

2023 ANNUAL REPORT

The 2023 Annual Report highlights the significant projects completed at the Gloversville-Johnstown Joint Wastewater Treatment Facility (GJJWTF). Routine assignments such as tank cleaning, instrument calibration, laboratory analysis, sample collection, general maintenance and upkeep, while important, are not identified in this report. General statistics are included to illustrate additional activities at the facility.

O & M expenditures totaled \$5.1 million for 2023. The adopted budget was \$5.1 million. Fund Balance at year's end was \$217,015.

Electrical Synopsis:

Generated	5,677,226 kilowatt hours (↓) -	13.5%
Purchased	367,868 kilowatt hours (↑) -	\$ 44,693 (\$0.121/KWH)
Sold	960,604 kilowatt hours (↓) -	\$ 45,610 (\$0.047/KWH)
Consumed	5,132,759 kilowatt hours (↓) -	\$477,347 (Saved, at \$0.093/KWH)

COGENS produced all GJJWTF's electrical power needs and sold 12% excess power.

O & M revenues totaled \$5.1 million during 2023. The Industrial contribution was 49.3%, Residential 30.2% and Trucked/Pumped waste and miscellaneous revenue totaled 20.5%. The industrial sewer and residential rates were up 5 percent. Use of \$425,000 from the rate stabilization reserve fund helped to minimize the rate increase.

Belt Filter Presses operated 3,439 hours producing 17,814 wet tons of sludge. Fulton County Department of Solid Waste received \$605,851 to accept the sludge.

The Dairy Industry accounted for **46.4%** of the total O&M revenue collected. Together, FAGE USA Dairy Industry, Inc. and Euphrates Inc. pumped a total of **30.5 million** gallons of whey and **195.6 million** gallons of washwater to GJJWTF for wastewater processing via two dedicated pipelines.

The whey pipeline connects to a 350,000-gallon equalization tank. Operators pump the stored whey directly to the Primary Digester at a constant feed rate. During the digestion process, the digester anaerobes produce large quantities of digester gas (~54% Methane). The Cogeneration System (consisting of COGEN-1, COGEN-2 and COGEN-3) combust the digester gas to generate the electrical power used to self-power the facility. Excess electricity is sold to National Grid per a Power Purchase Agreement.

The washwater pipeline directed **195.6 million** gallons of dairy washwater to the headworks of the Contact Adsorption Settling Thickening (CAST) process. CAST successfully operated for all of 2023.

The foundation for success of GJJWTF is due to the support of the Gloversville-Johnstown Joint Sewer Board (GJJSB) and the work of its twenty-three (23) employees. As a result of the conscientious efforts by all GJJWTF employees on days, nights, weekends, holidays, during

severe weather, the COVID pandemic and often in an inhospitable environment, the facility continues to operate and meet its wastewater discharge SPDES permit requirements.

Employee names (as of 12/31/23) are:

Barbara Allen	Kenneth Gifford	Richard Pedrick
Wallace Arnold	Haleigh Grubb	Hilary Ruzycky
Daniel Ashcroft	Matthew Handy	Victor Rzesos
Joseph Brunco	Ronald Horton	John Samples
Steven Burns	Reuben Kennedy	Aaron Tubbs
Owen Chizek	Ty Leonard	Christopher VanAuken
Lacie Folts	Mark Levendusky	Christian Walters
Bruce Gardner	Ian Colvin Marincic	

PERSONNEL

2023 Joint Sewer Board Members

- Chair Bobbi Trudel
- Vice Chair Christopher Vose
- Secretary Wrandy Siarkowski
- Board members John Rizzo, Donald Schwartz and Eric Parker

Licensed Operators

Total number of NYSDEC Grade 3A and 4A license holders at this facility totaled two (2).

Operator License Renewal – 5-Year Recertification

Rich Pedrick – Grade 3A

New Hires

Ian Colvin Marincic, WWTP Engineer Technician
Daniel Ashcroft, Maintenance Mechanic
Owen Chizek, WWTP Operator Trainee
Matthew Koniszewski, WWTP Operator Trainee
James Vollero, WWTP Operator Trainee
John Samples, WWTP Operator Trainee
Aaron Tubbs, WWTP Operator Trainee
Ty Leonard, WWTP Attendant
Kenneth Gifford, WWTP Attendant
Joseph Brunco, Account Clerk

Left Employment

Robert Yaggle, WWTP Lead Operator
Michael VanAlstyne, WWTP Operator
Adam Mihalik, WWTP Operator Trainee
Matthew Koniszewski, WWTP Operator Trainee
James Vollero, WWTP Operator Trainee
Michele Rackmyre, Senior Account Clerk

Retirements

Ricky Barnett, Senior Maintenance Mechanic
Erich Goodemote, WWTP Operator Trainee

Sick Days

Four (4) employees utilized three (3) sick days or less during 2023. The names of those employees are as follows:

Barbara Allen Bruce Gardner Victor Rzesos Christopher VanAuken

Work Related Injuries

Two (2) work related injuries reported in 2023. None of the injuries resulted in time lost from work.

Annual NYSDEC Inspections

December 20, 2023,

NYSDEC conducted the annual on-site comprehensive SPDES plant inspection. Facility rated in marginal condition.

Odor Complaints

Four (4) odor complaints reported in 2023.

New Septic Haulers

United Rentals Inc. dba Reliable Onsite Services
DVR Portable Restrooms

OPERATIONS AND MAINTENANCE

1. HRP, an Engineering Company, has been selected to look into and decide on a path forward to resolve odor issues in the Administration Building,
2. Cogen #3 had a turbo failure that released a large quantity of smoke. A passerby notified the Sheriff's Office of a possible fire. No fire occurred. Replaced turbo with stock unit, ordered new turbo for stock.
3. Cogen #3 was sent to Milton Cat for major overhaul in March and returned completed in August.
4. Dan's Excavation was hired for three different jobs this year: Whey valve failure about 18 feet underground, a damaged storm water culvert pipe and an effluent pipe break at the Cast Headworks.

5. The Solids Holding Tank's mixer motor failed. Maintenance removed the unused but slightly larger mixer from the Cast Process Tank and installed it into the Solids Holding Tank. The failed mixer motor was sent to Midway Industrial Supply for rebuild.
6. While making repairs to its electrical lines, National Grid removed the plant from the grid from 9/18 to 9/21. The facility operated in Island Mode during the planned outage.
7. Precision Industrial Maintenance, Inc. removed NiChem's IP4 Media from the digester Sulfa-Treat vessel on 9/25. Stephen Miller General Contractor supplied the crane to refill the vessel with a new batch of NiChem's IP4 Media.
8. A power failure occurred on Oct. 5th. The DTT (Direct Transfers Trips device) lost communication and kicked the plant off the grid. The facility operated on Island Mode until Oct. 9th while Frontier addressed the issue. On Oct. 6th, an overhead electrical connector overheated causing the detachment of a Phase B wire to the high yard substation. High Voltage Electrical Service (HVES) responded and immediately repaired the failed line.
9. Motion AI replaced a failed PLC for the Gorman Rupp pumps at Cast Headworks.
10. Whey Tank #2 had a failed underground drain valve. Maintenance replaced the drain valve and associated underground piping. Installed a manhole to access the drain valve.
11. Adirondack Mechanical completed the annual inspection on the back flow preventers.
12. COGEN #3 had issues with an overspeed fault shutting down the unit. Found a loose connection, for the KW demand, in the control cabinet.
13. Lost communications to Scada (Supervisory Control and Data Acquisition) on Dec 9th. After checking all connections, Nelson Communications called in and found fiber optic issues. Nelson Communications repaired a bad fiber optic line and some patch cords. Communications reestablished on Jan 10th of 2024.
14. First Light contracted to install Wi-Fi in the facility buildings.
15. Purchased a 2023 Bobcat skid steer with snowblower, brush and pallet forks from Bobcat of Gloversville-Johnstown for \$62,972.44, under state contract pricing.
16. Nash Compressor sent to Troy Industrial for complete rebuild.
17. Replaced all chains and flights on the Girt Channels #1 and #2 at Screening Building.

