

**Central States Water Environment  
Association, Inc.**

COMPRISED OF THE STATES OF  
ILLINOIS, MINNESOTA, WISCONSIN

MEMBER, WATER ENVIRONMENT FEDERATION

**Statements of Policy**

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# CENTRAL STATES WATER ENVIRONMENT ASSOCIATION, INC.

## STATEMENTS OF POLICY

### 1.0 DEFINITIONS

The Policy Statements written herein have been adopted by the Executive Committee of the Central States Water Environment Association (the Association) to supplement the Association's Bylaws and to serve as administrative guidelines for its Executive Director, the officers of the Association, its Delegates to the Water Environment Federation (WEF), and its Committees.

1.1 These Policies shall remain in effect until altered in part by a succeeding Executive Committee at a regularly called meeting of the Executive Committee, or negated by an amendment to the Bylaws in accordance with the procedures described in the Bylaws.

1.2 Should there be any conflict with the Bylaws of the Association, the Bylaws shall supersede any Statement of Policy.

### 1.3 STATE SECTIONS

a. The officers of each State Section shall consist of a minimum of a Chair, a Vice Chair, the latest living past Chair, a Secretary-Treasurer, a Trustee and at the option of the State Section one additional position that being a liaison to the state wastewater operator's association. The officers shall be active members. All officers, except the trustee and secretary-treasurer, secretary, or treasurer, shall be elected for a ONE (1) year term. The Trustee, secretary, and treasurer shall be elected to a TWO (2) year term. The operator association liaison shall serve a term established by the State Section and the operator association. No elective officer with the exception of the secretary or treasurer shall be elected for more than one term. Each State Section shall notify the Association of their selection of officers prior to the Association Annual Business Meeting.

b. Each State Section shall submit to the Executive Committee prior to its January Committee Meeting the State Section Budget for the coming fiscal year. This budget shall include all anticipated expenditures of the State Section. The Executive Committee may only change the State Section budget for good and sufficient reason requiring a two-thirds (2/3) vote by the Executive Committee. The State section may expend funds beyond those budgeted with the approval of the Executive Committee. A State Section budget amendment can be obtained during any regular or special Executive Committee meeting. The State Section Secretary-Treasurer or Treasurer must request the budget amendment as an agenda item to the Executive Director.

c. Each State Section shall submit to the Executive Committee prior to its January Committee Meeting the State Section financial statements for the previous year ending December 31. This submittal must include all income and expenditures of the State Section during the preceding year; a statement of all financial and other reserves

of the State Section, and other information needed by the Association to complete required state and federal government financial reporting requirements. If any of this information is not available for the January Executive Committee Meeting the State Section Secretary-Treasurer or Treasurer shall provide it to the Executive Director immediately upon its availability.

## 2.0 ANNUAL BUSINESS MEETING

The Annual Business Meeting of the Association shall be held during the Annual Meeting. Time will be allowed for the individual State Sections to have their meetings preceding or immediately following the Annual Association Business Meeting.

2.1 The Administrative Year of the Association shall begin at the adjournment of the Annual Business Meeting.

2.2 A summary report of the Annual Business Meeting, prepared by the Executive Director, shall be published in the first issue of the Central States Water Magazine (hereinafter referred to as "Central States Water") following the Meeting.

## 3.0 MEETINGS OF THE EXECUTIVE COMMITTEE

The Executive Committee shall generally meet at least FOUR (4) times each year as follows:

- a. The first meeting shall follow the Annual Business Meeting and be held prior to the adjournment of the Association's Annual Meeting or within 60 days after the Association's Annual Meeting.
- b. The second meeting shall be held prior to or during or after the Annual Conference of WEF.
- c. The third meeting shall be held in January of each year at the site for the upcoming Association Annual Meeting.
- d. The fourth meeting shall be held prior to the start of the Annual Meeting of the Association.

3.1 The President of the Association or a majority of the Executive Committee may call Special Meetings of the Executive Committee as deemed necessary.

## 4.0 FISCAL YEAR, MEMBERSHIP

The Fiscal Year of the Association shall be the calendar year.

4.1 All Association activities, except terms of office and the administrative year (as defined in 2.1) shall be on a calendar year basis. Specifically included are: the Annual Audit, the Fiscal Cycle, the Budget Cycle, and the period for which Awards shall be determined.

4.2 Membership Levels and Dues: Membership levels are intended to be those defined by WEF. The annual dues of the Association, payable in advance, shall be:

	Current	2022	2023	2024	2025
Professional Member	\$30	\$30	\$35	\$40	\$45
Corporate Member	\$25	\$25	\$35	\$40	\$45
Executive Member	\$30	\$30	\$35	\$40	\$45
PWO Member	\$30	\$30	\$35	\$40	\$45
Academic Member	\$30	\$30	\$35	\$40	\$45
Student Member	\$0	\$0	\$0	\$0	\$0
Retired Member	\$20	\$20	\$25	\$30	\$30
Dual Member	\$30	\$30	\$35	\$40	\$45
Associate Member	\$30	\$35	\$40	\$45	\$45
Young Professional	\$15	\$15	\$20	\$25	\$30

In addition to the above stated dues, each member, except a Dual Member or Associate Member, shall pay the annual dues of the Water Environment Federation, in the amount established by the Federation.

Annual Dues will be billed directly to Members by the Water Environment Federation, or in the case of Associate Members, by the Association. Dues shall be payable within one month after a member's anniversary date.

A majority of vote of the Executive Committee is required for admission to membership to any classification of membership in the Association for any applicant about whom a question of eligibility or classification arises.

## 5.0 PRODUCT AND SERVICE DISPLAYS

5.1 Product and service displays shall be allowed at the Association Annual Meeting or other Association events, in an area so designated by the Local Arrangements Committee. Access to the area, for displayers and viewers, shall be by registration badge only.

5.2 The size and type of the displays shall be determined by the Local Arrangements Committee, in coordination with the Executive Director.

5.3 Fees shall be established each year by the Executive Committee in conjunction with the Local Arrangement Committee's recommendation relative to annual meeting facility costs.

5.4 Solicitations to display shall be distributed by the Executive

Director, in coordination with the Local Arrangements Committee.

- 5.5 An agreement with appropriate language shall be executed between the Association and each exhibitor.

## 6.0 ANNUAL MEETING AND LOCAL ARRANGEMENTS COMMITTEE

- 6.1 Site Criteria: In reviewing invitations to hold an Annual Meeting of the Association, the Executive Committee shall consider locations central to the membership and shall be guided by the criteria detailed in Sections 6.5 to 6.8.
- 6.2 If possible, determination of Annual Meeting sites shall be made four years in advance.
- 6.3 In deciding upon Annual Meeting locations, the Executive Committee shall give careful consideration to the distance, accessibility and travel time involved from the centers of Association population to any proposed Annual Meeting site.
- 6.4 The Executive Committee, together with the Chair of the Local Arrangements Committee may inspect the proposed site of an Annual Meeting prior to a final decision.
- 6.5 The proposed Annual Meeting location shall be able to provide:
- a. Not less than 150 hotel rooms.
  - b. All housing within a reasonable radius of the meeting location.
  - c. All housing meeting accepted standards for cleanliness and modern facilities.
- 6.6 Following are minimum meeting room guidelines:
- a. A banquet facility for seating not less than 150 persons.
  - b. A general session meeting room with a theater style capacity of not less than 250 persons, if a keynote or general session is included in the program.
  - c. No less than four separate, adequately lighted and noise-insulated meeting rooms for concurrent sessions with capacity in each for up to 50 persons.
  - d. Screens, electrical outlets, microphones, and loudspeaker systems, etc., for audio-visual presentations.
  - e. A recommended minimum of 15,000 square feet of space for exhibits shall be available during the Annual Meeting. Any estimated costs for the area and utilities shall be forwarded to the Executive Committee by the Local Arrangements Committee to help determine exhibitor's fees.
- 6.7 It shall be the responsibility of the Local Arrangements Chair and the First Vice President, one year before the Annual Meeting, to agree to meal and housing prices with the management(s) of all local facilities. Such prices, when agreed to, shall not be increased if at all possible.



- 6.8 The local arrangements committees shall provide either as complimentary rooms negotiated in the contract or as budgeted conference expenses:
- a. One suite (parlor and bedroom) for the Association President.
  - b. One suite for the Association Executive Director.
  - c. The priorities for assigning other complimentary rooms shall be:
    - i. A double room for the use of the Local Arrangements Committee.
    - ii. A double room for the use of the WEF Representative(s) or for Keynote Speaker, as circumstances may determine.
- 6.9 Registration fees are the source of revenues necessary for the operation of the Annual Meeting and will be refunded only if the registration is cancelled, in writing, at least three (3) weeks before the first day of the meeting. The cost of tickets for meal functions and Annual Meeting events may be refunded but not until guarantees have been met. This statement should be printed on the Annual Meeting registration forms.
- 6.10 The Local Arrangements Committee, with input from the Executive Director, shall budget for a surplus to be determined by the Executive Committee.
- 6.11 The Chair of the Local Arrangements Committee shall be reimbursed for personal expenses for attending a meeting of the Executive Committee, if invited by the President and upon request. Reimbursement shall be as outlined in 8.1 and 8.2.
- 6.12 The Executive Director shall maintain and compile a complete statistical record of the Annual Meeting, including registration totals and figures on participation at all meal functions and planned events, room rates and usage; the purpose being to provide experience data for the planning of future meetings.
- 6.13 Initial publicity for the Annual Meeting of the Association shall be issued not later than 90 days prior to the date of the Annual Meeting and shall be published with the Spring issue of the Central States Water.
- 6.14 The Executive Committee shall approve registration fees and the budget for the Annual Meeting.
- 6.15 SIXTY days following the Annual Meeting, the Executive Director shall submit the Report of the Annual Meeting and detailed financial statement showing all receipts and disbursements processed for the Annual Meeting.

## 7.0 EXECUTIVE DIRECTOR'S DUTIES AND RESPONSIBILITIES

Pursuant to the Bylaws, the Executive Committee shall enter into a contract for the services of an Executive Director for a term of one (1) year at the January Executive Committee meeting. The term of the contract shall begin at the Annual Business Meeting or prior to the adjournment of the Annual Meeting. At the time of the contract for the Executive Director, the Executive Committee shall establish the amount to be paid for the services of an Executive Director. The Executive Director shall serve as the Executive Officer of the Association, and operate under the general direction of the Executive Committee. The Executive Committee shall evaluate the performance of the Executive Director annually prior to contract renewal. The President shall provide periodic guidance to the Executive Director with respect to performance of the duties of the Executive Director. The President will work closely with the Executive Director in the performance of the duties of the Executive Director and will generally act on behalf of the Executive Committee except where otherwise specifically provided herein.

7.1 The Executive Director shall prepare the agenda for, and attend all meetings of, the Executive Committee and shall record and distribute the minutes of such meetings to the Executive Committee within 30 days of the meeting. The Executive Director shall receive and consolidate comments from the Executive Committee and present a corrected version of the meeting minutes for approval at the next regularly scheduled meeting of the Executive Committee. The minutes, or a summary of the minutes, shall be posted on the Association's website upon approval by and direction of the Executive Committee.

7.2 The Executive Director shall receive all monies due the Association and deposit these to the Association accounts within 3 business days of receipt. The Executive Director shall disburse funds in payment of the Association's financial obligations and shall sign checks or process electronic checks after payment vouchers are approved by the Treasurer. Check payments made to the Executive Director shall be signed by the Executive Director upon an approved payment voucher signed by the President and Treasurer. Electronic check payments made to the Executive Director shall be made by the Executive Director upon an approved payment voucher signed by the President and Treasurer. Payments shall be made in a timely manner so as to avoid late charges and to take advantage of any discounts that may be offered for early payment. As much of the Association's funds as practical shall be invested in interest producing instruments fully guaranteed by the FDIC or the full faith and credit of the government of the United States. The Executive Director shall consult with the Treasurer and the Treasurer shall approve the placement of association funds in interest producing instruments, fully guaranteed by the FDIC or the full faith and credit of the United States. Consideration shall be given to the maintaining adequate cash on hand and compliance with the Association's reserves policy.

