

SAMPLE NOMINATION LETTER

DUE December 18, 2023

Send by mail or email

CHUCK GREELY | CWEA PRESIDENT

California Water Environment Association
7677 Oakport Street, Suite 1030
Oakland, CA 94621
vthornton@cwea.org

Dear Chuck:

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

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

- Vice President from the South (will be President in third year of four-year service).
- Director at-large from the North (three-year term).
- Director at-large from the South (Treasurer in third year of three-year term).
- Water Environment Federation Delegate Director from the South (three-year term, serving April 2024 to October 2027, voting privilege begins October 2024).

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 18, 2023**.

Thank you for your consideration of this candidate.

Regards,



Name

CWEA Member/Leadership Position

SRC Chair

NOMINEE FOR CWEA STATE BOARD OF DIRECTORS

Name Howard Brewen

Title: O&M Market Growth Leader - West

Employer: Jacobs Solutions

Street Address: 76880 Barker Rd, San Miguel CA 93451

Phone: 805-286-2687

Email: howard.brewen@jacobs.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)

Very simply, I want to give back! I have been blessed to work with great people that taught me what it means to give back and I want to pass that on to our members, especially our newer members. CWEA is charting new territory and we will need to recognize that business as usual will not get us to our goals.

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

1. Having the passion to help make a difference for our membership.
2. Understanding that communication is the key.
3. Bringing innovation and motivation.

All of these can be best accomplished by being a great listener, seeking advice from people that have depth and understanding of a situation. Be willing to make the commitment, to be a true leader that can lead from the front or the back and take the action to move forward.

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

I presently serve as past SRC Chair on the Board of Directors. I am very aware of the time commitment to fulfill this role, having talked to present and past Presidents of the Board. I am willing and have the job flexibility that will allow me to dedicate the time needed to fulfill the position.

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

Yes, my employer fully supports my role.

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

Willing to be open, honest, and not afraid to discuss the difficult issues that we may face. I want to be involved with people that want to have fun while working hard to accomplish our goals.

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?

Continue to emphasize the value that CWEA brings not only to its members but those municipalities and districts that employ our members. Reach out and listen to the decision makers in municipalities and districts on how we can help make their employees better suited to perform the roles and responsibilities that are required. In these conversations, it will allow us an opportunity to showcase what we provide for our members.

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

I believe in the last couple of years CWEA has really moved forward on so many fronts. I would like to continue to drive that vision and direction. Understanding that the landscape may have changed in some areas that we probably did not envision and as an organization we must remain nimble. Increasing membership must remain a top focus and being true to our core.

I worked the public sector side for 18 years, which took me from a temporary worker in the Collections Department to Superintendent of a Wastewater Facility. I now work for the consulting side of our industry. This experience gives me a good perspective of the issues members are facing at every level. I am strong in vision, motivation, and communication.

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?

The CWEA has clearly stated "to offer our members certification, education and promotion of sound policies that will increase the effectiveness to do their jobs in protecting "California's Water Environment". Certification, education, and sound policy is the core. Within each one of these categories there can always be room for improvement which would be my 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.

Led teams in multimillion-dollar wastewater projects.

Served as Superintendent when awarded "Wastewater Facility of the Future" from WEF.

Served as Superintendent in first public-private energy project for municipalities in California.

Performed annual evaluations for ten years.

Led multiple teams as a consultant throughout the Southwest and California on a wide array of projects in the water/wastewater industry.

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

I have been asked to speak at many conferences, serve on various committees/boards and serve as a mentor to young professionals. I would not have been asked to fill some of the roles I have mentioned, if I did not have respect of key stakeholders' groups and members. I cherish this respect and do not take it as a given but try to continue to earn it every day.

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.

Being a Superintendent of a highly functioning wastewater facility team for multiple years and earning the respect of the entire crew shows I worked well as a member of a collaborative group. I currently work with multiple teams in California and Southwest, which requires understanding different perspectives and goals from a diverse group of teams. This collaboration must eventually become an action(s) that will be delivered successfully

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

If we focus on the outcomes to be achieved, unsatisfied with progress, and cause a change to occur, we are involved in Oversight.

If we are focused on what is being done, how it's being done, who is doing it and substituting our judgement for the individual or group being held accountable then it is Supervision.