18. Replaced stator and rotor on the GBT #1 with natural rubber stator. GBT #2 will be completed in Jan 2024.
19. Landtec (gas monitoring system) Model: FAU TDL Instrument sent to ECOTEC for repairs. Maintenance also discovered a plugged vent pipe that did not allow moisture to escape. Cleaned vent line, unit is working.
20. Replaced the LMI pump for the Sodium Hypochlorite with a Seepex chemical pump, Seepex works great, less downtime. Will order another for the Ferrous Chloride line.
21. VFDs for Gravity Belt Thickeners (GBT) #1 & #2 failed 1/14/23 due to a ground fault. KAMAN Automation and Fulton County Electric could not clear the ground fault. A group from BDP, Avanti Control Systems, discovered GBT sludge had infiltrated newly installed progressive cavity pumps, gear boxes and motors. New motors were ordered from KJ Electric and installed by maintenance. The GBTs returned to operation after a downtime of 2 weeks.
22. Sent COGEN's Landtec unit for CO₂ and Methane readings to Ecotec for repairs to its voltage power supply. Reinstalled repaired unit.
23. Removed and shipped Nash Gas Mixer #2 for repair.
24. SD Meyers provided analytical services and oil testing of transformers.
25. Precision Industrial Maintenance high pressure washed the inner surfaces of the Solids Holding Tank (SHT) and splitter box; sand blasted all metal surfaces in the SHT; then sprayed an epoxy coating onto all surfaces, a planned capital project.
26. KAMAN Automation installed and programmed the Polymer, GBT and Recoup VFDs. VFDs upgraded as old units are obsolete.
27. New valve and hydrant installed at the RV discharge station. Station can now be winterized without shutting the plant's non potable water down.
28. Repaired effluent water line from Thickener Building to the Whey Pump Vault Building.
29. Recirculation Building Leachate Pump #1 rebuilt with new piston, rings, and gaskets.
30. Final Tanks #1 and #2 drained and cleaned. Performed PMs on both tanks. Replaced blue drive chain on the south side of Tank #1. Repaired leaks at the weirs in Tank #2 with hydraulic cement. Removed 2 links on the black flight chain on south side of Tank #2 and removed 1 link from the north side of the black flight chain.
31. COGEN #3 shutdown due to fault for Jacket Water Outlet High Temp Alarm. Checked the RTD and discovered the RTD probe was touching the water jacket's steel wall and not reading the water temp, causing it to read a higher temp. Probe adjusted.
32. Milton Cat inspected COGEN #3 for faults and engine not running at 400 kW. Discovered a stuck gas modulating valve. Replaced valve from stock and sent faulty valve out for repair/replacement. Repaired underground heating lines to the Sludge Building.

33. Replaced a faulty power head for heating system in Operations Lab at Administration Building:
34. UV Disinfection: Shutdown system on November 1 until May 1. All bulbs pulled and cleaned, stored in the DAF building. Ordered new o-rings for bulb re-installation in spring.
35. Facility staff/maintenance performed cleaning and maintenance of High Yard.
36. Biennial boiler inspection completed by NYS DOL. Replaced two large bonnet and seals for two gas valves on Boiler #2 in Cogen Building.
37. Adirondack Mechanical Corp. performed water backflow tests on all nine (9) backflow prevention devices on November 28, 2023. Replaced damaged o-rings in one (1) device.
38. Prime Automation on-site for two (2) days to troubleshoot fiber optic failure alarm. Installed new ethernet hub.
39. Adirondack Septic performed a smoke test of the Administration Building to detect the source of ongoing odor issues inside the building. Minor leaks were identified within the building. Installed a second set of roof filters and adjusted air handler. Still working on identifying odor issues.
40. Adirondack Septic pumped and cleared plugged underground waste lines that caused a manhole overflow.
41. Replaced ball valves in Digester Gas Boilers #1 and #2. Replaced main actuator in Boiler #1. Adjusted both boilers to the ignition system.
42. Fire Security and Sound replaced a faulty fire alarm detector at Thickener Building. Requested a quote to inspect and test the entire fire system.
43. Fabricated and dry tested a new auger for Grit Classifier #2 in Thickener Building. New auger will be in operation while Grit Classifier #1 is shut down for repairs.

GRANTS & LOANS

Frontier Energy provided a Measurement & Verification (M&V) Inspection for 6th year performance of Cogen Engine No. 3, per NYSERDA grant disbursement requirements. Payment of \$83,771.35 received for M&V period July 4, 2021 to July 3, 2022.

COMPLIANCE MONITORING AND TESTING

The lab replaced its FOSS 8400 automatic distillation and titration unit with a new FOSS Kjeltac 9. Analysis of TKN continues in plant samples for SPDES compliance and at industrial outfalls for billing purposes. Ammonia analyzed in plant effluent for SPDES compliance as well as a variety of sampling locations throughout the plant for process control monitoring.

Completed annual reviews of the following lab manuals: Laboratory Quality Manual and the Laboratory Test Method SOP Manual.

Completed the 2023 annual NYS DOH ELAP internal laboratory audit.

Certified with NYS DOH ELAP to analyze Chemical Oxygen Demand. (COD.)

All semi-annual proficiency test (PT) sample results submitted to NYS DOH ELAP are acceptable. The samples included BOD, CBOD, TSS, TKN, COD, Ammonia, Dissolved Sulfide, Settleable Solids, and Fecal Coliform.

Submitted annual DMR QA 43 to EPA. PT scores from GJJWTF including the subcontracted lab PT scores make up an annual DMR QA. The lab had to order an additional Quick Response (QR) pH sample from a PT provider. The result was sent electronically to the test provider for verification and submitted with DMR QA 43.

NYS DOH ELAP conducted an on-site biannual audit on September 6-7, 2023. Minor findings addressed. Corrective actions submitted and accepted.

The industrial pretreatment program's NYS SPDES required semiannual reports submitted to EPA and DEC.

Annual ethics and data integrity training of all lab and monitoring personnel occurred during October 2023.

Submitted Mercury Minimization Plan to DEC by March of 2023. Plan contains industrial sampling results for mercury and quarterly SPDES required low-level mercury analysis on plant effluent.

All industrial and facility flow meters checked for accuracy throughout the year.

All monitoring equipment located within the cities of Gloversville, Johnstown and within the GJJWTF that can be associated with the recording of flow, pH, DO, ORP, % transmittance maintained and calibrated as required during 2023.

Annual contracts of reagent water, balance calibrations, temperature verification, and outside lab services completed.

Issued permits to 10 Industries in Johnstown and 10 industries in Gloversville for 2023.

Total Toxic Organic (TTO) scans for industries categorized as metal finishers are required every three years. During 2023 TTO scans conducted at the following two (2) industries:

Epimed International, Inc.

Taylor Made Systems NY

There were no exceedances of GJJWTF's local limits.

Assisted in executing new 10-year whey discharge agreements for FAGE and Euphrates

Assisted in executing new 3-year discharge agreement with National Grid.

EPA responded to GJJWTF's second audit response.

Composite sampling will change from time based to flow based at select SIU industrial outfalls.

