

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 2013. This report highlights important LMC activities and accomplishments from February 2013 through January 2014. Since the last report, the LMC has met once a month with the location of the meetings rotating between the Service Center, Dillman Road and Blucher Poole.

LMC-Sponsored Safety/Training Events

Over the last twelve months, the LMC has provided safety and training events available to all plant employees that have been relevant and well attended. These events were held using both treatment plants as venues. As many as 17 employees have attended individual sessions, with the average attendance approximately 12 attendees. IDEM technical credit is available for most events.

The LMC continues to make good use of City resources for training. Tamara Roberts, Pretreatment Coordinator for CBU, conducted two training sessions titled 'Sampling Techniques and NPDES Permits' and 'Wastewater Treatment and Wastewater Chemicals'. Brian Wilson, Director of Safety and Training for the City's Risk Management Department, presented on several topics including mower safety, OSHA rules, and the costs/effects of work related injuries.

The LMC is pleased to have its own in-house trainer in Jason Cox, Blucher Poole Operator, who conducted two sessions during this reporting period. One session focused on process control and the other on lab information for operators.

External resources are also used by the LMC. Barb Smith, professional trainer in the wastewater sector, is a regular presenter and conducted two sessions during this period: 'Math for Wastewater Operators' and 'IDEM: DMR and MRO Forms'.

Special guests, such as Kevin Bowlen, Training Manager for the City of Bloomington Information and Technology Services Department, attend the LMC meetings. In Mr. Bowlen's case, he discussed computer training through the ITS department and how employees could make use of their services.

Finally, CBU was asked to host the SIOA (Southern Indiana Operators Association) monthly meeting in April. This successful event was attended by employees from both wastewater treatment plants.

13TH Annual LMC Retreat

The LMC held its thirteenth annual retreat and business meeting on June 21st at Twin lakes. The retreat opened with an ice breaker that had attendees talking about their first jobs.

Following that activity, Patrick Murphy, CBU Director, gave an overview of some of the major activities CBU is currently involved in. His remarks included a description of the Monroe Water Treatment Plant improvements, several other projects, and an announcement of a new position at CBU – Conservation Resource Manager. Murphy reminded the group that the City is currently in negotiations for an AFSCME contract, as the current one expires at the end of 2013. He also said that South Central Indiana REMC overcharged CBU approximately \$750,000. As this amount gets paid back in periodic payments, the money will be used to purchase equipment and complete some smaller projects.

The business portion of the retreat focused on reports from the subcommittees: Operations focused on blower repairs at Blucher; Safety/Training reported on the June training session and outlined upcoming scheduled training; and Communications announced the updated website was complete.

Next on the agenda was a team exercise conducted by Jean Joque that highlighted the need for good coaching and communication. The retreat closed with a discussion of goals and priorities for the coming year.

Operation and Maintenance Highlights

As a matter of course, the LMC monthly meetings continue to provide a forum for discussion and resolution of repair and maintenance of plant fixtures.

Of note, Mike Bengtson, Assistant Director of Engineering for CBU, met twice with the LMC to discuss maintenance issues at the wastewater treatment plants. He reported that his department is waiting for an authorization to proceed with purchase and installation of an EQ Basin at Blucher.

Other items of interest during the reporting period include:

- Blucher Poole had an IDEM inspection on July 1 with no violations
- A synopsis of the 2014 budget and a slideshow presentation which listed items that are included in that budget
- Solid waste handling issues at both treatment plants with an agreement to create a long-range plan
- Moving forward with a resolution to the leak under grit building sidewalk at Blucher.
- Lighting project for both plants started
- Revising SOPs for both plants will begin

Personnel Developments and Changes

In January, Richard Webb volunteered to serve as Co-Chair for the Safety/Training Subcommittee along with Danny McConnell. Terry Fluke moved to Co-Chair of the Operations Subcommittee along with Tony Walden.

In December, two new employees were welcomed to the Safety/Training Subcommittee – Shane Blake and Bob Hoshour.

In January of 2014, Jeff Mitchner from Dillman joined the LMC and agreed to Co-Chair the Operations Subcommittee as a replacement for Terry Fluke, who moved off the LMC.

Of Special Note

Lee Balliet is transitioning out of his role as LMC facilitator. He has been in this role since the inception of the LMC and critical to its success. The LMC has moved forward with significant accomplishments under Lee's watchful eye and gentle prodding. He will be sorely missed.

Jean Joque will be taking over Lee's facilitator role. She recently retired from Human Resources at the City. Jean's skills and knowledge fit this position well, though she has big shoes to fill.