



**Experience  
Summary:**

Sidney has more than twenty-eight years of experience in environmental services including contract wastewater operations, operator training, utility planning, biochemical treatment processes, comprehensive performance evaluations, wastewater process modeling, collection system modeling, laboratory operations, environmental assessments, and environmental permitting and compliance.

Sidney is a certified A wastewater and A industrial treatment plant operator in Colorado and is a Grade IV Professional Wastewater Operator. She served as the ORC for the CDOT/Jalisco groundwater treatment system at I-25 and Alameda and as a technical consultant on water treatment for CDOT. She served as the ORC for the Northglenn WWTP, City of Louisville WWTP, and the Lepirino Foods Company WWTP in Ft. Morgan, Colorado.

Sidney has developed numerous operations training programs for both water and wastewater and gives training classes and seminars across the United States. Her hands-on experience operating treatment plants helps to ensure operator friendly processes and final design. She is an adjunct professor at the Colorado School of Mines where she teaches Pollution Prevention.

Sidney began her career as a wet chemistry and trace metals chemist at Rocky Flats. She has over twelve years of direct laboratory experience in NELAC certified and Superfund laboratories. She conducts friendly laboratory audits and training for wastewater treatment plants throughout the United States.

Sidney has developed or audited BioWin computer models for nitrification, denitrification; and biological phosphorus removal for the \$12 million Northglenn WWTP, the Boulder 75<sup>th</sup> Street WWTP, the Las Vegas Street WWTP in Colorado Springs, and several industrial facilities. Her Ph.D. research focused on biological nitrification and coursework focused on environmental regulations including water, air, landfills, and RCRA.

**Education:**

Ph.D., Environmental Science & Engineering, Colorado School of Mines, 2001  
Master of Science, Environmental Science & Engineering, Colorado School of Mines, 1998  
Bachelor of Science, Chemistry / Bachelor of Science, Biology, Regis University, 1993

**Certifications:**

Professional Engineer, Colorado, 38830  
Colorado Certified Class A Wastewater Treatment Plant Operator, #568, 12170  
Colorado Certified Class A Industrial Wastewater Treatment Plant Operator, #568, 12746  
Grade IV Professional Wastewater Operator POS4-00022-0417

**Employment  
History:**

August 1990 – May 1995 Rocky Flats Environmental Test Site – Chemist  
May 1995 – Sept 2001 Littleton/Englewood WWTP – Chemist  
Sept 2001 – March 2002 RTW Engineering – Environmental Scientist  
March 2002 – October 2007 Integra Engineering – Environmental Scientist  
October 2007 – Present Indigo Water Group – Principal and Founder

**SELECTED PROJECT EXPERIENCE****Utility Planning**

- Clifton Sanitation District Wastewater Utility Plan Update, Clifton, Colorado – Principal
- Town of Erie Wastewater Utility Plan Update, Erie, Colorado – Principal
- Water and Wastewater Utility Planning, Victor, Colorado – Principal
- Wastewater Utility Plan, Meeker, Colorado – Principal
- Wastewater Feasibility Study, Brush, Colorado – Project Manager
- Environmental Report for Wastewater Treatment Plant Upgrade, Brush, Colorado – Project Manager
- Wind Cave National Park Environmental Site Assessment, Wind Cave, South Dakota – Project Manager
- Wild Basin Lodge Utility Plan, Allenspark, Colorado – Principal / Project Manager
- Northglenn Wastewater Treatment Plant Utility Plan, Northglenn, CO – Environmental Scientist
- Wastewater Process Optimization and Facility Plan; Carbondale, CO – Project Manager
- Water and Wastewater Infrastructure Plan, Thornton, CO – Environmental Scientist
- Wastewater Treatment Plant Siting Study; Carbondale, CO – Project Manager
- Wind River Ranch Facility Evaluation and Regulatory Assistance; Estes Park, CO – Project Manager
- Nitrification Upgrades; Mountain Water and Sanitation District – Environmental Scientist
- Fairways Wastewater Treatment Plant, Boulder, CO – Project Manager
- City of Elko, Nevada Wastewater Treatment Plant Master Plan, Elko, Nevada – Senior Consultant

**Comprehensive Performance Evaluations and Operations Assistance**

- Fremont Sanitation District, Florence, Colorado – Principal
- Comprehensive Performance Evaluation, Town of Carbondale, Colorado – Project Manager
- Wastewater Feasibility Study, Brush, Colorado – Project Manager
- City of Victor, Colorado Wastewater Treatment Plant Comprehensive Performance Evaluation – Principal / Project Manager
- Town of Erie, Colorado South Wastewater Reclamation Facility Comprehensive Performance Evaluation
- Town of Meeker, Colorado Wastewater Treatment Plant Comprehensive Performance Evaluation
- Coors Brewing Company Comprehensive Performance Evaluation, Golden, CO – Environmental Scientist
- Elko Wastewater Treatment Plant, Elko, Nevada – Environmental Scientist
- City of Dinuba, California Wastewater Treatment Plant Comprehensive Performance Evaluation – Environmental Scientist
- Wild Basin Lodge, Allenspark, CO – Principal
- Wind River Ranch, Allenspark, CO – Principal

**Biological Process Modeling and Collection System Modeling**

- Hydrogen Sulfide Investigation, Clifton Sanitation District, Clifton, CO – Principal
- Biowin Modeling, Clifton Sanitation District, Clifton, Colorado – Principal

- Collection System Modeling, Brush, Colorado – Principal
- Collection System Modeling, Meeker Sanitation District, Meeker, Colorado – Principal
- Sewer Model Development and Evaluation; Northglenn, CO – Project Manager
- Sewer Model Development and Evaluation; Thornton, CO – Environmental Scientist
- BioWin Modeling and Basis of Design Review, Leprino Foods Company; Lemoore, CA
- Las Vegas Street WWTP Process Evaluation, Colorado Springs Utilities – Environmental Scientist.
- Biowin Model Verification for Boulder 75th Street WWTP; Boulder, CO – Environmental Scientist
- Trickling Filter and Nitrifying Trickling Filter Optimization, Boulder, CO – Project Manager
- Biowin Modeling and Basis of Design, Northglenn WWTP; Northglenn, CO – Environmental Scientist

#### **Pilot Projects, Plant Start-Ups, Contract Operations, and O&M Manuals**

- Chief Plant Operator – Copper Mountain W&SD, Copper Mountain, CO
- Chief Plant Operator – City of Louisville, Louisville, CO
- Pilot Plant Operator for Denitrification of RO Brine Reject, City of Brighton WTP, Brighton, CO – Subconsultant to JVA Engineering
- Wastewater Treatment Plant Startup Assistance, City of Buffalo, WY
- Chief Plant Operator – Leprino Foods at Fort Morgan, CO
- Backup Chief Plant Operator – City of Northglenn WWTP, Northglenn, CO
- Operator in Responsible Charge – Pump and Treat Groundwater System for Jalisco, International – Denver, CO
- Operations and Maintenance Manual – Town of Oak Creek WWTP, CO
- Operations and Maintenance Manual – Wolf Creek Ski Area WWTP, Pagosa Springs, CO
- Operations and Maintenance Manual – Three Lakes WWTP, Granby, CO
- Operations and Maintenance Manual – St. Vrain Sanitation District WWTP, Firestone, CO
- Operations and Maintenance Manual – Pueblo West Sanitation District, Pueblo, CO
- Operations and Maintenance Manual – Frisco Sanitation District, Frisco, CO

#### **Training Courses**

- Over 28 years of experience as a trainer and tutor.
- Adjunct Professor at Colorado School of Mines.
- Invited guest lecturer at Nevada, California, and New Mexico Tri-State Conference, Ohio Water Environment Federation, Water Environment Federation Technical Exposition and Conference, Red Rocks Community College, Boulder Operators School, Leadville Operators School, Boulder Fundamentals School, and University of Tennessee at Knoxville.
- Small Water Systems On-Site Training and Webinar Series through State of Colorado Capacity Development Unit for 2012. Rewarded for 2013. Webinar series included 16 webinars on different topics relevant to small water systems.
- Over 55 on-line training classes through Indigo Water Group
- Customized on-site training in a variety of topics for the following entities:

- Alameda Water and San. Dist.
- City of Boulder
- City of Broomfield
- City of Buffalo, WY
- Town of Carbondale
- Cargill Meat Solutions
- CDPHE WQCD
- Centennial W&SD
- Clifton Sanitation District
- Colorado Springs Utilities
- City of Dinuba, California
- City of Durango
- Crested Butte South Metro District
- East Cherry Creek Valley W&SD
- Town of Erie
- WasteWater Technology Trainers
- City of Fort Collins
- Denver Water
- Fremont Sanitation District
- Frisco Sanitation District
- Genesee W&SD
- City of Grand Junction
- City of Greeley
- Granby Sanitation Dist.
- Highview Water District
- Johnson Controls
- City of Lafayette
- City of Lakewood
- Left Hand Water District
- Leprino at Allendale, MI
- Leprino at Denver, CO
- Leprino at Ft. Morgan, CO
- Leprino at Greeley, CO
- Water Environment Federation
- Leprino at Lemoore, CA
- Los Angeles County SD
- Meeker Sanitation District
- City of Northglenn
- Parker W&SD
- City of Pueblo
- RMWEA PWO
- RMWQAA
- Town of Silverthorne
- Silverthorne/Dillon JSA
- Three Lakes W&SD
- City of Victor
- Widefield W&SD
- City of Moab, UT
- United States Air Force Academy

