

# ONLINE TRAINING ACADEMY

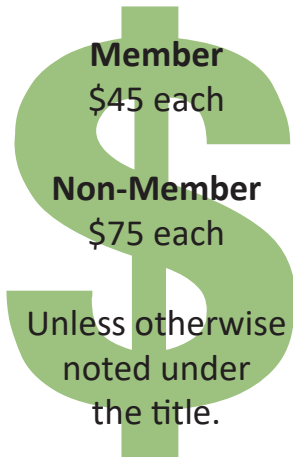


The Online Training Academy (OTA) is a series of web-based courses designed to build strong authorities. This convenient and cost-effective training has been developed for:

- ◆ authority board members
- ◆ consultants
- ◆ management
- ◆ billing departments
- ◆ financial staff
- ◆ treatment plant employees
- ◆ and more!

Each webinar is approximately 1 hour and includes a detailed presentation, along with a question and answer period.

Every member of the authority team benefits from these courses!



## What you need

A computer or mobile device with high-speed internet access

Speakers or headphones to listen to the audio portion of the sessions

A valid email address for registration

For additional information or to purchase a webinar(s), please email Kim Wenrich at [wenrich@municipalauthorities.org](mailto:wenrich@municipalauthorities.org). A link to the webinar(s) will be emailed, along with an invoice. The link can be viewed multiple times.

## Attention Professional Engineers

If a PDH is noted after the webinar title, a certificate will be issued upon viewing confirmation.

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# 2023 Update for Municipal Authorities (1 PDH)

View this fact filled, informative PFAS webinar on the latest initiatives and proposals impacting Pennsylvania municipal authorities. In this session, we will cover numerous topics related to water, sewer, and solid waste authorities.

Environmental Protection Agency (EPA) Updates:

- EPA's progress under its much publicized PFAS Strategic Roadmap.
- Proposed designation of PFOA and PFOS as hazardous substances under Superfund, and what this could mean for your authority.
- Recent memorandum addressing PFAS and NPDES permitting.
- New proposal addressing the reentry of PFAS into commerce.
- Ongoing efforts to establish federal MCL's for PFAS.
- Proposal to address PFAS contamination in its National Enforcement and Compliance Initiatives for the FY 2024-2027 cycle.

We will also be discussing:

- Implementation of DEP's Safe Drinking Water PFAS MCL Rule.
- Updates on current legal proceedings relevant to authorities.
- Regulatory initiatives that could cause liabilities to water and wastewater organizations.

Plus, your questions answered!

**Presenter:**

*Steven Hann, Esq., Hamburg, Rubin, Mullin, Maxwell & Lupin*

# Addressing Legacy Stormwater Issues in Today's MS4 Environment (1 PDH)

Stormwater management standards have changed over time, evolving as our understanding of stormwater has evolved. Legacy BMP's may no longer be serving their intended purpose.

The presenters will provide background on:

- The evolution of stormwater management
- 
- Unique difficulties in suburban karst landscape

Also presented is an innovative approach to dealing with legacy facilities.

**Presenters:**

*Pierre O. MaCoy, Susquehanna River Basin Commission*

*Jeremy Miller, Hampden Township Sewer Authority*

# Authorities and COVID-19

The COVID-19 pandemic has changed the world in which we live in many ways. For authorities as life sustaining entities, we are challenged with providing continuity of services to our communities, while providing a safe working environment.

Issues facing authority operations include:

- Authority Board meetings, quorums, electronic participation and public access
- Workforce safety issues, social distancing and sanitization
- Shut offs and late charge fee suspensions
- Employee personal leave and other employment policy issues
- Contractor work
- Cash flow and related financial issues

Authority and associate member presentations and panel discussions will cover a wide range of issues faced during the pandemic. What worked, what can be done better, and what can we do to prepare should this or a similar challenge be faced in the future.

## **Presenters:**

*Steven A. Hann, Esq., Hamburg, Rubin, Mullin, Maxwell & Lupin*

*Matthew Junker, Municipal Authority of Westmoreland County*

*Charlotte Katzenmoyer, Capital Region Water*

*Michael A. Kyle, Lancaster Area Sewer Authority*



# Authority and Tenant Rights and Obligations Prior to Termination of Service

Water and wastewater service terminations are not easy, neither for the customer nor for the Authority. When a Landlord/Tenant relationship is added to the mix, the process becomes confusing and complicated quickly. This webinar will provide an explanation of the rights and obligation of the Authority, the Tenant and the Landlord included in the Utility Service Tenants' Rights Act (USTRA).

Specific areas that will be discussed are:

- Identification and notification requirements for tenant occupied landlord ratepayer accounts
- Requirements for tenants to exercise right to continued service upon termination for nonpayment by landlord ratepayer
- Requirements before service may be disconnected at the request of a landlord ratepayer
- Considerations when third party sewer utility requests termination of water service for nonpayment of sewer bill

Panelists will also discuss case law decided under USTRA and, importantly, real world practical examples of issues and solutions under USTRA. Attendees will gain an understanding of what can and what cannot be done as well as what should and what should not be done.

## **Presenters:**

*Kathy L. Pape, Esq., Saxton & Stump LLC*

*Ade Bakare, Esq., McNees, Wallace & Nurick LLC*

*Julie Quigley, Pittsburgh Water & Sewer Authority*

*John Sweet, Esq., Pennsylvania Utility Law Project*

# Authority Outreach & Impact of your Digital Presence

Creating (or establishing) a strong digital presence for your authority has never been more important than right now! Whether it is communicating with your residents & customers during a crisis or creating awareness of your role in your community.

How do you effectively communicate with your residents?

This webinar is for authorities of all sizes who want to gain a better understanding of digital marketing and to help authorities develop their digital presence while looking to actively communicate with neighbors online to inform of timely messages, authority happenings & important information that could impact their day-to-day operations.

Join us for a lively discussion from two experts in public relations and marketing from Gavin Advertising as we answer the following questions:

- How can we improve and strengthen our communication efforts?
- What social media platforms would best suit my authority's audience?
- What are best practices when it comes to social media policies for authority employees?
- What are website accessibility standards and why should we be concerned with compliance?

By the end of this webinar, you will have a good foundation of practical tools and techniques to create a successful online presence.

