

# NEWSLETTER

2024 - 25 VOLUME 4



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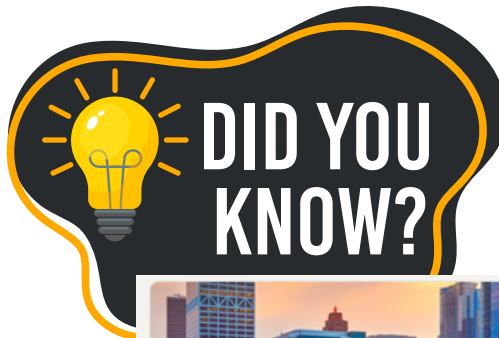
# JOIN US AT AN UPCOMING MEETING:



## 2025 ASPE/PHCC Product Show & Education Seminar

Thursday, May 15, 2025  
7:45 a.m. to 3:30 p.m.

The Tributary



ASPE WI IS ON LINKEDIN!  
BE SURE TO FOLLOW  
AND STAY CONNECTED.



# FROM THE PRESIDENT'S DESK

BY: JON MILLARD, PE



Happy Spring!

For those of you with kids in school, I'm sure the school year is winding down soon as everyone's getting excited for summer. In a sense, our ASPE "school year" is also winding down as well. One of the things we do as a chapter every year is hold our spring elections for board of director positions. I thought I'd fill everyone in with a little insight on elections, and how they work.

We have a wonderful group of volunteers who serve on our local board of directors. Our board has a nice mix of both engineers/designers, as well as affiliate partners.

I can say from personal experience that it's been very rewarding to participate on the board, starting out as the AYP Liaison, then moving my way up to Administrative Secretary, VP-Legislative, VP-Technical, and most recently, as your chapter President. The following positions are elected positions:

- Chapter President
- Vice President – Technical
- Vice President – Membership
- Vice President – Legislative
- Treasurer
- Administrative Secretary
- Corresponding Secretary
- Affiliate Liaison

Additionally, we have a few board-appointed positions, including Newsletter Editor, Website Manager, ASPE Young Professionals Liaison, and Women of ASPE Liaison.

Over the next month, we will be compiling a ballot of candidates who are interested in running for a board position for the 2025-2026 term. We will then send out a survey to all members within the Wisconsin chapter to conduct our chapter elections. If you have any interest in learning more about serving on the board, or would like to throw your hat in the ring for elections, please feel free to reach out to myself, or anyone else on the board.

You also have hopefully seen the advertisements come out for the fast-approaching all-day education seminar & product show that we are once again co-hosting with the Wisconsin chapter of PHCC. I attended this last year and found it to be very beneficial – there was a lot of good discussion and training on our local code updates, and industry trends. I hope to see you there again this year!

# YOUR INPUT IS NEEDED!

Did you know that NFPA 99 Chapter 5 is currently in its next update cycle? The code has gone through the first round of public input and is now ready for the second round of public comments.

As experts in the field, your voice matters. There are some proposed changes that will have a big impact on how we design, how our clients need to operate their facility and what manufacturers need to provide.

Visit the NFPA website below to see the proposed changes and click on the red "Submit Public Comment Online"

<https://www.nfpa.org/codes-and-standards/nfpa-99-standard-development/99>

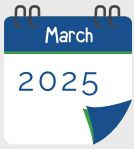
The screenshot shows the NFPA website interface. At the top, there is a search bar and navigation links for 'About NFPA', 'For Professionals', 'Education and Research', 'News and Articles', 'Membership', and 'Events'. The main content area features a large image of the NFPA 99 Health Care Facilities Code book cover. To the right of the cover, the text reads 'NFPA 99 Health Care Facilities Code' and 'Status: Active'. Below this, there is a description of the code and a 'Current Edition: 2024' label. A red button labeled 'Submit Public Comment Online' is prominently displayed. At the bottom of the page, there is a section for 'First Draft' with a 'Public Input Closing Date: June 4, 2024' and a 'First Draft Report Posting Date: February 26, 2025'. A red button labeled 'First Draft Report' is also visible.

