

Last Updated 03/19/2024

PRE-Approved Course Title	Approved & ON-G	Time Approved
21st Century Membrane - Application in the Water & Wastewater Process	2013	5
21st Century Principles of Water & Wastewater Hypochlorite Disinfection & Dechlorination	2009	5.5
21st Century Principles of Water & Wastewater Hypochlorite Disinfection & Dechlorination	2011	5
21st Century Principles of Water & Wastewater Hypochlorite Disinfection & Dechlorination	2015	4
21st Century Water Resource Recovery Facilities: Improving Water Quality Carbon Neutral - WEFTEC Conference Tech Session 317	2021	1
3D GIS and Virtual Reality for Facility and Asset Mgt- NEWEA 2022 Conference	2021	2
5 Common Sense Practices of Well Run Water & Wastewater Facilities	2014	4.5
A Holistic Approach to Struvite Mgt - Key Improve Operations - NEWEA 2022 Conference	2021	2
ABCs of RBCs	2010	5
AC Control Equip - JADE Learning Online/At Your Own Pace Online	2020	3
Achieving Biological Nitrogen Removal (Real World Experiences)	2009	6
Achieving Nutrient Limits (Real World Experiences)	2010	6
ACT 21 Overview - Vermont Environmental Consortium Webinar	2020	2.5
Activated Sludge & Secondary Clarifier Operation - NEIWPC	2021	3
Activated Sludge (AS) Course	2007	5
Activated Sludge Denitrification and Total Nitrogen Removal - NEIWPC	2021	3
Activated Sludge: Filamentous Organisms - NEIWPC	2021	3
Activated Sludge Math Skills Review - Utiliency Online	2022	3
Activated Sludge Nitrification	2021	3
Activated Sludge: Non-filamentous Settability Problems and Loss Solids - VTRWA	2022	4
Activated Sludge Operational Control NEIWPC-JETCC online	2021	2
Activated Sludge (AS) Review & Biological Impact of Wastewater Constituents	2012	6
Activated Sludge (AS) Selector Technology	2005	5
Adapting to Change and Our Climate - NEWEA	2021	2
Adapting to Extreme Weather Events - webinar by US EPA	2019	1
Adaption for All - How build Flood Resilience- NEWEA 2022 Conference	2021	2.5
Addressing Contaminants of Emerging Concern - NEWEA (In-person MA)	2023	5.5
Advanced Access for Operators	2007	5
Advanced Activated Sludge (AS)	2007	12
Advanced Aeration: Whole Package - WEFTEC Conference Session 303	2022	1.5
Advanced Blueprint Reading	2019	6
Advanced Controls for Disinfection and Potable Reuse - WEFTEC Conference Tech Session 211	2021	1
Advanced Data Analytics Understand WRRF Operations - WEFTEC Conference Workshop W05	2021	6
Advanced Industrial Wastewater Metals Treatment Process - NEIWPC	2022	3
Advanced Industrial Wastewater Treatment Process Part I - NEIWPC	2022	3
Advanced Industrial Wastewater Treatment Process Part II - NEIWPC	2022	3
Advanced Level Operation of WWTFs	2019	30
Advanced Excel for Operators	2007	5
Advanced Lab Procedures - NEIWPC	2022	3
Advanced Municipal Wastewater-Activated Sludge - NEIWPC	2022	3
Advanced Municipal Wastewater-Admin, Mgt & Finance - NEIWPC	2022	3
Advanced Municipal Wastewater-Biological Nutrient Removal - NEIWPC	2022	3
Advanced Municipal Wastewater Exam Review - In person NEIWPC	2022	6
Advanced Municipal Wastewater-Process Control & Troubleshooting - NEIWPC	2022	3
Advanced Municipal Wastewater-Solids Handling - NEIWPC	2022	3
Advanced Municipal Wastewater-Treatment Technologies - NEIWPC	2022	3
Advanced Nutrient Removal: Nitrogen & Phosphorus - NEIWPC	2024	3
Advanced Principles of Wastewater Treatment	2009	30
Advanced Proactive Maintenance Program at WWTFs	2007	10
Advanced Pumps and Hydraulics - NEIWPC	2022	3
Advanced Wastewater Analysis	2016	6
Advanced Wastewater Lagoons	2010	12
Advanced WWTF Process Troubleshooting - NEIWPC	2022	3
Advancements in Primary Treatment: Going Beyond Conventional - WEFTEC Conference Tech Session 204	2021	1
Aerated Lagoon (AL) System	2002	4
Aeration Optimization - Efficiency VT Online	2020	1
Affordable Control Telemetry for Water and Wastewater Systems	2016	3
Affordable Control / Telemetry & SCADA for Water and Wastewater	2011	6
Affordable Control / Telemetry for Water and Wastewater Systems	2007	3

Affordable Control / Telemetry for Water and Wastewater Systems	2008	4.5
Affordable Control / Telemetry for Water and Wastewater Systems	2012	4
Alkalinity, Cyanide, and Turbidity - NEIWPCC	2024	3
Alternative Project Delivery Methods - WEFTEC Conference Session 226	2022	1.5
America's Water Infrastructure Act (AWIA) - 3-day Webinar/3 separate Modules from US EPA	2020	1.5 each Module
Ammonia-based Aeration Control: How Make Work - WEFTEC Conference Tech Session 313	2021	1.5
Ammonia Removal for Lagoons - Lagooniversity Webinar	2020	1
An Innovative Approach to Brewery Wastewater Treatment - NEWEA Clean Water Case Study Series Webinar	2020	1
Anaerobic Digestion & Recirculating Pump	2002	6
Anaerobic Digestion Technical Training	2002	5
Analytical Chemistry: Metals - NEIWPCC	2024	3
Analytical Chemistry: Nitrogen and Phosphorus - NEIWPCC	2024	2
Analytical Procedures - pH & TSS	2011	5
Anaerobic Digester Operations Considerations - VTRWA Online	2021	3
Anaerobic Digestion Optimization - WEFTEC Conference Session 509	2022	1.5
Anatomy of a Wastewater Collection System	2005	6
Answering Legal Questions for Wastewater Systems - VTRWA	2022	1
Application and Maintenance of Progressive Cavity Pumps	2007	4
Application and Preventative Maintenance of Pumps and Bearings	2016	6
Application of Innovative Process Technology in Food/Bev - WEFTEC 2020 Conference Session 9c	2020	1
Application of Process Modeling for Intensification of Secondary Treatment - WEFTEC Conference Tech Session 401	2022	1.5
Applied Analytical Chemistry	2001	4
Applied Math	2011	5
Applied Metagenomic Testing For Treatment Plant Operators and Engineers - WEFTEC Conference Tech Session 517	2022	1.5
Applied Wastewater Analysis	2006	12
Applied Wastewater Math Review	2007	5
Apprenticeship Program - VTRWA	2020	1
Art-Science of Creating Nitrogen Mass Balance - NOWRA Online	2020	1
Are you Intense Enough? Case Studies Nutrient Removal Biofilm Systems- WEFTEC Conference Tech Session 419	2021	1
Asbestos Training (Repair of Cement Asbestos Pipes) (50% of 4 hours)	2013	2
Asset Management 1: Case Studies - NEWEA 2022 Conference	2021	2
Asset Management 2: Tools and Resiliency - NEWEA 2022 Conference	2021	2
Asset Management	2008	3
Asset Management	2012	6
Asset Management and Preventative Maintenance Concepts - Utiliency Online	2022	3
Asset Management Excellence Exchange	2007	12
Asset Management For Small WW Systems - RCAP Solutions Online Workshop	2020	4
Asset Management for Wastewater Utilities - RCAP Online	2020	4
Asset Management Software - WEFTEC 2020 Conference	2020	0.5
Asset Management Helps Sustain Infrastructure	2007	Varies; no tour credit
Asset Management Workshop Series	2015	5.5
ATAD (Autothermal Thermophilic Aerobic Digestion) Training	2002	12
Awareness, Action & Accountability	2007	5
AWIA Compliance Lessons Learned - US EPA Webinar	2020	1
Backflow Prevention Device Inspector/Tester Training - RECERTIFICATION REVIEW (50% of 6 hours)	2012	3
Backflow Prevention Device Inspector/Tester Training (50% of 20 TCH)	2009	10
Basic Blueprint Reading	2010	4
Basic Chemistry	2000	5
Basic Communications: Tips Water & Wastewater Professionals - NEIWPCC	2024	3
Basic Electrical Workshop	2005	6
Basic Electricity and Electrical Safety	2007	6
Basic Environmental Lab	2007	6
Basic Industrial Wastewater (In-person) Four-day - NEIWPCC	2023	24
Basic Industrial Wastewater-Characteristics - NEIWPCC	2022	3
Basic Industrial Wastewater - pH Neutralization - NEIWPCC	2021	3
Basic Industrial Wastewater-Solids Handling and Filtration - NEIWPCC	2022	3
Basic Industrial Wastewater Treatment (5 weeks)	2010	36
Basic Industrial Wastewater - Treatment Processes - NEIWPCC	2022	3
Basic Ladder Logic	2019	1.4 (1.5)
Basic Math for Operators - RCAP Online GoToTraining	2022	3
Basic Microscopy for Wastewater Operators	2004	6

Basic Municipal & Industrial Wastewater -Solids Handling - NEIWPCC	2022	3
Basic Municipal Wastewater (In-person) Five-day - NEIWPCC	2023	30
Basic Municipal Wastewater-Disinfection - NEIWPCC	2022	2
Basic Municipal Wastewater Exam Review - In-Person NEIWPCC	2022	6
Basic Municipal Wastewater-Intro Wastewater Laboratory - NEIWPCC	2022	3
Basic Municipal Wastewater-Preliminary and Primary Treatment - NEIWPCC	2022	3
Basic Municipal Wastewater-Secondary Treatment: Part I - NEIWPCC	2022	3
Basic Municipal Wastewater-Secondary Treatment: Part II - NEIWPCC	2022	3
Basic Municipal Wastewater Treatment w/Math (5 weeks)	2010	36
Basic Nitrogen Treatment Principals in WW Systems - NOWRA Online	2020	1
Basic Nutrients: Denitrification - NEIWPCC virtual	2021-2022	3
Basic Nutrients: Nitrification - NEIWPCC	2022	3
Basic Nutrients: Phosphorus Removal - NEIWPCC virtual	2021-2022	3
Basic Safety for Water/Wastewater Operators	2011	5
Basic Wastewater Lab Class	2012	6
Basic Wastewater Math (Sessions 1 & 2) - NEIWPCC	2022	3 each
Basic Wastewater Math (3 day)	2010	18
Basic Wastewater Operator Training	2007	22
Basic Wastewater Treatment 5 Sessions IN-PERSON (based on Sac Courses) - NEIWPCC	2021-2022	30 total
Basic Wastewater Treatment with Applied Math	2004	12
Basic Wastewater Treatment with Math	2008	22
Basic Water and Wastewater Math Review	2016	3
Basics of Biological Wastewater Treatment - Utiliency Online	2023	3
Basics of Motors, Drives and Energy Efficiency	2003	9.5
Basics of Motors, Drives and Energy Efficiency	2005	6
Basics of Rate Setting	2006	3
Basics of Variable Frequency Drives and Energy Efficiency	2004	5
Best Practices for Boards, Managers and Operators - VTRWA	2022	1
Bids and Proposals - NEIWPCC virtual	2021	2.5
Big Picture Planning Builds Resilient Organizations - WEFTEC Conference Tech Session 120	2021	1
Biochemical Oxygen Demand (BOD) A to Z	2007	5
Biological Nutrient Removal	2009/2020	6
Biosolids Forum	2013	6
Biosolids Planning and Management - WEFTEC Session 209	2022	1.5
Biosolids Sampling Plan Preparation	2009	5
Biosolids Sampling Plans for WWTF Operators (In-person) NEIWPCC	2022	6
Biosolids Workshop	2001	6
Biosolids/Composting Seminar	1998	4
Bloodborne Pathogens	2013	1
BOD Basics NEIWPCC-JETCC online	2021	2
BOD, Metabolism, ORP and Sludge Production - NEIWPCC virtual	2021	3
BODs Study - NOWRA Online	2020	0.5
Brewery Wastewater Fundamentals - Utiliency Services Online	2021	3
Brewery Wastewater-Pre-treatment, BMPs & Optimization - NEIWPCC	2022	3
Bridging the Revenue Gap from the Pandemic - Zoom Webinar	2020	2
Bringing It All Together: Guide Designing Implementing S2EBPR Processes - WEFTEC Conference Tech Session 502	2021	1.5
Bringing PdNA to Practice: Are There Yet - WEFTEC Conference Tech Session 406	2021	1
Budget Planning	2010	4
Building DE & I Within Wate Sector - WEFTEC Conference Session 230	2022	1
Building Resilience to Extreme Weather Events - EPA Webinar	2020	2
Building Security and Resilience to Cyber Threats, Disinformation, and other Hazards - EPA Webinar	2020	1.5
Building Successful WW-based Epidemiology (WBE) Program - WEFTEC Conference Tech Session 501	2021	1.5
Busting Gender Bias - (In-Person Only) VTRWA	2023	3 - 100% One-Time ONLY
Calculating Energy Costs, Savings & Performance Progress - Efficiency VT Online	2020	1.5
Capacity Development and Financial Planning	2005	3
Capturing the ROI: Translating Asses Mgt to CapEx and OpEx - WEFTEC Conference Tech Session 304	2021	1
Carbon Generation For BNR - WEFTEC Conference Session 519	2022	1.5
CareerSafe OSHA 10-Hour General Industry training (100% credit 1st time & 50% credit thereafter/follow-uo)	2021	5-Oct
Care of Emergency Generators	2007	6
Case Studies in Climate Cahnge Impacts and Adaptability - WEFTEC Conference Tech Session 315	2022	0.5
Cellulose Recovery from Wastewater - WEFTEC 2020 Conference Session 7f	2020	1

