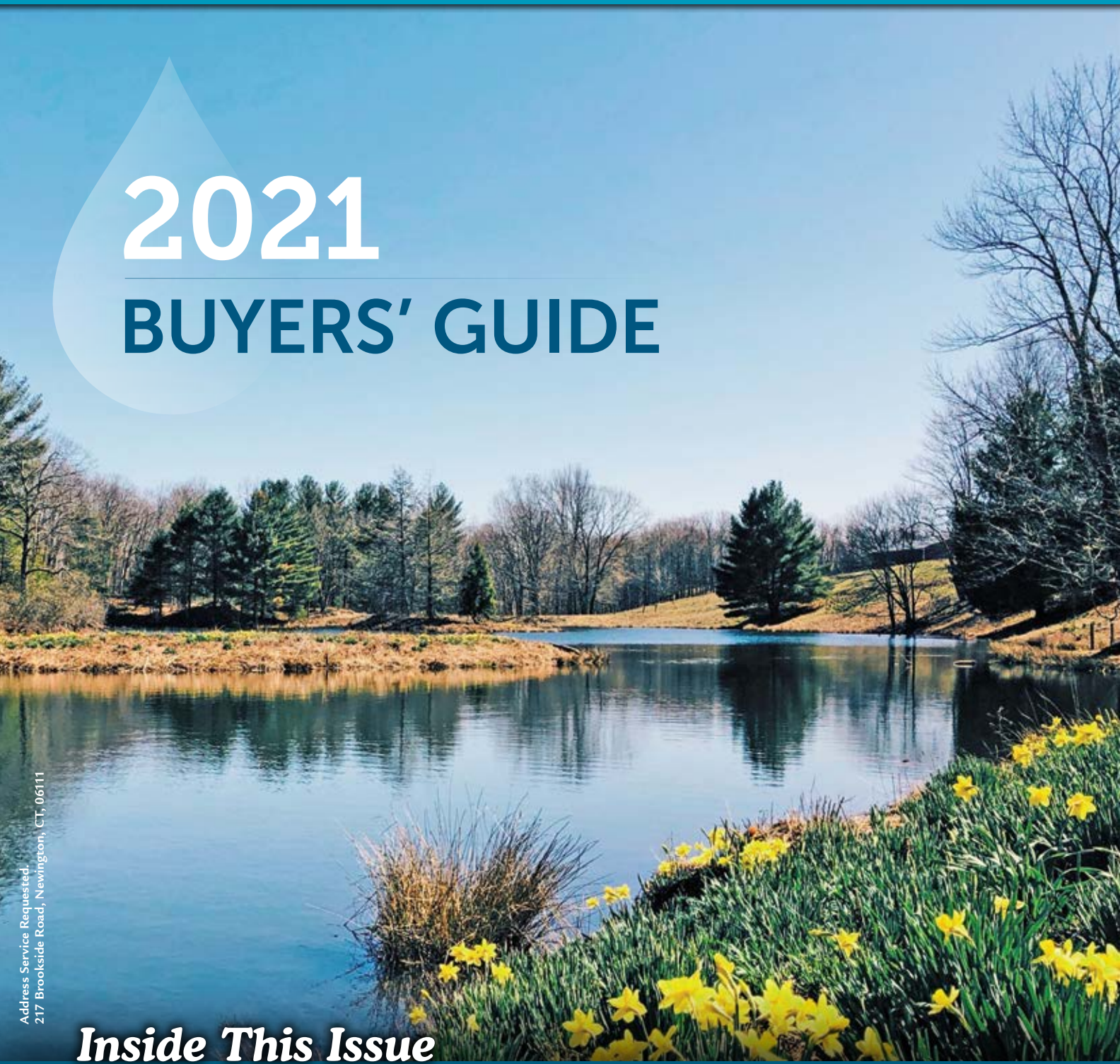
InFlow-Line

The Magazine of the CT Section American Water Works and the Connecticut Water Works Associations Spring 2021



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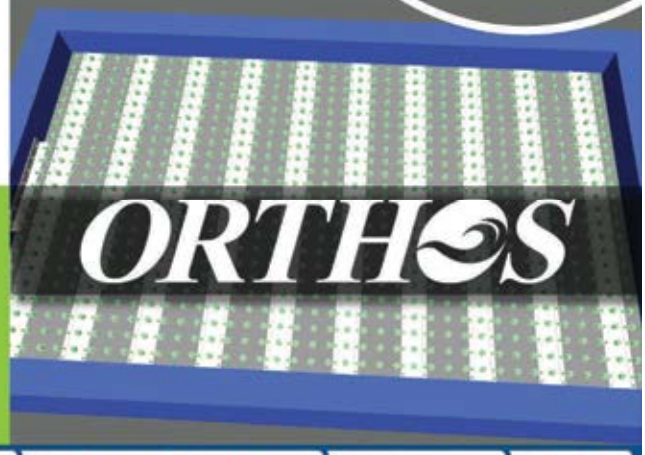
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Volume 16 – Number 1

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InFlow-Line

Volume 16 – Number 1

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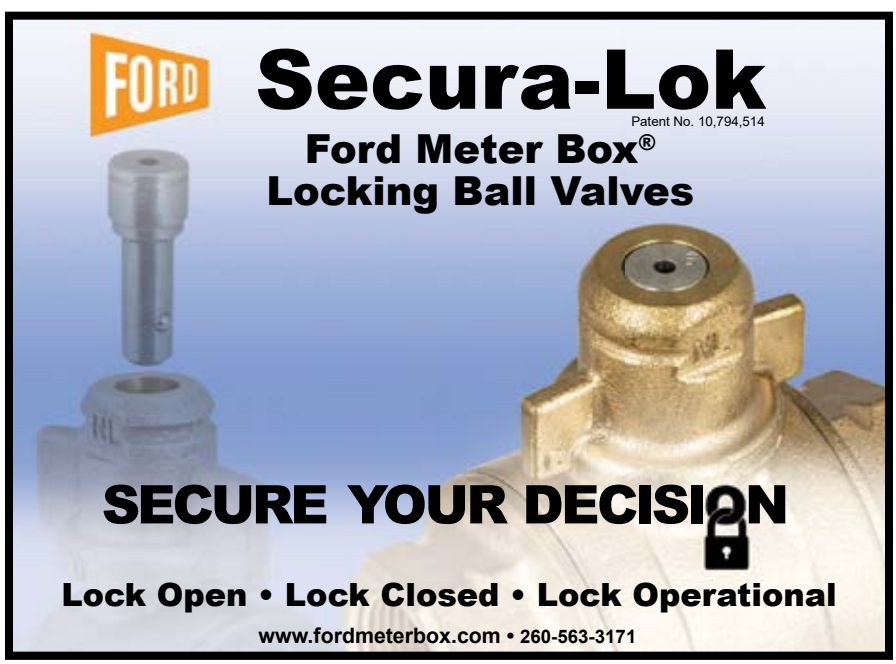
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Legislation Facing the Industry

Spring has sprung and the legislative session is moving full speed ahead, scheduled to adjourn on June 9. Throughout the session, the Capitol has remained closed to the public, with all testimony being provided via Zoom, telephone, and written submissions.

