



ENV MISSION STATEMENT

"To PROTECT PUBLIC HEALTH AND THE ENVIRONMENT BY EFFICIENT AND EFFECTIVE MANAGEMENT OF THE WASTEWATER AND SOLID WASTE SYSTEMS WITHIN THE CITY AND COUNTY OF HONOLULU."

ENV is serious about its responsibility to lay the best plans for the future, while working within fiscal constraints of the present to educate the public on measures protecting the public health and the environment.

The City & County of Honolulu's Department of Environmental Services employs more than 1,100 men and women in job-related fields covering environmental quality, treatment & disposal, collection system maintenance, refuse and administration.

Director's Message

I would like to start the ENV Newsletter by saying "Hello" to the many familiar faces that I have had the great pleasure of working with on numerous projects in the past and welcoming the newer employees who I will get to know on a professional level.

You might say the Department of Environmental Services looks "back to the future" in 2009 as I come on board as director for the second time in this decade.

As you well know, ENV is the most dynamic department in the city. The ramifications to the public that come with our jobs are tremendous. We are one of the most visible departments and, with that, are sometimes one of the most scrutinized.

Everyone is aware of the economical hardship the state and city are going through, so we will have to tighten our belts while still serving the public with the same efficiency that we have in the past.

We are facing some of the greatest challenges the city has seen in more than 25 years in the areas of solid waste and wastewater.

As a department, we need to maintain a positive attitude, and remember we work for the people of the City and County of Honolulu.

A motto I live by and want the department to implement is it is *"not what we can't do, but what we can do."*

We have a lot of items on our plates in 2009, but I'm positive that this department will be able to accomplish the tasks at hand.

Sincerely,
Tim Steinberger, P.E.
ENV Director

Labor Corner: *Workplace Violence*

To maintain and promote a safe work environment for all employees, free from acts or threats of violence. A safe work environment is the joint responsibility of management and employees. Acts or threats of physical violence, including harassment, intimidation, and other disruptive behavior in the workplace will not be condoned or tolerated. All reported incidents of workplace violence shall be taken seriously and shall be dealt with appropriately.

These acts or threats of violence include conduct against persons or property sufficiently severe, offensive, or intimidating to alter employment conditions or to create a hostile, abusive or intimidating work environment for any City employee or group of City employees.

These behaviors could include oral or written statements, gestures, or expressions that communicate a direct or indirect threat of physical harm.

Examples of conduct that may be considered "acts of violence" prohibited include, but are not limited to the obvious hitting, kicking, punching, slapping or shoving an individual, threatening to harm an individual or his/her family friends, associates or damaging their property.

Making harassing or threatening telephone calls, letters, or other forms of written or electronic communications, use of foul language directed at another person in a threatening or hostile manner, intimidating or attempting to coerce an employee to do wrongful acts.

Harassing surveillance, also known as "stalking", the willful, malicious and repeated following of another person and making a credible threat with intent to place the other person in a reasonable fear for his/her safety maybe considered a prohibited behavior.

Not many employees realize that the intentional destruction or threat of destruction of property owned, operated, or controlled by the City maybe considered work place violence under this policy.

There shall be no retaliation or discrimination by any person against an employee who in good faith has complained of acts or threats of violence, or who conducted an investigation of a complaint, or acted as a witness during an investigation of a complaint. Retaliatory conduct should be reported by the individual to his/her supervisor and dealt with promptly and seriously by management.

The supervisor should not tolerate offensive behaviors and act immediately and consistently to correct such behavior. The supervisor should inform his division chief and promptly begin an investigation. The supervisor should work with the division chief or the department personnel officer. In the event of imminent danger, immediately call "911" for police assistance.

