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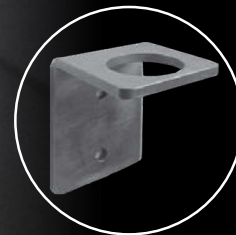


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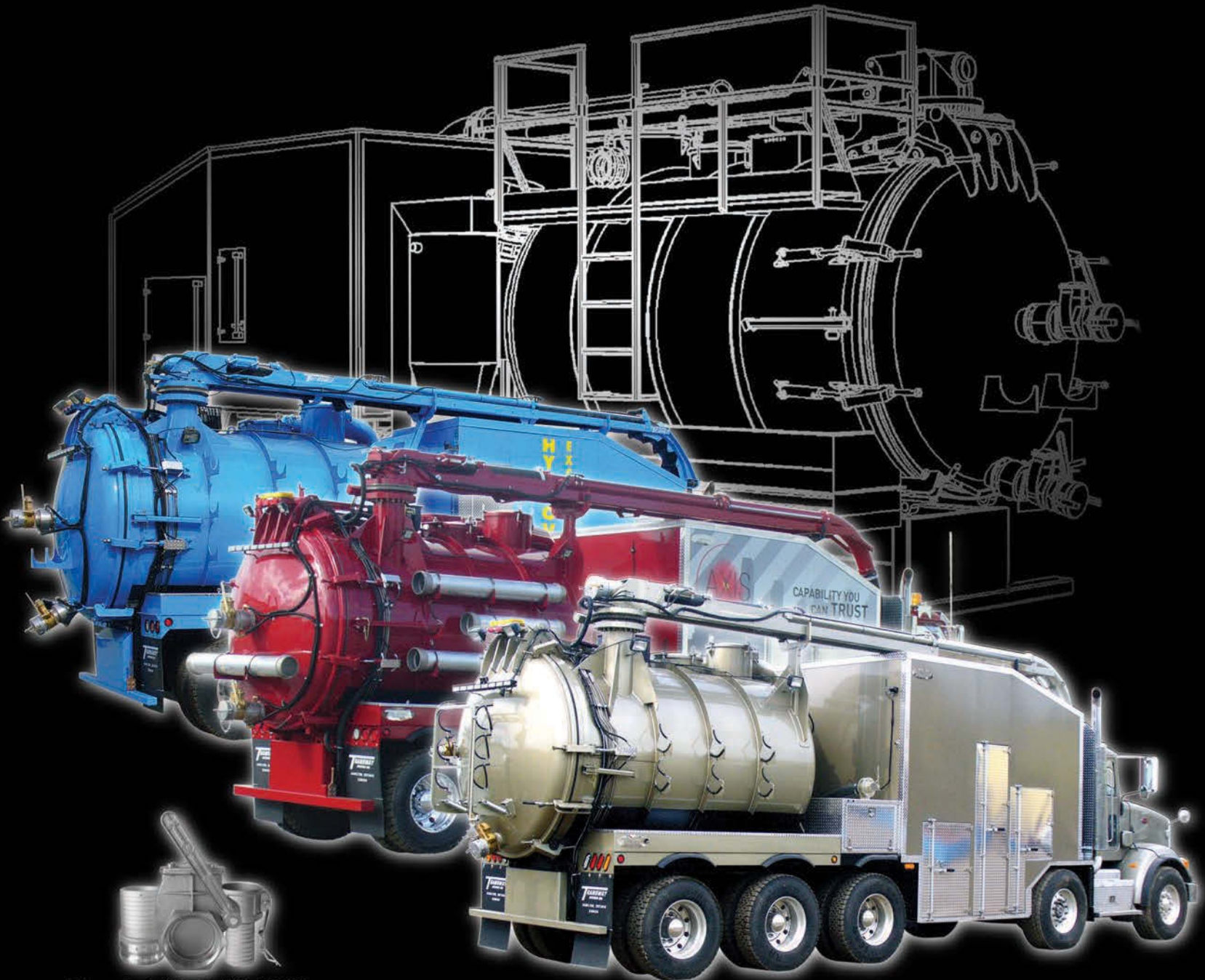
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Staying Strong

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Pumping pro John Simison is determined to overcome cancer and help Bouse House Enterprises ride the wave of a growing economy. *(Photo by Dave Hansen)*

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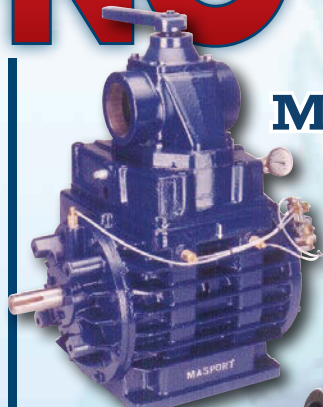
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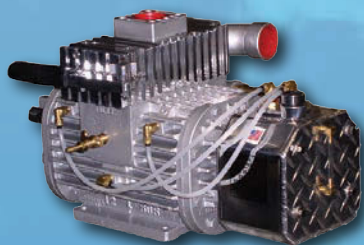
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A Look in the Crystal Ball

It's fun to reflect on the past 35 years of *Pumper* magazine, but it's even more intriguing to think about where the wastewater industry will be 35 years from now **By Jim Kneiszel, Editor**

Pumping industry pioneer Tom Ferrero recalls something his father told him when he was a young man just entering the workforce in about 1970: "You better get yourself a job. In five years we'll be out of business because there will be sewer everywhere," the elder Ferrero warned. Tom chuckles today when he tells the story. So many years later, that grim forecast for the liquid waste-hauling industry couldn't be more wrong.

"My son is 45 years old, and we just do more and more work and there is no end to it," Ferrero says today. His son, also named Tom, has continued to enjoy double-digit growth at Franc Environmental in Pennsylvania - even through the tough economic times of a few years ago.

The business growth leaves Ferrero, and others in the industry bullish about the future. And I have to say I feel the same way.

CHANGE IS GOOD

When I noticed the 35th anniversary of *Pumper* magazine on the horizon (the first issue was published in June 1979), I decided to call a few friends in the pumping industry. I wanted them to reflect briefly on the growth and maturity of the industry and, more important, take a look forward at what the trade magazine might be writing about 35 years into the future. It was amazing to consider how far we've come since the days of cesspools, rudimentary vacuum trucks and relatively little government regulation. But it was fascinating to think about the seemingly limitless possibilities that will face the next generation of pumpers.

From early in my tenure as editor at *Pumper*, I've seen a lot of reason for enthusiasm for this industry. Hardworking contractors are performing a valuable, necessary and environmentally important service. Attending many years of the Pumper & Cleaner Expo - now being rebadged the Water & Wastewater Equipment, Treatment and Transport (WWETT) show - I've watched as the tools of the pumping trade have become better and better. I've witnessed the exploding professionalism of the small-business people who keep this industry humming along.

But this forward-looking exercise - as much as any of those developments



- makes me hopeful for the future. We are working in a dynamic environmental services industry. With a growing drumbeat for a cleaner environment, the need for drinkable water sources and the demand for development, the outlook for more work - creating family-supporting jobs for pumpers - is off the charts. Companies that can pump, haul and treat liquid waste will simply be in demand across North America.

Kenney Lee, right, was profiled with his crew at Metro Septic in a 2012 feature story in Pumper.

It was gratifying to hear industry veterans explain how *Pumper* has helped them over the years. Just like our featured

cover story contractor this month - John Simison of Bouse House Enterprises - contractors tell me they read the magazine cover-to-cover and then file it away for future reference.

BOOST PROFESSIONALISM

Gretchen Hole, owner of Swanky Restroom Trailers in Holly, Mich., told me she's made all of her equipment vendor contacts through the magazine and trade show. The magazine is part of the reason she feels fulfilled by her 15-year career in portable sanitation.

"I love my profession. I love my business," she says. Profession is the key word for Hole, who has changed her company name and focus to land high-end wedding clients and a string of contracts with movies and television show locations. "I wanted to bring in more money for my trailers, and I wanted to

create an image that I'm worth it. And I am worth it."

Kenney Lee, owner of Metro Septic in Cartersville, Ga., keeps all of his *Pumper* issues on a bookshelf and returns to them often to reference a helpful contractor profile story or look over the ads. He's bought two vacuum trucks out of the classifieds and made numerous equipment purchases based on *Pumper* ads. A 2011 article Lee read about the dewatering facility in California - at Sweet Pea Septic Services owned by Dean Trevaskis - has cemented his long-term goal to develop his own disposal plant.

"Reading how he went about processing was a pretty neat story," Lee says. "Being able to have that openness about what companies do in other parts of the country, having that networking opportunity available is helpful."

(continued)

“ If I could build my own plant, I would be able to control my own costs. It would be wonderful to pull into the shop at the end of the day, dump my truck and get back on the road in the morning. ”

Kenney Lee



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Lee says having his company featured on the cover of *Pumper* in 2012 brought a great deal of respect his way from other local pumpers.

"I had a lot of people in the industry locally who credited that to us being a better company out there. I pride myself on that and I think that, too," Lee says.

FUTURECASTING

That's enough pats on the back. Let's talk about the future. I invited Ferrero, Hole and Lee, along with our Septic System Answer Man, Jim Anderson, to predict the biggest trends they expect in the pumping industry over the next 35 years. From our discussions, I've come up with this short list for your consideration:

Gretchen Hole, right, owner of Michigan's Swanky Restroom Trailers, is shown being helped by her mother, Cheryl.

In 35 years, more septic systems

Contrary to what you might hear from city planners, there will be more onsite systems to pump in 35 years, not fewer. As Ferrero explains, the percentage of homes with septic systems dropped to 25 or 26 percent with the real estate downturn a few years ago. But currently 30 to 35 percent of new housing starts feature decentralized wastewater systems. "And that percentage is going up. There's just going to be more of them," Ferrero contends. Why? A lot of people still want to live away from congested cities and have bigger lots. Also, as onsite technologies advance, more properties with borderline soils can be developed at a reasonable cost. As a smaller percentage of the cost of a new home, onsite systems are becoming a bigger bargain all the time, he says. The price has come down for advanced systems and, with care, they figure to last much longer.

An explosion of onsite and service technology

Onsite systems have gone from clay tiles and concrete pipes to sophisticated treatment systems in a very short time, says Anderson, so there's reason to think more amazing treatment solutions are on the horizon. "We started with cesspools and look where we are now in terms of different types of systems," says Anderson. "And your systems are going to need an expanded amount of care so they can last longer." That means a burgeoning O&M business added to the pumping and installing specialties. And vacuum trucks? Anderson sees more technologies for onboard separation of solids and liquids, and returning cleaner water to the tank for dispersal.

“ We can't be so cocky to think that what we've done in our generation, what we've done in 50 years, that nobody will have that steep a curve in the future. They keep inventing stuff all the time and it keeps getting better. ”

Tom Ferrero

Pumpers take control of disposal

As municipal treatment plants continue to discourage accepting septage and states and provinces close the loop on land application, pumpers will take control of their destiny and find creative ways to process wastes. As Ferrero explains, his business started out dumping loads for free through suburban manhole covers in the early days, and then cities started implementing small fees. But now, disposal costs are a serious issue for most pumpers. Ferrero and Anderson have already observed the emergence of a variety of dewatering technologies aimed at serving small and medium-sized pumping operations.

"I hope it goes to individual systems tailored to individual pumpers," Anderson says. "Our guys need to embrace those concepts. It's not enough to put it on the truck and show up at [the municipal plant's] doorstep and figure they'll take [the waste] at a good price forever into the future."

There is no doubt private disposal is already a growth area. Just ask Lee, who is contemplating starting his own dewatering operation. "Everybody is

talking about how to get rid of septic. The municipalities don't want it," Lee says. "If I could build my own plant, I would be able to control my own costs. It would be wonderful to pull into the shop at the end of the day, dump my truck and get back on the road in the morning."



Portable sanitation moves upscale

We see it already. A smattering of construction customers are asking for hand-wash sinks and hand sanitizers. Wedding parties

are calling for VIP trailer units in the backyard. Special events order some standard units along with more upscale facilities for VIP users. Hole has built her new business on these heightened expectations. "I expect a big change, that people want more than a standard unit. They want something nicer," she says. "And money-wise for events like weddings, you make a lot more money for a lot less work." Look for portable sanitation providers to mine upscale markets and promote better sanitation standards in general.

Better oversight, stronger regulations for a cleaner environment

Systematic regulation and education standards may seem scattered and a long time in coming for pumpers, but progress is being made, Ferrero says. "Think about 35 years ago, every pumper was on an island unto his own." There really wasn't any effort toward continuing education; contractors did their own thing with inferior tools. Without locators, cameras and jetting equipment, "If we didn't find a tank, we just started digging," Ferrero recalls. But he and Anderson have witnessed the growth of trade associations, participation in events like the Pumper & Cleaner Expo Education Day, and a handful of states taking on service standards and professional credentialing. There's a long way to go, but the industry will get there. "I have a sense the industry is getting better and smarter and is providing better service to the customer," Ferrero says.

SEE YOU IN ANOTHER 35

Will we realize fantastic dreams, like efficient ways to convert waste to energy and better systems that will make water-quality concerns a thing of the past? Ferrero won't bet against it. "Look what you and I have seen in our lifetime. We can't be so cocky to think that what we've done in our generation, what we've done in 50 years, that nobody will have that steep a curve in the future," he says. "They keep inventing stuff all the time and it keeps getting better."

What do you think? Are there trends you think we left off the list? Send me an email at editor@pumper.com and we'll include your opinions in an upcoming article. I invite you to file away this column for the next 35 years, and then pull it out to see if our predictions hit the mark. ■

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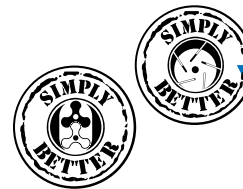


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START YOUR ENGINES!

custom chopper unveiled

What do you get when you combine an industrial vacuum truck manufacturer and famed fabrication shop Orange County Choppers? Answer: an eye-catching custom motorcycle that debuted at 2014 Pumper & Cleaner Environmental Expo (now the WWETT show). Tune in as the manufacturer and OCC founder Paul Teutul Sr. discuss the

collaboration, and watch as attendees get a first look at the specialized custom chopper.

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PUMPER REWIND

entrepreneurial risk-taker

We featured Coats & Coats on the pages of *Pumper* 10 years ago. Now, we revisit the portable restroom, pumping and drain cleaning company to see how it has fared in the past decade. After weathering the recession, a divorce and major operational changes, owner Darin Coats and his business have come ahead even stronger. Find out how this entrepreneurial risk-taker beat the odds.

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John Simison, owner of Bouse House, has served the Cape Cod region for 30 years, providing septic service and portable sanitation. (Photos by Dave Hansen)

Pumping pro John Simison is determined to overcome cancer and help Bouse House Enterprises ride the wave of a growing economy

By Ken Wysocky

Staying STRONG

When John Simison went to see a doctor in September 2012 for severe mid-back pain, he figured it was just a backlash from a summer of full-bore, hard work at Bouse House Enterprises, the septic service and portable sanitation business he cofounded in 1983.

Unfortunately, his self-diagnosis was woefully incorrect. An MRI scan revealed a crushed lumbar vertebra and a fractured sacrum, significant injuries in and of themselves. But the cause of the injury was exponentially more serious: The bone was weakened by multiple myeloma, a blood cancer that affects plasma cells in bone marrow.

