Dear Friends:

As fiscal year 1995 drew to a close on September 30th, the nation was caught up in the beginning of a budget debate that promised to be protracted, highly contentious, and filled with rhetoric.

Resources have never been sufficient to fund the many environmental programs required to address the needs of our increasingly complex world...and they probably never will be. Everyone should be concerned about our federal deficit and the need to balance budgets at the local, state, and national levels. The New England Interstate Water Pollution Control Commission has long recognized that when needs far outstrip resources, prioritization is essential. With this reality in mind, the Commission continues to work toward developing priorities for the best use of available resources.

Consistent funding mandates placed on states by amendments to the Clean Water Act remain a high priority. Over the years, the Commission has played a prominent role in the appropriations and reauthorization process and continues to do so. The Commission must continue in 1996 with efforts to secure stable federal funding to meet the environmental needs of its member states.

As we move ahead, many questions remain unresolved concerning the direction and level of commitment the federal government will bring to the concept of evolving state-administered water protection programs. Reauthorization of the Clean Water Act, currently under consideration in Congress, is likely to be extensive and much debated. During FY-95, the Clean Water Act (HR961) passed the House; the President promised to veto the bill, and the Senate has yet to draft a bill. To keep our water quality protection efforts and investments on track, Congress and the Administration must address many fundamental present and future program initiatives. These initiatives present difficult funding choices.

The Commission will continue to work with the states, EPA, other interested agencies, and the public to address the issues which are important to us all. We are sincerely thankful for the support we have received over the past year from the Governors, State Legislators, Congress, and EPA and its staff. We enter the next operational year with a resolute commitment to promote the principles of regional cooperation, flexibility for the states, and protection and improvement of the quality of our waters.

Sincerely,

Robert W. Varney
“But now,” said the Once-ler,
“Now that you’re here,
the word of the Lorax seems perfectly clear.
UNLESS someone like you
cares a whole awful lot,
nothing is going to get better,
It’s not.

Our Unfinished Business

Dr. Seuss's Lorax cared “a whole awful lot” and tried awfully hard to convince the Onceler, who was lopping down Truffula trees at a feverish rate, to clean up his act. The Lorax tried to point out to the Onceler that the Thneed operation was discombobulating the entire ecosystem. In cutting down the Truffula trees, the primary raw material used to make Thneeders, the Onceler was destroying the food source and habitat of the Brown Bar-ba-loots. The manufacturing operation itself was generating “smogulous smoke” and “glumping the pond,” creating an intolerable environment for the Swomee Swans and the Humming-Fish. As the local environment became more and more inhospitable, the native inhabitants reluctantly headed off for greener pastures, bluer skies, and clearer water. Ultimately, the Lorax himself, disappeared leaving behind a “small pile of rocks, with the one word...UNLESS.”

The Onceler learned what the Lorax meant by UNLESS the hard way. In his own myopic way, he'd shot himself in his own corporate foot—after using up his raw materials, his business folded. Then, after years of hermit-like introspection, he sought to restore what was by handing over to a young boy the last Truffula seed of all—the last hope.

Over the years, many of our environmental lessons have been learned the hard way. And chances are, in this big, wide, wonderful world full of people, there will be lots more hard lessons to come. But we have learned a bunch of things, and we continue to learn—sometimes through osmosis, sometimes through knowledge and reason, and sometimes by decree.

There was a time, not so very long ago, when industry's cavalier use and abuse of natural resources and the environment far too nearly paralleled that of the Onceler; when industrial by-products made a straight shot to the river; when used paper, glass, tin cans, aluminum pans, and plastic bottles made a straight shot to the local landfill; when no one had reason to print "printed on recycled paper" on the stationary; and when the phrase "P2" (pollution prevention) was invariably preceded by "I gotta go..."

In many respects, we Homo sapiens simply headed off on a wrong track at some point, a track that routed us in the direction of thoughtless disregard for our own environmental support systems. Like the seemingly self-absorbed adolescent, perhaps it's just a stage we're going through. Perhaps we're maturing into a broader awareness of our inherent relationship to mother earth. We are not predestined to follow one track; there are infinite switch-over opportunities. By its taxonomic nomenclature, our species has much to measure up to; sapiens being the present participle of the Latin word sapere, meaning "to be wise."

The Regulatory State-of-the-Art

In its zeal to slash spending and big government, we have to hope that Congress won't do anything rash or unwise where the nation's environmental progress is concerned. Afterall, we can't have gone too far overboard in our efforts to put things right environmentally; no one's complaining that our water or air are too clean. Our progress is palatable. We have momentum. We have learned. We are learning—incrementally—that UNLESS we learn to live within our ecological means, quality of life as we know it will be progressively diminished. Our environmental laws and programs might well benefit from a scrub behind the ear; but not at the risk of tossing out the baby with the bath water.

Federal, state, and local environmental rules and regulations promulgated over the past twenty-five years have played a major role in turning around a century's worth of environmental degradation. In the process of turning things around, regulatory agencies have made some mistakes and have evolved by way of many lessons learned. The earlier, no questions asked, "command and control" approach to environmental regulation has given way to one that is
kinder, gentler, and more productive. Nowadays, environmental regulators are most apt to greet the regulated community with regulations in one hand and informational brochures and handouts in the other. In other words, they educate while they regulate.

In the past, businesses and communities who were subject to environmental regulations were often reluctant to ask for help for fear of being found out and enforced against. But such roadblocks are also giving way. For example, EPA-New England has set in motion a series of priority initiatives to essentially "reinvent" the agency's approach to environmental protection. The initiatives involve a variety of strategies, including compliance and pollution prevention assistance (NEATeam), market-based compliance incentives, and a new pilot program (CLEAN) designed to encourage companies to take greater responsibility for compliance assurance.

At the state level, pollution prevention programs are helping businesses take a look at their processes to identify their waste streams and ask themselves how and why they generate their wastes in an effort to come up with environmentally friendlier, cost-effective alternatives.

The good news is that many business owners don't need to be forced into implementing environmentally responsible practices; for various reasons of their own, they choose to.

**Given a Little Information**

Environmental responsibility can and should be a learning experience for both businesses and their customers. A little information provided to a receptive public can go a long way. Many Americans now recognize that they are a part of the problem and that, with little inconvenience, they can also be a part of the solution. The general public has embraced recycling—it finally made sense—and the recycling market and associated technologies have mushroomed. Many service station owners upgrade their underground storage tank systems, not just because the regs say they must, but because they have come to understand that for both economic and environmental reasons, gasoline leaks and spills are bad news.

In many ways, businesses and the public, in general, have become increasingly more receptive to information that pertains to the welfare of the environment. With a world population of over 5.6 billion people and a projected population of 7.9 billion by 2020, the stakes are getting higher—the planet isn't getting any bigger, but the competition for available resources is. As a species, we've got our work cut out for us. We've got to figure out how we fit into the picture, which may be one reason why more and more people are receptive to the notion of "ecosystems."

While ecosystems with all their complex interactions and interdependencies have always been with us, it seems that modern man has only just noticed. Like an old friend that we long ago lost track of, we have now begun to embrace the ecosystem—the system-wide approach—in our environmental protection agenda. We are learning.

