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February 2019
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BRAWN & BEAUTY

*An Indiana pumper's workhorse Volvo
is the 2018 Classy Truck of the Year*

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WE'VE GOT THIS

A health scare leaves mom and dad looking to cut back; the next generation steps up to take over

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WE'RE IN GOOD HANDS

Action King Services family looks forward to the next 50 years of satisfying customers

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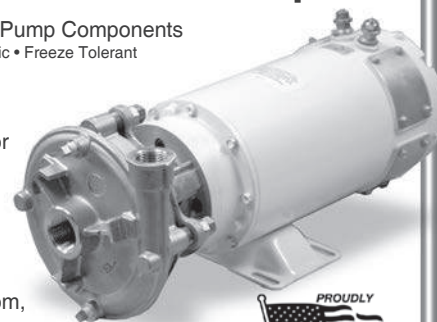
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- Jim Kneiszel

An Indiana pumper's Volvo with a splash of patriotic colors is *Pumper's* 2018 Classy Truck of the Year.

ON THE COVER: A workhorse vacuum truck for Powers Septic & Sewer in Noblesville, Indiana, was featured on the Volvo Trucks calendar in 2018, and now it lands on the cover of *Pumper* as the Classy Truck of the Year. Frank Powers IV is shown working with the rig at the Whitestown Wastewater Plant. The truck was built out by Advance Pump & Equipment and carries a General Pipe Cleaners jetter and National Vacuum Equipment pump. (Photo Courtesy of Volvo Trucks North America)

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Contact Jim with your comments, questions and opinions at editor@pumper.com.

Brawn & Beauty

An Indiana pumper's workhorse Volvo with a splash of patriotic colors is the 2018 Classy Truck of the Year

By Jim Kneiszel, Editor

Start with the need for a reliable heavy-hauler to carry residential septage every day. Add a large, stout vacuum tank with a hoist to empty those loads quickly and efficiently. Choose a chassis for ultimate safety and ease of use by all of your drivers. Then wrap that package in patriotic pride. What do you have?

The 2018 Classy Truck of the Year, a red, white and blue 2017 Volvo VHD chassis with a formidable build-out by Advance Pump & Equipment, the pride of its owner, Frank Powers IV of Powers Septic & Sewer in Noblesville, Indiana.

The workhorse rig was chosen from a field of 18 Classy Truck entries through online balloting and a panel of COLE Publishing judges. While many beautiful trucks were entered in the 2018 contest and many would have been worthy of our annual prize, this rig — which was the March 2018 Classy Truck entry — was a standout in looks and functionality.

And Volvo must have agreed, as the Swedish marque not so common among U.S. pumpers chose the Powers truck to be the first septic service rig featured on its dealer calendar, where it appeared in July 2018.

"It runs five days a week, 7 in the morning to 5 at night. We work the hell out of that truck," says Powers, 40, who owns the suburban Indianapolis business with his father, Frank Powers III. With only three drivers pumping 3 to 4 million gallons of wastewater annually, the Volvo takes a beating as the Powers' main service truck. It's a well-used tool, and the younger Powers was gratified it won *Pumper's* annual contest.

"I'm surprised and grateful because there were a lot of other good trucks," he says. "The custom paint job and the quality of craftsmanship (Advance Pump & Equipment) put into it ... put it all together and that's a sharp-looking truck."

SATISFYING BUILD

The truck runs with a 4,800-gallon hoisted stainless steel tank and National Vacuum Equipment 866 pump. It's powered by a 500 hp Volvo D13 engine tied to a Volvo I-Shift 12-speed automated manual transmission. The truck features a double frame, hoist, General Pipe Cleaners/General Wire Spring jetter in a heated box with 300 feet of 3/8-inch hose, Garnet SeeLevel gauge, aluminum wheels, full lockers on air-ride, a steerable pusher axle, heated valves, a 4-inch inlet and 6-inch dump valve, triple top-side manways with a catwalk for cleaning the tank, a 140-gallon freshwater tank with Arctic Fox tank heater, strobe lights for safety and a trailer hitch.

The interior features keyless entry, eight-way adjustable driver's seat made of a durable fire hose fabric and a vinyl bench seat for three-wide seating, power windows and locks, heated windshield and radio with Bluetooth controls. The graphics package was provided by CSI Signs.

Delivery on spec and the owner experience through 70,000 miles so far have been satisfying, Powers says, because he has forged a successful networking team with Braun Winchester, the sales rep for General Truck Sales in Muncie, Indiana, and Wayne Vanden Berge, president of Advance Pump

(continued)



Frank Powers IV lays hose for a residential septic job. The Classy Truck winner was built out by Advance Pump & Equipment and carries a General Pipe Cleaners jetter and National Vacuum Equipment pump. (Photos courtesy of Volvo Trucks North America)

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& Equipment. The dealership is small, is nearby and provides personal service — three advantages for a busy pumping company, he says.

The owners of Powers Septic & Sewer are shown with their Classy Truck of the Year. Frank Powers III is on the left and Frank Powers IV is on the right.

AMERICAN PRIDE

The Powers' signature red, white and blue truck colors arrived by serendipity, Powers explains. Their first truck, a used 1995 Kenworth T800, arrived painted in the colors of the flag, and they simply continued with it. But the paint scheme reflects Powers' personality.

"I like the colors red, white and blue, but I'm also patriotic, a proud American you would say. And the colors are noticeable on the road. You can see the trucks just stand out," he says. And Powers wants to keep his trucks looking nice, washing them once or twice a week during the busy season, though he admits it's difficult to keep up appearances in the sloppy winter season.

"(Customers) comment on the truck and how nice it looks. It's good to have a nice-looking piece of equipment showing up at your house," he says.

While the company started with a Kenworth, this is its second Volvo chassis, and Powers is planning to buy another truck in 2020 and wants to stick with Volvo. Why? Partly their preferred dealer sells the brand, but safety is also big factor driving the decision.

"If I was ever in an accident, I'd want to be in a Volvo truck. They come standard with an air bag. Nobody else does the Swedish rollover test. If you're in a head-on collision, the motor is engineered to go below the cab and not come into the cab with you," Powers explains. "Nobody in the trucking industry comes close in the safety aspect. The visibility out of the Volvo is awesome compared to the Western Star and the two Kenworths I have."

SAFETY FIRST

Volvo's Swedish Cab Safety Test is designed to ensure the structural integrity of a vehicle passenger compartment. Powers explains that the Volvo truck is engineered so doors will not open during a rollover, but they will open after the crash to allow passengers to escape. The company also touts its High-Strength Steel cabs have the industry's highest strength-to-weight ratio, which it says absorbs as much crash energy as possible.

A small detail Powers likes is that no control knobs protrude from the dash; they are designed to be as flush as possible. "With some truck manufacturers, the switches for lights are little knobs that stick out, and in an accident, they could be like little knives getting jammed in your knees," he says.

Powers also loves Volvo's I-Shift transmission, which he sees as part of the sweeping trend toward use of automatic transmissions in the work truck industry. However, he likes that the I-Shift gives more of the feel of driving a manual without the distraction of a third pedal and constant gear-shifting. Volvo says I-Shift uses "intelligent electronics to continuously monitor grade, speed, weight, and engine load, shifting when necessary or holding a gear — whichever saves more fuel." For Powers, it mimics the pulling habits of a manual gearbox without the hassle.

"You hear it and it sounds like a manual transmission, but you can concentrate more on driving down the road than shifting. It's one less thing you have to do; it frees your mind to pay attention to other things," he says. "The computer does all that so I don't have to."

"I like the colors red, white and blue, but I'm also patriotic, a proud American you would say ... (Customers) comment on the truck and how nice it looks. It's good to have a nice-looking piece of equipment showing up at your house."

This is not only convenient to an experienced transporter of heavy liquid loads like Powers. But it means new drivers — who often train and test for their CDL in automatic trucks — can come on board at pumping companies and be more productive sooner.

"It's nice to get an inexperienced driver in that truck and have them go with no problems. He can drive like a guy with 40 years' experience," Powers says. "You get more people available to drive in the industry and they're less likely to be tearing up your transmissions."

MORE ADVANTAGES

Powers has been happy with the reliability and drivability of the Volvo even though he had a little trepidation

Frank Powers IV

in ordering his first truck with new emissions equipment. It remains under warranty and all maintenance has been performed at the dealer. He says the catwalk, multiple manways and hoist make it easy to clean the inside of the tank. Ample work lights in the rear and illuminating the hose trays help with nighttime emergency service. The Garnet gauge, combined with a sight tube and rear sight glasses provide an excellent reading on capacity.

He would only make two changes if he ordered the truck again. First, he would find room on a crowded chassis to upgrade to a blower over a vane pump to provide additional power in the field and reduce oil consumption and maintenance. Second, he would derate the front axle from 22,000 to 20,000 pounds so he could run a smaller float tire, going from a 4.25 to 3.85 size to improve the turning radius in tight residential-driveway situations.

Keeping a small fleet of service trucks in tiptop shape is important for Powers, whose small crew pumps 3.5 to 4 million gallons of septage a year with three drivers and a few main trucks. In addition to Powers and his father, the company employs another driver, Mark Ottinger, and a helper, Owen Aaron. The new Volvo is joined by:

- A 2012 Western Star from Advance Pump & Equipment, which started as a glider kit and carries a 4,600-gallon stainless steel tank and National Vacuum Equipment 4310 blower. The truck was featured on the show floor at the 2014 Pumper & Cleaner Environmental Expo (now the Water & Wastewater Equipment, Treatment & Transport Show, or WWETT Show).

- 2006 Volvo VHD built out by Quality Tank Trucks with a 4,000-gallon aluminum hoisted tank from Presvac Systems and a National Vacuum Equipment 866 vane pump. It was exhibited at the Pumper & Cleaner show

"I USED TO HATE MY TECHS."

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in Nashville, Tennessee.

- 2015 Kenworth T800 glider daycab semi pulling a 6,000-gallon aluminum short tanker built on a 30-foot trailer by Advance Pump & Equipment with a National Vacuum Equipment 4310 blower. The rig is used to transport loads from all of the trucks for disposal.

SEE YOU AT THE WWETT SHOW

The Powers family got into pumping in an unusual way. The elder Powers owns a mobile home park and was frustrated with the timeliness of service he was receiving from septic service companies. So he bought a truck to service the mobile home park and soon was pumping for friends, family and the general public. Today the office is run by Frank III's wife, Patty, and Frank IV's wife, Crystal. The younger Powers has five children: Frank V, 16; Kelsee,

13; Samantha, 9; Lucas, 8; and Brooklyn, 7. He's hopeful one of the kids will want to carry on in the business someday.

What's next on the truck front? Powers will be shopping at the WWETT Show this month, which is held at the Indiana Convention Center just down the road from his shop. He'd like to order a rig to be displayed at the 2020 WWETT Show. And with his truck on the cover of this issue of *Pumper* distributed at the show, he might gain something of a celebrity status.

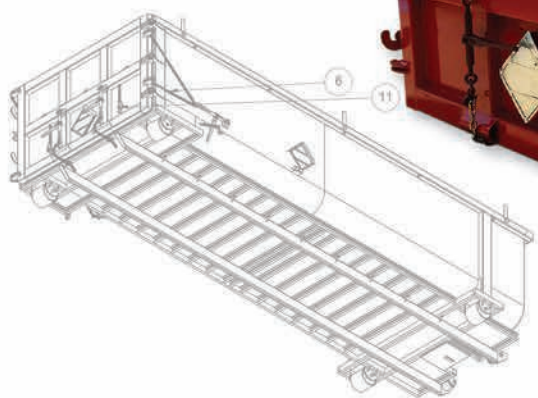
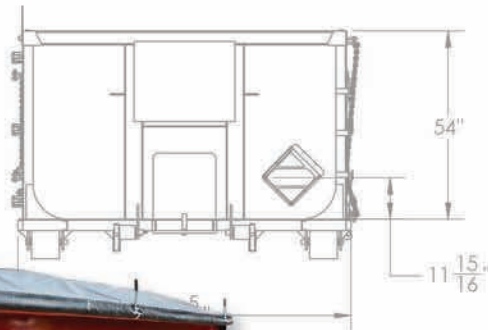
He laughed at the prospect of autographing the cover photo for WWETT Show attendees.

"If the kids are good and their grades are good, I might let them go along for the day and walk the floor," he says.

If you see Powers or his dad at the show, please share hearty congratulations for having the Classy Truck of the Year! ■

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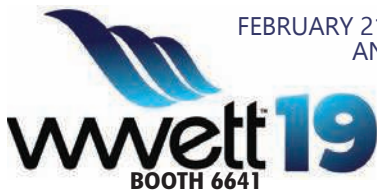


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A PUMPING LEGACY



carrying on a family tradition

First profiled by *Pumper* magazine in November of 2008, Brown Septic in Del Norte, Colorado, has nearly doubled its staff and increased business by 50 percent in the last decade. New owner Keith Brown, son of founders Leonard and Cindi Brown, is determined to continue that trajectory of steady growth. pumper.com/featured

LAGOON STORAGE

solving land application problems

Since 2014, Total Site Services of Haliburton, Ontario, has offered septic system installation, service and pumping in addition to a slate of other services. However, the efficiency and cost-effectiveness of the septic service business is based on the land application of septage on nearby acreage owned by the company. Read about how Total Site Services will use a lagoon to give the company more flexibility in the shoulder seasons. pumper.com/featured

“Cost of living and cost of labor are two different issues. For some jobs, you may have to pay more just to attract someone to your area.”

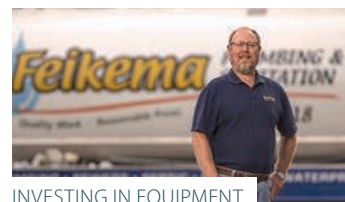
— Are You Paying Employees the Right Wages?
pumper.com/featured

CLEANUP ADVICE

in-home sewage spills

The first priority when dealing with the aftermath of flooding or a large sewage backup is your customer's safety, says Sara Heger, Ph.D., researcher and instructor in the Onsite Sewage Treatment Program of the Water Resources Center at the University of Minnesota. In this online exclusive, Heger talks about the steps you should take when dealing with everything from small backups to widespread flooding.

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WE'RE IN GOOD HANDS

Thanks to daughter Karen King's dedication to the wastewater industry, family company Action King Services looks forward to the next 50 years of satisfying customers By Dee Goerge

Action King Services Lowell, Massachusetts

OWNERS: Frank, Louise and Karen King

FOUNDED: 1968

EMPLOYEES: 17

SERVICES: Residential septic service, commercial jetting, catch basins, drain cleaning and grease traps

SERVICE AREA: Suburban Boston and beyond

WEBSITE: www.actionkingservices.com



Karen King, vice president of Action King Services, boards a service truck built out by Pik Rite with a Gardner Denver pump. (Photos by Scott Eisen)

When Karen King rode with her dad in his pumper truck as a kid, she considered it fun quality time to talk while they traveled, to be able to help whenever she could and — her favorite thing — to honk the horn. She never imagined that she, the only girl in the family with three brothers, would be the one to keep Action King Services in Lowell, Massachusetts, in the family. But about 15 years ago, she found herself drifting back into the business because of her desire to spend quality time with her young son.

After a few years working part time, she had an epiphany.

"I realized I can be helpful and make a difference," King says. "I realized I enjoy this, and it gives me the flexibility to be a good parent and to help out my family."

Now, her son, Dalton, is a college junior; and King is vice president of operations and part owner with her parents, Frank and Louise King. It's a partnership they all appreciate. Because they know Karen King is capable, her parents can enjoy time off in Florida during the winter, and King enjoys being an entrepreneur working with a team she considers extended family.

(continued)

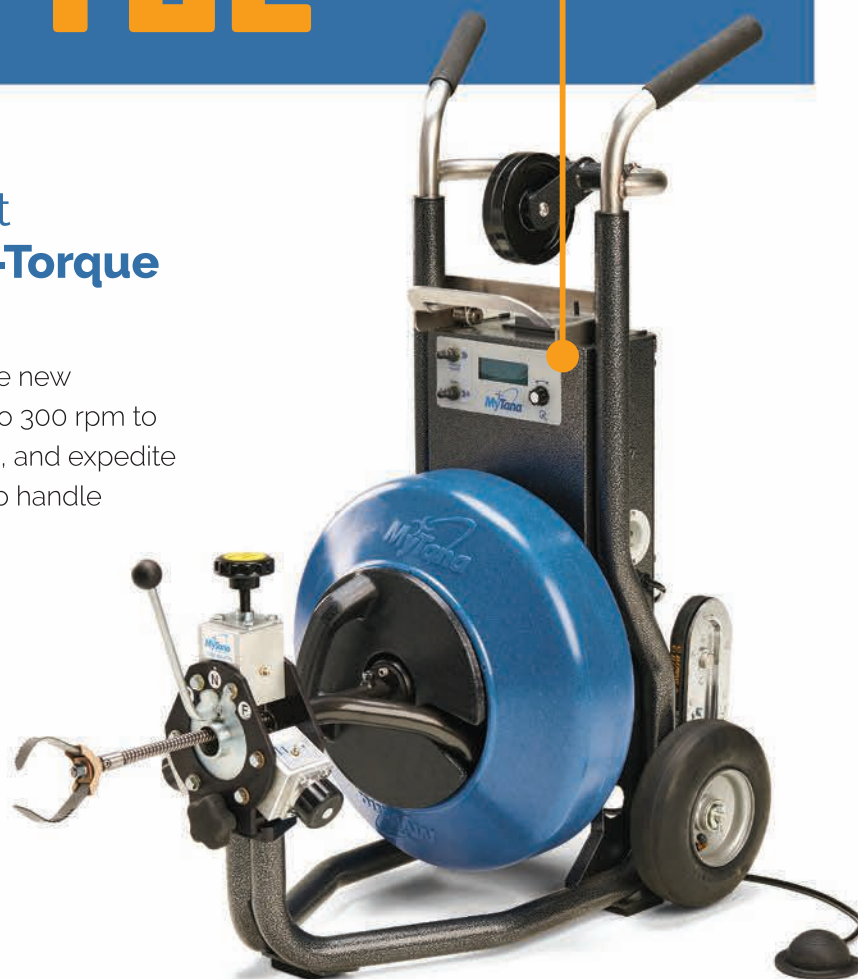


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STARTS AS SIDE JOB

Frank King, 75, has been an entrepreneur since he delivered newspapers and mowed lawns as a boy. After serving in the Army, he operated high-pressure steam boilers and steam generators, working for the commonwealth of Massachusetts. As he started classes to earn a better license to earn more money, King noticed how others were making a living.

