

## NOMINEE FOR CWEA STATE BOARD OF DIRECTORS

**Name:** Kathryn Gies

**Title:** Engineering Manager

**Employer:** West Yost Associates

**Street Address:** 2245 Browning St.

**City, State, Zip:** Berkeley, CA 94702

**Phone:** 415-699-1700

**Email:** [kgies@westyost.com](mailto:kgies@westyost.com)

### Personal Interest

**Why are you interested in being nominated for CWEA Board of Directors?**

**Commitment and Support (Please review the job descriptions in the Board Bylaws)**

I am interested in continuing my service to CWEA. From 2018 through 2021, I served on the Board as a Director from the North. During this time, I also worked to develop a new, annual event in partnership with CASA that is now part of the annual roster. After I left the Board in 2021, I participated in the DE&I Task Force, serving as chair for a short period of that time. When the task force was dissolved in early 2022, I then stepped into a role supporting CWEA's DE&I strategic planning initiative. Through this process, the CWEA team has identified number of key initiatives that will require shifts in both the operation and culture of the organization. I am very excited about the opportunity to help shepherd in these changes.

**What do you feel are the most critical duties of this position, and how will you perform them?**

The executive committee (and ultimately president) provides a key leadership role on the Board and to the whole organization. The person in the president role must inspire by embracing and exhibiting the fundamental objectives of the organization, they must lead by example, and they must direct, as needed, to ensure that the work gets done.

**Fulfilling the requirements of the position takes a significant amount of time. Discuss your personal time commitment to this position.**

I understand the time commitments for this position and discussed them with leadership at my firm. I have the support of my company to pursue this opportunity and understand that I will also need to commit my own personal time to meet the objectives of the position.

**Do you have the support of your employer to fulfill the economic and time commitments of this position?**

Yes, I do.

**What do you expect of other board members and staff to ensure your experience on the board is satisfying?**

I expect them to show up and be present. I expect them to take their roles seriously and put the needs of the organization above their own when serving in the capacity of the Board. I expect them to serve with honesty and integrity. I have observed these behaviors from every Board member and staff person at CWEA that I have worked with to date, and have no concerns about this moving forward.

## FUTURE OF THE ASSOCIATION

Please review CWEA's Strategic Plan & Strategy Map at: <https://CWEA.org/strategy>  
Check out our most recent CWEA Dashboard.

### **If elected to this position, what would you do to assist CWEA's function and purpose?**

In addition to moving CWEA's strategic goals and objectives forward, I am particularly interested in supporting CWEA in implementation of its IDEA initiatives. I am very excited about the proposed IDEA strategic plan and think that I can provide leadership in identifying key alignments between the IDEA strategies and CWEA's Strategic Goals and Objectives. I believe I have demonstrated my ability to get things done and am ready to take on this challenge!

### **What areas of the Association can be improved? What abilities do you bring to assist in these improvements?**

I am interested in working to make the Association more inclusive. I think it serves well a portion of our industry and there are other areas that can be built upon. The IDEA Strategic Plan is a great start!

### **What do you feel the Board has defined to be the future direction of CWEA? Do you have other suggestions for objectives that you would like to see considered?**

There has been a lot of activity in the last few years in modernizing CWEA by updating the website, making educational content more available and accessible, and improving the testing and certification procedures. As we near the end of this process, it is time to start looking forward on how we can use these new platforms to expand our role in supporting the industry.

I do think that the State's Board for Professional Engineers, Land Surveyors, and Geologists should have requirements for continuing education credits. I think it is a disservice to my industry that there are no expectations for training to maintain our licensure. I am not saying that this should be an objective of CWEA, but discussions about continuing education needs with the State Board could be beneficial to both parties.



## ATTRIBUTES YOU BRING TO THE BOARD

CWEA looks for the following attributes in CWEA Board members. Please briefly tell us about experiences you have had that demonstrate the following attributes:

**Your ability to think strategically and analytically and to effectively communicate your thoughts and the reasons for them.**

The core of my professional work responsibilities involves helping wastewater agencies navigate through key planning and regulatory decisions and communicating those efforts on their behalf.

I am also involved with strategic planning activities for my firm and have been recognized by my colleagues for my contributions through being elected to the Firm's Board of Directors for two years in a row. I am currently serving as the Secretary to the Board and provide critical input to the Board's Governance Committee. One of the key functions of our Board is to communicate with Shareholders and serve as a liaison between the Shareholders and the Company's Executive Team. This role has been particularly satisfying for me and I believe my input to the process has improved our Company's overall culture.

I bring my skill set to virtually every activity I do, as I believe I have demonstrated over my tenure as a CWEA volunteer.

**Your possession of earned respect of key stakeholder groups and members.**

As a CWEA Local Section Board Member, CWEA State Board member, CWEA AC Program Chair, CWEA DE&I Task Force Chair, CASA Associates Committee Chair and Board Member, and a leader in my company I have worked with a wide range of stakeholders and members. As the local section treasurer, I needed to coordinate budgets and financing with all the chairs of the section subcommittees. I was able to get buy in on a new event tracking platform and earned the respect of the entire leadership team. In recognition of my contributions, I have been awarded the Al Ditman Service Award twice!

As a CWEA Board member, I have been an active member of the various committees and have been asked to take several initiatives forward and the team knew I could deliver on my goals. After serving on the DE&I Task Force, I was asked to chair the group when the initial chair stepped down. Following this assignment, I was asked to participate in the strategic planning efforts.

As the CASA Associates Committee chair, I led the development of new strategic plan for the committee that expanded and evolved their role in the CASA organization to support the CASA mission.

**Your ability to work well with others as a member of a collaborative group with group decision-making authority and an understanding of the fiduciary duties of loyalty, care, and obedience.**

I have been serving on either a CWEA Local Section Board (SF Bay), the State-level Board, and the DE&I Task Force for over ten years. I am also currently serving on the Board of Directors for my company, a 200-person firm based in Northern California. In all these roles I have worked with other Board members to achieve progress while considering fiduciary duties of the organization I am serving.

