

## CHAPTER 24

### ENVIRONMENTAL AND NATURAL RESOURCES TRAINING

#### 24-1 Scope

This chapter outlines the level of training readiness required for Navy personnel (including military personnel, and civilian employees of non-appropriated fund activities) to comply with Federal, State, and local laws and regulations as they pertain to environmental and natural resources issues. The training in this chapter is implemented in reference (y).

This chapter is applicable to shore and afloat commands (including aviation commands), for the training, briefing, and orientation of personnel assigned to key environmental positions. Additionally, it directs **all hands** training, in order that newly reporting personnel are provided with a meaningful environmental and natural resources overview.

**24-1.1 Detailed Training Requirements.** Environmental awareness is an essential part of command personnel training and development programs. Detailed training requirements are identified for the following shore and afloat personnel: commanding officers, executive officers, staff civil engineers, department heads, environmental officers, managers, coordinators, and planners, National Environmental Policy Act (NEPA) coordinators, natural resources managers, environmental engineers, staff judge advocates and station Office of General Council (OGC) attorneys, natural resources personnel, public works officers, officers in charge of construction/regional officers in charge of construction (OICC/ROICC), and remedial project managers. Civilian masters of Military Sealift Command (MSC) ships are considered commanding officers with regard to all training requirements, unless otherwise directed by Commander, MSC (COMSC). Broad guidance for the training of Naval Reservists is also provided.

Commanding officers are reminded that while formal school training is desired when possible, a comprehensive command environmental and natural re-

sources training program can address requirements in most cases.

**24-1.2 Chapter Subjects.** Each chapter of this manual describes a different area of the environmental and natural resources program. Specific training mandated by law or regulation is included in individual technical chapters where applicable.

**24-1.3 References.** Relevant references are:

- a. 7 CFR 658, Farm Land Protection Policy Act;
- b. 29 CFR 1910.120, Occupational Safety and Health Administration (OSHA) Regulations on Hazardous Waste Operations and Emergency Response (HAZWOPER);
- c. 29 CFR 1910.1200, Hazardous Communication (HAZCOM);
- d. 32 CFR 265, Natural Resources Management Program;
- e. 32 CFR 775, DON Procedures for Implementing the National Environmental Policy Act;
- f. 33 CFR 154-155, Oil Pollution Prevention Regulations For Vessels and Marine Oil Transfer Facilities;
- g. 36 CFR 800, National Historic Preservation Act (NHPA) Regulations for the Protection of Historic and Cultural Properties;
- h. 40 CFR 6, EPA Regulations on Implementation of National Environmental Policy Act Procedures;
- i. 40 CFR 61, Subpart M National Emission Standard for Asbestos;

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j. 40 CFR 125, EPA Regulations on Criteria and Standards for the National Pollutant Discharge Elimination System;

k. 40 CFR 130, EPA requirements for Water Quality Planning and Management;

l. 40 CFR 141-143, EPA National Drinking Water Regulations;

m. 40 CFR 162, EPA Regulations on Insecticide, Fungicide, and Rodenticide use;

n. 40 CFR 172, Subpart H Training;

o. 40 CFR 254, Standards for Owners and Operators of Hazardous Waste Treatment, Storage and Disposal Facilities;

p. 40 CFR 260-272, Hazardous Waste Regulations;

q. 40 CFR 280, Technical Standards and Corrective Action Requirements for Owners and Operators of Underground Storage Tanks;

r. 40 CFR 300, EPA National Oil and Hazardous Substances (OHS) Pollution Contingency Plan under the Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA) of 1980;

s. 40 CFR 350, 355, 370, and 372, EPA Regulations on the Emergency Planning and Community Right-to-Know Act (EPCRA);

t. 40 CFR 760-761, EPA Regulations for Controlling Polychlorinated Biphenyls (PCBs);

u. 49 CFR 171-177, Hazardous Materials Regulations;

v. 50 CFR 17.11 and 17.12, Fish and Wildlife Service List of Endangered and Threatened Wildlife and Plants;

w. 50 CFR 10, 18, 216, 228, Regulations Concerning Marine Mammals;

x. 50 CFR 402, Regulations Concerning Interagency Cooperation;

y. NTP X-90-9201, Environmental and Natural Resources Navy Training Plan; (NOTAL)

z. OPNAVINST 5100.19C, Naval Occupational Safety and Health Manual for Forces Afloat; (NOTAL)

aa. OPNAVINST 5100.23D, Navy Occupational Safety and Health Program Manual; (NOTAL)

bb. DoD Overseas Environmental Baseline Guidance Document (OEBGD) of Oct 1992 (NOTAL).

## **24-2 Legislation**

Some training requirements are specified and "explicitly mandated" by environmental laws or implementing regulations. Other training requirements are "implicitly required". That is, training is not specifically required by the laws or regulations. However, it would be highly improbable that personnel could comply with the requirements without having received training. Legislation applicable to environmental and natural resources training (implicit and explicit) is summarized by topic in the following paragraphs.

**24-2.1 Clean Air Act (CAA).** The CAA contains explicit requirements for training for air quality program managers, in order to ensure activity compliance. Refer to Chapter 5.

**24-2.2 Coastal Barrier Resources Act of 1982.** Restricts Federally subsidized development of undeveloped coastal barriers along the coasts of the United States.

