

**BAYSHORE
REGIONAL
SEWERAGE
AUTHORITY**

Safety Meeting Dates 2011

- February 23rd
- March 24th
- April 27th
- May 26th
- June 22nd
- All meetings will be held in the conference room at 2:00 pm

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FILTER PRESS



Winter 2010 - Spring 2011

Plant Upgrades & Construction—Ongoing Projects

The upgrades and construction here at the plant are steadily progressing. At this point, the Concentration Tanks are all but completed, with new catwalks in #1, #2 & #3 and new doors in all four tanks. As soon as the new odor control system is online & the carbon units are removed, we will be good to go. D&D is still onsite currently working on the tie in of the new odor control system as well as installing and piping the 3 new 3000 gallon sodium hypochlorite tanks, new 3000 gallon caustic tank & removal of the older tanks originally in service. At present,

three new tanks are installed and operational while a fourth tank is yet to be installed. Also in service and being put through its paces is the screening press in the grit building. The Odor Control Building hypochlorite tanks were also replaced as part of our upgrade. It appears that Bayshore Regional Sewerage Authority and its Commissioners are committing a large amount of time, effort, and money to the continued success of the Bayshore Regional Sewerage Authority and their efforts should be applauded.



Incineration Team Profile

Although any operator at Bayshore Regional Sewerage Authority is trained and qualified to operate the Dorr-Oliver and Niro Incinerators, Bayshore in reality has 4 dedicated operators on an ongoing basis who are tasked with operating the Niro and Dorr-Oliver incinerators. These operators pictured at right are Mike Donahue, Dan Maher, Harry Ladisheff, and George Smith. Mike and Dan have been at Bayshore the longest of the four, 17 and 14 years respectively this year. Mike also had been on-site during the initial installation, startup and breaking in period of the Niro incinerator. Mike came to Bayshore during the 1994 plant expansion from ATMUA in nearby Aberdeen. Upon hire, Mike primarily worked on the operation of the Dorr-Oliver incinerator and ultimately affiliated over to the Niro. During the initial trials of the Niro incinerator, Dan and Mike were both trained by the Niro staff and consequently both share a unique perspective and detailed knowledge on the complex workings of the incinerators. Mike and Dan both hold NJ S2/C2 licenses and both have trained countless new employees on incineration over the years. Dan, as we know from a previous profile in the Filter Press, comes to Bayshore from an engineering background which gives him an added insight about how all the upgrades and construction fit into the big picture, George had spent some 20 years working with reactors at IFF and Staffer Chemical before coming to Bayshore where, in addition to his normal responsibilities, he continues training any new 2nd shift operator on Niro procedures and operation. George and Harry are 2nd shift opera-



assigned to Incineration, responsible for operating the Belt Filter Presses and whichever incinerator happens to be running at the time, along with troubleshooting any alarms in outside the plant. Harry came to Bayshore from Bernards Township Sewerage Authority where he was employed as Safety Director / Operator and holds NJ S2 / C3 licenses and is sitting for his S3 wastewater exam in March of this year. Bayshore is fortunate to have these four knowledgeable individuals on staff dedicated to protecting the Authority's assets and the community's interests. Coming soon in a future issue of The Filter Press, "Incineration 101".