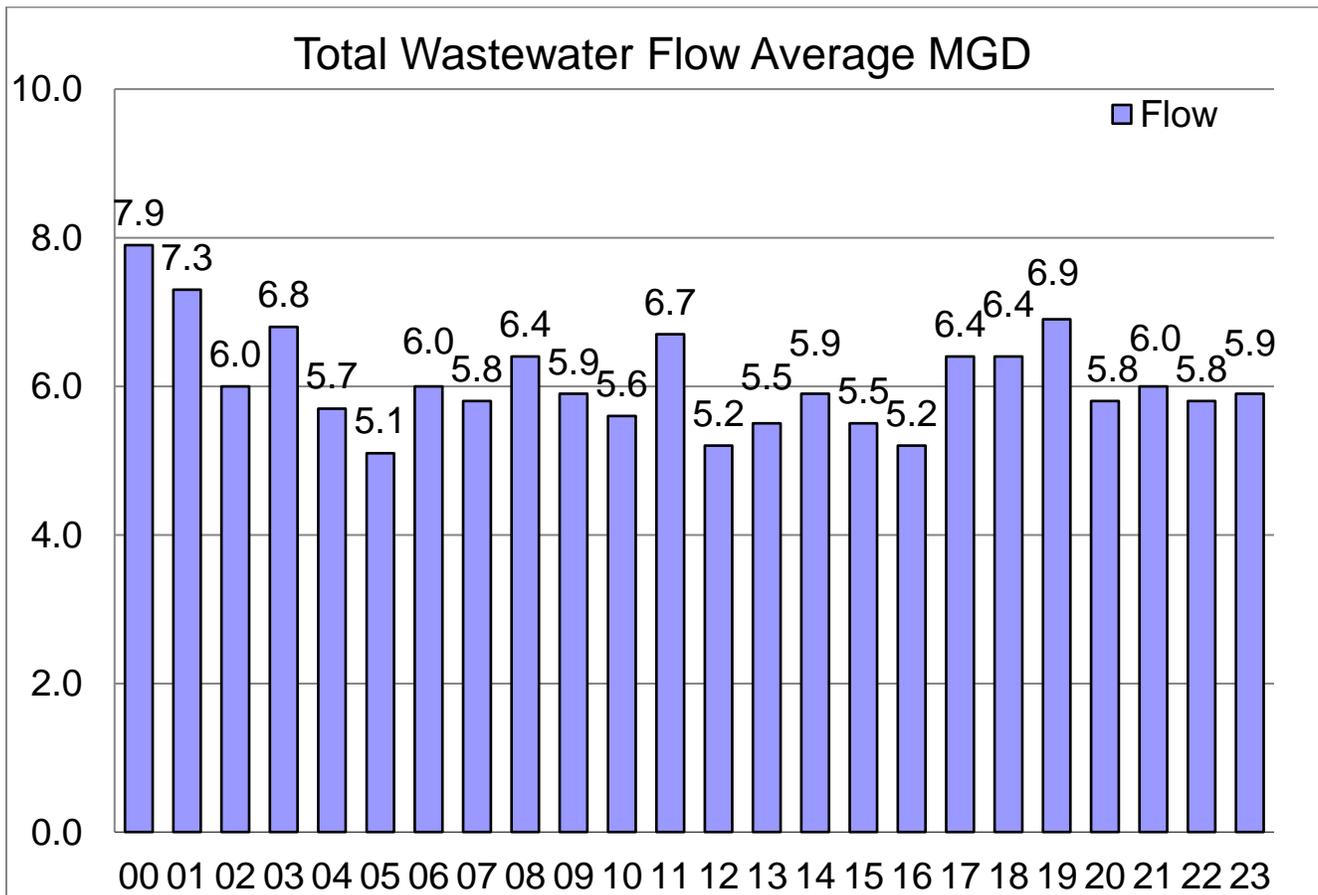
Language in discharge permits revised.

NYS did not promulgate EPA's streamlining rule.

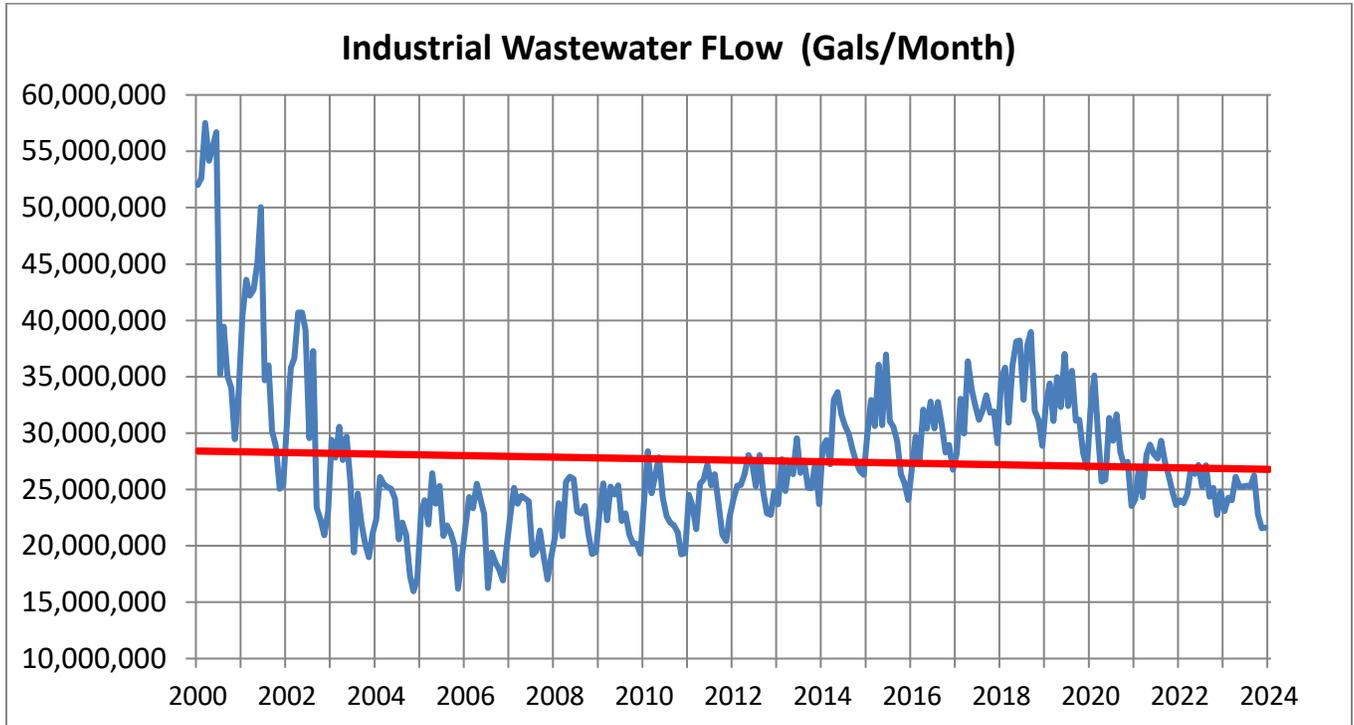
Two Notice of Violations issued to industries from samples collected during 2023.

TOTAL WASTEWATER FLOWS

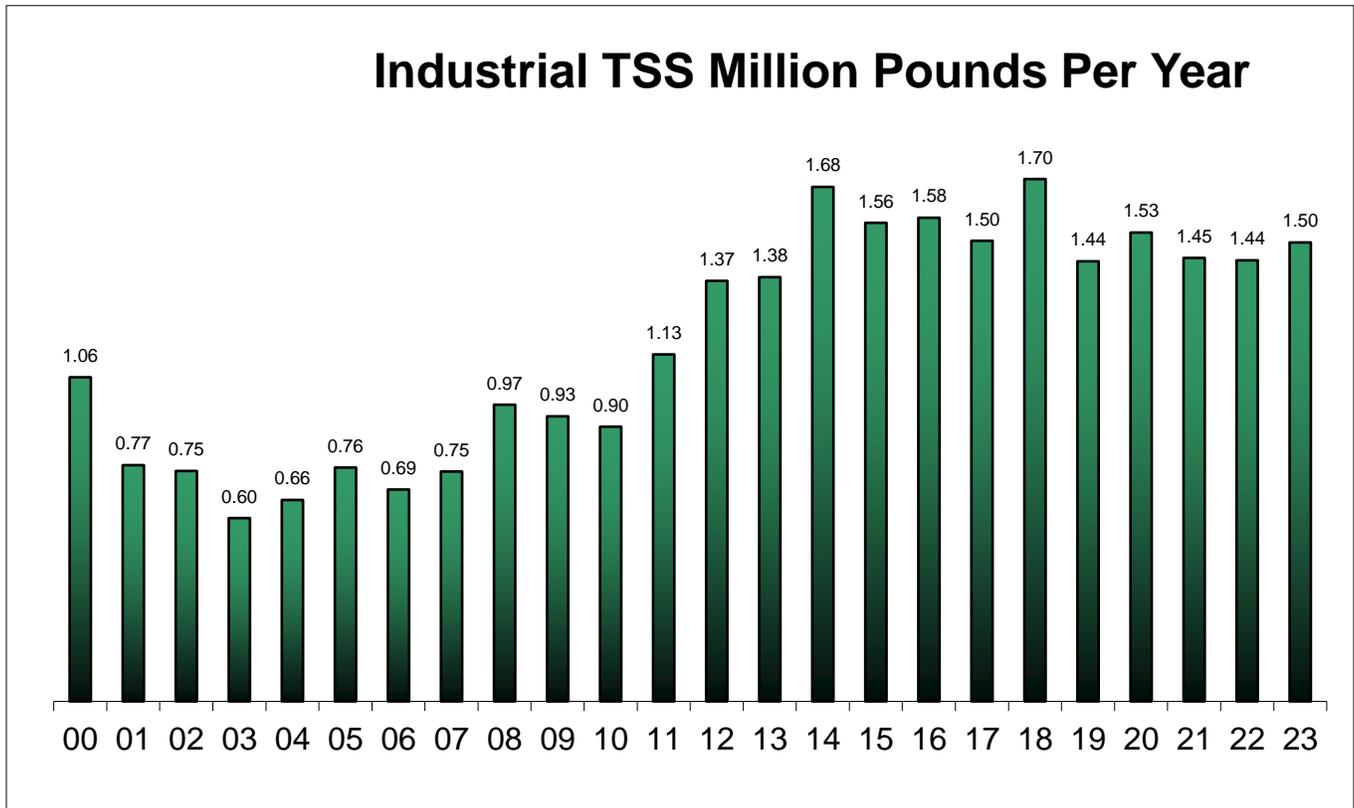
Historically, the total flow of Influent wastewater to the Plant is relatively constant.