"My cousin was in the sewer business 12 miles away, and he bought a new house and that looked good. And a friend at the hospital pumped Chinese restaurants, and I thought that looked good," King recalls.

After talking to his cousin, he did what many pumpers did in 1968. He bought an old truck (1950 Chevrolet) with a 1,200-gallon oil tank and took it to a shop to install a diaphragm pump. His cousin sent some business his way, and King pumped tanks in evenings, weekends and on his days off. He kept his day job, earned an engineering license and was chief engineer at a boys' school on 1,000 acres that was a former Shaker village. When the pumping business grew, he purchased another truck and hired someone during the day. King continued to pump on nights and weekends. Louise King answered the phone and scheduled the calls.

"We worked that way for over 20 years," Frank King says. He quit his regular job when the business needed his full-time attention, and he had the opportunity to purchase a pipe lining company and contract in Boston to do video inspections for utilities for the Big Dig, when part of Interstate 93 in the heart of the city was rerouted underground in a tunnel system.

It wouldn't be the first time that starting with something small turned into something big.

BIG ACCOUNT

Lowell had another family business that started in 1917. The DeMoulas Market grew into a supermarket chain called Market Basket that now has dozens of locations.

"I got asked in the '70s to pump a failed septic system (for Market Basket) in Seabrook, New Hampshire, for six months. It wound up to be 20 years," he recalls, until the store was hooked up to the city's sewer system. Though the store was an hour away, he took the job and picked up a

Above: The Action King Services team includes (from left) Frank King, Michael Pagan, Hugo Ospina, Liz Sears, Efrain Martinez, Krisna Thou, Jerry Croteau, Amy O'Neill, Mike Diaz, Karen King and David Sanchez. In the background is a vacuum truck from Pik Rite with a Gardner Denver pump.

Above, right: Technicians Jerry Croteau (kneeling), Mike Diaz (left) and Hugo Ospina pump a septic tank in Lowell, Massachusetts.

Right: Mike Diaz holds a bucket under the inlet valve to prevent spilling septage while hooking up hoses for a pumpout.



“I stress teamwork. I think they respect the fact that I know what I’m talking about. I listen to what they say and don’t pretend to know it all. I think that helps the team to be a team.”

KAREN KING

FROM FILING TO OVERSEEING

In the management role King has held for the past several years, she understands the importance of reliable income from accounts like Market

couple other businesses in the area. Later, when the plumber who handled the other Market Basket stores retired, Action King picked up the business pumping grease.

"Now we do 90 percent of their stores. We pump stores every two or three months and take out as much as 5,000 gallons of grease. We do internal grease traps in the bakery, produce and meat departments, and we do high-pressure jetting. They have a sushi bar and chicken broiler, and that generates a lot of grease," King says.

The account means longer traveling distances into other states, with the farthest in Maine and on the Vermont border, but "It's a fantastic account," Karen King says.

(continued)



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Basket. But she also has experience with nearly every aspect of the business.

King, who has a plastics engineering degree and is mechanically inclined, admits she never intended to work in the business. She enjoyed working for a couple of companies before moving back to Lowell in 2004. When the job she had required an hour-plus commute to work in Boston, the single parent of a young child decided being with her son was her top priority.

"I started out at the (Action King) office, filing and helping my dad," she recalls. "I was low man

Below: Company founder Frank King and his daughter, Karen King, hold a crayon drawing she did of her dad's septic service truck as a young child. The framed artwork hangs in the company office.



on the totem pole and learned that working in a family environment was a better way to be a parent."

She gradually added more hours and more jobs with the business while supporting her son in sports and other activities. She got to know employees and grew to appreciate them as family.

The varied jobs and experience help in her position as overseer. Though she doesn't have a CDL to drive, she occasionally rides along when a driver needs help on a jetting or pumping job.

"I stress teamwork," King says. "I think they respect the fact that I know what I'm talking about. I listen to what they say and don't pretend to know it all. I think that helps the team to be a team."

STAYING UP TO DATE

"With employees, just knowing who your people are is key. You need to know the situations they are dealing with and support that person," King says. "Most of our guys hang out outside of work. They cook out. They come together. We are like a little family. I have 17 'kids' on my board."

Action King provides health insurance; vacation and holidays off; a SIMPLE IRA plan; and periodic safety, equipment and miscellaneous training.

The owners also maintain an up-to-date fleet and equipment. Because they pump large stores, Action King buys trucks with big tanks.

"We have five with 5,000-gallon tanks," Frank King says. "Most are tri-axle, and all have Gardner Denver pumps." The trucks are 2005, 2006, 2009 and 2011 Internationals (the 2011 is a PayStar) and a 2011 Kenworth. All have steel

Right: The King family (from left) includes Louise, Karen and Frank King.



Passing the business along

Communication and respect are key to working together and transitioning a family business between generations, says Karen King, who owns Action King Services with her parents, Frank and Louise King.

"We tend to do the same things and think alike in the processing factor," she says of her father. "If we disagree, we talk about it." For example, if a truck breaks down on the road, they analyze the situation to see if they should send someone from their shop or call a tow truck.

At the same time, each of them has different skills that work well together. "I'm rough around the edges," Frank King admits. "Karen smooths things around for me."

"He is a little more direct and gruff," Karen King says, so she is often the one employees seek out for a listening ear and levelheaded response.

Growing up with computers, King also handles the technology side of the business and handles tasks like updating the computer system, for example.

"On the flip side, (Frank) started the business and knows more when it comes to purchasing a new truck. He's learned from experience and has more technical expertise," Karen King adds.

She credits her father for never pushing her or her brothers into the business.

"We were expected to go and do what we wanted to do. That has assisted me being here now. Because I had different bosses, it helps become the person you want for a boss," King says. She notes that as a woman she has had to prove herself in the male-dominated industry, but starting at the bottom and her slow transition into management helped. "Anything I ask someone to do I have done personally," she says.

Because of her engineering background and natural mechanical skills, Frank King has confidence in leaving Karen King in charge during winter months when he and Louise King head to Florida.

Because they work well together, Frank King will always be part of the business he started half a century ago. "I don't see me retiring completely," he says. "I have cut back a little, but I'm still up at

4:30 or 5 a.m. I still occasionally pump when a call comes in at night."

Karen King is gratified to have her father as a mentor and business partner. "I consider myself lucky that my father and I work well together," she says. "I hear horror stories about others and am pleased we have such a great relationship — at work and after hours."

tanks, and most were built by Pik Rite. A sixth truck is a bit smaller — a 2011 Volvo with a 4,600-gallon steel tank and a Fruitland pump.

King recently traveled to New York to purchase a truck with a larger tank, a 2012 Peterbilt with a 6,000-gallon steel tank and Masport pump built by Imperial Industries.

For pumping grease for businesses with smaller volumes or interior grease tanks, Action King drivers use a 2017 Ford F-750 with a 2,000-gallon aluminum tank built by FlowMark Vacuum Trucks with a Masport pump.

Action King also has two 2014 GMC service vans, a 2005 Hino multipurpose box truck, a 1992 Vactor truck built on an International chassis and two high-pressure water jet trucks (2007 Ford and 2015 Ford) carrying American Jetter and US Jetting units.

To run the company more efficiently, trucks are outfitted with GPS tracking — not because of trust issues with drivers, but for billing and to determine accurate time spent on jobs. Drivers use cellphones or dashboard GPS units to map their routes.

The office recently expanded from two to three full-time people. To accommodate the growth, Karen King remodeled the house used for an office to expand into the second floor. Her next goal is to update the computer system, and she is researching business software now.

“ We are known for honesty. If someone overpays \$2, we call the customer. Who does that? If we do something wrong, we own up to it. We don’t charge customers for our mistakes.”

KAREN KING

BUILDING ACTION KING TOGETHER

Frank and Karen King agree that honesty has grown Action King from a one-man, part-time business to one with 17 employees who serve customers in Massachusetts and bordering states.

“We are known for honesty. If someone overpays \$2, we call the customer. Who does that? If we do something wrong, we own up to it. We don’t charge customers for our mistakes,” Karen King says.

Providing honest, quality service earned the contract with Market Basket and other businesses throughout the region, the Kings say.

In addition to loyalty to customers and vendors, the Kings emphasize the importance of creating a good working environment. “My father is big on respect,” Karen King says. “There is no swearing in the office. In the big picture, we want to keep the customers we have,” she concludes, adding that Action King also remains ready to take on new opportunities after 50 years. ■

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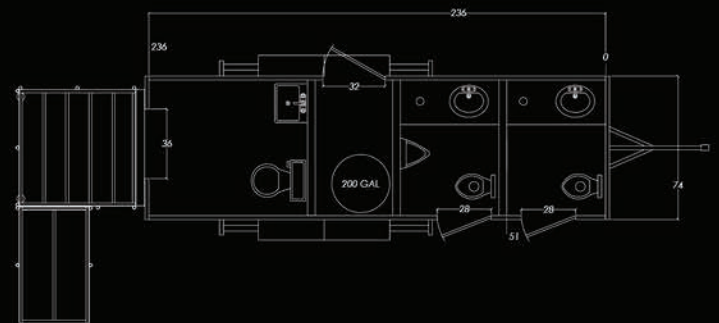
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Based in Racine, Wisconsin, Erik Gunn writes for magazines on business and other topics.

Setting Prices or Staking Out Territories With Competitors Can Be a Felony Offense

Collusion is a clear and present danger when neighboring pumping companies get together and talk business. Handle these relationships carefully. By Erik Gunn

Working together is a wonderful thing — except when it's against the law.

Let's say you've a great customer base on the north side of the interstate highway bisecting your county that gives you enough work to keep you busy.

There's another pumping company south of the interstate. They seem pretty busy, too, in their half of the county. You get along with each other well enough at your state trade association meetings. Maybe you've even gotten a call from them to help out one of their customers because they were so busy they couldn't respond to one more emergency.

Imagine you run into the owner at an industry show. He invites you out to dinner and offers a suggestion:

"I know you do good work, and you know I do good work. You're busy, and I'm busy. And we probably both worry about some newcomer expanding into this county and poaching our customers. What do you say, how about we just make a gentleman's agreement that you stick to the north side and I'll stick to the south side?"

With that last sentence, the two of you are at risk for breaking the law.

RULES ARE RULES

You might think only corporate giants need to worry about antitrust laws and other regulations that punish businesses for squelching competition. Not so. The specific laws might not be the same, but small businesses like yours are subject to laws against collusion and anti-competitive behavior just as much as big ones, says Peter Carstensen, a professor emeritus at the University of Wisconsin Law School, where he teaches antitrust law, is a senior fellow of the American Antitrust Institute, and has published widely on the law and business competition.

"Antitrust law applies to every business," Carstensen says. "Almost every state has a state antitrust law that is roughly similar to the federal antitrust law. So if the feds don't get you, the states will."

While you might not get prison time, if you get caught, you could wind up with a felony conviction. And because big business is on the federal radar when it comes to anti-competitive shenanigans, states are more likely to keep their eye on small and midsize companies.

"Antitrust lawyers are not cheap," he warns. "But secondly, it takes so much of the energy and mental attention of managers of a business if they get caught up in an antitrust case." That's energy and attention that you should be using to build and improve your business.

Our economic system is founded on the idea that fair competition provides the best deal for consumers. So if competition isn't fair, consumers suffer. And that's when government steps in.

Why do these rules exist at all? Our economic system is founded on the idea that fair competition provides the best deal for consumers. So if competition isn't fair, consumers suffer. And that's when government steps in.

So when two or more independent businesses carve up a territory and agree not to compete, "that's pretty much a hardcore violation," Carstensen says.

And colluding over a territory isn't the only way businesses — even small ones — can run afoul of antitrust laws. Agreements among competitors over how much they'll charge for a service is another "straight-up no-no," he says.

WHO'S WATCHING?

It's not always the customers who complain, either. Other competitors, if they figure out you're up to something, will be just as ready to turn you in.

A number of years ago, Carstensen recalls, real-estate agents in a particular market got together and agreed to raise their commission rates. Their plan didn't get very far, though. "At least three of the brokers left the room and called the Justice Department," he says.

Another form of collusion that sometimes crops up is when competitors cooperate to cut one of their number out.

For instance, suppose there are five businesses in the same industry in a particular region and they all use the same supplier. Then, for whatever reason, four of the five decide they want to force the fifth company out of business. (Let's call the blackballed business XYZ Septic.)

So those four go to the supplier. "Stop selling to XYZ Septic," they say. "If you don't, the four of us will stop doing business with you."

In a case similar to that example, Carstensen says, the supplier agreed and stopped selling to the target company. The blackballed company in turn sued the supplier and won damages.

GRAY AREAS

Sometimes it's hard to tell if industry infighting is a case of honest whistleblowing or a conspiracy to restrict competition.

If a group of businesses complains to a supplier about one of their competitors, they might genuinely want to sound the alarm about a bad apple. On the other hand, Carstensen says, "Many times people will infer there is an agreement among those guys to complain."

The bottom line: If you have evidence that another business really is a bad actor, it's your right, even your professional duty, to make sure that the appropriate authorities know.

But if you are trying to run someone else out of business and you gang up with other competitors to try to do that, you're breaking the law. "You can't agree to attack a competitor," Carstensen says. "Those are things a business needs to watch out for whenever you're interacting with another business: Why is this happening? Is this lawful?"

Another gray area can arise in supplier dealings.

Suppose your regional trade group hires an engineer from the local university to evaluate a series of alternative products — advanced septic systems, for example. The engineer produces a report and rates the various technologies for their effectiveness, ease of application or other criteria. The report is made available to the trade group, recommending some products and not others.

By itself, Carstensen says, that's perfectly appropriate: Each member of the association can still choose which product to use.

"Where we get the problem is when they say, 'We ought to standardize on something so we don't confuse customers by giving them all these options.' Now they've fenced out all the other suppliers. The customer is not given a choice."

THE RIGHT WAY

That doesn't mean competitors can't cooperate at all. Trade associations like the National Association of Wastewater Technicians represent the entire industry, providing training, serving as a voice for member businesses in dealings with the public and with government agencies, and promulgating best practices.

Other forms of cooperation are also permissible, so long as they don't harm competition. For instance, if two or more competing companies agree to a joint venture so they can purchase their supplies in larger quantities at a lower price, that's perfectly acceptable, Carstensen says.

By all means, cooperate when doing so doesn't mean you'll interfere with competition and when you'll serve the interests of all your competitors as well as your customers and the

community. Work through established, reputable trade groups.

Carstensen says agencies such as the Federal Trade Commission and the U.S. Department of Justice are often willing to advise business owners as to what arrangements will be viewed as legitimate and what ones look questionable. But, he warns, ask before you embark on any collaboration of that sort.

If you're going to take that step, even if you don't have any questions, consult with a lawyer versed in both state and federal laws that govern

competitive business practices. That can be a challenge, he acknowledges; lawyers with anti-trust experience don't come cheap.

But if you have a regular business lawyer (and you really should), the state bar association should be able to direct him or her to an antitrust expert willing to do a one-time phone consultation at no charge.

That way you can be sure you don't fall into the collusion trap. ■

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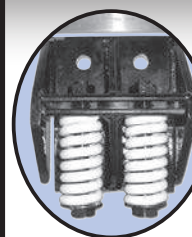
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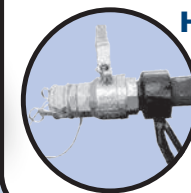


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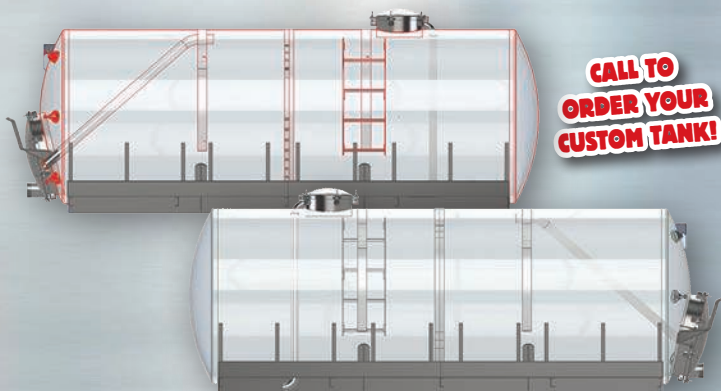
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The High Plains Sanitation Service transition team includes, from left, Jeff and Lisa Nicoll and Jeff and Kim Seipp. They are shown with 2011 Peterbilt built out by Pik Rite with a 3,600-gallon steel tank and water-cooled Masport XL-400 pump. (Photos by Carl Scofield)



WE'VE GOT THIS

A health scare leaves mom and dad looking to cut back on their pumping duties, so the next generation steps up to take over

By Betty Dageforde

When *Pumper* last caught up with Jeff and Kim Seipp, owners of High Plains Sanitation Service in Strasburg, Colorado, about nine years ago, they were coming up on the 10-year mark for their septic business. Today the couple is heading off to Florida for a long winter break, leaving their business in the capable hands of their daughter and her husband, Lisa and Jeff Nicoll, who they have been grooming to take over the business. The full transition will take about 10 years, as the Seipps will continue to help out during the company's busy season.