**Your understanding of the differences between “oversight” and “supervision” as a Board member.**

A Board member's role is to provide oversight of organization's activities. This means taking the time to review reports of progress and actively participating in discussions when decisions are needed. In this role, it is critical to ask questions and seek clarity when needed. However, a Board member is not responsible for supervision of activities. This role belongs to the CEO or Executive Officer. The Board is there to represent the members of an organization, to provide insights with respect to the member needs and objectives, and oversee that the use of member's monetary dues is being used to benefit the organization positively.

**Your reputation for emotional maturity, personal integrity, and honesty.**

I take my demonstration of these character traits very seriously and put them above everything in my professional relationships. My successes and reputation as a professional consultant demonstrate my strength in this area.

**Your familiarity with the body of knowledge/subject areas for which CWEA is responsible and within which decisions and choices will have to be made.**

I have been working in this industry for 23 years and am considered a subject-matter expert within my firm and amongst colleagues.

**Personal History/Involvement with CWEA**

Please attach a resume of CWEA leadership positions/activities along with a digital photo.

Complete and return by **December 16, 2022**, to:

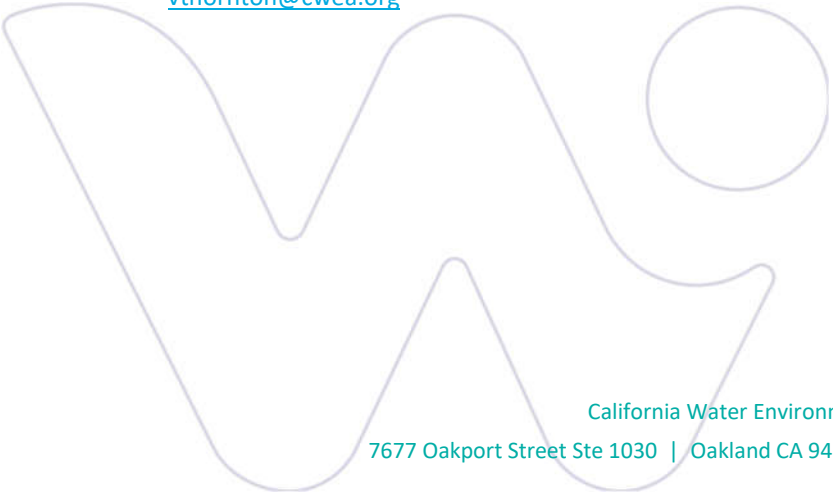
**JEFF TUCKER | CWEA PRESIDENT**

c/o CWEA

7677 Oakport Street, Suite 1030

Oakland, CA 94621

[vthornton@cwea.org](mailto:vthornton@cwea.org)



**Kathryn Gies, PE**  
**Engineering Manager, West Yost Associates**

1001 Galaxy Way, Suite 310

Concord, CA 94520

direct 925.949.5815

mobile 415.699.1700

[kgies@westyost.com](mailto:kgies@westyost.com)

---

I have over 23 years of experience in wastewater process design and planning/permitting wastewater treatment and recycled water projects. My areas of expertise include biological nutrient removal (BNR); natural wastewater treatment systems; recycled water (Title 22) treatment; sustainable infrastructure planning; NPDES regulatory permitting; recycled water, land disposal, and biosolids land application planning and permitting; and groundwater quality studies for regulatory compliance purposes. I have led the development of BioWIN process models for evaluating, planning, and designing biological nutrient removal systems. I have also been responsible for the development of dozens of Wastewater Treatment Plant Facility Plans and Master Plans. Finally, I have led the preparation of the full range of studies typically required for NPDES/land discharge/recycled water/biosolids land application permits. With this, I bring a detailed, current knowledge of permitting issues in California and a productive working relationship with the regulators and the regulated community.

I have been a member of CWEA/WEF since 2002. Relevant volunteer experience includes:

- **2007 to Present: Educator**  
Prepared multiple presentations for the Annual Conference, local section meetings, and workshops
- **2013 through 2018: San Francisco Bay Section Treasurer**  
In this role, I developed new platforms for event tracking and streamlined the reporting and account management practices.
- **2018 – 2021: Board of Directors, Director from the North**  
Served on the Operations, MER and PPD committees. Under MER, helped facilitate bylaws changes for the SF Bay Section.
- **2017-2018: Annual Conference 2018 Education Program Chair (Unofficial)**  
I was retained to serve as a member of the Education Program Team and evolved into a leadership role. Prior to this conference, there was not a designated chair.
- **2019 – 2020: Annual Conference 2020 Education Program Chair**  
Served as the Education Program Team chair, helping to navigate the conference into a digital platform.
- **2021 – 2022: Annual Conference 2022 Pre-Conference Workshop Chair**  
Facilitated organization of the Pre-Conference Workshops. I also stepped in to facilitate program development on Design Day.
- **2021 – 2022: Diversity, Equity and Inclusion Task Force Member and Chair**  
Served as the Diversity, Equity and Including Task Force member and stepped into the chair for the last few months of the Task Force's existence. In this role, I helped identify several organizational gaps related to DE&I and help facilitate the JEDI Opener initiative and the IDEA Strategic Plan.
- **2022 – Present: IDEA Strategic Plan Steering Committee**  
Served on the steering committee for the Inclusion, Diversity, Equity and Accessibility (IDEA) strategic plan. In this role, I supported the strategic planning consultants in completing the data gathering efforts and participated in the facilitated strategic planning sessions.

- **2022 – Present: Annual Conference 2023 Pre-Conference Workshop Chair**

Facilitated organization of the Pre-Conference Workshops. Also supported program development on Design Day.