## **Presenters:**

*Lisa Brusio Coster, Director of Public Relations, Gavin*

*Bill Daiber, Director of Digital, Gavin*

# Breaking Down PFAS: Impacts to Municipal Wastewater & Biosolids (1 PDH)

Municipal wastewater authorities are receivers of PFAS discharged into their systems. PFAS is not removed or destroyed in the treatment process therefore exits the plant either in the effluent or in the biosolids.

Topics covered in this session will be:

- Source Control through in-system testing and industrial pretreatment
- Precursor transformation through the treatment process
- Effluent sampling and impact on downstream uses
- Biosolids Management and the dwindling outlets for disposal

Conclusions from WRF-5031 and WRF-5042 projects, a summary of the current regulatory landscape (including the elimination of land application of biosolids in Maine), and updates on the development of destructive technologies will be presented.

**Presenter:**

*Jane E. Madden, PE, BCEE, CDM Smith*

# Breaking Down PFAS: What Lies Ahead for Municipal Drinking Water Treatment? (1 PDH)

The impacts of PFAS on public health and the environment continue to be researched, while at the same time state & federal authorities are taking action to regulate these chemicals. Many drinking water utilities are being forced to shut down traditional sources of supply and fast-track new treatment projects and/or convert to more expensive sources of water. What lies ahead for sampling & testing our water supplies and treating our drinking water?

Some topics covered in this session will be:

- Sampling & Testing for groundwater and surface water sources
- Treatability Analysis of various PFAS contaminants
- Available Treatment Technologies
- Optimum Treatment Process Selection
- Successful Project Implementation

**Presenter:**

*Alan G. LeBlanc, P.E., BCEE, CDM Smith*

# Complying with America's Water Infrastructure Act of 2018 (1 PDH)

America's Water Infrastructure Act of 2018 requires all community water systems that service a population greater than 3,300 persons to conduct a risk and resilience assessment (RRA) and prepare or update an emergency response plan (ERP).

The presenter will address:

- Requirements
- Schedules
- Methodologies
- The benefits of developing and maintaining an RRA/ERP.

**Presenter:**

*Rulison Evans, PE, GHD, Inc.*

# A Comprehensive Review of the Municipality Authorities Act (MAA)

This webinar will provide a broad overview of the MAA aimed primarily for Authority board members and staff. The entire MAA will be reviewed with emphasis on areas of general concern and the majority of questions that Mr. Witherel, Esq. has received over the years.

In this session, you will:

- Learn about some of the misinterpretations of the MAA regarding board appointments, compensation, etc.
- Review board conflicts/prohibitions in matters of money and contracts
- Understand the basics of tapping fees in the MAA but this lengthy section will be devoted to a future webinar

We will also touch on the following areas of the Act:

- Amendments of Articles
- Limitations of Authorities
- Bonds
- Investment of Authority Funds
- Exemption from Taxation and Payments in Lieu of Taxes
- And more!

**Presenter:**

*Michael Witherel, Esq., PMAA Solicitor West, Witherel Kalina Law Group*

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The 2023-2024 Pennsylvania Municipality Authorities Act and Related Laws edition is now available. Please visit our website for an order form to purchase any copies you may need.

[www.municipalauthorities.org/municipal-act/](http://www.municipalauthorities.org/municipal-act/)

# Considering a Customer Assistance Program?

Now, more than ever, not only water and wastewater customers but also, municipal authorities need bills to be paid and paid timely. But what if a customer can't pay...in the short term or in the long term? A Customer Assistance Program may be the answer.

This presentation will address:

- The potential legal obstacles to implementation of a customer assistance program (CAP) and how to address them
- How to fund a CAP
- How to design a CAP
- How to administer a CAP

Examples of municipal and authority CAP programs will be discussed.

## **Presenters:**

*Adeolu Bakare, Esq., McNees Wallace & Nurick LLC*

*Candace Hoover, Manheim Area Water & Sewer Authority*

*Kathy L. Pape, Esq., Saxton & Stump LLC*

*John Sweet, PA Utility Law Project*

# COVID-19 and Municipal Authorities: One Year Later

One year ago, the United States witnessed its first known case of COVID-19.

The devastating impact of the virus will be felt for years to come and has ushered in a new era of change.

Comparable to many local government entities across the country PMAA members have had to address unique issues during this unprecedented time ranging from the conduct of board meetings to novel human resource considerations and to unexpected economic concerns.

This webinar will focus on:

- Recent and projected issues of interest to PMAA members as the country continues to deal with the virus
- Vaccine availability
- Customer/ratepayer matters
- Potential for federal legislative assistance

In addition, we will explore certain operational changes that municipal authorities and others have implemented because of the virus and which of these changes may continue post-pandemic.

**Presenter:**

*Steve Hann, Esq., PMAA Solicitor East  
Hamburg, Rubin, Mullin, Maxwell & Lupin, P.C.*



# Creating Advantages in Today's Bidding Environment

*Cost: Free to members; \$75 for non-members*

Municipal authorities continue to strive not only for better pricing and greater bidder participation but for reliable availability of materials and manpower to allow timely completion of capital projects.

Following the analysis of over 16,000 PA projects and 64,000 sealed bids, this session offers:

- Valuable analytics;
- Tips and tricks; and
- Best practices that can produce real results when bidding on projects in today's ever-changing bidding environment.

**Presenter:**

*Freddy Lutz, PennBid*

# Critical Infrastructure Cybersecurity: Attacks, Mitigation, and the Human Asset (1 PDH)

This presentation will discuss the current state of Critical Infrastructure Cybersecurity from three perspectives:

- Notable attacks on Critical Infrastructure
- Methods of Attack & Prevention and Mitigation
- The role of the Human Asset in Cybersecurity

**Presenter:**

*Daniel Capano, Gannett Fleming, Inc.*

# Cyber Security Preparedness for Planning: Overview for Non-Technical Leadership

Municipal authorities are in danger from cyber security threats on a daily basis. Leadership has heard the many types of threats bad actors use, the types of technologies and trainings they need to implement and may have even seen the devastation that can ensue from a successful cyber breach. Yet, many are overwhelmed with how to take the first steps to being proactive against this problem. Learn several steps that your Authority can begin taking today to start moving towards a stronger cyber security posture.

- **Understand the basic cyber security models:** Perimeter versus Zero Trust versus POLP (Principle of Least Privilege)
- **Attack surfaces:** Understand what creates potential attack surfaces with access into your Authority data.
- **Know the “what”:** Identify what information to document in regard to your Authority equipment and data.
- **Know the “who”:** Discuss things you should consider that affect both internal and external operations and audiences.
- **Identity Access Management (IAM):** Learn the principles of IAM and how it shapes the collection and usage of the equipment and users on your network.

