

NO NONSENSE!

November 1971

PUBLISHED FOR EMPLOYEES OF THE U.S. ENVIRONMENTAL PROTECTION AGENCY

PROPOSALS TO INCREASE OPPORTUNITIES FOR WOMEN IN AGENCY

An October 15 briefing of Administrator Ruckelshaus by EPA's recently formed Federal Women's Program Advisory Committee reveals that EPA's commitment to the White House for increasing the percentage of women in upper grades has not yet been achieved.

Of EPA's 6,800 employees in full time GS grades, 38 percent are women. Eighty-three percent of these women

employees are in grades 1 through 7. Almost 60 percent (58.7%) are in grades 1 through 5. There are no women in the supergrades, GS 16 through 18. And of the 1,505 employees in grades 13 through 15, only 60 are women. The Administrator took note during the briefing that in the regions, there are 403 men and only 4 women in grades 13-15.

The disparity in grade level between male and female employees is highlighted by the following table:

	Women ¹	Men ²
Grade Level 1-7	83%	24%
8-11	12%	22%
12	3%	18%
13-15	7%	35%
16-18	0%	2%

¹ Percentage of EPA women employees in grades indicated
² Percentage of EPA men employees in grades indicated

OPEN SEASON ON HEALTH BENEFITS

The Civil Service Commission recently announced an extension of the open season for the Federal Employees Health Benefits Program to December 31, 1971.

The open season was scheduled for November 15 through November 30, 1971. Because of delays in negotiating 1972 premiums resulting from the wage-price freeze, the open season is still scheduled to begin November 15 but employees will have until December 31 to enroll in a plan or change plans and options and from self to family coverage. During this period, annuitants may also change plans and coverage but may not newly enroll in a plan.

The Commission said that 1971 benefits for all the plans will continue unchanged through 1972. Premiums for most plans, however, will be increased next January to reflect a plan's actual claims and operating costs and changed risk factors (such as age of plan members). The new premiums will be announced as soon as negotiations with carriers are completed. The Government contribution, which by law is 40% of the average high option premium of six of the largest plans, will also be increased in January.

EPA committed itself to increasing the number of women in grades 13-15 by 50 percent by December 31, 1971. Of the 25 needed to meet this goal, only 10 have been appointed.

The Administrator said the special briefing gave him a clearer picture of the severity of the problem, and he pledged his full support to ameliorate the current unfavorable employment ratio.

The Federal Women's Program Advisory Committee, headed by Irene A. Hardman, presented an action plan to the Administrator that would meet the commitment to the

President and also upgrade women throughout EPA. The recommendations include the following:

- ... appoint more women to Advisory Boards and Committees.
- ... increase hiring of professional women.
- ... increase number of women at the supergrade level by at least three.
- ... increase both short and long-term training opportunities for women.

The Committee requested the Administrator to establish employment and training goals based on its recommendations and to have Program and Regional administrators develop implementation plans for the achievement of these goals in their own areas.

Norris W. Sydnor, Jr., Director of the Office of Equal Opportunity, established EPA's Federal Women's Program Advisory Committee in the early summer to advise and counsel his office on all Agency employment practices and programs relative to women. He endorsed the recommendations of the women's committee, and urged the Administrator to see that EPA became a model agency for women's employment programs.

The committee consists of one representative from each major EPA office. It intends to become an active force in

pushing for greater opportunities and advancement for all women and hopes to see affiliate committees organized in each regional office to monitor progress in the field. For further information or for the presentation of suggestions, employees should contact their office representative. The committee members are:

Chairman: Irene A. Hardman, Office of Categorical Programs

Executive Secretary: Gail Korb, Personnel

J. Frances Allen, Ph.D., Research & Monitoring

Leslie A. Carothers, Office Enforcement & General Counsel

Kathleen Carson, Office of International Affairs

Eileen F. Donnelly, Office of Congressional Affairs

R. Elizabeth Irons, Office of Public Affairs

Joyce S. Lavernoch, Office of Equal Opportunity, Special Liaison Member

Diane Newton, Personnel Management Division, Special Liaison Member

Kay E. Pettitt, Budget Operations Division

Charlie K. Swift, Office of the Administrator

Evelyn T. Thornton, Grants Administration Division

Linda C. Wastler, Office of Media Programs



Irene A. Hardman, Chairman of the Federal Women's Program Advisory Committee, reports on need to improve

opportunities for women employees to Administrator Ruckelshaus.

