



The IPSSAN

Mission Statement: The Independent Pool & Spa Service Association, Inc. exists for the mutual professional benefit and growth of its members and for the continued improvement of the pool and spa service industry.

VOLUME XXXII, NUMBER 7

July 2020

California Capitol Report

CAL/OSHA Mandates Injury Protection Plan Update



At the end of last week, Cal/OSHA issued a notice greatly expanding its IIPP guidance pertaining to the hazard of COVID-19 in the workplace. Employers who have not reviewed and updated their IIPPs to address COVID-19 should do so now.

Until now, Cal/OSHA's only guidance concerning IIPPs in relation to COVID-19 consisted of a general statement/reminder that employers are required to have an IIPP to protect employees from workplace hazards and that employers should determine if COVID-19 is a hazard in their workplace. That guidance now states that "For most California workplaces, adopting changes to their IIPP is mandatory since COVID-19 is widespread in the community." (Emphasis added.) Cal/OSHA replaced their

previous general guidance (consisting of two bullet points) with an extensive list of particular "infection prevention measures" and training topics. Cal/OSHA specifically states to "include [those] infection prevention measures in a written IIPP when applicable to the workplace."

Background

Cal/OSHA's regulations require protection for workers exposed to airborne infectious diseases such as the 2019 novel coronavirus disease (COVID-19), first identified in Wuhan City, China in December 2019. This interim guidance provides employers and workers with information for preventing exposure to the coronavirus (SARS-CoV-2), the virus that causes COVID-19. Employers and

Continued on page 17

Region 1, El Dorado Chapter Trap Shoot



El Dorado IPSSA (Region 1) had a record breaking 80 shooters at our 4th annual Trap Shoot February 22nd. The weather couldn't have been better compared to prior years. HASA, SCP, & Pentair sponsored an incredible BBQ for the 4th year in a row!

Every year we select a premium shotgun for our raffle! Jason Hanson with Sierra Pacific was the big winner of a Franchi Affinity 12 Gauge shotgun valued at \$1,350. Congratulations to the first-place team Tim Rehard, Mike Stinson, Logan Korn, Connor

Panico, Kirk Clark for your superior shooting skills! We would like to thank all of the sponsors who made this event so much fun - Adams Pool Specialties, SCP, Hasa, Superior, Leisure Supply, Zodiac, Hayward, Pentair, Mike

Continued on page 17

Associate Management Team

Rose Smoot IOM, CAE - Executive Director

Email: rose@ipssa.com
Duties: requests to and from BORD, associate member relations, governance information and requests for documents, IPSSA sick route oversight, Education Fund guidelines, grievance information, chapter governance tools, IPSSA.com website updates.

Penny Gaumond - Project Resource Specialist

Phone: 888-360-9505, Ext. 2
Email: info@ipssa.com
Duties: trade show materials requests, tabletop material requests, codes for water chemistry test, process orders from chapters for sick route coverage cards, IPSSA merchandise & book order fulfillment, social media posts

Finance Team

Frank McDonald - Finance Director

Email: frank@ipssa.com
Oversees day-to-day membership transactions and accounting. Prepares IPSSA financial reports, chapter shares and census report.

Ian Bailey - Accounting

Phone: (888) 360-9505 x1
Email: accounting@ipssa.com
Duties: invoicing members, process payments, processes (financial) tax data, Swim Fund, track members that are water chemistry certified

Shvann Brown - Membership Assistant

Phone: (888) 360-9505 x1
Email: memberservices@ipssa.com
Duties: membership applications, transfers, cancellations, change of address or contact information, auto-pay sign up or one-time payments, chapter rosters and chapter officer updates

IPSSAN Newsletter

Doug S - IPSSAN Editor

Email: editor@ipssa.com
Duties: IPSSAN content, IPSSAN advertisements

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Calling all IPSSA Regular Members!

IPSSA is recruiting for volunteers to serve on the IPSSA BORD committees.

The committees meet four times a year through video or conference call. With this format very little time is taken away from your business or family. You will be able to work with the IPSSA BORD to ensure your organization is doing all it can to help the members and the community it serves.

The committees are as follows:

- Marketing and Communications - designs and implements strategies for promoting IPSSA by continuously strengthening its brand and developing web, social media, and print materials (including the IPSSAN). MCC's objective will be to execute a

comprehensive marketing and communications strategy which clearly presents IPSSA's mission and its services.

- Legislation and Regulation develops and implements strategies to ensure that the association's public policies and government affairs activities are fully addressed and communicated.

- Membership Program - promotes and facilitates the recruitment and continuity of IPSSA members.

- Education - provides advice to the BORD on the strategic directions and development of the educational activities of IPSSA and supports the ED FUND.

Please submit your email intent with your name, and committee you wish to serve. Those wishing to volunteer may select one-committee to serve. Committees may have no more than eight to serve on a committee. If interested, please submit your name right away. If you are not selected for the committee of choice, please know that committees change throughout the year and we will keep your name on file. If you are interested or would like more information about the committee purpose and how best you can serve, please feel free to contact me, Rose Smoot at 888-360-9505 or rose@ipssa.com

Things to do in July

- Wear Sunscreen
- Wear a Hat
- Drink lots of water



DO NOT HOLD DATED MATERIAL

INSIDE THIS ISSUE

President's Message	Page 3
Pool Lighting	Page 5
Automatic Pool Covers	Page 6
New Products	Page 11
BORD Member Interview	Page 12

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Deadline for submission of articles is the 20th of each month. Material submitted late will be considered for the following month.

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IPSSA National launches its new Website and Member Portal

By **Rose Smoot**
Executive Director

The IPSSA website is more powerful, has a lot more useful information for potential members, members and public. Here are some of the highlights:

Find a Pool Professional located on the landing page of <https://www.ipssa.com/>, is now powered by google maps and analytics. Google Maps used to generate dynamic, user-friendly maps of your profiles. These maps specifically appear in your Online Directory and allow you to visually display where potential customers can locate your business. They also generate Referrals for members whenever they are mapped, or the user clicks to receive Driving Directions to a member location.

Member Portal Home

Log in to the Member Portal – check out all the new benefits for members

Member Portal Home	Pay Your Bills	Referral Report (YTD)
Update Password	Profile Update	Media Update
Take A Survey	Add A Coupon	Submit an Event
Resources		

Mobile Responsive Website.

Now you can see and do everything from your phone and other small devices.

Resources

has IPSSA National BORD motions, governing documents, current minutes and policies. This will be a library for members. If your chapter has resources they want to share with the membership, please submit to info@ipssa.com



Rose Smoot

Add a coupon. If you have coupons for your business that you want the public to know, add it to your member portal page. When a potential customer is searching for a pool service technician in your area, your coupon will pop up.

Media update. Allows you to add your logo and any other social media tags for your business. This will also be displayed on Find a Pool Professional

Referrals Report. Allows you to see how many leads/referrals came through the ipssa.com website. In other words, how many potential customers have viewed your company profile over time.

Submit an event. If you have a chapter tabletop, chapter meeting, manufacturer training or community event you want members to know about, this would be the place to upload.

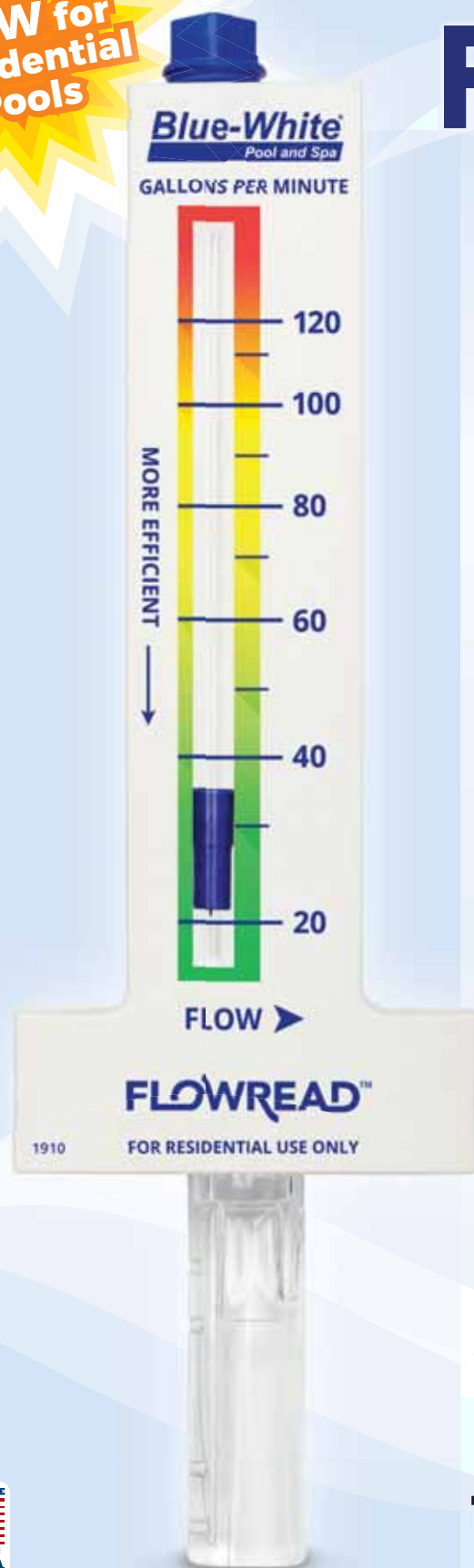
Please do remember to log-in to the Member portal so you can start taking advantage of these powerful tools. Emails have been sent out to all members, with pertinent log-in information back in the beginning of June. If you have any questions, please do email info@ipssa.com.

We have IPSSA logo gear available. Call the IPSSA executive office at 888-360-9505 to order!

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BORD Meeting
August 8, 2020
Virtual Video Meeting
BORD Meeting
Nov. 6, 2020
Monterey Plaza Hotel,
Monterey, CA

February BORD meeting minutes published in the IPSSA Member portal

Retrieve the Arrow/HUB Insurance 1st Qtr Claims Report, via IPSSA Member Portal under shared documents. If you can't find it there, check out the IPSSA Chapter toolbox, it will be waiting for you there.

President's Message

By **Manuel Margain**
IPSSA National President

Even though times are moving a little slower these days, May literally blew past us. While social activities are still limited, we see some positive movement in the right direction.

