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I am humbled to accept the Chair position of the Ohio Section AWWA. It is an honor and privilege to lead such a fine group of industry professionals. However, I would be remiss if I did not acknowledge the contributions of the leadership and professionalism in our industry that came before us. The Ohio Section is the Section that it is because of the professionals who preceded us along this journey.

In September we participated in the OAWWA Annual Conference. One of the highlights from this year’s conference were the numerous presentations given by both our OAWWA members and other water industry professionals. I also would like to congratulate all of the individuals who were recognized for their accomplishments in the water industry.

CLEVELAND ROCKS!
I want to thank the Local Arrangements Committee, led by Melinda Raimann, volunteers, and the City of Cleveland. This year’s conference was a great success because of their commitment, professionalism, and dedication to supporting the water industry. The volunteers were relentless in their efforts to assist the guest in any way possible.

I was captivated by this year’s keynote speaker, Dr. John Grabowski. Dr. Grabowski spoke in vivid detail of the importance of clean, safe drinking water during the creation and development of the City of Cleveland. Dr. Grabowski also reminded all who were in attendance the importance of the jobs that we, as water professionals, do on a daily basis. Water is “The Key to Life”.

In my Chair acceptance speech, I asked the question: Who in this room knew that the job they are presently in existed

continued on page 4
when they were in high school? Just like in the conference room that day, I suspect most of us reading this now did not know what jobs in the water industry existed then and even today.

My challenge to all members of this organization, utilities throughout the state, and working professionals in the water industry is this: Go out to your local schools and give information on what this industry has to offer students. Give regular tours at your filtration plants to students and educate them on the water treatment process. Reach out to your local colleges and universities to expose young people to our chemistry labs, distribution systems, and administrative divisions and the importance of each of these jobs to ensure our most precious resource reaches our communities.

We are fortunate to work in an industry that is vital to the communities that we live in and serve. Like the people who came before us, we, as water professionals, contribute to the quality of life in communities throughout the state and are responsible to teach the next generation the importance of our industry. Let them know of the silent professionals who go to work every day to contribute to the water industry and the quality of life everywhere.

SAVE THE DATE!
The 82nd Annual OAWWA Conference

September 22-25, 2020
Hilton Cincinnati Netherland Plaza
35 W. 5th Street, Cincinnati, Ohio 45202
Duke Energy Convention Center
525 Street, Cincinnati, Ohio 45202

Preliminary Schedule

Tuesday, September 22
• Research Workshop
• Golf Outing
• Water Plant Tour
• Welcome Mixer

Wednesday, September 23
• Exhibit Show
• Expo Tours
• Competitions

Thursday, September 24
• Technical Sessions
• Business Luncheon
• Gala

Friday, September 25
• Technical Sessions

Watch your inbox and mailbox for more information!
American Water Works Association (AWWA) focus this year has been on Foundation Support, which include the Affiliation Agreement and AWWA2020. Presentations were given along with a series of exercises at each Regional Meeting. The Affiliation Agreement creates clarity as to the Association and Section responsibilities to each other. Reinforces AWWA’s mission commitment, protects the AWWA’s assets and brand, and strong framework to becoming One AWWA. AWWA2020 is designed to align the Association and the Sections into One AWWA.

AWWA’s Water Equation is creating the Women for Water Circle of Giving to benefit youth programs in the water industry. The plan is for thirty women to commit to donate $1000 per year to fund the youth programs. As a member of this group, you may submit an application to fund a youth program that will benefit students as well as the water industry. Members of this group will then vote on the programs to fund and see the results of their impact in their community and others across the nation. Women for Water website is we.awwa.org/womenforwater.

In addition, AWWA collaborated with water industry veteran Steve Hernandez to create resources that support the challenges and struggles of prospective operators. The resources focus on motivation, inspiration and professional development, such as studying for an exam, setting career goals and being an efficient team member. AWWA will regularly add new resources to https://www.awwa.org/AWWA-Articles/awwa-offering-new-resources-for-aspiring-and-existing-operators site to support operators in their professional development journey. Six downloadable free resources are currently available.

If you are looking to volunteering on the Association level, AWWA’s Water Landmarks Award committee is looking for committee members. This committee is responsible for recognizing landmarks in North America that have a significant relationship to water. Committee members are tasked with reviewing and voting on submitted material from landmarks throughout North America when the need arises. Committee members are eligible to serve two three-year terms. Time commitment for the year is usually less than five hours and is dependent on the number of entries received.

Thank you for the opportunity to support you as the Section Director. If you have questions on the Association activities, please contact me at Lorraine.brown@daytonohio.gov or 937.333.6135.

Let us work together for a better Ohio through better water.
You are invited to submit your abstract proposal to be considered to present at the Ohio Section AWWA Annual Conference, September 22-25, 2020, in Cincinnati, Ohio. The deadline to submit your proposal is Friday, March 6, 2020. Preliminary abstract topics should include plant and process operations and maintenance, treatment technologies, water quality, distribution, laboratory, research, utility management, human resources, customer service, metering and water loss, backflow prevention, source water protection, emerging issues, public relations, regulations, professional ethics or rules relevant to the practices of engineering and other topics of interest to the water industry. Sessions are primarily focused on Sourcewater, Treatment, Distribution, Utility Management, Customer Service, Regulatory Topics and Plant Operations and Maintenance.

Technical sessions consist of an oral presentation of 25 minutes in length followed by a 5 minute discussion period. Presentation papers are not required to accompany the selected presentations. Presenters attending the conference must pay their own travel expenses, however you can request to be registered for the day you are chosen to present.

Submittal is via an online form and you will be asked to upload your written abstract detailing the presentation topic, as well as key speaking points and conclusions. Abstracts should be no more than 600 words with a maximum of two pages. You will also need to provide your presentation title, primary presenter, co presenters and applicable session topics.

THE DEADLINE TO SUBMIT YOUR ABSTRACT IS NO LATER THAN MARCH 6, 2020

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Utility Highlight | CITY OF WARREN
The City of Warren Water Department is responsible for treating, distributing, meter reading, billing and collection for the City of Warren’s water supply. Mosquito Creek Reservoir serves as the surface water source for the city’s public water system. Constructed in 1956, the Water Filtration Plant has a design capacity of 22.8MGD. Treatment of that water is achieved by using grit removal and screening, chemical addition, rapid mixing, flocculation, sedimentation, rapid sand filtration, fluoridation, chlorination, and a final step of ammonia to achieve chloramination prior to distribution within the City’s 300 miles of transmission mains and storage tanks throughout the serviced areas.

Supplying 75,000 customers and 20,000 accounts, an average of 13.4 million gallons of water is treated daily for use within the service area. The 76 employees within the divisions of the water department work hard to ensure that the customers have water that meets and/or exceeds water quality parameters and regulations set forth by the OEPA. These employees continue their water education by obtaining Professional Operator licensing through the OEPA, on-site training seminars, and by attending water industry training at local AWWA meetings and workshops.

The Distribution staff, along with our customer service and collection staff have made great strides this past year by utilizing GIS technology on iPads within the field for assistance with utility location services and mapping. This has allowed for a more efficient workforce within the Department.

Current and future projects within the system include complete rehabilitation of the City’s six water storage towers. This incorporates inspecting, painting, and ongoing structural maintenance of these facilities. Several future projects for the water service area include the construction and maintenance of six miles of 24 inch waterline that extends to the Village of Lordstown, a new pumping station, and approximately $8 million dollars of improvements that are necessary at the water filtration plant in order to provide a new customer 4-6 million gallons of treated water daily.

Franco Lucarelli, Utility Services Director for the City of Warren believes “that the men and women of the Warren Water Department are committed to improving the quality of life in the City of Warren by strengthening our neighborhoods, delivering a safe drinking water to our citizens at an affordable cost, and focusing on good customer service in order to make the City of Warren a desirable place to live and work.”

Please visit our website to learn more about the City of Warren Water Department: https://www.warren.org/en-us/living/departments/water-department

Utility Highlight: Want to see your utility highlighted here? Contact us at oawwa@assnoffices.com
Franco A. Lucarelli is the Director of Utility Services for the City of Warren, Ohio, where he oversees the billing of four departments. The four departments include Water, Waste Water, Storm Water, and Sanitation. Within the Water Department, he is responsible for the operation of treating, delivering, and providing safe drinking water. Franco believes in the importance of providing a safe quality drinking water to the public. Franco has a strong foundation of both administrative and hands-on experience having risen through the ranks throughout his 21-year career as a utility professional. Franco holds a Class II Water Treatment License and has been a member of the American Water Works Association since 2006. He began his commitment with the AWWA volunteering with the Northeast district assuming all the chair positions. From there he went on to serve and continues to serve to this day. Franco was the At-Large Trustee on the state governing board of the Ohio Section of AWWA and has also served on numerous committees such as Membership, Strategic Planning, Young Professionals, Finance and Audit to name a few.

When Mr. Lucarelli isn't directing the four divisions of the Water Department, he also volunteers cleaning up neighborhoods along with numerous projects in the revitalization of the city of Warren. The incredible feeling that comes along when he is able to help a student understand reading just a little better as he reads aloud to elementary students in the local school system is worth every minute of his time. Franco, being born and raised in the city of Warren, believes he can make a difference through his actions.

Franco is an active member of his community and enjoys spending time with his wife Joanne and their two children Nico and Gina. While Franco's daughter, Gina is finishing her junior year in high school, his son Nico has successfully attained his Bachelor of Science degree in Mechanical Engineering and is currently pursuing his master's degree in the same field. Along with spending time at the lake with his family, he and his wife Joanne enjoy walking their dog Charlie around the neighborhood, which also affords them time to discuss their daily events.
SIERRA MCCREARY

Sierra McCreary has 15 years of experience in the water and wastewater industry. She has been with Black & Veatch since 2005, where she is currently a Project Manager. Sierra is a graduate of Drexel University with Bachelor’s and Master’s of Science degrees in Environmental Engineering.

Sierra has been a member of AWWA for 15 years. She began her journey with AWWA in Pennsylvania where she received the Rising Tide Award for service on the Conference Planning Committee and as Chair of the Young Professionals Committee. Sierra relocated to Columbus in 2010 and continued her involvement with the young professionals, serving as Chair of the Ohio Section Young Professionals Committee from 2011 to 2014. Sierra received the Larry Valentine Recruitment Award for two consecutive years in recognition of her efforts in recruiting new members to the section. She also assisted with planning of the joint AWWA/WEF One Water Ohio conferences in 2014 and 2018. For the past four years she has been serving on the board as the Southeast District Trustee.

Sierra was born and raised in Saudi Arabia, coming to the US in 10th grade to continue her education. She enjoys CrossFit, travel, music, and spending time with her husband, Nick, and six year old daughter, Anya.

DANELLA PETTENSKI

Danella Pettenski is the Assistant Administrator for the City of Columbus Division of Water. She is a licensed professional engineer in the State of Ohio and holds a Bachelor of Science degree in Civil Engineering from Ohio University. She worked 18 years for an engineering consulting firm designing and managing various water and sewer utility projects for both small and large clients. In 2007, Danella moved over to the public sector and became employed by the City of Columbus Division of Water to oversee their Distribution Engineering group. In 2012, she was promoted to Assistant Administrator and is now responsible for overseeing supply, treatment and distribution operations which includes three water treatment plants, four supply reservoirs, one well field and over 80 water booster stations and elevated storage tanks.

Danella became a member of AWWA in 2000 at the encouragement of the late John Sadzewicz. After joining, she immediately became active serving in the Southeast District and became the Chair of the district in 2004. Danella then moved on to serve on the Ohio Section Governing Board and became Chair of the Section in 2009. Throughout her years of involvement in AWWA she has been active on several committees, attended the AWWA Fly-in in Washington D.C. and has been a judge at several Ohio Science Fair and Young Professionals poster contests; always being amazed at the knowledge and passion of the students. She has also been active in the Water Utility Council providing feedback on many state regulatory matters; and most recently led a team of utility members to work with OEPA to create realistic and practical Asset Management Rules.
DIRECTOR: DANELLA PETTENSKI (continued)

Danella has been married for 25 years to Bob and they have 2 children - Andrew, who just graduated from Ohio State University with a business degree in Finance and Anna who earned her cosmetology license and works at a nail salon. She enjoys the outdoors and growing a vegetable garden every year while sharing her excess bounty with her co-workers. She also enjoys all kinds of sports and is a fan of the Columbus Blue Jackets, Cincinnati Bengals and Ohio State Women's basketball.

AT-LARGE TRUSTEE: STACIA ECKENWILER

Stacia Eckenwiler is a Project Manager with the City of Columbus Department of Public Utilities, where she manages capital improvement projects through design and construction at the city's water and wastewater treatment facilities, where she has been since 2011. Prior to joining with the city, she worked for the design firm AECOM for nearly 10 years, where she was a design engineer for various water and wastewater treatment projects in Ohio and around the country. She has a Bachelor's degree in Civil Engineering from The Ohio State University, is a Registered Professional Engineer in the State of Ohio, and holds a Class III Water Supply Operator Certification in Ohio.