QUESTIONS, ANSWERS ON PAY FREEZE IMPACT

The 90 day salary and wage stabilization freeze established by Executive Order 11615 has prompted many inquiries from EPA employees. Some of these are covered in the following questions and answers:

Setting Basic Pay

- 1 Q Promotions to positions of greater responsibilities in higher grade or level are permissible under the wage and salary freeze. Does this include career promotions and promotions as exceptions to competitive procedures?
A. All proper promotions are permissible. However, particular care must be taken to insure that the duties and responsibilities of each position clearly justify the higher grade level in accordance with published classification standards.
- 2 Q May a within-grade rate to which an employee would have been advanced if the freeze had not been in effect be used in determining his pay on promotion?
A. During the freeze period, an employee's pay on promotion will be established on the basis of the rate he is actually being paid at the time of the promotion. However, his personnel action will show the rate he would have received if the within-grade increase had been in effect and his pay will be increased to that rate at the end of the freeze.
- 3 Q An employee who exercises his reemployment rights following service with an international organization normally would be entitled to any within-grade increases he would have earned if he had remained continuously in the Federal service. If an employee returns during the 90-day freeze, can his pay be adjusted to reflect these within-grade increases?
A. Yes, provided the effective dates of the increases were before the start of the freeze period. If the employee would have received a within-grade increase on or after the start of the freeze, his pay cannot be increased to reflect that within-grade increase until the freeze ends. (The same principle applies to employees who have had their service interrupted by a period in the armed forces.)

Incentive Awards

- 4 Q Can agencies continue to grant cash awards during the freeze to employees for performance exceeding job requirements, either as a one-time occurrence or over a sustained period?
A. Such cash awards can continue to be made under policies and controls in effect immediately prior to the freeze. (Quality step increases are not "cash awards"

for this purpose and are not authorized to be made effective during the freeze period.)

No Nonsense will continue to report other developments as they concern EPA employees.

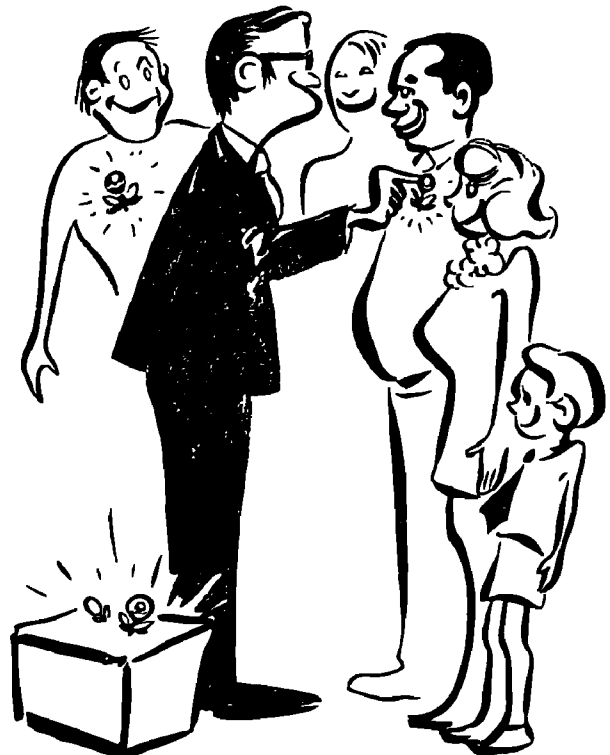
AWARDS CEREMONY

EPA's first honor awards ceremony, complete with military band and color guard, will be held in Washington on December 2, first anniversary of the only Federal Agency dedicated exclusively to pollution control.

This occasion will afford the Administrator an excellent opportunity to recognize EPA employees who have made exceptional and outstanding contributions to the Agency during the past year.

Two top-level honor award categories will be presented by the Administrator. The "Gold Medal for Exceptional Service," the highest EPA honor award, will be granted on a highly selective basis for distinguished service of major significance to environmental improvement and to public service. The "Silver Medal for Superior Service," the Agency's second highest award, is given for contributions or service of unusual value. In addition, a third "Award for Youth Achievement" available only to employees under 31 years of age, will be given to recognize the important role of youth in EPA.

Commissioned Corps Meritorious Service Medals will also be awarded to Public Health Service officers who are assigned to EPA.



EPA's 'HOME ON THE RANGE'

Bet you didn't know that EPA has its own herd of Hereford beef cattle, along with EPA farmers and cowboys to manage and feed them! It's all happening as a part of an active research program at EPA's Western Environmental Research Laboratory (WERL) experimental farm. The Farm is located on the Atomic Energy Commission's nuclear test site at Las Vegas, Nevada.

Big Sam, a fistulated steer from the herd of more than 70 Hereford beef cattle, has been a featured exhibit at a number of fairs, expositions and other special events. The Laboratory and the AEC's Nevada Operations Office sponsor the showing of Big Sam at these special events where he is displayed in his own special portable pen.

