

# Christmas Newsletter

VOLUME 14



**ANTHONY PANICCIA, PE, JD**  
President & CEO

The joyous Christmas season is upon us. As I reflect on the blessings of the year, I would like to take the time to say **"Thank You"** to all of you for your loyal support of **Delta Engineers, Architects, & Land Surveyors, DPC.**

This year I have chosen to emphasize one project in particular: The Roxbury at Stratton Falls. I have personally been involved with this project since 2014 and have worked directly with our clients Gregory Henderson and Joseph Massa to bring to life their dream of additional contemporary lodging to expand upon their renown and successful themed motel. The Roxbury at Stratton Falls is a hidden treasure just minutes from the Roxbury Motel that features a skillfully restored mansion and eight individually themed cottages: The Lost Horizon, The Superhero Incognito, Galileo's Gate, Terrazza of the Titans, Crown of the Pendragon, Dracula's Fangs, Cinderella's Gown, and The Faerie Forest. The Crooked Cabana, located adjacent to the mansion, offers amenities such as a heating swimming pool, spa, sauna, massage facilities, and outdoor recreational areas. Furthermore, a series of natural walkways and trails provide guidance into the 50' Stratton Falls gorge that surrounds the cottages. With unique details at every turn, this resort is a one-of-a-kind tourist attraction.

Anatole France once said, *"To accomplish great things, we must dream as well as act"*. With Gregory and Joseph's vision in mind and the expertise of our **Delta** employees, this impressive project has come to fruition! The photograph below depicts the fully constructed cottages, with the initial rendering featured below the photograph. What a tremendous accomplishment and astounding showcase of our capabilities!



## OFFICE LOCATIONS

### Greater Binghamton Region

860 Hooper Road  
Endwell, New York 13760

### Syracuse Region

4873 NYS Route 5  
Vernon, New York 13476

6700 Thompson Road  
Syracuse, NY 13211

### New York State Capital Region

220 Harborside Drive, Suite 202  
Schenectady, New York 12305

### National Capital Region

8401 Connecticut Ave, Suite 350  
Chevy Chase, Maryland 20815



## Message from the President



**Delta** has had a successful year overall. We continue to meet the needs of our clients as well as continue our growth. In January 2020, we will be acquiring Terrestrial Environmental Specialists, Inc., a Syracuse, NY firm that specializes in wetland mitigation, endangered species surveys, environmental construction monitoring, habitat restoration, environmental impact studies, wildlife and plant studies, and water quality and aquatic studies. This acquisition brings **Delta** to 150 employees and 5 offices.

**Delta's** performance is best stated with a quote from Harry S. Truman – *"It is amazing what you can accomplish if you do not care who gets the credit"*. **Delta** would not be where it is today without our hardworking, talented, dedicated employees and the loyalty of our Clients.

**Thank you!**

**Merry Christmas and a Happy New Year!**

**Anthony Paniccia, PE, JD**  
President & CEO

For more information call (607) 231-6610,  
or email: [apaniccia@delta-eas.com](mailto:apaniccia@delta-eas.com)





**JAMES MCDUFFEE, PE**  
Vice President & Chief Operating Officer



## Quality Management System Update

Hard to believe that it's been a year since we were last able to share the exciting updates in our Quality Management program (*why can't we do this monthly?*). This year marked the successful expansion of Delta's ISO 9001:2015 certified Quality Management System to include Landscape Architecture services. We are very proud that a thorough audit of this new Delta service by an Independent Auditor (from DQS Inc.) resulted in no findings of non-compliance.

Additionally, Delta's newest office in Schenectady, NY is marching toward ISO certification by February 2020.

Each year we continue to track Key Performance Indicators (KPI) for all our internal processes and use these KPI to drive improvement throughout our organization that allows us to **better meet your requirements and exceed your expectations.**

An outcome like this doesn't result without several key ingredients:

- First and foremost, the full-on engagement of our staff toward embracing everything that ISO certification has to offer. Thanks to all for your enthusiastic support!
- Delta's Senior Management delivering a consistent message

of the importance of aligning our Quality Management System with our strategic initiatives as we continue to grow

- A company culture that focuses on solutions, rather than blame
- Helpful and much-appreciated client feedback that continues to guide us toward better ways of producing and delivering our services

Our company Quality Policy involves making something in Delta world better every day. We all strive to adhere to this policy as we march forward in alignment with you, our partners.