Our members should be able to have meetings and other activities in the upcoming stage 3.

We will continue to follow the new guidelines to protect our health. As this develops, we will have online meetings using Zoom

and others.

We all want to get together with our fellow members, enjoy each other's company and do things for our community. While our activities are limited we can all continue to provide.

Remember to keep fluids flowing during the upcoming hot months.

For COVID-19 business resources, visit the following IPSSA website link: <https://www.ipssa.com/covid-19.html>



Manuel Margain

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On the Lighter Side

“Off the Deep End” Pool Bob’s Hydro-Eclectic Musings

By **Robert Blade**

Got dirty stinky foamy spa water? Drain and refill it with fresh water. Give it the old “Flush and fill”. When in doubt - dump it out, I always say. There’s nothing like clean and fresh pool or spa water. In the good old days, the family would have a “bath day” about once a week, usually, in a barrel or tub. Of course, dad would get in first, then mom, the oldest child and on down the line. Needless to say, like a modern day overly used spa, that old bath water would be quite “out of balance”. And now you’ll know, where we got the expression, whenever you hear children, young and old, squealing with delight, while running to the pool or that ol’ watering hole, “the last one in is a rotten egg!”

“The Hydroxychloroquine”, is a new 2020 summer pool tech’s party adult beverage, I’ve created and I believe it greatly reduces the stresses of COVID 19 uncertainties.

Hydro stands for that good ol’ molecule, H₂O. Water.

XY is the chemistry nomenclature for an inter-halogen compound, but prepared in a solid form. Basically, it is H₂O, mixed with a halogen, in solid form (frozen).

chloro is, of course, every pool tech’s very favorite halogen, chlorine. I like it about 1.0 ppm. I prefer a slightly alkaline water blend. Test and adjust the pH to 7.7 and the alkalinity, as needed, to about 120ppm. This is to prevent any indigestion (see box of Arm and Hammer baking soda instructions). And there

should be a minimum calcium level of about 150-200 ppm, depending on the 8 oz. vessel’s surface being cementaceous, ceramic or glass (not vinyl or Poly Vinyl Chloride). Note, the Langlier Saturation Index will not be applicable, given the very low final temperature. Of course, the water should be free of borates, iso-cyanurates and algaecides, so, don’t use pool water, for the ice, no matter how good of a pool tech you think you are. Tap water is, usually, fine. Use 2, maybe 3 large cubes - not too many.

qu is for quinine, which is readily available in the store-bought tonic waters (Schweppes or Canada Dry). Add about 2-3 ounces to taste.

ine is for gin, with the Old

Continued on page 5

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The Paradigm shift of Membership



Associations/chapter fill critical needs among working adults, including keeping them abreast of the latest industry trends, providing high quality professional development, exposing them to a broader community of professionals in their industry, and advocating for their profession or industry. According to a recent study conducted by Rockbridge, nearly a quarter (23%) of working adults in the U.S. belong to an association representing their profession. These members tend to be highly satisfied, with 63% who are “very” or “extremely” satisfied with their membership, and the majority (69%) believe their association provides “very

good” or “excellent” value to them.

While associations/chapters are clearly delivering on their value proposition, 26% of working adults who have an association available to them have chosen not to join.

How can chapters attract these non-members?

#1 Change the Meeting Paradigm

The hallmark of chapter membership is participating in face-to-face meetings, events and trainings with others in the profession or industry. These in-person events provide a chance for members to interact and usually include learning opportunities. While they may be of interest to many current chapter members, they are not necessarily of interest to non-members. In fact, it is the top reason non-members have not joined a professional association/chapter; 44% of them are not interested in attending regular meetings or in-person events.

Chapters should consider investing in and promoting mem-

ber benefits that appeal to a more virtual community of professionals, including networking and learning opportunities that do not require meeting frequently in-person. Online communities, webinars and podcasts may be of more interest to non-members than traditional in-person chapter meetings and conferences. IPSSA National has begun a library in the new website.

In today’s changing environment, consider using technology-based meeting platform. It will be some time, before everyone feels comfortable meeting face-to-face. You can still make a meeting relevant through technology. Contact info@ipssa.com for more ideas.

#2 Create Training Opportunities that Go Beyond the Norm

One of the most popular ways non-members increase their skills is through sponsored training, with 40% of them participating in these sessions. To provide added value to these potential members, chapters will need to offer profes-

sional development content that clearly goes beyond what they get by just attending a chapter meeting. Chapters can take advantage of their strengths and utilize chapter support to offer training that reflects broader industry trends, is more up-to-date, and introduces members and potential members to areas relevant to their profession, but are not necessarily industry focused can be about how to run their business. IPSSA National can assist in attracting potential members through certification programs, given the broader value these have to one’s career.

#3 Show Them What You Can Do

Potential members may not be aware of the value their association can provide them, but they are interested in career- or industry-related content. Nearly half of non-members (46%) read free online articles on industry trends or information, and about a third participate in webinars (34%) and take free online training courses (35%). IPSSA

National is considering offering selected content or webinars free to industry professionals to demonstrate the value of their information and professional development to non-members. The development of such a platform is at the beginning stages. As the program develops, membership will be updated.

#4 Offer a Lower Commitment Option

Since many non-members are uninterested in some of the traditional benefits of associations, such as in-person events, sick route another solution is to offer lower commitment membership options based on usage. A third of non-members (31%) feel a lower tier membership option with fewer benefits at a lower cost, or a pay-as-you-go membership, where they pay only for the benefits they use, would increase their likelihood to join an association/chapter related to their profession or industry.

These are just a few ideas chapters should consider in your efforts to grow your membership base. While the value proposition is clear to current members, chapters need to think beyond the traditional membership paradigm to entice non-members to join.

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Education

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COVID-19

Go to ipssa.com “Events & News” for COVID-19 Information & Resources

How Modern Pool Design is Shaping New Lighting Philosophies

By Fluidra USA
(Zodiac/Jandy)

For a long of time, swimming pools were either rectangular or kidney shaped, and typically equipped with a single 500-watt incandescent bulb set in a big niche on one end of the pool. And, it worked.

Nowadays, pools are often custom freeform shapes designed to add aesthetic appeal and blend with beautifully landscaped backyards. Instead of stairs or ladders, they come with beach entries or baja shelves and are adorned with water and fire features or even swim up bars, stools and recliners. Today's pools are truly works of art — and like any exquisite art piece, they need to be properly lit.

Changes in Pool Design

Pool owners have gone from simply wanting a cool body of water for a refreshing dip, to wanting a visually appealing extension of their lifestyle that harmonizes with their home décor. These desires have led to tremendous advances in creative pool design.

This design shift really illuminated (no pun intended) the shortcomings of traditional single light pool designs. Achieving an even glow throughout pools with a single “freight train” light is impossible with the more intricate design shapes being introduced. With this outdated method of lighting, the architectural features that give each pool their own unique appeal would not only lose their spectacular impact, they would create dark spots, shadows and unsafe nighttime conditions.

So as pool shapes have evolved, the way we light those pools must as well.

Technologically, pool lighting has come a long way. Now we have small, nicheless LED lights that easily fit into small spaces, can be available in multiple wattage sizes, and can be installed without a concern for rebar structure. This leads us to the real question: Where should lights be placed to best take advantage of these advancements?

A New Lighting Philosophy Emerges

Even with the most basic pool designs, lighting design has progressed beyond the single light setup of pool designs' past.

To achieve a beautiful even glow in any pool shape, using several small nicheless lights — rather than one large light — is the way to go. Although the combined wattage of the small lights will be roughly the same as the single large one, ultimately the final results of the several small lights will provide superior illumination.

To give this thought some context, consider a sprinkler system. To attain a lush lawn that's green throughout, it's far more effective to install multiple sprinkler heads evenly across the yard than to simply place one sprinkler in the center where the water will not be evenly distributed and may not even reach the far corners — resulting in brown spots on an otherwise vibrant lawn.

Similarly, installing just the one light in a pool will result in uneven distribution and leave you with dark spots where the light does not evenly reach.

That said, in order to truly reap the maximum benefits of

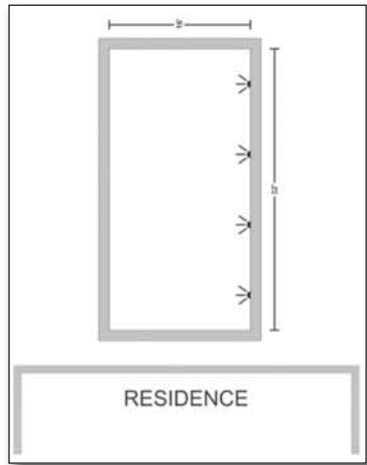
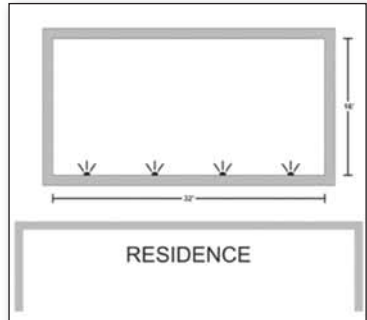
using small nicheless lights, placement is key.

Key Principles to Properly Light Pools

With the understanding of all the benefits that small nicheless LED lights provide, here are a few core concepts to guide proper pool lighting design going forward:

Orientation

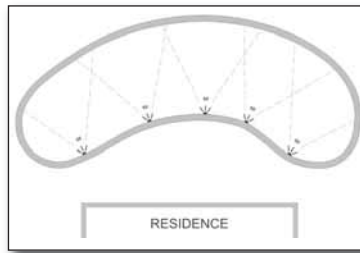
The direction in which the lights of a pool are pointed are key to the nighttime experience of the pool. The cardinal rule for light design is that, whenever possible, position the light fixture so that the beam is directed away from the house. Small nicheless lights sit higher on the pool wall and following this rule will keep the homeowner and guests from having to look directly into the beams of light. For example, if the pool is parallel to the home, place the lights on the wall facing away from the house. If the pool is perpendicular to the house, place lights on one of the long sides of the pool.