Centrifugal Pumps 101 & 201 - NEIWPCC-JETCC online	2021	2 each
Centrifugal Pump System Seminar	2008	5
Centrifuge Technology	2008	5
Change Management & Employee Engagement - Efficiency VT Online	2020	1
Chasing the Thermal "Demons" from the Process	2011	5
Chemical and Biological Phosphorus Removal - NEIWPCC	2021	3
Chemical Disinfection Solutions - WEFTEC Virtual Conference	2020	0.5
Chemical Dosage: Simulating Treatment Process	2006	5
Chemical Feed Pump Operations	2016	6
Chemical Feed Pump Repair	2009	3
Chemical Feed Pumps	2016	3
Chemical Feed Pumps / Pumping	2008	4
Chemical Spill / First Responder Awareness (50% of 8 hours)	2013	4
Chemical Spill Prevention and Preparedness	2011	5
Chemical Usage at WW Treatment Facilities	2009	6
Chemistry Basics Parts 1 & 2 NEIWPCC-JETCC online	2021-2022	2 each
Chemistry - Wastewater Analysis	2012	5
Chlorination and Dechlorination Principles	2003	4
Chlorination Disinfection Science	2006	6
Chlorination Disinfection Science	2010	3
Chlorination Disinfection Science	2011	6
Chlorination Disinfection Science for Water & Wastewater Operators	2014	4.5
Chlorine Chemistry	2010	3
Chlorine Chemistry and Disinfection	2008	3
Chlorine Chemistry and Disinfection	2010	6
Chlorine Chemistry and Disinfection for Operators	2009	3
Chlorine Chemistry and Disinfection for Water Systems	2008	3
Chlorine Safety / Sodium Hypochlorite Handling	2007	4
Chlorine Testing for Small Systems	2006	5
Clarifier Software Training Tools for Wastewater Operators	2004	6
Clarifier Workshop - Hands On	2014	6
Clarifiers and Sedimentation w/Math - Utiliency online	2021	3
Clean Water Act (CWA) and NPDES	2013	1
Clean Water Oxygen Transfer Testing - Lagoouniversity Webinar	2020	1
Cleaner Environment Through Innovative Energy Management	2008	4
Clearing The Air With Sustainable Odor Control - WEFTEC Conference Tech Session 507	2022	1.5
Closing Session - Leaning into the Curve - WEFTEC 2020 Conference	2020	1
Co-Digestion of High-Strength Wastes - WEFTEC Session 208	2022	1.5
Coagulation, Flocculation and General Charge Chemistry - VTRWA Zoom Webinar	2020	1
Cold Weather Lagoon Ammonia Removal Case Studies - Webinar Lagoouniversity	2022	1
Collection System 1: Repairs - NEWEA 2022 Conference	2021	2.5
Collection System 2: Floods, Covid, Siphons and GIS Solutions - NEWEA 2022 Conference	2021	2.5
Collection System 3: Sewers - NEWEA 2022 Conference	2021	2.5
Collection System 4: Verified Data - NEWEA 2022 Conference	2021	2
Collection System Blueprint Reading	2007	5
Collection System Concepts and Terminology - Utiliency Online	2021	2
Collection Systems - NEWEA Specialty Conference/Workshop Webinar	2020	4
Collection System Maintenance	2016	3
Collection System Math Skills Review- Utiliency Online	2022	3
Collection System O&M with NEWEA Exam (no hours for exam time)	2011	15
Collection System Safety	2007	3
Collection System Tools for the 21st Century	2006	4
Collection Systems Specialty Seminar	2010/2019	4.5
Communicating the Importance of Biosolids With the Public - WEFTEC Conference Tech Session 429	2022	1.5
Communicating Wastewater VT - EFC West (2-days)	2023	Day one 6 hours, Day two 3 hours
Comparing Alternative Disinfections Water and Wastewater Operators	2008	3
Comprehensive Wet Weather Solutions - WEFTEC Conference Tech Session 504	2022	1.5
Compressed Gas Safety	2013	1
Compression Packing and Gasketing - NEIWPCC	2021	3
Concrete Repair and Grouting - NEIWPCC virtual	2021	2
Confined Space Entry	2007	3

Confined Space Entry	2009	6
Confined Space Entry	2011	15
Confined Space Entry (CSE) Course	2006	4
Confined Space Entry (VT On-Line University)	2013	1
Confined Space Entry and Trenching Safety Seminar	2008	6 all day or 3 for half
Confined Space Level II (5-day/40 hr)	2019	35-40
Confined Space Refresher	2006	3
Confined Space Training	2015	4
Contaminants of Emerging Concern NEWEA Webinar Series (5 dates)	2020	5 - 1 each
Contaminants of Emerging Concern: PFAS and PFurious - 2022 NEWEA Confernece	2021	2.5
Continuity of Operatations: How to Manage Growing Challenges - NEIWPCCC	2024	2
Continuous Flow & Process Monitoring for WWTF - NEIWPCCC virtual	2021	3
Contract Administration - NEIWPCCC virtual	2021	2.5
Control and Monitoring For Improved EBPR - WEFTEC Conference Session 516	2022	1.5
Control of Fats, Oils, Grease (FOG) Advanced Training Course	2004	12
Control Logic Fund & Troubleshooting	2019	3
Controls, Pump Features and Troubleshooting (Session 2) Smith&Loveless Pumpt School Webinar	2021	1
Corrosion Control and Polymers - Webinar/Zoom	2020	3
Cost-Benefit Analysis of Lagoon Screening - Lagooniversity Webinar	2020	1
Cost Savings through Electrical Energy Efficiency	2005	3
Cost Savings through Electrical Energy Efficiency	2010	6
Cost Savings through Motor Efficiency	1999	3
Coupling Wastewater Nitrification and Denitification	2007	6
Coupling Wastewater Nitrification and Denitification	2010	4.5
Cracking the Algea Code: A Roadmap to Lagoon Compliance - Webinar Lagooniversity	2022	1
Creating Good SOPs for O&M Manuals NEIWPCCC-JETCC online	2021-2022	2.0
Crisis Communications Webinar	2020	3.0
Cross Connection Control Program	2005	3
Cross Connection Control Seminar	2006	3
Cross Connection Control Surveyor Training and Certification	2006	17
Cross-Connection Surveyor Training (50% of 17 hours)	2012	8.5
CSO Seminar	2018	various
Combined Sewer Overflow & Wet Weather Issues (1, 2 & 3) - NEWEA Conferences 2021 & 2022	2021/2022	2.5
Current Status Most Commonly Used PFAS Analytical Methods - Alpha Analytical Webinar	2022	1.0
Custom Wastewater Applicator - UVM Ext - VT Dept Agriculture	2021	2.0
Cyber Aware webinar/ Cyber Security Training (EPA Webinar)	2018 & 2021	1 & 2
Cybersecurity and Internet Safety - VTRWA Zoom and Essex in person	2023	2.0
Cybersecurity Essentials & Incident Case Studies - NEIWPCCC	2022	2.0
DAF (Dissolved Air Floatation), Wastewater & Polymer Training	2012	5
Dairy Training	2002	3
Dairy Wastewater Exam Review	2016-2023	8
Data Analytics and Performance Reporting WEFTEC Conference Tech Session 413	2022	1.5
Data-Driven Engineering through Data Analytics - WEFTEC Conference Tech Session 303	2021	2
DE&I Aspects of Resource Planning - WEFTEC Conference Tech Session 312	2022	2
Dealing with COVID on the Job - NOWRA Oline	2020	2
Deammonification Technology Overview - WEFTEC 2020 Conference	2020	1
Decision Making Skills Workshop	2011	5
Defensive Driving Course	2011	6
Defining Environmental Justice For The Water Sector - WEFTEC Conference Session 415	2022	0.5
Delivering the Goods Through Program Management, P3, and PDB - WEFTEC Conference Session 514	2022	1.5
Developing Collection System Management Program	2007	6
Developing Problem-Solving & Decision-Making Skills- Utiliency Online	2022	3
Development and Environmental Regulation Seminar	2009	1
Dewatering and Treatment Process Options	2005	4
Digital Solutions for Collection Systems - WEFTEC 2020 Conference Session 8a	2020	1
Digital Transformation:Leveraging Smart Infrastructure.. - WEFTEC Conference Tech Session 508	2021	1.5
Digital Twins 1: Intro Process Improvement - WEFTEC Conference Session 305	2022	0.5
Digital Twins II: Process Improvement Case Studies - WEFTEC Conference Session 423	2022	1
Digital Twins: Trial by Jury - WEFTEC Conference Tech Session 202	2021	1.5
Digital Water Tools Evaluate/Optimize Collection Systems - WEFTEC Conference Session 211	2022	0.75
Dig Safe & VOSHA Training: Trenching & Confined Space	2009	5.5

Disaster Management for Water and Wastewater Utilities	2014	16
Discharge Monitoring Reports (DMRs)	2013	1
Discharges From Breweries and Similar Industries To Your WWTF	2016	3
Disinfection Alternatives (2 day course)	2000	Day 1 5 hours, Day 2 12 hours
Disinfecting Fundamentals- Utiliency Online	2022	3
Disinfecting Water/Wastewater Extreme Conditions	2019	2
Distributed Infrastructure: Not Just Small Communities WEFTEC Conference Learning Exchange Session LE3	2021	1
Diversity Equity Inclusion in Water Sector - WEFTEC 2020 Conference Session 7e	2020	1
Doing More w/Less Tale Enhanced Biological Phosphorus Removal - NEWEA 2022 Conference	2021	2.5
Do's and Don'ts in Operating NPDES Laboratory - EPA Webinar	2021	1.5
Dover New Hampshire Wastewater Treatment Facility Tour	2016	5
E/One Pressure Sewer Design - NEWEA Webinar	2023	1
E Coli Bacteria Test Methods for WW Labs	2007	5
E Coli Test Methods	2008	5
eDMR Training - Electronic Discharge Monitor Reporting	2020	1
Effective Communication & Conflict Resolution for Water & Wastewater Operation Specialist and Managers	2013	50% total time
Effective Project Management	2007	6
Effective Utility Management (EUM) course	2014	6
Effective Utility Management (EUM) course NEWEA	2016-2022	6
Electric Motor Safety	2007	5
Electrical Safe Work Practices (50% of 8 hours)	2016	4
Electrical Safety - VT On-Line University	2013	1
Electrical Safety (short course)	1998	3
Electrical Safety and Personal Protective Equipment	2009	5
Electrical Safety in the Workplace	2007	5
Electrical Safety in the Workplace	2008	4.5
Electrical Safety Work Practices & NFPA TOE Compliance	2008	3
Electrical Troubleshooting - JADE Learning Online/ At Your Own Pace Online	2020	3
Electricity, Motors & Horsepower - NEIWPC	2022	3
Electronic Technician	2018	6
Electro-Peroxone Process for Degradation of WW Contaminants - NOWRA Online	2020	0.5
Embracing Technology to Spearhead Innovation - NEWEA	2021	2
Embracing the Uncertain Part II:Appl of Uncertainty Analysis WRRFs - WEFTEC Conference Tech Session 321	2021	1.5
Embracing Uncertain Part 1:Fundamentals Analysis WRRFs - WEFTEC Conference Tech Session 309	2021	1.5
Emergency Disaster & Preparedness - VT On-Line University	2013	1
Emergency Planning and Community Right to Know	2016	3.5
Emergency Planning for Vermont Utilities - Zoom Webinar	2020	1
Emergency Preparedness Conference	2009	6
Emergency Response in an Ever-Changing World - VTRWA Conference	2023	1
Emergency Response Plan (100% unless 2 ERP courses in same certification period)	2020	3
Emergency Response Plan Workshop - EPA/NEIWPC Online 2 Sessions	2022	3 each Session
Emergency Response Equipment Demo - VTRWA	2022	2
Emergency Response: Incidental Chemical Release - VT On-Line University	2013	1
Emerging Contaminants: PFAS, PFOA AND PFOS (The Forever Chemicals) VTRWA	2022	3
Emerging Issues: PFAS for Managers - NEIWPC	2022	2
Emerging Issues: PFAS for Operators - NEIWPC	2022	2
Energy Benchmarking & Measuring Improvement - Efficiency VT Online	2020	1
Energy Efficiency Funding for WW Facility Upgrades - CAWPCA Workshop Online	2020	1
Energy Efficiency & Recovery at the WWTF	2008	5
Energy Efficiency Roundtable	2012	3
Energy Efficiency: How Improvements Can Impact Your Electric Bill	2008	5
Energy Kaizen - Efficiency VT Online	2020	5
Energy Management at your WWTF	2008	5
Energy Optimization and Maintenance BMP @ WW	2009	5
Energy Reliability Is Core to Business - WEFTEC Conference Tech Session 311	2022	1
ENERGYSTAR Portfolio Manager Benchmarking W/WW Facilities	2010	3
Energy: Strategic Energy Management - NEWEA 2022 Conference	2021	2.5
Enhancing Anaerobic Digestion With Pretreatment - WEFTEC Conference Tech Session 424	2022	1.5
Enhancing Climate Resilience in the Water Sector Webinar - US EPA	2020	1
Environmental Justice in Practice: Stories From Around the United States - WEFTEC Conference Tech Session 430	2022	1.5
EPA DMR-QA Study - NEIWPC	2022-2023	2