*I hope you all have a happy and joyous holiday season!*

For more information call (607) 231-6621, or email: [jmcduffee@delta-eas.com](mailto:jmcduffee@delta-eas.com)

## SUPPORT STAFF



**DOREEN DEBENEDITTIS**  
Administrative Assistant



**KIM SEAVEY**  
Administrative Assistant

## 2019 Delta Supports Our Communities

*We are proud to support many partner organizations in our communities.*

ACHIEVE  
AGM Booster  
All Saints School  
American Diabetes Association  
American Heart Association  
A Room to Heal  
Association for Vision Rehabilitation and Employment, Inc.  
Baden-Powell Council, BSA  
BCC Foundation  
Binghamton High School Boys Basketball  
Binghamton Bulldogs  
Binghamton Rescue Mission  
Binghamton Sertoma  
Binghamton University  
Binghamton Zoo at Ross Park  
Boys & Girls Club of Western Broome & Binghamton

Broome County Council of Churches  
Broome County Habitat for Humanity  
Business Plans That Rock  
CalTab  
Candor High School Music Department  
Catholic Charities of Tompkins/Tioga Counties  
Catholic Schools of Broome County  
Chenango Forks Community Association  
Chenango Forks Basketball Boosters  
Children's Home of Wyoming Conference  
Church of the Holy Family  
CF Empire  
City of Sherrill  
Cops 4 A Cause  
CVNS 5K  
David Fillers Scholarship Fund  
Delta Research and Educational Foundation

Dining for Dollars  
Duca Degli Abruzzi Lodge #443  
Endicott Holiday Parade  
Endicott Performing Arts Center  
EUMC Golf Classic  
Goodwill Theatre, Inc.  
Greater Binghamton Education Outreach Program  
Greek Orthodox Church of the Annunciation  
Kopernik Observatory & Science Center  
LGT Tennis Challenger  
Little Italy Endicott  
Lourdes Auxiliary  
Lourdes Foundation  
Maine-Endwell Central School District  
Make-A-Wish Central New York  
Maloney Memorial Pipe Band



**DAVID CHAMBERS**  
Chief Financial Officer



# Finance and Human Resources

## This Secular Bull Market Still Has Legs

At or near record high stock market indexes coupled with a dis-inversion of the yield curve in October, appear to signal that the end of the current bull market, now in its eleventh year, is not as close as it once appeared.

According to a recent Wall Street Journal article by Daniel Kruger and Sam Goldfarb: "Yields on U.S. government bonds have rebounded from near-historic lows hit just two months ago, sending one of the clearest signals yet that investors' recent recession fears have waned."<sup>1</sup>

In December 2018 following the fourth quarter-point interest rate hike of the year by the Federal Reserve, the market entered correction territory - which is defined as a decline of 10% or more. But since then, the market has resumed its rise upward, fueled in part by a more accommodative monetary policy in the form of three quarter-point rate cuts in the second half of this year. "Many investors expect the economy to grow at a pace of about 2% next year. While that is slower than the 2.9% growth achieved last year, it stands in line with recent long-term trends and is a far cry than the contraction investors worried about earlier in the year".

<sup>1</sup> <https://www.wsj.com/articles/rising-treasury-yields-quiet-investors-concerns-11573736400>  
11/15/2019

*I wish you all the happiest of New Years and look forward to updating you on our progress.*

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### Dis-inverting

Some investors say the rise of 10-year yields above three-month yields is a positive sign for the economy.

■ 10-year Treasury yield  
■ Three-month Treasury yield



Source: Tullett Prebon

## HR & FINANCE STAFF



**KELCIE GUCCIA**  
Human Resources Coordinator



**BRITTANY SPRITZER**  
Accountant



**HEATHER FISH**  
Accountant



**ASHLEY STEPHENS**  
Accountant

MAXXIS Kart Racing National Championship  
Mercy House of the Southern Tier  
McGirk's Irish Pub Kilt'd 5K  
Mom's House  
Mothers & Babies Perinatal Network  
National Fire Safety Council  
National Kidney Foundation  
Newark Valley Wrestling Booster Club  
Owego Free Academy Class of 2019  
O.L. Davis Fire Company  
Oxford Academy and Central Schools  
PAST 2019 Annual Garden Tour  
Ray Halbritter Charity Classic  
RBI U11 Thunder Baseball Team  
Roberson Museum and Science Center  
SBGA Southern Tier Chapter  
School to Careers  
SEPP Inc. Foundation

Seton Catholic Central High School  
Sherill Kendwood Library  
Sidney Central School District  
Sock Out Cancer, LLC  
Southern Tier Scholastic Science Fair  
Spiedie Fest & Balloon Rally  
St. Anthony of Padua  
St. Joseph's Church  
St. Jude Children's Research Hospital  
St. Patrick's Church  
STHTI, Inc.  
Susquehanna County Township Officials Association  
Susquehanna Fire Department  
TC-Tremors 14U  
Teddy's Golf Tourney  
Tennis Charities of Binghamton, Inc.  
The Agency

