

ALABAMA ONSITE WASTEWATER ASSOCIATION

AOWA news

Better Living Through Improved Sanitation

Vol. 29 No. 2 August, 2023



INSIDE THIS ISSUE:

Tribute to Debbie Johnson
Sherry Bradley,
An Environmentalist at Heart
Concrete Septic Tank Changes
New AOWA Online
Training Videos Released
and more.

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www.aowainfo.org

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Executive
Director.....Debbie Johnson

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On the cover: Sherry Bradley is the subject of this issue's feature article. Read more beginning on page 10.

Message from the President



*Randy Anderson
AOWA President*

It is very hard to write this as I lost a friend and associate in the passing of Debbie Johnson our Executive Director of the AOWA. I have never worked with someone who was always way ahead of all we were planning to do.

Hope you share my opinion that the Guntersville Trade Show was the best we have ever done. Thanks to Debbie for taking us to a new level in attendance and vendor participation. I look forward to Phenix City in 2024 where we will once again be out in the field playing in the dirt.

We are happy to welcome Cathe' Baker as our new Executive Director. Cathe' worked with Debbie on the AOWA Trade Show and some of our education programs so she is familiar with our organization.

Times are changing for ADPH, as you should read in the article and on our cover, Sherry Bradley has retired from ADPH. Like many of you, I have had the great pleasure to work with Sherry over the last years. She is a true champion of our industry and a great supporter of both the AOWB and AOWA. I look forward to what she has in store for our industry in her work with the Black Belt Unincorporated Wastewater Program.

I want you to please consider what it means to be licensed? Many of you work in the surrounding states and can compare our licensing requirements and the quality of work done there. I have recently opened an operation in Mississippi where the licensing requirement is much less. I find the quality of work provided for the homeowners reflects this level of training and licensing. There was a move in the Alabama Legislature to change the structure of trade licensing. While it did not get traction, it may in 2024. Now is the time to weigh in with your local legislature folks and voice your opinion.

Times, they are a changing!

Randy



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Tribute to Debbie Johnson

Here are a few thoughts and tributes to Debbie from those of that worked closely with her in the onsite wastewater industry and at Association Services Group (ASG) . . .

“I’ll take care of that”... or rather, “I’ve already taken care of that”... If you knew Debbie Johnson, you knew she was a ‘doer’.

Debbie was known for her organization . . . a fellow parent even mentioned in one of her memorial tributes that she appreciated Debbie’s notorious ‘TO DO’ lists that she prepared for the classroom moms in preparation for school parties. Debbie was a ‘doer’.

Debbie was also a loving grandmother for those two grandsons, Noah and Owen. She had lots of pictures of those two boys all over her office. Birthdays were very special events for those boys as Debbie planned and executed elaborate birthday events for Noah and Owen. I can remember her sharing with me about several of those extravaganzas including her building a pirate ship for one party and having a construction zone with real detour cones for another.

Debbie loved her home in the countryside with her family that also included her animals . . . two horses, Bella and Zeke, two dogs, Luke and Ruby and her cat Theo. She will be missed greatly by her family that included Paul (husband); Nicole (daughter) and Richard Holmes; Andrew (son) and India Nelson-Alexander; Ashley Alexander (daughter); Kathy Cash (mother), Colon Johnson (father); Pam Faris (sister) and Joyce Robbins (sister) and those two grandsons – Noah and Owen Holmes.

Debbie had been a vital member of the staff at Association Services Group since 2016. She took over as the AOWA Assistant Executive Director in 2020 and became the association’s Executive Director in 2021. Everyone that Debbie knew soon learned of her commitment to excellence and doing it “right”. She was passionate about AOWA’s mission and was fully committed to helping the Board grown services and reach the association’s goals.

Debbie...we are honored to have known you, worked with you, laughed with you and had you on the AOWA and ASG team. We will all miss you very much.

Charles Hall,
Founder, ASG

Get me a Mountain Dew!!! Before Red Bulls, this is what our generation lived on to keep us going. It keep Debbie going! I can remember the collection in the back office at the Guntersville Lodge as she marshalled through that event even though you could tell she was in some pain. Debbie may you be watching over those Grands from now on.

