H2Oregon Spring 2016 Vol. 38, No. 2

Mini Expo July 12, 2016 Independence, OR see Training & Events Schedule, p. 27

OAWU offers new services! see p. 25

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We are also seeking articles, clean jokes, Oregon trivia, letters to the editor and interesting stories. Please send submissions (no more than two pages in length) to:

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Sources the second seco

OAWU Expanded Services by Jason Green, Executive Director	3
38th Annual Management & Technical Conference Highlights	4–7
Making the Call by Tim Tice, Projects Manager	
Filaments submitted by Jeff Crowther, Wastewater Technician	10–11
Life's Surprising Journey by Hans Schroeder, Circuit Rider	
A Different Point of View by Heath Cokeley, Programs Manager/Circuit Rider	14
Upcoming Conferences	15
Thanks to OAWU's 2016 Sponsors	15
How a Boss Can Improve Mood in the Workplace	
by Mike Collier, Deputy Director/Sourcewater Specialist	16–17
Buick: Commodes to Cars by Scott Berry, Operations Manager	18
Need to Review Water or Sewer Rates? OAWU Can Help!	19
The Dreaded FLUSHABLE by Rick Allen, Environmental Trainer, BioLynceus	
NRWA Fleet Program (Ford & Chrysler)	24
Quiz Corner	25
Additional OAWU Benefits & Services	25
OAWU Training & Events Schedule	27
System O&M Manuals Required	27
Membership Application Form	29
Membership Roster	

We Appreciate our Advertisers! Please take a moment to view their ads.

4B Engineering & Consultants	19
American Leak Detection	21
Bancorp	11
BioLynceus	22
BMI	13
Branom Instrument Co.	26
Cascade Columbia Distribution Co	9
Engineering America	Inside Back Cover.
Environmental Dynamics International.	23
Ferguson Waterworks	11
H.D. Fowler	21
Lakeside Utilities (EZ Street Cold Aspha	lt)26
Neptune	19

Oregon DEQ: Clean Water State Revolving Fund	9
Oregon Meter Repair	20
Owen Equipment	24
PACE	22
Pittsburg Tank & Tower	20
Public Works Supply	26
Sherwin-Williams	11
Special Districts Assoc. of Oregon	13
The Automation GroupInside From	nt Cover
The Ford Meter Box	26
TriPac Fasteners	19
USABlueBookBac	ck Cover

Oregon Association of Water Utilities

H₂Oregon Spring 2016 • 1

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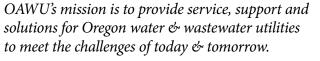
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OAWU Expanded Services

by Jason Green, Executive Director

Each new year brings with it lists of work to be completed and tight schedules within the utility business. OAWU maintains experienced operators and managers ready to assist your utility and personnel. A few examples include: water main and sewer pressure testing; sewer line smoke testing; chlorination, flushing and pressure testing of new water mains; valve and hydrant exercising and main flushing; fire hydrant maintenance; construction inspection, etc. The Association has a reputation for providing superb training and consulting/technical assistance over the last 39 years. We find that utility members are in need of additional services such as the ones previously listed. The ad below also includes many such examples that may be taken advantage of. In addition to general operational and maintenance needs, OAWU may be able to assist in specific tailored training at your utility, assist with public meetings, board training/workshops or facilitate a workgroup. We are experienced in advertising/locating managers and operators or working alongside your utility through an interview process. Many utilities have taken advantage of either a temporary or long-term arrangement to manage and/or operate their water or wastewater utility. Others have requested assistance for operator of record/DRC services after losing a key person or certificate holder for the system. Unexpected loss of a key person at a utility places many additional burdens on personnel and a temporary management arrangement or operator of record/DRC service may buy your utility time to maintain compliance, keep personnel focused and provide time for a qualified full-time replacement. A number of utilities have extended this service to multiple years in order to train existing personnel and allow them to work up to meet the required system certificate level.

Several additional services which OAWU receives high marks in and maintains a solid reputation are water and wastewater utility rate reviews/studies, water management and conservation plans, required management plans, sampling and emergency plans, wastewater lagoon profiles, etc. The most recent additions to our member services lineup include Industrial/Commercial Wastewater Discharge Surveys and Inspections which are being required with newer DEQ permits and Environmental Reports (ER) which are required within utility loan/grant applications. One of our service to members goals, if possible, is to tailor each service to meet your specific needs. Should you have questions, need assistance or a quote, please do not hesitate to call.

ADDITIONAL OAWU BENEFITS & SERVICES

Sewer I&I Testing • Smoke Blower • Well Testing • Line Locator, Leak Detector, Etc. Operator of Record Services • CCR Templates & Report Preparation System Performance & Evaluation • O&M Manuals • On-Site Training & Classes Water Conservation Management Planning • Lagoon Profiling Job Referrals, Announcement & Services • Rate Studies

> OAWU has extended its services to include DRC, Operator of Record, Operations, and Construction projects! Please contact us if you need any help.

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H₂Oregon Spring 2016 • 3

38TH ANNUAL Management & Technical Conference SUNRIVER, OREGON

This year's conference was a great success; the week gave us beautiful sunny weather. Many attendees were able to catch up with old friends and make new ones within the industry. OAWU staff enjoyed serving the members of the association and providing assistance to those in need. Sunriver staff again provided genuine, friendly, excellent service, and great food.

The conference sessions were lead off by Jason Green, OAWU Executive Director, and Mark Beam, OAWU Board President. They welcomed attendees and discussed the state of your association. They were followed by Glen Womack, National Rural Water Association Executive Committee board member from Louisiana. Glen provided an update on the issues the industry is facing at a national level. This was followed by Mark Landauer who presented an update regarding the legislative issues at the state level.

