



AEA CELEBRATES 50 YEARS

ONWARD & UPWARD

Utility Management Conference
March 9 & 10, 2021



Welcome to the AEA Utility Management Conference

(Attendance each day for the entire day required in order to receive credit)

3/9 - 4.5 w; 5ww tchs / 2 NJ PE • 3/10 - 1.5 w/ww tch • CEUs pending

PE Credit disclaimer - The New Jersey State Board of Professional Engineers and Land Surveyors has designated AEA an approved provider (#24GP0003600) of courses offering continuing professional competency credits (CPC). Our Review Committee has approved offerings for NJ CPC credits, following the Board's regulations, as it understands them, and keeping records as required. Please be aware, however, that credits are subject to State Board audit and could, at a future date, be disallowed.

Tuesday, March 9, 2021

9:00 a.m. | Conference Kick-Off and AEA at 50 Video



Welcome by
Peggy Gallos,
AEA Executive
Director



Welcome by
Justin Flancbaum,
AEA
President



AEA 50th Anniversary - PAST, PRESENT, FUTURE

9:15 a.m. | Licensing and Exam Update



Kristin Tedesco,
NJDEP



Tyler Rowe,
NJDEP

COVID-19 has disrupted everything this year, including the administration of the State's licensing system for water and wastewater. Exam postponement, changes at the NJ Department of Environmental Protection, the need for adjusting review processes to respond to social distancing -- each of these have been factors affecting the process of qualifying licensed operators in New Jersey. A representative of the NJDEP will be on hand to provide a status report. .5 w/ww tch

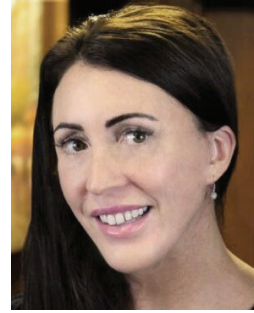
10:00 a.m. | Panel to Discuss AEA Recommendations On PFAS Chemicals



*Pam Carolan,
Mt Laurel
Township MUA*



*Margie Gray,
Mott Mac*



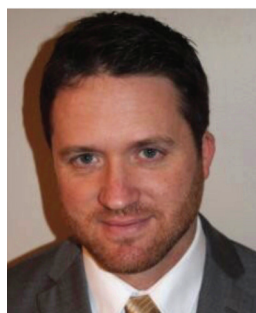
*Amanda Waters,
Aqualaw*

Contamination of water from PFAS chemicals is of great concern locally and nationally. The NJDEP has begun requiring New Jersey drinking water purveyors to monitor for these chemicals, has placed discharge limits for ground water dischargers, and is considering proposing PFAS-related requirements on surface water dischargers. For this panel, speakers will review AEA recommendations given to the Clean Water Council at a January public hearing. An overview of PFAS chemistry, engineering solutions that have been used in drinking water along with the technical challenges for wastewater treatment will be provided. Because PFAS regulation has significant implications across the board, this is a panel that will be of interest to drinking water, wastewater, and solid waste service providers. 1 w/ww tch; 1 PE

11:15 a.m. | Biosolids Project Updates and Panel Discussion



*John
Buonocore,
Rahway
Valley SA*



*Lindsay
D'Anna,
Waste
Management*

In late 2019 the RVSA issued a Request for Proposal for the Beneficial Hauling and Reuse of the Authority's Biosolids. RVSA ultimately partnered with Waste Management of New Jersey and is one year into a five year term. This joint presentation will focus on the Authority's decision to issue the RFP and key aspects of Agreement, the Authority's experience producing dried Class A Biosolids, and Waste Management's experience managing the beneficial reuse and recycling, including land application, of the Authority's Biosolids. Based on lessons learned during the implementation of this

Agreement, this presentation will also review key design features that should be considered when designing for future projects. .5 ww tch, .5 PE

