



# Application Package for Candidates to the ASPE Society Board of Directors

American Society of Plumbing Engineers  
6400 Shafer Court, Suite 350  
Rosemont, IL 60018  
(847)296-0002  
[aspe.org](http://aspe.org) [info@aspe.org](mailto:info@aspe.org)

Dear ASPE Member,

This Candidates Application Package should be completed in its entirety by any member who has decided to run for a position on the ASPE Society Board of Directors. This package must be submitted to the ASPE office no later than the deadline noted below to be considered as a Candidate in accordance with the Bylaws.

In addition to this Application Package, every Candidate must confirm they are currently employed in the Plumbing industry and submit a letter or provide another form of correspondence indicating approval of both family and their employer to undertake the requirements of serving as a member to the Society Board of Directors. Every Candidate must also include a current photograph in accordance with Chapter 10.16 Nominating of the P&O Manual.

The description, composition, and responsibilities of the Nominating Committee is listed in Chapter 8 of the P&O Manual. A few key points from that Chapter are as noted below:

- The list of Candidates for the Board of Directors shall include the name of any member submitting their application for consideration who meets the requirements of the Society's Bylaws.
- The Committee shall interview all Candidates to determine if they are qualified to hold the Board position they are seeking. If the Committee does not feel the Candidate is qualified to hold the position they are interested in, the Committee may recommend that the Candidate consider running for a different position.
- Based on the information gathered during the interview process of each Candidate, the Committee shall prepare a slate that list at least 2 recommended individuals for each position, and this list shall be referred to as the "Recommended Slate of Officers". The Recommended Slate of Officers shall be the top-rated Candidate or Candidates for each Board position as ranked by the Nominating Committee.

The next election of Board members will take place during the ASPE Biennial Business Meeting. The information provided by the Candidates in this Application Package, the letter or correspondence indicating family approval and if possible, similar correspondence relative to employer approval, and the Slate of Officers from the Nominating Committee, will help the members and Delegates make an informed decision when casting their vote during the election of the Society Board of Directors.

Thank you for your interest as a Candidate to the ASPE Board of Directors.

Sincerely,



Mitchell J. Clemente, CPD, FASPE  
Nominating Committee Chair

*Package must be submitted by May 8, 2020*

NOTE: This Application Package will be presented to the members and Delegates exactly as submitted by the Candidate regardless of the accuracy, or legibility of the information provided. No changes or modifications of any kind will be permitted by anyone including the Candidate, Society office or the Nominating Committee once this Application Package has been submitted. It is recommended that all of the information submitted be hand written or printed legibly or typed to avoid any confusion or misunderstandings.

American Society of Plumbing Engineers  
6400 Shafer Court, Suite 350  
Rosemont, IL 60018

Attention: Mitch Clemente, CPD, FASPE – Nominating Committee Chair

Dear Mr. Clemente,

I would like to take this opportunity to submit this application for a position on the ASPE Society Board of Directors for the position of Region 4 Director. I am enthusiastic to have the opportunity to serve on the Board. I've been an active member in the Seattle Chapter since it began in 2010 and have been considering a position on the Society Board since completing my term as Chapter President. I'm hopeful your Committee will consider this application in your selection process. If you have any questions or need clarification, please don't hesitate to contact me. Thank you

Note: On page 2 of the Candidate Pamphlet, at the end of the second paragraph, it requires "... a current photograph in accordance with Section 10.16 Nominating of the P & O Manual" however, this Section does not exist. I have not submitted a picture for this reason. However, if you do need a copy of my picture, please contact me and I will quickly forward it.

Sincerely,

A handwritten signature in cursive script, appearing to read "Duane D. Lease".

Duane Lease

American Society of Plumbing Engineers  
6400 Shafer Court, Suite 350  
Rosemont, IL 60018

Attention: ASPE Nominating Committee,

Dear ASPE Nominating Committee,

I have had discussions with Duane and am aware of the additional responsibilities and time commitments required of a member on the National Board of Directors for ASPE. I understand and accept that his duties he may cause travel away from his family, at times.

