

# HOOISIER PIPELINE

WINTER/SPRING 2019



The official publication of the Alliance of Indiana Rural Water



**ALLIANCE**  
OF  
**INDIANA**  
RURAL WATER

**'19** Spring Conference  
March 13 & 14  
French Lick, IN

**INSIDE:** FALL CONFERENCE RECAP | EMPLOYEE RETENTION | SOLICITING RATE ANALYSIS

# THE WATER & WASTEWATER EXPERTS



Covalen provides energy & water/wastewater infrastructure solutions that have improved the operations, financial results & quality of life of its customers. Covalen's primary geographic markets are Indiana, central & northern Illinois, central & southern Ohio, & the Carolinas.

**Smart Infrastructure** is more than just a phrase, it is a way of life.

covalen.com | (877)770-8277

# SMART INFRASTRUCTURE

TALK TO COVALEN: THE WATER & WASTEWATER EXPERTS



Gorman-Rupp manufactures the high performance, high quality pumps & pumping systems required for lasting service in the municipal, water, wastewater, sewage, industrial, construction, petroleum, fire & OEM markets.



The E/One Extreme Series Grinder Pump is the new standard in excellence, durability & longevity for residential & commercial use.



AUC Group specializes in solutions for small to mid-size communities' wastewater treatment plant needs.

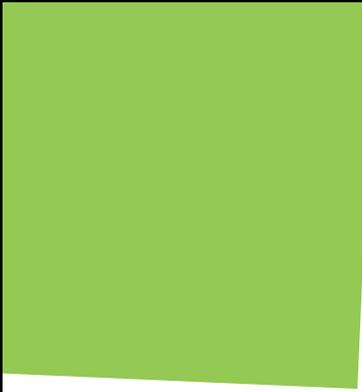


AdEdge systems are custom designed and engineered to meet the specific needs of your site and are available in a variety of flow rates and configurations for groundwater and surface water applications.



[covalen.com](http://covalen.com)

(877)770-8277



*Potable Water*

*Wastewater*

*Storm Water*

*Civil/Transportation*

*Dams/Levees*

*Electrical/Energy Savings*



**COMMONWEALTH™  
ENGINEERS, INC.**

A wealth of resources to master a common goal.

*Over 40 Years of Engineering and Consulting Service Excellence in Indiana!*

**[www.commonwealthengineers.com](http://www.commonwealthengineers.com)**

**Environmental responsibility provided comprehensively, effectively, efficiently and economically.**

**Corporate Headquarters: 7256 Company Drive, Indianapolis, IN 46237**

**Branch Offices: Evansville and Fort Wayne, IN**

**Phone: 317.888.1177 or 800.289.1177 | Fax: 317.887.8641 | E-mail: [cei@contactcei.com](mailto:cei@contactcei.com)**



Published for Alliance of Indiana Rural Water  
 555 W. Jefferson St., Franklin, IN 46131  
 Phone: 317-789-4200 • Fax: 317-736-6676  
 Help Line: 888-937-4992 • www.inh2o.org

**ALLIANCE BOARD OF DIRECTORS**

**President**

Todd Gardner, *City of Knox*

**Vice President**

David Seacat, *Ramsey Water Co.*

**Treasurer**

Tom Speer, *City of Lawrence Utilities*  
*(NRWA National Director)*

**Secretary**

Tim Doersam, *Jasper Municipal Utilities*

**DIRECTORS**

Darrell Baker, *Brown County Water Utility, Inc.*  
 Adam Sams, *LaGrange County Regional Utility District*  
 Faith Willoughby, *Town of Chalmers Waterworks*  
 Nancy Harmon,  
*South Henry Regional Waste District*  
 Floyd Ogden, *Valley Rural Utilities Corporation*

**ASSOCIATE DIRECTORS**

Bob Jordan, *Covalen*  
 David Harvey, *Water Solutions Unlimited*

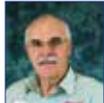
**ALLIANCE STAFF**



Connie Stevens  
 Executive Director



Dave Adkins  
 Water Circuit Rider



Rex Blanton  
 Wastewater Training Director



Kelly Cordell  
 Assistant Executive Director



Toby Days  
 Source Water Specialist



Bob Deig  
 Energy Efficiency Circuit Rider



Joe Frazier  
 Water Circuit Rider



Gordon Meyer  
 Water Circuit Rider



Amanda Rush  
 Accounting Director



Kelly Strain  
 Office Administrator



Laura Vidal  
 Marketing and Public Relations Director



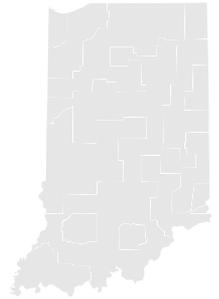
Kevin Wenzel  
 Wastewater Circuit Rider



Sherri Winters  
 Water Programs Director

# HOOOSIER PIPELINE

WINTER/SPRING 2019



The official publication of the Alliance of Indiana Rural Water

## FEATURES

INTRODUCING THE NEW ASSISTANT EXECUTIVE DIRECTOR	11
HELPING UTILITIES SAVE MONEY	13
FALL CONFERENCE RECAP	14
LEADERSHIP SUMMIT RECAP	19
SPRING CONFERENCE PREVIEW	20
SCHOLARSHIP GOLF AND CLAY SHOOT RECAP	28
RETAINING TALENTED AND VALUABLE EMPLOYEES	34
ARE YOU READY?	35
STATE REVOLVING FUND AND ASSET MANAGEMENT	37
MUNICIPAL VERSUS INDUSTRIAL EXAM REVIEW	38
MORE BRAIN TEASERS	39
HOW TO SUCCESSFULLY SOLICIT A RATE ANALYSIS	40
MANAGING AND WORKING IN A MULTI-GENERATIONAL WORKFORCE	42



14



28

## DEPARTMENTS

PRESIDENT'S MESSAGE	7
EXECUTIVE DIRECTOR'S MESSAGE	9
CROSSWORD	46
DO YOU KNOW YOUR INDIANA WATER	48
PROFESSIONAL DIRECTORY	49
ADVERTISER INFORMATION CENTER	50



PUBLISHED BY



Tel: 866-985-9780  
 Fax: 866-985-9799  
 www.kelmanonline.com

Managing Editor  
 Design/layout  
 Marketing Manager  
 Advertising Co-ordinator

Christine Hanlon  
 Tabitha Robin  
 Dave Gill  
 Stefanie Hagdiakow

A large, blue industrial pump is the central focus of the advertisement. On top of the pump, there is a glowing, blue and red brain graphic, symbolizing intelligence. The pump has a "FLYGT" logo on its side. A circular graphic on the left contains the main headline.

# NEW CONCERTOR™ PUMPING SYSTEM WITH INTEGRATED INTELLIGENCE

## **WORLD'S FIRST WASTEWATER PUMPING SYSTEM WITH INTEGRATED INTELLIGENCE**

This revolutionary system delivers optimal performance while reducing your total cost of ownership. It also offers unparalleled flexibility and simplicity on a whole new level. You might even say it thinks for itself. We invite you to enter a new era in wastewater pumping with Flygt Concertor.

**One powerful solution. Unlimited possibilities.**

### **Flygt Indianapolis Branch**

7615 West New York Street  
Indianapolis, IN 46214

**PH: 317.273.4470**

**FX: 317.273.4480**

[www.xylem.com/pumping](http://www.xylem.com/pumping)

**xylem**  
Let's Solve Water



Todd Gardner  
Alliance Board President

## Filling the Gap

This has been an exciting year to be the President of the Alliance of Indiana Rural Water. The year started with our Executive Director and few of Alliance Board Members going to Washington, DC. Making the trip with us were the 2017 Indiana Best Tasting Water winners from the City of Connersville. Along with rural water associations from all 50 States, we took to Capitol Hill. We talked with our State Congressman and Congresswoman sharing and addressing the needs facing rural Indiana. The trip was a success and the message of rural water was heard. The government supported rural America by passing a budget that included funding for the USDA and the SRF and EPA.

The Alliance of Indiana Rural Water was the first state to sign on to the nationally registered Water & Wastewater Operator Apprenticeship Program. This apprenticeship program will assist our members with filling the employment gaps our industry is going to face in the next few years. BBP Water Corporation has signed on two Water Apprentices, both new employees hired within the past two years: Daniel Jones and Nick Hines. Nick has a degree in Public Affairs with a major in Environmental Management, and Daniel came to BBP Water after starting his career in the veterinary field. Nick will be completing the Apprenticeship Program in one year, with credit received from his previous schooling. Dan will complete the program in two years.

At BBP Water, we are excited to have these young men in the apprenticeship program. They both attended the



Apprentices at the NRWA WaterPro Conference.

National Rural Water Association WaterPro Conference this fall in Fort Worth Texas, along with Catlyn Helmuth from Lagrange Utilities and Nick Wolf from Steuben Lakes Regional Waste District, with his general manager, Bryan Klein. They attended training classes and received National Recognition for being the first Apprentices in the National Program. As a manager, I see the apprenticeship program as a perfect fit for our industry. We can fulfill the on-the-job training requirements with existing staff, and, during this period, the apprentice is a working productive team member for our organization. We will soon be hiring another field staff member, and I will be signing that person onto the program also.

I spoke at the Association of State Drinking Water Administrators (ASDWA) conference this summer on behalf of rural utilities throughout Indiana. They had members from across the county in attendance at Indianapolis. I was honored to be asked to speak about job retention and challenges facing Rural Utilities with them. I met a few great folks from the EPA and I had the opportunity to discuss the Water/Wastewater Apprenticeship program with them.

This past week I was asked to participate in a National Water Sector Workforce convening in Alexandria, VA. EPA Water Sector Director Jim Horne and many other individuals have spent over a year working to put this workforce together. They did an exceptional job. The water industry was very well represented from across the entire spectrum. I was honored to represent Rural Water from Indiana at this event. I was one of the topic speakers along with Mustafa Dozier who was representing DC Water. Rural Water and DC Water couldn't be farther apart on the spectrum size-wise, but it was surprising to see the similarities in the culture and the goals we all strive for in job retention. It is indeed an issue that unites us all. ★

"I just wanted to thank you for giving Dan and me this opportunity. This has been an incredible experience that has made me even more proud of what I do. We learned a great deal at the conference about financial policies, internal workings, and new technologies.

I know all of this was not cheap. Thank you. We also made a lot of new friends from the alliance and fellow members of the NRWA.

Getting to know you all made me feel like I truly belong." – **Nicholas Hines**

# Water you waiting for?



**PaymentPros**

**330.468.2004**

**help@fepaymentpros.com**

## Payment Processing Solutions for...

- ✓ **Payments received by mail**  
*Saving 75%+ of your staff's time processing in-house*
- ✓ **Online bank check payments**  
*Automate to eliminate*
- ✓ **Payment kiosks**  
*Reduce lines | Tighten cash control  
Extend pay-in-person hours*
- ✓ **Sinking in payment processing hours**  
*Lower costs  
Improve customer service*

**...and more!**

- ✓ **Contact F&E today to learn why water and sewer organizations turn to the PaymentPros.**



[www.waterpaymentsolutions.com](http://www.waterpaymentsolutions.com)



## Sinking admin hours?

Let us make your life easier by **reducing your cost** of payment processing while **simplifying the process**. Hundreds of our clients are saving thousands of labor hours.

See how many hours you can save just processing mail with our **Return On Investment calculator**.  
[www.waterpaymentsolutions.com/roi](http://www.waterpaymentsolutions.com/roi)

"...we have gone from around 6,000 service connections to 10,500. We have not added employees to handle the additional number of bills because of your system. In fact we save 4-1/2 work hours each day with the system and get same day deposit..."

*-Tom Reese, GM (retired), Northern Ohio Rural Water*



Connie Stevens  
Executive Director

## Growing And Improving

Wow, 2018 was a busy year! From the busy 2018 legislative session, outstanding Conferences, Expos and Leadership Summit to gaining three new employees. Kelly Cordell started in April as the Assistant Executive Director, Bob Deig is our new Energy Efficient Circuit Rider, and we now have a third Water Circuit Rider for Indiana who will focus on the western side of the state. And...let's not forget the nationally recognized Water/Wastewater Apprenticeship Program. All of these things have been a "big deal" for Team Alliance and therefore, our membership.

So let's take a peek of what 2019 will bring. This year's legislative session is a Budget Year and will be a longer session. One item that will be discussed is the recommendations of the Water Infrastructure Task Force. I had the honor of serving on this taskforce along with 10 other folks involved in the water and wastewater industry. It is our hope that these recommendations will encourage a

line item in the state's budget for water/wastewater infrastructure needs. I will be at the statehouse every week during session and will keep you posted on water/wastewater discussions.

One of Kelly Cordell's responsibilities will be working with utility systems that want to utilize the apprenticeship program. If your utility has one or more people planning to retire in the next two to five years, you may want to consider a succession plan. It is a challenge to get good, knowledgeable people to fill those positions. We are happy to help you with developing your own plan.

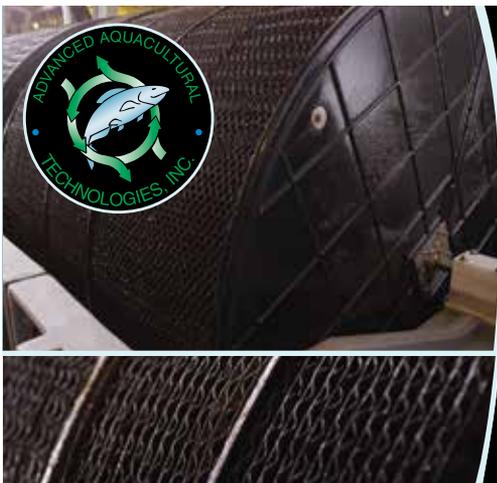
Bob Deig has hit the ground running with the energy efficiency evaluations. Although he only started on August 6, 2018, by November he had already completed seven utility system assessments. It doesn't cost you anything for him to evaluate your system and provide you with energy cost savings ideas. He will also inform you of any rebates or cost incentives offered through

your electric supplier. Bob has been a great fit for Team Alliance and our mission to help you find solutions for your utility.

David Adkins is our new Water Circuit Rider. He lives in Spencer, Indiana and brings a lot of well-rounded knowledge to the team, such as management, operations & maintenance, implementation of a backflow prevention program, proper testing, monitoring and reports. He holds DSL, WT3, WT4 certifications, and has a Class 1 Wastewater certification. Please welcome him if you get the chance.

We will also be gathering a list of anyone in the water/wastewater industry who will be retiring in 2019. We want to acknowledge them for the great work they have done over the years and talk with them about the "legacy" they hope to leave behind.

