

**Massachusetts Water Pollution Control Association  
Board of Directors Meeting  
Wednesday, February 7, 2007  
Millbury, MA**

MWPCA President Joe Witts called the meeting to order. The following were in attendance:

Thomas Azevedo, Tom Bienkiewicz (MA DEP) - Guest, Jane Brooks, Valerie Flaherty, Mike Foisy, Mike Moreau, Janice Moran (NEWEA), Bob Pariseau, Joe Pease, Charlie Tyler, Joe Witts

**Minutes:**

- 1) **Minutes from December 6, 2006 Board of Directors Meeting** - A motion was duly made and seconded to accept the minutes of the December 6, 2006 Board of Directors Meeting.

**Old Business:**

- 1) **Tradeshow follow up** - Charlie Tyler reported that he will continue to work on developing a one-page vendor flyer as previously agreed upon at the December 6, 2006 Board Meeting. The flyer will highlight exhibiting opportunities and survey results from the 2006 Fall Tradeshow in Westford, MA and will be distributed to vendors to solicit more responses for the 2007 Tradeshow. Charlie also reported that Henry Albro and Mike Moreau were working on developing a list of vendors who did not make the Westford meeting in September.
- 2) **Budget Committee Update** - no report
- 3) **Operator Exchange Update** - Mike Foisy reported that no one has volunteered to participate in the 2007 Operator Exchange Program. He mentioned that flyers advertising the Operator Exchange Program were handed out at the December 2006 Quarterly Meeting in Taunton, MA and it has been advertised in MASS Waters. Charlie Tyler suggested allowing non-members to participate in the program. Valerie Flaherty offered to check with some of her co-workers to see if they were interested in participating.

- 4) **Membership/Plant Directory** - Charlie Tyler reported for Henry Albro, who was unable to make the meeting that Henry had reworked the draft advertising numbers to increase revenue in order to offset the printing cost of the directory. Revised advertising numbers were presented as a handout. Joe Witts suggested posting the directory online and sending members a disk. It was thought that advertisers wouldn't be as interested. A discussion ensued regarding the pros and cons of printing a directory and what would be the content.

Mike Moreau noted that MWPCA has a dwindling membership and that there is a need to make MWPCA more attractive, retain its members and gain new members. He suggested that the MWPCA website needs to be updated and that the board should consider redesigning the website. Questions were raised as to how much a website redesign would cost and who would maintain it. It was decided that the directory project would be put on hold for now. Mike Moreau volunteered to contact a web design company to get an estimate to present at the next board meeting to be held at the March 21, 2007 Quarterly Meeting in Westford, MA.

- 5) **Certification Board/NEIWPC Update** - Guest, Tom Bienkiewicz, MA DEP reported that he will be getting a new job and that NEIWPC is currently handling the examinations and renewals for licenses. DEP has proposed adding printing of licenses and certificates, phone calls, mailings and all status changes. Reciprocity request will be put together by NEIWPC and sent to the board of certification for approval. The board will keep plant gradings, exam contact, exam appeals and training contact hour approvals. NEIWPC will take over everything by the end of 2007. There will be a 3-4 month learning curve for NEIWPC. Board of certification will be under DEP.

Tom suggested that it would be beneficially for MWPCA to have a small group of board members meet with the Acting Commissioner, Arleen O'Donnell to express concerns and opinions about the need for certified operators and the shifting of responsibilities from DEP. Bob Pariseau, Charlie Tyler and Mike Foisy volunteered to be on the subcommittee to speak with the Acting Commissioner.

- 6) **MWPCA Course Offerings/TAC Update** - Charlie reported that he and Bob Pariseau were at the Training Advisory Committee Meeting at the 2007 NEWEA Annual Conference in Boston, MA. The Spring 2007 course listing has been published and it looks like they have included MWPCA course suggestions.

- 7) **Mass Water Investment Collation** - Charlie Tyler mentioned that he has been attending the meetings and that there is new legislation proposed and many interest groups are listed on it. The bill that has been filed proposes to have the government appoint a broad-based commission to investigate methods for funding infrastructure maintenance and replacement needs. Charlie indicated that Tom Walsh has attended some meetings, and that he'd be a good representative for us at the Water coalition meetings.
  
- 8) **NEWEA - Operators Day & Luncheon Update** - Bob Pariseau reported that there was a good turnout. A total of 26 operators participated in Operator's Day at the 2007 NEWEA Annual Conference in Boston, MA.  
  
Joe Witts mentioned that he overheard comments of people getting tired of the food choices at the Operator's Day Luncheon. He will talk with Tom Azevedo to see about changing the menu for next year.
  
- 9) **MWPCA Laptop** - It was reported that Jane Brooks will give Mike Foisy the laptop to lock it up in the cabinet in Millbury.

**New Business:**

- 1) **Stockholm Junior Water Prize Contract** - Joe Witts reiterated to the board that by signing the Stockholm Junior Water Prize Contract with NEWEA, MWPCA agrees to host and pay for the Massachusetts candidate for the three years to participate in the Stockholm Junior Water Prize. Joe will sign the contract. He has requested NEWEA to send a copy to him and John Connor for their records.
  
- 2) **NEWEA and NEIWPCCC Need Updated Membership Info** - Charlie Tyler noted that there was a need for NEWEA and NEIWPCCC to receive updated MWPCA membership information including membership numbers in a timely manner. Charlie noted that both parties have since received the information from John Connor.

It was also mentioned that MWPCA has only 400 current members. The other 300 members are lapsed. Mike Foisy volunteered to call some operators who have lapsed on their memberships. Janice Moran, NEWEA, reported that the Winter 07 Newsletter will be sent to the lapsed members with a notice indicating that their membership has lapsed. NEWEA was asked to also email a lapsed membership report to the Board so that calls could be made.

It was also suggested that when calls are made to the lapsed membership to ask why they have lapsed or decided not to renew. This type of information would be helpful to understand the needs of the membership.

