## RULES AND REGULATIONS

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### LICENSING

OF.

### SUPERINTENDENTS OR OPERATORS

Licenses

OF.

PUBLIC SEWAGE TREATMENT PLANTS. AND PUBLIC WATER TREATMENT PLANTS. PUBLIC WATER SUPPLY SYSTEMS

Violation of Regulations

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### Applications Examinations Examining Board Restriction on Use of Licenses Classification of Licenses Examination Weights Examination Admittance Requirements

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PREFACE

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those interested in becoming a licensed operator or superintendent of a Public Water Supply System, Public Water Treat ment Plant or Public Sewage Treatment Plant. This booklet has been prepared for the purpose of assisting

Public health is rapidly expanding both in scope and in the application of technical methods. The necessity for training operators. The necessity for employing trained and qualified quiring licenses for persons employed as superintendents of personnel has become imperative. was an important reason for the passage of laws in 1918 re

Various universities and colleges offer courses in the sanitary and biological sciences.

courses are offered from time to time in particular aspects for those interested in operations of Public Water Supply Systems Public Water Treatment Plants and Public Sewage Treatmen In addition to courses giving collegiate credits, specia

Jersey. In evaluating applications for admissions to examinations the New Jersey High School Equivalent Certificate will be high school. Information concerning the securing of such a Certificate can be obtained from the Division of Academic Credentials, State Department of Education, Trenton, New recognized as the equivalent to graduation from an accredited

Field experience and training under qualified supervision is an important supplement to formal education.

Examination inquiries should be addressed to State Depart ment of Health, Bureau of Examination and Licensing, P. 0 Box 1540, Trenton 25, New Jersey.

# RULES AND REGULATIONS

1. EXAMINING BOARD. A Board of Examiners is hereby administration of examinations conducted under authority established to advise the Department in the preparation and of R.S. 58:11-18.11.

in the operation of public water treatment plants, public a three (3) year period or at the discretion of the Commore than three (3) representatives from the Water Works field and not more than three (3) from the Sewage Works water supply systems, or public sewage treatment plants, for one or all at the time of appointment. The members of in the State of New Jersey and possessing a current license personnel of the Department and actively engaged supermissioner. Professional Engineer license and shall serve for at least field and at least three (3) from department engineering personnel at least one of whom shall be the holder of a Commissioner of Health and shall be comprised of not the Board of Examiners shall be appointed by the State intendents or operators having at least five years experience This Board shall be comprised of certain engineering

No compensation shall be paid for the services of the members of the Board of Examiners but they shall be reimbursed for their necessary expenses incurred in performing the services herein prescribed.

State of New Jersey are hereby rescinded.

STATE DEPARTMENT OF HEALTH

OF

THE STATE OF NEW JERSEY

State Commissioner of Health

ROSCOE P. KANDLE, M.D., M.P.H.

Systems. All prior Rules and Regulations in these matters intendents or operators of Public Water Treatment Plants, Regulations governing the examination and licensing of superThe State Department of Health of the State of New Jersey pursuant to the authority vested in it by Chapter 177,

NEW JERSEY STATE DEPARTMENT

Laws of 1947, hereby promulgates the following Rules and

adopted on various dates by the Department of Health of the Public Sewage Treatment Plants, and Public Water Supply

Bureau of Examination and Licensing to the Commissioner. and it shall transmit its recommendations through the The Board of Examiners shall keep minutes of its meetings

2. EXAMINATIONS for licenses to operate public water deem necessary. They shall be prepared, be conducted and annually and at such other times as the Department may sewage treatment plants shall be given at least twice treatment plants, public water supply systems, and public procedures by the Bureau of Examination and Licensing scored in accordance with department standard operating with the advice of the Board of Examiners.

Unassembled examinations may be administered upon recommendation of the Board.

of the responsibilities of licensees. general knowledge of the licensing act and their concepts shall be for the purpose of obtaining from applicants their of licenses established under these rules and regulations Oral examinations conducted for any of the classifications

Filed Secretary of State: April 13, 1962

Effective date: October 1, 1962

3. APPLICATIONS for admission to examinations shall be made on forms to be furnished by the Department. Applica-tions shall be filed with the Bureau of Examination and by documentary evidence supporting educational and exand September 30. All applications shall be accompanied Licensing of the Department on or before February 28. in advance regarding admission to examinations perience data. Applicants will be advised at least two weeks

> 4. FILING FEE. The required statutory fee shall accompany each application.