It is our goal to provide you with quality training/solutions and resources to help you do your jobs more effectively or efficiently. We are always looking for ways we can improve, so please let us know if you have a recommendation. ★



### A BETTER FILTER, A BETTER FUTURE.

The Modular Rotating Biological Contactor  
By Advanced Aquacultural Technologies

**More efficient, more effective:**

- Configurable to most sizes of systems, flexible and modular in nature
- Biological filtration while providing oxygenation and CO2 stripping
- Save energy over trickling filters

Capable of supplementing existing filtration systems or serving as a primary system for a small community or development.

**Learn more at:**

[www.advancedaquaculturaltechnologies.com](http://www.advancedaquaculturaltechnologies.com) 1.574.457.5802.

# S & K EQUIPMENT, Inc.

...When Quality Counts...



## WE SPECIALIZE IN

- ✓ WATER
- ✓ WASTE WATER
- ✓ FLOOD CONTROL
- ✓ PROCESS
- ✓ MOTOR CONTROLS
- ✓ SERVICE
- ✓ ON-SITE INSPECTION

## S & K Equipment

S & K Equipment was established in 2002 by president and CEO Steven Gott to provide water and wastewater industries with a level of quality, commitment, and service rarely seen in today's business models. Based in Vincennes, Indiana and servicing Central and Southern Indiana, Western Kentucky, and Southern Illinois, we strive to develop and maintain a relationship with our customers that goes beyond the typical adversarial vendor/customer to that of friendship and partnership. *We want to earn your trust and will do what it takes to keep it.* The relationship we develop with our customer is very important to us, and we strive to make your experience with us one that our customers will remember in the future. We also realize that, once a project is complete, that our relationship with our customer does not end there. Our goal is not only to provide our customers with the right equipment for the job, but to assist in any way that we can with a project; from design to finalization to maintenance and service after the sale.

With over **100 years of experience** in the industry, we bring a high level of expertise and knowledge to every project; ensuring that the job goes smoothly and that our customers get the right equipment the first time. S & K Equipment Company provides only the highest quality product and the most trusted brands in the industry to ensure our customers get the quality and durability that they deserve.

S & K Equipment also offers a full service and repair department with on-site mobile services available. Through our network of partners, we can handle just about any service job that is required in the water and wastewater industries; from start up and training services, to complete pump reconditioning. We can service all major brands and in all sizes. Whether it is a small dewatering pump or massive flood control equipment, no job is too small or too large. We can also offer on-site maintenance and repairs, annual service contracts, equipment removal, and station reconditioning.



(812) 886-0245

P.O. Box 342 • 1243 Bayou, Vincennes, IN 47591  
www.skequipment.com • sales@skequipment.com



## PART OF THE ALLIANCE FAMILY

By Kelly Cordell, Assistant Executive Director

I am excited about my new position as the Assistant Executive Director of the Alliance of Indiana Rural Water, which I started on April 2, 2018. For the previous 25 years, I worked for in the Facility Services/Grounds department for the Ancilla Domini Sisters located in Plymouth Indiana. I always told everyone that, "Ancilla was my home away from home." I absolutely loved my job and lived their Mission/Vision and Values during my tenure.

Over those 25 years, I saw many challenges they faced as they grew. The Ancilla Domini Sisters have their own wastewater treatment plant and public water system. A small private rural community supplies water to their entities, including college dorms,

a convent, apartments, a nursing home, and a conference and retreat center.

During my time there, I gained knowledge about both the water and wastewater systems. The addition of the college dorms led to the need for a pedestal water tower. While working there I attended classes and graduated from the college with a two-year degree. I subsequently pursued and received my Bachelor's Degree in business management.

I started volunteering for the Alliance of Indiana Rural Water in 2014, by helping out at their Spring and Fall Conferences, and loved attending classes. I got to know some operators, managers, and vendors while helping out in the exhibit hall. I soon realized I wanted to learn more and really enjoyed volunteering for

the AIRW. I would use my vacation time and pay my own way to go to NRW conferences.

I really enjoy what the Alliance stands for and their role in helping small rural utilities. Alliance of Indiana Rural Water staff members have a positive attitude when it comes to helping others in the industry succeed. My passion for the industry grew as I listened to those talk about what they do. I felt like I was a part of the Alliance family and as if I had known everyone for years. Everyone I met always shared a story of their challenges but was passionate about their role as an operator. I am excited to take on this new role and help others in the water and wastewater industry. My goal is to help others succeed. ★

## your partners at Peerless

### water well services

- well cleaning and rehabilitation
- well drilling
- water treatment
- electrical and controls
- pump repair
- hydrogeological services



#### Contact Us:

Mishawaka, IN • 574-254-9050  
 Indianapolis, IN • 317-896-2987  
 Ionia, MI • 616-527-0050  
 Eastern MI • 810-215-1295  
[www.peerlessmidwest.com](http://www.peerlessmidwest.com)



Peerless Midwest, Inc.



# WE CARE ABOUT YOUR TOWN, BECAUSE IT'S OUR TOWN TOO.

Our rural water professionals care about the health and success of your municipality because their families live, work, and play there too. When a water disruption occurs it impacts everyone and no one understands that better than Ferguson Waterworks.



**Fort Wayne**  
(800) 321-2773

**Indianapolis**  
(317) 546-2013

**Kokomo**  
(765) 416-0142

**Schererville**  
(219) 440-5254

**South Bend**  
(800) 262-2773

Find the closest waterworks location near you by visiting  
**FERGUSON.COM/WATERWORKS**



By Bob Deig,  
Energy Efficiency Circuit Rider

# Helping Utilities Save Money

I am Bob Deig, Energy Efficiency Circuit Rider with the Alliance. The Energy Efficiency Program is a new Alliance program that is supported by the National Rural Water Association through the United States Department of Agriculture Rural Development. If you schedule a no-cost energy assessment, I will come to your plant, perform a walk-through to gather operating schedules, gather information from all of your equipment and calculate information from your energy bills in regards to costs and usage. I will then prepare a report, meet with you to discuss money savings, rebate and funding opportunities. This will enable you to implement operational or energy savings upgrades or help preparing budgets to make future improvements.

The primary goal of the Energy Efficiency Program is to assist rural and small community water and wastewater utility systems in evaluating their energy needs, consumption and costs; recommend measures to reduce energy consumption; and identify funding sources for improvements. Many of your energy providers will provide rebates for upgrading your facilities with energy efficient technologies.

It is estimated that water and wastewater treatment plants accounts for 4% of the nation's energy consumption. Aeration in wastewater treatment plants account for 50% to 70% of electrical use in these facilities, while pumping is the largest energy consumer in water treatment plants.

The majority of wastewater treatment plants run their aeration blowers 24 hours a day. Do you need to operate these blowers continuously? What are your dissolved oxygen levels? If they are high, then the blower operation times can be reduced by manually shutting off blowers, using timers, or operating the blowers with an on-line dissolved

oxygen meter to regulate motor run times or speeds.

Many water plants have motors that are oversized, while manual and/or control valves are throttled back to lower flow or to reduce water hammer when pumps startup. These situations are ideal candidates for Variable Frequency Drives (VFDs). By installing VFDs, piping will be protected from sudden water surges and energy consumption will be reduced by lowering motor speed that is proportional to proper water flow.

Many times, Town Managers, Clerk-Treasurers, etc. are the only individuals who know the energy costs for treatment plants. I believe that Superintendents,

operators and treatment specialists should know the costs to operate their plants.

At an energy cost of 0.08 cents per kilowatt-hour, it cost \$46,700 to operate a 50 horsepower motor continuously for a year. I encourage treatment plant operators to run their plants as if they are paying the energy bills! Education is key for each system's energy costs, demand charges, and available rebates. Every energy provider has different opportunities, but each have representatives that are willing to help you save money.

I encourage you to contact me if you have questions or to set up an energy assessment of your utility. I look forward to meeting and working with you to save money! ★

## **ISI** Infrastructure Systems, Inc.

260 W. Vincennes Street • P.O. Box 148 • Orleans, IN 47452

Phone: (812) 865-3309 • Fax: (812) 865-3009 • E-mail: [jstalker@infrastructuresystems.com](mailto:jstalker@infrastructuresystems.com)

### Available Services

- Waterline Installation (all sizes & types)*
- Storm and Sanitary Sewer Installation*
- Wet Tapping thur 12"*
- Rock Trenching & Busting*
- Cased Bores*
- Directional Bores*
- Restoration*
- Booster Stations*
- Chemical Feed Plants*
- Lift Stations*
- Demolition*
- Vacuum Excavation*
- Vac Truck Services*
- Culvert Pipe Lining*
- Insertion Valves/Line Stops*



# Fall Conference Recap



Thanks to you, we had a fantastic event, with almost 400 people in attendance! Thank you to everyone who participated in the conference at the exquisite Grand Wayne Convention Center. On Tuesday evening, we welcomed everyone with dinner and drinks; it was a great time to mingle, get the “lay of the land” and get ready for the conference!

Attendees arrived Wednesday morning to coffee, donuts and a welcome ceremony before going off to their preferred track of classes: administrative, water or wastewater. Wednesday’s luncheon featured the finals for the Best Tasting Water in Indiana contest. Fort Wayne City Utilities was crowned the tastiest in the state and will move on to compete in the Great American Water Taste Test in Washington, DC next year at the National Rural Water Association’s Rural Water Rally.

After classroom sessions concluded for the day, the exhibitor reception kicked off with food, drinks, and a brand new game! Water World Jeopardy was unveiled with our own game show host, Rex Trebek (AKA Rex Blanton)! Eight contestants lined the stage to battle for the cash prize and bragging rights as Jeopardy Champion. After it was all said and done, Gene Eaton from Napoleon Community Rural Water walked away as the champ! Then, as if that wasn’t enough, we ended the evening with a hospitality event in the hotel lobby! It was a great time to wind down from a full day of classes while mingling with peers and friends.

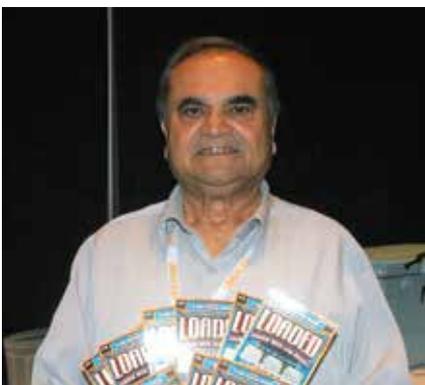
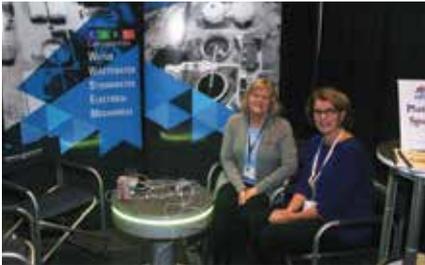
Thursday, everyone woke up to a delicious hot breakfast buffet before starting in on another day of classes. But first, our Annual Membership Meeting included the election of four new board members. Tim Doersam,

Floyd Ogden, and Darrel Baker were all elected for another term. Faith Willoughby from the Town of Chalmers was newly elected to fill the vacancy left by Terry Hafstrom’s retirement. In addition, associate members voted in a new Associate board member: Dave Harvey from Water Solutions Unlimited will join our board in 2019. Welcome to both Faith and Dave.

The conference wrapped up with the announcement of the Sportsman’s Raffle prize winners. Over \$3400 in tickets were sold for the Sportsman’s Raffle, with proceeds donated to WaterPac!. This year’s Grand Prize Winner was Nick Hines from BBP Water, who walked away with a rolling Craftsman tool chest AND \$500 cash! Cory Ritter from Angola claimed the shotgun for his own!

Thank you to all our attendees, speakers, vendors, and sponsors for helping make this another fantastic event! ★





# DON'T TRY AND MUSCLE YOUR WAY THROUGH THAT WATER MAIN REPAIR



Simply use the TX3® Wide Range Coupling with Easy-Lift® Handle, TX3™ Dual-Clad™ Multi-Layer Epoxy Coating System for Maximum Corrosion Protection. Two Bolts with 1-16th" Nut and Fully Replaceable Gasket to Make Your Repair Job Go Faster and Trouble-Free!

Only from Total Piping Solutions.



Total Piping Solutions, Inc.  
1700 Haskell Road, Olean, New York 14760  
TEL: 716-372-0160, FAX: 716-372-1767  
E-Mail: sales@tps.us  
VISIT OUR WEBSITE: www.tps.us

# Fall Conference SPONSORS



## Conference Sponsor



## Platinum Sponsors



## Gold Sponsors



# Silver Sponsors



global expertise  
delivered locally

services to help you  
manage your system

- ▶ **asset management**  
water wells | tanks | treatment plants  
meters | concrete assets | pipes
- ▶ **water wells management**  
water well drilling | well & pump  
rehabilitation and maintenance
- ▶ **water quality in distribution systems**  
ice pigging | in-tank water mixers  
trihalomethane removal systems
- ▶ **energy & water conservation**  
smart data systems | metering services  
leak detection | biosolids

Contact your local Water System Consultant  
Marc Hansen  
855-526-4413 • [help@utilityservice.com](mailto:help@utilityservice.com)  
Utility Service Co., Inc. • [www.suez-na.com](http://www.suez-na.com)



## HOW EFFICIENT IS YOUR AERATION PROCESS?



### LET'S TALK

Tom McCurdy, Director of Environmental Sales  
 +1 610 656 1683 | [tmccurdy@aerzenusa.com](mailto:tmccurdy@aerzenusa.com)



Real efficiency means operating the consumption profiles in wastewater treatment plants with precision. Aeration consumes up to 80% of total energy requirements; the greatest savings potential can therefore be found here.

With our Performance<sup>2</sup> product portfolio consisting of Blower, Hybrid, and Turbo technologies, we always find the most efficient and tailor-made solution for you. Benefit from up to 30% energy savings!

LET'S TALK! We'll be happy to advise you!  
[www.aerzen.com/en-us](http://www.aerzen.com/en-us)

## Water Source to Water Tap Solutions



- Improving Chlorine Residuals
- Lowering high Lead and Copper #'s
- Sequestering Iron & Manganese
- Driving down TTHMs & HAAs
- Dealing with High Natural Ammonia
- Solving Waste Water issues



Now working in Waste Water and handling Gas Chlorine, Fluoride, Bleach and other chemicals.