- 7.3 The Executive Director shall see that all monies due to the Association are collected carefully and without loss and with proper accounting and custody. The Executive Director shall see that all expenditures are properly entered in the records of the Association, and that bills and vouchers for their payment are proper and in order. The Executive Director shall sign or see to the signing of checks, processing of electronic checks, or drafts against funds of the Association, all according to procedures established or approved by the Executive Committee. The Treasurer shall receive and review copies of monthly statements for all Association accounts. The Treasurer and other Officers shall be covered by the Association's Crime Insurance Policy. The President, Treasurer, and 1<sup>st</sup> Vice President shall be signatories on all Association accounts.
- 7.4 Upon receiving the approval of the Treasurer, the Executive Director shall forward to the Officers and each Executive Committee member, at each of its regularly scheduled meetings, a current financial statement.
- 7.5 Upon receiving the approval of the Treasurer, the Executive Director shall present at the Annual Meeting of the Association a balance sheet of the books as of December 31st of the previous year. The financial books shall be made available for audit annually or as otherwise specified by the Executive Committee at the expense of the Association, by a public accountant appointed by the Executive Committee and shall arrange for the results of the audit to be submitted directly to the Treasurer. The Treasurer shall review the audit results and advise the Executive Committee of any deficiencies, notes or concerns raised within the audit, if any. The Treasurer may forward the audit results to the Executive Director for distribution to the Executive Committee. Copies of the Annual Audit shall be provided by the Annual Meeting to each member of the Executive Committee and shall be available for examination by any member of the Association.
- 7.6 The Executive Director shall prepare a financial report for the fiscal year, and upon receiving the approval of the Treasurer shall distribute copies to members present at the succeeding Annual Meeting. Such reports shall be maintained using commercially available software programs and shall be maintained in electronic form. Backup copies of the reports shall be made and stored off-site from the general work area of the Executive Director.
- 7.7 The Executive Director shall maintain records of the Association, including a list of members of the Association as received periodically from WEF.
- 7.8 The Executive Director shall prepare an annual budget for presentation to the Executive Committee at its regularly scheduled January meeting. The Executive Director shall prepare a final approved budget, as adopted by the Executive Committee, and distribute approved copies to each Executive Committee Member,

within 30 days of the January Meeting.

- 7.9 The Executive Director shall mail a notice and a complete text of any proposed amendment to the Bylaws, on instruction from the Executive Committee, to each member or shall publish a notice of any proposed amendment in the Central States Water at least SIXTY (60) days before it is to be voted upon. The notice shall include a link to the full text of the proposed amendment on the Association's website.
- 7.10 A summary report of the annual business meeting, prepared by the Executive Director, shall be published in the first issue of the Central States Water following the meeting.
- 7.11 In the event of the inability or incapacity of the Executive Director to fulfill the obligations of office, the President shall be responsible for the financial business of the Association as prescribed herein.
- 7.12 The Executive Director shall be covered by the Association's Crime Insurance Policy in an amount sufficient to cover potential monetary loss to the Association. The crime insurance policy shall stipulate that all signatories on the Association's bank accounts shall be covered in the same amount. The crime insurance policy shall also stipulate that the Treasurers for the State Sections and Volunteers processing registrations at Section events shall be covered in the same amount.
- 7.13 In order to provide continuity from one annual meeting to the next, the Executive Director shall be a repository for information and shall receive copies of all Local Arrangements Committee reports, meeting minutes and other relevant documents. It shall be the Executive Director's duty to collect all pertinent data and information relative to exhibitors lists, attendee's lists, food, venue, and event costs and pass that data and information on to subsequent Local Arrangement Committees. The Executive Director shall maintain all such records for a minimum of six years.
- 7.14 The Executive Director shall prepare financial reports for the fiscal year and upon receiving the approval of the Treasurer shall distribute copies of the report at the succeeding annual business meeting.
- 7.15 The Executive Director shall secure lists of dues delinquent members from the WEF office monthly and shall make such lists available to the chairs of the State Section Membership Committees including the Membership Committee chair.
- 7.16 The Executive Director shall be paid monthly as set by the Executive Committee and approved in the annual budget. The Executive Director's pay shall begin on the first full month of his or her term. The Executive Director will either be furnished with or paid a monthly allowance for equipment required in the performance of

the duties of the Executive Director. Eligible items include computer equipment, fax machine, second telephone line, copier and other similar equipment items. If paid a monthly allowance, ownership of said equipment shall reside with the Executive Director. The Executive Director shall also be eligible for reimbursement of payments for necessary office supplies (such as paper, ink cartridges and the like) and periodic monthly expenses related to the performance of the Association's business (such as telephone usage charge, postage, mileage and the like) upon submission of appropriate supportive documentation.

- 7.17 The Executive Director shall act as the Publicity Coordinator for the Association and shall, in cooperation with the Local Arrangements Committee, assure that the Association's events are publicized in all appropriate periodicals, newsletters, web sites, mass emails, and social media. The Executive Director may also prepare and distribute press releases to the hometown media of officers and award winners, highlighting the accomplishments and service provided by the Association members.
- 7.18 Copies of all important and relevant Executive Director's correspondence as mutually agreed upon will be sent to the President of the Association.
- 7.19 The Executive Director shall assemble the necessary data and biographical information for the use by the Association President and WEF representative when presenting awards at the Annual Meeting.
- 7.20 In accordance with the Bylaws, the Executive Director shall transmit the report of the Nominating Committee to the Central States Water Editor at least 60 days prior to the Annual Meeting. The Central States Water Editor will publish the name and a short biographical sketch of each nominee in the issue of the Central States Water immediately preceding the Annual Meeting.
- 7.21 The Executive Director shall incorporate all amendments to the Bylaws and Statements of Policy to those documents within 30 days of their passage and shall provide updated copies of the revised documents to the Officers and Executive Committee members and post the revised documents on the Association's Website.
- 7.22 In accordance with the Bylaws the Executive Director shall cooperate with WEF on membership renewals, collection of dues and in all matters concerned with maintaining and increasing the membership of this Association.
- 7.23 The dues established by WEF, together with the necessary reports, shall be received by the Executive Director from WEF in accordance with procedures acceptable to WEF.
- 7.24 In accordance with the Bylaws, notices of all conference and meetings of the Association (except State Section meetings) shall be sent out to all Members by the Executive Director, or published in the Central States Water, at least 30 days in advance of any

such conference of meeting.

- 7.25 Following Executive Committee approval, the Executive Director shall forward the name of the Association nominee for the Bedell, Hatfield, Laboratory Analyst Excellence and Burke awards to WEF for final approval by the WEF House of Delegates. The Executive Director shall order all appropriate plaques and awards from WEF or local vendors for Association awards and insure that all awards to be presented at the Annual Meeting are available at the Annual Meeting.
- 7.26 The Executive Director shall be responsible for transmitting author submitted Radebaugh papers to the Radebaugh Award Subcommittee.
- 7.27 A contribution to the content of Central States Water shall be required of the Executive Director on a per-issue basis.
- 7.28 The Executive Director, in consultation with the Executive Committee, shall request and invite the participation of the WEF Representative at the Annual Meeting and shall coordinate travel arrangements, accommodations and other details that may be necessary to ensure that the WEF Representative's presence at the Annual Meeting meets the needs of the Association and the WEF Representative.
- 7.29 The Executive Director shall be responsible for any and all staff or sub-contractors that the Executive Director shall appoint or contract with. Responsibility for salaries and expense or other liabilities for appointed staff or sub-contractors shall be passed on to the Association with prior approval of the Executive Committee and appropriate budgeting. The Executive Committee shall contract with the Executive Director, and the Executive Director shall employ or contract with those forces or services providers as may be required to perform the various management tasks specified within these statements of policy, or by contract with the Association.
- 7.30 The Executive Director shall provide support services to the Executive Committee, as may be required, for items such as distributing correspondence from one Executive Committee Member to the remainder of the committee, reproducing and distributing committee reports or other items that may be of interest to the remaining committee members.
- 7.31 The Executive Director shall make all arrangements necessary for meetings of the Executive Committee, including meeting locations, meals and, if necessary, accommodations.
- 7.32 The Executive Director shall maintain inventories of all property owned by the Association and shall prepare corporate reports, tax returns or other required reports.
- 7.33 The Executive Director shall provide for the housing and storage of all Association property, records, documents, and publications. The Executive Director shall be responsible for maintaining these properties, records, documents, and publications in good order, and

shall make them available for transfer to any successor in an appropriate manner. All stored records shall be kept securely, with backup copies stored elsewhere, when appropriate.

- 7.34 With the approval and at the direction of the Executive Committee, the Executive Director may seek to obtain grants or other funds that support the educational charter of the Association.
- 7.35 The Executive Committee shall determine the amount and manner of compensation provided to the Executive Director and may enter into a contract with the Executive Director that shall have a term as negotiated by the Executive Committee. Regardless of the term of the contract, the Executive Director shall be appointed or re-appointed annually. The Executive Director shall not be an employee of the Association but shall be considered a professional service contractor to the Association. The Executive Director shall receive an IRS 1099 form, or other documentation of payments for the appropriate contract period or portion thereof.
- 7.36 The duties of the Executive Director may be combined with those of the Central States Water Editor and Advertising Manager. The Editor and Advertising Manager shall be responsible for producing the editorial content, advertising, publication production and distribution and all other activities required in producing a high-quality publication pursuant to these Statements of Policy.
- 7.37 The Executive Committee shall meet with the Executive Director at the January Executive Committee meeting each year and provide a formal review of the services provided by the Executive Director over the past period. The Executive Committee may choose at that time to offer a contract renewal, or to advertise and otherwise solicit additional candidates for the position of Executive Director, with the intention of completing the selection process and offering a contract prior to the Annual meeting. The Executive Director shall not be eligible for any further rights beyond those specified within the contract and shall have no expectation of receiving future contracts or compensation beyond the period specified within the contract.
- 7.38 Disputes between the Executive Director and the Executive Committee of the Association shall be submitted to arbitration by a panel of five past-Presidents of the Association that shall be seated for the purpose of settling the particular dispute. The Executive Director and the Executive Committee shall each select one past-President for appointment to the arbitration panel, and the remaining three past-Presidents shall be agreed to by both the Executive Director and Executive Committee. The panel shall seek to resolve the dispute in a fair and equitable manner to all parties and shall propose a settlement for acceptance by both the Executive Committee and the Executive Director. This arbitration process shall be exhausted prior to either party seeking relief via the judicial process.

- 7.39 The Executive Director shall attend one of the annual WEFMAX Regional Meetings and the WEF Mid-Year Meeting each year in accordance with direction from the Executive Committee.
- 7.40 The Executive Director shall attend the annual Education Seminar presented by the Association. The Executive Director shall facilitate any Association committee activities that may be held in conjunction with the Education Seminar.
- 7.41 The Executive Director shall attend the annual WEFTEC meeting and arrange and attend the Executive Committee meeting if that meeting is held in conjunction with WEFTEC. The Executive Director shall also be available to support the Association Delegates to WEF at the WEF House of Delegates meetings, if requested to do so. All expenses for attendance of WEFTEC shall be pre-authorized by the Executive Committee and travel related expenses charged to the Association shall not exceed the time frame needed for the above duties at WEFTEC.
- 7.42 The duties of the Executive Director may be expanded and/or modified at any time with the mutual consent of the Executive Director and the Executive Committee. Any additions or reductions to the fees paid to the Executive Director as a result of modified duties shall be incorporated in a contract amendment approved by the Executive Committee and the Executive Director.
- 7.43 The Executive Director shall be responsible for the administration of the association's website and Social Media and in the selection, management and supervision of management services through the appointment of professional(s) from time to time. Compensation for professional management services shall be on a sub-contractor basis with the Executive Director responsible for any monthly payments to the subcontractor. Payment for these subcontracted services shall be reimbursed by the Association with a markup of no more than 5%. All professional management fees shall be approved within the Association's annual budget and payment authorization provided pursuant to these Statements of Policy.

## 8.0 REIMBURSEMENT FOR MEETING EXPENSES

- 8.1 The Executive Director shall be reimbursed for attendance at WEF meetings described in Section 7, the annual meeting of the Association, meetings of the Association's Executive Committee, and other meetings as directed by the President or the Executive Committee. The Executive Committee will approve in advance the meetings to be attended on a reimbursed basis by the Executive Director. Such approvals should be granted at least 90 days in the advance of the meeting to be attended. The Executive Director shall provide an estimate of the expenses associated with attendance at the meeting proposed to be attended and shall give an accounting of actual expenses incurred following the meeting. The Executive Director shall arrange travel in the most economical manner,



including obtaining the lowest possible reasonably direct air fare in coach class, moderately priced hotel accommodations and other reimbursable as set within the annual budget. Mileage reimbursement shall not exceed the current IRS rate per mile.

#### 9.0 REIMBURSEMENT FOR THE EXECUTIVE COMMITTEE

The members of the Executive Committee may be reimbursed for personal expenses incurred in attending regularly scheduled or special meetings of the Executive Committee, only if authorized by the Executive Committee.

9.1 Except as otherwise provided for the Executive Director, there shall be no reimbursement for personal expenses for attendance at meetings of the Executive Committee held in conjunction with the Annual Meeting of the Association.

9.2 Except as otherwise provided for the Delegates to WEF and the Executive Director there shall be no reimbursement for personal expenses for attendance at Executive Committee meetings if held in conjunction with the Annual Meeting of WEF.

9.3 Personal Expenses are as defined in Section 8.1.

#### 10.0 REIMBURSEMENT FOR DELEGATES to WEF

The Delegates to WEF may be reimbursed for personal expenses incurred while attending meetings of the WEF House of Delegates, only if authorized by the Executive Committee.

10.1 Personal expenses are as defined in Section 8.1.

#### 11.0 TREASURER'S DUTIES AND RESPONSIBILITIES

The Treasurer shall act as the Association's elected fiduciary officer and shall receive, review, approve and certify all financial reports prepared by the Executive Director prior to presentation to the Executive Committee at its regular meetings or the Association members at the Annual Business Meeting. The Treasurer's responsibility is to provide financial oversight of the Association's fiscal operations on behalf of the Executive Committee and Members.

