S. Bank established, 1778	8 Copy deadline for February EPA InSight	9	
10 League of Nations created, 1920	11	12	13	14 EPA InSight Editorial Board Meeting	15 Martin Luther King, Jr., born 1929	16	
17  Bells Across America, 6 p m	18 Federal Holiday: Martin Luther King's birthday observed	19	20 DC Area— Federal Holiday: Inauguration Day	21	22	23 Chinese New Year	
24 Boy Scouts organized, 1908	25	26	27	28 1st commercial telephone switchboard, 1878	29	30	Deadline for SF-450s (Conf Fin Discl Rept)—See December EPA InSight
31	<ul style="list-style-type: none"> • January 5, 1925— Nellie Ross, 1st woman governor (D-WY) • January 12, 1932— Hattie Caraway, 1st woman U.S. Senator (D-AR) 						

Leave Bank "Open Season" Extended

by Joe Sullivan, OHRM

Employees now have until **Saturday, February 6, 1993**, to enroll in the EPA Leave Bank. The Office of Human Resources Management extended the "open season" to allow employees more time to decide whether to become members of the Bank for **Leave Year 1993**.

What many employees may not realize is that they **must** be a member of the Leave Bank to receive any leave donations—even from their friends in EPA. Also, employees can only join the Bank during an "open season." What does it cost to join? Only one pay period's accrual of annual leave (i.e., four, six, or eight hours, depending upon length of service). In return, members are eligible to receive leave from the Bank during the leave year, should a medical emergency force them to exhaust their leave balances.

Established in 1990, the EPA Leave Bank has helped over **200** Agency employees. About **35 percent** of EPA employees have joined the Bank.

For more information, please contact your local Human Resources Officer.

EPA InSight

Bill Reilly
Administrator

Hank Habicht
Deputy Administrator

Carl Gagliardi
Acting AA, Communications,
Education, and Public Affairs

Charlie Osolin
Director, Editorial Services Division

Kym Burke
Editor

Gloria Koch
Field Editor (Dec-Jan), RTP/AREAL

Shelley Levitt
Assistant Editor (Dec-Jan), OSWER/
CEPPO

EDITORIAL BOARD

Labs/Field Offices
Rhoda Ritzenberg, RTP/OSORD
Randy Brady, RTP/OARM
Brenda Thompson, RTP/HERL
Gloria Koch, RTP/AREAL
Pat Sharpe, RTP/AEERL
Bob Ryans, Athens
Carroll Wills, NEIC
Nancy Terhaar, Corvallis
Mike Gruenfeld, Edison
Tom Osberg, Env Photo
Terry Grady, LV/EMSL
Pati Cooke, Cinci/OSORD
Sandy Bowman, Cinci/OARM
Charlotte Cottrill, Cinci/ECAO
Linda Ransick, Cinci/EMSL
Debbie Ober, Cinci/RREL
Trudy Oliver, Stennis

Joan Elliott, Ada
Bob Drummond, Duluth
Jan Prager, Narragansett
Betty Jackson, Gulf Breeze
William Witson, Gulf of Mex.
Charles Petko, Montgomery

Regions
Frank McIntyre, Region 1
Paul Hedley, Region 2
Carolyn Szumal, Region 3
Norman Black, Region 4
John Rapsys, Region 5
Linda Thompson, Region 6
Rowena Michaels, Region 7
Linda Adams, Region 8
John Duff, Region 9
Jean Baker, Region 10

Headquarters
Betty Wonkovich, AO
Karen Smith, OAR
Craig Hooks, OARM
Robin Grove, OCLA
Sandie Friedland, OCR
Bill Frank, OE
Wanda Ford, OEX
Craig Annear, OGC
Dale Medears, OIA
Tom Maloney, OIG
Pam Herman, OPPE
Tom Kean, OPPTS
Fred Blosser, ORD
Lou Kerestesy, OROS/LR
Scott McMurray, OSWER
Vicky Green, OW

DESIGN SERVICES
Steve Delaney, OCEPA
Enigma Concepts Inc.