So instead of actively managing operations throughout the company's Cape Cod service area, Simison found himself in a struggle for survival. As hard as it was, Simison, age 61, was forced to put the Sandwich, Mass.-based company's operations on the backburner while he underwent treatment.

As many pumpers get older, the odds increase that they, too, will face similar situations. Simison learned how difficult it is for a hands-on business owner to step away and delegate tasks to others. But his story also demonstrates how taking a step back from the hectic pace can provide valuable new perspectives on business and life.

(continued)

Profile

**Bouse House Enterprises
Sandwich, Mass.**



OWNER: John Simison

FOUNDED: 1983

EMPLOYEES: 12

SERVICE AREA: Cape Cod and Boston

SPECIALTIES: Portable sanitation and septic service

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MAKING CHANGES

"It definitely was an adjustment because I was working all the time, seven days a week," says Simison, referring to his absence from the business from October 2012 to June 2013. "If there was an emergency, I was first one to jump in a truck. Whatever the company needed, I'd go get it done. Now I stay in the office ... and I come in late and go home early."

Simison says his wife, Nancy, stepped in to help run things and oversaw the process of hiring a manager, Mark White, who greatly relieved the work burden. "He's been doing very well," Simison says. "He came from the septic industry, so he fit right in and took things over right away. He's a very good manager of people." Simison also credits his employees for carrying on, as well as the support he received from many friends and colleagues.

The first step in Simison's treatment was an operation to repair the crushed vertebra, which was filled with plastic to reform the bone. Then he endured radiation and chemotherapy treatments. Then he underwent a stem-cell transplant, which involved an 18-day hospital stay.

Simison's cancer is in remission. But because his immune system remains weakened, he's barred from any contact with wastewater, which essentially restricts him to the office.

GOLF CARTS TO VACUUM TRUCKS

Simison moved to the wastewater industry after he lost his manager job for a golf cart manufacturer. A friend, Paul Bousefield, approached him about

“The cancer kind of grounded me ... both literally [being office-bound] and figuratively. It was a very good lesson for someone who always thinks they can do it all. My advice for others is don't always try to do everything ... and take time to enjoy what you have.”
— John Simison

becoming a partner in a business he was starting up, and Simison agreed.

"It looked like it had a lot of potential for growth," Simison says. "Construction on the Cape was booming so it sounded like a very good business proposition. And it proved to be just that."

Simison became the sole owner in 1995. "Things took off like crazy in the 1990s," he recalls. That growth ended briefly with the economic recession several years ago. Overall sales dipped 25 percent by 2009. Income from the septic side of the business helped slow the financial bleeding, but Bouse House also took a hit from new portable restroom competitors whose strategy was to buy market share through low-ball pricing.

"You go backwards for a while when guys are always low-balling you," Simison says. "Sometimes we'd match a [lower] price and other times we'd bite our tongue and let the customer go. But lately a lot of them have come back, especially this year, because they've found we provide great customer service."

Simison takes pride in quality service, which he says is a key differentiator in a competitive market. To assure good communication with customers, Bouse House route drivers are trained to talk regularly with job site supervisors to understand their needs. This helps resolve small problems before they become issues that could spur customers to change vendors.

DENSE ROUTING

Bouse House uses a GPS system for routing, but Simison notes it's not as beneficial as it may be to other wastewater contractors. That's because customers on Cape Cod tend to be densely grouped and routes are easy to plan. "An average restroom truck does 20 to 30 stops a day in winter and 60 to 80 a day in summer," he says. "We can cover a lot of ground in a day."

(continued)

Simison uses a Caterpillar forklift to move a load of Satellite Industries Maxim 3000 restroom units around the Bouse House yard.



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“In summer, traffic congestion is an issue,” he adds, as the region’s population almost triples on summer weekends. “But we know a lot of roads that tourists don’t know about, which helps the drivers quite a bit. And we try to make runs early in the morning and late at night. Some drivers start at 4:30 a.m. and make deliveries until 7 or 8 p.m.”

In the yard at Bouse House, most of the inventory of 3,000 restrooms are produced by PolyJohn Enterprises and Satellite Industries.

Today, about 75 percent of Bouse House’s gross revenue comes from portable restroom rentals and about 25 percent from septic service. On the restroom side, about 75 percent of the volume comes from construction and the balance from special events.

Bouse House also performs septic system inspections, a requirement when homes are sold in Massachusetts. The inspections serve as a marketing tool because the technician leaves behind a flyer and a diagram of the septic system, with the hope that Bouse House will have an edge when it’s time for the new homeowner’s first pumpout.



Involvement in a trade group fuels company growth

John Simison has a unique way of spelling success: PSAI.

Simison is a longtime member of the Portable Sanitation Association International (www.psa.org) and served on the group’s board of directors until last year, when illness forced him to resign. The owner of Bouse House Enterprises in Sandwich, Mass., firmly believes the organization is a valued business partner for portable restroom operators.

Every Bouse House employee receives PSAI training and certification, which gives the company a powerful marketing edge, Simison says. “Those certifications assure our customers that our employees have the minimum level of industry knowledge and know what needs to be cleaned and how to do it,” he explains. “It’s another way to get our foot in the door with customers.”

Proper training also gives Bouse House route drivers the confidence to tactfully tell customers when they need either more units on a job site or more frequent service. “Our people watch out for customers so they don’t get reported to a local board of health,” Simison says. “If drivers see toilets overused and dirty, they report it to a job supervisor.”

But don’t site supervisors resist the suggestion and see it as self-serving for Bouse House? Sure, sometimes they do, Simison says. But PSAI training gives the drivers the confidence to broach the subject in an objective, knowledgeable way.

CONFIDENCE BUILDER

Through relationships with fellow PSAI members, Simison says he also gains valuable tips and advice that even friendly local competitors won’t divulge for fear of giving away a business advantage. When Simison started Bouse House with a partner in 1983, there were only two or three competitors; now there are eight – and up to 20 within a 75-mile radius.

“So we keep emphasizing service and work as hard as we can with the people we have,” Simison says. “And the knowledge you gain from other PSAI members sure helps ... you can try little tweaks, like how to make your bids more effective.”

PSAI membership also yields another benefit: It gave Simison the knowledge and confidence to educate the dozens of local boards of health in and around Cape Cod about the portable sanitation industry, and to lobby for regulations requiring minimum numbers of restrooms for construction sites and special events, based on numbers of workers or attendees.

“We’re always sending boards information,” Simison says. “It didn’t happen overnight, but eventually they realized that job sites and special events needed minimum levels of portable restrooms. PSAI taught us how to educate both customers and town officials.”

“You go backwards for a while when guys are always low-balling you. Sometimes we’d match a [lower] price and other times we’d bite our tongue and let the customer go. But lately a lot of them have come back ... because they’ve found we provide great customer service.”

— John Simison

EQUIPMENT CORNER

The company has about 3,000 restrooms, including roughly 25 handicapped-accessible units and 75 that comply with the Americans with Disabilities Act. Most units are made by PolyJohn Enterprises and Satellite Industries. The company also owns three restroom trailers used for special events.

A fleet of vacuum trucks include, on the septic side, a 1990 Mack with a 3,500-gallon steel tank built by Shorey Manufacturing and a 2003 Mack truck with a 4,500-gallon aluminum tank built by Progress VacTruck. Both rigs are equipped with Masport Inc. pumps.

For restroom service, the company runs trucks from three builders. From Keith Huber are a 2012 Mitsubishi Fuso FE160 with a 650-gallon waste/400-gallon freshwater steel tank; a 2006 GMC C5500 with a steel 650-gallon waste/400-gallon freshwater tank; a 2006 Isuzu NRR with a steel 800-gallon waste/300-gallon freshwater tank; a 2007 Isuzu NRR with a steel 800-gallon waste/400-gallon freshwater tank; a 2008 Mitsubishi FE180 with a steel 650-gallon waste/350-gallon freshwater tank; and a 2008 Mitsubishi FE145 with a steel 650-gallon waste/300-gallon freshwater tank. From Progress VacTruck is a 2014 Hino with an aluminum 800-gallon waste/450-gallon freshwater tank; Crescent Tank Mfg. provided a 2012 Mitsubishi Fuso FG140 with a steel 550-gallon waste/250-gallon freshwater tank. All the trucks use Masport pumps.

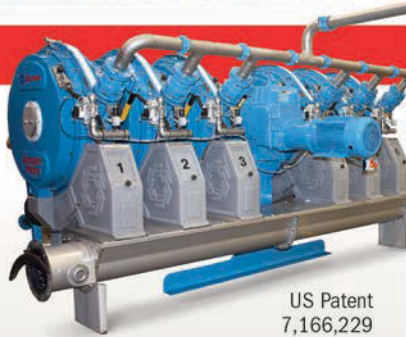
BETTER TIMES AHEAD

As for the future, Simison predicts growth for Bouse House. Because of his health, he says he’s not interested in growing the company through acquisitions at this point, but doesn’t rule it out in the future.

But he also expects to continue spending less time on the job. His cancer is in remission, but doctors tell him it’s something that will always be present in his body; medication is expected to keep it at bay. And his immune system will always be somewhat compromised. All that gives Simison plenty to reflect on, and there’s no doubt he has newfound perspective on work and life.

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“Being sick made me realize that work isn’t everything,” he says. “I should have hired a manager years ago. The cancer kind of grounded me ... both literally [being office-bound] and figuratively. It was a very good lesson for someone who always thinks they can do it all. My advice for others is don’t always try to do everything ... and take time to enjoy what you have.” ■

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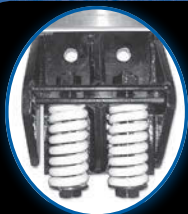
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Illinois Sets Surface Discharge Permit Requirements

By Doug Day and Sharon Verbeten

As of February, new or replacement surface discharge septic systems in Illinois require a general permit from the U.S. Environmental Protection Agency if they discharge to the “waters of the United States,” to conform to national standards. The EPA says its definition of the term includes “among other things, traditional navigable waters, tributaries of traditional navigable waters, and wetlands that are adjacent to traditional navigable waters or their tributaries.” Anyone not eligible for the general permit may apply for an individual permit from the state EPA.

The federal permits, issued under the National Pollutant Discharge Elimination System, also set discharge limits (1,500 gpd) and require inspection, reporting and effluent monitoring by a qualified person every six months and visual inspection by the property owner twice a year (including a log of inspection dates and findings). Connection to a sanitary sewer system is required if it is less than 300 feet away from the property.

It is the homeowner’s responsibility to make the determination if the system requires a permit. Violations would be subject to enforcement action under the Clean Water Act. Guidance provided in an FAQ document posted by EPA Region 5 indicates that most newly installed systems, at least during exceptionally wet periods, would meet the requirements for a permit.

There are also requirements for notifying the EPA if the property changes hands so a permit can be issued to the new owner.

Alabama

Illegal septic systems and other problems are forcing about 80 families out of their mobile homes at Pleasure Point Park and Marina on Lake Martin in Dadeville. The property is owned by Alabama Power, which was cited last summer for 19 violations, including unpermitted and illegal septic systems and graywater discharges from the homes.

For almost 50 years, the company has been leasing 37 acres to Pleasure

Point, which then subleases the lots to individual homeowners. Canceling the lease with Pleasure Point means all the homeowners must move their mobile homes by June 30. While most are vacation homes, some are permanent residences.

Alabama Power says it could cost up to \$1 million to remove all the illegal systems and clean up the property. The tenants claim a community onsite system could be built for about \$300,000, but the power company says a remedy could cost up to \$2.5 million.

Kansas

The Kansas Department of Health and Environment has issued specifications county health jurisdictions can use if they want to allow graywater reuse in their communities. It is not a rule, and local officials are free to decide whether or not to allow graywater reuse, according to a February memo from the department.

“The local authorities responsible for enforcing County Sanitary Codes have always and still have the ability to adopt local graywater rules and regulations as part of their approved Sanitary Code, in order to allow or prohibit graywater use and reuse,” the memo states. “Local authorities may also approve graywater systems as a variance to existing codes. We want to make it clear, it is not mandatory that local authorities allow graywater reuse. However, if a local authority wishes to pursue reuse, they may.”

KDHE has also offered technical assistance to local officials should residents request permission to reuse graywater. The specifications apply only to single-family homes; graywater reuse from any other source is prohibited.

According to the department, interest in graywater reuse is on the rise due to drought conditions. A bill that would have required KDHE to develop rules and regulations died in committee in 2013, but the department was tasked with drafting specifications, “that would meet the needs of Kansas residential constituents, while protecting public health and the environment,” according to the memo.

Maryland

Even proponents say there’s not much chance of them passing, but two bills in Maryland would have the state reimburse people for lost property value due to the Sustainable Growth and Agricultural Preservation Act of 2012. The law restricts the use of septic systems in residential subdivisions across the state, among other things.

One proposal, House Bill 576, would require payments to landowners from the state for lost property values based on the average of three appraisals. Senate Bill 176 calls for income tax credits. The Republican bills have little chance of passing the Democrat-controlled legislature. A GOP bill to repeal the septic law last year died in committee. ■

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Expect the Unexpected

To safeguard your business, be prepared for any disaster **By Stan Craig**

On January 15, 2009, US Airways Flight 1549 was on its way to Charlotte, N.C., when, two minutes after takeoff, a flock of Canada geese flew into the aircraft causing both engines to fail. The passengers braced for impact. As the plane fell from the sky, the freezing waters of the Hudson River came into view and Flight 1549 hit the water at 150 mph.

Dave Stockton, a businessman on the plane, said later in a television interview, "When you think you're going to die, you start thinking about your life ... your family, Little League baseball, things like in a movie." All 156 passengers survived the crash in the 36-degree water, and their lives were changed forever.

This was a totally unexpected occurrence in everyone's life that morning. But what was a sure disaster became a much different story than anyone could have imagined. The pilot of the plane, Capt. Chesley "Sully" Sullenberger, said in a news interview that, while this emergency was unexpected, he was not unprepared:

"One way of looking at this might be that for 42 years I've been making small regular deposits in this bank of experience, education and training. And on January 15, the balance was sufficient so that I could make a very large withdrawal," he explained.

What was evident to everyone on Flight 1549 was that this captain had spent sufficient time preparing himself for the unexpected. The unexpected occurs every day in our business and personal lives. Those who are wise always expect the unexpected and prepare accordingly. How do you prepare for the unexpected? Here are a couple of thoughts consider where it concerns your business:

Value experience

Every business has a number of experiences – personal and professional, positive and negative – in its history. It is impossible to run a business without facing and overcoming difficulty. The collective wisdom learned should be shared. Rather than forgetting and burying past mistakes, those who are wise will take the time to review and discuss past solutions and new ways to confront problems should they, or similar problems, surface again. This is not about assigning blame; it's about discovering what went wrong and why. Reviewing problems can help prevent them in the future. Sullenberger's experience made the difference in the lives of everyone on board.

