



DoD/EPA Region 4 EMS Initiative

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Introduction and background



- **Army Deputy Assistant Secretary of the Army for environment, Safety, and Occupational Health secured \$2M for a Region 4 P2 grants initiative.**
- **Includes approximately \$440K to assist Region 4 DoD installations in the implementation of an Environmental Management System (EMS).**
- **The Army secured the funding and has the lead for project oversight through the Southern Regional Environmental Office (SREO).**



Administrative Details



- **Four Southeastern universities (U. of L., UT, USC, Georgia Tech) are providing EMS training and support to participating Region 4 DoD installations.**
- **ERDC-CERL is managing the grant/contract and distributing funds, and**
- **Southeast Regional Environmental Office (SREO)/Army Environmental Policy Institute (AEPI) are managing the technical planning and guidance with support from the regional service representative and universities.**
- **Training and implementation will be consistent with DoD and each military service's EMS policies.**



EMS Partners



- **DoD**

- Deputy Assistant Secretary of the Army For Environment, Safety and Occupational Health (DASA(ESOH))
- Southeast Regional Environmental Office
- Army Environmental Policy Institute
- Service Representatives (Army, Air Force, Marine Corps, Navy)
- U.S. Army Construction, Research, Engineering and Development Laboratory
- Fort Lewis Washington, Army (Mentor)
- Eglin Air Force Base (Mentor)
- Camp Le Jeune, Marine Corps (Mentor)



EMS Partners (cont.)



- **Universities**
 - University of South Carolina
 - University of Louisville
 - University of Tennessee
 - Georgia Institute of Technology (GATECH)



Organizing the Process

- **Initial planning meeting in August 02 (Service Representatives)**
- **Tier I:**
 - Centralized EMS awareness training (2 –two day sessions in Nov. 2002 and November 2003)
 - Open to all DoD installation in Region 4, Service Major Commands and HQ
- **Tier II:**
 - More detailed EMS training and on-site coaching and assistance from the universities
 - Mentoring from experienced installations using a small group approach that will involve only 7-10 installations per university (total of 30 installations).
 - EMS Lead Auditor Training for 30 installation personnel
- **Data collection will track level of effort required, and identify lessons learned from this process.**



Tier II Participation Requirements



- **Selected/approved by major command**
- **Endorsement of Garrison/Installation**
- **Commitment of personnel time and fiscal resources**
- **Commitment of installation personnel resources**
- **Development of a brief plan/approach for installation EMS implementation.**
- **Agreement to host workshops or meetings and/or mentor other installations**
- **Agreement to document and collect implementation performance data from the facility's EMS implementation experience.**



Goals and Objectives



- **Goal: Evaluate the effectiveness and economy of implementing EMS regionally and/or in groups of installations**
- **Objectives:**
 - Jump start DoD EMS implementation in Region 4
 - Provide training and coaching to DoD installation EMS representatives
 - Evaluate EMS methods, tools, implementation policies and processes
 - Provide mentors and lessons learned for other implementing installations



Deliverables



- **General Awareness training for Region 4 installation representatives**
- **Coaching and mentoring for participating installations during initial implementation**
- **Tuition free “lead auditor” training for 30 installation representatives**
- **Final Report on installation implementation status, metrics, and lessons learned**



Expected Benefits



- **Learning accelerated through group training and shared experiences and knowledge**
- **Learning by doing with coaching and mentoring from others (installations/Univer)**
- **Training and coaching funded by “Grant”**
- **Identifying new methods and tools to export to other installations.**
- **Provide a jump start to EMS implementation**
- **Facilitation of long term relationships among DoD facilities and regional universities.**



Lessons Learned



- **Essential elements**
 - Leadership commitment (High)
 - Guidance needed-Some confusion at installation level due to a lack of guidance from above
 - Time and Personnel resources- continue to be issues
 - Sound Training at all levels (awareness, leaders, supervisors, EMS coordinators, internal auditors, workers) is critical
 - Well developed implementation plans are needed



Lessons Learned (cont.)



- **Important Concerns**

- Perspective- Perfection will not be achieved, Over documentation and over explaining can be a drain on time and resources
- Be flexible, adaptable and keep it simple – you might not get it perfect the first time-strive for continual improvement
- Some confusion concerning documentation
- Solid support, coaching, and mentoring can decrease mistakes, and save time and money
- Don't bite off more than you can chew-Take small bites
- Adequate documentation of implementation process
- Realize that Installations have most EMS requirements already – don't do more than is needed to initially



Lessons Learned (cont.)



- **Concerns**

- Lack of Standardization
 - EMS approach
 - Documentation
 - Community involvement
- Collecting data to document levels of success is difficult. Installation personnel do not want to expose problem areas
- Some installations want to focus on implementing ISO 9000 and EMS at the same time-might be too much
- Some are wanting to use distance learning exclusively due to scarcity of funding