Inside This Issue...

- Presidents message / Page 3
- New Holstein WWTF / Page 4
- WWOA solidarity statement / Page 13
- WWOA mission/vision statement / Page 13
- Troubleshooting corner: PAOs / Page 14
- Laboratory Limelight: BOD testing / Page 16
- New name for WWOA service award/ Page 18
- 2020 conference information / Page 21
- 2020 WWOA Board nominations / Page 22
- COVID-19 reopening: An overview / Page 24
- WWOA Board proposed changes / Page 26
- WWOA articles of incorporation / Page 28
- WWOA bylaws / Page 32
- Index of advertisers / Page 37
- Nominate a deserving person / Page 38

The Clarifier is the publication of the Wisconsin Wastewater Operators’ Association and is intended to inform and educate the membership on issues related to the treatment and control of wastewater. The Clarifier is produced five (5) times each year: February, April, June, September, and December. All members are encouraged to contribute to the mission of the Clarifier.

The Wisconsin Wastewater Operators’ Association is a non-profit organization dedicated to educating, informing, and advancing the wastewater profession. WWOA has approximately 2,000 members divided throughout six regions: Southeast, Southern, Lake Michigan, North Central, Northwest, and West Central.
New Holstein Wastewater Treatment Facility

The current City of New Holstein Wastewater Treatment Facility was built in 1973 and is designed to treat 1.33 MGD average flow – BOD load of 1600 pps (currently at 0.5 MGD – 680 pps BOD). The facility is cooperated by New Holstein Utilities, which has been in operation since 1912 and services approximately 3200 residents, as well as providing treatment for holding and septic tank waste totaling well over 3 million gallons in 2019.

The plant's process includes fine screen, grit removal, raw pumping to two aeration basins, ferrous chloride addition for phosphorus removal, and secondary clarification. Effluent is discharged to Jordan Creek, Pine Creek, Manitowoc River, and eventually makes its way to Lake Michigan. Biosolids are sent to a 250,000-gallon aerobic digester for stabilization and then it is sent to two secondary digestion tanks to gravity thicken the solids. Once thickened, the biosolids are sent to the two 250,000-gallon storage lagoons to be land applied on area farm fields.

Past Upgrades
In 1989 the Utilities replaced the original surface aerators in the aeration basin with fine bubble membrane diffusers (Sanitaire) and replaced three, thirty (30) hp blowers and added two, forty (40) hp blowers – all Roots positive displacement. In 1997, the lift station at the plant was upgraded to include new pumps with VFD drives and the replace of the bubble tube level sensor in the wet well with an electronic transducer. In 1998, the clarifier was rebuilt and painted.

The upgrade in 2000 (designed by Robert E. Lee & Associates) included the addition of a headworks building that houses a rotary fine and a Pista Grit degritter chamber and classifier. The administration building remodel included laboratory upgrade/relocation, chemical room upgrade/relocation, and the addition of a SCADA system for plant control and monitoring. In 2004 a third lift station was added to the infrastructure system with the addition of a TIF district in the community.

A facilities plan was conducted in 2013 to determine what were the current needs for the facility and to prioritize them. It was determined that aging infrastructure and equipment was to be the focus of the future upgrade. This led to the continued on page 6
USABlueBook is proud to be the only 18-year Diamond Sponsor of the National Rural Water Association

USABlueBook®
is THE SOURCE for
On-Line Analytical Equipment

Automate your process and free up your time

Shrinking staffs and regulatory pressures make it tough to run a plant these days, but automating your system can take some of the burden off your team. We stock process analyzers, accessories and reagents from Hach, Endress+Hauser and other trusted brands. Plus, our Technical Support reps can help you put together the right system for your specific needs. Check out our complete selection of process analyzers on pages 1186-1249 of Master Catalog 129 or at www.usabluebook.com.

Request your FREE catalog today!
800-548-1234 • www.usabluebook.com

USABlueBook®
Get the Best Treatment™
start of the design of the new building for blowers and biosolids handling.

Two years later, construction began on a new blower/biosolids handling building (designed by Donohue & Associates). The basement of this building has three biosolids pumps – two pumps that alternate when pumping WAS to the digester and the third is used for pumping from the digester to storage lagoons or be used for loading tanker trucks to haul biosolids to area farm fields.

The upstairs houses four turbo blowers – three blowers that alternate each run are directed to the aeration basins and the fourth is designated for the digester. Also included in the design of this building is the backup generator that was originally located in the administration building.

Other projects were included as part of the facility upgrade. The administration building and blower building converted from electric heat to natural gas heat. The administration building’s new HVAC system was put into old generator room, the

SCADA system was upgraded, piping was reconfigured for RAS/WAS system, the splitter box was eliminated, and the addition of automated valves and flow meters for the aeration basin and digester were completed. Since these projects were completed in 2015, the energy cost savings over the last four years totaled $103,826.23; an average savings of $25,956.56/year.

Over the last few years New Holstein Utilities has checked a few more items off their list of aging equipment that need

continued on page 8
WHAT’S INSIDE MATTERS

DON’T SETTLE FOR LESS THAN THE BEST

SPECIFY VITRIUM™ PREMIUM TiO₂ TECHNOLOGY

The interior of ALL Aquastore® tanks feature proprietary Vitrium™ coating technology enhanced with titanium dioxide for the toughest glass available.

GET THE QUALITY YOU DESERVE

• Tough TiO₂ glass formulation provides longer life
• White interior is easier to inspect than darker coatings
• Electrostatically applied base coat application ensures consistent quality
• Factory certified "holiday-free" sheets
• Designed for use in both cold and hot climates
• Designed, fabricated, shipped and supported within the USA

©2016, Cady Aquastore, Inc. and Great Plains Structures. Aquastore is a registered trademark and Vitrium is a trademark of CST Industries, Inc.
PROVEN PUMP SOLUTIONS FOR THE WATER & WASTEWATER INDUSTRY

- Flows up to 7,500 gpm
- Pressures up to 180 psi
- Low Shear Handling
- Reversible Operation
- Dry Running Capability
- Solids Handling

Contact: Rich Knoelke
P 262.241.1199
E info@mulcahyshaw.com
W www.mulcahyshaw.com

MIP-Design
All wetted parts can be quickly maintained and replaced onsite.
NEW CONCERTOR® PUMPING SYSTEM WITH INTEGRATED INTELLIGENCE

WORLD’S FIRST WASTEWATER PUMPING SYSTEM WITH INTEGRATED INTELLIGENCE

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

One powerful solution. Unlimited possibilities.

For more information contact your Flygt product sales professional.
N26 W23445 Paul Road
Pewaukee, WI 53072
262-544-1922

www.xylem.com
replacement. In 2017 the clarifier was painted, and the drive/baffle replaced and in 2019 the chemical pumps were replaced. Both RAS pumps were replaced in early 2020 along with the flowmeter and replaced/updated a number of laboratory equipment. The next project to be completed in 2020 will be upgrades of the lift station pumps, VFDs, and floats.

**Pop Quiz!**

**Question:** Why install ShinMaywa CNWX Submersible Pumps with Scroll Impellers?

**Answer:** No more clogged pumps.

Tested with proven reliability, performance, efficiency, and affordability.

Over 200+ installations in Wisconsin.

Call B&M Technical Service, Inc.

Phone 715-228-7604 | BMTECHSERVICEx.COM
The wastewater treatment plant staff recognizes the importance of a well maintained and efficiently run facility and will continue to monitor the plant for potential improvements to the plant and its processes.

Left to right: Randy Jaeckels (general manager), Kevin Nett (operator), Matt Gahan (operator), Brad Zank (operator), Doug Schneider (foreman), Ian DeMarre (OIC).

---

**Staab Construction**

100% Employee Owned  
Municipal – Industrial

**Turnkey – Rebuilds – Retrofits - Preventative Service Maintenance**  
**Stainless & Carbon Steel Fabrication Shop**

Serving all aspects of your water & wastewater treatment system infrastructure  
Process Equipment, Piping, Steel/Concrete Tanks, Lagoon Systems, Lift Stations, More........

- Fully Equipped Service Truck w/ 2-Ton Crane  
- Mobile Truck Crane - 21-Ton Capacity  
- Confined Space Permitted/Equipped

**NOW HIRING**

Service Technician  
Knowledgeable and experienced constructing, maintaining/servicing, or operating within the Wastewater Industry  
www.staabco.com/employment

Quality Equipment Technicians/Installers  
Process Piping & Concrete Journey Trades  
Bonded, Insured, Warranty

Contact Our Service Department  
Marshfield, WI 54449  
Ph: 715-387-8429 Fax: 715-384-4846  
andy.busscher@staabco.com

www.staabco.com  
https://www.staabco.com/  
https://www.facebook.com/StaabCo/  
https://www.linkedin.com/company/staab-construction-corporation/
**WWOA solidarity statement**

The WWOA Board of Directors met to discuss the events going on in our communities.

The Board felt it was necessary to issue the following statement to help support and promote a State we want to live in.