Don't Let This Happen to You

Three fatalities in one state within a few weeks remind us of the importance of having sound safety policies and making sure rules are enforced. Having reported on the first fatality in this story in our previous issue of the Filter Press, more information has now come out about the incident. On July 30, 2010, according to the "Associated Press", Sewickley Wastewater Treatment Plant employee Jack Hogan, 31, died while working in a 30 foot hole. "Hogan was working in the hole and fell back in while attempting to climb out" the AP reported. Toxic gas was first suspected, but the county medical examiner later ruled that Hogan died from the fall itself. As previously reported, Jack Hogan was only on the job 2 months and left behind a wife and 8 week old child. It should also be noted that while the medical examiner has stated that toxic gas was not a factor in Hogan's death, three other individuals attempted to retrieve Hogan only to be overcome by an unknown gas. Reading the facts of the "Associated Press" report, there is no mention of either a gas meter or a confined space harness either on the late Mr. Hogan or the 3 other individuals attempting to rescue him. On August 4th, according to another news report, construction worker Cody Fyock, 23, was killed at the North Fork Creek Water Treatment Plant in Pine Creek, PA., when a steel wall collapsed and crushed him. Lastly on August 19th, the ABC-TV network affiliate in Philadelphia reported that an employee at the Tri-Community Sewer Authority wastewater treatment plant in Robinson, PA died after he somehow drove a riding lawn mower in a wastewater pond. The county coroner stated that the man, 64 year old Joseph Sisitiki of Bolivar, Pa., apparently drowned. These accidents all seem highly unusual or isolated incidents that no one could have foreseen or prepared for and ones that we are certain would never happen at our facility. But it's been said that these seemingly isolated incidents are exactly the kinds of situations we need to prepare ourselves for. It's hard to imagine a professional in our industry writing off a serious or fatal injury as just "one of those things." That being said, how often do we stop and think that there could be hazards in our facility just waiting for a certain confluence of unfortunate events. Be aware of your surroundings. Look out for your coworker. Be vigilant. Don't let this happen to you.

Recent Discussions at Safety Meetings

Committed to a

Clean

Environment for

Today,

Tomorrow &

Generations to

Come

Old Business:

- 1) Hepatitis B Shot - No Longer Required
- 2) Forklift Training—Ongoing
- 3) Bulletin Board in Lab Building now designated for Safety Committee
- 4) Safety Cabinet for Incineration Building
- 5) Plant Upgrades

New Business:

- 1) OEM Identification Cards
- 2) Lights on Backhoe— Issue Abated
- 3) Hypo Building Upgrades—Ongoing
- 4) Bayshore 2010 SID Program Updates
- 5) NJUA JIF Report
- 6) Accident Investigation

Review of OSHA 300 Log

As Of February 14, 2011

Lab—536

Maintenance—1756

Management—3754

Office—2016

Operations—599

Rich Kopka - Employee Profile (Retired)



Rich here! That's a familiar refrain heard by many during Richie's many years here at Bayshore Regional Sewerage Authority. Who can say when during Richie's tenure here did he invent or run with such greats as Bagel Tuesday, or Pluggys Friday. Rich started at Bayshore on May 8th, 1977, and kept on plugging until his ultimate coffee run on December 1, 2010. Richie, much like another recent retiree, Joe McCarthy, was here for so

many upgrades & changes over the last 30+ years. That kind of continuum in the same facility for employees such as them meant they had the rare opportunity to be both coworker & guide to many of the new employees over the years. Richie's domain, if you will, was the back of the plant where, while training the occasional new employee, he would impart some of his troubleshooting tips learned through trial & error. Richie will be missed.



No Corners Cut—A Safety Example To Be Followed

In the old days, the Ebsensburg plant had seen a number of problems. Today, however, the operation is violation-free, and there were no lost time incidents during the last calendar year. We follow all the standard safety procedures here. That includes complete safety instructions for all employees, the required inoculations, and CPR training for all staff.

But Ebsensburg goes way beyond these basics, using a mentoring program and monthly safety sessions to make sure everyone is fully aware of safe operating procedures for every task from one end of the plant to the other. In the mentoring system, experienced hands take each new hire under their wing and explain safe operation of all the plant processes and equipment. During the first 30 days of employment, a new hire works directly with the main operator of the equipment the new employee will be working with. No one is ever left alone during those first days. We have standard operating procedures clearly spelled out for all tasks and operational functions, and a new hire must become completely familiar with those SOPs before he or she even picks up a wrench. If they have any questions or issues, we want to address them.

We need to be sure all new employees are fully aware of all potential hazards before they start. Kozlovac and his staff pay particular attention to the tasks he considers most prone to accidents at the plant. His top three:

- Changing out heavy waste activated sludge pumps where operators work close to basin edges and proper hoisting techniques must be followed.
- Cleaning basins properly so contact with wastewater is avoided.
- Parts replacement, like belt changes, on any piece of automatically operated machinery where lock-out/tag-out is a must.