**24-2.3 Conservation Programs on Military Reservations (Sikes Act).** Requires each military installation to manage natural resources, to ensure professional services are provided that are necessary for management of fish and wildlife resources on each installation, and to provide their personnel with professional training in fish and wildlife management.

**24-2.4 Emergency Planning and Community Right-to-Know Act (EPCRA).** Training to ensure compliance with requirements is implied.

**24-2.5 Endangered Species Act (ESA).** Provides for the protection of threatened and endangered species of fish, wildlife, and plants and their critical habitats.

**24-2.6 Federal Insecticide, Fungicide, and Rodenticide Act (FIFRA).** FIFRA explicitly requires certification of pesticide applicators after training has been completed. Training is implied for the remainder of personnel involved in compliance.

**24-2.7 Federal Water Pollution Control Act as amended by the Clean Water Act of 1977 (CWA).** The CWA contains implied training requirements with regard to CWA compliance. Regulations implementing the CWA contain specific training requirements for operators of water treatment plants.

**24-2.8 Fish and Wildlife Conservation Act.** Provides for conservation, protection, restoration, and propagation of certain species; including migratory birds threatened with extinction. Training requirements are implied.

**24-2.9 Fish and Wildlife Coordination Act.** Provides for effective integration of fish and wildlife conservation programs with Federal water resource development and construction projects having an impact on water resources.

**24-2.10 Hazardous Material Transportation Act (HMTA).** HMTA requires training for personnel who prepare hazardous material (HM)/hazardous waste (HW) for shipment, or who ship or receive HM/HW.

**24-2.11 Hazardous and Solid Waste Amendments (HSWA).** HSWA explicitly requires all owners/operators of underground storage tank (UST) systems to have comprehensive regulatory programs. An implicit training requirement exists for understanding and compliance with this legislation.

**24-2.12 Marine Mammal Protection Act (MM-PA).** Protects marine mammals and establishes a marine mammal commission.

**24-2.13 Migratory Bird Treaty Act.** Prohibits taking or harming a migratory bird and certain other birds, its eggs, nests, or young without the appropriate permit.

**24-2.14 National Environmental Policy Act (NEPA).** In order to achieve/maintain compliance with the Act, there is implied training for senior activity managers, even though these managers are not necessarily those who develop project documents.

**24-2.15 National Historic Preservation Act (NHPA).** NHPA defines Federal activities' responsibility to preserve historic buildings. Compliance with this act implies training for program managers.

**24-2.16 Occupational Safety and Health Act (OSHA).** OSHA regulations require training for personnel who use HM in the performance of work, and for personnel handling HW. Specific requirements exist concerning the hazards in the workplace, OSHA requires training on: hazard communication (HAZCOM) to include specific chemical/physical hazards, material safety data sheets (MSDS), labeling, hazard communication plans, HW operations, and emergency response. Explicit OSHA HW and emergency response training requirements are contained in Figure 24.1.

**24-2.17 Oil Pollution Act of 1990 (OPA 90).** OPA 90 establishes requirements for operation of fuel facilities to prevent discharges. Explicit training requirements are included in reference (f)

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for proper operation of systems and for prevention of spills.

#### **24-2.18 Safe Drinking Water Act (SDWA).**

Training requirements are implied, but explicit requirements exist for certification of treatment plant operators, and for training water supply operators.

**24-2.19 Solid Waste Disposal Act (SWDA) of 1965, as amended by Resource Conservation and Recovery Act (RCRA).** Provides guidance to achieve/maintain compliance with RCRA. Training for environmental managers is implied, in order to ensure compliance.

#### **24-2.20 Toxic Substances Control Act (TSCA).**

TSCA implicitly requires training with regard to control of polychlorinated Biphenyls (PCBs) and PCB waste for personnel involved in inventorying, marking, inspecting, assessing risk, notification of EPA, and disposition.

### **24-3 Terms and Definitions**

None specifically applicable to this chapter.

### **24-4 Requirements**

Environmental and natural resources laws and regulations describe training required in order to ensure that compliance with each act or regulation is achieved and maintained.

### **24-5 Navy Policy**

**24-5.1 General.** The Navy's policy with regard to environmental training is that:

- a. All personnel, military and civilian, active duty and reserve, shall receive quality initial training and periodic refresher training.
- b. Officer and enlisted environmental awareness training shall be accomplished during initial accession training.

c. Training required for a specific billet/assignment shall be conducted enroute to the assignment, or as soon thereafter as practicable.

d. Training shall be both command-specific and general.

e. Training shall stress the roles and responsibilities of the individual as well as the command.

f. Training shall emphasize that compliance is mandatory, that success or failure in environmental compliance shall be considered during performance evaluations, that failure to comply with environmental standards may result in civil penalties being imposed against the command, and that some violations may subject the individual to administrative disciplinary action by the Navy or civil or criminal penalties imposed by Federal or State courts or regulators.

g. Naval Reserve commanders and commanding officers shall work closely with active duty counterparts to provide environmental and natural resources training for Naval Reservists.

**24-5.2 Environmental Awareness Training.** All uniformed members and civilian employees of the Navy shall receive environmental awareness training, to ensure that they fully understand the Navy's environmental and natural resources responsibilities (legal and moral), and also their roles in the proper execution of those responsibilities.