11.1 Aside from the general duties mentioned above, the Treasurer is also responsible to work with the Executive Director regarding the placement of Association Funds (7.2); review of monthly financial statements (7.3); review and approval of Executive Committee financial reports and other annual financial reports (7.4 & 7.6); and oversee the preparation of the Association's annual financial audit (7.5).

11.2 Review and comment on the State Section's financial recording and reporting activities to ensure compliance with Association procedures. The Treasurer does not determine how the State Sections spend any funds, but with the Executive Director will establish

uniform financial tracking and reporting procedures, modeled after those used by the Association, for the State Sections to use. The Association Treasurer and the State Section's Treasurer or Secretary-Treasurer shall work to resolve any financial or fiscal reporting concerns within thirty days of being identified.

- 11.3 Review prior to submittal the Association's annual federal and state financial reports and/or statements including, but not limited filings relating to: tax exempt status, income taxes, corporation documents, etc.
- 11.4 The term of the Association Treasurer is two years and the treasurer may serve more than one consecutive term but cannot serve more than three consecutive terms.
- 11.5 All payments of the Association's financial obligations by the Executive Director, pursuant to Section 7.2 of these Statements of Policy, shall be processed only upon the authorization of the Treasurer via a signed voucher. All payments made to the Treasurer shall be authorized by the President and the Executive Director. All authorized checks shall be signed by either the President, the Treasurer, another authorized Association Officer, or the Executive Director. All electronic check payments made to either the Treasurer shall only be made by the Executive Director after a signed Payment Voucher is in place with signatures by the President and Executive Director.
- 11.6 It shall be the duty of the Treasurer to receive directly from the association's banks, monthly bank statements and to reconcile the bank statements and independently assure the associations accounting of transactions match the bank statements. Upon completion of monthly reconciliations, the Treasurer shall issue a "certificate of reconciliation" to be placed with the association's financial records and available during any audit. Should the Treasurer detect any errors or irregularities within the monthly bank statements, the Treasurer shall immediately notify the President to initiate appropriate actions on behalf of the Association.

## 12.0 COMMITTEES

Good committee work is the key to a successful professional society. Objectives of Association committees can be summarized as follows:

- a. To provide a firm foundation for a strong and growing Association.
- b. To provide sufficient autonomy to the three State Sections so they can meet local needs through effective committee activities.
- c. To provide direct communications among committees and the Association Executive Committee.
- d. To coordinate activities of similar committees across the three states, without stifling individual Section creativity.
- e. To provide a forum for the Professional Wastewater Operators (PWO).
- f. To promote membership through coordinated, effective, and productive committee work at the State Section level, where constraints of geography and time are minimized.
- g. To delegate to State Sections certain authority to carry out programs and member services, while maintaining communications and necessary

coordination and control at the Association Executive Committee level.

- h. To involve as many members as possible in committee work and organization offices.
- i. To allow flexibility so that State Sections can develop individually.
- j. To promote mutually beneficial relationships with state operator association groups (via a Trustee or Liaison position on State Section executive committees)

The Association Executive Committee shall recognize the outstanding contributions to committee work or the Association as a whole with service awards. Nominees shall be made by the President or any other member of the Executive Committee and shall be approved by a majority of the Executive Committee. The service awards shall be a plaque, certificate or some other gift as deemed appropriate by the Executive Committee. Awards may be made for the following categories:

- a. Long-term chair or members of standing or ad hoc committees.
- b. Non-members who have provided significant service to the Association.
- c. Other special recognition considered appropriate by the Association President or Executive Committee.

Several committees shall be appointed, if needed, by the President, and be accountable to the Association Executive Committee. These committees, to be known as the "Association Committees", shall include, but not be limited to:

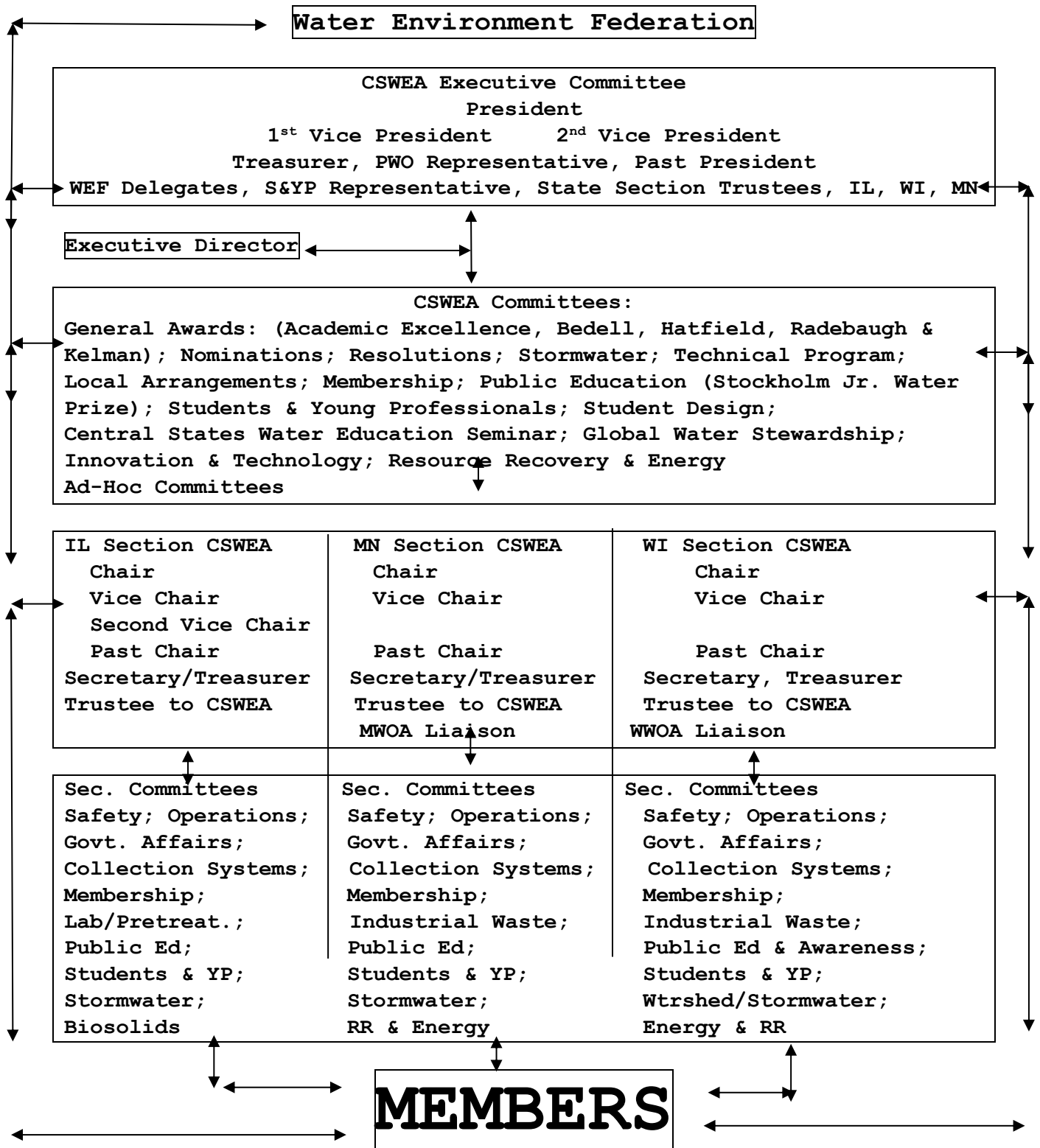
- General Awards
- Nominations
- Technical Program
- Local Arrangements
- Student Design Competition
- Global Water Stewardship

In addition, State Section appointed committees, to be known as the "State Section Committees", shall include, but not be limited to:

- Safety
- Operations
- Government Affairs
- Collection Systems
- Public Education
- Membership
- Industrial Wastes or Pretreatment
- Laboratory (optional)
- Public Education
- Students & Young Professionals
- Stormwater
- Resource Recovery & Energy

Any of the above committees may be combined if allowed by State Section approved policies. For example, safety may be combined with operations.

A diagram showing the current committees and their interrelationships is shown below.



12.100. ASSOCIATION COMMITTEES

The Incoming President, after consultation with the Executive Director and the incoming Vice Presidents, shall appoint standing Association Committee members following the Annual Meeting. The President and Vice Presidents shall develop a list of all such committee appointments from their respective states, or the Executive Director will solicit these rosters from the state sections. The President shall approve the appointments and submit the committee rosters to the Executive Director not later than THIRTY (30) days after the closing of the Annual Meeting.

12.110. General Awards Committee:

The President, in consultation with the Executive Director, shall appoint a General Awards Committee and appropriate Subcommittees as stated in this policy.

- a. The General Awards Committee shall consist of nine persons, which shall include the 1st Vice President of the Association (Chair), the immediate past president, the 2<sup>nd</sup> vice president, the chair of each of the three general awards subcommittees (Bedell, Hatfield and Radebaugh), and one at-large representative from each state such as the chair or past chair of the state section. The Chair of the General Awards Committee shall abstain from voting for an award unless needed to break a tie.
- b. The General Awards Committee shall be responsible for considering candidates for all of the various WEF and Association awards. These awards are included on the WEF website ([www.wef.org](http://www.wef.org)) as well as the Association website ([www.cswea.org](http://www.cswea.org)).
- c. All award nominees are required to submit one electronic submission using the form provided on the Association website. Submittals shall be limited to no more than 10 pages.
- d. If possible, each Subcommittee shall have at least one member who is a past recipient of the Subcommittee award.
- e. All award nominees, unless noted otherwise on the WEF or Association websites ([www.wef.org](http://www.wef.org) and [www.cswea.org](http://www.cswea.org)), shall be selected without reference to their State Section of residence, provided the nominee resides in one of the member states of the Association, unless otherwise specifically approved by the Executive Committee.
- f. In general, award nominees shall be members of WEF and the Association, unless otherwise specifically approved by award criteria or the Executive Committee. Membership shall be determined using the most recent available roster prepared by WEF.
- g. Award Subcommittee members shall not be eligible to receive an award from any Award Subcommittee on which they currently serve.

- h. With the exception of the Radebaugh Award and the Burke Safety Award, no award recipient shall be eligible to receive the same award more than once.
- i. Nominations for all WEF and Association awards shall be solicited by e-mail in the fall and by publication in the Fall issue of *Central States Water* magazine. The Executive Director shall communicate with the various Section and Association awards (sub)committees and provide direction with respect to the awards process and the importance of the awards, as well as to answer any questions.
- j. Nominations from general membership for all awards shall be submitted to the Executive Director via the website, or to the responsible Section or Association awards (sub)committee or the General Awards Committee Chair by December 1 each year if possible. If nominations from general membership are received by the Executive Director or the General Awards Committee Chair, the nomination shall be forwarded to the responsible Section or Association awards (sub)committee chair for consideration. The goal of this deadline is to provide ample consideration of the general membership nominations for all awards.
- k. All final award nominations from the Section or Association awards (sub)committees, except the Academic Excellence Awards, shall be submitted to the Executive Director by December 15 of each year. At the discretion of the Executive Director, awards without proper nominations may be accepted later than December 15.
- l. The Executive Director shall be responsible for distributing the final awards nominations to the General Awards Committee members to solicit concurrence with the nominations and to conduct voting for awards where voting may be required.
- m. The intent is that the General Awards Committee Chair and Executive Director shall submit the list of award winners, following consideration and voting by the General Awards Committee, to the Executive Committee for approval at the Winter Executive Committee meeting in January, at a subsequent meeting in February or via electronic mail.
- n. Notwithstanding the submittal to the Central States General Awards Committee, many WEF awards do not require member association approval and may be submitted directly to WEF. Submittal of WEF awards through the Association is encouraged to obtain Association support, but is not required for many WEF awards.
- o. The responsibility for awards nomination and notification shall be (with assistance from the Executive Director):

1st Vice-President:

Ryan Giefer Outstanding Young Professional

Bill Boyle Outstanding Educator	
Water Technology Innovator	
Camp Award	Emerson Medal
Fair Medal	Gascoigne Medal
Honorary Membership	
Morgan Award	Public Education
Schlenz Medal	Schroepfer Medal

2nd Vice-President:

Academic Excellence	Bedell
Burke Safety	Kelman Scholarship
Collection Systems	Hatfield
Industrial WQ	Lab Analyst Excellence
Operations	Radebaugh
Water Stewardship	

Descriptions of these awards are provided on the WEF website ([www.wef.org](http://www.wef.org)) or can be obtained from the Associations' Executive Director. Descriptions of the other awards listed are included later in this document. The 1<sup>st</sup> Vice President and 2<sup>nd</sup> Vice President shall assist in obtaining award nominations for the awards listed above.

- p. All Association award nominees, with the exception of the Bedell, shall be notified in writing or by email if they have won or not, so that they can make arrangements to attend the annual meeting. The Bedell award nominee shall be held in confidence until the Awards Presentation at the Annual Meeting. It shall be the responsibility of the Bedell Awards committee chairman to verify the Bedell recipients' attendance at the Awards Banquet.
- q. In the event any of the recipients cannot be present at the Annual Meeting to receive their award, arrangements will be made for an Association or State Section Officer to present it at a later date.