Stacia's involvement with Ohio AWWA started when she joined the Technical Programming Committee back in 2012, which solicits and reviews abstracts for the State and other OAWWA conferences, prepares the Technical Program and delivers presentation awards each year. She became Chair in 2013, and remained in this position through 2016, which included involvement with the 2014 Joint One Water Conference. In 2017 and 2018, she served as a Co-Chair for the Joint One Water Conference as well. She has been a member of AWWA since 2002.

Stacia enjoys one-on-one mentoring of future engineers and water professionals, and gets involved with various learning and teaching opportunities such as the OSU Senior Engineering Capstone Design Course, the Children's Water Festival and other opportunities to learn about the activities and responsibilities of a water professional in our industry.

She is married to her husband Max of 15 years, and enjoys cooking, gardening, traveling, playing with her pets and volunteering at her favorite non-water organization CHA Animal Shelter.
SOUTHEAST TRUSTEE: LUKE MURRY

Luke Murry is Stantec Consulting’s Water Discipline Lead for Ohio, Illinois, and Indiana. In this role, he leads the firm’s water and wastewater engineering and associated services (surveying, construction administration and inspection, community development, etc.). Luke is also responsible for connecting more than 150 professionals throughout these states to ensure quality services and encourage synergy across Stantec’s water business line both nationally and globally. Luke is committed to providing safe drinking water and treatment of sewerage to the public. He is passionate about working with municipalities to provide lasting, cost-effective solutions.

Luke is a registered professional engineer in the state of Ohio and has been a member of AWWA since beginning his career in 2006. He has served as the Membership Committee Chair of the seventh largest section throughout all AWWA for over three years. In that capacity, Luke genuinely enjoys promoting and serving our great section and members. Finally, Luke is the Southeast District Chair, transitioning to the past chair this fall.

In addition to AWWA, Luke is also the co-coordinator for the Central Ohio Children’s Water Festival. This festival brings together approximately 650 central Ohio fifth graders to teach them about water – our most important natural resource. The children participate in hands-on workshops covering topics such as water conservation, water-related science principals, utility maintenance, infrastructure design, and much more.

Within his community, Luke serves as a member of the Utility Committee that privately manages their own water and sewer treatment and distribution/collections facilities. This involvement has created an even deeper respect for entities providing these services and a greater drive to promote impactful change from our organization’s extremely knowledgeable voice. Outside of work, Luke enjoys mediocre golfing, woodworking, and most importantly, spending time with his wife April and four-year-old twins, Gabe and Aggie, preferably outside and any activity in and around water.

ASSISTANT TREASURER: VALERIE MEYERS

Valerie A. Meyers is the Operations Supervisor at the water filtration plant for the City of Warren, Ohio, where she has been overseeing plant and laboratory operations over the last thirteen years. She graduated from Youngstown State University with a Bachelor of Science in Chemistry. She holds a Class IV Water Supply license and Chemical and Microbiological Laboratory Certification as well.

She is active within AWWA and continues to serves on the Technical Program committee. Valerie enjoys spending time with her entire family, including her two children, Olivia and Mason. She has served as President of the Executive Board for the local PTO for several years and as a Deacon at her church, First Presbyterian Church of Mineral Ridge.
Outgoing Board Members

Thank you!

Tom Borck
Poggemeyer
Outgoing At-Large Trustee

Jason Adkins
Village of Indian Hill
Outgoing Past Chair

Call for Ohio Section Governing Board Nominations

Over the next few months, the Governing Board will be discussing nominations for four Section-level positions: Vice Chair, Secretary, At-Large Trustee and Northeast District Trustee. These positions are elected during the Annual Conference Business Luncheon in Cincinnati on September 24, 2020. If you or someone you know would like to be considered by the Nomination Committee, please forward by March 31, 2019, name, email and phone number to Sierra McCreary at mccrearysb@bv.com. The persons elected will have the opportunity and responsibility to help guide our organization by serving on the Governing Board.

If elected, you will also develop many lasting friendships with people throughout our profession. This volunteer position requires attendance at a number of committee and Governing Board meetings in addition to various District meetings and committee workshops throughout the year. Because the work of the Governing Board does take time, the individual selected by the nomination committee must have full support of his/her employer. In addition to time requirement, we also ask the employer to be prepared to absorb a significant portion of travel and lodging expenses related to Governing Board business.
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A BRIEF LOOK INTO THE PROPOSED LEAD AND COPPER RULE REVISIONS

Rebecca Slabaugh, PE; Karen Casteloes; Victoria Nystrom, and Devi Thirunarayanan - Arcadis
but on October 10th, 2019 the United States Environmental Protection Agency (USEPA) finally released proposed revisions to the Lead and Copper Rule (LCR). The revisions take a more proactive and holistic approach based on research, analysis, and input from several consultation processes, and are intended to reduce risks from lead exposure to children and families by requiring earlier action and increased transparency and communication around lead. Though the largest impact will occur to systems containing lead service lines (LSLs), all community water systems (CWSs) and non-transient non-community water systems (NTNCWSs) across the country will need to implement changes to their current practices. Understanding the proposed revisions, anticipated timeline and potential key challenges is the first step in preparing for those changes.

What is Changing?
The LCR revisions propose over fifty significant changes in all areas from testing and treatment to service line inventories and customer communication. Table 1 provides a comparison of latest Ohio Environmental Protection Agency (OEPA) requirements for lead and copper as compared to the proposed USEPA LCR revisions. It is important to note that Ohio has been at the forefront of addressing lead in drinking water, and OEPA has recently strengthened several aspects of the LCR, beyond what is required under the current federal LCR. A detailed outline comparing the current and proposed federal LCR revisions can be found on USEPA’s website at https://www.epa.gov/sites/production/files/2019-10/documents/lcr_proposal_comment_request.pdf.

What is Staying the Same?
Some elements of the existing rule were maintained or included only small revisions, including:

- Maximum contaminant level goals for lead and copper of 0 and 1.3 mg/L, respectively
- Action levels for lead and copper of 0.015 and 1.3 mg/L, respectively
- Water quality parameter (WQP) monitoring locations and frequency. However, the proposed revisions require the addition of more WQP locations when performing “find and fix” investigations.
- Tap sampling protocol (i.e., first-draw, one-liter, no pre-stagnation flushing, wide mouth bottles, etc.)
- Minimum number of tap samples

Additionally, the proposed revisions did not establish a health-based, household action level for lead or separate monitoring locations for copper, both of which were recommended by the National Drinking Water Council (NDWAC) Lead and Copper Rule Working Group.

What may be Key Challenges for Utilities?
Through the multitude of changes in the proposed LCR revisions, there is a significant reliance on customer participation. For example, full LSL replacement requires customer approval to allow access to the property as well as additional access inside the home or participation for follow-up sampling. Also, coordination with schools and childcare facilities, which may not have interacted with the utility before, is necessary.

The shortened timelines for notification and replacement also add a significant burden to

(continued on page 18)
A BRIEF LOOK INTO THE PROPOSED LEAD AND COPPER RULE REVISIONS

<table>
<thead>
<tr>
<th>CATEGORY</th>
<th>EXISTING OEPA LCR REQUIREMENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Action Levels and Exceedances</td>
<td>• Follows current LCR action levels (ALs) for lead and copper of 15 µg/L and 1.3 mg/L, respectively, and responses</td>
</tr>
<tr>
<td></td>
<td>• Includes “Interim Exceedance” – If at any point in a monitoring round, more than 10% of the minimum required number of samples are above an action level, then the utility has an interim exceedance.</td>
</tr>
<tr>
<td>Corrosion Control Treatment and Studies</td>
<td>• Follows current LCR requirements for installing CCT (i.e., required for systems serving &gt; 50,000 and if an AL is exceeded for systems serving ≤ 50,000).</td>
</tr>
<tr>
<td></td>
<td>• Systems are also required to perform a new corrosion control evaluation for any source water change, addition of a new treatment process, or other change that could impact water chemistry and corrosion control.</td>
</tr>
<tr>
<td>Disturbances</td>
<td>• Must provide filters if a partial LSL replacement is performed.</td>
</tr>
<tr>
<td>Inventory</td>
<td>• Systems were required to identify and map areas of their system that are known or likely to have LSLs and buildings with other lead sources (i.e., lead solder). Maps are to be updated every 5 years thereafter.</td>
</tr>
<tr>
<td>Lead Service Line Replacement</td>
<td>• Follows current LCR requirements for LSLR if AL is exceeded (i.e., 7% per year until below AL for 2 consecutive monitoring rounds).</td>
</tr>
<tr>
<td></td>
<td>• Must offer to replace the customer’s portion of a lead line if utility replaces their portion. Utility does not have to pay for customer side replacement.</td>
</tr>
<tr>
<td></td>
<td>• Following a partial LSLR, systems are required to perform follow-up sampling within 72 hours of replacement, provide notice of results, and offer NSF/ANSI 53 certified filters to affected customers.</td>
</tr>
<tr>
<td>Public Education and Notification</td>
<td>• System must notify customers of tap sample results regardless of concentration within 2 days. If concentration is above 15 µg/L, additional information is required.</td>
</tr>
<tr>
<td></td>
<td>• Systems with a 90th percentile exceeding 15 µg/L must notify customers within 2 days and perform public education within 30 days.</td>
</tr>
<tr>
<td></td>
<td>• During full and partial LSLR and water main replacements in area with known or anticipated LSLs, systems are required to notify customers 45 days prior to replacement.</td>
</tr>
<tr>
<td>Sampling</td>
<td>• Follows current LCR requirements for sample site selection, collection and frequency.</td>
</tr>
<tr>
<td>Schools and Childcare Facilities</td>
<td>• There is currently no requirement for water systems to conduct sampling at schools (K-12) or licensed childcare facilities.</td>
</tr>
</tbody>
</table>
### USEPA PROPOSED LCR REVISIONS

- **Added a new “trigger” level (TL) of 10 µg/L for lead, which initiates requirements if exceeded at the 90th percentile. This approach is initiate upfront action for systems, including additional requirements for monitoring, corrosion control treatment (CCT) and lead service line replacement (LSLR), to reduce lead in drinking water before exceeding the AL.**

- **Requires systems to conduct “find-and-fix” for individual sites above 15 µg/L. Systems must conduct water quality parameter monitoring at or within 0.5 miles of the site within 5 days and follow-up lead sampling within 30 days.**

- **Includes flexibility for small systems (serving ≤ 10,000 people) and NTNCWSs if TL is exceeded. Systems can elect to implement CCT, conduct LSLR, or provide and maintain of point-of-use devices. NTNCWSs can elect to replace all lead-bearing materials.**

- **Systems without CCT must conduct a CCT study if the 90th percentile exceeds the TL and implement CCT if the AL is exceeded.**

- **Systems with CCT must reoptimize if the 90th percentile exceeds the TL or AL.**

- **Establishes specifications for CCT studies, such as requiring systems to evaluate 1 mg/L and 3 mg/L of orthophosphate and allowing coupon (bench) studies to be used only as screening techniques.**

- **Add CCT review and water quality parameter (WQP) assessment to sanitary survey.**

- **Provide education around potential for lead and flushing procedure to remove particulate lead any time a curb stop valve is operated at a location served by an LSL (see new definition of LSL below).**

- **In addition to above, provide pitcher filters for full or partial LSLRs or if a meter is installed or replaced in a location served by a LSL.**

- **Develop LSL inventory within the first 3 years of the published rule and update annually. Inventory must include both public and private sides.**

- **If material on either side is unknown, then the line is considered to be lead for inventory purposes.**

- **Galvanized lines that have ever had lead lines installed in front of them (i.e. private side galvanized, but public side lead) are considered lead lines.**

- **Provide public access to LSL inventory. Note systems > 100,000 persons must make the inventory available electronically.**

- **Develop a full LSLR plan by three years after final rule publication date. Plan must include how a utility will perform, notify and finance full LSLRs.**

- **Partials are only allowed under emergency situations or during infrastructure improvement projects (where customer declines to replace private portion).**

- **If the TL is exceeded, systems must implement goal-based LSL replacement until 2 consecutive rounds are below the TL.**

- **If the AL is exceeded, systems must conduct LSLR at a rate of 3% annually until 4 consecutive rounds are below the AL.**

- **Note the entire LSL must be replaced to count towards annual replacement goals. Also, the “test-out” provision has been removed.**

- **Perform follow-up sampling within 3 to 6 months of a partial or full LSL replacement.**

- **Certified pitcher filters are to be provided to customers within 24 hours of a full or partial LSL replacement along with 3 months of replacement cartridges.**

- **When water system is notified by the customer that they intend to replace the customer portion of the LSL or replacement has occurred within the previous 3 months, the water system has 45 days to conduct the replacement of the system-owned portion.**

- **Systems with a 90th percentile exceeding the lead AL must notify customers within 24 hours.**

- **System must notify customers whose individual lead tap sample exceeds 15 µg/L within 24 hours.**

- **Requires systems that exceed the TL to conduct annual outreach to LSL customers.**

- **Shifts tap compliance sampling to locations with the highest lead, specifically requiring systems with LSLs to collected only from 100% LSL sites, if available.**

- **Recategorize copper with lead solder regardless of age to better target locations with high lead levels.**

- **Develop a list of schools (K-12) and licensed childcare facilities and update every five years.**

- **Conduct lead testing at 20% of facilities per year. Collect two samples for each childcare facility and five samples for each school.**

(continued from page 17)
the utilities and requires coordination between multiple parties and/or departments. Utilities may need to re-evaluate their current management system and create new, faster workflows to improve response time.