For those who stayed in the main hall they were intrigued by Mark and Frank Bain, from Bain Wealth Financial Group and by their brother Dr. Matt Bain, MD, with Mid-Valley Direct Primary Care. Mark and Frank Bain presented on the different retirement options that are available and Dr. Matt Bain, MD, presented on the different variety of health insurance and options that are available. The OAWU annual business meeting was held after class sessions ended on Tuesday. President Mark Beam presided over the meeting as attending members heard committee updates and participated in board member elections. The slate of board members who were re-elected to the board were:

Mark Snyder, K-GB-LB Water District Don Chandler, Nantucket Shores Water Co. Mark Beam, Ice Fountain Water District Micah Olson, City of Columbia City

At Wednesday's regular board meeting officer elections for 2016 occurred. They are: **Mark Beam** as President, **Ed Pugh** as Vice President, **Phil Davis** as Secretary, Micah Olson as Treasurer, and **Mark Snyder** as Past President.



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Many attendees and families were present at the awards banquet on Thursday evening. The ribeye steak was great and good conversations could be heard throughout the Great Hall. A Board Service Recognition was given to Jerry Arnold for his years of services, leadership, and commitment as a board member of OAWU. The 2015 Manager and Operator award recipients are:

The **Manager of the Year** award went to Tim Lyda from the City of Tillamook.

The **Office Manager of the Year** award went to Shanti Burns from Corbett Water District.

The **Water Operator of the Year** award went to Bill Hill from Crooked River Ranch Water Company.

The **Wastewater Operator of the Year** award went to Don Costello from the City of Harrisburg.

The **Rookie of the Year** award went to Russ Foltz from the City of Mill City.

The **Associate Member of the Year** award went to Schneider Water Services.

The **Friend of Rural Water** award went to Don Van Veldhuizen from USABlueBook.

Congratulations to all of our award recipients. These awards recognize the dedication and commitment made by those who choose to serve the communities of Oregon every day. Don't forget, if you have an employee whom you would like to nominate for next year's awards, submit the information to the OAWU office for consideration.







Oregon Association of Water Utilities





H₂Oregon Spring 2016 • 5

38TH ANNUAL MANAGEMENT & TECHNICAL CONFERENCE HIGHLIGHTS

The Best Tasting Water award recipients this year were the City of Sweet Home for Best Surface Water and Ice Fountain Water District for Best Groundwater. The submissions are tested by 3 judges from the water community of Oregon and they decide the best groundwater and surface water, then these winners go head to head for best overall water in Oregon. The winner of the **Overall** Best Water category was the City of **Sweet Home**. Their water will be flown to Washington DC and submitted for judging in the Best Water in the Nation contest.



























Oregon Association of Water Utilities



At the Exhibitors' Hospitality Night on Wednesday there was good food and drink, many door prizes, raffles, and an auction for a massage at the Sage Springs Spa and Sunriver stay won by **Jamie Hildebrandt** from **Sun Mt. Water**; we also auctioned a bottle of Jack Daniels which was donated by **Frank J. Martin** and was first won by **Kriss Schneider** from **Schneider Water Services** and Jason Green from OAWU for \$600 who donated the bottle back to be auctioned off again at which point it was won by **Gene Vroman** from Yoncalla for \$100, the money went to support the Jeff Swanson Memorial Scholarship fund. Scholarship raffle proceeds totaled \$3,280.

This year's Jeff Swanson Memorial Scholarship in the amount of \$1,500 was awarded to **Travis Gibson**,whose dad works for the **City of Monmouth**.

The raffle winners were: **Fred Schatz, Crystal Springs Water District**, won the 50" Magnavox HD-LED Smart TV from the OAWU raffle; the winner of the WaterPac Raffle of a .223 Remington 700VLS rifle with a Leopold Scope, was **Scott Hartley from Crystal Springs Water District**, and the winner of the .357 Smith and Wesson for the Jeff Swanson Memorial Fund Raffle was **Dale Fletcher from GC Systems**. The winners of the ping-pong and cribbage tournaments were announced. First place in ping-pong was **Dave Bobbett** of **Whitney Equipment Inc. Jake Obrist** from the **City of Bend** came in second. **Chris Young** from **DN Tanks** came in third. **Jim Shaver** of **Pace Engineering** came in first for cribbage, receiving the championship board. **Nathan Skoglund** from **Cascade Head Ranch District** came in second and **Brian Coulter** (retired) came in third. Find the Logo contest winner was **Derrick Johnson** from **the City of Redmond**.

We wish to thank our Associate Members for their donations, time and support of this conference and of course the members who continue to believe in and support the Oregon Association of Water Utilities. Specifically, we would like to thank our Silver Sponsors for this year's conference: **EJ, HD Fowler Company, Inc.** and **Kennecy/M&H Valve** and our Bronze Sponsors for this year's conference: **BergerABAM, CoBank, and RH2 Engineering Inc.**

Be sure to sign up for the Annual Conference next year, the first full week of March 2017, as there will be a slate of new classes to attend, people in our industry to visit with, food to eat, and fun to enjoy. See you there! Best wishes to you, our friends.





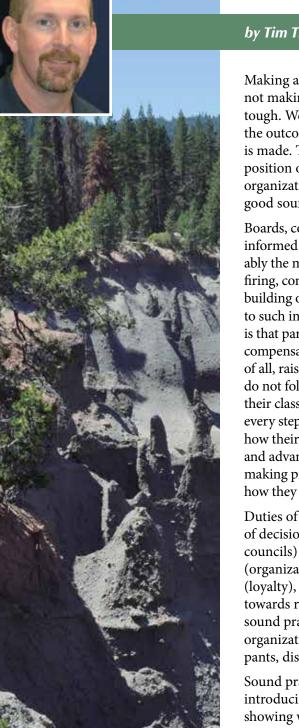












Making the Call

by Tim Tice, Projects Manager

Making a decision can be tough; yet, not making a decision can be equally tough. We are not immediately sure of the outcome prior to when a decision is made. Those who are placed in a position of responsibility to steer an organization for the better will adopt good sound policies.

