

# **COP** CHRONICLE

**COP Construction LLC & Subsidiary**

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*Chief Financial Officer*

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**Haley Verhasselt**  
*Design Editor*

## **Creekside Water Treatment Plant**

**Fall 2018**



*Inside the process room with 5 filters and the chlorine metering system.*

**Park City, Utah** - The Creekside Water Treatment Plant project is owned by Park City Municipal Corporation. The project value was \$3,669,164 and it began on May 10, 2017 and was completed on December 14, 2018.

Dave Hansen was the Project Manager and Jessy Meyer was the Superintendent. The project constructed a new water treatment plant to support two wells and demolished the existing two well houses within a residential area. Public safety was critical while working around an active park in the center of the project. The project piping included 294 linear feet of 4-inch sewer, 476 linear feet of 12-inch storm drain, 476 linear feet of 12-inch drain line, 905 linear feet of 8-inch raw water, and 876 linear feet of 4-inch to 16-inch potable water.

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[www.copconstruction.com](http://www.copconstruction.com)



## FROM THE DESK OF THE PRESIDENT

### Working as One

Daniel James Brown authored the book “The Boys in the Boat” about the true story of Joe Rantz and the University of Washington’s rowing team in the 1930s. Not only is this a great story, but the book outlines the importance of team work in combining the efforts of all the team members efficiently and successfully. In other words...WORKING AS ONE. Brown does a great job of explaining how critically important WORKING AS ONE is in being successful in the sport of rowing.

The following are excerpts from the book that highlight the importance of this concept:

*Rowing is, in a number of ways, a sport of fundamental paradoxes. The individuals must possess enormous self-confidence, strong egos, and large willpower. The sport offers so many opportunities for suffering, and so few opportunities for glory, that only the most tenaciously self-reliant and self-motivated are likely to succeed at it. No other sport demands the rewards and complete abandonment of the self, the way that rowing does. Successful rowing teams have outstanding coxswain or stroke oars or bowmen, but they have no stars. The team effort, the perfect synchronized flow of muscle, oars, boat and water; the single, whole unified and beautiful symphony that a crew in motion becomes is all that matters, not the individual, not the self.*

*Each team member must be prepared to compromise something in the way of optimizing his stroke for the overall benefit of the boat. The shorter-armed oarsman reaching a little farther, the longer armed oarsman shortening his reach just a bit, so that both oars remain parallel and both blades enter and exit the water at precisely the same moment. Each team member in the boat must recognize his place in the fabric of the crew, accept it, and accept others as they are. It takes team members of extraordinary character, will and physical ability to pull it off. Good crews are blends of personalities, someone to lead the charge, someone to hold something in reserve, someone to think things through and someone to charge ahead. Somehow all that must mesh. That’s the steepest challenge.*

I encourage you to read this book if you have not already, and think about the concepts highlighted above and how they relate to what each of us does at COP. Collectively, if we can incorporate these behaviors in how we work with our other team members, imagine how successful we can be day after day! This is because achieving excellent results in our world of construction requires a team effort on all levels. No one is exempt. The successful completion of projects does not depend on the efforts of just one COP team member, it is the result of everyone working together. In other words....WORKING AS ONE. This is why I believe that embracing the concept of WORKING AS ONE will result in enormous benefits for both the various COP teams, as well as the individual team members.

A handwritten signature in black ink that reads "Ed Bedell". The signature is fluid and cursive, with a large initial "E" and "B".

**Ed Bedell**  
President & CEO

# CREEKSIDE WATER TREATMENT PLANT PROJECT

## *Continued*

The self-performing scope included all excavation and grading, 453 cubic yards of concrete, all utility piping to include the filtration, UV disinfection, and the sodium hypochlorite system.

Subcontractors were utilized throughout the project. They included RJ Masonry, Staker Parson, Interwest Fire Protection, Mountain States Fence, USI Salt Lake City, Salmon HVAC, Hansen Landscaping, North Face Roofing, Orion Painting, Envision Mechanical, Alder Sales, Earthworks, Redcon Land Surveying Engineering, Terracon, Westech Electric, Up Right Steel, Dependable Scientific, T&A Solutions, and Overhead Door of Utah Valley.

There was a major electrical change order that happened after construction began that added scope and changes to the project. The project had challenges due to limited access and working around the public. All personnel that worked on the project did an exceptional job keeping COP employees and the public safe.