In a suitable deep voice, Sam tells his own story of the life he leads on the 1350-square mile test site in Nevada. "My place is right smack in the middle of the AEC's nuclear test area. A Texas-sized spread I call it," Sam says.

When Sam was a yearling, he underwent surgery to have a fistula (hole) into his rumen (forestomach) with a canula (plugged entrance to the hole) installed in his left side. "I've had it nearly all my life," says Sam, "and it doesn't hurt a bit." He and four similarly fitted corral mates then joined the herd of beef cattle that grazes the Nevada Test Site—where, from 1951 to the end of last year, some 375 nuclear explosive tests were conducted.

Sam and the other fistulated steers had a special job to do for a research project being done jointly by the University of Nevada, which owned the steers, and WERL, which has been managing the AEC's beef herd since 1964. The fistulated steers were to serve as biological samplers of the forage grazed by the herd as it ranges over the desert test site.

Once a month, a sample of the rumen contents is removed from Sam or one of his fistulated corral mates. The Radiological Research Program at WERL analyzes the samples for radioactivity and botanical species represented. The University of Nevada then relates the nutritional composition of the diet to the actual plant species ingested.

Also, the chemical and radiochemical composition of the animals' diet is determined and changes in composition of the diet are studied with relation to season, year-to-year variation, and nuclear testing events.

The beef herd has lived on the Nevada Test Site since 1957. Twice a year, animals from the herd are slaughtered by WERL veterinarians, and a large number of tissue and organ samples are taken. These are analyzed for radionuclide content at the WERL, and samples are sent to EPA's pathology laboratory in Rockville, Maryland for complete microscopic examination.



No! This is not a scene from "Gunsmoke"—It is a view of EPA's cowboys at roundup time for a cattle herd maintained

In all these years, no pathology related to radiation exposures has been observed. The radiation levels in the tissues are well below allowable levels, and the meat would be quite safe for consumption. The herd of a 96% calf drop



"Big Sam" always attracts good crowds when he is attending a state or county fair. Recently, about 40,000 persons stopped to hear Big Sam's taped story and approximately 10,000 pieces of literature were distributed at the New Mexico State Fair.



by the Western Environmental Research Laboratory.

for the last 3 consecutive years—a production statistic that few herds could beat.

The AEC also has an experimental dairy farm on the Nevada Test Site developed and managed by WERL as a field research facility for studying the transport of radionuclides through man's environment to man. In different studies, cows or growing crops are exposed to aerosol sprays of radionuclides, or cows are fed capsules containing radionuclides. Radionuclide concentration in the forage, the milk, in certain organs, and in the excreta is measured. The data are studied to learn the influence of particle size, type of forage, feeding practices, and other parameters. The information is used to develop models by which to predict exposure to man, and to evaluate the effectiveness of various protective actions which may be taken to reduce the amounts of radionuclides getting into food materials under different contaminating situations.

Besides managing the beef herd and dairy farm, the WERL wildlife biologists and veterinarians collect samples from several wild species living in or near the test site's biological indicators of fallout. The WERL cooperates with state and federal conservation agencies in surveillance of bighorn sheep, mule deer, and other native species.

From these and other continuing and cooperative programs conducted over a period of many years, comes a better understanding of the complex behavior of radioactive material in the environment and its effect on living things.

100th TECHNICAL REPORT PUBLISHED

Although the Environmental Protection Agency has not yet celebrated its first birthday, many of the programs and activities for which it is responsible have been under way for many years. Recently the 100th technical report in the AP (air pollution) series was published by the Office of Technical Information and Publications (OTIP) in Research Triangle Park, North Carolina.

The AP series was begun in 1963 by the U.S. Public Health Service as part of the Environmental Health Series of reports. This series also included publications on environmental engineering and water supply and pollution control.

The manager of the air pollution technical publishing activity is Robert R. Kolbinsky who began his Federal service career in 1964 as Supervisor of Editors at the Robert A. Taft Sanitary Engineering Center—now a part of the National Environmental Research Center.

In addition to the publication of the AP series of reports, Technical Publications publishes Air Pollution Technical Data (APTD) reports and provides editorial services for technical journal articles, books and presentations.

Because so much of EPA's work eventually results in a technical journal article or report, the quality of its technical information office staff must by necessity be of the highest order. EPA is indeed fortunate to have people in its technical publishing activities who demonstrate every day their dedication to the programs of this Agency.



Mrs. Anna Cooper and Mr. Robert Kolbinsky, both of the Air Pollution Technical Information Center, discuss recent publication of number 100 in the AP series of technical documents.