- WWOA supports an environment and community that does not condone racism or illegal violence in any form.

- WWOA believes that all individuals must be treated in an inclusive and equitable manner regardless of, but not limited to race, ethnicity, sexual orientation, gender, gender identity, socio-economic status, experience, ability and disability, age, religion, geography, national origin, ideology, perspective, and any other characteristics that make individuals unique.

- We believe the collective thoughts, ideas, experiences and knowledge of all individuals collaborating together make us a stronger and more unified organization and will help us to achieve our goals.

Respectfully,

WWOA Board of Directors

**WWOA mission/vision statement**

The Board of Directors has drafted a mission/vision statement for our organization to reflect our purpose and fundamental principles that guide us and is presented as follows:

**WWOA Mission/Alignment Vision**

Protecting public health and environment by providing a forum for wastewater technology, exchange and education.

**Vision:**

Elevating and advancing wastewater professionals.

**Mission:**

Fostering an environment that promotes the teaching and sharing of knowledge within the wastewater industry.

**Core Values:**

Provide education, innovation, collaboration, promotion and connection within the wastewater industry.

**PROCESS EQUIPMENT REPAIR SERVICES – Our name says it all.**

Our team provides equipment repair and rebuild services to the water and wastewater treatment industry. With over 30 years of experience, our staff has installed, rebuilt and/or repaired the following equipment:

- Mechanical Bar Screens
- Conveyors
- Grit Removal Systems
- Clarifiers
- Aeration Equipment
- Trickling Filters
- Digesters
- Flocculators
- Sand Filters
- Screw Pumps
- Airlift Pumps
- Trash Rakes
- Traveling Water Screens
- Floatation Thickeners

...... And More.

We offer professional guaranteed service. We will provide a quotation including equipment requirements and a firm price for the project.

Our customized services allow you the option of having our trained staff work with your personnel or we will provide total turnkey service to complete your equipment installation, repair, or rebuild needs on a timely, competitively priced basis.

**Contact Process Equipment Repair Services today, for all your equipment needs!**

Phone 262-629-1059 · Cell 414-412-4403 · Fax 262-629-1059

Email PERSLaMont@aol.com

5991 Division Rd. · West Bend, WI 53095
Presidents Message: The “Now Normal”

Greetings to my fellow wastewater colleagues! As I’m writing this message just a few days before the official calendar start of summer, I hope all of you have already had a chance to start enjoying the nice weather and some outdoor recreation. Once again this spring, Wisconsin has received several very large, intense rainfall events which seem to have become more the norm. This is certainly a sign that weather patterns have changed, and we should all evaluate our interceptor systems and treatment facilities to make sure they are resilient to these types of events, so we are all prepared for the future.

As everyone is aware, the COVID 19 pandemic has certainly impacted all of our lives over the past several months, and will most likely continue to until a vaccination is available and widely distributed. More local businesses and restaurants are reopening, but often with new restrictions including reduced capacities, social distancing, mask wearing, etc. This is a great time for all of us to demonstrate our flexibility and adaptability to change. So often, I hear people talking about wanting to get back to “normal”, or even “the new normal”. I would like to encourage everyone to live in the present and focus on what I’ve heard referenced as the “Now Normal” we are all living in. I think it’s quite unrealistic to expect that everything will return to what it was prior to the pandemic. Certain precautionary measures may become common practices. Will plexiglass panels installed in many retail stores ever be removed? Will the increased cleaning and sanitation practices adopted now ever be completely abandoned? Should all of us expect to be utilizing more technology in the future for meetings and training events such as Zoom, WebEx, and Microsoft Teams just to name a few? Rather than reflecting on the past and how we used to do things, or dreaming about how we wish things were, now is the time to embrace living in the present and making the most of our situation. This is exactly how we operate our wastewater treatment facilities, learning from experiences, adapting to changes, and adjusting best practices along the way. Refusing to accept this and not adapting to the “Now Normal” will most certainly be counterproductive, so make the most of it and consider it a great learning experience.

COVID is certainly not gone, and there are more new cases throughout the state every day. Health experts predict a likely resurgence in the fall or winter months. Now is NOT the time to let your guard down. Remain vigilant in your precautionary measures such as social distancing, proper handwashing techniques, and avoiding going to work when feeling ill. It’s everyone’s responsibility right now to keep ourselves, our families, and our coworkers safe and healthy. Remember, every one of you are essential workers, who provide a very important service to your community. Your health and well-being is more critical now than ever. The WWOA Board is busier than ever evaluating local health recommendations and adapting accordingly. There have been 8 very well attended virtual training events scheduled over the past two months to provide opportunities to earn credits. The Board made a decision in June that all in-person WWOA related events will be cancelled through the end of August. The Board will re-evaluate this in July to determine if this time frame should be extended. You should have all seen a survey in mid-June. Thank you to everyone that responded and provided critical information to the Board. That information is being used to help make an informed decision about the upcoming annual conference. A recent decision was also made to cancel the Operator Competition for 2020 due to health reasons. The WWOA Board is committed to making sound decisions based on the best available information at the time, while keeping everyone’s health and safety as a top priority.

Now is the time to submit your award nominations. Many of you certainly know someone deserveing of an award. Take a few minutes to write up an award nomination for that deserving person. Visit the WWOA website for more information about each award and the appropriate forms. Best wishes, stay safe, and stay healthy,

Jeff Smudde
WWOA President
Troubleshooting Corner: Who are the PAOs and how do we get them?

Written by Ryan Hennessy, Microbiology and Operations Specialist for Midwest Contract Operations rhennessy@mco-us.com

By definition PAOs (polyphosphate accumulating organisms) release orthophosphate in the anaerobic zones and replenish polyphosphate storage in the ensuing aerobic zones resulting in a net reduction of phosphorous concentrations achieved in the effluent. Because there is a high amount of literature that is readily available in regards to biological phosphorous removal we recommend reviewing https://dnr.wi.gov/regulations/opcert/documents/wwsgphosphorusadv.pdf as well as a high amount of well written presentations on the subject that can be found at https://www.wwoa.org/resources/presentations/ to review the science behind the biological phosphorous removal process.

In short, the “field of dreams” movie expression “build it and they will come” applies. What are often the most critical factors involve ensuring adequate BOD: P ratio and maintaining target ORP values in the selector zones. In our experience a target ORP of -250 mV in the anaerobic zone is a commonly effective target area to obtain release of orthophosphate with subsequent uptake/storage of volatile fatty acids.

If ORP values are too high, it is likely that there is not enough carbonaceous material/volatile acids present and/or the F/M (food to microorganism) ratio is too low in the selector zone for the PAOs. Conventional practice and in most applications increasing the F/M ratio can be accomplished by decreasing the RAS (return activated sludge) rate, reducing the internal recycle rate from the aeration basin back to the selector, or through other methods such as upstream fermentation or carbon supplementation.

Typically, the more concentrated the waste in the selector, the better chance to obtain a lower ORP value. It should also be noted that lower ORP values are not always better. Overloaded selector zones can cause downstream issues including filamentous bulking, dispersed growth, interference with nitrification, and overabundance of zoogloea bacteria. Common ORP values for overloaded selectors tend to be below -400 mV (site specific).

In many of these instances there is simply too many volatile acids available in which a high amount pass through into the aeration basin that aren’t taken up/stored. It is often suggested that approximately 60% soluble BOD reduction or higher is desirable in anaerobic zones. Should this % continued on page 16

We provide professional control system integration including SCADA & reporting software, PLC programming, motor control & drives, instrumentation, radio & fiber communications, & UL control panels.

All backed by an unmatched dedication to service.

WWW.ENERGENECS.COM
800-343-6337
Laboratory Limelight: BOD testing in the time of COVID-19

By Rick Mealy, RGM Lab Consulting

Unless you’ve been holed up in Antarctica for the last 75 days, you’ve probably gone to the local grocery or big box store in search of sanitizers, such as bleach, Lysol, disinfectant wipes, and Purell (hand sanitizer), only to see a vast expanse of empty shelves. COVID-19 has reached pandemic levels, with a mortality rate of about 6% globally. Consequently, people are cleaning like they have never cleaned before. Most, if not all of us, carry a little bottle of hand sanitizer in the car (NOTE: those can become fire hazards in very warm weather!). Handwashing, a frequently forgotten hygienic practice, is now done routinely many times daily. All of this means that these chemicals are winding up in your ballpark—the treatment plants. What will these sanitizing agents do to a plant? What have they already done? In the long term, we face the significant risk of developing a boatload of “superbugs”. But that’s a whole different can of worms that will likely be opened down the road.

Our treatment plants are now seeing huge volumes of peroxide, hypochlorite (bleach), ethyl and isopropyl alcohol (both Purell and generic homemade sanitizer), and quaternary ammonium compounds (QAC, typically used in hospitals and clinics). Triclosan is no longer produced but was formerly used in antibacterial hand soaps. The most common QAC used is Benzalkonium chloride (Lysol, Dial brand and most antibacterial soaps).