The Greater Binghamton Chamber  
The Newman Foundation  
Tioga Chamber of Commerce  
Tioga Opportunities, Inc.  
Townsquare Media  
Union Endicott Central School District  
United Health Services Foundation  
United Way of Broome County  
University Sports Publications  
Vestal Coal House  
Vestal Elks Veterans  
Vestal Gridiron  
Vestal High School All Nighter  
Walmart Turkey Drive  
YMCA of Broome County





**RICHARD SANGUINITO, PE, LEED AP**  
Vice President/Director of Facilities Services



## Getting Involved In Your Professional Organization



There are many aspects to a person's life - personal, social, and professional. These dynamics help to develop and mature a person in a way that allows them to grow and expand their talents. The cycle of learning is a never-ending process after all. We go to school to obtain a degree, and we receive a job based on our desires. Then what? We need to work to fulfill these desires to grow by getting involved in all of the aspects that make up our lives. Personal involvement could be as simple as supporting a family member in their endeavors by coaching or assisting them to achieve their goals. We can fulfill our desires for social involvement by becoming a member of an organization to better the community, such as Lions Club, Rotary

Club, Sertoma Club, a soup kitchen, or a church group. Our growth in professional involvement can be through selecting a professional organization and becoming active in their activities and taking on a leadership role.

By becoming involved in organizations, you have many more opportunities to develop your communication, organizational, public relations, and public speaking skills. Like everything in life, you get back what you put into it, and most of the time you get back even more! If someone should ask you to get involved in something, please think about it. This may be the perfect opportunity knocking, and who knows where the adventure can take you.

Ease your way into these obligations and understand the commitments that are involved. Don't overcommit, but also, don't hold back. Find a starting point and foster your development.

One set of skills that is not taught in the classroom is interpersonal skills. The reality is that most engineers have developed the technical aspect of the trade proficiently but lack the training to communicate these skills effectively. The best way to learn this is by supporting your professional community in a leadership role, while working to enhance both social and professional involvement in your workplace.

## FACILITIES STAFF



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Senior Project Architect



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Senior Architect



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**JEREMY DEARING**  
Assistant Architectural Designer



**KRISTA FOX**  
Assistant Architectural Designer



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Technician



**MATTHEW PIERSON**  
Technician



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**JACOB VON MECHOW**  
Landscape Architect



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Senior Project Manager



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Construction Estimator/Administrator



**GORDON OSTERHOUT**  
Quality Control Reviewer



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Project Manager



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**THOMAS COLWELL, CPD**  
Senior Project Engineer



**JOCelyn WHITTEMORE, EIT**  
Project Engineer



## Building Facilities

Throughout my career, I have tried to involve myself in professional activities to better myself. In college, I was involved in SME (Society of Manufacturing Engineers). In 1993, I joined the Twin Tiers Chapter of ASHRAE (American Society of Heating, Refrigeration, and Air Conditioning Engineers). I am currently involved as the ASHRAE Chapter Historian. In years past, I have served ASHRAE in the following roles,

- 2004-2006, served on the Board of Governors of ASHRAE
- 2007 served as Treasurer
- 2008 served as Vice President
- 2009 served as President Elect

- 2010 served as President for the Twin Tiers Chapter of ASHRAE
- 2011-2019 as Historian

Every year the activity was different, but still challenging in its own way. Over the years, my involvement in the organization exposed me to so many people ranging from the local level to the national level. This helped me to grow as a person, develop professional acquaintances, and to develop my interpersonal skills.

Professional organizations provide a great opportunity for networking, team building, and leadership development. Here at Delta, we are always trying to

expand our knowledge. By being a part of a professional organization, we can learn more about each other and work towards success together. We are always learning!

In 2020, develop and learn within your profession by getting involved in a Professional Organization. This is an investment in **yourself!**

*God Bless, Merry Christmas and Happy New Year!*

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**CELINE YANG**  
Assistant Engineer



**SHANNON O'BRIEN**  
Intern







**JOSEPH MIECZKOWSKI, PE**  
Director of Transportation Services

# Transportation



## ABC Construction In Our Backyard

With one-quarter of the nation's bridges deemed structurally deficient – requiring repair or total replacement, many municipalities are wrestling with multi-million-dollar decisions of how to plan, pay for, implement and complete bridge upgrades, while also limiting the impact to their communities. Today, more and more stakeholders are opting for **Accelerated Bridge Construction (ABC)** technology in lieu of conventional construction methods.

ABC is described by the Federal Highway Administration (FHWA) as a "paradigm shift in the project planning and procurement approach where the need to minimize mobility impacts which occur due to onsite construction activities are elevated to a higher priority".