11:45 p.m. | Lunch Break

12:15 p.m. | Wave Award Recipient Video

12:30 p.m. | Managing Through a Crisis



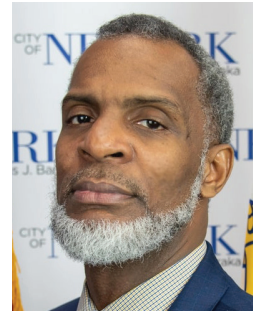
*Bob Fischer,
PS&S*



*Rick Howlett,
NJ Water
Association*



*Rich Calbi,
Ridgewood
Water*



*Kareem Adeem,
Newark Water
and Sewer
Department*

If you have been in the water/wastewater industry long enough you have seen your fair share of emergencies. If you are just starting out in the industry you will, no doubt, one day find yourself in an emergency situation. Understanding how to manage through an emergency will be paramount at that moment. For some though, the stakes will be higher, when emergency turns to “CRISIS,” The focus then turns to “leadership.” This presentation will focus on handling some of the most difficult challenges you can face as an industry leader. Rick Howlett, Rich Calbi, Bob Fischer, and Kareem Adeem will discuss their experiences in the water and wastewater field handling a crisis, everything from the recent pandemic, to PFAS, to destructive storms and community engagement. The takeaway will hopefully provide the attendees with a few key principals to deploy if they ever find themselves in a similar situation. 1.5 w/ww tch

2:00 p.m. | Wave Award Recipient Video



*John
Marciszewski,
SmartCover*

2:15 p.m. | Managing the Impacts of Climate Change on WW Collection Systems

Sanitary Sewer Overflows (SSOs) and Combined Sewer Overflows (CSOs) pose a substantial health and environmental challenge, and are confirmed vectors for the novel coronavirus. Numerous wastewater utilities across the USA have integrated collection system monitoring technology that predicts, detects, and helps eliminate sewer spills. The presentation will review engineering principles (e.g., open channel hydraulic flow formula) which the technology utilizes for its applications. The presentation will include successful case studies with demonstrated benefits for wastewater and water

utilities, including: collection system cleaning optimization, automated CSO reporting, H₂S odor control monitoring, and other special applications related to source water for drinking water utilities. 1 w/ww tch

3:15 p.m. | Near Miss? Implications of the Florida Water Utility Cyberattack



*David Brearley,
HDR*



*James Schultz,
HDR*

Just days before the Super Bowl, a hacker “entered” a local drinking water utility’s web-connected operations system and attempted to poison the supply with sodium hydroxide. The good news is that the quick response of a well-trained operator prevented tragedy. Take-aways, lessons, and cautionary tales from this event will be discussed by a cyber security expert so that attendees can button up the vulnerabilities and weaknesses of their SCADA and other water and wastewater systems.

A review of common industry recognized standards, best practices, and engineering principles recommended for all water utilities will provide baseline recommendations to decrease risks and improve resilience. .5 w/ww tch, .5 PE

4:00 p.m. | Recap of ACUA Force Main Break

Joe Pantalone, ACUA

4:15 p.m. | Closing Remarks

Wednesday, March 10, 2021

9:00 a.m. | Day Two Welcome Remarks and Live Wave Award presentation honoring Christine Ballard with Thomas Schoette

9:15 a.m. | Environmental Justice Issue:

Wastewater Infrastructure in Rural Settings



Catherine Coleman Flowers, Center for Rural Enterprise and Environmental Justice

Achieving environmental justice is not only a challenge in urban settings – rural communities are disproportionately impacted by climate change, poverty, and access to clean water. Speaker Catherine Coleman Flowers will discuss her work to address the root causes of poverty in Alabama and

to create solutions that could be replicated in rural communities across the United States. Throughout her early work, she encountered one central issue that continued to surface—lack of functioning infrastructure, particularly wastewater infrastructure, which is necessary for sustainable economic development. In recognition of her work, Ms. Flowers’ was awarded the prestigious MacArthur Foundation “genius” grant. Her new book, *Waste: One Woman’s Fight Against America’s Dirty Secret*, is available for purchase now. Conference attendees will learn about the under-reported yet serious wastewater issue that Ms. Flowers has spent her career working to alleviate. .5 w/ww tch

10:00 a.m. | Human Resources During a Pandemic



*Leslie London,
McManimon,
Scotland &
Baumann*



*Matthew
Giacobbe,
Cleary
Giacobbe Alieri
Jacobs LLC*

This presentation gives an overview of the role and impact of collective bargaining agreements during a pandemic and the employer’s ability to unilaterally change certain terms in addressing emergency situations that arise in a pandemic. The presentation will look at the positions of both the union and the employer in the matter, as well as the support that each party asserts to substantiate its position. HR issues that arise during a pandemic will also be addressed. The presentation will conclude with a summary of “takeaways” that each attendee should glean from the presentation. 1 w/ww tch

11:00 a.m. | Wave Award Recipient Videos



11:15 a.m. | Yesterday, Today and Tomorrow for AEA



*Peggy Gallos,
AEA Executive
Director*



*Ellen Gulbinsky,
Bordentown
SA, Retired
AEA Executive
Director*



*Tom Horn,
Lambertville
SA, AEA Past
President*



*Rick Dovey,
Atlantic County
UA, AEA Past
President*

For fifty years, AEA has been working on behalf of its members. Veterans of AEA--retired executive director Ellen Gulbinsky and two past presidents--will discuss the leaders, issues, and events that got the association to today. Then the focus of this segment of the conference will turn to the next 50 years: what the association can learn from other associations and how it is preparing strategically to meet the needs of its members.