P.O. Box 347, 295 Industrial Drive, Franklin, IN 46131  
[www.getwsu.com](http://www.getwsu.com)

## STRUCTURE. & INTEGRITY.



[WWW.PTTG.COM](http://WWW.PTTG.COM)

**NEW TANKS** – Rick DiZinno  
 (270) 826-9000 ext. 2601  
**EXISTING TANKS** – Patrick Heltsley  
 (270) 826-9000 ext. 4601

## Triad Associates



### ENGINEERING • ARCHITECTURE

5835 Lawton Loop East Drive  
 Indianapolis, Indiana 46216  
 317-377-5230

Northern Location  
 805 Lincoln Way  
 Ligonier, IN 46787  
 260-894-3392

“Serving Indiana Cities and Towns Since 1975”

# 2018 LEADERSHIP SUMMIT RECAP

## Focus | Perspective | Empowerment



This year's Leadership Summit was on August 2 & 3, 2018 in beautiful Bloomington, Indiana. Utility decision makers – board and council members, managers, and the like were in attendance for this fantastic event. Networking was the name of the game as attendees learned about succession planning, HR, cybersecurity, engaged in round-table discussions and much more! A special thank you to all our speakers, attendees and vendors for making the event such a success!



# Dear Attendee:

Please join us for our  
**2019 Annual Spring Conference**  
in **French Lick, Indiana** on  
**March 13 & 14.**



## Here's what you can expect this year:



Don't miss the **pre-conference hospitality** gathering on **Tuesday evening** across the street at **Legendz!** National Water Services is sponsoring a night to remember!! All food and drinks are being taken care of along with some great **live music!**



Earn up to **10 Water and Wastewater CEUs**, and receive a **FREE Conference T-Shirt!**



An Exhibit Hall filled with exhibitors — where you can see all the **new products** related to our industry and hear about new and exciting **services offered to utility professionals.**



Each day offers an **administrative track** of classes in addition to **water and wastewater tracks.**



An **Awards Luncheon** on Wednesday will honor the best in the industry. If you know someone who deserves recognition, make sure to complete our Award Nomination Form in this packet!



**Plan on having some fun during the reception in the Exhibit Hall on Wednesday evening.** As classes conclude for the day, we invite everyone to gather in the exhibit hall for games, drinks, food, and the Sportsman's Raffle!



Later Wednesday evening, join us for a **bowling hospitality event!** Downstairs at Pluto's Alley - we'll have bowling, pizza, and drinks!



A chance to win a **free trip for two to the NRWA Water Pro Conference** in Nashville, Tennessee. Sponsored by Covalen & Midwestern Engineers



Be sure to be there for Thursday's **GRAND PRIZE DRAWING - Worth over \$2,500!**



Please **SEND us PHOTOS** of anyone who will be retiring this year, so we can recognize them!

You **really** don't want to miss out on this year's Spring Conference—so, **don't hesitate to make your plans to attend.**

We look forward to seeing you at the French Lick Resort - 8670 West State Road 56 – French Lick, Indiana 47432



# Spring Conference

**March 13 & 14 French Lick, IN**

# 2019 Hospitality Night



Join us for a FUN Hospitality Night at **Legendz** on Tuesday!

National Water Services is hosting an evening full of  
**FOOD, DRINKS and LIVE MUSIC!**

\*Weather permitting, outdoor accommodations will be made including a cornhole tournament!

**DATE:** Tuesday, March 12th, 2019

**TIME:** 6:00pm – 11:30pm

**PLACE:** Legendz Sports Bar & Grill

Across the street from French Lick Resort –8695 W Jack Carnes Way #6, French Lick, IN 47432

Measure Every Drop...



Bill Every Drop...

**Itron**  
kamstrup

**United Systems**  
AMR / AMI | SOFTWARE | WATER LOSS

Steve Flaherty - North Territory Manager - 260.515.3800  
Scott Smith - South Territory Manager - 270.703.0697  
www.united-systems.com - 800.455.3293



**Shaking hands with your community**

When we shake hands with clients, we are shaking hands with the people of their communities. They are counting on us to make this *More Than a Project™* by maintaining their quality of life with well-managed water.

Wessler Engineering is a team of water resource experts who help committed leaders make sure their water is safe, managed and future-proof. We seek to be a reliable partner that serves you and your community for generations. The more familiar we are with your infrastructure and people, the smarter and more well-managed your community will become. Give us a call at 317-788-4551 or visit us online at [wesslerengineering.com](http://wesslerengineering.com) to get in touch with our team.

**W**  
**WESSLER**  
ENGINEERING



# Technical Sessions

What follows is a *tentative* list of topics and invited speakers.

## WEDNESDAY, MARCH 13

## THURSDAY, MARCH 14

8:00 a.m. - 9:00 a.m.

### Water Session

Water Service Tubing Education and Options

Austin Gentry  
REHAU\_MUNICIPEX

### Wastewater Session

Biological Phosphorus Removal Microbiology and Case Studies  
Ryan Hennessy - Midwest Contract Operations

9:15 a.m. - 10:15 a.m.

### Water Session

Flexible Drop Pipe - Maximizing the Life & Performance of Your Water Well

Jim Lowry - Hose Solutions

### Wastewater Session

Lagoon Optimization for 2020 and Beyond  
Tom Hinde - Air Diffusion Systems

10:45 a.m. - 11:45 a.m.

### Water Session

What's Going on with Surface Water Systems?

Stacy Jones, Peter Poon, Mitt Denney, and Jim Sullivan - IDEM

### Wastewater Session

Proper Design and Application of Effluent Sewers

Jerry VanAuker- Orenco Systems, Inc.

1:15 p.m. - 2:15 p.m.

### Water Session

OSHA's Focus Four (Part 1)

Alex Edwards - Bailey Safety Inc.

### Wastewater Session

Utilizing Micro Nutrients in Activated Sludge Treatment

Pat Beamon - Brenntag Mid-South Inc.

2:45 p.m. - 3:45 p.m.

### Water Session

OSHA's Focus Four (Part 2)

Alex Edwards - Bailey Safety Inc.

### Wastewater Session

Hydraulic Impact on Activated Sludge Quality and Sedimentation

Barbara Smith - Wastewater 101, LLC

8:30 a.m. - 9:30 a.m.

### Water Session

Innovation in Lead Service Line Replacement Programs

Erica Walker - 120 WaterAudit

### Wastewater Session

Pressure Sewer Systems: A Cost Effective & Viable Alternative for Wastewater Collection (Part 1)  
Keith McHale - Environment One Corporation

10:00 a.m. - 11:00 a.m.

### Water Session

Inside an IDEM Sanitary Survey Inspection

Lucio Ternieden - IDEM

### Wastewater Session

Pressure Sewer Systems: A Cost Effective & Viable Alternative for Wastewater Collection (Part 2)  
Keith McHale - Environment One Corporation

11:15 a.m. - 12:15 p.m.

### Water Session

Groundwater Contamination with PERC  
*The Journey from Discovery to Treatment*

Lori Young - Curry & Associates, Inc.  
Todd Gardner - BBP Water Corp.

### Wastewater Session

Reporting to IDEM: How to Make Everyone Happy!

Mark Stanifer, Rene Repar, and Steven Beason  
IDEM

1:30 p.m. - 2:30 p.m.

### Water Session

R.T.C.R. for the RTCR

Andrea Lengerich - IDEM

### Wastewater Session

Take a Little More Off the Top

Todd Latchaw - Nexom

2:45 p.m. - 3:45 p.m.

### Water Session

Source Water Protection

Toby Days - Alliance of Indiana Rural Water

### Wastewater Session

Repurposing Existing Facilities to Meet Changing Needs

Eric Smith & Jeremy Burch - HWC Engineering

## AGENDA AT A GLANCE

### Tuesday, March 12, 2019

Noon	Board of Directors Meeting
to 3:00 pm	Early Registration / Attendee Packet Pick-Up
to 6:00 pm	Pre-Conference Hospitality Event (fun, food, & drinks AT LEGENDZ)
11:00 pm	

### Wednesday, March 13, 2019

to 7:00 am	Registration Desk Open in Lobby
5:30 pm	
7:45 am	Opening Remarks Coffee & Donuts
to 8:00 am	Concurrent Training Sessions
9:00 am	Break - Foyer
to 9:15 am	Concurrent Training Sessions
10:15 am	Exhibit Hall Grand Opening
to 10:45 am	Concurrent Training Sessions
11:45 am	Awards Luncheon
to 1:15 pm	Concurrent Training Sessions
2:15 pm	Break in Exhibit Hall
to 2:45 pm	Concurrent Training Sessions
3:45 pm	Reception in Exhibit Hall Fun, Food, Drinks & Sportsman's Raffle!
to 5:15 pm	
8:00 pm	Bowling Event - Pluto's Alley
to 10:00 pm	

### Thursday, March 14, 2019

to 7:00 am	Registration Desk Open in Lobby
3:00 pm	
to 7:00 am	Hot Breakfast Buffet in Exhibit Hall
8:30 am	
8:00 am	Opening Remarks <i>WIN a Kindle Fire!</i>
to 8:30 am	Concurrent Training Sessions
9:30 am	Break in Exhibit Hall
to 10:00 am	Concurrent Training Sessions
11:00 am	Break in Exhibit Hall
to 11:15 am	Concurrent Training Sessions
12:15 pm	GRAND PRIZE DRAWING in Exhibit Hall
to 12:30 pm	
12:30 pm	Lunch - On Your Own
to 1:30 pm	Concurrent Training Sessions
2:30 pm	Break - Shotgun Raffle
to 2:45 pm	Concurrent Training Sessions
3:45 pm	

5 TOTAL CONTACT HOURS WEDNESDAY

5 TOTAL CONTACT HOURS THURSDAY

# Technical Registration

**March 13 & 14, 2019**

Please print or type.

List all attendees and indicate the type of registration desired.

**On-line registration is available with invoicing option!**

Please email or fax completed forms:

**Email: alliance@inh2o.org • Fax: 317-736-6676**

**Host Hotel**  
 French Lick Resort  
 8670 West State Road 56  
 French Lick, Indiana  
**RESERVATIONS:**  
 888-936-9360  
 www.frenchlick.com  
**ROOM RATE: \$127/night**  
**GROUP CODE: 0319AIR**  
**Room Block Rate Expires 2/11/19**

Utility / Company \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_ Fax \_\_\_\_\_

Email \_\_\_\_\_

Please list ALL Attendees and specify registration type for each:

Name _____	FIRST-TIME ATTENDEE	FULL	WED. ONLY	THURS. ONLY	SPOUSE/ GUEST	Attending LUNCH?
Name _____	<input type="checkbox"/>					
Name _____	<input type="checkbox"/>					
Name _____	<input type="checkbox"/>					
Name _____	<input type="checkbox"/>					

## Registration Rates

### Full Registration

Two (2) days of technical sessions; and Pre-Conference Hospitality Event (Tues.); Exhibit Hall Access, Awards Luncheon (Wed.); Reception (Wed.); Hospitality Bowling Event (Wed.); Hot Breakfast Buffet (Thurs.)

### Wednesday ONLY

Technical sessions; Exhibit Hall Access; Awards Luncheon and Reception; Hospitality Bowling Event

### Thursday ONLY

Technical Sessions; Exhibit Hall Access; Hot Breakfast Buffet

### Spouse / Guest Registration

Pre-Conference Hospitality Event (Tues.); Exhibit Hall Access; Awards Luncheon (Wed.); Reception (Wed.); Hospitality Bowling Event (Wed.); Hot Breakfast Buffet (Thurs.)

Member		Non-Member	
Before March 4, 2019	After March 4, 2019	Before March 4, 2019	After March 4, 2019
\$150	\$175	\$250	\$275
\$120	\$145	\$220	\$245
\$95	\$120	\$195	\$220
\$75	\$100	\$125	\$150



Please list any dietary restrictions:

\_\_\_\_\_

## Method of Payment

Please send invoice  Enclosed is my check # \_\_\_\_\_

**NUMBER ATTENDING AWARDS LUNCHEON (WED.)** \_\_\_\_\_

Pay with Credit Card Card # \_\_\_\_\_

Exp Date \_\_\_\_\_ Name on Card \_\_\_\_\_ Billing Zip \_\_\_\_\_

CVV# \_\_\_\_\_ Signature \_\_\_\_\_

**Total \$** \_\_\_\_\_

Registration forms must be returned to the Alliance office no later than March 4, 2019 for "Early Bird" registration prices.

All refunds will incur a \$15 cancellation fee. ■ No refunds after March 6, 2019

Phone: 317-789-4200 • Fax: 317-736-6676 • Email: alliance@inh2o.org • Address: P.O. Box 789, Franklin, IN 46131

# Admin. / Regional Districts

March 13 & 14, 2019

Please print or type.

List all attendees and indicate the type of registration desired.

**On-line registration is available with invoicing option!**

Please email or fax completed forms:

**Email: alliance@inh2o.org • Fax: 317-736-6676**

## Host Hotel

French Lick Resort  
8670 West State Road 56  
French Lick, Indiana

### RESERVATIONS:

888-936-9360  
www.frenchlick.com

ROOM RATE: \$127/night  
GROUP CODE: 0319AIR

**Room Block Rate Expires 2/11/19**



Utility / Company \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_ Fax \_\_\_\_\_

Email \_\_\_\_\_

Please **list ALL Attendees** and specify registration type for each:

Name	FIRST-TIME ATTENDEE	FULL	WED. ONLY	THURS. ONLY	SPOUSE/ GUEST	Attending LUNCH?
Name _____	<input type="checkbox"/>					
Name _____	<input type="checkbox"/>					
Name _____	<input type="checkbox"/>					
Name _____	<input type="checkbox"/>					

Registration Rates	Member		Non-Member	
	Before March 4, 2019	After March 4, 2019	Before March 4, 2019	After March 4, 2019
<b>Full Registration</b> Two (2) days of technical sessions; and Pre-Conference Hospitality Event (Tues.); Exhibit Hall Access, Awards Luncheon (Wed.); Reception (Wed.); Hospitality Bowling Event (Wed.); Hot Breakfast Buffet (Thurs.)	\$150	\$175	\$250	\$275
<b>Wednesday ONLY</b> Technical sessions; Exhibit Hall Access; Awards Luncheon and Reception; Hospitality Bowling Event	\$120	\$145	\$220	\$245
<b>Thursday ONLY</b> Technical Sessions; Exhibit Hall Access; Hot Breakfast Buffet	\$95	\$120	\$195	\$220
<b>Spouse / Guest Registration</b> Pre-Conference Hospitality Event (Tues.); Exhibit Hall Access; Awards Luncheon (Wed.); Reception (Wed.); Hospitality Bowling Event (Wed.); Hot Breakfast Buffet (Thurs.)	\$75	\$100	\$125	\$150



Please list any dietary restrictions:

\_\_\_\_\_  
 \_\_\_\_\_

## Method of Payment

Please send invoice     Enclosed is my check # \_\_\_\_\_

Pay with Credit Card    Card # \_\_\_\_\_

Exp Date \_\_\_\_\_ Name on Card \_\_\_\_\_ Billing Zip \_\_\_\_\_

CVV# \_\_\_\_\_ Signature \_\_\_\_\_

**Total \$** \_\_\_\_\_

Registration forms must be returned to the Alliance office no later than March 4, 2019 for "Early Bird" registration prices.