ABC methods have an impressive list of benefits such as an expedited completion deadline, improved worker safety, better quality control with off-site manufacturing, frequent on-site inspections, and limited delays due to weather conditions. The flip side to these benefits is that ABC construction comes with a higher construction cost than conventional construction methods that use cast-in-place methods.

In August of 2017, the Delta Transportation Group won the opportunity to partner with the Town of Union and NYSDOT officials to plan and engineer a design for the rehabilitation of Country Club Road Bridge over Patterson Creek. Delta presented a 3-D animation to officials which visually demonstrated the advantages of using ABC technology at the site which promised an accelerated 21-day roadway closure schedule. Project funding was secured by the Town through the State of New York as part of Governor Cuomo's Bridge NY program.

In January 2018, the Town of Union began the public outreach process to discuss the rehabilitation of the highly utilized, 47.5 ft. single span, steel beam bridge. Traffic counts at the site revealed the bridge carries approximately 10,000 vehicles per day, a clear indication that any interruption in traffic flow would significantly impact commuters, residents, and local businesses.

The final project scope included superstructure replacement with new galvanized steel beams, substructure repairs, bearing replacement, heavy stone fill scour protection, a temporary on-site pedestrian bridge, installation of ten precast concrete deck panels, the use of Ultra-High Performance Concrete (UHPC) deck panel joints, new sidewalks, Texas Bridge Barrier, and reconstruction of approximately 400 feet of the bridge approach roadways.

The bridge was closed to traffic on July 22, 2019 and re-opened for traffic on August 12, on-time and under budget.

For more information call (607) 231-6670, or email: [jmieczkowski@delta-eas.com](mailto:jmieczkowski@delta-eas.com)



ABC Precast Deck Panel Installation

## TRANSPORTATION STAFF



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**PHILLIP MURPHY, PE**  
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**WILLIAM SEAMAN, PE**  
Senior Traffic Engineer



**STEVEN SANYSHYN, PE**  
Engineer



**STEVEN SMITH**  
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**TAMER OSMAN, PE**  
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**BRIAN TYLER, PE**  
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**RICHARD TREBILCOCK**  
Project Engineer



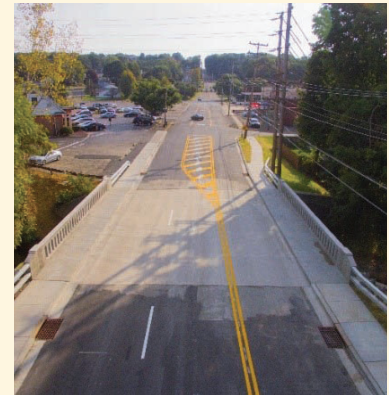
**BRIAN HAAS, EIT**  
Engineer



**DENNIS WILSON, PE**  
Construction Supervisor



**DANIIL LAVRINOVICH**  
Intern



Completed Bridge



**DARYL BURNS, PE**  
Director of Specialty Precast Services

## Delta Precast Has Gone Major League!

Did you see us during the 2019 World Series at Nationals Park in Washington, DC? Delta Precast was there!

In fact, we are in a majority of major league parks, college venues, practice fields, arenas and other sports facilities throughout the country. We aren't spectators but rather are protecting fans from serious injury with engineered tension safety netting systems, dugouts, concession stands, media towers, and more.

You may be asking how sports facility design syncs with precast concrete design, as they are very different disciplines. The answer is simple... both require structural engineering.

As US market demand for precast concrete is forecast to rise 3.8% annually driven by structural building components including prefabricated and modular building systems, Delta Precast will continue to provide comprehensive engineering design, detailing, and consulting service to our precast clients.

But surprisingly, 50% of the Precast workload in 2019 has been sports

facility design, modular buildings, media towers, and related projects. Much of this growth has come from a company called Sportsfield Specialties (SSI). Since 1998, SSI has been an innovative industry leader in the manufacture and sale of sports construction equipment for high school, college, and professional levels of competition.

In October, SSI announced their sixth expansion at their corporate headquarters in Delhi, NY which will add an additional 60,000 sq. ft. manufacturing plant to their campus. Delta Precast congratulates SSI on their success and looks forward to a busy 2020.

Success in today's competitive precast industry depends on an engineering design team with technical skills to execute flawlessly and the resources to adapt to accelerated deadlines and changes. Our industry moves quickly and rewards firms who understand these demands and can focus on their client needs. I want to thank the entire Delta Precast Group for their efforts in 2019. Their expertise and dedication is what sets us apart from our competition.

