

## Annual Conference & Trade Show

May 12, 2022

Lake Morey Resort

Schedule			
8 – 11:30 am	<p><b>Trade Show</b> Location: Terrace Ballroom (downstairs) Coffee &amp; pastries will be available in the exhibit area.</p>		
8 – 9 am	<table border="1"> <tr> <td> <p><b>Recruiting and Hiring New Water and Wastewater Workers</b> 1 TCH – Water &amp; Wastewater Location: Morey Room (upstairs)</p> </td> <td> <p><b>Internet Safety for Water and Wastewater Systems</b> 1 TCH – Water &amp; Wastewater Location: Theater Room (downstairs)</p> </td> </tr> </table>	<p><b>Recruiting and Hiring New Water and Wastewater Workers</b> 1 TCH – Water &amp; Wastewater Location: Morey Room (upstairs)</p>	<p><b>Internet Safety for Water and Wastewater Systems</b> 1 TCH – Water &amp; Wastewater Location: Theater Room (downstairs)</p>
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9:30 am	<p><b>Drinking Water Taste Contest Judging</b> with Vermont Drinking Water Week Committee Location: Lobby</p>		
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11:30 am – 1 pm	<p><b>Luncheon and Annual Membership Meeting</b> Location: Restaurant (downstairs)</p>		
1 – 3 pm	<p><b>Trade Show</b> Location: Terrace Ballroom (downstairs)</p>		
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2:45 – 3 pm	<p><b>Door Prize &amp; Raffle Drawings</b> Location: Terrace Ballroom (downstairs)</p>		

### Sponsors



# Class Descriptions

## **Recruiting and Hiring New Water and Wastewater Workers**

Time: 8 – 9 am

Credit: 1 TCH – Water & Wastewater

Presenter: Paula Jackson (Vermont Rural Water Association)

Vermont Rural Water's apprenticeship program coordinator, Paula Jackson, will share lessons learned from hiring and training apprentices, including:

- Updating job descriptions to attract younger generations
- Advertising and headhunting to fill open positions
- Selecting the right candidate
- Supporting new hires through training and studying for certification exams
- Retaining employees by offering a livable wage and benefits

This class encourages discussion from participants.

## **Internet Safety for Water and Wastewater Systems**

Time: 8 – 9 am

Credit: 1 TCH – Water & Wastewater

Presenters: Jace Sheppard (Vermont Tech Guy) and Katherine Boyk (Vermont Rural Water Association)

Learn how you can protect yourself and your system using simple steps like account management, password protection, and avoiding dangerous email scams. Colchester-based technology consultant Jace Sheppard will share recommendations in an easy-to-understand format.

Afterwards, Vermont Rural Water's Katherine Boyk will describe computer safety considerations specific to water and wastewater systems and share some free resources for cybersecurity assistance.

## **We're All in this Together: Best Practices for Boards, Managers, and Operators**

Time: 10 – 11 am

Credit: 1 TCH – Water & Wastewater

Presenter: John Kiernan (RCAP Solutions)

A typical water system requires a collaboration between operators who keep the system operational under ever-increasing requirements, managers who feel like they are just putting out fires, and board members who must make decisions with incomplete information. There is always conflict between these roles—and that is a good thing, as long as there is respect and trust among everyone.

This session will share some stories and best practices to help everyone keep rowing in the right direction. Topics include developing written policies and procedures, effective communication, strategic planning, fiscal responsibility, and more.

## **Class Descriptions (continued)**

### **Wastewater Regulatory Updates**

Time: 10 – 11 am

Credit: 1 TCH – Wastewater

Presenters: Dr. Amy Polaczyk, PhD, Nick Giannetti, and Michelle Kolb (Watershed Management Division)

The Wastewater Management Program will provide updates on several topics including personnel changes, approaches to permitting, pretreatment program development, and funding opportunities through the American Rescue Plan Act (ARPA) and the Bipartisan Infrastructure Law (BIL).

### **Answering Legal Questions for Water and Wastewater Systems**

Time: 1:30 – 2:30 pm

Credit: 1 TCH – Water & Wastewater

Presenters: Eli Emerson (Primmer Piper Eggleston & Cramer PC) and Joe Duncan, PE (Champlain Water District)

Operating water and wastewater systems not only requires technical and financial capacity but also legal wherewithal. The ability to enforce ordinances, set rates, hold public meetings, and bond for debt service are just some of the many areas that necessitate an understanding of legal requirements in the water sector. This presentation will be an open roundtable on the various legal topics that we encounter in the day-to-day management and operations of our water and wastewater systems.

### **Drinking Water Regulatory Updates**

Time: 1:30 – 2:30 pm

Credit: 1 TCH – Water

Presenters: Ben Montross and other DWGWPD staff

Drinking Water and Groundwater Protection Division staff will present updates on important drinking water topics such as the Lead and Copper Rule Revisions, service line inventory requirements, PFAS update, the new Water Main General Construction Permit, capacity initiatives, and any updates we have and can share on infrastructure project funding.