Our Legislative Tri-Chairs, Maureen Westbrook (Connecticut Water), Lori Vitagliano (Regional Water Authority), and Pat Kearney (Manchester Water and Sewer Department), with our Executive Director Betsy Gara, have been reviewing proposed bills, reaching out to legislators and members, preparing statements and talking points, and testifying before numerous Legislative Committees to explain the scope and impact of proposed legislation.

Much of the legislation facing the industry this year is not new. Among the top items are:

- renewal of the Department of Public Health's Primacy Fee, with efforts to charge the fee in perpetuity and eliminate DPH's requirement to annually report on how the funds are used;
- DPH legislation to require water utilities to provide alternate water supplies to customers in the event of a water main break, loss of system pressure or other event an outage exceeding eight hours;
- requirements for water utilities to provide Tier 1 public notices in multiple languages;
- and to require water analysis labs to directly notify DPH within 24 hours of a sample result, which shows a contaminant level in violation of the federal Environmental Protection Agency national primary drinking water standards.

Beyond these legislative initiatives still pending, there were dozens of proposed bills of concern to the water utilities CWWA monitored and/or commented on that either did not get a hearing or did not move out of committee. All the proposals are reviewed and discussed with members and supporters at CWWA's Legislative Committee Meetings, held monthly via Zoom during the legislative session. I encourage our membership and supporters to actively engage in our Legislative Committee Meetings to remain aware of the issues facing our industry and reach out to the representatives within their service areas. Contact CWWA's Executive Director Betsy Gara at *gara@gmlobbying.com* if you are interested in participating.

As the CWWA Board's year ends, I would like to thank our officers, directors, and tri-chairs for their service. I would like to single out Mark Decker (Norwich Public Utilities), Kevin Schwabe (Connecticut Water), and Neil Amwake (Wallingford Water and Sewer) for their years of service, since they will be leaving the Board. A new slate of officers and directors was approved at the February meeting and will be installed at the June meeting.

The Water Utility Coordinating Committee (WUCC) process has been proceeding with joint virtual WUCC meetings being held since last fall. The last virtual meeting was held on February 17 and split into working groups to tackle priority topics identified in the Coordinated Water Supply Plan. These topics included interconnections and regionalization, non-community water system minimum design requirements, water conservation, and drought response. The WUCC's work on these topics is critical to provide water utilities with a voice on how to address longstanding issues and inform the State Water Plan implementation process.

On the national level, we are monitoring the potential consequences of the pending Lead and Copper Rule Revisions, which will include requirements for full inventories of utility and private owned water service materials, revised sampling requirements in addition to find and fix provisions to address lead sources in customer plumbing.

A new requirement under the Revised Lead and Copper Rule will be the requirement for PWS to test for lead in elementary schools and licensed day care facilities within their service areas with the results reported to the local school boards and Local Health Directors. These changes will require interpretation by regulators and utilities in addition to substantial investment and training by PWS.

We are also keeping our eyes and ears open for a federal infrastructure bill as proposed by the current president. Any federal water infrastructure funding in Connecticut will likely be processed through the state's Drinking Water State Revolving Fund (DWSRF). DPH's DWSRF application deadline passed on March 31, but for the past few years DPH has continued to accept funding applications at any time throughout the year, updating its Project Priority List as needed. In the event federal funding for DWSRF becomes available, we will reach out to members and supporters with information regarding application for funding.

In closing, I would like to thank our membership and supporters for your continuing support over the last year. I hope to see you all virtually at CWWA's New and Emerging Laws and Regulations Workshop on June 22 and I look forward to the date when we can once again meet in person.

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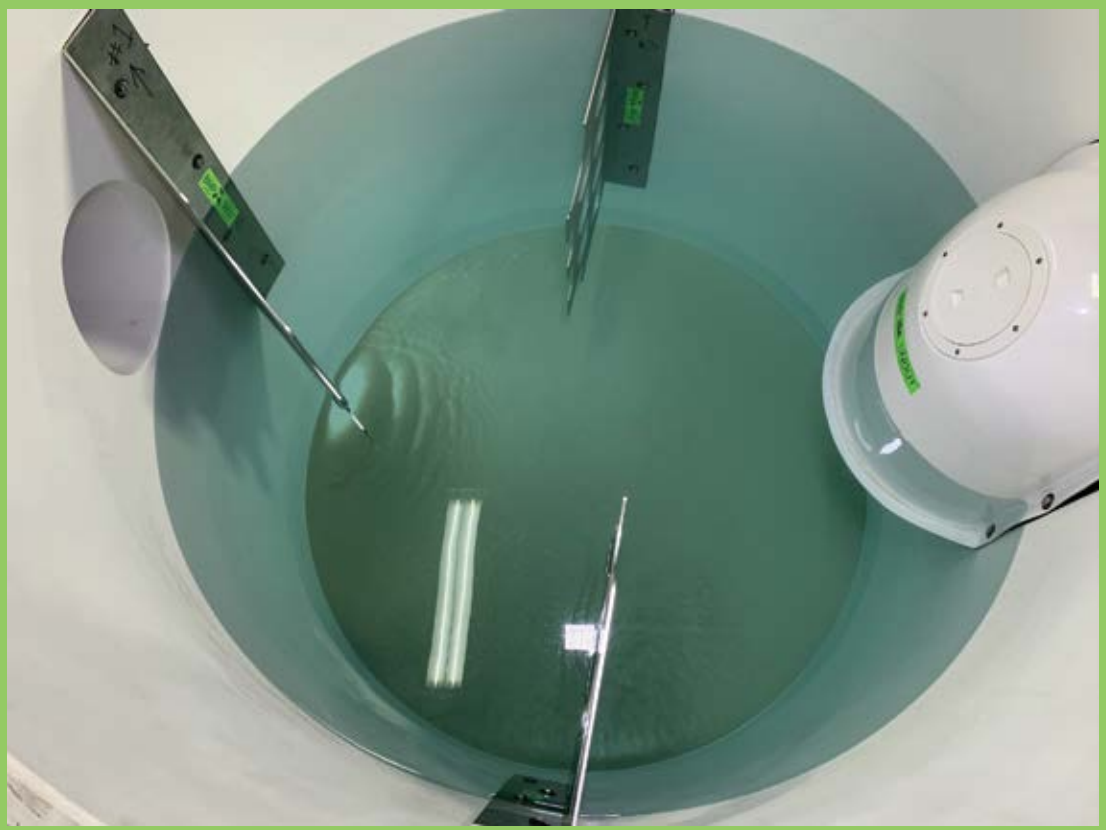
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Careful Planning and **Cautious Optimism**

Hi folks – spring has sprung, the vaccination process in CT is going very well, the economy is being re-opened, COVID restrictions are being relaxed, and the virus variants are currently spreading rapidly. Our public health officials are in a race against time to keep the vaccination rate one step ahead of the infection rate. It's not time yet to claim victory: it's time for prudent careful planning and cautious optimism.