Positioning

Correct light placement is essential in eliminating dark spots or hot spots and in creating a beautiful, even glow of light throughout the pool. Lights should be placed 9–12 inches below the water's surface so that all pool lights are even on the wall regardless of pool depth (Be sure the lights you select are properly listed/certified to be installed at these depths). Lights in sun shelves/baja benches should be positioned 4 inches below water level. Lights in spas should be placed below the bench or in the foot well so that people aren't resting their backs up against a light.

To obtain an even distribution of light throughout a pool with straight sides, the general rule of thumb is to use multiple lights spaced evenly about every 8 feet along the wall. For pools with curves and turns, you should always factor in a 60-degree beam spread. Most lights will actually have a larger absolute beam spread, however, the brightest light will typically extend out at an angle of 60 degrees from the light fixture. Using this assumption to ensure even coverage out to the far side of the pool will eliminate any dark or hot spots in the pool.



Pool Finish

When selecting the appropriate lights to use for an install, it's also important to take the finish of the pool into account. The color of a pool's finish can impact the types of lights that are required for optimal lighting. For example, some manufacturers offer different wattage options in their lighting portfolio. The wattage level a builder should use depends not only on the distance the lights need to cover, but whether the pool has a dark or light finish. Lighter finishes are reflective in nature, so they

require less wattage per light. Conversely, a dark finish will absorb light and require more wattage to cover the same distance. Here's a table to give more detailed direction:

all shapes, sizes and colors, strategic lighting has become more nuanced than ever. However, knowing the basic principles of placement for the latest advancements in lighting

RECOMMENDED LIGHT WATTAGE			
Description	Power Range (Watts)	Square Footage*	Distance
Light Finish	5-10	125 - 165	10 - 12 ft.
	11-20	165 - 215	12 - 20 ft.
Colored Lighting Specs	20+	215 - 260	20+ ft.
	5-10	100 - 135	8 - 10 ft.
Medium Finish	11-20	135 - 175	10 - 16 ft.
	20+	175 - 225	16+ ft.
Colored Lighting Specs	5-10	100 - 135	10 - 12 ft.
	11-20	135 - 175	12 - 20 ft.
Dark Finish	20+	175 - 225	20+ ft.
	5-10	100 - 135	10 - 12 ft.
White Lighting Specs (use white for best illumination)	11-20	135 - 175	12 - 20 ft.
	20+	175 - 225	20+ ft.

*1 light will cover the listed square footage range

Coverage may vary based on depth, shape, and size of pool. Values are for reference only.

With the advent of the modern swimming pool that comes in

technology will allow you to optimize the performance of these small LED lights for dramatic results that are clear to see.

<https://www.fluidrausa.com/en>

On the Lighter Side

Continued from page 3

English spelling and pronunciation, but the G is silent, so why bother writing it down? Add about 1 measure.

Stir with a net or brush the walls, to mix. Not shaken. Do not splash, no running, no horseplay.

Rinse and repeat, as needed, for desired results. I'm working on a Hydroxybromoquine for spas

and a Hydroxyflouroquine that whitens teeth.

About the writer: The Pool Bob is a 20+ year member of the Monterey Coast IPSSA chapter, a past chapter president, Region 10 secretary and PIE Show museum curator. Contact info: Bob Blade, Aloha Pool and Spa alohapoolbob@sbcglobal.net, (831) 647 8680.

* IPSSA Education Fund *

The IPSSA Board of Regional Directors unanimously approved the new guidelines for the IPSSA Education (formally Scholarship) Fund, February 7, 2020.

The IPSSA Education Fund: Advancing Professional Training and Education in the Swimming Pool and Spa Industry

Guidelines

The IPSSA Education Committee is charged with identifying educational opportunities in all facets of the swimming pool and spa service and repair industry.

Individual and Class Scholarships through the IPSSA Education Fund are available to all self-employed pool professionals in Arizona, California, Florida, Georgia, Nevada, and Texas

Funding is provided to applicants who have completed qualified classes.

In accordance with these guidelines, the following classes qualify (not exclusive):

- Industry Trade Show education offerings
- Certified Pool Operator (CPO)
- Aquatics Facility Operator (AFO)
- Contractor license schools
- Manufacturer-sponsored courses
- College-level courses in: Bookkeeping, accounting, computers, and chemistry
- Trade-school courses in: Plumbing, electrical and mechanical

Based upon the determination of the Committee, other courses may qualify for funding.

Individuals that received a discount on classes sponsored by IPSSA are not eligible for reimbursement.

Applicants may apply two times a per calendar year, up to \$200 per class instruction for individuals. Maximum two submittals per calendar year.

Class instructors may apply two times per calendar year, up to \$200 per student with a maximum of \$4,000. Maximum two submittals per calendar year.

Eligible individuals may to download the application from ipssa.com or email info@ipssa.com. Applications are reviewed quarterly by the Education Committee.

For questions about the program, please inquire at info@ipssa.com or call 888-360-9505 xt. 2.

Mission Statement:

IPSSA Scholarship [Education] Fund is to advance professional training and education of the Self-Employed Swimming Pool and Spa Service and Repair Professional by subsidizing group classes that will expand his/her knowledge of their profession.

For more information, please visit [www.ipssa.com/resources/IPSSA education fund](http://www.ipssa.com/resources/IPSSA%20education%20fund). There you will find details and application.

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Members participating in the IPSSA Group Insurance Program are automatically insured to \$5,000 for medical bills due to accidental injury at the customer jobsite. This coverage can pay for an emergency room or urgent care visit and covers injuries like dog bites, lacerations and slips and falls. It's even available to pay a deductible expense if you already have health insurance.

Accidental Injury Medical Coverage is another reason IPSSA members have the best insurance available anywhere! Arrow Insurance Service, Inc ♦ (800)833-3433 Lic No. 0757776

Automatic Pool Covers

The perfect way to extend the swimming season after COVID-19

By Jacob Bloss
Cover Care



Jacob Bloss

In some parts of North America, pools are closed for as long or longer than the swimming season itself. Many pool owners would love to 'extend' their swimming season into the fall and start using their pools earlier in the spring by being able to open and close their pools easily when temperatures are mild. Automatic pool covers lend themselves to extending the swimming season while also providing safety, beauty, cost savings and convenience to pool owners. And because COVID-19 slowed the start of this season, savvy pool professionals are promoting the season-extending benefits of automatic pool covers because keeping pools open longer provides additional opportunities to sell more products and more services to pool owners.

Benefit 1:

Extended swimming season

Today's consumers are looking for maximum enjoyment from their swimming pool investment. Maximizing their investment means spending as much time as possible in the pool swimming! Understanding this reality is why the demand for automatic pool covers is growing exponentially for the past few years. And this reality is especially true this summer as consumers want to stay home and enjoy a 'home-staycation' with the uncertainty created by COVID-19. The fact that the automatic pool cover can be

opened and closed on warmer fall and spring days, means the pool owner is able to extend their swimming season, conveniently. They no longer need to close their pool completely for the winter at the first signs of a snow flurry. Pool professionals also find they are more likely to sell a pool heater so that the pool owners raise the water temperature in the fall and spring knowing they can contain the heat with an automatic pool cover. Additionally, the automatic pool cover opens or closes in less than one minute, and does not require the consumer to store safety cover in their garage or pool house during the summer. The auto cover makes it easy to extend the swimming and keep the pool open longer.

Pool professionals regularly say that their customers really want to maximize their invest-

ment in their pool. Not only want to extend their swimming season, they want to actually use their pool year round! It all starts with what we call NPO syndrome—or New Pool Owner syndrome. We build their pool and they tell me they want to warm the pool up to 90degrees and swim in New Years Eve. If they truly want to do that, they are going to need an automatic pool cover.

Automatic pool covers (APCs) are the most convenient pool cover available. This opening and closing convenience not only allows pool owners to use the pool more in the spring and fall, but it also helps maintain the pool clean and keeps the water chemistry balanced more easily. Savvy pool professionals selling automatic pool covers should take the time to explain that APCs help

Continued on page 8

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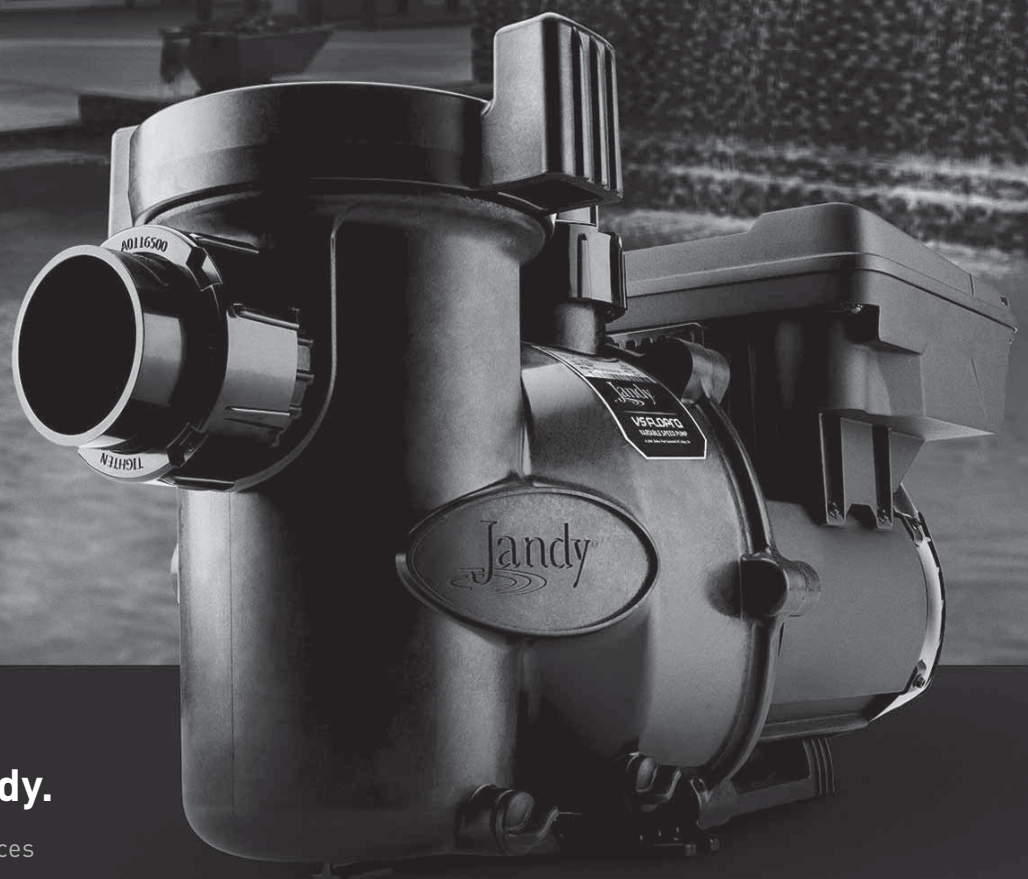
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Automatic Pool Covers

Continued from page 6

keep debris out of the pool water when the pool is not in use. This is especially important in the fall months when trees are shedding their leaves. Pool service professionals love opening pools with an automatic pool cover in place—because they are so easy and fast to open. Pools open faster and cleaner allowing pool owners to get into and start enjoying their pool sooner. Once consumers realize they will be able to extend their swimming season and will spend less time keeping their pool clean, it becomes much easier to sell an automatic pool cover.