**The deadline for submitting public comment is June 3, 2025.**

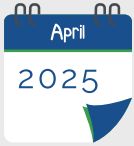
If you have any questions on the process or what the proposed changes are, please reach out to Jill Imig, [jimig@hga.com](mailto:jimig@hga.com).

# Upcoming Events

VISIT [ASPEWI.ORG](http://ASPEWI.ORG) TO SIGN UP



12 | LUNCH MEETING | MADISON  
13 | DINNER MEETING | MILWAUKEE



10 | ASPE WI & PHCC JOINT PRODUCT SHOW & EDUCATIONAL SEMINAR



21 | ASPE WI GOLF OUTING | BROADLANDS GOLF COURSE

**▲ 2025 ▲**  
**GOLF OUTING**

**THURSDAY**  
**8/21**

**BROADLANDS GOLF CLUB**  
**18 AUGUSTA WAY | NORTH PRAIRIE, WI**

**SAVE THE DATE**

REGISTRATION WILL OPEN MID-LATE JUNE

**ASPE** **24** Chapter  
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2023 – 2024 Recipient



# PLUMBING INDUSTRY EXPERTISE PERSONIFIED



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# LET'S GET TECHNICAL WITH VP TECH

BY: JUSTIN MONK, D.E.S.



HELP WANTED! - #Hiring

It's official, I reluctantly put the #Hiring banner on my LinkedIn profile. I say reluctantly because it feels like a Hail-Mary effort to recruit potential applicants. Have you found yourself doing the same? This could be the case whether you are a leader that manages a team or if you are an individual contributor on a team who wants a more balanced workload and welcomes the help. While writing my firm's job post requirements, I saw similar employment opportunities from other Wisconsin and National firms looking for a plumbing engineer / designer. We are looking for those with and without experience. So, the question, why is it so challenging to find plumbing engineers / designers and how can we overcome this challenge?

## Root Causes

Here are a few reasons that contribute to the root cause to this challenge:

- **Retiring Workforce:** A lot of our seasoned plumbing design professionals are retiring, leaving a gap that isn't being filled fast enough.
- **Educational Gaps:** There aren't enough specialized courses or training programs for plumbing engineering and design outside of the broad field of Mechanical Engineering. The numbers of four-year colleges and universities that offer Mechanical Engineering outnumber those that offer Architectural Engineering that focuses on Plumbing, HVAC and Fire Suppression design.
- **Industry Perception:** Let's face it, plumbing engineering and design doesn't always get the spotlight it deserves. Many have flocked to Mechanical (HVAC) engineering and design due to its highly recognized title, and size of its equipment and systems.
- **Increased Demand:** For the qualified applicants that are applying for an open position, they find themselves with the option to pick and choose the most desirable firm using metrics like design markets, professional growth opportunities, pay scale and of course remote/hybrid work!

## Impact

This shortage of plumbing engineers / designers has some significant impacts that effects of industry. The current workforce can suffer from burnout and work / life imbalance. The overworked design professionals' quality of work tends to lower when the bare minimum is put on the drawings just to make the project deadline, hoping to pick things up in drawings revisions. Due to this shortage, some firms are forced to decline projects or outsource them to another engineering firm. Worst yet, overpay for an underqualified hirer which only raises the cost of doing business.

## Possible Solutions

Of course, the #Hiring banner on my LinkedIn account resulted only after seeking internal and external recruiting assistance and agencies with average results. But one simple approach that has garnished additional applicants and resumes recently to my inbox has been due to an adjustment in the job posting title! Since the word "Mechanical" encompasses more than just HVAC design, adding it to a Plumbing job post title (i.e. Mechanical Engineer – Plumbing) is similar to way-finding signs at stores, hospitals and airports. Those that are looking for a career right out of school may not identify with the word "Plumbing" with their degree title. Or those from States other than Wisconsin tend to see firms listing plumbing design under the umbrella of the Mechanical Engineering discipline, along with HVAC and fire suppression. Using the word "Mechanical" isn't to trick the job seeker, but a way to use the language that is more relatable.