Essential Math Skills Review- Utiency Online	2022	3
Ehthics of Operating WW Facility - NEIWPC	2021-2022	2
Ethics and Water System Operation (APPROVED)	2010	3
Evaluating and Optimizing Clarifiers - NEIWPC	2022	2
Everything You Need To Know About Odor and Corrosion Control	2010	5
Evolution of Biologically-Enhanced Carbon Diversion - WEFTEC Conference Session 505	2022	1.5
Exam Review for Basic Course VTRWA2022	2022	2
Excavation Safety	2009	6
Excavation Safety	2016	4
Excavations and Traffic Hazards	2008	4.5
Experiences of New Wastewater Operator- Utiency Online	2022	1.5
Facility Energy Upgrades, GMP Collaboration & Sustaining CEI - Efficiency VT Online	2020	1.5
Facility Operation in Cold Climates - NEIWPC virtual	2021	3
Faculative Lagoons Basic Biology and Chemistry - NEIWPC	2023	2
Fats, Oil & Grease	2011	6
Fats, Oil & Grease Management Alternatives	2005	6
Fats, Oil & Grease Plannin, Management and Beneficial Reuse - NEIWPC	2023	2
Filament Staining & Identification	2001	5
Filamentous Staining and Identification Course	2004	5
Filtration Technologies for Effluent Enhancement and Reuse	2007	6
Finance-Funding Energy Improvements for WW Treatment Facilities	2012	3.5
Financial Modeling - VTRWA Zoom	2023	2
First Aid & CPR	2016	2
First Aid/CPR & AED 5 hour workshop (100% first time; 50% thereafter)	2010	100% first time (5); 50% thereafter (2.5)
First Aid/CPR & AED Training	2008	100% first time (5); 50% thereafter (2.5)
Flagger and Work Zone Safety Training	2004	4 - one time only
Floating Islands Wastewater / Stormwater Treatment Systems	2012	3
Flood Response Roundtable - VTRWA in-person	2024	3
Flow Check Training - VTRWA	2022	4
Flow Meter Needs and Calibration	2007	5
Fluid Mechanics - JADE Learning Online/At Your Own Pace Online	2020	1
Fats, Oils & Grease (FOG) Webinar Series - USDA	2021	2
FOG (Fats, Oil & Grease) Management Overview	2008	6
FOG (Fats, Oil & Grease) Management Overview: Controlling Collection System & Disposal Options	2009	6
FOG (Fats, Oil & Grease) Program Basics	2016	5
Food Wastewater Webinar	2019	1
Forklift Operator Safety & Train the Trainer (6 hours @ 25%)	2009	1.5
Free Preparedness Tools & Recourses for Water and Wastewater Utilities	2014	1
From Wire to Water Documenting & Conserving Energy Use in Water & Wastewater	2009	5.5
Fundamentals - ABCs of BNR - WEFTEC 2020 Conference	2020	0.5
Funamentals in Biological Nutrient Removal - Denitrification (Clean Water Training Solutions)	2021	3
Fundamentals in Biological Nutrient Removal - Nitrification (Clean Water Training Solutions)	2021	3
Fundamentals in Biological Nutrient Removal - Phosphorus (Clean Water Training Solutions)	2021	3.00
Fundamentals in Whole Effluent Toxicity (Clean Water Training Solutions)	2021	3
Fundamentals of Collection System Rehabilitation Techniques - Utiency Online	2021	2
Fundamentals of High-Strength Brewery Discharges - Utiency and NEIWPC Online	2021	3
Fundamentals of Lagoon Aeration - Webinar Lagoouniversity	2022	1
Fundamentals of Math for Operators	2011	10
Fundamentals of Nutrient Reduction Strategies - Utiency Online	2023	3
Fundamentals of Planning for Potable Reuse - WEFTEC Conference Session 215	2022	0.75
Fundamentals of Reading Blueprints	2010	6
Fundamentals Secondary School of Areation Blowers... WEFTEC 2020 Conference	2020	0.5
Fundamentals of Secondary WW Treatment	2011	5
Fundamentals of Sludge Densification - WEFTEC Conference Session 219	2022	1.5
Funding Options Capacity Improvements of Wastewater System	2016	1.5
Funding to Mitigate Disasters with Fed Funds - US EPA Webinar	2023	1
Fusion Academy Training Seminar	2004	9
Future of Clean Water Act - NEWEA 2022 Conference	2021	1
Future Visualization Tools For Utilities - WEFTEC Conference Session 526	2022	1.5
General OSHA (100% 1st time; 50% 2nd time, 0% thereafter)	2009	30 / 15 / 0
Generators - VTRWA	2020	proposed

Get Control of Fats, Oil & Grease (FOG)	2008	5
GID Data Collection & Mapping Workshop - RCAP Online	2021	4
GIS Applications for Operations and Maintenance - RCAP Online	2022	2
GIS (Geographic Information System) for Wastewater Collection at CRREL (Cold Regions Research and Engineering Laboratory)	2008	6
Giving Feedback: Navigating Difficult Conversations - NEIWPCC virtual	2021	3
GMVPP (Green Mountain Volunteer Protection Program) Technical Sessions	2010	1 each or 3.5 total
GMWEA (Green Mountain Water Environment Association) Annual Conference & Exhibit Hall	2010	1 per WW applicable tech session
GMWEA Advanced Sacramento Course	2011	30
GMWEA Intro to Utility Management Course SESSION 1 year long, 1xmonth course to be reviewed and considered each month.	2015	6
GMWEA Intro to Utility Management Course SESSION 2	2015	6
GMWEA Intro to Utility Management Course SESSION 3	2015	6
Going Beyond Watershed-Based Permitting/Inflow Infiltration - WEFTEC 2020 Conference Sessions 7c and 7d	2020	1
Going KETO: Carbon Re-Direction - WEFTEC 2020 Conference Session 9b	2020	1
GMWEA Spring Meeting and Technical Sessions	2005	1 hour each session
Government Accounting (50% of total 3 hours)	2010	1.5
Granite State Rural Water Association (GSWRA) Conference	2007	1 each tech session
(Wis) Grease Interceptor Training Parts 1 & 2 online	2021	3 each Part
Grease Issues and Source Control - Utiliency Online	2022	3
Greenhouse Gas Accounting for WW Treatment & Biosolids Mgmt	2009	5.25
Green Stuff: The Biology of Algae and Duckweed - Lagooniversity Webinar	2020	1
Guidance Infrastructure Act 2018 - US EPA	2020	1
Guide Managing Wastewater Assets	2016	6
Guidelines for Optimizing Nutrient Removal Performance - WEFTEC Conference Tech Session 405	2022	1.5
H1N1 Flu Preparation	2009	4
HACH Wastewater Laboratory Training	2005	6.5
Handling Media - Public Relations Workshop	2019	4
Hands-On Chemical Feed Pump Repair	2009	4
Hands-On Chemical Feed Pump Repair	2012	4.5
Hands-On Disinfection with Chlorine	2006	6
Hands-On Disinfection with Chlorine	2008	3
Hands-On Hydraulics (6 weeks)	1998	18
Hands-On Mechanical Seals and their Application	2014	4.5
Hands-On Microbiology For Process Control & Troubleshooting	2009	12
Hands-On Pressure Reducing Valve O&M (water related only)	2009	6
Hands-On Valve O&M	2010	6
Hands-On Valve Operation and Maintenance (50% of total 6 hours)	2006	3
Hands-On Wastewater Nutrient Removal Using Process Control Simulators - IN PERSON - NEIWPCC	2021	6
Hands-On Wastewater Process Control Nitrogen and Phosphorus Testing	2009	4.5
Hazard Communication - VT On-Line University	2013	1
Hazard Mitigation Webinar - US EPA	2020	1.5
Hazardous Communication	2009	3.5
Hazardous Communication and Intro to Hazwoper	2010	2
Hazardous Communications	2007	4
Hazardous Communications Refresher (50%)	2008	3
Hazardous Materials (HazMat) Compliance Workshop	2007	4
Hazcom and Respiratory Protection - VTRWA	2023	4
HAZWOPER 24-HR Technician Level training - OSHA/HCG Associates	2023	100% 1st time / 50% Refresher
Health and Safety Training	2015	1
High Strength Discharges	2019	5
HOMA Pump Class - Champlain Associates/VTRWA	2023	4
How To Improve EBPR Through RAS Fermentation - WEFTEC Conference Session 508	2022	1.5
How to Improve the Performance of Failing Lagoons - Lagooniversity Webinar	2020	1
Horizontal Directional Boring	2008	3
Hot Air Blowers - WEFTEC 2020 Conference	2020	1
How to Invite a Catastrophic Event to your Water and Wastewater System	2015	4
How to Maintain Your Wet Well Mounted Pump Stations (Session 3) Smith&Loveless Pump School Webinar	2021	1
How to Not Get Hacked - Personally and at Utility - NEIWPCC	2023	3
How to Prepare for a Pandemic	2007	4
How to Provide Effective Front-Line Customer Service	2006	6
How to Start and Fund Asset Mgt Program from Scratch - NEIWPCC	2023	3
How to Successfully Handle Water and Wastewater Crisis Communications Webinar - VRWA	2020	3