While the Seipps are relieved to have found someone to take over their company, Lisa Nicoll is somewhat surprised to find that it's her. She grew up in the business but then went her own way, picking up a Bachelor of Science degree in psychology, working for the Department of Energy and Wells Fargo Bank, getting married and having a couple kids. She never imagined going back to it. It was her husband, a master electrician, who made the suggestion after Lisa Nicoll's sister and brother-in-law considered taking over the business but then decided it wasn't for them.

High Plains Sanitation Service Strasburg, Colorado

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Lisa and Jeff Nicoll

FOUNDED: 2000

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Colorado

"Jeff decided he wanted to take his shot at it," Nicoll says. "He thought it would be nice to own his own business. He's worked for other people most of his electrical career. He likes it, but he also wants to be the master of his own destiny. He likes working outdoors and working with his hands so he thought it would not be a bad idea." Lisa Nicoll had mixed feelings but says she's good at the administrative work so it was not hard for her to just fall back into it.

The Nicolls came on board in 2013. The training and transition process proceeded smoothly for about four years but accelerated dramatically when Jeff Seipp had a heart attack in May of 2017. He recovered but clearly it was time to get out. The younger couple stepped up

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to the plate and began taking over all day-to-day activities. Lisa Nicoll says they're more than ready for the final test when her parents take their winter break.

SECOND TIME'S A CHARM

The company's roots go back to 1959 when Nicoll's grandfather Harvey Seipp started Columbia Sanitary. In 1992 his son, Jeff Seipp, bought him out, but a few years later, he sold the company to go into farming with a partner. When that didn't pan out, he and Kim Seipp bought a 36-acre property in Strasburg, a town of 2,500 in the sparsely populated plains of Colorado about 30 miles east of Denver, where they started up High Plains Sanitation Service and eventually built a house.

This time around, they added portable restroom services, as there was a lot of growth in the area at the time. Kim Seipp became very active in Colorado Professionals in Onsite Wastewater and the National Association of Wastewater Technicians and continues to work hard in those organizations to increase the professionalism of the industry. She is currently the educational coordinator for both organizations.

Today the company still does pumping and minor repairs but gave up the portable restroom business in 2014 to focus on other work. They've added a new service line working on pumps and alarm systems as Jeff Nicoll puts his electrical skills to good use. And home sale inspections are also becoming a big part of the business, largely as a result of Seipp's work with Colorado Professionals in Onsite Wastewater and the National Association of Wastewater Technicians. "She's done a lot of work with the counties that are now requiring use permits for home sales," Lisa Nicoll says. "And she's helped build the inspection training program."

Jeff Nicoll returns hose to his vacuum truck while his son, Wyatt, observes the work at a residential job site.

IN THE OFFICE, ON THE ROAD

While Kim Seipp coordinates with the accountant and handles the banking, Nicoll is now doing most of the office work. She uses QuickBooks Online to handle the accounts. For marketing, she finds it's still worthwhile to run ads in the local phone book and newspaper along with maintaining a

web presence. She also has a few posters up around town.

She hasn't done much with Facebook. "It just sits there," she admits. "A few people have left us reviews there, which is nice, but I'm not sure right now what to do with it or how to utilize it." They get a lot of response from reminder cards. And they're thinking about doing team sponsorships now that their kids are in school, both to get their name out as well as to support the community.

Out in their 50-mile-radius service territory, Jeff Seipp does some of the inspections while Jeff Nicoll spends his time in either his electrical equipment van or the vacuum truck, a 2011 Peterbilt built out by Pik Rite with a 3,600-gallon steel tank and water-cooled Masport XL-400 pump. He can access QuickBooks Online from his cellphone if he needs to look up anything. He also relies on Google Maps for navigation and has a credit card reader that plugs into the phone. But Lisa Nicoll reports that internet access can be unreliable on the plains.

Waste is transferred to a 6,000-gallon converted gas tanker — or, for overflow, an old 12,000-gallon oil tanker — and hauled away daily by McDonald Farms Enterprises, which dewater and land-applies it. Other equipment includes a RIDGID SeeSnake line camera.

(continued)



Three generations of one family spend time together on pumping jobs in the summer. Jeff Seipp and Jeff Nicoll work the pumping job while young Wyatt starts learning about the wastewater industry. The truck is a Peterbilt from Pik Rite and carrying a Masport pump.

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WHEN IT'S JUST MOM AND POP

A challenge for small companies is when they occasionally have more work than they can handle, especially when emergency requests come in. Nicoll says they rely on a handful of companies they can call when overloaded. They also help customers fix their own problems. "We'll talk to people over the phone and explain it to them," she says. "And on our website are videos on how to unclog your inlet line if it's plugged."

Another challenge related to size is how the company can support four people during the transition period when it only generates enough income for two. Jeff Nicoll does unrelated electrical work on the side, and Lisa Nicoll supplements the family's income by doing contract office work at home, including for the Colorado Professionals in Onsite Wastewater. They cut living expenses by combining their two households, with the Nicolls and their two young children moving in with the Seipps for 16 months before the Seipps moved into an RV to travel south.

KEEPING EMOTIONS IN CHECK

The Seipps have worked with their accountant to ensure the business provides them a comfortable retirement while affording the Nicolls a good living. Lisa Nicoll says the hardest part about the ownership transfer is not the financial or technical aspects but doing it with family.

Babies and business

When Lisa and Jeff Nicoll moved to Strasburg, Colorado, in 2013 to work with her parents, Kim and Jeff Seipp, in their septic business, their son, Wyatt, was 3 years old and their daughter, Hailey, was 1. Although the goal was for Lisa Nicoll to take over the office work, she wasn't able to do too much until the kids were older. "It's really hard to try to run a business when you have toddlers running around," she says. "It wasn't until the kids were in school full time that I was really able to take over a lot of the office."

It's still the kids' schedule that dictates hers, she says. She starts work after dropping them off for school and stops when she picks them up, although she sometimes finds herself working at night. Last summer, the kids were able to entertain themselves.

"But we also were able to go to the reservoir quite a few times and the zoo and visit friends," she adds. And that explains one of the major advantages of owning a small family business.

"The nice thing about it — which is a lot of the reason why my husband wanted to do this in the first place — is that we can schedule around the kids and their sports games, school functions and other activities so that we can be there. Jeff was doing assistant coaching for one of their soccer teams, and I'm doing some assistant coaching this go-round. We're always able to meet their needs first and then work the business around that."

She knows what it's like being a kid growing up in the business. She, too, spent time riding around in the truck with her father and playing with customers' kids. As a teenager, she handled phones and answered basic questions.

“You’re trying to make it as amicable and equitable as possible. But it’s hard when there’s such a different power dynamic because not only is it the business sellers and the business buyers, but it’s parent and child.”

LISA NICOLL



"With family, the expectations are never the same on all sides," she says. "You're trying to not offend anybody because you can't just be, 'Well, I'm never going to see these people again,' because you are. So you're trying to make it as amicable and equitable as possible. But it's hard when there's such a different power dynamic because not only is it the business sellers and the business buyers, but it's parent and child."

Fortunately, there's one person in the group who's a little bit of an outsider and has the perfect skills to be a go-between, and that's Jeff Nicoll.

"Part of the reason I think this has been successful for us is because my husband is a very easygoing, laid-back kind of guy," Lisa Nicoll says. "He's able to be that go-between and have the conversations with them. He and I will have discussions and he'll take that back to the table. That's been beneficial because there's not the power dynamic that he's working against."

Has it been hard for the Seipps to let go? Yes and no, Lisa Nicoll says. "Some days they're overjoyed and jubilant and way into it, and other days it's (difficult) for them. I think as it gets closer they're getting more and more anxious. It's a control thing — they're losing control. That's probably the hardest part of their transition out. But on our end, we're fine."

WIDE-OPEN FUTURE

After the Nicolls settle into their new roles they'll think about what they want to do with the business. One obvious area for growth is electrical work. "That's starting to be a very lucrative aspect of the business," Lisa Nicoll says.

As the population of Colorado continues to grow, the couple expects the business to grow as well. But they're going to take it slow. "For now we're going to just try to take it a year at a time and keep moving in the forward direction," she says. "The fortunate thing about the septic business is that it's fairly recession-proof." ■

The whole family gathers for a portrait: (from left) Kim and Jeff Seipp, grandkids Wyatt and Hailey Nicoll, and Lisa and Jeff Nicoll. The truck is a 2011 Peterbilt from Pik Rite and carrying a Masport pump.

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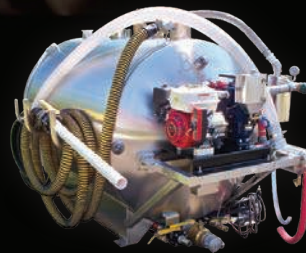
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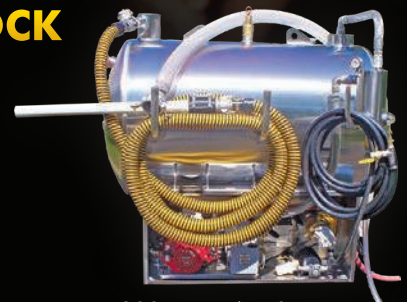
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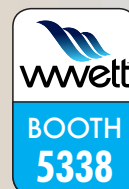
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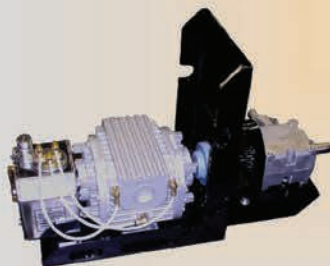
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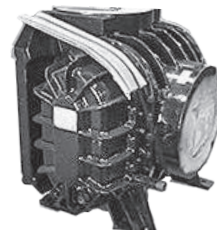
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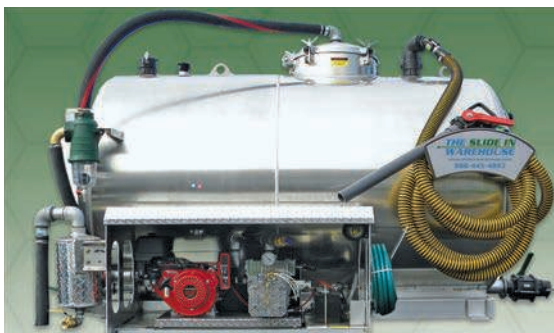
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All the Right Stuff

Head to Indianapolis later this month to see the latest in wastewater industry equipment and for unparalleled education opportunities for pumpers and their crew members By Jim Kneiszel

The 2019 Water & Wastewater Equipment, Treatment & Transport (WWETT) Show is the No. 1 event for pumpers to learn more about their profession and see the latest tools of the wastewater world. A vast representation of all the industry has to offer in advanced technology, trucks and other equipment, and education will be found under one roof Feb. 20-23 in Indianapolis.

The cavernous Indiana Convention Center — one of the largest and most modern trade show spaces in the United States — will attract thousands of the best wastewater contractors in America and beyond, all of them focused on improving their knowledge base, skills and machinery to serve their customers.

Here's a bit of what you can look forward to when you head to Indy for the big show:

THE EQUIPMENT

Are you looking for a new truck for the upcoming busy season? If so, you'll see a huge selection of the best vacuum trucks builders have to offer. Some of them have been built out for customers and have a finished look. You can study how other contractors spec out their rigs and take away some of their best ideas. You can look at the graphics and paint combinations that are popular today and incorporate them in your next truck.

And some of the trucks on the show floor were built on spec and are available for sale. Pumpers in need of a new, reliable workhorse vehicle can drive away from the show with that problem solved. Whether you buy on

the show floor or not, this is a great opportunity to narrow your search for a truck builder and interview company representatives on the spot. There's something to be said for dealing with vendors in person rather than over the phone or by text.

Beyond the flashy new trucks, every accessory you could possibly want will be on display at the WWETT Show. That ranges from trailer jettors to tank agitators to portable restrooms. Also, don't forget you can see all the latest onsite system technologies to bring better understanding about where the decentralized wastewater trends are going.

You may see something unexpected that will bring greater convenience or efficiency to your crew in the field. You may find a product that will improve safety for your technicians or offer enhanced service to your customers. A machine or tool might encourage you to move into another service area, for instance system inspections, drain cleaning or portable sanitation.

While you're looking, be sure to check out some demos:

Exhibitor Demonstrations at the Marketplace Expo

Several companies will be demonstrating their products on the exhibit floor, including Ditch Witch vacuum excavation equipment, Picote Solutions, Perma-Liner CIPP equipment, MaxLiner Systems for relining lateral and vertical pipes, and Subsite Electronics utility inspection systems.

WWETT Live! At Lucas Oil Stadium

Billed as a "festival of demos" WWETT Live! brings several manufacturers together to give live equipment demonstrations where attendees can meet with company representatives to learn how the trucks and machines can help their businesses. The demos will run 11 a.m.-5 p.m. Thursday, Feb. 21, and 11 a.m.-3:30 p.m. on Friday, Feb. 22.

(continued)

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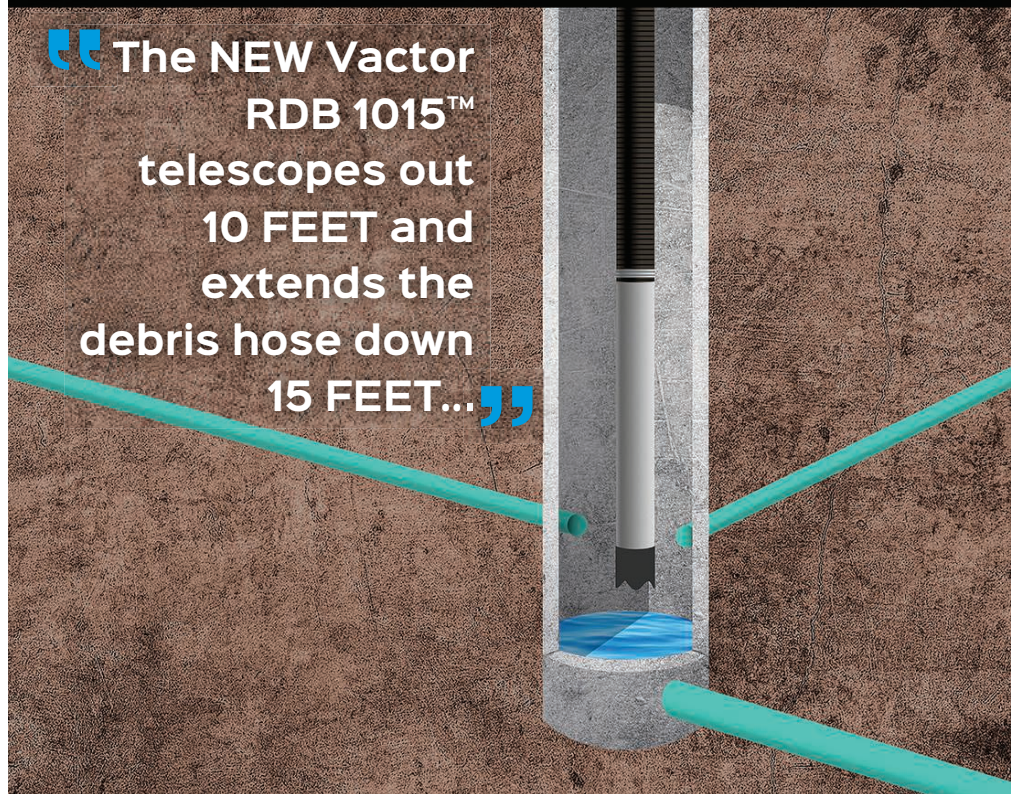
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THE EDUCATION

Nearly 100 education sessions are scheduled for Feb. 20-22, including a full slate of about 50 sessions spanning several wastewater specialties the day before exhibits open, Wednesday, Feb. 20. Pumpers will be especially interested in several sessions featuring some of the most noteworthy onsite system educators in the nation. Here are just a few:

The Driving Forces of Septic Failures

Jason Ravenscroft, from the Marion County (Indiana) Public Health Department, shares information about a septic system survey conducted in an urban/suburban area where many onsite systems are 50 years old and the properties present limited solutions for septic system replacement.

What's Going Down the Drain Matters

Sara Heger, research engineer and the University of Minnesota Water Resources Center, will explain the difference between hydraulic and organic loading, how system design can vary when organic loading is considered and help identify challenging water streams from commercial properties.