- 3) **Membership Renewals** - Charlie Tyler reported that the membership renewal letters are confusing and that they need to be redesigned. Currently John Connor sends out the membership renewal notices. Discussion ensued whether to allow NEWEA to send out renewal notices and how to gain more members. There was discussion about the concept of having the non-member rate for Quarterly meetings include a membership fee. Joe Witts will work on creating a new non-member rate and will discuss with Tom Azevedo. A vote will be held at the next board meeting on March 21, 2007 at the March Quarterly Meeting in Westford, MA.
- 4) **NEWEA Director** - Charlie Tyler reported that the current State Director for NEWEA is Michael Burke and this is his last year. Nominations need to be submitted to NEWEA by June 2007. State Director is a three year commitment and there are six meetings to attend each year. The state director is also responsible for attending MWPCA meetings and reporting back NEWEA's activities. If you are interested, contact Michael Burke.
- 5) **Ops Training Day** - Jane Brooks reported that the 2007 Operations Challenge Training Day will be held on April 28<sup>th</sup> at the NH DES Training Center in Franklin, NH. She also noted that announcement in the Winter Newsletter is incorrect but the change in location came at the last minute. Jane mentioned that Massachusetts currently does not have a team and that the board should spread the word to interested parties.
- 6) **Salary Survey?** - Bob Pariseau suggested that MWPCA might want to do a salary survey for Massachusetts. It was mentioned the John Connor may have the forms from the last survey MWPCA did. Bob was wondering if there was a need.
- 7) **Awards Program for Plants?** - Bob Pariseau mentioned that MWPCA used to do an award program in the mid-90s for treatment plants that do a good job. They ask the treatment plants to fill out an application and the awards committee would take off points for violations. Should MWPCA start doing one again in order to recognize treatment plants? Tom Azevedo mentioned that Rhode Island does one for BOD. Mike Moreau suggested that treatment plants could mail in the application rather than having a committee member visit the plants. Tom Azevedo will send Rhode Island's form to Valerie Flaherty, Awards Chair for review.

- 8) **MWPCA Booth** - It was reported that the MWPCA booth needs to be set up at the March Quarterly Meeting in Westford, MA. Mike Moreau volunteered to do it. Joe Witts will put the New England WEA Founders Award with the booth.
- 9) **Winter Newsletter** - It was reported that the Winter Newsletter is currently at the printers and it has been posted on the MWPCA website. This issue of the newsletter will be printed in two colors, blue and black. An email has been sent to the membership.
- 10) **T-Shirts** - Tom Azevedo reported that he was unable to have the t-shirts ready for the 2007 NEWEA Annual Conference in Boston, MA but that he has recently located some old shirts. He and Henry Albro will continue to work on the t-shirts and will contact Norton True to see if he has the old artwork on file. Mike Moreau suggested placing a link on the website so that people can purchase them.
- 11) **Re-Election** - It was mentioned that MWPCA holds elections every year at the June Quarterly Meeting in Western, MA. Mike Moreau is up for re-election.
- 12) **Taunton Meeting - Food?** It was reported that the food was much better than previous years at the Taunton, MA Holiday Inn where the December Quarterly Meeting took place. Tom Azevedo will let the hotel know.
- 13) **Next Meeting** - It was reported that the next meeting would be held at the March 21, 2007 Quarterly Meeting in Westford, MA

There being no further business, a motion was made and seconded to adjourn the meeting.

**Massachusetts Water Pollution Control Association  
Board of Directors Meeting  
Wednesday, March 21, 2007  
Westford, MA**

MWPCA 1<sup>st</sup> Vice President Charles Tyler called the meeting to order. The following were in attendance:

Henry Albro, Thomas Azevedo, Michael Burke, John Connor, Valerie Flaherty, Michael Foisy, Mike Moreau, Janice Moran (NEWEA), Charlie Tyler, Eugene Valliere, and Ray Willis

MWPCA 1<sup>st</sup> Vice President Charles Tyler noted that there was a quorum.

**Minutes:**

- 1) **Minutes from February 7, 2007 Board of Directors Meeting** - On motion duly made and seconded, it was voted to accept the minutes of the February 7, 2007 Board of Directors Meeting.

**Old Business:**

- 1) **Tradeshow Planning/Progress** - Charlie Tyler reported that he will work on developing a one-page vendor flyer as previously agreed upon at the December 6, 2006 Board Meeting. The flyer will highlight exhibit opportunities and survey results from the 2006 Fall Tradeshow in Westford, MA. The flyer will be distributed to vendors in an attempt to solicit more responses for the fall 2007 tradeshow.

Henry Albro mentioned that he and Mike Moreau were going to work on developing a list of potential exhibitors who did not attend the Fall 2006 tradeshow. He also mentioned that the vendor applications for the fall 2007 tradeshow will be mailed in early April.

- 2) **Budget Committee Report and Recommendations** – Henry Albro reported that the budget committee had recently met to discuss the current MWPCA budget and recommends increasing membership dues from \$30 to \$40 for the next fiscal year (July 1<sup>st</sup> - June 30<sup>th</sup>).

Tom Azevedo mentioned putting an article in the next newsletter informing membership rates will be increasing as of July 1<sup>st</sup>.

Further discussion was held regarding the budget committee meeting. John Connor stated that meetings have been running at a loss due to subsidized

meeting registrations and rising costs. He made the following suggestions for consideration:

- a) Quarterly Meetings
  - Raising registration fees to offset rising meeting costs
  - No longer offering a cash bar at the quarterly meetings (ex. bartender fees)
  - Increase Training Contact Hours (TCHs) from 2 to 3 hours for attendees by increasing number of presentations given.
- b) Tradeshow
  - Offering only a coffee station at the September Tradeshow rather than a continental breakfast for vendors.
- c) Other
  - Review NEWEA contract and maybe reduce the number of hours needed.

**On motion duly made and seconded, it was voted to raise MWPCA individual membership dues from \$30.00 to \$40.00 as of July 1, 2007.**

**On motion duly made and seconded, it was voted to increase the tradeshow vendor registration fees by \$25.00. Early bird vendor registration will increase from \$250.00 to \$275.00. Regular vendor registration will increase from \$300.00 to \$325.00.**

**On motion duly made and seconded, it was voted to increase registration fees for the Quarterly Meetings in accordance with the following schedule:**

| Registration Type |              |            | Old     | New     |
|-------------------|--------------|------------|---------|---------|
| Pre-Registration  | Meeting Only | Member     | \$5.00  | \$15.00 |
| Pre-Registration  | Meeting Only | Non-Member | \$10.00 | \$20.00 |
| Onsite            | Meeting Only | Member     | \$10.00 | \$20.00 |
| Onsite            | Meeting Only | Non-Member | \$15.00 | \$25.00 |

**On motion duly made and seconded, it was voted to increase registration fees that include lunch by an additional \$15.00 in accordance with the following schedule:**

| Registration Type |                 |            | Old     | New     |
|-------------------|-----------------|------------|---------|---------|
| Pre-Registration  | Meeting w/lunch | Member     | \$15.00 | \$30.00 |
| Pre-Registration  | Meeting w/lunch | Non-Member | \$20.00 | \$35.00 |
| Onsite            | Meeting w/lunch | Member     | \$20.00 | \$35.00 |
| Onsite            | Meeting w/lunch | Non-Member | \$25.00 | \$40.00 |

*NOTE: by email vote initiated 4/13/07, the Board voted to alter the above such that all quoted "New" non-member rates are increased to \$10 per registration above member rates, in order to increase the incentive to join.*

- 3) **Ops Challenge Training Day** – John Connor reported that MWPCA pays for the ops challenge training day when it is held in Massachusetts. The training day has been held in Massachusetts for the past several years. He suggested that other state associations host the training day and have it rotate to different states.
- 4) **Operator Exchange Update** – John Connor reported that the cost to offer the operator exchange program has been increasing over the years. He suggested that a limit be placed on how much to spend per participant. Typically the state hosting the program should pay for the participants' hotel, lunch and dinner costs. The operator is responsible for paying for his breakfast and travel to the host state.