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

At every level of my career, I have had the privilege to work and interact with many great people from all walks of life. I am confident that I was respected for emotional maturity, personal integrity, and honesty. Relationships are built around your reputation.

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 a CWEA member for 20 years. My involvement has ranged from being a speaker and moderator at many annual conferences. Served on the AC16, AC17 and AC18 educational conference committee, SRC Vice Chair, SRC Chair and currently serve as past SRC Chair on the Board of Directors. These experiences have given me a good insight into the body of knowledge/subject areas for CWEA responsibilities.

Personal History/Involvement with CWEA

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

Complete and return by **December 18, 2023**, to:

CHUCK GREELY | CWEA PRESIDENT

c/o CWEA

7677 Oakport Street, Suite 1030

Oakland, CA 94621

vthornton@cwea.org

DUTIES of the Board of Directors (Section 11 of the CWEA Constitution)

11.6. Duties of the Board

11.6.1. Shall be the representative of the Association and shall manage its affairs and establish policies subject to the conditions and limitations prescribed in the Constitution.

11.6.2. Shall receive all Committee reports and take appropriate action on recommendations made in these reports where required.

11.6.3. Shall direct investments and care of the funds of the Association.

11.6.4. Shall make funds available for regular operation of the Association and for specific purpose. The Board, individually and collectively, shall not incur any unauthorized liability on behalf of the Association.

Job Descriptions for the Board of Directors

As part of service on the board, each director is a member of a board committee. Details of the assignment of board committee membership and the responsibility of each board position can be found in the Board Bylaws. A copy of the bylaws can be obtained by contacting Victoria Thornton at the CWEA office or online at:

<https://cweawebstorage1.blob.core.windows.net/cwea-website/governance/constitution/Bylaws.pdf>



Howard Brewen

PROFILE

Howard Brewen is Jacobs Operations and Maintenance Market Growth Leader - West Region. Howard believes in building a solid client relationship that is based on a solutions-delivery approach by providing the client assurance that the company thoroughly understands its needs and is its best advocate for accomplishing its goals. His solutions-delivery approach opens the opportunity to impact strategic sales and market growth in the Operations and Maintenance market across Jacobs West Region, with a significant focus in California to ensure that Jacobs has a sustained market footprint and pipeline for growth.

As the former Superintendent of the tertiary Water Resource Recovery Facility (WRRF) for the City of San Luis Obispo, Howard Brewen is recognized by his peers as a strong leader, bringing sustainability innovation to the municipality environment. Howard's combination of private sector entrepreneurial experience and more than 18 years in the municipal water and wastewater industry have afforded him a unique style of management. His vision for effective management of a utility is based on a business perspective rather than one of bureaucracy. His passionate commitment to mentorship is the cornerstone of his managerial success. By engaging staff through positive motivation, goal setting and strategic planning, team building, and innovative solutions are achieved. Howard has established a successful track record of creating partnerships for constructing innovative solutions that reduce power consumption, create sustainability, enhance water reuse and improve regulatory compliance based on a "One Water" approach. Howard is actively involved at community and state levels bridging interdisciplinary networks including City Council, environmental regulatory agencies and government officials. His broad base network has garnered several invitations to speak at industry recognized conferences and summits.

EXPERIENCE

Operations and Maintenance Market Growth Leader - West Region

July 2018 – Present

Promote optimization and increased efficiencies in all aspects of Jacobs contract operations (water, wastewater, transportation, advanced buildings, aviation). Partner with Municipalities and Districts to achieve a mutually desired outcome in projects that need a collaborative approach in areas related to maintenance services, operation optimization, standard operating procedures, equipment replacement, new or improved treatment processes, electrical, control and instrumentation system optimization. Facilitate with high profile design proposals. Support regulatory compliance. Bring together a wide and deep pool of resources that are able to be accessed for anticipated or unanticipated components in a project.