*Have a blessed Christmas and Happy New Year!*

For more information call (607) 231-6613, or email [dburns@delta-eas.com](mailto:dburns@delta-eas.com)



## PRECAST STAFF



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**YING LIU, PE**  
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**GREGORY SHIRHALL**  
Senior Project Engineer



**KRISTY SCALES, PE**  
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**SALLIE VALENTINE, PE**  
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**JOHN WAKE, EIT**  
Engineer



**BIANCA LITTLE, EIT**  
Engineer



**GERALD PAGLIA JR.**  
Engineer



**CHENOA HAILEY**  
Engineer



**FRANK FALANK, III**  
Engineer



**GREGORY CARRIER**  
Assistant Engineer



**BENEDICT CABOT II**  
Senior Technician



**PETER SHEAHAN**  
Senior Technician







**AARON FALKENMEYER, PE**  
Vernon Group Director



# Civil Engineering — Survey and Mapping



## Our Vernon Office

Several years ago, Delta invested significant time and energy into developing our **Core Principles**. Our team acknowledged many of the essential key elements of our prior success to use as a benchmark for the future. As we reflect on that effort now after several years of significant growth, I am grateful for the guidance these principles have provided in developing the team we have today.

### Respect & Mutual Support

- We acknowledge exemplary work and attitudes, not only monetarily, but in many cases through other means, including company announcements or management simply taking the time to say, "thank you".
- We encourage our senior staff to take an active role in mentoring our newer and/or less experienced staff to cultivate strong working relationships. This helps us all to gain a deeper appreciation for each other and our backgrounds.

- When relationships aren't working at their highest capacity, we take the opportunity to meet with those involved. We listen to their concerns and attempt to better understand the situation, rather than leaving issues to resolve themselves.

### Healthy Work/Life Balance

- In the office, our clients' needs are our top priority. At the same time, we acknowledge that our team members have families that are the center of their universe! We work steadfastly toward a workplace that also allows us to meet the needs of our families.
- We know when the team needs a break and a chance to have some fun! Picnics, attending sporting events or a simple mac & cheese cook-off are ways we re-set and re-connect with each other.
- Collaboration & Teamwork
- We place a priority on communicating with our team to ensure that everyone is aligned with our goals and set up for success!

- Putting the right people in the right positions greatly increases our chances of success. We make honest assessments of staff before asking them to take on a new role.

### Continuous Improvement

- Almost daily, we encourage our team to test our procedures and provide their experience and insight into how we operate. This prevents us from getting stuck in a rut of conventional thinking and moves us forward.
- We encourage great ideas and reward them from all levels within the company.

Being mindful of these concepts has helped us provide our team with an environment in which they can thrive and enjoy being part of a premier organization. Any future success must begin here because when we feel connected to our organization and our teams, we are ultimately empowered to provide our clients with exceptional service. As we move forward into the "roaring 20's", we look forward to the process of continuous improvement, or as we call it around here "Make It Better Every Day", while remaining grounded by our Core Principles.

## CIVIL & SURVEY STAFF



**DANIEL FALDZINSKI, PE**  
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Project Engineer



**TODD KOGUT**  
Project Engineer



**CYNTHIA  
ZATWARNICKI, EIT**  
Engineer



**RYAN HTOO**  
CAD Drafter



**JASON SWISTAK**  
Technician



**THOMAS PARKER, PLS**  
Director of Survey &  
Mapping Services



**JOSEPH ARIGLIO**  
CAD Manager



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Director of Survey &  
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**GRANT MCHUGH**  
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**MARK FRAILEY**  
Survey Technician

*From the Delta Team in the Vernon Office,  
we wish you and yours a safe and Merry  
Christmas and many blessings in the New  
Year!*

For more information call (315) 953-4200,  
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**DAVID ASOFSKY, AIA**  
*Chevy Chase Group Director*



# Architecture

## Our Chevy Chase Office

Here in the nation's capital, as in the rest of our country and the world, the holidays are a time to celebrate the blessings of family and friends. It is also a time to reflect on what we have done, and can continue to do, to improve the lives of others.

As architects, we like to think that our designs enhance the lives of the people that use them. We are proud of Delta's policy to "make it better every day" and consider it a mandate for us to achieve for the people we are designing for. We try to be mindful of how each decision can benefit the users who will work and live in the spaces we're helping to create. In 2019, we were privileged to perform work for hospitals, schools, offices, recreation facilities, research laboratories, and a host of other building types where a design choice that "makes it better every day" can have an advantageous and lasting effect on the lives of thousands of people. It is a humbling and gratifying responsibility.

One of the services we were engaged in this year was the development of Post Occupancy Evaluations for the National Institute of Building Sciences. Under these

services, members of the Chevy Chase office were part of teams that visited large scale federal facilities that completed major projects in the last ten years. We interviewed the occupants, examined the buildings, and helped prepare "lessons learned" reports to improve and enhance the government's design standards. This work provided the somewhat unique opportunity for us to closely study how the design decisions of others - in some cases some of the most prestigious design firms in the nation - have or have not made the lives of their clients better every day and to carry those lessons into our own work.

