

E
X
C
E
L
L
E
N
C
E

I
N

E
P
A

FY 1986 Awards Report

Office of Administration

Personnel Management Division



Cover photo by Steve Delaney

TABLE OF CONTENTS

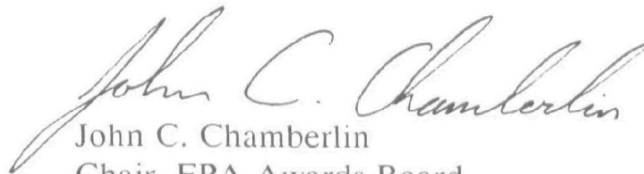
FOREWORD	iii
Part I Gold Medal for Exceptional Service	1
Part II Silver Medal for Superior Service	7
Part III Bronze Medal for Commendable Service	13
Part IV Administrator's Award for Excellence	17
Part V Trudy A. Speciner Award	21
Part VI Distinguished Career Award	23
Part VII Public Health Service Commissioned Officer Awards	27
Part VIII Presidential Rank Awards	29
Part IX Award for Excellence in Management	31
Part X Outside Awards	33
Part XI Analysis of FY 1986 Monetary Performance Awards	37



FOREWORD

Incentive awards are an essential part of our overall human resources program at EPA. They provide a way to recognize exceptional achievements and to motivate employees to higher levels of excellence in carrying out our Agency's vital mission.

We dedicate this report to those employees who demonstrated outstanding and exceptional performance in 1986. The report summarizes their achievements and the recognition they earned. Their efforts are truly an example for all of us.

A handwritten signature in cursive script, reading "John C. Chamberlin".

John C. Chamberlin
Chair, EPA Awards Board
and
Director, Office of Administration

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. Seven individuals and five groups were granted Gold Medal Awards for fiscal year 1986.



William J. Benoit
Director
Office of Administration
Office of Administration
and Resources Management
Cincinnati, OH

"In recognition of continuing exceptional contributions in the area of management and administration."



William R. Diamond
Chief, Program Development Branch
Permits Division
Office of Water Enforcement and Permits
Office of Water

"For unusual initiative and leadership to the National Pollutant Discharge Elimination System and General Pretreatment Regulations programs."



James J. Ellington
Research Chemist
Environmental Research Laboratory
Athens, GA

"For innovative technical leadership in providing information essential to implementing the Land Disposal Decision Rule."

Gold Medal for Exceptional Service



Paul G. Keough
Deputy Regional Administrator
Region 1

"For outstanding initiative and leadership in the development and management of the EPA Human Resources Council."



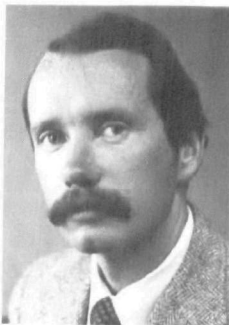
Suzanne E. Olive
Director
Discrimination Complaints Program
Office of Civil Rights

"In recognition of outstanding service in improving the Agency's processing of discrimination complaints."



William H. Peltier III
Aquatic Biologist
Environmental Services Division
Region 4

"For outstanding leadership and achievements in the Region 4 and EPA toxicity testing program."



Robert E. Walline
Environmental Engineer
Water Management Division
Region 8

"In recognition of exceptional initiative and leadership in the development of the national program on mining wastes."

Superfund Reauthorization Task Force



"For outstanding leadership and professional competence in designing, developing and coordinating comprehensive legislation to reauthorize the Superfund Program."

*Office of Solid Waste
and Emergency Response*

Douglas A. Cohen
Maryann B. Froehlich
J. Daniel Berry
Jerry M. Schwartz

Office of General Counsel

John F. Cross
Elaine G. Stanley
Karen H. Clark

*Office of Enforcement and
Compliance Monitoring*

Kathleen M. Mackinnon
Robert J. Mason
D. Craig Wolff
Steven L. Leifer

Office of the Administrator

Steven D. Newburg-Rinn

*Office of Policy, Planning
and Evaluation*

*Office of Pesticides and
Toxic Substances*

Hazardous Groundwater Team



"For outstanding leadership and significant technical contributions to the Hazardous Waste Groundwater Task Force."

*Office of Solid Waste
and Emergency Response*

Anthony M. Montrone
Donald C. Gipe

*Office of Enforcement
and Compliance Monitoring*

Radon Action Team



"For outstanding achievement in the development and implementation of the national strategy for assessing and mitigating health problems due to indoor radon exposure."

Office of Air and Radiation

Stephany J. DeScisciolo
Melinda J. Ronca-Battista
William E. Belanger

*Office of Policy, Planning
and Evaluation*

Paul J. Magno
Alfred B. Craig
Eugene C. Durman
H. Michael Mardis

*Office of Research and
Development*

Laraine G. Koehler
D. Bruce Henschel

Region 2

Region 3

Diazinon Special Review Team



"For outstanding achievement in developing the methodology for a high quality ecological risk assessment and Special Review presentation for the pesticide diazinon."

*Office of Pesticides
and Toxic Substances*

Ingrid M. Sunzenauer
Margaret A. Rostker

Chernobyl Incident Team



"For extraordinary Service to the Nation in assessing and communicating the worldwide effects of the nuclear catastrophe at Chernobyl."

Office of Air and Radiation

Sheldon Meyers
David E. Janes, Jr.
David L. Cohen

Office of External Affairs

J. William Gunter, Jr.
H. Michael Mardis
Harry W. Calley, Jr.
Charles R. Porter
John J. Kasper
Christian H. Rice

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 1986, seven individuals and eight groups were recipients of the Silver Medal Award.



Georgianna M. Bishop
Personnel Management Specialist
Planning and Management Division
Region 1

"For outstanding achievement and contributions to the human resources program at the regional and national levels."



Merrilee B. Caldwell
Attorney
Office of Regional Counsel
Region 10

"For exceptional achievement in successfully managing legal matters involving Alaskan pulp mills and placer mining, Boeing and the Western Processing Superfund sites."



Lynn A. Crivello
Environmental Protection Specialist
Water Division
Region 5

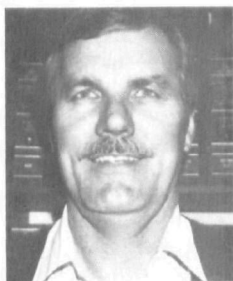
"For exceptional achievement in designing and directing an intense investigation of the Illinois Class II UIC program leading to substantial improvements in the national UIC program."

Silver Medal for Superior Service



Thomas P. O'Farrell
Chief, Consumer Commodities Branch
Industrial Technology Division
Office of Water Regulations and
Standards
Office of Water

"In recognition of outstanding accomplishment in managing and publishing the report to Congress on the discharge of hazardous wastes into publicly owned treatment works."



David N. Peters
Chief, Hazardous Waste Section
Environmental Services Division
Region 6

"For outstanding leadership and technical skill in planning and implementing the investigation of the Sunnyside Addition in Jacksonville, Arkansas."



John T. Spafford
Chief, Personnel and Organization Branch
Office of Policy and Management
Region 9

"For outstanding leadership in designing and implementing an innovative human resources development program."



Matthew A. Straus
Chief, Characterization Branch
Characterization and Assessment
Division
Office of Solid Waste
Office of Solid Waste and
Emergency Response

"In recognition of outstanding initiative, organizational ability and leadership resulting in substantial contributions to the effective management of hazardous waste."