Rethink training

In the archives of every business, whether it is small and family owned or a large corporation, events have occurred that need to be discussed and reviewed with an emphasis on discovering answers to past problems. This is exactly what Sullenberger's training was all about. He had investigated

The unexpected occurs every day in our business and personal lives. Those who are wise always expect the unexpected and prepare accordingly.

accidents in the past and understood the fatal flaws that resulted in tragic consequences. Training is not just a special class or attending a seminar. Training takes place every day in how we view and carry out our tasks and responsibilities. Safety training, for instance, is not simply where to find the fire extinguisher, but what fires were caused in the past and why.

Educate everyone

It is important to remember that Sullenberger was not selected for singular education in flight safety but was included in a number of flight safety training programs held throughout his career. What if his age, his background or his previous educational experiences had disqualified him from training, or what if he had decided it was unnecessary at his level of experience? Training everyone is in the best interest of every business.

Make regular deposits

Every day your business has an opportunity to train, motivate and recognize employees. Helping everyone do the best in any job should be the function of every manager.

Unexpected events do not always occur when the boss is around to make a decision. They can occur on a residential pumping job or when setting up portable restrooms on a construction site – and that's often the time and place to act. It is those everyday occurrences where being confident and prepared can make a difference in the outcomes that affect employees, clients, management, products and the well-being of the business. The unexpected can come from anywhere, at any time.

LITTLE DETAILS

Who could have expected and prepared for a flock of Canada geese to bring down a modern aircraft? Sullenberger responded by trusting his experience, education and training to guide him in wise and thoughtful action.

Taking care of the little details, learning to be observant, and openly discussing problems and issues without fear is a trait of being successful. Training and experience help everyone prepare for the unexpected so that when a major crisis comes, a safe landing can be made. ■



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- Two compartment tank, 500 fresh water/1,500 waste
- NVE primary moisture trap
- NVE 20" top man way
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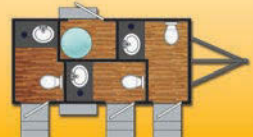


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Francis and Estelle Overmars, of Bio-Liquid Waste Disposal, are shown with a Peterbilt vacuum truck with a tank from Vacutrux. The couple has built a thriving pumping business in Nova Scotia, Can., including its own dewatering operation. (Photos by Warren Robertson)

Canadian farmer Francis Overmars moves from feeding cows to dewatering septage to build a profitable business that promotes a cleaner environment **By Peter Kenter**

TRANSFORMERS

Constantly eyeing industry technology advances and government regulation of liquid waste haulers, Francis Overmars has transformed a small Canadian dairy heifer farming operation into a vital, diversified wastewater services provider.

Over the course of nearly 30 years, Overmars moved from scratching out a living in farming to a more profitable venture in Bio-Liquid Waste Disposal, Antigonish, Nova Scotia. Along the way, he's creatively addressed challenging disposal issues and built a family operation he one day hopes to pass down to the next generation.

"I was raised on a dairy farm," says Overmars. "When my brother took over the farm, I bought the 150-acre farm next door, where we raised 120 dairy heifers. When they reached two years of age, the heifers were returned to my brother as dairy cows." However, Overmars found he was working long hours for minimal returns. He branched out into pumping residential septic tanks in 1987 based on a perception that the area required better septic service.

Profile

(continued)

Bio-Liquid Waste Disposal Antigonish, Nova Scotia, Canada

OWNER: Francis Overmars

FOUNDED: 1987

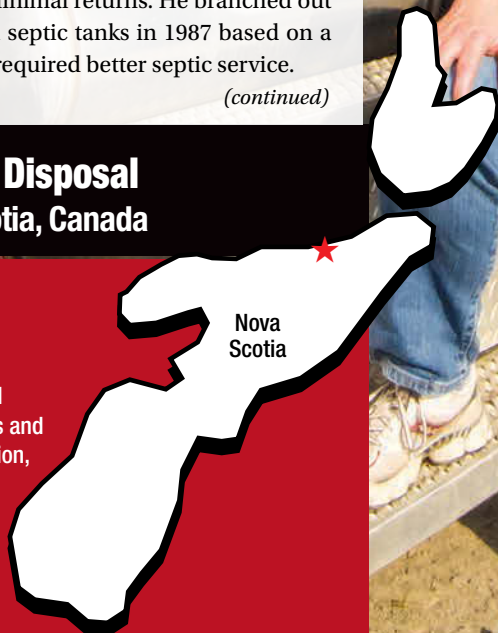
EMPLOYEES: 5

SERVICES: Septic service and repairs, pumping catch basins and grease traps, portable sanitation, graywater tank rentals

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INCUBATING THE BUSINESS

Overmars' story began with an undersized vacuum truck, which he soon replaced with a new 1,900-gallon steel tank from Husky Farm Equipment outfitted with a Jurop vacuum pump. "We started slowly, mostly pumping one or two residential tanks in the evenings for a couple of hours a day," he says. "Three or four years later, we hired our first driver to handle the expanding business so I could keep working the farm."

Septic tanks are emptied into the farm's sewage lagoon, which is kept separate from animal waste. Once processed, the material is applied on the farm as fertilizer for crops to be consumed by farm animals – grasses, hay or corn, for example.

In 1992, Overmars and other septic pumpers formed the Septic Pumpers Association of Nova Scotia, which later merged with the Waste Water Nova Scotia Society. The association is devoted to improving customer service and updating members on the latest industry technologies and techniques.

"It's a heavily regulated industry," notes Overmars. "Membership gives you a voice in helping to influence those regulations."

That same year, the business expanded to include portable restroom rentals, offering four used units from PolyJohn Canada.

Right: Technician Tony Giesbrecht pumps a tank using his 2006 Peterbilt truck. The tank was built by Vacutrux.

Below: Office manager Bailey Hayne starts her day answering emails and phone messages, then planning drivers' routes for septic service, portable sanitation and mobile dewatering.



Today, the company offers 150 PolyJohn restrooms, including four white wedding units, an Ultrav II wedding trailer from Wells Cargo, and a brand new Explorer II trailer from McKee Technologies, purchased at the 2014 Pumper and Cleaner Environmental Expo International.

BUILDING THE FLEET

Company growth prompted an expansion of the service fleet. In 1997, the company sold its original truck and bought a used, single-axle 1995 International with a 2,500-gallon steel tank and Wallenstein pump (Elmira Machine Industries) built out by Vacutrux, the company's provider of tanks from that point on. In 2003, Overmars purchased a 1999 tandem axle Sterling, featuring a 4,000-gallon steel tank and 120-gallon polyethylene freshwater tank and Fruitland Manufacturing pump. The vehicle is still in use today.

"In 2006, we bought a new chassis from Peterbilt and outfitted it with the 2,500-gallon tank and pump from the 1995 International, which we converted to a dump truck," says Overmars.

More recent acquisitions include a 2008 Sterling Bullet with a Wallenstein pump and a three-compartment (720-gallon waste/dual 150-gallon freshwater) steel tank. The freshwater compartments are front and rear, with the waste tank in the center.

(continued)



The Bio-Liquid Waste Disposal team includes, from left, Troy Myles, Andy Ledrew, Tony Giesbrecht, Francis and Estelle Overmars, Mark and Maureen Overmars, and Bailey Hayne.

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Advertising is radio active

An active advertising program is one of the ways in which Bio-Liquid Waste Disposal stands out in the community.

"We do a lot of advertising," says owner Francis Overmars. "In fact we seem to be the only company in our market that advertises and we certainly benefit from it."

The company's most pervasive form of advertising is a website. The site describes the company's range of services in addition to providing educational resources for customers. The offerings are mirrored on its Facebook page.

The company also advertises in the local newspaper, frequently reminding customers it's time for septic tank service or offering portable restroom rentals.

However, one of Bio-Liquid Waste Disposal's best promotional buys has been radio advertising on two local stations.

"Sometimes we sponsor the weather report and other times they're complete 20-second or 30-second ads, which are quite affordable," says Overmars. "We generally come up with the ideas and the station's advertising agency put the ads together for us."

The company generated considerable returns on a Christmas season advertisement – a poem written by one of the staff members and set to music by the station's advertising staff.

"It was extremely popular," says Overmars. "The radio station told us that it was the first time in its history that people phoned in requesting to hear an advertising jingle."

"We like this tank design, because we found that with just one freshwater compartment, you started your morning with a full load of water in front that dwindled as the waste increased, so the load wasn't well balanced for most of the day," he says. "Keeping the waste compartment in the middle between the front and rear axles makes for better weight distribution as we maintain balance in the front and rear freshwater compartments."

In winter, the rear freshwater tank is filled with brine for recharging portable restrooms in freezing temperatures.

The newest vehicle is a 2009 Chevy Silverado 3/4-ton pickup. It's paired with a slide-in steel 300-gallon waste/150-gallon freshwater tank and Wallenstein pump.

The trucks pull three portable restroom transport trailers: a 12-unit carrier from McKee Technologies, and two built in-house, one with room for six units and another for 10. Two Kubota mini-excavators round out the fleet: a U35 and a KX121.

PHASING OUT HEIFERS

Overmars phased out his dairy heifer operation three years ago. "Farming was 80 percent of the work and none of the profits, and my knees were wearing out," he explains. "All that's left of farming is growing crops."

Today, Bio-Liquid Waste Disposal employs five people: Bailey Hayne works in the office, while Troy Miles and Andy LeDrew perform field duty.

Francis' son Mark, 28, recently returned from Halifax with his family to join the business.

The company covers a service area of about a 65-mile radius from Antigonish. Revenue for the business is split almost evenly between septic and other pumping work and portable sanitation. Aside from traditional

(continued)



Francis Overmars, right, and his son, Mark, inspect solids during dewatering. The company uses geotextile dewatering tubes supplied in Canada by Syn-Tex and Terratube for the job. The tubes are 45 feet in diameter and 80 feet long.



Technician Andy Ledrew dumps a 1999 Sterling vacuum truck, built out by Vacutrix, into a settling lagoon. Settled solids are transferred to geotextile dewatering tubes each fall, shown in the background.



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Left: Bio-Liquid Waste Disposal encourages homeowners to install risers and lids to systems for more convenient pumping and inspection. Andy Ledrew is shown loading a truck for delivery.

Below: Technician Troy Myles secures a PolyJohn restroom to his Sterling Bullet service truck, built out by Vacutrux.



septic service, the company offers septic inspections, cleans catch basins and grease traps, and rents out graywater tanks.

Portable sanitation work includes year-round construction and road-building, weddings and area summer events, such as the Evolve music festival, the Stan Rogers Folk Festival and races at the local James River International Speedway. Overmars is looking to buy at least one additional wedding trailer to meet the demand from discerning special-event customers.

“We really like the ease of setup, versus delivering and setting up four separate restroom units,” he says. “And with white plastic, it’s often very difficult to keep them free of handprints and dirt.”

PROMOTING THE SEPTIC SIDE

Overmars is working hard to promote and expand the septic side of the business. One service advertised prominently to homeowners is installation of septic tank risers and lids, which are provided by Tuf-Tite Inc. Customers benefit from this service, saving the cost of digging out tank lids moving forward and pumpers also appreciate the easier tank access.

“That’s where the mini-excavators are useful,” says Overmars. “A lot of the septic tanks have 3 feet of soil on top of them, so we try to convince customers that it’s more convenient both for them and for us to install risers than to dig up their property each time.”

The company maintains an on-site welding and repair facility for trucks and equipment.

“We don’t take engines apart, but we grease, oil, paint and do general repairs,” says Overmars. “Having the shop is as much about keeping the guys busy so we can keep our trained staff employed all year.”

Septage land application regulations have been tightening, an issue that Overmars has to stay out in front of. Provincial rules require companies that land-apply to organize a meeting in the community each year, seeking consensus prior to applying for a permit.

“We make sure that the premises are as presentable as possible,” says Overmars. “We don’t want to give anyone an issue regarding the permit. The whole farm is neat and organized and we even mow around the sewage lagoons. Some community members are shocked at how well we maintain the acreage.”

“A lot of the septic tanks have 3 feet of soil on top of them, so we try to convince customers that it’s more convenient both for them and for us to install risers than to dig up their property each time”

— Francis Overmars

SLUDGE TO FERTILIZER

In a dewatering process, Overmars creates a Class B compost fertilizer product that he hopes will continue to meet with community approval. He uses geotextile dewatering tubes supplied in Canada by Syn-Tex of Winnipeg, Manitoba, and Terratube of Saint-Romuald, Quebec, for the job. The tubes are 45 feet in diameter and 80 feet long.

“We empty the lagoons into the dewatering bags in October when the weather cools down,” he says. “We fill them to 7 feet high and add a

polymer chemical and by the next day they’ve reduced to 16 inches of sludge. We continue to refill them as they dewater, over about three years. Once the bags are full, we split them open and the result is dewatered sludge, suitable for spreading.”

Nova Scotia wastewater treatment plants won’t accept sewage from pumpers, largely because of its highly concentrated nature and the presence of aerobic bacteria, which may conflict with anaerobic sewage treatments. Overmars hopes to offer the dewatering service to other customers looking for a more efficient way to dispose of waste.

“We’ve done some dewatering for the town of Antigonish, and have had several pumping companies in our business express interest in it,” he says. “We supply the bag and equipment. Everything fits conveniently into a cargo trailer, which makes things portable and easy to transport.”

MONITORING NEW TECHNOLOGY

Overmars attends the Water and Wastewater Equipment, Treatment and Transport (WWETT) show (formerly the Pumper & Cleaner Expo)

(continued)

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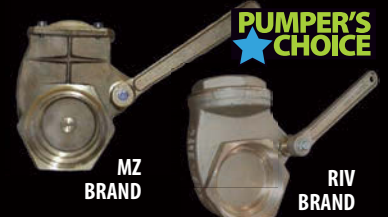
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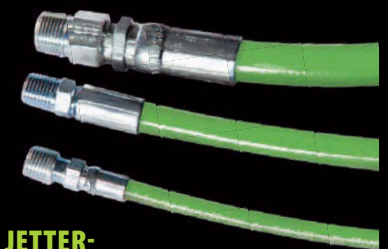
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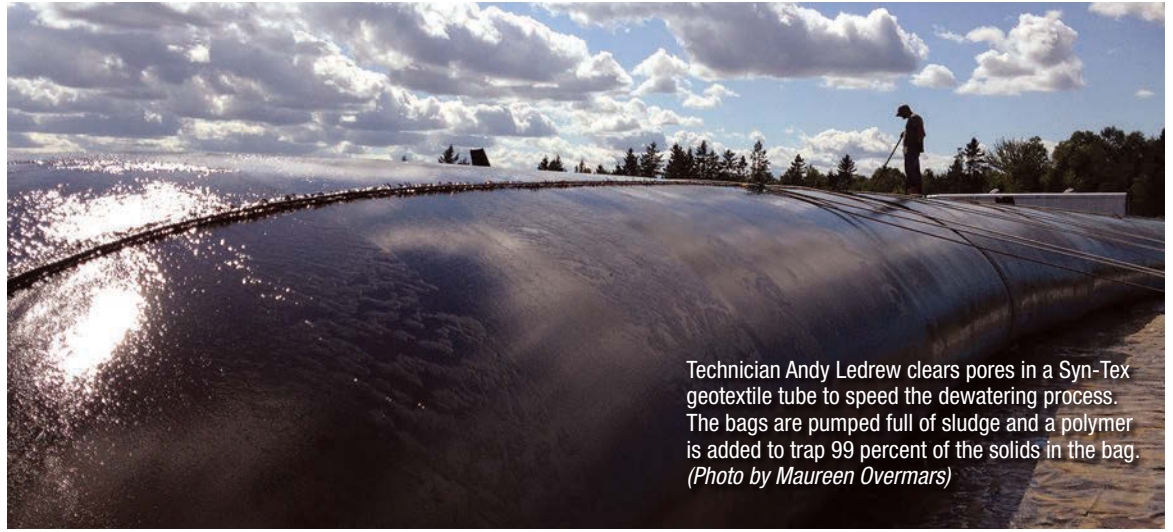
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Technician Andy Ledrew clears pores in a Syn-Tex geotextile tube to speed the dewatering process. The bags are pumped full of sludge and a polymer is added to trap 99 percent of the solids in the bag. (Photo by Maureen Overmars)

Above: Polymers are used to separate solids from wastewater, as shown in this beaker. (Photo by Maureen Overmars)

whenever he can, as much to keep on top of new industry technologies as to network with other professionals.

