

yellow
Memorandum

12000
NREAD

DATE: 11 Feb 1986

FROM: Director, Natural Resources and Environmental Affairs Division,
Marine Corps Base, Camp Lejeune
TO: Assistant Chief of Staff, Facilities, Marine Corps Base, Camp
Lejeune

SUBJ: NREAD MANPOWER REQUIREMENTS

Ref: (a) Meeting btwn AC/S, FAC and Dir, NREAD on 5 Feb 1986
(b) Fonecon btwn Mr. E. Donley, AC/S Manpower Office and J. I.
Wooten, Dir, NREAD on 7 Feb 1986
(c) Meeting btwn AC/S, FAC, Mr. Marlo Acock, HQMC (LFE) and J. I.
Wooten, NREAD on 7 Feb 1986

Encl: (1) Supervisory Ecologist, NREAD memo of 22 Jan 1986

1. Since you reported to Marine Corps Base, Camp Lejeune as the Assistant Chief of Staff, Facilities, we have had several discussions concerning the NREAD manpower deficiencies. During reference (a) we discussed the Environmental Branch, NREAD workload and the fact we are not accomplishing assigned work. Enclosure (1) provides more detailed information and is forwarded as requested.

2. During reference (b) Mr. Donley advised the request to extend Mrs. Janet Cross' (intermittent) full time appointment would probably not be approved due to the current hiring freeze. If Mrs. Cross isn't extended, the NREAD clerical staff will have dropped from one secretary and two temporary clerk-typists to one secretary. NREAD office will not be able to accomplish clerical duties.

3. During reference (c) Mr. Acock advised he had some nonappropriated funds (Agriculture Outlease) that could be made available for NREAD clerical support, if requested.

J. I. Wooten
J. I. WOOTEN

Writer: J. I. Wooten, NREAD 5003
Typist: J. Cross 11Feb86



CONFIDENTIAL

1963

Memorandum

86 DD8
DATE: 22 Jan ~~85~~
FROM: Supervisory Ecologist
TO: Director, Natural Resources and Environmental Affairs Division
SUBJ: STAFFING REQUIREMENTS IN THE SOIL, WATER AND ENVIRONMENTAL BRANCH
Ref: (a) CG MCB CLNC ltr 5320 MANP of 10 Jul 1985
(b) Dir, NREAD memo 12000 NREAD of 24 Apr 1985 w/enclosures
(c) Clean Water Act

1. The purpose of this letter is to formalize information provided to you orally regarding the inadequacies of the subject staffing. Reference (a) clearly documents that as early as 10 July 1985, Base Manpower officials were aware that serious manpower deficiencies existed in the subject branch. Additionally subsequent manpower survey by HQMC Manpower Team validated not only a second chemist billet, but also an additional clerk typist, much of whose time would be allocated to the subject branch (work which was being done by a full time temporary, clerk typist, Ms. Annie Blackstock).

2. Although not a total listing, the following new program requirements were assigned to the subject branch (reference (b) pertains) during calendar year 1985:

a. Overall responsibility for hazardous waste management program (formerly a major responsibility/duty of the GS-12 Environmental Engineer).

b. Overall management of the Base Resource Recovery and Recycling Program (formerly a responsibility of the Base Maintenance Officer).

c. Groundwater and drinking water monitoring for toxic chemical contamination (a new initiative of great concern to both Base Commanding General and HQMC).

d. New mandated monitoring requirements were identified as a result of the state taking primacy on the enforcement of reference (c).

3. Subsequent to 10 July 1985, the following personnel changes took place which have seriously aggravated the problems documented in references (a) and (b):

a. Mr. Robert LaChapelle, GS-6, Physical Science Technician, transferred from the branch to Naval Hospital for a promotion (2 August 1985).

ENCLOSURE (1)



b. Mr. Gaines Huneycutt, GS-6, Physical Science Technician, transferred from the Branch to Base Maintenance Division for a promotion (26 October 1985).

c. The temporary clerk typist, Ms. Blackstock, transferred to Base Maintenance Division to a permanent position (8 November 1985).

d. The two GS-6 vacancies were filled on 10 November 1985, one as a trainee and the second from a local municipal utility (both) who required extensive orientation to lab procedures.

4. As a result of the problems and personnel changes discussed above, the following personnel action transpired:

<u>ACTION</u>	<u>DISPOSITION</u>
a. On 23 July 1985, a requisition to hire the additional chemist was submitted.	Disapproved by Manpower
b. On 9 October 1985, a requisition was submitted to hire the additional chemist as a temporary (admittedly a less than satisfactory alternative).	Disapproved by Manpower
c. On 9 October 1985, a requisition to establish a register for a chemist was submitted.	Disapproved by Manpower
d. November 1985, Manpower officials were contacted by Supervisory Ecologist for assistance in temporarily promoting Mr. Tom Barbee to a GS-7 Environmental Protection Specialist, to offset problems in filling chemist.	Was advised that it could not be done under present situation.
e. November 1985, Manpower officials were contacted by Supervisory Ecologist about filling a temporary physical science technician GS-5 to help with workload documented in reference (a).	Was advised that it could not be done under present situation.
f. On 22 October 1985, requisition submitted to replace Ms. Blackstock with another temporary clerk typist.	Disapproved by Manpower.

5. This memo along with references (a) and (b) document a management situation which is very difficult to justify. Failure to address the subject issue may result in one or more of the following problems:

a. Inadequate protection of the health and safety of both on base and off base populations.

b. Compliance with requirements of several environmental and public health laws/regulations, particularly State Hazardous Waste regulations.

c. Interference with Base missions due to problems with noncompliance with required operational permits and public controversy associated with environmental incidents.

In my opinion, we have done an adequate job of making the Deputy Facilities Officer, the Facilities Officer, and cognizant personnel in the offices of the AC/S Manpower and Civilian Personnel Officer aware that problems may arise such as those shown in 5a and 5c above. I feel certain that Manpower officials carefully weighed the above risks prior to making a decision not to implement the findings of the HQMC Manpower survey and their own determination outlined in reference (a) that an additional professional billet is required to deal with the protection of drinking water supplies and the management of hazardous waste.

6. I must remind you of the direct daily involvement by the Commanding General and his immediate staff last year with the issues and publicity associated with the discovery of high levels of toxic chemicals in the drinking water within the Hadnot Point Area of Camp Lejeune. I have no doubt that had the Commanding General determined that any official(s) had failed to have acted prudently after having knowledge of that problem, severe disciplinary action would have been taken. You can be assured that my staff and I will do our best to carry out all duties assigned to us; however, it is my intention in writing this memo to document a defense against actions which may be taken against my Branch if the manpower shortages documented herein directly or indirectly result in violations of public health or environmental standards, regulations, and laws.

7. As soon as the new NPDES permit becomes effective (assuming some relief from proposed monitoring requirements) the personnel deficiency in the subject Branch will include: a full time chemist (equivalent) and a full time clerk typist, plus approximately 12-20 hours of overtime per week to deal with fluctuations in workload. Considering that there are only eight employees in the subject Branch, this is a major deficiency.

8. In any event, unless otherwise directed, I have no intention of wasting one more minute on this issue. Please advise.

D. D. Sharpe

D. D. SHARPE

SECRET

SECRET

SECRET

SECRET

SECRET

SECRET

SECRET

SECRET

SECRET

SECRET

SECRET

SECRET

SECRET

SECRET

SECRET

SECRET

SECRET

SECRET

SECRET

SECRET

SECRET