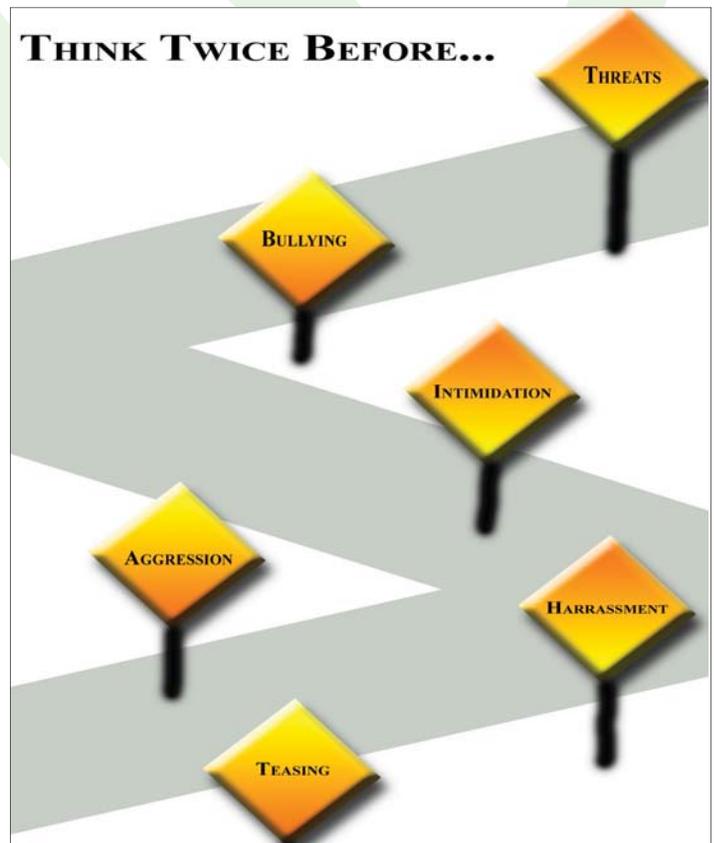
In the event any employee observes or experiences any of the included behaviors, their respective Division has access to the proper forms that should be submitted.

It is the responsibility of all employees to be aware of how their behavior, physical and verbal, affects other people. Employee shall eliminate behavior (including teasing and joking) that a reasonable person would find intimidating, hostile or offensive. Do not ignore violent, threatening, harassing, intimidating or other disruptive behavior. If an employee observes or experiences such behavior, it should reported promptly to the appropriate supervisor or manager for preventative or corrective action. Again, in the event of imminent danger, immediately call "911" for police assistance.

We are all responsible to maintain and promote a safe work environment for all employees, free from acts or threats of violence. A safe work environment is the joint responsibility of management and employees.

Submitted by John Murakami, ENV Human Resource Specialist

THINK TWICE BEFORE...



ENV News

ENV News is a quarterly publication designed to provide highlights to the department workforce of news, notable accomplishments, labor relations issues and features.

The publication is in its developmental stage and will expand in time. If you have story or feature ideas, please e-mail them to mowens@honolulu.gov.

The next issue of ENV News is July 2009.

DHR: Training & Development

Whether you are well on your way to completing your spring cleaning activities or just started, please take some time to make a mental note of your retirement planning. If you're not sure how, the city offers optional classes to guide us. As mentioned in the January 2009 ENV Newsletter, these are important classes for all permanent employees.

Retirement Planning Offered by DHR

The two classes the Department of Human Resources (DHR) offers on retirement planning are very different from each other and are intended to be taken at very different times of an employee's career: 1) The first, *Planning for a Comfortable and Secure Retirement*, taken at the beginning or early years of an employee's career, helps an employee better plan and prepare for a fulfilling retirement. 2) The other, *Pre-Retirement Planning Seminar*, provides employees nearing retirement with basic information about the retirement process and how to prepare for retirement.

Classes are not always offered; this time they are!

Good news is both classes are offered before June 30, 2009. Classes fill quickly and sometimes offered just once a year. In particular, *Planning for a Comfortable and Secure Retirement* is often offered once a year. The *Pre-Retirement Planning Seminar* is normally offered twice a year.

Class Order, Dates, Contact ERS When Ready to Retire

Here's the normal progression of DHR retirement classes employees should attend and whom to contact - all important to successful retirement planning.

Step 1: Attend early in career - *Planning for a Comfortable and Secure Retirement*

Previous class titles are "Mid-Career Retirement Planning" and "Mid-Career Retirement Seminar." Check your training history to determine whether you attended this class listed under a different name. This class is offered:

Date Thursday, June 18, 2009
Time 8:30 AM – 4 PM
Location FMB 10th floor
Intent/Audience All Employees should attend a few years after entering employment with the city; provide information to better assist employees in planning and preparing for a more fulfilling retirement; and attend once during city employment.

Step 2: Attend late in your career - *Pre-Retirement Planning Seminar*

This seminar provides basic information and not specific to personal situations and circumstances. After attending this class and when you are ready to retire, contact the ERS (see Step 3) for tailored information. This class is offered:

- Choice of three plans:
1. Contributory (old plan)
 2. Non-Contributory (new plan)
 3. Hybrid old or new plan combination

Date Thursday, April 30, 2009
Time 8 AM – 4 PM
Location Mabel Smyth (diagonally across State Capitol)
Intent/Audience Employees planning to retire within three years; provide basic understanding on how to prepare for retirement; and attend once during city employment.

Step 3: You've Attended the Classes Above and Nearly Ready To Retire?