One of the more poignant, and unexpected, lessons I have taken away from this process is the importance of considering a consistently overlooked user group for any large building - the custodial staff. For each facility we visited in 2019, six total in every corner of our nation, the interviewees included the crews responsible for caring for the buildings. In every case we found this staff, frequently the lowest paid of the building's occupants, to be dedicated and conscientious, proud of their work and of their role keeping the buildings pristine, the work spaces

clean, the restrooms stocked, and the grounds picturesque. We also learned how seemingly simple design decisions make the difference between helping this staff with their daily tasks or turning their work into a Sisyphean struggle. Finishes that blemish easily, difficult to access light bulbs, battery operated fixtures that wear down quickly, and details that are difficult or impossible to clean were all themes that repeated themselves at every facility we visited. These design decisions made the work of those that came after the architects were gone unnecessarily challenging - the work that is truly responsible for keeping the building better, every day.

We are looking forward to the projects we have coming up in 2020, and to taking the lessons that we learned in 2019 into our new designs. Considering how our designs and our choices can improve the lives of everyone that will come after we are done, not just the CEOs and Chiefs of Medicine, but also the cleaning staff that toil unseen every night, will be among our guiding principles.

For more information call (240) 744-1076, or email [dasofsky@delta-eas.com](mailto:dasofsky@delta-eas.com)

## CHEVY CHASE STAFF



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**ADA RIVAS**  
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**JUSTIN DEAN-HUNTER**  
*Assistant Architectural Designer*



**JEN PUTNAM**  
*Proposal Manager*





**ROBERT CHEREVKO**  
Project Manager

## New York State Asbestos Abatement Regulation... *Who Can Legally Remove Asbestos?*



# Environmental

Throughout the year, the Delta Environmental Group fields a lot of phone calls and questions from homeowners that ask ....*"Can homeowners in NYS actually remove asbestos-containing materials themselves?"* The short answer is yes, if it's a single-family, owner-occupied dwelling. Section 56-1.3 discusses exemptions from Code Rule 56 and states: This Part shall not apply to:

*(a) Owner-occupied single family dwellings, where the owner performs the work.*

The misconception is that homeowners can remove asbestos-containing materials from rental properties or individual structures that they want demolished. They cannot. Another misconception is that owner-occupied homeowners that do legally remove asbestos can place it to the curb for disposal with their other trash. Asbestos waste, regulated under the Federal Toxic Substance Control Act, must be transported by a licensed hauler to a landfill approved to accept asbestos waste. The waste must be contained in "leak-proof" containers as well. While your local county landfill may accept the asbestos waste, you must have the proper licensing to transport it.

Depending on the type and condition of the asbestos materials, you may want to exercise the more conservative option and have the work performed by a licensed abatement professional.

### NYS Mold Regulations

Since its inception in 2016, Article 32 of the NYS Labor Law stated that mold remediation projects in NYS must be completed by a Certified NYS Mold Remediation company, using certified labor and must be accompanied by a Mold Assessment (scope or work), completed by a Certified NYS Mold Assessor. So what about homeowners, building owners, and property managers? Can they complete the mold remediation themselves? Again, like the circumstances with asbestos removal above, the answer is yes. Unlike ICR Part 56 for asbestos, mold remediation work in additional owner-occupied dwellings needn't be performed by licensed companies when performed by:

1. Non-residential property owner, who performs mold assessment, remediation, or abatement on an apartment building owned by that person that has not more than four dwelling units;

2. An owner or a managing agent or a full-time employee of an owner or managing agent who performs mold assessment, remediation, or abatement on commercial property or a residential apartment building of more than four dwelling units owned by the owner provided, however, that this subdivision shall not apply if the managing agent or employee engages in the business of performing mold assessment, remediation, or abatement for the public; and ...
3. Federal, state or local governmental unit or public authority and employees thereof that perform mold assessment, remediation, or abatement on any property owned, managed, or remediated by such governmental unit or authority.

In addition, projects involving less than 10 sq. ft. of visible mold and that do not involve, (a) routine cleaning or (b) construction maintenance, repair or demolition of buildings, structures or fixtures undertaken for purposes other than mold remediation or abatement are not subject to the requirements of this law.

For more information on asbestos removal, survey, monitoring, or disposal, as well as mold remediation project requirements, contact a Delta Environmental professional today.