The AWWA Water Matters Fly-In preparations are in full swing, with the primary focus on infrastructure funding needs, including requests that Congress maximize funding for lead service line replacement. The event will be virtually this year, as will AWWA's Annual Conference and Exposition in June. AWWA has lined up a very impressive program for the Annual Conference and has the meeting technology running like a well-oiled machine. Registration is now open on the website at *www.awwa.org*.

Although our situation relative to the pandemic has greatly improved since earlier this year, there is still a lot of uncertainty. One thing that we do know for certain is many water systems across the country now have a major challenge on their hands in meeting the requirements of the EPA's new water quality regulation, the Lead and Copper Rule Revisions. Released in January, this rulemaking marks the first major revision to the lead rule in drinking water requirements since 1991. The intent is to further reduce the exposure of people to lead in drinking water, primarily through stricter corrosion control treatment and lead service line replacement requirements.

Currently the earliest compliance deadlines come due in January 2024 regarding the lead line inventory with the resultant revisions of the sampling pool, and the clock is ticking. The new requirements make it more difficult to maintain compliance and add a lot of new work and expense related to service line inventories, monitoring programs, corrosion control treatment and related studies, lead service line replacement, and customer/public communications.

Older systems with lead service lines either on the water systems side or the private connections will see the greatest impact.

So, what's the best way to proceed? I recommend the following four steps:

1. Get started now!
2. Understand the new requirements.
3. Understand how these requirements will impact your system(s).
4. Put an action plan in place to ensure compliance in 2024.

AWWA has provided several very informative webinars already this year. If you missed them, they are archived and available on the website. CT DPH provided a helpful webinar in April, and the CT Section and CWWA are both planning webinars to help systems understand the new requirements and how to go about addressing them. In creating your action plan, make sure you address all aspects of the rule and have provided for sufficient financial and manpower resources to get things done on time. The rule requirements are both broad and complex, and you may need assistance from consulting firms.

One of the most challenging requirements is to create a **Service Line Materials Inventory** and submit it to the CT DPH in January 2024. This inventory must list all potable water service lines, and must identify the material(s) of the entire service line as either lead, galvanized requiring replacement, lead status unknown, or non-lead and be publicly available. This includes both utility-owned and privately-owned portions of the line.

Potential obstacles include the status of historical utility records and obtaining information on the private side portion of these service lines. It is in the best interests of the public water system to maximize materials identification efforts early in order to minimize the number of unknowns listed in the inventory document submitted to DPH. Because it simplifies and facilitates compliance with other requirements in the rule.

A second key requirement is to prepare and submit a **Lead Service Line Replacement Plan** to CT DPH in January 2024. This plan must delineate how the system will go about replacing both utility and private side portions of lead service lines (as determined by the Inventory) and how many lines will be replaced per year, if mandatory replacement is triggered by rule requirements based on system performance under the new monitoring requirements.

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"Given the magnitude of the effort involved, it is prudent for water systems to get started now, prepare your action plan, and start working on the Materials Inventory, the Replacement Plan, and the new monitoring protocols."

The Plan must also include documentation of the system's service line replacement processes for the construction work itself, for notification to customers about the replacement work, for financial assistance to customers, and for providing pitcher filters, instructions for flushing the building plumbing, etc., which are designed to minimize the customer's exposure to lead resulting from the construction work performed to remove the lead line.

A third key area involves the very significant changes in the **monitoring requirements** for lead in drinking water. Water systems that have lead lines will have to reformulate their sampling pools, collect 100% of the required number of compliance samples from locations with lead lines (as determined by the Inventory), and will be using the fifth liter sample (not the first liter drawn which will be used for copper compliance) for compliance testing for lead and the calculation of compliance with the lead Action Level of 15 ppb and the new Trigger Level of 10 ppb.

Most water systems in our state likely have little or no compliance data based on fifth liter samples (ie. water stagnant in the lead service line for at least six hours), so attention must be given to the potential compliance implications of that, especially if your system does not employ optimized corrosion control treatment. Currently, compliance monitoring under the new requirements is scheduled to begin in July 2024. Keep in mind that the new sampling pools will need to be approved by CT DPH prior to the onset of compliance monitoring in July 2024.

Also beginning in 2024, water systems will be required to monitor for lead in schools (kindergarten through eighth grade) and licensed childcare facilities. Systems must complete the monitoring within five years, sampling at least 20% of the required facilities each year, and collecting five samples per school and two samples per childcare facility. Challenges will include identifying all of these facilities (DPH is helping to identify the childcare facilities), coordination logistics for sample collection timing and protocols, and reporting the results to the school, the local health department, and CT DPH.

What I have listed here is a high-level overview of the provisions of the new rule most urgent – because they involve a significant amount of work and have the earliest compliance deadlines. There is a lot more detail around these three parts of the rule that need to be considered, and there are also other requirements areas which I have not covered, including optimized corrosion control treatment, treatment studies, and all of the communication requirements.

I think you can see from the above there is a lot of work to do to ensure compliance with the new lead in drinking water requirements. Even though there is a real possibility that the compliance deadlines could be delayed, it is very likely the three rule provisions highlighted above will remain in place, and it is possible that some of them will become even more challenging.

Given the magnitude of the effort involved, it is prudent for water systems to get started now, prepare your action plan, and start working on the Materials Inventory, the Replacement Plan, and the new monitoring protocols.