### Training Course Development

- Small Water Systems Webinar Series – These webinar series was developed as part of a drinking water training grant from the State of Colorado Capacity Building Unit. The webinar series was based on ACRP’s course book – Introduction to Small Water Systems – and included 16 individual webinars that varied in length between 1 and 2 hours. In 2012, over 144 operators took part in the webinar series with 78 unique PWSIDs reached. Attendees completed an average of 11 webinars and more than 60 attendees completed all 17 webinars. Pre- and post-test score results for each webinar had an average improvement (average post-test scores minus average pre-test scores) between 11.7 and 33.9 percent. Improvements in the minimum scores were much more exaggerated with average minimum scores jumping by as much as 60 percent.
- Small Water Systems Workshops – Curriculum for these workshops were developed as part of a drinking water training grant from the State of Colorado Capacity Building Unit. Eleven on-site training workshops were conducted throughout the State. They focused on disinfection, averaged 16 attendees per class, and had a total of 176 attendees. For each workshop, the average post-test scores were between 17.6 and 40.3 percent higher than the pre-test scores. Even more impressive is the difference between the lowest test scores recorded at each venue at pre- versus post-testing. The lowest test scores jumped from as low as zero (none correct) to as high as 82.4 percent.
- One-Day Advanced Nutrient Removal Course – This one day training course covers Colorado nutrient criteria regulations, nitrification, denitrification, biological phosphorus removal, and chemical phosphorus removal. This advanced course discusses operational controls and troubleshooting. Participants use plant specific data to create mass balances, explore the impact of recycle streams, and troubleshoot case histories.
- Three Day Wastewater Exam Cram – Sidney developed all of the course materials for a three-day intensive wastewater training course meant as a review and preparation for operator certification exams. The three day course includes relevant topics for each level of certification and is organized so topics increase with difficulty as the course

builds. Day one topics include basic math, pumps, lift stations, lagoons, fixed film processes, disinfection, and completing the discharge monitoring report. Day two topics include advanced math, activated sludge basics, nitrogen removal, and chemical and biological phosphorus removal. Day three topics include solids handling, activated sludge troubleshooting, representative sampling, and various laboratory procedures. The course has been given between four and eight times a year for the past four years and has earned rave reviews from attendees.

- On-Line Wastewater Training – Sidney has developed 55 on-line training course for water and wastewater operators that are hosted through the Indigo Water Group website. Topics include geometry, hydraulics basics, hydraulics and pumped systems, chlorine disinfection, lagoons and fixed film processes, lift stations, pumps, pretreatment and pollution prevention, nitrogen removal, and phosphorus removal. Since their introduction in August 2011, more than 300 operators have attended on-line courses.
- Laboratory Training and Setup – Sidney worked as a chemist at Rocky Flats and the Littleton/Englewood Wastewater Treatment Plant for the first twelve years of her career. Her laboratory skills are used to help small municipalities set up their on-site testing laboratories and to provide friendly audits to help ensure compliance with requirements under Standard Methods and EPA protocols. Some of the many municipalities that have received laboratory training include: Leprino Foods Company, Cargill Meat Solutions, Granby W&SD, the City of Victor, Tabernash Meadows, City of Dinuba, California, the Town of Silverthorne, Frisco Sanitation District, Town of Silverthorne, Widefield W&SD, Clifton SD, and the Meeker SD.
- Water Environment Federation Laboratory Manual – Sidney served as the Task Force Chair and as a primary author of a new laboratory manual for water and wastewater operators. The manual includes simplified step-by-step directions for laboratory tests commonly used in water and wastewater such as fecal coliforms, residual chlorine, total suspended solids, and others. The manual is unique in that it ties laboratory results back to process control by recommending sampling locations and giving typical ranges for various parameters. The book was published in February 2012.

## SELECTED PUBLICATIONS

**Sidney Innerebner** (2018) Wastewater Treatment Fundamentals: Book 1 – Liquid Treatment, prepared in conjunction with Water Environment Federation

**Water Environment Federation** (2018) Activated Sludge and Nutrient Removal, 3<sup>rd</sup> Edition – Manual of Practice OM-9, prepared by the Activated Sludge Nutrient Removal Task Force of the Water Environment Federation, Alexandria, VA  
Principal Author

**Sidney Innerebner** (2013) Capturing Knowledge and Creating Computer Based Training, presented at the Joint Annual RMWEA / RMSAWWA Conference in Keystone, Colorado

**Dennis Crock, David Anderson, Sidney Innerebner, Angela Kana-Spitz, and Mark Van Nostrand** (2013) Meeting Permit Limits for Discharge of Brine Wastewater (Denitrification), presented at the Joint Annual RMWEA / RMSAWWA Conference in Keystone, Colorado

**Water Environment Federation** (2012) Basic Laboratory Procedures for the Operator-Analyst: Fifth Edition, prepared by the Basic Laboratory Procedures Task Force of the Water Environment Federation, Alexandria, VA  
Chair and Principal Author

**Water Environment Federation** (2009) An Introduction to Process Modeling for Designers: WEF Manual of Practice No. 31, prepared by the Design of Municipal Wastewater Treatment Plants (MOP 8) Task Force of the Water Environment Federation, Alexandria, VA  
Contributing Author

**Sidney Biesterfeld, Mark Dane, Richard Dingeman, Dan Freeman, Paul Heppler, Kurt Keilbach, Ernie Oram, David Paterniti, Dan Waddas, and Mike Lutz**, (October 2004) Impact of Water Treatment Plant Residuals on Fixed Film Wastewater Treatment, presented at the 77th Annual Water Environment Federation Conference, New Orleans, Louisiana.

**Sidney Biesterfeld, Mark Dane, Richard Dingeman, Dan Freeman, Paul Heppler, Kurt Keilbach, Ernie Oram, David Paterniti, Dan Waddas, and Mike Lutz**, (September 2004) Optimizing the Trickling Filter Solids Contact Process for Nitrification, presented at the RMWEA / RMSAWWA Joint Annual Conference, Grand Junction, Colorado.

**John Bratby, Greg Farmer, Mark Van Nostrand, Karen DeFazio, Sidney Biesterfeld, and Kirk Petrik** (2003) "Mitigating the Cost of Denitrification in Fixed Film Plant with Nitrate Recycle" Presented at WEFTEC 2003; Los Angeles, California; October 10-16

**Sidney Biesterfeld, Greg Farmer, Linda Figueroa, Denny Parker, and Phil Russell** (2003) "Quantification of Denitrification Potential in Carbonaceous Trickling Filters" Wat. Res. 37: 4011-4017

**Sidney Biesterfeld, Linda Figueroa, Greg Farmer, and Phil Russell** (2003) "Effect of Alkalinity Type and Concentration on Nitrifying Biofilm Activity" Wat. Env. Res. 75(3): 196-204 Presented at WEFTEC 2001, Atlanta, Georgia, October 12-17

**Eric Wahlberg, Sidney Biesterfeld, Greg Farmer, David Kinnear, and Leonard Robb** (2002) "A New Activated Sludge Process Control Test Uncovers Secondary Clarifier Inefficiencies" Presented at WEFTEC 2001, Atlanta, Georgia, October 12-17

# John F. Hart

## Experience

**April 2018 – Present      Russell Resources, Inc.      Brewer, ME**  
**Sales Engineer**

- Field Sales representing numerous water and wastewater pumping and treatment equipment.
- Customer outreach and support.
- Responsible for Maine and New Hampshire.

**August 2016 – April 2018 A R Control Services, LLC So. Berwick, ME**  
**Field Sales**

- Water, Wastewater and Industrial Field Sales in Flow Control and Actuator devices.
- Customer outreach and support.
- Responsible for Maine, New Hampshire and Massachusetts.

**2002-July 2016      City of Saco      Saco, ME**  
**Deputy Director**

- 4.5 MGD Municipal Wastewater Treatment Facility, along with on-site stormwater treatment.
- Administration, Staffing & Financial duties for a \$2.5 mil Budget.
- Responsible for O & M of Facility including 29 pumping stations.
- Instrumental in conception and design of various facilities and pumping station modifications.
- Construction oversight and lead coordinator of numerous projects up to \$3 mil.

**2000-2002      OMI, Inc.      Biddeford, ME**  
**Assistant Project Manager**

- 6.5 MGD Municipal Wastewater Treatment Facility.
- Administrative, Staffing, Financial and Budget duties.
- Responsible for O & M of Project including 2.0 MG CSO storage Facility.
- Oversight of .03 MGD RBC Satellite Facility.
- Conducted Safety Audits for numerous contract facilities in the Northeast.

**1995–2000      Robinson Mfg. Co.      Oxford, ME**  
**Dept. Supervisor – Chief Operator**

- Same as Previous when Acheron transferred operation responsibility to Robinson.

**1993-1995      Acheron, Inc.      Oxford, ME**  
**Contract Operations – Chief Operator of Robinson Mfg. Co. Facility**

- .5 MGD Direct Discharge Facility for a Textile Mill
- Responsible for Biosolids Composting and Land Application Program.
- Includes monitoring of 2<sup>nd</sup> Mill Sanitary and Cooling Water Discharges.

**1992-1993      Clean Harbors, Inc.      South Portland, ME**  
**Plant Operator**

- Oil Treatment and Wastewater Pre-treatment Facility.
- Received 40 Hour – OSHA, HAZWOPER Training.

**1990-1993                      NEIWPCC                      South Portland, ME**

**Trainer / Facilitator**

- Operator Certification Training for 3 Major Paper Mills in Maine
- Conducted Pumps, Seals and Hydraulics Training for MWRA, Boston, MA

**1985-1990                      Scarborough Sanitary District    Scarborough, ME**

**Senior Operator**

- Assisted Chief Operator in supervision and all O&M for Facilities, including 16 Pump Stations, Collection System and on-site Supervision and Operation of Composting Facility
- During this period, I worked alongside EPA to successfully establish utilization of bio-ash for sludge composting operations throughout the country.
- During this period, authored 2 published articles on composting and one presentation for Odor Control centered on efforts at the Scarborough Facility.