Regulatory Negotiation Team



"For exceptional leadership in designing and completing EPA's initial regulatory negotiations resulting in lasting contributions to the quality and public acceptance of EPA rulemaking."

*Office of Policy, Planning
and Evaluation*

Charles Kirtz
Kathy Sue Tyson

Human Resource Initiatives Group



"In recognition of innovative leadership in the design, development and implementation of a broad range of human resource management initiatives."

*Office of Administration
and Resources Management*

Michael A. Hamlin
Michael E. O'Reilly
Donald W. Sadler

Section 404(c) Sweedens Swamp Group



"For outstanding achievement in the protection of Sweeden's Swamp in Attleboro, Massachusetts resulting in a substantial contribution to the nationwide wetlands protection program."

Region 1

Charles K. Stark
Douglas A. Thompson
Ann H. Williams-Dawe
Catherine A. Winer

Office of General Counsel

Office of External Affairs

Superfund Financial Management Team



"In recognition of outstanding contribution to the planning and execution of the Superfund interim funding strategy."

*Office of Administration
and Resources Management*

Carl Dolinka
John A. Edwardson
Bruce A. Engelbert
Pamela J. John
Thaddeus L. Juszczak, Jr.

*Office of Solid Waste
and Emergency Response*

Region 2 Emergency Response Team



"In recognition of outstanding leadership, technical skill and effective community relations in handling an extremely hazardous toxic chemical situation in the Commonwealth of Puerto Rico."

Region 2

Christopher Militscher
Carlos E. O'Neill
Luis E. Santos
Bruce E. Sprague

RCRA Environmental Compliance Task Force



"For exemplary accomplishment in designing and implementing RCRA compliance reviews of EPA laboratory facilities."

*Office of Solid Waste
and Emergency Response*

James R. Edward
Leonard J. Fleckenstein
Rolf Hill
Carol H. Jones
Karen A. Reed
Howard O. Wilson

*Office of Policy, Planning
and Evaluation*

*Office of Administration
and Resources Management*

*Office of Enforcement
and Compliance Monitoring*

Office of External Affairs

Region 4 RCRA Permit Managers



"In recognition of outstanding contributions to the management of the RCRA permitting program and to the achievement of national goals for timely, high quality permit actions."

Region 4

Thomas W. Devine
James H. Scarbrough
Douglas C. McCurry
Betty C. Willis
Beverly A. Spagg
Michael J. Hartnett
John E. Dickinson

Biotechnology Program Development Team



"For exceptional achievement in establishing and implementing the first enforceable oversight mechanism for the release of genetically engineered microorganisms to the environment."

Office of Pesticides and Toxic Substances

Office of General Counsel

Frederick S. Betz
Matthew Hale, Jr.
Anne K. Hollander
Amy S. Rispin
Jane F. Rissler
Patricia A. Roberts
William R. Schneider

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 1986 either as individuals or as members of groups.

Adams, Denisa
Alapas, George W.
Aleem, Marvis A.
Alford-Stevens, Ann
Allen, Frederick W.
Ambrose, Robert B., Jr.
Anderson, John F.
Arnold, Rose C.
Azadian, Olivia
Bahnick, Joseph
Bailey, William J.
Baker, Harry W.
Baker, James C.
Baker, Scott
Bakst, Jodi S.
Baldwin, Leslie Anne
Barkley, Naomi P.
Barles, Robert W.
Bates, Edward
Bauer, Nancy C.
Baylor, Fredella F.
Beals, Brian L.
Beard, Michael E.
Bearden, Janet
Beardsley, Daniel P.
Bellar, Thomas A.
Bender, Edward S.
Bennett, Helen C.
Bennett, Tom B.
Bergovoy, Richard R.
Bickart, Paul
Bingham, Sandra Lee
Blake, Joan
Blanchard, Karen L.
Blaney, Benjamin L.
Book, Donald J.
Borgwardt, Robert
Bradish, Tracey A.
Branham, Rodney J.
Breen, Joseph J.
Bridges, James S.
Brill, Larry H.
Brochu, Amy J.

Bromberg, Steven M.
Brown, Craig S.
Brown, David S.
Brown, Gloria
Brown, May C.
Brown, Nancy R.
Bruins, Randall J.F.
Budde, William L.
Bulifant, Ernestine
Bullard, Susan E.
Bullock, Joanne T.
Burch, William M.
Burm, Robert J.
Cain, William C.
Call, Hollis J.
Callaway, Rex
Carey, Donald F.
Catrett, Joyce A.
Chovan, Kathleen S.
Christianson, Alden G.
Church, M. Robbins
Cieslak, Thaddeus J.
Clark, Karen H.
Clark, Shushona A.
Clark, Thomas A.
Claussen, Eileen B.
Cleveland, Bruce R.
Cleverly, David H.
Cluck, Robert E.
Coffin, David L.
Cohen, Douglas A.
Conway, Charles R.
Cook, Barbara
Cook, Douglas
Cook, Freddie H.
Cook, Philip M.
Coombs, Robert
Costa, Robert F.
Cote, Ila L.
Coughlin, Robert L.
Covert, Terry C.
Cowan, J. Edward
Cowles, David L.

Crane, Forrest W.
Crenshaw, Judith P.
Crowe, Robert E.
Crystall, Sandra J.
Damron, Edith
Daniel, Bobby E.
Darnier, Thomas A.
Davidson, Jeffrey
Davis, D. Harold
Davis, Phillip R.
Dee, Leroy
De Leon, Dona H.
Dellarco, Michael J.
Dempsey, Clyde R.
Derosa, Christopher T.
Dewling, Richard T.
Dimitriades, Basil
Dobbs, Richard A.
Dodge, Marcia C.
Dodson, Max H.
Donehoo, William E.
Dorrier, John S.
Dotson, G. Kenneth
Dourson, Michael L.
Drehmel, Dennis
Dubose, Richard S.
Dufour, Alfred P.
Dusetzina, Michael G.
Dwyer, Timothy
Eagen, Robert F.
East, Karen
Edmonds, Victoria S.
Egan, Daniel
Eichelberger, James W.
Ellenberger, Jay S.
Evans, Elisabeth
Faehr, Shirley J.
Faison, George T.
Farber, Theodore M.
Farland, William
Fenner-Crisp, Penelope A.
Fifer, Paul R.
Flaherty, Phyllis E.