Superintendent, City of San Luis Obispo, Water Resource Recovery Facility

July 2010 - July 2018

Responsible for the daily operations and maintenance of the Water Resource Recovery Facility (WRRF); administer all wastewater treatment, reclamation and effluent disposal activities; provide work oversight, review and evaluation of facility personnel; ensure compliance with federal, state and local water biosolids and air quality regulations. Management of an annual \$3.5M line item budget and an annual \$600K - \$3 million CIP budget. Management of additional WRRF projects as follows:

WRRF Energy Efficiency Project, 2013 - 2015

Acting as the principal lead, collaborated with Pacific Gas and Electric (PG&E) in a \$9.75M Energy Efficiency Project, the first of its kind as a public/private partnership in the state of California. This project included design and replacement of equipment that was noncompliant or non-efficient from an energy or regulation perspective. The overall goal of the program was the integration of process technology, energy usage and instrumentation system optimization that would reduce overall energy usage at the facility.

WRRF Upgrade Project, 2014 - 2018

Member of the Core Management Team overseeing a \$140M facility upgrade project which will deliver the latest in water resource recovery technology, processes and sustainability as well as incorporating research sites and educational learning center. This included not only design decisions but the integration of new standard operations procedures, operation optimization, new treatment equipment and the collection of data to be able to predict trends, which would allow from an operational perspective to be proactive not reactive. The Core Management Team was responsible for the decision-making process for all aspects of the project.

WRRF Intern Program, 2011 - Present

Established a robust Intern Program for individuals interested in obtaining State Certification as a Wastewater Treatment Operator. Individuals volunteer a minimum of

1,840 hours as Operators in Training (OIT). The program has successfully placed over 90% of its interns in permanent jobs within the industry.

WRRF Collaboration with Cal Poly University, San Luis Obispo, 2010 - Present

Partnering with Cal Poly University to further an extensive student Research and Development project on the use of algae for Wastewater Treatment and Biofuel.

Wastewater Treatment Operator, City of San Luis Obispo, 2005 - 2010

Responsible for all phases of Water Resource Recovery Facility (WRRF) processes, operations, procedures and hazards; operation of bio-filters, activated sludge, mono media filtration, anaerobic sludge digestion and disinfection by chlorination, dechlorination and recycled water; basic laboratory practices and principles; lead operator of CIP and special projects; record keeping systems, database and computer applications.

Wastewater Collections Operator, City of San Luis Obispo, 2002 - 2005

Responsible for all phases of Wastewater Collections Systems operations, maintenance, construction and emergency repair(s). Responsible for all phases of Storm Drain System operations and maintenance.

EDUCATION

B.S. Animal Science, University of California, Davis 1981

CERTIFICATIONS

State of California, Wastewater Treatment Operator, Grade V

State of California, Wastewater Collection Systems Operator, Grade II

Association Memberships

California Environmental Water Association (CWEA) – 22 years

WEF- 22 years

CWEA Annual Conference 2016-18 Educational Program Team

CWEA SRC Vice Chair 2019 -2021

CWEA SRC Chair 2021-2023

CWEA Board of Directors 2019 -2024

AWARDS

2015 Pacific Gas and Electric Integration Award Winner

Recognized for delivering Integrated Demand Side Management Energy Solutions

2015-16 American Public Works Association Project of the Year (\$5M - \$15M)

Recognized for a sustainable environmental project

2016 WEF/WERF Water Resources Utility of the Future Today

Nationally recognized for leading toward smarter, more efficient operations and a progression to full resource recovery with enhanced productivity, sustainability and resiliency.

PRESENTATIONS

Isle Utilities - Introducing New Technologies Workshop
How to Navigate Through Government Bureaucracy - Panel Discussion
2014 Kellogg West Center, Cal Poly Pomona, CA

Annual Green Energy Summit
Bottom Up Approach to Energy Efficiency - Presenter
2014 Sacramento Conference Center, CA

BB&K Law Firm – Re-Imagining The “Cadillac Desert”
Vision and Approach for A Current “Cadillac Desert” - Panel Discussion
2014 The Autry Museum, Griffith Park, CA

CWEA Annual Conference
Why Public/Private Partnerships - Presenter
2015 Ontario, CA

Central California Local Government Partnerships Workshop
Case Study of an Energy Efficiency Project - Presenter
2015 Paso Robles City Library, Paso Robles, CA

PG&E Energy Efficiency Workshops
The Good and The Bad, San Luis Obispo’s Energy Efficiency Project - Presenter
2015 - Present, Multiple sites throughout PG&E’s territory

WEF Annual Conference
Best Practices for Adoption of New Technologies into Municipalities - Panel Discussion
2016 New Orleans Conference Center, LA