Join Source IT & Telecom Consulting’s CEO Tracey Schafer in discovering immediate steps you can take to begin securing your Authority from cyber security threats.

**Presenter:**

*Tracey Schafer, CEO, Source IT & Telecom*

# Cybersecurity Threats, Challenges & Solutions from the Trenches

Join us as we discuss current threats and attack methodologies of cybersecurity issues observed while responding to incidents of all sizes in an engaging session designed to enhance cyber awareness. Incorporating expertise from legal and technical perspectives offers insights valuable to both non-technical and technical attendees.

From identifying low-hanging fruit to more complex considerations, participants will leave this session with actionable solutions that can improve overall security posture and minimize the impact of a cyber event.

## Key Takeaways:

- Learn attacker tactics, techniques & procedures
- Identify key defensive measures and discuss methods of triaging vulnerabilities
- Understand legal challenges and triggers
- Develop cross-silo collaboration ideas
- Building an effective incident response plan and incident response team
- Provide a background on state and federal breach notification law

## Presenters:

*Serge Jorgensen, Sylint Group*

*Matt Meade, Esq., Eckert Seamans Cherin & Mellott, LLC*

# Dealing with Delinquencies and Dialing Down on Bankruptcies

No authority can operate without capital. Without funding from your entire service area, your community could potentially be without clean water or a sewer system. Our experts have the playbook your authority can follow to address challenging situations such as payment delinquency and more.

Join three industry experts to discuss laws of water terminations, to explore strategies and tactics for dealing with challenging payment situations, and to review authority sample rules and regulations. Attendees will learn methods to secure payments through payment plan versus no payment plan, auto withdrawal and credit card payment, and shut off/turn on fees. We'll also discuss how to pursue payments from customers who work the bankruptcy system to try and avoid paying their bills. Let our experts help you navigate these daily and complex challenges.

## Learning Objectives

- **Municipal Laws:** Learn the laws you and your authority can use for water termination for nonpayment.
- **Strategies and Tactics:** Understand the different strategies and tactics to use to compel payments.
- **Disconnection Procedures:** Are you following the correct disconnection procedures? Go through an example of how another PMAA sewer authority follows their disconnection procedure.
- **Working the Bankruptcy System:** Learn how to get payments from customers who try and use the bankruptcy system to their favor.

## Presenters:

*Max Feldman, Esq., The Offices of Max C. Feldman*  
*Matthew Kalina, Esq., Witherel Kalina Law Group*

# Emergency Preparedness & Crisis Communicating

This presentation is designed to help public entities overcome these concerning statistics with improved levels of preparedness.

During this presentation, participants gain an understanding of how to develop a strategy for successful community and media relations before, during and after a crisis situation.

Topics will cover basics for:

- Preparing your organization for proper communications to internal and external audiences
- Managing messages across all forms of media platforms

Presented by experienced crisis public relations professionals and former news reporters, our presenters will discuss:

- How to mitigate risk through communications
- Building public trust through informative messaging
- Provide basic on-camera media training skills.

## **Presenters:**

*Mandy Arnold, Gavin Advertising*

*Jay Scott, Gavin Advertising*

## Ethics (1 PDH)

Brian Jacisin, Esq., with the PA State Ethics Commission, will provide a brief review of:

- Ethical standards
- Recent Ethics Commission rulings impacting municipal authority officials
- Briefly address their required Statement of Financial Interest forms.

The Ethics Act requires this form be filed each year the position (board and/or Management) is held and the year following termination of service.

**Presenter:**

*Brian Jacisin, Esq., PA State Ethics Commission*

# Geophysics and Subsurface Utility Engineering for Municipal Authorities

How to find, map and manage before digging, drilling, or building.

April is National Safe Digging Month, a time when many authorities are gearing up for outdoor projects. Costs associated with these projects are on the rise so it's important to maximize every dollar spent. That's why it's important to know what's in the ground before you begin digging.

But how do you know what's going on underground? That's where Geophysics and Subsurface Utility Engineering (SUE) can help.

- Geophysics – “radiology for the earth” which helps identify underground obstacles.
- SUE – the practice of identifying subsurface infrastructure like pipes and other buried utilities.

When incorporated together, Geophysics and SUE can help municipal authorities understand what's beneath the surface before digging or drilling. These technologies can help identify subsurface obstacles while reducing potential utility, equipment or property damage as well as creating a safe work environment.

This webinar will provide:

- A basic understanding of the latest geophysical techniques
- The process of Subsurface Utility Engineering
- Numerous real-life project examples describing how implementing these technologies helps save time while minimizing danger, expense, and liability on projects before a shovel ever hits the ground

**Presenter:**

*Felicia Bechtel, MSc, PG, RETTEW*



## How Capital Improvement Plans Can Help Authorities Survive COVID-19 and Other Financial Challenges (1 PDH)

A capital improvement plan can help you accomplish both these goals, while also increasing efficiency, positioning you better for grant opportunities, and reducing the risk of regulatory fines and liabilities from infrastructure failure.

**Presenter:**

*Adrienne Vicari, PE, Herbert, Rowland & Grubic, Inc.*

*Joshua Fox, PE, Herbert, Rowland & Grubic, Inc.*

# How Do You Inspire Your Team?

Dealing with the dynamics of any team can be challenging. This webinar will demonstrate how building a strong team can be accomplished when everyone delivers on their individual responsibilities.

Good communication and understanding why people do what they do are essential for the success of any organization. Making sure each person feels a part of your team goals will help build more productive, stronger relationships and create better outcomes.

## **Case Study:**

Sharon Purnell, Hamilton Township Municipal Authority, will share her recent personality assessment experiences, lessons learned, and steps she is taking to cohesively build a stronger team.

## **Here is a look at what you will learn:**

- Identifying strategies for communicating more effectively
- Appreciating core personality types
- Adjusting your communication style based on the personalities around you
- What motivates others
- Understanding the benefits of teamwork
- Utilizing techniques as a leadership and succession planning tool
- How to create successful professional and personal relationships
- Implementing personality assessment tools to identify core motives

## **IMPORTANT:**

Before this webinar, you will receive a link to complete your personality assessment. It's free, anonymous, and will help identify some of your personality traits which you will find useful during the presentation.