If you have any questions, comments, or concerns please feel free to contact me. Thanks

Sincerely,

A handwritten signature in black ink that reads "Lisa Lease". The signature is written in a cursive, flowing style.

Lisa Lease



Hermanson Company LLP  
1221 2nd Avenue North  
Kent, WA 98032

tel 206-575-9700  
fax 206-575-9800

May 8<sup>th</sup>, 2020

ASPE  
6400 Shafer Court, Suite 350  
Rosemont, IL 60018

SUBJECT: ASPE Region 4 Director position

To the ASPE Nominating Committee,

I am excited to have the opportunity to provide this letter of recommendation for Duane Lease, for the position of Region 4 Director for ASPE. My name is Dave Nehren, and I have been the Engineering / CAD Manager at Hermanson since 2002. I have worked with Duane for over 15 years, and I was in the role of Duane's supervisor for the past 12 of those years.

During the years I have known Duane, he has been a proactive member of ASPE, holding leadership positions within the organization, being a charter member of the Seattle Chapter and frequently encouraging participation amongst his peers. Duane is a valued resource within our company and our regional community when it comes to plumbing design principles and approaches. He has extensive design experience in a variety of facility and system types along with an understanding of why the systems work and what is needed for them to successfully function. He understands the plumbing code and how its application impacts plumbing designs. He has a team first attitude that our customers enjoy having on their projects.

I have seen Duane's passion for Plumbing Design and understand his desire to make a larger impact in the Plumbing Community as a whole. We support his desire to hold the position of Region 4 Director for ASPE and encourage you to make a decision that will allow him to fulfill that role. You will be fortunate to have him in that position!

Please feel free to call if there are any questions.

Sincerely,  
HERMANSON COMPANY, LLP

David Nehren, P.E., LEED A.P. BD+C  
Engineering / CAD Manager

Copy: FILE



6400 Shafer Court, Suite 350  
Rosemont, IL 60018  
(847)296-0002 | [aspe.org](http://aspe.org) | [info@aspe.org](mailto:info@aspe.org)

## STATEMENT OF INCLINATIONS, INTERESTS AND AFFILIATIONS (To Help Determine Potential Sources of Bias and Conflict of Interest)

Name: Duane D. Lease, PE, LEED AP Telephone (day): 253-289-8259  
Telephone (evening): 253-289-8259 E-mail: duanel.wa@gmail.com  
Address: 1415 14th St. NE City: Auburn State: WA Zip: 98002  
Company (Employer): Hermanson Company Title: Senior Mechanical Engineer  
Company (Employer) Product or Service: Mechanical Design-Build ASPE Membership # SE38137  
Chapter Affiliation: Seattle Chapter  
Preferred ASPE Society Board of Directors; if no preference please state "None": None

The responsibility for completing and submitting this statement of inclinations, interests and Affiliations rests solely with the individual completing this Application Package. Please reference the next page for guidelines and definitions, and submit only the information that is relevant and merits disclosure regarding:

1. All ASPE policies with respect to interest categories and as related to any bias and conflict of interest.

### Instructions:

- A. Please make sure to include a cover letter of interest to the Nominating Committee addressed to the Nominating Committee Chair.
- B. Include a letter or other correspondence from both your employer and family stating their approval and support of you pursuing this position. This letter or correspondence is a vital piece to your application and will demonstrate that your family and employer are fully aware of the responsibilities that comes along with serving on the Society Board of Directors, and that serving on the board will require you to be away from family and your place of employment for certain periods of time.
- C. Contact the Nominating Committee Chair if you have any questions regarding the completion of this form.
- D. When this form has been completed, sign, date and return to [bsmith@aspe.org](mailto:bsmith@aspe.org). Attach additional pages if necessary and retain a copy for your records.
- E. A statement of inclinations, interests and affiliations does not prevent candidacy to the Board of Directors but is for the purpose of notifying the members and the delegates of any bias or potential bias.
- F. If there is no information to be reported, write the word "NONE" in the space provided.