The EPA has registered 423—and counting—formulations of disinfectants for use against SARS-CoV-2. Where would we expect to find the worst situation for small treatment plants? Any community with a hospital treating COVID patients will likely see the worst effects. Certainly, smaller communities with large hospitals would be hotspots.

How will treatment plants be affected? In the worst case scenario, the plant will experience a major upset, perhaps even wiping out the entire bug population, requiring a “bug” transplant. More typical, however, will be anomalies that will best be observed by the Lab Manager, however titled. These anomalies mean a reduction in treatment efficiency as the “good” bugs are injured as a result of the disinfectant loading. If the plant has a good process control testing program, these anomalies will be easier to identify. In some
cases, there might be value in incorporating new or non-routine testing of things like COD to supplement routine data. The bottom line is that determining what effects a slug of disinfectant has had on a plant requires the application of logic to put together the puzzle pieces of the data.

We also need to remember how BOD works. Oxygen + Food Source + Bugs results in BOD (at the right temperature, of course). Take any of those out of the equation, and you get no BOD. We have the oxygen and the waste is the food source, so all we need to be concerned with is bugs. Since the bug population is what will ultimately be affected and what drives BOD, let’s look at a couple of different situations:

A. Plant bugs are largely non-viable; lab does not seed samples. This would generally be the case in most plants that do their own testing (unless they are permitted for cBOD). No need to seed samples, just rely on that natural bug population. However, because there are less—or no viable microorganisms to use up oxygen, the BOD will be unusually low, if not < 2 mg/L. TSS levels, which typically mirror BOD in the final effluent, would be assumed to be much higher than typical, since there is nothing to break them down. For example, in a well-run plant, the BOD might typically be about 2-4 mg/L (TSS:BOD Ratio of 1:1). One might expect the BOD to be the same under a disinfectant slug, but the TSS might rise to 20 mg/L or even higher (TSS:BOD Ratio of at least 5:1 and likely much greater). The real clue here is that what’s coming out the outfall would look very different than the usual clear effluent. So, the DATA may appear normal, but the look of the plant and effluent will not. A COD analysis would also show high levels of BOD.

B. Plant bugs are largely non-viable; lab seeds samples with synthetic seed. This would generally be the case in many commercial labs, and it’s safer to just seed everything. Because the samples are diluted, it’s possible the toxic effects will be lessened, and the synthetic seed will work. BOD results would likely be elevated because the plant’s natural bugs are not functioning.

What about GGA? If GGA is seeded with synthetic seed (or seed from another well operating plant), regardless of the degree to which plant functioning is affected, the GGA would be expected to pass, because seed health would be normal. If, however, the

continued on page 20
WWOA service award – New name and face(s)

In August 2019 a proposal was presented to the WWOA Board to consider that the WWOA Service Award be renamed in recognition of Leo Templeton as a memorial.

Leo was a member of CWSWO/WWOC/WWOA (1963 – 2018) for 55 years. He spent his entire career at the Manitowoc WWTP. Leo was recognized with the Bernauer Award in 1976. This was the same year he became a member of the Historical Committee and served on this committee ever since. Leo was elected Vice President in 1978 and served under Bill Stubbe, Stan Budrys and Pete Albers (No wonder he smiles a lot!!) He served as President of WWOC for the 1980 – 81 terms. Leo was a pioneer in actively promoting and supporting the concept of Regions affiliating with WWOC. He was recognized in 1992 with the WWOA Service Award. Leo became an Honorary Member at the 37th Annual Meeting in October, 2003.

Leo was a humble, honest, gentle and dedicated man. He always put others before himself. There was no “me” in Leo’s world it was always all about what he could do for you and the organization. Leo took great pride in getting to know everyone when they became a member and attended the Annual Conferences. His dedication and service to WWOA was evident throughout his career. It is for this reason that the proposal was brought to the Board for consideration. The following are comments offered by close friends who served with Leo on the 50th Anniversary Committee which support the character and integrity he was known for.

“I think it is great that the organization is honoring Leo. He deserves it. He was always there with a big smile to help when needed. From taking photos, to helping with the golf outing and of course the historical committee. He was one in a million.”

“I worked closely with Leo for 14 years on the Operators Golf Outing. During that time he always wanted the Operators to have their own competitive category as OPERATORS. This gave them a chance to have fun without competing with the business people. His approach to the WWOA was similar. The WWOA organization was for Operators. Leo’s vision was an organization that provided comradery for professionals that exchanged professional experiences, through training, and interaction with the regulatory and business community. He wanted everyone to have fun, enjoy professional relationships, and improve the image of our industry. Leo was the model of our industry and a true professional Operator. We can all be proud to have known him and loved him. Leo served us well and deserves our admiration and respect for his service to the WWOA. I would give Leo the title PROFESSIONAL OPERATOR to wear on his chest.”

“A fundamental memory of Leo and the other early WWOA members was their focus on providing opportunities in training AND having a good time! That focus was fundamental to the many ways we all experienced the joy of serving the organization and the great friendships developed over the years. It was all about service and friendship. Many truly looked on WWOA as being a “family”. I should add, Pete Albers was a close friend to Leo and helped insure that Leo could attend the conference and other meetings.”

“I think it is great to have the Service Award named in honor of Leo. I know Pete and Leo travelled together to go to the WWOA meetings for many years (Editor’s Note: They actually met at the 1968 Annual Meeting in Hudson and began their 50 year journey of attending meetings together). I always remember Pete going to pick up Leo to bring him to the Annual Meeting and the two of them would room together. At the beginning he and Leo would split the room, until I found out, and told Pete that we will pay for Leo too. Leo would always do booth duty for us.”

In April 2020 the Board resumed discussion of the Leo Templeton Service Award proposition. It became readily apparent that it was difficult to have a discussion about Leo and what he meant to WWOA without the name of his long-time friend and travelling companion Pete Albers coming up and how together the two of them set an example and created a model of what service to an
organization should be. In 2017 Leo, along with his longtime friend Pete Albers were recognized for attending 50 Annual Conferences.

In May, after much discussion and consulting with the author of the original proposal, the WWOA Board unanimously approved the Albers / Templeton Service Award to honor Pete Albers and memorialize Leo Templeton. We are sure Leo will have his signature big smile knowing his good friend Pete is being recognized along with him. The award criteria will remain the same as the original Service Award and the new award will be presented for the first time in 2020.

From the President: Albers – Templeton service award

As most would assume, it is definitely not easy to find someone so outstanding that an award should be named after him or her. The WWOA Board of Directors certainly does not take these matters lightly when considering naming an award after someone either.

The original proposal was brought to the Board in September of 2019. The Board reviewed the proposal and looked deeper to determine if this would be a good decision.

After several rounds of very productive discussions, the Board unanimously decided that it was truly an honor to name the WWOA Service Award after Leo Templeton and Pete Albers, as two of the longest-standing members and supporters of WWOA.

The many years of service they have both provided (and hopefully many more for Pete) deserve this type of recognition. We can only hope to remember the attributes these two individuals have shared with WWOA as we seek nominations for this award in the future.

I had the privilege of talking with Leo Templeton several times before he passed away, and he always impressed me as a person who would be an invaluable mentor.

The Board is honored to memorialize Leo Templeton by naming the Service Award after him.

Pete Albers still continues to be a strong supporter of WWOA and regularly attends events yet. I’m equally as honored to recognize Pete Albers by naming the award after him as well. In October of 2020, the award will be presented to a deserving recipient as the Albers – Templeton Service Award.

Jeff Smudde – WWOA President

Learn more at ruekertmielke.com/WWOA
lab uses its own seed—preferably settled primary or mixed liquor—that seed health has been compromised so one might expect to see a low GGA result, likely one that fails. This should illustrate one reason why George Bowman and I have long advocated the use of one's own seed. Because it comes from your plant, it provides information about your plant.

What happens with nitrification and cBOD data? Recall that nitrification occurs because ammonia in the waste is converted, in a two-stage process by two specific bacterial species, to nitrite and then nitrate, using up oxygen in the process. This use of oxygen is measured and assumed to be BOD. The cBOD test measures only carbonaceous BOD because an inhibitor agent (a toxin) is added to the sample. This inhibitor selectively kills the bugs that cause nitrification to occur, ensuring that any oxygen used is solely related to BOD.

A slug of disinfectants will cause damage to ALL bugs in the plant, even those that promote nitrification. Therefore, both BOD and cBOD would be expected to be lower. In fact, the addition of the inhibiting agent, on top of damage from disinfectants, will only further ensure that cBOD results remain low.

Conclusions
Putting all this together means that you must look at your BOD:TSS ratios as compared to historical. The use of a quick COD test can help verify the existence of extreme situations. Don't forget the value of the old Mark I eyeball on the effluent coming out of the discharge. Effluents are typically quite clear, so the presence of colored or turbid final is a dead giveaway that something is wrong.

Given that the WWOA Board is moving this year to highlight the fact that Regional Operator of the Year awards should include consideration of lab personnel (in addition to collections system folks and others), give some thought to the value of your lab staff to your plant and consider nominating them.

