

3 DAYS ONLY

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InSight

JULY 1992

NEWS FOR, ABOUT, AND BY

EPA EMPLOYEES

JUL 09 1992

ENVIRONMENTAL PROTECTION AGENCY
LIBRARY, REGION 5

WITH BILL REILLY



Up Front

Reflections on the Earth Summit

We knew it wouldn't be easy. Whenever international negotiations involve such core values as the environment and economic development, it is almost impossible to achieve a balance that will please everyone. The odds were enormous against all 178 countries agreeing on five ambitious and precedent-setting documents: the **Rio Declaration** of environmental principles; **Agenda 21**, which lays out a course of action on environment and development until the year 2000; and three treaties involving **global climate, biodiversity, and the conservation of forests**. But the fact that we were there, at the bargaining table, for the first time in history discussing environmental concerns and responsibilities on a global level was what made the Rio conference significant—indeed, historic. Having spent almost 30 years working towards a better global environment, I found Rio to be an extraordinary—and unforgettable—experience.

The widely-reported incident that helped to distract media attention away from the achievements of the conference was unfortunate. I was furious that sensitive and confidential communications between the White House and me were leaked to the press. Private negotiations that rely on **trust** between the parties must remain confidential or they will likely fail. What followed, though, to my delight, was an outpouring of support from both the President and from many of my counterparts at the summit. They know first-hand the passions involved in trying to achieve environmental and economic objectives.

There is no question that economic considerations have played and will continue to play a role in shaping our position on

environmental issues. That's a reality that we have recognized and have been working with for some time—I think very effectively. Consider, for example, all of the **voluntary** programs we have implemented... Green Lights, 33/50, Cooling Our Communities, just to name a few. The cooperation and participation by industry and state and local governments have made these programs major success stories for the Agency.

Finally, the fact that the President appointed me to head the U.S. delegation to the Earth Summit reflects the high opinion he holds of EPA and its people. I saw and was a part of history unfolding. And history will continue to unfold because the process, begun even before Rio, will continue for generations to come.

As the President said in the final hours of the summit, "**As important as the road to Rio has been, what matters more is the road from Rio.**" I look forward to walking that road with all of you.

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3 DAYS ONLY



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Heads Up

A QUICK LOOK AT EPA NEWS AROUND THE NATION

EPA LABORATORIES

✓ *Atmospheric Research and Environmental Assessment Lab, RTP*—U.S. EPA and China's EPA recently sponsored an international workshop on stationary source emission sampling and analysis. Approximately 135 Chinese students participated. The workshop was the first international workshop sponsored by U.S. EPA and China's EPA. Instructors included **Rodney Midgett** and **Jimmy Pau** (AREAL/RTP), **Peter Westlin** (OAQPS), and **John Hepola**, Region 6. The event received considerable media coverage in China. (Contact: **Rodney Midgett**, 8-919-541-2196.)

✓ *Environmental Monitoring Systems Lab, Las Vegas*—A young Desert Storm veteran is the subject of a study by EMSL/LV with the U.S. Army. The vet was wounded by shrapnel, containing uranium, from "friendly" anti-tank fire. The purpose of the study is to determine the **effects of shrapnel** on the human body. A final report is expected to be issued later this year. (Contact: **Anita Mullen**, 8-702-798-2632.)

✓ *Environmental Research Lab, Corvallis*—Scientists from ERL-C recently established EPA's **first international cooperative agreement in biotechnology**. Under this agreement, Environment Canada and EPA will fund a study to evaluate the survival and competition of genetically-engineered microorganisms in soil/plant microcosms. Their research will be conducted at the University of Maryland, and will later include field validation of the microcosm studies at their Agricultural Research Station. (Contact: **Lidia Watrud**, 8-503-754-4874.)



Tim Oppelt

✓ *Risk Reduction Engineering Lab, Cincinnati*—For the 18th consecutive year, RRFL held its annual Research Symposium. More than 750 environmental professionals from the U.S. and 20 foreign countries participated in the three-day symposium. Lab Director **Tim Oppelt** and his staff shared information on RRFL's research on **biotreatment, pollution prevention, and Superfund treatment technologies**. (Contact: **Gordon Evans**, 8-513-569-7684.)

✓ *Health Effects Research Lab, RTP*—Biostatisticians at HERL/RTP are developing maps of U.S. counties that indicate where **mortality rates for 36 types of cancer were highest during the 1980s**. HERL/RTP has already done similar maps for the 1950s, 1960s, and 1970s. These maps provide valuable data for determining whether patterns exist that warrant further study. (Contact: **John Creason**, 8-919-629-2598.)