I am also an active member with several of CWEA Summit Partner organizations: the California Association of Sanitation Agencies (CASA), the Central Valley Clean Water Association (CVCWA) and the Bay Area Clean Water Association (BACWA). I recently served on the CASA Associates Committee leadership team, which involved a role on the CASA Board of Directors (role ended August 2022). I also regularly participate in the CASA Regulatory Workgroup discussions and the CASA Associates Engineering and Research Subcommittee, which organizes the annual Partnering for Impact event that is co-hosted with CWEA.



\*\*\*\*\* This page intentionally left blank. \*\*\*\*\*



**SAMPLE NOMINATION LETTER**

**DUE December 16, 2022**

Send by mail or email

**JEFF TUCKER | CWEA PRESIDENT**

California Water Environment Association  
7677 Oakport Street, Suite 1030  
Oakland, CA 94621  
[vthornton@cwea.org](mailto:vthornton@cwea.org)

Dear Jeff:

I am a member in good standing with **CWEA** and I hereby nominate:

**Kaitlin E. Gellerman**

who is a member in good standing with **CWEA** and WEF for  
the position of (check one):

- ☐ Vice President from the North (will be President in third year of four-year service).
- ☐ Director at-large from the South (three-year term).
- ☒ Director at-large from the North (Treasurer in third year of three-year term).
- ☐ Water Environment Federation Delegate Director from the North (three-year term, serving April 2023 to October 2026, voting privilege begins October 2023).

A brief bio of the nominee is attached. I have informed the nominee of this nomination and the requirement to complete the questionnaire and provide a photo by **December 16, 2022**.

Thank you for your consideration of this candidate.

Regards,

Name **Chathu Abeyrathna**

**CWEA** Member/Leadership Position

NRC Chair 2022 - 2024

## NOMINEE FOR CWEA STATE BOARD OF DIRECTORS

Name Kaitlin Gellerman

Title Project Manager

Employer Black & Veatch

Street Address 2999 Oak Road Suite 490

City, State, Zip Walnut Creek, CA 94597

Phone 925-949-5903

Email gellermanke@bv.com

### Personal Interest

Why are you interested in being nominated for CWEA Board of Directors?

Commitment and Support (Please review the job descriptions in the Board Bylaws)

I am interested in being nominated for the CWEA Board of Directors to continue my dedication to the association. Starting in February 2023, I will be the Past President of the San Francisco Bay Section and am looking for a new, different volunteer opportunity within the organization. I want to take my local level skills, experiences, knowledge, and networks up to the Board of Directors level and find new ways to further empower our wastewater professionals.

What do you feel are the most critical duties of this position, and how will you perform them?

I believe the most critical duties of the board revolve around managing affairs and funds of the association. If these things are not in order, not properly followed, and not properly documented or communicated, then it can hinder the mission of CWEA. I am a very deliberative and responsible person. I like to approach all things methodically and follow the rules to get things done. As a board member, I would work to ensure all affairs are in place and properly documented and then work to serve the members of the association.

Fulfilling the requirements of the position takes a significant amount of time. Discuss your personal time commitment to this position.

I have been a dedicated CWEA Volunteer for nearly 10 years. As the current President of the San Francisco Bay Section, I understand there are significant time commitments. I understand that I must attend all conferences sponsored by CWEA, all Board Committee Meetings for committees I would sit on, any additional Board Meetings that may be initiated and include for pre- and post-meeting preparation and follow up. I am able to dedicate the time and travel required for the position.



Do you have the support of your employer to fulfill the economic and time commitments of this position?

Yes - Black & Veatch will support my time commitment when needed during the work day as well as any economic commitments for travel costs.

What do you expect of other board members and staff to ensure your experience on the board is satisfying?

I expect that experienced board members will be supportive of new board members and willing to provide guidance through the first year. Based on my experience with CWEA volunteers, they are always willing to help, answer questions, and mentor new volunteers through the process.

I expect that CWEA Staff support the volunteer team and ensure that the board has the resources they need to fulfill their obligations. Again based on my past experience with the CWEA staff they do an excellent job in supporting everyone.

#### FUTURE OF THE ASSOCIATION

Please review CWEA's Strategic Plan & Strategy Map at: <https://CWEA.org/strategy>  
Check out our most recent CWEA Dashboard.

If elected to this position, what would you do to assist CWEA's function and purpose?

If elected to the Board of Directors, I would work to uphold CWEA's new mission statement by ensuring that we are giving all CWEA members, from all different committees, jobs and backgrounds, what they need to feel empowered to do their jobs and to enjoy their jobs. I would use my network in the San Francisco Bay Section, one of the largest sections, and parallel role as past-president of the SFBS to effectively communicate the needs of the members at the local level up to the board. At the local level, I would continue to provide networking and connection events and encouraging local involvement at the state level to help grow our section's network.

What areas of the Association can be improved? What abilities do you bring to assist in these improvements?

It would be great to see more guidance and direction on things such as raising local section dues and how local sections should go about this conversation. The local section budgeting process has already been improved over the last few years, and it would be great to see further direction and stream-lining of this process and working to get more local sections using CWEA staff for book-keeping. Since the position of Director-at-Large from the North would put me in the treasurer position in my third year, this would be a great opportunity to continue improving these areas.

What do you feel the Board has defined to be the future direction of CWEA? Do you have other suggestions for objectives that you would like to see considered?

I believe with some of the new programs, such as JEDI Openers and the upcoming SYP mentorship program, CWEA is going in an excellent direction and working towards attracting diversity to the industry. I do not have any suggestions at this time.

#### ATTRIBUTES YOU BRING TO THE BOARD

CWEA looks for the following attributes in CWEA Board members. Please briefly tell us about experiences you have had that demonstrate the following attributes:

Your ability to think strategically and analytically and to effectively communicate your thoughts and the reasons for them.

As a project manager in my day job, I am an effective communicator who pulls together my conceptual projects into an operating wastewater treatment facility. I have to be the liaison between the various engineering disciplines, architects, contractors, administrative assistants, operators, and maintenance workers to ensure we are all on the same page when executing a project. As an engineer, I am a very analytical person. I want to hear the whole team's opinion, but like to know the facts and background that support those opinions. As the San Francisco Bay President, I believe I am an effective communicator with the Board as well as the members. Your possession of earned respect of key stakeholder groups and members.