**1978-1985                      City of South Portland              South Portland, ME**

**Senior Operator**

- Assisted Director in all O&M for Facility
- Included 12 Pump Stations & Collection System
- On-site Start-up, Supervision and Operation of Composting Facility

**1975-1977                      Paris Utility District              South Paris, ME**

**Senior Operator**

- Assisted Chief Operator in all O&M for Municipal and Industrial Facility where 80% of flow was from Leather Tannery

**1972-1975                      Scarborough Sanitary District    Scarborough, ME**

**Operator**

- Assisted in all O&M for the Scarborough Sanitary District Wastewater Treatment Facility, including Pump Stations and Collection System

**Education**

1972-1973              New England Regional Wastewater Institute South Portland, ME  
1993                      40 Hour HAZWOPER Training.  
2000                      USCG Chief Petty Officer Academy Leadership School (80 hr)  
2001                      Investigating Officer School (80 hr)  
2007                      USCG Senior Enlisted Management Course. (80 hr)

**Military**

Senior Chief Petty Officer, USCG Reserves (enlisted in 1981) Retired in 2013 as USCG Sector Northern New England Reserve Command Senior Chief.

**Licenses/  
certifications**

State of Maine Grade 5 Treatment Plant Operator, #455 since 1979.  
NEWEA Grade 4 Collection System Certification since 1985.  
MEDEP Non-Point Source Erosion Control & Sediment Practices Certification Training.  
Maine Class B Drivers License with Tank Truck & Bus Endorsements  
FEMA Incident Command Systems 100, 200, 300, 341, 400, 700 & 800

**Affiliations**

*Please see attached Bio.*



## References

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## **John Hart, Field Sales Representative, AR Control Services, LLC**

John presently covers Maine, New Hampshire and Massachusetts as a Field Sales Representative for AR Control Services. In that area John provides customer support and outreach for water, wastewater and industrial facilities.

John recently retired from the City of Saco, ME Water Resource Recovery Department (WRRD) as Deputy Director where he provided oversight of the 4.2 mgd treatment facility operations, stormwater treatment, 29 pumping stations, the collection system, Industrial Pre-Treatment inspections and general oversight of various construction projects. Through his tenure at Saco, the WRRD always strived to be an energy producer rather than an energy consumer through a broad range of initiatives such as wind power, solar collectors, high-efficiency aeration, biosolids reduction, and geothermal energy from wastewater. During his 45 years in the wastewater industry, he has held positions in various municipal and

industrial facilities throughout Maine and also as an instructor for the New England Interstate Water Pollution Control Commission.

A WEF member since 1988, John has held multiple leadership and committee roles within the Water Environment Federation (WEF), an international organization of water quality professionals headquartered in Alexandria, Va. He most recently recently finished his three year term as a member of the Board of Trustees for WEF and had previously served as a Delegate at Large (DAL) on the House of Delegates (HOD) and was a member of several HOD committees and subcommittees as well as the WEF Nomination Committee and HOD Budget Committee. He has also been heavily involved with WEF's Operations Challenge competition as a judge, event writer & coordinator as well as vice-chair, chair and remains as an ongoing member of the event's committee.

John is also an active member of the New England Water Environment Association (NEWEA) and the Maine Water Environment Association (MEWEA). In the spring of 2013, John retired with 32 years of service from the United States Coast Guard Reserves. During his enlistment, he held numerous qualifications including Pollution Investigator, Waterfront Facility Inspections, Freight and Tank Vessel Inspections, ICS 100-200-300-341-400-700 & 800. He also was involved with the Julie-N Oil Spill (1996) and the Deepwater Horizon Oil Spill (2010). His most recent assignment was his Command Cadre position as the Reserve Command Senior Chief for the USCG encompassing ME, NH, VT and northern NY. Other affiliations include memberships in the local USCG Chief Petty Officer Association Chapter, American Legion Post 35, National Chief Petty Officers Association and is presently a volunteer leader, Officer and Instructor for the local Naval Sea Cadet Program. John is a member of the NEWEA Exhibits Committee and is presently on a WEF Steering Committee as WEF develops a new training document for entry level water professionals.

John has received numerous awards of merit including MEWEA Alfred Jellison Lifetime Achievement Award in 2017, WEF Service Awards for Committee Chair, HOD-DAL and Trustee, WEF Fellow induction in 2014, the WEF Arthur Sidney Bedell Award in 2006, WEF William D. Hatfield Award in 1999, WEF Quarter Century Club in 2001, NEWEA Clair Sawyer Award in 2014, NEWEA Operator of the Year for Maine in 1999, NEWEA Alfred E. Peloquin Award in 1996, MEWEA President in 1983, Maine DEP Certificate of Achievement in 1995, Maine DEP-JETCC Service Award in 2001 and 2011, USCG Commendation Medal in 2008 and 2013, USCG Achievement Medal in 2001 and 2010, USCG Commandant's Letter of Commendation in 1996, 2003 and 2005, USCG First District (Northeast) Enlisted Reservist of the Year in 1994, USCGAUX Commodore Harlan B. Bruns Award in 2005 and 2009, USCGAUX Flotilla Gold Award in 2004.

John has held a State of Maine Grade V Operator License since 1979, along with holding a NEWEA Collection System Voluntary Grade IV since 1985.

## **Cordell W. Samuels, H.N.D, O.N.C.**

Cordell Samuels has 38 years of experience in operations and maintenance of large wastewater treatment plants and other large industrial facilities. A resourceful, detail oriented professional, who displays adaptability in responding to the changing work environment, Cordell has experience in management, operations and training of facility personnel. He is genuinely intent in developing others to foster their long term success and growth, uses initiative to deal with issues proactively, and acts independently in decision making. He uses innovation to enhance performance by being creative, promoting new ideas, and introducing new solutions and procedures. He also displays leadership to create and communicate a vision and engage others in its achievement. He believes in teamwork and being a part of a team and works cooperatively with others towards a common goal.

### **EDUCATION**

- O.N.C., Engineering, Kitson College of Technology, Leeds, Yorkshire, England, 1973
- H.N.D., Mechanical Engineering, Leeds Metropolitan University, Leeds, Yorkshire, England, 1976

### **PROFESSIONAL AFFILIATIONS**

- Guest Lecturer (Wastewater Treatment Course) at University of Toronto and Ryerson University
- General Course in Engineering (Kitson College for Technology)
- Past member of the Water Environmental Research Foundation
- President of Water Environment Federation (WEF), 2012-2013
- Board of Directors of Water Environment Research Foundation (WERF), 2010-2013

### **EXPERIENCE**

#### ***Engineering Experience***

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#### **Project Management and Consulting**

**Uxbridge WPCP Condition Assessment and Rehabilitation Plan.** The Uxbridge WPCP services all of Uxbridge with a sanitary service population estimate of 10,982. The plant has an ECA rated average day flow (ADF) capacity of 5.22 ML/day and a peak flow capacity of 15.1 ML/day. Cole was retained by Durham Region Works Department to perform condition assessments services on the Uxbridge WPCP. Cole updated the condition rating and criticality of all plant equipment and building structures. Cole calculated the rehabilitation and replacement cost of each major asset and identified the anticipated timing for R&R activities based on lifecycle and condition. Project Manager and performed quality assurance of deliverables.

#### **Operations**

**Duffin Creek WPCP, Regional Municipality of Durham, 2004-2015.** As Plant Superintendent, Cordell was responsible for managing all aspects of one of the largest Wastewater Treatment Plants in Ontario. He managed operations during a very large expansion which doubled the size of the facility including the installation of eight new centrifuges and associated equipment; led the modernization of the Plant's SCADA system and initiated several new operational procedures; managed large staff turnover while maintaining plant operations at optimal levels; and, consistently met all MOE and IMS compliance audits.

**Ashbridges Bay Treatment Plant, City of Toronto Works and Emergency Services, City of Toronto, 1982-2004.** Cordell held various positions from Grade 4 Operator to Team Co-ordinator. Duties involved:

- Responsibility for all areas of shift operations including the training and development of staff, directing work activities, assigning work, handling day to day labour relations matters including adherence to the collective agreement and the imposition of discipline(s) as required;
- Composed a Plant Operations Manual and several repair projects to rehabilitate and retrofit areas of the plant, including gates in "T" building pumping station and old primary tanks, as well as the sewage distribution structure connected to "T" building;
- Introduced new dissolved oxygen meters and electronic sludge level analyzers and the use of online suspended solids meters. Additionally, initiated the installation of Radar technology to measure level in digester tanks;

- Participated in meetings, focus groups, and strategy sessions in relation to departmental best practises implementation over the several years, including the implementation of the Dynamic Leadership course introduced to all supervisors in the division, and functioned as facility representative on POMS and PCS teams;
- Participated in developing and delivering training courses for operations and maintenance personnel.

## **Maintenance Management**

**Highland Creek Wastewater Treatment Plant, City of Toronto.** Highland Creek WWTP was having great difficulty with high pressure reactors shutting down with increasing frequency, which was extremely disruptive to operations. Cordell was tasked with diagnosing the issue and overseeing the corrective actions. The primary issue was that the pressure sensor had a sludge build-up. Cordell designed a wand to clean the blockage. Ongoing action included regular inspection and cleaning. Cordell's action brought pressure shut downs to normal levels.