State and federal environmental agencies are moving away from single media—air, water, groundwater, wetlands, nonpoint source—programs and interconnecting them into multi-media environmental programs. EPA-New England, for example, has just eliminated its media divisions and replaced them with an Office of Environmental Stewardship and an Office of Ecosystem Protection.

**Partners and Stakeholders**

Environmental protection has also moved into the era of "partnerships" and "stakeholders."

Environmental protection was relatively simple when regulator worries centered around end-of-pipe discharges—point source pollution. But environmental protection has of necessity become a matter of universal cooperation—the over 250 million citizens of this great country are all potential environmental polluters—and environmental agencies can't possibly do the job alone.

We're all stakeholders who need to be briefed on a regular basis. We're all potential partners in finding and implementing solutions.

Thus, our environmental interests require that we move beyond the parochial interests of the political boundary, at least where land use decision making is concerned. Natural watershed boundaries provide the framework for evaluating our many and varied land use activities in the context of a bigger system-wide picture. Throughout the country, and in New England and New York in particular, natural watersheds and their associated hydrologic systems have gained increasing importance as environmental management focal points.

NEIWPCC has recognized, since its inception, the importance of addressing problems on a regional basis guided by natural hydrologic features. Current NEIWPCC projects center on identifying and protecting natural hydrologic systems. They all require interstate and inter-community cooperation, as well as the participation of the people who live and work within these systems.

With all our accumulated knowledge and technical know-how, we have it in our power, more than ever, to look before we leap into future environmental problems. As the most powerful stakeholders on the earth, we not only have the power, but the responsibility to be caring and wise environmental stewards. This responsibility is, by its very nature, ongoing—our unfinished business.
ack in 1947, recognizing that industrial and population growth would lead to serious water quality degradation and that cooperation among states was the best way to approach and resolve water pollution issues, Congress passed legislation allowing for the formation of interstate water pollution control commissions. Connecticut, Rhode Island, and Massachusetts acted at once by establishing the New England Interstate Water Pollution Control Commission (NEIWPC). During the next few years, Vermont, Maine, New Hampshire, and New York joined the Compact. The Commission, according to the Compact agreement, would receive its duties, powers, jurisdiction, and financial support from the states. The Commission's primary role was, and continues to be, to coordinate Compact-member State efforts to improve and maintain water quality.

The business of water quality management has proven to be far more complex than it appeared to be in 1947. While its initial emphasis centered on surface water protection, the Commission's role and responsibilities have expanded to encompass a broad spectrum of water quality issues which are presented and discussed briefly in this annual report.

The Commission's day-to-day activities fall within the scope of its three broad functions:

- Coordinating interstate water quality improvement efforts;
- Educating and training environmental professionals; and
- Communicating water quality issues to the public.

Dick Kotelly (left), who recently retired from EPA-New England receives recognition at the June Commission meeting for his assistance to and support for the Interstate from NEI Executive Director Ron Polcak (right).

NEIWPC Commissioners take a field trip during the June Commission meeting in Portsmouth, New Hampshire to see wetlands restoration work at the Seabrook Nuclear Power Plant.
One of NEIWPCC's most important jobs is to champion and facilitate communication and cooperation among its member states. This has proven most effective when environmental issues, common to all, or some of the states, are identified and examined through the framework of Commission work groups. These work groups enable the Commission staff to work with Commission members and state and federal agencies to maintain and foster regional responsiveness to the growing list of environmental issues.

The work groups are designed to provide a structured forum for the exchange of information, to encourage a cooperative approach for addressing issues of regional importance, and to develop recommendations for regional consensus policies. NEIWPCC staff coordinate these meetings and serve both as staff support and an information clearinghouse service.

**Groundwater Management**

Increasing incidents of contaminated groundwater source drinking water supplies alerted the nation's lawmakers that this irreplaceable resource had to be managed and protected. The protection of our groundwater supplies is arguably the most pressing challenge facing environmental managers today. Over the years, NEIWPCC has worked with EPA and state groundwater staff to facilitate the exchange of technical information and discussion of various groundwater management strategies.

NEIWPCC's Groundwater Management Work Group met twice during FY-95 to discuss such topics as: state and EPA program updates; regional strategy for implementing Comprehensive State Ground Water Protection Programs (CSGWPPs), groundwater education, source water protection, nonpoint source pollution, and future conferences.

The work group participated in a second EPA Regions 1 and 10 (Northwestern states) Groundwater Information Exchange Program, which was held in Woods Hole, Massachusetts. Participants discussed such topics as sole source aquifers, stormwater management, CSGWPPs, and watershed management. This EPA-funded project was created to facilitate the exchange of groundwater-related information and experiences between regional programs.

NEIWPCC continued working with EPA on developing K-12 curricula for a joint EPA/NEI Groundwater Education Project. In March, the curricula were introduced to teachers through pilot workshops. Each workshop was attended by approximately twenty-five K-12 teachers. Various activities were demonstrated to the teachers. Each teacher was presented with copies of the draft curriculum so that they could "pilot" the material in the classroom and report back on results at a follow-up workshop which was held in June. State groundwater coordinators were present at this follow-up workshop to discuss local groundwater protection efforts with the teachers.

Tom Groves, NEI's Groundwater Coordinator, worked with the NPS Work Group to organize a 1-day regional Groundwater Recharge for Stormwater Protection meeting (see NPS section). He hosted, along with NEI's Source Protection Coordinator, a Joint Meeting of the New England Groundwater and Water Supply Managers to determine the direction of an inter-program effort to protect ground and surface drinking water.
sources. NEIWPCC also provided staff support for a number of New England state drinking water and UIC programs; provided support for CSGWFP programs in New Hampshire, Connecticut, Maine, and Vermont; and attended regional and national groundwater conferences and meetings.

Nonpoint Source Pollution

Surface water pollution stemming from diffuse, nonpoint sources (NPSs) associated with urban, agricultural, silvicultural, and construction-related runoff is a major concern to both water quality regulators, managers, and the general public. Contaminants that wash into our lakes, rivers, and oceans create havoc with the natural beauty and function of these aquatic systems. As point sources of pollution have become better controlled, the effects of nonpoint sources have become more apparent, though not so easily controlled as point sources. One way of addressing NPS pollution is through the implementation of land use-specific best management practices (BMPs). Public outreach and education are also important factors in controlling NPS pollution.

NEIWPCC's NPS Work Group, made up of state NPS program managers, and EPA Regional staff, is designed to coordinate and strengthen NPS protection efforts in New England, New York, and New Jersey. The work group acts as a clearinghouse for information on BMPs and develops issue-specific technology transfer programs. The group met twice during FY-95.

In May, the Commission, in cooperation with the Massachusetts DEP, hosted its 3-day Sixth Annual Nonpoint Source Conference on Cape Cod. Attendees focused on federal and state nonpoint source watershed management issues. Technical sessions covered such topics as Public/Municipal Outreach,

treatment system sites.