Randy Anderson,
President, AOWA

Debbie had an unwavering commitment to her clients, exemplifying a standard of excellence in every interaction. Her dedication to those Board of Directors with whom she worked and the profound impact she made in the lives of those she served will be cherished and remembered forever.

Katie Oxford,
CEO, Association Service Group

Debbie was always willing to go above and beyond to assist in any way she could with the AOWB and always made sure the Directors needs were met at speaking engagements. A true blessing to all. She is missed.

Melissa Hines,
Executive Director, AOWB

Debbie was the best executive director our association has had and under her leadership the AOWA made a lot of improvements to help our members and our industry. Debbie was also a great friend she and her family will be forever in our hearts and prayers.

Marc Geiger,
Vice President, AOWA

Debbie was a great friend and outstanding Executive Director for AOWA. She was a straight shooter – always available 24/7 – and you could count on her to get the job done. She was a professional and treated everyone with respect. I know she is missed by her family but our AOWA family misses her too.

Alan Astin,
Past President, AOWA

The impact felt from losing Debbie is a heavy one because she truly loved her job and the industries she worked for. She stood firm in her convictions and I will always admire her work ethic and tenacity.

Kelley Atkinson,
Director of Conference Services, ASG

Debbie was a fine lady and friend to everyone in the wastewater industry. She never met a stranger and was always welcoming to our members. It was an honor and a privilege to work with her and call her a friend. She is greatly missed.

Chris Gulley,
Director, AOWA

Debbie's impeccable work ethic was admired by all, especially those of us that worked so closely with her. Our comical tug of war relationship brought about a camaraderie between us that built trust, loyalty, respect and eventually led to a dear friendship that I am most grateful for. Special people don't come into our lives by accident. My one-of-a-kind friend is missed tremendously.

Cathe' Baker,
Meetings Coordinator, ASG

Debbie is going to be missed. She was patient and always kind. She went out of her way to help me. I will never forget the time she guided me through a challenging situation and went out of her way to help me. We spent hours on the phone. She was optimistic and had a great



Debbie Johnson

sense of humor. She made the board meetings easy and light even when things were tense. I am so thankful to have had the opportunity to work with her, and I know that she has left a lasting impression on everyone she met. She was an amazing person.

Ronda McMichael,
Director, AOWA

Debbie was a significant asset to AOWA. She was a great friend and colleague who will be deeply missed.

Amanda Shuman,
Accounting Assistant, ASG

Debbie was passionate about two things in this life, her job, and her family. Debbie was hands-down the best executive director, leader, and friend. It will forever be an honor to have been "her person".

Brandi Turner,
Program Coordinator, ASG

State Legislative Update

2023 REGULAR SESSION OF THE ALABAMA LEGISLATURE CONCLUDES

The Alabama Legislature completed the 2023 regular session in early June this year. It was a monumental session in terms of money, with record budgets approved in both the Education Trust Fund (\$8.8 billion) and the General Fund (\$3 billion). Supplemental appropriation bills to allocate revenue that came in above expectations were also passed. Fueled by the influx of federal money recently, the supplemental appropriation for the Education Trust Fund this year amounted to almost \$2.8 billion, and the General Fund supplemental was \$207 million.

After many years of discussion, a grocery sales tax decrease was approved that will cut the state's portion of the sales tax from 4% to 2%. The decrease will be phased in, with the first 1% drop scheduled to go into effect September 1. The tax will decrease by another 1% a year later if the Education Trust Fund has sufficient growth, which is set at 3.5% to help minimize the impact to the education budget. If growth does not meet that benchmark, the additional 1% reduction will be delayed until that level is achieved.

The one-time tax rebates originally proposed by the Governor in her state of the state address were changed several times in the budget process this session. The Governor's recommendation was a rebate of \$400 per taxpayer. The Senate cut that number to \$105, and later the House recommended \$210. A conference committee worked out the differences between the two chambers and agreed upon a one-time rebate of \$150 for individuals. For couples filing jointly the amount will be \$300. The rebates are set to be distributed at the end of November to those who filed a state income tax return for 2021.