Talking it over

The monthly safety meetings are organized around specific safety topics; they are planned in advance and involve hands-on training activities for all staff members. The **Severn Trent Health, Safety and**

Environment Group creates presentations on certain safety topics that apply across the board, such as confined-space entry, slips and falls, fire protection, cutting and welding. The materials are sent electronically in advance, and then the employees participate in a conference call with the company safety group to discuss the materials and the best way to present them. Each month we meet with the staff and go over the materials, practicing the exercises and completing the quizzes. In addition to the general materials, we add specific information relating to potential safety issues at our plant. During these meetings, we can call our company safety manager if we have questions about the procedures.

Each employee gets credit for hours of safety training by attending the meetings. Participation is 100 percent. It's a very efficient process. We get people into each situation, and then it sinks in. We simply must be careful in everything we do and avoid accidents. In addition to the meetings, Severn Trent conducts safety inspections at all its contract-operated facilities at least once a month, and in some cases more often. We look for anything that needs to be corrected before an accident happens, explains Severn Trent Regional Safety Manager Dave Regan. And then we follow up closely to make sure the necessary actions have been taken. We are proactive on safety. We don't just wait for something to happen. Our target is zero accidents, and our philosophy is that we simply can't accept them.

The safety record at Ebsensburg has been spotless, and that motivated staffer Burkett to apply for the Central Pennsylvania Safety award. She took the initiative and filled out the Application. The company felt it was great to see that buy-in.

By Jim Force | March 2010 Issue

Employee Profile - Joe McCarthy (Retired)

Joe McCarthy made his mark at Bayshore Regional Sewerage Authority, having started on February 27th, 1977 as an operator, a short 3 years after Bayshore Regional Sewerage Authority inception. In Joe's words "For a while, I worked the road & the wet end of the plant". Joe eventually moved over to the 3-11 shift and operated both the Dorr-Oliver & Niro incinerators for Bayshore upwards of 20 years. During his tenure here at Bayshore, Joe was witness to many of the upgrades affecting our plant. Joe also served as a union steward, and like our current

union steward, Mike Donahue, Joe's word was his bond. In old school tradition, he meant what he said & said what he meant. There was no middle ground for Joe, he was brutally honest and he would stand up for you if he thought you needed help. Joe's character & personality will be missed. Joe retired from Bayshore on April 20th, 2010. Joe splits his time now between Florida & New Jersey.



Capital Improvement Projects Scheduled at Bayshore for 2011



At a recent staff meeting in January 2011, Bayshore Regional Sewerage Authority's employees were told of upcoming capital improvement projects due to hit the plant in 2011. Key among them will be the ultimate

completion of the Wind to Energy project. Recent projections have a possible completion date set for late March of this year. As more details and updates are learned, they will be communicated in future newsletters or on the Safety Committee bulletin board located in the lab building entry area. Also slated for completion this year is a much needed total rehab of Belt Filter Press #3 and possible consideration of rehabbing Belt Filter Press #4 at a later date. Also, work has begun, and expects to be completed on the removal of the old carbon units for the odor control system and the installation of the new Siemens

Lo/Pro Multistage Packaged Odor Control System (pictured at left). In the **Upgrades and Construction** article on page 1, the screening process is discussed going through its paces and is expected to be given final approval. Lastly, for projects inside the plant, plans are set for work to be done on the refractory and expansion joints of the Dorr-Oliver Incinerator and to have the Dorr-Oliver Incinerator reskinned. Outside the plant, the collection system will be experiencing repairs along with the annual jetting and close circuit tv'ing of sewer lines in the collection system done earlier this winter.

Low Temps + Wind Speed + Wetness = Injuries & Illness

This is what's known as "**The Cold Stress Equation**".