Hurricane Summit and Emergency Assistance Compact Workshop	2013	5.5
Hydrants, Valves and Metering	2016	3
Hydraulic Tools Demonstration for Water and Wastewater Applications	2014	4
Hydrant Use & Maintenance	2019	2
Hydraulics and Backflow Prevention	2010	4
Ice Pigging	2018	1
Identification & Control of Filamentous Bacteria	2011	5.5 each day
Identification of Filamentous Organisms in Activated Sludge	2006	6
Identify Challenges of Alcohol Processing WW - NOWRA Online	2020	1
Identify WW Infrastructure Needs for Commonwealth - NOWRA Online	2020	0.5
IMI (International Maintenance Insitute) Certified Water/Wastewater Maintenance Technician I	2005	32
Impacts of COVID-19 on Decentralized Industry - NOWRA Online	2020	1
Implementation of Potable Reuse - WEFTEC Conference Tech Session 110	2021	1.5
Incident Command System and National Incident Mgt System Virtual Workshop - EPA Region 1	2022	6
Increase Your Collection System O&M Knowledge - Online Utiliency Services	2024	3
Increasing Public Support for WW with Proven Positive Outreach - NEIWPC	2023	3
Industrial Pretreatment Utility and Industry Perspectives - - WEFTEC Conference Session 302	2022	1.5
Industrial Treatment & Pretreatment Overview - NEIWPC	2022	3
Industrial Wastewater Characteristics and Chemistry	2020	2
Industrial Wastewater: New Innovations and Treatment Solutions - NEWEA 2022 Conference	2021-2022	2
Industrial Wastewater Treatment (4 days)	2010	29 (includes tours)
Industrial Water Reuse for Sustainability - WEFTEC Conference Tech Session 403	2022	1.5
Industrial/Commerical Discharge Impacts on Wastewater Treatment Facilities (WWTFs)	2012	6
Infiltration and Inflow Coast to Coast: Tools and Technology - NEWEA Webinar	2021	3
Infiltration and Inflow Control Plans - NEWEA Webinar	2021	1
Infiltration and Inflow (I & I)	2011	3
INFLO (Informational Network)	2006/2017	3
Information Technology and Asset Mgt	2019	5.5
Information Technology and Asset Mgt Fair - NEWWA/NEWEA (2 days/2 sessions)	2020	2 each session/4 total
Infrastructure Resilience - Upgrade	2018/2019	1
Innovation: Funding Innovation - NEWEA 2022 Conference	2021/2022	2/1.5
Innovation in Asset Portfolio Decision Making - WEFTEC Conference Tech Session 410	2021	1
Innovations in Lab Equip and Analysis - WEFTEC 2020 Conference	2020	0.5
Innovative Approaches and Considerations for Industrial Pretreatment Compliance - WEFTEC Conference Session 518	2022	1.5
Innovative Approaches to Increase Your Potable Water Supply - WEFTEC Conference Tech Session 414	2022	0.5
Innovative Solutions for Treatment of Petrochemical Wastewaters - WEFTEC Conference Tech Session 418	2022	1.5
Innovative Solutions to Everyday Problems - NEWEA	2021	2
In-Situ Sludge Reduction in Lagoons - Lagooniversity Webinar	2020	1
Instrumentation: Experience Different Perspectives and Fields - WEFTEC Conference Tech Session 414	2021	1
Instrumentation Measurement & Control with Use of SCADA (Supervisory Control And Data Acquisition)	2010	6
Integrating Anaerobic Processes into Industrial WWTPs - WEFTEC Conference Tech Session 115	2021	1
Intensification Intersection: Comparing Process Intensification - WEFTEC Conference Tech Session 421	2022	1.5
Intermediate Access for Operators	2007	5
Intermediate Blueprint Reading	2015	6
Intermediate Concepts of Reading Blueprints	2011	5
Intermediate Excel	2004	5
Intermediate Excel	2007	5
Intermediate Excel by Tim Shudt of NY DES	2008	5
Intermediate Excel Computer Seminar	2006	5
Intermediate Excel for Operators	2007	5
Intermediate Wastewater Math Sessions 1 & 2 - NEIWPC	2022	2 each
Internally Stored Carbon for Intensifying BNR - WEFTEC Conference Tech Session 404	2022	1.5
International Business Machines (IBM) Wastewater Treatment Facility (WWTF) and Essex Jct WWTF Tours	2011	6
Internet Safety for Wastewater Systems - VTRWA	2022	1
Intro to Activated Sludge Process Control/Troubleshooting - Online Utiliency Services	2024	3
Introduction to Access	2008	6
Introduction to Activated Sludge - NEIWPC	2022	3
Introduction to Activated Sludge	2010	5
Introduction to Analytical Chemistry - NEIWPC	2024	3
Introduction to Chlorine Analysis	2016	4
Introduction to Collection Systems	2007-2009	5

Introduction to Collection Systems - NEIWPC	2022	3
Introduction to Continuous Energy Improvements - Efficiency VT Online	2020	5
Introduction to Cross Connection Control Surveying	2006	6
Introduction to Excel	2004	5
Introduction to Excel - if instructed by Tim Shudt of NY DES	2007	6
Introduction to Excel - if instructed by Tim Shudt of NY DES	2008	5
Introduction to Excel Computer Seminar	2006	5
Introduction to Fixed Film - NEIWPC	2022	2
Introduction to GIS/GPS Training (8 2 hour sessions or 2 full Saturdays)	2016	16
Introduction to Industrial Wastewater Treatment - NEIWPC	2022	3
Introduction to Management and Leadership - NEIWPC	2024	3
Introduction to Management for WW Treatment Plant Operators	2009	6
Introduction to Management for WWTP Operators	2009	6
Introduction to Membrane Bioreactor (MBR) Systems - NEIWPC	2023	2
Introduction to Microsoft Access	2008	5
Introduction to Municipal Wastewater Treatment - NEIWPC	2022	3
Introduction to NPDES and the National Pretreatment Program -Utiliency online	2021	2
Introduction to Plant Instrumentation and Monitoring	2013	1
Introduction to Pumps Sessions 1 & 2 - NEIWPC	2022	3 each
Introduction to Utility Management (10 Sessions @ 6 hours each)	2016	60
Introduction to Wastewater Treatment (In-person Only) VTRWA	2023	3
Introduction to Water Technology - JADE Learning Online/At Your Own Pace Online	2020	5
Introduction to Water & Wastewater Laboratory - NEIWPC	2022	3
Introduction to Wet Well Mounted Pump Station (Session 1) Smith&Loveless Pump School Webinar	2021	1
Introductory Sacramento Course	2006	60
Intro to Effluent Reuse - Utiliency Online	2023	3
Intro to Water/Wastewater Hydraulics - Utiliency Online	2023	3
Jar Testing for Operator - NEIWPC	2023	3
JETCC Activated Sludge Operation Control - Virtual	2020	2
JETCC BOD Basics - Virtual	2020	2
JETCC Chemistry Basics Part 1 - Virtual	2020	2
JETCC Chemistry Basics Part 2 - Virtual	2020	2
JETCC Creating a Fats and Oil Grease Program - Virtual	2020	2
JETCC Creating Good SOPs for O&M Manuals - Virtual	2020	2
JETCC Ethics of Operating a Wastewater Facility - Virtual	2020	2
JETCC Math Made Manageable - Virtual	2020	2
Joint Energy & Plant Operations Presentaiton and Tour - NEWEA in CT	2022	2.5 Presentation/2 Tour
Joint Energy & Plant Operations Sustanability Semiar - NEWEA in Salem, MA	2022	3
Joint Energy & Plant Operations Technical Presentation and Tour - NEWEA in RI	2023	4
Joint Energy and Plant Operations - NEWEA	2022	6.5
Joint Industrial Wastewater and Safety Specialty Webinar - NEWEA	2020	2.5
Joint Watershed Mgmt & SW Conference	2014	7
Keeping Taste of Medicine Out Water - WEFTEC Conference Tech Session 318	2021	1.5
Keynote Presentations - Two days - NEWEA Annual Conference	2022	1/1.25
Keys to Open Communication	2009	3
Knowledge Development Forum - Balancing Automation Nees w/Cybersecurity - WEFTEC Conference Tech Session 403	2021	1
Knowledge Development Forum - Decarbonization of W/WW Sector - WEFTEC Conference Tech Session 114	2021	1.5
Knowledge Development Forum - Designing Emerging Innovative Technologies - - WEFTEC Conference Session 304	2022	1
Knowledge Development Forum: PdNA Prime Time - Moving Into Practice - WEFTEC Conference Session 520	2022	1.5
Knowledge Development Forum - Process Intensification Using Low DO Operation - WEFTEC Conference Tech Session 316	2021	1
Knowledge Development Forum - The Plot Thickens Part 1 - Current State Grandular Sludge - WEFTEC Conference Tech Session 203	2021	1.5
Knowledge Development Forum - The Plot Thickens Part II - Current State Grandular Sludge - WEFTEC Conference Tech Session 505	2021	1
Knowledge Development Forum - Utility Leadership - WEFTEC 2020 Conference Session 7b	2020	1.5
Knowledge Development Forum - Digital Twins - WEFTEC 2020 Conference Session 7h	2020	1
Knowledge Development Forum - Low DO Applications Nutrient Removal - WEFTEC 2020 Conference Session 8g	2020	1
Knowledge Development Forum - Microplastics - WEFTEC 2020 Conference Session 8c	2020	1
Know How 2	2009	5.5
Know How 2 - various sessions	2008	5.5
Laboratory Analyses - Bacteria - NEWIPCC	2021-2022	3
Laboratory Analyses - Biochemical Oxygen Demaond & Dissolved Oxygen - NEWIPCC	2021-2022	3
Laboratory Analyses - pH & Total Resiudal Chlorine - NEWIPCC	2021-2022	3

Laboratory Analyses - Solids - NEIWPCC	201-2022	3
Lab Data and Integrity Seminar (Part 1 and 2 @ 2 hours each)	2016	4
Lab Information Management Systems	2016	5 plus 2 hour tour
Lab Quality Assurance and Control	2008	4
Laboratory (in-house only) outside trainer: Hach Inc	2005	4
Laboratory Course (42 hours course; 6 hours for each day attended)	2006	6 hours per day
Laboratory Practices Review	2007	3
Laboratory Practices Specialty Seminar	2007	5.5
Laboratory Practices Specialty Seminar and Exhibit	2004	6
Laboratory Procedures and Review for NEWEA Exam	2010	9
Laboratory Standard Methods	2007	5
Laboratory Test Methods for Bacteria Counting	2009	5
Laboratory Training - 9 Various Sessions (3 hours each workshop)	2010	3
Lagoon Biosolids: Problems, Solutions & Measurement - Lagooniversity Webinar	2020	1
Lagoon Cleanout and Sludge Disposal Made Easy	2008	4
Lagoon Management & Maintenance - Lagooniversity Webinar	2022	1
Lagoon Microbiology: Meet Your Bugs - Lagooniversity Webinar	2020	1
Lagoon Operator's Round Table	2005	5
Lagoon Pests: Coping with Invasive Species - Lagooniversity Webinar	2022	1
Lagoon Recirculation: Benefits, Design & Implementation - Lagooniversity Webinar	2022	1
Lagoon Sampling and Testing for Compliance - Lagooniversity Webinar	2022	1
Lagoon Treatment for Food Processing WW - Lagooniversity Webinar	2022	1
Lagoon Troubleshooting and Optimization - Lagooniversity 3-day Webinar	2020	2 each day/total 3 days 6
Lake Champlain Live (In-person) VTRWA	2024	2
Lake Champlain TMDL Phosphorus Removal in Lagoons (TMDL = Total Maximum Daily Load)	2003	5
Land Application of Lagoon Effluent: Pros and Cons - Lagooniversity Webinar	2020	1
Latest on Gaining Log Removal Credits for MBRs- WEFTEC Conference Tech Session 422	2021	1.5
Latest Sensor Developments for Solids Management - WEFTEC Conference Tech Session 501	2022	1.5
Leadership 101: How Motivate & Engage Staff - NEIWPCC	2022	3
Leak Detection / Line Location	1998	6
Leak Detection and Pipe Locating	2016	4
Lessons from the Field: Tips Mitigate Supply Chain Challenges - US EPA online webinar	2021	1
Lessons Learned in Practice - NEWEA	2021	2
Let's Seal Those Pumps Properly	2008	4
Level 1 Wastewater Operator Course - 24 Modules - Jacobs Online	2022	12
Level 2 Wastewater Operator Course - 13 Modules - Jacobs Online	2022	8
Leveraging Collaborative Delivery Achieve Project Goals - WEFTEC Conference Tech Session 509	2021	1.5
Line Location and Leak Detection	2005	4
Liquid Phase Odor Control - VTRWA Zoom Webinar	2020	1
Lockout Tagout - VT On-Line University	2013	1
Lockout/Tagout	2007	12
Lockout/Tagout Emergency Response	2010	3
Lockout/Tagout Safety Training	2016	3
LOCTITE Maintenance Workshop	2008	2
LOCTITE, Lubriplate and Ecco-Gregory In focus on Pump Repair	2008	4
Low DO Case Studies - WEFTEC Conference Session 218	2022	1.5
Low Pressure Sewer Systems Service and Operating Training Course	2004	5
Lubriplate	2005	4
MABR Operations and Optimization - WEFTEC 2020 Conference Session 8d	2020	1
Macroinvertebrates as Indicators of Septic System Density - NOWRA Online	2020	0.5
Maintaining Wastewater Capacity and Operations by Controlling High Strength Loadings on a Management Level	2016	3
Maintaining Wastewater Equipment - JADE Learning Online/At Your Own Pace Online	2020	5
Maintenance Management Systems for Small Communities	2005	5.5
Maintenance of Wastewater Collection Systems	2009	6
Making Best Operational Use of Supervisory Control and Data Acquisition (SCADA) Human-Machine Interact (HMI) Software	2012	4
Making Informed Decisions for Water/Wastewater Operation Specialists and Managers (50% of 6 hours)	2013	3
Making the Sausage - How your NPDES Permit is Developed - EFCN Webinar	2022	1.5
Making MBR More Cost Effective - WEFTEC Conference Session 220	2022	1.5
Manage for Success (50% of 5 hours)	2013	2.5
Managerial & Admin Aspects of Decentralized Community WW Systems - RCAP Online	2023	2
Managing Collection System Assets	2004	4

