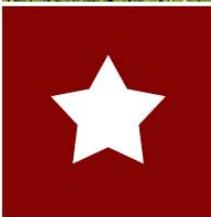


FY 2002



Secretary of Defense

Environmental Awards

Environmental Quality-Industrial Installation



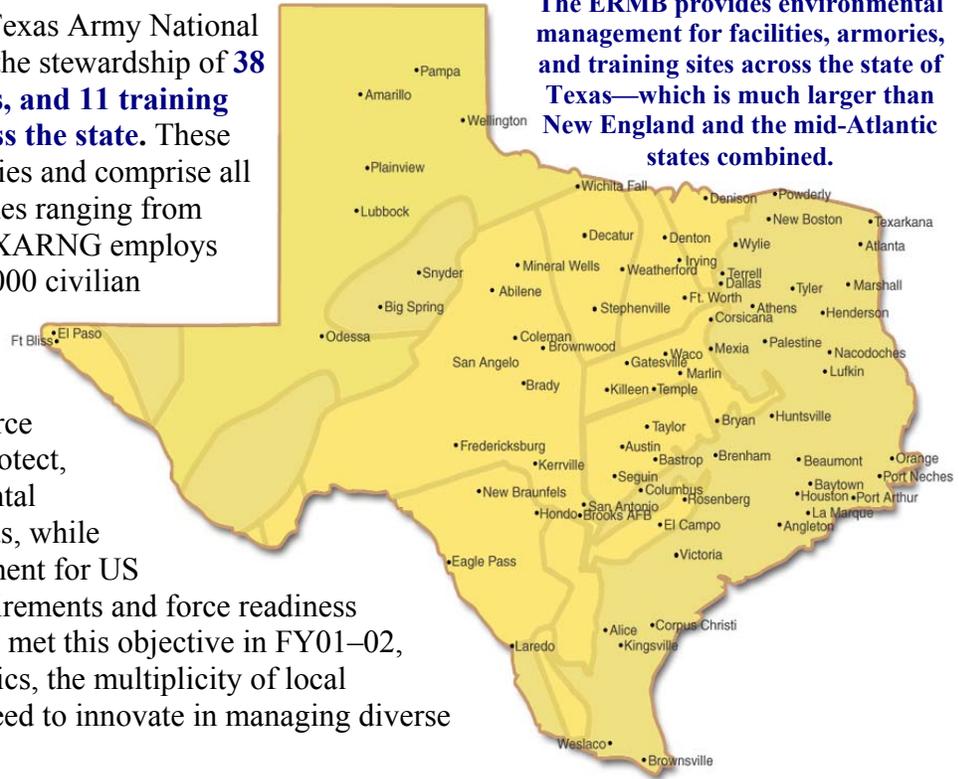
Texas Army National Guard

Introduction

Headquartered in Austin, Texas, the Texas Army National Guard (TXARNG) is responsible for the stewardship of **38 maintenance facilities, 102 armories, and 11 training sites** on more than **55,000 acres across the state**. These facilities are located in 187 communities and comprise all of Texas' 11 natural regions, with zones ranging from pine forest to coastal to desert. The TXARNG employs approximately 17,000 military and 3,000 civilian employees, for a total of approximately 20,000 people.

The goal of the Environmental Resource Management Branch (ERMB) is to protect, preserve, and enhance the environmental diversity and integrity of training lands, while providing a realistic training environment for US troops and ensuring that training requirements and force readiness goals are met. The ERMB continually met this objective in FY01–02, despite the challenges posed by logistics, the multiplicity of local regulations across the state, and the need to innovate in managing diverse environmental regions.

The ERMB provides environmental management for facilities, armories, and training sites across the state of Texas—which is much larger than New England and the mid-Atlantic states combined.



Background

The ERMB is managed by 21 highly qualified professionals who serve in key departments across the state, including restoration, hazardous waste, engineering, natural and cultural resources, training, compliance, budget, and geographical information systems management. These individuals also serve on a variety of state and federal committees and working groups.