EPA REGIONS

✓ *Region 4*—The **largest monetary fine ever ordered in American courts for RCRA-related violations** has been levied against the United States Sugar Corporation in Clewiston, Florida. USSC has agreed to pay almost \$4 million in fines for, among other crimes, unlawfully transporting hazardous waste without a manifest and to a nonpermitted facility from 1986 to 1989. (Contact: **Bruce Mirkin**, 8-404-347-4885.)

✓ *Region 8*—The city of **Casper, Wyoming** may have to pay a \$125,000 penalty for its alleged failure to implement and enforce an industrial pretreatment program. Pretreatment protects public health and the environment from industrial pollutants sent to cities' wastewater treatment plants, called POTWs. Region 8 may take similar action against several other western cities. (Contact: **Charlynn Boddie**, 8-303-293-1118.)

✓ *Region 9*—Chevron USA recently pleaded guilty to violating the Clean Water Act and will pay **\$8 million in fines**. Parties to the suit include EPA's Region 9, the Department of Justice, and the IG Office of the Department of Interior. As a part of the plea agreement, Chevron's president was required to appear in court to enter the guilty plea and to be present for sentencing. (Contact: **Lois Grunwald**, 8-415-744-1588.)

✓ *Region 10*—**Ken Brooks**, Director of EPA's Oregon Operations Office, recently presented scholarships and plaques to four local students for excellence in environmental research. Ken and two of his employees, **Tom Robertson** and **Harry Craig**, evaluated more than 50 research projects to come up with this year's winners. First place went to a high school senior for her project entitled, "Bioremediation of Heap Leach Cyanide." (Contact: **Al Goodman**, 8-503-326-3685.)

EPA HEADQUARTERS

✓ *Office of Solid Waste and Emergency Response*—**Don Clay**, AA for OSWER, recently received the 1992 Federal Women's Program Achievement Award in the category of "Manager/Large Agency" (5,000 or more employees). Don was honored for his many accomplishments to improve the status of women in the workplace, particularly in OSWER. This is the first time an EPA manager has won this award. (Contact: **Lucy Lovett**, OCR, 8-202-260-7780.)

Policy Updates



Dr. Clarice Gaylord

Environmental Equity *EPA Takes Key Steps to Address Issue*

by Dr. Warren Banks, AO

In a memo to top management dated June 1, Administrator **Bill Reilly** announced several major decisions to institutionalize environmental equity efforts within the Agency:

- ✓ Establish an *Environmental Equity Cluster* to be chaired by **Herb Tate**, AA for Enforcement. The purpose of the “cluster” team is to develop Agency policy by organizing a comprehensive action plan to identify and address environmental equity issues.
- ✓ Establish an *Environmental Equity Staff* in OARM,

which will be headed by **Clarice Gaylord**, currently Deputy Office Director for OHRM. **Bob Knox**, OSWER, will be the staff’s deputy. Among other responsibilities, the staff will help track Agency activities involving environmental equity and serve as the central point of contact for external groups.

- ✓ Release a final report on environmental equity. EPA’s Environmental Equity Workgroup released a draft report last February (see February issue of *EPA InSight*).

A New-and-Improved Performance System for PMRS Employees

An EPA quality action team has proposed a number of significant changes to the Agency’s Performance Management and Recognition System. In a memo dated June 2 to all EPA managers, **Chris Holmes**, AA for OARM, summarized the changes, which will be effective this fall:

- ✓ *Eliminate numerical ratings* and give all critical job elements (CJE’s) and work objectives *equal weight*;
- ✓ *Require only one performance measure*—“Fully Successful”—*be written*;
- ✓ *Eliminate the 2% minimum performance award requirements* for PMRS employees who receive “Outstanding” performance ratings;
- ✓ *Require a written narrative* to support “Outstanding,” “Minimally Satisfactory,” and “Unsatisfactory” ratings on CJE’s/work objectives;
- ✓ *Require only one component in performance agreements—critical job elements or work objectives.* Use of assumption statements is now optional;
- ✓ *Require three CJE’s on managerial effectiveness* in the performance agreement of every PMRS supervisor and manager.

OARM has asked the quality action team to identify more areas of improvement in PMRS and to review the Agency’s performance systems for both SES and General Schedule employees. *EPA InSight* will cover these developments in later editions.