Managing Emotions Under Pressure (Health/Safety) (25% of 6 hours)	2012	1.5
Managing Risk and Resiliency	2016	6
Management & Finances for Small Sysetms - online workshop RCAP	2023	4
Mapping & Maintenance for WW Collection Systems	2009	6
Massachusetts Wastewater Regulations & Certification Overview - NEIWPCC	2022	2
Master Lecture: Lutgarde Raskin - WEFTEC Conference Tech Session 118	2021	1
Material Handling and Storage - VT On-Line University	2013	1
Material Safety Data Sheets - VT On-Line University	2013	1
Math Basics Day 1 and 2 - RCAP Web-based GoToTraining	2020	4
Math Made Manageable NEIWPCC-JETCC online	2021-2022	2
Math Review for Exam	2007	4.5
Math Review for Grades 1 and 2 Certification Exam	2008	12
Math Units and Conversions	2007	5
Maximizing Energy Efficiency in WW Lagoons - Lagooniversity Webinar	2022	1
Mechanical Seals - NEIWPCC	2021	3
Mechanical Seal School	2004	5
Meeting a Lagoon Total Nitrogen Limit - Lagooniversity Webinar	2022	1
Membrane Bioreactor (MBR) Design, Operation and Maintenance	2005	5.5
Membranes for Water Reuse-Barrier to PFAS and Pathogens - WEFTEC Conference Workshop W11	2021	6
Metal Finishing Wastewater Treatment & P2 Alternatives	2005	13
Metal Hydroxide Precipitation Concepts - Online Utiliency Services	2024	3
Methods Monitoring Modeling - WEFTEC Tech Session 405	2021	1
Microbial World: Intro to Biological Reactor in WWTF - Virtual	2021	3
Microbiology & Process Control	2011	5.5 each day
Microbiology of Activated Sludge - NEIWPCC	2022	2.00
Microbiology of the Anaerobic Digester - VTRWA Online	2021	3.00
Microconstituents Seminar	2014	6
Micorconstituents CECs Reuse - WEFTEC Conference Tech Session 411	2021	1.5
Microplastics:Everything You Want to Know - WEFTEC Conference Tech Session 408	2022	0.5
Microplastics: Issue - WEFTEC Conference Tech Session 413	2021	1.5
Microscopic Examination of Activated Sludge Process (Two-day) - NEIWPCC	2023	5 total both days
Middlebury Ice Piging Presentation and Site Visit	2013	3
Monitoring/Mitigation of Nitrous Oxide Emissions from W - WEFTEC Conference Session 205	2022	1.5
Multi-Meter (Gas) Calibration and Function	2011	4
Municipal & Irene Mapping Conference	2011-2012	6
Municipal Activated Sludge Systems - NEIWPCC	2022	3
Municipal Budgeting & Finance (Two-Sessions) - NEIWPCC	2023	5 (2.5 each Session)
Municipal Infrastructure Cybersecurity Basics - Utiliency and NEIWPCC online	2021	2
Municipal Safety Training 2012	2012	4
Municipal Wastewater Treatment Overview - Utiliency Online	2021	2
N20 Emissions from Water Resource Recovery Facilities - WEFTEC Conference Tech Session 415	2021	1
NASSCOs Pipeline Assessment and Certification Program (PACP)	2008	12
National Rural Water Association Conference	2009	1 hour each session
Navigating VOSHA/OSHA for Water and Wastewater Systems	2008	5
NEIWPCC Fall Training Catalog September-December 2004	2004	varies
NEIWPCC Training Schedule - Spring 2005	2005	varies
NEMRC Utility Billing / Receivable @ Lake Morey and Rutland	2010	5 one time only
NPDES Permit Overview and Reporting Requirements for POTWs - Webinar: EPA/VTRWA	2024	1.5
NeRWA Training Schedule - August - November 2004	2004	varies
NeRWA Training Schedule - October - December 2004	2004	varies
Necessities & Reinvention Pandemic Workforce - WEFTEC Conference Tech Session 103	2021	1.5
NetDMR Training Session - On-Line (US EPA sponsor)	2014	3
NEWEA Stormwater Issues	2012	5
NEWEA & NEBRA Residuals & Biosolids Conference	2022	varies each technical session
NEWEA / EPA Asset Management Conference	2011	7
NEWEA 2005 Annual Conference	2005	1 hour each technical session
NEWEA 2010 Annual Conference	2010	2 hours each technical session
NEWEA 2010 Energy and Sustainability: Rethinking WW	2010	5
NEWEA Annual Conference	2006	1-2 hour each technical session
NEWEA Collection System Certification Exam Prep: Grades 1-4 - NEIWPCC virtual	2021	12
NEWEA Collection System Certification Exam Prep: Grades 3 & 4 ONLY - NEIWPCC virtual	2021	3

NEWEA CSO/WWI (Combined Sewer Overflow/Wastewater Infrastructure) Specialty Conference	2008	8.5
NEWEA Energy & Plant Operations Seminar	2012	6 plus 2.5 for Tour
NEWEA Energy Seminar	2008	4.5
NEWEA Lab Analyst I Exam Prep - NEIWPC virtual	2021	12
NEWEA Spring Conference with Technical Sessions for 2008	2008	1 hour each technical session
NEWEA Spring Conference with Technical Sessions for 2022 (Sessions 1, 3-6, 8-12, 14-18, 21-25, 27-28 and 30-32)	2022	1.5 to 2 per Session
NEWEA Spring Meeting 2005	2005	2 hours each technical session
NEWEA Spring Meeting 2013	2013	2 hours each technical session
NEWEA/EPA Workshop - Ensuring Sustainable Operations & Infrastructure	2012	5.5
New Adventures in Shortcut Nitrogen Removal - WEFTEC Conference Session 506	2022	1.5
New England PFAS Workshop	2019	6.5
New Manager Fundamentals - NEIWPC virtual	2021-2022	3
New Primary Bio-Filter Achieves High Rate Transmission for Wet Weather Inflows (Virtual - GMWEA)	2021	1
NEWWA Advanced Testing and Diagnostic Procedures	2012	50% (1/2 not wastewater related)
NEWEA Collection Certification Prep Grades 1-4 (Four Sessions) - NEIWPC	2022	12 total
NEWEA Collection Certification MATH PRIMER - NEIWPC	2022	3
NEWEA Lab Analyst I Exam Prep - NEIWPC	2022	12 total
NH DES (State of NH Dept of Environmental Services) Brochure	2009	4
NH DES (State of NH Dept of Environmental Services) Spring 2010 Courses	2010	varies each course
Nitrification & Denitrification Course (approved for duplication)	2009	3
Nitrogen Reduction Optimization for Wastewater Treatment Facilities (WWTFs)		
Nitrogen Removal	2012	5
Nitrogen Removal Workshop	2010	5
Northeast Residuals & Biosolids & Energy Annual Conference	2009	9.75
Northeast Residuals & Biosolids Annual Conference	2010	Day 1 6 hours Day 2 7 hours
Northeast Residuals & Biosolids Annual Conference	2012	Day 1 4.5 Day 2 5.5 and 1.5 Tour
Northeast Residuals & Biosolids Annual Conference	2014	1 hour each tech session
Northeast Residuals & Biosolids Annual Conference - Portsmouth, NH - NEWEA/NEBRA (2-day)	2023	6 (Day 1) & 5 (Day 2)
Not Forever Chemicals! Get Rid PFAS - WEFTEC Conference Tech Session 119	2021	1.5
Not Just Blowing Hot Air: Aeration Design and Optim - WEFTEC 2020 Conference Session 7a	2020	1
NOWRA A-Z Overview Course - YOWA Online Learning Academy	2022	8 total (3 sections)
NOWRA Design Course Overview - YOWA Online Learning Academy	2022	10 total (3 bundles)
NOWRA Installer Course Overview- YOWA Online Learning Academy	2022	8 total (3 sections)
NOWRA Mega-Modules Course Overview- YOWA Online Learning Academy	2022	21 total (12 courses)
NOWRA Troubleshooting Course Overview - YOWA Online Learning Academy	2022	10 total (3 modules)
NPDES & CMOM (National Pollutant Discharge Elimination System & Capacity, Management & Operations & Maintenance)	2012	5
NPDES Lab: Hands on TSS (Total Suspended Solids)	2016	5
Nutrient Analyzers and Sensors - WEFTEC 2020 Conference	2020	0.5
Nutrient Monitoring for Small WWTPs	2009	6
Nutrient Removal	2015	3 seminar, 2 tour
Nutrient Removal and Analysis	2010	6
Nutrient Removal and Recovery Symposium	2019	various
NYWEA/NEWEA Spring Meeting Technical Sessions & WWTF Tour	2011	2 each session
O&M (Operation & Maintenance) for Wastewater Collection Systems	2015	not more than 50% of hours required to renew
O&M Leadership Summit 2011 - approved by AFish Sessions vary in hours - could be 0.5 hours or hours most are 1.5	2011	1.5 hrs technical sessions
O&M of Chlorination Equipment	2010	4
O&M of Wastewater Collection Systems	2007	6
O&M of Wastewater Collection Systems	2010	6
O&M of Wastewater Collection Systems	2010	9
O&M of Wastewater Collection Systems	2010	12
O&M of Wastewater Collection Systems	2011	15
O&M of Wastewater Pump Stations	2009	6
Odor Control and Wastewater Pathogens	2007	6
One Day Collection Workshop	2008	6
One Plan / Integrated Contingency Plan (Parts 1 & 2 = 6 hours each)	2007	12
Onsite Mega Conference - NOWRA (multiple courses)	2019	various
On-Site Wastewater Training (Individual)	2016	12
On-Site Wastewater Treatment Workshop	2006	7
One Size Doesn't Fit All: Scalling Innovation Assessment and Planning - WEFTEC Conference Tech Session 121	2021	1.5
Operating, Troubleshooting & Upgrade of Municipal & Industrial Lagoons	2006	3
Operation of Municipal Wastewater Plants Grades 1-3 (6 weeks @ 6 hours per day) (no hours for days not attended)	2010	36