12:15 p.m. | Closing Remarks

Peggy Gallos, AEA Executive Director



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Wave Award Recognitions



The Association of Environmental Authorities bestows Wave Awards to recognize excellence in the public water, wastewater, recycling, and solid waste sector in New Jersey. Submissions are reviewed by three members of the board of directors. The awards are presented at the spring utility management conference. Thank you to this years' review committee Diane Alexander, Ron Anastasio and Jeff Rollins.

WAVE ACHIEVEMENT AWARD

Michael A. Gianforte, Two Rivers Water Reclamation Authority

Michael A. Gianforte, Executive Director of the Two Rivers Water Reclamation Authority, is being honored with a Wave Achievement Award for his efforts to change how authorities handle enterococcus limits. The Two Rivers Water Reclamation Authority has been actively petitioning the NJDEP to revise the sampling methodology for reporting for enterococcus to account for the disinfection that occurs in the outfall pipeline prior to discharge. Based on Mr. Gianforte's efforts, the Department agreed that the additional disinfection occurring in the outfall pipeline can be accommodated and they presented an approvable sampling approach that could be implemented in all Coastal Group NJPDES permits. This is a win for the Authorities and the State on this matter, with no need for any additional petition or litigation. The TRWRA developed a procedure and a sampling apparatus that once approved, all Ocean Dischargers will benefit from enhanced assurance of compliance and will be able to reduce the discharge of chlorine to the environment.

INDIVIDUAL WAVE ACHIEVEMENT

Christopher Kelly, Middlesex County Utilities Authority

Chris Kelly is the Operations Superintendent of the Middlesex County Utilities Authority, supervising 44 employees and served as such throughout the COVID-19 pandemic, and bringing with him a diverse background of knowledge in both operations and maintenance. Mr. Kelly is currently participating in the AEA EPDA. He began as an operator at the MCUA, and his talents and drive have resulted in his continued advancement. He brings much needed perspective to MCUA's operation and provides recognition and credit to the great work of his staff. As shown during the response to the Covid-19 crisis, Mr. Kelly, along with his colleague, Michael "Mickey" Facendo, lead by example and because of this, they have the respect and trust of their operators. Their concern for the well-being and safety of their staffs, together with their cooperative and coordinated efforts ensured that the MCUA continued to provide the highest level of service to its participant municipalities while meeting all its regulatory obligations. It may not be difficult to be a leader when times are easy,

but the true leaders excel when the going gets tough. Mr. Kelly has demonstrated time and again that he is up to the challenge, no matter the obstacles, and that's why he earned this Individual Wave Achievement award.

**Michael Facendo,
Middlesex County Utilities Authority**

Michael “Mickey” Facendo is the Solids Superintendent/Assistant Operations Superintendent for Middlesex County Utilities Authority, supervising 24 employees. At the onset of the pandemic, the MCUA developed a health and safety response plan that included multiple stages. One of those stages was to alter work schedules to keep as many employees as safe as possible while still maintaining the operation of the treatment plant and the collection system. Mr. Facendo (along with Chris Kelly) responded quickly and professionally to split shifts where assigned, coordinated temperature checks before an automated system was in place, adjusted personnel schedules when positive or exposed cases kept personnel out of work, and even stayed at the treatment plant continuously during a two-week lockdown. They slept at the plant with the staff and ensured all had the needed food and resources, as well as keeping the treatment process going without interruption. The COVID-19 pandemic gave being “on-call” a whole new meaning. These two individuals answered phone calls night and day regarding the well-being of employees, immediately adjusting schedules to fill vacancies without crossover of groups, dealt with supply logistics as well as the myriad issues that arise daily in a large and complex wastewater treatment plant like the MCUA. These efforts

make Mr. Facendo worthy of an Individual Wave Achievement award.