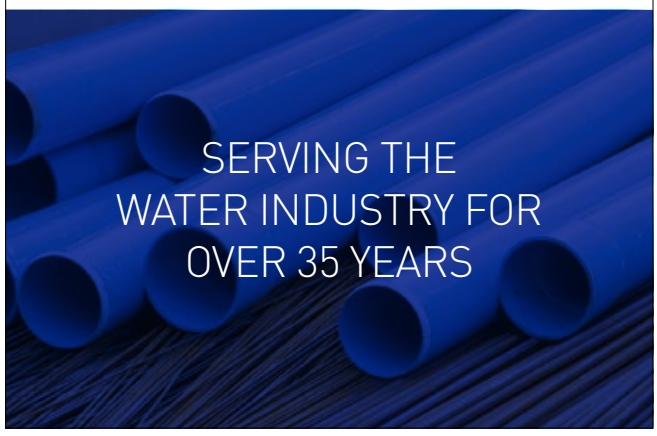


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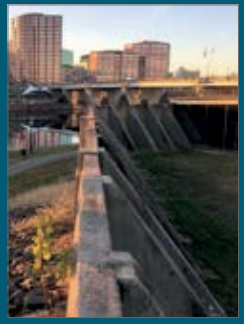






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Southern and Gateway
Address the Staffing Needs of Local Utilities

The nature of public utility operations is rapidly changing both locally and nationally as the industry faces the common challenges of an aging workforce, looming retirements, aging infrastructure, increased regulations, and heightened financial burdens. Connecticut's utility companies are seeking skilled managerial and technical workers. A large percentage of utility workers are within years of retirement: 38.9% of current utility employees will be eligible to retire within the next five years (PricewaterhouseCoopers study).

Partnership to Address the Workforce Needs

Southern Connecticut State University School of Business, in collaboration with Gateway Community College, has created a unique pathway for students to receive the education necessary to all projected managerial and technological job openings at Connecticut's utility companies. Southern and Gateway prepare students for these types of challenging positions through real-world Public Utilities Management (PUM) degree programs – developed in close consultation with many of the state's utilities including the Regional Water Authority, The Metropolitan District, Avangrid, Connecticut Water, Aquarion and others.

Larry Bingaman, President and CEO, Regional Water Authority says, "This ... exciting program ... benefits the utilities, Southern, and Gateway, as well as the students. The utilities gain a pool of qualified candidates to assume management and technical positions, Southern and Gateway have a new curriculum that meets the needs of local utilities, and the students gain new career opportunities."

Career Growth

An associate degree from Gateway or a bachelor's degree from Southern combines technical and managerial skills with general studies that can lead to average utility salaries ranging between $55,000 and $75,000, depending on an applicant's level of experience and educational background. This can also lead to advancement in the high-demand utilities industry. Credits from Gateway are transferable to a bachelor's or master's degree in engineering, technology, business administration, or related field at Southern.

"At Southern, one of our commitments is to meet the needs of the state workforce," said Dr. Ellen Durnin, dean of the SCSU School of Business. "This is exactly the type of program that will accomplish that goal."

Specialized and Innovative Classes

Gateway offers Water Management and Clean Water Management Certificate of Achievement Programs, as well as an Associate degree in Public Utilities Management (PUM) that provides technical and practical hands-on knowledge important for working in public utilities, as well as courses to prepare the student for advanced studies.



Southern provides a concentration in Public Utilities Management within its Bachelor of Science degree program in Business Administration: the first of its kind in the country. Southern currently has PUM students from a variety of pathways; some are current utilities employees, some are transfers from Gateway, and some have joined the program directly from Southern or high school.

Students can earn their Bachelor of Science degree at Southern, which provides a more comprehensive business education with specialization in public utility management, within its program in business administration. The business curriculum applies theory to real-world problems so students develop the skills and knowledge for in-demand careers in the region's utility companies.

In addition to general business classes at Southern, PUM students can take courses in Asset and Infrastructure Management, Rates and Revenue, Green Energy/ Environmental Sustainability, and Ethics and Law, to name a few. Students can complete the program at Southern with specific courses being taught at Gateway.

Internships and Scholarships

Students may be eligible for scholarships and look forward to internship opportunities in local utilities as juniors and seniors. When possible, students enjoy touring local utilities to learn more about the organizations and hear about the variety of career options available.

To learn more about the Southern Public Utilities Management program, to speak to a PUM class, or to hire a PUM intern, contact Amy Grotzke, Assistant Director of External Relations, Southern School of Business, at *grotzkea1@southernct.edu*.

To learn more about the Gateway program, contact Wes Winterbottom, GWCC Program Coordinator, at *wwinterbottom@gatewayct.edu*.



Mills-Wright Making History

AS FIRST WOMAN STANDARDS COUNCIL CHAIR

In a first for women water professionals – and fitting news during the March celebration of Women's History Month – the American Water Works Association's Standards Council announced its selection of Sally U. Mills-Wright as incoming chair.

She is the first woman to chair the Standards Council since it was established more than a century ago and chaired by George Warren Fuller. Since its beginning in 1920, the Council has grown from five to 24 members, with nearly 1,600 volunteer subject matter experts serving on 72 committees.

Mills-Wright currently serves as vice-chair of the Council and is assistant director of the City of Dallas, Texas, Water Utilities Department. She was elected as incoming chair at a March 4 Standards Council meeting and will begin her term this June at the close of AWWA's Annual Conference and Exposition (ACE21 All Virtual).

"Over the past 20-plus years of volunteer service to AWWA, I have been blessed with an incredibly supportive network of water professionals whose faith in my ability has given me the confidence to pursue growth opportunities, both professionally and within AWWA."

"I am grateful to the members of the Standards Council for their faith and confidence in me to serve in this capacity and consider it an honor and a privilege," she said. "In all honesty, it had not occurred to me that I would be the first woman to serve in this position and I'm incredibly thankful for this opportunity to continue in my service to the water industry."

Named as AWWA Volunteer of the Year in 2018, Mills-Wright has long been an active volunteer and officer at the local, Section, and Association levels, including the Standards Council, Young Professionals, and Board of Directors.

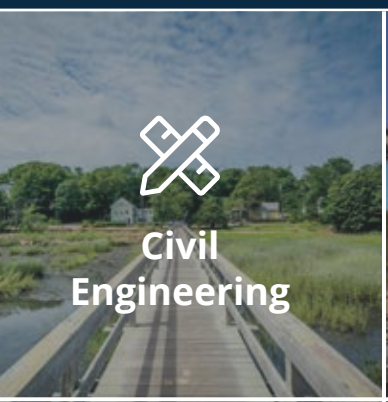
A native-born Texan, she previously worked as manager of water treatment operations for the City of Arlington, TX. She received a bachelor's degree in environmental science from Willamette University in Salem, OR, and a master's degree in public administration, natural resources policy and administration from Portland State University in Oregon.

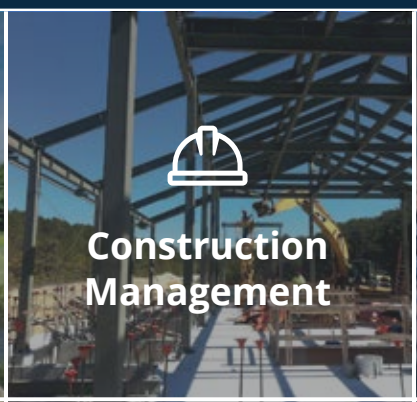
"Over the past 20-plus years of volunteer service to AWWA, I have been blessed with an incredibly supportive network of water professionals whose faith in my ability has given me the confidence to pursue growth opportunities, both professionally and within AWWA," Mills-Wright said. "Their belief in me has led me to my current role and I am excited at the work that lies ahead."