“When you run into someone who has already solved a problem you’re facing and leave with some new revenue-generating ideas, it’s a good investment,” he says.

Mark and his wife Maureen both attended the Expo in 2014. Being new to the industry, they say they both benefitted greatly from the networking opportunities.

“Prior to attending the show, almost all of my knowledge of the industry has come from working with our business exclusively,” Mark says. “After

“Prior to attending the [Pumper & Cleaner Expo] almost all of my knowledge of the industry has come from working with our business exclusively. After meeting new people in the same industry and understanding how they approach similar challenges, it has really broadened my perspective. I hope to go again next year.”

— Mark Overmars

meeting new people in the same industry and understanding how they approach similar challenges, it has really broadened my perspective. I hope to go again next year.”

With his son now on board, Overmars is gradually formulating a succession plan for the business.

“He’s only been with us for part of a year, but it’s something we’re now working toward,” says the elder Overmars. ■

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Improving Tank Access

The Claw from Amthor International is designed to make locking rear-opening vacuum tanks safer and more efficient **By Craig Mandli**

Opening the rear door on vacuum trucks often puts pumpers in a precarious position, balancing on a small and often slippery pedestal to unlock several clasps around the diameter of the tank. Not with the Claw.

The Claw, unveiled by Amthor International at the 2014 Pumper and Cleaner Environmental Expo International, is a series of hydraulic arms to open and close the rear door on vacuum trucks, eliminating the use of wing nuts along the top and sides. Designed for safety and efficiency, the mechanism is Amthor's response to customers asking, simply, is there a better way?

"No longer does the driver have to climb 13 feet on top of the tank to tighten down the rear door," says Butch Amthor, the company's executive vice president. "All he has to do is pull a lever and the arms extend and reach out to release or pull the door tight."

Amthor's Claw design can be used on any code or non-code vacuum tank. It increases driver safety and saves money on unnecessary tank repairs due to incorrect operation. "It can be retrofitted on all our tanks already out on the market," says Amthor. "We designed it to be installed on any rear-opening vacuum tank."

The hydraulic lever on the back of the vacuum truck is easy to latch and unlatch, and achieves a strong, tight seal on the tank. "It's a much tighter seal than any human can provide manually," says Amthor. "The Claw locks

past center and even if pressure is lost or the cylinder fails to operate, the latch will not be loosened."

The idea was launched about six months before the Expo, in response to customer recommendations. Amthor heard so many stories of pumpers losing their balance and falling off trucks while unlocking or locking their vacuum tanks. He decided it was time to come up with a solution to combat the problem. In addition to the safety and efficiency benefits, the Claw is constructed in accordance with ASME DOT 407/412 code for highway travel.

"These workers operate in some very slick conditions when they're on the job site, and they take a risk every time they climb up and down the rig,"



Brian Amthor, vice president/marketing for Amthor International, left, pulled the cover off the company's newest innovation, the CLAW vacuum door lock system, at the 2014 Pumper and Cleaner Environmental Expo International. Executive Vice President Butch Amthor, right, looked on.

(Photo by Cory Dellenbach)



Above: Butch Amthor, executive vice president of Amthor International, presented the company's newest innovation, the CLAW, at the 2014 Pumper and Cleaner Environmental Expo International.

(Photo by Cory Dellenbach)

says Amthor. "The Claw eliminates a lot of that risk, because the operator can stand on the ground and operate the system with one lever. He doesn't have to climb anywhere."

The company decided to unveil the new product at the 2014 Expo in large part because of the huge target demographic walking the show floor. Amthor says he was able to talk to hundreds of potential customers that were impressed with the company's products and focus on worker safety.

"The Expo is the perfect place to roll out a product like this; where else are you going to be able to get it in front of thousands of customers?" he says. "We have marketing ready to send out to our existing customer base saying that the Claw is available on all new vacuum tanks and can be retrofitted to the tanks they already have. I'm very optimistic that this will be accepted by the industry."

As for future shows, Amthor says he's already working on some new products and innovations to bring back to Indy in 2015, when the Pumper and Cleaner Environmental Expo International becomes the Water & Wastewater Equipment, Treatment and Transport (WWETT) show.

"This year the Claw was something we came up with that was completely different for the industry," says Amthor. "My mind is thinking about this 24/7. There are already some ideas kicking around." **800/328-6633; www.amthorinternational.com. ■**



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Celebrating Milestones

The 35-year partnership between *Pumper* magazine and septic service professionals has helped many small businesses thrive and promoted a cleaner, healthier environment for future generations **By Jim Kneiszel**

Who knew the germ of an idea shared between a pumping contractor and a truck manufacturer in 1979 would grow into an enduring trade publication and the flagship title for a growing northwoods Wisconsin company, COLE Publishing?

During a chance conversation between Pete Lawonn, who had a spare vacuum truck to sell, and the late John DiVall, who owned Jay's Waste Equipment, DiVall remarked that the septic service industry needed a trade magazine. Lawonn, 27, discussed the idea with his partner in two businesses at the time, Bob Kendall, 24, and the pair soon launched COLE Publishing and the *Midwest Pumper*.

It's hard to say who benefited more from the technology booms of the ensuing 35 years, the world of trade publications like *Pumper*, or the pumpers the magazine has served. Certainly, septic service contractors have enjoyed many advances in the trucks and tools of their trade since the 1970s. Vacuum pump technology and truckbuilding techniques have matured, and computers have changed many pumping processes for the better.

IN LIVING COLOR

At the same time, advances in publishing took *Pumper* from a rudimentary newspaper to a glossy full-color magazine, then onto the Internet. It's gone from the mailbox to the mobile device contractors carry with them in the truck, still giving that wonderful legacy reading experience in print as well as instant news and advertising updates online.

"Thirty-five years ago, a good typewriter was our main tool. We wrote articles, collected classified ads and made up the address labels all with a typewriter," recalls Kendall. "The big shift for the publishing industry came with the introduction of the Apple computer and the beginning of desktop publishing. The ease of starting a publication today compared to 1979 is like night and day."

Kendall – who continues as COLE founder while Lawonn has moved on to other business ventures – compares the way technology boosted publishing to how advanced engineering and entrepreneurial ideas have made the equipment pumpers use better, faster, stronger and more reliable.

A shift occurred when the industry started using vacuum pumps instead of trash pumps to clean septic systems. "It was such an advance for the industry, as it made cleaning a tank much easier," Kendall recalls. "The [early vacuum] trucks were nothing compared to some of the units built today, but at the time they pointed the way to the future."

ON THE GROW

The magazine was successful almost immediately. The hunch Lawonn and Kendall had was proven to be right on, as contractors discovered an effective market for buying and selling equipment. Product manufacturers

joined in with advertising, and the magazine and the industry enjoyed solid growth.

A year after the launch of the magazine, COLE started a fledgling trade show for pumpers, which grew into the largest exhibit of equipment for environmental services professionals. The show became the *Pumper & Cleaner Environmental Expo International*, which is transforming into the broader-based *Water & Wastewater Equipment, Treatment and Transport* show for 2015.

COLE hasn't stopped with the *Pumper* title. It has added several other magazines serving aspects of the wastewater and environmental services industries. The other publications are *Cleaner*, *Treatment Plant Operator (TPO)*, *Onsite Installer*, *Portable Restroom Operator (PRO)*, *Municipal Sewer & Water (MSW)* and *Gas, Oil & Mining Contractor (GOMC)*, all based in Three Lakes, Wis.

Each of the magazines is published monthly in print form and with an online program updated with news, information and advertising on a daily basis. Readers still look forward to getting their hands on the print version of the magazines, passing them around the office to their crews, while they also enjoy the immediacy of new content received on their computers, tablets and smartphones. The old and new ways of publishing will continue to be popular, according to Kendall.

"Many predicted the demise of print publications, but I believe the future will be a combination of online and print for many reasons," Kendall says. "Business is about individuals, about relationships and about doing the best job you can for your customers. Our advertisers are able to reach a very specific, targeted market and can focus readers' attention on products and equipment to help build their businesses."

ONWARD AND UPWARD

Kendall looks to a bright future for the wastewater industry and believes COLE Publishing will continue to play an important role in bringing pumping professionals together for education and commerce.

"There's no more cleaning a septic tank with a bucket. The industry has been around a long time and continues to change for the better. Our role in that continues to be one of providing a source for equipment, the knowledge of what's new and changing, and the information service providers need to run their businesses safely and profitably.

"Changes will continue to be made, but our goal of understanding and respecting the work of pumping professionals does not change," Kendall adds. "We will continue to serve the industry to the best of our abilities through print, online and at trade shows."

Here's a condensed history of *Pumper* magazine:

Looking Back: From newsprint to the digital age



35 years ago ...

The first issue of Midwest Pumper is mailed from Three Lakes, Wis., in June 1979, with eight pages of tabloid-size newsprint. A front-page mission statement notes that 85 percent of pumpers surveyed said there was a need for a trade publication. Pete Lawonn pledges to provide small business and industry news, a question and answer column and pertinent industry advertising. Each one-year subscription to the new publication includes a free classified ad.



30 years ago ...

The headline in the Midwest Pumper for June 1984 promotes the International Liquid Waste Haulers Equipment & Trade Show (later called the Pumper & Cleaner Environmental Expo, and now the Water & Wastewater, Equipment, Treatment and Transport show, or WWETT). The 1985 show would include 100,000 square feet of exhibit space. Stories in the newspaper reflect the emerging concern about environmental issues, touching on U.S. Environmental Protection Agency Superfund legislation, hazardous waste spills and management, and the use of formaldehyde-based chemicals in portable restrooms.



25 years ago ...

Building editorial content to serve the pumping industry, the June 1989 cover story in Pumper is a recap of a survey to gather information ahead of proposed EPA standards for disposal of sewage sludge. In the survey, pumpers report handling an average of 1.55 million gallons of septage annually. Based on survey results, nearly 74 percent of the septage is disposed by land application. About half of the respondents say they aren't allowed to take septage to a municipal treatment plant. Of those pumpers who used municipal plants, they paid in a range of \$4 to \$105 per 1,000 gallons to dump. Other stories

touch on quality customer service and how to explain septic system operation to homeowners.

20 years ago ...

In the July 1994 issue, a few editorial features appear that become a staple of the magazine over the years. There is a contractor profile on Ruidoso Septic Tank Service and Plumbing in New Mexico. Owner Bruce Haynes reports that his septic pumping rates ranged from \$90 to \$120, and disposal at a municipal plant is getting expensive, going from a prior fee as low as \$1.25 per load to \$252 for dumping a 3,600-gallon tank. The cover story explains how Northwest Cascade Inc. produces a nutrient-rich landscape compost from dewatered septage. And another regular feature starts by that time, the Septic System Answer Man column by Roger Machmeier, who went on to answer pumpers' technical questions for more than 20 years.



15 years ago ...

By June 1999, the magazine becomes a more colorful trade publication. Better printing and computer technology means readers see color photos of trucks advertised for sale. The same is true for ever-expanding editorial content, as profile stories are accompanied by color photography. Popular features that continue today, including a rules and regulations column, have debuted, giving Pumper a broader educational appeal. And a new way of communicating emerges: A story promotes the use of the Internet for business building, explaining to readers how to access government regulations and supplier websites with a few clicks of a computer mouse. In the same issue, an ad promotes the Pumper website.



10 years ago ...

The June 2004 Pumper shows a new level of maturity. Refined graphic design, ever-better photography and a serious approach to its education mission has made Pumper an attractive must-read tool for the industry. Editorial content includes the first of a special series of articles profiling industry pioneers. In the cover story, Idaho pumpers LaVar and Cathy Hunter, of Parker's Septic Tank Service and Portable Toilet Rental, explain how they devised a cost-effective dewatering solution to combat rising septage and grease disposal costs.

5 years ago ...

A June 2009 profile of contractor Bob Conrad, of Tennessee's Mid-South Septic Service explains how small-scale private dewatering is becoming an effective disposal strategy for his company. This trend would continue in ensuing years as more dewatering solutions are promoted to let pumpers process their own waste stream and avoid rising prices and dwindling capacity at municipal plants. A Money Manager story explores ways to counteract ever-rising health care costs, expenses that threatened profitability of pumping businesses. The Pumper Interview story outlines how a Michigan landfill converts septage into energy through use of a bioreactor, pointing to another trend in alternative energy. ■



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Wrap or Paint?

What's the best way to add snappy graphics to a new aluminum vacuum tank?

This feature in Pumper reports noteworthy conversations that take place at the Pumper Discussion Forum, an online forum for industry professionals found at www.pumper.com. Pumper Discussion enables exchange of information and ideas on septic and drainfield installation and maintenance, trucks and equipment, portable sanitation, chemical and additives and much more. Information and advice in "Overheard Online" is offered in good faith by industry professionals. However, readers should consult in depth with appropriate industry sources before applying such advice to a specific business situation.

QUESTION:

I have an aluminum tank with four large support ribs around the outside. In cases like this, is it better to vinyl-wrap or paint? It looks good now but the design of the paint job would bring in a lot of new business.

ANSWERS:

Because aluminum is a polished surface, it needs to be prepared for paint to adhere to it. Etching primers are used for this. Over the years, I've done lots of vinyl wraps. The polished aluminum surface is ideal for vinyl graphics wraps to stick to as long as the surface is clean and degreased by wiping with a solvent. Also, if you peel the vinyl off years down the road, the aluminum will still look brand new underneath.



It won't have any glue residue stuck to the tank? Will I have to go around the whole thing with Goo Gone to get rid of it, like when you peel letters off a truck? Will it rip real easy when backing into a customer's driveway and tree limbs hit it?



I wrap my trucks and have a lot of aluminum to cover, so it's rather expensive, about \$5,000. My guys are not very careful so the trucks take a lot of abuse. My oldest truck, which was done in 2007, is getting close to time to recover. If it was paint, it wouldn't have made it near this long.

QUESTION:

I know valves aren't supposed to leak but is it normal for septic truck tank valves to drip slightly when the rig is loaded? I know to keep dust caps on it to control spillage.