A bill by Minority Leader Anthony Daniels (D-Huntsville) to remove the 5% state income tax on overtime pay was enacted this session. The change goes into effect January 1, 2024 and has a sunset date of June 2025, meaning the tax change will no longer be in effect unless the legislature passes another bill to extend it. The bill sponsors are hopeful that the data collected in the 18

months the tax reduction is in effect can be used to make this a permanent incentive for those that work overtime.

The hands-free driving bill by Sen. Jabo Waggoner (R-Vestavia Hills) was enacted and it will now be a violation to operate a vehicle while holding a cell phone, expanding the existing ban on texting while driving. The bill makes this a secondary violation, where an individual would be driving in a distracted manner if a person is observed crossing in and out of traffic without using a turn signal, swerving, or otherwise operating the vehicle in an impaired manner while holding a phone. The bill provides for exemptions, such as the use of a phone to obtain emergency services, and gives a one-year grace period where motorists will receive a warning.

A priority for both the Governor and legislative leadership this session was the passage of a package of bills to revamp and extend Alabama's economic development incentive programs, which were set to expire this year. To address another priority, the Governor called the Legislature into a special session to appropriate the last of the American Rescue Plan Act or ARPA money, a little more than \$1 billion this time, from the federal government. The money was used for health care services, broadband access, and improvements to water and sewer systems. Speaker of the House Nathaniel Ledbetter (R-Rainsville) called it a historic session citing among other things the largest tax cut in Alabama history, the tax rebates and ARPA funds being invested in water and sewer. Certainly, fiscal issues were a major component of this session thanks to unprecedented revenue this year.

STATUS OF BILLS RELATED TO AOWA THIS SESSION

The Alabama Onsite Wastewater Board sunset bill (HB194 by Rep. Matt Simpson), which extends the board's existence until October 1, 2024, has been enacted. The Sunset Committee will review the board and its audit later this year and make a recommendation to the Alabama Legislature on a future extension date, which will require passage of another bill in the 2024 session. The bill is now Act #2023-83.

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HB168 by Rep. Kerry Underwood (R-Tuscumbia) has been enacted. The legislation increases the threshold dollar amount for which competitive bidding is generally required for public works projects under Title 39 from \$50,000 to \$100,000, however it does not include a CPI adjustment for future years. The bill allows contractors to give notice of completion of the contract by publishing for three weeks on a website utilized by the awarding authority for publishing notices instead of in a newspaper, and sealed bids may be solicited and submitted through electronic means by awarding authorities. The bill also removes the requirement to advertise in three statewide newspapers for public works contracts in excess of \$500,000. The bill is now Act #2023-497.

The bill to establish the Occupational Licensing Boards Division within the office of the secretary of state died this session. SB156 by Sen. Chris Elliott (R-Joshephine) would have created this new division as a centralized entity to regulate and provide

oversight to almost all occupational licensing boards operating in the state. The AOWB would have been affected had this bill passed.

A bill to make changes to how occupational licensing boards treat applicants with a criminal conviction also died this session. SB51 by Sen. Rodger Smitherman (D-Birmingham) was introduced but did not make it out of committee.

SPECIAL SESSION

A decision by the United States Supreme Court regarding Alabama's congressional redistricting maps will require the Legislature to come back for a special session in mid-July. The court ruling found a likely violation of the Voting Rights Act. More than one in four residents in Alabama is black, but only one of Alabama's seven congressional districts is majority black. The new plan is due to the court by July 21.

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The advertisement features a photograph of a construction site with several large, black, rectangular GSF (Geotextile Synthetic Filter) units laid out on a sandy surface. A white pipe is visible in the foreground, running across the units. The background shows a large, shallow excavation pit with a concrete curb. The text 'Simplifying Treatment' is written in a large, white, sans-serif font on a blue background at the top. The GSF logo is a blue circle with the letters 'GSF' in white. The Eljen Corporation logo is in blue and green, with the tagline 'Innovative Onsite Products and Solutions Since 1970' in green. The contact information '800-444-1359 • www.eljen.com' is in blue.