ACWA Regulatory Summit
Water and Energy: Beyond the Nexus - Presenter
2016 Sacramento Conference Center, CA

CWEA Annual Conference
How to Build A Successful Internship Program - Presenter
2017 Palm Springs, CA

The Natural Gas Engine Seminar
Cogeneration in an Energy Efficiency Project - Presenter
2017 SoCal Gas Energy Resource Center, Downey, CA

Channels for Innovation Annual Summit
Innovative Technologies Being Introduced To The Workplace - Panel Discussion
2017 South Point Hotel Las Vegas, NV

December 14, 2023

CHUCK GREELY | CWEA PRESIDENT

California Water Environment Association
7677 Oakport Street, Suite 1030
Oakland, CA 94621
vthornton@cwea.org

Dear Chuck:

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

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

- Vice President from the South (will be President in third year of four-year service).
- Director at-large from the North (three-year term).
- Director at-large from the South (Treasurer in third year of three-year term).**
- Water Environment Federation Delegate Director from the South (three-year term, serving April 2024 to October 2027, voting privilege begins October 2024).

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 18, 2023**.

Thank you for your consideration of this candidate.

Regards,

Daniel Dyer

Dan Dyer

CWEA Member



NOMINEE FOR CWEA STATE BOARD OF DIRECTORS

Name Lucia Diaz

Title Manager of Facilities & Water System Programs

Employer Inland Empire Utilities Agency

Street Address 8692 Vienna Drive

City, State, Zip Eastvale, CA 92880

Phone 909-472-1872

Email ldiaz@ieua.org / luciafdiaz@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)

I am eager to contribute to CWEA's Board of Directors due to my extensive experience in the wastewater industry and a proven track record of effective leadership within Inland Empire Utilities Agency (IEUA). My multi-disciplinary background, ranging from Engineering and Finance to Operations, positions me well to provide valuable insights and contribute to the strategic vision of CWEA.

I am committed to supporting CWEA's mission by actively participating in board responsibilities, including strategic planning, policy development, and promoting the Association's goals. My previous leadership roles, such as Manager of Facilities & Water System Programs at IEUA, have equipped me with the necessary skills to fulfill the commitment required for this position.

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

The most critical duties encompass strategic planning, policy development, and ensuring alignment with CWEA's mission. Drawing on my experience overseeing comprehensive strategies and programs at IEUA, I am well-equipped to contribute significantly to CWEA's strategic planning process. Currently serving on the project committee for IEUA's ongoing strategic plan update, I am actively engaged in refining and implementing strategies that align organizational goals with industry dynamics. My proactive stance toward policy development, coupled with a meticulous adherence to regulatory requirements, perfectly aligns with the pivotal responsibilities of this position.



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

I fully recognize the significant time commitment associated with this position and am prepared to dedicate the necessary time to fulfill the responsibilities effectively. My commitment to CWEA's mission and goals is unwavering, and I am ready to invest the required time and effort to contribute meaningfully to the organization.

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

Yes, I am fortunate to have the strong support of IEUA, and I am committed to effectively managing my responsibilities to balance the economic and time commitments required by this position. This support ensures that I can actively engage in fulfilling the duties and responsibilities of the CWEA Board of Directors position.

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

I expect open communication, collaboration, and a commitment to CWEA's mission from other board members and staff. A supportive and collaborative environment will contribute to a satisfying and productive experience on the board.

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?

Leveraging my wealth of experience managing comprehensive strategies and programs at IEUA, I am committed to actively participating in key decisions, supporting policy development, and fostering collaboration within CWEA. I aim to contribute my insights to advance the association's strategic initiatives, drawing parallels from my history of successful collaborations at IEUA.

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

Recognizing the potential for enhancement in CWEA's outreach and educational programs, I bring a proven ability to develop and implement effective programs based on my experience at IEUA. I am poised to contribute to improving CWEA's outreach efforts, aligning with the goal of continuous improvement.

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 would actively engage in discussions to understand the Board's defined future direction and contribute my perspectives. Additionally, I would suggest exploring initiatives focused on leveraging technology for enhanced member engagement and education.