### 5. EXAMINATION ADMITTANCE REQUIREMENTS. EDUCATION

tion. are indicated in the requirements for each license classifica-Limits of allowable substitution of education for experience

### EXPERIENCE

examinations are set forth below for each type license. sessing a license of the proper classification issued by the experience through in-service training under a person posin allied lines of work. Credit may be given for full time the license sought. Some credit may be given for experience operation of a utility equivalent to that to be covered by Credit will be given for experience obtained in actual Education and Experience requirements for admission to Department. (For additional information See Appendix IV)

License Classifications T-1, W-1, and S-1

Ed	Education	0	perati	ng	Operating Experience	ence
. Coll	1. College Degree	:	1. Two years	yea	26	
N.J	2. N. J. Professional Engineers	2.	2. Two years	yea	81	
License	nse	۵	3			
. Col	3. College Training	3	3. Three years	e ye	ars	
. Hig Equ	4. High School Graduate or Equivalent	•	4. Four years	yea	18	
cess Sho	5. High School Training with Successful Completion of Basic Short Course(s) or Correspondence Course(s) acceptable to the Department.		5. Five years	yea	2	

nature will be considered the equivalent of one year operating experience. Note: Successful completion of a short course of an advanced

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	Education Operating Experien	Operating Experience
-	1. College Degree	1. One and one half years
52	2. N. J. Professional Engineers	2. One and one half years
	License	
ü	3. College Training	3. Two years
4.	4. High School Graduate or	4. Three years
	Equivalent	
5	5. High School Training with Suc- cessful Completion of Basic	5. Four years
	Short Course(s) or Correspond-	
	Department.	
6.	6. Grammar School Completion	6. Five years
		· · · · · · · · · · · · · · · · · · ·

experience. S-2 Plants 50,000 gallons or less. Education and Experience acceptable to Department. nature will be considered the equivalent of one year operating Note: Successful completion of a short course of an advanced

Successful completion of basic Short Course(s) or Correspondence Course(s) by persons in categories 3 and 4 will be considered the equivalent of six months operating experience.

## License Classifications T-3 and W-3

1. College Degree 1. Acceptable to the Department 2. N. J. Professional Engineers 2. Acceptable to the License 3. College Training 3. Acceptable to the Department 4. High School Graduate or Equivalent 5. High School Training 6. Grammar School Completion 7. Vote: Successful completion of basic Short Course(s) or Correspondence Course(s) will be considered the equivalent of		Education	Operating Experience
License  License  College Training  3. Accept Depart  3. College Training  3. Accept Depart  4. High School Graduate or Equivalent  Equivalent  5. High School Training  6. Grammar School Completion  6. Grammar School Completion of basic Sh  Note: Successful completion of basic Sh  Correspondence Course(s) will be considered		College Degree	1. Acceptable to the Department
3. Accept Depart 4. High School Graduate or Equivalent 5. High School Training 6. Grammar School Completion 6. Three Note: Successful completion of basic Sh Correspondence Course(s) will be considered	.2	N. J. Professional Engineers License	2. Acceptable to the Department
4. High School Graduate or 4. One at Equivalent 5. High School Training 5. Two you 6. Grammar School Completion 6. Three Note: Successful completion of basic Sh Correspondence Course(s) will be considered		College Training	3. Acceptable to the Department
5. High School Training 5. Two yos. Grammar School Completion 6. Three Note: Successful completion of basic Sh Correspondence Course(s) will be considered		High School Graduate or Equivalent	4. One and one half years
6. Grammar School Completion 6. Three  Note: Successful completion of basic Sh Correspondence Course(s) will be considered	S	High School Training	5. Two years
Note: Successful completion of basic St Correspondence Course(s) will be considered	6	Grammar School Completion	6. Three
		Note: Successful completion of orrespondence Course(s) will be	of basic St considered

## License Classification S-In

months operating experience will be credited.

six months operating experience and if a short course of an advanced nature is successfully completed an additional six

This classification shall be limited to Industrial Waste Treatment Plants. Educational requirements and/or experience shall be acceptable to the Department.