WWOA membership dues renewal period opens in July

The 2020 membership dues renewal period will get underway beginning on July 15.

Notices will be sent via email to WWOA members who are due to renew their membership as of September 1, 2020.

If you have questions on your membership number, renewal date, or want to complete renewal of your dues now, contact the WWOA office at customercare@wwoa.org or call 414-908-4950.
2020 WWOA conference information

Exhibitor registration is open
Exhibitor registration for the 2020 WWOA Annual Conference in Wisconsin Dells is open. The exhibitor brochure and registration form are available on the WWOA website at https://www.wwoa.org/exhibitor-vendor/

2020 conference hotel reservations is open
Hotel reservations are now open for the 54th WWOA Annual Conference Oct. 20 – 23, 2020 at the Kalahari Resort & Convention Center Wisconsin Dells, WI.

Make your hotel reservations online at https://book.passkey.com/event/50014104/owner/49796246/landing

We encourage you to use the online reservation service, but should you prefer to make your reservations by telephone, call 1-877-525-2427 and reference our group “WI Wastewater Operators”.

For more information about the 2020 WWOA Annual Conference, visit our website at www.wwoa.org

General attendee registration opening in July!
General registration for attendees will open in July. Notice will be sent to members and others when online registration opens for this year’s conference.

Have questions?
Contact the WWOA Office at customercare@wwoa.org or call 414-908-4950.

How healthy is your wastewater?

Nutrient Facts

Serving Size: 5 mg
Servings Per Container: Varies

Amount Per Serving
BOD 250 mg/L
Total Solids 700 mg/L
Dissolved 500 mg/L
Suspended 200 mg/L
Nutrients 50 mg/L
Nitrogen 40 mg/L
Phosphorus 10 mg/L
Chloride 50 mg/L

Avg Daily Value

Ingredients: Wastewater (domestic, industrial, commercial, agricultural), runoff, stormwater, sewer I/L.

(262) 784-7690 • www.ati-ae.com
2020 WWOA Board of Directors nominations
Submit your nominations today!

WWOA is looking for YOU!

Have you been thinking about becoming more involved in the WWOA and not sure how to go about it?

Nominations are now being taken for the WWOA Board of Directors. Fill out the Board of Directors Nomination form and join us in working with an outstanding group of people and a great Association. The form is also available on the WWOA website at: https://www.wwoa.org/organization/directors-and-chairs/.

**WWOA Nomination Form**

Positions elected at the WWOA Annual Conference: Vice President, Director Positions (2-year terms for Director Position)

I wish to place my name into nomination for the office of: _______________________

Complete the following form and submit it along with a photo as soon as possible to WWOA headquarters via mail or email at the address provided below. If more room is needed, please add additional sheets as needed.

Name: __________________________________________

Home address: ____________________________________

Occupation: ______________________________________

Employer: ________________________________________

Education: ________________________________________

Organizational Experience: _________________________

**WWOA Affiliation:**

Date Joined: ________________________________

Offices Held & When: _________________________

Committees Served & When: _____________________

Regional Affiliation: __________________________

Regional Positions Served: ______________________

What do you see as the future of the WWOA? _______________________________________

____________________________________________________________________________________

How do you feel this could be accomplished? ______________________________________________

____________________________________________________________________________________

Other qualifications for WWOA office:

____________________________________________________________________________________

____________________________________________________________________________________

Other comments: ______________________________

____________________________________________________________________________________

Committees you are interested in to serve on:

Promotions  Membership/Director  Scholarship  Government Affairs  Career Development

Publicity  Permanent Arrangements  Awards  Regional Coordinator  Resolutions & Bylaws

Clarifier  Operator Training  Website  Operator Competition  Other: __________________________

Mail or email to: Jeff “Juice” Simpson, Past President and Nominations Chair
WWOA, 7044 S 13th Street, Oak Creek WI 53154  customercare@wwoa.org  ☎️
EFFICIENCY SAVES MONEY.

CONVENIENCE SAVES TIME.

WE OFFER BOTH.

It’s the synergy that comes from supplying both pump equipment and electrical controls to operate those pumps. It’s the one stop shop for selection and sizing as well as after-market service to the end user.

We sell solutions that provide the highest operational efficiency. We have premium-efficient pumps and motors along with advanced control strategies to reduce energy costs.

We understand your needs and the dynamics of your situation. We’ll develop customized solutions and enhanced services that you can’t find anywhere else. With one call, find out why L.W. Allen pumps and Altronex control systems have become the leading provider of pumps, controls, technical assistance and superior customer service.

Reduce your energy costs and save time. Call (800) 362-7266.

L.W. ALLEN
PUMP SYSTEMS

ALTRONEX
CONTROL SYSTEMS

4633 Tompkins Drive • Madison, WI 53716
(608) 222-8622 • FAX (608) 222-9414 • www.lallen.com
COVID-19 reopening in Wisconsin: An overview

As most states start the gradual process of reopening businesses, and stay at home orders expire, businesses will be required to comply with the rules and regulations handed down by local, state, and federal governments. You can visit the following sites to see the full details of the Federal and Wisconsin State Reopening Guidelines:
www.whitehouse.gov/openingamerica
www.wedc.org/reopen-guidelines

The most important rule these regulations will all have in common is heightened hygiene standards. Practicing good hygiene seems simple in theory, but it requires diligence and care, especially with when the goal is to mitigate risk of spreading COVID-19. Signage is a great idea to put up in breakrooms, bathrooms, and other areas to constantly remind employees to wash their hands. Here are some highlights:
- Wash your hands with soap and water or use hand sanitizer, especially after touching frequently used items or surfaces.
- Avoid touching your face.
- Sneeze or cough into a tissue, or the inside of your elbow.
- Disinfect frequently used items and surfaces as much as possible.
- Strongly consider using face coverings while in public, and particularly when using mass transit.

Employers also need to implement policies in order to minimize risk to employees and customers alike. These can include:
- Social distancing and protective equipment
- Temperature checks
- Sanitation
- Use and disinfection of common and high-traffic areas
- Encourage telework, where possible
- Minimize non-essential travel
- Keep vulnerable* employees home or make special accommodations

*Those 60+ years old, and those with underlying health conditions including: high blood pressure, chronic lung disease, diabetes, obesity, asthma, and anyone with a compromised immune system.

Additionally, employers should monitor workforce for symptoms and not allow symptomatic employees to return to work until medically cleared. Likewise, employees have a responsibility to stay home if they believe they have symptoms, and keep their employer informed, so proper contact tracing can be conducted in the event of a positive COVID-19 test.

PPE (Personal Protective Equipment) is recommended and should be used when possible. However, due to the extreme demand, it may be expensive and/or difficult to obtain gloves, masks, googles, and/or face shields. Therefore, prioritizing employees who have frequent/close customer contact is key. The following items are also important to note on PPE:
- Training: employees should be trained on how to correctly wear masks and gloves
- Cloth Face Coverings: The CDC had recommended cloth face coverings which may prevent the spread, but please note: these are not a replacement for N95 Respirators or Surgical Face Masks
- Continue to follow existing standard safety procedures, while using the required PPE

continued on page 25
If you have an employee who is suspected or confirmed to have COVID-19, in most cases you do not need to shut down your business or facility. Please follow the following cleaning procedures if the employee has visited or used the facility in the last 6 days prior to being diagnosed:

- Wait 24 hours before cleaning and disinfecting to minimize the potential exposure. If waiting 24 hours is not feasible, wait as long as possible.
- During this waiting period, open outside doors and windows to increase air circulation in these areas.
- Clean dirty surfaces with soap and water before disinfecting them.
- To disinfect surfaces, use products that meet EPA criteria for use against SARS-CoV-2 and are appropriate for the surface.
- Always wear gloves and protective clothing appropriate for the chemicals being used when you are cleaning and disinfecting.

Note: If the employee has been outside the facility 7 days or more, than disinfection is not required.

If you are having trouble finding supplies (disinfectant, sanitizer, goggles, face masks, face shields, gloves, etc.), please work with your local safety supplier(s). Online sources are another great option, but please be aware of scammers and profiteers! Please also be aware that short supply and increased prices are going to be the “new norm” on the aforementioned items for the foreseeable future. Please use your best judgment, buy only what you need for your employees, and ensure the product is appropriate! We are all going to get through this together, we wish you a safe, warm, and (most importantly) healthy summer!

Verona Safety Supply

### Remaining Clarifier deadlines

<table>
<thead>
<tr>
<th>Issue</th>
<th>Deadline</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sept. Issue</td>
<td>August 14</td>
</tr>
<tr>
<td>Dec. Issue</td>
<td>November 13</td>
</tr>
</tbody>
</table>

---

**We move water.**

*Full Service Process Control Integration and Service Expertise for Fresh Water and Wastewater Treatment Plants*

- Aeration
- Alarm Systems
- Calibrations
- Chemical Feed Systems
- Controls
- Cross Connections
- Instrumentation Devices
- Level Measurement
- Lift Stations
- Process Equipment
- Pumps/Rotary Equipment
- Remote Monitoring
- SCADA/Telemetry Panels

**B&M Technical Service, Inc.**

715.228.7604  bmtechservice.com
WWOA Board of Directors proposing changes to the articles of incorporation and the byLaws

Any time the Board proposes changes to these legal documents, some members get very concerned. We assure you that the changes being proposed for the annual meeting in October are expected to be non-controversial and make sense logically. The ByLaws Committee reviewed these documents back in January and determined that not only are they not written in accordance with current state protocol, but they conflict with some things. Therefore, changes are necessary.