When the body is unable to warm itself, serious cold-related injuries may occur, and permanent tissue damage and death may result. **Hypothermia** can occur when *land temperatures* are above freezing or *water temperatures* are below 98.6 °F / 37 °C. Cold-related illnesses can slowly overcome a person who has been chilled by low temperatures, brisk winds, or wet clothing. What happens to the body during hypothermia (**read Medical Emergency**), normal body temperature (98.6°F / 37°C) drops to or below 95°F / 35°C; fatigue or drowsiness; uncontrolled shivering; cool bluish skin; slurred speech; clumsy movements; irritable, irrational or confused behavior.

What Should Be Done: (Land Temperatures)

- Call for emergency help
- Move person to warm, dry area. **Do Not** leave person alone. Remove any wet clothing and replace with warm, dry clothing or wrap person in blankets.
- Have person move their arms and legs to create muscle heat. If they are unable to do this, place warm bottles or hot packs in the

arm pits, groin, neck and head areas,

- **Do Not** rub the person's body or place them in warm water bath. This may stop their heart.
- Have person drink warm, sweet drinks if they are alert. **Avoid drinks with caffeine or alcohol.**

What Should Be Done (Water Temperatures)

- Call for emergency help. **Body heat is lost 25 times faster in water**
- **Do Not** remove any clothing. Button, buckle, zip, and tighten any collars, cuffs, shoes, and hoods because the layer of trapped water closest to the body provides a layer of insulation that slows the loss of heat.
- Get out of the water as quickly as possible or climb onto anything floating. **Do Not** attempt to swim unless a floating object or another person can be reached because swimming or other physical activity uses the body's heat and reduces survival time by about 50 percent.
- If getting out of the water is not possible, wait quietly and conserve body heat by folding arms across the chest, keeping thighs together, bending knees, and crossing ankles. If another person is in the water, huddle together with chests held closely.

Wintertime combined with working out-

doors is an ongoing challenge especially in our industry. Try to learn the signs and symptoms of cold induced illnesses / injuries and what to do to help yourself and your coworker. Also remember that workers are at an increased risk if they have predisposed health conditions such as cardiovascular disease, diabetes, or hypertension. It all factors into the equation.

-content submitted by Kimberly Newins

Assistant Superintendent Fran Bonaccorso Leaves Bayshore

Fran Bonaccorso, one of Bayshore's two Assistant Superintendents, announced his intentions to leave the Bayshore Regional Sewerage Authority at a recent annual staff meeting held in January. His last official day with the Bayshore family is on February 11, 2011. Fran leaves to pursue an opportunity at Joint Meeting of Union and Essex Counties as an Assistant Superintendent. Joint Meeting is a larger more diverse plant not only in flow but in process style. Currently Bayshore employs a conventional activated sludge process,

while at Joint Meeting, although their process also is conventional activated sludge, anaerobic digestion is employed with treatment for land application. Bayshore's design flow is approximately 16 mgd while Joint Meeting's design flow is approximately 85 mgd. There is much to be learned at Fran's new facility, but considering his background is in wastewater operations, with a Bachelors degree in Biology from Seton Hall University, and holding a NJ S4 license, Fran should have little trouble acclimating himself to the new

plants' treatment processes and protocols. Fran also holds an ABC (national) Class 4 Wastewater license. Also while at Bayshore, Fran served as our Safety Director and Industrial Pretreatment Coordinator. Fran's outside affiliations include; Treasurer of the North Jersey Section of the NJWEA; Chairman of the Young Professionals Committee (NJWEA) and lastly Chairman of the Technology Transfer Seminar Committee which provides training with TCHs to the wastewater community. Continued success Fran!

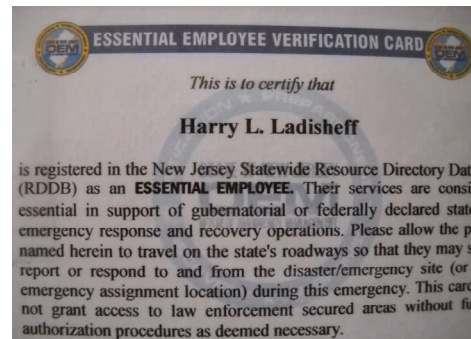


Fran Bonaccorso working on safety

Office of Emergency Management Essential Employee Verification Cards

New for 2011, Bayshore Regional Sewerage Authority recently issued official **New Jersey Office of Emergency Management** identification cards to all employees. Also coming soon will be new Bayshore Employee Identification Cards to replace the ones that expired at the end of 2010. In the past, employees had one card, (the employee identification card) which stated **ESSENTIAL EMPLOYEES** in red letters at the bottom of the card. The decision to separate the cards is smart in the sense