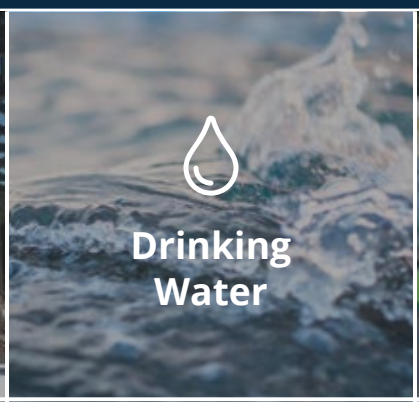
– Originally Published in AWWA *Connections*

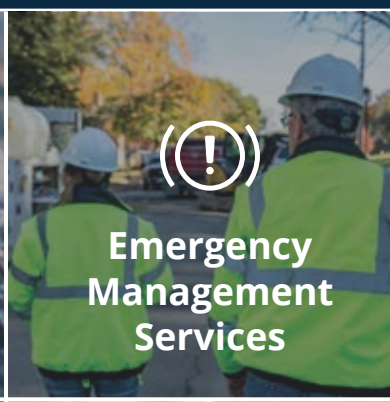


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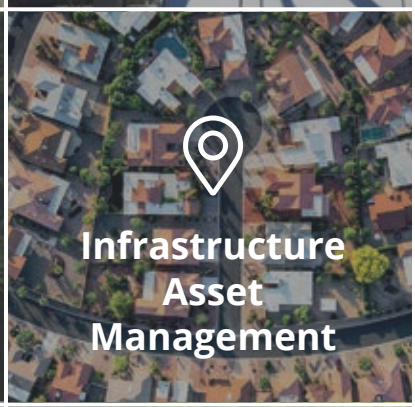