12.111. Arthur Sidney Bedell Award Subcommittee

- a. The Bedell Award Subcommittee, formed under the General Awards Committee, shall be responsible for selecting a nominee for the Arthur Sidney Bedell Award. The subcommittee shall consist of the most recent Bedell Award winner from each State Section of the Association. The Chair shall be the subcommittee member from the Host State.
- b. The Bedell Award is given by WEF to a member of an Association in recognition of outstanding service in the sewerage and wastewater treatment works field, as related particularly to the problems and activities of the member Association.

c. Bedell Award Criteria

1. Because of its membership being over 1,000, the Association is privileged to nominate a candidate for the Award each year.
  2. In general, the nominee shall have provided extraordinary service to the Association. This does not mean that it is necessary for the nominee to have served as an elected officer of the Association.
  3. The nominee shall have participated actively in the affairs of the Association with resulting contributions being easily identified because of their outstanding nature. This participation may be in the form of leadership through membership and committee work, presentation of technical papers, and other activities which, in general, enhance the prestige and effectiveness of the Association.
  4. Through contributions to the Association and to the water pollution control field, the nominee must have demonstrated a high level of professionalism and moral character.
- d. It shall be the responsibility of the Subcommittee to prepare a brief statement indicating the contributions and qualifications of the nominee for the Award. This statement shall be submitted no later than December 1 to the President and the Executive Director of the Association by the Subcommittee Chair in making the recommendations for the Award. Following approval by the President, the Executive Director shall also forward the name of the Association nominee for the Award to WEF for final approval. The award shall be presented at the Association Annual Meeting.

12.112. Hatfield Award Subcommittee

- a. The Hatfield Award Subcommittee, formed under the General Awards Committee, shall be responsible for nominating one wastewater treatment facility operator, supervisor, or manager from one of the member states of the Association for the William D. Hatfield Award. In general, each State Section Operations Committee will nominate one person from their respective State Section for the Hatfield Award, and the Hatfield Award Subcommittee will recommend a winner from the three nominees. The nominee should not be the current nominee for the Operations Award.
- b. The Hatfield Award Subcommittee shall consist of the most recent Hatfield Award winner from each of State Section of the Association. The Chair shall be from the Host State
- c. As a general guide in selecting the Hatfield Award winner, the Subcommittee shall consider the following basis of selection, which is recommended, but not required:



<u>Item</u>	<u>Maximum Allowable Points</u>
1. Efficiency of treatment, considering available facilities and effluent requirements on the plant, along with effects of the effluent on the receiving waters	25
2. Housekeeping of facilities	10
3. Public relations	10
4. In-service training and upgrading of subordinate operators	10
5. Preventive maintenance emergency operation and safety practices	15
6. Compilation of, and dissemination of in-plant studies and routine operation data to regulatory agencies and to the profession	15
7. Preparation and dissemination of annual Report	10
8. General administration	<u>5</u>
Total	100

d. In addition to the guidelines suggested above, the following five items must be elaborated on in detail for each Hatfield Award nomination submitted:

1. Public relations involving the nominee.
2. The businesslike accounting and budgeting conducted along with the maintenance of the wastewater treatment plant.
3. The operating and annual reports that are submitted to the nominee's superior officials, which may include the basis for plant improvements, efficiency of treatment, and economy of operation.
4. The advancement of the art and knowledge of wastewater treatment by innovative in-plant studies and the dissemination of the results to others in the field.
5. Dissemination of information concerning wastewater treatment operation and maintenance through papers, articles, meetings, training sessions and reports.

- e. Although the Hatfield Award is a WEF Award, it is presented (following approval by Association Executive Committee and WEF, at the next Association Annual Meeting by a representative of WEF.
- f. The Executive Director will forward any nominations received by December 1 through the general awards solicitation to the Subcommittee for consideration.
- g. It shall be the responsibility of the Hatfield Award Subcommittee to prepare the necessary documentation and a brief statement in support of the Hatfield Award nominee. The statement shall be submitted, no later than December 15, to the Chair of the General Awards Committee by the Subcommittee Chair. Following Executive Committee approval, the Executive Director shall forward the name of the recommended Hatfield nominee to WEF for final approval by the WEF House of Delegate

12.113. Radebaugh Award Subcommittee

- a. The Radebaugh Award Subcommittee, formed under the General Awards Committee, shall be responsible for selecting a nominee for the Radebaugh Award.
- b. The Radebaugh Award may be made by the Association each year if in the opinion of the Radebaugh Award Subcommittee, any member of the Association had presented a paper worthy of the Award at the Association Annual Meeting.
- c. Subcommittee Membership:
  - 1. The Subcommittee shall consist of three members, including one member from each of the State Sections of the Association. The Chair shall be from the Host State.
  - 2. Whether an award is recommended or not, the Radebaugh Award Subcommittee shall submit a report each year to the General Awards Committee.
- d. Eligibility for Award:
  - 1. The Radebaugh Award shall be made to the author(s) of a deserving paper presented at an Annual Meeting of the Association.
  - 2. For papers presented at the Annual Meeting to be eligible for the Award, the author(s) must submit eight (8) copies of the paper (or one electronic copy in PDF format) to the Association Executive Director within 30 days of the close of the Annual Meeting.
  - 3. In case of multiple authorship, the Award shall be shared equally by authors, who are members of the Association, i.e., each Association member author shall receive a plaque
- e. The Subcommittee will evaluate each paper based on the criteria given below, applying up to the allowable points indicated. The sum of the allowable points is the final rating of the paper (100 points is maximum in totaling the allowable points given).

Maximum Allowable  
Points

Contribution to the science because of:

- 1. New information obtained by the author's experimental or theoretical research.
- 2. New or advanced theory of technique of design presented by the author.

Items 1

Thru 7

3. Improved methods of construction proposed by the author.	=65 pts maximum
4. Improved methods of operation proposed by the author.	
5. Improved equipment proposed by the author.	
6. Detailed information not previously available to the profession, on a construction project of considerable magnitude, a production process or method of operation.	
7. Detailed information presented on economic questions, which are of interest to the profession, such as cost of construction and operation, evaluation and rate setting.	
8. Originality of subjects.	10
9. Amount of work expended to obtain data or information.	15
10. English composition and clarity of the presentation.	<u>10</u>
Total	100

- f. It shall be the responsibility of the Radebaugh Award Subcommittee to prepare a brief statement indicating the merits of the paper selected for the Award. This statement shall be submitted, no later than December 1, to the Chair of the General Awards Committee by the Radebaugh Award Subcommittee Chair in making the recommendation for the Award.
- g. The Award shall consist of a Plaque(s) to be presented at the next Association meeting.

12.114. Academic Excellence Award Subcommittee

- a. Under the conditions defined herein, an award to be known as the Central States Water Environment Association, Inc., Academic Excellence Award may be presented to a maximum of one student per year per eligible institution located within the State Section hosting the Annual Conference.
- b. An eligible institution shall be a college or university in the Annual Meeting Host State having a recognized graduate or undergraduate program in engineering or biological sciences.
- c. The Academic Excellence Subcommittee shall be chaired by the 2<sup>nd</sup> Vice President. The host State Section Trustee, Student Design Competition Chair and the YP Representative shall also serve on the committee to help identify eligible institutions. Additional committee members may be appointed at the option of the President.
- d. The candidates shall be selected by the Department Chairman, or other designated person, at the eligible institutions. The 2nd Vice President will contact the Host State Trustee for a list of each of the eligible institutions. Each institution will be provided with a description of the Academic Excellence Award and the necessary application forms. The names of the candidates must be submitted by the institution to the 2nd Vice President by February 1.
- e. Eligible students must be enrolled in a full-time study program in engineering or biological sciences at the undergraduate level or graduate level at an eligible institution.
- f. The Academic Excellence Award shall consist of a \$300 cash award, a paid one-year student membership in the Association and WEF, and a letter of commendation from the Association President. Award recipients will be invited to the Annual Conference and the registration fee, including the Association Luncheon and Banquet, will be paid by the Association. If the award recipient attends the Annual Awards Banquet, they shall receive one complimentary night's lodging and \$50.00 for expenses. The Association President will present the Award(s) to the recipient(s) at the Annual Banquet.

12.115. Kelman Scholarship Award Subcommittee

- a. Under the conditions defined herein, an award to be known as the Central States Water Environment Association, Inc., Kelman Scholarship may be presented to a maximum of one student or student team per year. Beginning in 2010, the Publisher of Central States Water, Craig Kelman and Associates, has provided this Scholarship Award.
- b. The scholarship is awarded annually to a student or team at any level whose work as published in Central States Water is judged to be the best published paper during the year leading

up to the Annual Meeting.

- c. The Kelman Scholarship Award Subcommittee shall be chaired by the Student Design Competition Chair. The Central States Water Committee chair shall also serve on the subcommittee. Additional committee members may be appointed at the option of the subcommittee Chair or the President.
- d. The name(s) of the candidate(s) must be submitted by the subcommittee to the Executive Committee and Executive Director at least 45 days in advance of the Annual Meeting.
- e. The monetary amount of the scholarship is determined by Craig Kelman and Associates and has historically been \$1,000. This amount shall be presented to the student or team along with a letter of commendation from the Association President. Award recipients will be invited to the Annual Conference and the registration fee, including the Association Luncheon and Banquet, will be paid by the Association. If the award recipient attends the Annual Awards Banquet, they shall receive one complimentary night's lodging and \$50.00 for expenses. The Association President will present the Award to the recipient(s) at the Annual Banquet.

12.116. Operations Award

- a. The Executive Director will forward any nominations for the Operations Award received by December 1 through the general awards solicitation to the respective State Sections' Operations Committee Chairs for consideration by the Operations Committees.
- b. The State Sections' Operations Committees will submit the names, addresses, and biographical material for operators selected by State Section Operations Committees, to the Chair of the General Awards Committee, no later than December 15 of each year. The award may be given to one person per year from each of the State Sections.
- c. As a general guide in determining the nominees of the Operations Award, State Section Operations Committees shall consider the following basis of selection, which is recommended, but not required:

<u>Item</u>	<u>Maximum Allowable Points</u>
1. Efficiency of treatment, considering available facilities and effluent requirements on the plant, along with effects of the effluent on the receiving waters	25
2. Housekeeping of facilities	10
3. Public relations	10
4. In-service training and upgrading of subordinate operators	10
5. Preventive maintenance emergency operation and safety practices	15
6. Compilation of, and dissemination of in-plant studies and routine operation data to regulatory agencies and to the profession	15
7. Preparation and dissemination of annual report	10
8. General administration	<u>5</u>
Total	100

12.117. Collection System Award

- a. This award may be given to one person per year from each State Section in recognition of outstanding contributions in advancing collection system knowledge and direct or indirect improvement in water quality. The award need not be given each

year.

- b. The Executive Director will forward any nominations for the Collection System Award received by December 1 through the general awards solicitation to the respective State Sections' Collection Systems Committee Chairs for consideration by the Collection Systems Committees.
- c. The State Section Collection Systems Committees shall submit the names of no more than one individual from each State Section to the Chair of the General Awards Committee no later than December 15 of each year. The award may be given to one person per year from each of the State Sections.
- d. Documentation shall include biographical data such as personal information, training, education, civic activities, employment history, professional activities including committee participation and offices, honors received, publications, patents, design projects, or other contributions to collection system state-of-the-art. Letters of recommendation from peers, including at least one Association member, may also be provided.
- e. The General Awards Committee may select one nominee (of the three submitted) for nomination for the WEF Collection System Award. The Association 1<sup>st</sup> Vice President shall forward the proper documentation, with a cover letter, to WEF supporting the recipient's nomination.
- f. If no Association Award is made, there shall be no nomination for the WEF Collection System Award from the Association.
- g. Award candidates shall have been responsible for one or more of the following:
  - 1. Upgrading collection system personnel through development and/or administration of educational and certification programs.
  - 2. Development and implementation of innovative methods of system design, construction, maintenance, or rehabilitation to reduce inflow/infiltration and/or bypassing to surface waters.
  - 3. Development and implementation of specific collection system management programs for controlling, planning, budgeting, and evaluation of program results.
  - 4. Development of techniques and/or products that have reduced operating and maintenance costs, resulting in more efficient and safer collection system operations.
  - 5. Public service resulting in improved system reliability and shortened response time to system failures.



6. Maintaining a comprehensive and effective collection system safety program, evidenced by reduced lost time incidents or other similar criteria.
  7. Contribution of articles dealing with collection systems to Central States Water, newsletters, journals, bulletins, or other publications.
  8. Presentation of collection system related presentations at Association or WEF meetings or other conferences, seminars, and workshops.
  9. Collection system management programs including successful coordination of various political jurisdictions and administrative tasks, including continuity in funding or system repair and replacement.
  10. Innovative modifications of existing collection system facilities for flow control, distribution, and regulation to increase system capacity and efficiency, and reduce or eliminate system deficiencies.
- h. The Association Collection System Award shall consist of a plaque indicating the recipient's name and year of award.

