

# One Water

*Joint Newsletter - August 2021*

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August 2021

# Table of Contents

- Message from MeWEA President..... 1
- Message from MWUA President..... 2
- Joint Letter to Membership..... 3
- Funding Sources & Our Water Infrastructure..... 4-5
- Upcoming Trainings..... 6
- Job Openings..... 7
- A New Horizon: Virtual, In-person & Hybrid..... 7
- Upcoming Events..... 9
- York Sewer District..... 10
- York Water District..... 12
- 4-Day Work Week..... 14
- Boots 2 Roots..... 15
- Being a Sales Guy During a Pandemic..... 16
- Summer Outing..... 17
- Waters Up Podcast..... 18
- Maine Public Schools Water Testing..... 18
- Required testing for PFAS in Drinking Water..... 19
- Leadership Institute Celebrates 2 Years..... 20
- June Membership Meeting..... 22
- MWUA Website Compliance..... 24
- FOG (Fat, Oil and Grease)..... 27
- Employee Spotlight..... 28
- MDEP Public Comment Period..... 30
- In Summary..... 31
- Our Partners..... 32

## What Do the Colors Mean?

- **Green** Content from MeWEA
- **Blue** Content from MWUA
- **Blue/Green** Content that applies to MWUA & MeWEA

# Message from MeWEA President

It's hard to believe we are closing in on the end of summer 2021. It seems like it was just yesterday that we had our first, and hopefully last virtual fall convention. A lot has happened since then and I will do my best to touch on those happenings here. As life has gotten mostly back to normal, the way we conduct our day-to-day business never will. Where we once travelled for a majority of our meetings that happened on occasion, we now find ourselves attending multiple Zoom, Teams, Webex, Google, or any other number of virtual platform meetings each day. I'm not saying this is a bad thing, but it can be virtually exhausting (see what I did there, huh?)

On August 10th I had the pleasure to meet with decision makers at Unity College about a new environmental program for water, wastewater, and stormwater. Also at that meeting were JETCC and MWUA representatives. We, as well as the college are very excited about future meetings for the program. They are very excited for our input and assistance

It looked like a good time had by all at the MWUA/MEWEA summer outing in Brunswick. Hat's off to Bruce for pulling off a stellar event even if it was 90+ degrees out. Yesterday Bruce Berger and I attended the Kick-off event for the 2021 Maine Hire-A-Vet Campaign. The goal is to hire 100 veterans in 100 days across the state of Maine. MEWEA and MWUA have both partnered with Boots2Roots to bring highly motivated and skilled individuals into the water sector who are discharging from the military. If you are interested in being a peer mentor or if you would like to look at current resume's, please contact Karrie Trebbe at [program@boots2roots.org](mailto:program@boots2roots.org).

There has been quite a bit of legislation passed this year that will impact our utilities, some positive, some not so positive. As is always the case we will meet whatever ups and downs come our way with poise. With the recent passing of the \$1 trillion dollar infrastructure bill our industry is poised to see funds not seen since the passing of the Clean Water Act. As I'm writing this, information regarding dispersion has not been released.

We have plans for a live, in person fall convention which is right around the corner, and I hope to see many of you there. As you all should know by now, we have been talking with MWUA about moving our administrative contract from MMA to MWUA. You will find the joint letter that went out to both memberships regarding this move later in the newsletter.

I hope you all enjoy the Fall, and I will be talking to you one last time here in the One Water Newsletter at the end of the year. Thank you all for the hard work you do each and every day. As always if you have any question or concerns feel free to reach out directly to me. My email is [ptucker@yorksewerdistrict.org](mailto:ptucker@yorksewerdistrict.org)

- Phil Tucker  
MeWEA President





# Message from the MWUA President

## Brian McGuire, MWUA President

It's hard to believe it's August. It appears the year is flying by. At MWUA we are busy planning for our future.

We are currently setting up a 501 c 3 for our training center. We will soon be updating all on how this will benefit you. At the very least, this will allow for those that would like to make charitable contributions to do so with tax benefits. This should be accomplished very soon. We will also be kicking off our strategic plan initiative soon. Our approach will be different than other past plans. We hope to accomplish the plan through a series of poll questionnaires sent to membership. It is our hope that you will all take the times to answer the questions sent. Your responses will help us to understand your thoughts regarding our present position, and whether you are receiving the value you need from MWUA. Your feedback will also help us plan for the association both for our short and long-term.

On July 23rd many of you received a letter from MeWEA's President Phil Tucker and me. We are very excited about the possibility of our associations working even more collaboratively. The benefits of aligning are numerous. We believe the viability of both organizations lie in our ability to work together collectively. We will continue to explore those opportunities as we move forward. An example of the success of our focused collaboration is the 2021 Summer Outing. We have had 20+ vendors request space to set up displays/tents. We are anticipating over 500+ attendees. The most tents/displays we have had recently is 5. This is but one small sample of the potential benefits our efforts will yield.

Lastly, I would like to thank all that decided to travel to Houlton for the June bi-monthly membership meeting. Being the host for this meeting means a lot to me personally and to see almost 100 people show up is humbling. It is our hope you enjoyed your visit, and we hope you created some memories that you will be able to hold onto throughout your professional careers.

Please feel free to reach out to me, any member of the board or staff if you have thoughts, ideas, or comments on how we can make the association better.

Have a great rest of summer and hopefully we'll see many of you at our jointly sponsored summer outing!



# Joint Letter to membership

Dear MWUA and MeWEA members:

Associations like ours consume a lot of time and resources to be managed effectively. Both Maine Water Utilities Association (MWUA) and Maine Water Environment Association (MeWEA) depend heavily on the dedication and involvement of our volunteer boards and committee members. MeWEA has contracted administrative help for membership management, finances, and event management while MWUA has taken the Executive Director and staff approach. The contract model has served MeWEA well for 55 years, but is it currently serving MEWEA's needs now and moving forward? The MeWEA Executive Board has recognized challenges with this model and have increased collaboration with other associations, like MWUA, in recent years.

As a response to that question, MWUA and MeWEA Executive Boards have been assessing the benefit of sharing resources in the form of a joint Executive Director (ED). This shared position would entail changing our administrative support from Maine Municipal Association (MMA) to MWUA. To be clear this is not a merger. MeWEA/MWUA would still maintain their executive boards/committee and subcommittees including separate by-laws.