Total Industrial Flows decreased 3.8% in 2023.

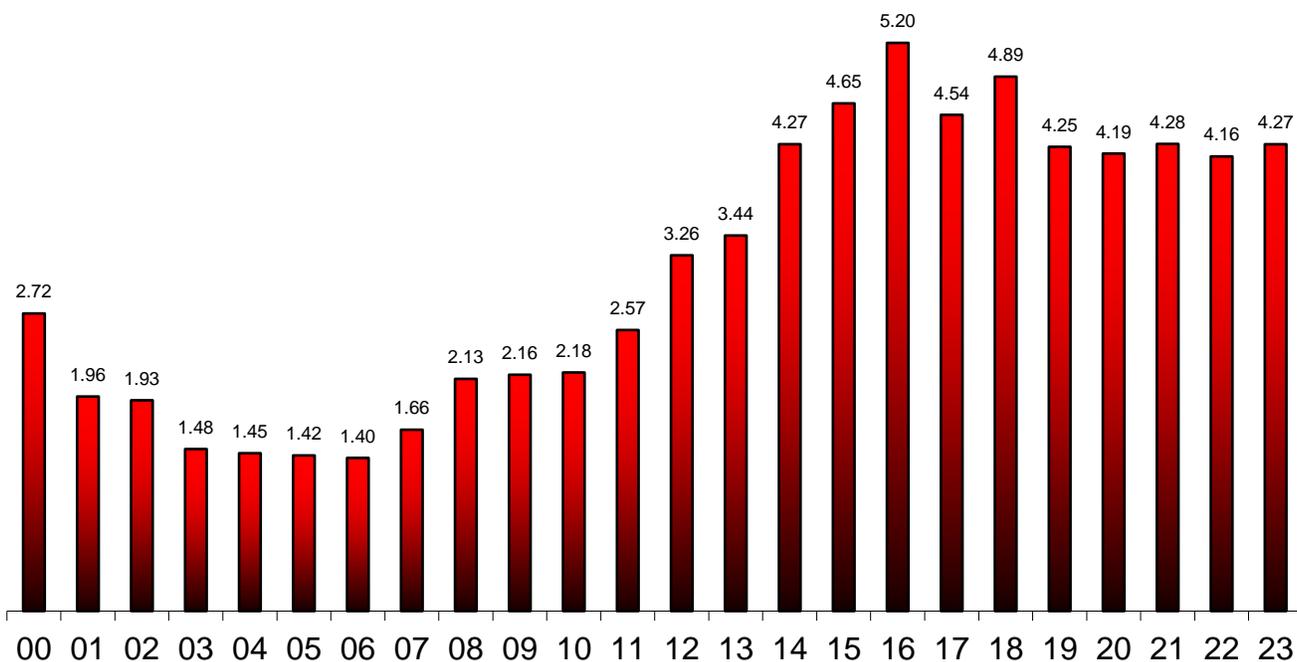


Industry: Total Suspended Solids (TSS) increased 4.3% in 2023.



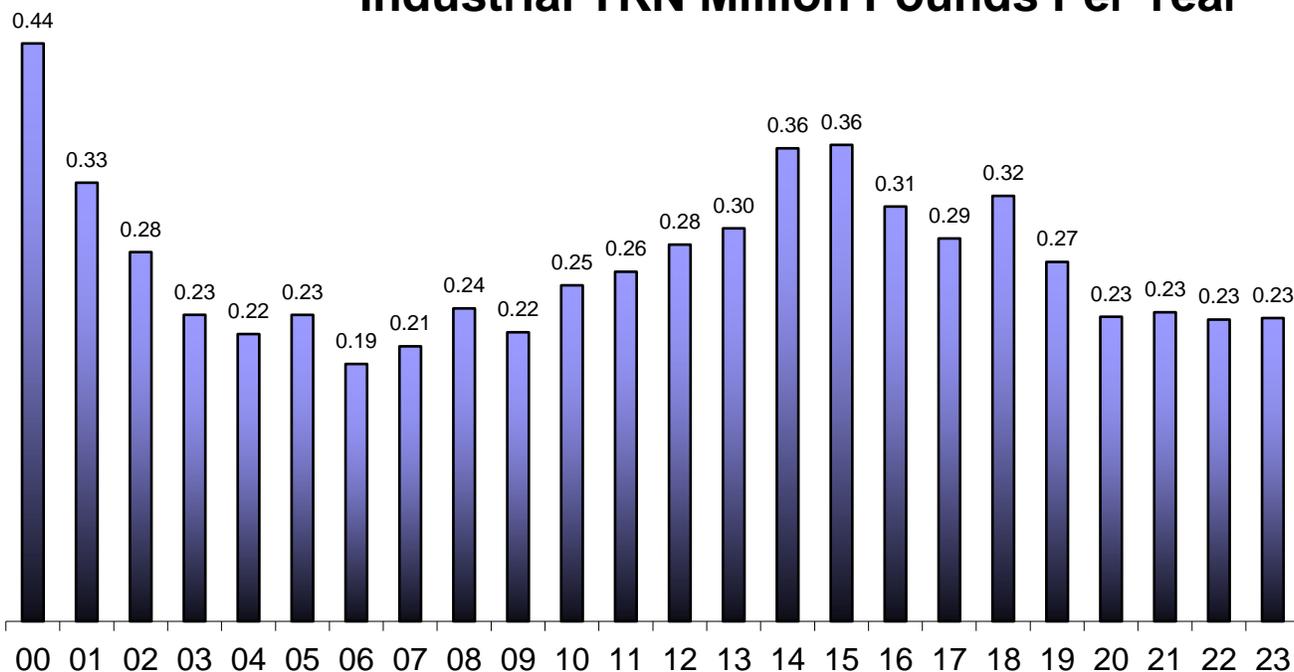
Industry: Biochemical Oxygen Demand (**BOD**) increased 2.7% in 2023.