Benefit 2: Safety

Automatic Pool Covers are also very much purchased for their safety benefits. Pool owners

need to recognize the safety benefit that comes with an automatic cover when closing their pool when it's not in use. It's important to pool professionals to emphasize safety as much as convenience when selling automatic pool covers. The security of knowing the automatic pool cover cannot be re-opened without a code or a key gives pool owners peace of mind. Selling this safety aspect to a potential customer is an essential part of closing the sale.

When asking pool owners why they want a pool cover, the main response is always safety. When pool professionals take the time to explain an automatic cover is also a safety cover, pool owners overwhelmingly chose an

automatic pool cover as they get the added convenience of not having to manually remove a mesh cover each time they want to use the pool. While seasonal safety covers are a good option for 6 months out of the year, their non-use during summer months provide no safety. However an automatic pool cover is a safety cover that also offers the versatility of a finger touch open and close year-round. When potential pool owners hear that it only takes 45 seconds to open or close the cover—they are sold.

Benefit 3: Savings

The automatic pool cover may be unrivaled in the savings they provide to a pool owner.

It is essential for pool profes-

Continued on page 11

Pentair Rebate Program



– Take advantage

Pentair Aquatic Systems appreciates the support of IPSSA membership. Pentair is pleased to continue offering IPSSA a rebate incentive based on individual product purchases of each member.

Pentair will reimburse IPSSA one dollar (\$1.00) for each whole good that a member purchases throughout the year. The listing of qualifying whole goods is the same as listed in the Pentair's PIP Program, for example, pumps, filters, heaters, heat pumps, cleaners, automation systems, IntelliChlor

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For IPSSA to receive payment each member must register individually on the Pentair IPSSA Incentive Program Registration Form (hyperlink for form) click here and also available on the IPSSA member portal site. This will allow Pentair to monitor and collect electronically from participating distributors purchase details, or direct from the member purchases for the rebate accumulation.

If a member does not register, their purchases will not qualify and

cannot be added later.

The Pentair Incentive Program dates reflect purchases made from October 1, 2019 through September 30, 2020.

This program does not affect any member purchases that may also currently be individually enrolled in the PIP program.

If dealers have any questions regarding the program, please have them dial 800-693-0171 and speak with their program coordinator.

The funds generated will be used for IPSSA's continuing education and research programs.



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Renovating Pools and Decks with specialty pool coatings

Save Time, Save Money, Make pool maintenance easier and clients happier

By **Rebecca Spencer**
RAMUC Pool Paint

As stay-at-home restrictions are lifted, pool professionals will likely struggle with the increased demand for pool renovation-- as children and adults alike venture out of their homes and into their backyards for some much needed aquatic recreation. Deteriorated plaster or fiberglass pools can be re-plastered or re-finished, however re-plastering and re-finishing takes time and can be costly. More importantly, it takes skilled

labor that will likely to be in short-supply this pandemic-affected-summer.

Painting those pools could be a better solution, as painting is an excellent renovation alternative to protect and beautify pools. In addition to adding a vibrant, fresh color, a new coat of paint can be a cost-efficient way to give new life to concrete, plaster, or fiberglass pool surfaces—even pool decks! There are now many paint coating options for virtually any pool or deck surface. Choosing the right product—be

it epoxy, rubber, or acrylic paint—is key. Now is the time to embrace specialty pool coatings so you can help your clients save time and money renovating their pool and deck.

Getting Started

Many pool professionals feel a bit overwhelmed choosing the best paint for the job—as no one wants to purchase the wrong paint for the application. It's important to understand that there are generally three types of pool coatings to choose from, each with their pros and cons,



Rebecca Spencer

based on the pool into which it will be applied.

Rubber based paints-pros and cons

Pros: Commonly used pool coatings are the rubber-based paint types—either chlorinated or synthetic rubber. These are relatively inexpensive and are easy to apply. Chlorinated rubber coatings provide excellent hiding, protection, and coverage for previously painted chlorinated rubber surfaces. These coatings can also be applied to bare concrete, marcite, or plaster. These finishes are designed to last between four and five years. Synthetic rubber coatings can be applied over existing chlorinated or synthetic rubber systems, bare concrete, or plaster and is intended for use where adherence to volatile organic compound (VOC) regulations is required. When properly applied, this finish can last up to three years.

Cons: Although popular, they do have some disadvantages that might affect whether or not to use rubber-based paint for renovation this summer. They do require a bone-dry surface at the time of application. As busy pool professionals know, this may not be possible in our shortened, pandemic-afflicted summer. Additionally, the pool will need 5-7 days of curing time before water can be added to the pool. To avoid blistering, the coating should not be applied in really hot weather—particularly if you are renovating a previously painted pool surface.

Finally, rubber-based paints do contain volatile solvents requiring a mask to be worn at the time of application.

Epoxy Coatings-pros and cons

Pros: Epoxy coatings create a tough, durable finish with unsurpassed stain, chemical, and abrasion resistance. Epoxy can be an excellent alternative to re-plastering; two coats of a high-build epoxy will achieve a hard, abrasion-resistant surface that costs one-third less than expensive resurfacing finishes. With proper preparation, a high-build epoxy finish can last up to eight years. Traditional epoxy will last approximately five years.

Cons: Only an epoxy coating can be applied over an epoxy coating. Solvent based epoxy coatings cannot be applied over chlorinated rubber, synthetic rubber or acrylic coatings. Most epoxy coatings also require an epoxy primer on uncoated surfaces—however when recoating an existing epoxy coating in good condition, primer is not necessary. Remember to also consider self-priming paints, such as RAMUC coatings that will reduce the amount of time needed to complete the job and save money by avoiding the purchase of a primer. These paints eliminate the need to apply a primer before applying the first layer of paint.

Water-based acrylics-pros and cons

Pros: Water based acrylic paints are environmentally safe and user-friendly. They can be applied on damp surfaces without blistering surfaces—which can be especially beneficial for renovating this busy summer.

Continued on page 11

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Automatic Pool Covers

Continued from page 8

professionals to remember to promote the many savings benefits of automatic pool covers. The added benefits of the cover actually reduce the overall costs of maintaining a pool. Automatic pool covers help retain heat when the pool isn't in use and keep chemicals and water from evaporating,

which together contributes to a reduction in the operational cost of running the pool.

Studies show that gas heated pools with automatic covers save approximately \$2,000 in heating costs per year. Studies also show that automatic covers save approximately 8,000 gallons of

water evaporation throughout the year. And best of all, the annual cost to operate an automatic cover? It costs only about \$5/year to operate an automatic safety cover! By being able to cover a pool with an automatic cover in 45 seconds, consumers

Continued on page 14

Renovating Pools and Decks

Continued from page 10

Additionally, this type of coating does not contain strong solvents and can be applied over most types of coatings providing they are in sound condition. Most importantly, this is a very cost-effective painting approach and when done correctly. Water-based acrylics are the best choice for indoor pool renovations as they don't contain noxious solvents making them superior for enclosed environments.

Cons: Although easier to apply, acrylic paints tend to only last one or two seasons of use so it's important to point that out to the customer. Water based acrylic paints can also be problematic when you are renovating a previously painted pool—particularly if the pool was previously painted with an epoxy paint—as acrylic will not work over epoxy. This makes it very important to run a paint-chip analysis from the surface of the pool before selecting the best coating to use. Once an acrylic is applied, only another acrylic can be used when recoating is needed. No other coating can be applied over acrylic - it will not adhere and will cause peeling and lifting.

Paint Selection

Paint selection begins by determining what type of coating is currently on the pool. Unfortunately, with many pools, pool professionals must deal

with a pool that has many, many layers of built-up paint—some pools even have more than one type of paint under the various layers. Some pool paint suppliers offer a free paint chip analysis, which can be very helpful—especially with pools that have many layers of old paint. To prevent an expensive mistake, a paint chip should be sent to the paint supplier for analysis, as they can provide information such as thickness, number of coats present, and integrity of adhesion—as well as make recommendations for the best paint to use in the particular pool application.

Inspect, Scrape, Repair & Clean before painting

Whatever type of coating is being used, it will adhere best to a solid and clean surface. Preparing the surface before beginning to paint is very important. Be sure to scrape any peeling, flaking, or chipped paint and sand smooth in addition to repairing any minor cracks or chips.

Cleaning the pool surface before painting is also very important. The pool surface should be free of loose paint, dirt or oils. There are products designed specifically for pool surface preparation and using them is highly recommended. In most cases, these products can reduce the amount of time need-

ed to clean the pool's surface, allowing the job to be completed with just one step in one-third the amount of time.

Applying the paint

When applying the pool coating, it is important to adhere to the recommended coverage. Paint that is applied too thin will not provide adequate coverage or yield a long-lasting result; whereas a thick coat may cause air bubbles, 'alligatoring,' or blistering.

Temperature matters!

Pool professionals should avoid painting if the temperature is below 50 F, above 85 F, or if the overnight temperature will drop below 50 F. If the temperature is above 85 F, the paint can blister. Temperatures under 50 F will cause the paint formula to become more 'viscous' or thickened, making it difficult to apply evenly. Pool paints are designed to dry and cure within a defined temperature range. The chemicals that make up the paint require the proper temperature to bond together and adhere to the surface. If the paint is not able to cure, uneven coverage, peeling, bubbling, cracking, and other problems can occur.