- 6. EXAMINATION WEIGHTS. In order to qualify in examination for a license, each applicant must receive a minimum rating of 70%.
- 7. LICENSES. Applicants who attain a passing grade in their examination will be notified and a license issued upon payment of the required license fee. Applicants so notified shall forward the license fee within 60 days.
- CLASSIFICATION OF LICENSES. Licenses are classified as set forth below.
- (a) Water Treatment Plants.
- T.1 All water treatment plants employing sedimentation and/or coagulation, filtration, disinfection and other processes such as defined in T.2.
- T.2 All water treatment plants employing aeration, iron and/or manganese removal, fluoridation, phosphate compound treatment, pH adjustment, softening and disinfection.
- T3 All water treatment plants employing disinfection only.
- (b) Water Supply Systems.
- W.1 All water supply systems delivering more than approximately 1,000,000 gallons per day.
- W.2 All water supply systems delivering less than approximately 1,000,000 gallons per day.

3. W.3 All water supplies delivering water to not more than approximately 50 services. Such licenses shall be limited in their use to the particular water supply system to which they apply, except as permitted in Section 9 hereof.

## (c) Sewage Treatment Plants.

- S-1 All biological and/or chemical coagulation treatment plants with approved design capacities of more than 250,000 gallons per day. All plants comprising primary treatment only with an approved design capacity of 5,000,000 gallons per day or more.
- S-2 All biological and/or chemical coagulation treatment plants with approved design capacities of less than 250,000 gallons per day.
- S.3 All primary treatment plants with approved capacities of less than 5,000,000 gallons per day.
- 4. S-In All industrial waste treatment plants. This classification of license shall be limited to use for the particular treatment facility to which it applies, except as permitted in Section 9 hereof.
- RESTRICTION ON USE OF LICENSES. No licensee shall serve as the superintendent or operator of a public water treatment plant, public water supply system, or public sewage treatment plant at which the classification of license required is not covered by the license held by the licensee.

Permission to operate more than one utility shall be obtained from the Department. The Department reserves the right to limit the number of plants or systems a licensee may operate. Permits granted under this regulation shall be for a period of time at the discretion of the Department.

Licensees shall notify the Bureau of Examination and Licensing of the Department immediately upon changing their position.

10. VIOLATION OF REGULATIONS. Violation of these regulations subjects licensee to penalties provided by statute.

# ABSTRACTS OF N.J.S.A. TITLE 58, CHAPTER 11 ARTICLE 5 AS AMENDED

Appendix I

### Definitions

58:11-18.10 Definitions. As used in this act (58:11-18.10 seq.):

- (a) "Public water treatment plant" means any structure of structures by means of which water prior to discharge into a public water supply system is subjected to the addition or abstraction of a substance or substances in order to enhance the safeness, palatability, public health or aesthetic qualities, or reduce the corrosive or hazardous properties of the water used for potable or domestic purposes.
- (b) "Public sewage treatment plant" means any structure of structures by means of which domestic wastes are subjected to any artificial process in order to remove or so alter constituents as to render the wastes less offensive or dangerous to the public health, comfort or property of any of the inhabitants of this state before the discharge of the plant effluent into any of the waters of this state; this definition includes plants for the treatment of industrial wastes as well as a combination of domestic and industrial wastes.
- (c) "Public water supply system" means a system comprising structures which operating alone or with other structures result in the derivation, conveyance or (transmission) or distribution of water for potable or domestic purposes to consumers in twenty or more dwellings or properties; this definition does not include a public water treatment plant.
- (d) "Superintendent or operators" means all persons under any local titles or other designations who are now or shal hereafter be in direct general charge of public water treatment plants, public sewage treatment plants or public water supply systems and who are responsible for and supervise the condition operation and effectiveness of the structures comprising the said plants or systems and who are responsible for the safeness of quality of the effluents discharged or delivered from said plants or said systems and who are experienced in the operation of the structures and have knowledge of the methods and control used in the treatment of water or sewage or the deliveries of conveyance of water for potable or domestic purposes.
- (e) "Department" means the department of health of the State of New Jersey.
- adopted by the department of health of the State of New Jersey for the conduct of examinations for the licensing of superintend ents or operators and may include qualifications for admittance to examinations and classifications based upon: the capacity of the plant or system, the amount of water supplied or sewage treated, the method of treatment, the source of water supply the method of water distribution, the method of sewage collection, the nature or use of the waters for potable or domestic purposes, the nature or use of the waters receiving the effluents from sewage treatment plants and, the limitation of the use of licenses issued pursuant to this act. (58:11-18.10 et seq.).