LIFE MEMBER

**Stephen R. Blankenship, Hamilton
Township Municipal Utilities Authority**

Since 2000, Mr. Blankenship has served as the Executive Director/Chief Engineer for the Hamilton Township MUA and currently serves as the licensed operator of record for the HTMUA's Water Distribution System and Wastewater Collection System. Mr. Blankenship has been an active member in AEA for over 13 years and has served on the Board of Directors for more than 5 years, as well as the legislative and water committees. In addition to his involvement in AEA, Mr. Blankenship gives his time and expertise to many other professional organizations, including the South Jersey Water Professionals Association, the NJ Water Environment Association (NJ WEA), the New Jersey Water Supply Advisory Council (WSAC), and many others. Mr. Blankenship's involvement in these organizations speaks to his dedication to advancing and supporting the work of environmental authorities. Mr. Blankenship's deep level of involvement in numerous organizations has brought incredible benefits to the AEA. He brings the perspective of AEA members to the table when critical planning, decisions and policy discussions are taking place. Mr. Blankenship's longstanding service and contribution to AEA has provided guidance and leadership for members and member organizations. His involvement in other organizations has given him a broad perspective and insights into industry trends and direction

that have been invaluable to AEA, its members, and Mr. Blankenship's MUA.

UP AND COMER

Brian Brach, Manasquan River Regional SA

Brian Brach's efforts on behalf of AEA have been significant and numerous. From the earliest days of his becoming MRRSA executive director, Mr. Brach involved himself extensively in AEA. He was instrumental in establishing our Environmental Professional Development Academy (EPDA), helping design the program and promoting it among his colleagues. He chaired our Professional Development Committee. He now serves as AEA treasurer, making himself available for nearly every executive committee meeting and immersing himself in the financial well-being of AEA. Mr. Brach has shown leadership and an extraordinary willingness to take on issues and tasks that will help not just other AEA members, but the entire water/wastewater sector. When the magnitude of the COVID threat was only just beginning to be understood, he recognized that members would need to talk and help each other respond. He then led a special session at the AEA March 2020 conference on the topic. In addition to that, Mr. Brach has been an enthusiastic member of the Strategic Planning Committee, genuinely interested in improving AEA and getting it ready for its next 50 years. He is the epitome of an Up and Comer – someone who hit the ground running when he became involved in AEA. He is a positive force in our association, and we are most fortunate to have him involved.

Kevin Whitney, Atlantic County Utilities Authority

Kevin Whitney is being nominated for an Up and Comer Award because he has made a material and constructive contribution to AEA in the past several years. He readily attends many seminars for the ACUA and expertly summarizes content to share with others, and he is a great collaborator. That extends to his work for AEA: he is a collaborator who supports AEA in many ways. He regularly participates in the AEA weekly check-in calls and summarizes the calls for his colleagues. This is enormously helpful to AEA because it extends our reach, and it helps get important information into circulation. Mr. Whitney was invited to participate in a small group that included other people from AEA who were asked to review the Jersey Water Works Dashboard. AEA and other water sector folks have been extremely concerned about the development of this online tool and the time Mr. Whitney spent reviewing it and noting flaws has been enormously helpful. Mr. Whitney has always been ready to assist AEA with information and feedback in this way. We see the type of skills relating to information and data management that he has as being increasingly important in the years to come and his demonstrated willingness to share those skills with the members of AEA makes a significant contribution to the life of the association.

OUTSTANDING ASSOCIATE MEMBER

Christine Ballard, CDM Smith

Chrissy Ballard is well deserving of an Outstanding Associate Member award. She has been key in continuing the strong tradition of

support that CDM Smith has given AEA over many years. She is an able and active member of our board and has for many years been active in our water committee. Ms. Ballard has actively engaged in promoting the AEA and introducing prospective members to AEA. It was her suggestion that AEA participate in the annual Day Without Water observance and it was through her advice and connections that AEA was able to develop two highly successful information pieces, one about the importance of investing in water infrastructure and the other about reasons to choose a career in water. Many of our members have used these materials and AEA has also used them at student job fairs, other events and in information packages for legislators. Ms. Ballard shares information she gains from events like the One Water conference, and she has devoted many hours to the Strategic Planning effort. Ms. Ballard also has made contributions to the sector's response to COVID. This includes facilitating discussions with the Department of Health regarding wastewater surveillance. AEA succeeds through relationship building within the organization and outside of it, and it also succeeds by providing helpful member service. For that and more, she earns this award for Outstanding Associate Member.