Another challenge for Ohio utilities will initially be performing a system inventory of LSLs. Note the new proposal requires the development of inventories of the material of both the utility and customer-owned portions of the service line. Under the proposal, the definition of an LSL will include if either side of the line is made of lead. In addition, service lines with unknown materials on either side or that contain galvanized that has ever had lead installed ahead of it are considered to be lead. Once a line is defined as being lead, then all of the notification, replacement, filter provisions and other requirements are applicable to that location. Inventories are due within the first three years of the rule becoming final.

If utilities have LSLs and not already done so, a LSLR program will need to be initiated, even if it is only for service lines that will be replaced by the customer. This involves a review of best practices of service line replacement as well as significant coordination and funding mechanisms.

Where is More Clarification or Guidance Needed?

Additional clarification or guidance would be helpful in several areas including:

- Describing the type of documentation that may necessary to fulfill public outreach or notification requirements. Note because of the stringent timelines and challenges reaching the appropriate persons, flexibility in the method of communication (e.g., calls, texts, emails, postcards, letters, doorhangers) will be critical.

- Examples of available funding resources or assistance programs. At a minimum, systems will need to address increased administrative (i.e., recordkeeping), sampling and outreach requirements. Lack of qualified staff and/or funding may be a major concern for select systems, especially for economically stressed communities.

- Revisions or clarifications to select terminology outlined in the proposal. For example, it is unclear whether the customer and/or the consumer needs to be notified in certain cases. Additionally, the LSL definition is circular.
• How to perform / what should be included in CCT studies and what constitutes appropriate corrective actions under find-and-fix.
• Strategies for tackling “unknowns” in service line inventories. For example, potholing is one method of identification, but could be considered a disturbance, which would then require additional notification and flushing.
• How to address environmental justice and/or privacy concerns associated with publicly available service line inventories.

What is the Anticipated Timeline for a Final Rule?
At the time this article was written, the proposed revisions were released as a prepublication version. The official version was expected to be published in the Federal Register (FR) the week of November 11th. Once published in the FR, the 60-day comment period begins, though an extension may be granted. Regardless, USEPA has indicated that they intend to finalize the rule in 2020.

What can Utilities Do Now to Prepare?
Though most changes are not likely to take effect immediately after publication, the anticipated timeline for a final rule is accelerated. Additionally, USEPA has included early deadlines for several changes. For instance, CWSs must develop and maintain a publicly accessible inventory as well as a full LSL replacement plan no later than three years after final rule publication date. As such, water systems may consider the following actions to begin preparing for compliance with the new rule.

1. Review and improve your current inventory. The new rule includes specific requirements and terminology to be used when categorizing service lines. A quick cross check of your current inventory as compared to the new requirements can help to assess the level of effort needed to update your existing inventory. Take advantage of opportunities to improve your current records whenever you are replacing meters, doing main repairs and other opportunities to observe the service line.
2. Give some thought to schools and licensed daycares. Compile a list of (or at least sources for identifying) schools and daycares, including potential contacts. Think about the best ways for your utility to connect with and support these facilities as they have questions or concerns.
3. Assess your existing resources, practices and processes. Identify gaps in staffing to fulfill the additional requirements for sampling and outreach, at a minimum, and improvements to existing systems and procedures to ensure proper coordination between necessary departments (i.e., Water quality, GIS, engineering, customer service) and management of data and required documentation.
4. For systems with lead service lines, evaluate historical lead data. Using historical data, estimate the resulting 90th percentile when using lead service line sites only to better understand if your utility will need to evaluate and implement CCT changes and LSLR.
5. Read the fine print. A 347-page prepublication version is undoubtedly overwhelming but there are many details to these changes that can have significant impacts, such as providing filters within 24 hours after a lead service line replacement (i.e., Who would do this? How would you ensure delivery to the consumer?) or requiring utilities to replace the public portion of a service line within 45-days of the customer-side (i.e., Who would perform doing the work and do you have a mechanism in place if it is a third-party? How would you handled and prioritize simultaneous requests?).
Southern Expo
Utility Expo for Water & Wastewater Professionals

Where: Roberts Convention Centre
I-71 at US Hwy 68 in Wilmington, Ohio
Hotel Reservations Available.
Call (800) 654-7036.

When: Tuesday, April 7th, 2020
Time: 8:00am - 3:00pm
Info: - Registration includes OEPA Hours and Lunch
- Free Coffee and Popcorn
- Door Prizes
- Competitions

Pre-Registration will be available online at www.oawwa.org in early 2020.

Northern Ohio Utility Expo

Where: Wayne County Fairgrounds
199 Vanover Street
PO Box 3
Wooster, Ohio 44691

When: Thursday, April 9th, 2020
For more info: Kevin Givins, Expo Chair
City of Wooster
1123 Old Columbus Road
Wooster, Ohio 44691
Phone# 330-263-5285
Fax # 330-263-5209

FREE CONTACT HOURS for pre-registered attendees only.
District Competition for Meter Madness will take place again this year in April. Anyone wanting to compete for the SE and SW Districts at the Southern Ohio Utilities EXPO at Roberts Center in Wilmington, OH on April 7, 2020 should sign up by emailing Jay Cermanero at jcermanero@aymcdonald.com. After signing up, Jay will give you instructions for obtaining your practice meter for the competition. Likewise, those from the NE and NW Districts who want to compete at the Wayne County Fairgrounds at the Northern Ohio Water & Waste Water EXPO on April 9, 2020 can email Jay Cermanero at jcermanero@aymcdonald.com to register and get your practice meter.

If you are interested in this Operators’ competition, please register with Jay right away so that a loose assembled, practice meter can be sent to you.
### Tatlock Award Recipients
(Past District Chairs)

- **Northeast** – **Zack Held**, American Structurepoint
- **Northwest** – **Daryl Bowling**, SUEZ
- **Southeast** – **Luke Murry**, Stantec
- **Southwest** – **Lance Livesay**, American Water

### Gold Water Drop 50-Year Award

- Sam Miller

### Silver Water Drop 50-Year Award

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### Life Member Award

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### Wendell R. Ladue 20-Year Award

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<td>Water Supply</td>
<td>Leon Smith</td>
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<td>Steven Pennington</td>
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Congratulations Robert Davis of Cleveland Water – Ohio Section AWWA 2019 George Warren Fuller Award Recipient

During the 2019 Annual Conference in Cleveland, Robert Davis became the most recent Ohio Section recipient of the distinguished George Warren Fuller Award! Bob has been a member of AWWA for over 30 years and has previously served as Chair of the Ohio Section. Bob is being honored with the Fuller Award for distinguished service to the water industry through support of young professional, membership and diversity initiatives; development and training of water operators; leadership at all levels of the Ohio Section and championing the issues impacting our regional water supplies.

As a lifelong resident of Ohio, Bob has spent a lifetime in the Water Community. After working a short time for the City of Warren Streets Department, Bob chose to make a jump to Utilities and began his career in water as a meter Reader in Water Department. He quickly moved into customer service, and then into the field of water supply and plant operations, where he found the job that would become his career and his life’s work. Rising through the ranks, Bob first earned a Distribution II license in 1989 while still working in the field. After transferring into water supply, he earned successfully higher Ohio EPA Water Supply licenses beginning with a Water Supply II in 1991 and received his Class IV license in 1999. He kept moving up the career ladder to eventually become Director of Utilities for the City of Warren.

Bob can now be found leading the Cleveland Department of Public Utilities and its 1,700 employees, as well as serving as a member of the Board of Directors of the Association of Metropolitan Water Agencies (AMWA) and the Cleveland Water Alliance, as well as on numerous other Boards in his hometown of Warren; on the golf course as often as his schedule permits and with his beloved family. He continues to remain active in AWWA and serves as a mentor to many.

George Warren Fuller Award

In recognition of a lifetime of service to the water works profession, AWWA created the George Warren Fuller Award in 1937. This illustrious award is presented to a member for distinguished service to the water supply field, and in commemoration of sound engineering skill, brilliant diplomatic talent, and the constructive leadership, which characterized the life of George Warren Fuller.
Bob is Assistant Director for Regulatory Compliance for the Columbus Department of Public Utilities, which operates drinking water and wastewater utilities serving 1.2 million people in Central Ohio, and a municipal electric utility serving residential and commercial customers in the city of Columbus. Bob oversees the Department of Public Utilities’ ISO 14001 certified Environmental Management System, and the environmental compliance program for all other city of Columbus departments. Bob also assists in legislative and regulatory advocacy on behalf of the City of Columbus, primarily with regard to environmental legislation and proposed environmental regulations that may impact Columbus’ operations.

Prior to his service with the city of Columbus, Bob served as an Assistant Attorney General in the Environmental Enforcement Section of Ohio Attorney General’s Office in Columbus, where he prosecuted felony environmental crimes throughout the state of Ohio and supervised the Attorney General’s solid waste enforcement program. Bob has also practiced environmental and labor law in private practice. Bob received his law and bachelor’s degrees from Case Western Reserve University.

Bob has actively participated in the AWWA Ohio Water Utility Council’s legislative and regulatory advocacy efforts on behalf of Ohio’s drinking water utilities. Bob also serves as Legal Coordinator for the Association of Ohio Metropolitan Wastewater Agencies, and in that capacity has assisted in legal, legislative, regulatory, and environmental policy initiatives on behalf of Ohio’s publicly owned wastewater utilities.

Ohio Section Chair’s Award

The Chair’s Award recipient is selected by the Ohio Section Chair each year for exceptional service to the Ohio Section. This year’s recipient has diligently worked behind the scenes in support of the past 3 Ohio Water Utility Council Chairs, having authored regulatory response letters and written testimony on behalf of the section.

Robert E. Ashton
City of Columbus
Kris Dye has served the Del-Co Water Company and its customers for over 25 years. She began as a Customer Service Representative, and quickly showed excellent aptitude in the primary competencies for customer service and billing. She was made Billing Supervisor and remained the billing lead for nearly two decades. In this role she was the primary supervisor, as well as mentor, and trainer, for all customer service and metering staff.

While service in this role, and working full-time, Kris first earned his Associate’s Degree, and then proceeding to earn a Bachelor’s Degree in Business.

In 2016, Kris became involved in the OAWWA Customer Service Committee, providing multiple presentations, and facilitating some Ohio-section meetings.

In 2018, Kris was promoted to Business Operations Manager. This new position serves as the executive head for all business at Del-Co Water. Not only does it include all customer service and billing, but now she has expanded the department’s efforts to include creating a single accounts receivable for the entire organization.

Kris is expanding the company’s business to provide billing services for other entities, namely sewer services, enabling Del-Co customers to pay a single bill for both water and sewer, saving customers both time and money in payment of these services. She also is leading the business and legal efforts of Del-Co Water’s regionalization program, the most recent example is the merger with the Village of Centerburg’s water system in October 2018. She made sure all customer accounts were properly transferred from the village to Del-Co and is assisting in the business side of a complete meter change out in the village.

Kris, we thank you for your Outstanding Service to the Customers of Del-Co Water and the Ohio Section of the American Water Works Association and Water Industry.
Johnnie began his career with the Village of Yellow Springs in January of 2014 as the Electric and Water Distribution Superintendent. Although his experience was specifically in the electric field for 28 years, he was confident he could learn the water distribution aspect of the job quickly. He immediately enrolled in classes and secured his Water Distribution I and Backflow Certification. In November of 2017, Johnnie was promoted to Public Works Director for the Village of Yellow Springs and was charged with overseeing not only the Electric and Water Distribution Departments, but also the Streets, Parks and Recreation, Facilities, Sewer Collection, and Water/Wastewater Treatment Plant operations along with the 18+ employees of these departments. Although his position is that of an administrator who is expected to spend the majority of his time in the office, he makes sure that he works additional hours in order to put time in with his crews. He does not ask his employees to perform any tasks he is not willing to perform himself. As a result, he has created a work environment in which all employees take pride in being a member of, what he likes to call, “TEAM VILLAGE!”