Henry Albro will suggest to the budget committee that the Operator Exchange Program expenses be reviewed and make a recommendation.

Mike Foisy reported that he has a candidate to participate in the 2007 Operator Exchange Program with Connecticut. Mr. Charlie Pires, Chief Operator, Town of Falmouth has volunteered. He will attend the Connecticut Water Pollution Control Association's Spring Meeting on April 24, 2007.

- 5) **Association Directory** – It was reported that at the last board meeting held on February 7, 2007 in Millbury, MA, the board decided to put the production of the directory on hold.
- 6) **Certification Board/NEIWPC/ Commissioner** – Charlie Tyler reported that he will write a letter to the certification board and set up a meeting with the MASSDEP Acting Commissioner, Arleen O'Donnell to express concerns and opinions about the need for certified operators, adequate training and the shifting of training and certification away from DEP.
- 7) **Mass Water Investment Coalition** - Charlie Tyler reported that the Mass Water Investment Coalition has proposed new legislation and many interest groups are listed as sponsors. The bill that has been filed proposes to have the government appoint a broad-based commission to investigate methods for funding, infrastructure maintenance and replacement needs. The coalition has asked if MWPCA would like to be listed as an interest group. The board agreed that this would be a good idea.
- 8) **Membership Renewal Form Format** – It was reported that the membership renewal notices would be mailed out in early April. John Connor mentioned that he would be sending the datafile to NEWEA this upcoming week. NEWEA was requested to format the renewal notices so each renewal notice is personalized. The information will include members name, address, phone, email address, membership ID# and certification number.

9) **NEWEA Director** - It was reported that this will be Mike Burke's last year as NEWEA Director. Joe Witts has submitted his name for consideration. If anyone else is interested, please let the board know at the next meeting.

10) **Awards Program Report** – Valerie Flaherty reported that she will submit an article for the Spring 07 newsletter and that she will be talking to Joe Shepherd, MA DEP for suggestions for award nominations.

Tom Azevedo mentioned that Rhode Island does a plant award and it is a very easy process. Plants fill out a form and submit monthly averages for TSS, BOD, etc. The plant with the lowest average wins an award. The program is voluntary. It was discussed if MWPCA should consider such an award. MWPCA could get company sponsorship for the awards. Valerie Flaherty will look into it and report back at a future meeting.

11) **Newsletter** – It was reported that the deadline for the Spring 07 newsletter is April 10<sup>th</sup>. Please submit articles to Janice Moran, NEWEA.

12) **Elections** – It was reported that the following board members were up for re-election and nominated at the March Quarterly Meeting. Tom Azevedo, Michael Burke, Michael Moreau and Bob Pariseau will run again for directors positions. It was also mentioned that Ray Willis was nominated at the March Quarterly Meeting. Ray Willis will also run for a director's position.

a) **Nominations for 13<sup>th</sup> Director** – Valerie Flaherty reported that Phil Ryan of Haverhill, MA may be interested in being nominated for the 13<sup>th</sup> director.

b) **2<sup>nd</sup> Vice President** – Charlie Tyler announced that the 2<sup>nd</sup> Vice President position is open. Candidates need to let the board know before June.

Elections will take place at the June Quarterly Meeting on June 13, 2007 at the Delaney House.

13) **Tee Shirts** – It was announced that new tee shirts are needed for the September tradeshow. Tom Azevedo volunteered to contact Norton True to see if Norton has the artwork as a jpeg file. Mike Foisy volunteered to call a printing company in Worcester, MA to get an estimate for printing.

**New Business:**

- 1) **NEWEA Residuals Mgmt. Conference/Co-Sponsorship** – Mike Burke reported that the NEWEA Residuals Mgmt. Committee has asked if MWPCA would like to be listed as a co-sponsor for their December Conference in Springfield, MA. Co-sponsorship would include sharing of mailing list and including MWPCA logo on the registration flyer. There would be no cost associated with co-sponsorship. The board agreed that this would be a good idea. Charlie Tyler volunteered to contact Tom Schwartz, NEWEA Residuals Committee Chair to let him know the board's decision.
- 2) **NEWEA Awards** – Mike Burke announced that he was looking for suggestions for the NEWEA Al Peloquin Award and the Operator Award. If you have any award nominations, please contact Mike Burke.
- 3) **TCH Hours** – John Connor mentioned that he has received a letter requesting a TCH certificate from the May 24, 2006 Stockbridge Seminar from Dennis Pipczynski. Henry Albro vouched that Dennis did attend the meeting and that he replaced another individual who was registered. It was agreed that John send Dennis his TCH certificate.
- 4) **June Quarterly Meeting** – Tom Azevedo announced that he is looking for speakers and/or suggestions for the June Quarterly Meeting. He also mentioned that the meeting will be held at the Delaney House on June 13, 2007.
- 5) **Next Meeting** - It was reported that the next meeting would be held on April 25, 2007 at 2:00pm in Millbury, MA.

There being no further business, a motion was made and seconded to adjourn the meeting.

**Massachusetts Water Pollution Control Association  
Board of Directors Meeting  
Wednesday, May 9, 2007  
Millbury, MA**

MWPCA President Joe Witts called the meeting to order. The following were in attendance:

Henry Albro, Thomas Azevedo, Michael Burke, John Connor, Valerie Flaherty, Michael Foisy, Michael Moreau, Janice Moran (NEWEA), Charles Tyler, and Joe Witts.

It was noted that there was a quorum.

**Minutes:**

- 1) **Minutes for the March 21, 2007 Board of Directors Meeting - on motion duly made and seconded, it was voted to accept the minutes of the March 21, 2007 Board of Directors Meeting.**

**Old Business:**

- 1) **Tradeshow / Vendor Updates** - At the March 21, 2007 Board of Directors meeting, Henry Albro and Mike Moreau had volunteered to develop a list of potential exhibitors who did not attend the MWPCA Fall 2006 tradeshow and are not on the existing vendor list. Henry Albro reported that as of today this vendor list has not yet been developed. Mike Moreau mentioned that he has two companies interested in receiving information on exhibiting at the MWPCA Fall 2007 Tradeshow. Mike Moreau will send these two companies the Fall 2007 Tradeshow exhibitor registration form next week.