BEST MANAGEMENT PRACTICES

Passaic Valley Sewerage Commission

Every day, hundreds of millions of gallons of human and industrial waste are sent through the Passaic Valley Sewerage Commission's (PVSC) complex underground wastewater system. One

of the challenges in maintaining this extensive wastewater system is that so much of the process takes place underground, out of view and sometimes in difficult to access spaces. In an effort to make PVSC's treatment process more efficient and to continue to successfully maintain one of the oldest wastewater treatment plants in the United States, PVSC launched an enterprise Geographic Information System (GIS) mapping platform. Rather than simply offer a few key features on a static map, the Enterprise GIS map organizes spatially-enabled layers of data into vivid, 2D and 3D visualization products that are available on PVSC's Enterprise GIS Portal. The maps offer users access to an aerial, digital representation of PVSC's robust framework of assets. The maps give the user a perspective on how pipes, equipment and processes in various, seemingly unrelated areas, are linked to each other, making this complex system easier to work with and understand, and truly making it a best management practices project.

Warren Township Sewerage Authority

Over the past several years, the Warren Township Sewerage Authority (WTSA), led by Spencer Pierini, P.E., Executive Director, has been aggressively planning and implementing Infiltration and Inflow (I&I) projects throughout their sewer collection systems. The goals of the program are to reduce average and peak flows to their wastewater treatment plants to ensure long term compliance with their NJPDES permits and provide for consistent and continual capacity in their collection systems. The program ultimately achieved

the stated goals through the performance of flow studies in several sewer service areas, GIS mapping locating assets, smoke testing and the CCTV'ing of nearly 150,000 linear feet of sewer lines. The projects helped reduce wet weather peak I&I flows and improved the overall health of the system. Thanks to this project, the average flows to the Stage I/II and Stage IV WWTF's were reduced to sustainable levels. Peak flows during storm events were substantially reduced at both plants wherein there is no longer a sustained peak for several days after a storm event and flows return to normal baseflow within 24 hours of a storm event. These efforts earned WTSA this Wave Award for Best Management Practices.

FORWARD THINKING AWARD

Passaic Valley Sewerage Commission

The Passaic Valley Sewerage Commission (PVSC) owns and operates one of the nation's largest wastewater treatment facilities, and recently took on the task of increasing the plant's overall wet weather treatment capacity. Studying eight different methods, the study proved that there was No Feasible Alternative to both increase PVSC's wet weather capacity and maintain permit compliance without bypassing wet weather flow around secondary treatment. The innovative approach also identified process changes to sludge recycling that would benefit the facility during both dry and wet weather conditions. The secondary bypass will reduce CSOs to historically polluted waterways by approximately 1.4 billion gallons per year and support urban renewal and the pursuit of safe, fishable, swimmable water for the surrounding communities. By targeting

treatment of such a large portion of the annual CSO volume through a single solution (i.e., a secondary bypass at PVSC), the overall LTCP costs are greatly reduced, too. The facility is anticipated to be placed into operation in 2026, making this a clear example of forward thinking in the industry.

Township of Ocean Sewerage Authority

The Township of Ocean Sewerage Authority's 50+-year old offshore outfall was showing signs of significant distress and due to aggressive marine environment, the asset was quickly reaching the end of its useful life. Also, due to the outfall's limited access along the pipeline's onshore segment (i.e., nearly a mile inland), there was uncertainty if that portion was also in need of rehabilitation or some kind of replacement. TOSA seized the moment and undertook a project to perform an innovative condition assessment to better understand the pipeline's true-condition rather than simply replace it. Ultimately this approach determined that replacement was only required for the easternmost offshore section, which resulted in significant cost savings. Ultimately, the project was completed three weeks ahead the targeted date and the actual total project construction cost was \$220,000 less than the budgeted construction cost. This forward thinking TOSA project demonstrates how to combine results of specialized investigations to develop a robust, cost-effective design that will provide many decades of reliable, safe service for a vital asset that has no backup. The project utilized the latest technologies to do repair vital infrastructure for lower cost and less public

disruption, minimizing land disturbance and beach impacts.