Contact the state ERS to schedule an appointment and visit the ERS website to determine your next steps. During your appointment, the ERS employee will discuss your personal situation and point you toward more information and better resources. If there is a spouse or other related parties, the ERS gets them involved in the planning process.

Here is the state ERS contact information:

ERS Contact Information

Phone: (808) 586-1735

For Office Hours/Location/Parking Instructions:

Visit/Click Here -> <http://www4.hawaii.gov/ers/ContactUs.htm>

For General Website:

Visit/Click Here -> <http://www4.hawaii.gov/ers/>

View the Class Description

You will find additional details about these classes in the January – June 2009 DHR Training and Development magenta-colored hard copy catalog and online at the city intranet website located at <http://cityfyi/> under the tab at the top entitled "Training." At the drop-down menu click on the fifth item, "Training & Development Catalog," and a PDF catalog pops up. Note the catalog page indicates retirement classes on page 26, but the PDF viewer indicates page 27.

To request registration, please follow normal ENV registration instructions for DHR classes.

For assistance and inquires, please contact your respective DTC or Division Training Coordinator.

In the July issue, other classes will be highlighted that employees should attend during their time with the city.

Submitted by Julie Yamato, ENV Training Specialist

Spotlight: *Steinberger, Lanuevo*

On Jan. 7, 2009, Mayor Mufi Hannemann appointed Timothy E. Steinberger and Manuel S. Lanuevo to head two of the top posts at the city's Department of Environmental Services.

Steinberger takes over the directorship from Eric Takamura who was the director the previous four years, while Lanuevo replaces Ken Shimizu. Both Takamura and Shimizu returned to work in the private sector.

Steinberger began his first stint with the city in 1993 with the then-Wastewater Management Department as the city's U.S. Environmental Protection Agency (EPA) liaison.

He later served as ENV director from 2001 to 2003, then transferred to the Department of Design and Construction as its director through the early part of 2005 of the Hannemann Administration.

He is a Professional Engineer with 12 years of government experience and 13 years in the private sector.

"We are facing the greatest challenges in solid waste and wastewater the city has seen in more than 25 years," Steinberger said. "This is what brought me back to the department."

In 1980, he earned his Bachelor's Degree in mechanical engineering from the University of Maryland and later Master's Degree in mechanical engineering from the University of Hawaii at Manoa.

Steinberger is an avid surfer and golfer and holds a fourth *Dan* (degree) black belt in karate.

Lanuevo, an electrical engineer, is on stranger to government work.

For the last 20-plus years, Lanuevo worked for the state Department of Transportation in the airports division's engineering branch.

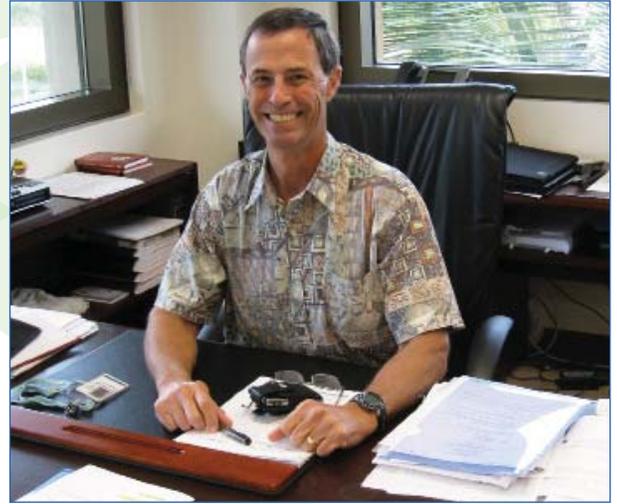
"I was able to do all of the things that interest me like numerous energy saving projects, which were very rewarding," Lanuevo said. "I was humbled and honored when the mayor asked me to come and work with ENV."

The 58-year-old is a 1971 graduate of Mapua Institute of Technology in Manila, Philippines, where he earned his B.S. degree in electrical engineering.

A year later, he began a 16-year stint with the Manila Electric Railway and Light Company beginning as a cadet engineer and working his way up to supervising engineer the last eight years.

In 1988, Lanuevo left the Philippines and moved to Hawaii.

"The Filipino Government's instability was not susceptible to raising kids," Lanuevo said. "My brother was living in Hawaii, so he told me to come and give it a try."



Steinberger makes his second stint as director of ENV after serving the department from 2001-03.



New ENV Deputy Director Manny Lanuevo brings a wealth of experience and knowledge to the position.

In 1994, Lanuevo received Outstanding Engineering recognition from the Filipino-American League of Engineers and Architects (FALEA). Last year, he was chairman of the Sustainability Committee for the Honolulu International Airport modernization program, which won the 2008 state Team of the Year award for a photovoltaic project.