#### **24-5.3 General Environmental Awareness Training**

- a. General awareness training for officers shall be satisfied through initial accession training.
- b. Enlisted personnel shall receive general environmental awareness training during core and apprentice training.
- c. Civilian personnel shall receive training as part of a command initial orientation program.

Training shall cover an introduction and overview of:

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(1) The Navy's Environmental and Natural Resources Program and Policy.

(2) Navy environmental and natural resources initiatives, and the impact of these initiatives on the individual.

(3) The role of the individual in achieving Navy environmental and natural resources compliance.

(4) Pollution prevention and recycling.

(5) Environmental planning and assessment as required by NEPA and Executive Order (EO) 12114.

(6) Consequences of non-compliance.

The Navy produces and provides environmental awareness training videotapes and accompanying user's guides for distribution to all activities. These should be used to assist in accomplishing general environmental awareness training.

**24-5.4 Command Orientation.** Each individual reporting to a command shall be provided with command-specific environmental awareness training, as part of the Command Orientation/I Division Program. The training shall include an overview of:

a. The command's commitment to a strong, protective, environmental ethic and stewardship of natural resources

b. The command's specific environmental responsibilities and its accompanying environmental awareness and compliance programs, including employee liability and protection of natural resources, and pollution prevention

c. The responsibility, commitment, and contribution of the individual to the environment

d. The command's environmental points of contact, and normal and emergency telephone numbers

e. An overview of the OEBGD and Final Governing Standards, where appropriate. All personnel shall also receive annual refresher training

f. Introduction to Federal, State, and local environmental laws and regulations.

#### **24-5.5 Afloat Environmental Training**

Personnel assigned to afloat commands shall receive both general and command-specific training on environmental laws and regulations. In addition, applicable job-specific training shall be provided as follows:

a. Ship-generated wastes and pollutants/general overview of pollution prevention program

b. HM handling, safety, control and disposal

c. Restrictions on disposal in the open ocean

d. OHS spills and releases first responder training

e. Spill contingency plan development and execution

f. Pollution prevention and recycling

g. Solid Waste/plastics discharge restrictions

h. Air pollution/ozone depleting substances

i. Oily waste discharge

j. Endangered species or marine mammal issues in local operating areas

k. Fleet, battle group, and other operational planners shall, at a minimum, receive training in NEPA, EO 12114, Coastal Zone Management Act (CZMA), ESA, MMPA, and the Marine Resources Sanctuaries Act (MRSA).

Surface warfare officers shall receive environmental and pollution prevention training at the earliest

opportunity, through the Surface Warfare School (SWOS), as part of an appropriate curriculum (e.g. Prospective Commanding Officer (PCO), Prospective Executive Officer (PXO), Prospective Engineering Officer (PEO), Department Head (D.H.) etc).

Supply officers shall receive training at the Naval Supply Corps Officer School, as part of an appropriate curriculum (e.g. D.H, division officer).

Aviation officers shall receive environmental compliance and pollution prevention training as part of flight training, or as soon as possible thereafter. Embarked squadrons or detachments shall participate in the training program of the ship upon which they are embarked.

Submarine officers shall receive environmental compliance and pollution prevention training at the earliest opportunity as part of Prospective Commanding Officer/Prospective Executive Officer (PCO/PXO), D.H., and Basic Submarine Officer's Training.

Navy Judge Advocate General (JAG) officers being assigned to afloat commands shall receive environmental training in the staff Judge Advocate Course at Naval Justice School.

Afloat commanding officers may appoint, as necessary, a collateral duty environmental protection coordinator (EPC) as the command's primary source of guidance and information. The designated EPC shall attend the Afloat Environmental Protection Coordinator course (A-4J-0021) or equivalent, and shall complete Watchstation 304 in the HM/Environmental Protection Programs Afloat Personnel Qualification Standards (PQS) (NAVEDTRA 43528) within 6 months of assignment. One petty officer per firefighting or repair party shall be qualified on Watchstation 303 - HM Spill Response Scene Leader, and one on Watchstation 305 - Oil/Hazardous Spill Response Scene Leader (NAVEDTRA 43528). For submarines, type commanders shall specify requirements for completion of PQS 303 and 305, such that appropriately qualified individuals shall be present at the scene of any HM or oil spill. For MSC ships,

COMSC shall specify requirements under manning constraints.

**24-5.5.1 Specialized Environmental Training for Forces Afloat.** Specialized environmental training for afloat command personnel may be obtained through the following:

a. HM Handling and Disposal training under reference (z):

(1) HM Coordinator Course (A-8B-0008) or equivalent

(2) HM for Supervisors Course (A-322-0010) or equivalent

(3) Hazardous Material Control and Management (HMC&M) Technician Course (A-322-2600) or equivalent, resulting in the award of secondary Navy enlisted classification (SNEC) 9595

(4) HM/Environmental Protection Programs Afloat PQS (NAVEDTRA 43528).

b. Oils, Waste Oils, and Oily Waste:

(1) SWOS Engineering/D.H. Schools

(2) A & C schools for personnel in the GS, BT, MM, EN, and ABF ratings

(3) Fleet training centers

(4) Afloat Environmental Protection Coordinator Course (A-4J-0021) or equivalent, available from NAVOSHENVTRACEN.

c. Sewage (Blackwater and Greywater) and Industrial Waste Systems:

(1) SWOS Engineering/D.H. Schools

(2) Fleet training centers

(3) Afloat Environmental Protection Coordinator Course (A-4J-0021) or equivalent, available from the Navy Occupational Safety and

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Health and Environmental Training Center, Norfolk, VA (NAVOSHENVTRACEN).