Industrial BOD Million Pounds Per Year

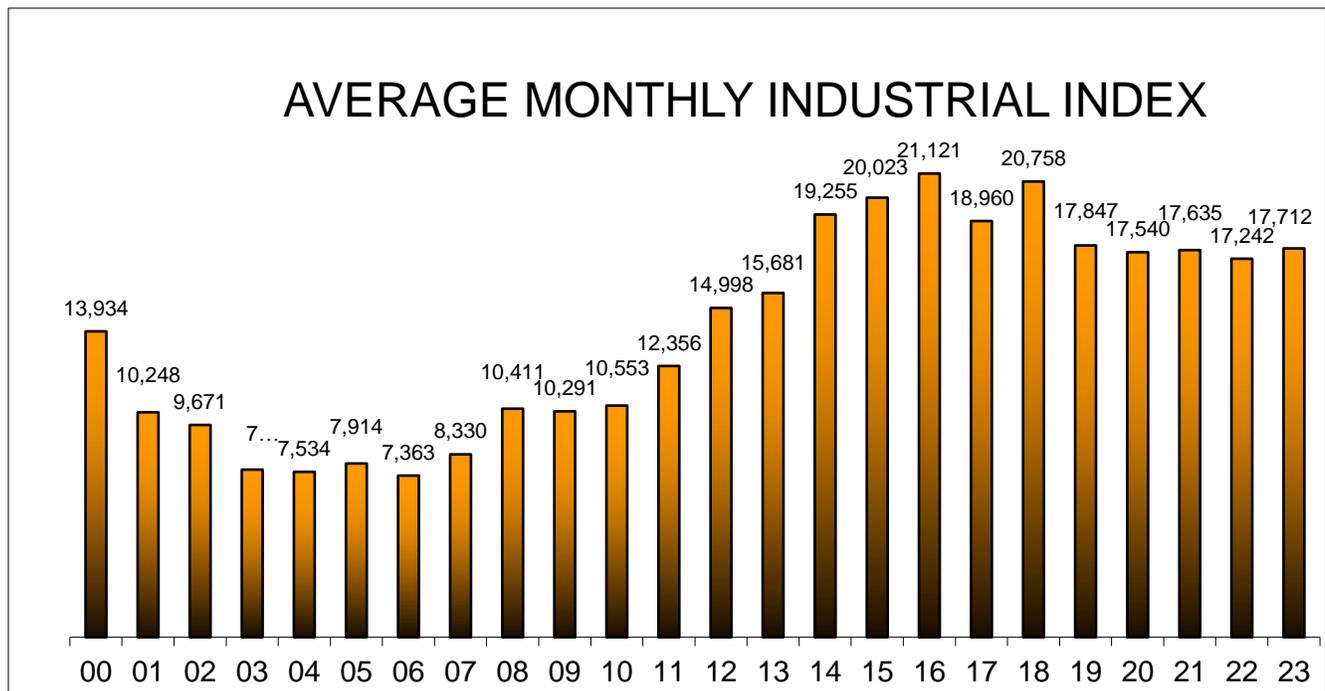


Industry: Total Kjeldahl Nitrogen (**TKN**) increased 0.5% in 2023.

Industrial TKN Million Pounds Per Year



Finally, in order to measure the relative strength of the industrial waste, staff developed a formula that combines TSS, BOD and TKN data. The resulting value, **Industrial Index**, provides a single numeric number. The Industrial Index is relatively constant 2019 - 2023.



Overall, Industrial wastewater conveyed to GJJWTF via the sanitary sewer decreased in 2023.

The industrial index system does not incorporate the following wastewater streams:

- 1) Whey directly piped to the anaerobic digesters;
- 2) Dairy washwater directly piped to CAST (CAST removes ~50% of the BOD loading);
- 3) National Grid remediation discharges;
- 4) Fulton County Department of Solid Waste’s leachate.

As shown in the graphs, industrial loadings to GJJWTF decreased slightly over the previous year. Total Industrial Flows decreased 3.8%. Total suspended solids (TSS) increased 4.3%. Biological Oxygen Demand (BOD) increased 2.7%. Total Kjeldahl Nitrogen (TKN) increased 0.5% in 2023.

CAST

Contact Adsorption Settling Thickening (CAST) Process continues to significantly reduce the overall wastewater load on the facility’s Aeration System.

Contract Renewals

- Whey Disposal Contract with FAGE USA Dairy
- Whey Disposal Contract with Euphrates
- National Grid Remediation Water Contract

PLANT LOADINGS

2023 Industrial loadings (Total, Includes Dairy):

FLOW: 290,925,842 gals
BOD: 4,273,426 lbs
TSS: 1,497,300 lbs
TKN: 229,308 lbs

2023 Dairy Loadings:

188,472,752 gals
3,766,461 lbs
1,195,087 lbs
160,046 lbs

Dairy accounted for:

64.8% of Industrial Flow
88.1% of Industrial BOD
79.8% of Industrial TSS
69.8% of Industrial TKN

Dairy COD strengths for whey are as follows:

FAGE	Euphrates	Blended
(mg/L)	(mg/L)	(mg/L)
57,983	120,952	56,956

FAGE's yogurt product creates a relatively low COD strength whey byproduct.

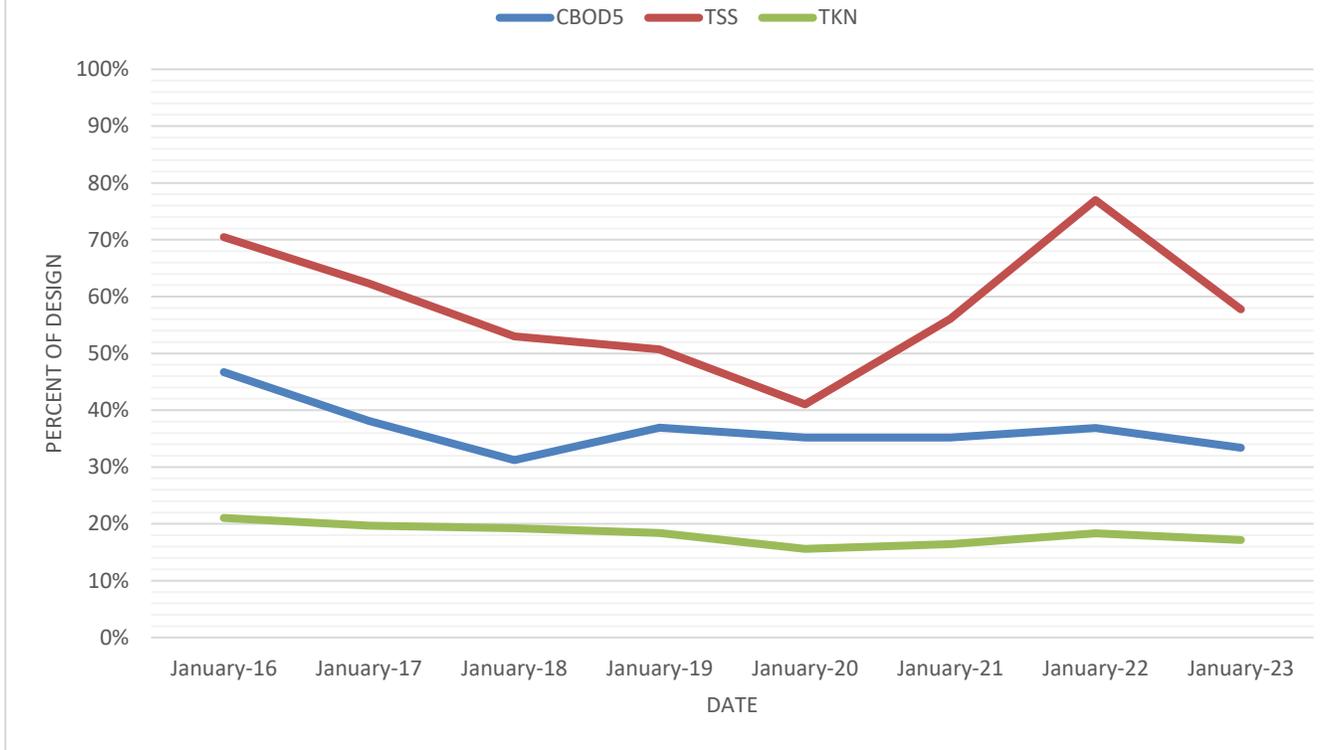
Euphrates' feta cheese product creates a relatively higher COD strength whey byproduct.

Comparison of Facility's 2023 Total Plant Daily loadings relative to Design Loads:

- 1) CBOD daily loadings (lbs/d), averaged monthly, equaled 37% of GJJWTF's designed CBOD load. May was highest at 53% of design load. July and August were lowest at 26% of design load.
- 2) TSS daily loadings (lbs/d), averaged monthly, equaled 58% of GJJWTF's designed TSS load. May was highest at 118% of design load. December was lowest at 32% of design load.
- 3) TKN daily loadings (lbs/d), averaged monthly, equaled 17% of GJJWTF's designed TKN load. May was highest at 33% of design load. November was lowest at 12% of design load.