Challenges: The ERMB faces logistical challenges on the federal, state, and local levels. Because facilities are located in 11 highly diverse natural regions across 55,000 acres, simple duplication of a single environmental plan across the board is not feasible. Each plan must also comply with various local regulations for each TXARNG community, as well as with federal and state regulations.

With facilities located in 11 natural environmental regions across Texas, the ERMB successfully creates and maintains numerous environmental plans while ensuring that federal, state, and local regulations are met.

Despite massive logistical and regulatory challenges, the ERMB **met all environmental goals** for FY01–02. This effort was facilitated by a virtual library implemented in 2002 and maintained through an intern partnership program. All program milestones were entered into the virtual library, allowing ERMB members from across Texas to check and update data as goals were met.

Funding: The ERMB uses grants and both federal and state funding in its environmental efforts.

Plans: The ERMB implemented five plans in FY01–02: four Integrated Natural Resource Management Plans and one Integrated Cultural Resource Management Plan. These plans, in addition to **all other plans for the TXARNG**, are up to date.

Program Summary

In 2002, the TXARNG became the site of the Guard's first **experimental Environmental Management System (EMS)** initiative. In FY01–02, the ERMB continued its march toward environmental sustainability by assisting colleagues at all organizational levels to increase flexibility and merit excellence throughout the transition to the Army's EMS. The ERMB aggressively used innovative solutions to go **above and beyond compliance** with all environmental requirements.

It used interagency and external resources to implement and administer creative programs and projects. For example, university partnerships, student internships, and international fellowships were used to accomplish tasks and missions with limited resources. Numerous Storm Water Pollution Prevention Plans have been in place since 1994, strictly as good management practice. In addition, external and internal compliance audits are conducted on a regular basis, including EMS audits. The ERMB has also devised numerous committees to foster stakeholder input in decision-making activities. Committees include the noise committee, pollution prevention (P2) committee, training committee, and Army/Air working group.

The TXARNG is the site of the nation's first experimental EMS initiative—a management system consisting of an agency-wide, cradle-to-grave hazardous materials and hazardous waste operation throughout Texas.

TXARNG leads the country in many “first-of-its-kind” activities, including:

- The Guard's **first experimental EMS initiative**—Housed in the Directorate of Logistics and spread regionally throughout Texas, this management system initiative consists of an agency-wide, cradle-to-grave hazardous materials and hazardous waste operation.
- **One-of-a-kind contractual agreements** with the Director of Logistics, the Public Affairs Office, and the Plans, Operations, and Training Directorate—These agreements, which were reached by working hand-in-hand with all internal agency directorates and stakeholders, have made it easier to effectively integrate EMS and sustainability issues.
- A **statewide, first-of-its kind partnership**, the Texas Pollution Prevention Partnership—This collaborative effort among all DoD services in Texas, along with state and federal regulatory agencies, promotes pollution prevention as the preferred alternative in all business practices. The partnership was the first of its kind in the nation and has been awarded the Closing the Circle Award and the Vice President's Hammer Award for Reinventing Government. In 2002, the partnership worked hand-in-hand with federal and state regulatory agencies implementing EMS practices and programs.
- The **nation's first interdisciplinary internship program** and other international fellowship opportunities—The ERMB employs sister nation students from the Czech Republic as webmasters, in addition to dozens of specialized interns from six area universities. This program has routinely been benchmarked and replicated in many other states. For example, the Maryland National Guard has begun working with Estonia, its sister nation, to use an environmental education program developed by the Texas Guard.
- Providing manpower, on a **partnership basis**, to others in need of specific program management assistance—The TXARNG has several individuals throughout Texas who are available to provide assistance to facilities within their regions.
- The semi-annual **EarthGuard newsletter**—Featured in the newsletter is another “first,” the Hondo Awards. “Hondo the Envirolizard” is a cartoon figure of a Texas Horned Lizard that serves as the TXARNG environmental mascot. Its purpose is to spread environmental awareness of threatened and



endangered species. Each year, the ERMB presents environmental excellence awards to TXARNG employees. The *EarthGuard* concept has been copied by numerous states.

