

Borough of Lititz, Pennsylvania



Founded 1756 • Incorporated 1888

June 1, 1998

LETTER OF RECOMMENDATION SEVERN TRENT ENVIRONMENTAL SERVICES INC.

It is my pleasure to provide this letter of recommendation for the engineering firm of Severn Trent Environmental Services Inc., particularly on this day, June 1, 1998, as it marks Lititz Borough's tenth year anniversary of a very good and stable working relationship with Severn Trent.

During the last ten years, I have found the management and employees of Severn Trent to be consistent, conscientious, and devoted in their effort to ensure the well being of the residents through their operations of the Lititz Borough Water Plant and Wastewater Treatment Plant. Their hands on approach has always assured our public officials that the plants were being run well and in compliance with ever-growing regulations that seem to burden us at times.

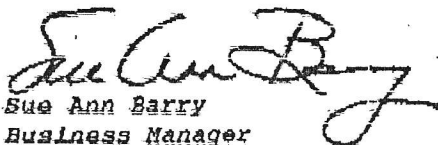
In 1988, the idea of contract operations was truly innovative and there were many concerns from the public regarding this venture. (Pages of documentation in the minutes of the Council meetings support the anxiety expressed.) It did not take long until the decision of the public officials proved to be the appropriate action.

Within the first two years of contract operations, the PA Department of Environmental Resources mandated the installation of a nitrate reduction facility at our Water Plant. This \$2.5 million project had a vast effect on the operations of the Water Plant and Severn Trent Environmental Services. Obstacles were minimized and handled very well by management and staff.

Added benefits that Severn Trent provides the Borough of Lititz is representation at each monthly Borough Council meeting and a detailed report of monthly activities. They are also represented at the quarterly Lititz Sewer Authority meetings. Budgetary recommendations, capital improvement projections and preventative maintenance issues are always presented in a timely matter. Cost management is regarded highly by Severn Trent, and the Borough residents have directly benefited from their prudent view, as the nitrate reduction facility addition was the only basis for an increase in water and sewer rates in ten years.

I have the utmost respect for the services & operations of the management and staff at Severn Trent and I believe that the community of Lititz realizes the benefits from their professionalism, knowledge and experience. I would recommend Severn Trent Environmental Services Inc. to fill the need for contract operations for water and wastewater plants in any community. If you would like to discuss further details of our relationship with Severn Trent, please feel free to contact me.

Sincerely,


Sue Ann Barry
Business Manager

7 South Broad Street • Lititz, PA 17543 • Phone (717) 626-2044 • FAX (717) 626-1329

• Council Meeting: Last Tuesday of each Month •

Mr. Stephen Vold / Plant Manager
Waterbury WPCF
210 Municipal Road
Waterbury, CT. 06708

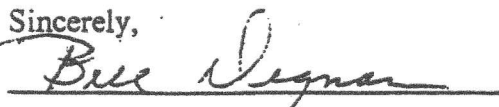
Jan. 23. 2002

Steve,

As you are aware, I spoke with you last week about my scheduled departure. At this point I assume nothing could be worked out with Waterbury for a possible continued stay. Please know that I appreciate the consideration you gave me. Therefore, I wish to submit my resignation to be effective at the end of Sat. Jan 26, 2002. The MDC of Hartford has hired me to start on Monday the 28th. I wish to leave in a professional manner because of who I am and you never know what the future brings. You have a beautiful plant here and it has been a pleasure to work with you in the time period that you've been back. I've found you to be a very knowledgeable person in the wastewater field, using logic, and a low-key manner to get things accomplished, in short presenting yourself in a professional manner. I wish you well with the continued progress of the Management Team to get the plant up and running properly.

My only reason for leaving is Waterbury's inability to pay a wage and benefit package, which is competitive for the wastewater industry in this area. Although, Waterbury has a serious financial problem, the economic law of supply and demand must also be looked at. I have no reason to believe that the plant white collar and management union's won't suffer the same fate as the blue-collar union. This would effect Waterbury's ability to find educated and experienced Class III & IV operators. The state has had a shortage of those operators for some time. It is not what Waterbury can afford to pay, but what they must pay to hold qualified people to keep this new \$100 million plant operational. Although, everyone is aware of the problem, little has been done to correct the problem. I know you are working on this problem and hope you are able to bring some realism to the City managers.