NEIWPCC hosted a 1-day field trip to the University of Rhode Island's On-site Wastewater Training Facility in Kingston for state NPS, groundwater, and septic system program staff. The program was designed to cross-train NPS staffs on issues of on-site wastewater disposal.

In September, NEIWPCC sponsored a 1-day regional meeting entitled Groundwater Recharge for Storm Water Management.

NEIWPCC organized this meeting to bring together staff from state environmental programs who are involved with stormwater management in some way: stormwater permitting, groundwater discharge, underground injection control, and NPS. During the meeting, the 40 participants identified environmental concerns and regulatory program gaps related to groundwater infiltration of stormwater.

During FY-95, NEIWPCC NPS staff completed and distributed the Nonpoint Source Pollution Compendium, a catalog of nonpoint source materials in the Northeast. NEI NPS staff also participated on the New England Water Pollution Control Administrator's NPS Task Force.

As part of its NPS work plan, NEI compiled information on BMP efficiencies to help users make more informed choices about BMP applications.

On-Site Sewage Disposal

Nearly one-third of the nation's population is served by septic systems. Each year these systems discharge about one-trillion gallons of water into the nation's soils and groundwater. Besides the important role they play in household sanitation, septic systems also influence community growth and economic development.

Improperly designed, installed,
or maintained on-site sewage disposal systems, however, are often the root of serious environmental and public health concerns. Poorly treated or untreated effluent can contaminate groundwater and surface water—often important drinking water sources and/or recreational resources. Too often, this contaminated water has been responsible for water-related disease outbreaks.

It's not that septic systems don't work, it's that they have been widely misapplied, mismanaged, and misunderstood. This is why on-site systems must be carefully regulated, and why those involved with the design, installation, maintenance, and regulation of these systems must be properly trained.

The issue of whether or not to allow the use of alternative/innovative on-site wastewater treatment systems has come front and center in the past few years. Excessive nutrient loading in coastal area embayments has been traced back to failing or inadequate conventional on-site sewage disposal systems. Elevated nutrient levels impact coastal ecosystems adversely and often lead to such protective measures as shellfish bed closures. To counter these impacts, alternative/innovative on-site disposal options are being explored for their advanced treatment capabilities.

NEIWPC's On-Site Sewage Disposal Task Force, comprised of state on-site wastewater disposal directors, was formed to identify and respond to the need for more effective on-site sewage disposal regulatory and management programs at the state level. During FY-95, the task force met four times to discuss such issues as revisions to EPA's On-Site Wastewater Design Manual, septic systems renovation technologies, Massachusetts DEP's Title 5 revisions and Wachusett watershed management plan, and future work group plans and conferences.

The task force also sent a letter to EPA Administrator Carol Browner to request, among other things, national assistance and direction for state on-site wastewater system programs and an update of EPA's design manual. In EPA's response, the task force was asked to play an advisory role in the design manual update.

In November, NEIWPC's On-Site Task Force organized and hosted a 2-day Alternative On-Site Wastewater Treatment System Conference. Issues discussed included sand filter design, advanced hydraulic analysis, and regulatory, technical, and management barriers. Approximately 250 people from all over New England attended the event.

During FY-95, Tom Groves, NEIWPC's On-Site Sewage Disposal Coordinator, was involved in alternative/innovative system demonstration projects being planned and implemented in Waquoit Bay and Buzzards Bay on Cape Cod. He has also kept apprised of demonstration projects underway in Gloucester, Massachusetts, coastal Rhode Island and Massachusetts, and Connecticut. Tom attended national and regional meetings and conferences related to on-site wastewater disposal and shared information with the task force.

**Operation & Maintenance**

NEIWPC's Operation and Maintenance (O & M) Work Group, made up of state O & M program managers and EPA regional staff, was created to coordinate issues and evaluate training needs for personnel responsible for the operation and maintenance of wastewater treatment plants in New England and New York. NEIWPC works to enhance and promote understanding of state and federal wastewater treatment programs by serving as a forum for interstate discussion, developing tech transfer programs, and assisting the states in organizing an annual regional meeting. In FY-95, this annual meeting was held in April in North Hampton, Massachusetts.

**Residuals**

Development and implementation of sludge and septage management programs are of utmost importance to NEIWPC's Compact Member States. EPA is responsible for "503" program oversight until states choose to assume program delegation by either adopting and/or expanding the EPA regulations or by developing their own regulations which are equal to or more stringent than EPA's.

NEIWPC's Residuals Work Group was created to enhance interstate communication on issues associated with residuals from wastewater treatment, on-site sewage disposal, and drinking water treatment. NEIWPC has worked to promote compatibility among state and federal sludge and septage management programs by acting as a forum for interstate discussions. The group met three times in FY-95.

In addition to organizing work group meetings and serving as an information clearinghouse for residuals, Carolyn Jenkins, NEIWPC's Residuals Coordinator, attended two national conferences on residuals, participated on the Water Environment Federation's (WEF's) and New England Water Environment Association's residuals committees and on WEF's Regulatory Development Subcommittee. With the work group, she prepared a series of four sludge-related fact sheets dealing with incineration, composting, land application, and sludge/biosolids in general.

The group also held a "biosolids" T-shirt design contest. The winner, Maine DEP's Hank
Aho, received a complimentary T-shirt. The shirts were created to promote the beneficial use of biosolids.

Underground Storage Tanks (USTs)

The 1984 Hazardous and Solid Waste Amendments to the federal Resource Conservation and Recovery Act (RCRA) directed EPA to initiate a program to regulate the underground storage of petroleum products and hazardous substances. For more than a year prior to this federal mandate, NEIWPCC had begun coordinating meetings for its Compact-Member States to exchange information and experiences pertaining to underground storage tank issues. These UST/LUST Work Group meetings have continued, and, as a result of this UST communication network, Northeast states have developed strong UST/LUST programs and have blazed many trails nationally.

Over the years, UST-related issues have evolved from developing regulations to those of finding better ways to implement regulations and administer programs. In the face of burgeoning numbers of leaking underground storage tank (UST) sites and dwindling fund-

ing for support staff, concepts of "streamlining" and risk-based corrective action have had appeal at both state and federal regulatory levels.

At NEIWPCC's UST/LUST Work Group meeting (co-chaired with EPA-New England), state program directors have the opportunity to discuss and exchange information on a host of UST, LUST, and state cleanup fund issues. During FY-95, the work group met three times to discuss such topics as: bioremediation, cathodic protection, state fund solvency, regional contractor certification, risk-based corrective action, compliance actions and procedures, statistical inventory reconciliation, 1998 deadline, and state, regional, and national program updates.

As an outgrowth of the NEIWPCC UST/LUST Work Group, NEI's Jennie Bridge continues to facilitate regional UST contractor certification program efforts. As of January 1995, UST certification exams have been available to every state in the Northeast. (Maine has its own licensing program in place.) This new regional voluntary certification effort makes it possible for tank owners and operators to obtain lists of contractors who have passed exams for such services as UST installation/retrofitting, decommissioning, tank tightening testing, and cathodic protection. By setting standards for industry competence, UST regulators hope to ensure the protection of public health and safety, as well as the environment.