- **Training videos for environmental awareness**—Effective education and training are vital for a faultless compliance record. By training soldiers in environmental awareness and the consequences of their actions, the ERMB supports the overall military mission. Two short training videos were developed for this purpose. One focused on storm water issues and was the product of a grant through the EPA.

On-Site Coordinators: At TXARNG's 92-bay Maneuver Area Training Equipment Site (MATES) facility at North Fort Hood, waste turn-ins were streamlined by consolidating satellite collection points. This allowed for quicker processing of waste and has enhanced military readiness by reducing the man-hours spent on environmental issues. In addition, the ERMB placed a resident environmental staff member on site to handle environmental coordination, which allows for more efficient and timely functioning.

The ERMB also has a resident environmental staff member at the TXARNG Saginaw Combined Support Maintenance Shops (CSMS) and Readiness Sustainment Maintenance Site (RSMS) facility, which handles 16 maintenance operations in northern Texas. A third ERMB member is based in Austin and coordinates for 16 maintenance operations in southern Texas and the US Property and Fiscal Office (USPFO) operations in Austin. This organizational structure is based on a regional assistance concept and is **the first of its kind for the Guard**. Initiated in 1999, it continues today as an excellent example of enhanced productivity. It provides increased military readiness due to the ability to service soldiers efficiently and to absorb functions that were once soldiers' other environmental duties as assigned. Soldiers are now free to focus on the business of maintaining and managing National Guard Assets, knowing that they have immediate on-site assistance for environmental issues. On-site coordinators provide technical information to Guard technicians that would otherwise have to be researched and attended to as an "other duty as assigned," expending countless production hours that are now better spent on core competency missions.

Environmental Quality Accomplishments

Environmental Management System

Throughout FY01–02, the ERMB consistently executed **innovative approaches** to compliance with all environmental regulations. For example, it began integrating systems thinking throughout the agency using an EMS based on the sustainable goals of **resource conservation and mission readiness**. The ERMB forged partnerships and engaged stakeholders in the process development stage of this effort. This regulatory agency partnering, accomplished through both state and federal Environmental Management Review (EMR) and pollution prevention assistance visits, facilitated the development of integrated strategies that engaged all stakeholders in the initial steps of **incorporating ISO 14001** principles agencywide.

- **Implementation:** Starting in FY02, the ERMB has worked aggressively toward implementing an **ISO 14001-compliant**

earthGuard **in the Know**

How Can People Preserve Environmental Quality?

"Citizens should consider organic products. Going organic means less chemicals in the Earth. It's just environmentally friendly."

"Having things you buy... I use a lot, big like grocery stores in Texas. I have to use grocery bags. Re-using reusable items like plastic bottles and these jars can greatly reduce your garbage."

"The best way to reduce vehicle emissions. Small steps like carpooling, being fuel efficient and maintaining A/C reduce air pollution."

"Stop using Styrofoam cups and other trash that you're not going to use. I would also look into fuel efficient cars. They are already made and they save you money on the gas."

Patricia Ramirez was 1st place Energy Saver. She lives in San Antonio, Texas.

Karl Hines, retired maintenance specialist.

Letitia Raymond, Fiscal Management Office.

The Environmental Resource Management Branch has once again left an indelible mark in Texas, winning four national awards in 2002.

Two of the awards were presented to individuals. Shellie Sullis, Cultural Resource Manager of the TXARNG, received a Heritage pointing to recognize her efforts to promote cultural resources. Derek DelRosario, Communications Intern at the ERMB, also received a Heritage pointing that was awarded to him in recognition of dedicated service to the National Guard Bureau.

The organization's reduction of storm water permits was acknowledged with a separate National Guard Bureau Minuteman Award. The ERMB was able to reduce the number of storm water permits by 43 in Texas, more than any other state in the U.S.

The ERMB also received the prestigious Engle Award, the highest honor that can be conferred by the National Guard Bureau. The Non-Industrial Installation Environmental Quality Award recognized the organization's accomplishments and numerous partnerships that have helped in supporting resource conservation and mission readiness.