In 2018, I was nominated onto the San Francisco Bay Section Board by local section members based on my leadership at local committees and the state students and young professionals committee. I have spoken about this director-at-large position with multiple current Board members and they all encouraged me to apply and indicated I would be good at the role.

Your ability to work well with others as a member of a collaborative group with group decision-making authority and an understanding of the fiduciary duties of loyalty, care, and obedience.



I demonstrate group collaboration daily at work with my project teams and execute successful projects. On the SFBS board, we have effectively started up all of our back in-person events this year and are meeting our budget. When votes are brought to the table, we effectively discuss the topic and have positive results.

Your understanding of the differences between "oversight" and "supervision" as a Board member.

It is understood that as a Board member, I would oversee and look over many tasks and activities and make decisions with the other Board members and work as a team while working closely with the Executive Director.

Your reputation for emotional maturity, personal integrity, and honesty.

I recently completed a strengths-finder program. My top strength is responsibility, which was defined as, "responsibility forces you to take psychological ownership for anything you commit to, and whether large or small, you feel emotionally bound to follow it through to completion." I have been told by multiple project managers in my work life and at home that I am extremely responsible and hold myself accountable. I believe these things directly reflect emotional maturity and personal integrity. I am also an extremely honest person.

Your familiarity with the body of knowledge/subject areas for which CWEA is responsible and within which decisions and choices will have to be made.

Over the last ten years, I have become more familiar with CWEA's structure and have known and worked with past and present Board members. In reading the constitution, bylaws, and attending annual business meetings, I have a generally good understanding which items will require Board member decisions and choices along with attending meetings, exercising Independent Judgment, representing all members (not a particular constituency), obtaining information, delegating to staff and other volunteers, setting policies, establishing procedures, avoiding Conflict of Interest, and protecting confidentiality of Board actions.

#### Personal History/Involvement with CWEA

Please attach a resume of CWEA leadership positions/activities along with a digital photo.

Complete and return by **December 16, 2022**, to:

**JEFF TUCKER | CWEA PRESIDENT**  
c/o CWEA  
7677 Oakport Street, Suite 1030  
Oakland, CA 94621  
[vthornton@cwea.org](mailto:vthornton@cwea.org)



# Kaitie Gellerman

---

## CWEA – San Francisco Bay Section

**2022–2023**

Board Member • President

**2021–2022**

Board Member • Vice President

**2020–2021**

Board Member • Program Chair

**2019–2020**

Board Member • Secretary

**2016–2018**

Students and Young Professionals Committee • Vice Chair and Chair

**2012–2019**

Students and Young Professionals Committee • Member

## CWEA – State

**2019–Present**

Northern Regional Committee Meetings • Attendee

**2017–2019**

CWEA State Students and Young Professionals Committee • Member

## CWEA – Awards

**2019** San Francisco Bay Section and State Award • Outstanding Young Professional  
Tri-Counties Section and State Award • Design of Engineering Achievement Award

## CWEA – Presentations

**2019** Tri-Counties Section Meeting • Presentation on the Paso Robles Tertiary  
Treatment Facilities

**2020** Annual Conference Presenter • Managing Declining Flows and Struvite  
Production

**2019** Annual Conference Presenter • Student Networking and Career Preparation

**2018** Annual Conference Presenter • The Transformation of an Age Old  
Wastewater Treatment Plant into a Sustainable, State of the Art Treatment Facility



Walnut Creek,  
CA



530-386-0897



gellermanke@  
bv.com

**October 17, 2022**

Send by email

**Executive Committee of CWEA**

California Water Environment Association  
7677 Oakport Street, Suite 1030  
Oakland, CA 94621  
[vthornton@cwea.org](mailto:vthornton@cwea.org)

Dear Executive Committee:

I am a member in good standing with **CWEA** and I hereby nominate:

\_\_\_\_\_ who is a member in good standing with **CWEA** and WEF  
for the position of (check one): ([WEF Delegate preferred, but also Director at-large](#))

- Vice President from the North (will be President in third year of four-year service).
- Director at-large from the South (three-year term).
- Director at-large from the North (Treasurer in third year of three-year term).
- Water Environment Federation Delegate Director from the North (three-year term, serving April 2023 to October 2026, voting privilege begins October 2023).

A brief bio of the nominee is attached. I have informed the nominee of this nomination and the requirement to complete the questionnaire and provide a photo by **December 16, 2022**.

Thank you for your consideration of this candidate.

Regards,

Name

**CWEA** Member/Leadership Position

## NOMINEE FOR CWEA STATE BOARD OF DIRECTORS

Name

Title

Employer

Street Address

City, State, Zip

Phone

Email

### Personal Interest

Why are you interested in being nominated for CWEA Board of Directors?  
Commitment and Support (Please review the job descriptions in the Board Bylaws)

What do you feel are the most critical duties of this position, and how will you perform them?

Fulfilling the requirements of the position takes a significant amount of time. Discuss your personal time commitment to this position.



Do you have the support of your employer to fulfill the economic and time commitments of this position?

What do you expect of other board members and staff to ensure your experience on the board is satisfying?

#### **FUTURE OF THE ASSOCIATION**

**Please review CWEA's Strategic Plan & Strategy Map at: <https://CWEA.org/strategy>  
Check out our most recent CWEA Dashboard.**

If elected to this position, what would you do to assist CWEA's function and purpose?

What areas of the Association can be improved? What abilities do you bring to assist in these improvements?

What do you feel the Board has defined to be the future direction of CWEA? Do you have other suggestions for objectives that you would like to see considered?

### **ATTRIBUTES YOU BRING TO THE BOARD**

CWEA looks for the following attributes in CWEA Board members. Please briefly tell us about experiences you have had that demonstrate the following attributes:

Your ability to think strategically and analytically and to effectively communicate your thoughts and the reasons for them.