Bronze Medal for Commendable Service

Focht, William J.
Forget, Cecelia Ann
Frace, Sheila E.
Fradkin, Larry
France, Chester J.
Francis, Elaine
Frankenberry, Mary J.
Freed, Charles N.
Freedman, Joseph
Freeman, Harry M.
Frenette, Roger E.
Freutel, William H., Jr.
Froehlich, Maryann B.
Gagne, Dennis P.
Gallup, James D.
Garcia, L.H.
Garczynski, Linda
Gaylord, Clarice E.
Gee, Franklin D.R.
Gehring, Philip E.
Gibson, Ruth
Giedt, John R.
Gilmore, Iantha Y.
Gillis, George
Gipson, Gerald L.
Gloster, Brenda
Godsil, Patrick J.
Goforth, Claudia R.
Golubski, Gerald R.
Gomez, Charles C.
Graham, Walter S.
Gray, Charles L., Jr.
Gray, Kenneth
Green, Jeralene B.
Green, Richard S.
Grepo, Michael T.
Guinyard, Donald J.
Haebler, Romona J.
Hagerty, Peter X.
Hague, Mark J.
Hall, Gail E.
Hall, Loren H.
Hammer, Leanne
Hamnett, David F.
Hanley, Edward J.
Hannemann, David K.
Harris, Kenneth W.
Haynes, Carol A.
Hedgebeth, William M.
Hedling, William G.
Hemmett, Roland B., Jr.
Hill, Richard N.
Hoffman, Karen S.
Holland, J. Kent, Jr.
Holland, Mary G.
Holloway, Robert W.
Hoover, Steven E.
Hopkins, Jane

Horn, Beverly D.
Horner, Richard A.
Houk, Carey B.
Housenger, Jack E.
Hovis, Louis
Hudzinski, James S.
Huffman, George L.
Humphrey, Herbert R.
Hungerford, Charles M.
Hutchins, F. Peter
Hyden, William P.
Jackson, Felicia A.
Jackson, Merrill D.
Johnson, Gary L.
Johnson, Richard A.
Jones, Constance A.
Jones, Leon S.
Jones, Naomi D.
Jones, Willistine
Jordan, William L.
Kane, Judith A.
Kanner, Rebecca
Kaschak, William M.
Kennedy, Patrick W.
Kennedy, Rebecca P.
Kent, Richard F.
Kimm, Victor J.
King, Doris J.
Kinney, Betty J.
Kirchgessner, David
Kirtz, Charles
Kirwan, Francis M.
Knox, Robert
Kohnken, Peter E.
Kolb, Jeffrey A.
Kollander, Mel
Kotylo, Roderick J.
Kuzmack, Arnold
Lane, Ruby L.
Laska, Richard M.
Lawton, Samuel T., III
Leahy, Lawrence P.
Leder, Arnold E.
Lee, Camille Joel
Lee, Chun Cheng
Lee, David M.
Lee, Robert E., II
Lehman, John P.
Licis, Ivars J.
Linthurst, Rick A.
Lipfert, Marlyne A.
Lloyd, Eva G.
Madison, Martha A.
Mage, David T.
Magnuson, Claude
Malanchuk, Myron
Malone, Teresa
Mann, Charles

Margolis, Kathy S.
Martin, Juanita Y.
Mayer, David W.
McAlister, James F.
McBrien, Gregory T.
McCann, Eleanor
McCurry, Douglas C.
McGartland, Albert M.
McGhee, Robert F.
McKenna, Gerard F.
McMillan, Kathy
McMillion, Leslie G.
McProuty, Timothy P.
Meier, Eugene P.
Metz, Fred L.
Metzger, Barbara M.
Meyer, Edwin L.
Michael, James F.
Miller, Charles D.
Mobley, J. David
Mohin, Timothy J.
Montgomery, Robert F.
Mori, George
Moritz, Vera L.
Morrison, Rayburn M.
Mott, Timothy D.
Mulcahy, Kevin C.
Mundell, Michael A.
Nemargut, Joseph
Ng, Della M.
Neuschatz, Patricia M.
Newburg-Rinn, Steven
Newell, Terry P.
Nossa, George A.
Nyberg, Phillip C.
O'Boyle, Ellen P.
Olandria, Wilfredo L.
Omernik, James M.
Ozman, Chester J., Jr.
Paparodis, Phillip G.
Papetti, Robert
Parrott, Julie A.
Parsons, Rita P.
Passavant, Glenn W.
Pate, Nancy B.
Patrick, Venice Rebecca
Peden, Monyna Y.
Perl, Matthew A.
Peters, Warren D.
Peterson, Richard M.
Piligian, Nancy Z.
Pirnie, Abby J.
Pitts, Marjorie A.
Plaks, Norman
Pohl, Roberta J.
Polly, Brian K.
Powers, Jane
Powers, Patricia F.

Bronze Medal for Commendable Service

Powers, Thomas J., III
Preston, Walter H.
Price, Elizabeth J.
Puvak, Kenneth A.
Rakes, Samuel
Ramsey, Geddes
Raschke, Ronald L.
Ray, Bruce D.
Retzer, Joseph D.
Rhodes, William J.
Rhomberg, Lorenz R.
Rhones, Mary C.
Rice, Elaine T.
Riddle, Brenda L.
Riley, Nancy D.
Rinde, Esther
Risner, Michael T.
Robbins, Matthew J.
Roemer, Jane S.
Rubin, Steven H.
Ruhe, Richard A.
Rutherford, Deborah M.
Rutherford, Richard T.
Rykowski, Richard A.
Safadi, Yousef
Sandy, John J.
Sandza, Walter F.
Sceva, Jack E.
Schaeffer, Justine
Schnare, David
Schuk, Walter W.
Setnicar, Mary
Settle, Roxanne Y.
Severn, David J.
Shapiro, Michael H.

Shapley, Sarah S.
Shaw, Elizabeth A.
Sheehan, Eileen M.
Silverman, Steven E.
Simon, Jennifer S.
Smith, Stephen M.
Snapp, Lisa D.
Sobolewski, William J.
Sparks, Leslie E.
Speicher, Thomas A.
Speights, David N.
Staley, Laurel J.
Stangel, David B.
Stoller, Kenneth S.
Stone, Marilyn E.
Stroup, Cynthia R.
Stubbs, Donald R.
Sumner, Richard L.
Sussman, David B.
Talcott, Frederick W.
Tasker, Constance L.
Taylor, William J.
Tenhover, Shirley A.
Thillmann, John Horst
Thompson, Douglas A.
Thompson, Ray E.
Thomson, Vivian E.
Tolman, Aurel J.
Tremaine, Maryane
Townsend, Mark W.
Truitt, Peter Gould
Tucker, William G.
Underwood, John L.
Vandenberg, John J.
Vanselow, Deborah J.

Vineski, Stephen T.
Voorhees, A. Scott
Vorbach, Gerard F.
Wagner, Paul F.
Wagoner, David A.
Walker, John D.
Wallace, Gilbert W.
Walling, Joseph F.
Walsh, William J.
Wassersug, Stephen R.
Watson, Anastasia K.
Weddle, Bruce R.
Wheeler, Patricia L.
Wholley, Thomas F.
Wiedow, M. Alfred
Wilcox, Richard S.
Williams-Dawe, Anne H.
Williams, Elaine H.
Willis, Nancy M.
Wilmoth, Roger C.
Winklhofer, Alfons R.
Wolfe, Alexander L.
Wolff, D. Craig
Womack, Katrina D.
Wong, Kin F.
Wood, James V.
Wood, William P.
Wright, Pamela A.
Wuerthele, William
Wyer, Geraldine
Yates, Tommy R.
Yeast, Albia J.
Yuells, Eugene R.
Zaragoza, Lawrence J.
Ziegele, David W.

Part IV

Administrator's Award for Excellence

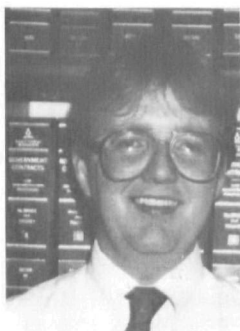
The Administrator's Award for Excellence is a special award used to honor clerical, administrative or technical support employees who have made exceptional contributions to EPA that are worthy of Agency-wide recognition. Twenty-two employees were granted this award in fiscal year 1986.