Checklists, Inspections, Evaluations and Disclosures

Dendra Best, executive director of Waste-Water Education, Traverse City, Michigan, will look at creating sound policies and procedures to avoid legal issues when performing system inspections or evaluations and explain how to create a database of services performed.

NAWT O&M – Professional System Technician

Dave Gustafson, engineer and trainer with the Water Resources Center at the University of Minnesota, will introduce the basics of operations and maintenance services for onsite systems, provide an overview of necessary skills for technicians, explain the importance of developing files and communications, and recognize wastewater flows and their impacts on systems.

Troubleshooting Pumps and Controls

John R. Buchanan, associate professor in the Biosystems Engineering and



WWETT Schedule at a glance:

TUESDAY, FEB. 19

Registration 11 a.m.-5 p.m.

WEDNESDAY, FEB. 20

Registration 7:30 a.m.-5 p.m.

Education Sessions 8:30 a.m.-5:30 p.m.

THURSDAY, FEB. 21

Registration 7 a.m.-6 p.m.

Education Sessions 7:30 a.m.-noon

Marketplace Expo 9 a.m.-5 p.m.

WWETT Live! 11 a.m.-5 p.m.

Spartan Tool Kick Off Party 5-8 p.m.

FRIDAY, FEB. 22

Registration 8 a.m.-6 p.m.

Education Sessions 8 a.m.-noon

Marketplace Expo 9 a.m.-5 p.m.

WWETT Live! 11 a.m.-3:30 p.m.

Industry Appreciation Party 5:30-8:30 p.m.

SATURDAY, FEB. 23

Registration 9 a.m.-1 p.m.

Marketplace Expo 9 a.m.-1 p.m.

Soil Science Department at the University of Tennessee, will focus on issues faced when service providers are called to inspect a failed pump system. He will explain common pump failure modes and evaluate when it makes sense to rebuild or replace the pump.

Flushables

Rick Allen, CEO at BioLyneus, will discuss the toll "flushable" wipes are taking on wastewater systems worldwide. He will talk about what constitutes a flushable and policy changes impacting the challenge of flushables.

Analyzing Your Resources (to Start Your Own Processing Plant)

Tom Frank, president of Tim Frank Septic Tank Cleaning, will explain the steps required to create a successful wastewater treatment facility, including working with regulatory agencies, creating a concise business plan and exploring financial factors for this significant project.

THE ENTERTAINMENT

The WWETT Show provides opportunities to relax and enjoy the company of other pumpers. Admission is free for registered attendees at these events. First is the Spartan Tool Kick Off Party at Lucas Oil Stadium, 5-8 p.m. Thursday, Feb. 21. Gather with friends on the football field that is home to the Indianapolis Colts. Have a beer, listen to some tunes and throw a football to your buddies in the end zone. On Friday, Feb. 22, 5:30-8:30 p.m., attend the Industry Appreciation Party at the Indiana Roof Ballroom. There's a western theme this year, with live music, food, drinks, door prizes, casino games and a mechanical bull to ride.

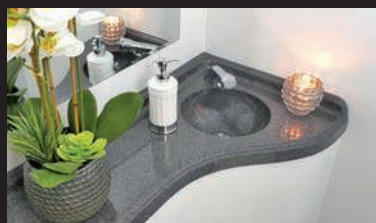
For more information about the WWETT Show, visit www.wwettshow.com. ■

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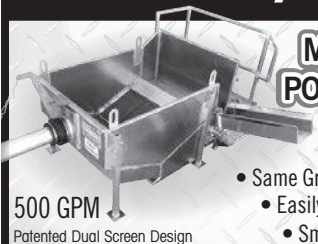
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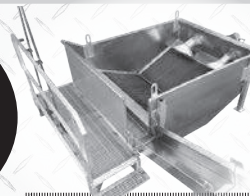
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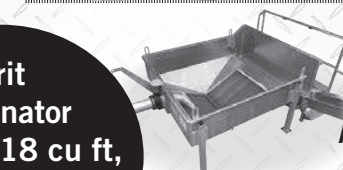
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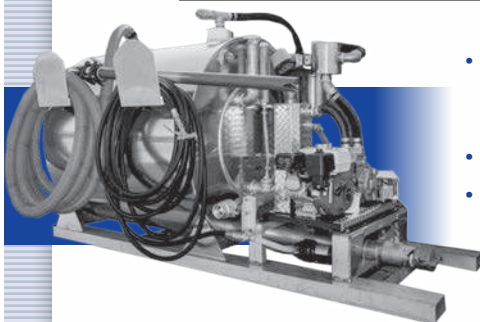
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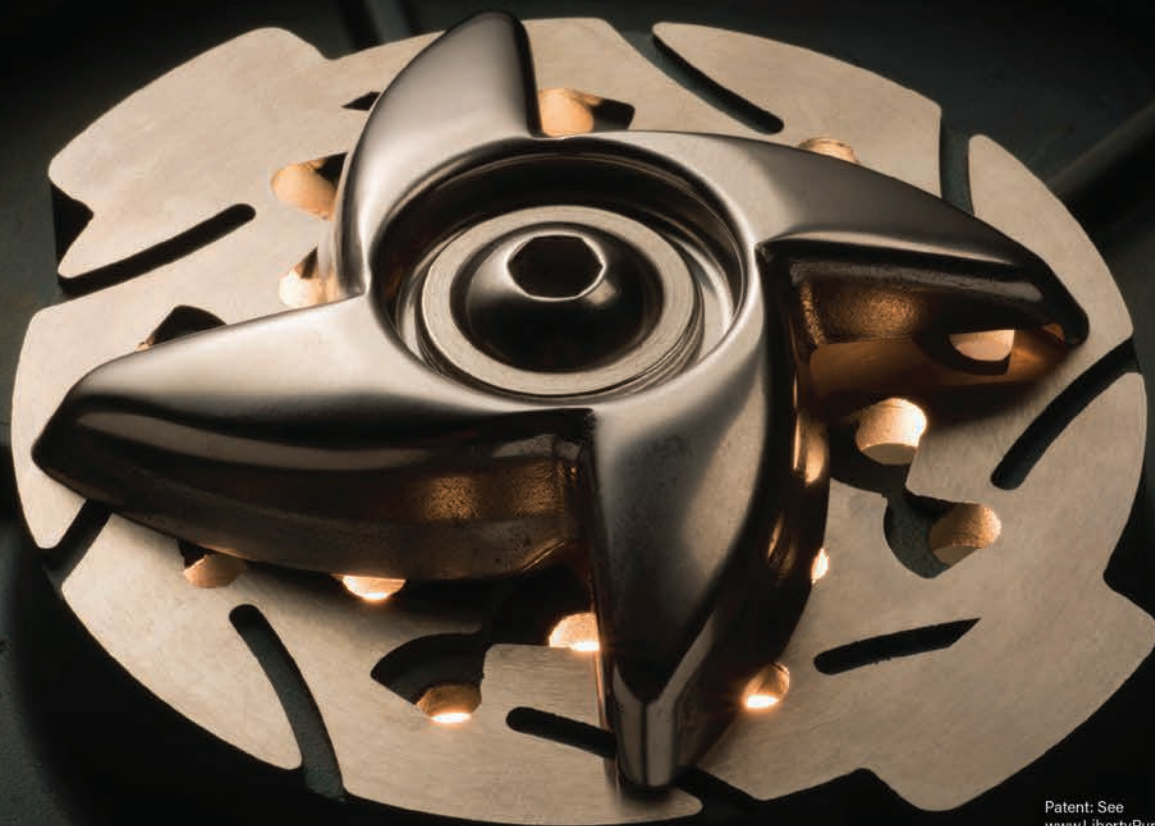
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Eight Ways to Make New Employees Productive From the Start

As you ramp up for the 2019 busy season, follow these tips to get crew members following your mission and selling your services. **By Cordell Riley**

The days and weeks after employees start at your company represent a time of unique opportunity. Can you teach them new systems and skills? Of course you can. But have you also stopped to consider all the other important goals you can reach during the onboarding period? To name just a few, you can:

- Grow and encourage adoption of your culture
- Get new hires to understand, promote and believe in your brand
- Sow the seeds for outstanding customer service
- Cultivate the kind of spirit and energy that customers will value and love
- Hear creative ideas from new employees who have a fresh perspective
- Build retention by proving that your company is a great place to work
- Set up communication channels with new hires that will improve operations throughout your company.

Those are only a few of the opportunities you have during employees' first weeks at your company. But how can you take advantage of them? Here are eight approaches that work:

1. Have a well-defined onboarding system.

Many companies just wing it, with negative results. Still other companies see onboarding as little more than filling out forms and showing new employees around the shop. Because new hires start their jobs without a deeper understanding of what is expected of them, they make mistakes that quickly become costly habits that must be corrected later on.

Many problems can be avoided if you set up a structured onboarding system that functions as high-level training. On their start days, new hires can meet individually with the owner or their manager to fill out forms, for example, and learn about your company, its brand and its values. After lunch, they can be trained in the basic skills their jobs demand; watching training videos, engaging in work simulations and working alongside current employees can work well to reach those goals. And after day one, they should attend regular follow-ups to address problems and reinforce basic concepts and skills.

The strategy is to clearly define the skills and behaviors you need and to create a concise minicurriculum that tracks to them.

2. Set up genuine mentoring relationships between new hires and successful current employees.

Remember, mentors' goals should not be to get new hires to imitate what they do, or even to adhere to company systems. Their purpose is to discover what new employees would like to accomplish at your company and to help

Millennials, especially, are more likely to stay with your company for the long term if they know the ropes and understand what it takes to build a long-term relationship with your organization.

them reach those goals. In short, mentoring is not about the mentors or strictly about your company, but about the employees who are being coached.

3. Find ways to de-layer and free up communications.

Invite new employees to brainstorming sessions where their new ideas are collected, posted, discussed — and put into action when appropriate. Also consider setting up systems so employees can present suggestions directly to the owner or top decision-makers. Without the ability for their suggestions to be heard, you have created a communication structure that carries a risk of demotivating front-line and entry-level personnel; just one supervisor who stifles new ideas can do great damage to your company.

4. Don't do training on the cheap.

If you are only handing out employee handbooks and having new employees fill out withholding forms, you are missing out on some great opportunities. For example, if you train new crew members to think about ways to sell your company's services, that could build untold new revenue. Or if you set up mobile training that sends out pings to remind employees to use specific skills they learned in training, you could increase your training ROI dramatically. The lesson? Spending a little more to deliver great training is a moneymaker, not an expense.

5. Within your budget, customize training for each employee.

Even "standardized" training can be enriched by creating individualized training elements for each new employee. You can evaluate the skills of your new hires during training and address them directly, for example, or help employees overcome anxiety about performing certain parts of their new jobs. Investing just a little time to give training extra value can go a long way toward getting new employees up to speed faster.

6. Stress and reinforce your mission statement, vision statement and strategic company plan.

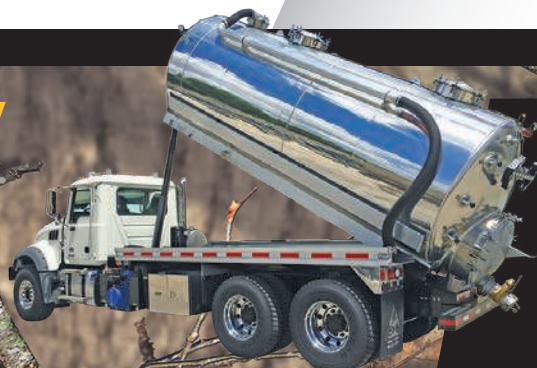


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The onboarding period is a time to share the big picture about your company and to get employees to buy into your most important goals and priorities. Instead of waiting for employees to discover these critical priorities, start talking about them soon after new hires come on board.

7. Consider creating a career plan for new employees.

You won't want to do this for seasonal or short-term employees. For employees who you would like to stay with you for the long term, consider creating individual career-development plans that spell out what they need to do to be promoted within your organization. You could say, for example, that your company will provide technical training to help them move up into more challenging duties. Millennials, especially, are more likely to stay with your company for the long term if they know the ropes and understand what it takes to build a long-term relationship with your organization.

8. Evaluate whether you are acting like a great employer.

This is something you should always do, not only when you are training a new class of employees. Take the time to benchmark your company climate, benefits, quality of work/life balance and other factors against other companies. Unless you have the best of everything, you cannot expect your employees to commit their hearts and minds to working with you for the long term.

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You see, retention starts with you, not with your employees. Unless you commit your efforts to becoming an "employer of choice" — a company people talk about and would love to work for — you are damaging your profits, operations and, ultimately, your success. ■

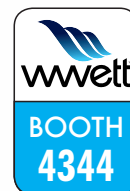


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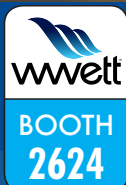
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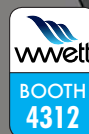
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New York City Mulls Changes to Onsite Wastewater Rules

By David Steinkraus

New York City is about to revise its watershed rules, and that includes how onsite systems are handled. Changes also include how the city Department of Environmental Protection will handle portable restrooms and holding tanks. The department will not approve them, but the new rule adopts standards consistent with state standards.

Among the changes proposed for onsite systems:

1. Approvals from the department will expire unless construction is substantially complete and a system is functioning as designed within five years for subdivision systems and two years for all other onsite systems.
2. Systems out of operation for five or more years can be returned to operation if they are brought into compliance with current rules.
3. If required modifications to an onsite system are not done within two years, the department's approval expires.
4. Drip and low-profile dispersal systems for intermediate-size onsite systems will be prohibited in the watershed.
5. The department must be notified at least two business days before construction of an onsite system begins and must be notified at least a day before any component is buried. If construction stops for more than seven days, the permit applicant must make a best effort to notify the department at least two business days in advance of the restart of construction.

A copy of the rules and a link to post comments can be found here: <http://rules.cityofnewyork.us/content/amendment-watershed-regulations>.

...

The town of Queensbury, located on the southern end of Lake George, last fall ended three years' discussion by approving a rule for onsite systems near lakes and rivers. If a property-zoned waterfront residential is sold, the town will inspect the onsite system. Only if the system has passed an inspection in the previous three years will it be exempt. The new rules took effect in January.

A number of people wanted an exemption for properties transferred through inheritance, but the town board refused. Officials continually say leaking systems must be fixed and that a sale is the time to do that because owners can use some of the sale proceeds to fix wastewater system problems, according to *The Post-Star* of Glens Falls.

Massachusetts

Citizens at a town meeting in Billerica voted down a penalty for people who refuse to connect to the municipal sewer system. The proposal would have charged people who did not connect about \$240 annually. For 44 years, a town rule has required people to connect to municipal sewer within a year after it becomes available, but there has never been a penalty.

John Curran, town manager, says about 630 people have refused to connect, which amounts to \$200,000 in lost revenue every year, according to the *Lowell Sun* newspaper. That costs other ratepayers about \$15 annu-

ally to help pay for sewer service expansion. People at the meeting say citizens spent thousands of dollars to upgrade their onsite systems to meet state standards because municipal sewer service was not available, and now they may be forced to pay again to make sewer connections.

Washington

Public health officials in Clark County, immediately north of Portland, Oregon, warned residents about a company making false statements to sell products. Officials say the company calls people and tells them there was an alert about failing onsite systems. Then the company representative offers to sell the person an additive to clean their septic system, reports KPTV in Beaverton, Oregon.

There was no alert about failing systems. Health officials say not all additives work, and some may contaminate groundwater. The state Health Department maintains a list of approved additives at its website: www.doh.wa.gov/Portals/1/Documents/Pubs/337-025.pdf.

South Dakota

The long fight of one county official opposed to onsite system regulations has overflowed onto a regional water district that backed his cause with public money.

Last fall the West Dakota Water Development District board approved up to \$7,500 for a lawyer to join George Ferebee at a meeting of the South Dakota Water Management Board. The district wants the state board to say cities and counties cannot regulate septic systems, or at least not those in existence before a 1975 change in state law. That is Ferebee's latest argument in his years-long opposition to wastewater regulations.

The county is about 100 miles long and includes Badlands National Park in its eastern end. The western end includes part of the Black Hills National Forest, and near the center is Rapid City. Ferebee lives in rural Hill City, in the Black Hills.

Onsite regulations led to Ferebee's own legal troubles. In October 2017 he was convicted of operating an onsite system without a permit. The county zoning rules he violated require systems to be regularly pumped and inspected.

The meeting was not to be Ferebee's first appearance before the state water board. In 2016 he challenged the authority of counties and cities to regulate pit privies and cesspools. In that case, he also wanted the state board to issue a ruling against Pennington County and Rapid City. Without discussion, the board voted 6-0 to dismiss his petition.