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 possess a strong ability to think strategically and analytically, honed through my extensive experience at Inland Empire Utilities Agency (IEUA). My role as the Manager of Facilities & Water System Programs involves overseeing comprehensive strategies, requiring a deep analytical approach to achieve organizational goals. Furthermore, my active participation in IEUA's strategic planning committee underscores my strategic thinking. I communicate effectively, as evidenced by my involvement in various committees, where I articulate thoughts clearly, ensuring a shared understanding of complex topics.

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

Over my 17 years at IEUA, I've earned the respect of key stakeholder groups and members through consistently delivering results and demonstrating a commitment to excellence. My involvement in committees and collaborations with organizations such as CASA and ACWA showcases my ability to build and maintain strong relationships within the industry.

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.

My collaborative approach is evident in my roles at IEUA, where I've led teams and worked closely with various departments and external partners. I understand the fiduciary duties of loyalty, care, and obedience, crucial for effective governance. My experience as President of IEUA Supervisor Unit Board and my current role as a manager of three significant programs for IEUA demonstrates my commitment to upholding fiduciary responsibilities.

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

Having served in supervisor roles and manager positions at IEUA, I have a nuanced understanding of the differences between oversight and supervision. Oversight involves guiding and monitoring the broader strategies, while supervision is more hands-on, managing day-to-day operations. I will bring this understanding to the Board, ensuring a balanced and informed decision-making process.

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

Throughout my career at IEUA, I've maintained a reputation for emotional maturity, personal integrity, and honesty. Recognitions like the Outstanding Performance Award, CWEA Emerging Leader (2019) and certifications such as Certified Reliability Leader speak to my commitment to professional excellence and ethical conduct.

My extensive experience and active involvement in various aspects of water management, wastewater collection, facilities programs, and compliance regulations within the water industry have equipped me with a comprehensive understanding of the body of knowledge and subject areas that fall under CWEA's responsibilities. Over the years, my roles have spanned managerial positions overseeing water system programs, facilities management, maintenance, and sewer collection systems.

Through active participation in industry-related committees, obtaining relevant certifications, and continuous education, I've demonstrated a commitment to staying abreast of the latest advancements and best practices. This multifaceted background positions me well to make informed decisions and choices that are essential to meeting CWEA's responsibilities and achieving its goals.

Personal History/Involvement with CWEA

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

Complete and return by **December 18, 2023**, to:

CHUCK GREELY | CWEA PRESIDENT

c/o CWEA

7677 Oakport Street, Suite 1030

Oakland, CA 94621

vthornton@cwea.org

DUTIES of the Board of Directors (Section 11 of the CWEA Constitution)

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<https://cweawebstorage1.blob.core.windows.net/cwea-website/governance/constitution/Bylaws.pdf>

Lucia Diaz Bio

Lucia Diaz joined Inland Empire Utilities Agency in 2006 as a Construction Project Coordinator and during her tenure has worked in several departments ranging from Engineering, Finance, and Operations.

She has been a member of CWEA since 2018, Lucia obtained her Grade 4 Collection System Maintenance Certificate, was one of the 2019 Emerging Leaders with CWEA, Social Media takeover participant for water professionals' week, Industry expert for CSM exam updates, and worked with both CASA and ACWA to ensure that CARB's Advanced Clean Fleet Regulation had a path to compliance.

She currently serves as the Manager of Facilities & Water System Programs within the Operations & Maintenance Division. Lucia holds a bachelor's degree in business economics/finance from California State University, San Bernardino, a master's degree in business administration from University of Phoenix, NASSCO LACP/MACP/PACP certification, and is a Certified Reliability Leader.

LUCIA FUERTEZ DIAZ

Vienna Dr. Corona, CA 92880 ~ Mobile: 909-472-1872 ~ luciafdiaz@gmail.com

CWEA Resume of Activities

Professional Development:

- Participated in the 2023 Review for CWEA Collections Exams WDR Update, contributing insights and expertise to shape the content and relevance of CWEA Collections Exams.

Knowledge Sharing and Education:

- Presented at CWEA North Safety Day 2023, delivering valuable insights and best practices in safety within the water industry supporting Sewer Collections.
- Presented at CWEA South Safety Day 2023, sharing knowledge, and promoting safety awareness on mutual aid support for sewer collections management among water professionals.