Congratulations to the recipients and the ERMB. A job well done is also in order to everyone involved in the organization. The awards are a representation of the commitment of the entire organization to support the environmental mission. The ERMB is able to support military missions sustainably because of the efforts of everyone involved. A team is only as good as the people who it makes up, so the ERMB would like to thank everyone involved for their hard work.

2003 Honda Environmental Awards

Does your environmental program go above and beyond achieving regulatory compliance? Have you implemented any new or innovative programs or inventions that have creatively solved an environmental problem? If so, the Environmental Resource Management Branch wants to know your success story! We are now accepting applications for the 2003 Honda Environmental Award.

All Texas Army National Guard units, facilities and individuals are eligible. Deadline for submissions is May 3, 2003. Fill out the enclosed application or download your copy of the award application at www.agtx.ev.pollution.org/award_honda.htm, where you can also check out applications submitted from past winners. Photos should be included where possible.

Submit applications to:
Adjutant General's Department (AGTX-EV)
P.O. Box 5218
Austin, TX 78763

Or you may fax or e-mail applications to:
Fax: 512-782-5141
E-mail: sharon.jones@tx.rih.army.mil

Winners will receive an environmental friendly product of their choice for their unit. Check the above web site for more details. Winners will be notified by June 4, 2003, and their success story will be showcased in the July 2003 issue of EarthGuard. For more information, contact Sharon Jones, compliance coordinator, at 512-782-5390 or ESN:954-5395.

www.agtx-ev.pollution.org

The ERMB publishes the twice-annual *EarthGuard* newsletter—a concept that has since been copied by numerous states.

The ERMB is integrating systems thinking throughout the agency by initiating an EMS that is based on sustainable goals of resource conservation and mission readiness.

EMS by tapping all available resources. The TXARNG Environmental Quality Control Committee (EQCC) introduced EMS standards throughout the agency and has completed an implementation plan contract. The ERMB created a **first-in-the-nation experimental EMS initiative** by establishing a regionally-based, agencywide, cradle-to-grave hazardous materials and hazardous waste operation housed in the Directorate of Logistics.

- **Management Review:** The US Environmental Protection Agency (EPA) partnered with the TXARNG to conduct an assistance visit that audits an installation's existing EMS. A Library and Information Science graduate class from the University of Texas at Austin also conducted an audit of several disciplines outlined in ISO 14001.
- **Training:** In FY02, the ERMB conducted three education sessions for all **upper management-level** agency staff on ISO 14001 requirements, integration of existing systems such as ISO 9000, collaborative efforts with the Center for Organizational Excellence, and the value of the EMS, both systematically and to staff members individually.
- **EMS Electronic Tracking System:** In FY01, the ERMB designed an EMS electronic tracking system that incorporates all report information required by the National Guard Bureau (NGB) into various program areas and different database applications. The design combines each facility's specific site information, characteristics, permit status, and environmental regulatory agency information requirements with all ongoing project requirements, details, and project completion status. By providing project managers with access to all planned activities at each facility, the system increases project efficiency and allows for sharing and tracking of valuable information while facilitating a multimedia approach to project planning, completion, and feedback for continuous improvement.
- **Stakeholders:** The ERMB Environmental Program Manger and Compliance Coordinator belong to the state's **EMS Stakeholder Group**, formed in FY01, prior to the EPA's gap analysis in January 2002. This group helps to develop state regulations, regulatory incentives, guidance documents, and model EMS plans for Texas businesses and government agencies. Internal stakeholders' needs are identified through EQCC meetings and points of contact in every directorate.

Pollution Prevention

In FY01, the ERMB continued its 11-year tradition of P2 excellence by purchasing an additional **solvent recovery system** for painting operations at the RSMS facility in Saginaw. This effort added to the **more than \$1 million total expenditures** focused on pollution prevention in the TXARNG.