**Ashbridges Bay Treatment Plant, City of Toronto.** Cordell led a best practices initiative for plant reorganization. Cordell was tasked with studying Work Area 8 and developing solutions to achieve better organizational results. Cordell integrated operations training, electrical, and instrumentation teams and brought them into one group generating considerable collaboration. His changes ultimately resulting in large cost savings, better collaboration, synergies and higher team moral. Cordell also participated in the evaluation, selection and roll-out of the computerized maintenance management system (CMMS).

**Imperial Metal Industries.** While with IMI, Cordell was tasked with diagnosing a problem with wastewater tank lids cracking. Cordell's study determined that the copper was delivered on crates with too much weight, resulting in thinning and expansion of the bottom lids. Cordell reorganized shipping to correct the weight issue.

## **Training**

**Ryerson University, Toronto.** Ryerson University retained Cordell to lead a research project into the development for wastewater treatment within a smaller footprint. Cordell was responsible for securing project funding and leading engineers in the design of the process units.

**City of Toronto.** Cordell led the Class 1 and 2 exam preparation courses for MOECC Wastewater Operators exams. This is a week-long course covering all aspects of wastewater operations.

**Regional Municipality of Durham.** Cordell conducted the pump design and selection training course for water operations. This is an intensive one-day course covering all aspects of pump design, selection and maintenance in water and wastewater facilities. This course also covers electrical operations.

## **Benchmarking**

**Duffin Creek WPCP, Regional Municipality of Durham.** Cordell was responsible for assessing plant staff for general underperformance in a variety of categories against industry best practices. Among the major shortcomings were staff overtime, maintenance, specifications and monitoring. Within three years the plant was meeting benchmarks in each category due to Cordell's corrective action plan.

## **Peel Region**

Cordell assisted Peel Region in assessing problems in the incineration process. Experiences and lessons learned were leveraged in seeking solutions including leading a team from Peel Region to visit the Duffin Creek Plant

## ***International Experience***

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- Acted as Project Manager for a number of projects in the Caribbean prior to migrating to Canada, including the building of a large milk processing facility as well as other smaller facilities in different parts of the country;
- Worked on a proposal for Cole Engineering in developing a draft plan to upgrade water and wastewater services to Kingston and Spanish Town in Jamaica. Led focus group discussion during the process both in Jamaica and with a group working on the project who visited Toronto,

- Led the WEF Board in developing several white papers and policy position statements including the designation of wastewater treatment plants as Water Resource Recovery Facilities; and,
- Participated in many policy meetings for wastewater innovation in Singapore, Sweden and the US.

### **Awards and Achievements**

- 2013 – Chair of the WEF Nomination Committee
- 2013 – Served as WEF Past President
- 2012 – Served as WEF President
- 2011 – Served as WEF President Elect
- 2007 – Elected to the WEF Board of Directors
- 2010 – Elected WEF Vice President
- 2007 – Selected for the Board of Directors of the Water Environment Research Foundation (WERF)
- 2006 – Chair of the WEAO Government Affairs Committee
- 2006 – Served as Past President of the WEAO
- 2005 – Chaired WEFMAX for WEAO in Toronto
- 2005 – President of the WEAO
- 2004 – Vice President of the WEAO
- 2003 – Director of the WEF representing Ontario
- 2002 – Chair of the WEF Collections System Committee to 2005
- 2000 – Chair of the WEAO Seminar Committee
- 2000 – Featured in WEF member newsletter “Highlights” for the month of June
- 1996 – Awarded Water Environment Federation William D. Hatfield Award “in recognition of outstanding performance on works, operation, management and advancement of knowledge in the field of water pollution control”.
- 1996 – Water Environment Association of Ontario Operations Challenge Judge to 1999 (WEAO)
- 1997 – Elected to the 5S Society
- 1997 – Invited to join the Operations Challenge Committee of the Water Environment Federation (WEF)
- 1998 – Chaired the WEAO annual conference (WEAO)
- 1998 – Chair of WEAO Long Range Planning Committee in Ontario
- 1999 – Elected to the Board of Directors of the WEAO for a 3-year term
- 1999 – Co-chair of the WEAO Collection System Committee until 2002

### **Presentation and Papers**

The following is a sample of the papers and presentation delivered by Cordell:

- Canada's Largest Wastewater Plant Uses Ultrasonic Detection and Digital Radio Technology, Environmental Science and Engineering, 2001
- Getting Real about Water Innovation – WaterTap Toronto, June 2013
- Looking Forward in Water Management – ANEAS Mexico, 2012
- Making a Difference in Today's Water Quality Challenges - Hawaii Water Environment Conference, June 2013
- Canada's largest wastewater plant uses ultrasonic detection and digital radio technology
- By Dean Rudd and Jake Alaica, Cancoppas Ltd., and Cordell Samuels and Walter Geith, Ashbridges Bay Treatment Plant

# AARON GRIFFIN

351 Beebe Rd Springfield Ga · 1-352-284-8141

[agriffin@tsgwater.com](mailto:agriffin@tsgwater.com)

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## EXPERIENCE

1998 – 2003

**CREW CHIEF**, CITY OF TOMBALL

Supervised utility construction crew for the installation of new and rehabbing of utility infrastructure.

2003-2004

Water/Wastewater Operator, Hunter Army Air Force Base

Worked with staff to operate and maintain bases water wells, wastewater treatment, lift stations and distribution systems.

2004-2006

Wastewater Operator, City of Rincon

Worked with other staff to operate and maintain 1MGD wastewater treatment plant.

2006-2017

Lead Operator, Effingham County

Supervised the operating of 1MGD water reclamation facility, utility inspections, repairs on system lines, hydrant repair, lift station maintenance and utility line locating.

General Manager, 2017-Present

Tasked with scheduling, operating and maintaining reverse osmosis plant, operating and maintaining MBR wastewater plant, parts ordering, inventory, budgeting and interacting with customers.

## EDUCATION

JUNE 1994

**HIGH SCHOOL DIPLOMA**, ZAPATA HIGH SCHOOL

**CLASS 2 WASTERWATER TREATMENT, GEORGIA SECRETARY OF STATE**  
**CLASS 3 WATER OPERATOR, GEORGIA SECRETARY OF STATE**

## **SKILLS**

- Fluent in Spanish

Mary Holmquist  
(614)519-1642  
4048 Parkcove Dr  
Gahanna, OH 43230  
meholmquist@gmail.com

**City of Columbus (Jackson Pike WWTP)**

**January 2018- Present**

Operations Supervisor I - Supervise 2-6 employees, maintain operational logs of plant, supervise increasing plant treatment capacity and enact changes in collection system during wet weather, conduct training, complete performance appraisals, practice safety standards, monitor equipment operations

**City of Columbus (Jackson Pike WWTP)**

**December 2015- January 2018**

Class II Wastewater Operator - Collect samples from sources within the plant, to analyze or send to the lab for analysis. Monitor plant operations for changes through physical walkthroughs and use of SCADA system, and respond accordingly. Practice safety standards in accordance with prescribed laws and guidelines.

**Professional Development**

- Passed Class I Wastewater Treatment exam 11/2016, and Class II 6/2017, currently studying for Class III license.
- Water Environment Federation member since 2016

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**Education**

**Otterbein University**  
**Bachelor of Science, Biology**  
**Minor: Psychology**

**Westerville, OH**  
**August, 2013**

Undergraduate Thesis: Diversity in the Major Histocompatibility Complex

Major Coursework: Immunology, Molecular Genetics, Vertebrate Biology, Ecology, Genetics, Cell Biology, Environmental Law

Skills: rt-pcr, DNA/RNA extraction, western blotting, Southern blotting, vaccine preparation, primer design, plasmid cloning, gel electrophoresis, protein extraction, chromatography, antibody/antigen reaction, spectrophotometer, recrystallization

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**Previous Work Experience**

**Consultant**

**February 2015- Dec 2015, Westerville, OH**

**Study Site Coordinator** - Responsible for recruiting and scheduling study participants and obtaining informed consent per Sponsor regulations. Recording study data for Principal (and Secondary) Investigators. Corresponding with Sponsor representatives and keeping accurate inventory of materials and products.

**Professional Vision Care, Inc.**

**January 2014- Dec 2015, Westerville, OH**

**Certified Paraoptometric (CPO)** - Update patient records in EHR (Electronic Health Record), perform various screening and diagnostic procedures on patients, educate patients on proper contact lens wear and insertion techniques. Obtained paraoptometric license (active until 2018)

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**Skills**

Microsoft Office Suite, time management, creative problem solving, conflict resolution, self motivated, highly adaptable, excellent verbal and written communication, SCADA, quick thinking



## BIO for RICK LALLISH



Rick began his career in 1994 at the Greenville Illinois WWTP, a 1.5 MGD Orbal Oxidation ditch with 25 miles of Collection system and 8 lift stations, serving 7500 residents and a Federal Prison. He became the laboratory director and then the lead operator. Rick left Greenville to become the Program Director of Water Pollution Control at the Environmental Resources Training Center at Southern Illinois University Edwardsville in 2008. He provides training for students in the one-year Water Quality Control Operations Program and continuing education for the wastewater operators throughout the state of Illinois. Rick has provided training for over 1000 operators. He is the Chairmen for the IEPA Certification Exam Review Committee.

Mr. Lallish is also the Operator in charge of SIUE's .6 MGD wastewater treatment facility in addition to his ERTC responsibilities.

Mr. Lallish is also an U.S. Navy Veteran from 1982-1991 and served in the Desert Storm Conflict aboard the USS Forrestal (CV-59).