At its April 2020 meeting, the Board voted to perform a two-phased approach to revising these documents, with Phase I focusing on the most critical changes needed at this time, and will be placed before the membership for approval at the October 2020 meeting. Phase II will be a more comprehensive overhaul of both governing documents undertaken by the committee appointed to the 2020-2021 term of service. Phase II should be considered as more of a formatting process, ensuring that the Articles of Incorporation (“the Articles”), the ByLaws, and WWOA Policy are used appropriately. Currently there are items contained in the Articles that are more appropriate to be included in the ByLaws, and there are items in both the Articles and the ByLaws that belong in Board policy.

What belongs in the Articles of Incorporation?
- Name of the Corporation
- Ch. 181 of the Wisconsin Statutes
- Registered Agent
- Registered Office
- Principal Office
- Members
- Distributions
- Other Provisions (Optional)
- Incorporator(s)

What belongs in ByLaws?
ByLaws define the governing and operational rules of the corporation under which the Board of Directors and management must operate on behalf of the membership. They specify when the Board meets, when the shareholder meeting takes place annually, the term of office for Board members, and other governance matters. ByLaws are high-level and take precedent over policies. Using membership dues as an example, the ByLaws should state how dues are changed (i.e., how the membership is informed of any proposed change, when and how a vote is taken, and what level of consensus is required for a vote to pass).
- Key organizational structures (membership structure, levels, and roles)
- Details of your board structure (# of Board members, eligibility, selection process, term limits, removal and replacement procedures, officer duties and tenure, and the process for election to these offices)
- Board committee structure (roles and size of each committee)
- A plan for managing internal crises
- Rules for amending your bylaws
- The conditions and rules for dissolving the corporation
- (Optional) Conflict of interest policies

What belongs in Policy?
Policies pertain to the detail of how the organization complies with the ByLaws and must not conflict with the ByLaws. Using the dues change example, Board policy should define, in detail, what the dues are and how they are determined. Once approved by the membership, the policy

continued on page 27
should be revised to reflect the change(s) made. Meeting
minutes and other documents are kept on file to capture
meeting outcomes.

Function of ByLaws
ByLaws essentially constitute a contract between the
members of the Association, defining within State nonprofit
statutes their rights, duties and mutual obligations.

Function of Policies
Policies are set by the Board and management to define
the operations of the company, such as hiring and firing of
employees, sales procedures, customer relations, product
return policies, charitable giving policies, employee conduct
and other operational matters. They are essentially a
framework for the provision of services and standards for
professional conduct.

In addition to publishing final changes in the September
edition of the Clarifier, changes will be provided on the
website at www.wwoa.org in redline-strikeout format for
your review prior to the conference.

2020 Amendments to be made in Phase I to the Articles

- Update Article 4. Registered Agent – to change from the
  former Executive Secretary to Caley Mutrie. Also being
  changed is the location of WWOA’s principal office from
  Baraboo to the AEG (Association Executives Group)
  offices in Oak Creek.

- Update Article 11. In the event that WWOA is
dissolved, this article specifies that all organization
funds will go to the Department of Natural Resources
(DNR). While we have no determined final language,
the Board is proposing something akin to, “Upon
dissolution of the Association, the assets of the
Association remaining after payment of, or provision
for, all liabilities or obligations of the Association shall
be distributed to such organizations having purposes
or objectives similar to those of the Association as the
Board of Directors may designate for scientific and
educational purposes within the meaning of Section
501(c)(3) of the U.S. Internal Revenue Code of 1986,
as amended (or the corresponding provisions of any
successor law)”.

continued on page 31

---

**The One Choice for Wastewater Sampling**

**5800 Sequential/Composite Sampler**

- Exceptional cooling maintains sample integrity
- Modular design means easy operation
  and maintenance
- Rugged design that withstands the
  harshest weather conditions

---

**MSW**

Mulcahy Shaw Water
mulcahyshaw.com
Articles of incorporation of Wisconsin Wastewater Operators Association, Inc.

Executed by the undersigned for the purpose of forming a non profit Wisconsin corporation under Chapter 181 of the Wisconsin Statutes:

ARTICLE 1: The name of the Corporation shall be: WISCONSIN WASTEWATER OPERATORS ASSOCIATION, INC.

ARTICLE 2: The period of existence shall be perpetual.

ARTICLE 3: The purposes shall be as follows:

A. The advancement of fundamental and practical knowledge concerning the treatment of wastewater and the management of wastewater facilities.
B. The promotion of good public relations in the water pollution control field.
C. Assistance and training of personnel interested in water pollution control, management or operation.
D. The encouragement of exchanging information and experiences in the operation of wastewater treatment facilities.
E. The publication and distribution of a newsletter relating to the water pollution control field.

ARTICLE 4: The mailing address of the principal office of the corporation shall be P.O. Box 451, Baraboo, Wisconsin 53913 0451 7044 S. 13th Street, Oak Creek, WI 53154-1429, and the name of its initial registered agent at such address is Karen Harter Caley Mutrie, WWOA Executive Secretary.

ARTICLE 5: The number of directors may be fixed by the ByLaws, but shall not be less than four (4). The manner of election or appointment of directors shall be as provided by the By Laws.

ARTICLE 6: The number of directors constituting the initial Board of Directors shall be eight (8).

ARTICLE 7: The names and addresses of the initial directors are:

<table>
<thead>
<tr>
<th>Name</th>
<th>Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>Thomas O’Keefe</td>
<td>1127 N. Street</td>
</tr>
<tr>
<td>John Wallendahl</td>
<td>223 S Watertown Street</td>
</tr>
<tr>
<td>Robert Deering</td>
<td>708 Linden Drive</td>
</tr>
<tr>
<td>John Wagner</td>
<td>W250 S3856 Reacquired Drive</td>
</tr>
<tr>
<td>Ward E. Holtz</td>
<td>705 George Street</td>
</tr>
<tr>
<td>Albert Winter</td>
<td>1013 Hennas Street</td>
</tr>
<tr>
<td>Rothschild, WI</td>
<td>54474</td>
</tr>
<tr>
<td>Kaukauna, WI</td>
<td>54130</td>
</tr>
</tbody>
</table>

ARTICLE 8: The membership of the Corporation shall consist of the following classifications:

A. An Active Member shall be any interested person employed in administration, engineering, operation or teaching in the field of wastewater and industrial waste treatment, both public and private; or any person representing a manufacturer of products with particular application to the wastewater and industrial waste treatment field or a student interested in the wastewater treatment field.

B. An Honorary Member shall be one who has the qualification of an Active Member and whose practical or scientific knowledge in matters pertaining to the operation of wastewater treatment plants entitle him/her to special recognition by the Corporation or a person who through his/her efforts has benefitted the Wisconsin Wastewater Operators Association, Inc. Said Honorary Member shall be elected by a majority of the officers of said Corporation, subject to the approval of a majority of the members present at the first subsequent regular meeting of the membership of the Corporation. Honorary Members shall have the same voting privileges as Active Members, but shall not be required to pay dues.

C. A Life Member shall be one who has been an Active Member for 25 years or more in this Corporation or 25 years in the Wisconsin Wastewater Work Operators Conference and Wisconsin Wastewater Work Operators Conference Incorporated, the predecessor organizations of this Corporation, or a total of 25 years in both. Life Members shall have the same voting privileges as Active Members and Honorary Members. Life Members shall

continued on page 30
Huber S-DISC
Sludge Thickening Solution

MINIMUM NOISE & CONTROL REQUIREMENTS
COMPACT DESIGN REQUIRING NO LUBRICATION
KEEPS ELECTRICAL, WATER & CHEMICAL COSTS LOW
SLUDGE VOLUME REDUCTION UP TO 90%
FULLY AUTOMATIC MESH CLEANING
THIN SLUDGE INLET/THICK SLUDGE DISCHARGE

SOLD & SERVICED LOCALLY BY
HUBER TECHNOLOGY
WASTE WATER Solutions

energenecs
WWW.ENERGENECS.COM
800-345-6337
receive a 20% discount on current active membership dues. A Life Member wishing to hold an office in the Organization may do so only if they are paying full active membership dues. (Revised, see Amendments I, II, III)

D. A Student Member: Eligibility; Any student enrolled in a 2 year or greater college program with studies relating to the field of wastewater treatment. Student must be enrolled as an active in class member of a college, be recommended by their student advisor, and present their Student ID (or provide a copy with their application). All regular membership benefits apply except WWOA awards and tuition assistance. Terms of membership shall be two years with renewal one time if enrolled in a 4 year program. Membership rate shall be one-half of the normal WWOA membership dues at that time.