One member of Rapid City's Public Works Committee put the wastewater issue in broader terms. "We as Rapid City have a responsibility to protect that water downstream from us," says Jason Salamun, City Council member. "That's called being a good neighbor. That's what we are in South Dakota — good neighbors. That means taking care of the water supply we all share." ■

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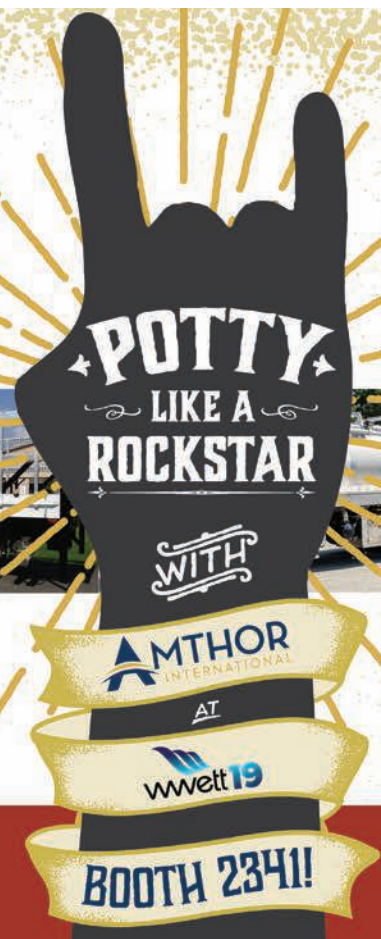
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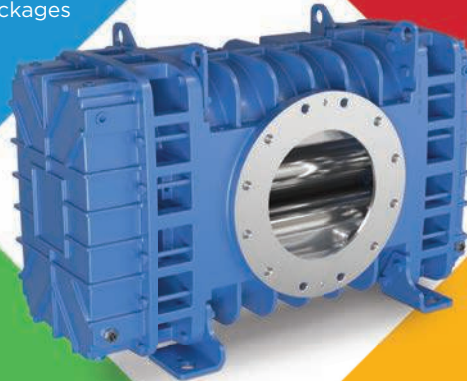
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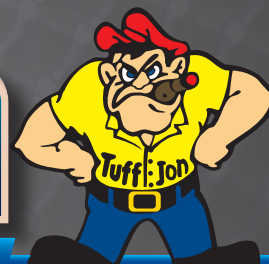
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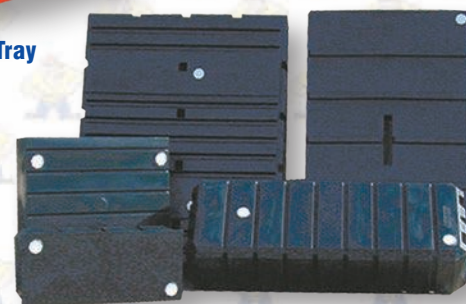
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Jim Anderson, Ph.D., is an emeritus professor at the University of Minnesota Department of Soil, Water and Climate and recipient of the pumping industry's Ralph Macchio Lifetime Achievement Award. Email Jim questions about septic system maintenance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

Do Necessary Soils and Site Homework to Choose the Right Dispersal Plan

Homeowners never want to hear they'll need a pressure distribution system, but sometimes that will be the only path to treatment success By Jim Anderson, Ph.D.

A few months ago, I had an inquiry from a homeowner indicating the need to replace a failing drainfield and being told by the local regulator that a replacement system using pressure distribution would probably be required. The homeowner noted the extra expense involved with adding a pump tank and a pump and wanted to know how the need for pressure distribution was determined.

If you have followed this column over the past few years, I hope you recognize that I am all for using gravity distribution over pressure when site conditions permit. Gravity is the simplest (not necessarily as simple as some think though!) and least expensive solution, so it is the most popular choice. The fact it is "simple" and "inexpensive" has resulted in gravity distribution being used on many sites unsuitable for this distribution method. The result is often poorly functioning systems that cost the homeowner more through either increased maintenance or premature replacement, or both.

Gravity distribution can be used to effectively treat wastewater on sites that have deep, well-drained soils with no limiting conditions such as high bedrock, regional or seasonal water tables, or dense, slowly permeable soil layers. To maximize treatment using gravity distribution, the installer should make use of sequential distribution techniques and install system components so they can be readily evaluated and serviced (this is the not necessarily simple part).

UNIFORM EFFLUENT APPLICATION

As the homeowner was already aware, additional system components are associated with pressure distribution. Increased costs are due to the fact that pressure distribution should be used to overcome site and soil conditions where gravity systems will not provide adequate treatment or acceptance. The site is more of a risk to provide long-term sewage treatment. To provide better and consistent treatment, pressure distribution is used to more uniformly spread the effluent over the soil treatment area and to spread the applications throughout the day. While this does involve some additional upfront and maintenance costs, it ensures consistent treatment of effluent throughout the year and the system will accept the water generated from the house without surfacing problems.

A gravity system will not perform consistently throughout the year when the treatment trenches are installed at a depth in contact with a seasonal water table or saturated zone. During certain times of the year, usually spring, the system is in contact with the water and the ability of the soil to accept wastewater is reduced, which often results in sewage coming to the surface.

This system is not meeting the requirement to accept and treat effluent 365 days a year, year in and year out. Further, this periodic saturation, over time, can lead to the development of a more resistant biomat and ultimate system failure — not just during wet periods.

The direct answer to the homeowner is that there is a limiting soil or site condition that precludes the use of direct gravity distribution due to treatment and acceptance concerns. The configuration of the pressure distribution system, though, could take many forms, again depending on nearby soil and site conditions.

With deep, well-drained soil at an elevation higher than the septic tank outlet, the system could consist of septic tank, pump tank, pressure to a dropbox or distribution box, to gravity trenches. The system becomes a combination of pressure and gravity. I have had colleagues question why this would be an option when a pump tank and pump are needed anyway.

Why not just use small-diameter low-pressure pipes in trenches and have an entire pressurized system? My answer is that when working with the client, we should look at the lowest-cost, least-complicated system that will do the job of long-term treatment. By using this approach, long-term maintenance costs are reduced for the homeowner and treatment is provided.

KNOW YOUR LIMITING LAYERS

As indicated earlier, the pressure system can also look like this: septic tank, pump tank, to low-pressure pipe in a shallow trench. Use of this configuration is dependent on the depths to limiting layers in the soil. For example, if the depth to water table is 4 feet and to install gravity trenches would require a 2-foot excavation depth, the required 3 feet of good soil is not available for treatment; pressure could be used in a 1-foot excavated trench.

Limiting layers closer to the surface may require installation of a mound system with an elevated clean sand bed with a pressure distribution network, which allows effluent to be distributed over the sand bed and then through the sand to the original soil surface. The treatment train here is septic tank, pump tank, mound bed. A variation would be an at-grade system where effluent is distributed through drainfield media to the original soil surface.

There are additional options where media filters can be used either as pretreatment devices or as final soil dispersal components incorporating pressure distribution as a part of the treatment process. With each additional component to the system, specific operation and maintenance factors need to be considered when deciding which set of components or approaches are best for that site. ■



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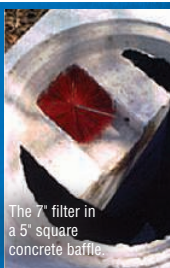
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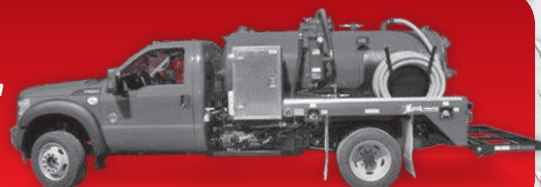
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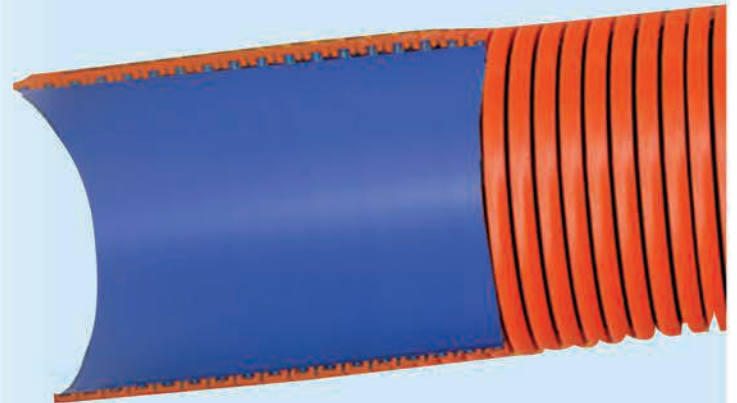
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Protect Your Pumping Company Against Internet Hacks

Every time you open email or access your website, cybercriminals may be looking for their next big payoff. It's time to thwart their efforts. **By Peter Kenter**

Your pumping company relies on email, company websites, online payments and smartphones to conduct business. The problem is that every digital portal a business opens to the internet provides an opportunity for cybercriminals to follow them back through, creating a potential trail of fraud, theft and ransomware attacks.

But small businesses like yours aren't helpless against cyberthreat, says Eric Cole, founder and CEO of Secure Anchor Consulting, a cybersecurity firm helping businesses of any size to prevent security breaches, detect network intrusions and respond to advanced threats. Cole is also the author of *Online Danger: How to Protect Yourself and Your Loved Ones From the Evil Side of the Internet* and *Advanced Persistent Threat: Understanding the Danger and How to Protect Your Organization*.



Eric Cole

Q: A lot of companies feel they're immune to cybersecurity threats because they're too small to be hacked. How does that belief stack up against reality?

A: In many cases, small companies are even more at risk than large companies. Look at it from the hacker's perspective: Which company has the most advanced security system, and which one provides the easiest target? They would be just as happy to collect \$500 from an easy target with little security as risking weeks of effort only to be turned back by a sophisticated security system.

Smaller companies tell me they don't have anything of value that would attract the interest of cybercriminals. If that was true, you wouldn't be in business. Every company also has employees and customers with social security numbers, credit cards and bank accounts. A lot of the crime is related to identity theft.

I recently saw a small business with 20 employees report a theft of \$18,000 from its bank account through a fraudulent wire transfer. That's a rounding error for a billion-dollar company but devastating to a small business.

Q: What recourse do these companies have after they're defrauded?

A: They can report the crime to law enforcement, but it's difficult to get noticed when even larger cybercrimes are competing for their attention. In many cases, the criminals are operating outside the country, so little can be done to investigate or prosecute.

Q: We've heard a lot about ransomware attacks. What are they?

A: Adversaries enter the host system using a malicious file and encrypt

all of the business data so that it's unusable. The cybercriminal then offers to unlock the files once a ransom is paid.

Q: Are hackers targeting smaller companies with ransomware?

A: Yes, they are. About 10 to 15 years ago when ransomware attacks were first reported, the criminals would typically target large corporations and ask for \$50 million in ransom to release their files. No small company is going to pay a ransom of that size to release their files, but the adversaries have changed their tune. They're now targeting a large number of small companies and asking if they're willing to pay \$500 or \$1,000 to unlock their data.

If a criminal has locked up the files that contain the only copy of your customer information, all of your billing, all of your inventory and all of your taxes, what are your options? If the hacker is offering to release it for \$1,000 or destroy it forever, paying the ransom is often a no-brainer.

“The single biggest point of entry is a legitimate-looking email that has an attachment or a link that you're asked to click on. It might look like it comes from a customer. ... They want you to get emotional so you click on the link immediately ... and then it's game over.”

— Eric Cole

Q: How can a small business secure its data against ransomware?

A: Back up your files. I have large clients who are hit with ransomware attacks every week, but they don't worry about it because they can restore their files from cloud-based backups.

However, it needs to be a non-transparent backup — one that requires a password to activate each time. If you don't have to do anything to activate the backup, neither do the ransomware files embedded in your system. They'll be backed up along with your data.

Q: What methods do cybercriminals use to gain access to your data?

A: The single biggest point of entry is a legitimate-looking email that has an attachment or a link that you're

asked to click on. It might look like it comes from a customer. It might tell you that unless you revise a quote or a contract within the next eight hours, you'll lose the business. They want you to get emotional so you click on the link immediately ... and then it's game over.

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In every case where this happened to my clients, they've told me that something didn't seem right about the email and a voice told them not to do it, but they did it anyway. Train yourself to understand that banks and clients are unlikely to convey critical information in an email. Call by phone to confirm with the sender that the email is real.

Q: How can we secure emails?

A: Emails were never designed to be a file transfer mechanism. It's a bad idea. There are plenty of services out there, such as Dropbox or OneNote designed to send files cost-effectively, so use them.

Q: How important are passwords?

A: Put some rigor into the selection of strong passwords. Many people use the same password for everything. Once the first password is discovered,

adversaries can access all of your accounts and systems.

Q: What sort of security protection is available to small businesses?

A: They can't afford a \$500,000 firewall or intrusion detection system. But you can buy a good third-party security system for \$50. Even an operating system such as Windows 10 already offers solid endpoint security to small businesses and you can download updates and patches for free. The issue is that Windows endpoint security is turned off by default. Spend the five minutes it takes to activate it properly.

If you're using cloud-based services, you're probably already paying for an extensive security package, but it's also turned off by default. The biggest failure for endpoint security systems is that they were never turned on in the first place. ■



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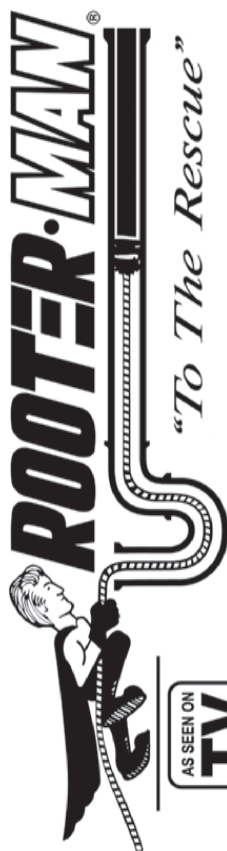
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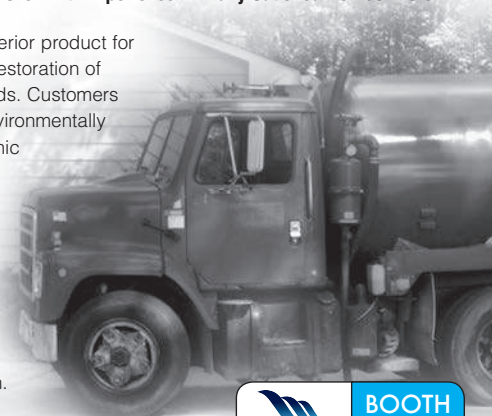
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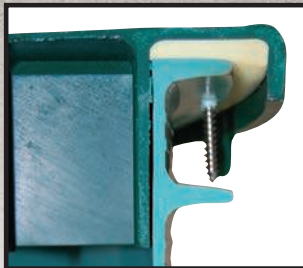
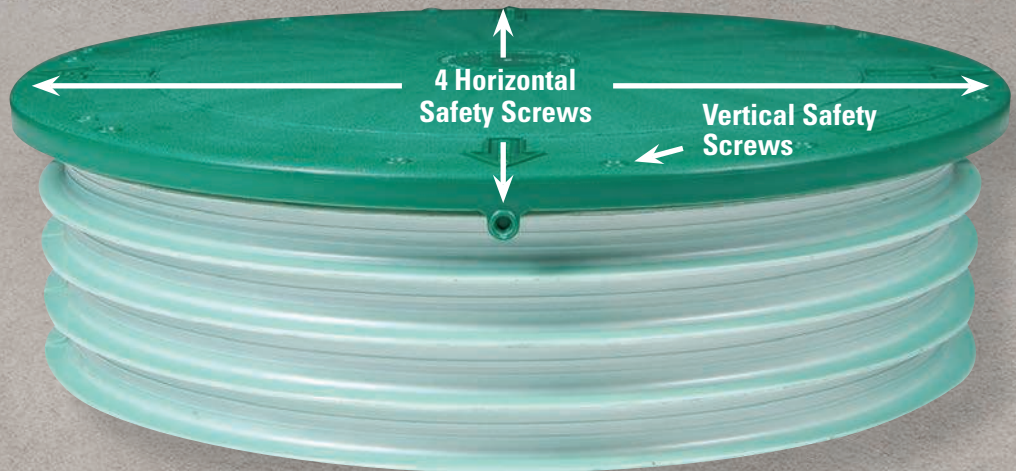
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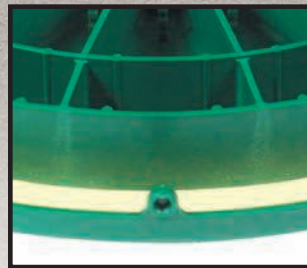
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Max GPM.	Max. LMP	Max. PSI	Max. Bar	Max. RPM	Req. HP	Bore Dia. in.	Bore Dia. mm	Stroke in.	Stroke mm	RTX 30.500N
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RTX 50	Max GPM.	Max. LMP	Max. PSI	Max. Bar	Max. RPM	Req. HP	Bore Dia. in.	Bore Dia. mm	Stroke in.	Stroke mm
	13.2	50.0	3000	206	1450	27.2	0.984	25	0.906	23

Max GPM.	Max. LMP	Max. PSI	Max. Bar	Max. RPM	Req. HP	Bore Dia. in.	Bore Dia. mm	Stroke in.	Stroke mm	RTX 60
15.8	60.0	4350	300	1450	47.2	0.984	25	1.012	28	

RTX 70	Max GPM.	Max. LMP	Max. PSI	Max. Bar	Max. RPM	Req. HP	Bore Dia. in.	Bore Dia. mm	Stroke in.	Stroke mm
	18.5	70.0	2000	138	1450	25.4	1.181	30	0.906	23

Max GPM.	Max. LMP	Max. PSI	Max. Bar	Max. RPM	Req. HP	Bore Dia. in.	Bore Dia. mm	Stroke in.	Stroke mm	RTX 85
22.5	85.0	2200	151.7	1450	34.0	1.181	30	1.102	28	

RTX 100	Max GPM.	Max. LMP	Max. PSI	Max. Bar	Max. RPM	Req. HP	Bore Dia. in.	Bore Dia. mm	Stroke in.	Stroke mm
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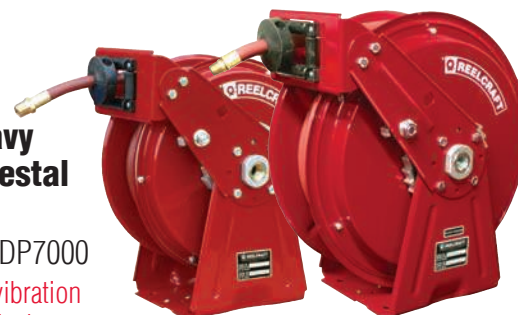
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In States Snapshot, we visit with a member of a state, provincial or national trade association in the decentralized wastewater industry. This time we learn about a member of the Western Canada Onsite Wastewater Management Association of British Columbia.