Boards, councils, and managers make informed decisions everyday with probably the most important being hiring, firing, compensation and motivation/ building of personnel. What is ironic to such important decision making, is that parents are not hired, fired or compensated for the most difficult task of all, raising children. As a parent, we do not follow our children through their classrooms, managing their every step, but we inquire, and discuss how their day went. As children grow and advance in school their decision making process is a direct reflection on how they have been coached.

Duties of parents correlate to duties of decision makers, (i.e. boards and councils) by caring for the family (organization), showing fidelity (loyalty), as well as, providing a guide towards respect, (obedience). When sound practices, either in the family or organization, are instilled in all participants, disorder and chaos are muted.

Sound practices are fortified early by introducing areas of responsibility and showing ways of serving others. If I, as a father, teach certain actions are wrong, then I am seen acting in a way contradictory to the teaching, how can I direct and discipline on that area? A weak foundation of policies and procedures will crumble the organization.

Prioritizations change routinely and with discernment and discussion they can help an organization reach its goals. Besides reading the "Parenting 101 Manual", there are resources available to guide decision makers in the process. It takes more than simply showing up for a monthly meeting.

When we are either hired, elected, or volunteer, it is essential to understand and familiarize ourselves with the roles and responsibilities in any new position. Particularly with a volunteer, it is difficult to take the time to educate ourselves about what it takes to make a great board member or council person, as well as a "parent." Anyone who has reached a "professional level" has studied the majority of their lives to know their subject.

I have often admired the story of the major league baseball umpire who made a call, incorrectly, which cost a pitcher to lose the ultimate goal, a "no-hitter." After the game, the umpire discussed the call with the pitcher and apologized for the mistake. Here we have an educated man (in the game of baseball) stepping up and admitting wrong. The entire career of the umpire is to gain complete knowledge of the game, yet had a moment that caused him to stumble. This professional had to make a real-time decision. With all aspects within the game of baseball developed on speed, how much more difficult do the calls become? Just watch some instant replays.

It is apparent, pun intended, that as time goes by, it seems that many of us, as either parents or decision makers, have the same hurdles to get around. It also seems that the decisions that are made to any particular event are similar within a like group. Maybe it is called learning as we go, but if we stop learning for the betterment of both

8 • H₂Oregon Spring 2016



personal growth and growth of the organization, the seat needs to be vacated. Unlike parenting, leaving may simply be what would be the best for the group or organization.

At times we are unsure of the impact of that day's vote or decision, and again, only time will reveal the impact. By postponing a decision for

the time may seem to be the correct action, what picture is painted for the constituents? Indecisiveness may be the single largest point of frustration among constituents, and the future outcome may prove exponentially wrong. To quote the lyrics of the band Rush, "If you choose not to decide, you still have made a choice!"

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10 • H₂Oregon Spring 2016

Filaments

Submitted by Jeff Crowther, Wastewater Technician

During a review of articles I found this short discussion on Nocardia posted by Drew Wiersema, NRWA Staff, to the Waterpro website. It gives an operators' perspective regarding foaming in an activated sludge treatment plant. I felt that it was good information and wanted to pass it along.

Excessive foaming is a frequent problem in activated sludge systems. Light fluffy white foam usually occurs during startup. Some researchers believe that "young sludge" produces a surfactant similar to detergent, which causes this kind of foam. Even after the plant is in operation, it is not unusual to get fluffy foam if you waste too much sludge. I guess that the bugs think that they are starting up all over again. Soaps and detergents cause white fluffy foam, however bugs can eat some kinds of detergents.

Dark scummy foam, which can be very hard to get rid of, can be caused by a certain type of actinomycetes called *Nocardia*. Actinomycetes have a similar structure like fungi and grow in branched filaments. They do not cause bulking like Sphaerotilus and some other straight filaments. The branched filaments have a waxy coating that resists water and allows it to float. The branches act like tiny nets, catching little bubbles which float and trap the solids.

The dark scum can make a real mess when it gets out of hand. It may get into the effluent if the clarifier scum skimmers can't handle all of it. It looks like chocolate mousse. It can overflow the aeration tanks and get into the recirculation compressors in pure oxygen plants. Defoaming agents don't seem to do any good on this stuff. High volume water sprays will break it up and re-dissolve it in the Mixed Liquor, but eventually it will come back.

There is a lot of research being done on Nocardia foaming, but it seems to "come and go" at will. One thing which seems to make it go is lowering the solids inventory. Some plants run at a very short MCRT to keep it down. The bacteria are resistant to chlorination and most systems can only get rid of it by wasting the heck out of it. Many coastal systems that have a lot of restaurants seem to have the Nocardia outbreak during tourist season. The theory is that this foaming has been due to large amounts of grease from restaurants. There seems to be no real evidence that oils and greases in sewage are the cause, although it is possible that some of these materials give the foam greater stability.

Some have suggested that *Nocardia* can only grow at long sludge ages, however, it is now evident that even high rate plants can suffer. Temperature and other environmental conditions presumably affect the minimum sludge age at which Nocardia can establish; once foaming begins ample residence time for proliferation is available in the foam phase.

It has been suggested that anaerobic conditions in at least part of the sludge in the bottom of the clarifier could give them an advantage over other aerobes in the mixed liquor. This could be provided by the products of anaerobic fermentation, acetic acid for example, by facultative anaerobes in the sludge. Tests under aerobic conditions have shown that Nocardia grows more strongly on acetate than on glucose or other substrates.