(g) "Waters of this state" means the ocean and its estuaries, all springs, streams and bodies of surface waters, whether natural or artificial, within the boundaries of this state or

subject to its jurisdiction.

(h) All other words or phrases shall be defined and construed as provided by chapter one of Title 1 of the Revised Statutes.

Licensing by Examination

of public water treatment plants or public water supply systems plants, public sewage treatment plants or public water supply Every applicant whose examination shall be approved by the operators. and regulations as it may adopt, for the purpose of determining at such times and places as it may appoint and under such rules nations to be made at least twice annually, by such persons and systems may secure the services of capable superintendents or tions or persons owning or operating public water treatment safety and welfare, by providing that municipalities, corporaconducted operators, the department is hereby authorized to cause examidepartment shall receive a license as superintendent or operator the qualifications of applicants for licenses as superintendents or 58:11-18.11. In order to protect and preserve public health, in such a manner as the department shall direct. Such examinations shall be in such subjects and

or public sewage treatment plants, as the case may be.
Source. L. 1946, c. 295, section 2. Approved May 6, 1946, effective
immediately.

St. 11-18.12. No municipality, corporation or person shall
appoint any person as superintendent or operator in charge of

a license to said person to operate such plant or system in the same manner as if he had passed an examination held by to operate such plants or systems under the provisions of et seq.); provided, however, that nothing herein contained shall 58:11-18.6 of the Revised Statutes). Statutes) and chapter two hundred six, laws of one thousand eighteen (now sections 58:11-14 to 58:11-18 of the Revised the time this act (58:11-18.10 et seq.) became effective, shall issue partment upon certification from the proper municipal officer, ing in office any person now occupying the office of superintendby the department under the provisions of this act (58:11-18.10 any such plant or system who is not a holder of a license issued person to discharge the duties of superintendent or operator of ment plant or of any public water supply system, or permit any any public water treatment plant or of any public sewage treatappoint any person as superintendent or operator in charge of nine hundred and thirty-eight (now sections 58:11-18.1 to chapter twenty-three, laws of one thousand nine hundred and already issued by the department to superintendents or operators (58:11-18.10 et seq.) shall not affect the validity of licenses superintendent or operator in charge of such plant or system at corporation or individual, that such person held the office of ent or operator in charge of such plant or system, and the deprevent any municipality, corporation or person from continuthe department; provided, further, however, that this act

License and Renewal Fees; Expiration of Licenses

58:11-18.13. The department shall issue a license upon payment of a license fee to any applicant who, in the opinion of the

of renewal is delinquent in addition to the annual renewal fee of five dollars (\$5.00). The failure on the part of the licensee tion of said license will automatically revoke such license. to renew his license within two years from the date of expira-(\$1.00) for every three months or fraction thereof that payment license after the thirtieth day of September shall be one dollar of the right of renewal but the fee to be paid for renewal of a month of September as required shall not deprive such person on the part of the licensee to renew his license annually in the ber by the payment of a fee of five dollars (\$5.00). The failure newal may be effected at any time during the month of Septemon or before the thirtieth day of September of each year. Refollowing issuance or renewal. Licensees shall apply for renewal tained. Licenses shall expire on the thirtieth day of September any applicant the initial fee of five dollars (\$5.00) shall be readmittance to the examination or the issuance of a license to applicant is entitled to a license. Should the department deny application, the remainder to be paid upon notification that the act (58:11-18.10 et seq.). The license fee shall be ten dollars department, has satisfactorily met all the requirements of this (\$10.00), of which five dollars (\$5.00) shall accompany the

### Revocation of Licenses

58:11-18.14. The department may revoke or suspend the license of any superintendent or operator of a public water treatment plant or public sewage treatment plant or public water supply system if, after a hearing held by the department or its director at which the superintendent or operator shall have had an opportunity to be heard, either in person or by counsel, the department determines that the superintendent or operator is incompetent to manage the plant or system, or that he has willfully neglected his duty in supervising the operation of the plant or system, or that he has disregarded or disobeyed the lawful orders, rules or regulations of the department. Any person whose license shall have been revoked shall be ineligible for admission to any examination authorized by this act (58:11-18.10 et seq.) for a period of not less than six months nor more than two years.