### **Certifications**

Class One Wastewater Operator Certification (Illinois)  
Collection Systems Operator Certification (Illinois)

### **Professional Memberships**

Illinois Association of Water Pollution Control Operators (2018 President)  
Mississippi-Kaskaskia Valley Water Pollution Control Operators (2 times Past President)  
Illinois Water Environment Association/Water Environment Federation (WEF)  
(Member of the Operations Committee)

### **Awards**

Nominated for Class 1 Plant of the Year – Greenville 1994  
Nominated for Class 2 Plant of the Year – SIUE 2009  
Class 2 Plant of the Year – SIUE 2010 winner  
Nominated for Class 2 Plant of the Year – SIUE 2016  
IWEA Ken Meredith Award recipient 2017  
Illinois Operator of the Year - 20

**Debra L. Ness**

6200 Savanna Ct.  
Yorkville, IL. 60560  
630-553-8377

Debranness1360@comcast.net

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OBJECTIVE

To use my education and years of regulatory experience in a water quality position.

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SKILLS PROFILE

- Strong knowledge of federal and state regulations pertaining to water quality and environmental issues.
- Solid budgeting and long term planning experience.
- Excellent management skills.
- Work well independently or in a group environment.
- Excellent verbal and written communication skills.
- Proficient in Microsoft word, excel, power point, access.

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EMPLOYMENT HISTORY

**Assistant Public Works Director**

2017-present

*Ottawa, IL*

- Assist in planning, organizing, managing, and providing administrative direction and oversight for major functions and activities of the Public Works Department, including the maintenance and operations of wastewater treatment plant and collection systems, stormwater, distribution systems, streets, and parks.

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**Trotter and Associates**

2013-2017

*Saint Charles, IL*

- Help clients in all areas of the regulatory field. Examples of a client's needs are local limits evaluations, regulatory enforcement documents, phosphorus optimization plans, pretreatment system designs etc.

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**Fox Metro Water Reclamation District**

1996- 2013

**Pretreatment Supervisor**

*Oswego, IL*

- Administered and maintained the Industrial Pretreatment Program.
- Responsible for the billing of all industrial users including surcharge, laboratory fees and fines.
- Administered and maintained the Fox Metro septic hauler program.
- Responsible for administering and maintaining the Fox Metro Biosolids program.
- Responsible for submitting all required reports to the regulatory agencies.
- Administered and maintained the Fox Metro Fats, Oils and Grease program.
- Responsible for the plan review, appropriate sizing of grease removal units, and bringing noncompliant food service establishments into compliance.
- Responsible for the Medication Disposal program at Fox Metro.
- Responsible for all public relations activities; this includes plant tours, school programs, public education programs, fairs and frequent public speaking engagements on a variety of topics for all types of groups and organizations.

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**Fox Metro Water Reclamation District**

**Lab Analyst**

1992-1996

*Oswego, IL.*

- Performed a variety of analytical tests on wastewater influent/effluent, industrial and septage waste, biosolids and rivers.
- Samples were tested for plant process control, NPDES permit limits, land applications program needs, pretreatment program requirements and local limit evaluations.
- Responsible for the periodic update of lab procedures, MSDS and safety materials.

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EDUCATION

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**Northern Illinois University**, Dekalb, IL  
Bachelor of Science  
Major: Biological Sciences Minor: Chemistry

# ANDREW W. O'NEILL

## OBJECTIVE

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To work in a leadership position in a team environment

## EDUCATION

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2011	<b>40-Hour Mediation Training</b> <i>Northwest Mediation Center</i>	Spokane, WA
2009 - 2010	<b>Dale Carnegie Training</b> <i>Effective Communications &amp; Human Relations</i>	Spokane, WA
2004 - 2005	<b>Gonzaga University</b> <i>M.A. Organizational Leadership</i> <ul style="list-style-type: none"><li>▪ Cumulative GPA: 3.91</li></ul>	Spokane, WA
2005	<b>Peninsula College</b> <i>Intermediate Laboratory Analysis, 33 Contact Hours</i>	Port Angeles, WA
2002 - 2005	<b>California State University</b> <i>Operation of Wastewater Treatment Plants, 9 C.E.U.'s</i> <i>Utility Management, 2 C.E.U.'s</i>	Sacramento, CA
1998 - 2000	<b>Spokane Community College</b> <i>A.A.S. Aviation Maintenance</i>	Spokane, WA
1994 - 1997	<b>Washington State University</b> <i>B.A. Social Science</i> <i>Minor: Business Administration, Management and Economics</i>	Pullman, WA
1992 - 1994	<b>Spokane Falls Community College</b> <i>A.A. Liberal Arts</i>	Spokane, WA

## WORK EXPERIENCE

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2013 - Present **Washington State Department of Ecology** Spokane, WA  
Environmental Specialist - Wastewater Treatment

- Train wastewater operators
- Conduct process control assessments
- Review permit compliance
- Assist in laboratory accreditation

2009 – 2013 **RCAC** Spokane, WA

*Rural Development Specialist - Environmental*

- Contract and Program Management
- Conduct energy assessments & provide technical assistance
- Research, analysis and publications
- Water, wastewater, and solid waste management

2005 - 2009 **City of Pullman** Pullman, WA

*Wastewater Treatment Plant Supervisor*

- Oversees daily operations of a Class III, activated sludge plant
- Manages over 2.6 million dollars in annual operating budgets
- Educates/Trains staff in the procedures to effectively treat 4 mgd of domestic wastewater
- Responsible for all purchasing at the plant

2002 - 2005 **City of Pullman** Pullman, WA

*Wastewater Treatment Plant Operator, Level IV*

- Maintains and monitors wastewater treatment processes
- Performs lab tests required to meet state & federal requirements
- Performs routine & PM maintenance on plant equipment

Fall 2005 **Washington State University** Pullman, WA

*Leadership & Challenge Course Facilitator I, II, III, Portable - Low - High*

- Promote trust, foster teamwork, increase individual responsibility
- Help to build confidence in individuals
- Help individuals & groups to work better as a team
- Facilitate communication skills within groups

#### ASSOCIATIONS, HONORS & LICENSES

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Professional Operator (PO) designation awarded by the Certification Commission for Environmental Professionals (C2EP) of the Association of Boards of Certification (ABC) Level IV, # POS4-00003-0117-302

Washington State Certified WWTP Operator, Level IV, #7160

Idaho State Certified WWTP Operator, Level IV, #17237

Oregon State Certified WWTP Operator, Level IV, #12024

Association of Boards of Certification (ABC) WW Scheme Committee member

WEF, Water Environment Federation Member 2005 – Present

WEF pre-publication reviewer

- *Managing the Water and Wastewater Utility*, WEF. 2004
- *Wastewater Treatment Fundamentals I: Liquid Treatment*, WEF. 2018

WEF Member Association, Pacific Northwest Clean Water Association, PNCWA

- PNCWA Past President Sept. 2011 – Sept. 2012
- PNCWA President Sept. 2010 – Sept. 2011
- PNCWA President Elect Sept. 2009 – Sept. 2010
- PNCWA Vice President Sept. 2008 – Sept. 2009

- PNCWA Eastern Washington Regional Director 2006 – 2008
    - Yakima Valley, Columbia Basin, & Inland Empire Sections
  - PNCWA Leadership Development Committee 2007 - Present
  - PNCWA Laboratory Practices Committee Member 2004 – 2005
  - Inland Empire Section Director at Large 2005
  - Inland Empire Section President 2004
  - Inland Empire Section Vice-President 2003
- WA. St. WW OpCert Program Advisory Committee Member 2008 - Present  
 Northwest Mediation Center, Spokane WA 2013 - 2015
- Board of Directors, Treasurer
- Washington Mediation Association member 2010 - 2015  
 WSU credentialed Leadership / Challenge Facilitator  
 FAA licensed pilot  
 FAA licensed A&P (Airframe & Powerplant) aircraft mechanic  
 CDL, Class B  
 Emergency Management Institute - FEMA – NIMS training
- IS-00700, February 2006
  - IS-00100, October 2006
- American Heart Association
- CPR / AED/ Infant CPR/ Environmental Emergencies Certified
- Certified SCUBA & Rescue Diver  
 City of Palouse Volunteer Firefighter 2001 – 2009
- Joint Fire & EMS board member
- City of Palouse Council Member 2005 – 2009
- Chair water & sewer committee

## SKILLS

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Strong Work Ethic  
 The ability to work independently & with groups  
 High personal standards, strong listening & oral communication  
 Skilled at energizing and motivating others  
 Interpersonal/negotiation/teamwork  
 Small and large equipment operation and preventative maintenance  
 The willingness to learn & ability to adapt

REFERENCES  
 UPON  
 REQUEST

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**William T. Randles**

**Address**

5660 Blacks RD SW Pataskala, OH 43062

**Education**

**School Name**

Zane State Technical College

**Type**

College

**Major/Minor**

Environmental Science

**Degree**

No Degree

**Units Completed**

85

**Unit Type**

Quarter

**Dates**

April 2008 - April 2010

**Did you graduate?**

No

**Certification**

Class 3 Wastewater License

Class 2 Water License

**Work**

**Company/Agency**

City of Columbus

**Address**

2104 Jackson Pike

Columbus, OH 43323

**Phone** 6146453138

**Position** Waste Water Supervisor 1

**Hours/Week**

40

**Employees Supervised**

8

**Dates**

August 2012 - Present

**Supervisor**

Felton Carnell, Assistant Plant Manager

**Reason For Leaving**

Still Employed

**May we contact this employer?**

Yes

**Duties Summary**

Supervise 8 operators every shift. I do daily and monthly reports on Hach software. I write up maintenance requests and reports using PWAM software. I close out work order tasks each week for operators. I do employee evaluations and appraisals. I will order chemicals to be delivered to the plant. I write up supply orders for all the areas in the plant. I have worked out of class as a Waste Water Supervisor 2 scheduling vacation and filling out attendance records. I supervise operators during storm events and power outages. Work with maintenance as a team to make sure equipment is working properly and is ready to be put back into service. Held meetings with operators going over new policies and procedures. I will place orders for Capitol Waste to come and change out our dumpsters. I have attended several meetings with contractors and engineers for future plant projects.