Industry Recognition:

- Social Media Takeover for CWEA Water Professional Appreciation Week October 2023, actively engaging with the CWEA community and showcasing the dedication of water professionals.

Leadership and Recognition:

- Received CWEA Emerging Leader Award 2019, acknowledging commitment, dedication, and leadership potential within the water industry.
- Received CWEA SARBS Collection System of the Year Small Gold Award 2022, recognizing outstanding achievements and contributions to the field.
- Received CWEA SARBS Collection System of the Year Small Silver Award 2023, demonstrating continued excellence and innovation in collection system management.

These activities reflect my ongoing commitment to professional development, knowledge sharing, and leadership within the water industry. I look forward to leveraging these experiences to contribute effectively to CWEA's mission and objectives.





November 3, 2023

Sent by email

CHUCK GREELY | CWEA PRESIDENT

California Water Environment Association
7677 Oakport Street, Suite 1030
Oakland, CA 94621
vthornton@cwea.org

Dear Chuck:

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

Ryan Sellman, P.E. who is a member in good standing with **CWEA** and WEF for the position of (check one):

- Vice President from the South (will be President in third year of four-year service).
- Director at-large from the North (three-year term).
- Director at-large from the South (Treasurer in third year of three-year term).
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Thank you for your consideration of this candidate.

Regards,


Kathryn Gies

CWEA Member/Vice President

NOMINEE FOR CWEA STATE BOARD OF DIRECTORS

Name Ryan Sellman

Title Project Manager/Vice President

Employer Carollo Engineers

Street Address 1401 Fulton Street, Suite 802

City, State, Zip Fresno, CA 93721

Phone 209-518-6855

Email RSellman@carollo.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 joining the state board, as I recently rolled of the Northern San Joaquin Section board. I enjoyed being on the local section board and working with other water professionals to bring training to our local area. I want to continue to assist California water professionals in a bigger role by joining the CWEA board of directors.

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

I understand there is a lot of important and critical duties that come with being on the state board. I think two important items are to be a connection between the local section boards and the state board. I know from previous experience it can be a daunting task on the local section boards when trying to set up trainings and provide the best services for your local members. I also believe providing training for our members is of utmost importance. A lot of our members rely on CWEA and their certification to make their job a career and depend on CWEA to provide training to maintain and achieve certifications.

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

I initially was asked if I was interested in running for a state board position a couple years ago. Due to my involvement with the local section, I knew I would not be able to devote my time to both. Since I have not rolled off the local section board, I am ready and willing to devote time to filling a state board position.

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

Yes, I have discussed this with my employer, Carollo Engineers, and they are in full support of me being in this position. They understand their are quarterly board meetings, local section meetings, and conferences that I will need to attend over the next several years.

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

I expect other board members and staff to keep me informed of decisions/issues that are currently going on with CWEA. I also want them to listen and be respectful of my opinions and I will do with theirs. I think by having a group of board members and staff that listen and are respectful, great things can be accomplished.

FUTURE OF THE ASSOCIATION

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Check out our most recent CWEA Dashboard.

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

As mentioned earlier I am very excited to assist our local sections with training resources. I feel the majority of our training comes from our local sections, so the more resources we can provide to the local sections the more meaningful the training they can provide to our members.

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

I think CWEA does a lot of excellent things for our members and water professionals. I do feel the TCP training has been the biggest challenge over the last five years. With the change in the testing, I have seen a lot of the trainers haven gotten out of the business of training. I have assisted with TCP training for the NSJS section and want to try and push to get more TCP training for the different certification programs and create a list of trainers that local sections and organizations can use to set up training sessions for their members/staff.

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 think CWEA had done a great job looking into the future including the new certifications for the Advance Water Treatment Operator. I think one of the items I would like to see done in the future is to try and get more member involvement and trying to understand why some people are not as involved with events/trainings.

ATTRIBUTES YOU BRING TO THE BOARD

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

I was on the board of directors for the NSJS section, and sat in for two years as President. I feel we made great strides in our section to get members involved including larger monthly dinner meetings and tours and larger training events.

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

In my position at Carollo Engineers I am the Office Manager for the Fresno office as well as a BD area lead for Carollo. I feel I am well respected as I can work with different groups and make sure to listen to others concerns before making decisions. I am a team player and enjoy working in groups. As mentioned earlier the goal for me is to always show respect, and I expect the same in return.