All refunds will incur a \$15 cancellation fee. ■ No refunds after March 6, 2019

Phone: 317-789-4200 • Fax: 317-736-6676 • Email: alliance@inh2o.org • Address: P.O. Box 789, Franklin, IN 46131

Administrative / Regional Districts Registration

### WEDNESDAY, MARCH 13

**8:00 a.m. - 9:00 a.m.**

#### Preparing for Personnel Changes

Tyler Henke  
*Ziptility*

Future-proof your utility with these easy-to-implement record keeping best practices.

**9:15 a.m. - 10:15 a.m.**

#### How to Fund Your Utility Building Project

Steven Brock  
*Therber Brock & Associates*

Learn which low cost funding programs are available and learn their requirements.

**10:45 a.m. - 11:45 a.m.**

#### Is Your Workplace Safe?

Maureen Dyke  
*Rickers*

This session will cover many possible workplace safety issues not covered under normal OSHA safety rules, but rather more personal one on one type threats to employees. Performing a "Threat Assessment" to expose possible weaknesses in your employee protection plans, such as Active Shooter, Line of Sight for receptionists and much more. Also, how to establish written policies that include all of the above items will be covered.

**1:15 p.m. - 2:15 p.m.**

#### Succession Planning

Scott Ham  
*Silver Creek Water Corporation*

Water and wastewater boards, and managers will see techniques used for planning, financing, and competing for qualified replacements of key leadership positions within the utility. There will be interactive and high energy examples of a succession plan to help prepare water and wastewater utilities for future operations. Attendees will see the benefits of embracing ideas for operating, if there is a need to replace management and key positions due to retirement, emergencies or other retention issues. This information was developed as a follow up from the Alliance Leadership Summit held in 2018.

**2:45 p.m. - 3:45 p.m.**

#### Legislation and Legal Fights: What Every Manager of a Water and Wastewater Utility Should Know

Parvin Price  
*Barnes & Thornburg LLP*

The presentation will focus on legislative changes (and proposed changes) that affect the water and wastewater industry throughout Indiana. The discussion of legislation will be intertwined with the discussion of actual cases that affect the water and wastewater industry in Indiana. The purpose of this presentation is to identify issues, the managers of these utilities should be aware of, in order to avoid pitfalls for their utility.

### THURSDAY, MARCH 14

**8:30 a.m. - 9:30 a.m.**

#### The Coming Infrastructure TIDAL WAVE PLAN or REACT

Gerry Harstine  
*ServLine*

One problem that impacts all aspects of the water and wastewater industry is aging infrastructure. Water utilities average 240,000 water main breaks per year wasting over 2 trillion gallons. Additionally, residents lose another 1.3 trillion gallons due to leaks. We are going to look at approaches that utilities can start to employ right away. Waiting and evaluating is not a good approach at this time because the longer you wait the bigger the problem becomes. The time for evaluating has passed, if we don't act now it will truly be too late.

**10:00 a.m. - 11:00 a.m.**

#### Fraud Prevention Techniques for Utility Offices

Daniel Dundon and Stephanie Putnam  
*Ampstun*

According to the Association of Certified Fraud Examiners, internal control weaknesses were responsible for nearly half of frauds. Nobody expects fraud to occur within their office, however, with some key knowledge and planning, fraud risk can be reduced. This session will provide information and guidance to office managers, board members or superintendents.

**11:15 a.m. - 12:15 p.m.**

#### Asset Management

Camille Meiners  
*State Revolving Fund Loan Program*

This presentation will include information related to SRF's Asset Management Program Requirements and Guidance.

**1:30 p.m. - 2:30 p.m.**

#### Dollars and Cents: Ways to Save and be More Resourceful to the Last Drop

Rochelle Owen and Jennifer Bullock  
*USDA, Rural Development*

In this presentation, USDA, Rural Development staff will provide information about components to a preliminary engineering report (PER) which can benefit a community and the operation of their system. Highlights will include actions a community can take even before they have hired an engineer and are looking for project funding. Topics will range from energy use and assets to operators and documents communities can leverage to be their own best advocate.

**2:45 p.m. - 3:45 p.m.**

#### Exploring Rate Affordability

Jeff Rowe  
*Umbaugh*

Aging infrastructure, inadequate maintenance programs, polarization of household income and population shifts are just several driving factors affecting utility rates and charges. This in part is why utility bill increases have been and continue to outpace general inflation. As a result, municipalities are beginning to question the affordability of their rates and charges. This presentation will explore the definition of affordability and affordability analysis used to assess affordability on a local level. We will also discuss various customer assistance programs (CAP's) that are being utilized by municipalities to help defray utility costs to customers that are impacted the most by utility rate increases. Finally, we will present a current comparison of water and sewer rates in the State of Indiana.

# EVERYTHING UNDER CONTROL

PRIMEX® has everything under control by offering multiple production, engineering and sales facilities to ensure exceptional customer service through quick responsive quotes, submittals and delivery.

Our commitment to high standards in quality and new product development results in the broadest, most robust product line and services in the industry.

We design and build innovative solutions to meet your specific needs, no matter how unique:

- Arc Armor® control systems
- iconrol® SCADA solutions
- Pump Watch™ Express remote monitoring systems
- Complex system integration projects
- Premier and Express control panels
- 'View' and 'VPAC' family of pump controllers
- KwikSwitch™ float connection system



[WWW.PRIMEXCONTROLS.COM](http://WWW.PRIMEXCONTROLS.COM)

*PRIMEX® Represented by:*



**GASVODA & ASSOCIATES, INC.**

1530 Huntington Drive

Calumet City, IL 60409

Ph: 708-891-4400 Fax: 708-891-5786

# 2019 AWARD NOMINATION FORM



Do you know someone who is doing a great job?  
Goes above and beyond the call of duty?  
**OF COURSE YOU DO!!!**  
Indiana has the best and most dedicated  
professionals in the industry!

Recognizing the outstanding contributions of rural water & wastewater professionals is one of the highlights of the Alliance's Annual Spring Conference. Each year the Alliance of Indiana Rural Water presents awards in recognition of outstanding performance.

**Award winners in each category will be honored on Wednesday, March 13th during the Awards Luncheon.** Please take advantage of this chance to recognize someone for a job well done! To assist the Alliance Awards Committee in selecting deserving individuals, please fill out the form below; attach additional pages if necessary.

**Nominations must be received by February 11, 2019.**

**Please select ONLY ONE:**

- |   |  |   |
|---|--|---|
| <input type="checkbox"/> Water System Operations Specialist of the Year | <input type="checkbox"/> Wastewater System Operations Specialist of the Year | <input type="checkbox"/> Steward of the Environment Award |
| <input type="checkbox"/> Manager of the Year                            | <input type="checkbox"/> Administrative Professional of the Year             |   |

Nominee's Name: \_\_\_\_\_

Job Title: \_\_\_\_\_ Shirt Size (Circle One): **S M L XL 2XL 3XL**

System Name: \_\_\_\_\_

Nominator: \_\_\_\_\_

Telephone Number of Nominator: \_\_\_\_\_

1. How long has nominee been employed with system?
2. What are the responsibilities of the nominee in his / her current position?
3. What is / are your primary reason(s) for nominating him / her for this award?
4. Please indicate what type of training the nominee has received:
5. Please list awards or certificates the nominee has received:
6. What contributions has the nominee made to the improvement of his / her system?
8. Will the nominee be attending the conference?  Yes  No  
One award in each category will be presented. You may nominate one person per form.  
(Please copy this form and submit one for each person you wish to nominate.)

**Send to: [alliance@inh2o.org](mailto:alliance@inh2o.org) OR Fax: 317-736-6676 OR P.O. Box 789, Franklin, IN 46131**

**Nominations MUST be received by February 11, 2019 to be considered.**

\*The Alliance reserves the right to publish names and photos of all awards winners in future publications.

# 2018 SCHOLARSHIP Clay Shoot / Golf Outing RECAP



The 2018 Scholarship Golf Outing & Clay Shoot was a fun-filled success! We had an exciting clay shoot and played a full day of golf with a sell-out event! Matt Lenz of Aqua Indiana won first prize for the Clay Shoot this for the second year in a row, and the First Insurance Group Team won the golf tournament.

Our famous longest drive contest was conducted while sitting on a toilet once again. Teams donated \$20 to the scholarship fund for a chance to hit the longest drive... the only catch was you had to sit on a toilet while hitting the ball!

The prize for the longest drive was a new golf bag; but the biggest reason to participate was that, on their next shot, participants got to drop their ball 165 yards from the hole on a par 5 – not to mention all the fun we had and great pictures it created.

Thank you to all our sponsors and everyone who attended for helping to make the clay shoot & golf outing a success!

#### Clay Shoot Sponsors

- Covalen & National Water Services, LLC

#### Golf Tournament Sponsor

- Covalen

#### Beverage Cart Sponsors

- Midwestern Engineers, Inc.
- Water Solutions Unlimited
- LWG

#### Hole Sponsors

- Aqua Indiana – Regional
- Barnes & Thornburg, LLP
- Bose McKinney & Evans, LLP
- Brenntag, Case Construction Inc.
- Commonwealth Engineers, Inc.
- Core & Main
- Covalen
- Curry & Associates, Inc.
- E-Tank / E-Pump, Ltd.
- Everett J. Prescott, Inc.
- First Insurance Group, GRW
- JCM Industries, Inc.
- Ladd Engineering, Inc.
- Layne, Inc.
- LWG
- M.E. Simpson Co.
- Inc., Midwestern Engineers, Inc.
- Never Gall
- Ortman Drilling & Water Services
- Peerless-Midwest, Inc.
- Team Alliance
- Todd & Kelly
- Tom Speer & Connie Stevens
- United Systems & Software, Inc.
- USABlueBook
- Utility Supply Company
- Valley Rural Utility Corporation
- Water Solutions Unlimited ★



*Big Enough to Serve,  
Small Enough to Care*

**Water  
Waste water  
Real estate  
Industry  
Homeowner  
Engineering**

#### Laboratory Testing



[www.hml.com](http://www.hml.com) 765-288-1124  
912 W. McGalliard Rd.  
Muncie, IN 47303

- Chemical
- Microbiological
- Air
- Soil and Biosolids
- Landfills
- Research and Consulting

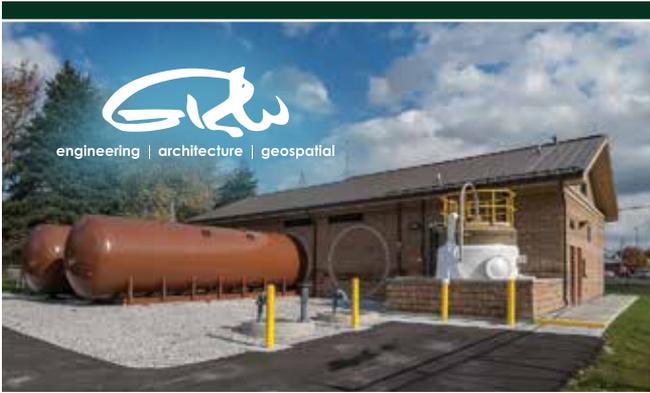


**GRIPP**  
INCORPORATED

**STOP THE GUESS WORK.**  
GET REAL TIME, ACCURATE FLOW DATA AT YOUR FINGERTIPS.



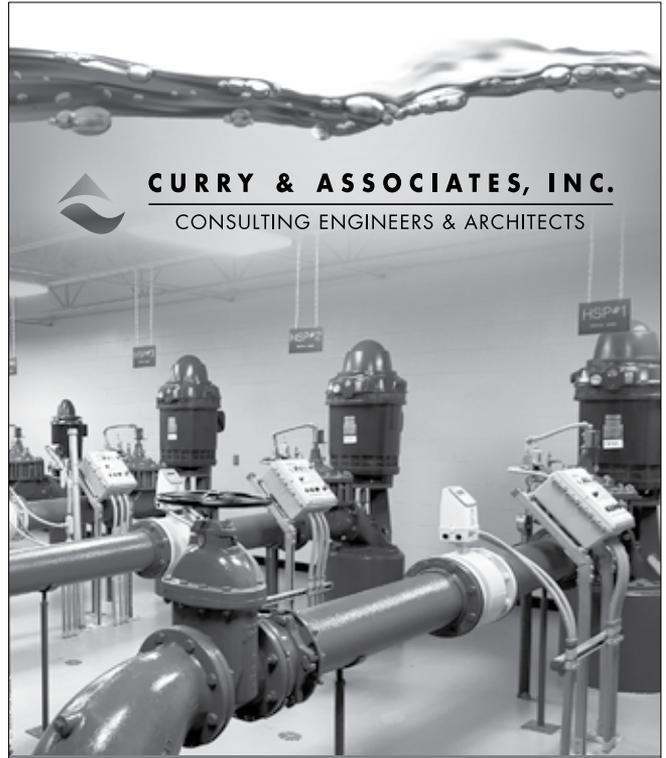
**317.896.3700**



engineering | architecture | geospatial



**GRW** | engineering | architecture | geospatial  
 9001 N. Wesleyan Road, Suite 200, IN 46268  
 (317) 347-3650 | www.grwinc.com



**CURRY & ASSOCIATES, INC.**

CONSULTING ENGINEERS & ARCHITECTS

WATER • WASTEWATER • STORMWATER • ARCHITECTURE

RECURRY.COM • (317) 745-6995 • DANVILLE, IN

# Ortman Drilling & Water Services

Research • Design  
 Construction • Maintenance

*"Water is our Business" since 1922*

Kokomo, IN • 765-459-4125

## THE LEARY CONSTRUCTION CO., INC.

32 East Pearson Street  
 Greenfield, IN 46140  
 www.learycc.com

THE FULL SERVICE TANK COMPANY FOR SEVEN DECADES  
 Same name, same place, always available!

**ELEVATED TANK SERVICE**  
**SAND BLASTING**  
**EMERGENCY**

**PAINTING**  


Call Today  
 Toll Free!

