

CBU Wastewater Treatment Plant Labor Management Committee (LMC) Report to the Utilities Service Board

The LMC last reported to the Utilities Service Board in February 2015. This report highlights important LMC activities and accomplishments from February 2015 through January 2016. Since the last report, the LMC has met once a month except for November and December, when there was no scheduled meeting. The location of the meetings rotate between the Service Center, Dillman Road and Blucher Poole.

LMC-Sponsored Safety/Training Events

The LMC has three goals for LMC sponsored safety/training events: 1) making work-related education and training available to all eligible employees; 2) assisting those in need of continuing education to maintain certification; and 3) providing departmental funds to pay for employee education and training on a fair and equal basis for all.

In 2015, the LMC provided ten training events from January through October. This ensured that all employees had the opportunity to maintain certification and complete OSHA required training. A total of 163 employees participated in those ten events, with an average of 16 employees attending each session. This average is higher than last year's (2014) average of 14.

Examples of topics for the 2015 training sessions included:

- Personal protective equipment
- Local limits and pretreatment standards
- Mowing safety
- Blood-born pathogens
- Activated sludge treatment
- Sodium hypochlorite and sodium bisulfite safety

Guest speakers included:

- Brian Wilson (Risk)
- Jason Cox (Blucher Poole)
- Kathleen Stedman (Human Resources)
- Barb Smith (owner of Wastewater 101)
- Tamara Roberts and Rebekah Fiedler (Utilities)
- Ed Jones (Jones Chemical)

15th Annual LMC Retreat

The LMC held its fifteenth annual retreat and business meeting on September 23rd at Cascades Golf Course. Patrick Murphy, CBU Director, opened the retreat with a review of financials. He reported that the 2016 budget of \$37 million has been presented to the City Council and was preliminarily approved in Council hearings. He emphasized that CBU needs to make sure that proper training is available for employees and also monies for the LMC. Mr. Murphy also stated that with monies available from bonds, CBU was able to update the water tank at 17th and the Bypass and other water plant improvements. There was also money left over from the last sewer project that is also being used for various projects such as the EQ basin at Dillman and painting clarifiers. He said CBU would like to do a stormwater master plan, with a main components being the Jordan River down to Second Street.

The rest of the retreat day was spent on the two wastewater treatment plants' energy audits. Nolan Hendon presented a report on CBU energy use and savings opportunities specific to the two plants. After an explanation of how energy is used, Mr. Hendon outlined the recommendations for energy efficiencies from the energy audit for both plants. He also explained the Monroe County Energy Challenge and CBU's participation.

Two goals were identified from the presentation: (1) identify energy champions at each of the two plants and (2) define and implement standard operating procedures to reduce energy usage. A list of ideas on how to accomplish these goals was generated by the retreat participants and an energy champion was identified for each plant.

The retreat ended with a short business meeting. From a survey taken at the end of the day, a majority of participants found the usefulness of the retreat content and presentations either very good or excellent.

LMC 2015 Goals

Early in 2015 the LMC developed the following goals for the year. An update follows each goal.

1. Continue to explore participation in IN WARN with a decision by year-end.

IN WARN has been discussed at several meetings throughout the year. With input from Risk and HR, Utilities management and the LMC will finalize a position on this topic in

2016.

2. Identify a Union representative from Blucher Poole for LMC membership by the end of the first quarter.

This goal was accomplished with the addition of Sharon Taylor.

3. Greater operational efficiency for electrical demand, with a focus on staff awareness and research throughout the year.

The Communications Subcommittee met with Nolan Hendon from CBU to discuss the 2015 Energy Audits conducted by Mr. Hendon and interns from IUPUI, focusing on lowering electrical costs at both wastewater treatment plants. In addition to Nolan's presentation at the LMC retreat this year, a point person has been identified for each plant to serve as a way of disseminating information and encouraging employee participation in energy saving activities.

4. Review and update of the 2014 LMC Education and Training Policy by mid-year.

The policy has been reviewed and modified, and is slated for a decision on the proposed changes in early 2016.

Operation and Maintenance Highlights

The LMC continues to use the monthly meetings to discuss and resolve plant operation and maintenance issues. Highlights during the reporting period include:

BLUCHER POOLE

- Main incoming power circuit breakers tested and rehabilitated
- Existing UV system on and working
- New automatic effluent sampler
- New dump truck purchased
- Work completed on the air compressor in the Primary Building
- New front end loader purchased

DILLMAN ROAD

- New EQ basin liner
- New sodium aluminate pumps installed for phosphorus removal

- Clarifiers #4 and #6 painted
- New front end loader purchased

As is customary, Representatives from CBU Engineering met twice with the LMC to discuss maintenance issues at the wastewater treatment plants. Additionally, Doris Sims from Human Resources attended an LMC meeting and the annual retreat.

Personnel Developments and Changes

In February, Bob Johnson was named as co-chair for the Safety and Training Subcommittee. He will be serving along with Danny McConnell.

In August, Shane Blake from the Dillman plant replaced Tammy Brown on the LMC.