Operation of Municipal Wastewater Plants Grades 4-up (6 weeks) (6 weeks @ 6 hours per day) (no hours for days not attended)	2010	36
Operation of Municipal Wastewater Treatment Facility (6 weeks) (6 weeks @ 6 hours per day) (no hours for days not attended)	2009	36
Operation of Municipal Wastewater Treatment Plants Course (4 weeks @ 20 hours = 5 hours per day) (no hours if not attended)	2004	20
Operation of Municipal Wastewater Treatment Plants Course (8 weeks @ 40 hours = 5 hours per day) (no hours if not attended)	2004	40
Operation of Municipal Wastewater Treatment Plants Course (8 weeks @ 40 hours = 5 hours per day) (no hours if not attended)	2005	40
Operation, Maint & Troubleshooting Pre-treatment Facilities	2019	3
Operation, Troubleshooting & Upgrade of Municipal and Industrial Lagoons	2006	12
Operations and Safety Lessons - WEFTEC 2020 Conference Session 8e	2020	1
Operator Challenge - Team Participants	2005	4
Operator Challenge 2008	2009	8
Operator Challenge - WEFTEC 2020 3 Events/4 Days	2020	12 hrs total
Operator Challenge Facility Tour and Training Day - NEWEA - Holyoke, MA	2023	4 - Training / 1 Facility Tour = 5 Total
Operator Challenge Facility Tour and Training Day - NEWEA - Springfield, MA	2022	4 - Training / 1 Facility Tour = 5 Total
Operator Challenge - WEFTEC 2021 2-Day Challenge OC1 & OC2	2021	6 each day
Operator General Safety	2010	3
Operator Intro to WW Laboratory - Utiliency Online	2023	3
Operator Mgt Issues 21st Century Roundtable	2019	1-1.5
OPR Procedures - licensing & testing	2019	1-1.5
Optimizing Nutrient Removal and Wastewater Excellence - EPA 4-Part Webinar Series	2022	1.5 each
Optimizing Post Anaerobic Digestion - WEFTEC Conference Session 207	2022	0.5
Optimize Your Wastewater Pump Station	2007	3
Optimize Your WWTP: Save Energy & Reduce Nutrient Discharge - EPA Webinar Series	2021	1.5
Optimizing SBR (Sequencing Batch Reactor) Performance to Achieve Nutrient Limits	2010	6
Optimizing WW Pumping and Force Main Operations - NEIWPC	2021	2
Ordinances & Reserve Capacity Allocations	2016	4
Organic Chemistry: VOCs, COD and FOG - NEIWPC	2024	3
OSHA 40 Hour Hazardous Waste Operator (HAZWOPER) Training (100%)	2003	40
OSHA 8 Hour Hazardous Waste Operator (HAZWOPER) Training - REFRESHER (50%)	2003	4
OSHA Construction, Safety and Health	2022	10 (100% first time/50% refresher)
OSHA: Environmental Awareness and Workplace Violence - In-Person VTRWA Safety Course	2022	3
OSHA Safety - JADE Learning Online/At Your Own Pace Online (100% 1st time - 50% 2nd time - zero thereafter)	2020	4
Other Contaminants Arsenic and Chloride - Vermont Environmental Consortium	2020	2.5
Out of Sight, Out of Mind? Proper O&M of Wastewater Collection Systems	2012	6
Outline of Hydraulics and Pumps for Entry Level Operators	2013	4
Oxidation Reduction Potential - Online Utiliency Services	2024	3
PACP/MACP Training (Pipeline Assessment & Manhole Assessment Certification Programs)	2009	12
Package Water and Wastewater Treatment Technology	2013	6
Pandemic and Emergency Planning	2008	4
Pathogens 101 - WEFTEC Conference Tech Session 201	2021	1.5
Pathogens and Microconstituents:Recent Scientific-Technology Updates - WEFTEC Conference Workshop W10	2021	6
Pathogen Pep-Talk: How Monitor Model Convey Data - WEFTEC Conference Tech Session 510	2021	1.5
PDNA Applied Research - WEFTEC Conference Tech Session 116	2021	1.5
PdNA Research Highlights:Does Carbon Source Matter? - WEFTEC Conference Session 301	2022	1.5
Peracid Post-up: Alternative Chemical Disinfection with PAA/PFA - WEFTEC Conference Tech Session 112	2021	1.5
Peracid Progress: Using On-Site Generated PAA, Delivered PAA, and Performic Acid - WEFTEC Conference Session 523	2022	1.5
Performance Management	2008	6
Performance Management (Dealing w/Difficult People)	2011	6
Peristaltic Pumps	2010	3
Permit Required Confined Space Entry/Trench and Excavation Safety (In-person) - VTRWA	2024	6
Personal Protective Equipment	2011	3.5
Personal Protective Equipment, Hygiene and Safe Practices - Utiliency Services Online	2021	2
Personal Protective Equipment - VT On-Line University	2013	1
Personnel Management for Utilities - NEIWPC	2023	2
PFAS 101: Intro to Forever Chemicals - WEFTEC Conference Tech Session 102	2021	1.5
PFAS from Coast to Coast: Strategies and Next Steps - WEFTEC Session 216	2022	0.5
PFAS in Biosolids: New Approaches to Removal - WEFTEC Conference Tech Session 406	2022	1.5
PFAS Occurance, Testing and Treatment - Vermont Environmental Consortium	2020	2.5
PFAS Sampling Procedures and Analytical Methods Seminar - NEWEA in person RI	2023	7
PFAS Sampling: What WW Need to Know - NEIWPC	2023	3
PFAS Solutions-Groundwater Contamination - American Ground Water Trust Program Webinar - 2 different Sessions	2020	3 per session/6 total for both
PFAS: Sources and Occurrence in Water and Wastewater - WEFTEC Conference Session 417	2022	1

PFAS Studies in VT - Vermont Environmental Consortium	2020	2.5
PFAS: Where Science-Policy/Knowledge Develop Forum - WEFTEC 2020 Conference Sessions 6f and 6g	2020	1
PFAS Workshop (New England/MWEA)	2019	6.5
pH Basics	2019	2
pH and Suspended Solids Benchtop Tests- Utiliency Online	2022	3
pH and Total Residual Chlorine Laboratory Analysis	2020 & 2021	3
Pharmaceutical Wastewater Best Practices - WEFTEC Conference Session 503	2022	1.5
Phosphorus Removal	2007	6
Phosphorus Removal	2012	4
Phosphorus Removal for WWTFs	2009	6
Phosphorus Removal in Lagoons and Activated Sludge Plants	2004	5
Phosphorus Removal Optimizaton at VT WWTF - VTDEC	2022	3
Physical/Chemical Treatment	2010	8
Pipes, Pumps, Plugs and Pigging for Peak Performance IN-PERSON - NEIWPC	2021	6
Piping Systems Parts 1 & 2 - JADE Learning Online/ At Your Own Pace Online	2020	5 each
Planning Approaches Sustainable Resilient Infrastructure - WEFTEC 2020 Conference Session 6h	2020	1
Planning for a Pandemic	2007	3
Planning for a Pandemic	2010	3
Planning for a Pandemic: How to Prepare your System	2007	4
Plant Instrumentation and Control Basics	2004	5
Planning for Climate Change and Anticipated Impacts to Utility - NEIWPC	2023	3
Planning for Sustainability - Case Study in WW - NOWRA Online Mega Conference	2020	1
Plant Maintenance Reliability Training NEIWPC-JETCC online	2021	2
Plant Operations 1: Typing Fundamentals to Operations - NEWEA 2022 Conference	2021	2.5
Plant Operations 2: Process Intensification - NEWEA 2022 Conference	2021	2.5
Plant Operations 3: Focus Operations and Startup - NEWEA 2022 Conference	2021	2.5
Plant Operations - Phosphorus Removal	2019	6
Polymer Operator or Owner Manual	2016	3
Polymer: An Operator's Owners Manual OR Corrison Control for Water Systems & More - NEIWPC	2013 & 2022	3.5/3
Polymers and Sludge Conditioning	2016	6
Population Dynamics: Latest Update EBPR Research - WEFTEC Conference Tech Session 307	2021	1
Post Nutrient Removal Upgrade Operations	2011	5
Power Outage Contingency Planning - Online Utiliency Services	2024	3
Power Resilience Workshop - Vermont/EPA Region 1	2023	4.75
Practical Applications & Advance Controls - Efficiency VT Online	2020	1.5
Practical Asset Management for Critical System Assets	2015	3
Practical Maintenance & Asset Mgt	2015	6
Practical Principles for Simplified Nutrient Removal	2010	5
Practical Solutions to Challenge Poor Solids Separation Activated Sludge Secondary Clarifiers - WEFTEC Conference Tech Session 315	2021	1.5
Predicting increasing and Conditioning Biogas - WEFTEC 2020 Conference Session 8b	2020	1
Preparing for Class III and Class IV Certification Exams IN-PERSON 5 Sessions - NEIWPC	2021-2022	30 total
Preparation for Vermont Grades 1 & 2 Municipal Wastewater Treatment Operator Exam	2009	12
Preparation for Vermont Wastewater Treatment Operator Exam	2005	12
Preparation for Vermont Wastewater Treatment Operator Exam	2007	6
Preparation for Vermont Wastewater Treatment Operator Exam	2009	12
Prepare for Supply Chain Disruptions: Blding Resilient Water Sector - EPA webinar	2021	1
Preparing for the Municipal WWTF Operator Exam w/Math	2010	18
Preparing for the Vermont Wastewater Treatment Operators Exam	2006	12
Pretreatment Case Studies NEIWPC-JETCC online	2021	2
Pretreatment Coordinators Workshop/Pretreatment Course	2009/2019	12
Pretreatment Rules & Regs, Enforcement, and Compliance - NEIWPC	2023	2
Pretreatment Training via Zoom - EPA	2022	2
Preventative Maintenance	2007	3
Principals of Air Operated Double Diaphragm Pumps - Maltz Sales (In-person)	2023	3
Principles of Hypochlorite Disinfection	2009	5.5
Principles of Nitrogen Removal - VTRWA inperson	2023	5
Principles of Phosphorus Removal - VTRWA inperson	2023	5
Principles of Process Control Instrumentation -NEIWPC	2022	3
Principles of Wastewater Disinfection and Chlorination	2013	2
Process Aeration Modeling and Optimization - WEFTEC Conference Tech Session 420	2022	1.5

Process Controls - NEIWPCC	2022	3
Process Control for Activated Sludge and Math	2011	12
Process Control of the Sequencing Batch Reactor	2018	6
Process Instrument Verification	2006	6
Process Instrument Verification for Water and Wastewater	2010	6
Process Instrument Verification for Water and Wastewater II	2013	6
Process Intensification: Full-scale MABR - WEFTEC Conference Tech Session 504	2021	1
Programmable Logic Controllers (PLC) Application & Troubleshooting	2004	10
Programmable Logic Controller (PLC) compromise within the water/wastewater sector webinar - CISA	2024	1.5
Progress of Carbon Diversion Using Advanced Primary Treatment - WEFTEC Conference Tech Session 422	2022	1.5
Project Management - UVM	2020	50% only
Proper Application of Industrial Tanks and Process Electrical Heat -NEIWPCC	2023	2
Proper Design, Operation and Maintenance of your Collection System	2005	6
Protecting the Environment through Pump Station Management	2010	5
Protective Coatings "Knowledge & Applications" for Water and Wastewater Systems	2014	4
Public Awareness-Positive Awareness to Clean Water Industry - NEWEA 2022 Conference	2021	2.5
Pumps 101 for Exam Prep - Utiliency Online	2022	3
Pump-a-Palooza - Inperson - NEIWPCC	2022	6
Pump-a-Palooza -Virtual Primer - NEIWPCC	2022	3
Pump Basics - VTRWA	2023	
Pumps, Connections and Piping - NEIWPCC-JETCC online	2021	2
Pump Curves and Pump Hydraulics (Session 4) Smith&Loveless Pump School Webinar	2021	1
Pumps Parts 1 & 2 - JADE Learning Online/At Your Own Pace Online	2020	5 each
Pump Stations, Fog, CSOs and More - NEWEA	2021	2
Pump System Design and Valve Selection & Orientation	2007	6
Pump Systems Matter	2009	7
Pump Systems Matter: Pumping System Optimization	2010	7
Pumps and Pumping An Introduction and Overview	2005	6
Pumps and Pumping Overview	2007	6
Pumps and Pumping Systems	2007	3
Pumps and Pumping Systems	2008	4
Public Notice of CSO Activation - NEWEA Webinar Parts 1 & 2	2020 & 2021	1.5
PVC Valves, Connections and Joining	2009	6
PVC Valves, Connections and Rejoining	2008	6
Pyrolysis and Gasification - WEFTEC Conference Session 306	2022	1.5
QA/QC Lab Equipment and Care	2000	6
Qualified Person Electrical Safety Training 100% 1st time and 50% refresher	2020	3 / 1.5
Quality Assurance in Lab: When, How, Why - NEIWPCC	2024	3
Rates, Assets and Loans, Oh My!	2015	3
Rate Setting in water/wastewater -	2018/2022	1/5.5
RBC (Rotating Biological Contact) Systems	2010	4
RCRA Compliance & USDOT Hazardous Training - REFRESHER (50%)	2016	4
RCRA Compliance & USDOT Hazardous Training (First time 100%)	2016	8
Ready to Reduce Costs Through Solar, Wind or Hydro	2010	3
Recruiting and Hiring New Water & Wastewater Workers 2-Parts VTRWA	2022	3
Recruiting and Retention for Gender Equity - (In-Person Only) VTRWA	2023	2 - 100% One-Time ONLY
Recruiting for the Future	2018	1.5
Reduce Energy Costs with Solar Wind or Hydro	2010	3
Reducing Industry's Water Footprint: Alternative Water Sources - WEFTEC Conference Tech Session 106	2021	1.5
Reducing Sludge volume Amidst Increasing Disposal Concerns - NEIWPCC	2023	3
Refinery Wastewater Technology Advances - WEFTEC Conference Tech Session 402	2022	1.5
Refinery Wastewater Treatment - WEFTEC 2020 Conference	2020	0.5
Regional Wastewater Emergency Response Plan 2-day Workshop - EPA and NEIWPCC	2022	5.5 (2.75 each day)
Regulations for Direct Potable Reuse in US - WEFTEC Conference Tech Session 313	2022	0.5
Regulatory Update on Wastewater Systems	2016	1
Reliability Centered Maintenance for WWTPs - NEIWPCC virtual	2021	2
Remedial Math Review	2009	10
Remedial Mathematics Review	2007	10
Remedial Mathematics Review	2009	10
Remedial Mathematics Review - 2 days required	2008	10
Removal of Perchlorate and 1,4-Dioxane From Industrial Wastewater - WEFTEC Conference Session 502	2022	1