- d. Solid Wastes and Plastics:
  - (1) Command environmental awareness training
  - (2) Submarine Command Training
  - (3) Basic Supply Officer Course
  - (4) A & C schools for personnel in the SK, MS, SH, and AK ratings.
- e. Maintenance of Solid Waste Processing Equipment (being developed).
- f. Medical/Infectious Waste:
  - (1) Medical Officer Indoctrination Training
  - (2) A & C schools for Hospital personnel.

#### **24-5.6 Shore Activity Environmental Training.**

**24-5.6.1 Flag Officers** shall receive environmental and natural resources training at the earliest opportunity.

**24-5.6.1.1 Regional Environmental Coordinators.** These area commanders with environmental responsibilities shall receive training as defined below for commanding officers, with the addition of the following:

- a. Public affairs and environmental protection
- b. Interface with environmental regulators
- c. Laws involving water pollution prevention, including CWA and SDWA
- d. Advanced Environmental Law for the Navy Regional Environmental Coordinator (Proposed)
- e. Emergency response management.

**24-5.6.2 Commanding Officers of Shore Activities.** Personnel assigned command of shore activities (including shore-based aviation commands) shall receive both general and command-specific training on Federal, State, and local environmental compliance laws and regulations within 6 months of taking command. Such training shall include an overview of:

- a. Navy Environmental and Natural Resources Program and policies
- b. CERCLA, Superfund Amendments and Reauthorization Act (SARA), RCRA, and Federal Facility Compliance Act (FFCA)
- c. Installation Restoration Program
- d. ESA compliance
- e. Pollution prevention, HMC&M, and the command's responsibilities
- f. Environmental and natural resources legal responsibilities and liabilities
- g. The impact of CAA, CWA, and other environmental laws on shore activity operations
- h. Costal Zone Management Act (CZMA)
- i. Wetlands protection compliance
- j. OPA 90 and OHS spill or release contingency planning and response
- k. National Historic Preservation Act and other cultural resource laws
  - l. ECE Program
  - m. NEPA
  - n. Nonpoint source pollution considerations
  - o. Interface with environmental regulators
  - p. HMC&M



## q. FIFRA

r. The liabilities of non-compliance with environmental and natural resources laws and regulations

s. The activities of the Agency for Toxic Substances and Disease Registry, which conducts public health assessments, and the EPA risk assessment process

t. Principles and requirements of permitting processes (applications for permits, public involvement in the permitting process, compliance with permit requirements) used in environmental laws

u. State and local environmental laws and regulations.

**24-5.6.2.1** This training may be obtained through the following:

a. Shore Station Command Seminar (P-1B-0002) or equivalent

b. Executive Environmental Seminar (A-4A-0054) or equivalent

c. NEPA Executive Overview

d. Naval On-Scene Coordinator (NOSC) Training

e. The Command Environmental and Natural Resources Training Program

f. Introduction to HM Ashore (A-493-003) or equivalent.

**24-5.6.2.2** There are no specific environmental training requirements for shore activity executive officers. However, executive officers should attend formal environmental training within 6 months of reporting. At a minimum, executive officers shall attend the Executive Environmental Seminar (A-4A-0054) or equivalent.

**24-5.6.3 Civil Engineering Corps (CEC) officers.** CEC officers shall receive training in all topics required of the CO/XO, plus or with increased emphasis on the following:

a. Navy Environmental and Natural Resources Program and Policies

b. An overview of CERCLA, SARA, RCRA and the impact of these laws on shore commands

c. The Installation Restoration (IR) Program and its impact on public works organizations, including environmental risk communication and public dialogue

d. ESA compliance

e. HMC&M and the Public Work Center (PWC)/Public Work Lead Agency (PWLA)/Public Work Department (PWD) responsibilities and liabilities

f. The impact of the CAA, CWA, and other environmental laws on shore command operations

g. CZMA

h. Wetlands protection compliance

i. OHS spill or release contingency planning

j. NHPA and other cultural resource laws

k. ECE Program

l. NEPA

m. Interface and relations with public agencies

n. HMC&M

o. Nonpoint source pollution considerations and compliance

p. FIFRA

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q. Air installations compatible use zone (AICUZ) Program overview (if enroute to an aviation capable command

r. FFCA

s. The liabilities of non-compliance with environmental and natural resources laws and regulations

t. Interface with environmental regulators

u. Principles and requirements of permitting processes (applications for permits, public involvement in the permitting process, compliance with permit requirements) used in environmental laws

v. An overview of State and local environmental laws and regulations.

**24-5.6.3.1** In addition to the training provided to CEC officers and the above training, the following training is required of public works officers:

a. Public Works Management (A-4A-0031) (Junior Officers) or equivalent

b. PWC Management for PCO and PXO (A-4A-0043) (CO/XO) or equivalent

c. Public works officer (PWO)/Senior Environmental Forum (A-4A-0059) (CO) or equivalent

d. Application of NEPA and EO 12114

e. Introduction to HM Ashore (A-493-0031), or equivalent.