Jennie has been invited to participate in the International Fire Code Institute's (the certification testing service selected as a result of NEI's RFP process) UST Certification Advisory Committee.

UST/LUST Outreach

NEIWPCC continues to answer telephone and written inquiries on UST/LUST issues. The Commission also acts as a clearinghouse for regulatory, management, and technical training information for its member states, other states, consulting firms, tank owners, related industries, and the general public upon request.

NEIWPCC materials include:
- A national list of state and federal UST contacts;
- A general information UST brochure and slide/tape show;
- The LUSTLine bulletin; and
- Technical training videos and booklets.

NEIWPCC staff attended and participated in EPA's "Seventh Annual UST/LUST Conference" in Savannah, Georgia and attended EPA's "Fourth Annual State Fund Administrators Conference" in Colorado Springs. NEIWPCC staff facilitated travel expense reimbursements for state and county personnel to various EPA/OUST meetings across the country.

Water Supply

A safe, potable water supply goes hand-in-hand with our sense of well-being and is crucial to the protection of public health. NEIWPCC's Water Supply Work Group was organized to investigate issues associated with water source protection and to evaluate the impacts of existing and proposed regulations on water suppliers. Members of the work group include state and federal water supply regulators, municipal water suppliers, private consultants, and regional water supply associations. The work group met four times during FY-95.

The Water Supply Work Group guided the production of a manual titled Source Protection: A Guidance Manual for Small Surface Water Supplies in New England. The manual, which will be targeted to small water systems on shoe-string budgets, includes information on treatment costs; impacts on water quality and public health from
various pollutants; how to develop and implement a source protection plan; and where small systems can get help; it also includes a number of case examples. The manual will be published in early 1996 and will be available to municipalities at little or no cost.

The following additional work groups were formed in FY-95 to address other water supply-related issues:

- **Drinking Water Administrators** - NEIWTPCC coordinates and facilitates quarterly meetings of the New England drinking water administrators and their EPA counterparts. Among other things, the group focuses on regional coordination of drinking water programs and implementation of Safe Drinking Water Act rules.

- **Lead & Copper** - This work group was formed to address problems states have had with implementing the complicated Lead and Copper Rule of the Safe Drinking Water Act. The group meets periodically to gain new information on treatment technologies, to work toward regional consensus on implementing the rule, and to discuss specific issues pertaining to the rule with EPA.

- **Source Protection** - Members of the Groundwater Managers Work Group and the Drinking Water Administrators Work Group meet jointly to develop a regional process for addressing interstate source protection issues. Frequently in New England a watershed or groundwater recharge area lies in a state other than the one where the point of withdrawal is located.

During FY-95 Jackie Morris, NEIWTPCC’s Water Supply Coordinator, gave presentations to a variety of organizations; hosted the first New England ASDWA/EPA in Lowell, Massachusetts; served as a judge at the New Hampshire Envirothon; and worked with the New England Water Works Association on revising regional policy on recreational access to public water supply reservoirs.

A regional source water protection demonstration project initiated by NEIWTPCC in FY-94 for the New Hampshire towns of Windham and Salem was completed in FY-95. The project resulted in the formation of a bi-town Water Resources Advisory Board comprised of representatives from both towns. The group plans to address water quality and quantity issues associated with Canobie Lake and surrounding groundwater resources.

**Special Projects**

**Environmental Infrastructure**

In FY-94, NEIWTPCC received a grant from EPA to coordinate a Region 1 Environmental Infrastructure Needs Analysis Project. The overall mission of the project was to develop a better understanding and appreciation for the costs and economic impacts of compliance with wastewater treatment, drinking water, and solid waste management requirements as they affect New England communities. NEIWTPCC established both a Steering Committee and a Technical Committee who had the task of gathering cost data from their respective states and applying it to a household cost model developed by EPA-New England. The final report, *Projected Household Costs of Mandated Environmental Infrastructure Investments*, was completed in August 1995 and provides...
cost projections in terms of “annual cost” and “percent median household income” for roughly 300 communities involved in the project.

**Mercury**
There has been growing interest in the fate and transport of mercury in the environment due to widespread reports of elevated mercury levels found in fish caught from lakes and ponds. Five of the New England states, and 46 states nationally, currently have some form of mercury-related fish consumption advisory. The advisories are aimed primarily at pregnant women, nursing mothers, women of reproductive age, and young children. Other members of the population are encouraged to limit their fish intake.

Because of these concerns, Congress, in the Clean Air Act Amendments of 1990, required EPA to study the issue of mercury emissions and deposition. A draft report to Congress, released in December 1995, indicates that the Northeast corridor is affected by mercury deposition more than any other area of the country.

Because of the regional implications, NEIWPCC was asked to assist the Northeast States for Coordinated Air Use Management (NESCAUM) and the Northeast Waste Management Officials' Association (NEWMOA) in undertaking a regional study to “fine tune” EPA's data for the Northeast. The regional study is being conducted by NESCAUM with assistance from a work group comprised of air, water, waste, and pollution prevention program managers.

**Resource Protection**
There is growing recognition among many state and federal regulatory agencies that protection of ecological health has received far less attention than protection of public health. Given recent data on loss of biodiversity and recognizing the overall importance of our ecosystem to human health and welfare, the New England environmental agencies and EPA agreed to place more emphasis on natural resource protection. One of their stated long-term objectives is to “assure that adequate management measures are in place to protect the highest priority natural resources in New England.”

NEIWPCC initiated a coordinated effort to define criteria and develop a method for identifying high priority natural resources areas in the New England states. State-based resource protection work groups and a New England-wide Resource Protection Committee were orchestrated to facilitate interstate and intrastate coordination. New Hampshire was chosen to be the “pilot” state, where a resource protection strategy would be developed and implemented. The identification process in New Hampshire was completed in early 1995; a variety of implementation initiatives are underway. A project report was published in August 1995.

In FY-95, NEI hired Joel Zimmerman to replace Katherine Ueland as Resource Protection Coordinator. Joel is currently working with New Hampshire on implementation initiatives and with Rhode Island to identify priority natural resource areas. The methodology developed in New Hampshire is being used in both Rhode Island and Connecticut; the Connecticut project is being coordinated by state DEP staff.

**TR-16 Revision**
One of NEI's most popular and widely respected documents is Technical Report #16 (TR-16), Guide for the Design of Wastewater Treatment Works, which is used throughout New England by consultants and regulators alike. NEIWPCC's TR-16 Work Group is presently revising and updating the document, which has not been updated since 1980.

NEIWPCC organized an Advisory Board of state experts, who evaluated the existing document and identified sections that needed to be changed, enhanced, or deleted. Six chapter writing and review groups were formed, comprised of volunteer consultants and regulators. Writing and review continued throughout FY-95.

**Performance Partnership Meeting**
On July 26, NEIWPCC, NESCAUM, and NEWMOA hosted an 8-state/2-region/EPA Performance Partnership meeting in Sturbridge, Massachusetts. The three interstate groups organized this joint meeting to facilitate discussion among media program directors and state environmental commissioners on implementing state block grants effectively. All of the New England state, New York, and New Jersey media staff were in attendance, as were many of the environmental commissioners.