Your possession of earned respect of key stakeholder groups and members.

Your ability to work well with others as a member of a collaborative group with group decision-making authority and an understanding of the fiduciary duties of loyalty, care, and obedience.

Your understanding of the differences between “oversight” and “supervision” as a Board member.

Your reputation for emotional maturity, personal integrity, and honesty.

Your familiarity with the body of knowledge/subject areas for which CWEA is responsible and within which decisions and choices will have to be made.

### Personal History/Involvement with CWEA

Please attach a resume of CWEA leadership positions/activities along with a digital photo.

Complete and return by **December 16, 2022**, to:

**JEFF TUCKER | CWEA PRESIDENT**

c/o CWEA

7677 Oakport Street, Suite 1030

Oakland, CA 94621

[vthornton@cwea.org](mailto:vthornton@cwea.org)

## Stephanie Douglass, PE



### Personal summary

#### Education:

BS, Civil Engineering,  
University of the Pacific, 2013

BS, Engineering  
Management, University of  
the Pacific, 2013

MS, Civil Engineering, San  
Jose State University, 2020

#### Registrations:

Professional Engineer CA  
#C87391 (Civil), 2017

#### Years with Mott MacDonald:

3

#### Years with other firms:

7

#### Professional memberships:

American Society of Civil  
Engineers

California Water Environment  
Association

Water Environment  
Federation

Ms. Douglass has developed a range of experience and skills in the water/wastewater engineering field. She has been involved in the design and preparation of plans and specifications, permitting, construction administration, and construction observation for projects such as water, recycled water and sewer main replacements, tank rehabilitation, water treatment facilities, pumping facilities, and supply wells. She is also knowledgeable in alternative water supply studies and master planning for new developments.

Ms. Douglass also has experience in hydraulic calculations, water system assessment studies, and the use of AutoCAD and ArcGIS software.

### Employment history

2019 – Present	Mott MacDonald
2014 – 2019	NVS
2014 – 2014	Kennedy/Jenks Consultants
2012 – 2012	American Building Company

### Previous Leadership Experience

#### CWEA (2016 – Present)

**SYP Committee Chair (2022-Present):** Currently serving as the SYP Committee Chair for the 2022-2023 Fiscal Year. Responsibilities include leading bimonthly committee meetings, attending WEF SYP committee meetings, planning SYP events for AC-23, organizing webinars, local outreach to engage SYPs, and being the liaison for other SYPs within the organization. Currently working with other Vice Chairs to develop a Local Engagement SYP subcommittee with the specific purpose to increase in person events post-pandemic.

**Mentoring Program Working Group (2021-Present):** Reached out to other professional organizations to brainstorm ideas for developing a Mentoring Program within CWEA. Assisted with the development of a proposal, budget, and schedule to implement a Mentoring Program within CWEA. Currently serve in the mentoring program working group to provide feedback on a pilot mentoring program within CWEA.

**Education Committee Representative (2022-Present):** Attend education committee meetings to represent SYPs within CWEA. Provided input on education needs of SYPs and develop webinars that would appeal to SYP Members.

**Annual Conference Committee (2022-Present):** Serve as one of two SYP members on the annual conference committee. Reviewed AC-23 proposals and provide a ranking system. Currently assisting in planning for SYP Breakfast, SYP Happy Hour, and Networking event at the Annual Conference in San Diego.

**SYP Northern California Vice Chair (2021-2022):** Supported SYP Committee Chair in the development of webinars and planning for the annual conference. Responsible for planning and hosting the SYP Happy Hour at the 2022 annual conference in Sacramento.

**SYP Committee Member (2016-Present):** Served on the SYP state committee meeting and assisted with planning SYP events for the annual conferences.

**San Joaquin Local Section Member (2016-2017):** Participated in the local section dinners, Safety Day, and plant tours.

#### ASCE (2015– 2019)

**Central Valley Branch Vice President (2018-2019):** Primary duties included attending a Central Valley Branch monthly board meeting to discuss budget and plan ASCE events for the local section. Duties of Vice President included assisting the President and developing a speaker database for monthly meetings.

**Central Valley Branch Treasurer (2017-2018):** Responsible for overseeing the budget, scholarships, and finances for the Central Valley Branch. Collected monthly meeting fees and provided a budget update at the branch board meeting.

**Central Valley Branch Secretary (2016-2017):** Primary duties included correspondence with local section members for monthly meetings and scholarship funding events. Responsible for keeping the contact information up to date and attend monthly board meetings.

NOMINATION LETTER

NOMINATING JON LIBERZON AS DIRECTOR AT-LARGE, SOUTH

DUE December 16, 2022

Send by mail or email

JEFF TUCKER | CWEA PRESIDENT

California Water Environment Association  
7677 Oakport Street, Suite 1030  
Oakland, CA 94621  
[vthornton@cwea.org](mailto:vthornton@cwea.org)

Dear President Tucker:

I am a member in good standing with CWEA and I hereby nominate Jon Liberzon, who is a member in good standing with CWEA and WEF for the position of Director at-large from the South (three-year term).

Jon was a member of the original Diversity, Equity and Inclusion Task force. Later, he led the effort in development of the JEDI Moments. Jon kept the group focused on the most effective stories to present the concepts of diversity and inclusion to our members. In fact, one of the JEDI moments brings his real-world experience to the fore. We need advocates for Diversity, Equity, and Inclusion on the Board.

The board is currently investing in mentorship to help develop a stronger program with Students and Young Professionals. We know we must nurture and grow future leaders for this organization. Jon was also very active in the SYPs and will remain one of their champions. This will also be an important voice on the board.

As we embrace the diversity of our membership, manufacturer's representation is important. They are a critical component of our organization for many reasons. They bring a creativity and drive unique to their profession, besides their expertise and sensitivity to issues in water.