12.118. George W. Burke Facility Safety Award

- a. The Burke Award is made annually by WEF to a municipal or industrial wastewater facility for promoting an active and effective safety program.
- b. The State Section Safety Committees or General Awards Committee shall be responsible for soliciting and accepting nominations and selecting no more than one facility from each state as nominees for the George W. Burke Award.
- c. To be eligible for this award, at least one employee of the facility must have Association member status, unless otherwise specifically approved by the Executive Committee.
- d. Nomination documentation shall include a narrative of the facility safety program and a summary of safety data prepared in a format suggested by WEF. Submitted documentation shall be limited to six pages with two letters of recommendation for a total of no more than eight pages.
- e. Nominations shall be submitted to the Chair of the State Section Safety Committee by December 1 of each year.
- f. The State Section Safety Committees shall be responsible for accepting nominations and shall select no more than one facility from each State Section and submit these candidates to the General Awards Committee by December 15 of each year.
- g. Following approval by the Association Executive Committee, the Executive Director shall forward the recommendation to WEF for

approval.

- h. The award will be presented to the facility at the Association Annual Meeting following WEF approval

12.119. Industrial Water Quality Environmental Achievement Award

- a. This award may be given to one industry per year for actions that best demonstrate significant, lasting, and measurable excellence in water quality improvement or in the prevention of water quality degradation as demonstrated by innovative design and operation of an industrial wastewater, pretreatment, or source prevention program.
- b. Primary consideration will be given to nominees with Association members.
- c. Nominations and necessary documentation for the award shall be submitted to the State Section Industrial Wastes Committee Chair no later than December 1 of each year.
- d. The State Section Industrial Wastes Committees shall submit the names of no more than one nominee from each State Section to the Association General Awards Committee Chair no later than December 15 of each year.
- e. Documentation shall include supportive data as required to demonstrate compliance with the award criteria outlined in subsequent subsections together with background and informational data pertaining to the nominee as appropriate.

The application should give significant detail as to the nature of the engineering or scientific advances leading to the improvement. The body of the application shall include:

1. Problem statement and program goals
  2. Problem solution
  3. Unique scientific or engineering or management skills embodied in the program
  4. Evidence of attainment of goals (at least one year of data)
  5. External references from a municipal, state, or federal agency
  6. Summary of why the program is worthy of the award
- f. Award candidates shall satisfy one or more of the following criteria:
1. The program should be operated by an industry or show significant input by industry.
  2. Joint awards between industrial and engineering consultants will be made for innovative designs or process alternations or management.
  3. The program must lie within the boundaries of the Association.
  4. A program is eligible during a five-year period immediately after documented results become a matter of public record. Two re-nominations may be made.

5. The program must demonstrate a significant achievement in design, operation, or process change resulting in demonstrated long-term water quality improvement. The application should give significant detail as to the nature of the engineering or scientific advances leading to the improvement. Examples of criteria are one or more of the following:
  - a. Detailed summary data showing significant reduction in classic macro pollutants, e.g. BOD, N, P, TS discharged to the receiving stream or municipal sewer.
  - b. Detailed summary data showing significant reduction in micro pollutants, e.g. chlorinated hydrocarbons, pesticides, metals, or hazardous compounds to the receiving stream or municipal sewer.
  - c. A method of source reduction by process alternation which demonstrates reduction of water used or water pollution.
  - d. A method of source reduction by product alternation which demonstrates reduction of water used or water pollution.
  - e. A method of materials recycling resulting in lower water use, or lower water pollution generation.
  - f. A method of waste water treatment involving energy saving without loss of efficiency.
  - g. Innovations resulting in the protection of groundwater, soil, or air from a new or existing industrial wastewater treatment facility.
  - h. An environmental management strategy or training program that increases environmental awareness and results in significant source reduction or water pollution prevention.
  
- g. The General Awards Committee shall review the nominations from the State Section Industrial Wastes Committees and shall select the most deserving submittal.
  
- h. The Association Industrial Water Quality Environmental Achievement Award shall consist of a suitably inscribed plaque indicating the recipient's name and year of award.

## 12.120. Ryan Giefer Outstanding Young Professional Award

- a. This award may be given to one person per year from each State Section in recognition of outstanding contributions of a young water environment professional for significant contributions to the Association and to the wastewater collection and treatment industry. This award honors Ryan Giefer, an outstanding young professional who passed away in the fall of 2021 at the age of 32. Ryan was the recipient of the Wisconsin Operator of the Year award, was active on Wisconsin Section and Association committees, and was chair of the Technical Program Committee at the time of his death. Ryan advanced quickly from wastewater operator, to lead operator, to superintendent of major water reclamation and resource recovery facilities. He was a cherished mentor to many and was a champion of our water environment.
- b. Nominations shall be received from General Membership or from the State Section Boards by December 1 of each year and shall include:
  - Nomination Form
  - One page biography of the nominee
  - Specific reasons for nomination (one page maximum)
  - Any other supporting material required under criteria or that you feel would be helpful in the selection process.
- c. The General Awards Committee shall select one member to receive this award from each state section, no later than December 15 of each year, based on the following criteria:
  1. Member of the Association and WEF.
  2. 35 years old or younger at the time of nomination.
  3. Demonstrated contributions to enhancing the activities of the Association, it's Committees and improvement in the fundamental knowledge of performance of wastewater collection and treatment systems, water resource protection and research on issues important to the water environment. The Association's Outstanding Young Professional Award shall consist of a suitably inscribed plaque indicating the recipient's name and year of award.
- d. The General Awards Committee may select one nominee (of the three submitted) for nomination for the WEF Outstanding Young Professional Award. The Executive Director shall forward the proper documentation, with a cover letter, to WEF supporting the recipient's nomination.

12.121. Bill Boyle Outstanding Educator Award

- a. This award recognizes accomplishments in the education and development of future water environment professionals by educators at all levels, from primary grades through graduate students. This award honors Professor William C, Boyle, a Professor Emeritus of Environment Engineering at the University of Wisconsin, Madison where he served as mentor to many ASSOCIATION members. Beyond his role as educator, researcher and mentor, Bill Boyle has served the Central States Water Environment Association throughout his career as a tireless promoter of ongoing education and training and a facilitator of many successful technical programs and events.
- b. Criteria:
  - i. Significant accomplishments in the education and development of future water environment professionals.
  - ii. Member of the Association and WEF.
- c. Nominations shall be received from General Membership or from the State Section Boards by December 1 of each year and shall include:
  1. Nomination Form
  2. One page biography of the nominee
  3. Specific reasons for nomination (one page maximum)
  4. Any other supporting material required under Criteria or that you feel would be helpful in the selection process.
- d. The Association's Bill Boyle Outstanding Educator Award shall consist of a suitably inscribed plaque indicating the recipient's name and year of award. If appropriate, the Association's Bill Boyle Educator of the Year Award winner shall be advanced by the Executive Director to WEF as the Association's nominee for the WEF Gordon Maskew Fair Medal award

12.122. Laboratory Analyst Excellence Award

- a. The Lab Analyst Excellence Award is given by WEF to a member of an Association in recognition of outstanding performance, professionalism and contributions to the water quality analysis profession.
- b. Nominations and necessary documentation for the award shall be submitted to the State Section Laboratory or Operations Committee Chair no later than December 1 of each year.
- c. The State Section Committees shall submit the names of no more than one nominee from each State Section to the Association General Awards Committee Chair no later than December 15 of each year. The General Awards Committee will recommend a winner from the three nominees.

- d. Documentation shall include supportive data as required to demonstrate compliance with the award criteria outlined in subsequent subsections together with background and informational data pertaining to the nominee as appropriate. Letters of recommendation and commendation shall be included if available. Submittals shall be limited to six pages, with two supporting letters of reference, for a total of eight pages.
- e. Specific criteria include the following:
  - i. Member of WEF and the Association.
  - ii. Employed at an educational facility, industrial, commercial or municipal laboratory that performs wastewater-related analyses and must have direct analytical responsibilities.
  - iii. Candidates are eligible for this award only once.
  - iv. Outstanding efforts in the area of wastewater and environmental aquatic analyses, including such items as innovative sampling techniques or solutions to a treatment, analytical or environmental problem.
  - v. Involvement in community activities or public relations.
  - vi. Presentations at professional conferences, meetings, etc. relevant to water quality analysis.
  - vii. Professional certifications.
  - viii. Continuing education.
  - ix. Contributions that have been beneficial to the nominee's facility.
  - x. Unusual initiative or performance "beyond the call of duty."
- f. Following approval by the Association Executive Committee, the Executive Director shall forward the recommendation to WEF for approval.
- g. The award will be presented to the facility at the Association Annual Meeting following WEF approval.

### 12.123. Water Stewardship Award

- a. This award recognizes and honors the contributions of an individual for outstanding humanitarian service to improving and sustaining our global water environment.
- b. Criteria:
  - i. Significant humanitarian effort to provide clean water, sanitation or education in underdeveloped areas of the world.
  - ii. Member of the Association and WEF.
  - iii. Candidates are eligible for this award only once.
- c. The Executive Director will forward any nominations for the Water Stewardship Award received by December 1 through the general award solicitation to the Global Water Stewardship Committee Chair for consideration by the Global Water Stewardship Committee.
- d. The Global Water Stewardship committee shall be responsible for submitting nominations for the Water Stewardship Award to the General Awards Committee no later than December 15.
- e. The Water Stewardship Award shall consist of a suitably inscribed award indicating the recipient's name, Global Water Stewardship logo and year of award.

### 12.124. Sustainability & Green Infrastructure Award

- a. This award recognizes and honors the contributions of an individual or organization for programs and projects at their organization that support sustainability in the water environment or make use of green infrastructure in the design of water reclamation facilities or in stormwater or wastewater conveyance or treatment processes.
- b. Criteria:
  - i. Projects that promote sustainability, by promoting the reclamation and reuse of water and other materials generated by or for use in the treatment of wastewater and/or the use of non-traditional materials, processes and technology in the building and design of water reclamation facilities or in the management and treatment processes of those facilities.
  - ii. Member of the Association and WEF.
  - iii. Candidates are eligible for this award only once.
- c. The Executive Director will forward any nominations for the Sustainability & Green Infrastructure Award received through the general awards solicitation by December 1 to the General Awards Committee no later than December 15.
- d. The Sustainability & Green Infrastructure Award shall consist of a suitably inscribed award indicating the recipient's name and year of award.



12.125. Water Technology Innovator award

- a. The Water Technology Innovator Award is presented annually by the Association to recognize innovative and proactive accomplishments by individuals or groups in the public or private sector including but not limited to employees of water resource recovery facilities, consultants, academia or manufacturers. These individuals or groups shall demonstrate the ability to look beyond the traditional water and wastewater operational models and incorporate or advance sustainable principles and cutting-edge practices, with a focus on resource recovery, efficiency and sustainability.
- b. A nomination form highlighting the following nomination criteria should be submitted electronically for consideration:
  1. Accomplishments that align with the resource recovery and energy efficiency initiatives shall be outlined in a nomination letter not to exceed three pages.
  2. The nominees shall demonstrate outstanding contributions in advancing resource recovery and energy efficiency initiatives, including but not limited to biosolids, water reuse, research and development and innovative practices.
  3. Any other supporting information or material matching the award criteria that you feel would be helpful in the selection of the process.
- c. The following criteria should be considered during the nomination process:
  1. The institution, individual or group being nominated lie within the boundaries of the Association.
  2. Candidates may receive the award only once.
  3. Primary consideration will be given to nominations of members of the Association and WEF
- d. The Executive Director will forward any nominations received by December 1 through the general awards solicitation to the Innovation and Technology Committee Chair for consideration by the Innovation and Technology Committee.
- e. The Innovation and Technology Committee shall submit their recommendation for the award to the General Awards Chairman of the Association by December 15 of each year.

#### 12.130. Committee on Nominations

- a. The Committee on Nominations shall consist of the three most recent Association past presidents and shall be updated annually. The member of the Committee from the State hosting the next annual meeting shall serve as the Chair.
- b. The Committee shall nominate two Delegates to WEF, elected for staggered three-year terms. The new Delegate shall be elected from the State Section without a Delegate. A third delegate may be added by WEF if Association membership increases to 1,500 WEF members or more.
- c. The Committee shall nominate one Professional Wastewater Operators Division (PWO) Representative elected for a two-year term. Nominee shall rotate among the Association member states.
- d. The Committee shall nominate two Delegates to Global Water Stewardship, elected for staggered three-year terms. The new Delegate shall be elected from the State Section without a Delegate.
- e. The Committee on Nominations shall complete their work by January 15th of each year, and immediately notify the President of their choice for 2nd Vice President, Delegate to WEF, Delegate to Global Water Stewardship, Treasurer, PWO Regional Representative, and YP Representative.
- f. The Committee on Nominations shall report at the Annual Business Meeting of the Association.
- g. The nominees for 2nd Vice President, Delegate to WEF, Delegate to Global Water Stewardship, Treasurer, PWO Representative and YP Representative shall be reported in the Spring Issue of the Central States Water.

#### 12.140. Committee on Resolutions

- a. The Committee on Resolutions shall consist of the Executive Director, Past President, President and 1<sup>st</sup> Vice President. The Chair will be the President.
- b. The committee shall prepare a resolution in regard to members who have died since the last Annual Meeting.
- c. The Committee on Resolutions shall report at the time of the Annual Business Meeting of the Association Membership.