During his tenure with the Village, Johnnie has played an integral part in 1) every aspect of the design/build process of a new 1-MGD water plant, 2) a water distribution bottleneck elimination project in the downtown area, 3) an assessment of the Village’s water system, 4) GPS mapping of the Village’s water mains, and 5) the execution of improvement projects critical to the Village’s aging infrastructure. The Village Manager and Village Council rely heavily on Johnnie’s knowledge and expertise when making critical decisions in the Village. His passion and dedication to the health and safety of the residents of Yellow Springs exceeds the Village’s expectations. He is a problem-solver who has gained the respect of the Village’s Council, staff and residents of Yellow Springs.

Operator Meritorious Award - Distribution

For distinguished contributions to water distribution through teamwork, critical thinking and dedication to providing safe and clean drinking water to the public.

John Burns
Village of Yellow Springs
Nick has worked his 46 years in the drinking water field with one overriding philosophy in mind – those that work as water plant operators have a direct impact on the overall health of the community in which they serve. Nowhere is this ethic more apparent than when viewed through the lens of his recent involvement as operator trainer for the Flint, MI water staff.

Nick’s past involvement with Utilities and with AWWA have allowed him to connect with people and ideas that continue to benefit many in the field. In Ohio he has served as OTCO President and on the Technology Committee and he can be seen providing training at many of our local functions. At the AWWA National level, Nick has served on the Technical and Education Council (TEC), the Standards Council (SC), and the Distribution and Plant Operations Division of TEC. He is best known as the former chair of the Partnership for Safe Water where he helped develop many of the optimization techniques used at WTPs across the USA.

His teaching modules and presentations at Ohio functions have helped operators, as has his many AWWA books, manuals and videos. His operational and managerial experience in North East Ohio has allowed him to influence many of today’s plant managers. He has been successful at taking the technical findings of the industry engineers and researchers and making it more palatable to the plant operators who must use that information to comply. He knows that the task of the plant operator is to satisfy the regulator, the employer, and the consumer in what often feels like a conflicting effort.

His ability to make that effort less of a conflict and more of a reasonable pursuit for those he has influenced is his life’s work.
Gene started as the OAWWA philanthropy committee chair a little over 3 years ago. He has been fortunate to work with numerous generous municipalities, consultants, and vendors that have supported the OAWWA silent auction and raffle, where over $5000 is raised annually. Gene is a member of the Columbus Race for Global Water committee, that raises an average of $9,000/year for Water For People organization. Gene has worked with the Cleveland Water to start the inaugural Northeast Ohio Global Race for Water 5k. Gene also is a member of the Columbus city-wide annual wine tasting event for the water professionals community—the first Water For People (WFP) fundraiser held in Columbus that raises an average of $6,000/year. Gene’s charitable outreach and fundraising efforts is aimed towards improving the quality of life for people around the world.

Gene Miller is an engineering manager, professional engineer, and a board-certified environmental engineer at Black & Veatch with over with thirteen years of experience. Gene has performed piloting, design, and construction work on water and wastewater treatment plants throughout his career.

Kenneth J. Miller Founders Award

The Kenneth J. Miller Founders award was established in 2001 by Water for People to honor outstanding service to this international humanitarian effort. This award recognizes those who dedicate time out of their already-busy schedules to help bring an end to the global water crisis.

Gene Miller
Columbus, OH

SAVE THE DATE!
The 82nd Annual OAWWA Conference

September 22-25, 2020
Mike receives the Melick Award in recognition of his outstanding service to the water and wastewater industry, particularly in the area of training and technical education and his invaluable contributions through the Operator Training Committee of Ohio Inc.

Mike has been a lifelong instructor either teaching water and wastewater courses. He has authored or coauthored water and wastewater manuals over his career and is still teaching when needed. An example, he taught a water class in Wooster last year and has taught a wastewater course last year, also. I know he also coauthored the current OTCO Advanced Water Course sections with Sam Jacob and others the last time it was done. He taught water courses in the 1980s to early 90s. Mike has double Class IVs in Water and Wastewater and got those while at Campbell Soup Company in Napoleon Ohio. After he retired from Campbell’s he remained the operator of record through Industrial Fluid Management which is a company that provides fill in operations operators. While with IFM he taught many water and wastewater courses for OTCO and IFM over a 6-year span 2006-2012. Mike is also licensed for performing: Risk Assessment Methodology for Water Utilities (RAM-W) through NWTC and Sandia National Laboratories. Mike is also a WT5 Water Treatment Operator in the State of Indiana.
For over forty years, Jack Kane has dedicated his career to improving drinking water quality and treatment around the country. A master of treatment process design and automation, Jack has delivered assessments and designs for over 50 drinking water facilities covering all facets of a treatment plant including intakes, clarification (conventional and high-rate), filtration, softening, disinfection, advanced oxidation, chemical storage and feed systems, pumping, and plant monitoring and control. He currently runs the Arcadis National Quality Program.

Closer to home, Jack has assisted multiple utilities in Ohio to address public health risks from algal toxins through the implementation of ozone and biological filtration or nuisance organisms like zebra mussels through permanganate addition. He has worked to improve worker and community safety by assisting with conversions from chlorine gas to sodium hypochlorite. He has helped identify practical solutions to reduce maintenance and increase operator flexibility through filter evaluations and upgrades to improve run time, backwashing and residuals handling. He has engineered treatment systems to comply with every major drinking water regulation starting with the original Surface Water Treatment Rule and provided guidance to support source water protection and enhance treatment plant capacity and redundancy.

Jack continues to serves in a company-wide technical advisory role for water treatment facilities design and share his love for and knowledge of this field with all those in the industry through his long-time involvement in Ohio AWWA’s technology committee.

In his spare time, Jack enjoys gardening and spending time with his amazing wife, children and grandchildren. Jack is known for dressing sharp and mentoring/coaching/encouraging his coworkers. He always takes the time to chat and to actively listen to what people have to say. All around, he is a wonderful person.
Franco currently is Director of Water for the Lake County Department of Utilities. He has twenty years’ experience in operations of water treatment plants and distributions systems in Northeast Ohio. Franco is also presently the Ohio AWWA Northeast trustee and a member of the AWWA Disinfectants Counsel. He has perversely served as the Ohio AWWA Northeast District Chair as well as the Ohio AWWA Young professionals Chair.

**What does Ohio AWWA membership mean to you?**

What Ohio AWWA membership means to me is the direct connection to the most valuable asset the water industry has, the amazing people who work in it every day.
How to Recruit with Diversity & Inclusion in Mind

By Sapna Mulki
With a workforce of 1.7 million, almost a third of all water professionals will be eligible for retirement in the next 10 years. While we are racing against the clock in our industry to fill these soon-to-be vacant spots we are also trying to do so by hiring a workforce that is representative of the world we live in today.

Hiring for diversity gives our organizations a competitive advantage as it increases productivity and engagement, increases quality of customer service, and improves workplace retention. With the right intentions and patience, we can hire the right people for the right job while fulfilling our goals for diversity. In this article we discuss some of the simple steps we can take in the recruiting process – crafting job descriptions to conducting interviews - to ensure that we are not only checking the boxes but we are doing so thoughtfully.

When hiring for diversity, we need to keep in mind that everyone deserves a fair chance regardless of their, race and ethnicity, age, gender, religion, sexual orientation, disability, socioeconomic status, education level, and life experiences. With that in mind, the main goal is to make every step of the recruiting process inclusive whereby those who are qualified for the position feel excited, encouraged, and safe to apply to the job posting and bring their WHOLE selves, which include their additive diverse identities.

Ultimately, diversity and inclusion go hand in hand. Crafting a holistic job description will ensure that we are attracting diversity. While having a thoughtful interview process will ensure that the process is inclusive and welcoming for less represented candidates. As an example, working parents may be put off if an agile/flexible working statement isn't included in the job ad and isn't discussed during the interview process.

Part of making the recruiting process inclusive is ensuring that we are making a concerted effort to find out who people are and what they bring to the team. It could be that applicants don't have 100 percent of what you’re looking for, but they have something they can bring to help elevate everyone within the organization.

Based on the best available research, provided below are simple recommendations of steps we can take in the water industry to have a more intentional and thoughtful recruiting process. The recommendations provided are separated into job description and interviewing guidelines.

(continued on page 36)
Recommendations for Job Descriptions

Use Gender Neutral Titles

Research has shown that a determining factor to defining your candidate pool is in the words used in the job description (Gaucher et al., 2011). In the water industry, most jobs are for technical professionals such as engineering and systems operations, which tend to be dominated by men. If we seek to attract more women into these technical positions, we need to adjust job descriptions to reflect their values and needs. Thus, be conscientious in the word choice. Avoid using “masculine words” such as “rockstar”, “go-getter”, and “versatile” and instead use gender neutral words such as “ambitious”, “curious”, and “motivated”.

Check out the free website Gender Decoder for Job Ads, or try Textio, a paid service with a two-week free trial. Another helpful resource is a 2018 Harvard Business Review study that identified a list of stereotypes/words that are often associated with men and women in the workplace (Smith, G.D. et al., 2018).

Know Your Pronouns

Job descriptions especially for technical positions tend to use male descriptors. This is not helpful, especially for those candidates who don’t identify as male. Instead, when describing tasks use “S/he”, “they”, or “you”.

Nice to Have Versus Must Haves

Stating the most necessary requirements for a job is helpful to an employer because it helps increase the pool of qualified candidates. This approach also helps women to identify if they are the best candidates for the job. A Harvard Business Review article found that “women don’t apply for jobs unless they are 100% qualified” (Mohr, T. S., 2018).

So, while we don’t want unqualified candidates to apply, we also don’t want to discourage other potentially strong candidates from applying. A simple solution is to break down the job requirements by “required” and “desired” skills and experience. However, avoid having an unreasonable list of required expertise where it deters a majority of potential applicants.
Clearly State Your Values

Most of us are looking for a place to belong in our workplace. Applicants of all backgrounds and experiences would like an employer who will have their best interest at heart and that they will be safe and supported. Including statements in the job description that affirm commitment to diversity and inclusion is one such way to create that sense of belonging.

In addition, including statements on health and financial benefits will let applicants know that the organization cares about the welfare of employees no matter what stage in life they’re in. Such statements also attract a spectrum of people with different life circumstances while also helping build loyalty for the organization and the team.

Clearly stating your values doesn’t end there. You have to walk the talk. A study published in Administrative Science Quarterly found that “Employers claiming to be pro-diversity discriminated against resumes with racial references just as much as employers who didn’t mention diversity at all in their job ads” (Gerdeman, D., 2017). Thus, ensure during the interview process, give specific examples of how your organization is pro-diversity.

Avoid using “masculine words” such as “rockstar”, “go-getter”, “and “versatile” and instead use gender neutral words such as “ambitious”, “curious”, and “motivated”.

Disseminating the Job Ad

Simply posting the ad on our organization’s website will not attract a diversity of candidates. To recruit for diversity, we have to ensure we are going to where the diversity is. Post job ads on various social media platforms such as LinkedIn, Twitter, and Facebook. Additionally, share the job ad with local community organizations that focus on improving the well-being of specific groups of people. Examples include local chambers of commerce – Hispanic, Asian, and African American, community online newspapers and newsletters and even Facebook groups.

Our industry affects everyone we serve because water is life! And so, we have to embed ourselves and engage with the communities we serve. We can’t expect people to come to us if we are not reaching out to them. A way to help the community learn about the jobs in the water industry, have experts – operators, utility managers, engineers, communicators – give ‘A Day in the Life Of’ presentations in community organizations and events. Ultimately, when the

(continued on page 38)
community gets to know the water industry better and what we do, we become an attractive employer.

Using Artificial Intelligence (AI) Wisely in Hiring

Unconscious/implicit bias are “automatic, mental shortcuts used to process information and make decisions quickly” to which “everyone is susceptible” (Folick O., 2019). It’s a known fact that software is not exempt of unconscious bias as it is developed by humans, and we all have biases. For example, Palantir, a software startup that unknowingly used unconscious/implicitly biased AI software had to pay $1.7 million to settle a racial discrimination lawsuit with the Department of Labor’s Office of Federal Contract Compliance Programs (OFCCP).

The Department of Labor accused Palantir of disproportionately rejecting qualified Asian applicants for certain engineering positions by routinely eliminating resumes and telephone interview phases (Folick O., 2019). This case against Palantir is just one of many and is an example of why having compliant AI software is necessary for creating a fair recruiting process.

If your organization is using AI to sift through resumes make sure that it is programmed to ignore demographic information about candidates. Exclude information about names of schools and years attended and zip codes. Doing this helps ensure that the software is selecting candidates solely based on their expertise.