Foaming can only occur in the presence of a sufficient concentration of suspended solids. Regardless of the concentration of actinomycetes, mixed liquor will only foam at solids concentrations above about 1500 mg/l, and foaming worsens as the solids concentration increases. Temperature appears to be a key factor. Over the range of 0-30 degrees C foaming becomes steaily more severe as the temperature rises. Finally, the degree of foaming is also related to the intensity of mixing.

Possible Cures

- Operate at a minimum MLSS concentration consistent with other operating goals.
- Operate at lowest mixing intensity. This means operating at minimum DO concentration consistent with satisfactory SVI and solids suspension.
- Increase the sludge recycle rate and scraper speed. To minimize solids accumulation in the clarifier the recycle rate should be in the range where only clarification failure can occur.



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12 • H₂Oregon Spring 2016

Life's Surprising Journey

by Hans Schroeder, Circuit Rider

As I travel Oregon as a Circuit Rider I hear many stories from many different folks. All the stories could easily be compiled into a book. From elk hunting trips, rafting trips, kids' softball games, birthday parties, car accidents, new born babies/grand babies and the list could go on and on. The chapters in this book could be endless. Allow me to share a story that definitely would top most others I have heard.

When I was traveling through Southern Oregon I met a man at one of the systems I visited. I found myself looking forward visiting with him every trip I made to Southern Oregon. I was drawn to his stories about his upbringing, his adult life, hunting trips, family functions, career and the passing of his parents. The longer we visited and built a closer friendship I learned that he was adopted as a 6 month old baby. The more we visited I found we had more in common. We shared back and forth about being adopted. How there really wasn't a driving force to find our biological parents. He stated that his parents were always supportive to help him find his biological parents if he ever wanted. I shared that my parents too always were in full support to assist me in finding mine as well. Months would go by before my travels would get me back to pay him another visit.

Six months or so had passed before I had another trip to visit with this Operations Specialist. When I informed him that I would be coming through, he was on a hunting vacation, he stated he had some crazy news to share with me and that he would come back from his vacation and meet me at the local cafe for coffee. That next morning couldn't come soon enough. We planned on meeting at 7:30 am, but the anxiety was killing me to hear the news he had to share.

I was at the cafe well before our agreed time. He showed up right at 7:30 am. We had a few cups of coffee and talked about getting our deer tags filled, got caught up on our families and then I noticed he starting to beam. I finally asked, "Well, what's the news you wanted to share?"

He said, "You won't believe this Hans. Last May I needed my birth certificate. I asked mom if she knew where it was. We searched her house high and low and could not find it. She recently had hip replacement surgery so she was not very mobile at the time. We went to the bank to check her safety deposit box. She sat in the car while I went into the bank. She said, 'While you're in there you might as well grab your adoption papers.' I said, 'Nope, I don't want to.'

"While looking for my birth certificate, I did take the liberty to open the envelope of my adoption decree and find my preadoption last name. My birth certificate was not in the deposit box. I ordered my birth certificate online from the State of Oregon Vital Records. I saw where I could order my pre-adoption birth certificate as well, so I did."

With the technology provided to us this day and age he hit Facebook searching his birth last name.

"I think I have a brother that lives up in your neck of the woods," he said.

I was astonished. "What do you mean?"

He said, "Here, look at this." On his phone was a picture of his original birth certificate.

I looked at it with a dropped jaw, I'm sure. Literally with a tear in my eye, I looked at him and said, "I not only know a guy with that very same name but he is a close friend of mine!"

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He said, "I always said I would not pursue finding my birth family while my parents were alive. I had a great Christian upbringing and a wonderful childhood with parents that loved me and a sister and brother that loved me as well. The only way I could tell I was adopted was that I was taller than everyone in the family pictures. I can't say that I didn't Google my birth name a few times and find people with the last name that I assumed were probably related. I eventually found a man online with the exact name that was on my pre-adoption birth certificate. I shared this information with my wife Becky. It was intriguing, but I was comfortable just looking from a distance.

"I didn't know how or want to open a can of worms by contacting a family member or ruin a family with something that happened fifty years ago. Dad has been gone eleven years now and mom passed away unexpectedly on Father's Day, June 22, 2015."

Stay tuned to read how this amazing story unfolds.



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14 • H2Oregon Spring 2016

A Different Point of View

by Heath Cokeley, Programs Manager/Circuit Rider

How do you take a bacti-sample? I typically start by running the water for some time at high flow, shut the flow off, douse or spray rubbing alcohol on the faucet, torch it and then run the water at a lower flow for a few minutes, then take the sample. Do you do it differently? If you do, is my way the right way or is yours? Obviously, for some tasks there is a wrong way to do them, but frequently, there are many correct ways to complete any particular task. If you lock yourself into only having one way to complete something what other possibilities do you miss out on?

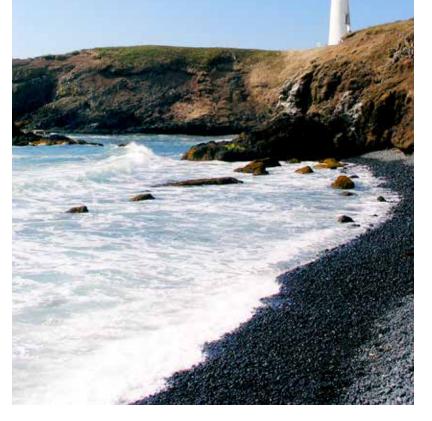
One major problem I have is how school age children are being taught, specifically in math, that there is only one way to do it and if you don't it in this manner it is incorrect. In reality, math problems have a number of different approaches to complete them and as long as certain rules are followed you can get the correct answer. If we lock our kids into only completing problems a certain way every time and never thinking outside the box, what are we at risk of losing in our next generation? I believe the reason we have come so far as a country, in the last 100 plus years, is individual ingenuity. The ability to approach a problem from a different perspective than someone before and potentially solve it.