**Company/Agency**

Pickaway County Correctional Institution

**Address**

Circleville, OH

**Phone** 740-477-6156

**Position** Treatment Plant Coordinator

**Hours/Week**

40

**Employees Supervised**

6

**Dates**

September 2011 - July 2012

**Supervisor**

Byron Causey, Plant Assistant Manager

**Duties Summary**

Treatment of water and wastewater following our EPA permit. I performed water and wastewater lab tests. I supervised inmates and provided work detail of mechanical equipment. Performed preventive maintenance on equipment for water and wastewater treatment. Provided daily inventory of parts and tools. Filled out monthly paperwork for EPA.

**Company/Agency**

City of Coshocton

**Address**

116 Bridge St.

Coshocton, OH 43812

**Phone** (740) 622-1577

**Position** Waste Water/Water Treatment Plant Operator

**Hours/Week**

40

**Dates**

October 2008 - October 2011



**Supervisor**

Dave McVey, City Service Director

**Reason for Leaving**

Left to work at a dual water and waste water treatment plant to gain experience for passing the water and waste water 2 test.

**May we contact this employer?**

Yes

**Duties Summary**

Run lab tests-for hardness, alkalinity, phenol, chlorine, fluoride, and Ph. Stabilize lab equipment. Wash and Scrub filters. Running and cleaning of basins. Maintenance on pumps. Maintenance and running of lime slakers. Maintenance and cleaning of alum and calgon tanks. Grounds keeping and cleaning of plant. Running a bobcat.

# **Kim Riddell-Furry**

## *Director of Business Development*

(Office): 419.223.1362 (Mobile): 419.234.4507 Email: [kim.riddell@alloway.com](mailto:kim.riddell@alloway.com)

### **RELEVANT SKILL HIGHLIGHTS:**

Project management	Leadership /communication skills
Large budget development	Strategic /financial planning
Utility infrastructure management	Regulatory compliance
Vendor negotiations and partnerships	Organizational skills
Employee training and development	Change management

### **CORE ACCOMPLISHMENTS:**

- Maintain Ohio EPA Class IV Wastewater Operator license and Class II Wastewater Laboratory license.
- Oversaw the design, construction and start-up of the state-of-the-art green site \$32 million dollar wastewater treatment facility for the City of Delphos.
- Inducted into the Ohio Water Environment Association's Crystal Crucible Society in 2005 and the 5S Society in 2012.
- Lead author for a revision of the *Operation of Municipal Wastewater Treatment Plants (Chapter 28 – Characterization and Sampling of Residuals)*, a Water Environment Federation (WEF) publication (MOP 11), 2008 and 2017.
- WEF International Membrane Technology Specialty Conference Chair; 2008; Atlanta, GA.
- Appointment to the Ohio Environmental Protection Agency Operator Education Advisory Board; 2010-2012.

### **EDUCATION:**

Bluffton University, Bluffton, Ohio; Master's in Organizational Management; 2007.

University of Toledo, Toledo, Ohio; Bachelor of Science in Biology; 1996 – Cum Laude.

### **PROFESSIONAL EXPERIENCE:**

August 2014 to Present      Director of Business Development      Alloway  
*Work to improve the organization's market position and achieve financial growth. Assist in defining long-term organizational strategic goals, build key customer relationships, identify business opportunities, negotiate and close business deals, and project development and management.*

June 2010 – August 2014      Chief Operating Officer (COO)      360water / Smith Environmental  
*Water and wastewater sales liaison between the equipment manufacturer, design engineer and owners; project development, sales and project oversight of several large equipment replacement and new equipment projects; marketing and financial management for the company and workforce development.*

2012 – 2014                      City Council President                      City of Delphos  
*Coordinated city council activities, set committees, and presided over the regular and special meetings of the city council for the City of Delphos.*

2002 – 2010                      Superintendent                      City of Delphos; Wastewater Treatment Facility  
*Implemented a stringent pretreatment sampling and enforcement program to allow the city to “right-size” the newly constructed wastewater treatment facility; developed and implemented a budget in excess of \$4 million including operations and maintenance, capital improvement projects and debt retirement. Strong ability to operate and manage the wastewater treatment facility in accordance with USEPA, OEPA and OSHA regulations and guidelines.*

2001-2002                      Chief Plant Operator                      Allen County Sanitary Engineering Department  
*Oversaw the routine daily operations and maintenance of the American Bath and American II wastewater treatment facilities for the county; on-call 24/7 and required to have a working knowledge of and respond to all emergency calls for all 6 of the county’s wastewater facilities.*

1999 – 2001                      Adjunct Instructor                      Lima Technical College (Rhoades State College)  
*Taught Occupational Health and Safety for Managers; evening classes in Lima and Ottawa, OH.*

1999 – 2001                      Chemist                      Allen County Sanitary Engineering Department  
*Implemented a laboratory QA/QC program that included reagent logging and tracing, proper inventory procedures, MDL studies and computerized reporting capabilities. Researched new equipment and wrote all laboratory SOP’s; on call 24/7 and responded to all emergency call outs that required sampling of the county’s sanitary sewer overflows (SSOs). Obtained my Class II Wastewater Analyst License.*

1997 – 1999                      Laboratory Analyst                      City of Van Wert, Wastewater Treatment Facility  
*Obtained my Class I, II, and III Wastewater Operator Licenses; Obtained my Class I Wastewater Laboratory Analyst License; Performed all routine laboratory and pretreatment sampling and analysis; also performed all industrial user inspections and spent all of my spare time out in the plant and on lift stations learning operations.*

**VOLUNTEER EXPERIENCE AND AWARDS:**

<b>2002 – Present</b>	<b>Ohio Water Environment Association</b>	<b>Member</b>
<i>OWEA President Elect</i>		<i>2018 - Present</i>
<i>OWEA Vice President</i>		<i>2017 - 2018</i>
<i>OWEA Plant Operations Committee Member</i>		<i>2002 - Present</i>
<i>OWEA Operations Challenge Competitor</i>		<i>2002</i>
<i>OWEA Operations Challenge Judge</i>		<i>2003-2006</i>
<i>NWOWEA Kathleen M Cook Laboratory Award</i>		<i>2004</i>
<i>OWEA Laboratory Analyst Award</i>		<i>2005</i>
<i>OWEA Crystal Crucible Society Inductee</i>		<i>2005</i>
<i>OWEA Operations Challenge Chair</i>		<i>2007 – 2018</i>
<i>OWEA Plant Operations Committee Co-Chair</i>		<i>2008 - 2018</i>
<i>NWOWEA Contact Hour Coordinator</i>		<i>2005-2007</i>

<i>NWOWEA Secretary</i>	2007-2008
<i>NWOWEA 2<sup>nd</sup> Vice President</i>	2008-2009
<i>NWOWEA 1<sup>st</sup> Vice President</i>	2009-2010
<i>NWOWEA President</i>	2010-2011
<i>OWEA Water Environment Federation Delegate</i>	2010-2013
<i>5S Society Award Inductee</i>	2012
<i>NWOWEA Delegate</i>	2013 - 2016
<i>OWEA Publications Committee</i>	2008 – Present
<i>W.D. Sheets Operator Education Award</i>	2008

*Coordinated many state workshops and participated as a speaker in others over such topics as Autothermal Thermophilic Aerobic Digestion (ATAD) and membrane treatment in wastewater, industrial waste management programs and operations and maintenance of laboratories and wastewater treatment facilities in accordance with applicable laws and regulations. Have served on several annual state conference planning committees. Chairing current task force effort to develop wastewater treatment and collections system operator training courses for OWEA.*

<b>2002 – Present</b>	<b>Water Environment Federation</b>	<b>Member</b>
<i>Plant Operations and Maintenance Committee</i>	2002 – Present	
<i>WEF Operations Challenge Judge</i>	2003 – Present	
<i>WEF Laboratory Excellence Award</i>	2006	
<i>Plant Operations and Maintenance Vice-Chair</i>	2005-2008	
<i>Plant Operations and Maintenance Chair</i>	2008-2011	
<i>Committee Leadership Council</i>	2005-2011	
<i>Program Committee</i>	2006 – 2013	
<i>Membrane Community of Practice</i>	2006 – 2011	
<i>Membrane Community of Practice Chair</i>	2006-2007	
<i>Membrane Specialty Conference Chair</i>	2008	
<i>House of Delegates (HOD) Member</i>	2010 – 2013	
<i>HOD Budget Committee</i>	2011-2012	
<i>HOD Budget Committee Chair</i>	2012-2013	
<i>WEF Audit Committee Member</i>	2011-2013	
<i>Distance Learning Subcommittee</i>	2010-2012	
<i>WEF Fellows Review Board Member</i>	2011-2014	
<i>Board Appointed Operator Strategy Initiative</i>	2013-2015	
<i>Knowledge Framework Task Force</i>	2014-2015	
<i>WEF Operations Challenge Committee Member</i>	2016 - Present	

*Chair of the Membrane Bioreactors – Innovative Operations 2006 WEFTEC Pre-conference Workshop and Vice-Chair of the same workshop in 2005, 2007 and 2008; Active member of HOD Operator workgroups (2010 to 2017); Chair of the Practical Operations and Maintenance of Pumps 2015 WEFTEC Pre-conference workshop and Vice-Chair of the same workshop in 2016, 2017, and 2018; WEFTEC Operations Challenge Laboratory Event Coordinator (2018 to present).*

<b>2010 – Present</b>	<b>Ohio American Water Works Association</b>	<b>Member</b>
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## **PUBLICATIONS:**

Radick, K.A., Riddell, K.R. and Gellner, T.M., “MBR Solution for a Small Municipality with CSO’s and High Organic Loads,” in *Proceedings of WEFTEC 2005*, Washington D.C., October 30 – November 2.