We want to maintain a high level of service to our members and continue to be able to take on new topics and issues as they arise. An ED who is already familiar with our industry will increase our ability to collaborate when appropriate and help accomplish our individual associations' missions and goals. An ED who has extensive and close relationships with vendors and consultants that both of our memberships use is an added benefit. Providing continuity for our associations' committees as well as for public and legislative outreach is paramount.

We understand this is a big change and will likely create questions for members of both associations. It is our goal to be completely transparent as we progress toward an arrangement between our associations. Part of our plan is to schedule opportunities for members to ask questions and express concerns that arise at future "town meeting" style forums. We will announce the schedule of these meetings soon.

We look forward to your support. The joint board/executive committee feels that the future and overall health of our associations depends on our ability to work collaboratively and share as many resources as possible.

Kind Regards,  
**Brian McGuire** - President Maine Water Utilities Association

**Philip Tucker** - President Maine Water Environment Association



# Funding Sources & Our Nation's Water Infrastructure

As billions of dollars in funds become available to support water and wastewater projects, it is an exciting time to be in the water and wastewater industry. Build Back Better is President Biden's three-part agenda to "rescue, recover, and rebuild the country". It includes three plans, the American Rescue Plan, the American Jobs Plan, and the American Families Plan, which include goals to revitalize water and wastewater infrastructure across the country.



Communities across the State are eager to leverage the available funds to move forward their projects, but it can be difficult to understand all the new funding opportunities. What, specifically, do these plans mean for Maine's water and wastewater utilities, and what is the difference between them?

The American Rescue Plan Act of 2021 (ARPA), also called the American Rescue Plan or COVID-19 Stimulus Package, is a \$1.9 trillion economic stimulus bill passed by the 117th U.S. Congress and signed into law by President Joe Biden on March 11, 2021. The purpose of the bill is to speed up the United States' recovery from the COVID-19 pandemic and subsequent recession. Among other key elements of the Act, the plan included \$1,400 direct payments to individuals, \$500 million in grants for low-income homes to help with water and wastewater services, and other funds being sent directly to states and local governments.

As communities receive direct funding based on their populations, local governments have the autonomy to allocate funds as they see fit, as long as the proposed spending fits under the requirements of the plan. Funds were approved to be used for water and wastewater projects as one of the "explicit uses" outlined within the bill- allowing both state agencies and local governments to prioritize water and wastewater infrastructure projects.

In conjunction with the ARPA, Maine's Governor, Janet Mills revealed the Maine Jobs and Recovery Plan on May 4, 2021. Specifically, utilities will be provided the critical assistance needed to improve, repair, and upgrade Maine's drinking water and wastewater systems. \$25 million for water and \$25 million for wastewater infrastructure will be distributed based on eligibility established in the EPA's Drinking Water and Clean Water State Revolving Funds (SRF) programs.

In more detail, improvement to drinking water infrastructure will be granted \$25 million to ensure the safety of potable water. This includes upgrades to water treatment plants, storage reservoirs, and pipe distribution systems and will be distributed through the DWSRF and CDC Drinking Water program. Additionally, of the \$25 million allocated to repair our wastewater infrastructure, \$22 million is for municipal wastewater infrastructure projects through the CWSRF, and \$3 million is for the Small Community Grant Program. This program supports septic repair and replacement projects which support water quality and public health of the community, water bodies and fisheries.

The American Jobs Plan (AJP) was introduced March 31, 2021 by President Biden and aims to create millions of jobs and invest in U.S. infrastructure. The proposed plan would spend \$1.2 trillion on U.S. infrastructure over eight years, including designating \$111 billion to improve and update our nation's water infrastructure. Specifically, the plan would invest \$56 billion to America's drinking water, wastewater, and stormwater systems by means of grants and low-cost loans. Additionally, another \$45 billion would go towards President Biden's goal of removing lead service lines throughout our country and \$10 billion for assisting in the monitoring and remediation of per- and polyfluorinated substances (PFAS). These projects would be potentially funded in part by the EPA's Drinking Water State Revolving Fund, and other authorized programs such as the Water Infrastructure and Innovation Act (WIFIA) program and United States Department of Agriculture (USDA) rural water programs. The EPA announced \$6.5 billion in new funding for water infrastructure projects. While the newest WIFIA loan program will provide up to \$5.5 billion in credit assistance towards the financing of water infrastructure.

The funding to improve access to potable water, and to support wastewater and stormwater infrastructure is available through the State of Maine, organizations like the EPA and WIFIA, and the U.S. Department of the Treasury. Allocation information is available on the U.S. Dept. of the Treasury website.

For more details on the American Recovery Plan Act, [click here](#). **So, water and wastewater communities, put your thinking caps on, roll up your sleeves, and let's get to work!**



# Upcoming Trainings 2021

Sept. 1, 2021	<a href="#">15th Annual Drinking Water Protection Seminar: Weather &amp; Water</a> – W/WW 6.0 TCH
Sept. 2, 2021	<a href="#">Water Treatment &amp; Distribution Series: EPA Safe Drinking Water Act Part 2, Management &amp; Exam Tips/Tricks</a> – W 3.0 TCH
Sept. 7, 2021	<a href="#">Introduction to Municipal Wastewater Treatment</a> – WW 3.0 TCH
Sept. 8, 2021	<a href="#">Introduction to Collection Systems</a> – WW 3.0 TCH
Sept. 14, 2021	<a href="#">HDPE Training Series: PE Case Studies</a> – W/WW 2.0 TCH
Sept. 21, 2021	<a href="#">Basic Municipal Wastewater: Preliminary &amp; Primary Treatment</a> – WW 3.0 TCH
Sept. 21, 2021	<a href="#">Pumps, Clogs, Bypass Systems, Oh My!</a> – W/WW 2.0 TCH
Sept. 23, 2021	<a href="#">Locating Buried Pipe &amp; Utilities</a> – W/WW 2.0 TCH
Sept. 28, 2021	<a href="#">Considering PVC Pipe?</a> – W/WW 1.5 TCH
Oct. 5, 2021	<a href="#">Maine DEP Hazardous Spill Response</a> – W/WW 2.0 TCH
Oct. 5, 2021	<a href="#">Basic Municipal Wastewater: Activated Sludge Process</a> – WW 3.0 TCH
Oct. 7, 2021	<a href="#">PUC Chp 65 Building Block Series: The Advanced &amp; Unconventional Situations</a> – W 2.0 TCH
Oct. 12, 2021	<a href="#">Basic Municipal Wastewater: Introduction to Wastewater Laboratory</a> – WW 3.0 TCH
Oct. 19, 2021	<a href="#">Basic Municipal Wastewater: Introduction to Solids Handling</a> – WW 3.0 TCH
Oct. 26, 2021	<a href="#">HDPE Training Series: Poly Panel Workshop for Field Workers</a> – W/WW 2.0 TCH
Oct. 28, 2021	<a href="#">Dispelling Myths about PVC Pipe</a> – W/WW 1.5 TCH
Nov. 2, 2021	<a href="#">Predictive Maintenance</a> – W/WW 2.0 TCH
Nov. 4, 2021	