The Saginaw facility is a large vehicle rebuilding and rehabilitation operation that services US Army vehicles from throughout the nation and overseas, as well as from the TXARNG. It maximizes savings for



The diesel fuel recycler has allowed the TXARNG to recover 3,100 gallons of diesel fuel, for a reduction of 15.9% and cost savings of \$14,500.

the DoD by using cost-effective, labor-efficient, and environmentally friendly methods. The new solvent recovery system, when added to the environmentally friendly paint removal system (which uses walnut shells as a blast media), kept the Saginaw facility classified as a **conditionally exempt small quantity hazardous waste generator (CESQG)**—in spite of the extensive operations required by the large maintenance facility and the rebuilding functions. By remaining in the CESQG category, the facility maintained its exempt status and avoided the increased regulatory requirements of a small- or large-quantity generator. In addition, the TXARNG realized substantial cost avoidance afforded by minimizing hazardous waste disposal.

- The ERMB has an ongoing partnership with the Director of Logistics. Through their work on the Environmental Quality

Control P2 Sub-Committee, this team enhanced the ability to increase the amount of solvents, antifreeze, diesel, and Freon recycled annually at the Saginaw facility. With the new system, solvent recovery **increased 136% over estimates from the previous year**. The facility recovers an average of 6,000 gallons of diesel fuel annually and recycled 105 pounds of Freon in 2001.

- In partnership with the Director of Logistics and the Director of Aviation, the ERMB **continued to manage other successful pollution prevention programs** such as the oil/fuel filter crushing system, oil-recycling program, multiple airless paint spraying systems, and various recycled or sustained-use battery programs.
- To further achieve sustainability and remain on the leading edge of pollution prevention technology, the ERMB focused the EQCC on working with regulators through assistance visits.

The following table outlines some of the many savings realized by the Saginaw facility through the TXARNG's environmental efforts.

Agent	Reduction	Reduction Percentage	Cost Savings
Heated Paint Storage	201 gal. paint	5.8%	\$10,478
Paint Kitchen, including Equipment	504 gal. paint	13.9%	\$25,346
Solvent Distiller Unit (Paint Operations)	750 gal. solvent	136%	\$14,091
Anti-freeze Recycler	1,980 gal. (recycled)	360%	\$10,327
Diesel Fuel Recycler	3,100 gal. (recovered)	15.9%	\$14,508
Hot Parts Washers	420 gal. solvent	100%	\$14,192
Lead Acid Batteries	53,280 lbs. (recycled)	100%	\$25,042
Dyno (Motor) Tester Chiller	255,000 gal. water	100%	\$11,200+

Air Pollution Control

Despite the logistical and regulatory challenges that naturally plague a large entity like the TXARNG, the ERMB commanded **perfect air compliance** records in FY01–02. The TXARNG has six air pollution permits.

Use of Innovative Technology: The ERMB uses various innovative, transferable approaches to overcoming air-pollution challenges across Texas. For example, the TXARNG obtained new **paint booths** that require only permits by rule, and thereby met all minimum emission standards. The paint booths exemplify state-of-the-art technology, such as use of 95% efficiency filters to maintain compliance with strict regulatory standards. The TXARNG also operates **state-of-the-art maintenance facilities** using innovative technologies, thereby avoiding the necessity of monitoring equipment and time-consuming regulatory permits. The maintenance personnel Ozone Action Day working group for the TXARNG monitors city **ozone levels** and adjusts their work activities according to ozone reduction guidelines. Finally, the ERMB applies an innovative, environmentally friendly **dust-suppression chemical** (polymer emulsion) to reduce fugitive emissions in sensitive areas throughout Texas.



New paint booths helped to enable TXARNG to meet all minimum emission standards.

Spill Prevention and Response: Seventy-five TXARNG locations have washracks that require permits. To avoid the cost of permits while designing a new system for an Austin facility, the ERMB arranged for locations to use the services of local car washes, which complied with regulations as part of their business. In 2001, the ERMB deployed a **special diverter valve for P2**. The valve design allowed the operator to choose whether to direct washrack water into a sanitary sewer or a storm drain. This innovative design has proven highly successful at the Austin facility, and other National Guard facilities have copied the washrack plans. The City of Austin even expressed an interest in having its car washes use the design.