*The sodium hypochlorite system inside the chemical room.*



*Inside the process room of the 2 wells entering the plant and the 5 cartridge filters with fiber grating access.*

# SAFETY MESSAGE



*Tom Fox,  
Montana Area  
Safety Manager*

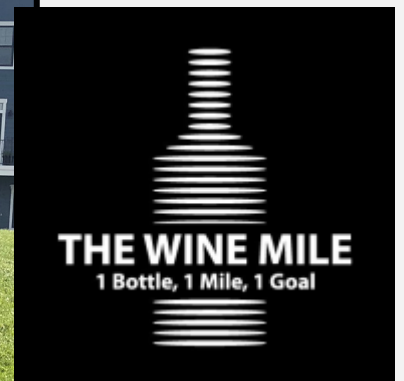
## Steps to Improve the Effectiveness of the Job Safety Analysis (JSA)

1. **Management Involvement and Commitment from All Levels of the Company.** The involvement and commitment of Management is key to an effective JSA process. Managers can show this by:
  - Observing and participating in the development of the JSA during visits to the job site.
  - Conducting JSA audits during the visit.
  - Holding employees and site supervisors accountable for JSAs.
2. **Involving the Right People in the JSA Process.** The purpose of the JSA is to make sure that the employees who are performing the task understand the hazards involved with the task and know how to properly mitigate them. The entire crew should take active ownership in the JSA process.
3. **Participant Engagement.** Ensure all participants are active and engaged in the process, not just going through the motions. The JSA leader needs to ask questions and seek input from all the participants. The more involvement from the crew, the more successful the process will be.
4. **Preparation.** Allow sufficient time for the JSA process to be completed prior to the start of any job. Always be looking for better and safer ways to perform work functions that may have been performed many times before. Just because it is the legal and safe way to do something does not mean there may not be a safer or better way of performing the same work; always be looking for ways to improve. Never have “Risk Tolerance” when preparing a JSA and when performing work, mitigate the risk, do not tolerate it.
5. **Pre-Job Inspection.** Conduct a pre-job inspection of your work area to ensure all hazards have been identified and a mitigation plan has been developed. Be mindful of activities going on outside of your work area that could impact your work e.g. (other crafts, subcontractors, members of the public, vehicle traffic, etc.)
6. **JSA Documentation.** Your JSA should include the following information:
  - List of job tasks.
  - List of related hazards associated with each task.
  - List of hazard mitigation plans for each task (PPE or changes in procedures).
  - Documentation of who participated and have a supervisor sign off on the form.
  - A hazard checklist to help employees identify risks.
7. **Handling Change.** Watch for changing job conditions that might require changes to the JSA. Determine when it is appropriate to stop a job due to changing conditions or awareness of new hazards to go back and revise the JSA.
8. **Post-Job Evaluation.** Conduct a post-job evaluation to determine how effective the JSA was at mitigating risk. Determine if anything went wrong and revise the JSA accordingly for the next time that job is performed.
9. **JSA Review and Auditing.** The most effective JSA programs include a regular audit of the JSA process. You should include “Desktop” of your JSA documentation, as well as field audits.
10. **Feedback.** After reviewing the JSA for content, provide feedback to the crew for improvement around any deficiencies that were found during the audit process.

## COP EMPLOYEES OUT AND ABOUT



Pictured L to R: Glen and Natalie Perry, Jared and Tauna Nessler, Mike and Madison Olson, and Brandon and Morgan Karnath at the Big Brothers Big Sisters of Utah Chef & Child Gala in Salt Lake City, Utah. Proceeds from the event fund one-to-one mentoring relationships, as well as culinary scholarships.



Pictured L to R: Kathy Thorson, Tanya Brown, Azure Stroop, Olivia Poettmann, Tamara Clay, Jan Bramble, and Donna Kuntz at the Wine Mile Run/Walk in Billings, Montana. The Wine Mile benefits Multiple Sclerosis research.

## FACES OF COP

### *Meet the Accounting Department....*

*We asked each employee to complete a short interview about themselves. The Accounting Department is based out of the Montana office so we asked if they are a University of Montana Grizzly or Montana State University Bobcat fan.*



#### **Rick Morrison, Chief Financial Officer**

**Date of Hire:** January 15, 1995

**Cats or Griz:** Cats

**Favorite Food:** Spanish rice

**Favorite Movie:** The Greatest Game Ever Played

Rick was born in Helena, Montana. He graduated from Helena High School and then college at University of Montana, but he was raised as a Bobcat and will always be a Bobcat at heart. Rick has been married to Cindy for 35 years. They raised three daughters and three golden retrievers (all female). He finally got males in the family with son-in laws who all like to hunt, golf and fish (his daughter, Sara, is also a hunter and all three girls fish). The female dominance continues as they have five granddaughters and only one grandson! Rick's favorite pastimes include golf, fly fishing, and hunting, but his all-time favorite is time spent with his family.