## KEY ACRONYMS

**WW** - Technical Credit Hours (TCH) qualifying for wastewater credit hours approved by Maine DEP

**W** - TCH qualify for water credit hours approved by Board of Licensed Water System Operators (BLWSO)

## ADDITIONAL CLASSES

- [JETCC Remote Learning Catalog](#)
- [MWUA Sponsored Training](#)
- [NEIWPC-JETCC Remote Learning Catalog](#)



# Job Openings

Portland Water District  
 Veazie Sewer District  
 Scarborough Sanitary District  
 Portland Water District  
 Portland Water District  
 Portland Water District  
 Portland Water District  
 Kennebec Water District  
 Bangor Water District  
 Maine Water Company

[Technical Maintenance Technician](#)  
[Assistant Operator](#)  
[Chief Operator](#)  
[Wastewater Operator](#)  
[Wastewater Maintenance Operator](#)  
[Waste System Operator](#)  
[Safety Specialist](#)  
[Treatment Technician I](#)  
[Office Manager](#)  
[Field Service Representative I](#)

## A NEW HORIZON

Virtual, In-Person & Hybrid Training



MWUA's training programs are constantly evolving and growing to meet your needs. Through all the updates, we have always promised to offer the best training and professional development opportunities in Maine. Even if it means thinking outside of the box, our goal is to provide the best experience possible. When COVID-19 upended our in-person training programs last year, we quickly pivoted to fully virtual offerings with a strong partnership with Tom's Water Solutions. These were extremely well received and widely popular among all.

Once again, we are evolving to meet the needs of membership and the industry today. We are excited to announce a return to in-person training.

Over the next few months, we will gradually expand our in-person offerings and events. Most will focus on hand-on and scenario-based learning in the range of 4-to-6-hour sessions. We will kick it all off with the HDPE Demo Day for water and wastewater operators as EJP's training facility in Gardiner and grow from there. [Check it out here](#)

(cont'd on next page)



# A NEW HORIZON

## Virtual, In-Person & Hybrid Training (cont'd)

However, online virtual training still has an important role to play and will remain a part of our overall curriculum. Because of the convenience of online and hybrid programs, most shorter training sessions will remain online to allow anyone the ability to attend. You can still expect our training to be top-notch with industry leaders and presenters from here in Maine and around the country.

If you haven't been a part of the best training around, it's never been a better time to try it out. There is truly something for everyone and we guarantee it will exceed your expectations. Join us today and check out our upcoming training calendar here: <https://mwua.org/training/>

## What are we working on now?

As always, MWUA is hard at work on several initiatives to benefit the industry today. From small to large, there is something for everyone and we are excited to show them to you. On the larger side, we are pleased to announce that MWUA has been awarded generous funding from the Maine Drinking Water Program (DWP) to pursue five projects. The DWP's support is crucial to take these projects from concept to reality, and we can't say thanks enough for their support! So, what are we working on?

**A Helping Hand** – A survey of the industry's admin-focused assets, tools, and technologies, from asset management programs to insurance and more. The data will be gathered and placed alongside your reviews in an electronic, mobile-friendly online searchable directory for all to access and use when making purchasing decisions.

**The Water Operator's Toolbox** – A series of online calculators that you can access from your desktop or mobile phone to help with various daily tasks in the field or the office – water loss, disinfection, and more.



*We're working hard to develop the best tools and resources for you.*

**Trustee Guide & Training** – A written guide for trustees and board members followed by a four-part training series. The training will include industry leaders as a means to encourage knowledge sharing and more between utility managers and board members.

**Media Communications Guide** – A robust guidance document with free templates for utilities to use when working with the media whether for normal day-to-day purposes or in emergency situations – how to address the media, what media to use depending in the scenario, press release templates and more. The purpose is to demystify the media for the industry and allow systems to use the media to their advantage.

**Leadership Institute** – The second iteration of our extremely popular management and leadership training program!

We are working with folks just like you from all over Maine and would love to have your input. If you'd like to get involved in the process or simply offer your two cents, please reach out to us. We'd love to have you become a part of it and help us help you better! Be on the lookout for these projects and more over the next year.



There's always something going on in the water community. Make sure you stay connected. Mark your calendars for these upcoming events.

- **Labor Day**  
September 6
- **MeWEA Fall Convention:**  
September 15-17, 2021 at Sunday River Resort  
[Click to learn more](#)
- **WEFTEC:**  
October 16-20, 2021 at McCormick Place, Chicago IL  
[Click to learn more](#)

# Wastewater Treatment

## Plant Tour: York Sewer District



The York Sewer District has 44 miles of sewer with 1300 manholes and 12 pump stations. The collection system, pump stations and treatment plant are maintained by a staff of 13 dedicated employees.

The York Sewer District is entering a new phase with the retirement of long time Superintendent Tim Haskell at the end of the year. Tim has been Superintendent for twenty years, always leading the district with an eye toward the future. Assistant Superintendent Phil Tucker will be taking over at the beginning of 2022.

The York Sewer District has recently been informed that they will be recognized at this year's WEFTEC as a "Utility of the Future Today" winner. The district's staff has every right to be proud of this national recognition. Congratulations on this outstanding achievement!



Under Tim's leadership, the district has implemented several projects that have used new and innovative technologies including completing some of the first trenchless pipe installations in the State. The most recent example of using a new and innovative technology addresses a serious odor problem caused by hydrogen sulfide in the 1.5-mile force main from the district's main pump station. The district has purchased and installed a BlueInGreen Oxygenation System. This system, located at the Main Pump Station consists of a 16 ft tall oxygen tank and condenser outside the station. The oxygen is pumped into a pressurized tank inside the station where it supersaturates a wastewater side stream to about 20% DO.