Charlie Tyler mentioned that the Fall 2007 Tradeshow will be the first meeting held with the new registration fee taking affect. The registration fee will be \$15.00. Formerly, registration for attendees was free. In addition, Charlie Tyler suggested that this may decrease attendance levels.

John Connor reported to-date that 9 companies had signed up to exhibit at the Fall 2007 Tradeshow in Westford, MA. It was recommended that NEWEA send out a 2<sup>nd</sup> exhibitor prospectus mailing to vendors to solicit interest. Joe Witts volunteered to look at the vendor list and update with email addresses so that email reminders can be sent to the vendors. John Connor will forward Joe Witts the current exhibit list for updating.

- 2) **Ops Challenge Training Day Updates** - President Joe Witts gave a review of MWPCA sponsorship of the regional Operation Challenge Day as it was discussed at the last Board Meeting on March 21<sup>st</sup>. Discussion included the lack of participation from Massachusetts operators, as it has been several years since Massachusetts has had an Operations Challenge Team. In spite of the lack of local team participation, MWPCA has fully hosted this event for the past two consecutive years and alternately before then, and that has had a noticeable effect on the MWPCA budget with limited member benefit.

After further discussion, it was agreed that a vote of the board would be necessary well in advance of MWPCA's sponsorship of any future regional Operations Challenge training events, and that MWPCA should inform the NEWEA Ops Challenge Committee that, especially with continued lack of Massachusetts team participation, MWPCA may not be able to bear the cost of hosting future training days. It was also noted that, continuing her tradition, Director Jane Brooks had sent a large supply of her famous jerk chicken to this year's training day in Franklin, NH, greatly appreciated by all who attended; the Board expressed its thanks to Jane for her continued dedication.

- 3) **Operator Exchange Update** - Mike Foisy reported that the 2007 operator exchange with Connecticut has not occurred yet. Mike Foisy has been in contact with CT and he will keep the board updated as to when the exchange will happen.
- 4) **Commissioner Board Letter** - Charlie Tyler handout out a draft letter written to the MA DEP Commissioner, Arleen O'Donnell requesting a meeting. MWPCA would like a meeting with the MA DEP Commissioner to address their concerns and opinions about the need for certified operators, adequate training and the shifting of training and certification away from DEP. Charlie Tyler asked that the board review the draft letter and to let him know of any changes or comments by the next board meeting.
- 5) **NEWEA Director** - It was reported that Joe Witts has submitted his name for consideration.

- 6) **Awards Program Report/Update** - Valerie Flaherty reported that she is still looking for nominations for the following individual awards: Operator of Year, Lifetime and John J. Hartley. Valerie Flaherty also mentioned that the award nomination form on the website is out-of-date and needs to be updated. Valerie will work on updating the form and submit to Mickey Nowak for posting on the MWPCA website.

**Plant Awards Update** - Valerie Flaherty reported that the applications for Plant awards have been sent out to all Massachusetts Treatment Plants and that the deadline for submittal is August 1, 2007. Valerie will also handle ordering the award plaques.

As suggested by Tom Azevedo, it was agreed that each plant award could be sponsored by a vendor. This would cover the production cost of the award plaques. Vendors could present the plant awards at the Fall 2007 Tradeshow and a newsletter article/photo could be placed in the winter newsletter. Valerie Flaherty will develop a letter to the vendors with a list of awards that can be sponsored and she will coordinate the mailing with the NEWEA office.

- 7) **Elections** - It was reported that the nomination for the MWPCA 2<sup>nd</sup> Vice President position is still open. Interested candidates need to let the board know before June.
- 8) **Tee Shirts** - Mike Foisy reported that he has contacted a company in Worcester, MA regarding printing tee shirts for availability at the June Meeting. Mike Foisy mentioned that he was interested in ordering 50/50 blend pocket tee shirt in safety colors (bright yellow, orange) with the MWPCA logo on the front pocket and a full picture on the back (Norton). Mike Foisy will contact the company again to get a quote for printing 200 tee shirts and will email the board the information when it is available.

## New Business:

- 1) **Gillette Stadium Specialty Conference** - A discussion was held regarding having the December Quarterly Meeting at Gillette Stadium in Foxborough, MA or to hold a specialty seminar at this location later in the year. A proposed budget was handed out for discussion purposes.

After discussion and review of the budget, it was suggested that the meeting at Gillette Stadium would be a stand alone specialty conference and would focus on water reuse/membranes topics and offer a plant tour. Joe Witts suggested having the meeting co-sponsored with Mass Water Works and/or NEWEA. He will contact Mass Water Works to see if they are interested. Tom Azevedo will contact Gillette Stadium regarding the possibility of having vendor displays and the additional costs.

**On motion duly made and seconded, it was voted to have the board pursue holding a specialty conference to be held at Gillette Stadium at a convenient time next year and to request co-sponsorship from Mass Water Works and/or NEWEA. It was further voted that an electronic survey be sent to the membership to gauge interest and possible participation in a seminar on water reuse/membranes at Gillette Stadium.**

Joe Witts appointed Tom Azevedo to take the lead on the specialty conference at Gillette Stadium, Foxborough, MA.

- 2) **Corporate Membership - On motion duly made and seconded, it was voted to abolish the corporate membership category.**
- 3) **Annual Meeting Update** - Tom Azevedo reported that the details and planning for the June 13<sup>th</sup> quarterly meeting at the Delaney House in Holyoke, MA are completed.
- 4) **Membership Renewals** - John Connor informed the board that he has received a number of membership renewals and that the new renewal form with personalized fields is working well. He mentioned that a 2<sup>nd</sup> renewal notice would be sent out July 1<sup>st</sup> and a 3<sup>rd</sup> renewal notice sent on September 1<sup>st</sup>. Based on John Connor's recommendation, it was agreed that NEWEA would send out the 2<sup>nd</sup> and 3<sup>rd</sup> personalized renewal notices. John Connor will send NEWEA an updated membership datafile prior to the mailings.

- 5) **Newsletter Advertising Contract** - Charlie Tyler reported that the newsletter advertising contract currently offers advertisers a special full year rate. The special full year rate allows vendors to advertise in all four issues for the price of three issues. This is difficult to track because advertisers may join at any time during the year. He suggested changing the advertising contract to reflect the MWPCA fiscal year, starting with the summer newsletter.