GJJWTF continues to operate below its design loadings. Therefore, GJJWTF can accept future wastewater loads from the community at large and/or new industries/businesses.

Monthly Average - Daily Loadings (lbs/d) - Percent of Design



ENVIRONMENTAL

Enforcement of the New York State Department of Environmental Conservation (NYSDEC) State Pollutant Discharge Elimination System (SPDES) permit continues. This stringent effluent permit regulates the discharge limits of a multitude of parameters measured on a daily, weekly, monthly and/or annual basis.

GJJWTF reported four (4) non-compliance events in 2023:

January - Reported a spill of approx. 20 gallons of whey onto pervious surface.

April - Reported manhole surcharge of approx. 1,300 gallons dairy washwater.

September – Effluent monthly metal composite sample for copper was 20 ug/mL which exceeded the SPDES limit of 17 ug/mL

October – UV disinfection offline for 3.5 hours due to loss of 3-phase power, a detached electrical cable.

GJJWTF exercised three (3) NY-Alert Notifications during 2023:

January 17, valve seal failure on the whey pipeline resulted in approximately 20 gallons of whey to overflow a vault sump pit.

April 16, Cheese solids caused a blockage in a discharge pipe resulting in a spill of dairy washwater.

October 6, UV system off-line for approximately 3-hours after loss of 3-phase power.

OPERATIONS

The year-to-year removal efficiency rates for the GJJWTF are as follows:

Parameters	2018	2019	2020	2021	2022	2023
Total Suspended Solids	97%	97%	97%	98%	98%	98%
Biochemical Oxygen Demand	98%	98%	98%	98%	98%	98%
Total Kjeldahl Nitrogen	93%	92%	93%	93%	93%	92%

As shown in the Table, the TSS and BOD removal efficiencies are greater than the permitted removal rate of 85% prior to discharge to Cayadutta Creek.

Belt Filter Presses (BFPs) operated 3,439 hours producing 17,814 wet tons of sludge (2.8%,↑). During 2023, sand and/or dried sludge was blended into the sludge cake to meet the minimum 20% solids landfill disposal requirement.

Together, the BFPs and Gravity Belt Thickeners (GBTs) utilized 45,375 pounds of polymer (2.9%,↓). In addition, the BFPs used another 7,770 gallons of an emulsion polymer (17.4%,↑) to enhance sludge dewaterability.

GJJWTF purchased 31,811 gallons of Ferrous Chloride (7.6%,↑) to control sulfides at the anaerobic digesters. GJJWTF also purchased 41,579 therms of Natural gas to heat various buildings (17.0%,↓).

BACKFLOW PREVENTERS

Adirondack Mechanical Corporation tested all backflow preventers on-site. Nine (9) backflow preventers keep the Facility's effluent from entering and contaminating the City's drinking water supply. All backflow preventers passed the annual inspection.

LEACHATE

GJJWTF received and processed 13.2 million gallons of leachate. The Fulton County Landfill pumps leachate to the facility via a dedicated six (6) mile long force main. Leachate contains 800 mg/L of TKN. This equates to over 88,070 lbs/year.

RENEWABLE ENERGY – CLIMATE CHANGE

The Dairy Industry pumped **30,533,617 gallons of whey** via a dedicated pipeline directly to two (2) whey storage tanks located at GJJWTF. From these tanks, operators pump the whey at a constant feed rate to the anaerobic digesters. Then, anaerobic bacteria break down the whey and expire large quantities of digester gas (~ 56% Methane and 44% Carbon Dioxide).

A direct result of GJJWTF’s cogeneration philosophy is the significant reduction towards our **carbon footprint and our contribution to climate change**. The Anaerobic Digesters produced **160 million cubic feet** of biogas from the whey, CAST Settleable Solids, Primary Sludge and Waste Activated Sludge.

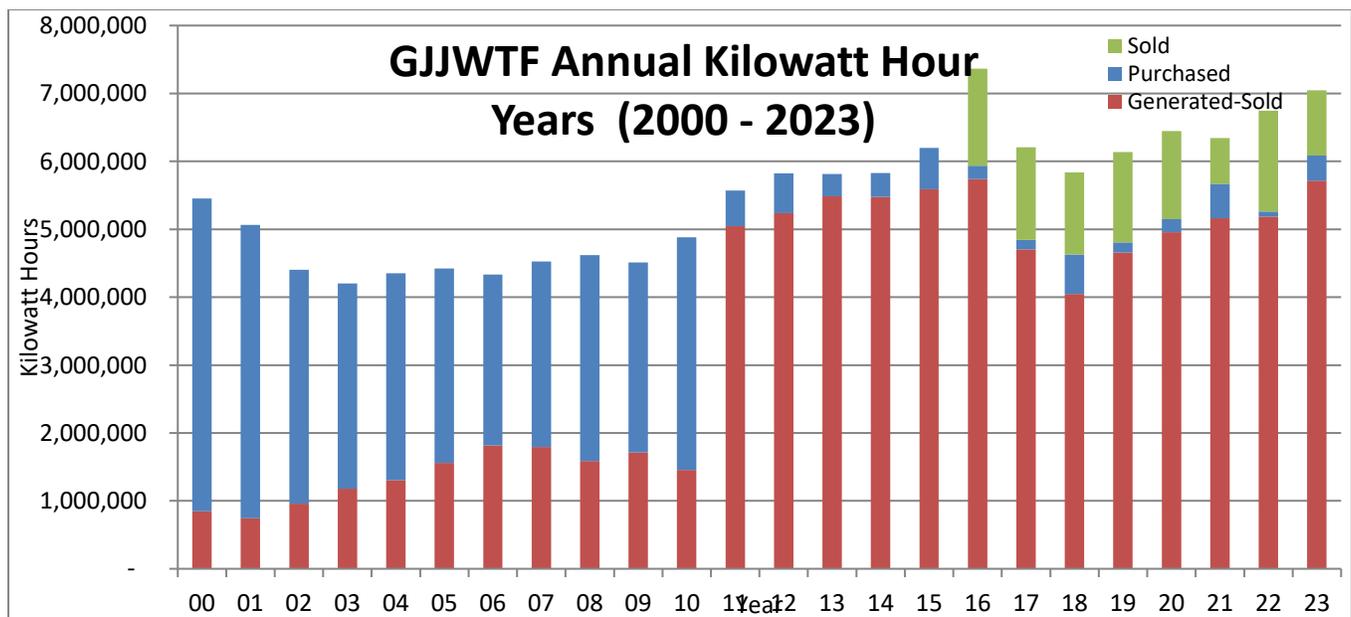
GJJWTF’s biogas generators consumed 71% of this biogas to generate **5.68 million kilowatt hours** of electricity. In terms of climate change, our electrical production meant that less energy was required from fossil fueled power plants.

The biogas generators (COGEN-1, COGEN-2 and COGEN-3) are rated at 1.10 megawatts. GJJWTF generated 5,677,226 KW (13.7%,↓), sold 960,604 KW (35%,↓) and purchased 367,868 KW (490%,↑). GJJWTF consumed 5,084,480 KW (1%,↓).