This supersaturated stream is bled into the pumped wastewater flow to help maintain DO in the wastewater through the force main. Official startup of the system was at the end of July. According to Tim, they have seen an extreme reduction and often elimination of H<sub>2</sub>S odors. Trials will continue over the summer.

The District under Tim's leadership has also placed an emphasis on regulatory compliance. When the district began its regulatory compliance program several years ago, there was little to no enforcement on permit compliance for York's commercial or industrial users. Then, after meeting with all the commercial and industrial users including all of the town's restaurants to explain the program and what each user needed to do, the district began enforcing pretreatment local limits and permit compliance.

Another recent development has been the district's emphasis addressing flushables. Every sewer district has problems with wipes and other debris in the system causing rags and clogs in downstream pipes and equipment. York Sewer District developed an aggressive program to engage and education the community to help address this problem.



Check out the picture of the district's "Toilets are not Trashcans" van that can be seen around town regularly. Back before COVID, the District hosted MEWEA's annual "Imagine a Day without Water" event. One hit attraction was the "Toilet versus Trash" game where children had to decide what goes in the toilet and what goes in the trash. Additionally, the district is engaged in an experiment in the Spring Pond neighborhood, which had serious ragging issues with its pump station requiring weekly unclogging. The district reached out to neighborhood residents directly, educating them on the problem and the solution. Since the direct educational outreach, the station has gone nine weeks without a clog!

The York Sewer District continues to improve and upgrade as they look toward the future. Their innovative odor control system was recently started. Next, a new administration building and other improvements that will bid before you read this newsletter with construction beginning later this year.

## THE GREASE TRAP STORY...

Back before York started to focus on regulatory compliance, Tim recalls fondly a story of one local restaurant on a hot summer day. The restaurant called the district to report a sewer back up. The manager told Tim he didn't know what was wrong, but assured Tim that he cleaned out their grease trap 4 or 5 times a week. This sounded quite strange to Tim, and after some investigating, he discovered that the "grease trap", was actually just the grease tray on the grill... and that it was "cleaned" by dumping it right down the drain! The kitchen had another grease separator that was also "cleaned" in the same manner.

Responding to the call, Tim pointed out that the 5000-gallon grease trap outside that was completely full of grease. The restaurant manager, who was notorious penny-pincher, grudgingly called the hauler but failed to mention the size of the grease trap. The hauler arrived with a small truck and was not able to fully empty the grease trap. The hauler filled his truck, but knowing the managers reputation, refused to come back without upfront payment from the restaurant.

Tim witnessed this standoff, septic truck blocking a shared entrance and refusing to move without payment... smelly grease trap open on a hot summer day... all while a wedding ceremony was happening right next door! Just another day in the wastewater industry!



# York Water District

The York Water District was established on February 22, 1929, due to a law enacted by the Maine State Legislature. Thus, replacing the York Shore Water Company organized in 1896, to supply drinking and firefighting water to the Town of York. Shortly thereafter, YWD purchased the private water company's assets which was comprised of their pumping station, property and franchises. This acquisition included the rights to Chase's Pond which has supplied water to the local areas since 1896.

Today, the District is a quasi-municipal, community public water system that operates the Josiah Chase Water Filtration Plant (JCWFP). This treatment plant began supplying drinking water in the mid-1990s; having the capacity to produce a maximum of 4 million gallons (at 2,800 gallons per minute) of treated water per day. The plant's primary water source continues to be Chase's Pond in York. JCWFP utilizes a direct filtration treatment process, chosen specifically for treating Chase's Pond water quality.



YWD distributes water through more than 100 miles of pipe to a population of 13,000, increasing to more than 30,000 during the summer season. The system has 4 pump stations and 2 water storage tanks that hold a total of 5 MG. They also have 2.5 interconnections: one to the north with Kennebunk, Kennebunkport & Wells Water District, one to the south with Kittery Water District, and .5 is a siphon line, providing the option of siphoning raw water from Kittery's Folly Pond into Chase's Pond. "The "jewel" of the District is our watershed. A lot of work has gone into resource protection and our watershed patrol program," according to Don Neumann, Superintendent of YWD. The District owns or controls 1,691 acres of an 1,877-acre watershed surrounding Chase's Pond, as well as a Resource Protection Office. In 2020, a total of 390 MG was sent to the distribution system with an average daily demand was 1.07 MGD.

Don Neumann is particularly proud of the 20 full time staff members at YWD; which have a total of 313 combined years of service.

YWD feels fortunate to have 15 licensed operators amongst those employees. Together, their knowledge and experience enable them to solve many problems that may arise. He is pleased with the hard work, dedication and efficiency demonstrated by these individuals. The employees lead by example and work together to be efficient in the system's operations; and have received positive comments and appreciation due to their interactions with the public.

It has become increasingly difficult to fill vacant positions with qualified individuals in today's workforce. Trying to predict the future in reference to future employment needs is a difficult task. However, the team at YWD is attempting to do just that with succession planning and cross training. "Longevity is a great problem to have until you need to transfer that knowledge to another generation of operators," revealed Don. Obviously, it is necessary to have knowledgeable and efficient employees to fill open positions within a crucial facility such as a water system.

By utilizing succession planning, they are identifying, developing and preparing current staff within their organization to fill subsequent job vacancies. For example, YWD employed an extra assistant operator 2 years prior to the retirement of their Chief Treatment Plant Operator. Without an operator's license, they provided him with study opportunities whenever possible. This employee is currently a valued operator with a Class IV treatment license. Furthermore, their General Foreman's possible retirement may be within the next few years. Being aware of this has provided them the time to prepare current Distribution Crew employees to work towards a future promotion. This is a win-win situation! Cross training is another key tactic in use at YWD. The goal of this technique is to provide a qualified replacement with in-house staff not only for short term, but also for long term job opportunities. Consequently, the implementation of succession planning and cross training is assisting in the mitigation of employment issues at YWD.

The YWD is proud to provide the Town of York with quality drinking water that meets or exceeds US EPA Primary and Secondary drinking water standards. The District's mission is "To provide our customers with a safe, reliable supply of water that meets or exceeds all State and Federal Health Standards in an environmentally sensitive manner."