In addition, do not paint in direct sunlight as it will affect adhesion, primarily because it causes the paint to dry too quickly. The solvents in the formula will not be able to evaporate

properly and result in adhesion failure. High temperatures can cause the paint to bubble and blister, which results in peeling once it cures.

Once the painting is complete, be sure to allow for adequate drying time (specified on the product label). Some pool professionals may be eager to refill the pool once they have finished painting the surface so it can be opened quickly for use. However, allowing for adequate drying time is the last step to a successful pool paint application.

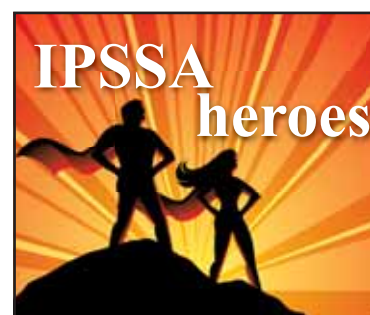
Faster renovations & less pool maintenance!

Painting pools is one of the most economical ways to keep them looking good and performing well. Additionally, your clients will find that maintaining their newly painted pool and deck will be easier to maintain

after renovation. As pool professionals look for solutions to help get pools open quickly for use after the COVID-19 quarantine, now is the time to get those paint chip samples in for analysis. Once you know what paint is currently on the pool's surface, work with your local paint supplier to help choose the most appropriate paint to use to repaint the pool or deck successfully and fast. After many months of quarantine, pools need to be painted and opened quickly this summer to give your clients a much-needed swimming and outdoor living experience.

About the author:

Rebecca Spencer is the marketing director of RAMUC Specialty Pool Coatings and is marketing professional with over 25 years of expertise in the coatings industry.



Let us know!

One of the great things about IPSSA is the underlying commitment to help others in the industry. After all, this association was created on the principle of sick route coverage. But, many members go above and beyond sick route, helping other

members and their communities. These are IPSSA Heroes. Tell us your story, or let us know who has helped you. Email us at info@ipssa.com.

IPSSA CODE OF ETHICS

As a member of the Independent Pool and Spa Service Association, Inc., I will utilize my professional knowledge and skilled practical workmanship in providing quality customer service. To that end, it will be my responsibility to keep informed of developments in the pool and spa industry including new techniques and product applications.

My second obligation will be to the members of IPSSA by giving them any professional assistance they may need including sick route coverage. With respect to sick route coverage, I will treat sick route clientele with professionalism and respect, and will not solicit the business of a sick route client while providing sick route coverage.

My final responsibility will be to my community and its citizens. I will strive to communicate the necessity for pool safety and other issues of importance to pool and spa owners.

In these ways, I will promote the ideals and objective of the Independent Pool and Spa Service Association, Inc.



VOLUNTEER SPOTLIGHT

IPSSA's newly launched Volunteer Spotlight feature puts our amazing volunteers front and center in the IPSSA Community! We want to use this unique opportunity to thank the wonderful individuals that continuously donate their time and energy to help IPSSA and the pool and spa industry thrive. We encourage all IPSSA members to connect with these star volunteers to let them know about the Spotlight. To be featured in our next Volunteer Spotlight, in the IPSSAN, Face Book and YouTube email your picture, pictures of any information that supports the spotlight, and answer a few questions. Forward to info@ipssa.com.

1. Tell us about yourself
2. Tell us about your volunteer experience with IPSSA. Project in the past that would be featured as a spotlight.
3. Why did you decide to become a volunteer
4. How has volunteering impacted your career
5. How has being involved with IPSSA made a difference in your community or outreach to the public

July BORD Member Interview: Region 12

For 2020, each monthly IPSSAN will feature a BORD member and why they are so dedicated to IPSSA and association membership.

Neal Holt serves as the Director of Region 12, which includes Dallas, Fort Worth, Mid-

Cites, Tarrant County, and Waxahachie chapters.

1. What year did you join? 2007

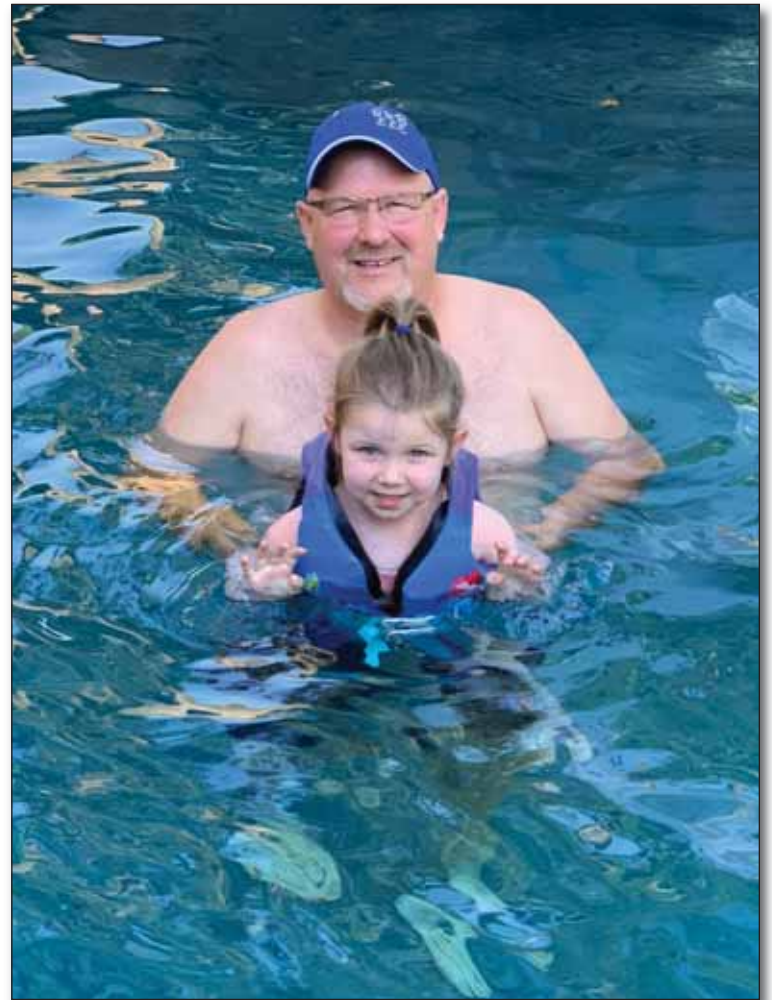
2. Why did you join? I joined IPSSA because I wanted to gain more knowledge of swimming pool profession. I became

very passionate about the work I was doing in the pool industry. The other added benefit was I got to make new friends.

3. How has IPSSA helped you over time? IPSSA has taught me many things. For example, Pool professionals can work together and still be profitable, there is enough work for all of us, workmanship is a top priority and you can have close friends that are not your competitor.

4. Why do you serve as a BORD member? I serve on the BORD because I love to help people succeed. I have found that being a leader has helped me to succeed in my day-to-day life.

5. What are you passionate about? I love spending time with my wife and family. We have a farm in East Texas, where we have so many things to do to occupy our time. My wife and I are big travelers and do so as often as we can.



Neal Holt swimming with his grand daughter

The IPSSAN is also available to employee members

Would you like your employees to read The IPSSAN each month? All you need to do is go online to www.IPSSA.com/Resources/IPSSAN.



IPSSA members eligible for 35% rebate on online education at www.ipssa.com

Through a partnership with the National Swimming Pool Foundation, IPSSA is pleased to offer online education through the IPSSA website. And, IPSSA members who complete classes through this online portal are eligible for 35% rebates!

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Once you have purchased your online training course, within one business day you will be emailed a link to the IPSSA training portal and an access code to activate your online class.

Prices for the classes range from \$19.95 to \$259, with most in the \$19.95 category. And, IPSSA members will be rebated 35% of their class fee upon completion.

ASK THE EXPERTS

IPSSAN Editor: What do you readers think about the questions and responses? What are your opinions on this subject? Is this a column that you would like continued? Let us know by emailing the IPSSAN Editor at editor@ipssa.com.

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Automatic Pool Covers

Continued from page 11

save thousands of dollars on unnecessary pool utility bills

Benefit 4: Beauty

Though it is not necessarily among the top reasons a pool owner chooses an automatic pool cover, the product does have an added 'aesthetic' bonus that it can 'disappear' when the cover is open. This aesthetic appeal often 'seals the deal' of an automatic pool cover on a new pool.

Pool professionals encourage customers that are trying to decide on whether or not to choose an automatic pool cover, to do so prior to the construction

of the pool. This allows the cover to be installed under the coping with hidden track. If they wait to add the automatic cover later, they will need to contend with a track on their deck, which is not as appealing for those who are concerned with the aesthetics of their pool. An automatic pool cover seals the pool safety and securely and also has a beautiful finished look that won't be an eye-sore to look at in the winter months.

Finally, with so many color choices available today, cover colors complement the backyard design and complete the look of the

entire pool area. The color options for the cover are an added aesthetic benefit that pool owners can easily choose for the perfect design.

Benefit 5: Installation outsourcing

Installing automatic pool covers does require a certain amount of skill and ability. As with any installed product, the question that pool professionals need to determine is whether they want to sell, install and service the automatic cover - or simply sell the APC and outsource the installation and ongoing service. Some pool professionals sell and install automatic pool covers while others decide to outsource both the

installation and the maintenance of the APCs. With tight labor markets, many pool professionals are now opting to outsource the installation and service of automatic pool covers so they can focus on their retail or building business. Outsourcing allows pool professionals to concentrate on what they do best. Even builders—with service departments—those service departments can focus on their core competency and just outsource and profit from the work done by the cover company—which can be treated as a sub-contractor.

Like any installed product, service and maintenance are a part of any automatic pool cover. Those companies that offer service might prefer to service the covers. While others would prefer to just outsource the service. For example, if your company doesn't work on automatic pool covers daily or even weekly, a simple pin adjustment or replacement by a cover company that is just a 10-15 minute service call might take a regular service professional more than a hour—keeping them from a more profitable service call. Again, it all comes down to looking at your business, your market and the profitability of taking on the installation and service of automatic pool covers.

Fortunately, there are now many pool professionals throughout the US and Canada who now exclusively install and maintain automatic pool covers. It's now much easier for pool professionals to subcontract this portion of the job allowing them to offer

automatic pool covers and profit from selling them, without having to train or have staff on hand to install and maintain these covers.