## **Presenters:**

*Una Martone, President & CEO, Leadership Harrisburg Area*

*Sharon Purnell, Manager, Hamilton Township Municipal Authority*

## How to Grow Your Authority and as a Result Reduce Future Rate Increases - A Case Study of an Authority Growth Strategy - LASA's Three Recent Acquisitions (1 PDH)

Authorities have few choices other than increasing rates in order to repair or replace aging infrastructure and pay the increasing costs of operation. However, one way to offset those rate increases is to leverage the economies of scale by growing your customer base.

This webinar will explain how a purposeful growth strategy can benefit your Authority, how to work with your Board to develop the strategy, and how to implement the strategy to see reductions in cost per customer.

The webinar will:

- Explain the tactics you can use to purposefully grow your utility in a way that benefits your customers
- List and explain the different ways to grow a utility
- Show you the steps to take in acquiring systems
- Demonstrate actual efficiencies gained through growth of a sewer authority, and
- Go through a list of do's and don'ts

This webinar will show you how LASA has experienced measurable reductions in operating costs per customer as a result of negotiating operating agreements and acquiring systems, and how you can see similar benefits through such a strategy.

**Presenter:**

*Michael A. Kyle, PE, Lancaster Area Sewer Authority*

# Impact of COVID-19 on Municipal Authorities & Considerations on How to Move Forward

**Cost: Free to members; \$75 to non-members**

The impact of COVID-19 has caused a concern among municipal authorities regarding anticipated loss of revenues associated with non-consumption of services. Consequently, many PMAA members have reached out asking what options they have at their disposal should they require financial relief.

The current challenges posed by the coronavirus pandemic present a completely new and nationwide threat to authorities. The combination of multiple factors has raised the question from many within PMAA...

“What can we do to prepare for the loss of revenue that we may experience?”

Some of the topics discussed during this session are:

- Revenue Anticipation Notes (“RAN”)
- Debt Restructuring
- Unfunded Pension Liability
- Cash Flow Projections
- Update on Recent Financial Market Conditions

Please join us as we provide details on options authorities have to address COVID-19-related cash flow problems as the economic picture continues to evolve.

**Presenter:**

*Jamie Schlesinger, PFM Asset Management*

# Implementing Green Technology for Sludge Management

Sludge management is a critical component of all wastewater treatment plants and often a significant drain on an authority's staff allocation and budget. Reed Beds offer an alternative solution to dewatering sludge and by nature incorporate several aspects of Sustainability and Green Infrastructure.

The presenters will discuss and review a large Reed Bed project implemented in 2019 by the Bradford Sanitary Authority to process the Authority's digested sludge in an environmentally sustaining and cost-efficient manner.

## Why Reed Beds?

- An economic review will detail operational cost savings
- Lessons learned from this unique project that is a low-energy solution with a high value return

The methodology behind the decision to construct the Reed Beds will be covered during this one-hour webinar, including:

- Detailing the construction phase;
- Planting of the rhizomes;
- Start-up process;
- Irrigation and controls;
- Biosolids loading schedules;
- Sampling requirements; and
- Operational activities.

## Presenters:

*Steve Disney, Executive Director,  
Bradford City Water & Sanitary Authorities*  
*Donnie Hayden, Operations Manager,  
Bradford Sanitary Authority*  
*Jack Rae PE, Senior Project Manager,  
Gannett Fleming, Inc.*

# Improving Revenue Collections During a Pandemic – Lessons Learned

The COVID-19 pandemic created many financial hardships for both authorities and their customers. Kevin will offer alternative payment methods, including third party solutions that can assist in bad debt reduction, and discuss the effects of the pandemic on delinquent collections.

**Presenter:**

*Kevin Buraks, Esq.*

*Portnoff Law Associates, Ltd.*

# Lead & Copper Rule Revisions How It Impacts Your Water Authority (1 PDH)

On December 16th, 2021, the EPA promulgated revisions to the Lead and Copper Rule (LCR). The LCR, originally promulgated in 1991, had established a compliance framework aimed at reducing lead in drinking water. The revisions (LCRR) are the first major update to the rule and include a suite of new measures aimed at further reducing the potential of lead exposure from drinking water. The revisions are wide-ranging, and compliance may be difficult for many water authorities.

This webinar will briefly examine the six focus areas the EPA's LCRR aims to address including:

- Identifying the most impacted areas
- Strengthening treatment requirements
- Accelerating lead service line (LSL) replacements
- Increasing sampling reliability
- Improving risk communication
- Protecting children in schools

We will also review the major changes to the LCR and cover the key requirements including:

- Lead service line (LSL) inventories
- LSL replacement plans
- New sampling protocols
- Public outreach/education
- Enhanced treatment requirements and the new trigger level

Finally, we will explore some actions authorities should consider implementing immediately so that they can satisfy the new requirements by the compliance date of October 16th, 2024.

## **Presenters:**

*Peter Lusardi, PE, GHD*

*Stephen Waldvogel, PE, GHD*

# Lead and Copper Rule Revisions (LCRR): Unlocking the Tools for Success (2 PDHs)

## Two-Part Webinar Series

Is your authority ready to tackle the upcoming Lead and Copper Rule Revisions (LCRR)? The clock is ticking as these new EPA rules take effect in October of 2024.

Compliance is crucial for water authorities across the Commonwealth. In this series, industry experts will simplify the complex landscape of LCRR and provide you with invaluable insights.

### Part One

- **Learn about LCRR Requirements:** Gain a comprehensive understanding of the updated Lead and Copper Rules, ensuring your authority is well-prepared for the October 2024 deadline.
- **Navigate Compliance Tools:** Discover the array of tools and resources available to meet LCRR requirements effectively. Some of the tools and resources discussed will be:
  - Service line categorization
  - Reporting requirements
  - The use of data analytics to replace excavation
- **Streamline Inventory Management:** Save time and other resources by learning strategies to streamline the documentation of water service line inventory.
- **Harness Data Analytics:** Explore the power of data analytics to identify trends and draw conclusions, enabling informed decision-making in compliance efforts.
- **Optimize Data Handling:** Get insights into capturing, storing, and managing data efficiently, reducing the burden on your authority staff.