## 12.150. Committee on Technical Programs

- a. The Committee on Technical Programs is responsible for the solicitation and the selection of the papers to be given at the Annual Meeting. The Committee's choices are subject to review, if requested, by the Executive Committee before the selections are final.
- b. The Committee on Technical Programs shall consist of two members from each State Section of the Association. The Chair shall be the senior member from the state that is hosting the next annual meeting. The Chair may appoint additional committee members, if needed for the purpose of reviewing abstracts. No individual shall chair this committee more than once.
- c. The term for members shall be six (6) years. A member's term shall expire after completing three additional years after being Chair of the Committee. The member who's term is expiring shall make a nomination to the Technical Program Committee for their replacement. The Technical Program Committee shall vote and present the nominee for a final vote by the Executive Committee. Executive Committee members may propose nominations as well.
- d. The Committee on Technical Programs is responsible for informing participants of the conditions governing the handling and routing of papers presented at the Annual Meeting of the Association. In advance of such Annual Meeting, this Committee shall specifically inform all who are selected to present papers that:
  1. All papers presented at the Annual Meeting are eligible for consideration for publication by WEF.
  2. Authors of papers shall be responsible for transmitting papers to the Editor of the Water Environment & Technology Magazine as well as any required copyrights to the paper.
  3. Authors of papers to be submitted for consideration for the Radebaugh Award shall submit Eight (8) copies of such papers, or an electronic copy to the Executive Director within 30 days of the close of the Annual Meeting. Submission may be either by mail or online transmission.
  4. The Executive Director shall be responsible for transmitting papers to the Radebaugh Award Subcommittee.
- e. The Committee on Technical Programs may be allowed reimbursement for personal expenses for ONE (1) meeting during the Administrative year. The Chair of the Committee on Technical Programs or the designated representative may be allowed reimbursement for personal expenses in attending a meeting of the Association Executive Committee, if invited to attend by the President or Executive Director. Reimbursement shall be as outlined in Section 8.1.

12.160. Committee on Local Arrangements

- a. The Committee on Local Arrangements shall consist of a Chair and appropriate subcommittee chairs. The Committee Chair shall be appointed by the 1st Vice President two years in advance of the annual meeting. All subcommittee chairs shall be appointed by the Local Arrangements Committee Chair. No individual shall chair this committee, or a particular subcommittee, more than twice.
- b. Local arrangements committee policy guidelines are presented in Section 6.0.

12.170. Committee on Membership

The Committee on Membership shall have two primary functions;

- Look after the general membership needs of the Association;
- Coordinate with the Executive Director efforts to retain and recruit members.

The Committee shall consist of the chairs of the State Section Membership Committees, and other committee members as recommended by the State Sections or the Committee Chair. The chair from the State Section hosting the Annual Meeting shall be the Chair.

The Committees duties shall be to:

1. Be a resource for members to resolve any membership problems.
2. Contact non-renewing members to encourage their renewal.
3. Establish and/or conduct member recruitment and retention activities.
4. Implement membership drive activities as established by WEF.
5. Conduct an annual committee meeting at the Annual Meeting (preferably) or at another time and venue.
6. The Chair should be a member of the WEF Membership Committee and shall be aware of WEF Membership Committee activities.

12.180. Committee on Public Education

- a. The Committee on Public Education shall plan and coordinate activities to inform the general public and increase their awareness of the importance of maintaining and improving the quality of water resources and of the importance of water quality professionals in maintaining and improving the quality of water resources.
- b. The Committee shall consist of the chairs of the State Section Public Education Committees, and other committee members as recommended by the State Sections or the Committee Chair. The chair from the State Section hosting the Annual Meeting shall be the Chair.

The Committee duties shall be to:

1. Develop and maintain communication links between State Section representatives regarding public education efforts, successes and/or failures or programs.
2. Coordinate and promote national and local events such as World Toilet Day, World Water Day, water related festivals and activities by providing materials and promotional recommendations to the membership of the State Sections of the Association.
3. Be responsible for providing educational materials to the State Section Committees.
4. Recommend new programs and/or ideas for the enhancement of public education in water quality protection and the water quality profession.
5. Coordinate and promote public education topics for the annual meetings and/or specialty conferences.
6. Coordinate Association activities relating to: General grade school, middle school and high school education programs and the Stockholm Junior Water Prize Competition.
7. Conduct an annual committee meeting at the Annual Meeting (preferably) or at another time and venue.

12.190. Committee on Students and Young Professionals

- a. The Committee on Student and Young Professionals (S&YP) shall plan and coordinate activities for the Student Chapters and recent graduates in parallel with the WEF S&YP Committee.
- b. The Committee shall consist of the Student and Young Professional Representative and the chairs of the State Section S&YP committees and other committee members as recommended by the State Sections or the Committee Chair. The Student and Young Professional Representative shall be the Chair.

The Committee duties shall be to:

1. Develop and maintain communication links between State Sections, the Association and the Student Chapters.
2. Coordinate and promote the development of Student Chapters and provide a liaison with the Association and State Sections.
3. Support the activities and success of Student Chapters.
4. Establish programs for Young Professionals at the Annual Meeting and other Association/Section events, potentially including an annual community service project.
5. Promote the activation of Students and Young Professionals within

the Association.

6. Encourage participation with other S&YP committees from other professional associations.
7. Coordinate with the Student Design Competition Committee
8. Conduct an annual committee meeting at the Annual Meeting (preferably) or at another time and venue.

#### 12.200. Committee on Student Design Competition

- a. The Committee on the Student Design Competition shall plan and coordinate the annual Association Student Design Competition and shall also coordinate with the WEFTEC Student Design Competition and the Global Water Stewardship Committee on their Problem Statement.
- b. The Committee shall consist of a Chair and Vice-Chair and any additional members as recommended by the State Sections or the Committee Chair. In the event of a vacancy, the President can nominate a person to fill the vacancy.

The Committee duties shall be to:

1. Manage the Association and WEF Student Design competition(s) at the Association level.
2. Conduct the Student Design Competition and select winners to compete at WEFTEC.
3. Coordinate and arrange for students to travel to the Association's Student Design competition and the WEFTEC Student Design competition.
4. Work with the Students and Young Professionals Committee to promote the Student Design competition to Student Chapters and Universities in Illinois, Minnesota and Wisconsin.

#### 12.210. Central States Water Committee

- a. The Association Magazine shall be known as the Central States Water.
- b. The Central States Water shall be published at least FOUR (4) times per year as follows:
  1. The Spring Issue shall be published in March and shall include the Annual Meeting Preview
  2. The Summer Issue shall be published in July and shall include an Annual Meeting Recap.
  3. The Fall Issue shall be published in September and shall include a Buyer's Guide

4. The Winter Issue shall be published in December and shall include a WEFTEC Recap and Education Seminar preview.
- c. The Central States Water Committee shall consist of the Executive Director and other members. The chair will be the Executive Director.
- d. The committee shall be responsible for hiring of an editor to design and publish Central States Water on a quarterly basis with content provided by the Association. Advertising shall be the responsibility of the editor.
- e. The local arrangements committee chairman or Executive Director shall hire a professional photographer to take photographs of the keynote speech, Annual Banquet and Award Presentation, 7-S installation and representative pictures of the exhibit area and other Annual Meeting activities.
- f. The Central States Water shall be printed on recycled paper in magazine format.

12.220. Education Seminar Committee:

- a. The Education seminar committee shall be responsible for conducting the Annual Education seminar.
- b. The Committee shall consist of a Chair, Past Chair, Program Committee Chair and other members selected by the Chair or other committee members. The Executive Committee shall approve the Committee Roster on an annual basis.
- c. The Chair, Past Chair and Program Committee Chair positions shall have terms of two years.
- d. In the event of a vacancy, the Committee shall nominate a person that they feel would serve the Committee well. The nomination shall be approved by Committee members. Consideration shall be given to have a good mix of members from each State Section, as well as academics, consulting engineers and utility members.
- e. The Committee shall work with the Executive Director for registrations, publication and marketing of the Seminar.
- f. The Chair shall be responsible for providing reports to the Executive Committee and articles for the Central States Water.

### 12.230. Global Water Stewardship Committee

- a. The Committee on Global Water Stewardship shall coordinate with the Global Water Stewardship organization to plan and coordinate activities for humanitarian and social projects that involve providing clean water and sanitation to areas of the world that lack them. The committee shall be comprised of the two GWS delegates and at least one member from each section. The Chair of the committee shall rotate annually.

The Committee duties shall be to:

1. Develop and maintain communication links between State Sections, Students and Young Professionals Committee, the Association, and Global Water Stewardship.
  2. Encourage knowledge exchange between Global Water Stewardship members from underserved communities and Association utilities and other members.
  3. Organize and conduct an Annual Global Water Stewardship project.
  4. Develop articles for Central States Water and other channels on activities of the Global Water Stewardship.
  5. Promote proper sanitation in underdeveloped countries and environments
  6. Encourage students to participate in Global Water Stewardship projects by either creating student design problem statements for projects or by encouraging participation in service projects.
  7. Accept nominations and making a recommendation for the recipient of the Water Stewardship Award at the Annual Meeting.
- b. It is recognized that Global Water Stewardship is a separate not-for-profit organization with its own policies and procedures. The Association shall provide up to two GWS delegates to serve as liaisons between the Association and GWS. The Executive Committee may also support GWS by budgeting for and making annual donations to GWS.

### 12.240. Stormwater Committee

- a. The Stormwater Committee shall promote the understanding of storm water quantity, quality and nonpoint source pollution in the context of holistic watershed management to the members of the Association, individual state sections, and other stakeholders. The Stormwater Committee will provide a forum for communication and technology transfer regarding stormwater issues between the three states, as well as the public and



private sectors. The goal of the committee will be to facilitate the development of innovative, equitable and cost-effective solutions for storm water quantity, quality and non-point source pollution issues by providing a professional forum for these issues.

- b. The Committee shall consist of the chairs of the State Section Stormwater Committees and other committee members as recommended by the State Sections or the Committee Chair. The chair from the State Section hosting the Annual Meeting shall be the Chair.
- c. The Chair will develop a work plan for the coming year. This work plan should include, as a minimum, an outline of projected major activities for the coming year, and a strategy for achieving these goals, including individual goals for committee members where appropriate.
- d. The Chair will participate on other Association committees as appropriate to meet the Association's Stormwater goals. Specific examples include, but are not limited to:
  - Government Affairs Committee
  - Collection Systems Committee
  - Membership Committee
  - Public Education Committee
  - Young Professionals Committee
- e. The Committee will solicit articles for publication in the "Central States Water" magazine regarding stormwater, nonpoint source, and watershed issues and will provide those articles to the Executive Director.
- f. The Committee Chair will endeavor to plan an annual specialty conferences or seminars to enhance communication and training.
- g. Ongoing Goals of the Committee shall include:
  - Work to educate the Association's membership on the Committee's mission and goals.
  - Work to bring new members to the Association who are involved in stormwater management.
  - Promote dialogue between wastewater, water supply, and stormwater management professionals on common issues.
  - Work with the Technical Committee to organize 1-2 sessions of watershed and/or stormwater management technical presentations at the Annual Conference

#### 12.250. Ad Hoc Committees

- a. The President or Executive Committee of the Association may appoint such other committees as deemed necessary to meet the objectives of the Association.
- b. Ad Hoc Committee objectives, membership, budget,

responsibilities, and report expectations must be clearly defined when the committee is formed.

#### 12.251. Innovation and Technology Committee

- a. The Innovation and Technology Committee shall promote the advancement of innovation and new technology in the water industry to the members of the Association, individual state sections, and other stakeholders. The Innovation and Technology Committee will provide a forum for communication and technology transfer regarding new water technologies and innovative interests between the three states, as well as the public and private sectors. The goal of the committee will be to advance innovation into practice by helping to facilitate engagement between Association members and programs that promote innovation and technology in the water industry and ensuring information is transferred back and forth by providing a professional forum for these activities. The Innovation and Technology Committee will help foster and grow a culture of innovation in the Association membership.
- b. The Committee shall consist of a Chair, Past Chair, Vice Chair and three members from each state section as well as the Association Executive Director. The standing committee members shall nominate the Chair and Vice Chair. The Chair, Past Chair, and Vice Chair shall approve the Committee Roster on an annual basis. The standing committee members of each state section shall nominate new representatives for the committee for their state section, as needed, to maintain three members at all times from their state section. The Committee appointments shall become effective following the Association's Annual Conference. The Committee will typically consist of twelve total members.
- c. The Chair, Past Chair and Vice Chair positions shall serve terms of two years. The Vice Chair position shall be one of the nine state section members. The three members from each state section shall serve 3 year terms. Rotation on and off the committee shall be maintained by the state section members serving non concurrent terms.
- d. In the event of a vacancy, the Committee shall nominate a person that they feel would serve the Committee well. The nomination shall be approved by Committee members. Consideration shall be given to have a good mix of members from each State Section, as well as academics, operations, consulting engineers and utility management.
- e. In the absence of appointments as described above, the Executive Committee may make an appointment.
- f. The Chair will develop a work plan for the coming year. This work plan should include, as a minimum, an outline of projected major activities for the coming year, and a strategy for achieving these goals, including individual goals for committee members where appropriate.