**Workshop for Nuclear Generating Stations**
NEI and New Hampshire DES co-hosted an Environmental Issues Workshop for Nuclear Generating Stations in October. Discussion topics included NPDES permitting, mixed waste handling, upcoming regulations that will affect the industry, and pollution prevention.
Throughout the country, and New England in particular, people in both the public and private sectors have begun to look at their rivers, lakes, streams, ponds, and groundwater with a growing understanding and appreciation and an evolving realization that everything is connected to everything—hydrologically, geologically, biologically.

Over the past few years, NEIWPCC has worked with EPA and other federal, state, and local agencies in efforts to re-focus existing water pollution control programs so that they can begin to operate in a more comprehensive and coordinated manner. Here is a summary of the status of the coastal waters and rivers and lakes watershed management projects that NEIWPCC was involved with during FY-95.

Rivers and Lakes Projects

Androscoggin
The Maine DEP has initiated an Androscoggin River Watershed Pollution Prevention Program to begin implementing a holistic approach to water resources management. As part of this effort, regulatory programs, such as licensing, inspection, and enforcement, and non-regulatory approaches, such as technical assistance, education and outreach, and pollution prevention, for both point sources and nonpoint sources of pollution will be coordinated and integrated. Through an EPA 104(b)(3) grant, NEIWPCC is responsible for providing a staff person to the Maine DEP to coordinate this program. During FY-95, NEI hired Katherine Metzger (Ueland) for this position.

Salmon Falls
The Salmon Falls River forms the boundary between Maine and New Hampshire for its entire 40-mile length. In the tidal estuary, the name of the river changes to the Piscataqua and forms the state boundary for another 10 miles. The river’s flow is highly regulated at its headwaters at Milton Pond. There are four dams in the first 5 riverine miles; two of these dams generate peaking power and thereby regulate river flow in a store and release mode.

In the mid 1980s, it became evident that a dissolved oxygen problem existed in the estuary; random sampling results consistently indicated nonattainment for both Maine’s and New Hampshire’s water quality standards. A subsequent study indicated severe water quality problems along much of the river. Using an EPA water quality model, Maine DEP developed a “Waste Load Allocation Report” for the river. The report made a number of recommendations for additional work.

In FY-95, NEIWPCC received a grant to conduct a project that would complete a series of tasks cited in the Maine DEP report. This “Salmon Falls and Piscataqua River Watershed TMDL Project” is directed primarily at completing the interstate total maximum daily load (TMDL) for the Salmon Fall and Piscataqua Rivers. This work includes conducting intensive, biweekly water quality surveys of the river during and following phosphorus removal at four wastewater treatment facilities along the river. The data generated from this effort will be used to refine the existing water quality model and to enhance our understanding of background sources of pollutants. The information generated from the project will enable the states to develop an approvable TMDL.

Merrimack River Initiative
The Merrimack River Initiative (MRI) was created because no single community or government agency has the authority, money, or staff to protect and restore all the resources along the 118-mile Merrimack River and its associated 5,010-square mile watershed. Because of this, a collective effort is necessary. The role of the MRI is to coordinate and maximize the efforts of various agencies and to establish a framework for continued coordination and action at the federal, state, regional, and local levels. The Initiative is in a position to help integrate many of the existing federal, state, regional, and local management efforts already underway in the watershed, as well as to promote grassroots involvement and public education.

The overall goal of the Initiative is to develop and implement a Watershed Management Plan that will help restore and maintain the physical, chemical, and biological integrity of the Merrimack River and its watershed to meet existing and future multiple uses and to protect its natural resources.

NEIWPCC has been involved with the Initiative since its inception in 1988, when an agreement to protect the watershed was signed by EPA, New Hampshire, Massachusetts, and the Interstate.
With a grant from EPA, NEIWPCC has been able to provide an MRI coordinator. The NEIWPCC Executive Director serves as chairman for the MRI Management and Executive Committees, and NEIWPCC staff participate on the subcommittees.

During FY-95, NEIWPCC completed and distributed a series of MRI fact sheets: MRI Watershed Outreach Survey, Drinking Water in the Merrimack; The Souhegan River Watershed Study; The Low Flow Hydrology Study; The Emergency Response Plan; and Nonpoint Sources of Pollution in the Merrimack River Watershed.

MRI's Low Flow Hydrology of the Merrimack River, Preliminary Water Quality Assessment, and Resource Use/Value Phase I reports were completed and distributed to interested parties. The MRI purchased a water quantity flow meter for its Water Conservation Project. NEI's MRI Coordinator prepared and distributed four issues of the InfoStream, a newsletter that provides information on watershed-related activities. An MRI general brochure was completed and printed. MRI funded the NBEN Regulatory Improvement Opportunities Forum which was held in April.

In May, the Management Committee reviewed and accepted the recommendations of the Executive Committee and the Watershed Advisory Group to fund the following activities: Local Involvement grants, a Watershed Map Series Atlas and Guide Book, Water Conservation BMP's, testing WEAP in the watershed, and development of a Water Quality Recommendations and Communication Strategy.

The Runnins River
Development in the Runnins River watershed, which spans four towns in both Massachusetts and Rhode Island, has created nonpoint source pollution problems in the river and its associated wetlands. The continued alteration of wetlands for development uses has created vast tracts of impervious cover which lead to increased stormwater flow and decreased natural flood control capacities that wetlands naturally provide.

Water quality data and visual inspection of the area indicate that stormwater has a significant impact on the river and its receiving waters. To help mitigate these impacts and to address pollution coming from failing or inadequate septic systems and stormwater runoff, EPA-New England, NEIWPCC, Rhode Island, and Massachusetts initiated the Runnins River Interstate Implementation Program.

With grant funding from EPA-New England, NEIWPCC is able to provide a Runnins River coordinator to facilitate coordination and cooperation among the various local, state, federal, and private entities involved and ensure that a consistent and coherent watershed management approach is implemented. During FY-95, NEI's Runnins River Coordinator, Scott Lussier, worked with the Runnins River Steering Committee on the following activities:

- Coordination of wet weather sampling for the entire watershed on October 28;
- Coordination of macroinvertebrate sampling training sessions and providing sampling equipment to the Pokanoket Watershed Alliance;
- Installation of "Runnings River" signs along major road crossings to increase public awareness; and
- Hosting the Pokanoket Watershed Alliance's annual meeting.

During FY-95, NEIWPCC also completed and distributed a final Runnings River report.

**Lake Champlain**

In 1991, as mandated by Congress, EPA convened the Lake Champlain Management Conference (LCMC) for the purpose of developing a comprehensive pollution prevention, control, and restoration plan for the lake and its 8,234-square mile basin, which includes the states of New York and Vermont. NEIWPCC assisted EPA in organizing the convening of the LCMC, and has since served as fiscal agent for the program. The LCMC is expected to continue with annual appropriations from Congress for a period of five years. During FY-95, the draft Action Plan was released by the Lake Champlain Basin program for public comment.