Riddell, K.R. (2008), “Characterization and Sampling of Residuals” in *Operation of Municipal Wastewater Treatment Plants*, McGraw Hill, New York, Chapter 28, pp.28.1 to 28.15.

Riddell, K.R. (2017), “Characterization and Sampling of Residuals” in *Operation of Water Resource Recovery Facilities*, WEF Press.

Riddell, K.R. and Teman, T. (2008), “Treating Peak Flow Using Submerged MBR Technology – The Delphos, OH MBR System,” in *Proceedings of the WEF Membrane Technology Conference*, Atlanta, GA, January 27-30.

Riddell, Radick and Ellsworth (2008), “Operation and Maintenance of the Delphos MBR WWTP – One Year Report,” in *Proceedings of the WEF Membrane Technology Conference*, Atlanta, GA, January 27-30.

Riddell, K.R. (2009), “Start-Up and Operations of the City of Delphos MBR / ThermAer ATAD Wastewater Treatment Facility,” in *Proceedings of WEF Residuals and Biosolids Conference*; Portland, Oregon, May 3-7.

Riddell, K.R. and Staton, K. L. (2010), “The Benefits of the SNDR to the City of Delphos ThermAer ATAD Treatment Process,” in *Proceedings of the WEF Residuals and Biosolids Conference*; Savannah, GA, May 23-26.

Francy, D.S., Stelzer, E.A, Bushon, R.N., Brady, A.M., Mailot, B.E., Spencer, S.K., Borchardt, M.A., Elber, A.G., Riddell, K.R., and Gellner, T.M. (2011), Quantifying Viruses and Bacteria in Wastewater – Results, Interpretation Methods, and Quality Control; Scientific Investigations Report 2011-5150, US Geological Survey.

Francy, D.S., Stelzer, E.A, Bushon, R.N., Brady, A.M., Williston, A.G., Riddell, K.R., Spencer, S.K., Borchardt, M.A., and Gellner, T.M. (2012), Comparative Effectiveness of Membrane Bioreactors, Conventional Secondary Treatment, and Chlorine and UV Disinfection to Remove Microorganisms from Municipal Wastewaters, US Geological Survey.

## Resume

Name: John W. Vanderland Address: 251 Caroline Drive  
Ruther Glen VA 22546

Telephone: (804) 448 - 0881 (Home) (804) 339 - 4817 (Cell)  
e-mail: jack.vanderland@gmail.com

**Employer:** Retired  
1974 – 2007 Virginia Department of Environmental Quality (Formerly) State Water Control Board  
629 E. Main Street Richmond VA 23240

### Education:

College: Lycoming College  
Williamsport PA 17703  
Major: Chemistry/Mathematics  
Graduated June 1964 Degree B.A.

Specialized Training: Numerous specialized training programs for personnel management; strategic planning, stream modeling, hazardous materials response; use of personal protective equipment; media relations; training needs assessment, course development, presentation skills, training program evaluation, wastewater treatment technology, financial management, utilities management and computer software applications.

**Awards:** Jess Jones Excellence of Service Award 2015  
Association of Boards of Certification  
"In recognition of his outstanding service to ABC"

William D. Hatfield Award 1996  
Water Environment Federation  
ΔFor outstanding performance in operation, management and advancement of knowledge in the field of water pollution control.@

Enslow - Hedgepeth Award 1985  
Virginia Water Pollution Control Association  
ΔFor outstanding contributions to the advancement of water pollution control@

### Employment:

Current Status Retired/Consultant/Volunteer.

Since retiring in 2007 I have remained active in the profession by:

- Serving as Chair of the Wastewater Scheme Committee and the Wastewater Exam Development Committee of the Association of Boards of Certification (2007 -Present).
- Serving as a reviewer/SME for Water Environment Federation *Wastewater Treatment Fundamentals I: Liquid Treatment* book and On-line Training program (2017 – 2018)
- Providing consulting services to industrial and municipal facilities to assess needs and to develop and conduct training for water resource reclamation facility staff (2007 to Present).
- Serving as the citizen member of the Virginia State Board for Waterworks, Wastewater Works and On-site Sewage System Professionals (2007 – 2011).

- Assisting Northern Virginia Community College in development and administration of an on-line training program for water resource reclamation facility professionals (2010 -2015)

Aug. 16, 1974 Department of Environmental Quality  
 Sept 30, 2007 (Formerly) Virginia State Water Control Board  
 629 E. Main Street  
 Richmond VA 23240

Title: Director, Office of Operator Training and Assistance

During my 33 years of employment with the Department my primary responsibilities were to manage the Agency's WRRF assistance and training programs. Through these programs we provided professional training for facility staff, managers and decisionmakers and assisted small treatment systems (<5MGD) in identifying and correcting causes of non-compliance and inefficient operation. My responsibilities included

- Program Management
  - Supervising program staff, identifying and securing federal grants, recruitment, selection, training, supervision and evaluation of program staff, preparation of management plans, preparation and control of program budgets and monitoring expenditures for compliance with State and grant requirements;
- Operator Training
  - Conducting statewide training needs assessments, developing training program materials (student manuals, instructional guides, audio-visual support materials, and evaluation standards and mechanisms), scheduling, coordination of program efforts with participating community colleges and vocational centers, program instruction and evaluation of program impact.
- Technical Assistance
  - Providing assistance to non-compliant small systems (<5 MGD) by conducting comprehensive performance audits of plant operations, maintenance and management, identifying underlying causes of performance problems, developing corrective actions plans, providing assistance and training to implement plan and conducting follow-up evaluations to assess the long term impact of the assistance.
- State Board for Waterworks and Wastewater Works Operators and On-site Sewage System Professionals
  - Providing technical assistance for the Board and its staff in job analysis, need to know development, item writing, and application review (when requested).
  - Served as the Department's ex-officio member of the Board.

Sept. 1971 Mohawk Valley Technical & Business School  
 Aug. 1974 Genesee Street  
 Utica New York  
 Title: Department Head  
 Supervisor: Louis Miosi

Duties included development and management of the school's wastewater operator training program. Duties included design of the instructional facilities; development of course curriculum, development of instructional materials, student exercises, and examinations; instruction, and program evaluation.

Sept. 1964  
May 1971

Beaunit Fibers Corp.  
Broad Street  
Utica New York

Title(s):  
Research Chemist  
Shift Supervisor Spinning Division  
Shift Supervisor Viscose Division

Duties included development of new products, evaluation of raw materials and finished product quality, development of water and wastewater treatment strategies for industrial waste flows. Development of monitoring programs for water and wastewater treatment systems, identification, supervision of production staff ranging from 10 - 75 people, control and supervision of production facilities for production of rayon yarn and recovery of spent production chemicals.



**Christine Volkay-Hilditch, P.E., BCEE**  
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**Broomall, PA 19008**  
**(610) 592-4081**  
**cvolkayhilditch@gmail.com**

## **CAREER SUMMARY**

Experienced in utility management, project and construction management, wastewater treatment, regulatory compliance

## **REGISTRATION**

Professional Engineer: Pennsylvania  
Sewage Treatment Plant Operator: PA #T1881  
Waterworks Operator: PA #W7965  
Board Certified Environmental Engineer, National Environmental Engineering Academy  
NASSCO Certification, 2013

## **WORK EXPERIENCE**

### ***City of Lancaster, Bureau of Wastewater Utility Manager – 2014-present***

Responsible for the management and operation of the Bureau of Wastewater, including the City's 32 MGD advanced wastewater treatment plant. Supervise engineering, laboratory, pretreatment, operations and maintenance staff.

Administer an approximate \$15 million administrative and operating budget. Responsible for asset management, capital planning, regulatory compliance, and union personnel. Manage engineering contracts for the Long Term Control Plan for the combined sewer system and compliance with a federal consent decree. Develop and update the capital plan for the wastewater treatment plant and six pumping stations. Review plans and specifications and prepare contract documents.

### ***Delaware County Regional Water Quality Control Authority (DELCORA) Director of Engineering –2000 to 2013***

Supervised engineers and technical staff. Responsible for the strategic planning and coordination of the Engineering Department including engineering design, construction management, laboratory, pretreatment, and technical services/process control.

Responsible for a \$7 million annual capital budget, including project management and consultant coordination. Reviewed plans and specifications and prepared contract documents. Managed PENNVEST and H<sub>2</sub>O grants.

Directed all regulatory compliance efforts including the management of air, water, and solid waste permits, laboratory and pretreatment programs, and the Combined Sewer Overflow Long Term Control Plan. Prepared and/or directed all aspects of the annual Chapter 94 report. Processed Act 537 Planning modules.

**City of Reading, Reading, PA**  
***Environmental Division Manager –1996 to 2000***

Responsible for the long-term operation and performance of the Environmental Division of the City of Reading, PA, Public Works Department. Span of authority included a 28 MGD wastewater treatment plant, the industrial pretreatment program, laboratory, collection system, and the Solid Waste/Environmental Coordinator. Directly responsible for a \$14 million annual budget. Managed a \$30 million capital upgrade/plant expansion program. Routinely interfaced with state and federal regulators, and consultants. Prepared and approved technical specifications. Reviewed PADEP sewage planning modules. Prepared reports and correspondence.