Name and title or job description: Garth Millan, co-owner with wife, Frances Millan

Business name and location: JAB Site & Wastewater Solutions, Hornby Island, British Columbia

Age: 66

Years in the industry: I’ve been in the industry about 13 years and became certified as a Registered Onsite Wastewater Practitioner, or ROWP, in 2006. I’d been involved in related work before that — home maintenance, water systems. We live in a rural community where everybody has wells or water storage so there was a lot of work with water, septic and small repairs.

Association involvement: I’m currently president of the Western Canada Onsite Wastewater Management Association of British Columbia, serving my second two-year term. I joined the association nine years ago. I have served on the board of directors for seven years — two as secretary-treasurer, one as vice president and now president. Despite the industry challenges, I enjoy working with our membership and sharing skills and experience I have gained over the years.

Benefits of belonging to the association: We advocate for our members to other industry stakeholders — the registration body, the Ministry of Health — and we offer training in all ROWP categories. We hold annual conferences, usually three days, where we bring in suppliers, manufacturers and distributors and have training seminars. If the weather is fine, we’ll do some practical training in the field or we may hold a day seminar for an important aspect of training.

Biggest issue facing your association right now: The industry in British Columbia is suffering some huge growing pains. New sewage system regulations came into effect in 2005, the biggest change being that our ROWPs, engineers and hydrogeologists sign and stamp their designs, installs, maintenance and inspection reports — in other words, policing ourselves. A strong element of distrust has developed in the industry. The accrediting body wants new people to be highly trained before offering accreditation. But in a small onsite industry, it’s hard for potential ROWPs to find work with a company in order to get training, especially in maintenance or inspections. So our biggest challenge is developing a stronger trust and better relationships with the accreditation organization. The Western Canada Onsite Wastewater Management Association of British Columbia will provide good training and



will continue to upgrade people’s skills to meet whatever the expectation is.

Our crew includes: My excavator/gravel truck operator is Bob Nixon. And I have one part-time maintenance provider, Bikram Singh Gill. I hire contractors or different equipment for special needs.

Typical day on the job: For the last couple years, most of my time is spent doing what I call triage. With the challenge of poor soils on the Gulf Islands and setbacks from the ocean or streams, the industry was forced into advanced treatment systems as early as 30 years ago. Some were partially maintained but most systems lacked full routine maintenance. So there’s a lot of emergencies — sewage backing up into bathtubs in the basement, alarms, wet spots in the yard. This is good and bad. Now I see a significant change in the homeowner’s attitude. What used to be, “I don’t have any problems: The toilet is still flushing,” to nowadays saying, “We want you to make sure this thing is going to keep on ticking because we don’t want to pay for a new system.”

Helping hands – Indispensable crew member: Everyone is just so important. My guys like what they’re doing, and they hunger to learn; they’re good with people and have very good personalities. I’ve been lucky through the years that the people who’ve worked for me have been positive, listen to customers and don’t get angry. And they’re very good at saying, “I don’t know what to do here. I’ll have to check into this.” To me, that’s important. They don’t have that ego or arrogance and end up making poor decisions.

Garth Millan and his trusty 1981 single-axle Mack gravel truck. (Photos courtesy of JAB Site & Wastewater Solutions Ltd.)

(continued)

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The job I'll never forget: This installation had all the classic examples of what not to do. In 2007, a Type 3 treatment system was installed at a small restaurant/bakery. The alarms started going off. I received the call in January, during heavy rains and high water table. There was severe flooding of the tank, the treatment plant and the dispersal field, which was a mound built between the restaurant and the parking area. The owner was incensed because it was only 1 1/2 years old and had cost them close to \$60,000. I played the advocate — I couldn't slam dunk the installers or the designer because fault was shared by all parties.

The designer and one installer responded immediately and we devised a game plan. The repair was phased in over two years. The treatment plant vent caused the flooding of the tanks so we repaired it immediately. The dispersal was completely saturated and groundwater mounding was an issue. We rerouted the vent from the treatment plant to introduce warm air into the gravelless chambers, which were a higher elevation than the tanks. This helped the field to dry out and oxygenate. Due to prolonged flooding of the tanks, the treatment system became invaded with little critters, which were determined to be *Cyclops* (water fleas). In the ideal environment of warmth, plenty of food and no predators, the *Cyclops* multiplied, clogging tanks, filters, the UV, the pump chamber and dispersal laterals.

We had to completely pump the whole system — four tanks — and bleach and clean everything. Then it was a slow process for the system to rebuild bacteria and get back to normal. Just as the system returned to normal, we had the 100-year storm. The building and the system flooded; the blowers became submerged. Fortunately, the pumps continued to move water to the dispersal. No insurance, so we rebuilt the damaged equipment.

My favorite piece of equipment: My 1981 single-axle Mack gravel truck. It has a 10-yard aluminum gravel box. It's a workhorse, just never gives up. It's small enough to get into the smallest yards and large enough to carry 10 yards of light material or five or six of heavier materials. It's known throughout the region. Everybody says, "Oh, you're the one with the little red Mack."

Most challenging site I've worked on: We had a repair to a system on a small waterfront lot that had a 7-foot concrete fence around it and no equipment access. The option was to either tear down a large section of the fence and hopefully rebuild it or do everything by hand. We chose the latter. The field had failed. I hired Steve Carballeira, hydrologist from H2O Environmental Ltd. Carballeira's plan was to install a pump chamber after the treatment plant and a small seepage bed. All the materials were placed by hand with wheelbarrows. The hole for the tank was hand-dug in almost sandstone-type soil. I just said to the gang, "We've got to do this. I can hire some young bucks or I'll just give you \$1,000 and you dig that hole. If you do it in 10 hours, you just made yourself \$100 an hour." Being in a remote area with two ferries, it's very expensive to bring a (Stone Slinger truck from www.stoneslinger.com) in. We planned a day for a Slinger — we had all our piping cut, drilled and glued just ready to lift over on top of the drain rock and quickly get it glued to the headers. It was a very challenging, exhausting process, but at the end of it all, it was like "Wow, we did it!" Everybody had big grins on their faces.



Bob Nixon, equipment operator, is shown with a Kubota KX161-3 mini-excavator and local school children who got to spend a day with an entrepreneur.

The craziest question I've been asked by a customer: In the early years, I would have had many answers for this, but in the past 15 years, I've learned no question is crazy. If you really listen and ask for more information, you will learn the client's depth of understanding. What seemed like a ridiculous question was purely the client's lack of knowledge. It reminds me that before I attended formal training, I only thought I knew what made septic systems operate. It takes years of making your own mistakes to gain knowledge. So I do not judge clients for asking questions, I encourage it. Many homeowners have stated they learned more about their septic system in the hour and a half I spent with them than in all their years of ownership. That is when I know I am doing my job properly.

If I could change one industry regulation, it would be: The current regulations need a provision for inspection of septic systems. Requirements have not been outlined. The result is the Ministry of Health and regulatory body have taken the approach that inspection and maintenance are the same thing — but they are not. Maintenance is making sure the system works as the designer intended (performance more than compliance), while inspection is doing an in-depth look, including digging up the dispersal area and seeing what it looks like, to ensure the system fully complies with guidelines and is operating properly (compliance and performance).

Best piece of small-business advice I've heard: Don't undercut yourself or try to beat everybody's price. Respect the value of your service and the fact that you're a professional and don't gouge but charge accordingly. Keep always in the forefront of your mind that you are a professional and working in hazardous conditions. My wife was a very strong proponent of that — you're doing an important job and you're worth it.

If I wasn't working in the wastewater industry, I would: I'd want to be retired. But I like this industry. I don't think there's really anything else I'd want to do. And I love training. I feel the adrenaline surge when challenged at sites. I love the opportunity to troubleshoot and find solutions. I like to motivate students.

Crystal ball time – This is my outlook for the wastewater industry: I think the industry in British Columbia is heading in the right direction. But it's been tough trying to build the trust between the Western Canada On-site Wastewater Management Association of British Columbia, Ministry of Health and accreditation body — trusting that everybody is trying to do a good job, that all of our intentions are honorable. That is my goal, and I will stick to it until they retire me. ■

- Compiled by Betty Dageforde



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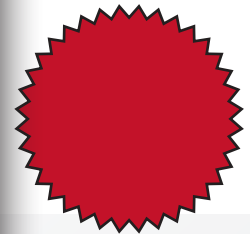
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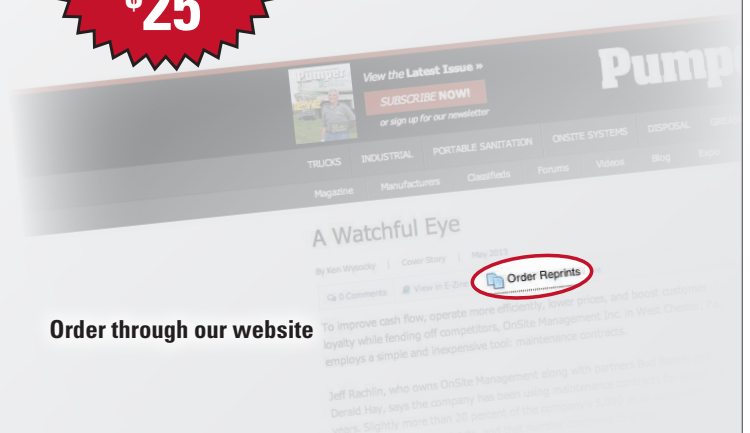
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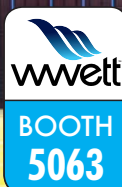
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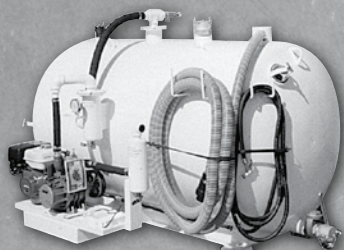
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Alabama Onsite Wastewater Association
www.aowainfo.org; 334-396-3434

Arizona

Arizona Onsite Wastewater Recycling Association
www.azowra.org; 928-443-0333

Arkansas

Arkansas Onsite Wastewater Association
www.arkowa.com

California

California Onsite Wastewater Association
www.cowa.org; 530-513-6658

Colorado

Colorado Professionals in Onsite Wastewater
www.cpow.net; 720-626-8989

Connecticut

Connecticut Onsite Wastewater Recycling Association
www.cowra-online.org; 860-267-1057

Delaware

Delaware On-Site Wastewater Recycling Association
www.dowra.org

Florida

Florida Onsite Wastewater Association
www.fowaonsite.com; 321-363-1590

Georgia

Georgia Onsite Wastewater Association
www.onsitewastewater.org; 706-407-2552

Georgia F.O.G. Alliance
www.georgiafog.com

Idaho

Onsite Wastewater Association of Idaho
www.owaidaho.org; 208-664-2133

Illinois

Onsite Wastewater Professionals of Illinois
www.owpi.org

Indiana

Indiana Onsite Waste Water Professionals Association
www.iowpa.org; 317-889-2382

Iowa

Iowa Onsite Waste Water Association
www.iowwa.com; 515-225-1051

Kansas

Kansas Small Flows Association
www.ksfa.org; 913-594-1472

Kentucky

Kentucky Onsite Wastewater Association
www.kentuckyonsite.org; 855-818-5692

Maine

Maine Association Of Site Evaluators
www.maineese.com

Maine Association of Professional Soil Scientists
www.mapss.org

Maryland

Maryland Onsite Wastewater Professionals Association
www.mowpa.org; 443-570-2029

Massachusetts

Yankee Onsite Wastewater Association
www.maowp.org; 781-939-5710

Michigan

Michigan Onsite Wastewater Recycling Association
www.mowra.org

Michigan Septic Tank Association
www.msta.biz; 989-808-8648

Minnesota

Minnesota Onsite Wastewater Association
www.mowa-mn.com; 888-810-4178

Mississippi

Mississippi Pumpers Association
www.mspumpersassociation.com; 601-249-2066

Missouri

Missouri Smallflows Organization
www.mosmallflows.org; 417-631-4027

Nebraska

Nebraska On-site Waste Water Association
www.nowwa.org; 402-476-0162

New Hampshire

New Hampshire Association of Septage Haulers
www.nhash.com; 603-831-8670

Granite State Designers and Installers Association
www.gsdia.org; 603-228-1231

New Mexico

Professional Onsite Wastewater Reuse Association of New Mexico
www.powranm.org; 505-989-7676

New York

Long Island Liquid Waste Association, Inc.
www.lilwa.org; 631-585-0448

North Carolina

North Carolina Septic Tank Association
www.ncsta.net; 336-416-3564

North Carolina Portable Toilet Group
www.ncportabletoiletgroup.org; 252-249-1097

North Carolina Pumper Group
www.ncpumpergroup.org; 252-249-1097

Ohio

Ohio Onsite Wastewater Association
www.ohioonsite.org; 888-294-0084

Oregon

Oregon Onsite Wastewater Association
www.o2wa.org; 541-389-6692

Pennsylvania

Pennsylvania Association of Sewage Enforcement Officers
www.pa-seo.org; 717-761-8648

Pennsylvania Onsite Wastewater Recycling Association
www.powra.org

Pennsylvania Septage Management Association
www.psma.net; 717-763-7762

Tennessee

Tennessee Onsite Wastewater Association
www.tnonsite.org

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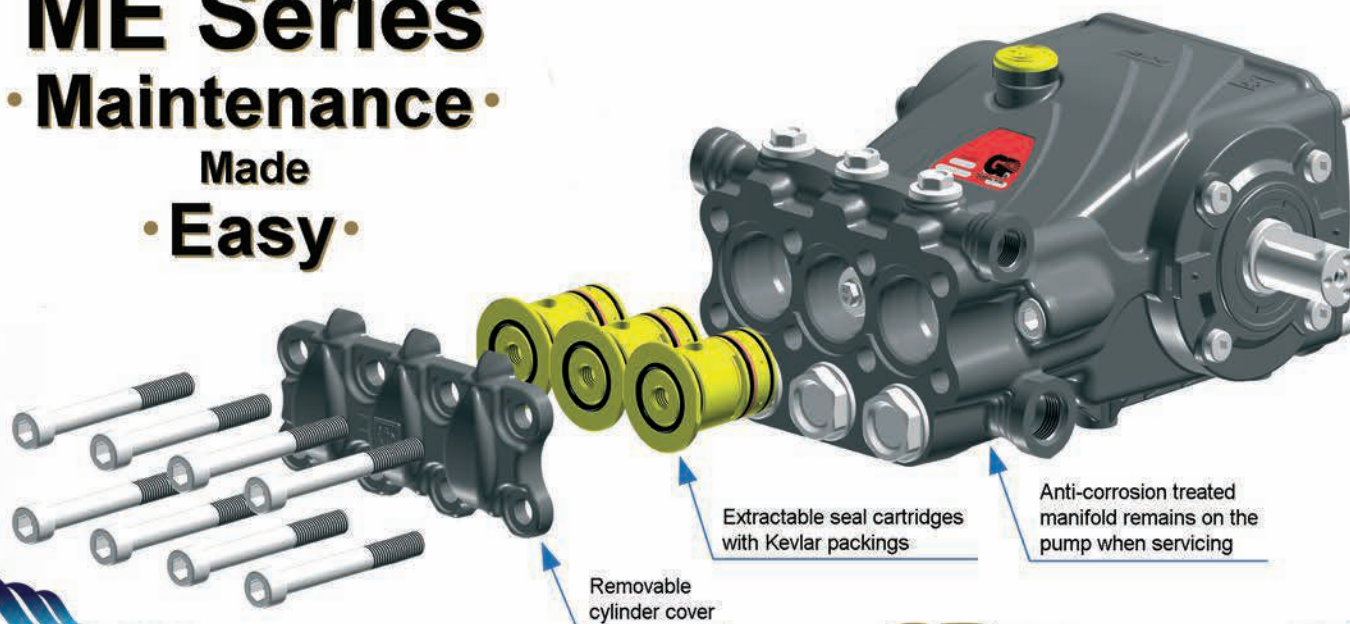
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Education 4 Onsite Wastewater Management
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Virginia

Virginia Onsite Wastewater Recycling Association
www.vowra.org; 540-377-9830

Washington

Washington On-Site Sewage Association
www.wossa.org; 253-770-6594

Wisconsin

Wisconsin Onsite Water Recycling Association
www.wowra.com; 888-782-6815

Wisconsin Liquid Waste Carriers Association
www.wlwca.com; 888-782-6815

NATIONAL

Water Environment Federation
www.wef.org; 800-666-0206

National Onsite Wastewater Recycling Association
www.nowra.org; 800-966-2942

National Association of Wastewater Technicians
www.nawt.org; 800-236-6298

CANADA

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Alberta Onsite Wastewater Management Association
www.aowma.com; 877-489-7471

British Columbia

WCOWMA Onsite Wastewater Management of B.C.
www.wcowma-bc.com; 877-489-7471

British Columbia Onsite Sewage Association
www.bcossa.org; 778-432-2120

Manitoba

Manitoba Onsite Wastewater Management Association
www.mowma.org; 877-489-7471

Onsite Wastewater Systems Installers of Manitoba, Inc.
www.owsim.com; 204-771-0455

New Brunswick

New Brunswick Association
of Onsite Wastewater Professionals
www.nbaowp.ca; 506-455-5477

Nova Scotia

Waste Water Nova Scotia
www.wwns.ca; 902-246-2131

Ontario

Ontario Onsite Wastewater Association
www.oowa.org; 855-905-6692

Ontario Association of Sewage Industry Services
www.oasisontario.on.ca; 877-202-0082

Saskatchewan

Saskatchewan Onsite Wastewater
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PRODUCT NEWS

in the
SPOTLIGHT
By Craig Mandli

QUICKZOOM III FROM CUES PROMOTED FOR SEPTIC TANK INSPECTIONS

A camera can offer an accurate and efficient diagnosis of a septic tank issue, which in turn can reduce on-site time requirements and labor costs for pumpers called out on an inspection. A CCTV camera inspection can give a true picture of tank condition or blockages so the pumper can identify a problem and offer a solution to return the septic system to correct operation.