- g. The Chair will participate on other Association committees as appropriate to meet the Association's Innovation and Technology goals. Specific examples include, but are not limited to:
  - Government Affairs Committee
  - Collection Systems Committee
  - Membership Committee
  - Public Education Committee
  - Young Professionals Committee
- h. The Committee will solicit articles for publication in the Central States Water magazine regarding new water technologies and innovation and will provide those articles to the Executive Director.
- i. The Chair and Committee will plan an annual specialty conference or seminar focusing on new technology in the water sector or will work with other committee chairs to make sure that new and innovative technology is promoted at the other Association specialty conferences or seminars.
- j. Ongoing Goals of the Committee shall include:
  - Work to educate the Association membership on the Committee's mission and goals.
  - Work to bring new members to the Association who are involved in innovation in the water industry.
  - Promote dialogue between wastewater, water supply, and storm water management professionals on new and innovative technologies.

#### 12.252. Resource, Recovery and Energy (R2E) Committee

- a. The Resource, Recovery and Energy (R2E) Committee shall promote the understanding of resource recovery and energy management in the water industry to the members of the Association, individual state sections, and other stakeholders. The R2E Committee will provide a forum for communication and technology transfer regarding resource recovery and energy technologies and issues between the three states, as well as the public and private sectors.
- b. The Committee shall consist of the chairs of the State Section R2E (or most similar) Committees and other committee members as recommended by the State Sections or the Committee Chair. The chair from the State Section hosting the Annual Meeting shall be the Chair.
- c. The Chair will develop a work plan for the coming year. This work plan should include, as a minimum, an outline of projected major activities for the coming year, and a strategy for achieving these goals, including individual goals for committee members where appropriate.
- d. The Chair will participate on other Association committees as appropriate to meet the Association's R2E goals. Specific

examples include, but are not limited to:

- Government Affairs Committee
- Collection Systems Committee
- Membership Committee
- Public Education Committee
- Young Professionals Committee

e. The Committee will solicit articles for publication in the Central States Water magazine regarding resource recovery and energy and will provide those articles to the Executive Director.

f. The Committee will plan an annual specialty conference or seminar focusing on resource recovery and energy in the water sector or will work with other committees to make sure that resource recovery and energy are promoted at the other Association specialty conferences or seminars.

g. Ongoing Goals of the Committee shall include:

- Work to educate the Association membership on the Committee's mission and goals.
- Work to bring new members to the Association who are involved in resource recovery and energy in the water industry.
- Promote dialogue between wastewater, water supply, and storm water management professionals on resource recovery and energy.

## 12.300. STATE SECTION COMMITTEES

a. State Sections of the Association shall have the authority to appoint independent State Section committees that shall report to the State Section. Committees shall be outlined in the Section's approved policies.

b. State Section Committee coordination shall be the responsibility of the State Section Trustee. State Section committee activity will be integrated as necessary to be supportive of Association goals and objectives.

c. Summary reports on the activities of State Section committees shall be presented at the Association Annual Meeting. Reports will be presented by the State Section Trustee, who will obtain information from the State Section Committee chairs.

d. State Section Chairs shall submit a list of all State Section Committee Chairs to the Executive Director within one month of the Annual Meeting.

e. All committee members must be members of the Association.

## 12.310. Committee on Safety

a. There shall be a State Section Safety Committee in each member state. Alternatively, Safety Committee responsibilities and

activities may be delegated to other State Section committees.

- b. The Activities of the State Section Committees on Safety shall be consistent with the objectives of the Association.
- c. The Committee on Safety shall promote safe practices in the construction, operation, and maintenance of wastewater collection and treatment systems. The Committee shall use a wide variety of available techniques to disseminate information about safety in the Association member states.
- d. The State Section Safety Committees shall be responsible for submitting nominations for the George Burke Safety Award to the General Awards Committee no later than December 1<sup>st</sup> (See Section 12.117).

#### 12.320. Committee on Operations

- a. There shall be a State Section Operations Committee in each member state.
- b. The Activities of the State Section Committees on Operations shall be consistent with the objectives of the Association
- c. The State Section Committees on Operations shall plan and execute activities that enhance the plant operations awareness and knowledge of Association members, and promote membership in the Professional Wastewater Operators (PWO) of WEF.
- d. The State Section Operations committees shall be responsible for selecting and submitting nominations (one per state) for the Operations Award to the General Awards Committee and for selecting and submitting nominations for the Hatfield Award to the Hatfield Award Subcommittee of the General Awards Committee no later than December 1<sup>st</sup> (See Section 12).
- e. The Committees on Operations shall aid in the selection and support of team members for the WEF Operations Challenge as further defined in Section 18.0.

#### 12.330. Committee on Government Affairs

- a. There shall be a State Section Government Affairs Committee in each member state.
- b. The Activities of the State Section Committees on Government Affairs shall be consistent with the Objectives of the Association
- c. The State Section Committees on Government Affairs shall:
  - 1. Study and maintain current information on federal and state legislative matters and trends which relate to, influence or affect the objectives of the Association.
  - 2. The Committee shall keep current information on

legislation relating to or affecting all matters pertaining to wastewater treatment plants or collection systems.

3. The Committee shall keep current and informed on the activities, orders and directives of regulatory agencies, both federal and state, as these may affect matters pertaining to wastewater treatment plants or collection systems.
- d. State Section Committees shall give attention to matters within their respective states. The officers from each State Section shall be consulted by the respective State Section Committee Chairs in developing programs and responses for the State Section.
- e. The State Section Committees on Government Affairs shall also give attention to matters on the interstate and federal levels. The State Section Committee Chair shall consult with the Association Executive Committee person assigned liaison duties in developing programs and responses on the interstate and federal levels.
- f. The Committees on Government Affairs shall disseminate information relating to, and shall make appropriate comments on, legislation or the activities of state regulatory agencies.

#### 12.340. Committee on Collection Systems

- a. There shall be a State Section Collection Systems Committee in each member state.
- b. The Activities of the State Section Committees on Collection Systems shall be consistent with the objectives of the Association.
- c. The State Section Committees on Collection Systems shall plan and execute activities that enhance the collection systems awareness and knowledge of Association members.
- d. The State Section Collection Systems Committees shall be responsible for submitting nominations for the Collection System Award to the General Awards Committee no later than December 1<sup>st</sup> (See Section 12).

## 12.350. Committee on Membership

- a. There shall be a State Section Membership Committee in each member state. Each committee shall consist of the number of members considered necessary to adequately meet the new member recruitment and other functions of the Committee. The Committee should develop and recommend methods of encouraging and sustaining membership.
- b. In recruiting new members, the Committee Chairs and Committee members must always make clear the Association membership options.
- c. While new member recruitment is a primary function of the Membership Committee, it is also important to check on members who are delinquent in payment of dues. Information on members who have not paid dues shall be furnished by the Executive Director.
  1. It is the policy of the Association to encourage individuals in all segments of the water pollution control profession to become members of the Association. Therefore, awards to promote membership may be established in the Association, and it's State Sections.
  2. Any member of the Association who sponsors TEN (10) or more new members in the Association's ACTIVE, STUDENT, PWO, OR CORPORATE classification during any calendar year shall receive a suitable award. The official representative of a corporate member shall be considered an active member for Membership Contest purposes.
- d. The State Section Membership Committee in the Host State is responsible for organizing the orientation session for new conference attendees and for organizing and staffing a membership information booth. Conference activities are to be coordinated with the Local Arrangements Committee
- e. The Committee Chair shall be a member of the Association Membership Committee.

The Committee duties shall be to:

1. Be a resource for members to resolve any membership problems.
2. Contact non-renewing members to encourage their renewal.
3. Establish and/or conduct member recruitment and retention activities.
4. Implement membership drive activities as established by WEF and the Association.

12.360. Committee on Industrial Wastes

- a. There shall be a State Section Industrial Wastes Committee in each member state.
- b. The Activities of the State Section Committees on Industrial Wastes shall be consistent with the objectives of the Association.
- c. The State Section Committees on Industrial Wastes shall plan and execute activities that enhance the industrial wastes awareness and knowledge of Association members.
- d. The State Section Industrial Waste Committee shall be responsible for submitting nominations for the "Industrial Environmental Achievement Award" to the General Awards Committee no later than December 1<sup>st</sup> of each year (see section 12)

12.370. Laboratory Committee

- a. There may be a Laboratory Committee in each member state.
- b. The activities of the State Section Laboratory Committee shall be consistent with the objectives of the Association.
- c. The State Section Laboratory Committees goals are as follows:
  1. To establish and maintain contact with other agencies and organizations in their state relative to laboratory analyst issues,
  2. To obtain a member from each sponsoring agency for the State Section Lab Committee,
  3. To advise on training issues.
- d. Some of the specific activities that may be undertaken by the Laboratory Committees include:
  1. Annually Solicit nominations for the Laboratory Analyst Excellence Award from each respective State Section. To select and submit one nominee from the State Section to the General Awards Committee by December 1 for consideration.
  2. Coordinating education and training programs with appropriate agencies.



## 12.380. Public Education Committee

- a. There shall be a State Section Public Education Committee in each member state. Each committee shall consist of the number of members considered necessary to adequately implement the functions and goals of the Association Public Education Committee.
- b. The Committee on Public Education shall plan and coordinate activities to inform the general public and increase their awareness of the importance of maintaining and improving the quality of water resources and of the importance of water quality professionals in maintaining and improving the quality of water resources.
- c. The Committee Chair shall be a member of the Association Public Education Committee.

The Committee duties shall be to:

1. Coordinate and promote national and local events such as World Toilet Day, World Water Day, water related festivals and activities by providing materials and promotional recommendations to the membership of the State Sections of the Association.
2. Be responsible for providing educational materials to the State Section Committees.
3. Recommend new programs and/or ideas for the enhancement of public education in water quality protection and the water quality profession.
4. Coordinate and promote public education topics for the Section meetings and/or specialty conferences.
5. Coordinate Section activities relating to general grade school, middle school and high school education programs and the Stockholm Junior Water Prize Competition.
6. Attend an annual committee meeting at the Annual Meeting (preferably) or at another time and venue.

## 12.390. Students and Young Professionals Committee

- a. The Committee on Students and Young Professionals shall plan and coordinate activities for the Student Chapters and other student and young professional related activities in parallel with WEF and the Association. The Chair of the committee shall be the Association's Executive Committee YP Representative.

The Committee duties shall be to:

1. Develop and maintain communication links between State Sections, the Association, and the Student Chapters.
2. Coordinate and promote the development of Student Chapters and provide a liaison with the Association and State Sections.
3. Support the activities and success of Student Chapters.
4. Promote the activation of Students within the Sections and Association.
5. Encourage participation with other Students and Young Professional committees from other professional associations.
6. Submit a nomination to the General Awards Committee for the Outstanding Young Professionals Award each year.
7. Assist in organizing a community service project or similar event at the Annual Meeting.

## 13.0 ANNUAL AUDIT

There shall be an annual audit of the books of account of the Association by a certified public accountant at the end of the fiscal year on December 31. The annual audit shall be completed in time to be presented at the Annual Business Meeting. The Executive Committee may request an interim audit covering the period from January 1 to May 31 whenever a new Executive Director is appointed

- 13.1 Copies of the Annual Audit shall be provided by the Annual Meeting to each member of the Executive Committee and shall be available for examination by any member of the Association.

## 14.0 VISIT OF THE WEF REPRESENTATIVE

When a Representative of WEF is invited and assigned to the Annual Meeting of the Association, the following guidelines shall prevail:

- 14.1 As soon as it becomes known who the Representative of WEF will be, it will become the responsibility of the Executive Director or the President of the Association to write to the Representative and invite the Representative and spouse to the Annual Meeting.

- 14.2 The communication should include:

- a. Details about the Annual Meeting, its several functions, and which functions involve the WEF Representative.
  - b. A tentative Annual Meeting Program, if available.
  - c. An outline of the role that the WEF Representative will have in the program.
  - d. A request for detailed travel plans of the Representative.
  - e. Assurance that pre-registration and housing have been arranged for the Representative and spouse.
- 14.3 If travel is by air, the Executive Director or President of the Association should arrange to have an Association member meet the Representative at the airport and provide for transportation to the headquarters hotel of the annual meeting.
- 14.4 If travel is by automobile, the Representative should inform the Executive Director or President of the expected time of arrival so that the Representative may be properly met and greeted on arrival.
- 14.5 It shall be the responsibility of the Executive Director to:
- a. Make a room reservation for and pre-register the WEF Representative.
  - b. Provide the WEF Representative with a complimentary packet of information, programming and tickets for all Annual Meeting events.
  - c. In consultation with the Executive Director, the Association President shall choose a gift to be presented to the WEF Representative. Such gift shall not exceed \$100.00 in value; it shall be considered as a token of appreciation expressed by the membership for the presence of the WEF Representative and the Representative's spouse at the Annual Meeting and their contribution thereto, and not for its monetary value; if possible, the gift should be indigenous to the area in which the Annual Meeting is held.

## 15.0 USE OF SURPLUS ASSOCIATION FUNDS

Priorities for use of funds in excess of ordinary administrative needs shall be in the following order:

- a. Maintain fiscal reserves equal to the two largest event expenditures, currently the Education Seminar and Annual Meeting, based on a three year running average of those expenditures.
- b. Underwriting (i.e. paying for) "one time" or unanticipated programs or expenses of Association programs.
- c. Ongoing support of programs which further the objectives of the Association, including but not limited to support of students and young professionals.