MUTUAL AID

Water and Wastewater Sector Security and Resiliency Working Group

The Water and Wastewater Sector Security and Resiliency Working Group (the Working Group) was formed under the New Jersey Domestic Security Task Force. The Working Group is comprised of representatives of water and wastewater utilities from throughout New Jersey, and representatives of federal and state regulatory agencies related to the water and wastewater sector. Since the Working Group's beginning in 2001, after the 9/11, members have met regularly to develop security and resiliency-related guidance, receive briefings, provide seminars, discuss security-related incidents and foster communication between utilities and regulators. When the COVID-19 pandemic began to impact New Jersey, our water and wastewater utilities encountered new

challenges: social distancing at the workplace, personnel health, safety and management issues, PPE shortages, operational impacts and more. Under the leadership of Rick Howlett, the Working Group started to convene twice weekly meetings, trying to anticipate needs, organize responses, and ensure the sector was aware of new guidance from the DEP, CDC, the federal government, and others. Throughout this unprecedented emergency, the interaction within the Working Group has been marked by mutual respect, generosity and candor. New Jersey's water sector has risen to the challenge of COVID-19. Water, wastewater and solid waste services have continued uninterrupted, even while its workforce taught children at home, cared for sick family and friends, quarantined, navigated shortages of household items and generally coped with the pandemic. The mutual aid and sharing that occurred at the Working Group meetings made a huge contribution to this excellent performance, and thus earns them this Wave Award. ♦



About the Presenters

Kareem Adeem is the Director of Newark's Department of Water & Sewer Utilities with more than 25 years of water and wastewater operations experience. Director Adeem is a Newark native who began working for the City of Newark in 1991 in the Department of Engineering and has moved up the ladder in his field. In 2013, Director Adeem promoted to Superintendent of Public Works, where he oversaw the Department of Water & Sewer Utilities' daily maintenance operations and later elevated to Assist Director in 2016 and Acting Director position in 2018.

David Brearley (GICSP, PMP) has 17+ years of international experience in providing design, assessment, planning and consulting services covering the comprehensive control system lifecycle. David is responsible for HDR's growing international OT cybersecurity services program providing consulting, assessment, design and compliance review services in support of HDR's critical infrastructure projects.

John Buonocore is Chief Engineer and Assistant Superintendent at the Rahway Valley Sewerage Authority which operates a collection system and treatment facility with an average flow of 30 MGD. He joined the RVSA in 2010 after serving as Construction Manager for the plant expansion and cogeneration facility construction. Mr. Buonocore holds a BS in Mechanical Engineering from NJIT, is a C2 and S3 Licensed Operator, and a NJ Professional Engineer. At RVSA, Mr. Buonocore supports maintenance and operations efforts, prepares monthly User Charge and Flow Right Reports, maintains plant as-built records, provides design services, and coordinates with the consulting engineer.

Richard Calbi is Director of Operations at Ridgewood Water. Ridgewood Water is one of the 25 largest water utilities in the state, servicing over 61,000 customers

in four municipalities. Rich is a licensed professional engineer and planner, with over 25 years' experience. The hallmark of his career has been the last six years with Ridgewood, advancing good government policies with sound engineering principles, to provide safe drinking water from a complex groundwater system. Rich is a graduate of NJIT, with a Bachelor's of Science in Civil Engineering and a Masters in Environmental Engineering.

Pamela Carolan, P.E., CPWM is a graduate of Rutgers University with a BS in Civil & Environmental Engineering. She has been the Executive Director of the Mount Laurel MUA for over 20 years, having previously served as the Authority's Operations Engineer. Pam also worked in consulting and for the NJDEP. Pam is an AEA Past-President and currently serves on AEA's Water and Legislative Committees and chairs the NJPDES Committee. During warmer weather you can find Pam boating on the Delaware River.

Lindsay D'Anna has worked for Waste Management's Organics Recycling Group since 2016, in the role of Director of Biosolids Business Development. Mr. D'Anna works closely with WM's operations across the United States and Canada, ensuring proper management of biosolids and working with WM's biosolids generator partners to develop long-term sustainable solutions. Prior to joining Waste Management, Mr. D'Anna held the position of Division Manager at Casella Organics, managing biosolids and co-digestion operations out of the Concord, NH Office. Mr. D'Anna holds a B.S. in Agronomy from the University of Connecticut and an MBA from Southern Connecticut State University.

Richard S. Dovey is President of the Atlantic County Utilities Authority (ACUA) — a position he has held for more than 27

Continues on next page

About the Presenters

years. Mr. Dovey oversees a staff of 250, an annual operating budget exceeding \$60 million, and an annual capital budget averaging \$5 million. Mr. Dovey previously served as Chairman of New Jersey Solid Waste Advisory Council; President of the Association of Environmental Authorities of New Jersey; Chairman of the Community FoodBank of New Jersey, Southern Branch; President of the Atlantic County School Board Association; Vice President of the Egg Harbor City Board of Education; and Chairman of the 2011 United Way of Atlantic County Campaign. As an environmental leader, he is often called to advocate on behalf of the wastewater and solid waste industries. He is frequently asked to lend his knowledge on environmental topics and issues at industry conferences and events.