**Connecticut River**

Recognizing the importance of the Connecticut River to its four bordering states, EPA, New Hampshire, Massachusetts, Vermont, Connecticut, and NEIWPCC agreed to institute a Connecticut River Advisory Committee which would meet on an ongoing basis to discuss issues pertaining to the river and its watershed. NEIWPCC's role is to facilitate and coordinate the committee's activities. During FY-95, the committee met three times.

NEIWPCC, with guidance from the committee, began work on
is one of the National Estuary Programs funded by EPA under Section 320 of the Clean Water Act. The study, which began in 1985, is charged with creating a Comprehensive Conservation and Management Plan for the protection and enhancement of the Long Island Sound. NEIWPCC continues to serve as fiscal agent for portions of the LISS. Over the years, the Interstate has contracted for a variety of services pertaining to the study.

**Biological Nutrient Removal Project**

As a follow-up to the Long Island Sound Study Biological Nutrient Removal Project, NEI contracted with the Connecticut Department of Environmental Protection to further research the viability of biological nutrient removal with the City of Stamford’s water pollution control facility. This follow-up study involved adding methanol and using a pilot-scale upflow clarifier during the treatment process and performing a nonpoint nitrogen trading assessment on a local river in Stamford. The study was completed during FY-95. According to the results, this process appears to be a viable option. The study will be available in December 1995.

**The Casco Bay Estuary Project**

Maine’s Casco Bay was designated an estuary of national significance in 1990 and was included in EPA’s National Estuary Program. In FY-91, NEIWPCC entered into agreement with EPA and the State of Maine to provide financial management services to the Casco Bay Estuary Project. As part of its scope of work, the Casco Bay Estuary Project has convened a management committee and is in the process of characterizing the estuary, defining and prioritizing the estuary’s problems, and drafting a Comprehensive Conservation and Management Plan. The Commission continued to serve as fiscal agent for the project through FY-95.

**The Near Coastal Waters Program**

The EPA Near Coastal Waters Program is part of a long-range strategic planning effort by the agency to restore and protect the water quality and natural resources of the nation’s coastal areas. In New England, pollution of estuarine and other near coastal waters has been identified by both federal and state environmental agencies as a priority problem in need of immediate attention. While point sources such as wastewater treatment plants, industry, and CSOs contribute to the problem, nonpoint sources are now recognized as a major cause of coastal water pollution.

During FY-95, NEIWPCC provided financial management and administrative support for a variety of Near Coastal Waters projects, including facilitating agreements with select coastal communities in New England to provide boat sewage pumpout facilities and education programs; coordinating demonstrations of alternative on-site wastewater treatment systems for the Buzzard’s Bay Project; and hiring an outreach coordinator for the Waquuit Bay Land Margin Ecosystems Research Project.
Publications

The Water Source

In FY-95, NEIWPC, in cooperation with EPA-New England, produced the second issue of The Water Source, a new publication that focuses on water resource-related topics. In addition to providing information on regulatory updates, enforcement issues, and state-of-the-art technology, the publication reports on wellhead demonstration projects in the region, upcoming conferences and events, and a cross-section of featured topics. NEIWPC mailed the publication to over 5,500 in the water supply/resource field.

Water Connection

The Water Connection newsletter is NEIWPC's primary vehicle for keeping subscribers abreast of a wide range of NEI-related environmental issues. The publication, available free of charge, addresses emerging and ongoing issues related to water and its interaction with air, land, and living organisms. In FY-95, the 28-page fall issue was dedicated to the subject of sludge, or "biosolids." Other topics covered in FY-95 include Cryptosporidium in drinking water supplies, the New Hampshire Resource Protection project, alternative wastewater treatment systems, and new UST contractor certification exams.

L.U.S.T.Line

NEIWPC's L.U.S.T.Line, celebrated its 10th anniversary in August 1995. L.U.S.T.Line, a national bulletin on underground storage tanks (USTs), is funded with a grant from the EPA Office of Underground Storage Tanks (OUST). The publication was developed to help keep state and federal underground storage tank (UST) regulators, consultants, contractors, and tank owners informed about state and federal UST, LUST, and state cleanup fund issues and activities and spill remediation and prevention technologies. In FY-95, NEI published and distributed two issues of the bulletin to over 5,000 subscribers.

Interstate News

To keep NEIWPC Commissioners and work group participants abreast of Commission activities and upcoming events, NEIWPC produces a quarterly, 2-page, 8.5" X 14" Interstate News.

The New England Interstate Environmental Information Catalog

NEI has organized its growing collection of publications, brochures, newsletters, technical reports, slide/tape shows, videos, and training materials into a comprehensive New England Interstate Environmental Information Catalog. The catalog, available at no charge, was prepared for environmental
organizations, government agencies, educational institutions, wastewater treatment professionals, and citizens interested in water quality-related environmental issues.

Materials in the catalog were produced by NEIWPCC and NEIETC and selected other sources. Subject matter spans a wide range of water-related topics, such as groundwater, surface water, wetlands, underground storage tanks, and wastewater treatment, and cover a wide range of ages and backgrounds. The sale and distribution of catalog products is handled by NEIETC's Environmental Information Center in South Portland, Maine.

**Field Indicators for Identifying Hydric Soils in New England**

With funding from EPA-New England, NEIWPCC published and distributed Version I of Field Indicators for Identifying Hydric Soils in New England. The guide is the culmination of a ten-year mission to craft a regional, science-based set of hydric soils guidelines that specifically address hydric soil conditions common to New England. It provides the region with a consistent and uniform approach for identifying wetlands soils. It is also the first regional document of its kind and will complement work being done at the national level.

This guide is testament to the persevering and painstaking efforts of a group of New England-based federal, state, private, and academic experts in the wetland and soil sciences. In the process of developing the document the group had the opportunity to hash out their differences and put their concepts of regional soil morphology down on paper.

**Storm Water Permits at Construction Sites**

During FY-95, NEIWPCC, in cooperation with EPA-New England, prepared, published, and distributed a fact sheet on Storm Water Permits at Construction Sites. This regional fact sheet includes general information on storm water, the history of storm water regulation, a method for determining if a permit is needed for a construction activity, and an outline of who should apply for a permit. The brochure also contains a checklist for Storm Water Pollution Prevention Plans and Tips for Compliance.

---

**Educational & Training Programs**

**Youth and the Environment**

New England’s Youth and the Environment program began at the Lowell Wastewater Treatment Plant in 1990 to introduce economically disadvantaged youth to career opportunities in the environmental field by combining summer employment with academic training and hands-on experience. In an effort to expose students to the many and varied environmental career possibilities, the program provides a blueprint for establishing youth awareness and training in such fields as water supply, wastewater treatment, recycling, energy, marine environments, hazardous waste, and natural resources protection.

Because Youth and the Environment was conceived to help meet workforce needs in the wastewater pollution control and water supply fields, many work sites are located at wastewater and water supply facilities. However, considerable flexibility is built into the program so that it can be structured to meet the environmental training needs of participating communities.
the question of where clean water from the faucet comes from and where it goes after it’s washed down the drain. Kids from the audience help play the various components of a wastewater treatment plant, including the aquatic animals that either sink or swim depending on the quality of the discharge.