that it leaves no ambiguity or question whether the employee is essential or not and reaffirms the professionals that we are. The card now certifies that the employee is registered in the New Jersey Statewide Resource Directory Database (RDDDB) as an **ESSENTIAL EMPLOYEE**. The wording on the card goes on to read "Their services are considered essential in support of gubernatorial or federally declared statewide emergency response and recovery operations".



Safety Suggestion of the Year—Jim Kasternakis

WHEREAS, Jim Kasternakis has served Bayshore Regional Sewerage Authority in the capacity of Mechanic since 1995; and

WHEREAS, Mr. Kasternakis has taken the initiative to protect and secure the health and well being of his/her fellow employees by suggesting the following: When a contractor is working in a specific process area of the plant, "tool box" meetings should be held with the contractor and BRSA staff to ensure the contractor is not exposing BRSA staff to dangers or circumstances that will negatively affect normal operations. Further, the meetings should be held before work begins and at the beginning of every week while the work is being performed to update staff on any changes that have been made: and

WHEREAS, Mr. Kasternakis' fellow employees, in conjunction with the management staff, have elected to acknowledge this valuable contribution.

NOW THEREFORE BE IT RESOLVED, the Bayshore Regional Sewerage Authority, its Commissioners, and employees hereby express sincere appreciation to Jim Kasternakis for a job well done and the valuable contribution to Bayshore Regional Sewerage Authority overall health and safety.

BE IT FURTHER RESOLVED, this resolution is hereby formally adopted by the Board and will be entered into the permanent records of the Authority.



Jim is a two time winner of the Bayshore Regional Sewerage Authority's Suggestion of the Year Award, once in 2009 and now in 2010. Congratulations go to Jim for his forward thinking & his consecutive awards.

Emergency Action Plans—Do We Need One?

Almost every business is required to have an Emergency Action Plan (EAP). If fire extinguishers are required or provided in your workplace, and if anyone will be evacuating during a fire or other emergency, then

OSHA's 1910.157 standard requires you to have an EAP. The only exemption to this is if you have an in-house fire brigade in which every employee is trained and equipped to fight fires, and consequently, no one evacuates. An emergency action plan must be in writing, kept in the workplace, and available to employees for review. However, an employer with 10 or fewer employees may communicate the plan orally to employees.

An emergency action plan must include at a minimum: Procedures for reporting a fire or other emergency; Procedures for emergency

evacuation, including type of evacuation and exit route assignments; **Procedures to be followed by employees who remain to operate critical plant operations before they evacuate;** Procedures to account for all employees after evacuation; Procedures to be followed by employees performing rescue or medical duties; and the name or job title of every employee who may be contacted by employees who need more information about the plan or an explanation of their duties under the plan. The employer must designate and train employees to assist in a safe and orderly evacuation of other employees. An employer

must review the emergency action plan with each employee covered by the plan: When the plan is developed or the employee is assigned initially to a job; when the employee's responsibilities under the plan change; and when the plan is changed. Nobody expects an emergency or disaster to affect them, their employees, and their business personally. However, emergencies and disasters can strike anyone, anywhere at anytime. You and your co-workers could be forced to evacuate your workplace when you least expect it. Remember to update your plan as your business grows or changes. If you haven't already reviewed your authority's EAP, now might be a good time.