## Board of Trustees

Name	Position
Richard Leigh	President
Russell A. Peterson	Vice President
Stephen C. Rendall, Jr	Clerk
Karen Arsenaault	Trustee
Richard E. Boston	Trustee

They are also dedicated to "Conserving and protecting the District's natural resources and assets to ensure high quality drinking water at the most reasonable cost." York Water District's number one priority has been and continues to be exceptional customer service!

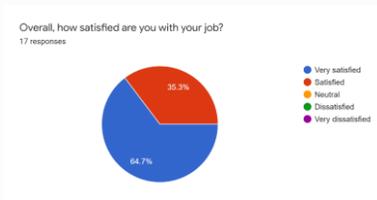
# 4-Day Work Week

Rob Pontau, Brunswick Sewer District



The Brunswick Sewer District has now been on a 4-day week for more than a decade. It's wildly successful. Productivity is at or above previous levels (yes, I track it) and employee satisfaction is overwhelmingly positive. It blows my mind that more companies, especially public ones, haven't adopted this strategy. Traditional thinking is that time and productivity are related. It is completely false. Working more hours does not mean more work is accomplished nor does it translate into more profits. Companies are starting to realize that employees want more than just good pay and benefits. They want to feel appreciated, and they want their leisure time. The companies that are going to be successful over the next couple of decades will adopt flexible, shorter work weeks. It's time more in our industry get on board, or better yet, lead the way!

What's your company's excuse for not yet adopting a 4-day, flexible work week? Because it's just that, an excuse.



Thinking of making the switch? Here are a few more relevant articles that can provide additional context

- [BBC article](#)
- [Business Insider article](#)



Maine's workforce needs talented employees and separating military members need meaningful employment. Boots2Roots (B2R) prepares active-duty military members and their families to successfully transition from active-duty military service to living and working in Maine and provides a pipeline of quality talent for Maine employers. B2R is the only organization in Maine exclusively focused on proactively attracting and preparing

soon-to-be veterans up to a year before they come to Maine. More than 115 new Teammates and their families now live and work in Maine.

## What We Do

- Transition-to-work coaching (resume writing, interviewing, career coaching, financial coaching)
- Networking with local businesses and business leaders
- Connection to local resources (i.e, Veterans Support Organizations, realtors)

## RESULTS (as of July 15, 2021)

- 115 total Teammates hired – 36 more in transition
- 204 total Teammates enrolled
- 80+ Maine employers have hired our Teammates
- 90% success rate - employment within 60 days of transition
- 92% success rate – 12 month retention in 1st post-military job

For more information on how to network, volunteer or donate, please visit [www.boots2roots.org](http://www.boots2roots.org) or email us at [boots2roots@boots2roots.org](mailto:boots2roots@boots2roots.org)

Community | Integrity | Teamwork | Results



# Being a Sales Guy During a Pandemic

Gene Weeks, BAU Hopkins



It has been a challenge for sure. I have worked from home for many years. However, in the past that has usually meant four days on the road and one day at home per week. Now it usually means five days at home. I welcome every opportunity to do a startup or anything to get out of the house, but there have been very few opportunities.

So, what have I done? I have gotten our company set up with Constant Contact, and I have composed and sent several Constant Contact e-mails. If you get a Constant Contact e-mail from BAU/Hopkins, do me a favor and open it. If you have not seen a Constant Contact e-mail from BAU/Hopkins, send your e-mail address to [gweeks@bauhopkins.com](mailto:gweeks@bauhopkins.com) and I will put you on the list. Speaking of the list, this is the most time-consuming part of the Constant Contact project: making up lists of e-mails. We serve the six New England States. I have lists of Engineers by state; water operators by state; and wastewater operators by state. These lists are not complete, but I continue to work on them.



*The need to build a relationship through a screen may be here to stay.*

We as a company have been active in the virtual trade show market.

We have had virtual displays at all our usual trade shows including NHWWA, NEWEA, and MWUA. Setup is much easier than at an in person show.

We just follow the procedures outlined by the virtual trade show vendor. Contacts with virtual attendees are sparse at some shows. The questions we have are: how many people looked at our information and who are they? The recent Maine Water Utilities Trade Show allowed us to have a raffle and to get a list of people who register for the raffle. We got over 100 contacts from the raffle, well worth it. One of our principals also put on two information sessions with around 50 attendees at each. That was great.

My job for most of my life has been to get "in front" of customers or potential customers and talk to them. I can't wait for the time when I can spend my days doing this again. Change to more virtual work is coming, accelerated by the Pandemic. For myself, I will continue to be a "face to face" guy as long as I can.



# 2021 Summer Outing

The 2021 MWUA/MEWEA Summer Outing was held on August 12, 2021 at Brunswick Landing. Despite the heat, and it was HOT! MWUA, MEWEA, volunteers and sponsors all worked hard to make this event a great success. The outing included technical session on equipment operation and safety in the morning, followed by the Pipe Tapping Contest and cornhole tournament. A BBQ'd pig roast lunch with all the fixin's finished off the day. Don't forget to join us next year!



More pictures on page 29

# Have you heard about *Water's Up?*



A new, first of its kind, podcast that will provide environmental professionals all over the state with an easy, fun, and entertaining way to hear relevant information in our industry hosted by Brunswick Sewer District's own Rob Pontau.

Tune in live (or later) for Rob's monthly podcasts. Most episodes are eligible for continuing education credits.

Check out the [YouTube Channel](#) – and subscribe today!

## Maine Public Schools WATER TESTING



The Maine Legislature passed a law requiring that all school drinking and cooking water fixtures be tested for lead. This activity will begin with a pilot program this summer and eventually be rolled out to all schools during the 2021 school year and beyond.

All schools will either need to work with their local water professional or use the provided training materials to identify water sampling locations, collect water samples, coordinate with the designated laboratory, report results, and follow up with plans/procedures/actions based on the sampling results. Schools are ultimately responsible for completing their water testing requirements.

Watch for future correspondence from the Maine Drinking Water Program. For more information, please visit the Maine Drinking Water Program website at [www.medwp.com/schools.html](http://www.medwp.com/schools.html)

(cont'd on next page)

- Assist with messaging
- Ensure samples are representative of normal-use conditions
- Provide technical assistance

*All assistance is voluntary and should be negotiated between schools and water utilities*



## Required testing for *PFAS* in drinking water

With LD 129 (Resolve, To Protect Consumers of Public Drinking Water by Establishing Maximum Contaminant Levels for Certain Substances and Contaminants) being signed into law by Governor Janet Mills on June 21, 2021, the Maine Legislature has mandated that all community public water systems, and non-transient, non-community schools and childcare facilities sample their finished drinking water for PFAS.