**On motion duly made and seconded, it was voted that the newsletter advertising rates be set on a per issue basis based on the MWPCA fiscal year. Vendors requesting to advertise for the entire year, can purchase the special full year rate by advertising in all four issues for the price of three. The special full year rate must be purchased at the beginning of the MWPCA fiscal year; starting with the each year's summer newsletter.**

- 6) **Lab Committee Chair Appointment** - Valerie Flaherty requested to be removed as chair of the Lab Committee as she is also chair for the Awards Committee. She recommended Ann Mastroianni, Barnstable Water Pollution Control to take her place as chair of the Lab Committee. Joe Witts approved Valerie Flaherty's removal and appointed Ann Mastroianni as chair of the Lab Committee. Joe Witts will send Ann Mastroianni a welcome letter and Valerie Flaherty will send Joe Witts Ann Mastroianni's address.
- 7) **Next Meeting** - It was reported that the next Board of Directors meeting would be held at the June Quarterly Meeting on June 13, 2007 at the Delaney House in Holyoke, MA

There being no further business, a motion was made and seconded to adjourn the meeting.

**Massachusetts Water Pollution Control Association  
Board of Directors Meeting  
Wednesday, June 13, 2007  
Holyoke, MA**

MWPCA President Joe Witts called the meeting to order. The following were in attendance:

Henry Albro, Michael Burke, John Connor, James Dostal (guest), Valerie Flaherty, Michael Foisy, Michael Moreau, Janice Moran (NEWEA), Bob Pariseau, Joe Pease, Charles Tyler, Gene Valliere, Tom Walsh (guest) and Joe Witts.

It was noted that there was a quorum.

**Minutes:**

- 1) **Minutes for the May 9, 2007 Board of Directors Meeting -**

**On motion duly made and seconded, it was voted to accept the minutes of the May 9, 2007 Board of Directors Meeting.**

**Old Business:**

- 1) **Tradeshaw/Vendor Updates** - No report at this time.
- 2) **Ops Challenge Training Day** - Jane Brooks reported that the Operation Challenge Training Day that typically takes place in April may not be located in Massachusetts next year. Jane Brooks also reported that Massachusetts may have a team to compete in the Operation Challenge Competition in 2008.
- 3) **Operator Exchange Update** - Mike Foisy reported that the 2007 operator exchange with Connecticut has not occurred yet. Mike Foisy has been in contact with CT and he will keep the board updated as to when the exchange will happen.
- 4) **Certification Board Letters** - Charlie Tyler reported that there are two letters regarding the Certification Board. The first letter is being written to the MA DEP Acting Commissioner, Arleen O'Donnell requesting a meeting to address MWPCA's concerns and opinions about the need for certified operators, adequate training and the shifting of training and certification away from DEP. The second letter is being written to the MA Governor Deval Patrick and Tom Bienkiewicz regarding MWPCA's recommendation for the open position on the board of certification of wastewater treatment plant operators. Both letters will be sent in July.
- 5) **NEWEA Director Position** - It was reported that the board needs to recommend a person to the NEWEA Nominating Committee ASAP.

**On motion duly made and seconded, it was voted to recommend Joe Witts for nomination for the NEWEA Director Position.**

- 6) **NEWEA Awards** - Mike Burke announced that if anyone has nominations for the NEWEA Operator of the Year or the Al Peloquin Award to contact him prior to September.
- 7) **Awards Program Report/Update** - Valerie Flaherty reported that she has received two nominations for the Laboratory and Operator of Year awards. Valerie Flaherty is still looking for nominations for the Lifetime and John J. Hartley awards. Nominations need to be received by August 15<sup>th</sup> so that the board has enough time to review the nominations prior to the August BOD meeting. Nominations will be voted on at the August 22<sup>nd</sup> BOD meeting.  
  
**Plant Awards Update** - Valerie Flaherty reported that to-date the MWPCA has received five applications for the plant awards. The deadline for submittals is August 1, 2007.
- 8) **Gillette Stadium Specialty Conference** - Joe Witts reported that he met with the Massachusetts Water Works Association (MWWA) to discuss MWWA's involvement in the conference as a co-sponsor. The conference ideas were well received and MWWA's only concern was the price. They also suggested that the conference should be open to New England Water Works members as well and to have speakers that address topics for both water and wastewater. Joe Witts will email Tom Azevedo regarding date availability for Gillette Stadium and will draft a timeline for discussion. Joe Witts will email the timeline to the board for review.

#### **New Business:**

- 1) **Vote for New Officers/Directors** - It was reported that elections were held at the June 13<sup>th</sup> meeting and 120 votes were tallied.

**On a motion duly made and seconded, it was voted to elect Mike Moreau to the position of 2<sup>nd</sup> Vice President.**

The 2007-2008 Board of Directors is as follows:

President: Charles Tyler

1st Vice President: Mike Foisy

2nd Vice President: Mike Moreau

Past President: Joe Witts

Secretary/Treasurer: John Connor

Education: Robert Pariseau

Meeting Management Coordinator: Tom Azevedo

NEWEA Representative: Mike Burke

Director: Henry Albro

Director: Jane Brooks

Director: Valerie Flaherty

Director: Joseph Pease

Director: Eugene Valliere

13<sup>th</sup> Director: Ray Willis

- 2) **Board of Certification/Jim Dostal's retirement** - Jim Dostal (guest) reported that he is retiring from the State of Massachusetts Board of Certification and he thanked the MWPCA board for allowing him to represent the association on the board for the past 36 years. Jim Dostal mentioned that the next Board of Certification meeting would take place in September and that the board meets every other month.

Charlie Tyler informed the board that the MWPCA must, by statute, recommend someone to fill the vacant position on the board of certification. The MWPCA board will need to submit a letter to MA Governor Deval Patrick and Tom Bienkiewicz regarding their recommendation by July 15<sup>th</sup>.

- 3) **Massachusetts Infrastructure Investment Coalition** - Tom Walsh (guest) and Charlie Tyler reported that the MA Infrastructure Investment Coalition is establishing a Water Infrastructure Finance Commission to study methods for financing water and wastewater infrastructure projects in the state of MA. Representative Sanchez, (Boston) is sponsoring a bill developed by the Collation. A hearing will be held on June 25<sup>th</sup>. Tom Walsh suggests that MWPCA draft a letter to the Massachusetts Joint Committee on Environment, Natural Resources, and Agriculture stating MWPCA's support for the legislation. It was recommended that the letter be signed by the MWPCA president. Tom also suggests that members also get involved by sending a letter of support to their local representatives. Tom Walsh volunteered to work with Charlie Tyler to draft a letter and send it to Joe Witts for his signature.
- 4) **NEWEA Contract** - John Connor reported that MWPCA's contract with NEWEA needs to be reviewed. At the end of May, there were 60 surplus hours over the allotted hours. John Connor suggested that Charlie Tyler meet with Elizabeth Cutone, NEWEA Executive Committee to discuss contract renewal.