#### **Kathy Thorson, Accounting Manager**

**Date of Hire:** October 20, 2003

**Cats or Griz:** Griz

**Favorite Food:** Mexican

**Favorite Movie:** Unknown

Kathy grew up in Lockwood where she went to Lockwood School, then on to Billings Senior High, and finally Eastern Montana College, now MSU-B. She has two children and four grandchildren. Most of her vacations are spent traveling to Virginia to visit two of the grandchildren. Kathy and her husband have recently taken up bike riding and are looking forward to the warmer weather next spring when they plan on riding as many trails in Montana and Idaho as they can get to. They also enjoy camping and riding ATVs. Most of Kathy's spare time is spent at home in her flower gardens.



#### **Tanya Brown, Accounts Payable Clerk - UT/WY**

**Date of Hire:** June 7, 1999

**Cats or Griz:** Cats

**Favorite Food:** Peach pie

**Favorite Movie:** The Fifth Element

Tanya and her husband, Jason, have a daughter named Elizabeth (Lizzie). They have Chinese Crested dogs and too many cats. She enjoys gardening, rehabbing houses, horses, and participating in the Mountain Man Rendezvous. They are currently in the midst of visiting colleges with Lizzie.



## Jan Bramble, Payroll Administrator

**Date of Hire:** March 24, 2005

**Cats or Griz:** Cats

**Favorite Food:** Rare New York steak

**Favorite Movie:** Jaws

Jan was born in Butte, Montana, but lived in the bay area of California until the age of 13. Her family then moved back to Montana where she has spent the last 47 years. She has a great husband and they enjoy all outdoor activities. They do not have any kids, just dogs and cats.



## Azure Stroop, Accounting Clerk

**Date of Hire:** August 1, 2018

**Cats or Griz:** Griz

**Favorite Food:** Sushi

**Favorite Movie:** Grease

Azure grew up in Belt, Montana (just south of Great Falls). She was a Belt Husky from K-12; all on the same campus. Azure has four children, all girls; Paige, Zoey, Aubrey and Tessa. They have one dog named Millie, who is a Chihuahua. Azure spends a lot of time traveling to and from sporting events for her children, and when she is not doing that, you can find her at the gym. She likes to race, although she claims that she is getting a little old, but she still trains hard and gives it all she has. Her next obstacle to conquer is a Spartan Race. Azure recently got engaged in October to the most wonderful man ever after being divorced for seven years. They will be building their house and planning their wedding throughout the next year.



## Ronda Burleson, Accounts Payable Clerk - MT

**Date of Hire:** October 15, 2018

**Cats or Griz:** No preference

**Favorite Food:** No specific favorite, but prefers Mexican and Italian dishes

**Favorite Movie:** Dances with Wolves, Avatar, Shawshank Redemption, Harry Potter

Ronda was born in Billings, Montana. She grew up riding Arabians from the time she was born until around 15. In 1990, she graduated from Billings West High and went on to pursue a career in Accounting. Ronda has two children, age 15 and 23. She enjoys the outdoors, mostly camping, ATVing, floating the river, hiking, and bike riding. Traveling is also a passion of Ronda's. She has visited Scotland and would like to explore other countries in the future.



# WE ARE MOVING OUR UTAH OFFICE

Effective January 2, 2019, we will be moving into our new location at:

555 West 1100 North  
North Salt Lake, Utah 84054



## CONGRATULATIONS



*Bruce Despain, Estimator,  
receiving his 5 year sticker from  
Glen Perry, COO*



*Jared Nessler, Project Manager,  
receiving his 4 year sticker from  
Glen Perry, COO*



*Kathy Thorson, Accounting  
Manager, receiving her 15 year  
sticker from CFO, Rick Morrison*



*Andy Weber, Estimator,  
receiving his 4 year sticker from  
Glen Perry, COO*





# EMPLOYEE RECOGNITION

Our Employee Recognition Program focuses on COP's Core Values and recognizes any employee who best exemplifies those values while carrying out their work assignments.

*\*Safety \*Excellence \*Integrity \*Positive Attitude \*Teamwork \*Dedication*

## Jon Berens

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*Jon Berens – Superintendent*

According to Jon's Project Manager, he works hard every day and is dedicated to doing everything he can do to make sure his work is completed on time.

## Sam Bower

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*Sam Bower – Project Engineer*

One of COP's Senior Managers said, "Sam helped out our marketing department by driving hours to a remote project that had been completed to take some drone photos for our customer 2019 calendars. This demonstrates his commitment to teamwork and COP."

## Harold Stewart

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*Harold Stewart – Yard Assistant*

One of COP's Senior Managers said that "Harold is always willing to go above and beyond to help other co-workers. It doesn't matter what kind of job it is, he is always there to help when needed and does it with a positive attitude."