Mary Georgene Bolling
Secretary
Office of Solid Waste
Office of Solid Waste and Emergency Response



Anne D. Brent
Secretary
Office of Exploratory Research
Office of Research and Development



Robert L. Bond
Administrative Officer
Management Division
Region 6



Jeannine J. Brown
Environmental Protection Assistant
Water Division
Region 10

Administrator's Award for Excellence



Robert H. Cato
Secretary
Office of Policy and Management
Region 9



Glenda A. Farmer
Secretary
Office of Pesticide Programs
Office of Pesticides and Toxic Substances



Lynda L. Cook
Secretary
Office of Administration
Cincinnati, Ohio



Frances L. Gravitte
Secretary
Office of Air Quality Planning and Standards
Durham, North Carolina



Ann M. Dunn
Office Manager
Office of the Regional Administrator
Region 10



Gloria G. Griffith
Financial Management Assistant
Environmental Research Laboratory
Athens, Georgia

Administrator's Award for Excellence



Jean D. Jamison
Environmental Protection Assistant
Hazardous Waste Management Division
Region 3



Cheryl T. Klebenow
Secretary
Office of Regional Counsel
Region 5



Dorothy Jones
Procurement Clerk
Office of Policy and Management
Region 3



Judith A. LaVerdure
Administrative Officer
Hazardous Waste Management Division
Region 8



Nancy A. Kawtoski
Secretary
Office of the Assistant Administrator
Office of Research and Development



Patricia A. Lyttle
Secretary
Office of the Assistant Administrator
Office of Policy, Planning and Evaluation

Administrator's Award for Excellence



Cindy G. Malampy
Secretary
Air Management Division
Region 3



Janine E. Westhausen
Secretary
Office of Policy Analysis and Review
Office of Air and Radiation



Florence C. Myers
Secretary
Planning and Management Division
Region 5



Elaine H. Williams
Administrative Officer
Office of the Comptroller
Office of Administration
and Resources Management



Vera K. Robinson
Secretary
Office of Emergency and Remedial Response
Office of Solid Waste and Emergency Response



Terry Wilson
Public Affairs Specialist
Office of External Affairs
Region 9

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. Usually, only one of these awards is granted each year and presented at the annual EPA Awards Ceremony. Elizabeth Rhoads, from Region III, was the 1986 recipient of the Trudy A. Speciner Award.



Elizabeth A. Rhoads
Environmental Services Division
Region III

*"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. Nine individuals were presented this award in fiscal year 1986.



Robert L. Dixon
Director
Office of Health Research
Office of Research and Development

"In recognition of outstanding service and dedication to scientific leadership for enhancement of the quality of science."



Warren H. Gilbertson
Auditor
Office of Administration
Office of Administration and
Resources Management

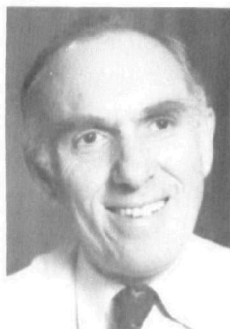
"In recognition of forty-five years of outstanding public service in contract management and auditing."



Seymour D. Greenstone
Deputy Director
Office of Administration
and Resources Management

"In recognition of an exceptional and dedicated career highlighted by significant contributions to the field of government management."

Distinguished Career Award



Allan Hirsch
Director
Office of Federal Activities
Office of External Affairs

"In recognition of an outstanding career as scientist and manager exemplifying the highest ideals of public service."



Robert B. Medz
Senior Quality Assurance Manager
Office of Acid Deposition, Environmental
Monitoring and Quality Assurance
Office of Research and Development

"In recognition of a distinguished career as a research leader highlighted by substantial contribution to the development of test procedures for the analysis of water pollutants."



Leslie G. McMillion
Hydrologist
Environmental Monitoring Systems Laboratory
Las Vegas, NV

"In recognition of outstanding service and leadership in the development of EPA's research program in groundwater monitoring."



Doris F. Paris
Research Chemist
Environmental Research Laboratory
Athens, GA

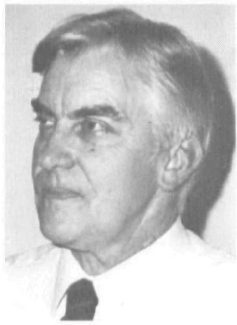
"In recognition of a distinguished career as a research scientist dedicated to developing quantitatively predictive approaches to biotransformation processes."

Distinguished Career Award



Richard E. Thomas
Environmental Scientist
Office of Municipal Pollution
Control
Office of Water

"In recognition of an outstanding career highlighted by significant contributions to the understanding of land treatment of wastewater, wastewater reuse and groundwater protection."



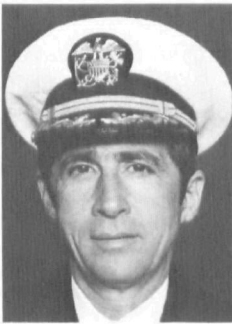
Myron F. Tiemens
Deputy Director
Municipal Facilities Division
Office of Water

"In recognition of superior service throughout a career distinguished by substantial contributions to the Nation's water pollution control efforts."

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. Five officers were presented the PHS Meritorious Service Medal at the 1986 EPA Awards Ceremony. In addition, commissioned officers who were granted other PHS Honor Awards during the year are also listed.



Charles F. Costa
Environmental Monitoring Systems
Laboratory
Las Vegas, Nevada

"For outstanding achievements in developing and directing offsite radiation monitoring activities."



Darrell B. Harris
Office of Environmental Engineering
and Technology
Office of Research and Development

"In recognition of exemplary service in planning and directing an innovative research program leading to significant advances in the measurement of particulate pollutants."



George B. Martin
Office of Environmental Engineering
and Technology
Office of Research and Development

"In recognition of outstanding accomplishment in planning and directing successful research of control technology for NO_x and SO_x emissions from stationary sources."

Public Health Service Commissioned Officer Awards



James H. Southerland
Office of Air Quality Planning
and Standards
Durham, North Carolina

*"In recognition of outstanding achievements
in air quality management notably the
development of emission factors and
emission inventory guidance."*



Gale A. Wright
Waste Management Division
Region 7

*"For outstanding leadership in the areas of
Public Water Supply, Air Pollution Control
and control of abandoned hazardous
waste sites."*

**OTHER PHS AWARD RECIPIENTS
IN FISCAL YEAR 1986**

PHS COMMENDATION MEDAL

Ronald K. Anderson
Office of Solid Waste
and Emergency Response

Richard A. Levy
Office of Pesticides and
Toxic Substances

John L. Schaum
Office of Research and
Development

William M. Cox
Office of Air and Radiation

Alessi Otte
Office of Solid Waste
and Emergency Response

Edwin L. Sensintaffer
Office of Air and Radiation

Kirke E. Foster
Office of Air and Radiation

Charles E. Rodes
Office of Research and Development

Richard M. Taft
Region 9

PHS CITATION AWARD

Lawrence P. Gazda
Region 6

James H. Johnson, Jr.
Office of Air and Radiation

James G. Payne, Jr.
Office of Research
and Development

William P. Wood
Office of Pesticides and
Toxic Substances

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. Three EPA Senior Executives were granted this award in 1986.

DISTINGUISHED EXECUTIVE



Howard M. Messner
Assistant Administrator
for Administration and
Resources Management

DISTINGUISHED EXECUTIVE



John A. Moore
Assistant Administrator
for Pesticides and
Toxic Substances

MERITORIOUS EXECUTIVE



Charles L. Elkins
Director
Office of Toxic Substances

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 1986, nine employees received the Excellence in Management Award for their exceptional contributions to the mission of EPA.