Bob Pariseau suggested a few projects that NEWEA could assist with in order to use up the surplus of hours.

- a) **MWPCA Directory** - Bob Pariseau would like to have a directory published. John Connor mentioned that the directory was still on hold due to the cost.
  - b) **Membership Drive** - John Connor reported that form letters have already been mailed in June, July to past members to increase membership numbers. A final membership renewal notice will be sent at the end of August by the NEWEA office.
  - c) **Salary Survey** - Bob Pariseau suggested doing a new operator salary survey. A survey form could be emailed out to membership. This will be discussed at the next BOD meeting in August.
- 5) **MWPCA Website** - Mike Foisy recommends that the MWPCA website needs to be updated. This will be discussed at the next BOD meeting in August.

- 6) **Newsletter Deadline** - Janice Moran, NEWEA announced that articles for the summer 2007 newsletter are due July 10<sup>th</sup>.
- 7) **Next Meeting** - It was reported that the next Board of Directors meeting would be held on August 22, 2007 at 2:00pm at the DEP Training Center in Millbury, MA

There being no further business, a motion was made and seconded to adjourn the meeting.

**M.W.P.C.A.**  
**Board of Directors**  
**Meeting Minutes**  
**8/22/07 2:00 pm**

**Members present:** Mike Foisy, Jane Brooks, Henry Albro, Ray Willis, Mike Burke, Charles Tyler, Joe Witts, Bob Pariseau, Tom Azevedo, Valerie Flaherty, Michael Moreau and John Connor.

**Old Business:**

1. Minutes from the June 13, 2007 meeting approved.
2. Discussion of preparation for Trade Show (raffle, name tags), Environmental Operating Services (lottery tickets) and other vendors to sponsor raffles. NEWEA will send email tickler in mid-September.
3. Operator Exchange - at this time no Massachusetts operator has been chosen and there has been no contact with Connecticut.
4. Per MWPCA vote – Doug Borgatti has been chosen and appointed to represent the MWPCA on the Board of Certification.
5. NEWEA Directors Position – 2 candidates have been nominated: Mr. Barsanti and Mr. Witts. MWPCA Board reaffirmed staunch support for J. Witts candidacy.
6. Status of NEWEA awards. (Operator of the Year & Al Peloquin Award) No nominations at this time.
7. Status of MWPCA Awards -
  - a. Plant Performance Awards – Valerie Flaherty still reviewing applicants. Discussion regarding how to choose winners, number of winners, etc. Decision to "keep it simple" for this year.
  - b. Jim Dostal senate citation for trade Show presentation - Bob Pariseau is working on it.
8. Specialty Conference at Gillette Stadium – logistics and potential for plant tour discussed. Tom Azevedo will follow up at the next Board Meeting. Recommended time from March – May 2008.
9. MWPCA Web Site – Contractor development cost estimates ranging higher than originally thought. Mike Burke will discuss web site design and compensation with Mickey Nowak and report at the next BOD meeting.
10. Infrastructure and Finance Bill – Bill was favorably forwarded. MWPCA will be represented on the committee with 1 member; Tom Walsh of UBWPAD has indicated that he is willing to serve in that role.
11. NEWEA Contract – Reduction in hours to be proposed to NEWEA. Other language to remain intact. C. Tyler to follow up with NEWEA to complete contract negotiation.
12. Salary Survey & Plant Directory – Urgency of salary survey emphasized. With some assistance from NEWEA, Bob Pariseau and John Connor will

attempt to format a survey and will report at the next BOD meeting. plant Directory may stay electronic until NEWEA "baby boom" is past. Discussed making e-version more user-friendly.

**New Business:**

1. Renaming of training center to honor service of Rick Alden – Mike Foisy to get quotes to redo signage to match the existing signs.
2. Operators Day Free Registration / NEWEA Annual Conference – Ideas for ensuring fairness and economy discussed. Bob Pariseau to report at next BOD meeting.
3. Operators Day Luncheon at NEWEA Annual Conference – MWPCA will continue to sponsor in conjunction with other state operator associations. Mike Burke to report on cost at next BOD meeting.
4. C Tyler reported that Peter Doyle is MWPCA rep in regional utility mutual aid efforts. Many large utilities participating, look like a working network might materialize.
5. MWPCA participation in NEWEA/NEBRA Residuals and Biosolids conference (Springfield in December) was discussed. MWPCA will furnish member list for mailings and e-blast. Discussed including membership in registration - logistics unclear. Bob Pariseau to contact T. Schwartz, Chair of NEWEA. Residuals & Biosolids Committee.
6. Ideas for membership increase were discussed - Bob Pariseau has some ideas to be further developed further discussion to follow. J. Connor reported that there has been a slight rebound in memberships with current efforts.
7. Newsletter advertising seems to have reached a plateau - helping to defray newsletter costs, but not covering. Board members encouraged to market advertising to vendors.
8. Discussion regarding relocation of December meeting - Lake Pearl Luciano's of Wrentham (subject of previous e-mail discussion) and Holiday Inn Mansfield were discussed as possible alternatives to Taunton location. Tom Azevedo to follow up and report back to Board.
9. Meeting adjourned at about 3:30PM

**Massachusetts Water Pollution Control Association  
Board of Directors Meeting  
Wednesday, September 26, 2007  
Westford, MA**

MWPCA President Charles Tyler called the meeting to order. The following were in attendance:

Henry Albro, Thomas Azevedo, Michael Burke, John Connor, Valerie Flaherty, Michael Foisy, Michael Moreau, Janice Moran (NEWEA), Bob Pariseau, Charles Tyler, and Gene Valliere.

It was noted that there was a quorum.

**Minutes:**

- 1) **Minutes for the August 22, 2007 Board of Directors Meeting - on motion duly made and seconded, it was voted to accept the minutes of the August 22, 2007 Board of Directors Meeting.**

**Old Business:**

- 1) **NEWEA Director Report/NEWEA Nominations** - Mike Burke announced that Jane Brooks, Springfield, MA will be receiving the Alfred E. Peloquin Award and Darlene Domingos, Taunton, MA would receive the NEWEA Operator Award for Massachusetts. Awards would be presented at the awards luncheon on January 30, 2008 during the 2008 NEWEA Annual Conference in Boston, MA.