If the Candidate is elected and during your period of service on the Board, any changes in information reported on this form, or any new information relevant to the question of potential bias or conflict of interest should be promptly reported to the ASPE Board of Directors and the ASPE Executive Director/CEO.

### 1. ORGANIZATIONAL AFFILIATIONS.

Report relevant present and past business relationships (as an employee, owner, officer, director, consultant, member, etc.) and relevant remunerated or volunteer non-business relationships (e.g., professional organizations, trade associations, code organizations, lobbying groups, public interest or civic groups, and trade magazines). Include specific activities and committee involvements.

### 2. PUBLIC STATEMENTS AND POSITIONS.

List relevant articles, testimony, speeches, etc. by date, title and publication (if any) in which they appeared. Provide a brief description of relevant positions of any organizations or groups with which you are or have been closely identified or associated.

  
Signature

5-8-20  
Date

# GUIDELINES AND DEFINITIONS

## Bias

The question of potential sources of bias ordinarily relates to views stated or positions taken that are largely intellectually motivated or that arise from the close identification or association of an individual with a particular point of view or the positions or perspectives of a particular group. Such potential sources of bias are not disqualifying for purposes of the Society Board of Directors. It is necessary, however, in order to ensure that the members and the Delegates are aware of potentially biasing backgrounds or professional or organizational perspectives.

## Conflict of Interest

It is essential that the work of the ASPE Society Board of Directors not be compromised by any significant conflict of interest, or in some circumstances the significant appearance of conflict of interest, on the part of any member of the Board or anyone associated with the Board (e.g., consultants and staff). For this purpose, the term "conflict of interests" means any financial or other interest that conflicts with the service of an individual because it (1) could impair the individual's objectivity or (2) could create an unfair competitive advantage for any person or organization. The existence of a significant conflict of interest is important information to the membership and the delegates.

## How conflicts of interest arise

1. The Society Board of Directors includes individuals with strong personal, financial, or professional interests in seeing that the Society recommend or produce a particular outcome.
2. An agency, a sponsor, or a private organization or company attempts either to influence the Society Board members or to skew the body of information reviewed by the Board of Directors.
3. The conflicts of interest or bias can arise concerning individual points of view especially on contentious issues. For the Board of Directors, nearly all of the people of relevant competence have backgrounds of connections and experience that constitute, or can be construed by others as constituting, potential sources of bias in one direction or another. It may, therefore, be difficult to find individuals with the pertinent knowledge who have not been involved previously with an issue that will come before the Board. Such situations are resolved by the membership and the delegates by selecting a carefully balanced consensus-forming body so that all points of view can be represented.

## To avoid conflicts of interest

Adhere to ASPE policies and procedures. These policies and procedures include specific questions and assessments prior to the election of officers to the ASPE Society Board of Directors to bring possible conflicts of interest to the attention of the membership and the delegates. Two essential parts of this process are, prior to the election of officers, completion of a short statement of inclinations, interests and affiliations that lists professional connections and indicates any positions taken in relevant public statements, and any other interaction between the Candidates and Delegates during the biennial Convention.



## CANDIDATE APPLICATION FOR ASPE BOARD OF DIRECTORS

[Please Type or Print]

### 1. Education

Education Level	Name of Institution	Major/Course of Study	Years Completed	Date of Graduation	Degree Earned
High School	Auburn High School	-	-	June 1984	-
Technical School	-				
College or University	University of Washington	Mechanical Engineering	4	June 1990	BSME
Graduate Studies or Other	-				

### 2. Certification and Registration

- A. Are you Certified In Plumbing Design (CPD)? ☐ Yes ☒ No
- B. Are you a Certified Plumbing Design Technician (CPDT)? ☐ Yes ☒ No
- C. Do you hold the Green Plumbing Design Certificate (GPD)? ☐ Yes ☒ No