Some companies have sought graduates outside of the normal four-year college and university and have found success hiring graduates from two-year technical colleges. Going a step further, accepting licensed plumbers that have design experience has created a more robust plumbing engineering design team. These

types of hiring strategies have meant an adjustment to the typical design workflow method that is normally based on one plumbing engineer / designer to a project. Now the design workflow consists of a project team with two or three people due to the various skill sets of the CAB/BIM Technician and the License Plumber and License Designer Professional. Whatever the case, these hiring strategies expand the possible candidates to fill your open positions.

**Conclusion**

The shortage of plumbing engineers / designers is a challenge that we can overcome with a bit of effort and creativity. By understanding the root causes and the impact, we need to use all of the resources at our disposal to bridge this gap. So, let's invest in educating others, let's promote our profession by being active in recruiting at various events, and continue to create a pathway for new talent. Together, we can build a robust and capable workforce ready to tackle the next plumbing engineering / design project that comes our way and ensure a bright future for our industry...and I'll be able to take that #Hiring banner off of my profile picture!



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# MONTHLY MEMBERSHIP UPDATES

BY: RICH DAVISON

Hope your spring is off to a great start and the warm weather is on its way to us. This month we will be looking at the benefits of mentorship with ASPE.

**MEMBER BENEFIT TIP #7 - LEARN HOW TO MENTOR OTHERS** ASPE has mentor opportunities so you can help foster the career of another member. Opportunities are available for all members. Just click on Mentoring Program under Membership & Global Community on aspe.org for more information. Leave your mark on our Society.

Both within your company as well as working with fellow ASPE members across the country- you can find someone to help you gain the most product and industry knowledge to improve your profession.

Happy Birthday fellow ASPE members!

## Happy Birthday

Thomas Boehnen  
Sheila Downing  
Alex Feudner  
Jared Freye  
Paul Ginter  
Thomas King  
Kristofer Kinser

Patrick O'Neill  
Jonas Pfaff  
Robert Rudman  
Zach Sopata  
Gordon Tai  
Glen Trickle



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# TOUCHING BASE WITH VP LEGISLATIVE

BY: AARON BOCK, PE



Hello everyone,

Hope everyone's off to a great spring. For this month, I'd like to highlight what I've found to be the five most important pieces in the discovery phase of a medical gas design. I recently wrote a longer article about this for [Plumbing Engineer Magazine here](#), but here's a summary:

- 1. Identify your resources.** The very first thing you should do in the medical gas discovery process is identify what and who your resources are. Supplement existing drawings by creating your own resources — site surveys, photos of existing conditions and equipment, equipment maintenance logs, gas consumption, time of equipment service life and 3D scans of above-ceiling piping. These are all tools you may need to leverage to inform your design and avoid conflicts later. Some or all these resources might be needed to determine the capacity of existing systems and to determine how much additional load they can accept.
- 2. Confirm source equipment technology.** Conversations with facilities personnel often (and should) lead to discussions about what manufacturers and equipment technology they are familiar with and prefer. Facilities personnel will often have strong opinions about which technologies are best, which are invariably tied to what is the easiest and least expensive for them to service. If several technology types are viable for your application, then the best choice can often be the one that facilities personnel are the most familiar with. If you must deviate from familiarity due to an application mismatch or otherwise, make sure they are aware of this early and understand the implications.
- 3. Understand outlet keystyles.** Outlet keystyles are one of the biggest sources of confusion in medical gas for design professionals. Outlet keystyles are the physical connection type in the outlet that any connected equipment must be matched to. If these keystyles are not correctly identified and specified, the client's medical equipment cannot be connected to them. Getting clients to identify the keystone they intend to use is critical. Do not assume that an existing facility uses the same keystone for all equipment and gases (although the majority do); it may be necessary to use more than one to stay consistent with what the facility has.
- 4. Confirm monitoring and connectivity.** Existing facilities can be complicated, as they sometimes have monitoring products from multiple manufacturers. Monitoring signals and equipment are often unique to individual manufacturers and mixing them is usually fraught with problems. If faced with multiple manufacturers in an existing facility, keep the monitoring signals separate from one another or replace everything with one manufacturer if given the opportunity. For new and existing facilities, consult maintenance personnel on what they want monitored. Signals monitored by the BMS often cost upwards of \$1,000 a point, which can overwhelm small projects with tight budgets.
- 5. Check for code compliance.** When you survey an existing facility, be on the lookout for system elements not up to code. Some system components in aging facilities fall out of compliance as code language evolves, while others that were once compliant occasionally get replaced with noncompliant ones in nonpermitted remodels. Consider which systems and areas the scope touches and keep in mind that verifiers can have different interpretations of what is fair game.