Sherry Bradley, An Environmentalist at Heart



Sherry Bradley

WHAT DOES BEING AN ENVIRONMENTALIST MEAN?

Merriam-Webster defines an environmentalist as “an advocate of environmentalism” or “one concerned about environmental quality, especially of the human environment with respect to the control of pollution”, and in Alabama, that’s Sherry Bradley.

Bradley retired from the Alabama Department of Public Health as their Bureau Director for the Bureau of Environmental Services after 45 years of service. But retirement won’t stop Bradley from making a difference in her community as an environmentalist.

February 28, 2023 was her last day with the state of Alabama, but the next day, on March 1, she continued her work as an environmentalist. Her work now focuses on the Black Belt Unincorporated Wastewater Program (BBUWP). Bradley is now the Treasurer & Environmental Advisor for BBUWP. The need for BBUWP came

from a desire to help low-income families who could not afford a wastewater disposal system.

“Currently, we’re in Lowndes County, but we will be moving to other parts of the black belt counties,” said Bradley. “We have a purpose and that’s to install onsite septic tank systems for those in need.”

Lowndes County has had improper wastewater disposal for nearly 20 years. Bradley decided to change that. Over the course of three years, she created a “model” onsite program that local officials are implementing.

The onsite installation was only one factor that got Bradley interested in the septic industry. Bradley explained, “It’s not just the onsite area. It’s the environment, as a whole. I’ve always loved being outside. I’ve always loved nature. This fits me very well. But I’ve always had a connection to nature.”

Bradley shared that her connection to nature is her environmental spirit, because “once an environmentalist, always an environmentalist,” she laughed. “I knew I was in tune with nature when I was looking one day and you could see the rain come down. But I actually smelled the rain. It smells so good, and I just love it.”

Bradley started her journey to Bureau Director with a bachelor’s degree in Environmental Science from Troy State University. She continued her education with a master’s in Public Administration from Auburn University at Montgomery. “The master’s fits better with what I do and being a director. Everything I majored in is what I’m doing,” said Bradley.

Bradley appreciated the variety that came with being a Bureau Director and the necessary skills she learned along the way. “My favorite part was nothing is the same from day to day. It was always a new challenge. It was always a new concern. Everything is new every day,” she said with a smile.

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Her responsibilities as Bureau Director varied. Her primary areas of responsibilities were the budget and personnel. Bradley's main goal was to keep the bureau running. She accomplished this by monitoring all the areas the Bureau had services such as food, milk, lodging, onsite, and childhood lead-poison prevention. Lastly, she worked to answer questions from the public that dealt with legislators. It was here she learned her biggest lesson in her long career: to listen. Bradley shared, "I had to listen to every single word a person says. It's amazing what you catch onto by listening."

Due to human resource standards, she had to change her classification from an environmentalist to Bureau Director when she took the new position. "But, my heart is an environmentalist because that's what I do now. With black belt unincorporated wastewater program, we're out in the field. We're talking about onsite sewage. That's an environmentalist's job, not a director's job," Bradley explained.

Bradley shares her appreciation for AOWA and being featured. "I'm happy AOWA had enough of me to be on the cover of the magazine," she laughed. She remembers her time with AOWA fondly. "I loved working with the people at the Alabama Onsite Wastewater Association and the board. They've been very good to me. AOWA is needed and will always be needed," she concluded.