- D. Are you a Registered Engineer? ☒ YES ☐ NO Number of States: 1

List States: Washington \_\_\_\_\_

\_\_\_\_\_

- C. Other (Specify): LEED AP

### 3. Professional Experience (Include Each Position)

Date		Employer	Title	Describe Duties/Responsibilities (e.g. design, codes, sales, etc.)
From	To			
Jul 2018	Present	Hermanson Company	Senior Mechanical Engineer	Produce construction documents for various residential and commercial building projects - design-build
May 2016	Jul 2018	WSP - USA	Senior Associate	Produce construction documents for various residential and commercial building projects - plan spec
Sept 2006	May 2016	Hermanson Company	Senior Mechanical Engineer	Produce construction documents for various residential and commercial building projects - design-build
2004	Sept 2006	Flack + Kurtz	Associate - Plumbing Dept. Head	Produce construction documents for various residential and commercial building projects - plan spec

(can continue on next page)

### 3. Professional Experience (continued)

Date		Employer	Title	Describe Duties/Responsibilities (e.g. design, codes, sales, etc.)
From	To			
2002	2004	BCE Engineers	Engineer	Produce construction documents for various residential and commercial building projects - plan spec (Also worked for BCE 1990-1995)
1998	2002	MacDonald Miller	Mechanical Engineer	Produce construction documents for various residential and commercial building projects - design-build
1995	1998	Auburn Mechanical	Engineer / Project Manager	Provided plumbing system design, project management, estimation & bidding of projects

#### 4. ASPE History

A. Please Provide:

a. Year Joined ASPE: 2010-present; 2000-2002

b. Initial Membership Grade: Full Member

c. Current Membership Grade: Full - Charter Member

B. Society Activities:

a. Society (National) Offices Held

Date		Society (National) Office/Position	Position
From	To		
		None	

b. Society (National) Committees and Other Activities

Date		Name of Society (National) Committee/ Working Group or Other Activity	Society (National) Position
From	To		
		None	

C. Chapter Activities:

a. Chapter Offices Held

Date		Name of Chapter	Chapter Office/Position
From	To		
2016	Present	Seattle	Corresponding Secretary - Board of Governors
2013	2016	Seattle	Chapter President
2010	2013	Seattle	Vice President, Legislative

b. Chapter Committees and Other Activities

Date		Name of Chapter	Name of Chapter Committee or Other Activity
From	To		
		None	

## 5. Membership and Activities in Other Societies or Associations

Society or Trade Association	Year Joined	Membership Grade	Committee/Activity	Date		Position
				From	To	
ASHRAE	2010	Full	None			
NFPA	2016	Member	None			

## 6. Technical Interest Areas (e.g., system design, equipment selection, specification preparation, codes, etc.)

I am interested in the areas of system design and in plumbing codes. I am always interested in learning about new systems, means and methods of construction, determining advantages to various systems and potential risks. With regard to codes, I sat on the Washington State Building Code Council Plumbing TAG for the 2012 and 2015 Uniform Plumbing Code Adoption Cycles.

## 7. General or Society Interest Areas (e.g., technical, education, legislative, membership, finances, AYP, WOA)

I am interested in technical and legislative. I would be interested in participating in review / updating some of the Society texts and references.

---

---

---

---

---

---

## 8. Honors and Awards [e.g., honors, awards (list ASPE's first)]

Honor or Award Received	Organization Received From	Date Received
Region 4 Director's Award	ASPE	Jun 2016
Certificate of Appreciation (Founding VP-L)	ASPE	Mar 2010

## 9. Publications Authored

Number of Books/Manuals: \_\_\_\_\_ Number of Papers: \_\_\_\_\_ Number of Articles: \_\_\_\_\_

List up to five (5) significant publications. Attach additional list, if needed.

Title	Publisher or Publication	Date Published
None		

## 10. Patents, Registrations or Trademarks Owned

Number of Patents: \_\_\_\_\_ Number of Trademarks or Registrations: \_\_\_\_\_

Patent/Registration/Trademark Number	Describe Patent/Registration/Trademark	Date Issued
None		

11. Projects

List up to five (5) significant projects. Attach additional list, if necessary.

