

**TESTIMONY OF
A. STANLEY MEIBURG
ACTING DEPUTY ADMINISTRATOR
U.S. ENVIRONMENTAL PROTECTION AGENCY
BEFORE THE
COMMITTEE ON OVERSIGHT AND GOVERNMENT REFORM
U.S. HOUSE OF REPRESENTATIVES**

April 30, 2015

Chairman Chaffetz, Ranking Member Cummings, and members of the Committee, thank you for the opportunity to testify today. I am Stan Meiburg, the Acting Deputy Administrator of the Environmental Protection Agency (EPA), and I am accompanied today by John Reeder, one of the agency's Deputy Chiefs of Staff. I appreciate the opportunity to testify before the Committee today.

I have worked at EPA for over 36 years in four locations: starting here in Washington, in our offices in Research Triangle Park in North Carolina, and in our regional offices in Dallas and Atlanta. In both of those regional offices I served as the Deputy Regional Administrator, which is the senior career official in the region. I held that position in EPA's Region 4 office for the last 18 years of my career, until my retirement last year. To my surprise, last fall I received a phone call from EPA Administrator Gina McCarthy, offering me the opportunity -- and the honor -- to return to the agency to serve as the Acting Deputy Administrator, a

position which also serves as the Chief Operating Officer for the agency. That is the position I hold today.

John Reeder who joins me today is another long time civil servant who serves as the career Deputy Chief of Staff for the EPA. He previously served overseas in the military from 1979 to 1981, and began his career in the federal civil service in 1987 as a Presidential Management Intern. He has served in his current position as Deputy Chief of Staff since 2010.

One of the reasons that I came back to EPA was to again have the opportunity to work with the exceptional and hard-working people of the agency. I believe in the people of EPA. I believe in them because for over 36 years I was one of them, and I know how hard our 15,000 employees work day in and day out on behalf of the American people.

EPA employees who engage in serious misconduct are not representative of the broader workforce. All the EPA employees who work so hard especially deserve that we deal with misconduct or poor performance swiftly and with integrity and professionalism. And they further deserve our attention to their professional growth, so that collectively we are able to keep our eyes on the mission of the agency.

Since returning to EPA, I've had the pleasure of working with John and other senior agency leaders to increase our support of agency employees and managers, with the goal of continued improvement of our workforce. In particular, we are working to improve our support for our first line supervisors, develop a new and highly-skilled next-generation of senior leaders, and streamline processes.

First line supervisors have some of the hardest jobs in any organization and EPA is no exception. They manage most of the agency's workforce, directing, coaching, and supervising their staff, yet many are also expected to be subject matter experts in their fields. Our goal is to provide our first line supervisors with the right tools and information to enable them in performing their essential role at the agency, including addressing poor performance or improper conduct early in those rare instances where that is necessary. Earlier this month we launched a revised and updated first line supervisors toolkit -- the first comprehensive updating of that resource in 15 years. The toolkit is intended to provide detailed information on a wide range of administrative topics that all supervisors should be familiar with, and resources for additional support for both first time supervisors and seasoned executives. Through the coming year we will be convening focus groups of first line supervisors to ensure we understand their needs and see how, as their senior leaders, we can meet them better.

The agency had also placed a renewed emphasis on developing the next generation of senior leaders at the EPA. Earlier this spring, I announced the opening of EPA's first Senior Executive Service Career Development Program in many years. Candidate Development Programs (CDPs) are intensive and extensive (in this case 13 months) programs that help to ensure agency employees promoted into the highest level of leadership at the agency are well trained and fully understand the incredible responsibility to the people of the United States that they are about to take on. I am proud that EPA will enroll more than 20 candidates in the SES Candidate Development Program this year.

In closing, EPA has an honorable 45-year history of protecting public health and the environment for the people of the United States. I am proud of the work accomplished every day by the employees of EPA, and excited about our efforts to continue to improve and to better support our managers and staff across the agency.

With that, we look forward to any questions you may have.

* * *

A. Stanley Meiburg
Acting Deputy Administrator
U.S. Environmental Protection Agency



Stan Meiburg

Stan Meiburg serves as the Acting Deputy Administrator of EPA, continuing a career spanning over 36 years at EPA in locations around the country. He has broad experience in the management of the agency across the spectrum of EPA's activities, and has received numerous awards, including recognition as a Distinguished Federal Executive in 2012 and as a Meritorious Federal Executive in 1997. He received EPA's Gold Medal in 1990 for his work on the Clean Air Act Amendments, and Silver Medal in 1983 for work on state-federal relations.

Meiburg spent 18 years as Deputy Regional Administrator of EPA's Region 4 office in Atlanta, Georgia, following service as Deputy Regional Administrator in EPA's Region 6 office in Dallas, Texas. He is the second person in EPA history to serve as Deputy Regional Administrator in more than one region.

From 1990 to 1995, Meiburg was Director of Region 6's Air, Pesticides and Toxics Division. From 1985 to 1990, he was Director of the Planning and Management Staff of EPA's Office of Air Quality Planning and Standards in Durham, North Carolina, leading work on the 1990 Clean Air Act Amendments as well as planning and budgeting for the air program.

Meiburg joined EPA in 1977, serving in a variety of positions in Washington, D.C., Research Triangle Park, N.C., and Dallas, Texas, before coming to Atlanta. Meiburg holds a B.A. degree from Wake Forest University and M.A. and Ph.D. degrees in political science from The Johns Hopkins University.