EPA Makes Tough Decisions on Contract Management— Major Reforms to Follow

In the April edition of *EPA InSight*, **Chris Holmes**, AA for OARM, announced the formation of a Standing Committee on Contract Management. Chris asked the committee to review the findings by Inspector General **John Martin** on the Agency’s practices involving contract management. In a memo dated May 21, Chris advised top management that Deputy Administrator **Hank Habicht** had accepted the following committee recommendations:

- ✓ *Revoke the Agency’s waivers of educational requirements* covering approximately 165 employees of the Computer Sciences Corporation (CSC) under the *Technical Operations and Support Services (TOSS) Contract, No. 68-WO-0043*. CSC expects to have replaced the waived employees with fully qualified employees by July 1, 1992;
- ✓ *Terminate the Technical Support Services (TSS) Contract, No. 68-D1-0003*, that allowed CSC to process contractor invoices and other payment papers at EPA’s National Contracts Payment Center at RTP. This decision was effective June 5 and affected 47 CSC employees.

The Standing Committee is scheduled to provide the balance of its recommendations shortly. *EPA InSight* will cover these recommendations, and the Agency decisions that follow, in its August edition.



The Latest Word on . . .

Goals: Accuracy and Readability

EPA Adopts Review Process for Public Information Products

by Helga Butler, AO

The last time you read a publication on something you thought would interest you, what was your reaction?: “This is gobbledegook;” “Too technical;” “Boring;” or “This is interesting;” “Well done;” “Wow, I understand this stuff!”

If reaching out to the public is your business, help is available to you. At **Hank Habicht’s** request, OCEPA staff put together a TQM workgroup of regional and program office employees to develop a process—which is now EPA policy—for producing information materials. The group also wrote some “plain English” guidance on how to avoid mistakes. Both the process and the guidance are contained in the helpful handbook, “*Developing Products for the Public.*”

Basically, the process involves two stages: **Concept Notification** (as soon as you know what you are going to do) and **Final Draft Review**. In each stage,

the “Product Originator” (which may well be you) works with the AA’s/RA’s “Product Review Officer,” who is responsible for notifying OCEPA of *all* public-oriented products. The last formal step is to submit a final draft for review by appropriate outreach experts and others. OCEPA and the AA’s/RA’s staff have committed to **very short turnaround times**, so involving other experts adds only a few days to your production schedule while ensuring that your product is easy-to-understand, accurate, and attractive.

If you have any questions about this policy, or wish to get a copy of the handbook, please contact OCEPA’s Communications Planning Division, 8-202-260-5590.

Editor’s Note: Helga Butler, formerly with OCEPA, is now working directly for Hank Habicht on budget, contracts, human resource, and TQM issues.

A Multi-Media Experience

New Public Information Center Draws Crowds

by Suzanne Annand, OARM

Visitors have been flocking to the new Public Information Center (PIC) at Headquarters since it opened its doors at a ribbon-cutting ceremony with Administrator **Bill Reilly** on Earth Day 1992. Visitors can enjoy EPA videos in the Center’s theater; displays on EPA’s programs; and numerous informational brochures, fact sheets, and even environmental databases.

Many EPA staff who remembered the old PIC in the basement of Waterside Mall have dropped by to see what is now a real visitors’ center. The other half of our visitors come from a wide range of organizations outside the Agency. Recent visitors include the Girl Scouts Association, the National Wildlife Federation, Environment Canada, the Defense Reserve Policy Board, and visitors from

many colleges and universities.

We’d like to encourage EPA employees to take advantage of what the Center has to offer. **The PIC is an ideal place to bring your constituent groups** when they are visiting the Agency. The Center staff takes reservations for tours and for reviewing films in the theater. With advanced notice, the Center staff will also assemble packets of materials tailored to the needs of your group.

We would also like to hear from EPA staff who are interested in **making presentations to our visitors** about the work that they do.

To make reservations, volunteer for presentations, or learn more about the Center, please contact Center managers **Gloris Butler**, 8-202-260-1077, or **Jim Keys**, 8-202-260-0075.

... EPA Communications

EPIC—A Valuable New Service for Distributing Agency Materials

The EPA Publications & Information Center (EPIC) in Cincinnati, Ohio, is a hub of Agency information resource services and the **major distribution point** for EPA publications and multi-media products. EPIC holdings amount to over 10 million copies of 8,000 up-to-date materials that are available to the Agency, the public, and other interested customers. Operational since April 15, EPIC can already claim some successes, including:

✓ support of a **new Agency numbering system**, co-developed by EPIC, OIRM, OCEPA and ORD Cincinnati, for efficient tracking and dissemination of Agency information;

✓ an **automated inventory/ordering database system** that covers 32,000 publication titles and electronic format products that are housed within EPIC, NTIS (National Technical Information Center), or Agency programs. Over 2,500 new titles are added to this system annually.