# Antimicrobial technology - the new standard.



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W I S C O N S I N

# Affiliate Sponsorship Program

## Platinum Sponsorship

\$1,620/year (a \$1,990 value), Includes:

- One (1) individual Affiliate Membership
- Ten (10) meeting vouchers
- A full page advertisement in the newsletter
- Line card posted on ASPE WI Website
- A hole event sponsorship at the ASPE WI Golf Outing
- A tee box sponsorship at the ASPE WI Golf Outing
- A foursome (pre-paid) at the ASPE WI Golf Outing

The following can be added to any package:

- Full page **\$697**
- 1/2 page **\$399**
- 1/4 page **\$214**
- A foursome (pre-paid) at the ASPE WI Golf Outing, including dinner for four **\$600**
- Tee Box sponsorship at the ASPE WI Golf Outing **\$100**
- Hole Event sponsorship at the ASPE WI Golf Outing **\$150**

\*The term 'year' is defined from the beginning of September through August of the following year.

**Contact:** Jill Imig - Newsletter Editor  
jimig@hga.com

Mark Dahl - Treasurer  
mdahl@hydro-flo.com

## Gold Sponsorship

\$747/year (a \$820 value), Includes:

- One (1) individual Affiliate Membership
- Five (5) meeting vouchers
- A 1/2 page advertisement in the newsletter
- Line card posted on ASPE WI website
- A tee box sponsorship at the ASPE WI Golf Outing

## Silver Sponsorship

\$567/year (a \$710 value), Includes:

- One (1) individual Affiliate Membership
- Five (5) meeting vouchers
- A 1/4 page advertisement in the newsletter
- Line card posted on ASPE WI website
- A tee box sponsorship at the ASPE WI Golf Outing



# Newsletter Advertisement

## Full Page Advertisement

\$750/year, Includes:

- One (1) full page color advertisement in the ASPE WI Newsletter issued electronically on a monthly basis
- Line card posted on ASPE WI website

## 1/2 Page Advertisement

\$430/year, Includes:

- One (1) half page color advertisement in the ASPE WI newsletter issued electronically on a monthly basis
- Line card posted on ASPE WI website

## 1/4 Page Advertisement

\$230/year, Includes:

- One (1) quarter page color advertisement in the ASPE WI newsletter issued electronically on a monthly basis

## Line Card on Website

\$90/year, Includes:

- Your companies line card located on the ASPE WI Website

Additional advertisements can be added at the following:

- Full page **\$697**
- 1/2 page **\$399**
- 1/4 page **\$214**
- A foursome (pre-paid) at the ASPE WI Golf Outing, including dinner for four **\$600**
- Tee Box sponsorship at the ASPE WI Golf Outing **\$100**
- Hole Event sponsorship at the ASPE WI Golf Outing **\$150**

\*The term 'year' is defined from the beginning of September through August of the following year.

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Mark Dahl - Treasurer  
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