### enalties

or operating a public water treatment plant, or a public sewage treatment plant or a public water supply system who shall violate any of the provisions of this act (58:11-18.10 et seq.), or any person commencing or continuing to discharge the duties of a superintendent or operator of a public water treatment plant, a public sewage treatment plant or a public water supply system without first having obtained a license or having failed to renew his license as provided in this act (58:11-18.10 et seq.), or discharging the duties of a superintendent or operator of such plants or systems contrary to any of the provisions of this act (58:11-18.10 et seq.), shall be subject to a fine of ten dollars (\$10.00) for each day on which the violation has occurred. The penalty shall be recovered in the manner hereinafter provided.

Prior-to Section

58:11-18.18. Nothing herein contained shall be held to abat or render invalid any notice or proceeding, or suitsat law o in equity, which may have been served, begun or instituted be the department, prior to the date hereof, in accordance wit the powers and duties heretofore conferred upon it, but th same shall continue in full force and effect, and be further advanced and prosecuted in the name of the department; no shall anything in this act (58:11-18.10 et seq.) be construed to anywise affect the tenure, term or status of any person holding a position requiring a license under the provisions of this act (58:11-18.10 et seq.) at the time of the passage of this act (58:11-18.10 et seq.) at the time of the passage of this act (58:11-18.10 et seq.).

Source. L. 1946, c. 295, section 9. Approved May 6, 1946, effective immediately.

Act Supersedes Prior Statutes; Tenure Act Applies

58:11-18.21. In so far as the provisions of this ac (58:11-18.10 et seq.) are inconsistent with the provisions of an act, general or special, the provisions of this act (58:11-18.1 et seq.) shall be controlling, but nothing in this act (58:11-18.1 et seq.) contained shall be construed to repeal or in anywis impair the provisions of chapter two hundred thirty-four of the laws of one thousand mine hundred and forty-one, and said lamentioned act shall also be applicable to persons licensed under this act (58:11-18.10 et seq.).

Source. L. 1946, c. 295, section 12. Approved May 6, 1946, effective immediately.

# The Tenure Act — Chapter 234, Laws of 1941

58:11-18.7. Tenure for persons in charge; removal; hearin, No person now or hereafter licensed under the provisions of article five of chapter eleven of Title 58 of the Revised Statute having direct general charge of the operation and maintenance of public water systems or sewage disposal or treatment plantafter five years' consecutive service in any such position shall be removed from his position or subjected to a reduction of salary except for good cause and after a public hearing. I computing such five years' service the time served before the passage of this act shall be included, as well as time serve after the passage hereof. The public board, officer or commission having power of appointment of any such person of the position of the person of the passage of the server of the public board, officer or continued to the passage of the server of the public board, officer or continued to the passage of the public board, officer or continued to the passage of the public board, officer or continued to the passage of the passage hereof. The public board, officer or continued to the passage of the passage of the passage hereof. The public board, officer or continued to the passage of the passage of the passage hereof. The public board, officer or continued to the passage of the passage of the passage hereof.

if the charges are found to be true in fact and just cause be such person and shall fix a time and a place for a hearing shall hear all witnesses and receive all evidence produced and hearing. At the hearing the public board, officer or commission person sought to be removed at least five days prior to the thereon. A written copy of the charges and a written notice of reduce, shall formulate or receive charges, in writing, against whom it is sought to remove or whose salary it is sought to having the power to appoint a successor of any such person Source. L. 1941, c. 234, section 1, p. 654. Approved June 28, 1941, reduce the salary of the person against whom charges are made. shown the public board, officer or commission may remove or the time and place of the hearing shall be served upon the effective immediately.

Source, L. 1941, c. 234, section 2, p. 655. Approved June 28, 1941, effective immediately. systems and sewage disposal or treatment plants. This act moval or reduction of salary without just cause of the individual direct charge of the maintenance and operation of public water term of office is now or shall hereafter be fixed by statute. who is now or shall hereafter be directly responsible for and in this act (58:11-18.7 et seq.) is to prevent the unwarranted re-(58:11-18.7) shall not, however, affect any public officer whose 58:11-18.8. Purpose; persons not affected. The purpose of

engaged in selling water to the public, either at wholesale or sewage disposal or treatment plants. retail or to private corporations owning and operating public (58:11-18.7 et seq.) shall not apply to private corporations 58.11-18.9. Private corporations not affected. This act

Source. L. 1941, c. 234, section 4, p. 655. Approved June 28, 1941 effective immediately.