**Acer Engineers & Consultants, Inc.**  
***Environmental Engineer, Project Engineer/Manager –1990 to 1996.***

Directed and/or performed sewage facility studies and investigations, septage receiving program review, laboratory quality assurance review, air quality analysis, odor control evaluation, stormwater analysis, solids loading analysis, including sludge pumping, digester capacity, and facility expansion studies, and tapping fee calculations.

Provided industrial pretreatment and regulatory consulting services to several eastern Pennsylvania Sewer Authorities, including the development of local limits, sewer discharge permits, sewer use ordinance, and enforcement response plan, and industrial inspections.

Directed and/or performed Act 537 Official Sewage Facility Plans for several municipalities, Projects involved treatment plant expansions and/or sanitary sewer evaluation studies and inflow and infiltration studies, and collection system expansion.

Managed construction projects. Provided client management services including the development of technical proposals and marketing calls.

**Rhode Island Department of Environmental Management (RIDEM),**  
***Principal Sanitary (Environmental) Engineer –1987 to 1990.***  
***Sanitary Engineer – Pretreatment Coordinator –1985 to 1987.***

Supervised engineers and scientists in the water quality planning, policy development, and enforcement programs. Responsible for the administration of the permits, water quality planning, and pretreatment regulatory programs for the protection of surface waters within the State of Rhode Island. Advised Division Chief on policy, planning, and budgetary issues. Served on technical committees and working groups. Reviewed environmental impact reports for the Division. Prepared reports, policies, official departmental correspondence, budgets, grants, work plans, engineering testimony, regulations, permit fee structures, and surface water discharge (NPDES) permits.

Established the industrial pretreatment program for the State of Rhode Island. Initiated administrative and implementation procedures.

**Valley Forge Laboratories, Inc.**  
***Civil/Transportation Engineer –1984 to 1985.***

Prepared traffic impact studies for office and residential developments, capacity analysis, signal design, and trip generation studies. Prepared environmental impact documents and reports for Federal and State Transportation Departments.

**MISCELLANEOUS**

Delaware County Community College – Instructor for the PADEP Wastewater Operator Certification Program, 2012-present.

PAWRN Southeastern PA Representative, 2009-August 2013.

Presenter at various PWEA and EPWPCOA training courses and conferences.

**AWARDS**

Ted Moses High Hat Award for Service, PWEA  
Roy F Weston Industrial Waste Award, PWEA  
Walter A. Lyon Purity of Water Award, PWEA  
Sydney Bedell Award, WEF  
Delaware County Women's Commission Achievement Award  
Delaware County Engineer of the Year, Delaware County NSPE  
Young Professionals Mentoring Award, EPWPCOA  
Walter B. Lyons Purity of Water Award, PWEA  
Service Recognition, WEF

**EDUCATION**

Master of Public Administration  
Villanova University, Villanova, PA  
  
Drexel University, Philadelphia, PA  
(Post-master's coursework)  
  
Master of Science in Civil Engineering  
Northeastern University, Boston Massachusetts  
  
Bachelor of Civil Engineering  
Villanova University, Villanova, Pennsylvania

**PROFESSIONAL AFFILIATIONS**

Pennsylvania Water Environment Federation  
(Past President, 2004-2005)  
Eastern Pennsylvania Operators Water Pollution  
Control Association (Past-President, 2002-03)  
Water Environment Federation  
Chair, Operators Committee, 2011-2018  
National Society of Professional Engineers  
Delaware Co. Chapter (2007-2010; 2017-2018)  
Vice-President (2011-2016))  
Tau Beta Pi, National Engineering Honor Society  
Chi Epsilon, National Civil Engineering Honor  
Society  
Phi Alpha Alpha, Public Admin. Honor Society

# **Bradley C. Yeakle**

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Hagerstown, MD 21742  
301-462-9025  
[bcyeakle@aol.com](mailto:bcyekle@aol.com)

## **OBJECTIVE**

To further my experience in the Management of Water and Sewer Systems

## **WORK EXPERIENCE**

### **2017-Present, Washington Suburban Sanitary Commission – Laurel, MD Section Manager – Plant Engineering, Seneca WRRF**

- Supervise employees, including selecting, training, assigning and evaluating work, counseling, and discipline.
- Perform independent research to optimize performance of the wastewater treatment facility and associated pump stations
- Review and interpret plant data to identify process problems and recommend operational solutions to those problems
- Review and update standard operating procedures to plant systems and ensures accurate operational records are maintained
- Evaluate the training needs of plant personnel and administers training as needed to meet the educational needs of plant personnel
- Manage the operation and maintenance of associated off-site pumping stations and associated employees
- Reviews plans and specifications to help develop plant related designs, recommended equipment, upgrades, and process modifications
- Review State and Federal permits for the facilities to maintain compliance, assist with permit renewals or modifications, and assist with facility inspections for compliance
- Prepare and revise chemical, material, and service contract specifications, review bids, and recommend awarding of contracts
- Review and perform analysis of various plant processes operational costs for economic Comparisons and facilitate plant modifications
- Assist with preparation of the annual fiscal budget reports and various fiscal and monthly Reports. Participate in long range planning, organizing and directing activities related to operational improvements to the plants and associated pump stations
- Administers an employee safety program and protection plan. Investigates accidents and Prepares accident reports
- Supervises plant staff in the absence of the plant superintendent
- Recommends allocation of budgeted funds and requests approval for major expenditures,

### **2004-2017, Maryland Environmental Service - Millersville, MD Environmental Systems Supervisor, Superintendent MCI WWTP**

- Manages the effective operation, maintenance and management of a major Class 5A WWTP and various WTP plants. Including interpreting data, process control decisions and adjustments, scheduling preventative and corrective maintenance, and troubleshooting of equipment.
- Supervises plant personnel to include disciplinary, employment, separations, communications, and training of operations staff. Serves as a mentor, coordinates training for new team members.
- Reviews plant operational data, recommends changes to plant processes and confers with supervisory staff on recommendations and changes made to plant processes.
- Researches and implements pilot studies for new equipment, chemicals and technologies to enhance plant performance.
- Serves as primary purchasing agent of chemicals and supplies for all responsible facilities.
- Prepares schedule and approves leave of operational personnel.
- Oversees, prepares, and reviews current and annual operating budgets.
- Provides information for formulating CIP and Major Maintenance requests.
- Evaluates employee performances, and recommendations.
- Reviews applications and performs interviews for hiring of new personnel.
- Reviews MOR, DMR, and other technical documents for accuracy and submittal.
- Contacts vendors and suppliers for procurement purposes.
- Conducts operational staff meetings.
- Oversees and implements a Risk Management Plan, SWPPP, and SPCC plans.
- Participates in safety inspections, MDE inspections, and oversees implementation of corrections.
- Maintains plant records for NPDES compliance.
- Complies with company policies, procedures, and implements changes.
- Prepares SOP's and internal documents for Operational Staff to use for guidance.
- Coordinates plant operations with construction needs during a major CIP upgrade. This includes start up, shut down and bypassing of equipment.
- Participates in long term planning and reviews engineering documents for facility BNR and ENR upgrades.
- Responsible party for all safety at facility, including implementation of procedures.
- Coordinates safety drills, reviews, and implements policies from Safety Team.
- Participates in internal audits of entire processes to ensure plant compliance with NPDES permits, internal policies, and safety standards.
- Reviews and makes recommendations to fiscal budgets. Monitors spending habits and makes recommendations to prioritize spending.
- Oversees computerized records, spreadsheets, and data for plant functions including maintenance, plant performance, budgets, and purchasing.
- Team member and Team Captain of Water Environmental Federation Operations Challenge team Motley Poo.

### **2001-2004, The City of Frederick - Frederick, MD**

#### **Operator IV**

- Operation and Maintenance of a Class 5A WWTP
- Operation and Maintenance of a Class 4 WTP

### **1999-2001, Volvo/Mack Trucks – Hagerstown, MD**

- Assembly production technician

**1993-2001, Maryland Environmental Service - Millersville, MD**  
**Environmental Apprentice to Operator III**

- Operation and Maintenance of a Class 5A WWTP and Class 2 WTP
- Shift Leader - Class 5 Industrial WWTP (Management Experience)

**EDUCATION**

**1996-2000 Shepherd College - Shepherdstown, WV**

Bachelor of Science – Biology

Minor in Chemistry

**1991-1996 Hagerstown Junior College - Hagerstown, MD**

Associates of Arts - Science.

**PROFESSIONAL LICENCES & CERTIFICATIONS**

- Maryland Class 5A Wastewater Treatment Plant Operator - Received 2/1/1996 - Valid through 4/1/2019
- Maryland Class 2 Water Treatment Plant Operator - Received 11/1/2004 - Valid through 4/1/2019
- Maryland class 5A Wastewater Superintendent - Received 4/1/2004 - Valid through 4/1/2019
- Passed Maryland Class 4 Water exam – Date of Completion -7/15/2002
- Completed State of Maryland Department of Labor and Licensing Apprenticeship as an Environmental System Operator - Date of Completion - 11/1/1996
- Drinking Water Sampler Certification - valid until 3/08/2020

**ADDITIONAL PROFESSIONAL JOB COURSES**

- Water Treatment Plant Operation – Volumes 1 & 2
- Operation of Wastewater Treatment Plants – Volumes 1 & 2
- Water Distribution System Operation and Maintenance
- Small Water System Operation and Maintenance
- Advanced Waste Treatment
- Operation and Maintenance of Wastewater Collection Systems - Volume 1
- Industrial Waste Treatment - Volume 1

- Utility Management
- Small Wastewater System Operation and Maintenance - Volume 2
- Manage for Success

**REFERENCES AVAILABLE UPON REQUEST**