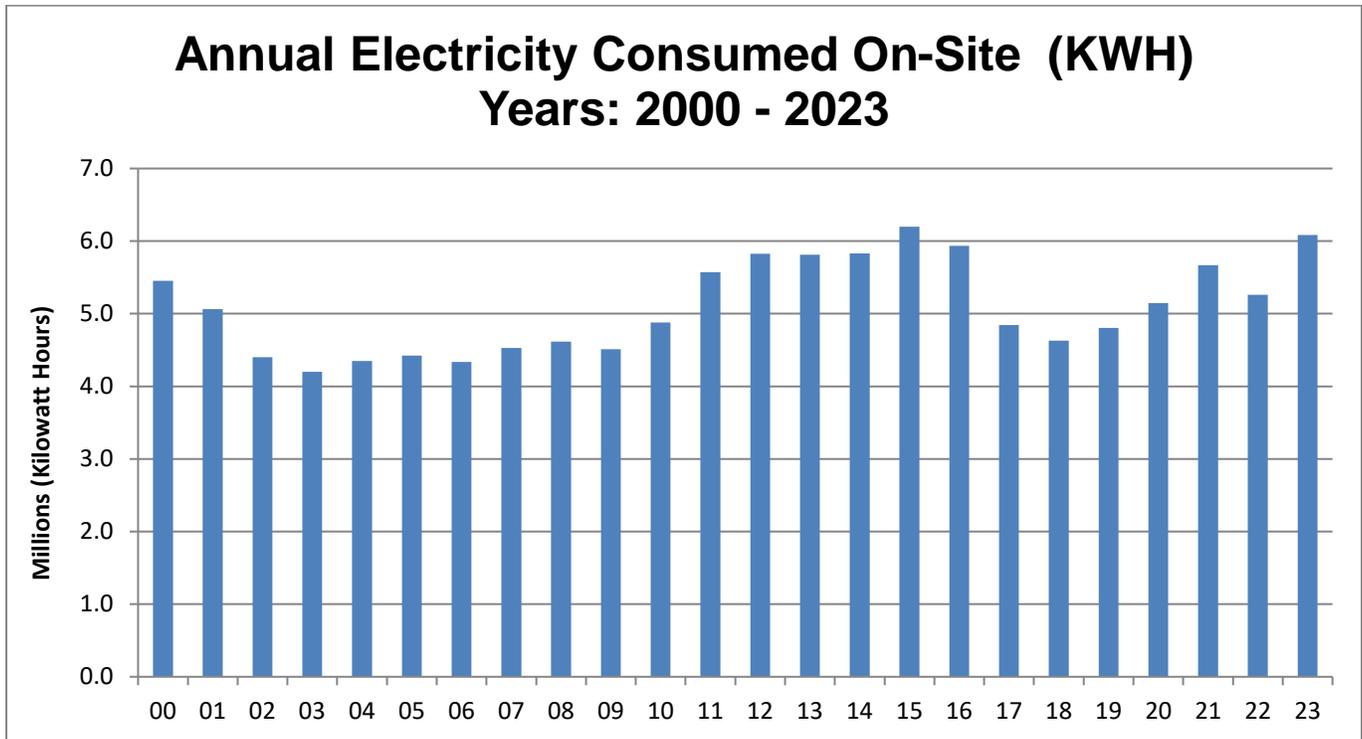
ULTRA-VIOLET (UV) DISINFECTION PROJECT

In 2023, the UV Disinfection system successfully operated from May 1 to Oct 31 per GJJWTF’s SPDES Permit. No Notice of Violation (NOV) was issued for high fecal coliform concentrations. UV Disinfection started on May 1, 2019. This completes UV’s fifth year of operation.

Electricity Profile at GJJWTF:



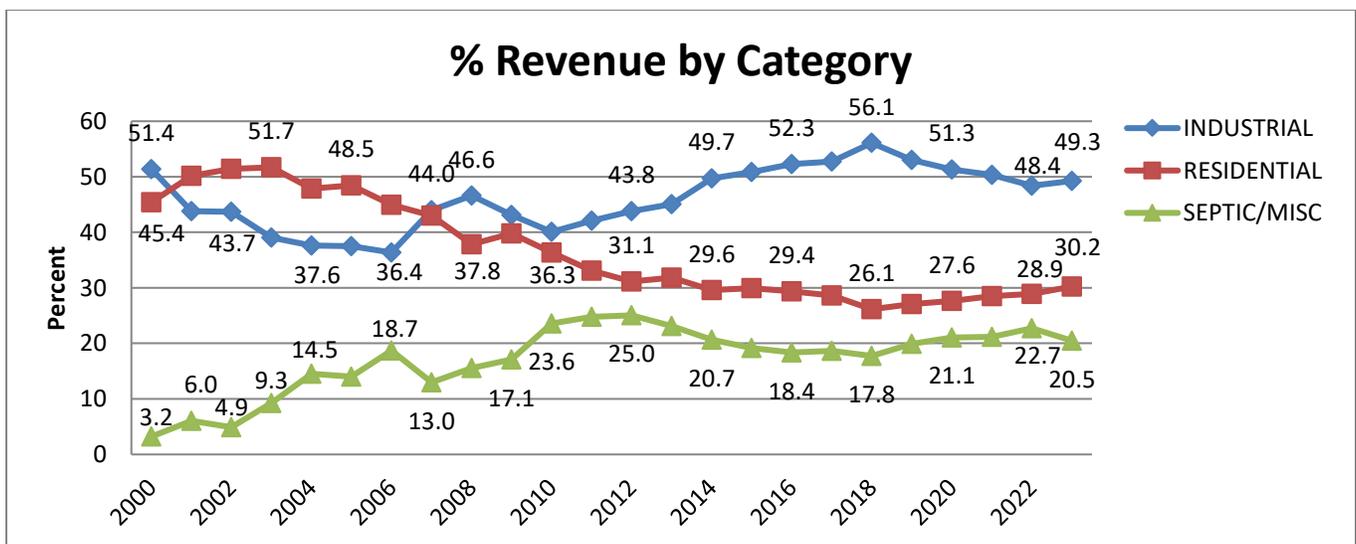
Annual Electrical Power Consumption at GJJWTF:



FINANCE OFFICE

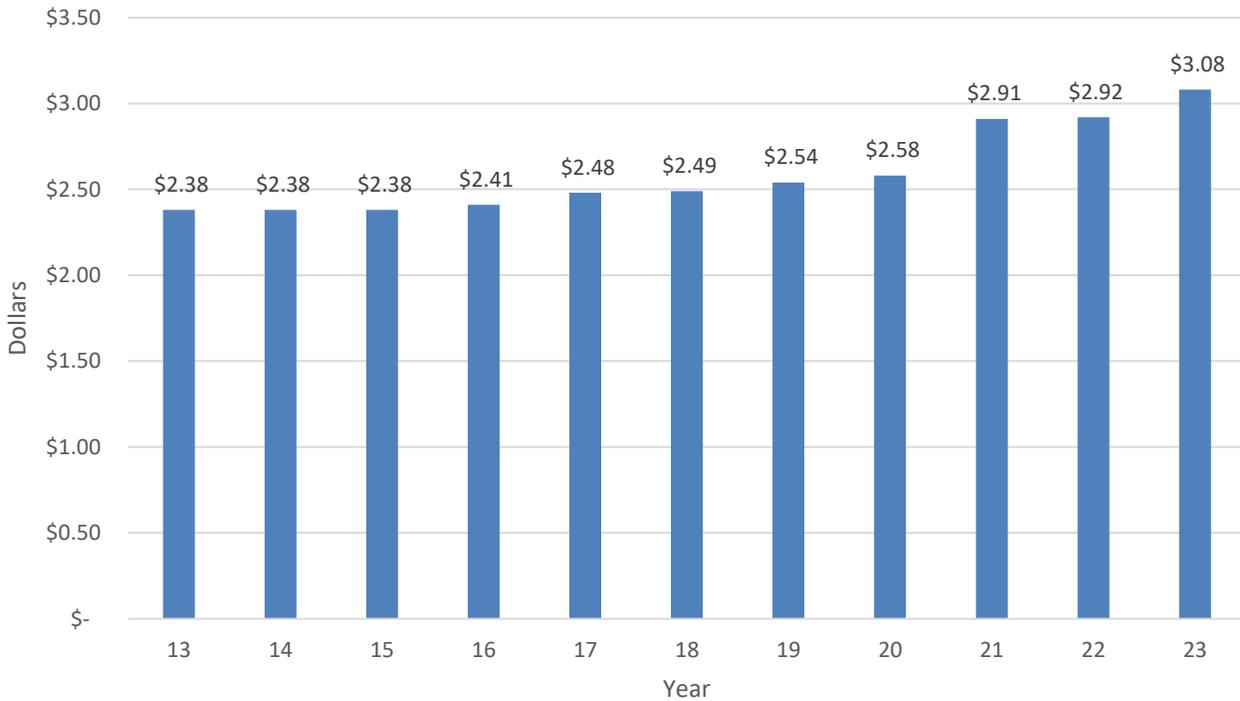
The 2023 Financial Audit Summary from BST & Co. CPAs, LLP disclosed no issues of noncompliance, and no alternative procedures or corrective actions were suggested.