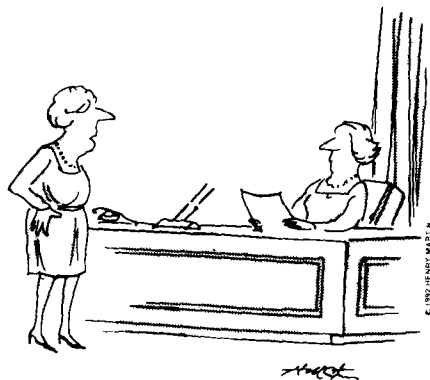
EPIC's distribution services are being sought as an alternative to hotlines and clearinghouses, freeing professionals and technical staff from having to pull, assemble, and mail materials themselves. If you have any questions about EPIC or would like more information, please contact **Earl Eastwood** or **Deborah McNealley**, 8-513-569-7980.

Challenge for New TQM Team *How to Improve Internal Distribution*

We spend a good deal of time at EPA trying to communicate with each other by memo, meetings, telephone, Email, flyers—you name it! And when we decide to communicate in writing, we work on every word and comma until it's perfect (well, almost). By the time we've finished writing the darn thing, the battle's only half over—because now we have to make sure the word "gets out." That's where OARM's Distribution Section comes in. It has made a number of

improvements over the years to the Agency's distribution system and the stage is set to make it work better. But they need OUR help. Once they've delivered/sent out the mail to field and Headquarters organizations, **the rest is up to us.**

If you would like to join the new *Quality Action Team for Improving Internal Distribution*, please call **Kym Burke**, OCEPA, 8-202-260-0336, or **Chris Thomas**, OARM, 8-202-260-2040.



"Mr Shiftin wants to know what you're of a mind of these days in regard to you know who vis-a-vis you know what if you get his drift"

Reprinted with permission of Wall Street Portfolio

Email—It's Growing by the Hour

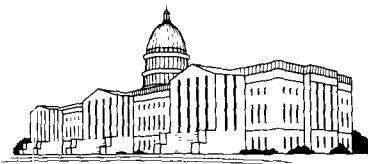
By May 1992, **more than half** (10,238) of the Agency's workforce had Email boxes—or have one on the way. OARM and ORD have the greatest numbers in this category, while Region 9 is tops in the field.

And, in both May and June, over 1,000 people read *EPA InSight* on Email...

If you want to "get with the program," please have your Email Coordinator fill out an "Application Request Form"—which is available through Email **under the "Request Forms" (REQ) option.**

Questions? Comments? Need help? Please call the ALL-IN-1 Customer Support Group at 8-919-541-7862.

On the Hill



by Robin Grove, OCLA

NOMINATION

Senate — The nomination of **Christian R. Holmes** to be EPA's Assistant Administrator for Administration and Resources Management was confirmed unanimously by the U.S. Senate on June 18.

SUPERFUND

House — On June 30, the House Public Works and Transportation Subcommittee on Oversight and Investigations (Chairman **Robert Borski**, D-PA) will hold a hearing on remedy selection at Superfund sites. EPA witness to be determined.

House — On July 21, the House Public Works and Transportation Subcommittee on Oversight and Investigations (Chairman **Robert Borski**, D-PA) will hold a hearing on Superfund/Federal Facilities. EPA witness to be determined.

RCRA RESEARCH

House — On June 30, the House Science, Space and Technology Subcommittee on Environment (Chairman **James Scheuer**, D-NY) have tentatively scheduled mark-up on a RCRA research bill (to be introduced).

GREAT LAKES

House — On July 1, the House Merchant Marine and Fisheries Committee (Chairman **Walter Jones**, D-NC) will mark up the Davis Great Lakes Research bills.

CONTRACT MANAGEMENT

House — On July 8, the House Energy and Commerce Subcommittee on Oversight and Investigations (Chairman **John Dingell**, D-MI) will hold a hearing on the final report of EPA's Standing Committee on Contract Management. Administrator **Bill Reilly** will testify.

In the News

Watershed Protection *A New Way Of Doing Business at EPA*

What is "watershed protection"? To put it simply, it's an approach that looks at the whole forest rather than a single tree to restore and protect water resources.

Historically, EPA has addressed impaired waters by targeting specific pollutants and implementing pollutant-specific controls. This approach has produced significant improvements in the quality of the Nation's waters; however, many waters remain polluted and are getting more so every day. National "pollutant-by-pollutant" solutions have not been effective in dealing with major problems, such as habitat degradation and wet weather runoff. To satisfy our original goals of **swimmable, fishable waters**, a comprehensive approach that addresses all threats to a watershed in an integrated manner, rather than addressing each threat individually, is necessary. In response to this need, EPA is adopting a watershed protection approach.

