

Raymond Kincaid

Wastewater Supervisor

Wastewater supervisor with 13 years in wastewater treatment and a Pennsylvania Class A license, leading 18 operators and mechanics at a 40 MGD biological nutrient removal plant. Manages NPDES compliance, a \$2.6M operations budget and plant safety programs, with zero permit violations in the last 4 years.



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Allentown, PA



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Experience

Wastewater Supervisor

01/2021 - Present

Lehigh Basin Wastewater Authority

Allentown, PA

40 MGD biological nutrient removal plant serving 9 municipalities.

- Lead 14 operators and 4 mechanics across 3 shifts, handling staff scheduling, training and reviews.
- Manage NPDES compliance and monthly DMRs, with **zero** permit violations over the last 4 years.
- Oversee a \$2.6M budget for chemicals, power and parts, cutting chemical spend 12% through process tuning.
- Run monthly safety meetings and confined space drills, reducing lost-time injuries from 3 a year to 0.

Lead Wastewater Operator

04/2016 - 12/2020

Saucon Creek Water Reclamation

Bethlehem, PA

12 MGD activated sludge plant with anaerobic digestion.

- Directed shift crews of 4 operators and trained **9** new operators for state exams.
- Converted aeration control to DO-based SCADA logic with engineers, saving \$85K a year in power.
- Planned 300 CMMS work orders a year for pumps, blowers and digesters.

Wastewater Operator

06/2013 - 03/2016

Jordan Creek Sewer Authority

Whitehall, PA

5 MGD plant serving 3 townships.

- Operated anaerobic digestion and belt filter presses, producing **20** dry tons of biosolids a week.
- Tested BOD, TSS and phosphorus on 25 samples a shift for permit reports.
- Calibrated 12 online DO and pH probes each month and logged the checks for the lab.



Certificates

Class A Wastewater Treatment Operator

2017

Pennsylvania Department of Environmental Protection

OSHA 30-Hour General Industry

2021

Occupational Safety and Health Administration



Skills

Wastewater Treatment

Biological Nutrient Removal

NPDES Compliance

Anaerobic Digestion

SCADA

CMMS

Budget Management

Staff Scheduling

Safety Programs

Leadership



Education

Bachelor of Science

05/2013

Kutztown University of Pennsylvania

Kutztown, PA

Environmental Science