O&M revenues totaled \$4.6 million during 2023. The Industrial contribution was 49.3%, Residential 30.2%, and Trucked/Pumped waste and miscellaneous revenue totaled 20.5 %.



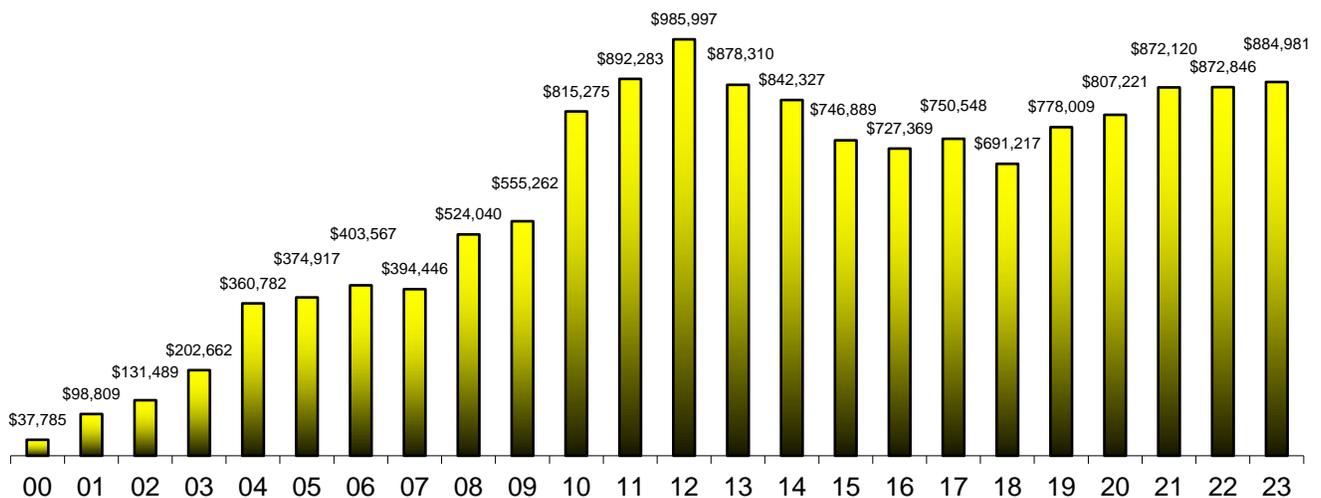
Residential rates have remained low.

Residential Rates - (\$/1000 Gals)



Continued marketing to make surrounding communities and entities aware of what our facility has to offer proved beneficial during 2023. For 2023, trucked & pumped waste receipts totaled \$884,981. The single largest trucked waste contract was Adirondack Septic.

TRUCKED & PUMPED WASTE REVENUE



Sewer Rates

Sewer rates were adopted after a public hearing. Household sewer rates increased 5.5%.

INDUSTRIAL USE

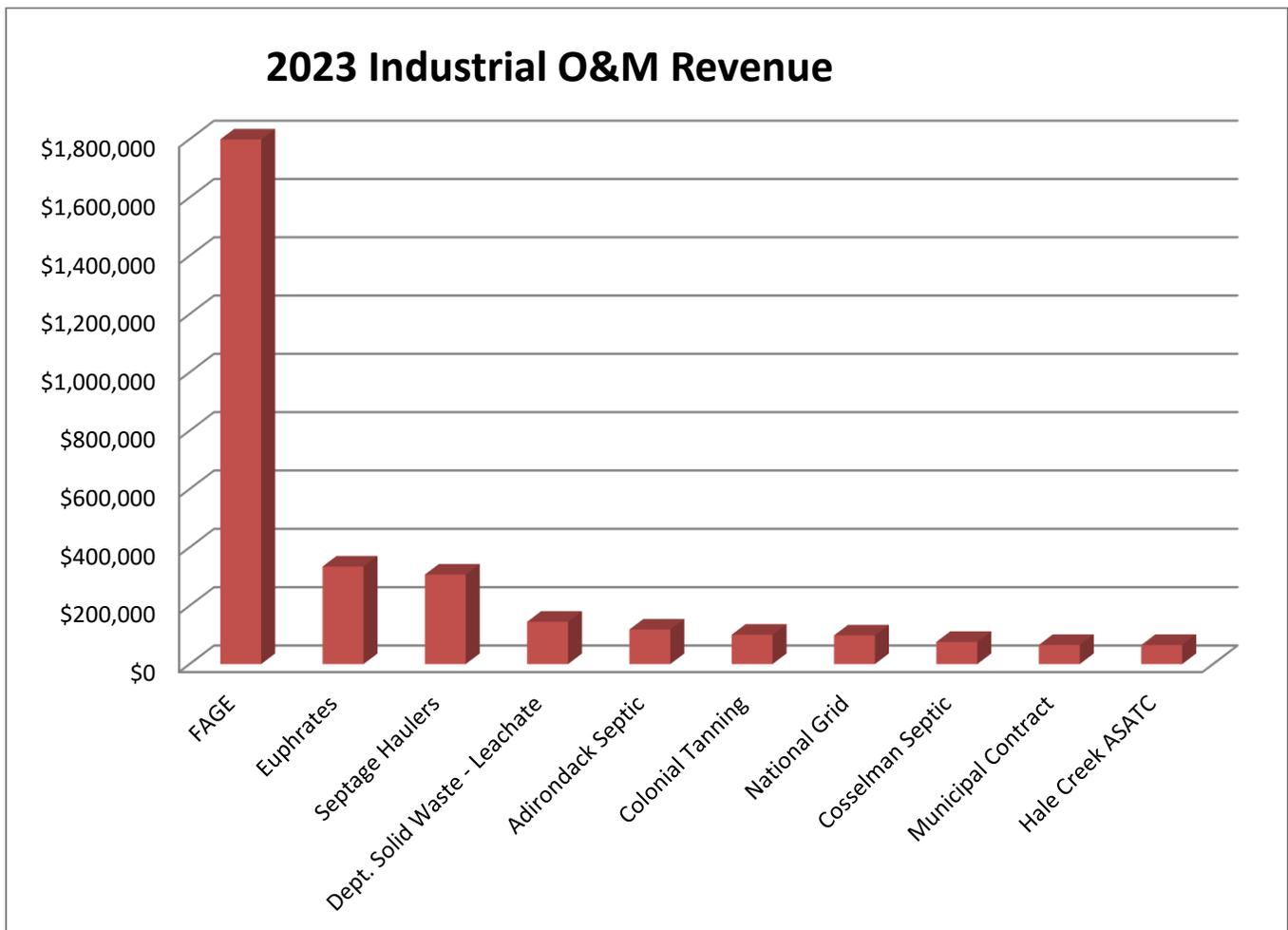
O&M revenue from industrial users increased 5.0% in 2023.

Dairy Industry accounted for the top two (2) facility users. FAGE USA Dairy Industry, Inc. continued as the Number 1 user and Euphrates Inc. as the second largest user.

Septic Haulers as a group are the third largest user of the wastewater facility. Two (2) trucked waste accounts (Adirondack Septic and Cosselman Septic) in order of rank are part of the Septic Haulers category.

The leather Industry, Colonial Tanning and Townsend, are included in the top ten revenue producers.

Fulton County Department of Solid Waste, National Grid remediation site, Municipal Contracts and Hale Creek ASATCA round out the top largest customers of the facility in 2023.



State Asset Management Program

GJJWTF volunteered for this NYS DEC Program to improve our commitment to service with the sewer users. Sent out POTW Stakeholder Surveys to all Industrial permit holders and small commercial haulers. Worked on a staffing plan worksheet used to track employee certifications and expiration dates, retirement vulnerability and eligibility dates, pay rate history, continuing education hours, union status, and knowledge succession plan. Completed an Asset Inventory template.

Gloversville High School Tour – May 16, 2023



FMCC Tour – July 20, 2023



Dan's Excavation at SHM-4