How does this approach work? Within a particular watershed—the Colorado River, for example—EPA would work with local stakeholders to:

- ✓ evaluate the primary threats to human and ecosystem health;
- ✓ involve people who are most likely to be concerned or most able to take action to solve the problems; and
- ✓ develop and implement comprehensive restoration and protection strategies.

The famous naturalist **John Muir** once said, "When we try to pick out anything by itself, we find it hitched to everything in the universe." That's what watershed protection is about—providing the greatest protection possible to our waters by taking a holistic rather than a pollutant-specific approach.

For additional information, please contact **Louise Wise**, OW, at 8-202-260-7166 or **Janet Pawlukiewicz**, OW, at 8-202-260-9194.

Editor's Note: The following letter refers to a draft audit report from the EPA Inspector General's Office on ERL-Duluth. Entitled "The Contracting Activities at the Environmental Research Laboratory-Duluth," the draft report is dated May 29, 1992.

An Open Letter to Our Fellow EPA Employees from the Undersigned EPA Employees of the Environmental Research Laboratory—Duluth

In light of the recent unsubstantiated allegations concerning our laboratory which were leaked to the national and our local media, we felt it necessary to let you know the role we play in environmental protection. Our laboratory is a freshwater aquatic toxicology and ecology facility. This laboratory provides approximately 90 federal jobs, and through on-site contracts and cooperative agreements, creates employment for approximately 130 other scientists in our community. The mission of the laboratory is to develop technologies for predicting and assessing effects of pollutants on freshwater ecosystems. To meet this mission, we conduct research in aquatic toxicology and the ecology of the Great Lakes, as well as inland lakes, streams, and wetlands.

Over the last 20 years, our research has established this facility and the local research community as international leaders in the study of chemical pollutants in aquatic ecosystems.

We wish to confirm our unwavering pride and dedication, as public employees, to our laboratory and its mission. We have always been and will continue to be committed to excellence in scientific research and our role in environmental protection. As we move toward the 21st century and increasingly complicated environmental issues, we are dedicated to maintaining an important role both in the international and national environmental arena and our local community.

Robert L. Spehar
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Calendar

July

S	M	T	T	F	S	
5	 Republican Party founded, 1854	7	8 First U.S. passport issued, 1796	9 ■ EPA InSight Editorial Board Meeting	10	11
12	13	14 ■ July 14 Hank Habicht, Region 9	15 ■ July 15 Hank Habicht, Region 10	16 District of Columbia established, 1790	17	18
■ July 20 Hank Habicht, Region 5	20 ■ July 20-22 - EPA's Human Resources Council Meeting (Contact Linda Smith, ORD-Cinci, 8-202-260-7301) ■ July 20-24 EPA's National Federal Women's Program Managers Meeting/ Annual Training (Contact Barbara Gary, OCR, 8-202-260-4585)			23 Ice cream cone invented, 1903	24 ■ July 23-24 Bill Reilly, Region 9	25
 U.S. Postal System established, 1775	27 U.S. State Department established, 1789	28 ■ July 28-29 DAA's/DRA's Leadership Meeting on Quality	29	30	31 ■ July 31 - Open Seasons end Thrift Savings Plan and Leave Bank	

A Special Thank You to the EPA Employees Recreation Association

A few months ago the EPA Employees Recreation Association asked me to one of their meetings so they could learn about the **EPA Scholarship Fund**. To my surprise, they gave me a check for \$400. Since we can no longer accept honoraria, I was really having a hard time raising money for the scholarships (each is worth about \$300-500 and we give about 10 a year to children of EPA employees who meet certain criteria). The Rec Association then asked me to come to another meeting, in which President **John Showman** gave me a second check—this time for \$5,000! I want to thank every member of the Association for their support. Without it, we might not have had any scholarships to give this year.

Everyone—I encourage you to join your Rec Association. It is a really worthwhile cause.

Betty Wonkovich, AO
Director, EPA Scholarship Fund

Classifieds

ROTATION/Full-Time

HQ/OPPTS—Full-time EPA employees wanted for temporary assignments in support of 33/50 Program. Excellent chance to work with EPA programs, Regions, states, industry, and other non-governmental organizations. Work involves encouraging companies to make voluntary commitments in pollution prevention and facilitating flow of information on technical and institutional approaches to pollution prevention. Please call **Lee DePont**, 8-202-260-9499.

EPA InSight

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