**24-5.6.3.2** Training for CEC officers may be obtained through the following:

a. CEC Officers Basic Qualification (A-4A-0010) (Junior Officer) or equivalent

b. Advanced CEC Officer (A-4A-0021) (Mid-level) or equivalent

c. Naval Facilities Systems Management (A-4A-0038) or equivalent

d. Application of NEPA

e. Introduction to HM Ashore (A-493-0031), or equivalent.

**24-5.6.4 OICC/ROICC.** In addition to training required of CEC officers, OICC/ROICC training shall stress the following areas:

a. NHPA and other cultural resource laws and their impact on facility construction

b. IR site worker safety and health practices

c. Asbestos removal and disposal practices

d. ROICC Office Management (A-4A-0032) or equivalent

e. ROICC Environmental Clean-up Administration.

**24-5.6.5 Environmental Officers and Environmental Managers.** Training provided shall address the needs and requirements of personnel as a function of duties assigned, covering the following areas as applicable, and prior to assignment of environmental project/program management responsibilities in those areas:

a. Navy Environmental and Natural Resources Program and policies

b. Pollution prevention

c. An overview of CERCLA, SARA, RCRA and the impact of these laws of shore commands

d. IR Program, including environmental risk communication and public dialogue

e. ESA and MMPA compliance

f. HMC&M as it applies to the duties of the environmental officer/environmental manager

- g. Environmental and natural resources legal responsibilities and liabilities
- h. The impact of the CAA and CWA
- i. CZMA
- j. Wetlands protection compliance
- k. OHS spill and release contingency planning
- l. Cultural and historic resources programs
- m. ECE Program
- n. NEPA and EO 12114
- o. Interface and relations with public agencies
- p. HMC&M
- q. Nonpoint source pollution considerations and compliance
- r. FIFRA
- s. AICUZ Program overview (aviation-capable installation)
- t. The liabilities of non-compliance with environmental and natural resources laws and regulations
- u. An overview of State and local environmental laws and regulations
- v. HAZWOPER Awareness.

**24-5.6.5.1** Shore Activity Collateral duty environmental managers shall attend the Environmental Protection Course (A-4A-0036) or equivalent.

**24-5.6.5.2** Primary duty environmental managers shall receive the following training as soon as possible after reporting for their assigned duties, and prior to assignment of environmental project/program responsibilities in those areas. Training should focus on the primary areas of assigned responsibility.

- a. A Comprehensive Environmental Manager's Course
- b. Environmental Compliance for Engineers and Technical Managers (conducted by NAVFAC-ENGCOM)
- c. Environmental Law for Non-Lawyers
- d. PWO/Senior Environmental Forum
- e. Application of NEPA
- f. HW training program development
- g. HW Annual Review and Refresher Course
- h. Oil Spill Navy On-Scene Commander (NOSCDR) Course
- i. Environmental Audit Course.

**24-5.6.6 Environmental Engineers, Environmental Protection Specialists and Environmental Program Managers and Staff.** Environmental staff personnel advise on all environmental matters and ensure command compliance. Primary duty environmental staff members shall receive high training priority. Training provided shall address the needs and requirements of personnel as a function of duties assigned, covering the following areas as applicable, and prior to assignment of environmental project/program management responsibilities in those areas:

- a. NEPA and EO 12114
- b. CERCLA, SARA, RCRA, and FFCA
- c. OHS/SPCC plan training
- d. CAA, including permit requirements
- e. CWA, including permit requirements
- f. UST and aboveground storage tanks (AST) regulations

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- g. ECE and self-audit programs
- h. CZMA
- i. PCB, radon, and asbestos management
- j. Drinking water systems and lead control
- k. Ground water contamination
- l. Overview of IR programs
- m. HM minimization
- n. HMC&M
- o. Natural resources and endangered species training
- p. Environmental Compliance course for engineers and technical managers
- q. Environmental Law for Non-Lawyers
- r. Overseas Environmental Baseline Guidance Document, if applicable
- s. State and local environmental laws and regulations
- t. Cultural and historic resources programs
- u. Pollution Prevention Act
- v. FFCA
- w. OPA 90
- x. Risk Assessment/Toxicology.

**24-5.6.6.1 Command Environmental Planners.** Command environmental planners shall receive the following training as applicable to specific job assignments:

- a. EO 11988 (Floodplain Management)
- b. Preparing NEPA and EO 12114 documents

- c. Environmental quality planning
- d. Natural resources issues as they relate to planning
- e. Risk Assessment/Toxicology Seminar
- f. Overview of the Installation Restoration Program
- g. Geographical information systems (GIS) and computer-based environmental planning
- h. Cultural and historic resources programs
- i. Pollution prevention
- j. Fleet, battle group, and other operational planners should at a minimum receive training in NEPA, EO 12114, CZMA, ESA, MMPA, and the MRSA.

