



The Source

The Newsletter of the Water Quality Association of Wisconsin

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President's Column

Happy Spring!

After the snow banks start melting thoughts of spring and warmer weather helps me feel optimistic about the coming year. Home show season helps us all to jump start the coming selling season. I hope you have your plans laid

Our annual **WQAW convention is set for September 25 & 26 at the Waterfront Hotel in Oshkosh.** We are scheduling a golf outing at the Oshkosh Country Club. Many exciting topics will be discussed and we will also have some excellent speakers who will give presentations for Continuing Education credits for both WQA certification and the State of Wisconsin plumbing license. Maybe this is the year you can bring more of your employees to this event.

I'd like to welcome **Chris Richter**, Water Doctors, to the WQAW Board of Directors. Chris is fulfilling Bob Richter's term. Bob resigned from the board and even some of the operations at Water Doctors to his son Chris, and spending more time in Florida. Thank you Bob for all your years of service to the WQAW!

It is with great sadness that we note the passing of **Bill Granger**. Bill was a water treatment pioneer and long time promoter of the WQAW. Our sincerest condolences to his family and all who mourn the loss of Bill. His full obituary can be found on page 2.

Finally, we are working with the State of Wisconsin Department of Safety and Professional Services, to approve the WQA exam. I would like to thank the volunteers who went with me to Lisle, IL WQA headquarters to write test questions for this exam including: **Bill Maher, Tim Good, and Dan Meier.** Our group worked with **Tanya Lubner and Dean Jarog** to draft this new test. I'd also like to recognize **Don Meredith, Jim Davis, and Dan Meier** for also spending a day with Tanya and Dean on this project. We are hopeful that it will be an acceptable substitution for the JPRA test.

Don't be a spectator and have a great year!



Jim Luedtke

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E-Newsletter

To receive **The Source** newsletter via email please request your copy: cheryl@capgroupwi.com

Update on WQAW Board of Directors

Bob Richter, Water Doctors, and WQAW Vice President, resigned effective January 31, 2015. The WQAW Board held a special meeting resulting in:

- **Don Meredith**, Meredith Culligan, will fulfill the remaining term for Vice President.
- **Chris Richter**, Water Doctors, will fulfill the remaining board term for Bob Richter.

A complete list of WQAW Board and Officers are found on the last page of this newsletter.

The State Budget

By Michelle Kussow, The Capitol Group, LLC

As word started to spread about potential protests at the Capitol over the Right-to-Work issue, many of us that lived through Act 10 started to have flashbacks. Fortunately, the activity paled in comparison to four years ago with only a few thousand protestors and a few disruptions during the Assembly and Senate's quick action on the bill. With the Right-to-Work bill signed into law, the Legislature can once again focus on the task at hand: passing the 2015-2017 State Budget.



Governor Walker unveiled Wisconsin's two-year spending plan which included an operating budget of \$35.938 billion in FY2015-16 and \$32.345 billion in FY2016-17. Over the next several months, the Joint Finance Committee will vote item by item on the 1800+ pages of the budget. The bill then gets a vote by the full Assembly and Senate before heading to the Governor for his line-item veto review. The goal is for the budget to be completed prior to the end of the state's fiscal year of June 30, 2015.

While many of the specifics will change, the highlights of the state budget presented by Governor Walker include:

- Consolidate The Department of Financial Institutions and Department of Safety and Professional Services into a new agency, the Department of Financial Institutions and Professional Standards.
- Transfer the Private On-site Water Treatment System program from the Department of Safety and Professional Services to the Department of Natural Resources, centralizing oversight of septage systems in one agency and increasing support to the Environmental Fund.
- Eliminate the Private On-site Water Treatment System grant program saving \$2.4 million GPR annually.
- Make final payment of Unemployment Insurance Program Loan to prevent assessments on Businesses.
- Increasing the length of the licensing period for professional licenses from two years to four years, beginning on July 1, 2016.
- Require drug testing for Unemployment Insurance benefits
- Increase employment and entrepreneurship opportunities for veterans.
- Provide revenue to establish jobs programs, similar to Transform Milwaukee Jobs, in Racine and Beloit, as well as in high-need rural areas.
- Invest a total of \$6.5 billion in Wisconsin's transportation infrastructure.

The Capitol Group will monitor these specific issues that could affect members of WQAW. If there is a specific concern, please let us know. You can reach us at 608.244.8460 or by email michelle@capgroupwi.com.