An example I will use to portray this is in 1903 a flying machine was finished and ready for trial. This machine cost roughly \$70,000 dollars of which \$50,000 was spent by congress to develop it. It incorporated the truths held at the time about what a machine needed to look like in order to have a sustained manned flight. While most of the history books will agree that the first sustained manned flight in a machine such as this happened in 1903 it was not this machine that accomplished that flight. For this machine would plunge into the Potomac River immediately after being launched. What most history book recognize as the first sustained manned flight would be accomplished by the Wright Brothers later that year, after three years of development and only \$1000 dollars of their own money. That is not to fault the scientist who developed the first machine for its failure as his experiments only helped the Wright Brothers to develop their machine, but had they not questioned the beliefs about flight at that time and taken the original equations on flight as law and not done the experiments themselves, ultimately finding inaccuracies and correcting them, they likely would not have accomplished their goal of flight.

I am not suggesting that every school age child will develop something that will fundamentally change the world, but would argue that each child has that potential. I believe we need to foster that kind of ingenuity and drive not paint the next generation into a box that dictates that there can only be one correct answer. When we close our minds to new ideas I believe we freeze our growth as an individual. Then again you may have a different view or approach, which is great. For if we all thought and acted the same this would be a very boring world to live in. With that said I will see you down the road.

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H2Oregon Spring 2016 • 15





How a Boss Can Improve

by Mike Collier, Deputy Director/Sourcewater Specialist

In the previous two articles we began to look at the question: How can we get the most productive work from our work force? We looked at what happiness has to do with it and then looked at what we could focus on, what we can do, and how our personal perspective or view point can change the mood and productivity in the workplace. We saw that happiness at work increases performance because happy people work better with others, they are more creative, they fix problems instead of complaining about them, they have more energy, they are more optimistic, they are more motivated, they get sick less often, they learn faster, they worry less about making mistakes and make fewer mistakes, and they make better decisions. Now it is time for the final chapter where we will unpack how we may be able to help our co-workers' mood to potentially increase productivity and/or how a manager or boss can help the workplace in this way.

Employees are far more likely to have new ideas on days when they feel happier. Conventional wisdom suggests that pressure enhances performance, however, it is proven that most workers perform better, at a higher quality, when they are happily engaged in what they do. Anyone can help others in the work place increase their happiness, but the boss/manager is the one that can greatly increase mood and positivity, they are the ones who shape the workplace culture, they set the example, and they interact with the other employees throughout the day. Be positive as a manager and appropriately praise your employees for their work. Specific recognition deliberately delivered can be a great motivational tool. Having an irritated or apathetic tone, or a scowl on our face will foster negativity. Just as important as what you say to employees is how you say it—delivering instructions in an angry, negative tone will handicap the employee before they even begin the task. Starting with warmth, or cheerful enthusiasm will have the employee leaving the meeting and set out to begin their work with a positive demeanor.

Managers can help ensure that people are happily engaged at work. Doing so isn't expensive. Workers' well-being depends on a managers' ability and willingness to facilitate a workers' accomplishments-by removing obstacles, providing help and acknowledging strong effort. The most important factor to keep an employee engaged at work is that they feel they are making progress in meaningful work, this comes ahead of traditional incentives like raises and bonuses. Managers can help by enabling worker independence, giving sufficient resources, and making sure that everyone has the opportunity to learn from mistakes and/or problems.

Four areas that can help to improve the conditions to promote thriving employees are:

Decision-making opportunities

Employees at every level are energized by the ability to make decisions that affect their work. Empowering them

Mood in the Workplace

in this way gives them a greater sense of control, more say in how things get done, and more opportunities for learning. The challenge for managers is to avoid cutting back on empowerment when people make mistakes.

Sharing information People can contribute more effectively when they understand how their work fits with the organization's mission and strategy.

Minimizing incivility The costs of incivility are great. About half of employees who experience uncivil behavior at work intentionally decreased their efforts. More than a third deliberately decreased the quality of their work. Two-thirds spend a lot of time avoiding the offender, and about the same number said their performance had declined. Many who have been on the receiving end of uncivil behavior sabotaged their peers, spread gossip to deflect attention, or narrowed their focus to avoid risks.

Managers establish the tone when it comes to civility. Here are a few examples of how a boss' words can ruin the effectiveness of their employees:

"You made a mistake!' for a sin as minor as a typo. His voice would resonate across the floor, making everyone cringe and the recipient feel acutely embarrassed."

"My boss asked me to prepare an analysis. This was my first project, and I was not given any instructions or examples. He told me the assignment was crap." "My boss said, 'If I wanted to know what you thought, I'd ask you.""

"My boss saw me remove a paper clip from some documents and drop it in my wastebasket. In front of my 12 subordinates he rebuked me for being wasteful and required me to retrieve it."

"On speakerphone, in front of peers, my boss told me that I'd done 'kindergarten work.""

Performance feedback feedback, when done correctly, creates opportunities for learning and energizes. By resolving feelings of uncertainty, feedback keeps people's work-related activities focused on personal and organizational goals. The quicker and more direct the feedback, the more useful it is.

Additional key points that may encourage an employee are: that they know the expectations, daily they have the opportunity to do what they do best, in the last week have received recognition or praise, that someone at work seems to care about them, their opinions seem to matter, they are connected with the mission of the organization, their coworkers are committed to doing quality work, they have a best friend at work, and in the last year they have had opportunities at work to learn, grow, and be challenged.