Jon is a passionate member of CWEA with the kind of vision and thoughtfulness that will greatly benefit this organization. He is a naturally inclusive leader but is also unafraid to test the status quo and speak his mind. Any way you look at it, he will be a great addition to the board.

A brief bio of the nominee is attached. I have informed the nominee of this nomination and the requirement to complete the questionnaire and provide a photo by December 16, 2022.

Thank you for your consideration of this candidate.

Regards,

*Debi Lewis*

Debi Lewis  
Past President 2017 - 2018  
CWEA Member/Retired  
[debicwea2022@gmail.com](mailto:debicwea2022@gmail.com)

## NOMINEE FOR CWEA STATE BOARD OF DIRECTORS

Name Jon Lliberzon

Title Vice President

Employer Tomorrow Water

Street Address 1225 N. Patt St

City, State, Zip Anaheim, CA 92801

Phone 734-363-8862

Email jll@tomorrowwater.com

### Personal Interest

Why are you interested in being nominated for CWEA Board of Directors?

Commitment and Support (Please review the job descriptions in the Board Bylaws)

I look forward to making an impact and supporting the growth and development of the organization which I have been participating in for the last 4 years. I would like to also grow and learn from other CWEA board members and to provide my input as a technology developer, manufacturer and younger professional. I believe that I can support the organization and water industry in general while developing myself as a water professional by joining the CWEA board.

What do you feel are the most critical duties of this position, and how will you perform them?

My critical duties on the board would include guiding the future of the organization, and providing a voice for a younger, more diverse membership. Also, I believe it is critical to boost the value proposition of CWEA membership by ensuring that the organization provides significant value to all members, above and beyond education and certification, to include career development, mentorship, networking, dissemination of resources and best practices, recruitment and outreach to the next generation of water workers.

Fulfilling the requirements of the position takes a significant amount of time. Discuss your personal time commitment to this position.

I will set aside the appropriate amount of time to fulfill my duties. I have already demonstrated my ability and willingness to commit time to CWEA through my volunteer activities over the last few years.

Do you have the support of your employer to fulfill the economic and time commitments of this position?

My employer supports my participation and has assisted with costs of participation in conferences and board retreats in the past. Of course, any further 'economic commitments' (not explicitly specified) will need to be discussed with my employer, but some of my time will remain available to complete my duties.

What do you expect of other board members and staff to ensure your experience on the board is satisfying?

My experience thus far has been very satisfying and I appreciate the welcoming attitude displayed towards me.

#### **FUTURE OF THE ASSOCIATION**

**Please review CWEA's Strategic Plan & Strategy Map at: <https://CWEA.org/strategy>  
Check out our most recent CWEA Dashboard.**

If elected to this position, what would you do to assist CWEA's function and purpose?

I would participate in board activities, lend my voice to discussions and otherwise fulfill the duties of a board member as per my capacity. I would continue to advocate for CWEA and promote the organization among the students and young professionals that I work and study with. I am proud to report that I have directly recruited at least 5-6 new members in recent years.

What areas of the Association can be improved? What abilities do you bring to assist in these improvements?

The association can provide more specific value to manufacturers, needs to increase outreach and opportunities for younger member recruits (students especially), should develop a mentorship platform, and should continue to invest in diversity, equity and inclusion efforts. Also, think that the OWEN platform can be improved to make it more simple, user-friendly and a more effective repository of content recorded and archived from past events which members have already paid for.

What do you feel the Board has defined to be the future direction of CWEA? Do you have other suggestions for objectives that you would like to see considered?

As a non-board member, I can only reference CWEA's published goals as per the 2021-2023 strategic plan. I support this plan and find that it is wide-ranging and relatively comprehensive. I would highlight the development of mentorship opportunities (especially for under-represented groups) as an additional critical objective.

#### ATTRIBUTES YOU BRING TO THE BOARD

CWEA looks for the following attributes in CWEA Board members. Please briefly tell us about experiences you have had that demonstrate the following attributes:

Your ability to think strategically and analytically and to effectively communicate your thoughts and the reasons for them.

I am a leader at my firm, responsible for product and market strategy. I am an engineer with strong analytical skills. My ability to effectively communicate both verbally and in writing have earned me the opportunity to speak at over 40 professional conferences and publish at least 12 papers, including 5 articles in peer-reviewed journals.

Your possession of earned respect of key stakeholder groups and members.

To learn more about my reputation in the industry, I recommend you inquire with current or past CWEA board members and officers (ex. Debi Lewis, Arvind Akela, Brian Villacorta, Mark Takemoto) or other industry and academic leaders. I can make a list of professional references (including several WEF fellows) available upon request.

Your ability to work well with others as a member of a collaborative group with group decision-making authority and an understanding of the fiduciary duties of loyalty, care, and obedience.



I have served in similar collaborative-leadership capacities in the past as president of the Technion Engineers Without Borders (EWB) Chapter, member of the Detroit EWB professional chapter, as well as in a number of CWEA committees. I have also worked at several organizations where decision-making was consensus-based, including (to some extent) my current organization.

Your understanding of the differences between “oversight” and “supervision” as a Board member.

As a board member, we are not direct supervisors of CWEA staff. Instead, we provide oversight such that our input should be taken into account when setting the organization's goals and vision, reviewing the organization's (not employee) performance, and ensuring that fiduciary and professional standards are met.

Your reputation for emotional maturity, personal integrity, and honesty.  
Again, one's reputation rests with others. Feel free to ask around.

Your familiarity with the body of knowledge/subject areas for which CWEA is responsible and within which decisions and choices will have to be made.

I have been active in the water and wastewater treatment industry for roughly 10 years, serving in roles ranging from pilot operator to vice president. I hold a masters degree, and am currently in progress on a PhD in Civil and Environmental Engineering at UCI. I attend and speak regularly at professional conferences, am widely published and am aware of industry trends.

### Personal History/Involvement with CWEA

Please attach a resume of CWEA leadership positions/activities along with a digital photo.