**WELDING**  


INDIANA  
 1-800-428-2323

FAX NUMBER  
 1-317-462-1646



# Scholarship Application

(Please Print or Type)

## A. Personal Information

Name: (Last) \_\_\_\_\_ (First) \_\_\_\_\_ (MI) \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone: \_\_\_\_\_ Email: \_\_\_\_\_

## B. Member Information *(Applicant must be a dependent child of a system employee of a water or wastewater voting utility)*

Utility Name: \_\_\_\_\_

Employee Name: \_\_\_\_\_

Applicant's relationship to employee: \_\_\_\_\_

## C. High School Information *(Transcript must be submitted with application)*

School Name: \_\_\_\_\_ Graduation Date: \_\_\_\_\_

Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

GPA: \_\_\_\_\_ SAT Score (total): \_\_\_\_\_ Class Rank: \_\_\_\_\_ out of: \_\_\_\_\_

**Attach a typed list of school and community activities, awards and honors, and other special recognition you have received during the last four (4) years.**

## D. Work Experience *(Describe any work experience during the last four (4) years)*

\_\_\_\_\_  
\_\_\_\_\_

## E. College / University Information *(Applicant must be enrolling as a first-year college student)*

School Name: \_\_\_\_\_

Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Please indicate: \_\_\_\_\_ 4 Year College/University  
\_\_\_\_\_ Vocational/Technical School  
\_\_\_\_\_ 2-Year Community/Junior College  
\_\_\_\_\_ Other, Specify: \_\_\_\_\_

Major Course of study: \_\_\_\_\_  
*(Priority will be given but is not limited to water/wastewater related studies)*

**F. Financial Information**

Please indicate which of the following income ranges matches your gross family income:

\_\_\_\_\_ Under \$30,000    \_\_\_\_\_ \$30,000 - \$50,000    \_\_\_\_\_ \$50,000 - \$70,000    \_\_\_\_\_ Over \$70,000

If you are receiving other known financial aid/scholarships, please itemize by name and amount.

Name: \_\_\_\_\_ Amount: \_\_\_\_\_

Name: \_\_\_\_\_ Amount: \_\_\_\_\_

Name: \_\_\_\_\_ Amount: \_\_\_\_\_

If there are any family circumstances that influence your need for financial assistance, please describe:

\_\_\_\_\_  
\_\_\_\_\_

**G. Essay**

On a separate page in 250 words or less. **(Please type)**

Write a brief essay on your goals as they relate to your education, career, and future plans.

**H. Certification**

In submitting this application, I certify that the information provided is complete and accurate to the best of my knowledge. False information will result in revocation of any scholarship granted.

Applicant's Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Parent's/Guardian's Signature: \_\_\_\_\_

Date: \_\_\_\_\_

**OFFICIAL RULES**

This scholarship will be made to defray the cost of educational expenses at an accredited institution of higher learning approved by the Alliance of Indiana Rural Water. Disbursement of the money will be made upon presentation of proof of enrollment (transcript or invoice.) Scholarship money will be paid directly to the scholarship winner. Applicants must be a first-year college student enrollee and cannot have received a prior scholarship from the Alliance of Indiana Rural Water. Applicant must also be a citizen or legal resident of the United States, a resident of the state of Indiana and a **dependent child of a system employee of a water or wastewater voting utility**. In order to be eligible, applicant must complete the application form in its entirety and return it to the Alliance by the entry **postmark deadline, January 31, 2019**. Scholarship recipients will be selected based on the number, length of commitment and quality of leadership in school and community activities, awards, honors, academic records, career goals, work experience and financial need. **Application must be signed by both applicant and parent/guardian before submission**. Applicants will be evaluated on a comparative basis at the sole discretion of the committee. All decisions are final. Application materials and decisions of the committee shall be confidential. Acceptance of scholarship constitutes permission to use recipient's name and/or likeness for purpose of promotion. No transfer of scholarship is permitted. Applicant must plan to attend an accredited school in the fall of 2019. Recipients will be notified by mail. Family members of employees of the Alliance of Indiana Rural Water and/or members of the Board of Directors are not eligible.

**Mail application, transcript(s), & essay to:**

*(must be postmarked by January 31, 2019)*

Alliance of Indiana Rural Water

P.O. Box 789  
Franklin, IN 46131

**OR Email application, transcript(s), & essay to:**

*(must be received by January 31, 2019)*

alliance@inh2o.org

**CHECKLIST**

- Completed application
- Essay
- Academic transcript
- School & community activities
- Awards & honors
- Certification signatures

# Doesn't Your Plant Deserve a Taskmaster® Titan® Grinder?



People are choosing the TITAN® channel grinder because of its effective, streamlined design. This full-cut grinder has less parts but more cutting power. Not only can it more effectively handle solids, but this heavy-duty grinder is built for long-term reliability.

To learn more about this and all our unique grinding, screening, septage receiving and washing technologies, call us or visit us online today.

**1-800-932-0599**

**[www.franklinmiller.com](http://www.franklinmiller.com)**

Locally Represented by:



**BL ANDERSON**

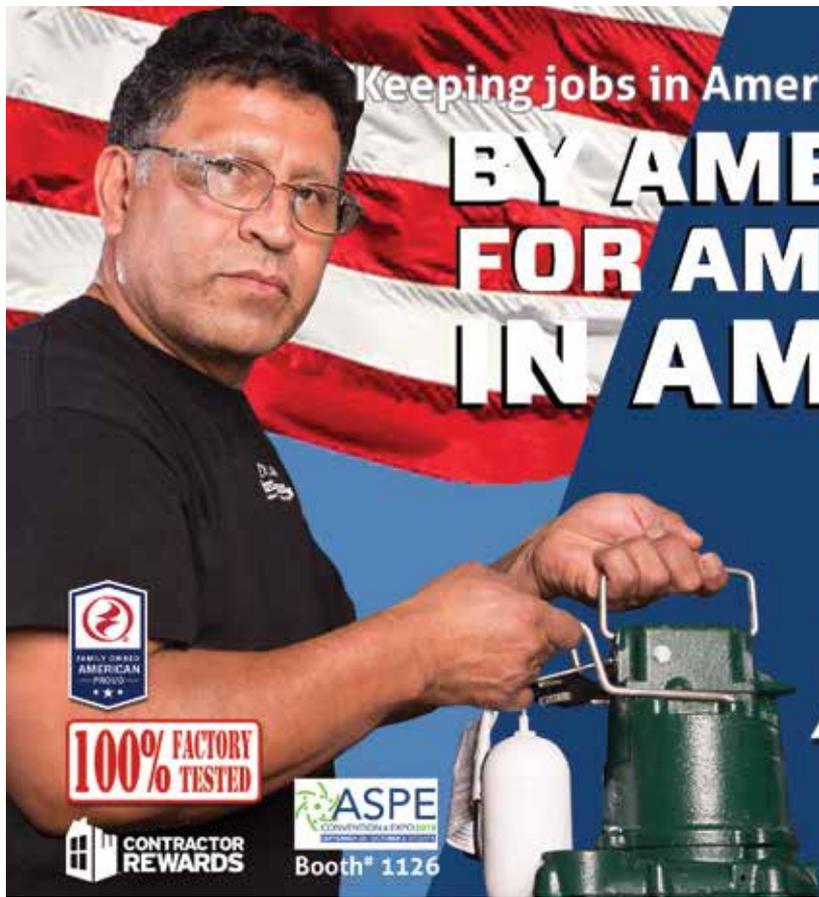
513-889-4746 • [www.blAnderson.com](http://www.blAnderson.com)



Keeping jobs in America for over 75 years!

# BY AMERICANS. FOR AMERICANS. IN AMERICA.

Trusted. Tested. Tough.™



**100% FACTORY TESTED**



**ASPE**  
CONVENTION & EXHIBITS  
Booth# 1126

**ZOELLER**   
PUMP COMPANY

1-800-928-7867  
[zoellerpumps.com](http://zoellerpumps.com)



## Retaining Talented and Valuable Employees

Kevin Wenzel, Wastewater Circuit Rider

Last spring, I visited a utility department that was having trouble retaining their employees because they kept losing them to other cities that could afford to pay more. When discussing this issue I mentioned one way to stop employees from leaving is to match what other cities were paying. A lot of utilities cringe when that is suggested. However, with the shortage

of operators as they retire, a utility has to try to keep their own – especially when a utility has already invested the time and money to train an individual.

I sat down with the utility manager and we brainstormed other ideas of how to keep him from losing employees. One idea is to make sure the employees feel appreciated. For example, if they have been working on a water leak or sewer

line in bad weather since the wee hours of the morning, give them the afternoon off with pay. Convince your board that their employees are valuable. Promote within and submit positive articles in the local paper about your utilities and their staff. They are not just ‘ditch diggers’ and plant operators.

Upper management then sat down and discussed what they could do. They realized that personnel needed equipment skills, tool skills, and work skills to perform these jobs. They also had to be hard working and gritty. As well, they had to have the required certifications.

They decided to create a tiered pay structure for each department so each employee knew what they needed to accomplish in order to “climb the ladder,” and make more money. Each tier laid out what skills or certification an employee had to acquire in order to finish that tier. So now a new employee knows what they have to do to move up the ladder. Current employees had their seniority figured in as well. With this tiered pay structure, employees can’t complain if they do not think they are making enough money. Each tier is laid out for them, so they know what they have to do to move up and increase their pay.

Only time will tell if this plan works for the system. It will be interesting to see. Hopefully their plan is a plan other systems could adapt so as to entice and retain employees in this challenging time, a time when we know operations specialists are going to be scarce. ★

**Water Loss Control Services**

- Leak Surveys & Water Audits
- Large Meter Testing & Repair
  - Residential Meter Bench Testing
- Transmission Main Leak Detection

**Asset Management Services**

- Valve Exercising
- Fire Hydrant Maintenance
- Fire Hydrant Flow Testing
- Pipeline Condition Assessment

**M.E. SIMPSON**  
Co., Inc.

WATER SYSTEM SPECIALISTS

mesimpson.com  
800.255.1521

**Water Quality Services**

- Unidirectional Flushing
- Cross Connection Survey & Inventory
- Online Backflow Management

**GPS & Mapping Services**

- Online Data Management
- Live Atlas Updates
- GPS Data Collection
- Interactive Mapping

# Are You Ready?



By Joe Frazier, Circuit Rider

As it has been said, the baby boomers are retiring. Some systems have found out all too soon that they should have hired a replacement sooner. As I prepare for my upcoming retirement, I'm thinking about the legacy I want to leave behind. How can I help the next person do this job to the best of their ability? After all, if we have worked hard to build a good reputation of an organized and well-run operation, it would be a shame to see it fall short quickly. Our legacy would be short lived.

Systems need to make sure all records and maps are up to date. Is your Emergency Response Plan (ERP),

list of contractors, Standard Operating Procedures (SOP) and all the little 'quirks or specialties' about your system documented for the new person to carry on? Some of you have been doing these jobs for 20, 30 or 40 years. There are a lot of things in your head that you do every day, without thought. There are so many things that are important to running

a water/wastewater system, we cannot prepare in just a couple of months. This will take time. Alliance of Indiana Rural Water has an apprenticeship program in place that can help you be prepared for the changing of the guard. You can contact our office for more details on this program at 317-789-4200 or 1-888-937-4992. ★

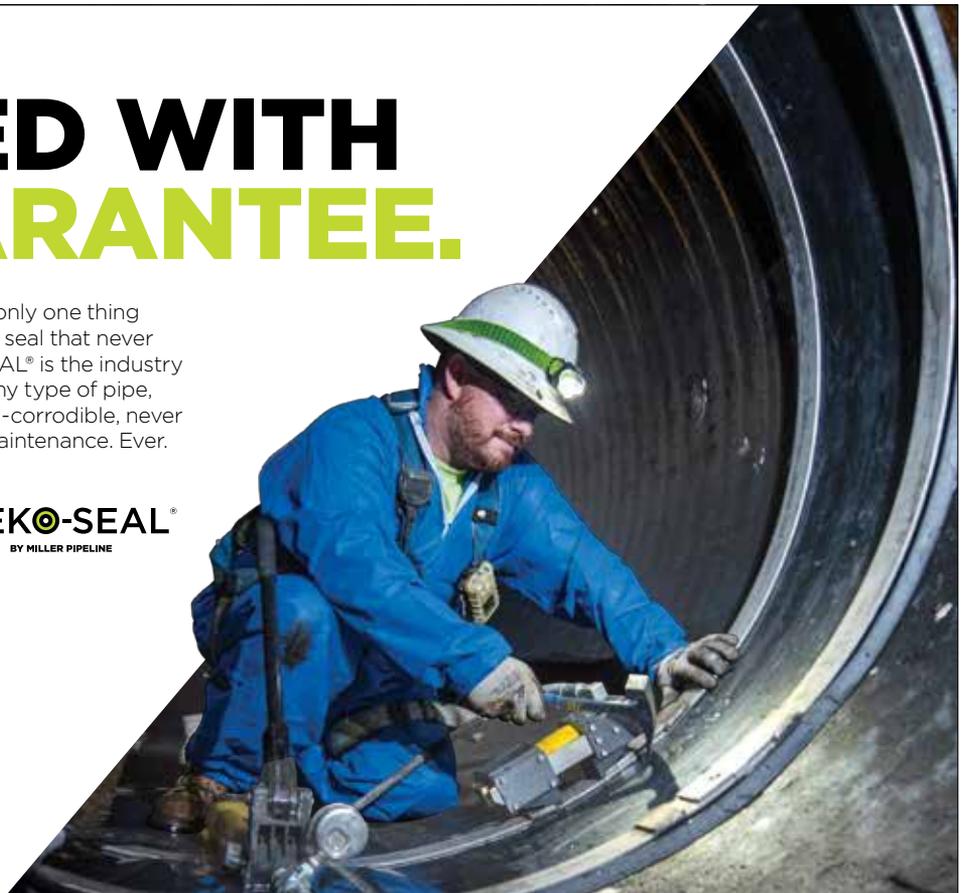
“If we have worked hard to build a good reputation of an organized and well-run operation, it would be a shame to see it fall short quickly.”

## SEALED WITH A GUARANTEE.

When it comes to seals, there's only one thing that matters: a guaranteed tight seal that never leaks. That's why our WEKO-SEAL® is the industry standard internal joint seal for any type of pipe, sizes 18"-216" and larger. It's non-corrodible, never leaks, and requires no further maintenance. Ever.