Bayshore's In House Lab Profile

Bayshore's in house lab staff does testing required by our NJDEP permit and also additional testing for the efficient operation of the plant. Analyzing the samples and getting information such as a plant upset or results outside normal parameters to Plant Superintendent, Mike Broyles, earlier than we would with an outside lab might just make all the difference when it comes to controlling the process and making permit. For this reason and many others, it is much more logical for Bayshore to employ a full time lab staff instead of contracting out work. For a glimpse in the life of our Bayshore lab technicians and chemist, read on. For example, some analysis must be done daily such as Fecal Coliform, pH, Total Residual Chlorine and temperature on 6 daily grab samples and Total Suspended Solids on the aeration samples. Other tests performed have additional holding times. There are daily calibrations and temperature checks, monthly quality control, quarterly and yearly requirements. A log is kept of all samples collected. When samples are handled in the lab, we document the time collected, time of the test, the date,

the initials of the analyst and if the sample is preserved. Preparations before a test in some cases take longer than the actual test. An example is the preparation for the Total Suspended Solids. The filter papers for this test are cleaned, dried, weighed, redried, and reweighed. The filter papers must agree within a certain range or be redried and reweighed until they meet the designated requirement. Other tests require the preparation of Standards, Standard Curves (done by the Chemist), matrix spikes and matrix spike duplicates. Extensive preparation is done to test for Coliforms. Sterility checks are done on all glassware used for the Fecal test, on the dilution water, on fecal plates and all autoclaved items. Positive and negative controls are also done. In addition, the filters laboratory water is monitored and recorded when used. It is then checked monthly using a Plate Count Ager that the lab staff prepares. In addition, some laboratory equipment such as Balances and Spectrometers must be recertified on a yearly

basis. The lab also maintains the outside samplers for both the grab and composite samples. All in all, the position for lab personnel is very detailed oriented and important. The employees there need to be on top of their game. Our staff includes Pat Fuschetto (pictured lower right corner) checking samples on the microscope. Pat has been a chemist here at Bayshore for 18 years. She holds a BS degree in Chemistry from Georgian Court University and also holds NJ S1 / C2 licenses. Standing next to Pat in the photograph is Jessica Hennessey, a Lab Technician, who has held the position of Lab Tech for over 8 years. Jessica holds a BS degree in Biology from the College of New Jersey. Lastly we have Orlando Garcia, another Lab Technician, who has worked at Bayshore for 24 years with 19 years in his current position; previous to that Orlando was a Purchasing Agent and an Operator. Thanks to the lab for keeping our processes in check.

-content submitted by Pat Fuschetto



Biological Hazards in Wastewater & Protecting The Worker

During construction and maintenance of sewage and wastewater plants, workers may be injured or killed by drowning, trench collapses, falls, confined spaces and exposure to chlorine or hydrogen sulfide gas. or, this work can just make you sick. Sewage and wastewater contain bacteria, fungi, parasites, and viruses that can cause intestinal, lung, and other infections. If equipment, work practices, and personal protective equipment (PPE) don't protect you from swallowing or getting the wastewater on your skin, you can get sick. During any part of treatment, transport, or application of sewage sludge, you can be exposed to materials that can cause disease. This is true even if you work around treated (Class B) biosolids. Careful work habits can protect you.

Some Biological Hazards that May Be in Wastewater or Sewage:

Bacteria, such as E-Coli, Shigellosis, typhoid fever, salmonella and cholera. Funguses, such as Aspergillus. Parasites, such as Cryptosporidium, giardia lamblia and roundworm. Viruses such as Hepatitis A. Lastly, Bloodborne Viruses

such as Hepatitis B or HIV. Bloodborne pathogens are a hazard although mainly to health care workers and their families, Hepatitis B has not been linked to exposure to sewage in the U.S. Also, there are no known cases of wastewater workers getting HIV from their jobs in the U.S. and the risk is virtually nonexistent. For work around sewage or wastewater, engineering controls and work practices are the best ways to protect workers from exposure to disease. When engineering controls are not possible, use personnel protective equipment (PPE). For some job and around some hazards, respiratory protection is also required.

OHSA says the employer should give the worker:

Training and education about the hazards of wastewater, a place onsite with clean water for washing your hands, a place to wash and cleanup after work. The right PPE, such as gloves, goggles, a face shield, water resistant tyvek suit, and/or respirator depending on the job. Also, clean areas set aside for eating and lastly cleaning facilities or services for clothing and equipment.