Regulations require that secondary containment structures be used for tanker trucks to further prevent spills. TXARNG has typically used concrete containment structures, double-walled tanks, and portable containment systems. The containment structures for the TXARNG's 400 tanker trucks across the state **meet all federal guidelines**.

Water Pollution Control

Storm Water Permits: The TXARNG recently determined that 44 maintenance facilities no longer required state industrial storm water permits—thus eliminating the regulatory need for storm water permits and associated requirements. This accomplishment earned the ERMB a **Minuteman Award** from the NGB. The ERMB also achieved substantial cost avoidance through the general alleviation of the manpower and administrative costs of storm event monitoring and associated laboratory-sampling fees across the state.



TXARNG deployed a prototype design using a diverter valve that is operated hydraulically and is activated by the water pressure.



TXARNG's recirculating washracks produce no environmental discharge.

Recirculating washracks: Since 1998, the TXARNG has used environmentally friendly recirculating washracks that produce no environmental discharge. Not only does this technology prevent emittants, but it also keeps TXARNG from having to acquire permits.

The TXARNG has since deployed a prototype design using the new diverter valve. Because it is operated hydraulically and is activated by water pressure, the valve eliminates electrical requirements that have traditionally caused breakdowns. It has been installed at an Austin facility and has set a precedent for future washrack modifications.

Toxic and Hazardous Waste Management

USTs: All 187 underground storage tanks (USTs) at TXARNG facilities were pulled and remediated in 1995, **well ahead of regulatory deadlines**. Only one facility continues with upgraded USTs.

The ERMB has a history of seeking alternative, environmentally friendly cleaning methods rather than simply using the most convenient, less environmentally responsible approaches. For example, it was ahead of the game in 1996 when it converted solvent vat use to the parts washers.

The TXARNG has enhanced relations with the Fort Hood Department of Public Works Classification Unit by providing a single point of contact for all waste turned in by MATES. This interface established a positive work relationship and fostered trust between the largest military base in the free world and the TXARNG 92-bay, 112-acre National Guard maintenance operation. At the MATES, the on-site environmental HAZMAT coordinator partners with the North Fort Hood recycling efforts by correctly identifying, classifying, and segregating recyclable materials and returning unused serviceable materials to the Defense Reutilization and Marketing Office (DRMO) for further use. Enhanced efficiencies include eliminating the need for a 90-day storage site by deployment of a weekly turn-in of waste. This reduces the amount of waste being stored and limits the chance of a spill due to damage to containers or other mishaps.

Noise Pollution Control

An ERMB member serves as chairperson for the TXARNG noise committee, which meets quarterly with the EQCC. A noise complaint form is available on the ERMB Web site. Effective noise-complaint procedures ensure that all complaints go through the proper channels and are handled immediately. The ERMB began to develop a general noise management plan in early FY02. As with other plans, a major challenge is the need to develop multiple plans that meet the needs of each facility and surrounding communities. The ERMB is currently developing noise management plans for each training site.

Radiation Pollution Control

Although radiation pollution control does not fall under ERMB responsibility, the staff assists the US Property and Financial Office (USPFO) personnel with training, storage, inventory, and management. ERMB staff members have conducted inspections and provided storage containment using environmental funds.

Pest Management

The ERMB established the TXARNG integrated pest management plan in 1997. A certified supervisor tracks all records to meet DoD measures of merit for pounds used on all military bases.

The TXARNG's most destructive pest is the red imported fire ant (*Solenopsis invicta*), whose range extends from Texas northeast to Virginia. Red fire ants destroy equipment and kill numerous species, including young deer and cattle. It has actually extirpated the Texas Horned Lizard from the ant's range within Texas by eating harvester ants (the lizard's source of food) and lizard eggs. The Texas Horned Lizard has since been designated as a State Threatened Species.



The devastating effects of fire ants have resulted in the designation of Texas Horned Lizard as a State Threatened Species.

The TXARNG integrated management plan for the red imported fire ant consists of chemical control, biological control, and mechanical avoidance. In partnering with the Texas Agricultural Extension Service and Sam Houston State University, TXARNG took the following steps:

- Conducted studies to determine the minimum amount of chemicals required to manage the problem.