### Part Two

- **Review of LCRR Rules:** Recap of the Lead and Copper rules and requirements covered in Part One.
- **Discussion of Benefits:** Understand the benefits of considering a Lead Service Line Replacement (LSLR) Project now.
- **Explore Case Studies:** Learn how two authorities:
  - Used existing data sources to identify a Lead Service Line Replacement Project prior to Inventory Completion,
  - Developed the Project Cost incorporating costs unique to LSLR,
  - Successfully applied for and obtained grant funding through PENNVEST, and
  - Incorporated unique LSLR requirements into construction documents.

### Presenters:

*Michael Schober, PE, BCEE, ARRO Consulting, Inc.*

*Derek McLaurin, Muni-Link*

*Rachel Lengle Govelovich, PE, Gannett Fleming, Inc.*



# The Manager's Guide to Team Building

## (Two-Part Webinar Series)

**Cost: Members - \$75; Non-members - \$125**

As a team leader, are you bringing out the best in your team's abilities to achieve the goals of your organization?

Communication, listening, and balance are essential for the success of any organization and dealing with the dynamics of teams in the workplace can be challenging. Defining objectives and a clear vision helps set the foundation for successful planning and implementation of a team's charter.

This webinar series will provide an overview of teams, their structure, and tips on how to build and run successful teams that define their vision and accomplish their objectives.

### **What You'll Learn Part One:**

- Definition of teams and their importance
- Understanding of alternative team models and choosing what's best in achieving your goals
- Identifying key characteristics and the steps in building a successful team
- Strategy and tactics used to change the environment at your organization
- Techniques you can use to ensure your team's success

### **What You'll Learn Part Two:**

- Review of basic team definitions, models, and structures
- Developing a plan for the continued success of your teams
- How to foster team spirit as a leader and as a member
- Dialogue on tactics used to foster cooperation and open communication
- How to get through the tough times and adapt to handle conflict

### **Presenter:**

*Dave Carlson, ThistleSea Business Development &  
Economy Borough Municipal Authority*

# Medical Marijuana: Workplace Implications

What are the implications of the legalization of medical marijuana on municipal employers and employees?

The following will be presented:

- Review employment law
- Trends in cases from Pennsylvania and elsewhere
- Explore the issues created by the Medical Marijuana Act

**Presenters:**

*John A. McCreary, Jr.*

*Babst Calland Clements and Zomnir, PC*

*Adam L Santucci*

*McNees Wallace & Nurick LLC*

*Charlotte Katzenmoyer*

*Capital Region Water*

# Municipality Authorities Act Overview

Have you ever had a question on the Municipality Authorities Act? The PMAA Solicitors will review the most frequently asked questions they receive each year and provide you with the answers.

Steven Hann, Esq. of Hamburg, Rubin, Mullin, Maxwell & Lupin, PC and Michael Witherel, Esq. of Witherel Kalina Law Group have served as PMAA's solicitors for a combined total of over 40 years. Join our experts as they provide a comprehensive overview of definitions, reasons an authority can amend articles, purposes and powers of a governing body, investment of authority funds, competition in award of contracts, and more.

## Learning Objectives

- **Amendment of Articles:** Learn the reasons an authority can amend their articles of incorporation.
- **Purposes and Powers:** Dive into this complex section of the Act and find out more about tapping fees, rates, and more general powers under Section 5607.
- **Governing Body:** In this section you will learn what constitutes a quorum and powers of a governing board, as well as issues involving board membership in limited multi-county or multi-municipal situations.
- **Competition in award of contracts:** Learn, in detail, bidding limits, terms of contracts, and emergency purchases.

## Presenters:

*Steven Hann, Esq., Hamburg, Rubin, Mullin, Maxwell & Lupin, PC*  
*Michael Witherel, Esq., Witherel Kalina Law Group*

# New Applications in Asset Management with GIS and CMMS Solutions (1 PDH)

Asset management is a large umbrella term that can mean many things to different individuals. In basic terms, asset management is a combination of practices applied to all assets including infrastructure, people, and systems for the purpose of providing a level of service, at an optimal cost, and acceptable risk.

Asset management starts with knowing what assets you have and where they are located. Recent transformations in Computerized Maintenance Management Systems (CMMS) and Geographic Information Systems (GIS) provide simplified tools.

For CMMS, users are finding a need to replace legacy systems with new systems better aligned to leading practices in maintenance management. For GIS systems, cloud-based tools and mobile devices have created a shift from who the everyday GIS user is, allowing utility staff access to use and maintain GIS data.

During this one-hour webinar, concepts discussed will include:

- Resources for developing your Asset Management Program
- Condition assessments, asset rehabilitation and renewal, and criticality
- Leading Practices with CMMS and GIS platforms to manage assets
- Data collection tools for mobile devices
- Sharing GIS to the public
- Streamlining workflows

## **Presenters:**

*Hector Ruiz, PE, US Water Market Lead – Asset Management, GHD*

*Todd Plank, Location Intelligence Team Lead, GHD*

# The New Normal – Responding to a Positive COVID-19 Case in the Workplace and Reducing the Spread

**Cost: Free to members; \$75 to non-members**

With many states seeing significant spikes of COVID-19 cases for the first time, employers facing these issues for the first time can learn and build on the experiences from the first three months of the pandemic. This webinar will address best practices and applicable legal requirements in the following areas:

- Step by step protocol for handling a positive COVID-19 case in the workplace
- How to handle reinstatement for both symptomatic and asymptomatic employees who test positive or who are self-quarantined for exposure
- Screening of employees for symptoms and temperature checks
- Conducting investigation into source of COVID-19 cases for contact tracing and OSHA recording purposes

## **Presenters:**

David Barron, Cozen O'Connor

Walter Stella, Cozen O'Connor

Bethany Salvatore, Cozen O'Connor

# The Nuts & Bolts of Solar Power for Water & Wastewater (1 PDH)

Key takeaways by attending the webinar:

- Learn how solar projects work and if they are right for your system
- Benefits and challenges of solar-powered treatment works
- Is the timing right? It may be now.
- Bidding:
  - Is this subject for bidding?
  - Are there any bidding requirements?
- How solar projects can stabilize customer rates
- Agreement structures
  - Power Supply Agreements vs. system ownership
  - Behind-the-meter, net metering, virtual net metering
- How is a solar project financed?
- SREC – What does that mean and how do I sell it?
- 100% renewably powered treatment works – education, tours, and publicity
- How do Managers and Board Members get started?