It was also mentioned that Joseph Witts's nomination to serve as a NEWEA State Director for Massachusetts was approved at the recent NEWEA Executive Committee meeting.

- 2) **Gillette Stadium Specialty Conference** - Tom Azevedo reported that the one-day specialty conference at Gillette Stadium in Foxborough, MA would be held at a convenient time next year and that Joe Witts will continue his discussions with Mass Water Works Association regarding their involvement. The conference would focus on water reuse/membranes topics.

Mike Moreau mentioned that he has spoken with ITT Flygt and they are interested in hosting a tour.

It was agreed that plans for this specialty conference need to be finalized by the next board meeting.

- 3) **MWPCA Web Site Discussion** - It was reported that the cost to hire a company to redesign the MWPCA website was higher than expected. Mike Burke reported that he recently spoke to Mickey Nowak regarding the website and his continuation of his role as webmaster. Mike Foisy will arrange a meeting with Mickey Nowak, Mike Moreau and Mike Burke to discuss redesigning the website.
- 4) **December Quarterly Meeting Venue** - Tom Azevedo announced that the December Quarterly Meeting will be held on December 5, 2007 at the Holiday Inn in Taunton, MA. Tom will start researching other locations for next year's December meeting. He is also working on the program agenda and has two vendors, BAU/Hopkins and Water & Waste Equipment willing to make presentations.
- 5) **NEWEA Administrative Contract Renewal** - Charlie Tyler reported that the NEWEA Executive Committee has approved the contract with MWPCA and the he just needs to sign it pending final board approval.

**On motion duly made and seconded, it was voted to approve the NEWEA Administrative Contract with MWPCA and to have Charles Tyler, MWPCA President sign and return the contract to the NEWEA Office.**

- 6) **Progress of Renaming the Millbury Training Center** - Mike Foisy reported that Millbury Training Center will be renamed in honor of Richard Alden and that he will contact the original sign vendor to make new signs. The Upper Blackstone maintenance staff will install the signs prior to the first frost. Mike will obtain a quote from the sign vendor and forward it to the board for approval.

A discussion was held regarding the possibility of holding a dedication and who would be invited.

- 7) **NEWEA Annual Conference Operator Day & Luncheon Commitment** - Charles Tyler announced that the Operator Day and Luncheon would be held this year on January 29, 2008 at the Boston Marriott Copley Place Hotel during the 2008 NEWEA Annual Conference.

Discussion was held regarding the NEWEA rate increase for one-day meeting registrants and the financial impact to MWPCA. It was also discussed that Operator Day participants need to be MWPCA members and pre-register. NEWEA was requested to update the Operator Day form to include membership and pre-registration requirements and forward the revised form to Bob Pariseau and John Connor for review.

## **New Business:**

- 1) **Winter Newsletter** - It was announced that the Winter MWPCA Newsletter would have to be handled by the board due to staff shortages (maternity leave) at the NEWEA office. Mike Foisy volunteered to speak to Sharon Lawson, Upper Blackstone regarding publishing the Winter edition MWPCA Newsletter. It was also mentioned that the Fall newsletter deadline is Oct. 10<sup>th</sup>.
- 2) **FY07 Financial Report** - John Connor reported that the financial committee met and created the financial spreadsheet for FY07 (handout). The operating budget indicates +\$4000.00 surplus and is currently in the black. Bob Pariseau suggested putting some money into a short term CD.

**On motion duly made and seconded, it was voted to have John Connor investigate Bank North and ING and to put \$25,000.00 into a short term CDs based on the best interest rate.**

- 3) **Plant Awards** - Valerie Flaherty announced that the plant awards were less expensive than originally estimated. The plant awards only cost \$286. John Connor will reimburse Valerie Flaherty for this purchase.
- 4) **Review of Trade Show Day** - John Connor reported that approximately 162 attendees and 47 vendors participated in the 2007 Fall Trade Show earlier in the day. Charlie Tyler congratulated Valerie Flaherty on the growing success of the Awards Program, but commented that the award presentations during the noise and conversation of lunch detracted from the ceremony. John Connor suggested holding off serving lunch until after the award presentations to have a captive audience. It was also mentioned that the vendors would like to receive an attendees list from the show.

**On motion duly made and seconded, it was voted to send an attendee list including participants' names, facilities and phone numbers to registered vendors after the show.**

John Connor will send the attendee list information to NEWEA to send out to the vendors.

- 5) **Director Participation** - Charlie Tyler mentioned that according to the MWPCA bylaws, a director can only miss so many board meetings. Charlie will send a letter to Joe Pease to see if he wishes to step down from his director position. If so, then the board would need to fill the empty vacancy. John Connor suggested allowing Ray Willis, the current 13<sup>th</sup> director to fill Joe Pease's elected director position and appoint a new 13<sup>th</sup> director. Charlie Tyler asked the board to think about a new candidate.

6) **Mass Water Works Fall Forum** - Charlie Tyler announced that MWPCA will be co-sponsoring the MWWA Fall Forum on Oct. 25<sup>th</sup> in Devens, MA and that MWPCA members can receive a discounted registration and Training Contact Hours (TCHs). He also mentioned that NEWEA has been requested to send out an email to the membership announcing this forum and that Mickey Nowak will post the flyer on the website.

7) **Operator Exchange Update** - Mike Foisy announced that he is still looking for someone from Massachusetts to participate in the Operator Exchange program to visit Connecticut. Mike Moreau volunteered to go. Mike Foisy will set up the arrangements.

Mike Foisy also mentioned that he would like to step down as the Operator Exchange contact. John Connor suggested contacting Fred Haffty, Haverhill, MA as he may be interested in getting involved. Mike Foisy will contact Fred Haffty to see if he is interested.

8) **Next Meeting** - It was reported that the next Board of Directors meeting would be held on November 7, 2007 at 2:00pm at the Millbury Training Center in Millbury, MA.

There being no further business, a motion was made and seconded to adjourn the meeting.

**Massachusetts Water Pollution Control Association**  
**Board of Directors Meeting**  
**November 7, 2007**  
**Millbury MA**

Minutes recorded by Valerie Flaherty

MWPCA President Charles Tyler called the meeting to order at approximately 3:10 PM. The following were in attendance:

Michael Foisy, Mickey Nowak, Ray Willis, Daniel Freitas, Mike Burke, Joe Witts, Henry Albro, Jane Brooks, Bob Pariseau and Mike Moreau.