ARTICLE 9: No part of the net earnings of the Corporation shall inure to the benefit of, or be distributable to, its members, directors, officers, or other private persons, except that of the Corporation shall be authorized and empowered to pay reasonable compensation for services rendered.

ARTICLE 10: The Corporation shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office.

ARTICLE 11: In the event of dissolution, any remaining assets shall be given to the Department of Natural Resources of the State of Wisconsin. Upon dissolution of the Association, the assets of the Association remaining after payment of, or provision for, all liabilities or obligations to the Association shall be distributed to such organizations having purposes or objectives similar to those of the Association as the Board of Directors may designate for scientific and educational purposes within the meaning of Section 501(c)(3) of the U.S. Internal Revenue code of 1986, as amended (or the corresponding provisions of any successor law).

ARTICLE 12: All income of the Corporation for each taxable year (for Federal income tax purposes) shall be distributed at such time and in such manner so as not to subject the Corporation to Federal Tax under Section 4942 of the Internal Revenue Code of 1954.

ARTICLE 13: The Corporation created hereby shall not engage in any act of self dealing (as defined in Section 4941 of the Internal Revenue Code of 1954, as amended) make any investments in such manner as to subject the Corporation to tax under Section 4944 of the Internal Revenue Code of 1954, as amended, or make any taxable expenditures as defined in Section 4945 (d) of the Internal Revenue Code 1954, as amended, or retain any excess business holdings as defined in Section 4943 (c) of the Internal Revenue Code of 1954, as amended.

AMENDMENTS

AMENDMENT I RESOLVED: That ARTICLE 8.C. shall be amended to read as follows:

A Life Member shall be one who has been an Active Member for 25 years or more in this Corporation or consecutive 25 years in the Wisconsin Wastewater Operators Conference, Inc., or the Wisconsin Wastewater Works Operators Conference, the unincorporated predecessor organization of this Corporation, or a total of 25 consecutive years in all three organizations. Defined in Section 4943 (c) of the Internal Revenue Code of 1954, as amended.

AMENDMENT II Proposed Articles of Incorporation Reading: Article 8: C

A Life Member shall be one who has been an Active Member for 25 years or more in this Corporation or 25 years in the Wisconsin Wastewater Works Operators Conference and Wisconsin Wastewater Works Operators Conference Incorporated, the predecessor organizations of this Corporation, or a total of 25 years in both. Life Members shall have the same voting privileges as Active Members and Honorary Members and shall be required to pay dues if currently employed full time by a Wastewater Affiliated Organization. A Life Member wishing to hold an office in the Organization may do so only if they are paying dues. Proposed change shall be published in the Clarifier at least twice before the annual conference and will be voted on at the Annual Business Meeting October 24, 2013.

Accepted Articles of Incorporation Reading: Article 8: C

A Life Member shall be one who has been an Active Member for 25 years or more in this Corporation or 25 years in the Wisconsin Wastewater Works Operators Conference and Wisconsin Wastewater Works Operators Conference Incorporated, the predecessor organizations of this Corporation, or a total of 25 years in both. Life Members shall have the same voting privileges as Active Members and Honorary Members. Life members prior to 2014 shall not have to pay dues, from 2014 forward; all Life Members shall pay dues.

continued on page 31
The inclusion of each version of actual amendments in the Articles is both confusing and redundant. The Board proposes removing this information from the Articles and place it in a separate historical record document. These amendments are already contained in official Annual Business Meeting minutes which are formally approved by the WWOA membership each year. They do not belong in the Articles.

2020 Amendments to be made in Phase I to the Bylaws

• General:
  • Create a broader scope definition of “Executive Secretary” such that an arrangement like what we have with AEG works. Reference to and addition of language specifying “association management company”.

• Make several typographical changes (e.g., “faction”, which has been correctly replaced with “fraction”)

• Article 2.03: Allow flexibility in term limit of Executive Secretary to allow for a longer contracted term. AEG’s standard contract term is 3 years; they made a concession to a 2-yr contract initially due to our urgent needs and to comply with the ByLaws. The 2-yr term limit was really designed for when the Board hired an individual. The contract would still allow us to make changes, including cancellation, should the management firm not meet contractual obligations.

• Article 3.01: Increase dues from $50 to $55 per 2 years. Last time dues were changed was 6 years ago. This amounts to about a 1.5% increase in costs per year. The dues for similar organizations are substantially more than that. The costs for our conference have increased significantly, and this burden has not been put back on the membership on an ongoing basis.

• Articles 4.08 and 4.09: This Article currently states that individuals must apply for (and pay dues) not just WWOA membership, but also Regional Association membership, which simply is not and has not been the case. The Board proposes eliminating 4.09 and updating 4.08 (Eligibility) to have an item (a) which replaces “be limited to” with “shall include but will not necessarily be limited to” and add an item (b) to read “Any WWOA member will automatically have a specific regional affiliation based upon their county of residence and/or their place of employment dependent upon which address is reported as their primary address to the WWOA database.”

• Article 5.01: Amendments: Maintain the first sentence, but pull out the individual amendments made over the years and place these in a separate historical record document. These amendments are already contained in official Annual Business Meeting minutes which are formally approved by the WWOA membership each year. They do not belong in the Bylaws.

The Board of Directors encourages you to call or email them with any concerns that you may have regarding these proposed changes. Our intent is to accommodate this task with complete transparency.
Wisconsin Wastewater Operators Association, Inc. bylaws
(Revised October 2014 Amended October 2020)

ARTICLE I – MEMBERSHIP

1.01 Members of Predecessor Organization
All members of the Corporation’s predecessor, Wisconsin Wastewater Operators Association, shall automatically be deemed to be members of the Corporation and the classification of each member as Active, Honorary, Life or Student Membership shall remain the same in the predecessor organization.

1.02 Election to Membership
The Executive Secretary shall receive all applications for membership for the Active classification. Such applications shall include current dues. The Executive Secretary satisfied of an applicant’s eligibility shall issue a membership card and shall add the applicant’s name to the Corporation roster as a new member.

1.03 Annual Meeting of Membership
The annual meeting of the membership shall be held at the date, hour and place designated by the President of said Corporation or by the Board of Directors, or the date of the anniversary of the beginning of the Corporation.

1.04 Special Meeting of Membership
Special meetings of the membership for any purpose or purposes, unless otherwise prescribed by the statute, may be called by the President of the Board of Directors, and the date, hour and place of that meeting shall be designated by the President of the Board of Directors.

1.05 Notice of Annual or Special Meetings
Written notice stating the place, day and hour of the meeting and, in case of a special meeting, the purpose or purposes for which the meeting is called, shall be delivered nor less than five days and no more than fifty days before the date of the meeting, either personally, by mail, by e-mail, or by the direction of the President, Executive Secretary, or other officers or persons calling the meeting, to each member of record. If mailed, such notice shall be deemed to be delivered when deposited in the United States mail, addressed to the member at his/her address as it appears on the books of the Corporation, with postage thereon prepaid.

1.06 Waiver of Notice by Member
Whenever any notice whatever is required to be given to any member of the Corporation under the Articles of Incorporation or By-Laws or any provision of law, a waiver thereof in writing, signed at any time, whether before or after the time of the meeting, by the members entitled to such notice, shall be deemed equivalent to the giving of such notice; provided that any waiver in respect to any matter of which notice is required under any provision of the Wisconsin Business Corporation Law shall contain the same information as would have been required to be included in such notice, except the time and date of meeting.

1.07 Conduct of Meetings
The President, and in his absence, the President-Elect, then the Vice President in the order provided under Section 2.01, and in their absence, any person chosen by the members present shall call the meeting of the members.

1.08 Voting List
The Executive Secretary having charge of the membership books of the Corporation shall, before each meeting of members, make a complete list of the members entitled to vote at such a meeting, or any adjournment thereof, which list shall be produced and kept open at the time and place of the meeting and shall be subject to the inspection of any member during the whole time of the meeting for the purposes of the meeting. Failure to comply with the requirements of this section shall not affect the validity of any action taken at such meeting.

1.09 Quorum
Except as otherwise provided in the Articles of Incorporation, the members present at an annual or special meetings shall constitute a quorum. The affirmative vote of the majority at any such meeting and entitled to vote on the subject matter shall be the act of the membership.

1.10 Committee
(a) Standing Committees shall be the Executive Committee, Technical Committee, Local Arrangements, Guest Program, Operators Competition, Golf Outing, Sporting Clay, Exhibits, Manufacturers & Consultants, Nominations, Career Development, Website, Annual Awards, Scholarship, Spring Biosolids Symposium, CSWEA Liaison, WWOA Directory, Historical, Governmental Affairs, Publicity, Resolution & By-Laws, Membership, Permanent Arrangements, Operator Training, Clarifier, Regional Coordinator and Promotional Items.

continued on page 33
(b) Additional committees, from time to time that may be required, shall be appointed by the President.