Some simple ways a boss might help the general mood in the workplace would be to allow time for exercise, volunteering, meditation, or just being outside. Provide frequent recognition and encouragement of these types of things, they take a small amount of time out of the day, but increase mood and productivity. Quickly calling a friend or watching a short funny video may seem like a waste of time, but if it improves moods it may actually give a net increase in productivity (when done on occasion). And why not? Everyone is happier and more productive when they have fun together. Some leaders don't understand that when people are not having fun, they're tense. Then as a result making decisions and being creative becomes more difficult.

Work should enable, not suppress, the human spirit. Promoting a worker's well-being makes economic sense. Leaders can help to show meaning in any employee's work in respect to the organization as a whole. Many times managers address daily hassles and help with technical problems. A boss should believe there mission is to support the workers' everyday progress. Be a leader who is open to empowering employees and who sets a positive tone in the workplace.

Creating Sustainable Performance. Gretchen Spreitzer and Christine Porath. From the January–February 2012 Issue of *Harvard Business Review*.

Do Happier People Work Harder? Teresa Amabile and Steven Kramersept. March 2011. *The New York Times*.

Happy People Really Do Work Harder. Jamie Doward. Saturday 10 July 2010. *The Guardian*.

Pursuing Happiness: The Architecture of Sustainable Change. Lyubomirsky, Sheldon, and Schkade. Review of general psychology. 2005, Vol. 9, No. 2, 111-131.



Buick: Commodes to Cars

by Scott Berry, Operations Manager

In 1882 the Alex Manufacturing Company of Detroit, a maker of iron toilet bowls and wooden water closet tanks, went bankrupt. The company's plant foreman, David Dunbar Buick, and his partner William Sherwood took over the company and nursed it back to health. David Buick was an ingenious man and before long he had received 13 patents on various plumbing fixtures including valves, flushing devices, and lawn sprinklers. His most significant patent was for an improved method of affixing white porcelain, such as bathtubs and toilets, onto an iron surface.

The rapid growth of urban areas and the increased adoption of indoor plumbing made the 1890s the perfect time to be in the plumbing business and David Buick's fortune seemed to have been assured. Instead, he flushed it away in favor of another interest, gasoline engines and automobiles.

In 1899 Buick and Sherwood sold their company for \$100,000 and Buick used his share of the money to found the Buick Auto-Vim and Power Company. This new company manufactured gasoline engines for industry, farming, and riverboats. By 1901 a horseless carriage, referred to in letters as "The Buick Automobile," was in existence. David Buick tried to sell it that year to his former engineer, Walter Marr, for \$300. Marr held out and got it for \$225. Marr had, in all probability, built the car for Buick. In 1902 Buick changed the company name to Buick Manufacturing Company and began making cars. Buick's automobile engine, the valve-in-head engine, was one of the most advanced of its day and delivered 22-29 horsepower. By 1903, the name of the company was changed to the Buick Motor Company. This company produced engines for power boats and stationary applications.

Buick and his engineers argued often. Marr later said he worked for David Buick three times, and each time the company had a different name. But between Buick, Marr and another engineer, Eugene Richard, the sensational valve-in-head engine was developed. It was powerful, reliable, and developed more horsepower with its displacement than other engines of like size then on the market. Eventually the entire industry would make use of the principle. But in 1903, David Buick had neither the manpower nor money to fully develop it.

In 1903, Buick's financial backer, Benjamin Briscoe Jr., sold his interest in Buick to a group of wagon makers in Flint, Mich., 60 miles north of Detroit. Eighteen years later, Briscoe observed that Buick's success story was "so fraught with romance that it made the Arabian Nights tales look commonplace."

Although Buick retained a seat on the board of directors, he was so deeply in debt that he had been forced to sell all but one share of stock in the company that still bore his name.

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The Dreaded FLUSHABLE © Rick Allen Environmental Trainer, BioLynceus

What is a flushable? According to Webster, "FLUSHABLE" is anything that will not plug a toilet when you push the handle. That being said, many things are flushable, such as kid's toys, peoples dentures, blankets, jewelry and money, etc. Of course money and jewelry (real gold) are always acceptable when found in your bar screens.

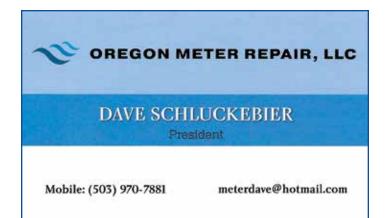
Another definition is anything that fits through a 4 inch pipe. Many things will fall into this category, including 2x4s or, in the case of one municipality, even a car fender.

Of course the flushables of concern these days are the handy wipes, baby wipes, sanitary wipes, and cleaning tissues used by many industries and homeowners.

JUST BECAUSE THE BOX SAYS "FLUSHABLE" DOES NOT MEAN THAT IT SHOULD BE FLUSHED!

In our continued efforts to make everything germfree these days, manufacturers have figured out great marketing campaigns. They are continuing to make disposable wipes for cleaning everything from the kitchen sink to a baby's derriere and from engine parts to nursing home residents. Ironically, sometimes the same wipes are used for all of these.

These sanitary wipes are creating many issues in wastewater systems all across the globe. The problem with these materials is not just the fact that they will flush, but that manufacturers label them as flushable. They do not break apart or change in form after several hours, days, weeks, or even months in a collection system.. Because they do not break down, they are responsible for causing pump issues in lift stations and



SSOs (Sewer System Overflows) in many cities. Some cities report that the cost of flushables in their system can be as high as \$100,000 per year. These costs are related to line blockages and lift station malfunctions that create cleaning and removal issues. Hauling and land filling these materials is also costly. And of course if these cleanings happen after hours, then overtime is involved. I know of a system in Arizona that was cleaning their lift station that was located downstream from a women's center at least two to three times per day due to the sanitary wipes used at the center.

