

**UHL. T. MANN AWARD NOMINATION
EXCELLENCE IN MAINTENANCE
FOR JOHN S. WORKER**

ADDITIONAL INFORMATION FOR AWARD CONSIDERATION

Mr. Worker has been employed by the Sun County Department of Wastewater Treatment since 1970. In the eight years that I have been associated with John. I have always been impressed by his technical skills in both plant operations and maintenance, his managerial skills, and his loyalty and dedication to the Department and to the wastewater field in general.

John worked tirelessly trying new innovations in hopes of getting this new advanced wastewater treatment plant to achieve its effluent limits. While John was never able to completely overcome what we now have termed as serious design failures, his persistence and experiments made the facility perform very close to its effluent limit.

It was John's perseverance and his striving for excellence that attracted me to him when the maintenance superintendent's position needed filling. Although it was a change from operations to maintenance, he willingly accepted this enormous challenge in 1989 and has done an outstanding job ever since. He routinely takes work home to complete it at night or on weekends, just to make sure the job is getting done correctly. In short, John personifies exactly what this award exists for: excellence in maintenance of wastewater treatment plants. The remainder of this write up describes in detail why I believe Mr. Worker is worthy of the Uhl T. Mann award. The write up coincides with the functions that apply to Jim per page 3 of the award nomination form.

Item B) Plant Maintenance - As the superintendent in charge of mechanical maintenance at the Easton Metropolitan Sewage Treatment Plant, John has had a huge positive impact on the overall effectiveness of the mechanical maintenance group. Under his predecessors, the mechanical maintenance group was a mish-mosh of organizational structures. One of John's first tasks was to completely reorganize this section. He has created an entirely separate section with clearly defined structure and lines of communication.

As with any change, this organization had not been without its problems, however, John has persevered and the results have included clarified lines of communication, improved supervision, improved project planning, and improved quality of the maintenance work being done. This reorganization has given our maintenance staff a clear career path and has bolstered the morale among this section.

In addition, John has inventoried the tools available to the crews. He has upgraded and increased the amount and type of tools available to our maintenance crews. They now have sufficient tools available to do their work properly and safely.

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Item D) Experimentation/Research - John and his staff have always given the engineering and plant operations staff their complete cooperation in the various experiments that were carried out throughout the facility. In addition to assisting with operational research projects, John has guided the section through several research projects of their own. He has begun an extensive project in the clarifiers to replace metallic chain sprockets, wear rails and redwood flight boards to similar components made of plastic. This experiment is designed to test the life expectancy and the life cycle costs of the plastic materials versus the standard metallic and wood collectors systems.

Finally, John has recently turned his efforts towards implementing a preventive maintenance program. He spent hours researching the type of hardware and software available and has now purchased the instrumentation, a data logger, and software to implement this program. We expect that this will be a very cost effective program by predicting impending failures prior to their occurrence. With this information, John can properly schedule the repair and make certain that sufficient repair parts are on hand.

Item E) Cost Effectiveness - In addition to the cost effective programs that have been previously described, John has undertaken several others that have resulted in direct cost savings, manpower savings, or both.

John has surveyed the entire Department's process equipment and has developed an equipment replacement schedule. This has helped reduce the Department's O&M cost costs through fewer breakdowns, less overtime call-ins, fewer process upsets, and more energy efficient process systems.

I believe John's effort have saved the Department and the County a great deal of money.

Item H) Supervision and Management - Many of the items previously listed demonstrate John's excellence as a manager. However, some of John's other attributes that distinguish his excellence as a manager include his skill of handling his people. John is tough when the situation calls for it, but is always honest and straightforward when dealing with his employees. He is very concerned for his people's feelings and will do whatever is necessary to protect them.

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Prior to John's reorganization of the mechanical maintenance section, many of the normal supervisory tasks were handled by the operating staff. Consequently, John has had to develop his supervisors in such areas as job planning, job scheduling, budgeting, personnel development, and disciplinary procedures. His supervisors are now handling the paper work related to their work, dealing with vendors, and supervising their own crews. All of this work was previously handled by the superintendent or by the chief plant operator. The development of his supervisors has been impressive.

Item K) Safety - The safety of his, as well as all other employees, has always been a top priority with John. When slips and falls became an issue in our dewatering building, John directed his people to install a safety floor. This has all but eliminated accidents in this area.

Item L) Training - John has coordinated efforts to send his employees to local vocational schools and has arranged for a few of his employees to attend specialty training classes outside of the Easton area. Whenever possible, he arranges to videotape as much of this training as possible and then distributes these tapes to his employees.

In summary, I would like to add that in the ten years I have served on the plant O&M committee, I have always taken a very tough posture to make certain that the Uhl T. Mann award is given only to those individuals who are worthy of its significance. I have voted against individuals who were friends of mine and have angered fellow committee members when I was not convinced that a candidate deserved this award.

In this case however, I have no reservations, John Worker exemplifies what this award stands for. I whole heartily endorse his nomination because I feel that he is truly "Excellent in Plant Maintenance". Please give John Worker strong consideration for the Uhl T. Mann Award.