For more information call (607) 231-6676, or email: [rcherevko@delta-eas.com](mailto:rcherevko@delta-eas.com)

## ENVIRONMENTAL STAFF



**STEPHEN PRISLUPSKY**  
Director of Environmental Services



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Project Manager



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Industrial Hygienist



**PATRICK REARDON**  
Industrial Hygienist



**MICHAEL STAUDT**  
Industrial Hygienist Technician



**THOMAS FERRO**  
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Industrial Hygienist Technician





**KIM COLLAVO**  
Marketing Manager



# Business Development



## Delta and Terrestrial Environmental Specialists Join Forces

Delta is excited to once again expand our geographic and service footprint by acquiring Terrestrial Environmental Specialists, Inc. (TES), currently based in Phoenix, NY, north of Syracuse. This acquisition will be effective January 1, 2020 resulting in TES becoming part of Delta in a new office at 6700 Thompson Road, Syracuse in Onondaga County, NY. Delta will now offer professional services in eight complementary disciplines: Architecture, Facilities Engineering, Landscape Architecture, Transportation Engineering, Environmental Engineering, Precast Design & Detailing, Survey & Mapping, and Ecological Science Services. We look forward to rolling out a new website in early 2020 that summarizes our growth and service offerings.

Delta will now provide a wide range of ecological science services with focus on wetland delineation and mitigation services for institutional, commercial, and industrial clients. We will also provide natural resource studies related to wildlife, birds, vegetation, fisheries, habitat inventories, restoration, and endangered species.

Our new staff specialists have comprehensive knowledge of environmental regulations, excellent working relationships with key natural resource and regulatory agencies, and a reputation for strong teamwork and client responsiveness. With the addition of TES expertise, our knowledge of and experience with ever-changing state and federal regulatory processes is unsurpassed in New York State. This valuable knowledge enables us to best position our clients in the permit acquisition process.

TES brings a client base to Delta that spans the Northeast US and includes engineers, lawyers, universities, developers, retail firms, design-build firms, utility and energy firms, remediation specialists, and municipalities.

Our new Director of Ecological Science Services will be Stephen L. Sheridan. With over 25 years of professional experience, Steve has hands-on experience with hundreds of diverse environmental projects and is a subject matter expert on wetland identification and delineation. Steve assumes this role from Bernard (Bernie) P. Carr and will lead our new Syracuse office.

*From the entire Delta team, best wishes to you for a happy holiday season and a prosperous new year!*

For more information call (607) 231-6664, or email: [kcollavo@delta-eas.com](mailto:kcollavo@delta-eas.com)

### BUSINESS DEVELOPMENT STAFF



**SHALENE FIEHL**  
Senior Marketing Coordinator



**DENISE GETCHELL**  
Marketing Coordinator



**DANIELLE NAYLOR**  
Marketing Coordinator







**COLLEEN MULROONEY**  
*ITS Manager*

## Training as a Team

This time last year, I sat in front of the blinking cursor trying to come up with meaningful training goals for my team. In my opinion, this part of the review process is the most important. It's how we are going to work together to invest in their futures and create a work experience that is both rewarding and productive. The goals themselves aren't difficult to select. Working in IT provides an overwhelming number of options for learning new skills. The biggest challenge is finding a way for my team to achieve the level of proficiency that they need, which is beyond the depth that a workshop can cover.

I couldn't have fully identified this at the time but what I envisioned was a culture change where learning together fostered engagement within our team. We failed through several different approaches along the way which really helped us to define who we are and what we wanted out of this. The process of finding what works best for us was even more valuable than the training material itself. We ended the year with several completed trainings,



a solid understanding of what does and doesn't work for us, and have already started throwing out ideas for next year. One of the most encouraging things has been seeing this initiative evolve because of the challenges that we faced along the way. Some of the key components that have made this successful for our team have been:

- Committed Focus Time: We block off an hour on our calendars every week that is free from disruptions.
- Training as a Full Participation Team Sport: We decide what topics, what format, and what materials we will use together and we meet as a group or not at all.
- Adjusting as Needed: We approach each session with an open-mind and adjust as necessary if something isn't working, even if it is not working for a single person. Over this past year, we abandoned several formats that just weren't working for us.

- Leveling the Playing Field: We select topics where everyone is on the same level, whether you are the boss or the intern, everyone in the room is learning the material for the first time.
- Taco Lunches: Sharing a meal has helped us succeed together as a team.

For more information call (607) 231-6624, or email: [cmulrooney@delta-eas.com](mailto:cmulrooney@delta-eas.com)

## INFORMATION TECHNOLOGY STAFF



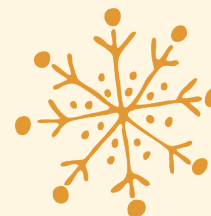
**JASON MEDOVICH**  
*System Administrator*



**SAM CAIN**  
*Computer Support Specialist*



**SHANE SANFORD**  
*Intern*





## Our Schenectady Office

Greetings everyone. We are approaching our one year anniversary and the time has gone by quickly! We are grateful for everyone's time and patience in helping us to become part of Delta. The most challenging part of the transition has been changing our mindset from being a small firm located in Schenectady to being part of a larger firm. We continue to remind ourselves of that and look forward to working more with the other offices and integrating as one team.