Canada reports that wipes contribute to \$250 million dollars a year in added cost at their treatment plants. Washington D.C. spent \$1 million dollars to install grinders in an effort to grind up the wipes before they plug a lift station. The city of Denver reports spending \$100,000 per year to haul off the wipes they remove from their collection system.

Excerpt from NY Times:

"Wet Wipes Box Says Flush. New York's Sewer System Says Don't."

By Matt Flegenheimer - March 13, 2015

The city has spent more than \$18 million in the past five years on wipe-related equipment problems, officials said. The volume of materials extracted from screening machines at the city's wastewater treatment plants has more than doubled since 2008, an increase attributed largely to the wipes.

The cost to our cities trying to manage these wipes will never really be known but estimates are in the



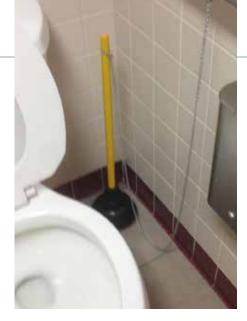
Oregon Association of Water Utilities

multi-millions of dollars. The manufacturers of these wipes are reporting their revenues can be as high as \$600 Million per year. This is creating a Catch-22: cities are paying big money to mitigate wet wipes and industry is making big money selling them.

I understand that people using these wipes do not want to have the dreaded poke-through event when cleaning someone's bottom, so manufacturers are making the wipes stronger. Some may be adding nylon fibers to the material to make them stronger.

I cannot say that flushables are the thing that causes every plug and SSO, but they definitely are suspected of contributing to the problem. As you have all seen, when a sanitary wipe hangs up in the wastewater system, either due to obstructions or gets to your lift station, it can start to collect solids and grease. From there, it can collect other wipes and more solids and





Sometimes FLUSHABLES need help, so in the mid-1800s (experts think probably around 1850) this handy tool was invented. As you can see, they are so popular these days that some facilities need to chain them to the wall to keep them. Or... they could now become a flushable themselves.

grease until you have the two-ton blockage that needs to be removed.

So now, the question is, what can you do to help reduce the problems with FLUSHABLES? As you have heard me say many times over the years, the best place to stop contamination is "AT THE SOURCE"!

The best way to control these materials is through **PUBLIC EDUCATION!**

How do you educate the public? The same way we educate the public about FOG (Fats, Oils and Grease). Start with making a site visit to every Hospital, Nursing Home, Medical Clinic, School, Day Care, or other facilities that might use these wipes and request they throw them in the trash instead of in the toilet. One city in New Mexico reports cleaning the line from the hospital

FOG (Fats, Oils, and Grease) can form accretions in sewer systems.



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H2Oregon Spring 2016 • 21

at least once a month to remove wet wipes. Of course the best people to educate are the middle school kids through your public education programs. Remember to get your teachers to plan field trips to your facility to teach them about water and wastewater. Just like with your FOG program, teach them about wipes. A great visual would be a trash can full of wipes you have removed from a lift station or headworks. If you need help with a public education program, please contact me.

One of our clients has actually seen what appears to be identical packaging from one manufacturer's products. One package has "FLUSHABLE" in big letters on the front and the other has "do not flush" in really small print on the back.

On a side note: I recently spent 3 weeks in the country of Greece and discovered they do not allow people to even flush toilet paper down the drain. Every restroom has a covered trash can available for you to discard your used toilet paper. That includes all dirty toilet paper used for any purpose. Evidently in some European countries even toilet paper causes plugging and SSOs.

Is there light at the end of the tunnel...or...pipe?

We think there is and we hope it is not an oncoming train. There are several third party studies being run at this time. We are hearing of municipalities joining together to fight this problem, along with some cities and even states filing class action law suits against some of the manufacturers. Who knows what will happen in the near future, but in some cases the problem is just in the packaging.

And the last thing we need to discuss about flushables and packaging is for you to not get caught up in the terminology of biodegradable. Most things can be considered biodegradable—even Uranium 238. The challenge with Uranium 238 is the half-life of approximately 4,000 billion years. This being said, some biodegradable products can take decades to decompose. Be careful what you allow in your system.



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Oregon Association of Water Utilities

NRWA Fleet Program

The National Rural Water Association has created partnerships with the Ford Motor Company and the Chrysler Group to offer special fleet discounts to State Rural Water Associations and their utility system members. This partnership combines the buying power of 31,000 individual utilities to provide reduced fleet pricing on utility vehicles.

The Rural Water Fleet Program is a valuable member benefit for water and wastewater utilities. State Rural Water Associations determine eligibility for their members, and provide a fleet code that allows access to substantial vehicle discounts to fill the need for reliable work vehicles.

Contact your State Rural Water Association to access the Rural Water Fleet Program. Vehicles may be purchased at your local dealer or



through the national fleet auto group at www.nrwafleet.com. Incentive discount pricing is available on fuel efficient cars, vans, SUVs and trucks. Systems can save up to \$6,750 off factory invoice per vehicle.

Happy shopping!



Program Details

- Entities must be current members of State Rural Water Associations to be eligible.
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24 • H₂Oregon Spring 2016

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Due to a production error, a few lines of letters were missing from the winter issue's Word Search. The puzzle is reprinted here in its entirety.