- Directly applied a specially formulated insecticide to electrical components of training equipment to provide comparative information for selecting the best product for future applications.
- Tested various application methods to target fire ant mounds and prevent undesirable effects of broadcast baits that eliminate non-target insect species.
- Conducted experimental releases of an obligate “parasitoid” phorid fly species (*Pseudacteon tricuspis*) as a means of biological control. This species was introduced by the US Department of Agriculture from Brazil. The flies are host-specific and do not attack TXARNG’s two native *Solenopsis* species.
- Conducted experimental inoculations of a microsporidial protozoan parasite of the red imported fire ant (*Thelohania solenopsae*), recently discovered on a TXARNG training site. This selective Brazilian parasite has proven effective in controlling isolated pockets of fire ants. TXARNG contracted with a specialist at Sam Houston State University to survey its four major training sites for the presence of these microorganisms and to spread them around the training sites to increase the incidence of infection.

The effectiveness of these approaches will be proven over time. All approaches are transferable to other installations suffering from red imported fire ant invasion.

Environmental Compliance Assessment and Management Program

External assessments are conducted on a risk-based schedule by a third party, and internal assessments are conducted at selected facilities monthly by M-Day staff and program managers from environment, logistics, aviation, and USPFO directorates. Due to its excellent records, **the TXARNG is now at a five-year interval** for assessments. Auditors have provided limited auditing and budget functions and have completed their EMS auditing plan. In addition, the Inspector General uses tailored checklists on environmental issues in the course of conducting business. The ERMB has developed specific Hazardous Materials/Hazardous Waste checklists for staff outside of the environmental office to conduct limited site visit reporting to complement the overall assessment program. **The ERMB also received “Green” ratings on the database for budget obligation (always at 99.8 to 110% obligation rate).**

Partnerships

By working with stakeholders on issues such as encroachment, budget constraints, and deteriorating natural resources that affect the long-term sustainability of the TXARNG operations, the ERMB has forged numerous partnerships on both the federal and state levels (see box). Internal agency partnerships, as well as partnerships among other DoD services, include membership in the following: state Texas Natural Resources Information System GIS working group; Texas Pollution Prevention Partnership; various state archaeological and natural resource committees; and the state regulatory agency EMS working group. The TXARNG has established one-of-a-kind contractual agreements between the ERMB and the Director of Logistics; the Plans, Operations, and Training (POTO) Directorate; and the Public Affairs Office to facilitate integration of environmental sustainability issues agencywide. The TXARNG also uses five different DRMOs and four different Corps of Engineers offices because of state’s size and multiple locations.

State and Federal Partnerships

- Texas Forest Service
- State Historic Preservation Office
- Texas Commission on Environmental Quality
- Structural Pest Control Board
- Texas Military Forces Commission
- Universities and research centers across the state
- EPA Region 6
- US Fish and Wildlife Service
- National Soil Conservation Service



GIS training has allowed for the development of on-site maps for training activities.

POTO Partnership: The ERMB is a major advocate for developing sustainability plans for all Texas training sites. It works to enhance training capabilities and to ensure availability of necessary land resources for the future. Efforts to correct and remediate conditions that adversely affect training site mission capabilities (e.g., erosion control and invasive species management) have been shared between the ERMB and all customers in the POTO, Logistics, Aviation, Engineering, and the USPFO, including providing education on state-of-the-art erosion-mapping software capabilities. The ERMB has trained all training site managers on GIS and GPS, which has allowed for on-site map development. Large-format plotters provided to individual sites have facilitated communication between the sites and TXARNG HQ.

University and Student Intern Partnerships: The ERMB has implemented many creative programs and projects to improve efficiency and reduce costs. These projects include multiple-university student internships, international fellowships, and outsourcing through temporary contractor employment contracts.