ARTICLE II – OFFICERS AND BOARD OF DIRECTORS

2.01 Officers and Composition of Board of Directors
The Board of Directors of the Corporation shall consist of nine (9) directors. The Officers of the Corporation shall be a Past President, President, a President-Elect, a Vice President, and five (5) Directors, all of whom shall be Active members of the Corporation and in good standing. These members shall constitute the Board of Directors of the Corporation.

2.02 Election of Officers and Directors
The three most recent Past Presidents shall constitute the Nomination Committee. In case three Past Presidents are not available; the current President shall appoint an Active member or members to fill any vacancy. This committee shall report to the Executive Secretary prior to the time of the election meeting, and its report shall recommend at least one name for each elective office about to become vacant. Following the report of the Nominations Committee at the annual meeting, the President shall call for nominations from the floor. If more than one name is placed in nomination for any office, voting shall be by ballot. The office of Vice President shall be an elective office, and the Vice President will automatically become President-Elect of the Wisconsin Wastewater Operators Association, Inc. upon completion of his/her term as Vice President. (Amended 2009 see Amendment H). The office of President-Elect will automatically become President of the Wisconsin Wastewater Operators Association, Inc upon completion of his/her term as President-Elect. Further, the initial Board of Directors and initial Officers shall be those Directors named in the Articles of Incorporation and those Officers of the Corporation’s predecessors, Wisconsin Wastewater Works Operators Conference, and Wisconsin Wastewater Works Operators Conference, Incorporated.

2.03 Terms of Office
All Officers, except the Directors, shall be elected for a term of one year. The President, President-Elect and Vice-President shall not succeed themselves to the same office for consecutive terms. The election of all elected officers shall be at the Annual Meeting. The term ‘one-year’ is construed to mean from the date of one Annual Meeting to the date of

continued on page 34
the Succeeding Annual Meeting, regardless of elapsed time.

(a) The Executive Secretary of the Wisconsin Wastewater Operators Association, Inc. shall be appointed or hired by a majority vote of the Board of Directors. The position of Executive Secretary is defined as held by either an individual or by a contracted Association Management Company, who will appoint an individual to serve as the Executive Secretary. The Executive Secretary shall be appointed contracted with for a term of no more than three (3) two (2) years, and this appointment shall be made in each even numbered year at a scheduled Board of Directors meeting.

(b) The Directors of Wisconsin Wastewater Operators Association, Inc. shall be elected for a term of two (2) years. Two Directors shall be elected in each year and three Directors shall be elected in each odd numbered year.

2.04 Vacancies on the Board of Directors or of Officers
In the event that an office becomes vacant between election meetings, the Board of Directors shall elect an Active member to serve until the next election meeting.

2.05 Duties of the Board of Directors
It shall be the duty of the Board of Directors to carry on the business and advance the interest of the Corporation between meetings. All actions of the Board of Directors require a majority vote of said Board of Directors.

2.06 Annual Meeting of Board of Directors
There shall be one annual meeting of the Board of Directors at a time and place designated by the President. The President may call additional meetings of the Board or may conduct Board and Corporation business by mail, phone, video conferencing, in person, or any electronic method.

2.07 Quorum
Except as otherwise provided by law, by the Articles of Incorporation or by these By-Laws, a majority of the number of Directors set forth in Section 2.01 shall constitute a quorum for the transaction of business at any meeting of the Board of Directors, but a majority of the Directors present (through less than such quorum) may adjourn the meeting from time to time without further notice.

2.08 Notice/Waiver
Notice of each meeting of the Board of Directors shall be given by written notice delivered personally, mailed, or e-mailed, to each Director at his/her business or residential address, in each case not less than two days prior to the meeting. Whenever any notice whatever is required to be given to any Director of the Corporation under the Articles of Incorporation or By-Laws or any provision of law, a waiver thereof, in writing, signed at any time, whether before or after the time of meeting, by the Directors entitled to such notice, shall be deemed equivalent to giving such notice.

2.09 Expenses of Board of Directors Meetings
The Executive Secretary shall have authority to honor reasonable out-of-pocket expenses, not reimbursable by the Boards members’ employers, incurred by attendance at authorized Board meetings as provided in Section 62.06 of Article II.

2.10 Duties and Responsibilities of the Executive Secretary
The Executive Secretary shall maintain the financial and membership records of the Corporation and be the Registered Agent of the Corporation. The Executive Secretary shall perform all duties as listed throughout the By-Laws designated in the position description, or within a contract if an Association Management Company serves in the capacity of an Executive Secretary. In addition, the Executive Secretary shall perform the duties assigned by the Board of Directors. The Executive Secretary will have the authority to perform his/her assigned duties but will not have the authority to commit the Corporation without the approval of the Board of Directors.

ARTICLE III – FINANCES
3.01 Dues
The dues shall be fifty-five dollars ($55.00) for each two years fraction thereof. These dues shall be effective September 1st (amended 2011 see Amendment

3.02 Finances
(a) All money received by the Executive Secretary shall be deposited in a bank approved by the President; said funds to be in the name of the Wisconsin Wastewater Operators Association, Inc.

(b) Upon approval of the President, the Executive Secretary shall have the right to make all necessary disbursements.

(c) No Officer or member of the Corporation shall be

continued on page 35
authorized to contract for expenses exceeding the cash assets of the Corporation.

3.03 Compensation for the Executive Secretary
(a) If the Board of Directors votes to appoint an individual as Executive Secretary, said individual shall be a paid employee of the Corporation. The salary of the Executive Secretary shall be determined by the Board of Directors. Expenses for which the Executive Secretary will be reimbursed shall also be determined by the Board of Directors.

(b) If the Board of Directors opts to use an Association Management Company, a contractual agreement which describes responsibilities and rate of compensation, shall be drawn up and approved by a majority of the Board of Directors.

3.04 Fiscal Year
For accounting purposes, the fiscal year shall begin on January 1st of each year, and end on December 31st (amended 2000 see Amendment I) of the same year. At the end of the each fiscal year, the Executive Secretary shall submit his/her records for audit to a committee appointed for that purpose by the President.

ARTICLE IV – REGIONAL ASSOCIATIONS

4.01 Definition of Regional Association
There shall be no more than six (6) regional associations throughout the State of Wisconsin. The six regional associations shall be recognized as follows: Southern, Southeast, West Central, Northwest, North Central, and Lake Michigan.

4.02 Requirements for Affiliation
Regional associations applying for membership in this organization shall submit written application for affiliation in the form and manner prescribed by the Board and shall be subject to the acceptance and approval of the Board of Directors. The procedures for affiliation shall be:

(a) Adoption of the standard form of regional association By-Laws prescribed by the Wisconsin Wastewater Operators Association, Inc. or as otherwise approved in accordance with 4.05;

(b) Payment of such charter fees as may be established by the Board of Directors;

(c) Submission of a list of charter members, each of whom shall have paid the full membership fees as established in the regional association By-Laws;

(d) Compliance with all the requirements for affiliation as prescribed in these By-Laws and by the Board of Directors and agreement to accept and abide by the Articles of Incorporation and By-Laws of this organization now and hereafter in force.

4.03 Officers
Annual elections of regional officers shall be held at the last Regional Meeting of the calendar year and the Region shall immediately report to the Executive Secretary of the Corporation, the names and addresses of the newly elected officers. Regional officers shall assume their official responsibilities as of January 1st following their elections.

4.04 Regional Membership Fees and Annual Dues
Regional associations may establish membership fees in their By-Laws as they see fit.

4.05 By-Laws
A regional association shall not change or amend its By-Laws.
continued from page 35

Laws without the consent of the WWOA said regions’ members.

4.06 Meeting Requirements
Meetings shall be held at the date, place and hour designated by each region. One-day only meetings are encouraged. Regional association meetings shall not be held two weeks before or after the Annual WWOA State meeting, and shall attempt to avoid other WWOA sponsored events.

4.07 Resignations/Revocation of Charter/Appeal
(a) Any regional association may resign from WWOA, by reason of dissolution or other reason, provided that all financial obligations to WWOA have been fulfilled and that, if incorporated, the Corporation shall be legally terminated as a WWOA regional association, and that notice of such resignation or dissolution shall be legally terminated as a WWOA regional association, and that notice of such resignation or dissolution shall be certified to the Executive Secretary of WWOA. Such notice of resignation or dissolution shall become effective as determined by the Board of Directors of WWOA.

(b) Any regional association that fails to conform with the accepted standards for chartered associations, or whose conduct is considered by the Board of Directors to be injurious or prejudicial to the image and best interests of WWOA or its other regional associations, may have its charter revoked or suspended by a two-thirds majority vote of the Board of Directors. Any regional association that violates the Articles of Incorporation or By-Laws of WWOA, or that is more than one hundred and twenty (120) days in arrears for any indebtedness to WWOA may have its Charter revoked or suspected by a two-thirds majority vote of the Board of Directors. The Board of Directors may impose such conditions as it may deem reasonable or necessary. However, the Officers of the Board of Directors assisted by the Executive Secretary of WWOA shall first be given the opportunity to investigate and report thereon to the Board of Directors. The Executive Secretary of WWOA shall have sent notice of such proposed action and reasons therefore by certified mail to the last reported officers of such regional association not less than thirty (30) days prior to the date on which the Board of Directors shall act upon the proposed suspension or revocation. In the event of such revocation or suspension, the Executive Secretary of WWOA shall send, within fifteen (15) days, a notice of such action and reasons therefore to the last reported officers of such regional association.