CONCLUSION

The market demand for automatic pool covers continues to grow rapidly, year over year. Pool professionals have a tremendous profit potential this summer in particular as pool owners hunker down in their own backyards under the uncertainty created by COVID-19. Now is the time to consider adding automatic pool covers to your offering of products to quickly increase your profits this next season. Look at the automatic pool cover as a way to increase your customer's satisfaction with their swimming pool investment. Not only will they enjoy and extended swimming season, they will also enjoy the added convenience, safety, and beauty of their pool with an automatic pool cover. Pool professionals agree that the automatic pool cover is one of the main reasons customers are always super pleased with their overall swimming pool investment. This season, offer automatic pool covers to your customers. Whether you install them yourself or outsource the work to a cover installer, you will increase your profits and have a happier customer.

About the author: Jacob Bloss is director of operations at Cover Care LLC, which specializes in the installation and repair of automatic pool covers servicing over 20 major markets across the U.S. and Canada. Mr. Bloss can be reached via e-mail at jbloss@covercare.net

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6 Ways to Build a More Recognizable Brand

By Nicole Wisniewski
PHTA

Building a better brand and reputation is easier than you think. Take the time to focus on brand strategy and reap the rewards.

When people stumble on your brand's website or Facebook page or see your trucks or employees in the field, how do they perceive your brand? What reputation do you have among current and potential customers in your local market? Do you ever think about how you appear to them?

Well, you should. In fact, a Nielsen survey says 59 percent of consumers prefer to buy products and services from companies familiar to them. How do you become more familiar with your target customers? By building a more recognizable brand.

Branding is essential to your pool, hot tub and spa service business—no matter whether you're a small company or a large one. Yes, maybe your brand will never be as recognizable as Kleenex, Coca-Cola or Band-Aid, but that doesn't mean you can't do more to build your business' brand awareness.

While there's no quick fix for an instantaneous brand boost, here are six strategies that can put you on the right path. The bonus: The ongoing effort will help you build long-term relationships with your customers.

1. Research and Identify Your Target Customer.

Define your target customer. The key is to get as specific as possible so you can tailor your mission and message to meet their exact needs. Think of the detailed lifestyles and behaviors of your customers—things like age, gender, location, income level, education level, interests/hobbies, motivations, goals, pain points, brand affinities, etc. You gain a competitive advantage when you narrow your target audience focus because you can better direct your message. The bonus: It's also clearest to your intended recipients.

Take your time on this step. Identifying your target customer for your services and products is an exercise that will affect and benefit all areas of your brand building process, particularly marketing. You want the right people consuming your content, sharing your information, clicking on your ads, opting in to your email list, etc.

2. Clarify Your Mission.

What value does your business provide to your target customers? Your mission statement describes your purpose for existing that informs every other aspect of your brand building strategy. From your logo to your tagline to your messaging—all of it should reflect your mission. Your mission should simply outline who you are, what you offer and why people should care. It should be simple and clear and understood immediately. When people ask you what you do, you should be able to answer with your mission statement.

3. Outline the Key Benefits Your Brand Offers.

There will always be brands you compete against that have bigger marketing budgets to share their messaging. But your

products, services and benefits are solely yours. Focus on the benefits that make your company unique.

This doesn't mean you should just make a simple list of the products and services you offer. Think about how you actually provide value to improve your customers' lives. Some examples: saving customers time, reducing their costs with a more affordable option, providing more authentic customer service, etc.

When customers connect emotionally to a brand because they share the same values and beliefs, this can lead to higher sales. In fact, 64 percent of women and 68 percent of men have felt an emotional connection with a brand, Consumer Thermometer reports. A strong brand encourages loyalty—even protecting your price in times when others must rely on discounts to drive sales.

What does your brand believe in? Don't fall victim to the tendency to overpromise and underdeliver. Create customer trust with honest values that are reflected in transparent branding. Label Insight says 94 percent of customers are likely to show loyalty to a brand that offers complete transparency.

4. Research Your Competition.

Building a brand identity is all about differentiation: making your brand visible, relevant and unique. However, without a firm understanding of your competitive landscape, it's easy to blend in. Thus, it's crucial to understand not just who your competition is—their perception in the market and how they present themselves to customers—but also how your brand compares.

To get a snapshot of the competition, complete a competitive analysis. Pay attention to how your competitors present their brands in terms of common visual elements, trends, industry-specific themes, brand personalities, etc. For instance, if all your competitors use similar colors in their branding, this could be an opportunity to differentiate. It's best

not to mimic other brands in your market. Create an independent feeling to attract customers who are looking for something more original and authentic.

5. Create a Unique Brand Voice and Use It Consistently.

Once you have a clear target audience and mission, know what benefits you bring to the table and understand your competitors, you can form your unique brand voice. Are you service-oriented? Technical? Informative? Value-oriented? Will you use a conversational voice (using "I" and "you")? Will you tell stories about real experiences?

It's important to position your brand as the customer's guide, rather than the hero. This works well because customers can then be the heroes of their own stories by choosing you as their service provider. Maybe they want to feel more successful or more confident; customers make purchasing decisions for these kinds of reasons. Let your brand voice encourage and reflect that.

Once you determine this, maintain your brand voice in all your business marketing efforts, including website, advertising, blog articles and social media posts. Your community of customers want reliable, regular communication from you. HubSpot says 86 percent of consumers prefer an authentic and honest brand personality. They are looking for communication tailored to their needs and backed by genuine personal interaction. The perk: Presenting a brand consistently across all platforms can increase revenue by up to 23 percent, Forbes reports.

6. Build Brand Awareness With Unique Strategies.

In addition to regular marketing strategies, seek out unique ways to build your brand. Try a few different ideas to continue sharing your brand story and boost your reputation in your local market. Remember, it takes five to seven impressions for people to remember a brand, according to brand strategist Pam Moore, so try showcasing your company to current and potential

customers in some diverse ways.

- Try partnering with local businesses to hold joint seminars or festivals. You can also sponsor local sports teams or charity events. Give away branded freebies at these events so people can take your brand home with them.

- Have you wrapped your cars, trucks or even personal vehicles with customized designs promoting your business to gain attention driving around your community?

- Try running a social media contest where contestants submit photos or videos of their pools, hot tubs or spas and people vote on their favorites. Contestants have to share links with friends and family to drive votes, and all this activity builds brand awareness for you.

- On social media, know where your audience is and focus on those sites versus trying to be

everywhere. For instance, as a visual industry, photos of pools, hot tubs and spas might do best on Instagram and Facebook over Twitter. Look at your analytics to find out where your traffic is coming from so you can target your strategy and time.

Need more ways to boost your brand and reputation? Enter the Pool & Hot Tub Alliance's International Awards of Excellence Program, which recognizes and rewards the industry's most creative and beautiful work. Or have you thought of entering the Certified Pool & Spa Service Professional of the Year or Young Professionals of the Year awards that recognize outstanding and forward-thinking industry professionals? Submission deadlines for all 2020 awards are in July. For more information, email awards@phta.org.

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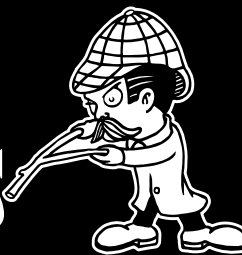
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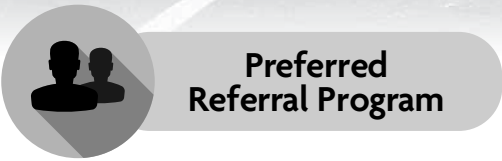
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Pool Safely's Top 10 Tips to stay safer around the pool or spa

1. Learn how to swim and teach your child how to swim.
 2. Install a four-foot or taller fence around the entire perimeter of the pool and use self-closing and self-latching gates; ask your neighbors to do the same at their pools.
 3. Never leave a child unattended in or near a pool or spa and always watch your children closely around all bodies of water.

4. Designate a Water Watcher to supervise children in the pool or spa. This person should not be reading, texting, using a smart phone or be otherwise distracted. Adults can take turns being a Water Watcher.
 5. If a child is missing, look for him or her in the pool or spa first.
 6. Keep children away from pool drains, pipes and other openings to avoid entrapments.

7. Ensure any public pool and spa you use has drain covers that comply with federal safety requirements, and, if you do not know, ask the pool manager if the facility complies with the "VGB Act."
 8. Learn how to perform CPR on children and adults, and update those skills regularly.
 9. Install and use a lockable safety cover on your spa.
 10. Have lifesaving equip-

ment such as a life ring, float or fiberglass reaching pole available and accessible.
 Pool Safely, a national public education campaign supporting the requirements of Section 1407 of the Virginia Graeme Baker Pool and Spa Safety Act, works with partners around the country to reduce fatal child drownings, non-fatal drownings and entrapment incidents in swimming pools and spas. Parents, care-



givers and the media are encouraged to visit: PoolSafely.gov or @PoolSafely on Twitter for vital safety information regarding the prevention of child drownings in and around pools and spas.

California Capitol Report

Continued from page 1

employees should review their own health and safety procedures as well as the recommendations and standards detailed below to ensure workers are protected.

Cal/OSHA recommends employers follow recommendations from the Centers for Disease Control and Prevention (CDC), Interim Guidance for Businesses and Employers to Plan and Respond to Coronavirus Disease 2019 (COVID-19), February 2020. These guidelines include infection prevention measures which include:

- Actively encouraging sick employees to stay home
- Sending employees with acute respiratory illness symptoms home immediately
- Providing information and training to employees on:
 - o Cough and sneeze etiquette;
 - o Hand hygiene; Avoiding close contact with sick persons;
 - o Avoiding touching eyes, nose, and mouth with unwashed hands;
 - o Avoiding sharing personal items with co-workers (i.e. dishes, cups, utensils, towels);
 - o Providing tissues, no-touch disposal trash cans and hand sanitizer for use by employees
- Performing routine environmental cleaning of shared workplace equipment and furniture (disinfection beyond routine cleaning is not recommended)
- Advising employees to check CDC's Traveler's Health Notices prior to travel

The CDC guidelines also contain recommendations for creating an infectious disease outbreak response plan to be followed in the event of an outbreak.