[www.weko-seal.com](http://www.weko-seal.com)





EQUIPMENT SALES, PARTS, & SERVICE



Ring-O-Matic



OUR NAME IS OUR REPUTATION



Experts in Municipal and Contractor Equipment Solutions Since 1917

5550 POINDEXTER DRIVE, INDIANAPOLIS, IN 46235

800.372.BEST | EXPERTS@BESTEQUIPMENTCO.COM | WWW.BESTEQUIPMENTCO.COM

# Chemicals, Equipment and Service for Safe, Clean Water



www.hawkinsinc.com

## Water Treatment

- Potable Water
- Raw Water Clarification
- Swimming Pools
- Boiler & Cooling Systems
- Wastewater
- Waste De-Watering
- Waste Settling Aids
- Collection Systems

## Equipment:

- Chemical Injection Pumps
- Control and Monitoring Systems
- Chlorination Control Systems
- Chemical Feed Equipment

Muncie, IN  
765.288.8930

Centralia, IL  
618.545.3775

Peotone, IL  
708-258-3797

# State Revolving Fund and Asset Management



By Sherri Winters, Water Programs Director

**S**enate Bill 362 states: “Regulation of water and wastewater systems. Provides that a public utility, conservancy district, or regional water or sewage district that is organized as a legal entity after June 30, 2018, to provide water or wastewater service to the public is subject to the jurisdiction of the Indiana utility regulatory commission for the period of 10 years beginning on the day on which it is organized as a legal entity. Amends the laws concerning the wastewater revolving loan program and the drinking water revolving loan program to require a demonstration that each participant to which a loan would be made has the financial, managerial, technical, and legal capability of operating and maintaining its system and has developed or is in the process of developing an asset management program. Establishes new requirements for water treatment plants and wastewater treatment plants applying to the department of environmental management for the issuance or amendment of a permit, including a cost-benefit analysis, a capital asset management plan, and a cybersecurity program.”

**So what does that mean to you?** Well, let’s focus on the second statement regarding amending the laws concerning the state revolving loan fund (SRF). Any public water supply or wastewater system applying for SRF money will be required to complete an asset management plan beginning July 1, 2018. SRF requires that you certify completion of this plan by the time your loan closes.

What is an ‘asset management plan’ (AMP)? It is a program developed and implemented by your utility to demonstrate financial, technical and managerial capability of operating and maintaining your water or wastewater system.

The intent of SB 362 is to assure that you know what assets you have, where your assets are, what your assets are worth and how you can plan for sustainability for your utility. You must plan for the next 20 years. In other words, what physical assets do you have including chemicals, equipment (including vehicles) and personnel to name a few. A very detailed analysis of these assets must be documented.

In order for this to be accomplished, it will require collaboration among water/wastewater staff, financial staff and governing members (board/mayor, etc.). Information needed is information you already have in one form or another. It will require pulling all of that information into a more concise format. The resulting plan should be easily accessed but does not need to be ‘pretty.’ Develop a plan where you can access necessary information for yourself and for SRF staff upon request. It may be time-consuming but very much worth it!

At a minimum, the following must be provided: 1) A map of your system 2) An inventory and assessment of system assets 3) Development of an infrastructure inspection, repair, and maintenance plan, including a plan for funding such activities 4) An analysis of the customer rates necessary to support the AMP 5) An audit performed at least every two years 6) Demonstration that the participant the technical, managerial, legal and financial capability of operating and maintaining its water or wastewater system.

Because this is a very detailed plan, it is best to view the guidance and checklist on the SRF website. There are also tables that can be used to assist with analysis of your assets as well as assign financial value. That website is

[www.in.gov/ifa/srf/2376.htm](http://www.in.gov/ifa/srf/2376.htm) or go to the SRF webpage via [www.IN.gov](http://www.IN.gov) and enter a search for SRF and/or Asset Management. Then proceed to the ‘Asset Management Program Guidance and Documents’ link.

Something to consider is that establishing a good AMP can also assist with a rate study. Also, if you have a good GIS mapping system, you may be able to obtain much of your information by pulling reports from it. If you find yourself looking to fund a future project, please take a look at these documents and begin gathering information. Your consultants and engineers will likely assist you through this process. But you may also contact Alliance staff for assistance and guidance at 888-937-4992. There are many benefits of having a good AMP whether you are looking to finance a project, or not. You just have to start! ★

Excellence in Engineering  
Since 1946.



## WATER | WASTEWATER

Studies & Planning	SCADA
Phosphorus Removal Treatment	CSO, SSO, CMOM
	Funding Assistance

Full-Service Engineering  
11 Locations  
812.372.9911  
[www.strand.com](http://www.strand.com)





# Municipal Versus Industrial Exam Review

By Rex Blanton, Wastewater Training Director

After offering 18 Municipal Wastewater Certification Exam Review classes over the last five years, The Alliance of Indiana Rural Water recently completed its first attempt at an Industrial Wastewater Certification review for United States Steel in Gary. Needless to say, it was very different in preparation and approach for the students due to the fact no Alliance staff has worked at an Industrial Waste Treatment facility. I worked at a metal plating factory shortly after high school, but long before the National Pretreatment Program was implemented. That came about after the Clean Water Act in 1972.

It has always been very easy for our instructors to communicate experiences and learned processes and procedures in the wastewater profession from the municipal side of things. After all, it is a natural process that accelerates with providing an environment for the bacteria to grow and flourish as they perform the job of breaking down the organics and assisting in the reduction of nutrients. As simple as that may

sound, the activated sludge process is very complex in nature and must be adjusted according to the strength of the wastewater, temperature, pH, etc. Along with these items and different designs of the conventional activated sludge process – as well as rules and regulations, lab, and some math – Alliance instructors have been able to convey to students the necessary information to successfully pass all levels of municipal certifications.

Offering instruction for the industrial exam that covers all sorts of treatment processes was a challenge the Alliance accepted to offer education opportunities to further the careers of all Indiana wastewater professionals. In the last two years, several companies in the state have sent employees to our municipal sessions in hopes of obtaining information on the activated sludge processes. Some specific industries (dairy and meat processing) use the activated sludge process to reduce organic loads to the publicly operated treatment works. However, for the most

part, industrial facilities are unfamiliar with the process. The employees attending the municipal sessions have been very successful with the IDEM Industrial Exams.

US Steel in Gary and other industries in the state are faced with some of the same problems as municipalities, including an aged workforce and no replacements for their soon-to-rotate certified operators. By taking a proactive approach to the problem when they reached out to Ivy Tech, who then contacted the Alliance, US Steel is preparing for the future. Ten of their employees attended the 30-hour course and have applied to sit for the exam. Depending on experience and education, they are sitting for the A, B or D Exams. The Alliance is looking forward to receiving reports of passing grades on the exams in the near future.

With the completion of the Industrial Exam Review Course in Gary, The Alliance has a basis for future sessions to assist all industries in the state with not only their certification exam preparation, but also their continuing education contact hours as well. It is just a start to the learning process for instructors to become familiar with industrial certifications, but previous Alliance municipal instructors had to start somewhere. So, if you are an industry looking for assistance in this endeavor or know of operators looking to expand their knowledge and expertise with an industrial certification, please contact The Alliance of Indiana Rural Water. ★

**Midwestern Engineers, Inc.** Practical Design  
Efficient Solutions

**CORE COMPETENCIES**

- water
- wastewater
- stormwater
- mechanical
- electrical
- building design

LOGSDON, IN - 812.295.2800  
INDIANAPOLIS, IN - 317.334.0262  
WWW.MIDWESTENGINE.COM



# MORE BRAIN TEASERS

By Gordon Myer, Water Circuit Rider



When I did an article entitled brain teasers for a previous Pipeline, my main purpose was to get people thinking about all of the material that they had learned in the past that may have slipped back into one of the dark crevices located deep inside their brains. I received numerous good feedback responses on the article and was asked to do it again. So here we go with a few more questions. Maybe you remember the answers or need to dust the books off. Either way it is always good to jog the old brain.

1. True or False, It is more desirable to have a grid or looped distribution system instead of a dead-end system.
2. Convert .0765 ppm (parts per million) to ppb (parts per billion).
  - a) .0000765 ppb
  - b) 76.5 ppb
  - c) 765 ppb
  - d) 7.65 ppb
3. Chlorine gas is
  - a) Lighter than air
  - b) The same as air
  - c) Heavier than air
  - d) None of the above
4. What do you combine chlorine with to produce chloramines?
  - a) Sodium Chloride
  - b) Hydrofluorocilic Acid
  - c) Potassium Permanganate
  - d) Ammonia
5. What is Total Organic Carbon (TOC)?
  - a) Filter Aid
  - b) Coagulant Aid
  - c) A measure of the amount of carbon in water
  - d) The amount of carbon produced daily

### Bonus Question:

Under which President was the Environmental Protection Agency (EPA) established?

- a) Richard Nixon
- b) John F. Kennedy
- c) Theodor Roosevelt
- d) Alfred E. Newman

Once again these were just a few questions to massage the old brain muscle. If I can be of any assistance please feel free to contact me at [gmyer@inh2o.org](mailto:gmyer@inh2o.org). ★

**The answers are as follows:**

1. True – Dead-end water mains can cause taste and odor water quality problems, while grid or looped water distribution systems permit greater water flow to an area.
2. b) 76.5 ppb (to convert ppm to ppb multiply .0765 ppm by 1,000 or move the decimal point three places to the right)
3. c) Chlorine gas is two times heavier than air.
4. d) Ammonia.
5. c) Measure of the amount of carbon in water.

Bonus: a) The EPA was established under Richard Nixon in 1970. (a quick note if you picked D – Alfred E. Newman you read way too much MAD Magazine as a youngster)



**Southeastern Equipment is your source for Vacall Sewer Trucks & Hydroexcavators**

Contact us Today!  
800-798-5438  
[www.southeasternequip.com](http://www.southeasternequip.com)



# How to SUCCESSFULLY Solicit a Rate Analysis

By Carl Brown, President, *GettingGreatRates.com*

**Author's Note:** I am a utility rate analyst. It is self-serving to tell you how to solicit rate analysis services. But, you would do well to consider this approach.

When you “solicit” to buy a utility rate analysis, engineering for a bridge, a tractor, or toilet paper, you are seeking the best result, the cheapest to purchase result, or some compromise of the two. That is “Solicitation 101.” But, you need a little more.

Utility rate analysis is a service that, even the largest, most active utilities use only infrequently. Others use rate analysis even less. Most of the people responsible for soliciting rate analysis have never done it before. So, I ask you, rate analysis solicitor, how are you going to do this right, first time, no practice?

Most people fall back on the engineering request for qualifications

or request for proposals. Let’s call those an “RFPQ.”

The RFPQ is usually a 15 to 20-page long document that requires timetables and milestones, resumes, insurance coverage, deliverables, and more. Responses are often 100+ pages. Far be it from me to tell folks how to acquire engineering services. I’m not an engineer. I’m a utility rate analyst. But, I do know enough about both to say, engineering and rate analysis are different.

As Stephen Covey, the management and self-improvement guru advised, “Start with the end in mind.” Decide what you want to end up with and write it down in a statement. I recommend

this, “We want to have rates that are appropriately simple or complex, adequate and fair.”

Whatever your end-goal is, write it down. Tell it to your prospective analyst(s) or give it to them in a short solicitation.

But, I need to back up. Before doing anything else, call the rural water association. Ask, “Who is a rate analyst?” And, “Who do you recommend?” They may balk on the second question, but watch their eyes, their body language.

Now that you know *who* to solicit, consider this before you write up a big RFPQ: Rate analysts know rate analysis. You don’t need to tell us how to do it. Just tell us your goal, you know, that statement



## Our Covers...

- Improve Nitrification
- Control Odors & TSS
- Collect BioGas

Contact  
Pelton Environmental Products  
for Quote & Information  
440.838.1221



## CLARIFIER, TANK & POND COVERS

“We Are The Cover Experts”

three paragraphs ago, and we will tell you how we plan to get you there. Thus, at its simplest, you should call and tell me, or us:

1. Your goal, and
2. Response requirements – deadline, who to send it to, how to send it (e-mail is best), how the fees should be structured (lump-sum is good, hourly usually is not), professional liability insurance required, guarantee required, who to contact with questions, and maybe a bit more. If you put this into writing, it should not take much more than two pages.

What do you accomplish by keeping it short and sweet?

- You reduce your conceptualizing and writing work. No need to know how rate analysis is done. Just state your goal and the response requirements.
- You reduce the chances you will mess up.
- You reduce the chances of picking a non-rate analyst or an aspiring rate analyst. That would be a big mess up. (Yes, we need more and new rate analysts, but let them get training

and do their experimentation on someone else's dime.) When you give no guidance on what to do and how, responders must figure those things out. Experienced rate analysts do that all the time. The others don't.

You have your solicitation written, now what?

1. Don't mail or e-mail it out to the world. That invites unnecessary responses for you to sift through. That increases your chances of... you guessed it... messing up. Instead,
2. Call the one or few analysts identified by the association. Tell the analyst your goal and the response requirements, then let them take it from there.
3. Consider responses and options. A fair-minded, logical read of the proposal(s), something you need no training in rate analysis to do, should reveal "your" analyst.
4. Decide, and move forward. Well, first, run that decision by the association. They likely know something you don't. And, they don't want you to mess up.

That is the low-work, low-bureaucracy approach. Short of having an analyst who was vetted by an organization like the association, it is the most effective, too.

If you absolutely, positively must have more process than that, visit <https://gettinggreatrates.com/freebies/rag.pdf> and download the "Rate Analyst Guide." This guide will lead you through the solicitation process in several variations. It even has a link to a two-page solicitation template in Microsoft Word. Plug in your details and your RFP is written.

Utilities rarely solicit for rate analysis. When they do, they often do it ineffectively. Don't be one of those.

**Carl Brown** is President of *GettingGreatRates.com*, which specializes in rate analysis for water, sewer and other utilities. The firm serves as the RATES Program rate analyst for the Colorado, Kansas, New Mexico, North Dakota, Virginia and Wyoming rural water associations. Contact: (573) 619-3411; [carl1@gettinggreatrates.com](mailto:carl1@gettinggreatrates.com). ★

**MAKE YOUR WATER TANK LAST...**

LET MAGUIRE IRON HELP EXTEND THE LIFE SPAN OF YOUR TANK AND INFRASTRUCTURE.