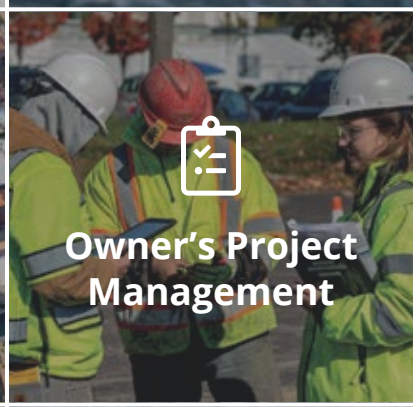


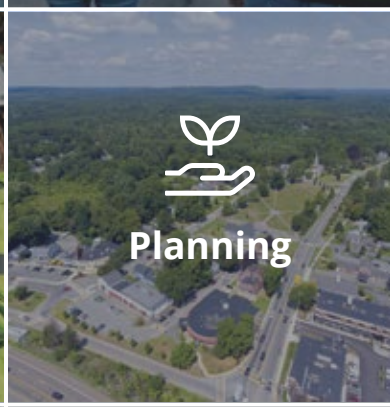


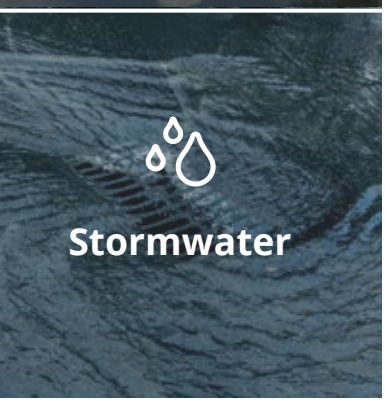


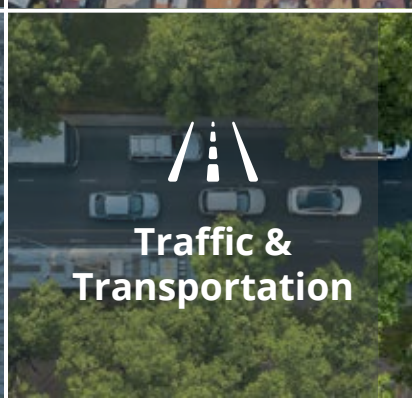


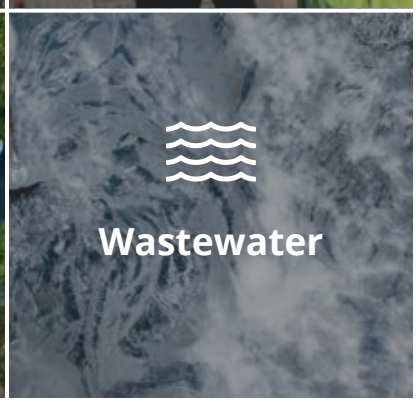












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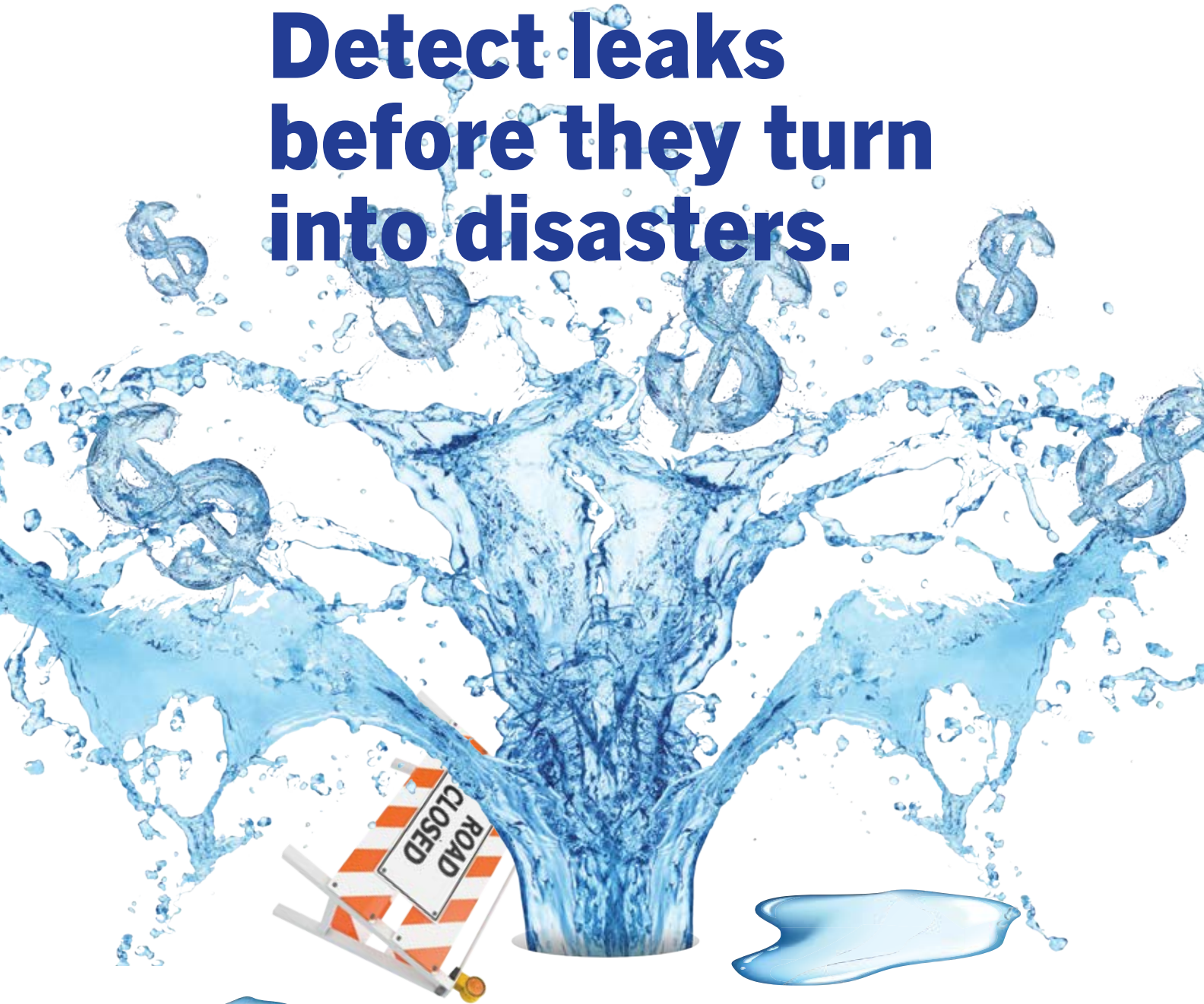
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The CROWN Act

What Connecticut Employers Need to Know

By Stephen W. Aronson, Britt-Marie K. Cole-Johnson, Abby M. Warren, and Kayla N. West

Connecticut House Bill 6515, otherwise known as the *Creating a Respectful and Open World for Natural Hair Act*, which prohibits workplace discrimination as well as discrimination in public accommodations, housing, credit practices, union membership, and state agency practices based on hair texture and hairstyle, was signed by Governor Ned Lamont on March 4, 2021.[1] The Connecticut House of Representatives passed the CROWN Act on February 24, 2021, with a 139-9 vote. The state Senate then passed the bill by a 33-0 vote on March 1, 2021. The signing of this bill aligns Connecticut with seven other states, including New York and New Jersey, which already have passed similar legislation.

The CROWN Act amends the *Connecticut Fair Employment Practices Act* CFEPA,[2] which prohibits employers with three or more employees from discriminating against employees based on protected traits, including race, sex, and national origin. Specifically, the bill states that 'race' shall encompass ethnic traits historically associated with race,

> Employers should consider whether policy language specifically prohibiting natural or protective hairstyles or requiring that hair be worn in a specific manner, is justified by a legitimate, non-discriminatory justification that does not impact employees of a specific race or ethnicity, as these policies should be applied equally to all employees.

including hair texture and protective hairstyles. It further provides that protective hairstyles shall include braids, cornrows, locs, twists, Bantu knots, afros, and afro puffs. The CROWN Act is intended to prevent the enforcement of grooming and dress code policies that, while possibly neutral on their face, disproportionately affect black employees.

A Dove study found that Black women are 80% more likely than other women to change their natural hair to meet social norms and workplace expectations.[3] The study also found that black women are 1.5 times more likely than other women to be sent home, or to know of another black woman who has been sent home, because of her hair.[4] However, employers should be mindful that discrimination and harassment based on an individual's natural hair affects both women and men of color. The CROWN Act provides a legal remedy for employees who face an adverse employment action, such as termination or a refusal to hire, because they choose to wear their hair in a protective style. Employees will be able to seek a remedy before the Connecticut Commission on Human Rights and Opportunities (CHRO), which has the authority to investigate complaints of discriminatory practices.

As a result, employers may want to review dress code and grooming policies to ensure they are compliant with the protections afforded by the CROWN Act. Employers should consider whether policy language specifically prohibiting natural or protective hairstyles or requiring that hair be worn in a specific manner, is justified by a legitimate, non-discriminatory justification that does not impact employees of a specific race or ethnicity, as these policies should be applied equally to all employees.

Additionally, managers' and supervisors' employers should evaluate additional training for on how to avoid discriminating against job applicants and employees based on hairstyle and hair texture. Employers also may wish to consider providing updated diversity, equity, and inclusion training for all employees, in particular human resources and management staff, which reflect the protections under the CROWN Act.

Lastly, human resource procedures may need to updated and/or implemented to address these types of workplace claims. Competent legal counsel can help employers address policies and practices and provide advice for becoming or staying compliant with the provisions of the CROWN Act.



ENDNOTES

1 H.B. 6515, Conn. Gen. Assemb. 2021 Sess.

2 Conn. Gen. Stat. § 46a-51 et seq.

3 The CROWN Research Study, Dove, (2019).

4 Id.



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CWWA Legislative Update

Navigating the Process

Navigating the legislative process during a pandemic, which has forced the closure of the Capitol and Legislative Office Building, has been challenging. Fortunately, CWWA is well-positioned to continue to make its voice heard on issues affecting the water industry.

This year's top issues include:

Safe Drinking Water Primacy Assessment Fee: In 2017, the state Department of Public Health's Drinking Water Section (DPHDWS) expressed concern the department was in danger of losing its EPA designated primacy over drinking water because of reductions in federal funding and staffing levels.

Recognizing the importance of maintaining DPHDWS' primacy over drinking water, CWWA, the Office of Policy and Management (OPM), and lawmakers agreed to a temporary fee with certain safeguards to ensure the fee would not overburden water company customers. The safeguards include a sunset provision to give lawmakers the opportunity to determine whether, given the department's level of state and federal funding, an extension is warranted.

Unfortunately, as part of Governor Lamont's budget and revenue package, HB-6443 was introduced, which:

- Increases the Safe Drinking Water fee on customers by 44% and increases the fee every year to reflect wage and benefit costs;
- Makes the fee permanent, regardless of whether DPH maintains its EPA-designated primacy role;
- Eliminates the requirement DPH prepare an annual report detailing how funds are spent and how it has sought to improve efficiencies.

CWWA is opposing the measure, which imposes a $2.2 million tax on water customers and eliminates all safeguards negotiated in good faith to ensure the fee does not become a permanent and costly burden on Connecticut's water customers.