This 1-hour interactive program has proven to be an exciting and innovative way of teaching. Participating students receive a “Certificate of Attendance” that includes a list of conservation tips on the reverse side. Teachers receive a training package which they can use to help integrate this material into classroom curriculum. NEI hopes to be able to continue the program throughout New England on a public/private funding basis and has solicited additional support from private funding sources.

The Science Teachers Environmental Awareness Program
During FY-95, NEI offered its Science Teachers Environmental Technology Awareness Program to science teachers at locations in Cranston, Rhode Island; Nashua, New Hampshire; and New Haven, Connecticut.

The NEI science teachers workshops are designed to educate junior high school science teachers and/or school systems on what the water pollution control profession is all about. The program was developed to encourage educators to promote student interest in the wastewater field and pursue developing an environmental education curriculum in their public school systems.

The 1-day workshops provide hands-on training for analytical methods such as pH, chlorine residual, dissolved oxygen, nitrates, phosphorus, ammonia, and temperature (seven tests that typically indicate the quality of treated water discharged into receiving rivers, lakes, and streams).

Participants are given a variety of materials, including a Science Kit (a collection of the seven indicator tests), a reference guide and procedures, and a video of NEIWPC’s Preserving the Carefree Flush.

Teachers are also provided with a list of speakers in the water quality professions who are willing to visit school systems to give presentations on the water/wastewater field. Some of the state workshops included an introduction to the Water Environment Federation’s Adopt-A-School wastewater program.

The workshops, which have been received with a great deal of enthusiasm on the part of the participants, are offered free to a limited number of science teachers within each location on a first come, interest shown basis.

Speakers Bureau
NEIWPC and the New England Water Environment Association (NEWEA), operate a regional Speakers Bureau, comprised of professionals in the water quality field who are available to provide voluntary presentations in schools or communities in their locality. Presentations typically take 1-2 hours and help educate young people and the general public on a variety of issues related to water quality, the environment, and career opportunities. NEIWPC and NEWEA have an assortment of curriculum materials available for loan to assist speakers in developing their presentations. In FY-95, NEI received over 440 requests for speakers in New England schools.
In 1969, NEIWPCC established the New England Interstate Environmental Training Center (NEIETC), located on the campus of Southern Maine Technical College (SMTC), to provide the region with wastewater-related training and educational opportunities. To be adaptive and responsive to state environmental programs, NEIETC has applied its experience in wastewater training by offering a variety of quality and affordable training programs for men and women who work in a range of other environmental fields such as on-site sewage disposal, industrial waste, sludge management, drinking water supply, and underground storage tanks. In FY-95, NEIETC provided training to 2,178 environmental professionals. NEIETC also serves as the distribution center for NEIWPCC’s growing collection of outreach materials available through the “New England Interstate Environmental Information Catalog”. NEIETC staff have also become more involved in developing environmental education programs and curricula for elementary and high school age youth.

NEIETC 1995

Careers In The Environment
NEIETC, in cooperation with SMTC, offers two programs at the campus that prepare individuals for entry into the environmental field. Recent high school graduates or those seeking a career change can enroll in one of the following programs:

- Pollution Abatement Technology - A 9-month entry-level certificate program designed to provide well-trained personnel for a variety of specialized positions in the water pollution control field. The program combines technical courses, hands-on training in laboratory and maintenance work, and academic courses. Fourteen students were enrolled for the 1994/1995 academic year.

- Environmental Technology - A 2-year course which leads to an Associate Degree in Applied Science designed to provide students with fundamental skills required for entry-level employment in a variety of careers in the environmental sciences (e.g., wastewater, water supply, hazardous waste, solid waste, air quality, and resource management). Twenty-two students were enrolled for the 1994/1995 year.

Short Courses/Workshops
NEIETC offers annual short courses (2-5 days) and workshops on various aspects of wastewater, drinking water, and hazardous materials/waste technologies at its SMTC campus and, to provide accessible training, at locations throughout New England and New York. During FY-95, NEIETC offered 29 Short Courses/Workshops on such topics as: Basic Wastewater Treatment Technology, Accidental Chemical Spills, Bacteriological Testing for 503, Hands-On Confined Space Entry, Advanced Activated Sludge, Statistical Process Control, Bio-Toxicity Testing, and Train the Trainer. A total of 531 people attended these courses.

Mobile Training Facility
Since 1972, NEIETC has operated its Mobile Training Facility (MTF) to help communities meet their water pollution control needs by providing on-site training for personnel. Through the MTF, NEIETC staff travel to locations throughout New England and New York, presenting a variety of 1- to 3-day courses to water pollution control professionals who would otherwise be unable to enroll in off-site training programs. While MTF courses cover water pollution control topics primarily, the programs are expanding into other environmental disciplines. Training schedules are published in the MTF Fall and Winter/Spring Calendar.

During FY-95, MTF staff conducted 16 training courses for a total of 304 environmental professionals.

Topics included: Wastewater Safety, Wastewater Collection Systems, Gas Chlorination & SCBAs, Hands-On BOD & TSS, Preventative Maintenance, and Anaerobic Sludge Digestion.

Joint Environmental Training Coordinating Committee (JETCC)
The Joint Environmental Training Coordinating Committee was established in 1985 using a grant from the Maine DEP to coordinate the environmental training needs of Maine's environmental professionals. JETCC continues to meet this goal by networking training needs with the best instructional and technical support available and by conducting annual training needs surveys.

In FY-95, JETCC offered 20 programs to 513 wastewater professionals at locations throughout the state. Training topics included: Math Certification Review, Nitrogen Loading, Basic Wastewater Treatment, Confined Space Entry, Basic Blueprint Reading, Benthic Bioassay, and Bearings and Lubrication.

Customized Training & Special Programs
NEIETC offers customized training programs for water pollution control facilities, businesses and industries, communities, and government agencies to meet specific needs of the region's environmental workforce. These programs can include
process-specific issues, certification preparation, industrial pre-treatment, pollution prevention, compliance, and safety. NEIETC has worked closely with state environmental agencies and has successfully addressed the training needs of such industries as pulp and paper, metal finishing, and electronics.

In FY-95, NEIETC entered into special training contracts with:
- Massachusetts Water Resources Authority, Boston, MA
- Town of Manchester, CT
- RI Port Authority, Providence
- RI DEM, South Kingston

During FY-95, NEIETC conducted Compliance Inspector Training workshops for EPA-New England in Warwick, RI, South Portland, ME, and Auburn, MA and conducted a Training Needs Analysis for the Greater Lawrence Sanitary District.

The Northeast Partnership for Environmental Technology Education (NEPETE)
The Northeast Partnership for Environmental Technology Education is a nonprofit community/technical college advocacy group whose role is to augment, facilitate, and broker academic, industrial, and governmental partnerships to ensure a workforce that can meet the environmental opportunities and challenges of the 21st century. To accomplish this, NEPETE has worked to establish a community/technical college network, linking participating academic institutions with each other, and locating community/technical college training resources for business, industry, and government.