**Presenter:**

*Scott T. Wyland, Esq.*

*Salzmann Hughes, P.C.*

# PA Homeowners Assistance Fund Program Overview

## **Cost: Free to members**

PAHAF is a housing-related program funded by the U.S. Department of the Treasury to assist Pennsylvania homeowners facing financial hardship due to the COVID-19 pandemic.

A one-hour exclusive member-only webinar to learn an overview of the program and see how your authority can work with PAHAF to assist Pennsylvania homeowners.

PAHAF contact information for:

- Verification team
- General inquiries and policy questions
- Escalated issues or complaints

Gain insights on:

- Assisting eligible Pennsylvania homeowners who are struggling to pay their delinquent housing-related bills, including utility expenses through PAHAF funding
- What types of assistance PAHAF provides and the eligibility requirements
- How to work with the PAHAF team throughout the process

Program Overview:

- General overview, eligibility, funding caps for each assistance type, and the application process flow

Onboarding Process:

- Documents needed from your authority
- Points of contact if not onboarded yet

Verification Process:

- How it works
- What to expect

## **Presenters:**

*Sydney Gilliam, Pennsylvania Homeowner Assistance Fund*  
*Athena Laines, Pennsylvania Homeowner Assistance Fund*

# PA One Call Update: Are you in Compliance with the New Law?

Did you know that your Authority is now subject to significant fines and penalties levied by PUC through the Damage Prevention Committee for failing to comply with the new underground utility law in Pennsylvania?

Did you know that from the time the new law took effect, the One Call center has received and processed nearly 16,000 Alleged Violation Reports, many of them against municipal water and wastewater authorities?

We invite you to ask questions and express your concerns to the Chair and Vice Chair of the Damage Prevention Committee, the supervisor overseeing enforcement for PUC, and the CEO of PA One Call in this interactive session.

## **Presenters:**

*Terri C. Cooper Smith, PA Public Utility Commission*  
*William G. Kiger, Pennsylvania One Call System, Inc.*  
*Kasha Schreffler, Pennsylvania Utility Commission*  
*Eric Swartley, UGI Utilities, Inc.*



# Paper to Paperless: Document Management for Authorities (1 PDH)

Participants will be presented with an overview of the benefits of converting paper records to searchable digital images.

Topics will include:

- Document conversion best practices
- ROI
- Managing retention schedules
- Document management software options

## **Case study:**

Mount Pocono Municipal Authority's process of migrating from hard copy paper to streamlined digital paper will showcase how to prioritize and execute the process.

## **Presenters:**

*Anthony Hornicek, Scantek Infomanagement Solutions*

*Jonathan Klotz, Mount Pocono Municipal Authority*

# Partnering with PENNVEST

**Cost: Free to members; \$75 to non-members**

Capital improvements are an important part of authority plans. But how do you find affordable funding sources for your water, wastewater or stormwater projects? As a PMAA member, enjoy this complimentary one-hour webinar to learn more about:

- What are PENNVEST's funding sources?
- How does your authority access these sources?
- Does your authority qualify for funding?
- How are projects selected for these opportunities?
- How much money does PENNVEST award annually?
- How does DEP fit into the picture?
- What are some other ways PENNVEST can assist your authority?

**Presenters:**

*Brion Johnson, PENNVEST*

*Kathy Pape, Esq., Saxton & Stump LLC*

# PFAS 2022: A Midyear Update for Municipal Authorities (2 PDH)

Per- and polyfluorinated alkyl substances (PFAS) are known as forever chemicals that persist in the environment. These man-made chemicals have impacted our environmental media and have caused widespread contamination throughout the country. EPA has classified PFAS as emerging contaminants and has identified potential health concerns associated with exposure to these chemicals.

What does all this mean for your authority? Join us for this in-depth conversation as we cover issues such as:

- Pennsylvania's proposed Safe Drinking Water PFAS MCL Rule
- EPA's strategic roadmap for PFAS including:
  - National Primary Drinking Water Regulation for PFOA and PFOS
  - EPA's Science Advisory Board proceedings
  - Toxicity assessments and health advisories
  - NPDES permitting for wastewater treatment plants
- How Superfund may impact the land application of biosolids
- Issues associated with monitoring and analyzing PFAS samples, including laboratory methods
- Regulations and costs associated with monitoring MCLs and MCLGs
- Funding for PFAS-related activities

You will also learn about:

- GenX chemicals and why you need to be concerned
- Superfund and legal issues in the handling of biosolids
- Potential issues and lawful actions related to enforcement by EPA
- Regulatory initiatives that could cause liabilities to water and wastewater authorities
- How states other than Pennsylvania are addressing PFAS
- Discussion and updates on current regulation legal proceedings

## **Presenter:**

*Steven Hann, Esq., PMAA Solicitor East  
Hamburg, Rubin, Mullin, Maxwell & Lupin*

# PFAS Soup to Nuts

Per- and polyfluorinated alkyl substances (PFAS) are known as forever chemicals that persist in the environment. These man-made chemicals have leached into our soil, air and water sources and have caused widespread contamination throughout the country. The Environmental Protection Agency (EPA) has classified PFAS as emerging contaminants and there are health concerns associated with exposure to these chemicals.

Join us for this in-depth conversation on what this all means for your authority. We will be covering issues such as:

- EPA's strategic roadmap for PFAS including:
- National primary drinking water regulation
- Toxicity assessments and health advisories
- NPDES permitting to reduce PFAS discharges
- Proposed rulemaking to amend safe drinking water regulations in Pennsylvania
- Regulations and costs associated with PFAS monitoring
- Funding for PFAS-related activities

You will also learn about:

- Superfund and potential liability relating to biosolids
- GenX chemicals and why you need to be concerned
- Regulatory initiatives that could impact water and wastewater authorities
- Potential issues related to government enforcement
- Discussion and updates on current regulatory issues and litigation

**Presenter:**

*Steven A. Hann, Esq., PMAA Solicitor East  
Hamburg, Rubin, Mullin, Maxwell & Lupin, P.C.*

# PFAS - Technologies & Treatment Options (1 PDH)

In the face of rapidly changing regulatory standards, many municipal authorities are currently dealing with concerns about PFAS. This webinar will help authorities understand:

- What currently proven technologies are available to treat PFAS;
- What the pros and cons are of various adsorption technologies;
- What kind of studies are done to differentiate between different treatment options;
- What factors influence which technologies are best for your situation;
- How engineering designs affect costs and how can you save money; and
- What kind of operational challenges result from the push to treat to lower and lower standards and how to solve them.