In addition to the Safe Drinking Water Primacy fee, CWWA is actively engaged in discussions on the following bills:

HB-6615/Safe Drinking Water: The Public Health Committee approved HB-6615, which includes a number of provisions affecting water companies, including:

- Requiring water companies to provide alternative water supplies in the event of a main break or other event anticipated to last more than eight hours and where the Department of Public Health determines water quality or quantity may be affected;
- Requires Tier 1 Notices to be provided in the language predominate in the area;
- Requires WebEOC reporting during a public health emergency; and
- Requires environmental labs to notify DPH at the same time it notifies the customer of any Tier 1 test result.

CWWA has met with DPH to discuss concerns with the language and will be following up with lawmakers throughout the legislative process.

SB-969/Fire Service Charges: A bill which would have prohibited water companies from assessing certain fire service charges and required local approval prior to installing water lines and hydrants died in the Planning and Development Committee, which took no action on the bill. CWWA met with the chairs and others on the committee to discuss how the bill would undermine efforts to fund adequate fire protection systems.

Advanced Meter Installation: CWWA is supporting efforts to address concerns with a recent Department of Consumer Protection directive which prohibits water utilities from hiring outside contractors to perform advanced meter installations. Instead, DCP maintains that the work must be performed by a licensed plumber and licensed electrician.

SB-1031: Impact of Road Salt on Water Resources and Equipment – CWWA supports provisions in the bill to address concerns with road salt runoff on water quality and infrastructure. In addition, CWWA worked with lawmakers on the Environment Committee to address concerns with confusing provisions which would have required water companies to test for sodium and chloride before recommending a water softener. The amended language addresses this concern by instead requiring any person that installs residential water treatment systems, including automatic water softeners or tanks, to test a customer's drinking water for the presence of sodium and chloride prior to recommending or installing an automatic water softener or tank.

Delinquent Water and Sewer Bills: Several bills moving forward in the legislative process which would require municipalities to defer the payment of property taxes, water, and sewer fees and assessments, reduce the interest rate on delinquent bills, or limit opportunities to assign liens. CWWA is opposing the bills, which would negatively impact revenues for municipal water companies.

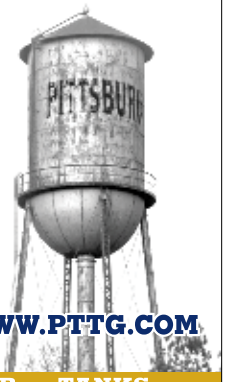
If you have any questions regarding these issues, please contact CWWA's Executive Director, Betsy Gara, at gara@gmlobbying.com *or 860-841-7350.*



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USALCO Completes Acquisition of AlChem and CalCHEM

H.I.G. Capital, a leading global alternative investment firm with $42 billion of equity capital under management, announced today that its portfolio company, USALCO, LLC, has acquired Al Chem Specialties, LLC, and CalChem, LLC. USALCO is a leading provider of specialty chemicals used primarily in the water and wastewater treatment processes and for the manufacturing of refinery catalysts.

Operating as a unified business under common leadership, AlChem/CalCHEM is a leading manufacturer of high-quality specialty chemicals for municipal water treatment and industrial applications and operates premier manufacturing plants in Mentor, OH, and Modesto, CA. AlChem/CalCHEM was founded in 2004 and has grown significantly under the leadership of Founder and CEO Scott Williams over the past two decades. Williams will join the USALCO leadership team following the acquisition.

"The acquisition of AlChem/CalCHEM is an important step in our strategy to expand geographically and add high-value products to our portfolio of offerings," said Peter Askew, USALCO's co-chairman.

"AlChem/CalCHEM builds our presence in the Midwest and establishes a base of operations on the West Coast," added USALCO CEO Ken Gayer. "The combined business is a leading manufacturer of aluminum chemicals used in water and wastewater treatment, refinery catalysts and other industrial applications with the ability to serve customers anywhere in the continental US."

Scott Williams, Founder and CEO of AlChem/CalCHEM, noted the synergistic benefit of joining USALCO.

"We see tremendous commercial opportunity in the combined platform given our complementary product set and go-to-market strategy," he said. "We look forward to partnering with Ken and his team to continue serving our customers and expanding our offering across the United States."

"We are pleased to partner with Scott and the AlChem/CalCHEM team," said Keval Patel, Managing Director at H.I.G. "The transaction fits squarely into our strategy of further expanding our geographic reach within the US and acquiring best-in-class companies that produce significant value creation opportunities."

Thank You to our 2021 Section Enhancers

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Bristol Water and Sewer Department
Cambridge Brass
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Comprehensive Environmental, Inc.
CORE & MAIN
CT Water Company
Culligan Water Company
DN Tanks, Inc.
EBAA Iron, Inc.
EJ Prescott
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The Associates Committee sponsors the Annual Section Enhancement Program. CTAWWA Enhancers include manufacturers, suppliers, consultants, service providers, utilities, and contractors. The Section Enhancement Program offers outstanding recognition for participants in the program, and sponsors luncheons, speakers, welcome gifts, scholarships, and fundraising raffles at CT Section events.

For additional information about becoming a CTAWWA Enhancer, visit the CTAWWA website at *www.ctawwa.org.*

GZA Acquires Leading Water-Quality Solutions Provider Ecosystem Consulting Service

GZA GeoEnvironmental, Inc., a leading multi-disciplinary firm providing geotechnical, environmental, ecological, water, and construction management services, has acquired Ecosystem Consulting Service, a leader in nature-based water-quality management solutions for drinking water supplies and recreational lakes and ponds.

ECS President Dr. Robert W. Kortmann will become a Senior Consultant at GZA, and ECS will initially operate from its current Coventry, CT, location as a division of GZA.

Specializing in 'applied limnology' – implementing solutions based on the branch of science that studies biological, chemical, and physical features of lakes and other bodies of fresh water – for more than 40 years, ECS has developed natural solutions for preventing cyanobacteria and other algal blooms, controlling invasive plant and fish species, and solving issues of drinking-water taste, odor, safety, and quality. ECS has successfully completed hundreds of projects in New England, across the nation, and as far away as Brazil, and developed dozens of Watershed-Based Plans to meet the US Environmental Protection Agency regulatory requirements for water suppliers.

GZA CEO Patrick Sheehan said, "Bob Kortmann and his team at ECS add deep experience and expertise to GZA's water resources, ecology, field biology, and natural-resources management teams. ECS' ability to develop nature-based solutions to improve water quality in reservoirs, lakes, ponds, and watersheds is second to none, and we're proud to welcome them to the GZA family."