**24-5.6.6.2 Command Natural Resources Personnel.** Personnel assigned duties involving natural resources shall receive the following training as applicable to their specific job assignments:

- a. Installation specific mission and natural resources
- b. Vegetation restoration and management
- c. Wildlife and fisheries management
- d. Environmental law for non-lawyers
- e. Endangered species and MMPA requirements
- f. Wetlands protection and delineation
- g. Recreation opportunities
- h. Military fish and wildlife law enforcement
- i. Agricultural or forestry management, as appropriate

- j. Bird aircraft strike hazard (BASH) management, as appropriate
- k. NEPA procedures
- l. ECE and self-audit programs
- m. Wetland development, delineation and restoration
- n. Conservation, protection and enhancement of threatened and endangered species
- o. Historic and cultural resources preservation
- p. Erosion and sediment control
- q. GIS Usage for natural resources usage
- r. Fire science.

**24-5.6.6.3 Command Cultural Resources Personnel.** Command cultural resources personnel should receive training in the following areas, as appropriate:

- a. The installation environment
- b. The role of the state historic preservation officer (SHPO)
- c. The role of the Advisory Council on Historic Preservation
- d. Compliance with the National Historic Preservation Act
- e. Compliance with the National Archeological Resources Protection Act
- f. Compliance with the Native Graves Protection and Repatriation Act
- g. The Section 106 process
- h. Evaluating historic World War II and cold war resources

- i. Inventories of historic and archeological resources

j. Coordinating cultural resources with other environmental programs/public works repair/maintenance/rehabilitation, and museum historic programs

k. The role of contractors to inventory archeological and historic resources, and in the development of historic archeological resources protection (HARP) Plans

l. Writing contracts for archeological and historic protection and the role of the contracting officer's representative and Engineering Field Division/ Engineering Field Activity (EFD/EFA) staff archaeologists overseeing contracts

m. HARP Plans for Installations

n. Law enforcement and protection of archeological, cultural, and historic resources

o. The ECE process for cultural resources protection and cultural resources program evaluation

p. Coordination and working with State, local, community, social and civic groups and native peoples for cultural, archeological, and historic preservation and protection.

**24-5.6.7 Public Affairs Officers.** Public affairs officers assigned to shore activities shall receive both general and command-specific training on environmental compliance laws and regulations. Such training shall include an overview of:

- a. Navy Environmental and Natural Resources Program and policies
- b. CERCLA, SARA, EPCRA, and RCRA
- c. Environmental contracts management
- d. Emergency/disaster response
- e. OHS spill or release contingency planning

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- f. Historic and archeological resources management
- g. HM and HW Introduction and HM/HW for Executives
- h. Legal liabilities/responsibilities for Managers and Supervisors
- i. Natural Resources Management
- j. Community relations in the IR Program, including environmental risk communication and public dialogue
- k. Navy occupational safety and health (NAVOSH) requirements Overview for Executives
- l. Pollution prevention.

**24-5.6.8 Staff Judge Advocates and Command Counsel (SJA/GC).** Specific environmental training needs of legal personnel assigned to shore commands shall be satisfied through enroute training and the Navy Justice School, and shall include:

- a. Role of counsel in the environmental program
- b. Navy Environmental and Natural Resources Program and Policies
- c. IR Program, including environmental risk communication and public dialogue
- d. An overview of environmental laws and regulations, and their impact on shore activity operations
- e. Environmental and natural resources legal responsibilities and liabilities
- f. OHS spill and release contingency planning
- g. National Historic Preservation Act and other cultural resource laws
- h. ECE Program

- i. NEPA and EO 12114
- j. HMC&M
- k. CERCLA, SARA, RCRA and their impact
- l. PCB and asbestos management
- m. CAA and CWA
- n. An overview of State and local environmental laws and regulations
- o. An overview of ESA, MMPA, CZMA, NHPA, and wetlands laws and regulations.

**24-5.6.8.1** Training in the above areas is available through the following courses:

- a. SJA Course (S-SF-0020)
- b. Navy Environmental Law for Lawyers
- c. Reserve Lawyer Refresher Course (S-SE-0017)
- d. Advanced Environmental Law for the Regional Environmental Coordinator (REC) (Proposed)
- e. Advanced Environmental Law Abroad and Afloat (Proposed).

**24-5.6.9 Activity HW and Emergency Response Personnel** shall complete applicable job-specific training summarized on Figure 24.1.

**24-5.6.10 Ordnance Industrial Workers, Managers, and Ordnance Engineering Support Personnel.** Training for personnel assigned ordnance duties shall stress the integration of environmental compliance requirements into the fulfillment of DoD explosive safety requirements.

**24-5.6.11 Other Shore Activity Environmental Training.** Environmental training (in addition to awareness training) is necessary for other positions at shore commands, in which work practices shall have

a significant impact on the environment. Commanding officers are encouraged to provide training to these personnel through command and school training as appropriate.

**24-5.6.12 Commanders, Deputy Commanders, and Key Major Staff.** Commanders, deputy commanders, and key personnel assigned environmental responsibilities on major claimant staffs shall receive the following overview training as appropriate:

- a. Navy Environmental and Natural Resources Program and policy
- b. An overview of environmental and natural resources laws and regulations, and their impact on shore command operations and fleet operations and exercises
- c. IR Program, including environmental risk communication and public dialogue
- d. ESA compliance
- e. HMC&M
- f. Environmental and natural resources legal responsibilities and liabilities
- g. CZMA
- h. Wetlands protection and compliance
- i. MMPA
- j. OHS spill or release contingency planning. Personnel assigned as NOSC's shall attend specific training
- k. Cultural and historic resources programs
- l. ECE program
- m. NEPA and EO 12114
- n. Acquisition Programs and Environmental Protection

- o. Pollution prevention and recycling
- p. HMC&M
- q. Nonpoint source pollution considerations and compliance.