Resumes Reviewed by Humans

We all have unconscious/implicit biases, but it’s important to recognize them and act on them positively. An example of our unconscious/implicit biases at work was found in a research study published in Administrative Science Quarterly that found that when African American and Asian job applicants hid their race by “whitening” their resumes they were twice as likely to get a call for an interview (Kang S., DeCelles K., Tilcsik A., and Jun, S., 2016). Similarly, try to be conscientious about whether you are disregarding a resume based on age, gender, religion, sexual orientation, disability, socioeconomic status, education level, and life experiences.
It’s true – you don’t know; what you don’t know. To find out about your unconscious/implicit bias Harvard University has an excellent tool – Implicit Association Test- that helps an individual identify implicit/unconscious biases towards a certain group of people. Give it a try – you will be surprised by what you learn. The link is included in the References below.

As a way to avoid decisions based on unconscious/implicit biases, it would be helpful to create a diversity team within the organization. The role of diversity team would be to ensure that colleagues of all backgrounds are sufficiently represented in the decision-making process within the organization. Certain members of the diversity team can also play a role in the recruiting process by reviewing finalist resumes and sitting in on interviews to ensure there is a representative pool of candidates. At the end of the day, the main goal is to not leave the hiring decision to one or two people who look and think alike.

**The Interview Process**

During the interviewing process we often tend to gravitate towards someone who looks like and thinks like us. But, doing so only helps create homogenous cultures that leaves us susceptible to risks and worse, limits our growth, creativity, and innovation.

Often hiring managers will ask ‘is this person a good culture fit?’ This question is problematic because it asks “Is this someone who I can relate to? Someone who will laugh at my jokes or understand my cultural references?” – Essentially, someone who looks and thinks like the hiring manager.

As an alternative, during the recruiting process, we may want to ask ourselves, "What can I learn from this person?" “What does this person bring to the team?

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and organization?” Also, helpful is having a standard list of questions to ask each candidate and create a rubric to rate their responses based on expertise, experience, and personality. Using this approach will help ensure that all candidates are assessed on the same standards of quality and given a fair chance.

Some of the standard questions could include:
1. What values are most important to you?
2. What are you looking for in a team and working culture?
3. What does diversity and inclusion mean to you?
4. How do you like to be included in the work community/projects?

Such questions will reflect well on the organization as being progressive and committed to create a diverse and inclusive environment. For candidates, the questions will help them feel a sense of belonging and opportunities for long-term growth within the organization.

While having a standardized recruiting process that integrates D&I is essential, it is equally important to offer flexibility to candidates who need it. For example, candidates who are on the autism spectrum have often faced shame and bullying within their community. Accommodating a remote non-visual interview in the first round would help a candidate on the spectrum to fully express themselves without judgement while in their own safe space (Ciampi, M. 2018).

Every interview should be conducted thoughtfully and with empathy because it brings out the best in the candidate. Traditional methods of trying to create an atmosphere of intimidation and a Q&A format will not do. Instead, have a hybrid format of standard questions and conversation, where the intention is to truly get to the know person within the time allotted.

Conclusion
If your organization is truly committed to hiring for D&I, then make sure it is reflected in the job description and recruiting process. At the same time, we have to demonstrate how D&I is integrated into the operations, daily decision-making, and team building within our own organizations. We can’t
say we’re for D&I and do nothing to integrate its principles in the DNA of our teams and processes. There are many ways to create an inclusive culture and help our employees feel a sense of belonging but that’s a separate discussion for another article.

In the meantime, keep an open mind, do your research, and be empathetic. Most importantly, try to follow some of the recommendations provided in this article because their tried and true in promoting diversity, inclusion, and belonging in the recruiting process and the work place.

Sapna Mulki is Principal of Water Savvy Solutions in Columbus, OH. Sapna works with public and private water and wastewater utilities and nonprofits to develop strategic public water education and outreach programs. Sapna regularly speaks about the techniques of effective public communication to ensure project success and behavior change. She is also an advocate for diversity, inclusion, and belonging in the workplace and provides strategic implementation on the same. She believes that Diversity is being invited to the dance and Inclusion mean being invited to plan and participate in the dance.

REFERENCES:
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<tr>
<th>POTABLE WATER</th>
<th>WASTEWATER</th>
<th>LAKES, RAW WATER</th>
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<tr>
<td>Reduce THMs</td>
<td>Improve mixing</td>
<td>Reduce cyanobacteria</td>
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<tr>
<td>Active tank mixing</td>
<td>Save energy</td>
<td>Mitigate taste, odor, toxins</td>
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<tr>
<td>Manage residuals</td>
<td>Improve compliance</td>
<td>Reduce manganese, iron</td>
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Ohio Section
American Water Works Association

2019 Annual Conference
September 10-13 • Cleveland, Ohio
2019 Annual Conference • September 10-13 • Cleveland, Ohio
2019 Annual Conference • September 10-13 • Cleveland, Ohio
2019 Annual Conference • September 10-13 • Cleveland, Ohio
OHIO SECTION American Water Works Association

2019 Annual Conference • September 10-13 • Cleveland, Ohio
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OHIO SECTION American Water Works Association

2019 Annual Conference • September 10-13 • Cleveland, Ohio
2019 Annual Conference • September 10-13 • Cleveland, Ohio
As in the past conferences, the Operator Competitions continues to be very exciting and a great draw for the Exhibition Hall at the Ohio Section Annual Conference. Through all 4 competitions we had a total of 24 utility teams competing. This year we had no women’s team competing in Pipe Tapping but had 2 women’s teams for Hydrant Hysteria. These events ran from 10:00am until 5:30pm making the center of the hall very busy all day.

A very special thank you to Chris Briggs of Columbus Water, Tom Loren of Cleveland Water and Zach Walker of Kennedy Valve. These 3 have agreed to take the position of Chair of an individual competition event under the Competition Committee Chair. Chris Briggs has chaired the Pipe Taping for over a year, Tom Loren is chairing Top Ops and Zach Walker is heading up Hydrant Hysteria. We are still looking for someone to step forward and chair the Meter Madness event.

**PIECE TAPPING**

This year we had 6 Men’s teams competing: Cincinnati, Cleveland, Columbus, Lima, Montgomery County and Toledo. The Columbus team, consisting of Coach Patrick Crumley, Cranker Dan McClain, Feeder Chris Briggs and Copper Rico Ratliff, have been together for many years and that teamwork showed off in their times. Their winning time was 1 minute 21.53 seconds. The second place team from Montgomery County was about 46 seconds behind Columbus. Montgomery County consisted of Coach Kurt Jenkins, Cranker Brandon Izor, Feeder Walt Ernst and Copper Jon Finney. Our hats off for a good finish by Montgomery County. If they stick together, their times will only get better.

Columbus Tapping team has earned the right to represent the Ohio Section in Orlando at ACE20 in June.

For the second year in a row, we have not had a women’s team competing. We sure hope that some new women’s teams be form for the Ohio Section has had many women’s team competing well at the National Tapping at ACE.


**METER MADNESS**

As we have done for the past 7 or 8 years, District Competitions for Meter Madness takes place at the Southern Ohio Utilities EXPO in Wilmington and the Northern Ohio Water & Waste Water EXPO in Medina. From those SE, SW. NE and NW Competitions we get the 4 District winners
who take on the reigning Champion at our
Conference Competitions. The reigning Champ,
Paul Tucker of Lima, took on NE District Champ
David Marinella of Cleveland Water, NW District
Cham Rob Coon of Lima, SE District Champ
Kevin Brown of Columbus and SW District
Champ from Fairborn.

After 2 rounds of competitions, Kevin Brown of
Columbus beat out Matt Johnson of Fairborn
for SECOND PLACE by 1 second with a time of
38.19 seconds and David Marinella of Cleveland
WON the event with a time of 30.84 seconds. As
a matter of fact, David had the 2 best times for
the 2 rounds. On his first round, he had a time of
35.2 seconds. David earned the right to compete
in Meter Madness at ACE20 in Orlando.

A special thanks this year to Mueller Systems
that sponsored Meter Madness and provided all
the practice and competition meters.

HYDRANT HYSTERIA

Once again, Hydrant Hysteria lived up to its
name. Not that the Men’s competition wasn’t
exciting because it was exciting but the Women’s
event really had the crowd going.

In the first ever Women’s Hydrant Hysteria
in Ohio, 2 teams stepped forward; Cleveland
Water and Lima Water. And I have to tell you the
Lima Women’s team came prepared. In their
preliminaries they posted a time of 1 minute
46.71 seconds without any penalties. Boy what
a great time. The Lima team consists of Emily
Kerber, Audrey Sheffield and Coach Larry Huber.

On the Men’s side we had 6 teams competing;
Cincinnati, Cleveland, Columbus, Lima,
Montgomery County and Toledo. After the 2
preliminary rounds, Lima, Montgomery County
and Toledo advanced to the finals. With a one
and done for the finals, it was a photo finish
by 2 teams. After both hydrants were checked,
there were no penalties. After the timers were
checked it showed that one team edged out the
other by 12/100ths of a second. Toledo team of
Oscar Garcia, Michael “Mack” Franks and Coach
Sam Loy had a time of 1 minute 30.66 seconds
while the team from Montgomery County of Ben
Bennett, Brett Shepard and Alex Simpson had
a time of 1:30.78. It was too bad that only one
team could advance to ACE20 in Orlando. I only
hope Montgomery County sticks together and
shows up next year at the 2020 Ohio Section
Conference.

A special thanks to McWane Co and Kennedy
Valve that provided all the hydrants for practice
and this competition.

TOP OPS

We have to thank Tom Loren of Cleveland Water
for working hard this year to get a team from
each of the 4 Districts to compete for a spot at
ACE20 in Orlando. After the preliminary rounds
with the NE, NW, SE and SW Districts competing,
the SE District team of Ron Lambert, Victoria
Vera and Devon Fitzgerald of Columbus and the
NE District team of Dan Malz, Shawn Justus and
Tom Michko of Cleveland Water advanced to
the finals. When the dust settled, the NE District
won.

We also want to thank Tim Wolf for doing a
magnificent job or emceeing this event.

(continued... on page 56)
OAWWA COMPETITIONS RESULTS

TAPPING - 1st place: Columbus Water 1:21.53

Left to right: Dan McClain (Cranker), Mike Gradoville, Chris Briggs (Feeder), Ricco Ratliff (Copper), Patrick Crumley (Coach), Jay Cermenaro

TAPPING - 2nd place: Montgomery County 2:07.84

Left to right: Mike Gradoville, Brandon Izor (Cranker), Kurt Jenkins (Coach), Walt Ernst (Feeder), Jon Finney (Copper), Jay Cermenaro

METER MADNESS - 1st place

Cleveland Water 30.84 seconds
David Marinella

METER MADNESS - 2nd place

Columbus Water 38.53
Kevin Brown
OHIO SECTION
American Water Works Association
2019 Annual Conference

HYDRANT HYSTERIA - 1st place
MENS
Toledo Water 1:30.66
Coach Sam Loy, Brandon Dickman, Mack Franks

HYDRANT HYSTERIA - 2nd place
MENS
Montgomery County 1:30.78
Coach Alex Simpson, Ben Bennett, Brett Shepard

HYDRANT HYSTERIA - 1st place
WOMENS
Lima Water 1:46.71
Coach Larry Huber, Emily Kerber, Audrey Sheffield

TOP OPS
1st place: NE District Cleveland Water
2nd place: SE District Columbus Water

Best in Taste: City of Hamilton
Congratulations to the City of Hamilton, this year’s winner of the Ohio Section Water Taste Test. As the Best Tasting Water for 2019, Hamilton will have the opportunity to represent Ohio at the annual “Best of the Best” Water Taste Test at the AWWA’s 2020 Annual Conference and Exposition.

The City of Hamilton was the unanimous choice this year, but it wasn’t easy with nine municipalities participating this year during the Annual Conference in Cleveland:

- Cleveland
- Columbus
- Fairborn
- Hamilton
- Kent
- Lima
- Middletown
- Sandusky
- Xenia

The utilities brought in their samples from across the Section and were tasted during the afternoon of September 11, as part of the day-long Exhibits during the Annual Conference. The winner was announced that evening, and recognized again during the Annual Business Meeting.

Longtime judges Larry Valentine and Gina Hayes were joined by Lee Ann Jones, AWWA vice president and Director for the Ontario Section. Cliff Shrive was the coordinator for the Taste Test and assisted the judges.

The Ohio Section Competition Committee would like to thank our past participants over the past 10 years. We hope to see everyone next year in Cincinnati during the 2020 Annual Conference.

