



## AEA Annual Meeting and Conference

November 17 & 18, 2025

Caesars, Atlantic City

### Draft Agenda

#### Monday, November 17

*tch: 1 w/ww*

*ceus: listed under each presentation*

4:00p.m. Palladium B

#### **Welcome**

**Peggy Gallos** AEA

**Marc Pfeiffer** Rutgers University

4:15 pm

#### **Keynote Speaker**

#### **The Science and Practice of Systems Thinking: Tools for Today's Environmental Leaders**

**Dr. Laura Cabrera** Cornell University

Learn what Systems Thinking is, why it matters for today's water, wastewater, and solid waste challenges, and how you can use it to strengthen decision-making in your authority or utility. Discover how the root of complex issues—whether it's aging infrastructure, regulatory pressures, or community trust—lies in their underlying structure, which can be made clear and manageable. Walk away with practical tools and case examples showing how simple systems thinking habits can help environmental leaders build resilient organizations, engage stakeholders, and deliver reliable services to the communities they serve.

*17770-1 - CMFO 1.0 OM and Anc. Subj., CCFO 1.0 OM and Anc. Subj., CPWM 1.0 Mgt., RMC 1.0 Pro. Dev., QPA 1.0 Office Admin./Gen. Dut.*

5:15 pm

EPDA Certificate Presentations

6:00 p.m. - 7:30 p.m. Palladium C

#### **Networking Reception**

#### Tuesday, November 18

*tch: 7 w/ww*

*ceus: listed under each presentation*

7:30 a.m. Palladium C

#### **Continental Breakfast**

8:30 a.m.

#### **Annual Business Meeting**

During the business meeting, election of officers and directors will take place. Those with a voting delegate ribbon on their badge are eligible to vote.

9:00 a.m.

#### **Utility Security**

**Kevin C. Wulforst** Supervisory Intelligence Analyst – FBI Newark Field Office

This session will discuss cyber threats to public sector agencies, in New Jersey and will include information on identifying and responding to cyber attacks, attacker profiles, attack methods, preparation, remediation and continuity of operations, and leveraging FBI resources and intelligence information.

17770-2 - **CMFO** 0.5 IT, **CCFO** 0.5 IT, **CTC** 0.5 IT, **CPWM** 0.5 IT, **RMC** 0.5 IT, **QPA** 0.5 IT

9:45 a.m.

### **NJWEA Roadmap for Improvement – Analysis and Recommendations for Improvement on the Public Wastewater Operator S Licensing Exam Low Passing Rate**

**Robert Fischer** PS&S, Chairman NJWEA Long Range Planning Committee

It is critical to the continued successful operation and maintenance of public wastewater facilities that there be a cadre of well trained and licensed operators. In New Jersey in calendar year 2024 the passing rate on the Public Wastewater S licensing examination was approximately 33%. When the attrition rate of S4 operators is considered it isn't hard to imagine an industry that is facing a crisis. The New Jersey Water Environment Association Long Range Planning Committee has identified this issue as the top priority of one of its Strategic Plan Initiatives and has determined to make it an ongoing priority into the future. This presentation will discuss the investigation conducted by the NJWEA in 2024 to identify the causative factors for the low passing rate on the Public Wastewater Operator S Licensing Examination. The presentation will provide the analysis, findings, and recommendations in what the NJWEA calls the "Roadmap for Improvement".

17770-3 - **CMFO** 1.0 OM and Anc. Subj., **CCFO** 1.0 OM and Anc. Subj., **CPWM** 1.0 Mgt., **RMC** 1.0 Pro. Dev., **QPA** 1.0 Office Admin./Gen. Dut.

10:45 a.m.

### **Federal Funding Update and Challenges**

**David Zimmer** IBank

This presentation will focus on the federal funding cuts and the impact on members.

17770-4 - **CMFO** 0.5 Budgeting, **CCFO** 0.5 Budgeting, **CPWM** 0.5 Mgt., **RMC** 0.5 Finance, **QPA** 0.5 Office Admin./Gen. Dut.

11:30 a.m. **Break**

11:45 a.m.

### **Making Waves: Willingboro H2Opportunity Pre-Apprenticeship "A Blueprint for Sustainable Workforce Development"**

**Pat Lindsay-Harvey** Willingboro MUA

**Diallyo Diggs** Willingboro MUA

Discover how the Willingboro Municipal Utilities Authority was inspired by the strong success of their seven-year internship, to create the nation's first federally approved water industry pre-apprenticeship for high school students—and why it's making national waves. Facing a shrinking, aging workforce and a critical need for diversity, we built a hands-on, career-launching pipeline that connects the community through Willingboro high school students to in-demand, high-paying jobs they never knew existed. From classroom to fieldwork, H2Opportunity is redefining workforce development and offering a blueprint to create a diverse, skilled, and future-ready team of water professionals.

17770-5 - **CMFO** 0.5 OM and Anc. Subj., **CCFO** 0.5 OM and Anc. Subj., **CPWM** 0.5 Mgt., **RMC** 0.5 Pro. Dev., **QPA** 0.5 Office Admin./Gen. Dut.

12:30 p.m.

**Lunch** – Palladium C

1:45 p.m.

### **Emergency Preparedness - Fire Service Resource Emergency Deployment Act**

**Rich Mikutsky**, Dir. NJ Div. of Fire Safety/State Fire Marshal

The presentation will focus on the Fire Service Resource Emergency Deployment Act and the deployment of fire service resources throughout NJ to facilitate a safe and efficient response to any emergency incident that requires the immediate deployment of fire service resources.

17770-6 - **CMFO** 0.5 OM and Anc. Subj., **CCFO** 0.5 OM and Anc. Subj., **CPWM** 0.5 Mgt., **RMC** 0.5 Pro. Dev., **QPA** 0.5 Office Admin./Gen. Dut.

2:30 p.m.

**Implementing Enterprise GIS Asset Management Programs for Utility Management Western Monmouth UA**  
**Suzanne Zitzman** Colliers Engineering

This presentation will highlight how a regional utility authority has implemented an organization-wide asset management system using Enterprise Geographical Information Systems (eGIS). The presenters will highlight the high-level process of implementing such a program, and how workflows for field & office staff are identified and integrated into the asset management program. A web-based asset management system integrates spatial and non-spatial data from the field and office into one centralized program, allowing utility owners to efficiently manage their assets and operations. They will discuss the uses of an asset management system to evaluate the condition and risk of failure of assets, as well as scheduling preventative maintenance.

17770-7 - **CMFO** 0.5 OM and Anc. Subj., **CCFO** 0.5 OM and Anc. Subj., **CPWM** 0.5 Mgt., **RMC** 0.5 Pro. Dev., **QPA** 0.5 Office Admin./Gen. Dut.

3:15 p.m. **Break**

3:30 p.m.

**PFAS Settlement Discussion**

**Peggy Gallos** AEA

This presentation will update attendees on the proposed 3M and DuPont Judicial Consent Orders and how they affect members. They will also hear about the efforts AEA is taking to convey our concerns to the appropriate people.

17770-8 - **CMFO** 1.5 OM and Anc. Subj., **CCFO** 1.5 OM and Anc. Subj., **CPWM** 1.5 Mgt., **RMC** 1.5 Pro. Dev., **QPA** 1.5 Office Admin./Gen. Dut.

4:45 p.m.

**Door Prizes**