The above training should provide an overview of environmental and natural resources issues. Personnel who work to a greater degree in specialized environmental compliance work (e.g. HW Management) should receive increased training in those areas.

**24-5.6.13 EFD/EFA Activities.** EFD/EFAs of NAVFACENGCOM have a singularly important role in the way in which the Navy pursues its environmental responsibilities. Commanding officers, executive officers, key department heads, environmental engineers, planning, compliance, and restoration personnel shall attend the Civil Engineering Corps Officer School (CECOS) Environmental Protection Course (A-4A-0036) or equivalent. This course shall provide the following:

- a. NAVFACENGCOM role in the Environmental Program
- b. Navy Environmental and Natural Resources Program and policies
- c. IR Program, and its impact on shore activity operations, including environmental risk communication and public dialogue
- d. An overview of environmental laws and regulations, and their impact on shore activity operations
- e. Environmental and natural resources legal responsibilities and liabilities
- f. OHS spill and release contingency planning
- g. Cultural and historic resources programs
- h. ECE Program
- i. NEPA and EO 12114

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- j. HM and HMC&M
- k. CERCLA, SARA, RCRA, EPCRA and their impacts
- l. PCB and asbestos management
- m. CAA and CWA
- n. Pollution prevention.

**24-5.6.13.1** EFD/EFA environmental engineers and environmental planners shall receive the following additional training, as applicable to their positions/duties:

- a. Water pollution prevention programs
- b. Air pollution prevention programs
- c. Drinking water systems and lead control
- d. Water conservation
- e. USTs
- f. FIFRA
- g. Noise pollution prevention programs
- h. CZMA
- i. MMPA
- j. Overseas environmental compliance
- k. Environmental Audit Course
- l. Environmental Compliance Course for Engineers and Technical Managers
- m. Environmental Law for Non-Lawyer (Seminar)
- n. Erosion and sediment control
- o. Wetland regulation

- p. Endangered species compliance
- q. Historic and cultural preservation
- r. HAZWOPER awareness.

**24-5.6.13.2** Personnel assigned to duties involving environmental restoration or remediation shall receive the following training as applicable to their specific job assignments:

- a. Engineer in Charge (EIC) Course
- b. Groundwater Contamination Course
- c. IR Health and Safety Course
- d. Risk Assessment/Toxicology Seminar
- e. Environmental chemistry
- f. IR Supervisor's Course
- g. Environmental risk communication and public dialogue
- h. Environmental restoration project management
- i. Remediation technologies
- j. HAZWOPER.

**24-5.6.13.3** EFD/EFA environmental planners shall receive the following additional training:

- a. Wetland regulation
- b. Preparing NEPA documents
- c. Environmental quality planning
- d. Natural resources issues related to the planning process
- e. Environmental risk communication and public dialogue



f. Cultural resources

g. ESA compliance.

**24-5.6.13.4** EFD/EFA natural resources personnel shall receive the following training as applicable to their specific job assignments:

a. The IR Program, including environmental risk communication and public dialogue

b. Vegetation restoration and management

c. Wildlife and fisheries management

d. Environmental law for non-lawyers

e. Endangered species requirements

f. Wetlands protection and delineation

g. Recreation opportunities

h. Military fish and wildlife law enforcement

i. Agricultural or forestry management, as appropriate

j. BASH management, as appropriate

k. NEPA procedures

l. ECE and self-audit programs

m. Wetland development, delineation and restoration

n. Conservation, protection and enhancement of threatened and endangered species

o. Historic and cultural resources preservation

p. Erosion and sediment control

q. GIS Usage for natural resources usage

r. Natural resource damage assessment

s. Planning, programming and budgeting.

**24-5.6.14 Reserve Component Environmental Training.** Naval Reservists shall be provided environmental training appropriate for their mobilization duties to the greatest extent possible. Naval Reserve unit commanders and commanding officers shall work with their active duty counterparts, to obtain training for reservists that they consider the minimum for individual mobilization missions and responsibilities.

## **24-6 Responsibilities**

**24-6.1 The Chief of Naval Operations (CNO (N45)) shall:**

a. Establish policy for the accomplishment of environmental and natural resources compliance training in the Navy.

b. Act as the resource sponsor for Navy environmental and natural resources compliance training.

c. Work with the other Armed Services in the development and conduct of environmental training.