With that in mind, CUES developed a lightweight, portable, wireless digital video inspection pole camera that can be operated by one person. The QuickZoom III camera is designed to provide cable-free safe viewing in industrial or environmental areas with no man entry. The versatile unit allows the user to perform swift inspections and surveys of septic and holding tanks, pipelines, wet wells, manholes, sewer treatment plants, steam generators, tanks, vessels and other areas that are difficult to reach. It can also be used to locate lateral services or to identify blockages at manholes, access ports or other entry points without entering the line or structure.

"The QuickZoom III is unique because it records the video directly on the computer in the camera head, eliminating the possibility of intermittent video signal when recording to tablet," says Pierre Mikhail, director – Manhole Inspection Division at CUES. "These pole cameras can be used to inspect septic tanks which are accessible and other applications such as oil and gas."

The camera is mounted on a lightweight carbon fiber adjustable telescopic pole that extends up to 30 feet. The 1,080 pixel high-definition digital camera features a 360-to-1 zoom with built-in image stabilization and automatic focus, and it is operated using a tablet. It also includes distance to defect with laser and is powered by batteries that last more than five hours on a charge. According to Mikhail, the improvements the QuickZoom III offers over the company's previous models are designed with the end user in mind.

"The QuickZoom III has been in development for one year, and it is a substantial upgrade from its predecessor — the QuickZoom II — with wireless technology and HD 1,080 pixel video," he says. "The feedback on the prototype versions in the field is positive, and production versions are available. It was designed using customers' feedback as our guide." **800-327-7791; www.cuesinc.com**



WATER CANNON 19K02 PORTABLE SKID PRESSURE WASHER

The 19K02 portable skid pressure washer unit from Water Cannon Inc. - MWBE is a self-contained system designed to fit into the 6-by-6-foot box of a pickup truck. Forklift slots and a lifting eye make loading easy and efficient. There is also a built-in winterization system, making year-round cleaning and transportation possible. It features 4 gpm at 3,500 psi and has a 14 hp Kohler gas engine with key start. The unit has a powder-coated frame, 225-gallon poly water tank, 10-gallon winterization system, stainless steel unitized valves and a Thermo Pump Protector that engages at 140 degrees F. It also comes with a manual hose reel and five spray nozzles. **800-333-9274; www.watercannon.com.** ■



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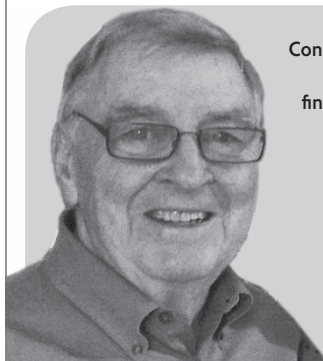
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Email: atevik@cals.arizona.edu

CPOW Installer

March 15, 2019

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Email: cpow@cpow.net

RETS Inspector

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Contact: Lauren Trujillo

Email: rets@rets-llc.com

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Contact: Aaron Tevik

Email: atevik@cals.arizona.edu

CPOW Site & Soil

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INDUSTRY NEWS

GPS Insight integrates with FieldPulse

Field service software provider FieldPulse partnered with GPS Insight to provide in-depth fleet tracking and fleet management features for its platform. Through this integration, FieldPulse users will be able to track their company vehicle locations directly from the FieldPulse dashboard.

FieldPulse serves as a digital hub for contractors, allowing them to manage their entire business through a single web and mobile application. FieldPulse helps contractors go digital by combining customer management, estimates and invoicing, digital signatures and payments, scheduling and dispatching, GPS tracking, time sheets and more.

PolyJohn's international director retires

Vernon Hills, managing director of PolyJohn International, in Wetherby, England, retired at the end of 2018. Michael Cooper, president of PolyJohn Enterprises, in Whiting, Indiana, made the announcement saying, "After successfully heading up our international division for more than 25 years, Vernon is taking a well-deserved retirement to spend more time with his family." He adds, "If not for Vernon, PolyJohn would not have an international sales division. The entire PolyJohn family owes him a huge debt of gratitude, and we wish him well in his retirement."

Hills founded PolyJohn International in partnership with Cooper's father, Ed Cooper, in 1992 with the mission of representing and selling PolyJohn products around the world. Today the company serves customers in 45 countries.

PolyJohn International will continue to serve current customers and introduce PolyJohn products to new markets around the globe. Cooper says, "We are extremely pleased that the entire staff at the international office will carry on the great work that Vernon started."

Cooper also announced that Harold Clemens will assume the role of managing director at PolyJohn International. Clemens was previously PolyJohn's director of international marketing.

Tank Holding acquires Bushman Water tank line

Tank Holding acquired Bushman USA's water tank product line, and all the related assets, from Channell Commercial of Temecula, California. Channell launched the Bushman product line in 2009, and its market focus is primarily rainwater harvesting solutions for residential, commercial and municipal applications. Tank Holding, which includes the brands of Norwesco, Snyder Industries, Bonar Plastics and Stratis Pallets, is owned by Leonard Green & Partners and the management team and currently operates 22 manufacturing plants employing approximately 650 people throughout North America.

Bo Bowditch joins Lock America as security consultant

Veteran security consultant Bo Bowditch has joined the sales team at Lock America. He has more than 30 years' experience serving clients in the OEM market and for industries such as petroleum marketing, EMS and vending. Lock America is based in Corona, California. ■



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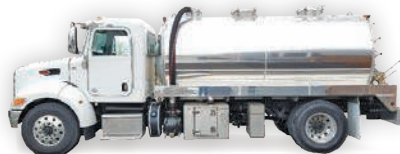
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Southwest Ohio septic cleaning company for sale. \$450k in yearly sales. Two trucks: 2005 Mack, 4,200-gallon; 2007 Peterbilt, 2,200-gallon with Advance 4,000psi jetter. Land-apply equipment. JD 8650 3,200-gallon Nuhn injector. \$650,000 OBO. 937-746-2663 (P02)

Septic business for sale, New York watershed. Includes trucks and equipment. 20+ years with same phone number. \$250,000. hacksaw12481@gmail.com (PBM)

If you're interested in selling your grease trap service, used cooking oil or other non-haz wastewater disposal business, we'd like to hear from you! Liquid Environmental Solutions is the nation's largest liquid waste management company - providing service across the USA. Sell your business and enjoy retirement or join us - we can always use great team members. Contact Brian Bidelsbach: brian.bidelsbach@liquidenviro.com or call 602-206-3636. (PBM)

Septic Tank Service Business for Sale: Owner wishes to retire. Located in Calahan, FL (Nassau County) north of Jacksonville - fastest growing county in Florida. 33 years in operation with loyal customer base. Includes: **1996 International 4900** w/DT466E, 5-speed transmission, 2-speed axle. 2,500-gallon capacity truck. 302k miles, fresh in-frame, new transmission, excellent condition. **2000 Freightliner FL70** w/8.3 Cummins diesel, 6-speed transmission. 2,400-gallon capacity truck. 198k miles, excellent condition. **Also included:** Complete DEP-approved lime stabilization site and facility for land application. Owner will train and assist with licensing. For more information contact K.A. "Kenny" Farmer at 904-879-4701 or 904-545-0357; farmer613259@aol.com (P02)

www.RooterMan.com. Franchises available with low flat fee. New concept. Visit website or call **1-800-700-8062**. (PBM)

COMPUTER SOFTWARE

FreeServiceReminderSoftware.com, FreeServiceDispatchSoftware.com, FreeRouteManagementSoftware.com. (P02)

DEWATERING

Portable septic and grease receiving stations, dual-screen design. Screens that really work - simple, non-mechanical. Set it up anywhere. 208-790-8770 screenosystems.com sales@screenosystems.com (PBM)

FOR SALE: ANDRITZ D5-L DEWATERING CENTRIFUGE, installed in 2007, very good condition. Contact Dyer Equipment Co., 970-454-3784, Ault, CO or email Roy Dyer at dyerequipment@aol.com (P02)

Surplus Equipment for Sale: Item 1: Mobile rotary sludge thickener \$29,000. Item 2: 6,300-gallon SS thickened sludge land application tanker \$17,000. We have DVDs of both working. Contact Mark Scott at Mark@delta-pioneer.com for details. (P05)

2016 Flo Trend 12-yard Sludge Mate trailer with polymer injection system. \$70k new. In very good condition, works great. Lost my spot to dewater. \$50,000. Will deliver for a fee. 970-618-4828 text will send photos. (P02)

DRAINFIELD RESTORATION



2010 Terralift, Kohler Command 20 engine, Atlas Copco compressor. (2) probes and a box of beads. \$18,000 OBO

518-793-2290 P02
morningstarseptic@hotmail.com

New and used terralifts for sale starting at \$20,000 used and \$38,000 new. Financing available. Call John at AerraTech 413-298-4272. (PBM)

Terralifts - New and Used. Financing available for qualified buyers. For more information call Dick Crane 800-223-2256 or aalco@tds.net for electronic brochure. www.youtube.com/watch?v=t8ApRUOasnY (PBM)

HAZARDOUS WASTE UNITS

New 3,200 U.S. gallon, carbon steel, D.O.T. 412. Full-opening rear door, dump-type unit with a PV750 pump mounted on a 2019 Peterbilt 348 cab & chassis with automatic transmission. (Stock# 13814) **www.vacuumsalesinc.com (888) VAC-UNIT (822-8648)** (PBM)

2004 Sterling cab & chassis with a carbon-steel Presvac 3,000 U.S. gallon, DOT 412, full-open rear door, dump-type vacuum tank and Wittig RFL100 vacuum pump. (Stock# 8717V) **www.VacuumSalesInc.com (888) VAC-UNIT (822-8648)** (PBM)

1984 Mack R686ST with a 1999 Keith Huber Dominator 3,000-gallon carbon-steel, dump type, DOT, vacuum tank unit. (Stock# 1165C) **www.VacuumSalesInc.com (888) VAC-UNIT (822-8648)** (PBM)

1997 Ford cab and chassis with a 3,500 U.S. gallon, carbon steel, DOT-certified vacuum tank. Dump type with full-open rear door and a Masport HXL400WV vacuum-pressure pump. (Stock# 1829V) **www.VacuumSalesInc.com (888) VAC-UNIT (822-8648)** (PBM)

JET VACS

Jack Doheny Supplies Inc. offers a full range of late model combo units and DOT industrial vacuum loaders. Call us @1-800-3DOHENY. (PBM)

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The Industry's Most Versatile Trailer Jetter! Model# HJ2TA1030HW, tandem axle trailer, 35 hp Vanguard 10 gpm @ 3,850 psi, 325-gallon water tank, 300' hose, General pump. **Fully loaded!** List \$36,995. On sale for \$32,995.

800-213-3272,
www.hotjetusa.com PBM

JETTERS-TRUCK

General Pump T1551 hydraulic jetter, oil reservoir, water tank, hose/hose reel, and oil. \$1,500. \$20k new. Pictures available. Call/text 612-817-4147 (P02)

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LOCATORS

AML all-material locator with case. Never used. \$2,500. I will have it at the WWETT Show with me unless sold first. Call 231-250-1483 (P02)

PORTABLE RESTROOMS



60 PolyPortables units, blue/white. Photo taken 11/04/18. \$310 ea. **1998 Isuzu**, runs, 600/200. \$10,000. Florida panhandle.

Contact Don 850-653-6745
or dwillson@outlook.com P02

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4,000 used portable restrooms for sale. Up-dating our fleet to the new Zenith portable restrooms from Sansom Industries. Prices range from \$125 - \$325. Call Jim Reisinger @ 314-776-4000. (PBM)

We are offering fifteen (15) Polylift restrooms for sale that were purchased about 5 years ago. They are mainly used for high-rise units. Seven of the fifteen are brand new and the used are in good shape. Please contact us at 800-350-3331 or e-mail at jw1.jwenterprises@gmail.com. We are asking \$650 for the new restrooms and \$500 for the used. Once again please contact us with any questions. (P02)

PORTABLE RESTROOM TRAILERS



Ameri-Can Engineering 824 Royale mobile restroom trailer. Great looking exterior and interior. Winterized and ready to use. Call for details or more pictures. \$15,000

816-809-1561, MO P02

Trailers for individual trailer-mounted portable restrooms. \$100 per trailer. These are very well built and designed. They are designed to simply unhitch and lay flat on the ground. No jacks or stabilization needed. Toilet tilts backwards when pulling to help with wind resistance. Trailers all have safety chain. They also have a ball on the back allowing you to pull multiple units at once. These trailers are less than 2 years old. We built them for a specific job and have more than we now need. Email for more pictures or questions. taylor@whitesanitation.com. Purchaser responsible for shipping. (P02)

2001 Keith Huber International pump truck. 2 Decons, 28' Tonto, 18' Royal, 2001 ASCI, 16' Presidential, 26' Presidential, portable toilet hauler trailers. 315-437-1291, NY. (PBM)

PORTABLE RESTROOM TRUCKS

Vacuum septic truck: 2009 Ford F550, 1,200-gallon aluminum tank. Needs mechanical work. \$12,500 negotiable. Contact 631-299-9906. (P02)

Multiple 2014 & newer truck w/low mileage. Waste tank capacities vary from 300 to 900 gallons. Unit capacities: 2, 4, 6, or 8 units. For pictures and prices contact Keldredge@ur.com; 585-694-5001 (P02)



2017 Dodge Ram 5500, 6.4L Hemi gas engine, automatic, power door locks and windows, cruise/tilt, stereo. 19,500 lb. GVW, 21,113 original miles. Flow-mark 1,500-gallon, two-compartment (1,100/400) aluminum tank, power washer w/hose reel. Remainder of factory warranty for truck and tank. Any questions or offers call Southeast Truck Center in Ashland, VA. \$56,500

**804-798-9009 or
804-314-8075** P02



2014 Ford F550 PowerStroke 6.7 diesel, 153,390 miles. 900-gallon waste/300-gallon fresh. Masport HXL4 vacuum pump & 12V water pump. \$45,000

Call Brix 815-946-2813, IL P03



2008 Sterling Acterra, Mercedes diesel engine, automatic transmission. Air brakes, AM-FM radio, air conditioning. Masport pump, 1,100-gallon waste 600-gallon freshwater tank capacity. 117,222 Miles. Runs great and in good condition. \$30,000

**Call 608-697-5336
or 608-742-2648, WI** P02

2004 Kenworth T300 with Cat C7 engine. 1,800/300 Keith Huber steel tank. 320,000 miles. \$18,000. Good truck that was running daily. Contact Patrick West at patrick@moorecans.com. Pictures available upon request. Truck located in Dallas, TX. (P02)

2014 International pump truck, Flow-Mark aluminum 1,850-gallon tank, 62,000 miles, \$85,000; 2007 International 4300 1,350-gallon, 265,000 miles, \$37,500. 256-757-9900 or www.pbsos.com (PBM)



2005 Freightliner Model M2106 flat-bed. Hauls 12 units with side load gate. Under CDL, good condition \$30,000

Call 251-946-3250

or 850-712-3830, AL P02

baldwinportables@yahoo.com



Two (2) 2016 Dodge 4x4 trucks. Each truck has approximately 79,000 miles. Steel tank truck is \$62,500. Aluminum tank truck is \$64,500.

**Call Rodney Lane
270-832-3793** P02



2007 International 4300, DT466, 280k miles, automatic transmission. A/C, air breaks, rebuilt engine. 1,500-gallon tank. \$25,000

**Call Josh or Mike
901-452-7040, TN** P03



NEW 2017 Dodge 4500 4x4, gas, 9 ft. flatbed. 77 miles. New aluminum tank, 630w/300f, new Masport HXL2 vac pump, Honda engine drive.