NEW EMPHASIS ON YOUTH



EPA 1971 Summer Interns take a few moments from their work for an office party — and an opportunity to meet the Administrator.

EPA has now established year-round youth programs which will provide full and part-time positions for youth currently enrolled in high school, college and graduate programs, as well as those who have finished their formal education.

High school students will be hired under the Vocational Office Training and Back-to-School programs. Students in these programs generally perform clerical, messenger or lab-helper duties.

Undergrads will be hired for assistant and technician jobs in staff, research, technical and scientific areas throughout the Agency. Most of these students will be hired under Cooperative Education Agreements negotiated with their college or university and will work in areas directly related to their studies.

A proposed Urban Environmental Intern Program would provide concerned inner-city youth with training in public affairs, grants, legislative and manpower development areas. The aim of the program is to equip a corps of young people with knowledge of procedures necessary to effect environmental improvements within the inner-city.

Graduate degree candidates may take advantage of EPA's Graduate Fellowship Program for substantive project assignments which will serve as the basis for their graduate theses.

Management Interns (we now have 9) and Technical Interns will come to EPA as permanent employees. They will begin with a year of rotational training that will expose them to various administrative or technical areas — which will help influence or determine their ultimate assignments.



A chief ingredient of youth programs will be the support activities planned such as:

- Seminars and after-hours programs to acquaint youth with all facets of environmental activity
- Participation in university and high school Career Days
- Strong youth participation in EPA's Speaker's Bureau
- Youth Advisory Board in headquarters and each of the regions to provide youth input into EPA's administrative, personnel and program decisions.

RAD EMPLOYEE RECEIVES AWARD

Michael S. Terpilak, regional representative for EPA's Office of Radiation Programs in New York, and A. Burt Kline, Jr. a former EPA employee, recently received the fifth annual Atomic Industrial Forum Award in the nuclear community category. The award was given for their instrumental roles in establishing the Environmental and Ecological Forum, a public service program to foster community understanding of environmental problems. The Forum presents a balanced program in which knowledgeable speakers discuss the various ways that man's use of technology may affect his well-being.

The sponsors of the Forum include the Baltimore-Washington Chapter of the Health Physics Society, the Washington Section of the American Nuclear Society, the Mid-Atlantic Chapter of the American Association of Physicists in Medicine, and the Montgomery County, Maryland, Public School Department of Adult Education.

The Forum was singled out for its initiative in organizing "a comprehensive series of meetings that presented a finely balanced view of nuclear power to the interested public in the Washington area."

BICYCLES INCREASE IN POPULARITY



Bicycles seem to have captured the minds and leg muscles of many Americans.

So if you think you've been seeing more bicyclists pedaling by this season, you're probably right

If you haven't noticed, the Health Insurance Institute reports that bicycling is gaining new popularity in this country

Bicycle sales, for example, may reach eight million this year

Since its invention in 1790, the bicycle has been used for recreation and transportation.

But it is in the last decade that its popularity has grown most spectacularly.

Since the mid-1950's, bicycles in the U.S. have doubled to an estimated 43 million — one for every 2.4 registered motor vehicles — with the number of cyclists rising to some 64 million

One reason for bicycling, according to medical authorities, is that it is good for you.

Steady pedaling, they say, can keep you as physically fit as a jogger — and do it a lot less monotonously. It's good, too, for the big muscles of the legs — and more important — it stimulates the circulatory system

You can keep in shape with three or four sessions a week, each half-an-hour to an hour. And note — bike shops are now showing lightweight models made to order for the middle-age physique

How long does it take to get in shape? If you start sensibly on flat runs and keep at it regularly, says one specialist, "in less than 6 weeks, you can be going on 25-mile bike rides if you're so inclined."

Added inducement: At 5 mph on a flat surface, you burn up 4.5 calories more each minute than just sitting still. Incidentally, there has never been an instance reported of a bicycle failing to meet air pollution emission standards!