◆ *Sherry Bradley in the field working on one of the projects for the BBUWP*

AOWA Scholarship



WINNERS

AOWA is pleased to announce and congratulate the following
2023 AOWA Scholarship Winners:

- ★ **Abbie Morgan** lives in Lafayette and has been a student at Southern Union State Community College since 2019. She's studying to receive an associate degree in nursing. Abbie wants to be a labor and delivery nurse. She graduated from Chambers Academy in 2021 as a valedictorian.
- ★ **Alton Brady Williams** lives in Phenix City and attends Troy University, where he studies Environmental Science. As a freshman, he is also a member of the Troy University Marching Band and Symphonic Band. He works part-time as a laborer at All-Pro Septic Service to help with pumping septic tanks and installing septic systems. His father, grandfather, and great-grandfather have been in the septic industry for over 30 years, and he wants to continue in the industry as a soil scientist and engineer.
- ★ **Breana Ewell** lives in Notasulga and attends Shelton State Community College. Her major is Business Office Management and Technology, emphasizing Paralegal studies. She is a first-generation college student, so she's extremely grateful for the scholarships she receives to attend school. She aspires to be a paralegal to make sure justice is served.
- ★ **McKenna Ballenger** lives in Sand Rock and is studying Physical Therapy at Gadsden State Community College since spring 2022. She currently works at a physical therapy clinic at Therasport. She wants to be a physical therapist to help others. She realized this during her rehab process after breaking her elbow in seventh grade.
- ★ **McKenzie Astin** lives in Opelika and studies nursing at Auburn University since 2022. In high school, she received several National Honor Society awards and was involved in multiple extracurricular activities. She wants to become a nurse because caring for others has always given her a sense of purpose.

Congratulations!

A scholarship recipient may attend the school of their choice, whether ACADEMIC, VOCATIONAL, or TECHNICAL, in or out of the state of Alabama. Scholarships are \$1000 per school year for the recipient.

Applications were judged by the Scholarship Review committee with the following criteria:

- Academic Achievement – 35%
- Youth Leadership – 30%
- Commitment to Education and Career Goals as stated in the cover letter – 30%
- Financial Support – 5%

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News from the AOWB



IS IT OCTOBER YET?

Greetings Licensees from the Alabama Onsite Wastewater Board!

The current temperatures certainly have most of us thinking about October, which is when we will begin the renewal season for 2024. As always, renewal season is open from October 1 – December 31. We are still awaiting roughly **100** of you to renew for **2023**. We urge you to call us and verify what is needed to renew, it is not too late! Please be advised that the local health departments are checking the AOWB roster to verify that you are licensed.

SURETY BOND RENEWAL/CONTINUATION

We caution you to be aware that if your bond expires and we do not receive the renewal or continuation in our office, your license will be suspended, and you will not appear on the AOWB

Roster. Feel free to verify your bond is up to date by calling our office at (334)353-9250.

CONTINUING EDUCATION FOR 2024!

Please be encouraged to start thinking about obtaining your continuing education credits for 2024. **REMINDER: You must obtain your education credits for the 2024 license renewal before the end of this year!** Please review the Approved Continuing Education Courses on our website for 2024. There are several locations throughout the State this year. There are also online continuing education courses available as well. **Remember the number of hours you need and get registered today!!!**

License type	Required C.E. credit hours
Basic, Pumper, Manufacturer, or any combination of these 3	6
Portable Restroom	4
Advanced Level I or a combo with Pumper and/or Manufacturer	8
Advanced Level II or a combo with Pumper and/or Manufacturer	10



Your service is greatly appreciated in this growing Septic Industry of Alabama.

Thanks for all you do!

Melissa Hines, Executive Director
Alabama Onsite Wastewater Board (334) 353-9250

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ANOTHER GREAT AOWA TRADE SHOW & ONSITE WASTEWATER CONFERENCE

The 2023 AOWA Trade Show and Onsite Wastewater Conference at the Guntersville State Park Lodge was a huge success. This year there were 46 exhibiting companies with one of the largest attendance of onsite wastewater professionals in AOWA's history. Thank you to everyone involved in making the 2023 Trade Show a tremendous success. Our generous sponsors, great speakers, interesting exhibitors, and many behind-the-scenes workers all contributed. Attendees were given numerous opportunities to gather information and network – helping to renew business contacts and careers related to Alabama onsite wastewater management.