These response plans include one or more of the following:

- Allowing flexible worksites, telecommuting and flexible work hours to increase physical distance among employees
- Using other methods of minimizing exposure between employees, and between employees and the public
- Postponing or canceling large work-related meetings or events

Additional Cal/OSHA Regulations for Workplaces Where There is Significant Risk of Exposure Although the scope of the ATD Standard is limited to certain employers, there are other Cal/OSHA regulations that apply to all employers. These may be applicable to protect employees from exposure to the coronavirus where there is a significant risk in the workplace.

Injury and Illness Prevention Program (IIPP)

All employers must have an IIPP (title 8 section 3203) to pro-

tect employees from workplace hazards. Employers are required to determine if COVID-19 infection is a hazard in their workplace. If it is a workplace hazard, then employers must:

- Implement measures to prevent or reduce infection hazards, such as implementing the CDC recommended actions listed above
 - Provide training to employees on their COVID-19 infection prevention methods
- Washing Facilities Regardless of COVID-19 risk, all employers must provide washing facilities that have an adequate supply of suitable cleansing agents, water and single-use towels or blowers (title 8 sections 1527, 3366, 3457 and 8387.4). Personal Protective Equipment (PPE) Title 8 section 3380 Personal Protective Devices requires employers to conduct a hazard assessment to determine if hazards are present in the workplace that necessitate the use of PPE. If an employer identifies COVID-19 as a workplace hazard, they must select and provide exposed employees with properly fitting PPE that will effectively protect employees. Control of Harmful Exposures Title 8 section 5141 Control of Harmful Exposures requires employers to protect employees from inhalation exposures that can result in injury, illness, disease, impairment, or loss of function. COVID-19 is a harmful exposure if there is an increased risk of infection at the workplace.

Employers must implement engineering controls where feasible and administrative controls where practicable or provide respiratory protection where engineering and administrative controls cannot protect employees and during emergencies. The CDC recommendations above describe some useful administrative controls. For more information on respirator use see section 5144 and the federal OSHA respiratory protection eTool. Surgical and other non-respirator face masks do not protect persons from airborne infectious disease and cannot be relied upon for novel pathogens. They do not prevent inhalation of virus particles because they do not seal to the person's face and are not tested to the filtration efficiencies of respirators.

Resources

National Institute for Occupational Safety and Health, Centers for Disease Control and Prevention. Coronavirus Disease-2019 Centers for Disease Control and Prevention. Interim Guidance for Businesses and Employers to Plan and Respond to Coronavirus Disease 2019 (COVID-19), February 2020. March 4, 2020.

Policy on IPSSA mailing list

The IPSSA general membership mailing list will not be given out to anyone including members, associate members or outside organizations. This policy has been established to protect members from possibly being placed on inappropriate and or indiscriminate lists.

El Dorado Chapter Trap Shoot

Continued from page 1

the Poolman, American Leak Detection, Sierra Pacific, Pool Time, Ipssa, & John Adams Handy! Also, we would like to thank the volunteers that came out to help score & cook Sheri Panico, Megan Rehard, Amy Goodman, Jim Ghidossi, Dave Sheppard, Michael Lawrence,

Patty Doyle! We are pleased to say that the Northern California pool industry are becoming very good at shooting Trap! El Dorado Ipssa's president, treasurer, & secretary Shawn Panico, Mark Becker, Tim Rehard worked tirelessly to make this a fun and safe event!

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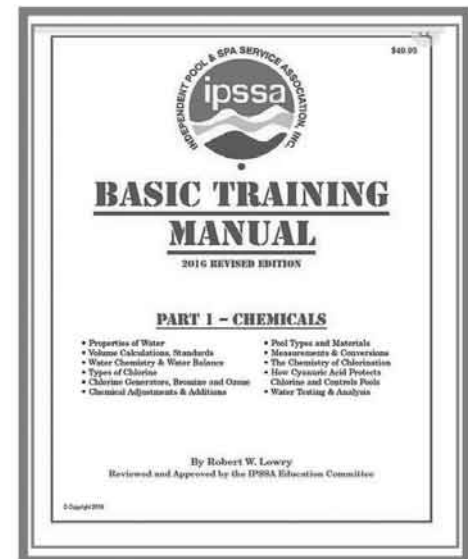
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Finance Team: Frank McDonald – Finance Director, frank@ipssa.com; Ian Bailey – Accounting, Phone: (888) 360-9505 x1, Email: accounting@ipssa.com;
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REGION 1 (NORTHERN CALIFORNIA)
B.O.R.D. Member: David Hawes
(925) 828-7665
E-mail: david@hhpools.com

CAPITAL VALLEY: (Sacramento): First Wed., 7 p.m.
VFW, 8990 Kruithof Way, Fair Oaks
Pres. Scott Houseman (916) 638-4100
scott@leisuretimepool.com

DELTA: (Stockton)

Third Wed., 6:00 p.m., The Elks Lodge
19071 N Lower Sacramento Road, Woodbridge
Pres. Rick Plath (209) 456-1605
service@rickspoolservice.com

EAST BAY

Third Tues., 6 p.m., Pleasant Hill Community Center,
320 Civic Drive, Pleasant Hill
Pres. David Luthy (510) 435-5252
townandcountrypool@comcast.net

EAST CONTRA COSTA

Fourth Tues., 6:00 p.m., La Fuente Mexican Restaurant,
642 1st Street, Brentwood
Pres. Dale Vaughn (925) 759-3819
dalevaughn1176@comcast.net

EL DORADO

Second Thurs., 6:30 p.m., Shingle Springs Comm. Ctr.
4440 S. Shingle Road, Shingle Springs
Pres. Shawn Panico (916) 201-6245 / www.edipssa.com

ELK GROVE

Second Wednesday, 7:00 p.m., Logan's Roadhouse,
9105 W. Stockton Boulevard, Elk Grove
Pres. Chris Bass (916) 704-1505
basspoolservice@gmail.com

GOLD COUNTRY

First Mon., 6:00 p.m., Sierra Grill Smokehouse,
2515 Grass Valley Hwy., Auburn, CA
Pres. Ryan Ruminson (530) 401-7346
ryanruminson@sbcglobal.net

MODESTO CENTRAL VALLEY:

Third Tues., 6 p.m.
El Rosal Restaurant, 3401 Monte Vista Ave.
Pres. Albert Camarillo (209) 628-2717
acspoolserv@yahoo.com

SACRAMENTO CITY

Fourth Wed., 7:00 p.m., Plaza Hofbrau
2500 Watt Ave., Sacramento
Pres. Kelli Carrillo (916) 730-7636

TRACY: Fourth Thurs., 6 p.m.,

Perko's Café, 1321 W. 11th Street, Tracy 95376
Pres. Kevin McLard (209) 833-9200
kevin_m@klmpools.com

WEST PLACER: First Thurs., 5:30 p.m., Strikes

Bowling Alley, 5681 Lonetree Blvd., Rocklin CA 95765
Pres. Bryan Soto (916) 258-5114
norcalpools916@gmail.com

REGION 2 (CENTRAL CALIFORNIA)

B.O.R.D. Member: Manuel Margain
(559) 307-1072
E-mail: manuelmargain1@gmail.com

BAKERSFIELD: First Tues., 5:30 p.m.,
Rusty's Pizza, 6675 Ming Ave, Bakersfield
Pres. Beau Braisher (661) 332-4952
braisherpools@gmail.com

CENTRAL COAST

Second Wed., 7 p.m., Mtgs alternate between
N/S Co., Contact chapter Pres. for info.
Pres. Ron Rusconi (805)549-7961

CONEJO:

Second Wed., 7:30 p.m., Alpha Water
Systems, 725 Cochran Street #A, Simi Valley
Pres. Dennis Van Sloten, (805)813-6154
dvs10@live.com

CONEJO VALLEY

Second Wed., 6:30 p.m., Superior Pool Products
1200 Lawrence Drive #400, Newbury Park
Pres. Michael Flanagan (805) 444-7960

FRESNO: Fourth Tues., 7 p.m.

Roundtable Pizza at First & Bullard, Fresno
Pres. Norm Carpenter, (559) 217-1228
ipssafresno@gmail.com

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Second Mon., 6:30 p.m., Rusty's Pizza Parlor
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VENTURA: Third Thurs., 7 p.m.

Poinsettia Pavilion, 3451 Foothill Rd, Ventura
Pres. Max O'Brien (805) 794-6270 / gotomax@att.net

VISALIA: Third Wed., 6 p.m.

Amigo's Cantina, 5113 W. Walnut Ave., Visalia
Pres. Roman Gomez (559) 992-5779
romangomez1251@yahoo.com

REGION 3 (NORTH L.A. COUNTY)

B.O.R.D. Member: Terry Snow
(909) 982-9962
E-mail: tls.pools@verizon.net

ANTELOPE VALLEY: Second Monday, 6 p.m.
SCP Antelope Valley, 4514 Runway Dr., Lancaster
Pres. Bob Cranmer ph: (661) 609-3682
warren_cranmer@msn.com

DIAMOND BAR

First Thurs., 7:00 p.m., Oak Tree Lanes,
990 N Diamond Bar Blvd, Diamond Bar, CA 91765
Pres. Rob Betts (626) 757-6707
rb.pooltime@gmail.com

FOOTHILL: Third Thurs., 7:00 p.m.