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 my current position at Carollo I am usually always working in collaborative groups. I also enjoyed working with the BOD for the NSJS section and feel we accomplished great things as a group. Including large turnouts for training events and dinner meetings.

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

Yes, I understand that I will be in an oversight position to help guide CWEA and not be supervising other staff or members.

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

I feel I have built my career on my personal integrity and honesty. I believe trust is earned and can be lost with one poor decision. So I pride myself in my honesty and personal integrity.

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 at Wastewater facilities for my entire career, working closely with engineering staff, operations, maintenance, collections, laboratory, and Environmental compliance. I enjoy watching people move up in their careers and promoting through the different levels of certification.

Personal History/Involvement with CWEA

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

Complete and return by **December 18, 2023**, to:

CHUCK GREELY | CWEA PRESIDENT
c/o CWEA
7677 Oakport Street, Suite 1030
Oakland, CA 94621
vthornton@cwea.org

DUTIES of the Board of Directors (Section 11 of the CWEA Constitution)

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<https://cweawebstorage1.blob.core.windows.net/cwea-website/governance/constitution/Bylaws.pdf>

CWEA - Involvement

2007 - Joined CWEA after College

2016 - NSJS 1-year director/TSO Chair

2017 - NSJS Vice President/NRC Member

2018 - NSJS President/TSO Chair/NRC Member

2019 - NSJS President/TSO Chair/NRC Member

2020 - NSJS Past President/Awards Chair

2021 - NSJS Toilet Seat Open Chair





SAMPLE NOMINATION LETTER

DUE December 18, 2023

Send by mail or email

CHUCK GREELY | CWEA PRESIDENT

California Water Environment Association
7677 Oakport Street, Suite 1030
Oakland, CA 94621
vthornton@cwea.org

Dear Chuck:

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

Sushmitha Reddy

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

- Vice President from the South (will be President in third year of four-year service).
- Director at-large from the North (three-year term).
- Director at-large from the South (Treasurer in third year of three-year term).
- Water Environment Federation Delegate Director from the South (three-year term, serving April 2024 to October 2027, voting privilege begins October 2024).

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 18, 2023**.

Thank you for your consideration of this candidate.

Regards,

Name **Gilbert G. Barela**

CWEA Member/Leadership Position
State Board President Elect

NOMINEE FOR CWEA STATE BOARD OF DIRECTORS

Name Sushmitha Reddy

Title Manager of Laboratories

Employer Inland Empire Utilities Agency

Street Address 6075 Kimbal Ave

City, State, Zip Chino, CA 91708

Phone 909-631-9250

Email sreddy@ieua.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 am interested in being nominated for CWEA Board of Directors because I want to make a difference in the industry we serve, which is the waste water but also water in general as it is all one water now and further CWEA's contribution to the community of water professionals by empowering them with knowledge and tools necessary to protect our strongest resource, water and public health. CWEA's vision of a sustainable water environment resonates with everything I do professionally and personally through empowerment of staff, engaging with community leaders and stakeholders to hold each other accountable to raise the standard for a better tomorrow for generations to come.

I currently serve as the vice chair for CWEA Lab committee (LC) and represent the LC at education committee. I am excited to continue my leadership within the organization because I've enjoyed the connections, I've made at CWEA allowing me to have a positive impact on our members but also help me grow personally and professionally. I look forward to continuing this journey to be stewards in our industry and have more valuable contributions to our members and the industry in general.

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

The most critical duty for CWEA's leadership is to understand its member's interest and align CWEA's values accordingly and establish CWEA's policies and procedures to guide the pace to align CWEA's goals mission and values with our member's interests and need.

Representing CWEA Board and its members at the national level, the WEF delegate will be a liaison for CWEA and WEF ensuring we achieve the common goal to empower its members consisting of operators to lab techs to engineers to managers with the latest and greatest in education and training using collective knowledge to ultimately improve, but most importantly protect the environment, public health and water.

As a delegate, its my responsibility to engage in all meetings, collaborate on initiatives to effectively always achieve goals and, communicate and keep the board and its members informed of all events, workshops, resources and updates effecting our members, including events and meetings attended.