Gary A. Amendola	Environmental Services Division Region 5
Kathleen C. Callahan	Office of Policy and Management Region 2
Thomas B. DeMoss	Office of Marine and Estuarine Protection Office of Water
John A. Edwardson	Office of the Comptroller Office of Administration and Resources Management
Chester J. France	Motor Vehicle Emissions Laboratory Ann Arbor, Michigan
Denise M. Keehner	Office of Toxic Substances Office of Pesticides and Toxic Substances
Walter E. Mugdan	Office of Regional Counsel Region 2
Gilman D. Veith	Environmental Research Laboratory Duluth, Minnesota
Thomas C. Voltaggio	Hazardous Waste Management Division Region 3

Part X

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 1986.

FEDERAL ENGINEER OF THE YEAR AWARD

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

ARTHUR S. FLEMMING AWARD

Frances E. Phillips***
Deputy Regional Administrator
Region 6

Marylouise M. Uhlig
Office of Pesticides and Toxic Substances
Washington, D.C.

Thaddeus L. Juszczak, Jr.
Office of Solid Waste and Emergency Response
Washington, D.C.

ROGER W. JONES AWARD FOR EXECUTIVE LEADERSHIP

C. Morgan Kinghorn
Office of Administration and Resources Management
Washington, D.C.

Donald E. Kirkendall
Office of the Inspector General
Washington, D.C.

Frances E. Phillips
Deputy Regional Administrator
Region 6

*** Denotes Winners

OUTSTANDING HANDICAPPED FEDERAL EMPLOYEE OF THE YEAR

Elmer Hayes***
Office of Pesticides and Toxic Substances
Washington, D.C.

WILLIAM A. JUMP MEMORIAL AWARD

Jay S. Ellenberger
Office of Pesticide Programs
Washington, D.C.

DONALD L. SCANTLEBURY MEMORIAL AWARD

C. Morgan Kinghorn***
Office of Administration and Resources Management
Washington, D.C.

IPMA ALL STAR TEAM AWARD

Thorne W. Chambers***
Office of Administration and Resources Management
Washington, D.C.

PUBLIC EMPLOYEES ROUNDTABLE PUBLIC SERVICE AWARD

Acutely Hazardous Chemicals Team
Office of Toxic Substances
Washington, D.C.

WISE AWARD (Women in Science and Engineering)

Penelope Fenner-Crisp
Office of Water
Washington, D.C.

*** Denotes Winners

1986 OUTSIDE AWARD WINNERS

**ARTHUR S. FLEMMING
AWARD**



Frances E. Phillips

**IMPA ALL STAR TEAM
AWARD**



Thorne W. Chambers

**DONALD L. SCANTLEBURY
MEMORIAL AWARD**



C. Morgan Kinghorn

**OUTSTANDING
HANDICAPPED FEDERAL
EMPLOYEE OF
THE YEAR AWARD**



Elmer Hayes

Part XI

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 1986. 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 1986. That is, all awards tabulated were granted between October 1, 1985 and September 30, 1986, including any awards based on the Fiscal Year 1985 "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 \$
3,207	\$2,040,401

PMRS Cash Awards

Number Granted	\$ Dollars \$
1,365	\$1,459,502

Special Act or Service Awards to Individuals

Number Granted	\$ Dollars \$
952	\$661,773

Special Act or Service Awards to Groups

Number of Groups	Number of Individuals	\$ Dollars \$
61	249	\$122,795

Quality Step Increases

Number Granted	Estimated \$ Value
419	\$378,196

- Total lump-sum cash awards: **\$4,284,471**
- Value of QSI's granted: **\$ 378,196**
- Total \$ awarded: **\$4,662,667**
- Total number of monetary performance awards granted to individuals and members of groups: **6,192**

All Categories

- The number of monetary awards granted per 100 Agency employees was 43.8.
- The per capita expenditure for monetary performance awards was \$330.00.
- The average monetary performance award granted was \$753.00.

PMRS Cash Awards

- EPA granted 65.4 PMRS cash awards per 100 eligible employees.
- The per capita expenditure for PMRS cash awards was \$699.00.
- The average PMRS cash award granted was \$1,069.00.

Other (QSI, SSP, SA) Awards

- EPA granted 34.1 other (QSI, SSP, SA) awards per 100 eligible employees.
- The per capita expenditure for other (QSI, SSP, SA) awards was \$227.00.
- The average other (QSI, SSP, SA) award granted was \$664.00.

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/ (433)	49	\$59,155	9	\$18,383	10	\$14,725	0	0	0	5	\$3,432	\$95,695	73	\$1,311	\$221	16.9
OPPE/ (235)	83	\$88,201	21	\$29,579	14	\$15,250	3	8	\$7,750	4	\$3,891	\$144,671	130	\$1,113	\$616	55.3
OECM/ (303)	62	\$64,100	42	\$35,785	31	\$40,815	1	4	\$1,750	13	\$12,836	\$155,068	152	\$1,020	\$512	50.2
OGC/ (128)	83	\$110,245	11	\$13,738	3	\$3,750	1	5	\$4,000	0	0	\$131,733	102	\$1,292	\$1,029	79.7
OIG/ (258)	21	\$18,700	19	\$35,295	4	\$2,800	0	0	0	4	\$3,642	\$60,437	48	\$1,259	\$234	18.6
OEI/ (162)	3	\$2,500	23	\$21,485	0	0	1	11	\$8,000	8	\$5,802	\$37,767	43	\$878	\$233	26.5
OARM/ (1,147)	180	\$104,911	125	\$168,163	69	\$67,908	7	32	\$17,300	38	\$27,090	\$385,384	424	\$909	\$336	37.0
OW/ (583)	155	\$91,375	96	\$90,452	78	\$41,000	1	2	\$2,000	15	\$14,406	\$239,233	346	\$691	\$410	59.3
OSWER/ (623)	69	\$76,750	66	\$72,167	45	\$50,200	1	5	\$4,500	9	\$7,758	\$211,373	194	\$1,090	\$339	31.1
OAR/ (941)	303	\$114,180	91	\$101,586	31	\$18,150	8	32	\$8,400	22	\$19,290	\$261,586	479	\$546	\$276	50.9
OPTS/ (1,149)	222	\$107,608	140	\$151,919	43	\$35,900	3	9	\$6,000	51	\$58,215	\$359,642	465	\$773	\$313	40.5
ORD/ (2,026)	733	\$435,600	200	\$215,008	96	\$89,092	5	26	\$14,125	67	\$62,958	\$816,983	1,122	\$728	\$403	55.4
HEADQUARTERS TOTALS (7,988)	1,943	\$1,273,505	843	\$953,520	424	\$379,582	31	134	\$73,825	234	\$219,118	\$2,899,550	3,578	\$810	\$363	44.8

