

## **CBUD Wastewater Treatment Plant Labor-Management Committee (LMC) Report to the Utilities Service Board**

The LMC last reported to the Utilities Service Board in February 2012. This report highlights important LMC activities and accomplishments from February 2012 through January 2013. Since the last report, the LMC has met once a month.

### **LMC-Sponsored Safety/Training Events**

Over the last twelve months, the LMC continued its highly-regarded program of regular safety and training events open to all plant employees. The events were held at both treatment plants on an alternating monthly basis.

Among the topics covered were chemical handling, diagnostic procedures for plant and lab operations, lock out and tag out procedures, wastewater microbiology, and comprehensive plant safety.

Of special note were sessions conducted by CBUD employees Jason Cox and Tamara Roberts. Cox, in addition to holding special classes for employees working toward operator certification, prepared and presented a power point program on plant operations. And Tamara Roberts presented on pretreatment and FOG procedures.

Jean Joque conducted a session on effective communication for the LMC's annual retreat in June. After many years of helping the LMC with a variety of training issues, it was sadly noted that this would be her last such effort, as she was retiring in October.

Finally, a number of employees from both treatment plants attended what was described as a highly-informative annual IWEA conference in Indianapolis.

### **Twelfth Annual LMC Retreat**

The LMC held its twelfth annual retreat and business meeting on June 22 at Twin Lakes. As in the past, the meeting opened with a presentation by and discussion with CBUD director Patrick Murphy. Murphy outlined a number of department priorities as a consequence of anticipated additional revenues from recent water and sewer rate increases. He closed with thanks to the LMC for its continuing good work – especially in regard to plant safety and training.

The business meeting portion of the retreat was largely devoted to a lengthy and detailed discussion of organizational and operational plans for the future. Lee Balliet, who led the discussion, agreed to compile all of the many comments and suggestions and put them in a form for action to be taken at future LMC meetings. The three main areas of concern were internal controls, procedural consistency, and continuity in the use of outside resources.

## **Operation and Maintenance Highlights**

During the past twelve months, the treatment plants saw major improvements in both operations and maintenance. Of note at Dillman Road, extensive work was done on the filter basins; the plant now has two functional bar screens (one for emergency backup); and a new liner is being installed on the EQ basin.

At Blucher Poole, the belt press and UV systems received additional, non-routine maintenance and the parking lot got a new seal coat – at a bargain price thanks to the detailed attention of employees.

Credit for these accomplishments is shared with CBUD engineering which continues to meet with the LMC when requested. But most of all, plant employees continue to maintain a high level of commitment to their various jobs.

Also of note during the past year, the LMC and CBUD administration have achieved significant savings, in the tens of thousands of dollars, from changes in the use and better monitoring of both chemicals and electricity. Further reductions remain an ongoing priority at both treatment plants.

## **Special Projects**

In addition to the electrical and chemical usage improvements mentioned above, two other LMC projects are especially deserving of mention.

First are ongoing efforts of the LMC and CBUD administration to support and be part of InWARN, the Indiana Wastewater Agency Response Network. InWARN's goal, in case of a treatment plant emergency, is to allow quick access to resources available from nearby unaffected plants.

Second, the LMC was actively involved in identifying needed changes to the City's Sewer Use Ordinance. In November, the LMC submitted a letter of support for changes to be adopted by the City Council.

## **Personnel Developments and Changes**

In July, the LMC agreed with CBUD administration that IU/SPEA interns, who have assisted the committee for several years, could be more productively used for other work in the department. This change, agreed to by both IU and CBUD, was for the benefit of both parties – in the case of interns, for a broader experience and for the department, more flexibility in meeting its priorities. As a result, tasks formerly handled by interns are now being completed by Lee Balliet, LMC facilitator, and Nora Whaley, department staff.

Chuck Mason, who served as the LMC's IU/SPEA intern for nearly two years ending in April, graduated in May and accepted a position in public safety with the city of Kalamazoo, MI. The LMC thanks Chuck for his good work and wishes him well.

In September, Chad Allgood left the committee. He was replaced by Richard Webb. The LMC thanks Chad for his service – both as a committee member and co-chair of its safety/training subcommittee.

In October, John Hodge left the committee and employment at Dillman Road, to work as superintendent of the Spencer, IN wastewater treatment plant. The LMC wishes him well in his new position. He was replaced on the LMC by Terry Jo Fluke.

During the year, Jason Cox received Management and Professional Management certificates from the City's Human Resource Training program.

Also during the year, the following employees passed tests for certification or upgrades as plant operators: David Gather, Curtis Malicoat, Jeff Mitchner, and Wendell Winks.

Finally, at Blucher Poole, the LMC notes the retirement of John Cornwaite and the return from military service of Richard Webb.