Thank You 2023 Trade Show Exhibitors

- AOWB
- Armal
- AutoCar Truck
- Commercial Credit Group
- Concrete Sealants Inc
- Crumpler Plastic Pipe
- Eljen
- Engine & Accessory
- E-Z Treat
- Geo-Tronics
- Habitat for Humanity
- Hol-Mac
- Imperial Industries
- Infiltrator
- J.H. Wright & Associates
- Mitchell Concrete/AquaKlear
- Morrow Water Technologies
- National Vacuum Equipment
- Polylok
- Prinsco
- RioVation
- Roth North America
- Satellite Industries
- Southern Tire Mart
- Starr Insurance
- The Blueprint Corporation
- Wholesale Pump and Supply
- Williams & Associates
- Woodall & Hoggle Insurance



Thank You 2023 Meeting & Trade Show Sponsors

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Phil Crews Septic Tank Service

Concrete Septic Tank Changes

The next time you buy a concrete septic tank you may see a different look!

While not in the recent ADPH rules changes but a memo from ADPH went out to all tank manufacturers about the reinforcement of the ASTM 1227 standard that has been required since 2006.

Translated, this means that any tank manufactured in Alabama requires the use of a rubber boot for the inlet and outlet seals. This boot is poured "flush" in the tank when manufactured and then "popped out" when installed to expose the boot.

The stainless clamps are included with the tanks. Below are pictures of the boot after pouring and "popped out" so the pipe can be inserted and clamped.

This applies only to tanks manufactured after February 13, 2023.



Boot as manufactured and poured flush with the tank.



During installation, boot is popped out.

It may also be worth noting that the ADPH requirement for manufacturers to maintain a log of tanks sold (as part of the ADPH inspection process) was removed from the rules.

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Continuing Education Classes

FALL 2023



Continuing Education Class Schedule:

SEPTEMBER 14, 2023

Home Builder's
Association
Montgomery

OCTOBER 24, 2023

The Event Center at
Roto-Rooter
Huntsville

NOVEMBER 9, 2023

The Mobile
Convention Center
Mobile

DECEMBER 14, 2023

Home Builder's
Association
Montgomery

Registration and Questions

All registration forms can be found on our website at <http://www.aowainfo.org/>.

You may call the AOWA office at (334) 396-3434

Licensing Classes:

Steps to take when registering for a **Basic Installer, Pumper or Manufacturer** licensing class:

1. Fill out the AOWB's Eligibility Application and submit to the AOWB.
2. Wait for approval from the AOWB. (You will be notified by letter)
3. If approved, your approval status will be sent automatically to the AOWA. The AOWA will contact you directly to register you for the next available class, or the class date of your choice.

BASIC INSTALLER:

September 25 – 28, 2023

Test Date: September 29, 2023

PUMPER/PORTABLE RESTROOM:

October 18 – 19, 2023

Test Date: October 20, 2023

November 29 – 30, 2023

Test Date: December 1, 2023

ADVANCED I AND II LICENSING CLASSES

ADVANCED INSTALLER I:

November 13 – 16, 2023

Test Date: November 17, 2023

ADVANCED INSTALLER II:

December 4- 7, 2023

Test Date: December 8, 2023

Advanced Installer - Level I & II Classes

Before registering for an Advanced Installer - Level I or II class, please make sure you have completed the following requirements.

Advanced Installer - Level I:

- Must hold a Basic Installer license for a minimum of 2 years.
- Must have installed a minimum of 5 Conventional Septic Systems.

Advanced Installer - Level II:

- Must hold an Advanced Installer I license for a minimum of 2 years.
- Must have installed a minimum of 5 Engineer Designed Septic Systems.



2023 - 2026

AOWA Board of Directors



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News from the Alabama Department of Public Health

Greetings AOWA!

I hope everyone is having a great summer.

The Repeal and Replacement of the Onsite Treatment and Disposal Rules became effective February 13, 2023. Our staff hopes that you can navigate more easily through the new changes.

Speaking of changes, we have had a staff shift since the retirement of Sherry Bradley earlier this year. Ms. Bradley leaves us after 40-plus years of public service in Environmental Health.