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## Jan Tabbert

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*Jan Tabbert – Contract Administrator - Refineries*

Jan's coworker said, "Time is a valuable commodity and at times limited; this past year has shown to be very busy at all three refineries. Jan has shown true dedication and hard work to COP and her job through her willingness to come in early and stay late to help finish up projects that are consistently given short deadlines."

## CURRENT PROJECTS

### COP CONSTRUCTION, LLC

#### CHS PROJECTS

CHS, Inc.  
Laurel, Montana

#### EAST HOLLY STREET

Sub to Knife River  
Sidney, Montana

#### EXXONMOBIL PROJECTS

ExxonMobil  
Billings, Montana

#### FOX PUMP STATION

City of Billings  
Billings, Montana

#### LAUREL PHASE 3 WTP

City of Laurel  
Laurel, Montana

#### MDU PROJECTS

Montana Dakota Utilities  
Billings, Montana

#### PHILLIPS 66 PROJECTS

Phillips 66  
Billings, Montana

#### SIDNEY WASTEWATER TREATMENT FACILITY

City of Sidney  
Sidney, Montana

#### W.O. 18-01 N 27TH WATER MAIN REPLACEMENT

City of Billings  
Billings, Montana

#### W.O. 18-30 CM/CG CITY/COUNTY DRAIN

City of Billings  
Billings, Montana

#### 500 SOUTH PUMP STATION

Salt Lake City Department of Public Utilities  
Salt Lake City, Utah

#### 1500 SOUTH RECONSTRUCTION

Utah Dept of Transportation  
Bountiful, Utah

#### HOYTSTVILLE STRUCTURE REPLACEMENT

Utah Dept of Transportation  
Hoytsville, Utah

#### SILVER CREEK TRUCK SEWER REHAB

Snyderville Basin Water Reclamation District  
Park City, Utah

#### SOUTH WEBER DRIVE

Weber Basin Water  
Riverdale City, Utah

#### SOUTHWEST AQUADUCT REACH 1

Jordan Valley WCD  
Bluffdale, Utah

### COP WYOMING, LLC

#### ROCK SPRINGS WATER TRANSMISSION

City of Rock Springs  
Rock Springs, Wyoming

## ANNIVERSARIES

### 4th Quarter Anniversaries

**October:** Jasen Bennie – 13 years, Tom Kittsen – 27 years, Rodney Braegger – 3 years, Bruce Despain – 5 years, John Dudley – 3 years, Francisco Martinez – 1 year, Kathy Thorson – 15 years, Jade Lee – 13 years, Geoffrey Gant – 1 year, Christian Duffus – 7 years; **November:** Weston Woods – 2 years, Ed Bedell – 21 years, Kent Hjorth – 1 year, Vaughn West – 1 year; **December:** Andy Weber – 4 years, Donald Kuper – 5 years, Landon Hebertson – 4 years, Josh Eaton – 1 year, Shaun Lambrecht – 1 year, Jared Nessler – 4 years

## COP HYDROVAC SERVICES



Pictured from L to R: Alex Scheller, Schellvac Co-Owner; Sam Aiton, COP Montana Area Manager; and Serej Scheller, Schellvac Co-Owner

COP is proud to own and operate our Schellvac SVHXII Hydrovac. This was the first unit of its kind to enter the United States when we purchased it in May 2017. It is a state of the art unit that performs the hydro excavation process at much lower RPMs than other trucks in its class, while maintaining top end performance. These lower RPMs lend themselves to lower fuel costs and less wear and tear on the truck, as well as the vacuum components. We are very excited to be part of the hydro excavation world, and continue to perform this work as “COP Hydrovac Services.”

We are available to any interested parties, both inside and outside the refineries. We will continue to do not only hydro excavation work, but also utility location on underground utility jobs.



**If you are interested in contacting our hydro excavation services, please contact the main office at 406-656-4632 or Jan Tabbert at 406-869-4259.**



P.O. Box 20913 Billings, MT 59104

## MISSION

*Through safe, innovative and quality solutions, we are building infrastructure in the communities where we live and work.*

## CORE VALUES

COP's culture is defined and driven by the following values:

**SAFETY:**

LIVING IT BECAUSE FAMILIES COME FIRST

**EXCELLENCE:**

DOING IT RIGHT AND DOING OUR BEST EVERY DAY

**INTEGRITY:**

DOING THE RIGHT THING

**POSITIVE ATTITUDE:**

CAN DO, WILL DO AND HAVE FUN

**TEAMWORK:**

DOING OUR JOBS WITH EMPOWERMENT, TRUST, RESPECT  
AND UNSELFISHNESS

**DEDICATION:**

COMMITMENT AND LOYALTY TO OUR PEOPLE, COMPANY,  
CUSTOMERS AND PARTNERS



**SEE MORE ON PAGE 11**