Residuals 1: Residuals and Biosolids Study and Planning - NEWEA 2022 Conference	2021	2
Residuals 2: Regulator Roundtable - NEWEA 2022 Conference	2021	2.5
Residuals and Biosolids Conference - NEWEA Webinar	2021	4.5
Residuals and Biosolids Seminar	2007	9
Residuals Management Biosolids Training	2004	5
Residuals & Microconstituents Specialty Seminar	2018	6
Resilience in Action: Part One - NEWEA Webinar	2021	1
Respiratory Protection - VT On-Line University	2013	1
Respiratory Protection / Safety - Jehovah's Witness Volunteer Construction Organization NY/NJ	2021	50% of 1.5
Riding the UV Wave: Evolution of UV Technology and New Appl - WEFTEC Conference Tech Session 402	2021	1.5
Risk and Resiliency Conference (In-Person 2 days) NEWEA	2023	6 total
Risk Assessment & Emergency Response Plan Training - US EPA (Region 1 MA or Webinar)	2020	4.5
Risk Assessment, Resiliency Planning and Emergency Preparedness for WW Utilities - NEIWPC virtual	2021	3
Risk Mgmt, Emergency Preparedness & Business Continuity.....	2013	6
Roundtable on Workforce Development - VTRWA Conference	2023	1
Rural and Small Systems Sustainable Utility Management Workshop 2019 - RCAP Solutions	2019	6
Sacramento Course - Advanced	2005	30
Sacramento Course - Beginner (10 week course) (60 hours at 6 hours a day) (no credit when not attended)	2004	60
Sacramento Course - Summer Introductory (10 week course) (60 hours at 6 hours a day) (no credit when not attended)	2006	60
Sacramento Courses ONLINE	2020	various
Safety A to Z (50% unless safety course already on record then 0)	2009	4
Safety Basics for Operators	2007	3
Safety Basics for Operators	2008	4
Safety Basics for Water Operators	2005	3
Safety: Bloodborne Pathogens, PPE, and Ladder Safety - VTRWA inperson Essex Jct	2023	3
Safety Training and CPR (8 hour @ 50%)	2016	4
Sample Collecting Best Practices - NEWEA Virtual	2021	3
Sampling for Process Control	2009	6
Sampling Procedures for WWTP Operators	2009	6
Sampling Techniques and Chain of Custody for WWTF - NEIWPC	2020	3
Saving Money and Improving Performance at Drinking W & WW Utilities	2010	5
SBR (Sequencing Batch Reactor) in Wastewater	2004	6
SCAB (self-contained breathing apparatus) (50% of 4 hours)	2016	2
SCADA (Supervisory Control And Data Acquisition) System Maintenance and Troubleshooting	2007	5
SCADA Telemetry & Chemistry Analysis Process Control for Water and Wastewater	2012	3.5
Screening Technology	2008	5
Secondary Clarifiers: Old School vs. New - WEFTEC Conference Session 203	2022	1.5
Secondary Clarifier Treatment Performance - WEFTEC Conference Tech Session 117	2021	1.5
Secondary Treatment Process Configurations & Approaches to Meet Stringent Effluent Limits - NEIWPC	2023	3
Security & Safety for W&WW Systems (in 21st Century) 2 days RCAP Webinars	2022	2 ech day/4 total
Septage Receiving and Treatment at WWTF (Wastewater Treatment Facility)	2007	5
Setting Groundwork Success in Asses Mgt Program - WEFTEC Conference Tech Session	2021	1.5
Setting Rates in Uncertain Times - CAWPCA Workshop Online	2020	1
Setting the Right Rates for your System - EFCN/SU	2023	6
Sewer Cleaning Training 102 (classroom, in-field and online) Nezat Training	2022	7
Sewer Cleaning Training 102 REFRESHER Course (classroom, in-field and online) Nezat Training	2022	4
Sewer Process/Ventilation Modeling - WEFTEC Conference Session 206	2022	1.5
Sewer System Management Part 1 - Assessment - NEIWPC virtual	2021	3
Sewer System Management Part 2 - Operation Maintenance Repair Rehap - NEIWPC virtual	2021	3
Sewer System Overview - Lexipol Online	2021	1
Simplified Methods for Nutrient Testing	2013	6
Simplified Test Methods for Chemical Analysis	2008	6
Simplified Wastewater Analysis	2009	7
Simplified Water Course (NO Credit if Simplified Wastewater on 7/24 was taken)	2009	conditional 7
Simplify Your Water and Wastewater Process Monitoring	2008	4.5
Sludge and Septage Recordkeeping and Data	2001	4
Small Communities 1, II: Wastewater Treatment Options - WEFTEC Conference Tech Sessions 310, 428	2022	1.5 each
Small Community WW Training Conference - RCAP/NEWEA/EPA	2023	6
Small Communities – Nitrogen and Phosphorous Removal/Tour	2019	3.25/5.25
Small Community: Collection, Nutrient & Discharge Solutions - NEWEA 2022 Conference	2021	2.5
Small Community/Water Resuse Specialty Conference - NEWEA (inperson MA)	2023	5.5

Small POTWs: What to Expect and How Prepare NPDES Permit - EPA Webinar	2022	1.5
Smarter Way to Treat - NOWRAOnline	2020	0.5
Sodium Hypochlorite: Generation, Application and Titration - VTRWA Zoom Webinar	2020	1
Social/Ecological System Resiliency - NEWEA	2021	2
Solids Processing Math Revuew - Utiency Online	2022	3
Sound Procedures for Drinking Water Sampling (50% of 3 hours)	2005	1.5
Spotlight on COVID19: WW Risks and Unknown - WEFTEC Conference Tech Session 302	2021	1.5
Standard Electrical Safety - JADE Learning Online/At Your Own Pace Online	2020	3
Start to Finish-Biosolids Recycling - NEIWPC	2022	2
Straight Pipes in US - Scope, Impact and Solutions - NOWRA Online	2020	0.5
Storage Tank Design & Maintenance (50% of 5 hours)	2012	2.5
Strategic Overview- Disaster Management for Water and Wastewater	2014	4
Submersible Pumps Training	2019	3
Sustainable Dairy Products	2018	6
Sustainability: Integrating in Project Planning, Design and Construction- NEWEA 2022 Conference	2021	2
Sustainable Utility Management Workshop - RCAP Online	2020	5
Sustainability Webinar - NEWEA	2022	1
System Resiliency: Preparing Utilities for Future - WEFTEC Conference Tech Session 409	2021	1.5
Taking MBR into Next Level - WEFTEC Conference Tech Session 407	2021	1
Team Building in the Water Industry - NEIWPC	2024	2
Technology Advancement in Sidestream Phosphorus Recovery - WEFTEC Conference Tech Session 113	2021	1.5
Technology in the Water Works industry - NEWWA/NEWEA - 2 day/2 sessions	2020	2 each session/4 total
Ten Best Kept Water & Wastewater Process Management Secrets	2011	5
Tertiary Phosphorus Removal: Where Been/Going - WEFTEC Conference Tech Session 107	2021	1
Test Methods for Water and Wastewater Operators	2004	6
The ABCs of RBCs & Practical Principles for Simplified Nutrient Rem	2010	5
The Digital Transformation Journey - WEFTEC Conference Tech Session 101	2021	1
The Future of Water of Water Policy/Master Lecture - WEFTEC Conference Sessions 5a & 5b	2020	1
The Great UV Dose Depate - WEFTEC Conference Session 210	2022	1.5
The Importance of Process Monitoring for Compliance - NEIWPC	2022	3
The Lastest in Dewatering Model Research/KnowlegeForum - WEFTEC Conference Sessions 5c & 5d	2020	1
The Many Facets of Resiliency - WEFTEC Conference Tech Session 105	2021	1
The Next Big Thing in Water:PFAS Microplastics COVID Testing - WEFTEC Conference Learning Exchanges Session LE5	2021	1
The Shocking Truths behind Electrical Safety & what you need to know	2007	5
The Show Me Ratemaker Workshop	2007	9
The Show Must Go On: Business Continuity, Succession Planning, and Emergency Preparedness - NEIWPC	2023	2
The Troubleshooter: How to Maximize Your Pumping	2010	6
The Troubleshooter: Maximizing Your Pumping Efficiency	2010	6
The Way Biosolids Should Be	2006	10
The World of Pumps - WEFTEC 2020 Conference	2020	0.5
Thermal amd Energy Opportunities - WEFTEC Conference Session 221	2022	0.5
Three-Phase Systems - JADE Learning Online/At Your Own Pace Online	2020	2
Tips and Tools For Better Process Control	2007	5
Tips and Tools For A Better Water / Wastewater Process	2015	4
Tips to Prepare for and Respdn to Supply Chain Challenges - EPA Virtual	2022	1
To Ferment or Not to Ferment: Experiences w/Carbon Mgt, Add and Generation Nutrient Removal - WEFTEC Conference Tech Session 418	2021	1
Tour - Deer Island WWTF, MA	2019	2
Tour - Greater Lawrence Sanitary District - NEWEA WW Plant located in MA	2022	2
Tour - Indian Orchard Pump Station and Jones Ferry Combined Sewer Overflow Treatment Facility	2010	5
Traffic Control Flagger Certification (ONE TIME ONLY)	2011	4
Traffic Control Safety for Water and Wastewater (ONE TIME ONLY)	2012	4
Training and Certification of Backflow Prevention Device Inspectors	2004	10
Transforming Data into Instight and Knowledge - WEFTEC Conference Session 228	2022	1.5
Transforming Communities Futture Through Water Equity - WEFTEC Conference Workshop W13	2021	6
Transitioning from Permit Compliance to WW Excellance - EPA Webinar	2022	1.5
Transitioning Visual Inpsection to Fact-Based Data - Collection System (ADS virtual)	2021	1
Treatment of Metal Wastes	2010	8
Treatment Plant Blueprint Reading	2001	6
Trench and Excavation Safety	2008	4
Trenching and Confined Space Safety	2009	4
Trenching and Excavation Safety - VT On-Line University	2013	1

Trenching and Shoring - Excavation Safety (100% first time)	2016	8
Trenching and Shoring - Excavation Safety (Refresher - 50% first time)	2016	4
Trenching Safety Seminar	2007	3.5
Trenchless Technologies	2016	6.5
Troubleshooting Activated Sludge Process	2007	6
Troubleshooting Aerated Lagoon	2004	4
Troubleshooting Electrical/WW Control Systems	2010	7
True Confessions of a Water or Wastewater Operator	2014	4.5
Turning Human Waste into Fuel and Disinfected Water - NOWRA Online	2020	1
Types of Water/Wastewater Filtration - VTRWA	2022	3
UV Disinfection - Embrace Light - WEFTEC 2020 Conference	2020	0.5
Ultraviolet (UV) Common Sense Disinfection Technology for the 21st Century	2007	4
Ultraviolet (UV) Disinfection / Disinfection Alternatives	2006	3
Ultraviolet (UV) Disinfection and Maintenance	2013	3
Ultraviolet (UV) Systems and Disinfection	2008	3
Underground Pump Stations Overview & Maintenance (Session 5) Smith&Loveless Pump School Webinar	2021	1
Underground Safety Seminar - MUST in-person	2023	3.5
Understanding Benefits of Low DO Operation - WEFTEC Conference Session 204	2022	1.5
Understanding Control Panels	2016	5
Understanding Motor Control Panels	2016	5
Understanding PFAS:Developing Mgt Practices Treatment Options - WEFTEC Conference Workshop W04	2021	6
Understanding WW Alkalinity and pH - Utiliency Online	2023	3
Understanding Your Org Money - WEFTEC 2020 Conference Session 8h	2020	1
Update on Regulatory Framework - WEFTEC Conference Tech Session 322	2021	1
Updated Risk Assessment&Emergency Response Plan Tools - EPA	2019	1.5
Updates to ASCE's Clean Water In-Process Oxygen Transfer - WEFTEC 2020 Conference Session 9d	2020	1
Updates to ASCE's Clean Water and In-Process Oxygen Transfer Standards - WEFTEC Conference Session 521	2022	1.5
Upgrading Cold Climate Lagoons - Lagooniversity Webinar	2020	1
Upgrading WWTFs for Biological and Physical/Chemical Removal of Nutrients	2010	5
Uptake Your Nutrients! WEFTEC Conference Session 225	2022	1
Urine Diversion for Onsite Removal of Nitrogen and Pharmaceuticals	2020	1
USDA Fats, Oils and Grease Abatement Trainings 4 Sessions - WSA / VT DEC	2023	2 TCHs per Session - total 8
Using Federal Infrastructure Funding to Advance Water Reuse - WEFTEC Conference Session 229	2022	0.5
Using Online Analyzers Meet Stringent Nitrogen/Phosphorus Limits - WEFTEC Conference Workshop W07	2021	6
Utility-led Innovation as Key to Organizational Agility - WEFTEC Conference Tech Session 310	2021	1.5
Utility Leaders Future Water Sector - WEFTEC 2020 Conference Session 9a	2020	1
Utility Management - Learning from Past and Planning Future - NEWEA 2022 Conference	2021	2.5
Utility Management Certification Training	2014	10
UVC-LED From Lab to Full Scale Operating Facilities - WEFTEC Conference Session 510	2022	1.5
Vacuum Trucks, Septage Trucks and Septage Receiving	2009	5
Vacuum Truck Technician Training - NOWRA Online	2020	2
Value of Water/WW Systems	2020	1
Valve & Hydrant Maintenance	2016	5
Valves/Valve Maintenance	1999	3
Verifying the Water and Wastewater Treatment Processes	2006	6
Vermont Cybersecurity Workshop for the Water Sector - EPA/VTRWA Online	2022	5
Vermont Local Roads - Ten Workshops @ 3 hours each when attended	2006	30
Very Small Drinking Water & Wastewater System Resilience CEU Program - EPA	2022	up to 10 total
Virtual Community-Based Water Resiliency Workshop EPA	2022	5
VOSHA 10 Hour Certification Course	2009	10
VOSHA Confined Space Safety Training for W and WW	2011	3
VOSHA Electrical Safety	2008	4
VOSHA Electrical Safety	2009	4
VOSHA Electrical Safety	2009	4
VOSHA Electrical Safety & VTWARN (Conditional; if 1 operator attends all 4 VOSHA count VTWARN once)	2009	4
VOSHA Electrical Safety & VTWARN (Conditional; if 1 operator attends all 4 VOSHA count VTWARN once)	2010	4.5
VOSHA Hazardous Communication	2010	5.5
VOSHA Hazardous Communication	2012	3.5
VOSHA Hazardous Communication Safety & VTWARN (conditional; if 1 operator attends all 4 VOSHA count VTWARN once)	2009	4
VOSHA Hazardous Communication Safety & VTWARN (conditional; if 1 operator attends all 4 VOSHA count VTWARN once)	2010	4
VOSHA Incident Investigation	2010	3.5