## 16.0 MISCELLANEOUS ACTIVITIES AT ASSOCIATION ANNUAL MEETINGS

- 16.1 Advertising for separate inspection tours of facilities outside the Annual Meeting area will not be allowed. Solicitations for private tours will be permitted but any trips must be scheduled at times not conflicting with technical, business or scheduled meal functions of the Annual Meeting.
- 16.2 Rooms used for sales promotions will be permitted. Advertising for these rooms will be allowed at only one location which will be in the proximity of the registration area. A blackboard or bulletin board will be provided for this purpose, and will be available to all interested parties.
- 16.3 Sales promotion rooms shall not be open at any time when technical, business, or scheduled meal functions of the Annual Meeting are in session. It is required that all sales promotions rooms be closed by 1:00 a.m.

## 17.0 SEVEN "S's" SERVICE AWARD

The Seven "S's" Award is an award that is presented at the Annual meeting to members from each State Section in recognition of service to the Association.

- 17.1 A member from each State Section shall be appointed by the Influent Integrator to solicit candidates for consideration during the Annual Meeting. The Influent Integrator shall maintain records of the society.
- 17.2 The present members of the Seven "S's" Society shall meet during the Annual Meeting to elect members from each state, and nationally, whom they feel merit the recognition of this award.
- 17.3 Membership emblems for the Central States Select Society of Sanitary Sludge Shovelers shall be provided by the Association.

## 18.0 OPERATIONS CHALLENGE PROTOCOL

The WEF Operations Challenge is an annual event held at the WEF Conference to provide interaction between operational personnel within the membership of the organization. This membership includes Active and PWO members. The Operations Challenge includes timed competitive events demonstrating operational skills.

18.1 The Association involvement in this competition shall be regulated by a sub-committee consisting of the PWO Representative and each of the Operations Committee Chairs from Wisconsin, Illinois, and Minnesota. This Committee shall report proposed activity to the Association Executive Board.

The Association may field two teams for each competition. A third team may be added if approved by the Executive Committee when the WEF Conference is held within the Association's boundaries. A third team may also be added if the Association size increases to 1,500 WEF members or more. The teams shall consist of four participants and one team manager. Should a team member be unable to attend or participate, the manager will serve as alternate. However, if a team member is unable to participate and is aware of this prior to September 1, an alternate team member may be selected using the selection procedure listed below.

18.2 The selection of members of team(s) representing the Association shall be made using the following selection process:

- a. Team members shall have been a member of the Association on or before January 1 of the year they are considered. The intent of this requirement is to prevent any "new" member taking precedent over long-time members in the selection process.
- b. Operations and Collection Award recipients shall be given first opportunity to participate. (The current year recipients would be asked to participate--e.g., those receiving awards in May 1991 would be asked to participate in the 1991 WEF OPERATIONS CHALLENGE in October of 1991.) Should the recipient of the Operations Award decline participation in the Challenge, a representative from that facility may be allowed to participate. This person must meet membership requirements as stated in this protocol.
- c. Continuity from year to year is of concern and therefore additional personnel shall be selected from prior team members when possible. Past participants shall be contacted to see whether they would consider participation in the upcoming event. If there is a greater number of willing participants than available positions, a random drawing shall be used to select team members.
- d. Should additional members be required, a list of potential members shall be prepared by the Operations Committee in each State Section from those considered for Operations Awards. A random drawing shall occur to select the necessary Challenge participants.

- e. Special Consideration: If a team is proposed to represent the Association at the Challenge as a result of winning a local competition, due consideration shall be given by the sub-committee. If it is determined that such a team would be an appropriate representative of the Association and that all personnel are current members of the Association, the sub-committee may then recommend such representation.
- f. The team coach/alternate positions (2) shall be filled by the acting PWO Representative and the most recent Past PWO Representative. If this is not feasible then the acting PWO Representative shall select from past team members to fill any vacancies.

- 18.3 State Sections are encouraged to sponsor and promote local or multi-state competition, and winners of such competition will be given special consideration. Should more than one State Section provide a team from such a competition, the selection will be made from the Section most recently hosting the Association Annual Meeting.

Each State Section shall forward nominees to the sub-committee prior to January 1. Confirmation of team selection will be made during an appropriate Executive Committee meeting. To facilitate team preparation, all prospective team members, except the Award recipients, shall be finalized no later than the close of the Annual Meeting so the teams may begin training.

- 18.4 Past Challenge participants will be encouraged to provide information relative to events and potential areas of concern relative to the competition. The team manager shall coordinate member preparations through individual and team contact.

The Challenge Sub-committee shall assist the team managers in setting up training and practice sessions. The team members will need to commit time and effort to preparation. Sponsorship will be welcomed.

A central location shall be sought where team members can familiarize themselves with other team members and the parameters of each event. A competition requires a thorough knowledge of each event and members would not compete well without this knowledge.

It is the intent of the sub-committee to review this event annually and amend these procedures to best suit the goals of the Association. To help the teams selected to be competitive, the sub-committee will provide assistance and coordination whenever possible to achieve a greater level of skill by team members involved in the Challenge.

- 18.5 With the adoption of the Association's fiscal year budget the Executive Committee shall decide on the amount of funding per team member to be budgeted for expenses of team members participating in the Operations Challenge Competition at WEFTEC. Team entry fees and uniform costs will be paid by the Association. The expenses of team Coaches and the PWO Representative will also be paid by the Association for attendance of practice sessions and WEFTEC as provided for in the adopted budget.

- 18.6 State Sections shall be encouraged to provide reimbursement for team members and coaches from their respective states participating in the Operations Challenge practice sessions. In addition, State Sections may reimburse any expenses in excess of the reimbursement limit set by the Association to attend the competition at WEFTEC.
- 18.7 Total reimbursement from the Association and State Sections are not to exceed actual expenses. Expenses must be documented in an approved format with original receipts. If all or part of a team members' expenses are paid by his or her employer, the Association will only provide reimbursement for those expenses not reimbursed by their employer. Each team member shall be required to submit a statement indicating what portion, if any, of their expenses will be reimbursed by their employer. It is understood that reimbursement for expenses will be paid by the employer first, the Association second, and the State Section third.
- 18.8 Solicitation for donations from corporate or individual sponsors to the Operations Challenge teams shall be published in the Association publication (Central States Water) or by electronic means. The PWO Representative shall determine the form of recognition to be given to sponsors. The recognition may be in the form of logos on team uniforms and/or articles of appreciation in the Association publication.
- 18.9 Reimbursement of Trainers. Trainers are eligible for reimbursement for travel to the scheduled local training sessions pursuant to section 18.5, above. Trainers receiving reimbursement shall be limited to one coach per team and the PWO Representative.

## 19.0 GOLDEN MANHOLE SOCIETY

The Golden Manhole Award is an award that is presented at the Annual meeting to members from each State Section in recognition of their involvement in the operation, management, design, or operator education associated with Sanitary Sewer Systems.

- 19.1 The society shall designate a society member to solicit candidates for consideration during the Annual Meeting and to maintain society records.
- 19.2 The present members of the "Golden Manhole" Society shall meet during the Annual Meeting to elect members from each State Section, and nationally, whom they feel merit the recognition of this award.
- 19.3 Membership emblems for the Golden Manhole Society shall be provided.

## 20.0 ASSOCIATION MAILING LIST & MEMBERSHIP ROSTER

The Association mailing list and membership roster shall be maintained for the benefit of the Association in contacting and distributing Association, State Section, and other relevant information that may be of interest to members. The Association mailing list may be made available

to other WEF member associations or similar non-profit educational organizations (such as state operator groups) when requested, for the promotion of conferences and events that may be of interest to our members. Out of respect for our member's privacy, the mailing list will not be provided for any commercial benefit or turned over to entities that may use that list for marketing purposes. The Association membership roster may be posted on the web site as a service to members in order to facilitate communication; if so, it shall be posted in such a way as to prevent its use for commercial marketing purposes.

## 21.0 WEBSITE AND SOCIAL MEDIA POLICY

The Association website, [www.cswea.org](http://www.cswea.org) and social media, shall be maintained for the benefit of members and as a tool to disseminate information, facilitate communication and market the Association to interested parties. All content shall be reviewed and approved by the Executive Director prior to posting to the website.

21.1 Advertising may be included on the website or social media in the form of logo ads on appropriate pages of the site. Ads shall only be accepted from companies and businesses with a genuine interest in the water environment field and the Association reserves the right to reject any advertiser.

21.2 The management of the website and social media accounts shall be the responsibility of the Executive Director, who may appoint professional subcontractors from time to time to provide these management services on a subcontracted basis, pursuant to Section 7 of these SOP's. The Executive Director shall supervise the subcontractors and coordinate and direct all postings, content, updates and removal of content from the website and social media accounts at any time.

21.3 The Executive Director shall confer with the Executive Committee regarding the performance of the professional subcontractors and shall be responsible for the extension, termination or amendments of these subcontracted services as may be appropriate, from time to time.

## 22.0 ASSOCIATION LOGO

The Association and State Section logos shall remain the property of the Association and shall only be used to project a positive image of the Association and Sections. The use of the Association logo for any commercial use shall be prohibited.

## 23.0 SIGNATURE AUTHORITY

It is the policy of the Association to grant the authority to sign contracts to the President, Executive Director (preferred), State Section Chairs and/or the Association Treasurer, as long as the financial implications of the contract are included within the approved budgets of



the Association or its Sections. If the financial implications are not included within the current year Association or Section approved budget, approval of the Executive Committee (or the State Section Board in the case of State Section contracts) shall be received before authority to sign the contract is granted.

23.1 The Executive Director shall review and approve all contracts that bind the Association or its Sections to any financial obligation. Upon the Executive Director's approval, the Executive Director (preferred), President, Section Chair, Section Treasurer, or Association Treasurer may be authorized to sign the proposed contract.

23.2 In the case of a co-sponsored event in which the Association or a Section is not a signatory of a venue or other contract, a written Memorandum of Understanding shall be approved by the Executive Director, which shall include a copy of the signed contract. Upon approval of the Executive Director, the MOU may be signed, pursuant to Section 23.1, above. Alternatively, past MOUs that are still applicable and in force may be used.

#### 24.0 STOCKHOLM JUNIOR WATER PRIZE PROTOCOL

- a. One of the duties of The Committee on Public Education is to plan and coordinate activities for Stockholm Jr. Water Prize (SJWP). The Public Education committee shall identify a SJWP finalist from the Wisconsin and Minnesota Sections to compete in the National SJWP competition sponsored by WEF. The Sections shall be responsible for all costs associated with the State SJWP events and any reimbursement for the competitors and their teacher or chaperone to attend the state event or any Association events, such as the Annual Meeting. The Association shall provide complimentary registrations for SJWP students, their teacher and parents to attend Association events, such as the Annual Meeting.
- b. The Association shall determine through the adoption of its annual fiscal budget the maximum reimbursement for travel expenses to be paid to the student and the student's teacher or chaperone from each section. Any travel expenses that exceed the Associations budgeted amount will be the responsibility of the Section.
- c. Should the travel arrangement services of WEF be used for student and teachers travel to the national event, the Association shall pay the invoiced amount and in turn invoice the Sections for any amount that exceeds the budgeted amount.
- d. The Association recognizes that IWEA provides the student from Illinois to attend the national event and therefore no IL Section student participation is solicited.

#### 25.0 STUDENT DESIGN TEAM PROTOCOL

- a. It is the duty of the Committee on Student Design Competition to plan and coordinate activities for the Student Design competitions sponsored by the Association and WEF. The Student Design Competition's committee shall

identify one winner each in the traditional design competition and the Humanitarian (environmental) category. The Association's winning design teams will be sponsored by the Association to compete in the National competition sponsored by WEF at WEFTEC.

- b. The Sections shall be responsible for all costs associated with the Student Design teams from their State Section to compete at the Association level. The Sections shall also be responsible for reimbursement for the competitors to attend any Association events, such as the Annual Meeting. The Association shall provide complimentary registrations for student competitors/teams to attend Association events, such as the Annual Meeting.
- c. The Association shall determine through the adoption of its annual fiscal budget the maximum reimbursement for travel expenses to be paid to the Student Design teams to compete at WEFTEC. The Student Design Teams will be advised of the maximum reimbursement and shall plan their travel accordingly. Any travel expenses that exceed the Associations budgeted amount may be supplemented by the Section at the election of the Section.

## 26.0 CODE OF CONDUCT

WEF has adopted a Code of Conduct applicable to WEF members and to WEF and Association events. Accordingly, the Association Executive Committee may adopt a Code of Conduct applicable to Association-only members and to WEF and Association events attended by Association-only members. Any Code of Conduct will be published on the Association web site and members will be notified by publishing a link to the Code of Conduct in the Central States Water. The Code of Conduct will be referenced, and a link will be provided in Association and Section registration materials for meetings, seminars, webinars, and other events. New Association-only members will also be provided with a link to the Code of Conduct.

Statements of Policy Approved 5/13/2001

Approved 01/18/2024