- Maintenance Contracts
- Interior & Exterior Paint and Repair
- Tank Mixing Systems
- Chemical Cleaning
- Component Replacement

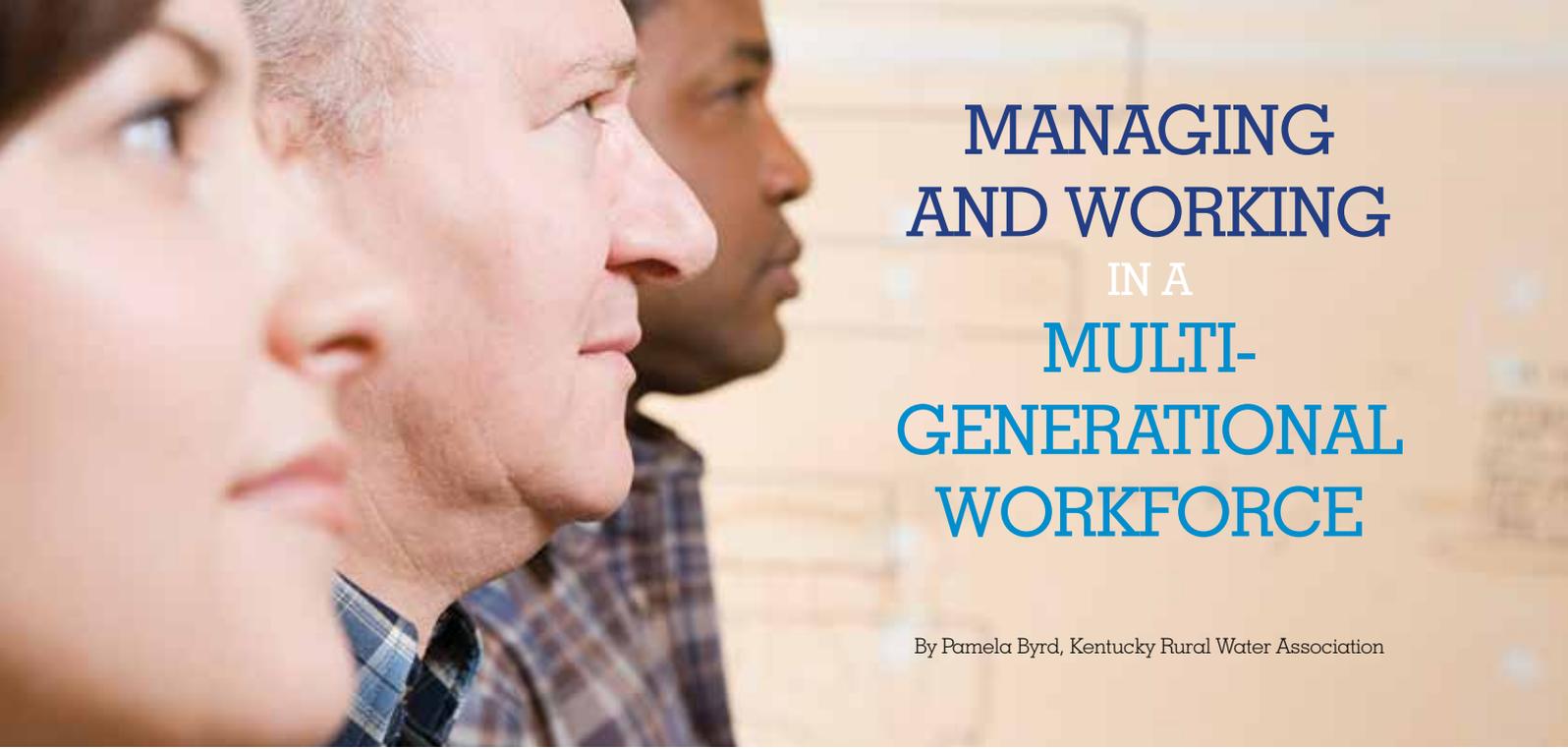
READY TO REPLACE? MAGUIRE IRON ALSO DESIGNS, FABRICATES AND ERECTS NEW TANKS.

**100 YEARS OF MAGUIRE IRON**

MAGUIREIRON.COM | 605 334-9749  
WATER TOWER SPECIALISTS SINCE 1915

With proper maintenance, tanks can last as long as we have!

McCrory, AR Built 1936



# MANAGING AND WORKING IN A MULTI- GENERATIONAL WORKFORCE

By Pamela Byrd, Kentucky Rural Water Association

According to the Oxford Dictionary, a generation is defined as 1) all of the people born and living at about the same time, regarded collectively, and 2) the average period in which children grow up and have children of their own.

Sociological events that happen when one reaches economic adulthood create lifelong attitudes toward jobs, money, and savings. Similarly, sociological events that happen when one is becoming an adult influence core values about permissiveness, tolerance, and gender roles. Most psychologists agree that many of these core values are carried through life largely unchanged. What this means is there is a generational predisposition that must be overcome, eliminated, or taken advantage of. Sweeping generalizations about any generation will not describe each individual member of the generation.

The Generations in America's current workforce are classified as:

- Veterans (Born 1922-1945)  
2% of workforce
- Baby Boomers (Born 1946-1964)  
29% of workforce
- Generation X (Born 1965-1982)  
33% of workforce
- Generation Y (Born 1983-1997)  
35% of workforce
- Generation Z (Born after 1997)  
1% of workforce

Each generation differs in social, political, and economic influences, family structure and influence, education, values, and work ethic. They have different attitudes regarding preferred leadership approach, communication style, and motivational buttons. They differ on how they interact with others, their preferred approach to feedback, and their view toward the company or organization. In other words, one leadership or management approach will not fit all.

The Veterans represent only 2% of the workforce, but they are present in many management positions, boards or commissions. Their leadership and experience are still important. This generation experienced the world through war and re-building. Their hard work and vision created an America as we know it today. Many were raised by turn-of-the-century farmers. They brought a strong work ethic into the factories of an industrialized society. They grew up during lean times and consider work a privilege. This generation believes you earn your own way through hard work. They were willing to put in long, grueling hours to get ahead. They are characterized as being very civic-minded and loyal to their country and employer. Many worked for the same employer their entire life. They were raised in a paternalistic environment

and were taught to respect authority. They were and are good team players and generally don't ruffle any feathers or initiate conflict in the workplace. They believe you move up the ladder by hard work and perseverance.

Of all five generations in today's workplace, the Veterans are slow to change their work habits. As a whole, they are less technologically adept than the younger generations. Their leadership style represents being direct and in control and adhering to a command structure. They appreciate communicating face-to-face or in official memos. They don't do well with e-mails. They are slow to make decisions, wanting all the facts and time to study them before they do.

Baby Boomers represent 29% of the workforce. This group is optimistic and team oriented. They think job status and symbols are important, are always learning, are loyal, tend to be workaholics, are open minded, embrace the value of "inclusive" leadership and also prefer face-to-face communication. They were the first group to be graded for "getting along well with others." Their vast numbers meant much competition, so they work till the job's done, no matter how late. They were raised by parents who told them they could have it all and do anything they wanted to do.

The Baby Boomer generation represents over 85 million people across

North America. This generation is often divided into two groups due to its size, which includes first half and second half boomers. The division is used to distinguish between those born in the 1940s and early 50s who actively participated in the events of the 60s and those born in the mid 1950s and early 60s who were too late to actively participate in Woodstock and other cultural movements.

As children of Veteran parents, Baby Boomers enjoyed a child-focused upbringing. They were wanted by their parents who had sacrificed in order to be able to indulge them and raise them in a new era of possibilities. As children of the 1940s and 50s, Baby Boomers grew up in optimistic, positive times. America was booming after the war, with the highest fertility rates in almost 200 years and the greatest economic expansion this country had ever experienced. They were accustomed to being in the spotlight and learned that, due to their size, they could influence traditional systems to bend to accommodate their needs.

Their sheer numbers influenced the expansion of suburbia and the building of new hospitals and schools. As Baby Boomers matured they had a strong willingness to prove themselves to their parents who had sacrificed for their freedom. Their careers became their symbol of value and worth. They worked longer work-weeks than generations before them and believed that success would come through continual learning and growth. Mass numbers = highly competitive. They are great team players and love meetings.

Nearly 70 million workers from the Baby Boom generation will retire by 2025. This projected exodus has employers scrambling to find ways to attract, manage, and retain workers from the younger generations.

Generation X represents 33% of the workforce and is the first generation to really experience their mothers being in the workforce. This was a direct result of Boomers thinking they could have it all and going in deep debt to have it. So, the wives went to work to help pay the bills. Generation X was the first to be known as "latchkey children," kids who took care of themselves and

watched their parents forge a new work environment. As the divorce rate increased, they experienced broken homes and growing up without both parents being present full-time. Family job losses and the effects on their homes, government program cuts, parents working for years at one company only to have that company relocate outside of the country, made this group of people very skeptical. They don't place a lot of faith in the institutions that their traditionalist

grandparents and boomer parents created and helped build.

Generation X's attitudes and skepticism have also been shaped by current events and the media. Since they have had to take responsibility for themselves, trust can be a real issue for them. This generation witnessed the gas shortages of the 1970s, sharply rising crime rates in urban areas, and the Chicago Tylenol murders. It was the first generation required to check Halloween candy for razor blades.

## Made in the USA!

**Look to Ford Meter Box for U.S. Manufactured Products**



**FORD** [www.fordmeterbox.com/usa](http://www.fordmeterbox.com/usa)  
260-563-3171

**Contact Ford Meter Box for AIS and Buy America compliant products**

**Indianapolis**

**Terre Haute**

**Lafayette**

**New Albany**

**Muncie**



**HWC**  
**ENGINEERING**

Confidence in the built environment.

**WATER • WASTEWATER**  
**STORMWATER • TRANSPORTATION**  
**SITE ENGINEERING • INSPECTION**  
**LANDSCAPE ARCHITECTURE • PLANNING**

[www.hwcengineering.com](http://www.hwcengineering.com)

They also witnessed the start of the AIDS crisis and the Iran-Contra scandal. Generation X shows less respect to authority figures. This may be a direct result of the unstructured homes they lived in as children. They keep a constant lookout for hypocrisy and self-importance. They're very skeptical and far less daring when it comes to spending their money. They like to play it safe. This is a generation that is constantly "looking for an affinity and a sense of connection."

Generation X was the first generation to grow up with widespread computer technology. They are also the first generation that has always had television as a part of their daily life, so they are more moved by visual images than the written word. Generation X learns best through multimedia, such as television, graphics, and computers. This generation can easily manage more than one stimulus at a time, and the spoken word alone seems dated and boring. Tell them what you want done and leave them alone to accomplish it. Many are unwilling to compromise family and quality of life for a career. This generation is motivated to

learn, work at a fast pace, and not hold on to traditions. Be ready to be flexible.

Generation Y represent 35% of the workforce and, interestingly, recent studies suggest that many don't consider themselves as adults until 30 years old, while some don't believe they are one until 40. As they delay moving out of their parents' home, getting a job and paying their own bills, the age of adulthood has been pushed back. Some experts suggest that Generation Y stay children for so long because they have been coddled by their parents and have had things 'too good.' This generation is the most supervised generation ever.

The new generation of employees – Generation Y have reputations for enthusiasm and impatience, especially once they're seized by the motivation to accomplish something. You can put their energy to good use by understanding what they're looking for on the job. Workers who grew up in the age of Facebook and Twitter expect their words to be heard. You can set reasonable limits, but don't ignore their questions and ideas completely. Be available when they have something important to say.

Generation Y is accustomed to having information at their fingertips through sites like Google and Wikipedia. They also tend to be curious about the people they work with, so it's helpful to be open and communicate as much as you can about the association or organization's goals and direction, and don't be aloof – let them know you're a human with interests outside of the workplace too. This generation is comfortable working in teams, but many of them prefer to tackle problems on their own at first, then collaborate to share solutions and brainstorm ideas before presenting suggestions to an authority figure.

Generation Y expects to have access to all levels of the organization, and to be able to communicate across departmental boundaries. Realize that they may not understand why they can't just walk into the CEOs office whenever they feel like it. At the same time, do your best to eliminate barriers that get in the way of effective collaboration.

Generation Y now has more workers in the work force than any other generation; quickly replacing Baby

Boomers. Demographers have estimated that there are approximately 80 million people making up Generation Y in the United States, and some projections show that they could account for nearly 46 percent of the US workforce by 2020.

Generation Z represents only 1% of the current workforce. While many members of Generation Z are still too young to participate in the labor force, they are set to take the place as the youngest generation in the workforce. They appear to have a stronger entrepreneurial spirit, are less motivated by money, are less entitled and will be better prepared for jobs than their Generation Y counterparts.

Surprisingly, given that they have grown up entirely in the digital age they appear to prefer in-person communications over electronic tools such as instant messaging and video-conferencing. Even though they prefer face-to-face interactions, a recent survey showed that as much as 20 percent of Generation Z said they would prefer telecommuting and working at home over a corporate workspace, compared to just 11 percent of respondents from Generation Y.

Their characteristics seem to show them to be more realistic instead of optimistic, they are likely to be more career-minded, and they can quickly adapt to new technology to work more effectively. Amazingly, this generation is appearing to have similar characteristics of their Veteran great grandparents.

There are more pronounced differences between the generations today than ever before. What can one expect with the dramatic changes in our world in the last 60 years? Being aware of these differences can help individuals tailor their message for maximum effect, regardless of the task, or the relationship – be it family, friends, or workplace peers.