Complete and return by **December 16, 2022**, to:

**JEFF TUCKER | CWEA PRESIDENT**  
c/o CWEA  
7677 Oakport Street, Suite 1030  
Oakland, CA 94621  
[vthornton@cwea.org](mailto:vthornton@cwea.org)

## Bio

Jon Liberzon is Vice President at Tomorrow Water, a technology-developer and solutions provider headquartered in Anaheim, California. Jon helped launch several new treatment technologies including novel BAF processes for advanced primary and wet weather treatment and a novel sidestream Annamox process. Previously, Jon worked with clients such as AB InBev, the World Bank, and DFAT. From 2012-2017, he was director of water technologies at Algal Scientific, which developed high-rate nutrient recovery processes. Jon also helped develop algae-based photosynthetic aeration systems as technology development manager at the startup Aquanos, and designed water conveyance and agricultural projects in developing countries, including Haiti and Vanuatu. Jon holds a Masters degree from the Technion – Israel Institute of Technology and a Bachelors from the University of Michigan, and is currently a PhD student at University of California, Irvine. He holds co-inventor status on at least 3 wastewater treatment process patents.

### Personal History/Involvement with CWEA

Jon has been a member of CWEA since shortly after moving to California in 2018 and starting his present position with Tomorrow Water. He was an exhibitor at the CWEA annual conference in 2018 and attended in 2019, presented a paper at AC 21, and was coauthor on two papers at AC 22.

In his time as a volunteer with CWEA, Jon spearheaded the JEDI-Opener work group and served on the DEI task force. He continues to be involved with CWEA's DEI integration process and participated in the recent board retreat in Los Angeles (2022). He is also active in CWEA's SYP committee, having served as co-chair of the student poster session committee for AC 2020, represented CWEA on the planning committee for the WEF SYP retreat in 2019, and has worked toward the development of the forthcoming CWEA mentorship program since 2020. He also helped to organize a series of CWEA webinars including the career diversity webinar (2021) and upcoming technical webinar on supercritical water oxidation.



## NOMINEE FOR CWEA STATE BOARD OF DIRECTORS

Name John Vogel

Title Operations Supervisor

Employer Ross Valley Sanitary District

Street Address 2960 Kerner Blvd

City, State, Zip San Rafael, CA 94901

Phone 415-870-9773 / 707-384-3987

Email [jvogel@rvsd.org](mailto:jvogel@rvsd.org) /  
[johnv2002@gmail.com](mailto:johnv2002@gmail.com)

### Personal Interest

Why are you interested in being nominated for CWEA Board of Directors?  
Commitment and Support (Please review the job descriptions in the Board Bylaws)

[My interests in serving the CWEA on the Board of Directors is through an appointment as required through my role as upcoming TCP Chair.](#)

What do you feel are the most critical duties of this position, and how will you perform them?

[I believe representing the association both fairly and objectively is a key role. Participating in voting, policy making, and fund management are very important duties.](#)

Fulfilling the requirements of the position takes a significant amount of time. Discuss your personal time commitment to this position.

[I am committed to attending the necessary monthly remote meetings for the TCP committee and the Board Committee.](#)

[I am committed, and have support from my employer to attend the following in person meetings](#)

[2023 June - NRC/SRC Board meeting – 2 days – Oakland](#)

[2023 Oct - NRC/SRC Board meeting – 2 days – Oakland](#)

[2024 Jan – NRC/SRC Board meeting – 2 days – San Diego](#)

[2024 Oct – NRC/SRC Board meeting – 2 days – Oakland](#)

[2025 Jan – NRC/SRC Board meeting – 2 days – San Diego](#)

[On my own time and resources, I am committed to attending:](#)

[2024 April – AC24 Board Meeting – Sacramento](#)

[2025 April – AC25 Conference – San Diego](#)

[I am also committed to preparing myself for meetings by taking personal time to familiarize myself with agenda information and be up-to-date on current issues.](#)

Do you have the support of your employer to fulfill the economic and time commitments of this position?

Yes, as outlined above.

What do you expect of other board members and staff to ensure your experience on the board is satisfying?

Other than some understanding this is my first time serving on the Board of Directors where some insight would be helpful, I have no expectations.

#### FUTURE OF THE ASSOCIATION

**Please review CWEA's Strategic Plan & Strategy Map at: <https://CWEA.org/strategy>**

Check out our most recent CWEA Dashboard.

If elected to this position, what would you do to assist CWEA's function and purpose?

I will do everything in my ability to promote Education and Certification, a positive member experience and engage in the community were appropriate.

What areas of the Association can be improved? What abilities do you bring to assist in these improvements?

I believe member involvement is a key area of improvement. Involved members make a stronger association with more opportunities for all of us to grow and achieve our goals of education and public health protection.

What do you feel the Board has defined to be the future direction of CWEA? Do you have other suggestions for objectives that you would like to see considered?

From my perspective serving on the TCP committee, there continues to be a focus on quality testing and exams. This focus solidifies CWEAs commitment to providing a measurable result in the competence of operators of every classification of water and wastewater worker.

Also, from my perspective being in collections, I feel there is always more opportunities to focus on collections related classes, materials, and programs to get this base member more involved with CWEA.

The TCP committee should have a budget to financially support the appointed TCP Chair to attend in-person meetings while appointed to the Board.

## ATTRIBUTES YOU BRING TO THE BOARD

CWEA looks for the following attributes in CWEA Board members. Please briefly tell us about experiences you have had that demonstrate the following attributes:

Your ability to think strategically and analytically and to effectively communicate your thoughts and the reasons for them.

I have a reputation for being a strategic and analytical thinker who has strong communications skills.

Your possession of earned respect of key stakeholder groups and members.

I serve on several committees and workgroups where there are multiple stakeholders with different interests and goals in mind where I have earned respect for my role in those groups.

Your ability to work well with others as a member of a collaborative group with group decision-making authority and an understanding of the fiduciary duties of loyalty, care, and obedience.