The Maine CDC Drinking Water Program (DWP) draws your attention to these important components of the legislation:

- All community public water systems, and non-transient, non-community (NTNC) schools and childcare facilities must sample finished drinking water for PFAS by December 31, 2022.
- Any PFAS detections are to be reported to the DWP as well as the water system's customers.
- Ongoing PFAS sampling will occur for systems with detections.
- An interim standard of 20 parts per trillion (PPT) for six PFAS (alone or in combination) is immediately in effect.
- Treatment or other remedies must take place if the interim standard is exceeded.
- A rulemaking process will take place to establish PFAS MCL's.
- A report will be sent to the Legislature each January 1 detailing the DWP's progress in implementing these regulations.

For more information visit the new PFAS webpage [found here](#)

# MWUA Announces 2nd Year of The Leadership Institute Program

True leaders do not create followers, they create more leaders. At Maine Water Utilities Association, we see the exponential value in extraordinary leadership and developing our industry's existing and future leaders. The Maine Water Utilities Association Leadership Institute was designed for that purpose – to teach fundamental and strategic leadership skills to our membership.

The Leadership Institute just recently completed its inaugural year – and what a great year of learning it was! Over the course of 9 months, participants dove into a full cycle of leadership development! A few highlights from each course involve:

- **Identifying your own authentic leadership style** and how to lead others
- **Learning to communicate** in challenging situations – powerfully and effectively
- **Navigating essential employment laws, employee relations, recruitment** and other Human Resources challenges successfully
- **Managing performance** to build high performing teams that exceed goals and objectives
- **Building effective teams** that work cohesively, and navigating multi-generational workplaces
- **Implementing project management and time management** best practices to complement your leadership skills
- **Learning from experts at the PUC** related to key regulations and finance/budget
- **Creating a vision, mission, and value statement** for your organization – then identifying how to implement that strategy!

The Leadership Institute courses are specifically designed for water/wastewater industry professionals and are geared towards the small group size we keep our classes at – 20 participants. All our courses are highly interactive and involve a large amount of self-introspection/assessment, group networking, peer/facilitator coaching and activities to put all that we are learning into practice. As part of each course, you will walk away with not only skills that can be immediately implemented to successfully impact your daily work life, but you will also receive a host of resources and templates to support all that you have learned!

The next round of the Leadership Institute will be launching in late September 2021 and we encourage you to join us! We believe it will be an investment into your leadership that will pay dividends into the future! But don't just take our word for it – hear from some of our past participants about their powerful Leadership Institute experiences.



*"Great leaders recognize that continuous improvement of knowledge and skills are vital to their success. As a participant, I can't recommend the MWUA Leadership Institute enough. If you are looking to further your career, check out the Leadership Institute to learn from experts in communication, best management practices, and self-awareness."*

~ Benny LaPlante – Service Manager, Kennebec Water District

*"Making the decision to attend and participate in the MWUA Leadership Institute was one of the best decisions I've made in my early career as a manager in the water industry. The MWUA team are true experts and professionals in the Human Resource field and provided a well planned and well communicated training session each month. Management skills are not something that comes natural to those of us in the water industry, what better way to learn than by HR professionals and a group of your peers."*

~ Nick Champagne – Superintendent, Kennebec Sanitary Treatment District

*We offer multiple enrollment options for your convenience.*

- **Complete Leadership Institute (tracks 1 and 2, all classes) – \$1,190**
- **One track (includes 4 courses) – \$650**
- **Per course – \$200**

*Spacing is limited to only 20 members per course in order to ensure individualized attention. For more information, [visit our website](http://www.mwua.org) or contact [cwade@mwua.org](mailto:cwade@mwua.org).*

# June Membership Meeting in Houlton, ME



On June 12th, 2021, Maine Water Utilities Association held its first in person event since February 2020. Over 80 people attended the bi-monthly meeting hosted by Houlton Water Company at the Elks Club. Another 30 joined us remotely. While there were a couple of glitches to start with our first ever hybrid event, most thought it went well.

As many are aware the June meeting traditionally involves a social gathering on Wednesday evening and a golf tournament during the day that 12 people participated in. Mike Pelkey of Team EJP graciously organized the golf. Over 60 people joined us for the evening festivities that included bowling, music and great conversation. On Thursday we were welcomed by our President Brian McGuire and given a historical system review by current General Manager Greg Sherman assisted by retired General Manger John Clark and longtime water company consultant Albert Hodsdon. Attendees than received a regulatory and funding update from Amy LaChance Director and Bill Dawson Chief Engineer both from the Maine Drinking Water Program. Immediately after their update Stephani Morancie of the Maine Public Utilities Commission remotely offered an update from the PUC. Roger Crouse the General Manger of Kennebec Water District and the Chair of MWUA Legislative Committee brought us up to date on all the legislative activity from the first session of the 130th legislature. The highlights from his update involved the many PFAS bills that were introduced.

After a brief break we presented the 2020 MWUA annual awards to our distinguished recipients. As many of you may already be aware the MWUA board decided to hold off presenting our 2020 award at the 2021 annual conference because it was completely virtual.

They felt the awards are too important to not award in person. They decided at the time to award at our next in person event which was this meeting. **We are very pleased to announce the following recipients of the MWUA annual awards:**

- Sid Anthony Award-Justin Richardson of Kennebunk, Kennebunkport and Wells Water District
- Jeff McNelly Award-Leonard Blanchette of Brunswick Sewer District
- Jeff Nixon Award-Keith Levasseur, Sanford Water District
- Jim Doherty Award-A&L Labs
- Excellence in Operations-Maine Water Company Skowhegan Division
- Lifetime Achievement Award- Skip Dumais Retired Van Buren Water and Electric, Robert MacKinnon retired Yarmouth Water District, Alan Frasier Retired Brunswick and Topsham Water District
- President's award-Bruce Berger

After the awards ceremony we moved into the technical portion of our meeting. The theme was solar power. Charlie Agnew from Competitive Energy spoke about the feasibility of solar power as an alternative source and Kurt Penney from ReVision Energy reinforced Charlie's message and spoke about current and past solar project for municipal entities here in Maine.