REGION (POP.)																	
Region 1 (549)	148	\$79,689	63	\$51,813	31	\$16,015	2	13	\$4,150	11	\$7,931	\$159,378	266	\$598	\$280	48.5	
Region 2 (702)	84	\$61,642	57	\$61,281	71	\$51,396	0	0	0	20	\$21,115	\$195,434	232	\$842	\$278	33.0	
Region 3 (694)	86	\$68,560	51	\$47,776	46	\$34,260	9	27	\$14,545	63	\$53,078	\$218,219	275	\$794	\$314	39.6	
Region 4 (756)	13	\$5,450	79	\$69,410	170	\$73,795	0	0	0	12	\$8,771	\$157,426	274	\$575	\$208	36.1	
Region 5 (1,067)	310	\$173,115	78	\$80,720	96	\$38,575	5	16	\$6,300	29	\$25,852	\$324,362	529	\$613	\$304	49.6	
Region 6 (636)	60	\$34,925	37	\$48,840	53	\$33,000	5	24	\$13,500	16	\$12,907	\$143,172	190	\$754	\$225	29.9	
Region 7 (395)	116	\$89,153	37	\$38,710	8	\$5,800	1	6	\$2,900	4	\$3,756	\$140,319	171	\$821	\$355	43.3	
Region 8 (387)	107	\$75,010	37	\$34,719	8	\$3,900	1	2	\$200	11	\$10,237	\$124,066	165	\$752	\$321	42.6	
Region 9 (564)	283	\$150,772	44	\$39,945	8	\$2,800	3	9	\$1,825	1	\$429	\$195,571	345	\$567	\$347	61.2	
Region 10 (402)	57	\$28,600	39	\$32,968	35	\$22,850	4	18	\$5,550	18	\$15,202	\$105,170	167	\$630	\$262	41.5	
REGIONAL TOTALS (6,154)	1,264	\$768,898	522	\$505,982	528	\$282,191	30	115	\$48,970	185	\$159,078	\$1,763,117	2,614	\$675	\$286	42.5	
AGENCY TOTALS * (14,142)	3,207	\$2,040,404	1,365	\$1,459,502	952	\$681,773	64	249	\$122,795	419	\$378,196	\$4,662,667	6,192	\$753	\$330	43.8	

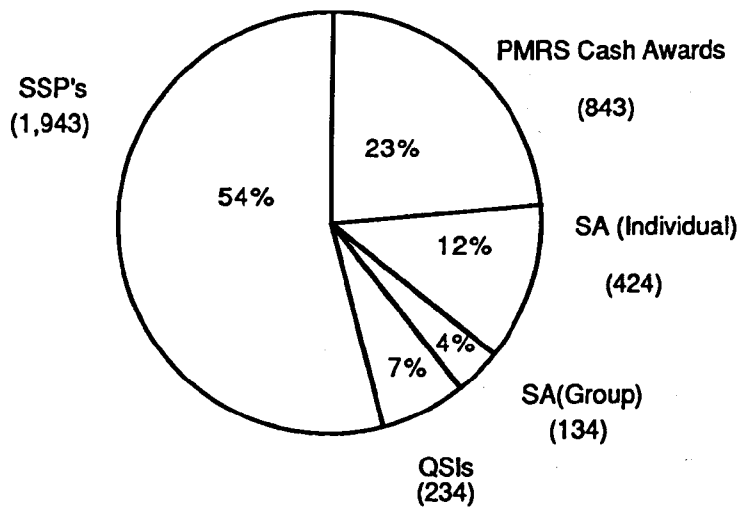
*DOES NOT INCLUDE SES

EXHIBIT 2

DISTRIBUTION OF MONETARY PERFORMANCE AWARDS BY CATEGORY

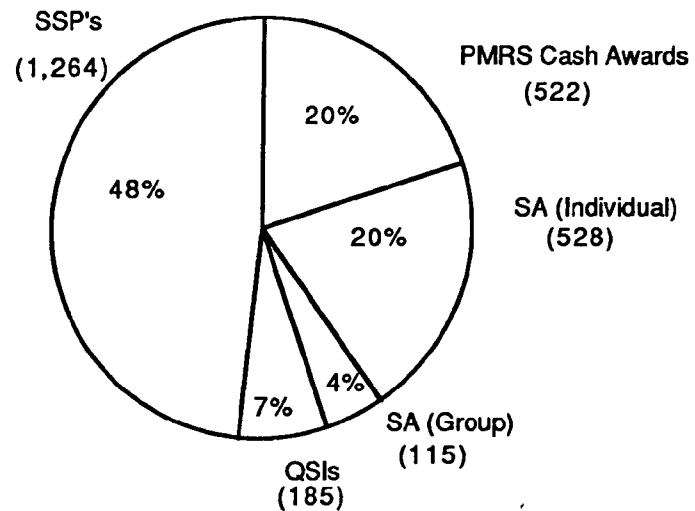
HEADQUARTERS

(3,598)



REGIONS

(2,614)



AGENCY

(6,192)

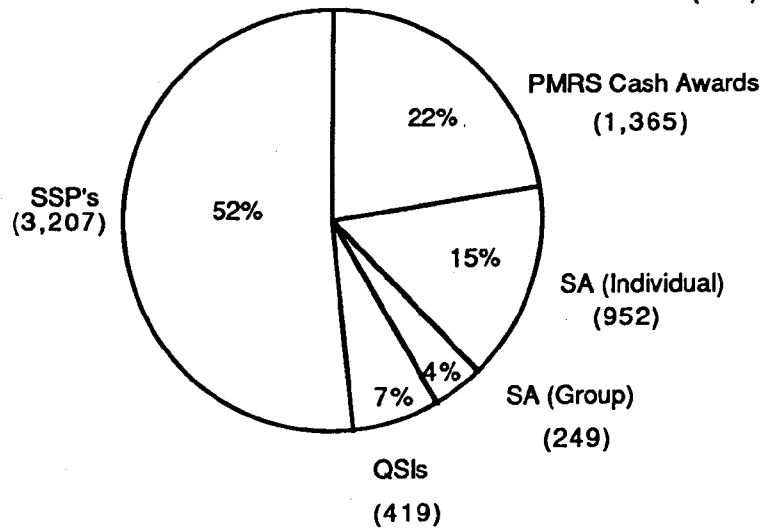


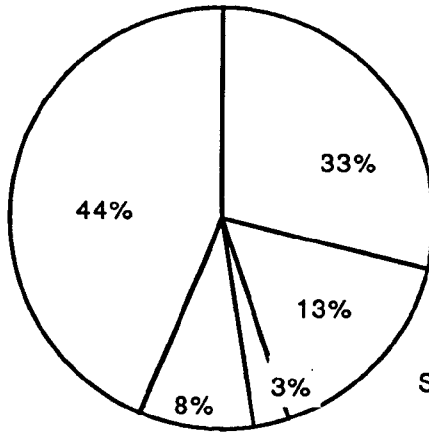
EXHIBIT 3

DISTRIBUTION OF AWARD DOLLARS BY CATEGORY

HEADQUARTERS

(\$2,899,550)

SSPs
(\$1,273,505)



PMRS Cash Awards
(\$953,520)

SA (Individual)
(\$379,582)

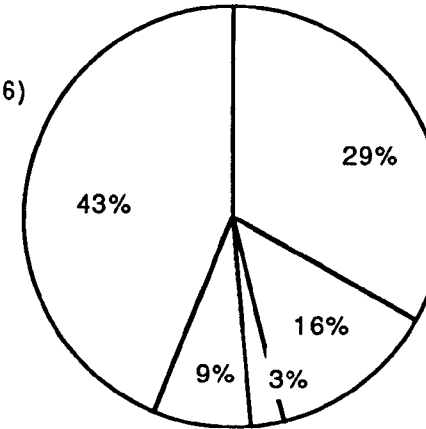
QSI
(\$219,118)

SA (Group)
(\$73,825)

REGIONS

(\$1,763,117)

SSPs
(\$766,896)



PMRS Cash Awards
(\$505,982)