"My colleagues at ECS and I are excited to join GZA, a firm we've worked closely with on client projects for decades and deeply respect, and to bring our research, consulting, and implementation capabilities to GZA clients throughout New England and the Mid-Atlantic and Great Lakes regions and beyond," Dr. Kortmann said. "Our guiding principle has always been that in diagnosing and correcting the causes of water quality problems, the task of technology is not to correct nature, but to imitate it as closely as possible."

ECS is a member of the American Water Works Association, American Society of Limnology and Oceanography, American Fisheries Society, and North American Lake Management Society. Dr. Kortmann holds four US patents for water-quality-related technologies, and ECS has been honored with the EPA's Innovation Technology Award for its Layer Aeration solution for water supply reservoirs and recreational lakes.



Welcome New Members

Mark Biron, Groton Utilities

Kelsey Haughey, Groton Utilities

Leticia Hernandez,
Aquarion Water Company

Juston Manville

Prem Singh, Regional Water Authority

Paul Sorensen, Student

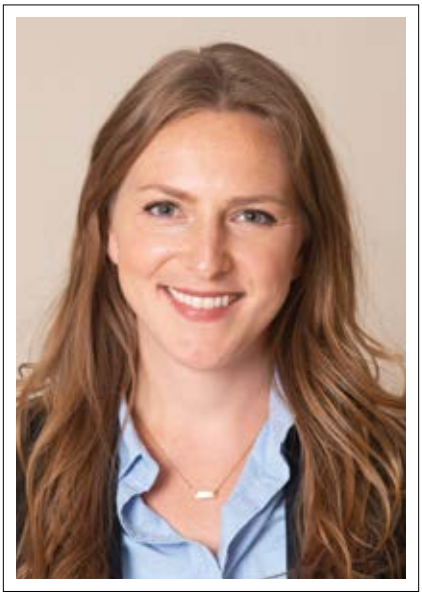
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Elizabeth McQuaide Joins CorrTech

By Pat Meskill,
Corrtech Business Development Manager



CorrTech, Inc. is pleased to bring on board Elizabeth McQuaide, a former US Navy Lieutenant from the Civil Engineer Corps. She will serve as Contracts Manager responsible for acceptance of, and compliance to all contract work, as well as modernizing business practice opportunities and maintaining client relationships. Elizabeth will be a key piece in CorrTech's vision to continue expanding corrosion engineering services to major national infrastructure owners in the United States. She brings a depth of experience from her time with the Naval Facilities Engineering Command (NAVFAC) in managing sophisticated construction contracts, asset planning, environmental compliance programs, and public works in a wide variety of environments and applications.

At her previous assignment as a Construction Manager at the Public Works Department for the Walter Reed National Military Medical Center in Bethesda, MD, she managed critical new construction and renovation projects supporting the hospital and the Uniformed Services University of the Health Sciences.

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2021-2022 Officers and Directors

The Board of Directors of the Connecticut Water Works Association nominated the following officers and directors for 2021-2022:

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Name	**Organization**	**Position**	**Type**
Beth Nesteriak	Regional Water Authority	President	Regional
Dan Lawrence	Aquarion Water Co.	Vice President	Private
David Banker	The Metropolitan District	Past President	Regional
Brendan Avery	Hazardville Water Co.	Treasurer	Private
Rose Gavrilovic	Connecticut Water Co.	Secretary	Private
Ray Jarema	Berlin Water Control Commission	Director 1	Municipal
Craig Patla	Connecticut Water Co.	Director 1	Private
Ray Baral	Metropolitan District	Director 2	Regional
Rick Stevens	Groton Utilities	Director 2	Municipal
Al Fiorillo	Southington Water Department	Director 3	Municipal
Peter Fazekas	Aquarion Water Co.	Director 3	Private
LEGISLATIVE COMMITTEE OFFICERS			
Name	**Organization**	**Position**	**Type**
Pat Kearney	Manchester Water	Tri-Chair	Municipal
Lori Vitagliano	Regional Water Authority	Tri-Chair	Regional
Maureen Westbrook	Connecticut Water Co.	Tri-Chair	Private

Welcome Matt Jermine



Weston & Sampson recently announced Matt Jermine, PE, has joined the firm as a Senior Project Manager in its wastewater practice in Rocky Hill. Matt has close to 20 years of extensive planning, design, and construction experience across a diverse range of sewage collection, treatment, and disposal system projects. He earned his BS in Civil Engineering from Rensselaer Polytechnic Institute and is a Registered Professional Engineer in Connecticut. He can be reached at *jermine.matthew@wseinc.com*.

RWA and Connecticut Water Donate Water Bottle Filling Stations to Madison Schools



The Regional Water Authority (RWA) and Connecticut Water are donating four water fountains equipped with touchless water bottle filling stations to Madison Public Schools and a community sports facility. The units are designed to cut down on single-use plastic bottle use and offer a safe alternative to drinking fountains during the COVID-19 pandemic.

"We are incredibly grateful these two companies came together to make this generous contribution to our students and community," said Dr. Craig Cooke, Superintendent of Madison Public Schools. "We have had to turn off our water fountains due to COVID-19 safety restrictions, but these touchless filling stations will allow our students to stay hydrated and safe."

"We know that our service communities depend on safe, reliable water supplies and students benefit from hydration throughout the school day," said Maureen P. Westbrook, President of Connecticut Water. "Now, more than ever, the environmental and health benefits of touchless stations for refillable bottles can help schools as they navigate the best health and safety options for students in 2021."

The partnership on this donation reflects the involvement of both companies in the Madison community. While Connecticut Water provides water service to more than 12,000 people in the town of Madison, the RWA owns and protects more than 27,000 acres of land in south central Connecticut, from which it sources its high-quality water supply.

The stations will be installed at Brown Middle School, Daniel Hand High School, Jeffrey Elementary School and Madison's Town Campus Gym. This grant program is available to any school served by Connecticut Water and aims to support the utility's commitment to the environment by promoting the use of reusable bottles. It is part of Connecticut Water's commitment of $120,000 annual charitable giving to support municipal and non-profit organizations in our service communities.

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- An alphabetical listing of companies appearing in the first section. This includes name, contact info, website, and more.

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FALL 2021

Course	Name	Location	Day	Time	Cr
BMG 221	Customer Relations	Online with Web Ex*	Wednesday	5:00 – 7:50 PM	3
ENV 110	Environmental Regulations (HYBRID)	Online with Web Ex*	Monday	5:00 – 6:25 PM	3
WM1 101	Water Treatment and Distribution	Online with Web Ex*	Tuesday Thursday	5:30 – 8:20 PM	6

** Live Interactive Streaming Video*

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Please contact Professor Wesley L. Winterbottom, PE, at *wwinterbottom@gwcc.commnet.edu* with questions about these courses or the Water Management and Public Utility Management Programs.



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