Bob Fischer is the former Executive Director of the Bayshore Regional SA. Prior to that he was executive director of the North Bergen MUA. He began his employment in the wastewater field in 1981 as a plant operator for the Western Monmouth UA. He is an S-4 License Operator. He has taken courses towards a Certified Municipal Finance Officer's certificate. After retiring from Bayshore, Bob joined PS&S. Bob served on the AEA Board of Directors, the Ocean Dischargers Group and is a life member. He has a BA degree from NJ Institute of Technology in Chemical Engineering.

Catherine Coleman Flowers is the founder of the Center for Rural Enterprise and Environmental Justice (CREEJ) which seeks the implementation of best practices to address the reduction of health and economic disparities, improve access to clean air, water, and soil in marginalized rural communities by influencing policy, inspiring innovation, catalyzing relevant research, and amplifying the voices of community leaders. This is done within the context of climate change and through the lens of environmental justice. Catherine is

also an internationally recognized advocate for the human right to water and sanitation and works to make the UN Sustainable Development Agenda accountable to front-line communities.

Peggy Gallos is the Executive Director of the Association of Environmental Authorities of NJ. Ms. Gallos began her career as a journalist, covering New Jersey local, county and state issues. She ran her own communications consulting firm, working for local governments, associations, and corporate clients. In 2005, she joined the staff of the New Jersey Board of Public Utilities as a speechwriter and later working on energy policy. Ms. Gallos worked on federal energy efficiency matters through the National Renewable Energy Laboratory and helped launch a sustainability consulting firm. Her public service includes six years on the Milford Board of Education, three as its president. She served on the boards of the Milford Public Library and Literacy Volunteers of Hunterdon County. Peggy has a bachelor's degree in from New York University and a master's degree in public administration from Rutgers University.

Matthew Giacobbe is a Principal Partner and focuses his practice on representing public and private sector management in all aspects of labor and employment law. Additionally, Mr. Giacobbe is general counsel or labor counsel for several school boards, municipalities, independent authorities and other governmental entities throughout New Jersey. In this capacity, Mr. Giacobbe successfully argued before the Supreme Court of New Jersey in the matter of *Loigman v. Middletown Township*, 185 NJ 566 (2006), where the Court held that municipal attorneys are not policymakers under 42 USC §1983 and are therefore immune from liability for their actions during trial. Throughout his career, Mr. Giacobbe has handled complex labor

Continues on next page

About the Presenters

negotiations involving public and private sector employers, often obtaining concessions from unions in areas such as salary, insurance co-pays and overtime. He routinely advises clients on termination and employee discipline, employee rights and benefits and other personnel matters. Additionally, Mr. Giacobbe has litigated claims involving employment discrimination, Fair Labor Standards Act, Family and Medical Leave Act, wrongful discharge, retaliation, wage and hour, whistleblower claims and restrictive covenant litigation in federal and state courts and before the Civil Service Commission, Public Employment Relations Commission and National Labor Relations Board.

Margie Gray is a Senior Associate and Principal Engineer with Mott MacDonald. She has 20 years of experience working primarily in water quality and treatment. Her recent focus has been on assisting water utilities with addressing PFAS contamination in their water supplies, including treatment evaluations and planning studies, pilot and full-scale demonstration studies, and detailed design and commissioning of PFAS treatment facilities.

Ellen Gulbinsky is the former Executive Director of AEA. She retired in 2011 and now serves as a Board Member of the Bordentown Sewerage Authority. She also serves on the Bordentown Water Advisory Committee and as a volunteer for the Interfaith Care Givers of Greater Mercer County. Ellen loves to play golf and travel; all of which filled her schedule until covid. Ellen helped Peggy promote regional Commissioners' meetings to help initiate new commissioners and stimulate discussions about emerging issues. As the world around us evolves and changes so must our management approaches and as always AEA will be there to lead. Happy Anniversary AEA. I continue to be proud of my association with you.