SA (Individual)
(\$282,191)

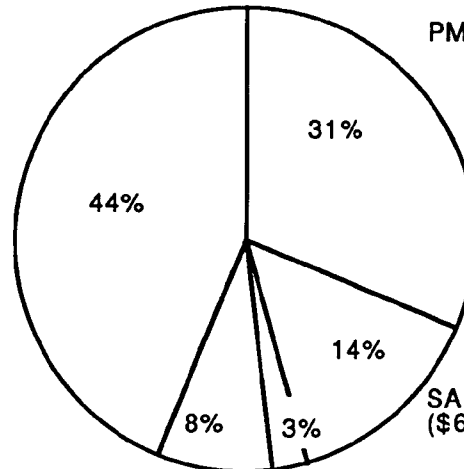
QSI
(\$159,078)

SA (Group)
(\$48,970)

AGENCY

(\$4,662,667)

SSPs
(\$2,040,401)



PMRS Cash Awards
(\$1,459,502)

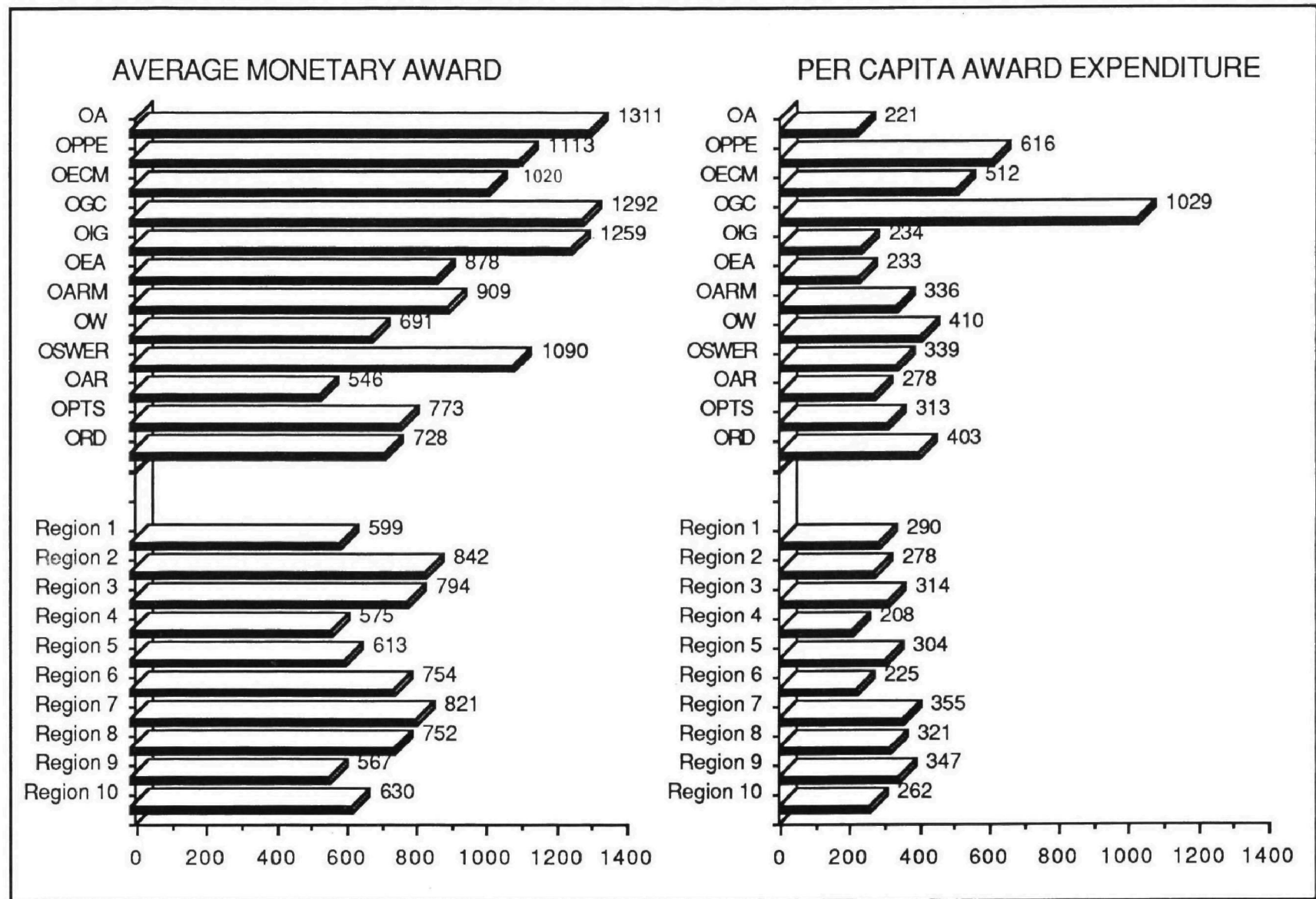
SA (Individual)
(\$661,773)

QSI
(\$378,196)

SA (Group)
(\$122,795)

EXHIBIT 4

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



HEADQUARTERS AVERAGE: \$810
REGIONAL AVERAGE: \$675
AGENCY AVERAGE: \$753

HEADQUARTERS PER CAPITA: \$363
REGIONAL PER CAPITA: \$286
AGENCY PER CAPITA: \$330

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	25	9	36.0		433	64	14.8
OPPE	31	21	67.7		235	109	46.4
OECM	42	42	100.0		303	110	36.3
OGC	15	11	73.3		128	91	71.1
OIG	44	19	43.2		258	29	11.2
OEA	26	23	88.5		162	20	12.3
OARM	246	125	50.8		1,147	299	26.1
OW	109	96	88.1		583	250	42.9
OSWER	136	66	48.5		623	128	20.5
OAR	131	91	69.5		941	388	41.2
OPTS	195	140	71.8		1,149	325	28.3
ORD	292	200	68.5		2,026	922	45.5
HQS. TOTALS	1,292	843	65.2		7,988	2,735	34.2
REGION 1	85	63	74.1		549	203	37.0
REGION 2	90	57	63.3		702	175	24.9
REGION 3	79	51	64.6		694	224	32.3
REGION 4	113	79	69.9		758	195	25.7
REGION 5	125	78	62.4		1,067	451	42.2
REGION 6	79	37	46.8		636	153	24.1
REGION 7	57	37	64.9		395	134	33.9
REGION 8	51	37	72.5		387	128	33.1
REGION 9	63	44	69.8		564	301	53.4
REGION 10	53	39	73.6		402	128	31.8
REGIONAL TOTALS	795	522	65.7		6,154	2,092	33.9
AGENCY TOTALS	2,087	1,365	65.4		14,142	4,827	34.1