**24-6.2 The Chief of Naval Education and Training (CNET) shall:**

a. Recommend sources to obtain training in each of the environmental topics for each personnel category identified in this chapter.

b. For topics for which no training sources exists which satisfies the Navy training need, develop and provide training in those topics for the personnel categories identified in this chapter.

c. Determine equivalent sources of training, if any, for those training courses specified in this chapter. Maintain a list of equivalent training courses/training resources and distribute Navy-wide.

d. Establish formal training programs on the operation and maintenance of all environmental

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compliance systems and equipments developed for use aboard Navy ships and at Navy shore facilities.

e. Develop, budget for, and implement the Navy Environmental and Natural Resources Program Training Plan.

f. Develop standard lesson plans, audio-visual aids, and computer-based training packages to assist commands in the operation of effective environmental compliance training and orientation programs.

g. Develop a meaningful program to measure the effectiveness of the training, identify shortfalls, and provide for feedback of those shortfalls, in order to correct them in an expeditious manner.

h. Develop guidance in amplification of this directive as required.

**24-6.3 Commander, Naval Legal Service Command shall:**

a. Ensure that effective environmental and natural resources compliance training for military lawyers is developed and maintained.

b. Develop, budget for, and implement the Navy Environmental and Natural Resources Training Plan, pertaining to military lawyers.

c. Continually review the effectiveness of environmental training for military lawyers, and make recommendations to CNO (N45) for incorporation into the Navy Environmental and Natural Resources Training Plan.

**24-6.4 Commander, Naval Facilities Engineering Command (COMNAVFACENGCOM) shall:**

a. Provide guidance to CNET on environmental and natural resources training, existing laws and regulations, actual experiences (lessons learned) and feedback.

b. Develop and provide training on the ECE Program to shore commands.

c. Provide technical guidance on environmental and natural resources training to CNO (N45).

d. Assist in the development of environmental and natural resources compliance training in the Navy.

**24-6.5 Major claimants shall:**

a. Ensure the development and implementation of effective environmental and natural resources training programs at both shore and afloat commands within their claimancies, providing amplifying guidance in support of this directive as required.

b. Assist in the conduct of ECE training for commands within their claimancies.

c. Monitor and fund the conduct of the training required per this instruction.

d. Coordinating with CNET, develop standard environmental and natural resources compliance orientation packages tailored for commands under their claimancies.

e. Provide guidance to CNET on environmental and natural resources training needs and actual experiences and feedback.

f. Review CNET and NAVFACENGCOM developed training courses for relevance to fleet and environmental program needs.

**24-6.6 Unit commanders and commanding officers shall:**

a. Comply with the training requirements of this chapter, and amplifying guidance from Fleet commanders in chief (CINCS), requesting funding or billet support as required.

b. Implement effective programs of orientation and I Division training.

c. Provide feedback on the adequacy and effectiveness of training received via the chain of command.

d. Provide appropriate environmental training to operations, maintenance, planning, design and construction personnel.

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## Health and Safety Training Requirements for Hazardous Waste and Emergency Response

| Hazardous Waste Clean-Up Sites                 |  | Other Emergency Response Staff                               |  |
|--|--|--|--|
| <b>Staff</b>                                   |  |  |  |
| • Routine site employees                       | 40 hours initial<br>24 hours field<br>08 hours annual refresher  | Level 1 - First responder<br>(awareness level) <sup>1</sup>  | Sufficient training or proven experience in specific competencies                          |
| • Routine site employees<br>(minimal exposure) | 24 hours initial<br>08 hours field<br>08 hours annual refresher  | Level 2 - First responder<br>(operations level) <sup>2</sup> | Level 1 competency and 8 hours initial or proven experience in specific competencies       |
| • Non-routine site employees                   | 24 hours initial<br>08 hours field<br>08 hours annual refresher  |  | Annual refresher   |
| <b>Supervisor/Managers of</b>                  |  |  |  |
| • Routine site employees                       | 40 hours initial<br>24 hours field<br>08 hours hazardous waste management<br>08 hours annual refresher | Level 3 - HAZMAT technician <sup>3</sup>                     | 24 hours of Level 2 and proven experience in specific competencies<br><br>Annual refresher |
| • Routine site employees<br>(minimal exposure) | 24 hours initial<br>08 hours field<br>08 hours hazardous waste management<br>08 hours annual refresher | Level 4 - HAZMAT specialist <sup>4</sup>                     | 24 hours of Level 3 and proven experience in specific competencies<br><br>Annual refresher |
| • Non-routine site employees                   | 24 hours initial<br>08 hours field<br>08 hours hazardous waste management<br>08 hours annual refresher | Level 5 - On-the-scene incident commander <sup>5</sup>       | 24 hours of Level 2 and additional competencies<br><br>Annual refresher                    |
| <b>Treatment, Storage, and Disposal Sites</b>  |  |  |  |
| <b>Staff</b>                                   |  |  |  |
| • General Site employees                       | 24 hours initial or equivalent<br>08 hours annual refresher  |  |  |
| • Emergency response personnel                 | Trained to a level of competency<br>Annual refresher   |  |  |

Note: See 29 CFR 1910 (e) and (p)(7).

Note: See 29 CFR 1910.120 (q)(6).

<sup>1</sup> *Witnesses or discovers* a release of hazardous materials and who is trained to notify the proper authorities

<sup>2</sup> *Responds* to releases of hazardous substances in a defensive manner, without trying to stop the releases

<sup>3</sup> Responds aggressively to stop the release of hazardous substances

<sup>4</sup> Responds with and in support to HAZMAT technicians, but who has specific knowledge of various hazardous substances

<sup>5</sup> Assumes control of the incident scene beyond the first-responder awareness level

Figure 24.1