My truck also has a front 3-inch valve on the end of about 3 feet of iron pipe with an elbow before it reaches the tank. If I park it loaded and in freezing temperatures overnight, is it likely the pipe or valve will rupture?

ANSWERS:

The valves tend to collect grit and don't always shut tight. Flush the valve before you close it and that will help.



Your pipe will freeze and could break if you leave waste in it. I have heat tape attached to mine permanently for this reason. ■

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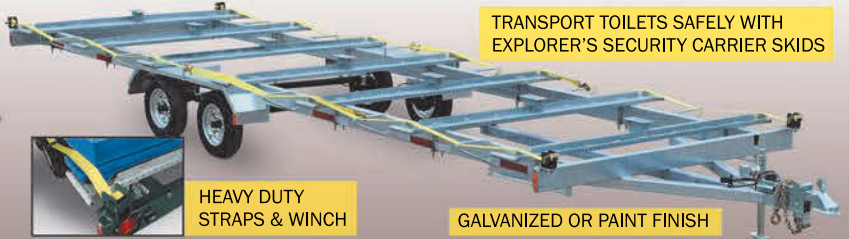
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Solid Like a Rock

New Hampshire's Granite State group promotes a unified front for wastewater professionals when it comes to new regulations and training requirements **By Doug Day**

The Granite State Designers and Installers Association (GSDI) is one organization in New Hampshire working to protect the state's water resources. Besides providing education and information to its 400 members, the group is closely connected to other organizations with similar roles, according to outgoing chairperson Deb Hinds of Hinds Septic Design Service.

Hinds has just ended her second two-year term leading GSDI and is being succeeded by John Ohler of J.W. Ohler Inc. She says building professionalism is at the heart of everything the organization does.

What is the primary role of the organization?

Hinds: The services we provide our members help increase the professionalism of our industry, including education, keeping them informed on changes in the industry, and advising them on what's going on at the state and local levels.

We represent about 25 percent of those in the industry in New Hampshire; I wish everyone were a member. I really think you have to have some kind of connection to keep up with the changing technology and regulations.

If this is truly your career, I can't imagine not being a member of an organization because it's so valuable. It's just something you really need to do.

Who does GSDI represent?

Hinds: We represent designers, installers, pumpers, evaluators and maintenance personnel, along with others related to the industry, including local regulators. On our board of directors we have a vice chairman of installers, vice chairman of designers and a vice chairman of pumpers.

State regulators are associate members, including those in the DES [state Department of Environmental Services] Subsurface Systems Bureau and the Wetlands Bureau. They get our newsletter, are invited to our board meetings and events, and get all the benefits.

State officials have an open door for us; we can stop in or call anytime. They make time for us and have been really good at listening and working with us. The last time we went through a rule change, they came to us and we went through rule by rule to provide our comments.

How are you connected with other groups with similar goals?

Hinds: There is a smaller group, the New Hampshire Association of Septage Haulers [NHASH], which represents those involved in pumping, maintenance, installation and repair. A lot of their members are members

of our association. We have a representative from the NHASH board of directors on our board. Their members also get our newsletter, so we have good contact back and forth.

I am also the GSDI representative to the New Hampshire Water Council, which advises the director of the Water Division, reviews all proposed rules and hears appeals on department decisions. In addition we have board members who serve on the Shoreland Advisory Committee, the Nitrogen Sources Collaborative Advisory Board and on the Non-Point Sources Management Plan.

What is your most important way to connect with members?

Hinds: We had our 27th annual conference and expo in March; it expanded to a two-day event about five years ago. It is open to everyone whether they are a member or not. We get more than 500 people from New Hampshire and surrounding states: designers, installers, pumpers, local and state officials, and health officers.

It offers up to six continuing education credits approved by the DES Subsurface Systems Bureau that people need to continue their designers, installers and evaluators certifications, and also for wetland and soil scientists. We also offer credits for other states: Massachusetts soil evaluators and system inspectors; Maine evaluators, installers and inspectors; and Vermont designers. We also offer continuing education programs throughout the year.

We upgraded our website about five years ago and it has a lot of information. With our blogs, we are able to get information out to members quickly, such as updates to legislation and getting their professional opinions on how we should react to bills.

In 2005, GSDI started the Granite State Certified Septic System Evaluator Program to teach people how to evaluate systems using standard procedures. It is voluntary; there is no standard for evaluators in New Hampshire. What was happening with real estate deals was people with no background with septic systems were going in and deciding if a system was failed or good.



Deb Hinds can be reached at 603/934-3113 or at www.gsdia.org.

“If your brother-in-law doesn't work in the industry but thinks he can install a septic system, the bill would allow him to install it if he doesn't get paid. That's a real strange bill so we're against it, obviously, and we expect it will die.”

- Deb Hinds

We run the course twice a year and have certified about 105 people. We promote to the public that if you are going to have an evaluation, you really should have it done by a certified evaluator.

Do you lobby at both the regulatory and legislative level?

Hinds: We monitor all legislative and regulatory activity weekly and report to our Legislation and Rules Committee. The information is sent out to all members weekly and it is posted on our website.

If we are watching a bill, we've already talked to DES about their take on it. A lot of times, we go in united with them so that we're on the same page whether we are going to support or oppose the bill.

One bill we're [concerned about] would allow someone who isn't certified in the industry to install systems. For instance, if your brother-in-law doesn't work in the industry but thinks he can install a septic system, the bill would allow him to install it if he doesn't get paid. That's a real strange bill so we're against it, obviously, and we expect it will die.

Two years ago there was debate about whether you could replace a failed system with the same kind of a system without getting a permit. That was being pushed by the Realtors so homeowners wouldn't have to wait to go through the permitting process before selling a house. We lobbied against it.

But we also got together with the DES and the New Hampshire Association of Realtors and came to a compromise on a rule change. We went in together and everyone was pretty much happy with the outcome. We also kept the matter in the rules rather than making a law. If you want to change a law, you have to go back through the legislature. If you want to change a rule, we can go directly to the regulators and tweak it.

But what really came out of it is that we now have a mechanism to go back and forth and talk with the Realtors. We were able to educate them about the rules and once we did, they backed off on a lot of things. Now we have communication between the two groups that we never had before.

Do you do anything to make such connections with the public?

Hinds: We do classes for people like Realtors, lakes associations or any group who wants to hear us. It's really well-received. They seem to be shocked by how septic systems treat wastewater; they think once you flush, it goes into the ground and disappears. We're continually educating people about what they should and should not do with their septic systems. ■

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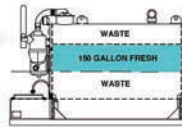


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Water Woes in Cajun Country

Lake Pontchartrain watershed homeowners are ignoring septic tank cleaning and unplugging their aeration units in alarming numbers, raising pollution concerns **By Ken Wysocky**

Established in 1989, the Lake Pontchartrain Basin Foundation faces a daunting task: to restore and preserve the water quality and habitat in the vast, 10,000-square-mile watershed surrounding Lake Pontchartrain, a shallow and brackish 629-square-mile inland bay that sits just north of New Orleans and drains into the Gulf of Mexico.

The nonprofit foundation has identified several rivers that empty into the north end of the lake – where residential development has boomed in the wake of Hurricane Katrina – as key sources of pollution. In particular, results from water-quality tests conducted in Tangipahoa Parish revealed extremely high counts of fecal coliform bacteria in the Yellow Water River and Ponchatoula Creek.

The primary cause? Wastewater from many commercial and individual home sources, including residents who've been turning off pumps in their aeration waste treatment systems, which are commonly used in the region, says Andrea Bourgeois-Calvin, the foundation's water-quality program director.

A comprehensive educational effort, funded by a state grant, is yielding positive results. But the group has a long way to go to achieve its goal of making local waterways that drain into the Lake Pontchartrain estuary safe for swimming and other recreational activities. What the foundation has learned from its educational efforts can benefit pumpers around the country who are interested in boosting their role as environmental stewards of their local waterways.



Andrea Bourgeois-Calvin is water-quality program director for the Lake Pontchartrain Basin Foundation. Reach her at 504/836-2235.

Pumper: How bad was the water quality in the Yellow Water River?

Bourgeois-Calvin: When we first started testing the Yellow Water River in 2006, we commonly found levels that exceeded 10,000 fecal coliform colonies per 100 milliliters of water. That's considered not even safe for boating, much less swimming. Our goal is to reach a consistent level of 2,000 colonies or less per 100 milliliters of water in a one-year period.

Pumper: How many homes are there in the two worst watersheds and what kind of waste treatment systems are used there?

Bourgeois-Calvin: There are 756 homes in the Yellow Water River watershed and 965 homes in the Ponchatoula Creek watershed. Aeration systems [pumping air into the waste tank to encourage the growth of bacteria, which subsequently break down the solid waste] are more common than

traditional septic systems. After the waste is treated, the system discharges effluent into local ditches and streams.

Because we're in the Mississippi River delta region, the soil here has a lot of clay, so there's not enough soil percolation for traditional septic systems to work effectively. So people with older [conventional] septic systems have discharge pipes installed. Essentially, they discharge raw wastewater into ditches and streams. These types of failed systems will have to be replaced.

Pumper: How did you discover the aeration systems weren't working and why weren't they functioning?

Bourgeois-Calvin: We realized we needed to target residential homes to find out why the fecal coliform counts were so high. So we obtained a state grant that funded a systematic, door-to-door inspection and educational program. We started the inspections in January 2013.

Through June, we inspected 152 homes in Tangipahoa Parish, of which 95 rely on aeration systems. Of those, 59 – or 62 percent – failed an inspection.

Of those failed systems, 40 – or 68 percent – weren't working because the aerators were either not plugged in or not functioning. Biggest issue we see is people unplugging them because they've been told they're expensive to run.

– Andrea Bourgeois-Calvin

Of those failed systems, 40 – or 68 percent – weren't working because the aerators were either not plugged in or not functioning. Biggest issue we see is people unplugging them because they've been told they're expensive to run.

Another common issue is that ants build colonies in the aerators, which causes them to malfunction. In winter, ants build colonies in them because they offer a warm environment. So the systems need to be repaired or replaced.

Pumper: How can you convince residents to run the aerators?

Bourgeois-Calvin: To combat that mentality, we figured out how much it actually costs per month

to run an aerator pump, which is \$3.70 cents. That's comparable to what people pay to light a 75-watt lightbulb for typical home use in a month.

This information is contained in a brochure that also explains other ways people can avoid problems with their system, like checking if it's working after a bad storm, being careful about what they put down their drains and having their tank pumped every three years. We've found it's best to keep the messages simple.

Most times, consumers are told to just plug in their system and it'll work fine. But they're more like a car; you need to do certain things to maintain them. And running them correctly is more cost-effective.

Pumper: What role can septic system pumpers and installers play in keeping waterways clean?

Bourgeois-Calvin: We're trying to engage designers and installers now and tell them that the kind of systems they've been installing for years may not work any more. We've already had meetings with designers and installers to talk about systems that might meet the more stringent [water-quality] goals we have.

They can also better educate homeowners on the front end ... leave them with a simple, easy-to-read document. The brochure we put together is simple and gets the point across.

Pumper: Are your efforts yielding results?

Bourgeois-Calvin: Yes. Since we started, we've had to send only three cases to parish authorities because residents haven't fixed issues. Over and over, we've found that the problems usually stem from a lack of education, whether it's a commercial or residential system. Education goes a long way toward helping people avoid fines and other legal actions, as well as improve water quality.

We're getting closer to our goals. Some sites in the upper Yellow Water River watershed are meeting the 2,000-count level in 75 percent of the samples taken within a year; we sample about 20 to 25 times a year. And from 2006 to 2012, 65 percent of the worst Yellow Water River sample sites met that goal, compared to 45 percent in 2006.

We've performed the same program in other watersheds and significantly reduced fecal-coliform counts. The area we're currently inspecting [the Yellow Water River and Ponchatoula Creek watersheds] is very small compared to the entire 10,000-square-mile Pontchartrain watershed, but it's an area that needs particular attention.

One big problem is there's a disconnect between the upper half of the watersheds, where the rivers are smaller and people view them more as ditches or some form of stormwater conveyance, and the lower half, where the rivers get larger and people use them recreationally for boating and fishing. Residents farther north are more isolated, so they don't always realize that what they do affects the wetlands to the south, where people boat and fish. But we feel momentum is building ... we're seeing more and more participation.

Pumper: Where do you go from here?

Bourgeois-Calvin: We're averaging 50 inspections a month in the Yellow Water River and Ponchatoula Creek watersheds; by the end of 2015, we hope to have inspections of all home systems completed in those two areas. ■

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Jim Anderson, Ph.D., is an emeritus professor at the University of Minnesota Department of Soil Water and Climate, education coordinator for the National Association of Wastewater Technicians, and recipient of the pumping industry's Ralph Macchio Lifetime Achievement Award. Email Jim questions about septic system maintenance and operation at editor@pumper.com.

Spell It Out

A written outline explaining your professional qualifications and scope of services will help build understanding and good customer relationships **By Jim Anderson**

Question: Why do I need a scope of services document?

Answer: Over the years I have come in contact with a number of very good service providers who also happen to be very good business people. One comment I always hear from these successful business owners is how important it is to be clear with clients about what work is going to be done, how it is going to be done, what the follow-up will be, and what will take place if something unexpected is found.

Even more important to any discussion is to make clear what will not be done. Most of my personal experience is connected with inspection or evaluation of systems, either as a part of a troubleshooting process or a real estate transfer inspection. Having a document you can leave with the customer explaining what will be done or not done is a good practice regardless of whether it covers an inspection, monitoring and maintenance, repair or installation.

A scope of services document does not need to be long or complicated, just specific and to the point about activities that will take place in the homeowner's backyard. The document provides a way for the homeowner to revisit what you told them in the yard as their eyes were glazing over due to information overload on an unfamiliar topic. It also creates a comfort zone with what to expect during the process. In the end, it results in happy customers after the job is done. They feel they got value for the money they paid and have confidence that the work was done professionally. It brings them peace of mind and makes it more likely they will refer a friend or neighbor to your business.

PROMOTE YOUR PROFESSIONALISM

The following are some things to consider for your scope of service document. These comments have the inspection bias, but I think if you look at the general ideas they will apply to other activities as well.

If you have professional certifications and training, promote those up front. Point out that this is how you keep up with the most current information for onsite systems and provide the highest professional standards to your work. I am always impressed by the willingness of people in the industry to attend education events, glean what they can from the discussions, and practically apply that knowledge in the field.

Tell customers that the results of your investigation and work will be summarized for them when the job is complete.

For both maintenance and real estate transfers, the fieldwork starts with identification and location of all system components. For operation and maintenance agreements, the first activity is a thorough inspection or evaluation of the system. I like to say, "Inspection is the start of management."

Guard against a perception the homeowner might have that once the system is inspected and has passed, it will function indefinitely.

Give the homeowner an idea of how this work will be performed. Will the drainfield be probed by hand? Will a camera be used to examine the sewer line from the house to the tank? In what situations will it be necessary to use a backhoe to access part of the system and what are additional charges for this work?

STEP-BY-STEP REVIEW

In the inspection and initial system evaluation, indicate that the septic tank will be opened, the contents of the tank will be evaluated for effluent level, scum thickness, sludge depth and signs of deterioration such as corroded baffles, cracked lids and – following the pumping – evidence of cracks or lack of watertightness in the tank. Make sure they know there is an additional pumping charge.