VOSHA Inspections: What to Expect	2023	3
VOSHA Lock Out/Tag Out Safety Training	2009	3.5
VOSHA Machine Guarding & Lockout/Tagout	2011	4.5
VOSHA Machine Guarding Safety	2008	4
VOSHA Machine Guarding Safety	2009	4
VOSHA Ten Hour Safety Training	2010	10
VOSHA Traffic Safety for W/WW & VTWARN (conditional; if 1 operator attends all 4 VOSHA count VTWARN once)	2009	4
VOSHA Traffic Safety for W/WW & VTWARN (conditional; if 1 operator attends all 4 VOSHA count VTWARN once)	2010	4
VOSHA Traffic Safety Training (ONE TIME ONLY)	2010	3.5
VOSHA Training: Trenching and Confined Space	2009	4.5
VOSHA Training: Trenching and Confined Space Intro to VTWARN	2010	6.5
VOSHA Trenching & Confined & VTWARN (conditional; if 1 operator attends all 4 VOSHA count VTWARN once)	2009	4
VOSHA Trenching & Confined & VTWARN (conditional; if 1 operator attends all 4 VOSHA count VTWARN once)	2010	4
VOSHA Trenching & Confined Space	2010	4.5
VT Emergency Preparedness	2010	3
VT League of Cities and Towns Various Training Sessions	2008	1 hour per technical session
VT On-Line University - VARIETY OF COURSES @ http://humanresources.vermont.gov/training/online	2013	1
VT Rural Water Association Annual Conference & Trade Show	2005	1 hour per technical session
VT Rural Water Association Annual Conference & Trade Show	2006	1 hour per technical session
VT Rural Water Association Annual Conference & Trade Show	2008	1 hour per technical session
VT Rural Water Association Annual Conference & Trade Show	2009	1 hour per technical session
VT Rural Water Association Annual Conference & Trade Show	2011	1 hour per technical session
VT Rural Water Association Annual Conference & Trade Show	2007	1 hour per technical session
VT Rural Water Association Annual Conference & Trade Show (4 tech sessions approved)	2010	1 hour per technical session
VT Rural Water Association Training Schedules (Quarterly since before 2005) varies by course see individual listings	2005	varies by course offered during the quarter
VTrans Trenching and Shoring	2014	6
VTWARN Meeting	2016	1
VTWARN Mutual Aid Tabletop Exercise	2009	4
VTWARN Seminar	2016	5
VTWARN Seminar and Tabletop Exercise	2016	7
VTWARN System - Northeast Kingdom Roundtable Discussion	2010	1.5-2.5
VTWARN Tabletop Exercise for Water and Wastewater Systems	2010	5.5
VTWARN Training Session	2010	2.5
VT Wastewater Treatment Facilities and PFAS - VTRWA	2022	3
Wastewater 101 - NEIWPCC	2022	3
Wastewater 101 - WEFTEC 2020 Conference	2020	0.5
Wastewater 1 & 2 Certification Prep Course (3-day course) In-person Franklin, NH	2023	18 total for 3-days
Wastewater (WW) Treatment Process	2015	10
Wastewater Activated Sludge Process Control	2009	6
Wastewater Activated Sludge Processing Control	2008	6
Wastewater Bacterial - VTRWA Zoom	2021	3
Wastewater Based Disease Surveillance Part 1: Paving Path Forward - WEFTEC Conference Session 222	2022	1.5
Wastewater Based Disease Surveillance Part II: Improving Sampling and Interpret Results - WEFTEC Conference Tech Session 407	2022	1.5
Wastewater Biomass Enhancement and Bioaugmentation - NEIWPCC	2021	3
Wastewater Collection System Speciality Conference	2016	5.5
Wastewater Compliance 101	2016	3
Wastewater Disinfection - Online	2019	5.5
Wastewater Ethics (23F-SP002) - NEIWPCC Online, self-paced	2023	5
Wastewater Forum Expo - CTWE/NEWEA	2022	2
Wastewater in Brewing - NOWRA Online	2020	1
Wastewater Laboratory Training	2005	6.5
Wastewater Lagoons	2007	6
Wastewater Lagoons	2010	12
Wastewater Management Tech Fair - Lubriplate	2004	5
Wastewater Manhole Rehab Workshop - VTRWA	2022	3
Wastewater Math Review In-Person - NEIWPCC	2022	6
Wastewater Microbes & Chlorine Chemistry	2013	6
Wastewater Microbiology	2011/2019	5
Wastewater Microbiology & Process Control	2007	5
Wastewater Microbiology & Process Control	2016	6
Wastewater Microbiology (on-site)	2016	1

Wastewater Microbiology Solutions - VTRWA	2020	6
Wastewater Microscopy Basics - NEIWPCC	2021	3
Wastewater Odor Production and Control - VTRWA	2020	6
Wastewater Operator Math Skills Basic Review- Utiency Online	2022	3
Wastewater Pathogens - VTRWA Zoom & NEIWPCC virtual	2021	2.5 and 3
Wastewater Process Control Using Microbiology	2014	6
Wastewater Pumps and Hydraulics	2014	6
Wastewater Regulatory Updates - VTRWA	2022-2023	1/1.5
Wastewater Safety - NEIWPCC	2022	3
Wastewater Sampling - NEIWPCC	2022	2
Wastewater Sampling and Daily Lab Procedures	2023	4
Wastewater Sampling and Preservation	2013	2
Wastewater Sampling and Epidemiology - NEIWPCC virtual	2021	3
Wastewater Sequencing Batch Reactors (SBRs)	2009	6
Wastewater System Ethics	2016	3
Wastewater System Safety	2013	2
Wastewater Transport; Collection and Conveyance - Utiency Online	2023	3
Wastewater Treatment Facility (WWTF) Roundtable	2014	3
Wastewater Treatment Facility (WWTF) Tour - East Providence Rhode Island	2013	2
Wastewater Treatment Fundamentals 1: Liquid Treatment	2019	60 total - online
Wastewater Treatment Methods	2005	5
Wastewater Treatment Myths - NOWRA Online	2020	1
Wastewater Treatment Plant Operations Class C Training Online Course - UF TREEO online (complete full course within 1 Year)	2022	88 total
Wastewater Treatment Process Control	2009	5
Wastewater Treatment Process Course	2016	10
Wastewater Utility Operation & Maintenance - Asset Management Perspective	2016	1
Wastewater Utility Operation & Maintenance - Lexipol Online	2021	1
Water and Wastewater Analytical Techniques	2006	6.5
Water and Wastewater Analytical Techniques	2007	13
Water and Wastewater Basic Hydraulics & Backflow Prevention	2010	5
Water and Wastewater Cybersecurity Overview and Tabletop Exercise - NEIWPCC	2023	2
Water and Wastewater Disinfection Alternatives	2007	6
Water and Wastewater Line Location	2009	3
Water and Wastewater Math	1999	8
Water and Wastewater Sector Threat Briefing - EPA Webinar	2024	2
Water and Wastewater Utility Safety	2014	6
Water Environment Federation (WEF) annual conference	2009	spec tech sess
Water for People Specialty Seminar various training sessions 2008	2008	5
Water Justice: How Improve Water Equity - WEFTEC Conference Tech Session 416	2021	1.5
Water Policy Udate 1 and 2: - WEFTEC Conference Sessions 231 & 232	2022	1.5 each
Water Quality & NPDES Permitting - NEIWPCC	2022	3
Water Reuse in Action: Technologies and Operations - NEWEA 2022 Conference	2021	2.5
Water Reuse in Industry - WEFTEC 2020 Conference Session 6a	2020	1
Water Reuse Seminar 2007	2007	6
Water Reuse Specialty Conference 2018	2018	4
Water Reuse Technologies and Applications Seminar	2010	4
Water Sector ICS and National Incident Mgmt System (NIMS) Training	2007	3
Watershed Management: Watershed Resilience - NEWEA 2022 Conference	2021	2.5
Water System Hydraulic Overview	2006	6
Water Utility Rate Making	2006	5.5
Water Works Math	2006	12
Water Works Math Review	2005	3
Water Works Math Review	2006	3
Water Works Math Review	2007	4
WEF/WRF Dewatering Optimization:Improve Performance - WEFTEC Conference Workshop W08	2021	6
WEF Chats - WEFTEC 2020 Conference	2020	1 per chat session
WEF TEC (Technical Exhibition and Conference)	2010	1 hour per technical session
WEF TEC 2011 Conference - Technical Sessions, Workshops and Operations Challenge	2011	max tech 16.5 workshop 12 OpChallenge 12
WEF TEC Annual Conference	2014	1 hour per technical session
WEF Webcast - Basic WW Series Part 2	2012	2
We're All in Together - Best Practices for Boards, Managers and Operators - VTRWA	2022	1

Weston & Sampson - 19 short courses - All were approved by Andy Fish	2011		varies	
Wet Weather Issues - Stormwater and Combined Sewer Overflows (CSOs)	2011	day 1 - 5,	day 2 - 3,	tour 3 hours
Wet Weather Operations - NEIWPC self-paced online	2023		6	
Wet Weather Training (Issues and Impacts on WWTF) - NEIWPC	2020		online	
Wet Well Mounted Pump Stations for WW	2016		6	
What a Public Works Director Needs to Know about Emerging Contaminants/PFAS - WEFTEC Conference Tech Session 314	2021		1.5	
What Do Need in CIP Toolbox? Tools - WEFTEC Conference Tech Session 421	2021		1	
What Makes Integrated Planning and One Water Approaches Beautiful? - WEFTEC Conference Session 309	2022		0.5	
What to Expect from a VOSHA Inspection	2007		3	
Why is it so Hard to Plan a Community WW System in VT? - RCAP virtual workshop	2024		2	
Wire to Water (50% of 6 hours)	2012		3	
Work Safety (4 hours at 50%)	2016		2	
Work Zone and Flagging Workshops	2005		4 one time only	
Work Zone Flagging	2016		3 one time only	
Working in a Unionized Environment "Can't We Get Along"	2009		5	
Working with Regulators: Tools and Tips - NEIWPC	2023		3	
Workplace Safety Conference	2006		1 hour per technical session	
WOW: Workforce Connections - WEFTEC 2020 Conference	2020		0.5	
Writing Effective Standard Operating Procedures	2014		5	
Writing your Phosphorous Optimization Plan	2018		1	
Young Professionals Summit - NEWEA 2022 Conference - LIMITED	2021		TBD	