William Granger Obituary

William F. Granger, age 63 of Manitowoc, died Saturday, March 14, 2015 at Holy Family Memorial Medical Center.

Bill was born on August 31, 1951 in Manitowoc, son of the late William and Mary (Fitzgerald) Granger. He attended Roncalli High School and graduated with the class of 1969. Bill was a 3rd generation owner of Water Care until his retirement. He was a member of St. Francis of Assisi Parish, Past-President and member of the Water Quality Association (WQA).

Survivors include his two sons and daughters-in-law: Matthew (Jaime) Granger, Marshfield; Ethan (Erin) Granger, Manitowoc; 5 grandchildren: Samuel and Maggie Granger, Marshfield; Delaney, Ana and Harper Granger, Manitowoc; two sisters and one brother-in-law: Sara (Bruce) Ando, Weston, CT; Susan Granger, Cape Coral, FL; one niece: Emily Ando, Boston, MA; one nephew: Bruce Ando Jr., San Diego, CA, other relatives and friends also survive. He was preceded in death by his parents: William and Mary Granger.

WQAW sent a card with condolences to Bill's family.

Workplace Success Isn't A Spectator Sport

by Dan Oswald Reprinted with permission from Fortis Business Media

Original link: <http://blogs.hrhero.com/oswaldletters/>

The great Jackie Robinson, who in 1947 broke Major League Baseball's color barrier, once said, "Life is not a spectator sport. If you're going to spend your whole life in the grandstand just watching what goes on, in my opinion you're wasting your life." Robinson certainly wasn't content to be just a spectator, and neither should we. Wouldn't you much rather be playing than watching?

So as we begin 2015, we need to determine the places where we have been content just to be a spectator. Let's face it—sometimes it's a lot safer on the sidelines. You know that's true if you watched any of the NFL playoff games over the weekend. Ask Aaron Rodgers what it feels like to be hit by a 300-pound defensive lineman. Hey Aaron, don't you think it would be safer to be over there on the sidelines where they can't get you?



Safer, but not nearly as satisfying. I'm certain that if given the choice, Rodgers would choose being in the game over being a spectator. He's a competitor, and competitors want to be tested. They want to see if they have what it takes to succeed. Can they come out on top?

So I ask you again—where have you been content to be a spectator?

We don't always get to choose when we get put in the game. We don't always get the opportunity we're looking for. We might get passed up for the big project or cherry assignment. We might not get that promotion we're looking for. But Aaron Rodgers wasn't handed his opportunity, either. For those of you familiar with professional football, you might recall that Rodgers toiled in the shadow of future Hall of Famer Brett Favre for years before getting his chance.

What does that teach us about getting in the game? Well, I'd say it says something about hard work and preparation. Rodgers didn't sit back and accept being just a spectator. He practiced every day. He learned the system. He increased his skills and knowledge. And when his time came, he was ready. Are you doing everything you can to prepare for your opportunity so you're ready when it presents itself?

It's often said in sports that coaches love a player who wants the ball in the biggest moments—who demands to have it. That's the person who isn't content to be a spectator. A couple of weeks ago, with the division championship and a playoff bye on the line, Aaron Rodgers left the game with an injury in the first half. He was taken into the locker room to be examined by the team's doctor. And he returned in the second half to lead his team to victory. He wanted to be in the game. He wasn't content to watch from the sidelines as his team's fate was being decided.

Why would anyone be content to be a spectator in areas where they should be competing? There are always those who don't want the responsibility. They worry more about what might go wrong than what they can do to make things go right. They shrink from the big moments because they're afraid to fail. And that fear keeps them on the sidelines as a spectator.

You need to get in the game. You need to determine where your talents can be of the most use to your organization and do all the preparation necessary to succeed. Then you need to demand to be put in the game so you can contribute to the team's success. And if the situation is right and you're the best person for the job, then you need to demand the ball. Ask for the responsibility and deliver the results because it's a lot more fun to be in the middle of the action than to be a spectator.

You don't want to have regrets. You don't want life to pass you by. You need to get in the game. Not all of us can be a world-class athlete. In fact, very few of us can. But we all have the opportunity to contribute at work. You need to figure out where you can do the most good and then get in the game. It's the only way you can make a contribution to the team's success—and it's incredibly satisfying.

So don't be content to be a spectator. Make 2015 the year you get in the game.

2015 WQAW Board of Directors

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