Sincerely,



Bill Degnan / Operations Supervisor

PINELLAS COUNTY PERSONNEL PAY ACTION

NEW HIRE CHANGE OF STATUS EFFECTIVE DATE 19990926

LI	UP	EMPLOYEE NUMBER PC 01. 28940																		
COST CTR		TY/SECTION	FUND	CK SEC	SOCIAL SECURITY NO	Fed	POD	EMPL ST	UPS	HOURLY RATE	NORMAL HOURS	SALARY	ECD	EMPL DATE	WC CODE	W2				
6610		2500	0551			2								BC						
LAST NAME - COMM. DOUBLE SP - FIRST - MIDDLE VOLD, STEPHEN H										ADDRESS LINE 1		STREET								
ADDRESS LINE 3										CITY	STATE	Zip	PL	MS	EMP	AMOUNT %	WK ST	LV ST	SIFT	RCA
										D						10 10		G J		
POSITION NUMBER		POSITION TITLE										DATE RES JOB		ANNUAL SALARY		CC CAT		EC		
BC/C1120A		W/WTR PLANT SUPT II																		
GRADE		LEVEL	WK LOC	JOB ID	SECTION A - APPROVATION		OFFICE TELEPHONE		DIVISION		% B/P	FP	DATE CLER EMP		VAC ELG DATE		STX			
47																				
SEX	US	BIRTH DATE		EEOC	OT	COUNTY	CITY	MOI	COUNTRY/CITIZEN		HOME TELEPHONE		SEQUENCING DEPT.							
ITER		DATE		AMOUNT		%	RSN	JOB NO		WK SCHED										
ITER		DATE		AMOUNT		%	RSN	JOB NO		NXT SAL REVIEW										
01		19990926						17320		19991224										
ITER		DATE		PERF POINTS		RATING		JOB NO		NXT PERF REVIEW										
01		19990926		270.00		002		17320		19991224										
PC		1	2	CENTER	TYPE/SEC	FUND	GRADE/LEV	JOB ID	OLD SECTION A - ABBREV		OLD POSITION NUMBER		TRSF EFF DATE	RSN	CC CAT	ITER				
ADJ SVC DATE		PRIOR HIRE DATE		PRIOR TERM DATE		RSN	PR LGTH SVC	LOA TYPE	LOA REQ DATE	LOA RET DATE	TERM DATE	RSN	FEH							

An Unsatisfactory or Needs Attention rating in any factor may result in denial, decrease or delay of a merit salary increase. See back of page for factor descriptions.

Relative Impact or Factor Importance in the specific position Range 5 to 40	Performance		Points
	Rating	0 to 4	PM x rating
QUANTITY OF WORK	6.00	3.00	18.00
QUALITY OF WORK	7.00	3.00	21.00
JOB KNOWLEDGE	7.00	3.00	21.00
DEPENDABILITY	6.00	3.00	18.00
COMM & INTERACTION SKILLS	7.00	3.00	21.00
JUDGEMENT	6.00	3.00	18.00
INITIATIVE	6.00	3.00	18.00
SAFETY	5.00	3.00	15.00
OPT 1: COMMITMENT	8.00	3.00	24.00
OPT 2: PARTICIPATION	8.00	3.00	24.00
OPT 3: MGR/INTEGRITY	8.00	3.00	24.00
SUPERVISORY TASK SKILLS*	8.00	3.00	24.00
SUPERVISORY LEADERSHIP*	8.00	3.00	24.00
APPEARANCE	S		
ATTENDANCE	S		
UNSHCLD HRS IN _____ INSTANCES			
TOTAL POINTS:			270.00
OVERALL RATING:			VG

- 0 Unsatisfactory = Not Performing
- 1 Needs Attention = Below Expectations
- 2 Good = Meets Expectations
- 3 Very Good = Exceeds Expectations
- 4 Excellent = Far Exceeds Expectations

COMMENTS: THREE MONTH REVIEW.

Stephen Vold 10-01-99
EMPLOYEE SIGNATURE Date

[Signature] 10-01-99
RATING AUTHORITY Date

REVIEWING AUTHORITY Date

DEPARTMENT HEAD Date

APPOINTING AUTHORITY Date

DIRECTOR OF PERSONNEL Date

In signing this report, it is understood that I may not necessarily agree with the conclusions of the rater. I understand that I may write my comments either above or on an additional sheet if required. It is further understood that I may appeal this rating to my supervisor within ten (10) working days from the date of my signature. Additional sheet used.

You may not refuse to sign this review.

(Please see Employee Grievances Section, in your copy of the Personnel Manual for County Employees). If needed, a member of the Personnel Department staff will assist you.

*For Supervisors Only