- Interns have increased efficiency, saving the full-time staff 20 hours per week per intern. Up to five interns perform jobs that the regular staff would normally not be able to do in a day's work. Intern tasks have included scanning environmental reports and documents for inclusion in the extensive ERMB Web site and 500+ document virtual library.
- Interns handled the creation of an environmental-awareness video on stormwater issues. An intern from the TV/Radio/Film School at the University of Texas at Austin wrote the script and filmed Guardsmen in action. With his team of interns, he developed a polished, effective product that the ERMB would not have been able to afford otherwise.
- Interns created an Environmental Training Course database distributed via e-mail. It is updated monthly with all known available training opportunities gathered from internal and external sources.
- Interns have designed environmental logos, mascot cartoons, and other visuals used for *EarthGuard*, the Web site, and environmental awareness products. This provided thousands in cost-avoidance and eliminated the need to hire expensive consultants or graphics agencies.
- ERMB interns recently promoted diversity within the agency by producing a Spanish-language version of a popular environmental awareness poster, responding to the fact that approximately one-third of TXARNG soldiers are of this background.



Communications Intern Derek Del Rosario assists P2 Program Manager Dave Boucher with completing facility Tier II Reports.

Public Affairs Office Partnership: The ERMB and the Public Affairs Office (PAO) entered into an innovative intern-sharing partnership. The ERMB assumes the responsibility for hiring, oversight, and funding of the intern and shares the intern's daily work hours with the PAO. The intern's primary duties focus on environmental awareness projects, such as producing and publishing *EarthGuard*.

Aiesec Fellowship Program: Texas has continued its innovative student fellowship program by partnering with Aiesec, a student-operated foreign exchange program. Well-educated and experienced graduate



Petr Sidopulos of the Czech Republic served as ERMB Webmaster through the AIESEC Program.

students from the Czech Republic, TXARNG's sister country, have provided affordable information technology and Webmaster support to the ERMB that could not otherwise have been obtained.

Environmental Web Site and Virtual Library: Due to security concerns, the intern Webmaster was directed to redesign the public environmental Web site into two separate sites: an Internet site available to the public, and a site for TXARNG personnel only. The virtual environmental library contains more than 500 documents that are accessible internally to TXARNG personnel, thanks to a strong partnership forged with the Director of Information Management. Library documents include environmental assessment reports, permits, construction reports, survey results, closure reports, compliance assessment finding results, and other environmental documents pertaining to

TXARNG facilities. The ERMB is developing a document maintenance system and database to increase the usability and functionality of the virtual library.

Sustainability Partnerships: The TXARNG engaged in several sustainability partnerships in FY01–02, including partnerships with Fort Hood, the Center for Health Promotion and Preventative Medicine (CHPPM), and others.

- The ERMB works with Fort Hood on the Army's recent sustainability efforts, geared toward ensuring viability of sustained military training using existing resources by planning out to 2027.
- The CHPPM has been engaged in developing noise management plans for facilities throughout Texas, with special attention to all encroachment issues as one of the predicted barriers to overcome in reaching sustainability goals.
- The ERMB is researching electronic simulations for leadership education on EMS initiatives, as well as sustainability awareness and systems thinking for multiple future applications.
- The ERMB is moving forward in areas such as planning for a sustainable readiness training future by assisting all levels of the organization through the EQCC, partnerships, IT initiatives, and with one-on-one educational opportunities.

Environmental Awards

The TXARNG was chosen to receive the NGB Environmental Stewardship Award for having the best overall environmental program in the nation in 2002. Other notable awards of recent years are:

- 2000: Governor George W. Bush, Outstanding Women in Texas Government Award: Management Category (TXARNG Environmental Program Manager Valerie Stein)
- 2002: NGB Environmental Quality Award, Reduction of Permits, Minuteman
- 2002: Army National Guard, Environmental Security Award, Environmental Quality, Non-Industrial Installation: Categorical Winner (EAGLE)
- 2002: Army National Guard, Environmental Security Award, Cultural Resources, Individual: First Place: Shellie Sullo Prewitt (Heritage Painting)
- 2002: Army National Guard, Public Affairs Conference, Support of Environmental Activities, Installation Level: Derek Del Rosario (Heritage Painting)