We would especially like to thank the following utilities for their continued support over the years:

- Columbus (10 entries)
- Hamilton (9 entries)
- Dayton (8 entries)
- Fairborn (7 entries)
- Oxford (7 entries)
- Middletown (6 entries)
- Montpelier (6 entries)
- Wyoming (6 entries)
- Berea (5 entries)
- Lake County E/W (5 entries)
- Toledo (5 entries)
2019 Best Paper and Presentation Awards

Best Presentation at an Annual Conference
Target 2033: Cincinnati’s Program to Eliminate Lead Pipes
Jason DeLaet, Great Cincinnati Water Works
2018 One Water Joint Conference & Expo

Best Paper
Per- and Polyfluoroalkyl Substances (PFAS) in Drinking Water, Parts 1 & 2
Brian Yates, Burgess & Niple
Winter 2018 and Spring 2019

Best Presentation at a Regional Conference
Dollars & Sense: Compounding Source Water Improvements
Todd Danielson, Chief Utilities Executive, Avon Lake Regional Water; Tommy Holmes, Legislative Director, American Water Works Association; Nicole Zacharda, Program Manager, Great Lakes Commission; Kirk Merritt, Executive Director, Ohio Soybean Association and Ohio Soybean Council
2019 Government Affairs Workshop

Best Presentation at a District Conference
Responding to Water Emergencies during Inclement Weather
Liz Zelinski, City of Dayton
2019 SW Summer Meeting

Best Paper or Presentation by an Operator
Canton and the Rover Pipeline Spill
Tyler Converse, City of Canton; Linda Aller, Bennett & Williams
2018 NE District Fall Meeting

Best Presentation or Paper Benefiting a Small System
Improve and Exercise Your Contingency Plan
Joseph Lawrie, GLCAP
2019 NW District Summer Meeting
This year the Diversity and Inclusion (D&I) Committee celebrated its relaunch during the 2019 OAWWA Conference held in Cleveland, OH. We unveiled our official logo that will assist with marketing section events, workshops and activities. Many of the conference attendees wore the “Choose to Include” and “I ♥ Diversity” ribbons on their badges.

On Wednesday, September 11, 2019, the committee had a booth in the exhibit hall that displayed our cool D&I swag that everyone wanted! Committee members present interacted with conference attendees, sponsors and exhibitors. We even gained a new member, during the conference; welcome to Mark A. Riley of Toledo.

Our message of “Know Diversity; Know Water; No Beer” especially resonated with many people because it is a fun a way to talk about how D&I is connected to everything that we do, including delivering delicious water to make beer!

After a long day in the exhibit hall, we co-hosted the Fresh Water Mixer with the Membership and YP committees. The event was attended by over 100 people. Our DJ brought everyone to the floor! We also had fun games and a photo booth that were popular. It was a positively energized night where everyone was involved in the celebration. And we are thankful for those who attended.

While we know how to throw fun and inclusive parties, we also have a mission to be a resource for our Ohio water community on how to integrate and celebrate D&I into our organizational fabrics. Our committee chair and vice-chair have spent the last year working with the Governing Board, interacting with other diversity section leaders and even

(continued on page 62)
Gender Diverse companies in the top quartile for diversity are 15% more likely to financially outperform those in the bottom quartile for gender diversity.¹

Ethnically Diverse companies in the top quartile for diversity are 35% more likely to financially outperform those in the bottom quartile for ethnic diversity.¹

92% of US population growth in the last decade has been ‘minorities’.³

attended ACE19 to continue to gain additional knowledge and ideas. We hope that you have seen the Special Observances Campaign messages in H20 in the Know which celebrate the contributions and cultural diversity of our membership.

Our work has only just begun and we have an exciting pipeline of initiatives for 2020 and look forward to having you involved.

Our members are comprised of people who care about diversity, inclusion, belonging and who strive to become changemakers in their work place. We welcome everybody, because we are all worthy! We encourage you to participate and be a part of our mission. If you would like to join the committee or the mailing list, please contact the Committee Chair, Denita Bonhart. denita_bonhart@clevelandwater.com

We look forward to hearing from you and we’ll be in touch!

THE DIVERSITY & INCLUSION COMMITTEE MEMBERS ARE:

**NE DISTRICT**
- Denita R. Bonhart, Chair
- Savina Phillips, Vice-Chair
- Angela Jones
- Juan Elliott
- Said Abi-Aki

**NW DISTRICT**
- Mark A. Riley

**SE DISTRICT**
- Sapna Mulki

**SW DISTRICT**
- Kathleen Stephens-Bryant
- Trish Harrison
- Christopher Weber

- Tyler Converse, Governing Board Liaison
- Franco Noce, Governing Board Liaison
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Each year the YP Committee hosts the Fresh Ideas Student Competition at the OAWWA State Conference. This competition gives students the opportunity to share knowledge by presenting their research, network with professionals within their desired profession, and win cash prizes. (A sum of over $1,000 was awarded to the student participants this year!)

The process starts in the spring of each year when a call for drinking water-related abstracts is released to all colleges and universities across the state. These abstracts are judged by industry professionals to determine the top three abstracts. These top three students are invited to present their research in Thursday technical sessions at the OAWWA State Conference, and the rest of the applicants are invited to present posters in the Wednesday MAC expo. The top three are determined for both the technical sessions and the posters by select conference participant judges, and these students all receive prize monies. The top technical session presenter also receives a YP Committee-sponsored trip to ACE to represent the Ohio section by presenting their research in the national Fresh Ideas Poster Competition.

Congratulations to this year’s OAWWA Fresh Ideas Winners!

**1ST PLACE TECHNICAL PRESENTATION:**
Juliana R. Laszakovits from The Ohio State University with “Permanganate Oxidation of Cyanotoxins and the Impact of Natural Scavengers”

**2ND PLACE TECHNICAL PRESENTATION:**
Wael Abdelraheem from the University of Cincinnati with “Treatment of Domestic Wastewater by Simulated Solar-Light Mediated NB-codoped TiO2 AOP for Reuse: Mechanistic Aspects and Implications of Inorganic Species”

**3RD PLACE TECHNICAL PRESENTATION:**
Christopher Douglas from the University of Cincinnati with “Systematic Oversizing of Water Meters and Service Lines”

**1ST PLACE POSTER:**
Megan Patterson from The Ohio State University with “Ohio Low-Pressure Membrane Filtration Design Criteria”

**2ND PLACE POSTER:**
Alison Haas and Kylee Kramer from the University of Toledo with “Point of Entry Water Purification System in Quiché, Guatemala”

**3RD PLACE POSTER:**
Jiong Gao from the University of Cincinnati with “Dual Role of Carbonate and Bicarbonate Ions in Remediation of Source Water from Bisphenol A”
Hello fellow water professionals! My name is Sarah, and I have worked for Stantec (acquired through MWH) for the past four years as an engineer in training. I currently have my FE and will take my PE in the spring (please send good vibes). Within OAWWA, I am on the YP Committee as a Fresh Ideas Competition chair. The Fresh Ideas Competition takes place at the OAWWA State Conference annually and allows students from all of Ohio’s colleges and universities the opportunity to present their water-related research, network with industry professionals, and win some prize money along the way. Interacting with these students has been a blast over the last few years. They continually amaze me with their cutting-edge research and passion for the water industry.

I feel really blessed to have fallen into the drinking water industry. I chose environmental engineering as a major when entering The Ohio State University because I thought it would play to my strengths and interests. Looking back though, I realize that I didn’t truly know what an environmental engineer did. Throughout my college career, a real passion for drinking water awakened in me, and I found that I was excited to serve the public by working in this industry. I have never looked back, and I never doubt that this was where I was meant to end up.

Since graduating in 2015, I’ve worked on such a variety of drinking water-related projects, from the design of a UV disinfection facility to water distribution modeling for master planning. Four years in, I’ve had so many great opportunities to work on projects that genuinely excite me, and I’ve built a professional network of generous, fun, and extremely intelligent people to work with. Being a member of AWWA has contributed so much to that professional network, and I highly recommend everyone in the water industry to join and participate in the various events AWWA sponsors. Yes, it has helped me build a network that will serve my career, but it has also enriched my life with so many new and fun experiences along the way.

MEMBER SPOTLIGHT

Ohio Section Young Professionals Committee Officers

Randall Berkley, YP Committee Chair; Jacobs, Columbus, OH randall.berkley@jacobs.com
Sid Hoover, NW District Co-YP Representative; Poggemeyer Design Group, Bowling Green, OH hoovers@poggemeyer.com
Taylor Browning, NW District Co-YP Representative; Fresh Ideas; Ohio EPA, Toledo, OH taylor.browning@epa.ohio.gov
Lexi Killinger, NE District Co-YP Representative; DLZ, Akron, OH akilling@dlz.com
Isabelle Hammer, NE District Co-YP Representative; Stantec, Cleveland, OH isabelle.hammer@stantec.com

Julie Amenta, SW District Co-YP Representative; Hazen and Sawyer, Cincinnati, OH jamenta@hazenandsawyer.com
Megan Shortridge, SW District Co-YP Representative; Ohio EPA, Dayton, OH megan.shortridge@epa.ohio.gov
Danny Yodzis, SE District Co-YP Representative; Brown and Caldwell, Columbus, OH dyodzis@BrwnCald.com
Pooja Chari, YP Committee Communications Chair; ftC&h, Cincinnati, OH pschari@ftch.com
Sarah Hayes, Fresh Ideas; Stantec, Columbus, OH sarah.hayes@stantec.com

If you would like to get involved or know someone who would be interested in staying up to date on the latest Young Professional events, sign up for our mailing list by scanning the QR code, going to https://goo.gl/VRzLzm or contact one of our committee officers.
Undergraduate Advanced Degree Scholarship

Purpose: To encourage water industry related education through scholarship. This scholarship program has been created in an effort to give back to the individuals who support the water industry and the Ohio Section of the American Water Works Association.

Awards: The Scholarship Committee will award scholarships for the fall 2020 academic season.

The respective awards will be:
- First Prize $4000
- Second Prize $3000
- Third Prize $2000

Award notification anticipated May 2020.

Eligibility: Any student residing in Ohio and attending an Ohio accredited institution of higher learning during the scholarship year, in a water industry related program (i.e. science, engineering, management, computer information systems, or other water related field).

Details: Current Committee members or their immediate families are not eligible to receive a scholarship. State Governing Board members who themselves or immediate family members applied for a scholarship cannot vote for scholarship award winners.

No student shall receive more than two scholarships from this program within a ten-year period.

If no students meet the criteria, no awards shall be given during that calendar year.

The scholarship will be paid directly to the awardees school for costs associated with the students advanced degree. A current invoice must be provided for this payment to be processed.

Applications can be obtained from: https://oawwa.formstack.com/forms/scholarship
Graduate/Adult Continuing Education Degree Scholarship

Purpose: To encourage water industry related education through scholarship. This scholarship program has been created in an effort to give back to the individuals who support the water industry and the Ohio Section of the American Water Works Association.

Awards: The Scholarship Committee will award scholarships for the fall 2020 academic season.

The respective awards will be:
- First Prize $4000
- Second Prize $3000
- Third Prize $2000


Award notification anticipated May 2020.

Eligibility: Any student residing in Ohio and attending an Ohio accredited institution of higher learning during the scholarship year, in a water industry related program (i.e. science, engineering, management, computer information systems, or other water related field).

Details: Current Committee members or their immediate families are not eligible to receive a scholarship. State Governing Board members who themselves or immediate family members applied for a scholarship cannot vote for scholarship award winners.

No student shall receive more than two scholarships from this program within a ten-year period.

If no students meet the criteria, no awards shall be given during that calendar year.

The scholarship will be paid directly to the awardees school for costs associated with the students advanced degree. A current invoice must be provided for this payment to be processed.

Applications can be obtained from: https://oawwa.formstack.com/forms/scholarship
The One AWWA Operator Scholarship

The One AWWA Operator Scholarship is funded through the support of AWWA's The Water Equation Campaign and the Ohio Section.

PURPOSE of AWARD

AWWA's The Water Equation Campaign and the Ohio Section, will award a One AWWA Operator Scholarship in the amount of $2,000.00 for Water Operator training and education.

Scholarship award can be used for certification/licensure, two-year water related associate degree, technical school program, professional training program, books and manuals, and operator related conferences.

Each scholarship recipient will receive a one-year AWWA Operator membership.

ELIGIBILITY/GUIDELINES

- Applicant must be a current water operator or seeking to enter the water operator profession.
- Applicant must be pursuing an Operator's License or Certification, two or four-year degree related to the water operator profession, or professional development.
- Disbursement of the funds will be made directly by the Section to the financial office of recipient's college, university, or technical school.
- Items related to books, manuals, conferences, professional development courses, and other eligible expenses will be reimbursed to recipient upon presentation of eligible receipts.
- Applicant must reside or work within the geographical boundaries covered by the sponsoring Section.
- Acceptance of scholarship constitutes permission to use recipient's name and scholarship story for purpose of promotion.

APPLICATION PROCESS: DEADLINE/SELECTION/PRESENTATION

APPLICATION DEADLINE: February 7, 2020
SCHOLARSHIP AWARDED: Spring 2020

Please submit your application online at: https://oawwa.formstack.com/forms/oneawwa_scholarship

This is an operator focused scholarship created to support and encourage water industry operators professional growth and individuals seeking entry into the water profession.