Note: L. 1941, c. 234, section 4, p. 655, approved June 28, 1941, effective immediately, provided for the repeal of all acts or parts of acts inconsistent with chapter 234 (58:11-18.7 to 58:11-18.9).

### Appendix II

### WHAT CANDIDATES SHOULD KNOW PREPARING FOR EXAMINATIONS Z

expected all candidates will prepare themselves by studying paring for various licensing examinations. However, it is may not presently require full treatment facilities etc. and reviewing all aspects even though some plants or systems The following are to be considered as general guides in pre-

## Water Supply System Operator Candidates

- 1. Statutes pertinent to Water Supplies.
- Statutes pertinent to Licensing of Operators.
- Elementary Bacteriology and Chemistry.
- Physical (cross) connections.
- Water Well maintenance and operation
- Various aspects of Water Distribution.
- Administration, including monthly records and reports. Public Health considerations.
- Water Treatment Plant Operator Candidates
- 1. Statutes pertinent to Water Supplies.
- 3. Bacteriology and Chemistry. Statutes pertinent to Licensing of Operators

- 4. Physical (cross) connections.
  5. Various methods of Water Tre
- Various methods of Water Treatment.
- Plant Operations and maintenance.
- Public Health considerations.
- Administration, including monthly records and reports. Sewage Treatment Plant Operator Candidates
- 1. Statutes pertinent to Stream Pollution and Sewage
- Statutes pertinent to Licensing of Operators.
- 3. Definitions of commonly used Sewerage terms.
- 4. Computation and Analysis of Mathematical Data.
- 5. Principles of Sedimentation, Filtration, Chemical Treatment, Activated Sludge, Sludge Digesting, Handling, Conditioning and Disinfection.
- Laboratory Procedures, Field Tests and Interpretations.
- 7. Public Health aspects of Sewage Treatment
- 8. Sewerage Facilities Administration aspects.
- 9. Treatment Plant Operating difficulties, causes and
- Monthly Records and Reports.

### Appendix III

### SUGGESTED TEXTS FOR REVIEW PROSPECTIVE LICENSEES BY

Water Treatment and Water Supply

New York State Department of Health, Albany, New York Manual of Instruction for Water Treatment Plant Operators-Manual for Water Works Operators-Texas Water and Sewage Works Association, Austin, Texas

2 Park Avenue, New York, New York Operators Manuals of the American Water Works Association.

Book Company, New York, New York Water Supply Engineering (Babbitt and Doland) McGraw-Hill

### Sewage Treatment

Manual for Sewage Treatment Plant Operators-Texas Water Manual of Instruction for Sewage Treatment Plant Operators, and Sewage Works Association, Austin, Texas New York State Department of Health, Albany, New York

Sewage Treatment (Imhoff and Fair)-John Wiley & Sons Operators Manuals of the Water Pollution Control Federation 4435 Wisconsin Avenue, N.W., Washington 16, D. C. New York, New York

man), McGraw-Hill Book Company, New York, New York Analysis of Water and Sewage (Theroux, Eldridge and Mall-1790 Broadway, New York, New York Industrial Wastes-American Public Health Association, Inc. Standard Methods for the Examination of Water, Sewage and

Note: There are many fine texts on the above subjects and prospective licensees may obtain additional references from other sources

### CRITERIA FOR EVALUATING EXPERIENCE OF EXAMINATION ADMITTANCE REQUIREMENT APPLICATIONS FOR LICENSING Appendix IV

# Applicants possessing college degrees in the sciences and

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struction, and responsibility of placing public water supp to be covered by license sought, or experience in design, co trative responsibility for operation of utility equivalent to the systems, public water treatment plants, and public sewage trea full time working experience in a position requiring admini or New Jersey Professional Engineers licenses and who indicate fications shown below: perience for the periods indicated for the various license class ment plants into operation will be considered operating e

tained in the actual complete operation of a utility equivalen to that to be covered by the license sought provided, howeve by this Department for this purpose. such experience has been obtained under a person appointe Other applicants will be given credit for experience o

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