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Date	Class Title	Location	CEU Information	ESAC#, Fe	e/Free
April 5-6	Water Treatment Water Distribution Certification Review	Salem	1.4 Water/0.7 Wastewater	2787	Fee
April 13	Control Valves	Portland Area	0.7 Water	2863	FREE
April 19	Developing Your Operations & Maintenance Manual	Coos Bay	0.6 Water/Wastewater	2780	Fee
April 20	Math for Operators	Salem	0.4 Water/Wastewater/OS	2885	Fee
April 20	Source Water Protection Planning	Salem	0.3 Water	TBA	Fee
May 10	Math for Operators	Springfield	0.4 Water/Wastewater/OS	2885	Fee
May 10	Source Water Protection Planning	Springfield	0.3 Water	TBA	Fee
May 11	Hydrants and Distribution	Salem	0.4 Water	TBA	FREE
May 11	Confined Space	Salem	0.3 Water/Wastewater	TBA	Fee
May 25	SDWA Update	The Dalles	0.4 Water	2887	FREE
June 7-8	Water Treatment Water Distribution Certification Review	Salem	1.4 Water/0.7 Wastewater	2787	Fee
June 14	Math for Operators	Winchester Bay San.	0.4 Water/Wastewater/OS	2885	Fee
June 14	Source Water Protection Planning	Winchester Bay San.	0.3 Water	TBA	Fee
July 12	Mini Expo	Independence	0.4 Water/Wastewater	ТВА	FREE
July 13	Pumps and Pumping	Tillamook	0.4 Water/Wastewater/OS	2862	Fee
July 13	Math for Operators	Tillamook	0.3 Water/Wastewater/OS	TBA	Fee
July 19	Pumps and Pumping	Pendleton	0.4 Water/Wastewater/OS	2862	Fee
July 19	Math for Operators	Pendleton	0.3 Water/Wastewater/OS	TBA	Fee
August 10	Developing Your Operations & Maintenance Manual	Eagle Point	0.6 Water/Wastewater	2780	Fee
August 16-17	Water Treatment Water Distribution Certification Review	Bend	1.4 Water/0.7 Wastewater	2787	Fee
August 22	Effective Utility Management	Seaside	0.6 Water/Wastewater	TBA	FREE
August 22-25	22nd Annual Summer Classic	Seaside	1.7 Water/Wastewater	ТВА	Fee

Levels 1-4 Water Operator Exams

Trained and certified operators are necessary to ensure that the systems are managed in a manner that fully protects public health and the environment. The OARs for certification stipulate that the qualifying experience for applicants for certification as a water treatment plant operator must attain at least half the required operating experience at a public water purification plant that uses complex filtration technology and is not more than one classification lower than the level of certification they are seeking. In other words, if you have only worked for a Class 2 treatment plant, we allow you to apply for a Level 3 certification but not a Level 4 certification. If you move on to a Class 3 plant, then you must have ½ the qualifying experience (at the Level 3 plant) before allowing to apply for a Level 4 certification. Reciprocity from state-to-state ensures that the operator have the operating experience for which they are certified. For additional information, please visit http://public.health.oregon.gov/HealthyEnvironments/DrinkingWater/OperatorCertification/Levels1-4/Pages/exams.aspx

More Resources

Drinking Water Data Online Center for Health Protection Drinking Water Services https://yourwater.oregon.gov http://public.health.oregon.gov/PHD/Directory/Pages/Program.aspx?pid=4 http://public.health.oregon.gov/PHD/Directory/Pages/Program.aspx?pid=58

Training class dates, class topic and/or locations may be subject to change as needed.

For more information on any class by OAWU, please contact the office at 503-837-1212, office@oawu.net or visit www.oawu.net.

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Have you completed your state-required Operations & Maintenance Manual?

Oregon Association of Water Utilities has prepared a full day class to assist operators in outlining an operations and maintenance manual per the Oregon Administrative Rule 333-061-0065 which requires each water system to develop an operations and maintenance manual. This class will assist the water and wastewater system operator in outlining the specific points in developing the draft of the O&M manual. Step by step, each attendee will create their draft as it relates to their utility system during class. The e-file may then be completed back at the system office.

Class cost is \$155, or if you are unable to attend a class you may purchase a thumb drive with e-files for \$155. To sign up for the class, or to have a thumb drive mailed to you, contact OAWU for more information. •



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OAWU's mission is to provide service, support, and solutions for Oregon water and wastewater utilities to meet the challenges of today and tomorrow.

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County:	ZIP:					
System Email:						
Phone:	Fax:					
Operator:						
Contact Person:						
Number of Hook-up	S:					
Were you referred? E	By whom					
Type of System: Water Wastewater Both						
Membership Categ	ory Amount of Dues \$ See schedule below					
See schedule belowAssociate Member\$400.00Individual Member\$75.00						
Regular Member Dues Schedule1 to 100\$75 + 31 cents per hookup101 to 500\$80 + 31 cents per hookup501 to 1,000\$90 + 31 cents per hookup						
1,000 and up \$100 + 31 cents per hookup Maximum dues is \$940.00						
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If paying by credit card, please call the QAWLL office at 503-837-1212 for						

processing and receipt.

Membership Types

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A Regular Member shall be any water or wastewater utility, public or private, engaged in the production, distribution or reclamation of water. A Regular Member shall have one vote.

Annual Dues - See Dues Schedule

Associate Member

An Associate Member shall be any organization individual or corporation, supplying services or equipment to water and wastewater utilities. An Associate Member shall have one vote. For Associate Member Benefits, please contact OAWU.

Annual Dues \$400.00 per year

Individual Member

An Individual Member shall be an individual involved in the water/wastewater industry or a user of such utilities. The member-ship is informational in nature and shall be non-voting.

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Benefits of Membership

- On-site technical assistance
- Various free training programs
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- Access to on-site training program
- Subscription to quarterly H2Oregon magazine
- Direct mailings in your area about upcoming training courses
- Summaries of legislative issues
- Legislative representation at state and federal level
- Associate Member Services and Products Guide
- Access to technical assistance library
- Access to technical and testing equipment for loan
- Voting rights in Association affairs (Regular & Associate Members)
- Positive contacts with other organizations
- Camaraderie with water and wastewater professionals
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- Job referrals, announcements and searches
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- Plan review
- System performance evaluation and options
- Additional programs and services
- Disaster response assistance and planning

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Oregon Association of Water Utilities





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