849 Foothill Blvd. #4, La Cañada
Pres. Raul Fernandez (818) 378-9231

SAN FERNANDO VALLEY

Third Wed., 7:30 p.m. (March meeting is mandatory)
Canoga Bowl, 20122 Vanowen, Canoga Park
Pres. Blaine Enbody (805) 529-7562

SAN FERNANDO VALLEY METRO

First Tues., 7 p.m., Canoga Bowl, 20122 Vanowen,
Canoga Park / Web site: www.sfvmetro.com
Pres. Eric Nielson (818) 710-1628
willowcreekpools@gmail.com

SAN GABRIEL VALLEY

Second Thurs., 7:00 p.m.
PEP, 1862 Business Center Dr., Duarte, CA 91010
Pres. Brian Nies (626) 536-2008
brian@propoolm.com

SANTA CLARITA VALLEY

First Thurs., 7:00 p.m.
Vincenzo's Pizza, 24504 1/2 Lyons Avenue, Newhall
Pres. Kent Simpson (661) 373-9901

REGION 4 (SOUTH L.A. COUNTY)

B.O.R.D. Member: Adam Morley
(310) 493-3565
E-mail: adam@paradisepools.biz

CENTRAL LOS ANGELES

Second Mon., 6:30 p.m., Shin Beijing Restaurant,
31010 W. Olympic Blvd, LA, 90006
Pres. James Kim (213) 820-8705
jameskim315@gmail.com

EAST LONG BEACH

Second Tues., 6:30 p.m., Ecco's Pizza,
2123 N. Bellflower Blvd, Long Beach
Pres. Matt Mann (562) 420-9061
mpjmann@verizon.net

SOUTH BAY

Second Wed., 7 p.m., American Legion Hall
412 S. Camino Real, Redondo Beach
Pres. Rick Morris, (310) 755-5279
rick-morris@sbcglobal.net

WESTSIDE

Second Tues., 6:30 p.m., American Legion Hall
5309 S. Sepulveda, Culver City
Pres. Rick Haro (310) 204-4327
rick@haropools.com

WHITTIER

First Wed., 7 p.m.
Superior Pool Products in Santa Fe Springs
Pres. Albert Navarro (562) 927-6757
academypools@yahoo.com

REGION 5 (ORANGE COUNTY)

B.O.R.D. Member: Mike Denham
(714) 891-6180
E-mail: denhampools@gmail.com

ANAHEIM

Third Wed., 6:30 p.m.
Roundtable Pizza, 12829 Harbor Blvd., Garden Grove
Pres. Cal Pratt (949) 230-7462

CENTRAL ORANGE COUNTY

Last Tues., 7 p.m., Coco's, 14971 Holt Ave., Tustin
Pres. Mark Harrison (949) 874-8234
maharrison16@yahoo.com

DANA POINT

Second Tues., 6 p.m., Coco's, Crown Valley and I-5
Pres. Cliff Gross (949) 587-9773
cliffgross@cox.net

MISSION VIEJO

First Tues., 6 p.m.
Woody's Diner, 24321 Avenida De La Carlota,
Laguna Hills, CA 92653
Pres. Chris Dodds (949) 683-6076

NORTH ORANGE COUNTY

ORANGE COAST
Last Monday, 5 p.m., Roundtable Pizza
on Adams & Beach
Pres. Rob Mangus (716) 318-1254
thonrath@hotmail.com

ORANGE COUNTY #9

Second Wed., 7 p.m., Dad Miller Golf Course
North Gilbert Street, Anaheim
Pres. Rob Tobias (714) 812-7993

ORANGE COUNTY POOL

PROFESSIONALS
Last Mon., 6:00 p.m.
Claim Jumper Banquet Room, 18050 Brookhurst St.,
Fountain Valley CA 92708
Pres. Jim Romanowski (714) 404-2550
poolperfection1@aol.com

SOUTHWEST:

First Wed., 6 p.m., ABC Pools
10560 Los Alamitos Blvd., Los Alamitos
Pres. Ken Tipton (562) 430-8515

SURF CITY

Third Tues., 6:30 p.m., Superior Pool Products,
10865 Kalama River, Fountain Valley
Pres. Frank Malavar (714) 960-3558

TUSTIN/IRVINE

Second Tues., 6:00 p.m., PSOC Waterline
Technologies,
220 N. Santiago Street, Santa Ana
Pres. Rich Foley (714) 974-1514

YORBA LINDA

First Wed., 6:45 p.m., Lampost Pizza,
21480 Yorba Linda Blvd. #D, Yorba Linda CA
(call president to confirm mtg time).
Pres. Jaime Aranda, (714) 746-5138
jaimearanda@sbcglobal.net

REGION 6 (INLAND EMPIRE)

B.O.R.D. Member: John Dixon
(951) 316-1675
E-mail: waterwhisperer1@verizon.net

CORONA: Second Tues., 7:00 p.m., Marie Callenders
160 E. Rincon St. (at Main St.), Corona
Pres. Jennifer Meza (951) 833-0055
aquatechpoolservice@earthlink.net

HEMET: Third Wed., 6:00 p.m.

Megabites Pizza, 1153 S. State St., Hemet, CA 92543
Pres. Kenny Campbell (951) 733-4330
Kenny@WetworksPoolCare.com

MENIFEE VALLEY

First Wed., 7 p.m. at My Buddies Pizza
2503 E. Lakeshore Drive #A, Lake Elsinore
Pres. Renee Marier, (951) 285-9672
mangopoolspsa@verizon.net

ONTARIO/ RANCHO CUCAMONGA

Second Tues., 6 p.m., Location varies,
please contact chapter president for more info.

Pres. Ron Goodwin (909) 989-0406
good2win@msn.com

PALM DESERT

Third Thurs., 6 p.m./7 p.m., please check with pres.
Sloan's, 81539 US Hwy 111, Indio CA
Pres. Gary Kauber (760) 702-5865

PALM SPRINGS:

First Wed., 5:00 p.m.
Superior, 5700 Indian Springs Rd, Palm Springs
Pres. James Elliott (760) 413-0463

REDLANDS: Second Tues., 6 p.m.

Hickory Ranch, 32971 Yucaipa Blvd., Yucaipa
Pres. Bill Brooks (909) 553-5780

RIVERSIDE:

First Tues., 6:00 p.m., Cask N Clever,
1333 University Ave., Riverside
Pres. Nathan Smith (972) 296-7946
info@riversidepools.com

TEMECULA/MURRIETA

Third Wed., 7 p.m., Pat & Oscar's
29375 Rancho California Rd., Temecula
Pres. Scott Peterson (951) 255-4175
ipssascott@yahoo.com

REGION 7 (SAN DIEGO COUNTY)

B.O.R.D. Member: Michael Harris
(619) 395-6700
E-mail: barrowpoolsd@gmail.com

CARLSBAD

Third Wed., 6:00 p.m.
El Rancho Restaurant, 1565 N. Santa Fe, Vista
Pres. Jonathan Dodge (760) 845-5501
jonathandodge@roadrunner.com

ESCONDIDO

Third Wed., 6:30 p.m., Call for location.
Pres. Bruce Smith (760) 741-3960
Bsmith1956@cox.net

NORTH COUNTY COASTAL

Third Tues., 6:30 p.m.
Brett's BBQ, 1505 Encinitas Blvd., Encinitas
Pres. Aden Dunne (760) 801-5526
classiepool760@gmail.com

RANCHO DEL MAR

Third Mon., 5:30 p.m., Oggi's Sports,
12840 Carmel Country Rd., San Diego, CA 92130
Pres. Wayne Maynard (858) 361-8313
arrowheadpoolservice@yahoo.com

SAN DIEGO

Third Wed., 7 p.m., Admiral Baker Clubhouse,
2400 Admiral Baker Road, San Diego
Pres. Mark Curran (619) 269-3888
mtcurran@cox.net

SAN DIEGO EAST COUNTY

Third Tues., 6 p.m.,
Superior Pool Products, 1973 Friendship Dr., El Cajon
Pres. Marc Impastato (619) 270-6617
info@bluebalancepools.com

SAN DIEGO METRO:

Fourth Thurs., 6:00 p.m.
Sammy's Woodfired Pizza, 8555 Fletcher Pkwy
La Mesa, CA 9194
Pres. Bert Vexland (619) 913-9252
vexland@sbcglobal.net

REGION 8 (SOUTHWEST)

B.O.R.D. Member: Mike Lee
(480) 786-0687
E-mail: mountainsidepools@mac.com

EAST VALLEY

Third Thurs., 5:45 p.m., Superior Pool Products
2350 W. Broadway Rd. #110, Mesa
Pres. Steve Ward (480) 213-0481
wardspool@yahoo.com

NORTH PHOENIX

Third Tues., 6 p.m., SCP
18201 N. 25th Avenue, Phoenix AZ 85023
Pres. William Goossen (623) 580-9802
goosse-man@cox.net

SOUTHEAST VALLEY

Second Thurs., 5:30 pm, Superior Pool Products, 7330
S. Atwood, Mesa, AZ
Pres. Daniel Morris (480) 284-4296

TUCSON:

Third Wed., 6:30 p.m.
Superior Pool Products, 4055 N. Runway Drive.
Pres. Perry Wingate (520) 429-0806

WEST VALLEY

Third Wed., 6:00 p.m., Cloud Supply
1100 N. Eliseo Felix Way, Avondale
Pres. Trent Brumfield (623) 210-1615

WESTERN LAS VEGAS

First Mon., 6:30 p.m. (excl. holidays)
Vietnam Vets Hall, 6424 W. Cheyenne, Las Vegas
Pres. Mike Ellison (702) 902-0557
coolhavenpools@gmail.com

REGION 9 (TEXAS)

B.O.R.D. Member: Becky Clayton
(210) 240-3121
E-mail: beckyclayton@yahoo.com

AUSTIN: First Tues., 6 p.m.,
Cherry Creek Catfish Co.
5712 Manchaca Rd, Austin
Pres. Jerome Potter (512) 484-9093
atxpoolservice@gmail.com

CLEARLAKE: Fourth Thurs., 7:00 p.m.,
Rudy's BBQ, 21361 Gulf Fwy, Webster
Pres. David Potts (208) 887-6486
david@freedompools-texas.com

CORPUS CHRISTI

First Thurs., 6:30 p.m.
SCP, 4630 Corona Drive, Corpus Christi
Pres. Michelle Wilkinson (209) 604-6460
supply.mypool@gmail.com

HILL COUNTRY

Third Tues., Komal Latin Grill,
2550 Hunter Rd., San Marcos, TX
Pres. Jascha Wood (512) 216-7663
azurepools@centurytel.net

HOUSTON: Second Tues., 7 p.m.
Pappys's Café, 11225 Katy Freeway, Houston
Pres. David Queen (281) 807-5442
info@sparklingpoolserviceinc.com

NORTH AUSTIN

Second Tues., 6 p.m., North Corn Harvest
700 East Whitestone Blvd., Cedar Park
Pres. Shane Applegate (512) 257-7665
happ512@gmail.com

NORTH HOUSTON

Third Tues., 7 p.m.,

Associate Members

For more information about our associate members, please visit their web sites. If company representatives are available to speak at chapter meetings, their topics and geographic availability is indicated.

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