Tom Horn is Executive Director at Lambertville Municipal Utilities Authority (LMUA) for over 10 years. He has been an executive director at various authorities for 29 years as well as a superintendent at a wastewater facility for 14 years. Prior to that he worked at a consulting engineering firm for 3 years. He has S-4 and C-4 licenses and is a licensed professional engineer. Tom is a versatile and resourceful senior wastewater professional offering extensive experience in planning, design, construction, operations, and maintenance of wastewater treatment plants and collection systems. Tom is a past president of AEA and serves on the education and conference committee, asset management committee and the NJPDES committee. He holds a BS in Civil Engineering from Lehigh University and an MS in Civil Engineering from NJIT. Tom has served on the Board of Directors of the Arc Morris for 21 years. He currently is their President and served as Vice -President and Secretary. Tom is a WEF Quarter Century Operator and Life Member of the WEF. He is also on the Executive Committee of the NJUA JIF.

Richard P. Howlett has been Executive Director of New Jersey Water Association since 1995. Rick is responsible for the operations of the association and participates on various decision-making and advisory bodies for governmental and non-governmental entities. In prior employment, he was a Senior Chemist for Wyeth Pharmaceuticals, and a Process Controller for the Ocean County Utilities Authority. He is a veteran of the United States Air Force, serving as a Non-Commissioned Officer both on Active Duty and in the New Jersey Air National Guard.

Leslie London joined MS&B in 1987, and since that time has been involved in various aspects of general counsel and litigation work for the firm. Leslie currently serves as general, special or labor counsel for several municipalities

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About the Presenters

and municipal utilities authorities. She recently served as Township Attorney for Franklin Township, Somerset County and Labor Counsel for the Borough of South River and the Township of North Brunswick. Leslie also served as General Counsel to the Redevelopment Agency of Franklin Township for many years. She concentrates in the areas of municipal law, public contracts law, employment and labor law, redevelopment law, construction law, and wastewater and solid waste and recycling planning, implementation, enforcement and regulation. Leslie also handles cable television franchise renewal matters, natural gas and electric procurement matters and other areas of public utility law. In addition, she devotes a portion of her time to monitoring, analyzing and drafting state and federal legislation and regulations, advising clients on “pay-to-play” issues and preparing election compliance reports for political action committees and other continuing political committees.

John Marciszewski is the VP of Business Development for SmartCover. He helps wastewater utilities employ innovative practices for collection system management, promoting capital efficiency, system resiliency, and environmental protection. John’s areas of interest include utility asset management, regulatory frameworks, and cloud-based monitoring systems. He earned an M.Eng. from UC-Berkeley, and a B.Eng. from Kettering University.

Tyler Rowe is an Environmental Specialist in the Bureau of Water System Engineering at NJDEP and a graduate of Rowan University with a Bachelor’s Degree in Environmental Studies, minoring in both GIS and Environmental Planning. Tyler currently focuses on Operator Certification and GIS processing within the Licensed Operator Program and several related components.

Jim Schultz (PE, CISSP, CCNA, GICSP, CEH) is a Cybersecurity Network Engineer at

HDR with 30+ years of industrial control system and information technology experience in the water, wastewater, manufacturing, and electric industries. Jim has experience in cybersecurity, industrial network design, control system engineering, master planning, data modeling, database development, and application development.

Kristin Tedesco is a graduate of Lehigh University with a B.S. and M.S. in Civil Engineering. She has worked for the Department for over 18 years focusing on Safe Drinking Water Act rule implementation including the Revised Total Coliform Rule and the new State MCLs for PFAS. Kristin is currently serving as the Bureau Chief for Water System Engineering, which includes oversight over SDWA permits, the Drinking Water State Revolving Fund, and the Licensed Operator Program.

Amanda Waters joined AquaLaw in 2020, bringing over 20 years of environmental law experience with a focus on the federal Clean Water Act (CWA). She has extensive practical expertise working nationally with utilities on a variety of environmental permitting, compliance, and enforcement issues. Amanda most recently served as General Counsel for the National Association of Clean Water Agencies (NACWA), where she managed the legal advocacy program implementing NACWA’s mission to safeguard the interests of municipal wastewater and stormwater utilities. Amanda previously served as General Counsel & Director of Public Advocacy for the Water Environment Federation, General Counsel & Deputy Executive Director for Sanitation District No. 1 of Northern Kentucky (a public wastewater and stormwater utility), Deputy General Counsel for the State of Kentucky Environmental & Public Protection Cabinet, and as a staff attorney with the West Virginia Department of Environmental Protection. ♦

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Bill Gettings, chair,
Dollie Bey-Scott, Bernie Bujak, Rick Dovey, Rick Eustace,
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