Project Name or Description	Year Completed	Your Role in Project	Significance of Project
Millennium Tower - 301 Mission - San Francisco	2009	Lead Plumbing Engr.	tion-tallest residential tower v
2+U (Qaltrics) Tower - Seattle, WA	2019	Lead Plumbing Engr.	38 story commercial high-rise
Three Bellevue Center (Key Tower) - Bellevue, WA	2000	Lead Plumbing Engr.	22 story commercial high-rise
Suncadia Lodge - Roslyn, WA	2008	Lead Plumbing Engr.	dominium Project at vacation
Safari Drive Lofts - Scottsdale, AZ	2008	Lead Plumbing Engr.	arge Lofts Condo developme

12. Civic, Charitable and Military Service

none

**13. Your answers to the following questions will help the members and delegates better understand each candidates position and goals as they make the best possible informed decision when electing officers to the Society Board of Directors. If you need additional space, use additional sheets of paper. Reminder, however, you fill in this form (e.g., hand written, printed, typed, etc.) is how it will be presented to the members and Delegates.**

**13A: Why are you running for this position on the Society Board of Directors, and what makes you stand out from all the other potential Candidates?**

One element that I believe I can bring to Society is my perspective as a founding member of the Seattle Chapter. Seattle is one of the younger chapters and we have experience the development, growth, and eventual (hopefully) stability that all Chapters achieve. Everybody that's served on a Board knows the various challenges and rewards that are part of the operation of the Chapter and as part of being a Chapter Officer. Being a Board Member takes a lot of work (and I'm preaching to the choir here), but Chapters are like living things and they need to be maintained and supported. As Region 4 Director, I hope that I can support the Chapters of Region 4 and provide value to the Chapters and to Society. I am proud to have been involved in the early stages of growth of the Seattle Chapter and I believe that I might have something of value to contribute to the Society Board of Directors.

**13B: What do you suggest we do immediately to better the Society, and what you would do personally to accomplish this goal?**

We need to personally reach out to collect and gather research & survey data from our members and our Chapters. This will help us to discover how we can reconnect what has been disconnected by Covid-19. It is important that we maintain the relationships between engineers and the affiliates (the design engineers). Typically, the affiliates and sales representatives provide content for the monthly chapter meetings and this content helps to educate engineers who also attend meetings; there is contact between the affiliates and the engineering members of the chapter.



**13C: Every position on the Society Board of Directors has an effect on membership. Regardless of which position you are running for; how do you plan on retaining and growing our membership base?**

Given the state of the economy and potential for recession, there are lay-offs and furloughs already happening. To help these individuals, if they are chapter members, Society should consider reducing the dues for these individuals. We may also consider assisting or providing resources for job placements. As we know growing membership is difficult in a recession. Perhaps we can look at students in universities as potential AYP members

**13D: ASPE is a volunteer Society. How do you plan on getting our members more involved at the Chapter and Society levels to help advance our initiatives, and support our mission statement?**

As mentioned in earlier comments about the potential impact of Covid-19 we need to reevaluate how we meet and how we interact. The only potential involvement at the moment is on-line communication. I believe at this point we just need to work to maintain the status quo.

**13E: What types of new programs/initiatives should ASPE be developing immediately in order to reach a larger market of potential new members and industry partners?**

I believe that the timing is not right to look for new programs and initiatives that ASPE should be developing immediately. With the lack of contact, reduced communication, and a potential decline in membership, we should focus on retaining our members not seeking new ones. It's probably easier to keep our present members than to seek out new members and potentially lose members that are in our membership. It's better to focus on retention, rather than growth at this point.