For many they were able to stay and enjoy a meal that has become somewhat of a tradition when Houlton Water Company hosts the June meeting. A generous slab of prime rib or a large portion of Brian McGuire's famous breaded haddock. For those with hearty appetites a serving of both was offered. The meal included mash potatoes, peas and carrots, a roll, and drinks.

This event has become one that many of our members look forward to with great anticipation and seem to enjoy. Our hosts, Houlton Water Company play an instrumental role in its success. On behalf of MWUA and its members we would like to thank each individual within Houlton Water Company that played a part in making this event what it is.

The Board for allowing their employees the time to volunteer. Greg Sherman- General Manger for being a wonderful host. Brian McGuire- Superintendent of Water and Sewer for his incredible skills as chef and for planning such a big event.

The Houlton Water Company crew- Tom Rouse, Matt Lincoln, Jordon Wotton, and Wendell Hersey. These guys worked most of the day Wednesday setting up tables and chairs, cleaning, setting up audio/visual equipment, and many other related tasks. We would also like to thank Wade Hanson and Russell Fitzpatrick for volunteering to cook and serve all in attendance lunch. Finally, but certainly not least, we would also like to thank Casey Cleary our server Wednesday night at the Elks Club, Team EJP and Mike Pelkey for hosting our evening at the Elks and Heath Bartley our musician that kept us all singing along with his great choices of music.

We appreciate the continued support of our members including our committees, we could not accomplish what do without your support. Thank You!



# Website Compliance



MWUA firmly believe that the internet should be available and accessible to anyone and are committed to providing a website that is accessible to the widest possible audience, regardless of circumstance and ability.

To fulfill this, we aim to adhere as strictly as possible to the World Wide Web Consortium's (W3C) Web Content Accessibility Guidelines 2.1 (WCAG 2.1) at the AA level. These guidelines explain how to make web content accessible to people with a wide array of disabilities. Complying with those guidelines helps us ensure that the website is accessible to all people: blind people, people with motor impairments, visual impairment, cognitive disabilities, and more.

This website utilizes various technologies that are meant to always make it as accessible as possible. We utilize an accessibility interface that allows persons with specific disabilities to adjust the website's UI (user interface) and design it to their personal needs.

Additionally, the website utilizes an AI-based application that runs in the background and optimizes its accessibility level constantly. This application remediates the website's HTML, adapts its functionality and behavior for screen-readers used by blind users, and for keyboard functions used by individuals with motor impairments.

If you wish to contact the website's owner, please email [bberger@mwua.org](mailto:bberger@mwua.org)

## Screen-reader and keyboard navigation

Our website implements the ARIA attributes (Accessible Rich Internet Applications) technique, alongside various different behavioral changes, to ensure blind users visiting with screen-readers are able to read, comprehend, and enjoy the website's functions. When a user with a screen-reader enters our site, they immediately receive a prompt to enter the Screen-Reader Profile so they can browse and operate the site effectively. Here's how our website covers some of the most important screen-reader requirements:

- **Screen-reader optimization:** we run a background process that learns the website's components from top to bottom, to ensure ongoing compliance even when updating the website. In this process, we provide screen-readers with meaningful data using the ARIA set of attributes.

For example, we provide accurate form labels; descriptions for actionable icons (social media icons, search icons, cart icons, etc.); validation guidance for form inputs; element roles such as buttons, menus, modal dialogues (popups), and others.

Additionally, the background process scans all the website's images and provides an accurate and meaningful image-object-recognition-based description as an ALT (alternate text) tag for images that are not described. It will also extract texts that are embedded within the image, using an OCR (optical character recognition) technology. To turn on screen-reader adjustments at any time, users need only to press the Alt+I keyboard combination. Screen-reader users also get automatic announcements to turn the Screen-reader mode on as soon as they enter the website.

These adjustments are compatible with all popular screen readers, including JAWS and NVDA.

- **Keyboard navigation optimization:**The background process also adjusts the website's HTML, and adds various behaviors using JavaScript code to make the website operable by the keyboard. This includes the ability to navigate the website using the Tab and Shift+Tab keys, operate dropdowns with the arrow keys, close them with Esc, trigger buttons and links using the Enter key, navigate between radio and checkbox elements using the arrow keys, and fill them in with the Spacebar or Enter key.

Additionally, keyboard users will find quick navigation and content-skip menus, available at any time by clicking Alt+I, or as the first element of the site while navigating with the keyboard. The background process also handles triggered popups by moving the keyboard focus towards them as soon as they appear, and not allow the focus to drift outside of it.

Users can also use shortcuts such as "M" (menus), "H" (headings), "F" (forms), "B" (buttons), and "G" (graphics) to jump to specific elements.

## Disability profiles supported on our website

- **Epilepsy Safe Profile:** this profile enables people with epilepsy to use the website safely by eliminating the risk of seizures that result from flashing or blinking animations and risky color combinations.
- **Vision Impaired Profile:** this profile adjusts the website so that it is accessible to the majority of visual impairments such as Degrading Eyesight, Tunnel Vision, Cataract, Glaucoma, and others.
- **Cognitive Disability Profile:** this profile provides various assistive features to help users with cognitive disabilities such as Autism, Dyslexia, CVA, and others, to focus on the essential elements more easily.

(cont'd on next page)

# MWUA Website Compliance

(cont'd)

## Additional UI, design, and readability adjustments

- Font adjustments – users can increase and decrease its size, change its family (type), adjust the spacing, alignment, line height, and more.
- Color adjustments – users can select various color contrast profiles such as light, dark, inverted, and monochrome. Additionally, users can swap color schemes of titles, texts, and backgrounds, with over 7 different coloring options.
- Animations – epileptic users can stop all running animations with the click of a button. Animations controlled by the interface include videos, GIFs, and CSS flashing transitions.
- Content highlighting – users can choose to emphasize important elements such as links and titles. They can also choose to highlight focused or hovered elements only.
- Audio muting – users with hearing devices may experience headaches or other issues due to automatic audio playing. This option lets users mute the entire website instantly.
- Cognitive disorders – we utilize a search engine that is linked to Wikipedia and Wiktionary, allowing people with cognitive disorders to decipher meanings of phrases, initials, slang, and others.
- Additional functions – we provide users the option to change cursor color and size, use a printing mode, enable a virtual keyboard, and many other functions.

## Assistive technology and browser compatibility

We aim to support the widest array of browsers and assistive technologies as possible. We have worked very hard to be able to support all major systems that comprise over 95% of the user market share including Google Chrome, Mozilla Firefox, Apple Safari, Opera and Microsoft Edge, JAWS, and NVDA (screen readers), both for Windows and for MAC users.