- ▶ Mr. Ron Dawsey has replaced her as Bureau Director.
- ▶ Mr. Matthew Conner will replace Mr. Dawsey as Bureau Deputy Director.

As always, if you have any questions, please do not hesitate to give me a call (344) 206-5375.

Leigh Salter, Director
Community Environmental Protection,
Environmental Services Division



Todd Johnson
334.409.3116
toddj@palomarins.com

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News Magazine is published twice a year.
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SAVE THE DATE

**The 2024 AOWA
TRADE SHOW**
April 11-12, 2024

DAVIS CONCRETE - Phenix City, Alabama




New AOWA Online Training Videos Released

Don't have time to attend one of AOWA's all-day CEU Education Classes this fall?

Get your CEU credits when you have time by taking them online. AOWA has a library of training videos that you can watch when you have some free time and get CEU credits. Plus, you can watch one video and come back a week later and watch another. It's a convenient way to get the CEU credits you need for your license. Go to the AOWA web page under 'Training Schedule' and click on ONLINE CONTINUING EDUCATION and select your license CEU requirement.

NEW IN 2023 – NINE NEW TRAINING VIDEOS!!

These videos will be added to the AOWA library for online training.



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How to install and backfill plastic septic tanks, including high water table situations. How to size and install expanded polystyrene and chamber aggregate replacement systems.

Crossover Options – How To Crossover for a Low-Profile Chamber

Presenter – Alan Nipp

GPS – Big Brother Is Watching

Presenter – Randy Anderson

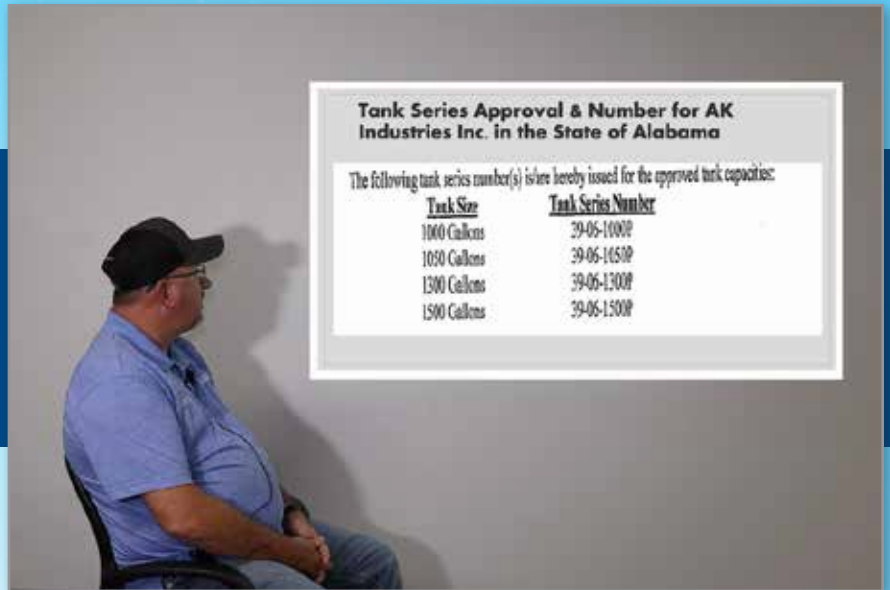


Randy Anderson
With Roto-Rooter Plumbing & Water Cleanup

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Installation of Plastic Tanks

Presenter – Chris Gulley



Marketing Made Easy

Presenter – Paul Smith

Child and Animal Safety Products for Onsite Wastewater Systems

Presenter – Melissa Hines



continued...



Pump and Control Panel Troubleshooting

Presenter – Will Parker

Things Learned from an OSHA Audit

Presenter – Chris Gulley



Pump Controls – Selection and Troubleshooting

Presenter – David Coleman

A Perspective on Treatment in the Soil vs. Treatment in the Tank

Presenter – Stephen Moeller



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1500 Gallon		1500 GPD	

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