Good business is based on understanding others. The majority of us think the correct way, and the only way, is our way! In business, as well as in personal life, that is just not true. To work effectively and efficiently, to increase productivity and quality, one needs to understand generational characteristics and learn how to use them effectively in dealing with each individual in the workplace. ★

## Full-Service Solutions



- WATER SYSTEMS
- WASTEWATER SYSTEMS
- WASTE-TO-ENERGY
- STORMWATER MANAGEMENT
- FINANCING & GRANT ASSISTANCE
- CONSTRUCTION SERVICES
- DESIGN-BUILD SERVICES
- PUBLIC/PRIVATE PARTNERSHIPS

# McMAHON

ENGINEERS ARCHITECTS



NEENAH, WI  
920.751.4200

MACHESNEY PARK, IL  
815.636.9590

VALPARAISO, IN  
219.462.7743

MCMGRP.COM

# WEALING BROTHERS LLC

## BIOSOLIDS MANAGEMENT COMPANY



### INDUSTRIAL & MUNICIPAL

- Dredging
- Land Application
- Permitting
- Digester Cleaning
- Dry Spreading
- Mobile Dewatering
- Lagoon Clean Out



**Chad Wealing**  
 (765) 714-2099  
 chad@wealingbros.com

**Lance Wealing**  
 (765) 430-6473  
 lance@wealingbros.com

4161 N. 600 E.  
 Fowler, IN 47944

Ph: (219) 261-2520  
 Fax: (219) 261-2531

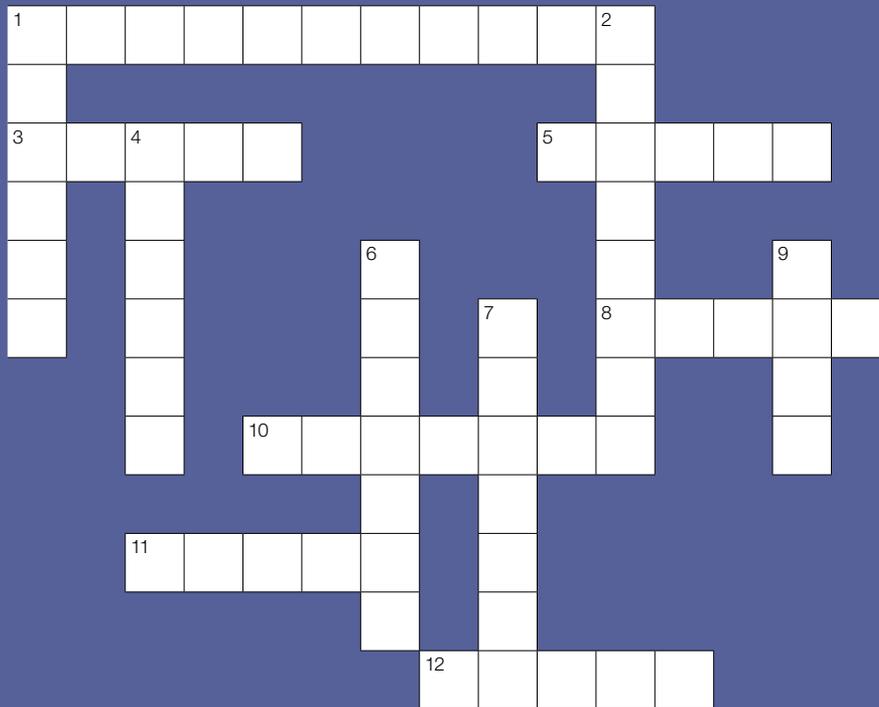
**THE KNOWLEDGE, THE EXPERIENCE, THE EQUIPMENT.**  
**Off-Site Biosolids Storage/Disposal Facility • Biosolids Regional Storage Facility**  
[www.wealingbrothers.com](http://www.wealingbrothers.com)

## EXCELLENCE

in the water industry since 1998

Well Drilling & Rehab • Controls • Pump Repair • Inspection

**NORTH AMERICAN PUMP COMPANY**  
 (574) 862-2183  
 NorthAmericanPump.com  
 Wakarusa, IN



**BLN**  
BEAM-LONGEST-NEFF

**GO GREEN. SAVE GREEN.**  
Sustainable water solutions do not have to be the most expensive option; BLN can create green infrastructure that eases your budget.

8320 CRAIG STREET | INDIANAPOLIS, IN 46250 | 800.382.5206 | WWW.B-L-N.COM

**Allied** Technical Services Inc.  
Pump Rentals  
Underwater Services

OHIO      KENTUCKY      INDIANA

Combine our *expertise* in system hydraulics  
with the best *pumps* in the industry  
for the *solution* to your pumping needs.

Generators   Light Towers   Tanks   H.D.P.E.  
Pipe   Fittings   Sewer Plugs

**Toll Free: 877-98-PUMPS**

Providing cost-effective bypassing and dewatering solutions through premium equipment and unparalleled service support.

# Water, Water Everywhere

**ACROSS**

1. Water beneath the earth's surface
3. Evaporation, transpiration, precipitation, and infiltration make up the water \_\_\_\_.
5. Large body of salt water.
8. Like a stream.
10. To contaminate.
11. Not dirty.
12. To consume water by mouth.

**DOWN**

1. F.O.G. stands for fats, oils, and \_\_\_\_\_.
2. To add water to an aquifer.
4. Vapor in the atmosphere forms \_\_\_\_\_.
6. Marshy area.
7. Water holding formation.
9. A 'tube' used to pump groundwater. ★

ACROSS 1. GROUNDWATER 3. CYCLE 5. OCEAN 8. RIVER 10. POLLUTE 11. CLEAN 12. DRINK  
 DOWN 1. GREASE 2. RECHARGE 4. CLOUDS 6. WETLANDS 7. AQUIFER 9. WELL

## Waterworks. It's in our DNA.



WATER • WASTEWATER • STORMWATER SOLUTIONS

1-800-EJP-24HR

[www.ejprescott.com](http://www.ejprescott.com)

Since 1955, Team EJP has led the waterworks industry with innovative products, knowledgeable staff, and providing reliable service. It's as if we were bred to be your complete waterworks partner.

WHATEVER YOU NEED, WHENEVER YOU NEED IT, NO MATTER WHAT



Floyds Knobs, Indiana 47119  
 812-941-0300  
 EST. 1994

### 24 Hour Emergency Service

Over 40 Years Combined  
 Experience

### INSTRUMENTATION

Telemetry & SCADA  
 Flowmeter Certification  
 Instrument Calibration  
 Control System Design

### ELECTRICAL

Electrical Design  
 and Installation  
 Electrical Motor Repair  
 Electrical System Repair

### MECHANICAL

Lift Station & Pump Station  
 Maintenance  
 Pump Repairs  
 Mechanical Maintenance

Do you know your INDIANA WATER?

These photos were all taken somewhere in Indiana.  
 Can you pinpoint the location? (Answers at bottom.)



1. Chain O Lakes Albion
2. Dunes State Park
3. Lakeland RSD
4. Patoka Lake
5. St. Joe

# CHLORINE SAFETY!

**Chlorine & Chemical Tank Scales**

◆ Know exactly how much you fed & how much remains

**Chlorine Emergency Shutoff Systems**

◆ Instantly STOP a dangerous chlorine leak!

**FORCE FLOW**

CHECK. CONTROL. COMPLY.

[www.forceflowscales.com](http://www.forceflowscales.com)

**HALOGEN VALVE SYSTEMS, INC.**

Your Partner in Safety

[www.halogenvalve.com](http://www.halogenvalve.com)

"SEAL OF SERVICE"

---

**WALLER'S METER INC.**

---

**DISTRIBUTOR SINCE 1982**

Badger Meter  
Authorized Distributor

---

2606 WILSON AVE  
 MADISON, IN 47250  
**1-888-485-7018**  
[www.wallersmeterinc.com](http://www.wallersmeterinc.com)



PROVIDING INDIANA WITH **INNOVATIVE** AND **AFFORDABLE** TRENCHLESS SEWER AND WATER PIPE REHABILITATION.

317.408.7136  
jferguson@insituform.com  
[www.insituform.com](http://www.insituform.com)



an AEGION company  
© 2015 Aegion Corporation



**CHLORTAINER**  
TOTAL CONTAINMENT SYSTEM

**TOTAL CONTAINMENT SYSTEM FOR CHLORINE GAS TONS & 150s**

[www.ChlorTainer.com](http://www.ChlorTainer.com)  
[sales@chlortainer.com](mailto:sales@chlortainer.com)  
1-800-543-6603



**AQUASTORE**  
Tanks & Domes

**MID Atlantic**  
Storage Systems, Inc.

Justin Bergener  
740-895-6030  
[www.midatlantibcstorage.com](http://www.midatlantibcstorage.com)



**LOCHMUELLER GROUP**

Consulting for  
Drinking Water | Wastewater | Storm Water

**PATTI YOUNT**      **JEFF DEWITT**  
812.459.6204      317.691.0010  
[pyount@lochgroup.com](mailto:pyount@lochgroup.com)      [jdwitt@lochgroup.com](mailto:jdwitt@lochgroup.com)



**FLEIS & VANDENBRINK**  
DESIGN. BUILD. OPERATE.

**INNOVATIVE WATER AND WASTEWATER SOLUTIONS, TAILORED TO YOUR NEEDS.**

800.494.5202  
[www.fveng.com](http://www.fveng.com)

**QUALITY SERVICE ON TIME -- EVERY TIME**

- Water Source, Distribution & Treatment Systems
- Wastewater Treatment & Collection Systems
- CSO/SSO Engineering
- Project Planning & Funding
- Stormwater Management & Design
- Construction Inspection
- Transportation Engineering



8440 Allison Pointe Blvd., Suite 200, Indianapolis, IN 46250  
[www.ucindy.com](http://www.ucindy.com) | 317-895-2585 | Toll Free: 800-536-2594



LWG goes beyond traditional accounting to bring strategic thinking, innovation, and integrated solutions to the complex problems our clients face.

Please feel free to contact us about our services provided below:

Phone (877) 634-4747 | Website: [LWGcpa.com](http://LWGcpa.com)  
[Bonnie.Mann@LWGcpa.com](mailto:Bonnie.Mann@LWGcpa.com)  
1776 N. Meridian Street, Suite 500, Indianapolis IN 46202



**PELTON ENVIRONMENTAL PRODUCTS**

Contact Your Local Rep:

**Central and Southern Indiana**  
**Peter Herlihy**  
[pherlihy@peltonenv.com](mailto:pherlihy@peltonenv.com)  
513.476.5600

**Northern Indiana**  
**Mike Rowe**  
[mrowe@peltonenv.com](mailto:mrowe@peltonenv.com)  
419.544.0410

440.838.1221 Main Office  
[www.peltonenv.com](http://www.peltonenv.com)

## Meet our ADVERTISERS

Company	Page	Telephone	Website
Advanced Aquacultural Technologies, Inc.	9	574-457-5802	www.advancedaquaculturaltechnologies.com
Aerzen USA Corporation	18	(610) 380-0244	www.aerzen.com/en-us
Allied Technical Services, Inc.	46	877-987-8677	www.alliedpumprentals.com
Bastin-Logan Water	OBC	317-738-4577	www.bastinlogan.com
Beam, Longest and Neff, LLC	46	317-849-5832	www.b-l-n.com
Best Equipment Company	36	317-823-3050	www.bestequipmentco.com
ChlorTainer	49	800-543-6603	www.chlortainer.com
Commonwealth Engineers, Inc.	4	317-888-1177	www.commonwealth-engineers.com
Covalen	IFC, 3	317-319-6077	www.covalen.com
Curry & Associates, Inc.	30	317-745-6995	www.recurry.com
F&E PaymentPros	8	330-468-2004	www.fepaymentpros.com
Ferguson Waterworks	12	317-546-2013	www.ferguson.com/waterworks
Fleis & VandenBrink Engineering, Inc.	49	317-843-0022	www.fveng.com
Force Flow	48	800-893-6723	www.forceflow.com
Franklin Miller, Inc.	33	973-535-9200	www.franklinmiller.com
Gasvoda & Associates	26	708-891-4400	www.gasvoda.com
Gripp, Inc.	29	317-896-3700	www.grippinc.com
GRW Engineers, Inc.	30	317-347-3650	www.grwinc.com
Harmsco Filtration Products	IBC	(561) 848-9628	www.harmsco.com
Hawkins	36	765-288-8930	www.hawkinsinc.com
HML, Inc.	28	800-551-5217	www.hml.com
HWC Engineering	43	812-234-2551	www.hwcengineering.com
Industrial & Environmental Concepts	40	952-829-0731	www.ieccovers.com
Infrastructure Systems, Inc.	13	812-865-3309	www.infrastructuresystems.com
Insituform Technologies USA, Inc.	49	317-408-7136	www.insituform.com
Lochmueller Group	49	812-479-6200	www.lochgroup.com
London Witte Group, LLC	49	317-634-4747	www.londonwittegroup.com
M.E. Simpson Co., Inc.	34	800-255-1521	www.mesimpson.com
Maguire Iron	41	605-334-9749	www.maguireiron.com
McMahon Associates, Inc.	44	219-462-7743	www.mcmgrp.com
Mid Atlantic Storage Systems	49	740-335-2019	www.midatlanticstorage.com
Midwestern Engineers, Inc.	38	812-295-2800	www.midwesterneng.com
Miller Pipeline	35	317-293-0278	www.millerpipeline.com
North American Pump Company	45	574-862-2183	www.northamericanpump.com
Ortman Drilling & Water Services	30	765-459-4125	www.ortmandrilling.com
Pelton Environmental Products	49	440-838-1221	www.peltonenv.com
Pittsburg Tank & Tower Group Inc	18	270-826-9000	www.pttg.com
S & K Equipment Company, Inc.	10	812-886-0245	www.skequipment.com
Southeastern Equipment Co., Inc.	39	317-872-4877	www.southeasternequip.com
Strand Associates, Inc.	37	317-423-0935	www.strand.com
SUEZ Advanced Solutions (Utility Service Co., Inc.)	11, 17	855-526-4413	www.utilityservice.com
Team EJP	47	800-357-2447	www.ejprescott.com
The Ford Meter Box Co., Inc.	43	260-563-3171	www.fordmeterbox.com
The Leary Construction Co.	30	800-428-2323	www.learycc.com
TnT Technologies, Inc.	47	812-941-0300	www.tnttechnologiesinc.com
Total Piping Solutions	15	716-372-0160	www.tps.us
Triad Associates, Inc.	18	317-377-5230	www.triadassoc.net
United Consulting	49	317-895-2585	www.ucindy.com
United Systems & Software, Inc.	21	270-527-3293	www.united-systems.com
Waller's Meter, Inc.	48	888-485-7018	wallersmeterinc.com
Water Solutions Unlimited, Inc.	18	800-359-3570	www.getwsu.com
Wealing Brothers LLC	45	219-261-2520	www.wealingbrothers.com
Wessler Engineering	21	317-788-4551	www.wesslerengineering.com
Xylem - Water & Dewatering Solutions (Flygt & Godwin Products)	6	317-273-4470	www.xylem.com
Zoeller Company	33	800-928-7867	www.zoeller.com

# Fast, Effective & Proven Solutions for Your Community to Comply With the 2018 Water Infrastructure Act

**EPA LT2 Compliant**

**3.6 Log Cyst Reduction**

**Up to 1,200 GPM Per Housing**

**Save Up To *20%* In Energy Costs!**

**ONE Unit,  
THREE Technologies:**  
Cyclonic Separation  
Upflow Filtration  
Cartridge Filtration

**Proven Installations  
Throughout the United  
States & Worldwide!**

**sales@harmsco.com  
800 327 3248  
Harmsco.com**



Certified to  
ANSI-NSF 61



**HARMSCO® MUNICIPAL**

# BASTIN LOGAN



# WATER SERVICES INC.



## SERVICES:

- Field Inspection
- Maintenance Programs
- Trouble Shooting
- Testing and Evaluation
- Repairs (Pumps & Filter Plants)
- Drilling & Hydrogeological Services
- Rehabilitation of Existing Wells
- Down Hole Color T.V. Camera with Side View

**Office Phone** (317) 738-4577

**Fax Number** (317) 738-9295

## Mobile Phone 24 Hour Service

Jim Logan (317) 439-2826

Jeff Bastin (317) 432-6147

Joe Paszek (317) 695-3496

Delford Dunn (317) 432-0648

Chuck Million (317) 439-2824

**1010 Hurricane Road,  
Franklin, IN 46131**

[www.bastinlogan.com](http://www.bastinlogan.com)