If the system includes pumps and pump tanks, indicate you will evaluate each pump for proper operation, check the integrity of the tank and evaluate the alarm circuitry. Detail how you will evaluate the condition of the drainfield, whether you will open and check the distribution box or drop boxes, and open evaluation ports and check effluent levels. Make sure they know each piece of the system will be evaluated and reported on in terms of operability and potential problems.

Detail what will be done to make their yard look the way it did when you arrived. Explain how the tank will be closed and backfilled. Indicate it will be seeded or sodded and that the area of excavation will be slightly raised to allow for normal soil settling.

Finally, consider adding a disclaimer to clearly spell out what the work does not provide. Guard against a perception the homeowner might have that once the system is inspected and has passed, it will function indefinitely. It should be stated that the inspection was an evaluation of the system's present condition and operability. It is based on the evaluator's experience and training. It does not warrant or guarantee proper functioning for any time in the future.

NOT A WARRANTY

If the work involves system maintenance, then a guarantee of the work for a specific time period is appropriate. For real estate inspections, it is

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important to highlight that due to factors beyond the inspector's control, such as a new larger family, lack of future maintenance and the inability to monitor future use, there are no guarantees the system will function the same for any prospective buyer.

One additional disclaimer becoming more important in specific areas is that there was no evaluation of the system's impact on groundwater or surface water unless that was actually part of the work. The system could be operating as it should but not meet stricter standards put in place in special management areas.

If you do not already have a scope of services document, hopefully this brief outline provides the motivation to create one. ■

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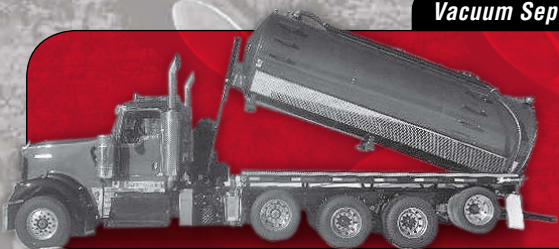
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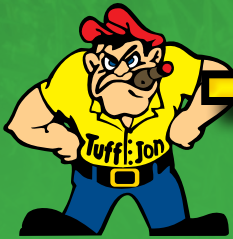
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Indiana

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Iowa

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Kansas

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Nebraska

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North Carolina Portable Toilet Group
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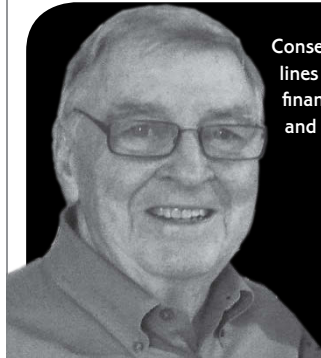
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By Dhru Bhatt

Since 1995, the National Association of Wastewater Technicians has offered a course and certification for conducting an operating level inspection for septic systems at the time of property transfer. This course came about initially due to inquiries from real estate professionals about whether a standard could be created for these inspections.

Recognizing that professionals in our industry are the best equipped and qualified to conduct these inspections, the program was begun. As a part of the program there is an expectation that professionals will take at least eight hours of continuing education units over the two-year certification period to ensure the inspector is keeping up with industry advancements.

In 2005, NAWT expanded the programs offered to include an Operation and Maintenance Certification and an Installer Certification with similar expectations for continuing education. In the past two years, NAWT has worked at providing a course and accompanying certification on Design Principles. These certifications have value for the participants to promote the industry and show they are professionals concerned with providing the best services to their customers. If you have an interest in any of these programs for your state or region, contact the NAWT office.

NAWT Board members feel required continuing education is an important aspect of any certification program. The industry is rapidly changing and individuals and firms can fall behind in learning about new technologies and products available if they don't periodically participate in education programs.

Currently, the continuing education requirement for each of the NAWT programs is eight hours every two years. We often get questions about how this stacks up with other industries. Recently we saw some articles on certification in the agricultural sector. In these articles it was highlighted that the average certification period is every two to three years; so it would appear that NAWT programs are on target with the time period. The average number of continuing education units required was stated as 15 hours. Here the NAWT programs are on the low side of requirements.

Many of the professionals we see in our programs earn many more than eight hours over the two-year period. They see the value of NAWT and other programs offered to keep current in their businesses. They recognize that growing their skills and knowledge gives them a competitive advantage as well as the best service possible to their customers. They realize that the minimum is not where they need to be. If someone is doing only the minimum they are probably falling behind and will not be one of the top professionals in their area. ■



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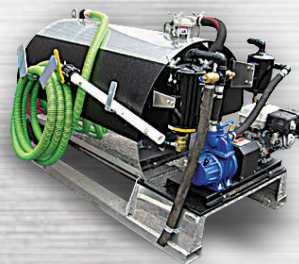


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Erik Gunn is a business writer in Racine, Wis.

The Salary Pitfall

Before putting front-line workers on salary, make sure you're following the law **By Erik Gunn**

It's not an uncommon belief: *If you put your employees on salary, you won't have to pay overtime.* Like a lot of seemingly simple solutions, it's wrong. That doesn't keep it from being widespread, however.

"Many employers, even sophisticated employers, make the mistake that simply paying people on a salaried basis exempts them from overtime," says Wisconsin labor and employment lawyer Sean Scullen.

There may be good reasons for switching someone from an hourly wage to an annual salary, but there are also serious pitfalls that could put your business at risk. So if you want to make the change just to save money, think again – and read on.

EXEMPT, OR NOT?

The real difference in how employees are categorized isn't between "hourly" and "salaried," says Scullen, the National Chair of the Labor & Employment Practice Group of the law firm of Quarles & Brady, headquartered in Milwaukee with offices in Florida, Arizona and Washington, D.C.

"Anyone can be paid on a salaried basis," Scullen says. "The real question is whether employees are exempt from overtime requirements under federal or state law."

The federal Fair Labor Standards Act requires employees to be paid 1½ times their "regular rate" (generally determined by dividing all compensation earned by an employee in a work week by the total number of hours worked) for every additional hour they work in one week over 40 hours – in other words, time and a half.

To be exempt from that requirement, an employee must be paid on a salary of not less than \$455 per week. But that alone doesn't pass the test, Scullen points out. The FLSA also requires that an exempt employee's duties fall within one of a limited group of exemptions. The most common are the so-called "white collar" exemptions involving "executive," "administrative" or "professional" duties.

"They'll save money in the short term, but all it takes is an employee or two to complain to the Department of Labor," says Bruce Elliott, manager of compensation and benefits at the Society for Human Resources Management in Arlington, Va.

COSTLY MISTAKE

Suppose you classify a particular employee as salaried, and a federal administrative law judge rules your decision was wrong. Further, let's say the judge finds that your wrongly classified employee should have been paid for 100 hours of overtime work in the last year. You could owe the worker the equivalent of 150 times his or her regular rate.

But it doesn't stop there. You may be required to pay the employee's

attorney fees (as well as your own legal fees, of course). And the federal law also provides for an additional damage award of up to 100 percent of the unpaid wages – in this instance, another 150 times the employee's regular rate.

And don't think that because your business is very small it isn't governed by federal labor laws. Where the FLSA is concerned, very few businesses are immune, Scullen says.

It can get even worse. "There are robust timekeeping regulations around hourly paid employees," Elliott notes. Even if just one or two employees complain, that could trigger a full-blown audit of your entire operation by the labor department. If your timekeeping records aren't in order to show you've paid hourly employees appropriately, including overtime when it has been worked, you could face additional penalties.

That also doesn't take into account the cost of compiling the data you need to respond to an audit request. "And if the organization hasn't kept timekeeping records, the burden of proof is on the employer to prove that the employees didn't work overtime when they claim they have."

EXCEPTIONS TO THE RULES

It is possible to put workers on a salary, but still keep the records so that they earn and are paid overtime when their workweek exceeds 40 hours.

Elliott sees little point in that sort of arrangement, however, especially considering that even for those employees, you'll need to keep accurate time records so that they're paid overtime when they qualify for it.

"It's easier to categorize them as hourly-paid so you can reconcile hours worked to compensation," Elliott says.

Sean Scullen

“Anyone can be paid on a salaried basis. The real question is whether employees are exempt from overtime requirements under federal or state law.”

But it bears repeating: To be truly exempt and therefore not eligible for overtime pay, a salaried worker must have duties that fall within one of the legal exemptions. Those include responsibilities for managing workers, performing administrative work as the exemption defines it, or performing professional duties: work that requires specialized knowledge typically acquired in a prolonged course of study, such as accounting or engineering.

BONUSES AND COMMISSIONS

Hourly or not, Elliott says bonuses and commissions can be a useful tool for motivating front-line workers, especially those whose jobs offer opportunities to sell an additional service or product to the customer.

Straight sales commissions can be easier to figure in this way, he points out. Annual profit-sharing or other forms of bonuses are another alternative.

One caution, however, Scullen warns: Employers who fail to take nondiscretionary bonuses or commissions into account when calculating

overtime do so at their peril. While outside salespeople may be exempt from overtime requirements, other nonexempt employees who are paid commissions or nondiscretionary bonuses must have such payments included in their overtime calculation. That typically requires a difficult retroactive calculation, he says.

One way to avoid that recalculation on a year-end bonus is to pay the bonus as a percentage of the employee's total annual compensation (including overtime).

Elliott says the FLSA requires that when nondiscretionary bonuses for hourly workers are calculated in terms of annual gross pay, overtime hours must be included, not just the straight time wages over the year.

PREVENTING DISASTER

So how do you avoid problems from overtime violations, or any other violation of the Fair Labor Standards Act?

Scullen recommends a proactive strategy for employers: Conduct your own audit of wage-and-hour compliance to identify and correct potential concerns before a lawsuit is filed or the Department of Labor knocks on your door.

A knowledgeable labor and employment lawyer can help you review compensation plans and employee classifications and guide you in their proper implementation. At the same time, working with legal counsel can help ensure that your internal audit is protected from easy discovery by a plaintiff's attorney – because it will then be covered under the attorney-client or attorney work-product privileges, Scullen explains.

The U.S. Department of Labor has numerous fact sheets and guidelines in the FLSA requirements, including a series of online tests you can run

through to get a quick assessment of whether a worker's circumstances or assignment qualifies that person as exempt under the federal law. You can find fact sheets at www.dol.gov/whd/fact-sheets-index.htm and one of those online tests at www.dol.gov/elaws/esa/flsa/scope/screen9.asp, along with links to other specialized tests.

And most of all, do your homework before trying to save money through a specious strategy.

"While you may save money on the short term," Elliott says, "if it catches up to you, you're going to pay through the nose on the back end."

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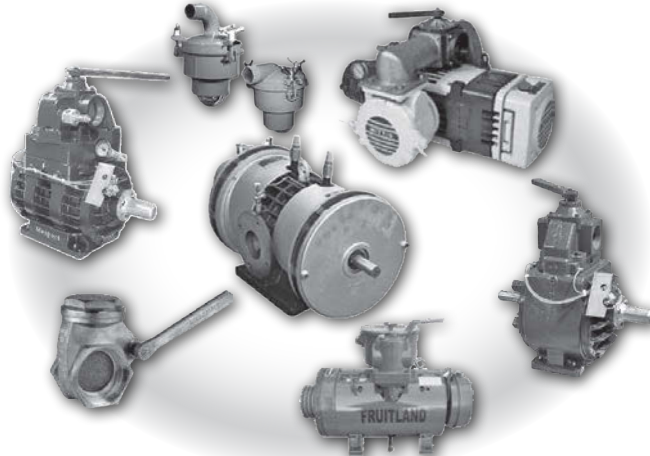
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The **S3T** 3-inch hydraulic-drive submersible trash pump from **Hydra-Tech Pumps** fits into 12-inch openings for use where lightweight, high-volume trash pumps are needed. A small-hole water strainer is available for jobs with limited solids. When combined with HT11 to HT15 power units, the pump is capable of flows up to 380 gpm. The safe and variable-speed hydraulic drive can be used where electric power is hazardous or impractical. **570/645-3779; www.hydra-tech.com.**



HORIZONTAL SLUDGE-DEWATERING SYSTEM

The horizontal sludge-dewatering system from **In The Round Dewatering** has a stainless steel drum with perforated plastic tile lining. The drum is mounted on a roll-off frame for easy transportation and unloading. Water trays have been configured to allow for containment of discharge water. A typical batch of sludge consisting of 18,000 to 25,000 gallons is mixed with polymer before being filtered in the rotating drum. The drum is driven by a 1/2 hp variable-speed electric motor with a heavy-duty chain and sprocket. The turning eliminates crusting and wet pockets, producing uniform, consistent results. The dewatered material dumps easily and the drum is self-cleaning. The sludge is ready for disposal after one night. **317/539-7304; www.itrdewatering.com.**



ROTARY FAN PRESS

The slow revolution of the **Prime Rotary Fan Press** from **Prime Solution** (1 to 2 rpm) minimizes the energy required during operation. Depending on the model, the system uses 0.75 to 13 hp. The waterjet design of the filter screen minimizes blockage, reducing the amount of wash water required. Operating the self-cleaning feature once daily uses little wash water,

resulting in additional cost savings. It reduces energy use, water consumption and hauling costs to minimize carbon emissions. It offers easy and fast startup and shutdown, and minimal operator attention. Pressure increases as biosolids move slowly through a tapered channel. Friction intensifies as the material compresses against two rotating filter screens. Filtrate drains through the screens. Cake averages 18 to 24 percent solids and reaches up to 60 percent in some applications. **269/694-6666; www.psirotary.com.**

RECEIVING SCREEN SYSTEM

The high-capacity dual-screen receiving system from **Screenco Systems** is constructed of aluminum with stainless steel screens. Its dual-screen design has two screens on opposing angles, with a self-cleaning front screen. The stainless steel



3/8-inch open bar screen has 19.5 square feet of screening area for cleaner biosolids. There are two models available - one sits over any open pit, while the standalone unit can be set up virtually anywhere. The system allows for gravity offloading at 500 gpm through the 4-inch dump hose that slides out of pivoting hose insert. The standalone unit has a 6-inch high-capacity outlet. A fan spreader deflects septage and grease interceptor waste down onto the screens. Raking trash onto the garbage drain tray for disposal is easy. **208/790-8770; www.screenosystems.com.**

LAND APPLICATION

LAND APPLICATION JET

The **Super Pump MXjet** from **GEA Farm Technologies (Houle USA)** offers ideal agitation power. The positioning of the nozzle on the directional valve gives access to the sludge in the agitation area, with minimal restriction, higher velocity and more power. It is offered in many configurations. **819/477-7444; www.gea-farmtechnologies.com.**



FLOTATION BIOSOLIDS APPLICATOR

The **Eliminator** flotation biosolids applicator from **Stahly Applicators** is available for 2,500- through 6,000-gallon vacuum tanks in steel, stainless steel or aluminum with a Moro or Borger pump and traditional four- or five-knife injector or up to 25-tine Kongskilde injectors. Biosolids applicators are available from a basic broadcast unit to a GPS-equipped auto steer "as-applied mapping" system on a choice of chassis. **800/678-2459; www.stahly.com.**