I work well with others, in group settings. I currently have budget management responsibilities and am familiar with fiduciary responsibilities.

Your understanding of the differences between "oversight" and "supervision" as a Board member.

Supervision is providing direction to others and monitoring the results.

Oversight is planning and monitoring the overall direction of the organization

Your reputation for emotional maturity, personal integrity, and honesty.

I have a reputation for emotional maturity especially with facing difficult decisions. My personal integrity and honesty are the highest levels, there is simply no other way to be.

Your familiarity with the body of knowledge/subject areas for which CWEA is responsible and within which decisions and choices will have to be made.

I am familiar with the TCP committee and areas that are common knowledge and available on the website. The role on the board will be a learning experience.

## Personal History/Involvement with CWEA





## NOMINEE FOR CWEA STATE BOARD OF DIRECTORS

Chris Newton

Operations Superintendent

South Coast Water District

31592 West St

Laguna Beach, CA, 92651

949-239-2457

cnewton@scwd.org

### Personal Interest

Why are you interested in being nominated for CWEA Board of Directors?  
Commitment and Support (Please review the job descriptions in the Board Bylaws)

*I have always taken pride in representing the field level workers of our membership. I am excited to have the opportunity to be a part of the Board and follow our Mission Statement and Objectives. I want to give back to the industry and members as it has given to me.*

What do you feel are the most critical duties of this position, and how will you perform them?

*I think the most critical duties of the Director position, or any position on the Board, is to listen to the members. Members speak to our Local Sections, who then deliver the message to the Regional Committees and then to the Board. It is important to listen at every level and to take each comment, concern, and recommendation seriously.*

Fulfilling the requirements of the position takes a significant amount of time. Discuss your personal time commitment to this position.

*I am committed to dedicating the time needed to fulfill my commitment. It will be difficult with my responsibilities at work, my family and schooling but I am committed to doing it. I have had these personal commitments throughout all of my time volunteering with SARBS and SRC.*

Do you have the support of your employer to fulfill the economic and time commitments of this position?

*I have spoken with my employer, and they support me as Chair of the SRC and Board member of CWEA. They have committed to letting me attend as much as possible.*

What do you expect of other board members and staff to ensure your experience on the board is satisfying?

*Communication, honesty, and having the members best interests in mind.*

## FUTURE OF THE ASSOCIATION

Please review CWEA's Strategic Plan & Strategy Map at: <https://CWEA.org/strategy>  
Check out our most recent CWEA Dashboard.

If elected to this position, what would you do to assist CWEA's function and purpose?

*Looking over the goals for 2021-2023 I feel like I can help with all. I did notice the "Volunteer for CWEA" tab below and I think that is an area to focus. Increasing our volunteers. During the SRC meeting in La Jolla, there was some excellent conversation over this topic.*

What areas of the Association can be improved? What abilities do you bring to assist in these improvements?

*The area I hear the most for improvement is communication in all directions. There is a gap with CWEA being relatable to some of the membership. There is real strength in the Collection Committee with a large block of our membership. I think that is lost outside of that Committee. I come from this area, so I hope I can help with that.*

*Another area is relevant training for our members. I know this is being worked on.*

What do you feel the Board has defined to be the future direction of CWEA? Do you have other suggestions for objectives that you would like to see considered?

*There seems to be a big push to recognize our role in water. I think that is good. I do not have any objectives, but I do support the direction of our goals.*

## ATTRIBUTES YOU BRING TO THE BOARD

CWEA looks for the following attributes in CWEA Board members. Please briefly tell us about experiences you have had that demonstrate the following attributes:

Your ability to think strategically and analytically and to effectively communicate your thoughts and the reasons for them.

*I am a member of the Strategic Planning Team for my District and have helped develop our District goals annually. I served as the President of SARBS during the onset of the Covid pandemic, which was challenging but provided opportunity to develop our online presence as a local section.*

Your possession of earned respect of key stakeholder groups and members.

*I treat others as I would like to be treated. I came into this industry 15 years ago as a part time maintenance worker and through hard work and dedication worked my way up the ladder, earning the respect of others in the process. My position at SCWD allows me to be the bridge between the field staff and management, so I am comfortable working with and communicating with all of our membership.*

Your ability to work well with others as a member of a collaborative group with group decision-making authority and an understanding of the fiduciary duties of loyalty, care, and obedience.

*In this field it is a key attribute to have the ability to work well with others. Every aspect of my job has some level of collaboration before a final decision is made. All decisions that we make should have the best interests of membership in mind. They should have a represented voice in the process, it is our duty.*

Your understanding of the differences between "oversight" and "supervision" as a Board member.

*Oversight is the general oversight of something. You are overseeing something from a higher level. Supervision is the direct contact and detailed evaluation of something. As Board members, I would think that we provide oversight to the Local Sections.*

Your reputation for emotional maturity, personal integrity, and honesty.

*Coming from the military, I possess emotional maturity, integrity, and honesty. You have to be able to operate in stressful and unfavorable situations free of emotion. If leadership is in disarray or unprofessional then that provides an unstable structure for membership. You also have to "do the right thing when no one is looking." Anyone can act professionally when in front of others, but what do you do when no one is looking.*

Your familiarity with the body of knowledge/subject areas for which CWEA is responsible and within which decisions and choices will have to be made.

*I have reviewed the new mission statement, the new vision statement, and the 2021-2023 Strategic Plan and am familiar with CWEA's three goals: Education and Certification, Member Experience, and Community Engagement. I think the three goals help achieve our ultimate goal of protecting public health and the environment.*

### Personal History/Involvement with CWEA

Please attach a resume of CWEA leadership positions/activities along with a digital photo.

## **CWEA Leadership Positions**

SARBS Director 2018-2019

SARBS Vice President 2019-2020

SARBS President 2020-2021

SARBS Past President 2021-2022

SRC TCP Liaison 2020-2021

SRC Vice Chair 2021-2023

SRC Chair 2023-2025