He is a Leadership in Engineering and Environmental Design Accredited Professional and is currently the president of the Hawaii Society of Professional Engineers.

Lanuevo and his wife, Evelyn, have two children: Christopher, who graduated in 2007 from the University of Hawaii at Manoa with B.S. in electrical engineering, works for The Boeing Company in Everett, Wash.; and Christie-Joyce, who currently attends the University of Portland's nursing program.

Feature: *New Early Warning System*

A new floating early warning alarm system in manholes helped the city's Department of Environmental Services (ENV) prevent more wastewater overflows during one weekend storm late last year that dumped double-digit rainfall figures on various parts of Oahu.

On Dec. 11, ENV's Collection System Maintenance Division (CSM) received 51 trouble calls, including 18 early alert alarms at various times signaling rising wastewater levels. Crews were dispatched immediately after each alert and able to thwart 12 of the potential 18 overflows at manholes with the device.

"This unique monitoring system allows us greater insight and intelligence gathering information on what is transpiring in our collection system," Tim Steinberger, director of ENV, said.

During the past two years, ENV installed 131 floatation monitors at all of its key manhole locations in the collection system, either at the lowest points or in areas with a history of overflows.

The instruments are the product of Utility Systems, Science and Software, Inc. (US³), which was founded in 2002 and headquartered in Santa Ana, Calif., and Service and Engineering Facilities in San Diego, Sacramento, Salinas, Calif., and Knoxville, Tenn.

The manhole lids are a unique solar panel that charges by sunlight. On the flip side, a monitor dangles to a particular depth from a communications box. Once wastewater rises to a certain level, it triggers an alarm via text message to ENV's field service supervisor. The message includes the exact address, which allows the supervisor to dispatch a crew immediately to the site.

"When this system is functioning during normal weather conditions, we are able to remedy the situation with 95 percent effectiveness," Steinberger stated



The communications box is attached underneath the solar-powered manhole cover where hangs to a preset depth and is triggered when water reaches that level.

US³ provides simple, cost effective, wireless Monitoring & Event Notification. This information can be sent to cell phones, pagers, work/home phones and/or emails in approximately 800ms. ENV crews can also monitor the affected area on the internet.

As a precautionary measure, the supervisor will dispatch a crew to the exact location where they may be able to unclog the pipe before it results in an overflow.

Honolulu is only one of a handful of areas in the country that use this proactive device.

Wastewater Tour A Hit!

Thanks to all for a wonderful Wastewater Tour de Trash on March 19. More than 50 people took the day-long tour with another 50 waitlisted.

The tour began with a CSM demonstration at a nearby Kapolei manhole showing how a vactor truck clears obstructed sewer lines with another section highlighting a closed circuit TV camera used to spot breaks and clogs in the sewer lines.

The next stop was the West Beach 1 Pump Station. Until then, most had not given any thought that a pumping station even existed.

The group then ventured to Honouliuli Wastewater Treatment Plant for a quick bus tour around the site with it ending at the Honouliuli Wastewater Reclamation Plant where the Board of Water Supply takes the secondary treated wastewater and turns it into RO and R1 recycled water for industrial and irrigation purposes, respectively.

At the Sand Island Wastewater Treatment Plant, the group got an awesome look at the power of SCADA, which monitors Oahu's treatment plants and pump stations.

The last stop was Synagro where sludge is refined into pellets to

use as a soil amendment, which led to an engaging behind-the-scenes look at the operational side of the plant.

Mahalos go out to Fuji Juan and Albert "Skip" Kim (CSM), Arnie Batul (T&D), Gary Carolino (T&D), Cal Sueoka and Clayton Brown (BWS), Dean Mizukami and Lyman Furuto (SCADA) and Kenny Huy (Synagro) for being wonderful guest speakers and providing insight to city facilities.



The tour made its last stop at SCADA, which oversees 70 pump stations, nine treatment plants and four preliminary treatment facilities.

April is Earth Month

The City and County of Honolulu honors Earth Month by vowing to protect our water, plant and animal life and conserve our precious natural resources.

Earth Month celebrations include the Mauka to Makai Earth Day Expo at the Waikiki Aquarium April 11th from 9 a.m. to 4:30 p.m. More than 25 agencies and organizations will provide educational exhibits and earth-friendly activities, "The Journey Home" pollution prevention activity book, a moi (fish) release, teen video and opala recycled sculpture contest and local storytelling on the environment.