STORAGE TANKS/TRAILERS

WATER STORAGE TANK

Flowtite water storage tanks from **Containment Solutions** are watertight between the access collar and the access riser, eliminating infiltration and exfiltration contamination. The access opening is typically the most vulnerable entry point for contaminants into any water storage system. **936/756-7731; www.containmentsolutions.com.**



FOLDING FRAME TANK

Folding Frame Tanks from **Husky Portable Containment** are available in steel or aluminum frames with size and material options (including EXLON). Easy-Lift Handles are installed on all liners, enabling easy and quick folding and easy removal of liquids. The folding frames are pinch-free. **800/260-9950; www.huskyportable.com.**

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STORAGE TANKS/TRAILERS



ALUMINUM VACUUM TRAILER

MRK6000 Series aluminum vacuum trailers from **Imperial Industries** come standard with a 6,000-gallon aluminum tank (6,300-gallon units are available). They feature full-length aluminum hose trays, external ribs, three topside 20-inch aluminum manways, a 12-inch primary with a 4-inch air line, a 4-inch intake and 6-inch discharge, LED running lights, a Henderson INTRAAX AAT 25K suspension, leveling height control, an air-ride suspension, Haldex slack adjusters and optional full-length catwalk with hand rails. **800/558-2945; www.imperialind.com.**



POLYETHYLENE WATER TANK

Polyethylene water tanks from **Romotech** have gallon indicators and translucent walls for level viewing. Larger rounded tanks are equipped with molded-in legs for tank support. Tank sizes range from 8 to 525 gallons. They are made from FDA-approved natural polyethylene material that is UV-stabilized for outdoor storage. All tanks have slots for tie-down straps (straps not included), and are equipped with a 3/4-inch bulkhead fitting. All 8- to 125-gallon tanks are equipped with a 5-inch lid, while 325- to 525-gallon tanks are equipped with a 12-inch lid. **574/831-6450; www.romotek.com.**

LOW-PROFILE TANK

Low-profile **Dominator** tanks from **Snyder Industries** can be buried without water being used for ballast and strength, and can be backfilled with native soils as long as those soils are trash-free and free-flowing. The tanks can also be used as holding tanks, and pump tank versions are also available. They are one piece, with no seams that might leak or structurally fail after installation. They are available in 750-, 1,000-, 1,250- and 1,500-gallon sizes, as one- or two-compartment tanks. The monolithic structural design provides ideal top load strength, and a manway isolation design keeps manholes from distorting during backfill and pumpouts. They are also available as 1,200- and 1,700-gallon water cisterns. **402/467-5221; www.snydernet.com.**



ROLL-OFFS

OPEN-TOP ROLL-OFF DEWATERING UNIT

The **ADS 30-yard** dewatering unit from **AQUA-Zyme Disposal Systems** can be filled with 22,000 to 25,000 gallons of liquid waste at 1 to 2 percent solids in about two hours. After draining for 24 hours, the unit can be hauled to a landfill or other permitted facility for disposal. Sludge volume can be reduced by 80 percent with reductions to 98 percent in BOD, COD, FOG and TSS. Effluent is clear and sewerable. The unit has few moving parts and includes a roll-over tarp system; sliding aluminum splash guard; side, floor and center screens; 1/4-inch floor plate; seven-gauge side plates; four door binder ratchets; eight drain ports; two inlet ports; and a long-handle scraper. It can be hauled using a standard-capacity roll-off truck. It is also available in a 15-yard size. **979/245-5656; www.aqua-zyme.com.**



TWO-BOX ROLL-OFF TRAILER

The **Two-Box Roll-off Trailer** from **Benlee** is designed to carry two 24-foot sludge, vacuum or other style roll-off containers with a gross vehicle weight rating of 80,000 pounds. The main frame is manufactured from

80,000-pound minimum yield material, and rides on 25,000-pound 102-inch-wide axles, 11R22.5 steel-belted 16-ply tires and an air-ride suspension. The hydraulic system utilizes 1-inch-diameter 3,000 psi hoses along with heavy-wall 1-inch Chromium Trivalent-plated tubing for anticorrosion and fast hydraulics. A toolbox with a step, LED lighting, aluminum fenders, a secondary in-line ABS secondary filter, spring-loaded brake control and "Wheel Check" lug-nut indicators come standard. **734/722-8100; www.benlee.com.**



ROLL-TOP ROLL-OFF SLUDGE CONTAINER

Roll-top roll-off sludge containers from **Custom Manufacturing** store and transport a wide variety of waste. They have continuously welded seams, a fully gasketed rear door, a knife-edge seal, adjustable hinges, ratchet binders, secondary release grab handles located on the bottom side of the door, and 3/16-inch walls and floor. Each lid measures 5 by 7 feet, with a 1- by 2-inch closed-cell gasket. One lid rolls to the bulkhead end and one rolls to rear door end, leaving access to the center of the container. Units can be customized with either a top- or side-hinge rear door. **405/692-6311; www.custommanufacturing.us.**



CONFIGURABLE ROLL-OFF TRAILER

The **A5-200 Series** roll-off trailer from **Galbreath, a Wastequip brand**, has a container size capacity of 26 feet and can handle payloads from 33,000 to 39,000 pounds. The trailer is available in outside rail, extendable tail, inside/outside rail and deadlift configurations. It includes two telescoping cylinders that handle up to 60,000 pounds. Options include tarping systems, aluminum hubs, aluminum or poly fenders, work lights, inside cab controls, automatic grease systems and toolboxes. **877/468-9278; www.wastequip.com. ■**





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- 6 Standards:**
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in the
SPOTLIGHT
By Ed Wodalski

SEALED, WATERLESS SYSTEM USES SOLAR HEAT TO BREAK DOWN WASTE

The **Enviro-Loo** waterless sanitation system, made in South Africa and imported to the United States by **ESNA** (Environmental Service North America), uses heat from the sun to create air currents that evaporate liquids and reduce solids to a dry material. The odorless system works without deodorants, additives or infrastructure.

Waste drops onto an inclined, perforated drying plate, while liquids pass through the plate to the tank below. The solids, aided by gravity, move to the collection area, where dehydration and evaporation reduce the waste to a stabilized material, approximately 5 percent of its original volume.

Negative pressure – created by air trapped under the inspection cover and warmed by the sun’s heat – draws in fresh air continuously through the sealed system via the ceramic toilet bowl and side inlet pipes. The air flows over waste on the drying plate. Air from the side vents evaporates the liquid. Odors exit through the vent stack. The combination of heat and water deprivation destroys pathogens and stabilizes remaining solids. An enzyme starter and forced aeration encourages the formation of aerobic bacteria, which aids in breaking down the waste.

Unlike septic systems, the Enviro-Loo has no drainfield and requires minimal maintenance beyond removal of the dry material every three to five years (at full use).

“What makes it unique is it is not a composting toilet,” says Michael Lynn, ESNA managing partner. “With a composting toilet, you rely on moisture and bacteria to decompose the waste. But even when it’s decomposed, it’s not really rid of bacteria and viruses. To get rid of the bacteria and viruses, you have to stabilize it with lime or some other process [while the waterless system does not].”

Made of black polyethylene plastic, the waterless toilet (approximately 6 feet long, 30 inches wide and 42 inches tall) is designed for permanent placement in parks, golf courses, recreation areas, hunting and fishing cabins, camps, along trails, shoreline settings and other areas where traditional waste treatment systems are not practical or desirable.

“We also see it being used as a zero-discharge septic system,” Lynn says. “We’re working on approvals to evaporate graywater as well as waste.”

Available in three sizes, the residential model handles 20 uses a day (a family of four to five); the commercial model handles 60 uses a day, while the largest system, with a concrete storage tank, is rated at 100 uses per day.

Several units can be installed within the same footprint if the setting requires men’s and women’s restrooms. The system can be installed above or below ground level. **571/292-3106; www.enviroloo.biz.**

VAC-CON GASOLINE AUXILIARY ENGINE

The gasoline auxiliary engine option from Vac-Con is a less expensive, lighter weight and quieter alternative to a Tier 4 diesel engine in the company’s two-engine combination machine. The Ford V10 gasoline engine meets horsepower requirements for all water systems, delivering from 30 gpm to 120 gpm and up to 3,000 psi, yet weighs less than a comparable diesel engine. It also can be modified to run on compressed natural gas (CNG). **888/491-5762; www.vac-con.com.**



KOMATSU INTELLIGENT MACHINE CONTROL DOZER

The D51EXi/PXi-22 intelligent Machine Control dozer from Komatsu America Corp performs both automated rough dozing and finish grading. Designed for the North American market, the dozer

features fully automatic blade control. Long track-on ground standard (EX) and low ground pressure (PX) models are available with flotation and weight distribution options. Operating weights range from 27,381 to 29,057 pounds, with a net 130 hp at 2,200 rpm. When rough dozing, the automatic blade control monitors blade load and adjusts blade elevation to minimize track slip. As work progresses closer to the target finish grade, the automatic blade control adjusts accordingly for a precise finish grade. **847/437-5800; www.komatsuamerica.com.**

SJE-RHOMBUS DUO ALARM SYSTEM

The Tank Alert DUO alarm system from SJE-Rhombus monitors two level conditions in lift pump chambers, sump pump basins, holding tanks and sewage. The alarm has red and yellow LED beacons for easy identification. Under high water conditions the alarm buzzer will sound and the red beacon will activate. For alarm two, the buzzer and yellow beacon will activate. The alarm automatically resets when the condition is cleared. The system meets Type 3R watertight standards and can be used for high level, low level or filter alarms. **888/342-5753; www.sjrhombus.com.**



HI-VAC O'BRIEN 7000-T HYDROJETTER

The O'Brien 7000-T hydrojetter from Hi-Vac Corp. is designed for truck-mounted applications. Features include flow ranges of 18 to 65 gpm, 2,000 to 4,000 psi, 700-gallon polyethylene water tanks, triplex pump, hydraulic driven reel with variable-speed control. The hydrojetter is powered by a water-cooled diesel engine with 17-gallon fuel tank. **800/752-2400; www.obrienmfg.com.**

VANAIR ROTARY SCREW AIR COMPRESSOR

The Viper diesel 80 cfm at 100 psi rotary screw air compressor from Vanair Manufacturing is designed to operate 90-pound jackhammers, as well as 1½-inch impact wrenches and piercing tools. Features include automatic variable throttle control to minimize fuel consumption, 48 cfm at idle, auto engine-off and restart based on air demand, Tier 4 certified Kubota engine and access to air power and restart based on air demand. **800/526-8817; www.vanair.com.**



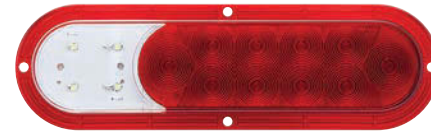
COXREELS FULL-FLOW FLUID PATH

Model 1175 and 1185 Series reels from Coxreels have a swept outlet riser for maximum full-flow fluid path. Other features include one-piece, all-welded A-frame base designed to handle 1- and 1½-inch I.D. hose. **800/269-7335; www.coxreels.com.**



FRANKLIN ELECTRIC CONSTANT PRESSURE PUMPS

SubDrive QuickPAK constant pressure pump systems with TRI-SEAL hydraulics from Franklin Electric use variable-frequency technology to deliver constant water pressure while performing multiple tasks, such as running a dishwasher and watering the lawn. Systems include submersible pump, NEMA 1 and NEMA 4 enclosure options, radio frequency interference shielding and ease of installation. Able to work with small or large pressure tanks, the systems offer built-in protection from harsh water conditions. Applications include residential water, landscape irrigation, water treatment and geothermal systems. **260/824-2900; www.franklin-electric.com.**



OPTRONICS COMBO LAMP

The 9-inch, ½-inch-thick STL68 Combo Lamp from Optronics International is a combination LED stop, tail, turn and backup light that mounts to the vehicle surface. **800/364-5483; www.optronics.com. ■**

CLARUS CENTRIFUGAL STEP SYSTEM

The centrifugal STEP (septic tank effluent pump) system from Clarus Environmental is designed to be used as an alternative to a separate pump tank. The system fits into most septic tanks with no separate chamber required. It can be used in new construction or repair sites when gravity flow is not an option, as well as low-pressure pipe applications. Equipped with a control panel, the system can be used in either demand dose or timed dose applications. **800/928-7867; www.clarusenvironmental.com.**



REELCRAFT STAINLESS STEEL HOSE REEL

The hand-crank HS37000 L hose reel from Reelcraft holds 100 feet of 1-inch hose. Made of corrosion-resistant 304L grade stainless steel, the 500 psi-rated reel features a stainless steel brake, welded drum and vibration-proof fasteners. Two motor-drive models are available (12-volt DC explosion proof, 115-volt AC). **800/444-3134; www.reelcraft.com.**



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INDUSTRY NEWS



Tawnia Wood

Baldwin Filters names director of financial reporting

Baldwin Filters promoted Tawnia Wood from controller to director of financial reporting and analysis.

Hino delivers 10,000th truck to Penske

Hino Trucks commemorated delivery of the 10,000th Hino truck to Penske Truck Leasing at Hino's plant in Williamstown, W.Va. The 2015 model 168A is part of Hino's Class 6 and 7 conventional truck line.

Franklin Electric names chief executive officer

Franklin Electric named Gregg C. Sengstack chief executive officer. He replaces R. Scott Trumbull, who retired in May. Trumbull will remain the company's nonexecutive chairman.

Continental names managers

Continental Tire the Americas appointed a new management team to its commercial vehicle tire group. Federico Jimenez will be responsible for managing sales and marketing. Marco Rabe was named director of truck tire technologies. Terry Smouter will manage business development in the truck tire group. James Matarelli was appointed Western regional manager for truck tires, replacing David Gibson, who moved to Continental's north region. Mat Livigni, previously north region manager, will head the Canadian market.

Armstrong names global marketing manager

Armstrong Fluid Technology named Wayne Rose global marketing manager - pumps. He will be responsible for Suction Guides and Flo-Tex valves, as well as Armstrong's portfolio of pumps, with an emphasis on the company's Design Envelope pump models.