What you can do:

Most important: Wash your hands well with clean water and soap before you eat and after work. Do not touch your nose, mouth, eyes, or ears with your hands unless you have just washed. Most of the time, people get these diseases when they have germs on their hands and they touch their mouth or nose or eyes. Keep your fingernails short, use a stiff soapy brush to clean under your nails. Wear waterproof gloves when you clean pumps, screens and when you handle wastewater, sludge or grit. Always wear gloves when your hands are chapped or burned or you have a rash or a cut. Shower and change out of your work clothes before you leave work. Do not keep your soiled work clothes with your other clothes., Report any injury, no matter how small you receive from working right away, If you do get sick, be sure and tell your doctor you work in a sewage or wastewater facility. This information will help your doctor know what to look for.

Vaccinations:

You should also try to keep up to date shots for tetanus and diphtheria. I



“This house of danger is built upon the borders of safety -Arabian Proverb

Safety Person of the Year Award—Steve Crist

For the 3rd year, BRSA has elected a Safety Person of the Year voted upon by Bayshore employees. This year's recipient is Steve Crist. Past recipients were Patrick Keefe and Dan Maher. When an employee receives the award, a resolution is made into the minutes of the Bayshore Commissioners meeting. Steve's resolution (No.:87/10) reads as follows: **WHEREAS**, Steve Crist has served the Bayshore Regional Sewerage Authority since 1978 in various capacities and is currently an Operator; and

WHEREAS, Mr. Crist has consistently taken the initiative to participate in the Authority's Safety program making suggestions and assisting in the implementation of protective measures to ensure the health, safety and well being of his/her fellow employees; and

WHEREAS, Mr. Crist has consistently exhibited a positive attitude with which to promote a safe environment and implement safety standards by example to their fellow employees

NOW THEREFORE BE IT RE-

Sewerage Authority, its Commissioners, and employees hereby award Steve Crist, the Safety Person of the Year Award and express sincere appreciation to Mr. Crist for a job well done and this valuable contribution to Bayshore Regional Sewerage Authority. **BE IT FURTHER RESOLVED,**



This resolution is hereby formally adopted by the Board and will be entered into the permanent records of the Authority. Congratulations, Steve,

BAYSHORE REGIONAL SEWERAGE AUTHORITY'S

UPCOMING ANNIVERSARIES FOR 2011

**BAYSHORE
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SEWERAGE
AUTHORITY**

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Robert Fisher	1/1/2003	8 Years
Dan Maher	1/6/1997	14 Years
Jim Cotugno	1/25/2010	1 Year
David Lockwood, Sr.	2/17/1997	14 Years
Steve Crist	3/6/1978	33 Years
Roy Anderson	3/9/1992	19 Years
Francis Linton	3/9/2000	11 Years
James Kasternakis	3/13/1995	16 Years
Michael Donahue	3/21/1994	17 Years
J. Michael Broyles	3/22/2004	7 Years
Orlando Garcia	3/30/1987	24 Years
Michelle Izzo	4/13/1992	19 Years
Earl Chapman	5/30/1989	22 Years
Dennis Clarke	6/15/2004	7 Years
Chuck Theodora, Jr.	7/2/2007	4 Years
Pat Keefe	7/3/1995	16 Years
Kimberly Newins	7/9/1996	15 Years
Andrzej Komorek	7/8/2002	9 Years
Jessica Hennessey	7/24/2002	9 Years
Harry Ladisheff	9/2/2008	3 Years
George Smith	9/14/1998	13 Years
David Lockwood, Jr.	10/2/2006	5 Years
Sue DuBey	10/25/1977	34 Years
Pete Canal	10/27/2008	3 Years
Michael Dow	11/5/2007	4 Years
Pat Fuschetto	12/7/1993	18 Years
James Kroessig	12/18/1989	22 Years

CONGRATULATIONS TO ALL !

Still to Come in the Next Issue:

- All About the Turbine
- Profile of the Maintenance Department
- Profile of the Operations Department
- Profile of the Administrative Department
- Progress of Plant Upgrades & Construction
- Incineration 101– Everything You Wanted to Know About Incineration