No recipient shall receive more than two scholarships from this program within a ten-year period.

If no applicants meet the criteria, no awards shall be given during that calendar year.
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On March 14, 2019 Ohio Governor Mike DeWine outlined his H2Ohio water quality initiative, which he is introducing as part of his proposed budget for the 2020-2021 biennium. This initiative, and allocation of funding, is an investment in targeted, long-term solutions to ensure clean and safe water in Lake Erie and throughout Ohio. The funds will be used for water programs across the state, including for Lake Erie and other rivers, lakes, and waterways in Ohio, for efforts such as:

- **Prevention and land-based management programs**, such as funding efforts to minimize the introduction of nutrients and other runoff into Ohio waterways, additional staffing at soil and water conservation across Ohio.

- **Water-based restoration programs**, such as the creation of more wetlands in targeted areas to naturally filter out nutrients and sediment and utilizing emerging technologies to minimize water quality problems and treat polluted water.

- **Science, research, and measurement**, such as supporting ongoing research and data collection to advise on metrics and measurable goals, and to stay updated on and utilize new prevention and treatment technologies.

The goal of this initiative is to address critical water quality needs and support innovative solutions to some of the state’s most pressing water challenges. Ohio EPA will be collaborating with the Ohio Department of Natural Resources, Ohio Department of Agriculture, and Ohio Lake Erie Commission to implement H2Ohio.

Ohio EPA Director Laurie Stevenson, in her Testimony Before the House Finance Subcommittee on Agriculture, Development, and Natural Resources noted the following regarding the initiative:

“As emphasized in his first State of the State speech, and displayed in the Executive budget proposal, Governor DeWine is making water quality a top issue of his administration. The Governor has proposed the creation of the H2Ohio Fund to put our state on the path we need to be on to implement solutions that ensure Ohioans have access to clean and safe water. His proposal is also a call to action for all of us to invest in the protection of our most valuable natural resources for the benefit of generations who will be here long after we are gone. His vision is for Ohio because communities throughout the state face water-related challenges. As the Director of Ohio EPA, I am very excited about his vision and am looking forward to working with him to tackle what I think will be the most important priority of my tenure. I am also looking forward to working closely with the directors of the Ohio Department of Natural Resources and Ohio Department of Agriculture to implement wide-ranging projects that will have a meaningful and measurable impact on improving water quality…

The areas that we have prioritized for initial and potential future funding include addressing failing home septic systems, helping provide
water and sewer service in disadvantaged communities, targeting daycares for lead line replacement, funding water quality data collection and measurement efforts, and supporting research on innovative treatment technologies to address phosphorus.

In summary, we are doing everything we can as an Agency to help Ohio shine as an innovative and creative state; the place where everyone wants to work, invest and live. While we are a regulatory agency, our customer service and business assistance philosophy can be a key positive driver in creating new jobs and strengthening our communities while also protecting the environment.

As director of Ohio EPA, I share the Governor’s vision for protecting our children, serving all Ohioans and preserving our natural resources."

For more information on H2Ohio, visit http://h2.ohio.gov/. For media inquiries about the H2Ohio Program, contact Shelby Croft - Ohio Department of Agriculture, (614) 429-7185. For Director Stevenson's full testimony visit https://epa.ohio.gov/dir/#104324679-testimony

Harmful Algal Bloom Technical Assistance

When it comes to harmful algal blooms (HABs), source water management can be an important tool to prevent a cyanotoxin finished water detection. HABs can be short-lived and unpredictable. It is not uncommon for public water systems (PWS) to experience several years without a HAB in their drinking water source, and when problems arise, it can be difficult for PWSs to determine the best management of their drinking water source. Ohio EPA’s Emerging Contaminants Section (ECS), along with district office staff, are available to provide technical assistance to public water systems with source water HAB issues. Ohio EPA has assisted PWSs with treatment train sampling and jar test studies to inform treatment optimization, such as advising dose, application location, and type of powdered activated carbon. Similarly, source water sampling may include cyanotoxin and cyanobacteria screening samples, concentrated net tow samples, and phytoplankton identification to support avoidance and reservoir management strategies, such as algaecide application.

When providing technical assistance at a PWS, the Ohio EPA staff will meet with the operators, review the plant and treatment process, and survey the source waters. Sampling instruments and equipment that the PWS may use throughout the HAB season to help manage their reservoirs and other source waters can be discussed as well. Sampling water quality parameters in the reservoir is an important step in source water management. It helps the PWS understand what is occurring in the source water so the PWS can better treat it and address any issues prior to the water entering the treatment plant. Ohio EPA staff can collect concentrated plankton samples and examine phytoplankton under a microscope, along with providing a quick introduction to microscopy and phytoplankton identification. Basic information on size, shape, and characteristics of cyanobacteria can be explained to the PWS staff. Knowledge of which cyanobacteria are present and abundant may help target algaecide use for that specific cyanobacteria. Additionally, supplemental cyanobacteria screening (qPCR) can detect when cyanotoxin-producing genes are present during the visit.

PWS staff can use the information and training

(continued on next page)
Harmful Algal Bloom Technical Assistance (from page 71)

provided during these visits to better equip their staff with the tools and knowledge to prevent and respond to HAB events. For more information about HABs, please visit epa.ohio.gov/ddagw/HAB. To request technical assistance from ECS, please call (614) 644-2752 and ask to speak with someone in the Emerging Contaminants Section.

Draft 2020 Water Pollution Control Loan Fund Program Management Plan

Ohio EPA has proposed a Draft 2020 Water Pollution Control Loan Fund Program Management Plan. The fund provides financial and technical assistance for wastewater infrastructure and restoration projects that improve the quality of Ohio’s rivers, streams, lakes and other water bodies.

Since 2011, Ohio has invested more than $4.2 billion in WPCLF funding for key infrastructure and restoration projects to improve water quality statewide. For this coming year, Ohio EPA received project nominations which total more than $1.9 billion and will make loan funds available to all applicants that meet program requirements.

Up to $35.7 million will be available in 2020 for principal forgiveness (the portion of a loan that a borrower does not have to repay). Principal forgiveness funding will be directed toward wastewater regionalization projects ($15 million), home sewage treatment systems ($11 million), other wastewater-related projects (approximately $9.4 million), and back-up power facilities ($250,000).

Below are noteworthy items of the Program Year (PY) 2020 Program Management Plan (PMP)
1. **Readiness-to-Proceed Criteria for Principal Forgiveness:** Beginning in PY 2019, Ohio EPA formalized a process to evaluate readiness-to-proceed as it relates to WPCLF principal forgiveness awards. The road map below illustrates a phased approach to determine eligibility for principal forgiveness. Communities are still required to meet the affordability criteria in addition to readiness-to-proceed criteria. Additionally, principal forgiveness availability is dependent upon federal appropriations.

2. **Affordability Criteria and Principal Forgiveness:** Changes to the Clean Water Act required Ohio EPA to develop and use “affordability criteria” as a primary determiner in the distribution of principal forgiveness. The maximum amount of principal forgiveness that Ohio is permitted to offer for PY 2020 is approximately $35.7 million. Approximately $15 million will be reserved for regionalization projects. Approximately $11.1 million will be reserved for replacement or repair of failing household sewage treatment systems (HSTS) or for connecting abandoned HSTS to existing sewers. Ohio EPA is setting aside up to $250,000 to fund back-up power facilities. The remaining funds will be allocated to eligible municipal wastewater collection and treatment projects.

3. **Regionalization Discount:** For PY 2020, Ohio EPA is making $50 million in discounted loans available at a 0% interest rate for regionalization projects. Regionalization is defined as at least two independent entities working together to share the responsibility of providing services to their residential, commercial, and industrial customers by physically connecting their sewage collection systems or by using a centralized wastewater treatment system. The focus of this interest rate discount is 1) to reduce the number of incapable/failing wastewater treatment plants that have a permitted discharge or 2) to eliminate community-wide failing HSTS. In either case, the incapable system or community-wide unsewered systems must be decommissioned.

4. **Nutrient Reduction Discount (NRD):** In response to harmful algal blooms (HABs) and their potential effect on drinking water systems, Ohio EPA is offering $50 million at a 0% interest rate for these types of projects. The discounted rate will be available for the portion of the project directly attributed to the nutrient reduction. Standard, below-market interest rate loan funds will be offered for the balance of a proposed project. NRD project nominations are accepted throughout the program year.

5. **Combined Sewer Overflow (CSO) Discount:** Starting in PY 2017 and extending to PY 2020, Ohio EPA has committed a total of $300 million at 0% interest for that four-year timeframe for CSO projects. Each community that nominated projects for this discount was allotted up to $16 million dollars at 0% interest rate for their listed CSO projects over the next three years. Some communities requested less than the $16 million while others requested far more. Communities who nominated less than $16 million worth of projects will be fully funded at 0% interest. However, additional projects may not be added during future PMP nomination cycles.

(continued on next page)
6. **Small Community Interest Rate Determination**: Beginning in PY 2020 the determination of small community interest rate will include all communities with a population of 10,000 or less (previously 5,000) that charge the entire debt for the project solely to the project service population. This revision allows more of Ohio’s small communities to receive a reduced rate (standard rate less 50 basis points).

7. **Available Funds**: As of September 6, 2019, the total available funds for PY 2020 are estimated to be $888,500,000. To meet the demand for assistance during PY 2020 and beyond, Ohio EPA intends to borrow against the WPCLF’s loan repayments by issuing revenue bonds or notes. The total requested amount on the Intended Projects List (IPL) is over $1.9 billion, although the actual amount which will be awarded will be based on readiness-to-proceed. Ohio EPA intends to fund all eligible projects in the upcoming program year.

8. **Water Resource Restoration Sponsor Program (WRRSP) Funding for PY 2020-2021**: For PY 2020–2021, Ohio EPA is allocating $15 million to the WRRSP for protection and restoration projects as well as a one-time allotment of $3.3 million, as part of a new initiative. Beginning with PY 2020, the Urban Corridor Dam Restoration (UCD-Restoration) category is a new subset of the larger WRRSP Restoration category. UCD-Restoration project attributes include a collaborative effort between communities to remove multiple dams within their collective urban corridor. Additionally, these projects will be part of a larger planned revitalization effort for restoration of important waterways, while achieving both ecological and water quality benefits. In subsequent program years, the amount available for WRRSP will return to $15 million.

9. **Loans for Planning Activities and Design Projects**: All planning and design loans with terms of five years or less will receive a 0% interest rate. Furthermore, all planning and design nominations will be accepted throughout the program year as part of an open cycle. For communities eligible to receive principal forgiveness, planning and design loan costs may be rolled into the project construction loan.

10. **Principal Forgiveness for Back-up Power**: In PY 2020, Ohio EPA will make up to $50,000 of principal forgiveness available per project to facilitate the procurement and installation of back-up power for wastewater treatment facilities. Ohio EPA is setting aside a total of $250,000 of principal forgiveness funds for this discount.

For more information on the 2020 Draft Water Pollution Control Loan Fund Program Management Plan, please visit the Office of Financial Assistance Webpage at https://epa.ohio.gov/defa/ofa#169544612-rulesdocuments
Fluoridation Assistance - An Ohio EPA Message from the Ohio Department of Health

Making fluoridated water available to Ohioans is an important step a community can take to improve the dental health of its residents. This effective, economical, legal and safe public health measure can be implemented at minimal cost through the Ohio Department of Health’s (ODH) Fluoridation Assistance Program (FAP). The purpose of FAP is to provide financial and technical assistance to communities, enabling them to fluoridate their water systems to the optimum level necessary to prevent dental disease. Presently, 92 percent of the state’s population served by community water systems is enjoying the benefits of fluoridated water. FAP assists public water supply systems by reimbursing a portion of the cost to purchase new or replacement fluoridation equipment and/or supplies. The program offers financial assistance to community water systems that fluoridate to help offset the costs of replacing fluoridation feeding and testing equipment. Communities that are interested in initiating water fluoridation may be eligible to receive reimbursement for start-up costs, including the first year’s supply of fluoride supplement. This funding is generously offered through a grant from the Delta Dental Foundation, and the amount awarded to each water system is contingent on funding received by ODH. Please visit the Fluoridation Assistance Program website1 or Ohio EPA Financial Assistance page2 to learn more about this program. If you anticipate initiating water fluoridation or needing to replace your fluoridation feeding and testing equipment in 2020, please send an email to Barbara.Carnahan@odh.ohio.gov.

1 https://odh.ohio.gov/wps/portal/gov/odh/know-our-programs/oral-health-program/media/fluoridation-assistance-program-application-packet
2 https://epa.ohio.gov/ddagw/financialassistance

The Ohio Environmental Protection Agency is a trusted leader and environmental steward using innovation, quality service and public involvement to ensure a safe and healthy environment for all Ohioans.