Wayne Rose

Isuzu marks 30th anniversary in U.S. market

Isuzu Commercial Truck of America celebrates 30 years in the U.S. market. The KS22, the first Isuzu truck in America, arrived at the Port of Jacksonville, Fla., in November 1984. ■

AFTER HOURS

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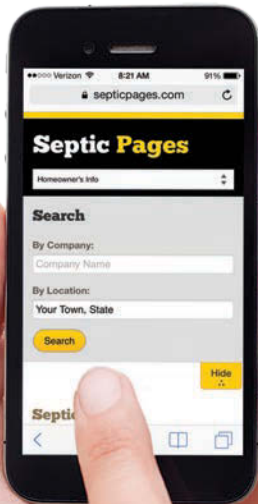
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Business for Sale: Hide Your Hiney portables - \$100,000. Included is a 2006 F-450 dually, 6.0 Powerstroke diesel with 130,000 miles with pumping unit that holds 800 gallons waste and 400 gallons fresh water. Truck holds 2 units on back. One slide-in unit for another truck - 350 gallon fresh water and 350 gallon waste. 100 standard units, 3 handicapped units, 3 sinks, 6 tanks, and the business name. Please call Becky at 412-370-0865 with inquires (P06)

Septic Tank Service for Sale - South Atlanta, Georgia. Established family business. Owner of 50 years wishes to retire. Profitable turnkey business includes loyal customer base, 1990 GMC Topkick pump truck, trailer and tractor. \$85,000. Please contact Valorie Rylander at 404-663-1408. (P06)

Septic Tank Service Business for Sale, Northeast Florida. Owner wishes to retire. Callahan area north of Jacksonville, a fast-growing area in Florida. Profitable, turnkey business. 29 years in business with loyal customer base. Two pump truck operation: (1) 1996 International 4900: DT466, 5-speed transmission, 2-speed axle. 2,500-gallon capacity. 297,000 miles. Good tires, excellent condition. (2) 2000 Freightliner FL70: 8.3 Cummins, 6-speed transmission. 2,400-gallon capacity. 195,000 miles. Good tires, excellent condition. Business includes complete onsite lime 20,000-gallon stabilization plant in Northeast FL. Owner will train and assist with licensing. Call for more information. Kenny Farmer 904-879-4701 or 904-545-0357. (P06)

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Northern California Septic/Grease Pumping Business for Sale. Turn key, established 29 years ago. Owners retiring. \$325,000/OBO. Call 831-440-0168 or email admin@a-1septicsserviceinc.com for details. (PBM)

Septic/grease trap pumping business of 25 years in north Louisiana for sale. Includes 4 vacuum trucks and 1 tractor trailer. Over 600 scheduled accounts serviced. Owner retiring. rsd9441@yahoo.com (P06)

FOR SALE: Small family owned and operated 350-unit portable restroom company. Serving the local areas west of Colorado Springs, Colorado. \$379,499. ColoradoBusiness4Sale@aol.com (P07)

Turnkey septic and storm shelter company. Forms, trucks, equipment and inventory, 3.5 acres, newer metal manufacturing building and office. \$1,700,000. 575-756-9990 or nancy.klemp@yahoo.com. Listed by EZ Realty, LLC. (P06)

Turnkey septic pumping and sewer and drain business of 30 years on the Western Slope of Colorado for sale. Includes pumper truck, sewer van with all equipment. Advertising and customer base over 5 counties. e-mail: seweranddraincleaningforsale@gmail.com (P06)

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432-967-0961, TX P08

2005 Sterling AquaTech hydroexcavation truck: 624 Roots blower, 35gpm @ 2,000psi, 10-yard debris body, factory frame-mounted generator, 28,153 miles. khtrucks.com 972-938-1905 (P07)

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507-291-0192, MN P06



2013 O'Brien Model 7040-SC Hydro-jetter with 197 hours. Truck has 700-gallon tank, 40gpm @ 2,000psi Triplex pump, 500' x 3/4" sewer hose, 65hp Cummins diesel engine. Completely loaded. Priced to sell at \$35,500
Terry 800-860-7800 P06

1994 Topkick Camel Jet: Auto, Myers 65gpm pump, Perkins diesel rear engine, 3/4 in. hose. khtrucks.com 972-938-1905 (P07)

JET VACS



2110 Vactor Fan Unit: Doheny remanufactured unit - gently used. 80gpm @ 2,500psi. 210hp diesel w/Allison auto. transmission. 1,000-gallon fresh water, 10-yard body. Everything works. Located in Nashville, TN. Great deal! Will go quick! \$75,000

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KLM Companies
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2001 Vactor 2110 27" PD Sewer Cleaner. CAT engine with in frame and blower rebuilt just done. Runs excellent with new federal DOT inspection.

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2001 Vactor Model 2110-16 combination machine: International Model 2554 chassis, 10-yard debris body, 80gpm @ 2,500psi water system, Roots Model 824PD blower. Includes all jetting and vacuuming attachments for use on truck. Selling for \$80,000. Contact 732-887-2988. (P06)

2004 Vac-Con combo sewer cleaner: 11-yard debris body, 80gpm pump. Extremely low hours/miles. Ex-municipal owned. Rebuilt and ready to go. Priced to sell this month. Call Andy 312-706-9692. (P06)

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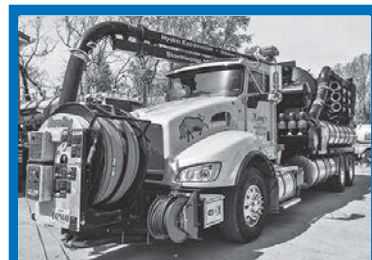
2005 Ford F650: CAT C-7 (210hp); 6-speed; A/C; 26K GVW. Vacmaster VNDS4000 vacuum excavator; JD diesel (155hp); D+W blower; Boss air comp; 450-gallon Spoil tank w/hyd. dump. Stock# 8364; 67,865 miles. \$79,500

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www.Opdykes.com PBM



2001 Peterbilt 320/Vactor 2100 Series Combo Unit: 20k/40k rating. 4 freshwater tanks. Low miles, 61,477 & low time 2,450 hrs. City owned and maintained. Records & manuals. \$119,500

503-663-7200, OR
www.chamberstrucks.com P06



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410-679-2662, MD P06

2004 Sterling Safe Jet Vac by Clean Earth. Roots blower, Myers 80gpm water pump. Dump body. \$89,000. 559-276-0186 (P07)

2009 Vactor 2115: 15-yard debris body, 18" blower, 80gpm water. Fully loaded with options. Low hours and miles. Call Joe 312-208-6373. (P06)

2000 International 2674 jet vac truck with 36,055 miles. Runs great. CAT C12 diesel engine, Fuller stick transmission. 16 yard. Roots Dresser blower, Myers pump. \$25,000. Pictures available via email. Contact 8 am - 4 pm ET. Ask for Donnie 770-942-7446. (P06)

JET VACS



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717-587-1927

P06

1984 Vactor 810 International: DT466, 5+2 speed, 24,320 miles. Ford diesel powers fan. Rust-free cab. All manuals included. \$7,500. 508-341-3559 (P06)

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2009 ACSI 24' high end trailer. Solid wood doors, Kohler toilets (can be removed) and vanities, wood floors. Excellent condition with low hours. Has a 500-gallon fresh water tank, 1,000-gallon waste. Propane-powered generator or shore power hook up. Heat, AC and stereo. \$37,000. 631-447-5216 (P07)

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www.texlaservices.com P06



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2006 Satellite Ford F-550: 100,500 miles. Runs daily. White Satellite toilet truck with no lettering. Auto/Air. New rear tires and good front tires. First \$23,000. 216-990-6658. Mike@Arisrentals.com (P07)

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225-937-9416, LA
info@tigertoilets.com P06

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2005 Chevy WD4500: Has 118k miles with a mounted pressure washer and vacuum pump. It has a 600-gallon collection tank and a 300-gallon water tank. Brand new brakes, wheel assembly, 100 ft. of hoses, valves and filters. The vacuum has been rebuilt and has a 6-month warranty still on it. This vehicle has automatic transmission and is operable. Tire condition is good. The truck was sand blasted and repainted over a year ago. It has a platform that can be used to haul and deliver containers. Has a Keith Huber tank (www.keithhuber.com). A new tank with all the options is \$39K. Call Chris today with any questions. \$15,000. 727-643-2220. (P06)

2005 Ford F550, 4-wheel drive, 600-gallon Coleman tank, 210 fresh water. Moro 210 pump with 18hp pony motor. \$9,500. 970-725-0126. Colorado. (P06)

2000 Int 4700 - \$17,500; 2002 Int 4300 - \$23,500; 2006 Int 4300 - \$39,500; Roll-off - \$23,500. Restrooms - \$150. 256-757-9900 or www.pbsos.com. (PBM)

Pre-owned Coleman 2-compartment, 1,800 U.S. gallon, 1,000 waste / 800 water stainless steel, portable toilet vacuum tank. Mounted on 2005 International 4300 cab and chassis with a Masport HXL 3V vacuum pump. (Stock# 8085V) **www.VacuumSalesInc.com, (888) VAC-UNIT (822-8648)** (PBM)

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POSITIONS AVAILABLE

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GapVax, Inc., a nationally recognized manufacturing business, is seeking a talented, highly motivated individual to fill a full-time Sales Position in the Midwest (Iowa based preferred) region. GapVax is the leading manufacturer of industrial and municipal vacuum units and hydroexcavation units in the United States. We provide the most reliable, comprehensive, and efficient mobile vacuum units in the industrial and municipal markets. Specifications of the position are listed on our website, www.gapvax.com, click on the Now Hiring link in the left hand column. Send resumes to Lthomas@gapvax.com or 575 Central Avenue, Johnstown, PA 15902. (CPMGBM)

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2008 Benlee/Teamco Super Mini/Full-Open Rear Door: 2008 Benlee Super Mini drop deck rolloff trailer, with a 2006 Teamco roll-off 3500 carbon tank with full-open rear door. Trailer has aluminum wheels and fenders, in new condition. Tank has 700cfm hydraulically-driven Walle pump. \$57,000. Will separate. \$25,000 for tank, \$32,000 for trailer.

Call 208-955-8514, ID P06

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stevebyrne@bytecinc.net
608-328-8200, WI P06

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1996 International 10-speed, engine break. Pintle hook, '92 Petro tank. New paint. Email for more info or call after 6 pm..... \$45,000 OBO

631-219-3299, NY
dma1371@aol.com P06



2000 Sterling: Rebuilt CAT power 2009, 8LL, locking rears, air ride, a/c, p/w, air seat. 8 new rear recaps, 14,600 front/40,000 rear, Tare documented. In 2006 truck outfitted with new 3,650-gallon Vacutrux steel tank & new Wallenstein 500cfm V/P pump. 4" rear & side mount, 6" rear discharge heated valves, stainless catwalks, aluminum tool box, rear bumper tool tray. Frame sandblasted & painted, complete custom paint job, Betts LED lights, 160 ft. 3" hose.

Call Bud 978-559-6419
bud465@comcast.net P06



2002 IH Navistar 5600i Eagle: CAT Engine, 380,000 miles, 20k front, 46k rear. Air ride, all aluminum wheels, 10 new tires, 4,550-gallon aluminum hoisted tank, De-Mag 150 water-cooled pump. \$67,500

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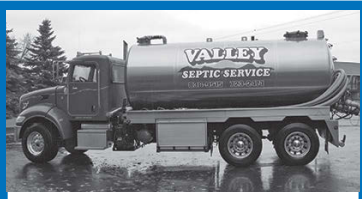
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P11

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2003 International 4300: DT466, Allison auto., 136k miles, used 1,200 gallon steel vac tank, PV3 vac pump, under CDL. www.pumpertrucksales.com. Call JR. @ 720-253-8014, CO. (PBM)

2008 Ford F750: 7-speed, 260hp Cummins, exhaust brake, rear lockers, new 2,500-gallon steel vac tank - you choose the pump. www.pumpertrucksales.com. Call JR. @ 720-253-8014, CO. (PBM)

1996 Western Star: Detroit Series 60, 18-speed transmission. Hendricks suspension. 3,365-gallon vacuum tank, Masport 400 pump. www.pumpertrucksales.com. Call JR. @ 720-253-8014, CO. (PBM)

1994 Peterbilt 377: Detroit Series 60, 10-speed transmission. 3,365-gallon vacuum tank, Masport HXL pump. www.pumpertrucksales.com. Call JR. @ 720-253-8014, CO. (PBM)

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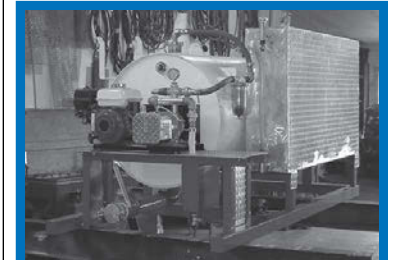
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2005 Peterbilt 335 boom truck: 21,000 miles, Cummins 6-speed, NON-EMISSIONS. Will sell with or without bed. Go to the photo gallery at **www.septictankfixer.com** to see the truck on the job or we will send pictures upon request. \$65,000. 770-562-9473 (P06)

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Jim 608-769-2182, WI P06



2000 International: 3406 CAT engine, 10-speed transmission, 46,000 lb. full locking rears. Challenger vacuum pump, heated valves, storage boxes, hose trays complete with hoses, and work lights. \$35,000

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570-418-0403, PA P06

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1991 IHC 4900: DT466, 110k, 10k on overhaul. Automatic transmission, 810c Vactor Cummins, newer paint. Unit works good. Call Jeff for details 309-275-3793. \$28,800 OBO (P06)

TV INSPECTION

2003 Ford F350 sewer line inspection truck: Auto, a/c, Onan generator. Aries equipment with two cameras. **khtrucks.com** 972-938-1905 (P07)

Envirosight Rover system: CCU, cable reel, keyboard. Price under \$12,000. Call Andy 312-706-9692. (P06)

2000 Aries Saturn 111 Model CCTV inspection system: CCTV equipment only, enclosed trailer not included. \$5,000. Contact 732-887-2988. (P06)

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 For more information, call:
503-969-9545, OR P07

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1994 Cusco/Volvo Mastervac Wet Dry DOT/312 3,000-gallon carbon steel vacuum truck. 27' Hibon blower with Moro off-loading pump. CAT engine with Fuller transmission.

KLM Companies
617-909-9044 PBM



1995 Ford LTS9000 Supersucker: 27" blower, 3,000-gallon tank, 9,575 miles. Completely refurbished, ready to go. \$69,000
617-212-0162, MA P06



2009 IHC-7500: 3,200-gallon Cusco liq-vac. 117,182 miles, 4,457 engine hours. 547cfm, M9 Moro pump \$125,000
Call 205-910-7577, AL P06



2001 Gap Vax HG57 WET/DRY on Volvo WG64, 5,500 cfm, 27" Hibon blower, Cummins engine, chassis tank and bag house, in good condition, ready for work.
KLM Companies
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1998 Volvo Guzzler: Wet/dry industrial air mover, 27" Roots blower, 18-yard debris body. Refurbished by FS Solutions in 2011. khtrucks.com 972-938-1905 (P07)

1998 Mack Keith Huber King Vac Liquid Ring wet/dry vacuum truck, 2,800-gallon tank, full-open rear door/dumping tank, 92,000 miles. khtrucks.com 972-938-1905 (P07)

1999 Freightliner Clean Earth Safe Vac: 27" Roots blower, stainless steel tank, 18-yard debris body. khtrucks.com 972-938-1905 (P07)

1998 International Guzzler ACE: Wet/dry vacuum, 27" Roots blower, detachable cyclone, 18-yard debris body. khtrucks.com 972-938-1905 (P07)

2000 Ford UltraVac Model T-475: Roots 2,150cfm PD vacuum blower, wet/dry capability, bag house, 4-yard debris body. khtrucks.com 972-938-1905 (P07)

2000 Sterling Clean Earth SafeVac: Roots 1024 27" blower, stainless steel tank, 18-yard debris tank. khtrucks.com 972-938-1905 (P07)

2008 Sterling with a Guzzler wet/dry industrial vacuum loader, 18-yard debris body, dump type, carbon steel vacuum tank. (Stock#2347V) www.VacuumSalesInc.com, (888) VAC-UNIT (822-8648) (PBM)

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