The important thing in cycling is that you should know what you're doing and where you're going

Unfortunately, says the Institute, many cyclists do not

This year an estimated 120,000 to 150,000 not-so-easy riders are expected to be injured and disabled in pedal cycling accidents in the United States

At the same time, more than 750 persons are expected to lose their lives in bicycle mishaps

The large majority of those riders who are killed and injured will be school-age males

Life insurance company studies show the peak rate of bicycling deaths occur among riders at ages 10 to 14. The second highest rate was at ages 5-9

Once a rider reaches 20 years of age, his chances of being severely injured in an accident drop sharply. His chances go up again when he is past 64 years

A study of bicycle accidents among children under age 15 indicates that the most important "single contributing factor" is a gravelly, slippery, or uneven surface

A large number of the accidents, the study showed, occurred when children were riding double

A study by the National Safety Council indicates that in school age children, the size of the bicycle in relation to the size of the child is an important factor in safety

The study found that the child riding a bike that is too large for him is more frequently involved in accidents

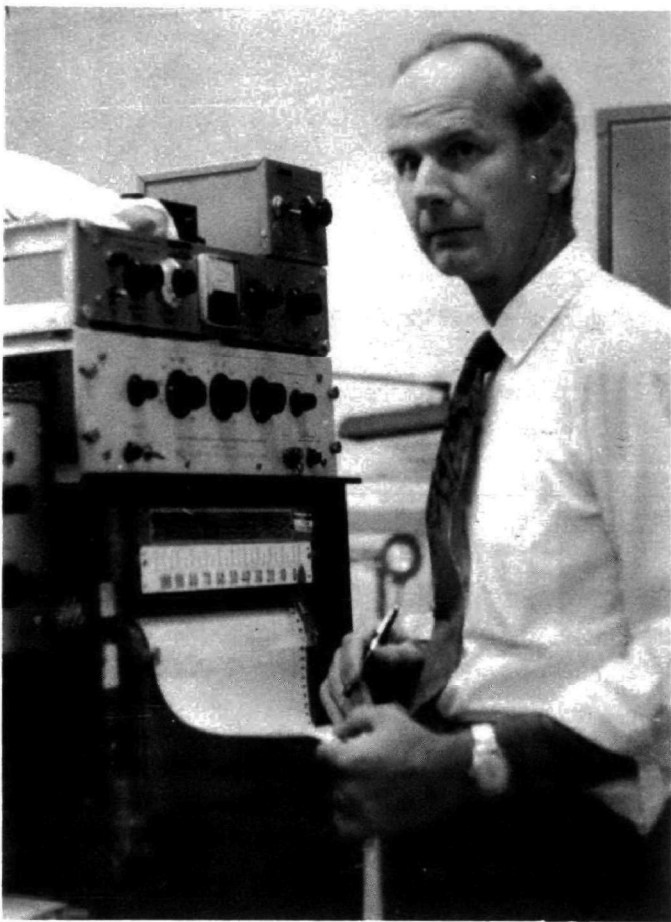
The study also noted that although relatively few bicycle accidents occur at night, the severity of accidents increases at dark

So here's a safety note: though not all States require it, if you plan to ride at night, get a headlight visible for 500 feet and a rear reflector that can be seen for 300 feet

No Nonsense is published for *all* EPA employees—for *you*. We welcome your suggestions and ideas for articles of general interest. Please address these to

Robert J. Griffin, Jr.
Editor, *No Nonsense*
Office of Public Affairs
Environmental Protection Agency
5600 Fishers Lane
Rockville, Maryland 20852

Tel. No. (301) 443-3223



Edwin F. Barth, environmental chemist and winner of the Thomas R. Camp Medal for work in wastewater treatment, at work in the laboratory, National Environmental Research Center, Cincinnati.



'Honest Mom - I got this way from air pollution !

EPA CHEMIST RECEIVES AWARD

Edwin F. Barth, a chemist at the National Environmental Research Center in Cincinnati, has received National recognition for his work in wastewater treatment.

He was awarded the Thomas R. Camp medal from the Water Pollution Control Federation at its annual convention in San Francisco. The award was for research which led to the development of a treatment process for controlling nitrogen and phosphorous in wastewater. Nitrogen and phosphorus promote the growth of algae and other plants; these plants, in turn, reduce the amount of dissolved oxygen available for fish and more desirable aquatic life.

The Thomas R. Camp award is given to an individual who demonstrates unique application of basic research to the design or development of wastewater treatment systems. According to Francis M. Middleton, Research Director of the Cincinnati center's Advanced Waste Treatment Research Laboratory, the basic system that has evolved from Mr. Barth's work is being designed for several large cities, including Washington, D.C.

Mr. Barth is currently the manager of that portion of EPA's National demonstration program which deals with nitrogen and phosphorus control. As a minor assignment, he has participated in thirty National, regional, and local seminars on Advanced Waste Treatment over the last several years. The purpose of these seminars is to make demonstration results and process evaluations available to interested scientists and engineers in as short a time period as possible.

He has served as project officer for as many as twenty grants and contracts simultaneously. His efforts in this activity are to guide conversion of research ideas into practical process operation.

In fulfilling these duties, Mr. Barth has traveled extensively, and he indicates that his most rewarding experience has been the association with State officials, consultants, professors, and treatment plant operators.