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

EXHIBIT 6

PMRS AND OTHER MONETARY AWARD AVERAGES

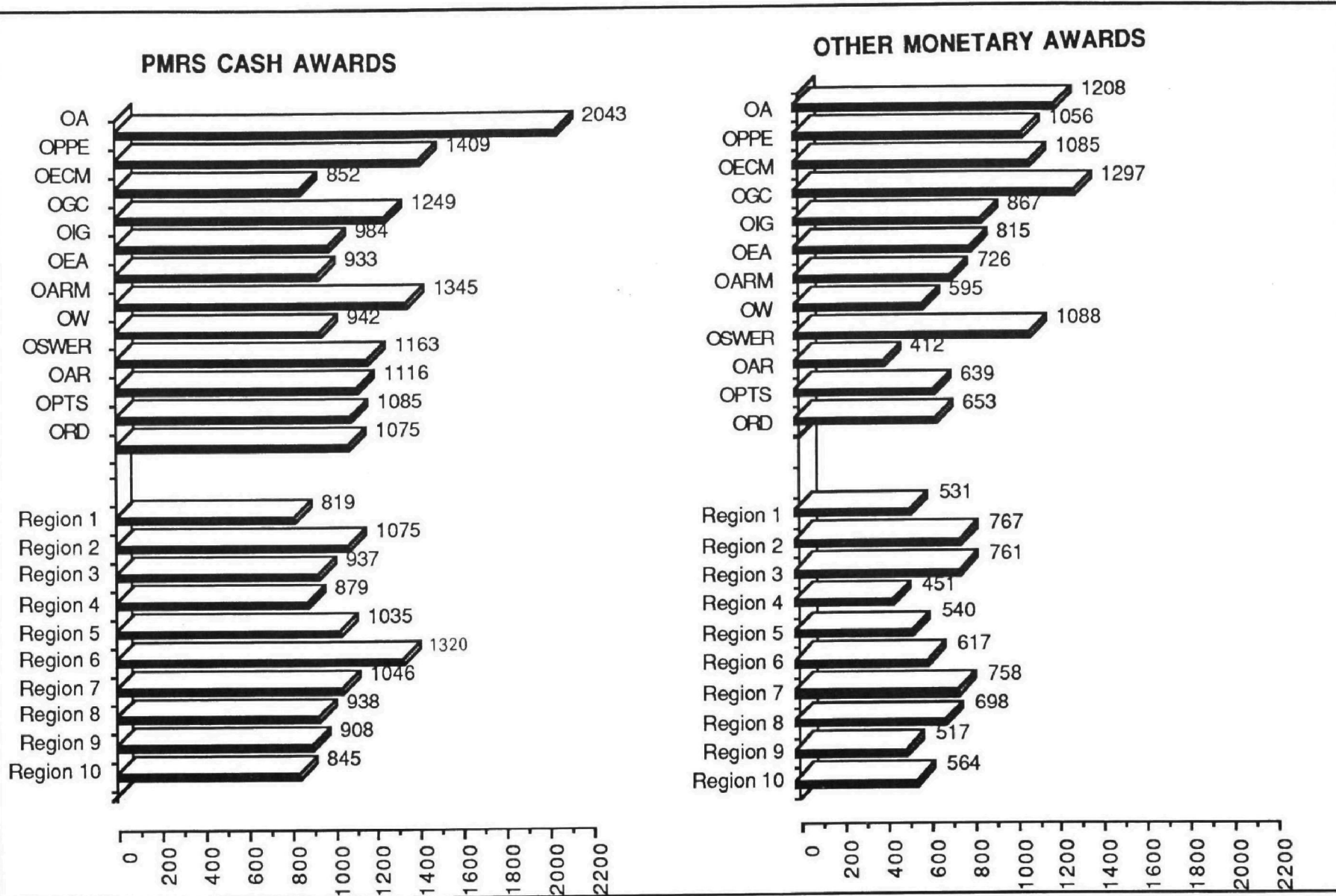
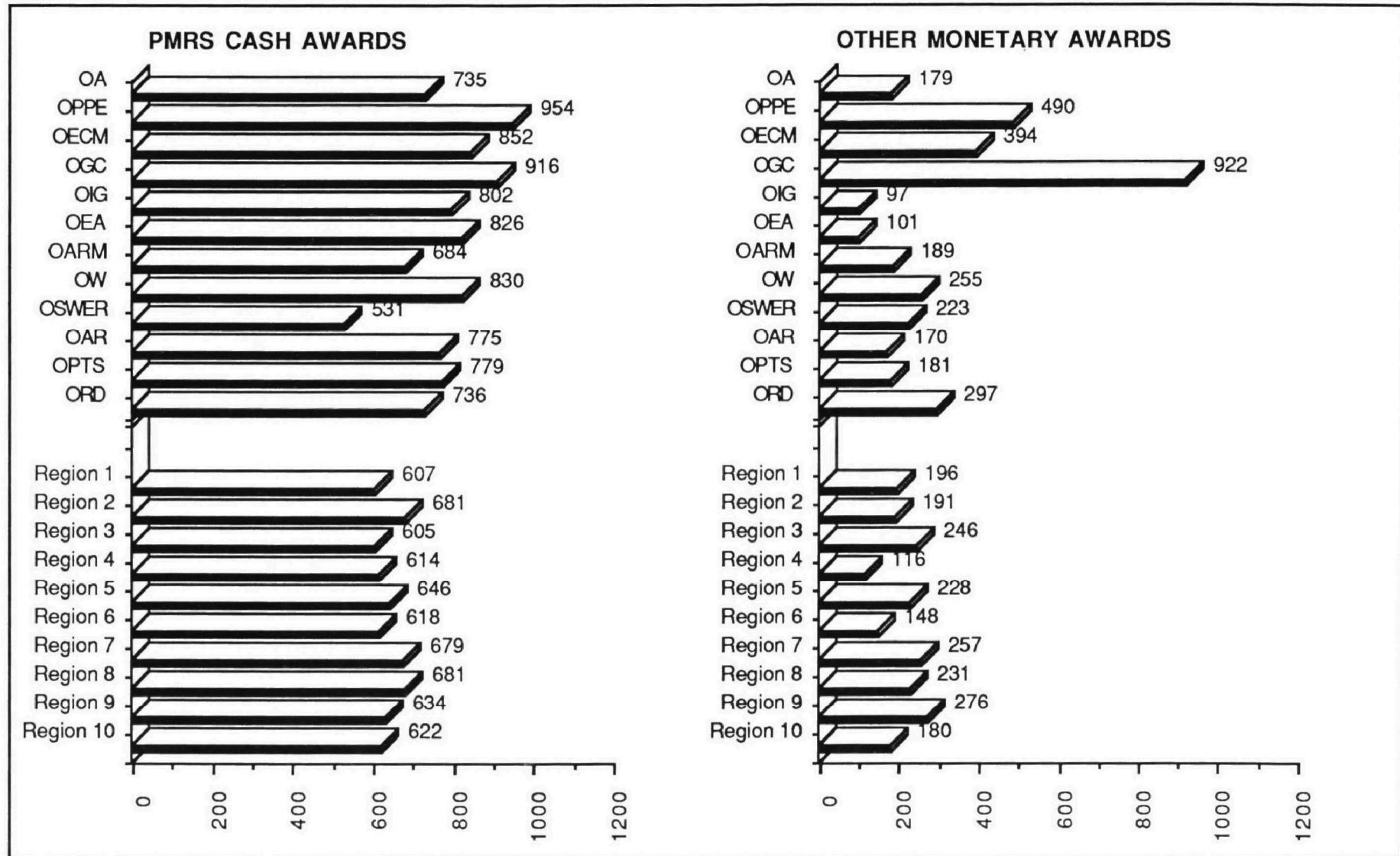


EXHIBIT 7

PER CAPITA DISTRIBUTION OF AWARD DOLLARS



HEADQUARTERS PER CAPITA: \$738
REGIONAL PER CAPITA: \$636
AGENCY PER CAPITA: \$699

HEADQUARTERS PER CAPITA: \$244
REGIONAL PER CAPITA: \$204
AGENCY PER CAPITA: \$227