During this session, real data comparing GAC adsorption with ion exchange media in a variety of background water matrices will be presented. We will also discuss the following:

- The scale-up of bench and pilot scale data to full-scale systems currently in operation;
- Actual full-scale optimization practices that have been proven and are continuing to be improved; and
- Unique operational challenges associated with adsorbent column design that can impact the potential for cross-contamination during spent adsorbent replacement.

**Presenter:**

*Les Cordone, VP, PE  
Parsons*

# Physical Security from A-Z (1 PDH)

Bob Winters, of the US Department of Homeland Security, Protective Advisor-Pittsburgh District, will provide a presentation on physical security essentials based on his over 300 security assessments conducted during his 15 years with DHS.

His presentation will mostly focus on low-cost/no-cost options and opportunities for consideration. His exploration of practices, policies, and procedures will be beneficial to any site, from those that have only door locks and physical keys to those with sophisticated access control and security camera systems.

This webinar will address the following:

- Significant assets
- Information sharing
- Planning
- Physical security
- Utility dependencies

**Presenter:**

*Bob Winters*

*United States Homeland Security*

# Proactive and Provocative Practices and Policies

The presenters of this session will review issues that Authorities are routinely confronted with, including:

- Land acquisition/easement/condemnation
- Project management complexities – contract bidding, lowest responsible bidders, PA One Call, etc.
- Developer issues – agreements, escrows, bonding, homeowner associations, litigation, etc.
- New and traditional workplace safety concerns.

The discussion will focus on areas of specific risk exposure and proactive, practical and innovative solutions for addressing those concerns.

**Presenters:**

*Christine M. Seymour, Esq.*

*Law Offices of Christine M. Seymour, Esq.*

*Romel L. Nicholas, Esq.*

*Gaitens, Tucceri & Nicholas, PC*

# Ransomware: Safeguarding Your Authority

You don't need special skills to build a robust cybersecurity platform. This webinar will show you how. In today's increasingly digital world, the importance of cybersecurity cannot be overstated. While it may seem intimidating, this webinar has been specifically designed to break down the complex IT security concepts into real, actionable steps tailored for your organization.

Here's what you will learn:

- **Understanding Ransomware:** Learn what ransomware is, how it operates, and the real risks it poses to your authority.
- **The Human Factor:** Discover how seemingly harmless actions like opening emails or clicking on links can make you vulnerable to cyberattacks, and how to avoid falling victim to them.
- **Layered Approach:** Explore the concept of layered security and how it can fortify your defenses against cyber threats.
- **Firewall Protection:** Understand how a firewall acts as a crucial barrier between your network and the internet, preventing hackers from gaining access.
- **Anti-virus Software:** Learn how anti-virus software can detect and neutralize malware before it causes harm.
- **Software Updates:** Discover the importance of keeping your operating system and software up to date to patch vulnerabilities.
- **Password Management:** Get practical tips for creating strong passwords and managing them effectively.
- **Safe Email Practices:** Learn to recognize phishing attempts and the importance of encrypted email services for sensitive information.
- **Backup and Disaster Recovery:** Find out why regular, encrypted backups are your ultimate defense against data loss due to ransomware.
- **Risk Assessment:** Learn how to assess your authority's risk exposure, identify critical applications, and plan for disaster recovery, ensuring business continuity even in the face of cyber threats.

## Case Study

Aaron will share his story on how his authority responded to a ransomware attack and the steps they've taken to fortify their systems.

Remember, it's not a matter of if, but when you'll need this crucial information to protect your operations, reputation, and customer trust. Don't miss this opportunity to fortify your defenses and gain peace of mind in today's digital landscape.

## Presenters:

*Mike Strait, Link Computer Corporation*

*Tim Serbin, Link Computer Corporation*

*Aaron Moyer, Altoona Water Authority*



If you are not preparing your organization for the growing need for cybersecurity & prevention, it's something that needs to move up on your "to-do" list.

The presenter will provide case studies of real world (and very recent) cyber-crime events within Pennsylvania businesses, including:

- The "costs" of the crime
- What it took to recover from the events
- What could have been done to prevent them from happening to begin with.

If you are not familiar with terms like "phishing" and "ransomware"...you need to be.

This session will help provide you with an understanding of these and other terms, plus underscore how important cybersecurity, layered prevention and employee education are to every organization.

**Presenters:**

*Tim Serbin, Link Computer Corporation*

*Derek McLaurin, Muni-Link*

*Jim Rokosky, Muni-Link*

# Redeveloping a Resilient City

**Cost: Free to members; \$75 to non-members**

The Johnstown Redevelopment Authority (JRA) owns the Dornick Point Sewage Treatment Plant. JRA contracts Inframark for daily operations and maintenance of the plant, while working very closely with staff. JRA sees the importance of utility needs for economic development and growth in our region.

The staff at the plant continues to create a better environment for our region and continues to create cleaner waterways and water.

**Presenter:**

*Melissa Komar*

*Johnstown Redevelopment Authority*

## Stormwater Authorities 2.0 – Optimizing Implementation & Programming through the Next Permit Cycle (1 PDH)

Stormwater programs have evolved significantly, since Act 68 authorized the formation of municipal authorities for stormwater management over seven years ago. This group of presenters will look at the lessons communities have learned as implementation has progressed and will share best legal and engineering practices that are generating success across the state. It will provide a preview of the challenges anticipated in the next MS4 cycle and offer guidance on how to address these challenges as the evolution of stormwater authorities continues.

During this webinar, a number of legal and technical tips will be shared, including:

- How municipalities can streamline costs as Pennsylvania’s WIP and MS4 Programs evolve
- Which rate structures gain the best support based upon community makeup
- Credit opportunities which foster community-wide collaboration
- Status of current stormwater fee litigation
- Upfront data development to avoid costly and time consuming property owner appeals
- Education to garner support

### **Presenters:**

*Adrienne Vicari, PE, Herbert, Rowland & Grubic, Inc.*

*Bruce Hulshizer, PE, Herbert, Rowland & Grubic, Inc.*

*Lee Stinnett, Esq., Salzman Hughes*

# Strategies for Implementing Act 43 Imposing New Requirements for Multi-Family Billings (1 PDH)

Beginning August 29, water and sewer authorities must comply with a new amendment, known as Act 43, to the Pennsylvania Municipality Authorities Act regarding rates for multi-family billings.