Ohio EPA’s goal is to protect the environment and public health by ensuring compliance with environmental laws and demonstrating leadership in environmental stewardship.

Spill Hotline: 800-282-9378
Report a spill, release or environmental crime

online @ epa.ohio.gov
What Makes a Utility Resilient?

By incorporating resilience into a risk management framework, a utility can improve its response and recovery strategies, thereby mitigating the potential for loss of service.

BY KEVIN M. MORLEY

Kevin M. Morley is AWWA’s federal relations manager at the association’s Government Affairs office (www.awwa.org) in Washington, D.C.

Resilience is defined by an array of indicators that characterize a desired end state or goal. According to Section 2013 of America’s Water Infrastructure Act (AWIA) of 2018, resilience is the “ability of a community water system or an asset … to adapt to or withstand the effects of a malevolent act or natural hazard without interruption to the asset’s or system's function, or if the function is interrupted, to rapidly return to a normal operating condition.” AWIA requires community water systems serving populations of 3,300 or more to perform two tasks: (1) conduct a risk and resilience assessment and (2) prepare or revise an emergency response plan on a prescribed schedule every five years, starting in 2020. For more information, see Priority Action on Risk and Resilience, Journal AWWA, February 2019 (https://doi.org/10.1002/awwa.1229).

Drinking water and wastewater systems have been designed to be resilient given the critical functions they provide to the communities they serve. However, various incidents have revealed the need for a more strategic perspective to resilience that goes beyond some of the tactical actions typically defined in an emergency response plan. This need led to the development of the Utility Resilience Index (URI) as a means to provide an all-hazards, system-level assessment of resilience.

PUTTING THE URI INTO PRACTICE

The URI is based on 12 indicators of resilience that a utility can readily and quickly assess to determine where potential gaps or opportunities exist to improve its capacity to respond and recover from an incident. These resilience indicators were selected based on findings from historical records, after-action reports, best practices, and lessons learned from multiple incidents. When considered as a whole, the indicators provide a snapshot of a utility’s resilience capacity.

The URI includes two classes of indicators that either affect utility functions or the community served:

- **Operational (O)** indicators reflect the utility’s tactical capacity to react quickly and/or cope with various incidents that have the potential to disrupt service.
• Financial (F) indicators reflect the utility’s fiscal capacity to react quickly and/or cope with various incidents that have the potential to disrupt revenue and costs.

Let’s apply the URI to a medium-size mid-Atlantic utility that is considering AWIA and what actions may be beneficial after some close calls in recent years. The utility’s manager inputs the utility profile to the URI and finds the utility scored a 44 out of 100. What does that mean? It means there is a lot of opportunity for improvement, including accepting certain limitations that should inform strategies for alternatives, as it may not be feasible to “fix” all the limiting indicators. Consider the following URI inputs, as reflected in the accompanying table:

O1: Emergency Response Plan (ERP) shows that while the utility has a plan, it hasn’t been exercised with tabletop or functional exercises. In addition, the utility hasn’t prepared any resource typing for its system that could help the utility’s staff determine what they may need to request from others and what they may be able to provide others during an incident. This is all about pre-incident planning and preparedness, which reduces the stress and chaos associated with an actual incident. Training, exercises, and resource typing are examples of strategies, plans, and procedures that support the intent of AWIA’s ERP provisions. For more information, download AWWA’s new Water Sector Resource Typing Guidance manual at https://bit.ly/2G7hczw.

(continued on page 78)
**02: National Incident Management System (NIMS) Compliance** is voluntary, but it’s an eligibility requirement for certain federal homeland security grant programs. The utility has participated in basic awareness training available from the Federal Emergency Management Agency and the US Environmental Protection Agency (USEPA). However, staff who are most likely to lead (i.e., the incident commander) would benefit from higher-level training to facilitate engagement with other stakeholders during a significant incident. Understanding the process for incident management tracking and documentation pre-incident is much better than learning it while trying to manage an emergency.

**03: Mutual Aid and Assistance** has been critical to water-sector resilience for years. The value of these agreements has been demonstrated time after time, spanning myriad incidents from hurricanes to earthquakes to blizzards. This utility is part of its state’s Water/Wastewater Agency Response Network (WARN), which provides state-level support and means by which interstate mutual aid can be facilitated.

**04: Emergency Power for Critical Operations** is often the rate-limiting factor in recovery following an incident that affects power supply. This utility reports the ability to sustain power for critical operations for up to 24 hours, which is likely limited by fuel capacity. Regulation can also hamper investment in backup power generators, as their use during nonemergency periods often triggers stringent Clean Air Act limits. The cost of generators has made them a key shared resource among WARN utilities, especially in regions depending on multiple booster pump or lift stations.

**05: Ability to Meet Minimum Daily Demand or Treatment** is at the core of a utility’s function. In the case of a drinking water system, how long can typical daily demand be sustained? The answer depends on a combination of finished water storage and, where applicable, the ability to service customers with gravity. Whatever the threshold, this represents a critical planning decision point at which alternative water supply options may become necessary. This is one of the new provisions in AWIA that a utility is expected to determine. Resources such as the USEPA’s report *Planning for an Emergency Drinking Water Supply* (https://bit.ly/32zADL0) can be used to assess options and consider how distribution would be achieved in coordination with state/local partners. In less than 24 hours this utility would be in crisis, which could be caused by source water contamination, cyanotoxins, or the plant’s physical impairment from a natural or man-made incident. This low threshold suggests that some critical planning is needed to ensure options to mitigate the impacts on the community are developed and ready to be implemented if necessary. AWIA requires systems to develop alternative source water options.

**06: Critical Parts and Equipment** is an important factor in recovery, especially in this era of just-in-time delivery. A robust asset management program may aid a utility
limited stock of critical spares, meaning it could take several weeks to locate and deliver a replacement. Mutual aid has facilitated the location and delivery of unique parts. It’s important to consider these limitations within a risk and resilience assessment, and staff knowledge should support preparation of a “what if” strategy if a spare part isn’t economically feasible. Resource typing can also help a utility assess the limitations of its capacity to assist others and identify resources it may need to request.

*O7: Critical Staff Resilience* is the percentage of response-capable staff available for critical operations and maintenance positions who have cross-trained backups. Given the size of this utility, there is a fair amount of cross-training—likely out of necessity. Utilities that have prepared for staffing outages for pandemic planning or work stoppage may have a higher level of capability in this category.

*F1: Business Continuity Plan (BCP)* provides an indication of the integration of risk management into the utility’s culture. A BCP is often where/how a utility has addressed some level of cybersecurity risk management as part of a disaster recovery plan. In addition, a BCP is typically where continuity of enterprise functions like payroll and accounting are documented. This utility hasn’t developed a BCP, suggesting there is likely a need to address critical AWIA provisions related to securing cyber assets and financial infrastructure.

*F2: Utility Bond Rating* indicates a utility’s financial stability and capacity to repay debt. This utility has received a good rating from an independent bond agency, and the utility’s fiscal health is sound.

*F3: GASB Assessment* entails determining how the utility has evaluated its infrastructure risk. Specifically, it determines how much of the system has undergone a condition assessment to evaluate the remaining life of its assets so rehabilitation and replacement investments can be properly considered with financial risk management plans. This utility has assessed a small proportion of its system, meaning it doesn’t have a complete estimate of prospective future financial obligations.

*F4: Unemployment* and *F5: Median Household Income* are included to reflect the capacity of the community to react quickly and/or cope with various incidents that have the potential to disrupt utility revenue and/or influence operational response. Research has demonstrated that communities with high levels of unemployment and low median household income are more vulnerable. Although a utility can’t directly alter such measures, it can provide key indicators of the potential impact a loss-of-service incident may have on the population served.

(continued on page 80)
The more you know...

(From page 79)

Utility Resilience Index (URI) Worksheet
The URI is the product of the weighting developed for each indicator ($V_i$) and the maximum value indicated in the utility profile ($w_j$).

<table>
<thead>
<tr>
<th>Utility Resilience Indicators ($)</th>
<th>Utility Profile</th>
<th>$w_j$</th>
<th>$V_i$</th>
<th>$\max \frac{w_j}{V_i}$</th>
<th>Utility URI</th>
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<tbody>
<tr>
<td>O1: Emergency Response Plan (ERP)</td>
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<td>No ERP</td>
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<tr>
<td>ERP developed and/or updated</td>
<td>x</td>
<td>0.25</td>
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<tr>
<td>Staff training on ERP (i.e., Tables)</td>
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<tr>
<td>Resource type (water/energy defined and inventoried)</td>
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<tr>
<td>Functional exercises on the ERP (conducted)</td>
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<td>O2: National Incident Management System (NIMS) Compliance</td>
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<td>No NIMS Training</td>
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<td>KIS 100/000 provided to key staff</td>
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<td>KIS 100/000 provided to key staff</td>
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<td>KIS 300/000 provided to key staff</td>
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<td>Utility certified as NIMS compliant</td>
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<td>O3: Mutual Aid and Assistance</td>
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<td>None</td>
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<tr>
<td>Mutual aid/intragovernmental (within own city/county agencies)</td>
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<td>Mutual aid/local (with adjacent city/county)</td>
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<tr>
<td>Mutual aid/international (e.g., Water/Wastewater Agency Response Network (WARN))</td>
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<td>O4: Emergency Power for Critical Operations</td>
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<td>None</td>
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<td>Up to 24 hrs</td>
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<td>25—48 hrs</td>
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<td>49—72 hrs</td>
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<td>Greater than or equal to 72 hrs</td>
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<td>O5: Ability to Meet Minimum Daily Demand (Water) or Treatment (Wastewater)</td>
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<td>None</td>
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<td>Up to 24 hrs</td>
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<td>49—72 hrs</td>
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<td>O6: Critical Park and Equipment</td>
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<td>2—4 weeks or greater</td>
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<td>0.00</td>
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<td>1 — 2 weeks</td>
<td>x</td>
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<td>3 — 7 days</td>
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<td>&gt;7 days</td>
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<td>Less than 24 hrs</td>
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<td>1.00</td>
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<tr>
<td>O7: Critical Staff Resilience</td>
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<td>&lt;10%</td>
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<td>0.00</td>
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<td>10—25%</td>
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<td>0.25</td>
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<td>&gt;25—50%</td>
<td>x</td>
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<td>&gt;50—75%</td>
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<td>0.75</td>
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<td>&gt;75—100%</td>
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<td>1.00</td>
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</table>

Utility Resilience Indicators ($) | Utility Profile | $w_j$ | $V_i$ | $\max \frac{w_j}{V_i}$ | Utility URI |
<table>
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<td>BCP under development</td>
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<tr>
<td>BCP completed</td>
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<tr>
<td>BCP fully implemented</td>
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<tr>
<td>Annual commitment of resources and BCP exercised</td>
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<td>1.00</td>
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<td>F2: Utility Bond Rating</td>
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<td>Cash, less than or equal to</td>
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<td>0.00</td>
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<td>Bond-A</td>
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<td>Bond-B</td>
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<td>AAA</td>
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<td>1.00</td>
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<td>F5: Median Household Income</td>
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LOOKING AHEAD
Collectively, the URI provides a utility with a high-level assessment of its general resilience status. Preparing the URI is also a good opportunity to consider risk and resilience management options to ensure AWIA compliance. Also, AWWA has developed free training on AWIA and offers resources that facilitate compliance, all of which are part of the association’s Utility Risk & Resilience Certificate Program (www.awwa.org/risk).

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September 22-25, 2020
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## 2020 National Conferences

June 14-17: Orlando, FL – AWWA Annual Conference & Expo (ACE)

## 2020 Ohio Section Meetings

**February 20:** Small System Operator Training, Washington Court House  
**March 4:** One Water Government Affairs & Regulatory Workshop, Lewis Center  
**July 14:** Water Distribution Seminar, Dublin

## 2020 Ohio Section Annual Conference

September 22-25: Cincinnati

### District Meeting Dates

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<td>March 19: Bellevue</td>
<td>April 9: Northern Expo</td>
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<tr>
<td>April 9: Northern Expo</td>
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<td>July 16: Put-In-Bay</td>
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<td>October 15: Bowling Green</td>
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<thead>
<tr>
<th>Southwest District Meetings</th>
<th>Southeast District Meetings</th>
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<tr>
<td>April 7: Southern Expo</td>
<td>April 7: Southern Expo, Wilmington</td>
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<tr>
<td>July 24: Location TBD</td>
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<td>October 23: Location TBD</td>
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### Publication Information

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<tr>
<th>Northwest District Meetings</th>
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| The Ohio Section AWWA Newsletter is published three times a year. Send articles, comments, news and photos to:  
Ohio Section AWWA  
oawwa@assnooffices.com  
844.766.2845 | Material deadline for 2020 Winter Issue:  
Spring Issue - February 15  
Summer Issue - May 17  
Winter Issue - November 1 |

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