(c) In the event a charter and membership of a regional association is revoked or suspended, such regional association may, within thirty (30) days of mailing of the notice of such revocation or suspension, file with the Executive Secretary of WWOA a written appeal of such action, which appeal shall be considered at the next meeting of the Board of Directors. If a regional association whose charter has been suspended fails to exercise the right of appeal within the specified period, its charter and membership shall be automatically revoked as of the date of suspension.

(d) Upon the revocation or suspension of the charter and membership of any regional association for any reasons whatsoever, such regional association shall forfeit all rights and privileges of Membership, services provided by WWOA and the right to use the names, slogans, emblems, marks or other insignia of the organization, except that the Board of Directors may, at its discretion, postpone the forfeiture of such rights, privileges and services until the expiration of the appeal period or, if an appeal is received, until the Board of Directors considers the appeal at their next meeting.

(e) Upon the revocation or suspension of the charter and membership of any regional association, the Executive Director shall return to the recorder/treasurer of the regional association all surplus reserve funds credited to the account of the regional association remaining after payment of all regional association obligations to the WWOA. There will be no proration of any charter fee.

4.08 Eligibility
(a) Members of regional associations shall be limited to include but will not necessarily be limited to the wastewater collection and treatment plant personnel, superintendents, chemists, technicians, maintenance personnel, and others involved in wastewater treatment, regulation, suppliers, vendors, consultants, educators, educators, and public officials.

(b) Any WWOA member will automatically have a specific regional affiliation based upon their county of residence and/or their place of employment dependent upon which address is reported as their primary address to the WWOA database.

4.09 Individual Membership
(a) All membership in regional associations shall be held by individuals. Such memberships shall not be transferable.

(b) An associate member shall be those members who are
active in regional affairs and are members of the WWOA in good standing.

4.009 Annual Charter Fee
Each regional association shall pay to WWOA for each of its members an annual charter fee as determined by the Board of Directors each year. The Board of Directors shall have the opportunity to grant an extension of time for payment of obligations to WWOA when, in the judgment of the Board of Directors, circumstances indicate such extension would best serve the interests of the organization.

4.010 Liability Insurance
(a) Each regional association shall pay to WWOA as part of its charter, a fee as determined by the Board of Directors for the payment of the annual premium for comprehensive general liability insurance.

(b) Insurance coverage shall not be provided by WWOA for regional associations for activities or meetings where intoxicating beverages are served by and/or provided by the regional association or members with or without monies from the membership of the regional association or another chartered regional association.

ARTICLE V – AMENDMENTS

5.01 Amendments
Amendments to these By-Laws may be made either by a two-thirds majority vote of members of the Corporation voting at a regular meeting or by two-thirds majority of members of the Corporation voting by mail ballot.

AMENDMENT I—In 2008, John Leonhard, Chair of the Resolutions and By-Laws Committee, informed the membership that the Board would like to change the fiscal year from September 1st to August 31st, to the calendar year beginning January 1st of each year to December 31st of each year. Leonhard stated that this would require a By-Laws change and action from the membership at this meeting. Leonhard explained why the change is needed. After discussion, Dale Doerr made a motion to change the WWOA fiscal year to the calendar year (January 1st of each year to December 31st of each year), motion seconded by Wade Peterson. Motion Carried.

AMENDMENT II—October 8, 2009. After discussion, John Leonhard made a motion to amend the By-Law to eliminate the election of the President-Elect with an automatic progression of the Vice-President to President-Elect position. Dale Doerr seconded the motion. Motion carried. Amended to the By-Law to eliminate the election of the President-Elect with the automatic progression of Vice-President to President-Elect position.

AMENDMENT III—John Leonhard, Chair of the Resolutions and By-Laws Committee, reported that the Board is asking for an increase in the membership dues from $40.00 to $50.00 for a 2-year membership. John Leonhard explained that this would be a By-Laws change and would require approval by the membership attending the Annual Business Meeting. A discussion ensued. After discussion, Dean Falkner made a motion to approve the dues increase. John Leonhard seconded the motion. Motion Carried. The dues increase will take effect January 1, 2011.

Clarifier advertisers index

Ahern .......................................................... page 4
USA Blue Book ........................................... page 5
Donohue ....................................................... page 6
Cady Aquastore ........................................... page 7
Mulcahy Shaw Water-Boerger ....................... page 8
Xylem-Flygt ................................................ page 9
B&SM Technical Service-ShinMaywa ................ page 10
Dorner ......................................................... page 11
Staab Construction ....................................... page 12
Process Equipment Repair Services ................. page 13
MSA ............................................................. page 14
Energenecs ................................................... page 15
McMahon ...................................................... page 17
Ruekert-Mielke ............................................. page 19
Visu-Sewer .................................................. page 20
Applied Tech ............................................... page 21
I.W Allen ..................................................... page 23
Badger Labs ................................................. page 24
B&SM Technical Service ............................... page 25
Adaptor ......................................................... page 26
Mulcahy Shaw Water ..................................... page 27
Energenecs-Huber ........................................ page 29
Symbiont .................................................... page 33
Strand Associates ........................................ page 35
Mekko Manufacturing .................................... page 39
North Central Laboratories ............................. back cover
Nominate someone today for the annual conference awards

We invite you to submit your nominations for the Annual Conference Awards. There are many people in our industry that are deserving of these awards. We are looking for nominees for the following awards:

1) George F. Bernauer Award: Criteria include successful plant performance, and/or successful solution of important or complicated operational problems, and/or outstanding contributions in the field of wastewater technology in the State of Wisconsin.

The nominee may be a municipal, industrial, or institutional operator, administrator, or educator in Wisconsin. It is not limited to WWOA members.

2) Koby Crabtree Award: Presented to a WWOA member for excellence in technical support provided to others in the field of wastewater treatment.

The individual should be a recognized authority in wastewater, share knowledge through presentation, contribute to problem solving, and provide service regardless of compensation.

3) Service Award: Presented to a person who has made an outstanding contribution to the WWOA in the areas of promotion, operation, management, program participation, or education.

The nominee must be an active member of WWOA for a period of ten years.

4) Newcomer of the Year Award: Recognizes an operator, support staffer, or environmental technician with less than three years of experience as of August 1st of the year nominated.

The nominee should demonstrate higher than average growth in their place of employment, a willingness to learn, innovation on the job, and exceptional enthusiasm for their profession. The nominator should be a supervisor, manager, peer, co-worker, or DNR personnel familiar with the day-to-day efforts of the nominee. WWOA membership is not required, and a two-year membership or renewal is included in the award.

5) Regional Operator of the Year Awards: Given to someone who has demonstrated excellent plant performance, and/or successful solution to a problem, and/or contributions to the wastewater field. It is open to Wisconsin operators of municipal, industrial, or institutional wastewater treatment facilities.

Operators may or may not be Certified. Operators can be found working in a variety of areas, including biosolids, collections, engineering, lab operations, maintenance, etc. The nominee should be a five-year member of WWOA.

The nomination form and instructions for all the awards can be found on the WWOA website at https://www.wwoa.org/organization/annual-awards/ or by contacting Don Lintner, Awards Committee Chair, at (920) 418-3869 or email at awards@wwoa.org.

Please note that the Regional Operator of the Year Award nominations should be submitted to the Regional officers listed on the nomination form by July 24, 2020.

All other awards need to be submitted to Don Lintner by August 1, 2020 for consideration.

Feel free to contact me if you would like any further information on the awards, the nomination procedure, or if you have a question if a potential nominee meets specific award criteria.

Thank you in advance for taking the time and effort to nominate individuals and allowing WWOA to recognize these deserving recipients!  

Sincerely,

Don Lintner
Award Committee Chair
awards@wwoa.org

Renew Your Membership

If you have questions on your membership number, renewal date, or want to complete renewal of your dues now, contact the WWOA office at customercare@wwoa.org or call 414-908-4950.
MEKCO MANUFACTURING

CALL US TODAY!
WE CAN SUPPLY YOUR NEXT F.R.P BUILDING OR ENCLOSURE
ANY SIZE. ANY COLOR. ANY USE.
920-693-8163 | WWW.MEKCO.COM
PROUDLY DESIGNED AND FABRICATED IN WISCONSIN

A PROUD MEMBER OF
American Composites Manufacturers Association

MADE IN
North Central Laboratories


35 Years of Manufacturing Reagents for Water & Wastewater

Lower shipping cost. Next day delivery in Wisconsin for most items. Free technical support for equipment and test procedures.

1-800-648-7836 www.nclabs.com