The second half of 2019 has been busy, and we look forward to building on that momentum. We have maintained our two largest clients, and with the support of the entire firm, we look to grow these relationships. We have had a few successful opportunities, and we look to increasing these as we become more established in this market.

We are excited about the upcoming year and what it will bring starting with



**RODNEY LEWIS, PE**  
Schenectady Group Director

becoming ISO certified in February. We are hoping to grow in 2020 and are actively looking for talented professionals at every level to join our team.

*We wish you and your loved ones the happiest and healthiest of holidays and a great 2020.*

For more information call (518) 690-0046, or email: [rlewis@delta-eas.com](mailto:rlewis@delta-eas.com)

## SCHENECTADY STAFF



**JAMES SLEICHER**  
Project Engineer



**NICHOLAS HENS, EIT**  
Engineer



**JENNIFER LOFTFIELD**  
Assistant Engineer



**ZENA LOMONACO-MOTYL**  
Office Administrator



**STEPHEN SHERIDAN**  
Syracuse Group Director

# Delta's Latest Acquisition

## Terrestrial Environmental Specialists, Inc.

Founded in 1975, Terrestrial Environmental Specialists, Inc. (TES) is a one of the oldest natural resource consulting firms in the northeastern United States. TES specializes in ecological studies that include wetlands, botanical inventories, habitat assessments, vegetation right-of-way management, endangered species, and wetland mitigation planning.

Our staff is involved in every aspect of wetlands from preliminary assessments to wetland delineation following US Army Corps of Engineers and NYS Department of Environmental Conservation methods, wetland permitting from Federal Nationwide Permits, letters of permission and individual permits, NYS Article 24

and Article 15 permits, wetland functional evaluation, and wetland mitigation. We have provided training to engineers, lawyers, and landscape architects in wetland delineation techniques, wetland permitting, and plant identification.

TES is known for large habitat assessment projects that include documentation of all wildlife on a project site including insects, birds, reptiles, amphibians, and mammals. We have conducted endangered species surveys for timber rattlesnake, Indiana bat, northern long-eared bat, Bog turtle, Blanding's turtles, Northern harrier, grasshopper sparrow, bald eagle and other species in accordance with state and federal regulations. We also provide technical support for completion of

State Environmental Quality Review Act (SEQRA) documents. While primarily focused in New York State, we have also worked in Pennsylvania, New Jersey, and Massachusetts over the last few years.

*Everyone at TES is looking forward to joining Delta and continuing success in 2020.*





# DELTA

ENGINEERS, ARCHITECTS, & LAND SURVEYORS

860 Hooper Road  
Endwell, NY 13760

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## Office Locations

**Greater Binghamton Region**  
860 Hooper Road  
Endwell, New York 13760

**Syracuse Region**  
4873 NYS Route 5  
Vernon, New York 13476

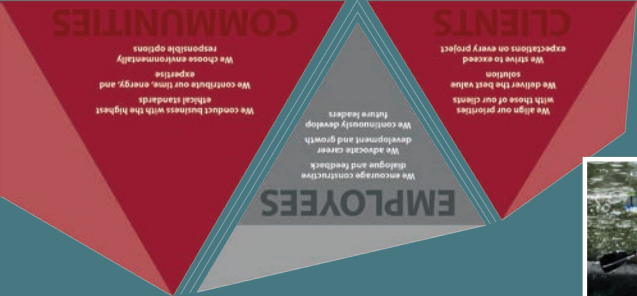
6700 Thompson Road  
Syracuse, NY 13211

**National Capital Region**  
8401 Connecticut Ave, Suite 350  
Chevy Chase, Maryland 20815

**New York State Capital Region**  
220 Harborside Drive, Suite 202  
Schenectady, New York 12305

[delta-eas.com](http://delta-eas.com)

An ISO 9001:2015 Certified Company



Above from left to right: Robertson Christmas Tree Decorating; Wear Red Day; Vernon Team Volunteers at Rome Rescue Mission; Best Places to Work Event; Endwell Craft Day; Brock McWhorter PTECH Graduation; Chevy Chase Gokart Outing; 2019 United Way Day of Caring; 2019 Corporate Challenge; Endwell Kayaking Trip; Vernon Thanksgiving Luncheon.



*Delta's Core Principles in Action*