1. It was noted that there was a quorum.
2. **Minutes:** Minutes from the Board of Directors Meeting on September 26 - On motion duly made and seconded minutes were voted on and accepted.
3. **Welcome to Dan Freitas** and approval of his appointment to fulfill the vacant director's slot.
4. **NEWEA Directors report** – Discussion of operator day at NEWEA. NEWEA does not see the slight cost increase as an issue and will not give us a discount. Starting this year, we will restrict this to members and they must preregister.
5. **Gillette Stadium Specialty Conference** – Tom Azevedo not in attendance. Joe Witts also working on this; will contact Tom and try to set up potential dates. Mike Burke offered to host a specialty conference at Holyoke if the Gillette stadium idea does not work out for the spring.
6. **MWPCA web site Discussion** – Mickey needs software update and can put on the web anything that we send him, preferably converted to pdf files. He does not have the time to create or develop content himself for the site. The site is well used by members, the jobs hotline being most visited. There was a discussion about having the front page contain more up-front information about the organization. We formed a committee to address these issues. It consists of: Mike Moreau, Jane Brooks and Mike Foisy in addition to Mickey Nowak. Also discussed whether we want a list of plants, chief operators and phone numbers available on the web site. We will ask the members for input through the newsletter.
7. **NEWEA administrative contract** – The overage hours have been dealt with as follows: we have not been billed for two months to use up 60 hours and we will carry over 60 hours to the next contract. As time goes on, we may agree, instead of assigned monthly hours, to have a monthly administrative expense and simply bill for the hours that we use.
8. **Progress on renaming the Training Center** – Mike Foisy Two new signs were quoted to us at \$4200. It was negotiated by Mike Foisy down to \$3200 and the UBWPAD staff will install the signs. For a dedication ceremony, the estimate for refreshments at \$200. The BOD approved an expenditure of up to \$3500 for this

effort. Mike Ackerman and Tom Bienkiewicz will help to come up with a list of persons to invite to the ceremony to rename the facility.

9. **NEWEA Annual Conference Operator Day** – Bob Pariseau – Previously discussed - the forms have already been mailed out for January, requiring MWPCA membership and pre-registration through MWPCA in order to qualify for an attendance at Operator Day.
10. **MWWA Fall Forum in Devens** - Tyler/ Witts – Charles Tyler and Joe Witts attended the MWWA Fall Forum, which we co-advertised with MWWA, our first joint activity of any sort in recent memory. While there was limited MWPCA attendance, it was good to “break the ice” with MWWA, and we look forward to future cooperative efforts. One challenge is that MWWA uses IACET rules for their TCH certification, so we’d need to revise our TCH approval method to accommodate Water licensees. The Devens Common facility, where the MWWA forum was held might be a place for future MWPCA meetings. Joe Witts obtained information regarding reserving the space.
11. **MWPCA winter newsletter mailing costs \$350.** Due to maternity leave at NEWEA offices we will send this to a mail house. Expense approved. Gratitude was expressed for the offer from Sharon Lawson of UBWPAD, who will also help to put together the winter newsletter.
12. **Progress of salary survey** – Bob Pariseau. Much discussion of how to go about this. Plant managers will not see this as in their best interests and therefore may not participate. We need to reach the operators with this survey. Everyone is to e-mail additional thoughts on this to Bob.
13. **Progress of CD investment of treasury funds.** John Connor not in attendance – no information available.
14. **Operator License rate hike** – Bob P. After review of the reasoning, and a look at the NEIWPC budget reports by the Training Advisory Committee, it was agreed that a fee hike, while painful, was necessary and acceptable.
15. **Passage of infrastructure financing bill.** The bill passed. Tom Walsh will be the MWPCA point person on the commission, whenever it gets off the ground.
16. **Poster Contest** – Mickey N. Can we cancel this for a year due to lack of participation – only one school showed interest this year, and it seems not worth the effort or expense. The board voted to cancel the program pending further discussion of alternatives.
17. **Old Logo** Mike F. Mike would like to have someone create graphic design of the old “eagle and banner” logo so we can use this again as a throwback design? The board approved the concept, and Mike will find out costs and report back to the Board – may want to create a bumper sticker design.
18. **Meeting was adjourned** at approximately 3:45 PM on a motion from the floor

**Massachusetts Water Pollution Control Association**  
**Board of Directors Meeting**  
**December 5, 2007**  
**Millbury MA**

Minutes recorded by Valerie Flaherty

MWPCA President Charles Tyler called the meeting to order at approximately 12:45 PM. The following were in attendance:

Henry Albro, Michael Foisy, Ray Willis, Jane Brooks, Daniel Freitas, Valerie Flaherty, Tom Azevedo and Eugene Valliere.

1. It was noted that there was a quorum.
2. **Minutes:** Minutes from the Board of Directors Meeting on November 5 – After correcting two errors (Valerie Flaherty not listed as in attendance and time of meeting was incorrect) a motion was duly made and seconded and minutes were voted on and accepted.
3. **Progress on renaming of Training Center: Mike Foisy** – This will happen in the spring after the ground has thawed. More information to follow. We will hold the ceremony and then print an article about it in the news letter.
4. **Web site update:** no progress to report. Dan Freitas suggested that we have a question and answer section for individuals to answer each others questions? We have tried this before but we could try it again, perhaps with a different format. Web Committee to consider this. Tom Azevedo suggested that we put our quarterly meeting presentations, either in Power Point form or as a copy of handouts, on the web site.
5. **Major bulk of treasury funds have been placed** in an interest bearing savings account at 4.7 %. It is transferable back to our checking account as needed.
6. **Salary Survey Update:** Bob Pariseau not here. No update at this time.
7. **Life Time Membership Proposal:** Charles Tyler proposed retired member Rudy Urgiel from South Hadley for lifetime membership. Upon motion duly made and seconded, Mr. Urgiel's Life Membership was unanimously approved. Charles Tyler entered several proxy votes of absent Board members. His Life Membership card will be presented at the September Awards Luncheon.
8. **Newsletter Update:** Sharon Lawson of UBWPAD is helping us out with the next issue, and needs articles by mid January. Mike Foisy owes an operator exchange article, Charles Tyler an article on this meeting. We also could use articles asking for suggestions for web site and director candidates, Renaming training center article will wait until the Spring newsletter.
9. **NEWEA Conference:** Mike Burke will get our booth there. The Operator Day form has been sent out, including emphasis on required membership, and with new pre-registration requirement. Non-members and those not pre-registered by deadline will not be sponsored.
10. **March Meeting:** Tom A. is looking for speakers.
11. **Gillette Specialty Conference:** No update.
12. **Other Specialty Conference Options:** There was a suggestion that the MWPCA might offer CPR training at nominal rates. Dan, Jane and Gene will check availability and cost.
13. **Meeting was adjourned** at approximately 2:30 PM on a motion from the floor