## Notes, comments, and feedback

Despite our very best efforts to allow anybody to adjust the website to their needs, there may still be pages or sections that are not fully accessible. Still, we are continually improving our accessibility, adding, updating, and improving to reach the optimal level of accessibility. If you wish to contact the website's owner please contact [bberger@mwua.org](mailto:bberger@mwua.org)

# FOG

(Fat, Oils and Grease)



*Teresa Tucker, Pretreatment Committee Chair*

One of the greatest challenges to successful operation of all community sewers is the improper disposal of Fats, Oil, and Grease or FOG. When dumped or washed down the drain, they cause blockages in the sewer and create overflows of raw sewage into our waters. Not only are blockages bad for water quality, but they can also affect sewer rates due to extra cleaning, emergency response, violations, etc.

### What is FOG?

FOG refers collectively to the fats, oils, and grease found in most residential kitchens and commercial Food Service Establishments (FSEs). Many foods that are processed and served contain FOG, including: meat fats and lard, cooking oil, butter, cheese, dairy products, baked goods, and sauces. FOG accumulates in sewer pipes and causes blockages. These blockages cause sewer overflows and basement backups, which may cause FSEs to be closed down.

### Does a facility need a Grease Trap or Interceptor?

All FSEs should be equipped with Grease Interceptors and/or Grease Traps designed to limit the discharge of grease and oil to the public sewer system.

### What fixtures/drains should be connected to the Grease Interceptor?

All wastewater from food preparation operations and/or washing and clean-up operations, including but not limited to pot sinks, pre-rinse stations, workstations, soup kettles, braising pans, mop sinks and wastewater generated from exhaust fan hood cleaning operations should discharge to a grease removal device. All automatic dishwasher wastewater, excluding pre-rinse stations, should bypass the grease removal device and be discharged directly into the sewer system.

### What size grease trap/interceptor?

Grease Interceptors should have a minimum depth of 4 feet and a minimum capacity of one thousand gallons and should have sufficient capacity to provide at least 24-hour detention period for the process flow. The minimum process flow should be based on 30 gallons per seat/chair per day or based upon actual water usage for existing facilities. Grease Traps should have a minimum capacity of 25 gpm flow. For more sizing information on Grease Interceptors refer to the Uniform Plumbing Code 1014-0.

### How often should Grease Traps/Interceptors be maintained?

External Grease Interceptors should be inspected monthly by the owner(s) and cleaned by a state licensed septage hauler whenever the level of grease is 25% of the effective depth or at least every three months, whichever is sooner. Internal Grease Traps should be cleaned as needed.



## Employee Spotlight

### Jane Carroll

Chief Operator & Safety Director,  
Greater Augusta Utility District

Forty Years! I'm looking at the end of my career wondering where the years went. One minute I'm laying sewer pipe in New Hampshire to earn money for college and the next I'm at the end of the pipe working at a wastewater treatment facility.

I've stayed four decades because I like the opportunity to protect the environment and the opportunity to constantly learn new ideas and technology. My other passion is to make sure my co-workers go home safe every day by making sure the equipment and procedures are in place to provide a safe work environment.

I am lucky to work every day with a great group of operators. I've been fortunate to enjoy such a fulfilling career.

## Visit Us Online!

Make sure to check MWUA and MeWEA regularly. We continually post up to date and relevant information on events and topics that change daily.



Visit [MeWEA.org](http://MeWEA.org)

Visit [MWUA.org](http://MWUA.org)



Thank you to all those who attended the outing. See you next year!

# Alert – MDEP Announces Public Comment Period on Changes to Existing Water Quality Standards

The Maine Board of Environmental Protection (Board, BEP) invites the public to comment on proposals for changes to existing water quality standards.

The Maine Department of Environmental Protection (Department) is currently conducting a Triennial Review of water quality standards [www.maine.gov/dep/water/wqs/triennial-review.html](http://www.maine.gov/dep/water/wqs/triennial-review.html). Following the conclusion of the Department's public input phase on May 26, 2021 (responses to comments received are available), the process has now moved to the Board. The Department presented its revised recommendations to the BEP at the regular meeting on August 5, 2021 in Augusta and requested that the BEP schedule a public hearing. The Board granted the request and the public hearing on the revised recommendations will occur on October 7, 2021 in Augusta beginning at 9:00 a.m. as part of a regular Board meeting. Further information on the BEP meeting, including an agenda and meeting materials, will be available on the BEP web page approximately one week prior to the meeting. Legal notices announcing the public hearing are published on August 18, 2021 in four newspapers (Bangor Daily News, Kennebec Journal, Lewiston Sun Journal, Portland Press Herald).

The Department encourages all interested persons or entities to attend the hearing and provide input. Public comments may also be submitted electronically until 5:00 p.m. on October 25. During the public comment period, the Board also invites the public to submit additional proposals for changes to Maine's WQS.

The Department notes that the revised recommendations differ significantly from the draft recommendations the public previously commented on. The Department no longer recommends seven upgrade proposals to Class AA, and recommends one such proposal in modified form, because of regulatory uncertainties regarding stormwater discharges to Class AA waters. The waters in question are listed on pages 14-16 and 60-67 in the revised recommendations. More information on the reasons for the change in the Department's position is available on pages 60-67.



## In Summary...

*Below is a summary of some of the main topics in this issue:*

**Joint Letter to Membership** – an open letter from Philip Tucker and Brian McGuire on the benefits of shared resources, plans for the future, upcoming town meetings and more on [page 3](#).

**Summer Outing** – for those who missed it, check out a gallery of images from our summer outing event on [page 17](#).

**York Sewer District** – Read up on the transition of leadership, the organization's progress in recent years and plans for the future on [page 10](#)

**York Water District** – Learn about the history of the York Water District and how they serve our community. Read more on [page 12](#)

**Leadership Institute** – The Leadership Institute celebrates their second year. Read more about the class offerings, schedules and testimonials from attendees on [page 20](#)

Are you enjoying the One Water content? If so, let us know! If there is a topic or issue you'd like us to highlight, [send us a message](#). We want to ensure we're providing valuable content to our members.

# Thank you to Our Partners

Many of the initiatives we have are possible because of supporting partners like the ones featured here. Let's support them back!

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