The NEIs are the coordinators and fiscal agents of NEPETE, which operates with funding from the Department of Energy (DOE), EPA, and the Advanced Technology Education Center (ATEC) of the National Aeronautics and Space Agency (NASA). NEIETC Director Kirk Laflin played an active role in establishing NEPETE, one of six regions that comprise a national PETE program, and has served as NEPETE's Regional Director. During FY-95, the NEIs developed, printed, and distributed a NEPETE brochure.

The PETE program has worked to link community/technical colleges with the technical resources of such federal agencies as DOE, EPA, and NASA. DOE and EPA have defined "needs driven" or specific interests which require increasing the numbers of qualified graduates in environmental science, engineering, and waste management. The PETE program is focused on addressing these needs, as well as improving public understanding of environmental issues, promoting environmental technology transfer, and enhancing U.S. economic development and international competitiveness. In the NEPETE region, about 130 colleges offer some form of environmental program.

During FY-95, NEPETE held its 1995 NEPETE Instructor Conference in Boston; worked with ATEC to send three community college instructors and two high school teachers to attend a Summer Environmental Curricula Fellowship in Iowa; and conducted a survey of member colleges to assess environmental programs, enrollment data, and placement rates. Survey results will be published in January 1996.

Inspector Training Initiative
NEIETC held a 4-day pilot POTW Inspectors' General Core Curriculum Training Initiative workshop in July in Providence, Rhode Island. The workshop agenda and curriculum material were developed by Susan McMaster, a trainer and instructional specialist, under a 104b grant from EPA-New England, with the help of regulatory agency inspectors from throughout New England.

Using the pilot workshop to identify any kinks in the program, NEIETC made a few alterations in preparation for offering the program on a non-pilot basis.

The entire curriculum was designed by inspectors from multimedia environmental disciplines.

Using a curriculum development process called FASTPlan, the inspectors identified the skills and knowledge that would be applicable for environmental inspectors regardless of their technical field of expertise. Although the pilot workshop was delivered to wastewater treatment plant NPDES compliance inspectors, the core curriculum has been structured so that it can be used as a training tool for inspectors in all environmental media.

The workshop covers the three phases of the inspection process: planning, on-site inspection, and follow-up. Problem-solving skills and hands-on experience are emphasized. One of the crucial components of the workshop is a mock inspection.

Summary of NEIETC's FY-95 Environmental Training Programs

<table>
<thead>
<tr>
<th>Program</th>
<th>Total # of Attendees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Short Courses/Symposiums</td>
<td>531</td>
</tr>
<tr>
<td>Mobile Training Facility</td>
<td>304</td>
</tr>
<tr>
<td>Customized Training &amp; Special Programs</td>
<td>740</td>
</tr>
<tr>
<td>NEPETE</td>
<td>90</td>
</tr>
<tr>
<td>JETCC</td>
<td>513</td>
</tr>
<tr>
<td><strong>Total Trained</strong></td>
<td><strong>2,178</strong></td>
</tr>
</tbody>
</table>
OFFICERS

Chairman: Robert W. Varney, NH
Vice Chairman: Edward Szymanski, RI
Treasurer: Alfred E. Peloquin, MA

COMMISSIONERS

CONNECTICUT
Sidney Holbrook, Commissioner
  Dept. of Environmental Protection (1995 - )
Robert Smith (representing Sidney Holbrook)
  Dept. of Environmental Protection (1991 - )
Yvette Melendez-Thiesfield, Commissioner
  Dept. of Health Services (1995)
Edwin Pearson, Esq. (1988 - )
Teresalee Bertinussen (1993 - )
Astrid Hazelal (1993 - )

MAINE
Ned Sullivan, Commissioner
  Dept. of Environmental Protection (1995 - )
Martha Kirkpatrick (representing Ned Sullivan)
  Dept. of Environmental Protection (1994 - )
Richard Swasey, Wayne (1988 - )

MASSACHUSETTS
David Straus, Commissioner
  Dept. of Environmental Protection (1995 - )
Arleen O'Donnell (representing David Straus)
  Dept. of Environmental Protection (1993 - )
David Mulligan, Commissioner
  Dept. of Public Health (1991 - )
James Rogers, P.E., Chelmsford (1977 - )
Francis Bergin, Waltham (1984 - )

NEW HAMPSHIRE
Robert Varney, Commissioner
  Dept. of Environmental Services (1989 - )
Russell Nylander, P.E.
  Dept. of Environmental Services (1991 - )
Edward Schmidt, P.E., Ph.D.
  Dept. of Environmental Services (1991 - )
Jack Stanton
  Dept. of Health & Human Services (1992 - )
Lindsay Collins, Elkins (1992 - )

NEW YORK
Michael Zagata, Commissioner
  Dept. of Environmental Conservation (1995 - )
N.G. Kaul (representing Michael Zagata)
  Dept. of Environmental Conservation (1995 - )
Daniel Campbell
  Dept. of Environmental Conservation (1992 - )
Fred Gaines, P.E., New York City (1976 - )
Donald Stevens, P.E., Delmar (1977 - )
Bernard Fryshman, Ph.D., Brooklyn (1977 - )
Leo J. Herling, Delmar (1990 - )

RHODE ISLAND
Timothy Keeney, Commissioner
  Dept. of Environmental Management (1995 - )
Edward Szymanski, P.E. (representing Timothy Keeney)
  Dept. of Environmental Management (1992 - )

VERMONT
William Brierley, Commissioner
  Dept. of Environmental Conservation (1992 - )
David Clough
  Dept. of Environmental Conservation (1992 - )
Reginald LaRosa, Montpelier (1977 - )
William Martinez, Rutland (1983 - )
Betty Wheeler, Middlebury (1992 - )

NEIWPCCC STAFF
Ronald Potok, Executive Director (1984 - )
Jennie Bridge, Asst. Dir. for Ecosystem Mgt. & Resource Protect. (1977 - )
Ellen Frye, Outreach Coordinator (1980 - )
Susan Sullivan, Asst. Dir. for Water Quality Protection & Training (1989 - )
Thomas Groves, Sr. Environmental Engineer (1990 - )
Carolyn Jenkins, Sr. Environmental Analyst (1992 - )
Scott Lussier, Environmental Analyst (1993 - )
Jacqueline Morris, Water Supply Specialist (1994 - )
Joel Zimmerman, Resource Protection Coordinator (1995 - )
Sidney D. Kallman, Asst. Director for Management & Budget (1982 - )
Eleanor Bassett, Sr. Accountant (1992 - )
Ann Cohen, Financial Assistant (1994 - )
Jeanette Bengston, Office Manager (1992 - )
Kirsten Hickey, Secretary (1994 - )

NEIETC STAFF
Kirk Lufkin, Director of Training Operations (1975 - )
Thomas Morton, Instructor/ETCC Coordinator (1987 - )
Gregory Kidd, MTF Coordinator (1987 - )
Leeann Hanson, Admin. Assistant/ETCC Coordinator (1991 - )
Theresa Green, Admin. Assistant/ETCC Coordinator (1984-1995)
Charlene Knue, Secretary (1995 - )