Call JR @ 720-253-8014, CO PBM

2007 Isuzu NNR, 975/375 split, Progressive aluminum tank, Masport HXL4V pump, DC10 washdown pump, dual side service. 285,000 miles. Top half engine rebuilt @ 210,000 miles. Runs good, all records available. Photos available. \$22,000. 815-877-9770; portajohn@portajohn1.com (P02)

2018 Hino 268A cab & chassis, 25,950 GVW with a new 1,600-gallon portable toilet service unit. (Stock# 13762) **www.VacuumSalesInc.com (888) VAC-UNIT (822-8648)** (PBM)

2008 Ford F550 cab & chassis with an aluminum 1,160 U.S. gallon, 3-compartment (130 - 670 - 360) PTS unit and Masport vacuum pump. (Stock# 1661V) **www.VacuumSalesInc.com (888) VAC-UNIT (822-8648)** (PBM)

2008 Ford F550 cab & chassis with an aluminum 1,100 U.S. gallon, 2-compartment (750 - 350) PTS unit and Masport vacuum pump. (Stock# 6618V) **www.VacuumSalesInc.com (888) VAC-UNIT (822-8648)** (PBM)

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Attention large outdoor events promoters and seasonal campgrounds requiring showers, sinks and hot water availability: **FOR SALE:** Two (2) 40-ft. shower containers. 14 shower heads per container, handicap accessible. Trailer and accessories included. For pictures go to www.candsshowers.com. 712-428-6143 or cell 712-880-1250. (PBM)

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Liquid ring pump. Complete vacuum system off Keith Huber Berringer 2. Dietmarkiser VPC 80 M pump. 2 dust cyclones. 2 water tanks. All valves. Location Englewood, FL.

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Buy & Sell all makes and models, new & used vacuum pumps, blowers, high-pressure water pumps, new and good used replacement parts. Buy discounted pumps online 24/7. Call us for a current inventory list. **www.VacuumSalesInc.com, (888) VAC-UNIT (822-8648)** (PBM)

RENTAL EQUIPMENT

Liquid vacs, wet/dry industrial vacs, combination jetter/vacs, vacuum street sweeper & catch basin cleaner, truck & trailer mounted jetters. All available for daily, weekly, monthly, and yearly rentals. **VSI Rentals, LLC, (888) VAC-UNIT (822-8648) www.vsi rentalsllc.com** (PBM)

2016 Acro Vacuum Trailer: Stainless steel 6,000 gallon, DOT certified double conical with air-ride suspension. Aluminum wheels all positions, full hose trays, OSHA walkways and railings. Vacuum pump option either hydraulic or self-contained. KLM Rentals, Inc. 617-909-9044 (PBM)

ROLL-OFF TRAILERS

2001 ESP Roll-off trailer: Two (2) container roll-off trailer good brakes, tires, frame, etc. KLM Companies 617-909-9044 (PBM)

SEPTIC TANK FORMS

900-gallon septic mold, baffle poured in place, air released. \$10,000. Call Hudson Lundy at 386-362-8342. (P02)

SEPTIC TRUCKS



Many pump trucks for sale. Pump trucks in stock include pre-emission and post-emission, low-mile trucks – both CDL and non-CDL. Peterbilt, Kenworth, FL-M2, Sterling, Hino, Int, etc. We keep both steel and aluminum tanks in stock as well as new pumps. We can mix and match any combination and size to fit your exact needs. We have both chassis and tanks on hand. We build pump trucks for the septic, porta potty, grease and oilfield industries. If we don't have exactly what you are looking for, we can build it for you! Shipping and financing available. Central Arkansas.

Call Caleb 281-914-1192 P02



1996 GMC C7H (TopKick), 3116 Cat-epillar, 5-speed, 1,500-gallon. 307cfm Transway pump, hoses, ready to work. Solid truck. \$16,500 OBO
315-783-0803, NY P02



1999 International, Cummins motor, Eaton/Fuller 10-speed transmission, Fruitland vacuum pump. Brand-new 3,600-gallon tank – never used. New paint, new tires. Sale Price \$50,000
Call Scott 763-213-8235, MN P02



1998 Mack CH613, 330-350 horsepower, 10-speed, tandem axle. Includes Shaddix 16' set bed system, used for septic tank installation with 12,000 lb. winch. Only asking \$28,500. Please call for more information if interested.

251-747-1956, AL P03



1999 Mack RD688S 5,200-gallon Transway unit. TS-800 pump. E7-350 350hp engine with Jake brake, Fuller RTOF-14908LL 10-speed/deep reduction transmission. 18,000 lb. front axle, 20,000 lb. pusher axle, 44,000 lb. drive axles with Camelback springs. Truck is working everyday. \$49,000

Call Mark 603-493-1519, NH P02

2009 Peterbilt 365, 4,000-gallon tank, 145,000 miles, Fruitland pump. \$85,000. Call Tom for more information at 718-356-8531. (P02)



2008 Peterbilt 340, 3,600-gallon steel vacuum tank. Call for more information. \$69,000
240-508-8196, MD P02



1992 International 4900 6x6, 203k miles. Masport HXL400W pump, heated valves. 3,200-gallon tank, 60-gallon freshwater tank. Portajohn rear bumper. (6) 40 ft. x 3" hoses, aluminum tool boxes, air-ride seat. Very clean and well-maintained truck. \$35,000

Chuck 269-729-4009, MI P02



1995 Mack: This truck has a 4,000-gallon aluminum tank and jetter with 300-gallon freshwater tank. It needs a transmission and clutch. \$19,000

561-302-7195, FL P03



2019 Peterbilt 348: PX9, 350hp, Allison 6-speed automatic. Air-ride, 20k fronts; 40k rears. 4,200/200 aluminum tank. Jurop RV360 pump. 4,000psi 4gpm jetter system. Aluminum wheels. \$184,875

318-797-2702 or 318-780-173, LA P03



Cab and chassis for sale. Great running truck ready to mount your 3,500-gallon tank. 1995 Freightliner, M11 motor on it with 369,000 miles. 247" wheelbase. \$13,500 OBO. Possible delivery for a small fee.

Call 805-276-5516, CA P02



2017 Kenworth T270, PX-7 diesel, 6-speed transmission, 149k miles. A/C, cruise. New: 2,500-gallon tank, stainless hose trays, Fruitland 500 vac pump, aluminum wheels, tires and paint. \$72,000

Call 740-259-5555, OH P02



2013 International 4300 w/466 diesel engine, Allison automatic transmission, 161,409 miles. Air-ride suspension. New 2,100-gallon tank with new Jurop pump. Class "C" License (26k GVW). Sacramento, California area. Priced to sell \$68,7500

Call Ron 530-273-3007 P02

2002 Ford F750 XLT, 2,500-gallon aluminum tank, NVE vacuum pump. New vanes and bearings. Good working order. \$28,000 OBO. Email Darrells@septic@gmail.com or call 715-760-1025 (P02)

1997 Ford LN9000 with Presvac 2,300-gallon tank. Tank in great shape. Cummins with Fuller transmission. Just inspected, runs excellent. \$25,500. KLM Companies 617-909-9044 (PBM)

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2000 International, DT466, 230hp, 7-speed Spicer. 2,000-gallon vac tank. Cold a/c, new paint. Truck is in great condition. \$30,000

Call 828-361-3390, NC P02



2001 Sterling Acterra, 191,519 miles, manual. 2,150-gallon tank. Located SE Pennsylvania \$27,000 OBO

**Contact Mark
mark831@hotmail.com** P02



1994 Volvo WG64 with Presvac 3,300-gallon, two-compartment, (2,300/1,000). Cat 3406, 400hp with Fruitland 1200 vacuum pump. \$27,500

**KLM Companies
617-909-9044** PBM



Under CDL 2006 International 4300, DT466, 227k miles, auto. transmission, a/c and cruise. New: 2,100-gallon tank, stainless hose trays, Jurup PN-84 vacuum pump, paint, tires, and aluminum wheels. Very clean truck. \$45,000. Delivery and financing available. We also have other trucks available.

**Hull's Truck Bodies
740-820-5338, OH** P02



1999 International 3300, 6-plus transmission, 220,000 miles. 2,500-gallon carbon-steel tank, water-cooled Masport H400W pump, new oil cooler and one universal joint. Tank and pump 9 years old. Heated rear valve, front and rear unload, air drop axle. DOT inspection good till April, will have the truck inspected and fix anything that it needs. New paint, hose trays Line-X'ed, heavy-duty hitch wired for trailer. 60-inch box, air-ride seat. Real good condition and ready to work. Needed a bigger truck. Can text or email pictures. \$37,900

Call 906-293-6110, MI P02



2014 International 4300, under CDL. DT466 diesel, auto., 128k miles. NEW 1,800-gallon tank and Masport pump.

Call JR @ 720-253-8014, CO PBM



2011 International 7400 with automatic Allison MD3000 transmission. 324k miles. Masport HXL400 water-cooled vacuum pump system. Hot-shift PTO with controls in the cab. Heavy-duty driveline. Secondary moisture trap. Pressure and vacuum relief valves. 6" rear discharge valve, 4" inlet reduced to a 3" ball valve. The tank has no leaks. Has three sight glasses in the rear, hose hook and ladder. \$79,900

951-314-3387, CA P02

2001 Kenworth T800: 750k miles, rebuilt at 600k, tandem axle, 10-speed manual transmission. Current DOT. Used daily, no issues, complete service records. Challenger 367 vacuum pump, Cat C10 400hp, 3,500-gallon Progress aluminum tank. Very reliable. Selling to get larger truck. \$55,000. Call or text 734-777-0390. (P02)

In search of below-CDL limit septic tank pump-out truck in good condition located in Florida. Prefer 2,000-gallon tank or close. Prefer automatic transmission. No Maxx-Force engine trucks. 850-902-9044 (P03)

Selling septic trucks and a septic tank stake truck with 16-unit carry capacity - \$12,000. 1,100-gallon capacity International septic truck - \$9,500. Location: Brighton, Michigan. Call 810-217-4639, ask for Bart. (P02)

2012 International 4300, 33,000 GVW, DT466, 245hp, Ultrashift automatic. NEW 2,500-gallon steel or aluminum vac tank - your choice. New Fruitland vac pump. Call JR @ 720-253-8014, CO. (PBM)

1995 Ford L8000 cab & chassis with a 3,300 U.S. gallon Keith Huber Dominator, carbon steel. Full-opening rear door, dump-type unit with a Becker 440 vacuum pump. (Stock# 2507C) **www.VacuumSalesInc.com (888) VAC-UNIT (822-8648)** (PBM)

1999 Sterling L9000 tri-axle cab & chassis with a 4,000 U.S. gallon Keith Huber Dominator, two compartment (500 water - 3,500 waste) C/S. Full-opening rear door, dump-type unit with a Becker 440 vacuum pump and jetting system. (Stock# 3408C) **www.VacuumSalesInc.com (888) VAC-UNIT (822-8648)** (PBM)

New 4,000 U.S. gallon, aluminum, vacuum-pressure tank mounted on a 2019 Peterbilt 348 cab & chassis with NVE Challenger 866 fan-cooled vacuum pump. (Stock# 13789) **www.VacuumSalesInc.com (888) VAC-UNIT (822-8648)** (PBM)

New 5,000 U.S. gallon, aluminum vacuum-pressure tank mounted on a 2019 Volvo VHD tri-axle cab & chassis with an NVE 4310 PD blower package. (Stock# 13796) **www.VacuumSalesInc.com (888) VAC-UNIT (822-8648)** (PBM)

1997 Mack RD688S tri-axle cab & chassis with a 4,500-gallon aluminum vacuum tank and Wittig RFL100 pump package - coming in September. (Stock# 3130V) **www.VacuumSalesInc.com (888) VAC-UNIT (822-8648)** (PBM)

2006 Western Star 4900 tri-axle cab & chassis with a 5,000-gallon carbon-steel vacuum tank & Masport HXL200W pump package. (Stock# 7347V) **www.VacuumSalesInc.com (888) VAC-UNIT (822-8648)** (PBM)

2004 Freightliner M2-106 with a Presvac 1,500-gallon carbon-steel vacuum tank and Masport HXL400WV pump. (Stock# 4468C) **www.VacuumSalesInc.com (888) VAC-UNIT (822-8648)** (PBM)

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2010 Ford F750 with a Presvac 2,300-gallon c/s tank and Masport pump. (Stock# 0764C) **www.VacuumSalesInc.com (888) VAC-UNIT (822-8648)** (PBM)

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SLIDE-IN UNITS

300/110 Best Enterprises stainless slide-in unit, \$6,000. 231-250-1483 Michigan (P02)

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Frac Tanks from Geneva Equipment. Financing available! Delivered to your door! Perfect for: Portable sanitation storage; Dewatering; Wastewater storage and treatment; Hydroexcavation; Stormwater runoff. Geneva Equipment has 1,000+ frac tanks available, epoxy lined and EPA compliant.

Call 855-202-7872
or sales@genevaequipment.com
www.genevaequipment.com P02



New 2,000- to 2,500-gallon aluminum tanks with lights; New 1,800- to 2,500-gallon steel tanks with lights. In stock, ready to ship. New and used CDL and non-CDL trucks available.

Call JR @ 720-253-8014, CO
or Mike @ 303-478-4796 PBM



Brand-new 2,100-gallon aluminum split tank (1,600 waste/500 fresh). Work lights, tool boxes, hose trays and new toilet carrier bumper included. We can ship it to you, or mount it on your truck. Central Arkansas.

Caleb 281-914-1192 P02

Vacuum Tanks - New: 800- to 5,000-gallon tanks available. 3,600-gallon tanks - \$14,000. 2,500-gallon tanks - \$12,000. Delivery available. Contact Jerry: **800-721-2774; JEagleTanks@yahoo.com** (PBM)

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T&T Tools, Probes, Hooks: Probes feature steel shafts with threaded and hardened tips. The insulated **Mighty Probe™** tested to 50,000 volts. **Top Poppers™** open manhole covers easily. Free catalog. **www.TandTtools.com.** Phone **800-521-6893.** (PBM)

Crust Busters: Portable, lightweight machine, guaranteed to mix up septic tanks and grease traps! Save time and money! **www.crustbusters.com,** 1-888-878-2296.(PBM)

TOYS

Septic pumper and vacuum die-cast toy trucks: In your choice of colors and logos, several cabs available. Call 877-450-2100, write to Granite State Collectibles, PO Box 440, New Ipswich, NH 03071; or **www.granitestatecollectibles.com.** (PBM)

TRAILERS- VACUUM/TANKER



Imperial Vacuum Trailers: In stock, 6,000- and 6,300-gallon aluminum single-compartment Imperial vacuum trailers.

Call Cory
800-558-2945 Ext. 426 PBM

TRUCKS - MISC.



2006 Freightliner Business Class 1,900 waste, 100 fresh septic truck. Jurop R260 pump & Sure Flow water pump. \$55,000

Ameripump Mfg., LLC
918-438-2953, OK P02



2014 Kenworth T270, Paccar motor, automatic transmission, diesel, under CDL. A/C, cruise. New 2,100-gallon tank, aluminum on both sides, stainless hose trays, aluminum wheels, Jurop PN84 vac pump and tires are all new. 138k miles. Extremely clean truck. \$72,000

Call 740-259-5555, OH P02

1996 GMC portable toilet truck. 800-gallon tank. Does not run, needs work. Great parts truck. Asking \$3,500 OBO. Contact Stu for more details - 516-901-3524 (P02)

2003 Mack Granite cab and chassis. E7427 w/jakes, 10 speed. Double frame, 46,000 rears. Had 17' tank. \$27,000. 916-338-1799. Can e-mail pics. (P02)

VACUUM LOADERS



New 2019 Kenworth T880 vacuum truck that has never seen service. The price for the equipment is \$340,000. We can deliver the truck within 700 miles of Baltimore, MD.

Contact Michael O'Hara
410-980-0461, MD
mo@origin-americas.us P02

PRICES REDUCED! MUST SELL! 1999 International Guzzler vacuum excavator: Totally refurbished, purchased new for Big Dig Project. 27" blower, CAT engine, auto remote. Special noise-suppression equipment. Tri-axle. High-pressure wash-down system - 300-gallon water tank. \$50,500 OBO. Also available **1997 Ford Guzzler** vacuum excavator - same features as 1999 International. No washdown system. \$45,000 OBO. Call 617-908-1629. (P02)

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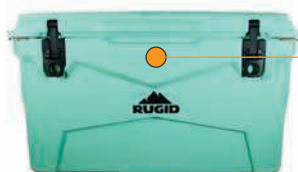


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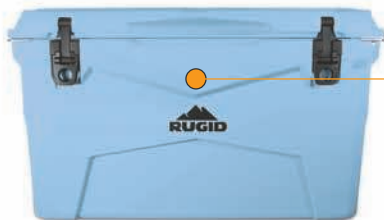


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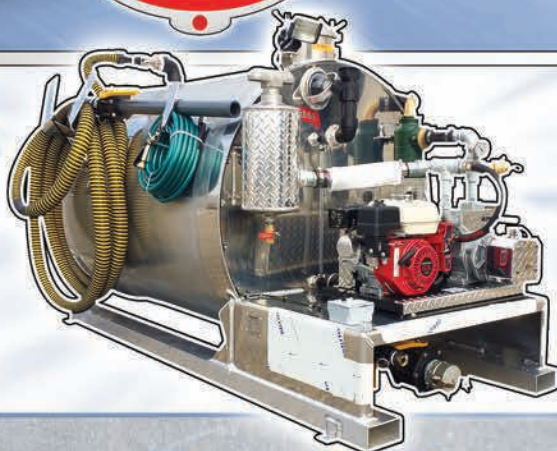
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