The following will be discussed during this webinar:

- Strategies for modifying rules and regulations
- Establishing application and review procedures
- Evaluating data
- Making required adjustments

**Presenter:**

*Russell McIntosh, Herbert, Rowland & Grubic, Inc.*

# Streamlining Operations Using GIS and Automation in Order to Comply with Regulatory Requirements (1 PDH)

Learn how municipal authorities can leverage GIS and other commonly used office software to modernize and optimize utility/asset management, as well as comply with regulatory requirements including MS4 permitting.

## Learning Objectives:

- Integrate data from site plans, as-built plans, and surveys into a single GIS-based platform.
- Set up and utilize web-based pages to view spatial data from your organization, as well as local, state, and federal organizations.
- Optimize “smart forms” to document maintenance of assets as well as conduct regulatory inspections required under state and federal permits.
- Configure real-time notifications alerting staff when activities are required and completed.
- Provide public-reporting mechanisms to notify staff of important issues within the community such as illicit discharges.
- Automate report production to demonstrate compliance with regulatory requirements such as BMP inspections, outfall inspections, and other requirements under an MS4 permit.
- Set up monitoring pages to inform management of key indicators based upon customized schedules and benchmarks to maintain regulatory compliance.

Join ARRO Consulting, Inc. expert, Andrew Tuleya to help you navigate these challenges and learn how municipal authorities are utilizing these tools.

## Presenter:

*Andrew Tuleya, ARRO Consulting, Inc.*

# Successfully Utilizing COSTARS and Other Procurement Best Practices (1 PDH)

Authorities have options in the purchasing process and these engaging presenters will provide an overview of the COSTARS program, its advantages and its disadvantages, using real-world examples from nearly a dozen projects.

Find out how applying several simple Best Practices, supported by the analysis of over 7,000 PA projects and 31,000 sealed bids, can create conditions that attract more competent bidders while yielding more competitive pricing.

After the webinar, participants will leave with a better understanding of:

- How to identify basic requirements of the public bidding process as it relates to the Municipality Authorities Act
- When using COSTARS can be advantageous versus traditional competitive bidding
- Advantages and disadvantages of purchasing through COSTARS as part of a larger project
- Understanding the analytics from a large population of PA projects
- Implementing a few basic Best Practices that can lead to higher bidder participation, better pricing, and enhanced risk management

## **Presenters:**

*Joshua T. Fox*

*Herbert, Rowland & Grubic, Inc.*

*John Shaffer*

*PennBid*

# Using Public Communications to Succeed During Today's Toughest Challenges: PFAS, Lead Service Lines, and Infrastructure Emergencies

Discover how to navigate the latest public challenges facing the water and wastewater industries.

Communicating a positive and effective message during challenging times is critical for municipal authorities. Learn how effective proactive and crisis communication preparation can position service providers for success, even when it feels like the world is crashing around them.

Here's what you will learn:

- **Communication Plan:** Develop and implement successful proactive and crisis communication plans that cover every conceivable situation.
- **Avoid Communication Mistakes:** Equip yourself with the skills to avoid common communication mistakes during difficult moments, safeguarding and even enhancing your reputation during a crisis.
- **Communication Practices:** Apply successful public communication practices to two of today's most pressing issues - PFAS and Lead and Copper Rule compliance.
- **PFAS & MCLs:** Prepare for the EPA's PFAS-related actions, including the finalization of its proposed MCLs this winter.
- **LCR Communications:** Effectively convey your lead service line inventory information to the public, steering clear of the #1 mistake made in LCR communications today.

This presentation will spotlight successful PFAS and Lead & Copper Rule public communication tactics and messaging that have proven effective nationwide. Attendees will be able to immediately apply successful crisis communication approaches for any emergency, including infrastructure failures.

**Presenter:**

*Mike McGill, President, WaterPIO*

# Water Terminations: Laws, Policies & Practices, Funding

How do you determine which water termination law you should utilize?

What options are available for collecting payment from one delinquent customer in a multi-unit condo with one meter?

Can we have water turned off for non-payment of a sewer bill if we are not the water provider?

During this webinar, you'll receive an overview of the various statutes dealing with the termination of water service for nonpayment of water and/or sewer bills will also be presented with a focus on which law is applicable under what circumstances.

In addition, examples of proper authority rules and regulations of water termination procedures will be shared.

In addition, the presenters will discuss:

- Water termination laws as they relate to the type of customer (residential property owner/renter) and type of service (water/sewer)
- Water termination policies and practices outlined in authority rules and regulations
- Revised billing approaches as a result of COVID
- New funding opportunity for eligible water and wastewater authority customers (LIHWAP)
- Q&A with PMAA Solicitor - East, Steven Hann, Esq. of Hamburg, Rubin, Mullin, Maxwell, & Lupin

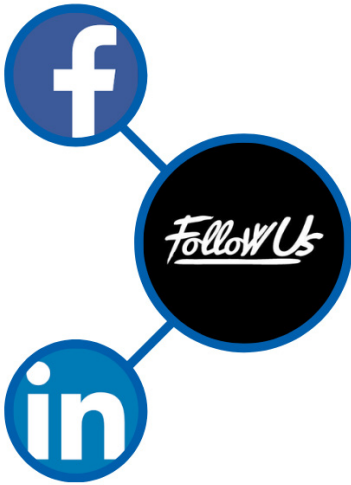
## **Presenters:**

*Jennifer Case, Government Relations Liaison, PMAA*  
*Liesel Gross, Executive Director, Lehigh County Authority*  
*Steven A. Hann, Esq., PMAA Solicitor East*  
*Hamburg, Rubin, Mullin, Maxwell & Lupin*



**Thank  
You!**

**for your continued  
support of PMAA!**



**Do you have an  
idea for a future  
webinar topic?  
We would love  
to hear it!**

A white line-art illustration of a human head profile facing right, with a glowing lightbulb inside, symbolizing an idea or thought.Three white speech bubble icons with black outlines and question marks inside, arranged horizontally on a pink background.

**Have questions?  
ota@municipalauthorities.org**



1000 North Front Street, Suite 401, Wormleysburg, PA 17043  
717.737.7655 ♦ 800.577.PMAA ♦ 717.737.8431 fax  
info@municipalauthorities.org ♦ www.municipalauthorities.org