In neighborhoods, volunteers will participate in community cleanups and an armored catfish roundup as part of ENV's Adopt-A-Stream/Adopt-A-Block campaign.

Earth Day

The first Earth Day was held April 22, 1970, to elevate the cause to the national agenda and help the nation pursue a common goal of a clean and healthy environment.

In Hawaii, we have a long legacy of environmental protection and continue to uphold those values.

Residents are encouraged to renew their commitment to protecting the environment. Each person can be an everyday environmental hero who can make a major difference by making implementing small changes in their daily lives.



ENV's Storm Water Branch was a co-sponsor during the 2008 Earth Month festivities at the Waikiki Aquarium.



One of the largest events during Earth Month is the annual stream cleanup. Last year, an estimated 500 participated in the Manoa-Palolo Drainage Channel cleanup near Kaimuki High School

Teen Video Contest

The 3rd Annual Teen Video Contest received a total of 40 entries from Waianae, Campbell, Kaiser, Kalaheo, Waipahu and Kapolei middle and high schools, presenting a meaningful environmental prevention public service announcement.

The winners were Kaiser H.S., "Ground Cover for the Land" (Best Overall); Waipahu H.S., "Littering Kills Marine Life" (Community Action to Protect Our Streams); Kaiser H.S., "Animal Theatre" (Nutrients); Kalaheo H.S., "It's Like Making Duck Soup" (Recycling); and Campbell H.S., "Solving Erosion" (Erosion Control).

The overall winner received \$1,000 for the school, while each category winner pocketed \$250.

All videos will shown on the City's clean water website, cleanwaterhonolulu.com and at the Kapolei Hale satellite city hall. In addition, winners will be acknowledged at the Mauka to Makai Expo Saturday, April 11, 2009, between noon and 1 p.m. at the Waikiki Aquarium.

Good Neighbor Awards

ENV's Storm Water Quality Branch presented 72 Good Neighbor and Good Business Awards March 4 in a ceremony at Kapolei Hale.

The awards recognize team leaders who work cooperatively in their communities. The awards are presented for achievement of exemplary interaction, communication and involvement with government agencies, surrounding land owners and local community. The Good Neighbor Award recognizes not only excellence in implementing storm water best management practices, but excellence in being part of a community, being a good neighbor.

The Good Business Awards identify industrial/commercial businesses that set the example by excelling in storm water compliance, including exceptional implementation for several important storm water BMPs. They have done it in a way that strengthens their local communities.

**TO VOLUNTEER FOR FUTURE ADOPT-A-BLOCK/STREAM EVENTS,
PLEASE CONTACT IWALANI SATO, COMMUNITY RELATIONS
SPECIALIST/EARTH MONTH COORDINATOR AT ISATO@HONOLULU.GOV**

ENV Christmas Spirit

The Department of Environmental Services' Christmas spirit resonated during the holidays, participating in the mayor's Christmas tree and gingerbread house displays.

ENV finished in second place for the Holiday Spirit award. The department produced a colorful Christmas tree and displayed one of the more edible-looking gingerbread houses with the coordination beginning in October.

The Christmas tree had a pastel tint of pink and blue with the theme being "candy/sweets." The ornaments had a local flare with hand-made snow cones, shaved ice, iced cookies, cupcakes and wrapped candy. The gang at Kapolei Hale assisted the town gang with production of the ice cream cones and shaved ice ornaments.

The trio of Leburta Tanioka, Lisa Kim Seu and Lois Lee coordinated and created a lot of the ornaments for the tree. In addition, Mary Desha-Kam, Kathleen Lefotu-Faleafine, Karen Torigoe, Carolyn Kalani, Patrick Suzuki, Glenn Hasebe, Karl Sakata and Rodney Yee were the unsung heroes chored with various volunteer aspects along with watering the tree.

The gingerbread house consisted of lifesavers, chicklets gum, M&Ms, chocolate sprinkles, pretzels, popcorn, Starburst, Nerds and some leftover Halloween candies.

ENV's GIS trio of Ivy Pescador, Dennis Tsuruda and Gregg Onuma assembled the gingerbread house, including icing the whole house to withstand the unusual humid conditions that sent many other department's houses to their demise.



(Left to Right): Leburta Tanioka, Lisa Kim Seu and Lois Lee of OAS's Customer Service/Investigators group designed and executed the ENV Christmas tree at Honolulu Hale.



(Left to Right): Dennis Tsuruda, Gregg Onuma and Ivy Pescador of OAS's GIS group produced the ENV gingerbread house at Honolulu Hale.



Department of Environmental Services
1000 Uluohia Street, Suite 308
Kapolei, HI 96707
(808) 768-3300
envhonolulu.org