**13F: If elected, what specific short term ideas do you have to advance the Society, and what long term plans do you have for the future of ASPE?**

In response to the short-term "idea," the best short-term plan is to re- connect ourselves as a Society. It may be helpful to send a consistent message from the national Board through the Chapters to the membership. Perhaps there can be a state of the union address. What is the message from Society to the membership? How will that message be sent to the members? Things are in a dramatically different state than they were a short time ago. There has been a rapid change; in early February things were just starting to change but everything accelerated and stated to change dramatically. Now three months later, it is any different world. We need a message from Society to communicate a plan and let everyone know that things are okay. The long-term plan is to, first, get back to normal; once this has been achieved, we can consider innovation. The only innovation worth considering at this time is how to improve our communication.

**13G: Membership has increased over the past few years. With the introduction of the Women of ASPE (WOA) and ASPE Young Professionals (AYP), the Society is beginning to obtain a younger member base. What are your thoughts and ideas to increase membership to new record numbers? What are your ideas for recruiting and retaining both younger and previous members? What are your ideas for addressing the large age gap between younger and older members?**

The WOA and AYP programs seem to be progressing and moving forward. I am concerned that membership will decline if things in the market and our industry don't reverse from their present direction. It's important to keep on communicating. Find out what's going on; what's good, what's bad, so there can be correction. Be proactive if possible. Again, regarding membership, I think it's important to retain members first, grow our membership second.

**13H. ASPE has continuously relied on the affiliate member organizations to support the Society. What are your ideas to change this and how can we get our members to help support the Society other than with dues.**

Affiliates typically have the means to provide funding for various events and functions. However, it is unlikely that members involved in design can provide any type of funding. The only possible contribution or support that I would expect from the Full and Associate Members would be if we could encourage more volunteerism from the members engaged in design. They may be able to help update our various technical and reference materials including ASPE design standards, books, and resources. I do predict that membership will drop - pushing the membership to provide more effort and support may strain the relationship between member and Society, affecting member retention.

### 13I. What should ASPE be doing for the membership that they are not currently doing?

The current events are unprecedented, there isn't a clear direction on how to proceed, so what do we do next?

Because of the current situation with Covid-19, it is important to keep in contact with the various Chapters' VP Membership through the Regional Directors and note if membership renewals are steady. It will be difficult to determine, in advance, how the membership is doing, as communication may have a tendency to break down in the current situation... Monthly meetings are not occurring in person, some are hosted by ASPE, while some meetings have been cancelled. This makes it more difficult to know how the members are doing? Are their needs being met? Society can evaluate and react to the available input at the Chapter level.. As for my chapter in Seattle, we haven't had any meetings in the past couple of months. It is difficult to know exactly how our members are doing because we've all been working from home, sheltered in place. The Seattle Chapter had to cancel the year's product in March and will likely have to cancel our golf tournament in July, as well.

## 14. ATTESTMENT OF CANDIDATES

1. As a Candidate to the Society ASPE Board of Directors, I hereby grant the American Society of Plumbing Engineers (ASPE) the non-exclusive, royalty-free rights, including nonexclusive, royalty rights in copyright, to any contributions I make to documents or material I prepared for ASPE and I understand that I acquire no rights in publication of such documents in which my contribution or other similar analogous form is used. I hereby attest that I have the authority and I am empowered to grant this copyright release.
2. If elected as a member of the ASPE Society Board of Directors, I understand that expenses I may incur in my official capacity as an officer of the Society Board shall be reimbursed in accordance to the official Society travel policies and that all such expenditures require budget authorization and must be approved in advance by the Society President and/or Executive Director/CEO.
3. I hereby attest that all information provided in the Candidate Application for the ASPE Society Board of Directors and the Statement of Inclinations, Interest and Affiliations are true and accurate representations of my interests, affiliations and background and do not believe I have any conflict of interest that would affect my serving as an officer of, and member of the Board of, the American Society of Plumbing Engineers.

Please sign below and return to:

American Society of Plumbing Engineers  
c/o Nominating Committee  
6400 Shafer Court, Suite 350  
Rosemont, IL 60018  
(847)296-0002 • [aspe.org](http://aspe.org) • [info@aspe.org](mailto:info@aspe.org)

Duane Lease

5-8-2020

Name (print)

Date



Signature