Additionally, I would engage with WEF's Lab practices community for shared interests and collaborate on improvements within CWEA. One such improvement, from WEF's resources, I'd propose to CWEA's Lab committee is a consolidated online presence for members to engage on specific topics through focus groups and educational resources.

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

I currently serve as the vice chair for CWEA's lab committee actively engaging in monthly meetings, recruiting new members and volunteers, speaker/trainer outreach, coordinating events, hosting workshops, engage with local sections to promote events, coordinate AC events, review technical session proposals for AC, review award nominees, and all while serving a very demanding role of managing a lab for IEUA. I do this through careful management of commitments, delegation and effective coordination. I have attended several CWEA ACs, leadership retreats, SRC meetings and serve on education committee. Serving our members and community is something I am passionate about. My active engagement in the lab committee is to ensure our members are equipped with the knowledge and tools necessary to meet the challenging demands of lab operation while meeting the everchanging regulatory requirements. As a board member, I'd be equally if not more committed to serve our members and provide the value they need in education and training, which is CWEA's primary goal.

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

My organization is a huge supporter of its staff's engagement in professional organizations such as CWEA and encourage our involvement on such platforms. The belief is that staff's involvement and engagement, even though a huge commitment, is an investment in its staff to have a positive impact on personal and professional growth through continuous learning while providing opportunities to develop and maintain professional working relationships with industry leaders.

My Director, Michael Hurley, whom I report to, confirmed agency's continued support for my involvement with CWEA.

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

I expect other Board members to be committed to CWEA's mission and value to serve its members. For any team to be successful teamwork is critical requiring collaboration and recognition. I expect the other members to be respectful, collaborative and inclusive in all engagements, support each other towards the common goal of serving its members, that they regularly attend meetings and come prepared to engage and contribute.

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?

The WEF delegate plays an important role in representing CWEA with WEF and other organizations. I understand the expectation to attend WEFTEC, CWEA AC, and one WEFMAX. I also understand Delegates are expected to serve on a WEF working group.

In my current capacity as the Vice Chair for the lab committee, in support of CWEA's all 3 goals, I actively participate on various levels to

Goals 1: Education and Certification

- enhance education of its members through active recruitment of speakers on topics of interest.
- Coordinated and hosted multiple workshops
- Volunteered to restructure the testing requirements for Laboratory Analyst (LAB) Certification Grades 1 – 4

GOAL 2: Member Experience

- Participate in monthly meetings to understand members needs and realign the committee's activities accordingly
- Coordinated first of its kind special CWEA Lab Committee meeting in partnership with the ELAP to help Lab Community achieve compliance with the new regulations

Goal 3: Community Engagement

- Networked with local sections to promote events
- Developed collaborative efforts with other organizations such as CASA, CAL, AWWA, ACWA to expand awareness of CWEA's efforts to further impact its members learning experience
- Networked and identified powerhouse speakers for CWEA events

As a WEF delegate, I'd continue to represent CWEA at all platforms and especially WEF. Actively engage at WEF events, effectively communicate to keep CWEA informed, engaged and involved with all activities. I understand professional organizations, especially CWEA, are pillars for collective knowledge and means for effective solutions to common issues so collaboration would be key, and which is what I intend to bring to CWEA. The collective knowledge of optimal solutions to common issues.

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

The one area, I would add value to CWEA is empowering its members with the education and resources necessary to be successful in their role. I keep track of regulations, industry trends and identify opportunities for education and training. Through my active networking, identify speakers and trainers for topics of interest, engage on multiple platforms to promote the event for higher # attendees and get the feedback for suggestions and improvements for future topics.

Also, CWEA depends on its volunteers to successfully attain its mission and goals. My priority as a CWEA Director would be to prioritize efforts to develop policies securing our current and attracting new volunteers.

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?

CWEA has done extremely well during COVID with virtual training opportunities and through OWEN. Although, I feel we haven't completely tapped into its full potential and much more can be achieved such as making videos of all trainings and workshops, active engagement of all local section leaders for routine updates on current and future activities; informing members of board meetings and current issues/tasks at hand; providing additional value to its members as a higher number of agencies are now backing out of supporting staff's professional affiliations due to diminished value of involvement

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 the vice chair of CWEA's lab committee and a manager for over 20 years, I am trained to focus on the end goal where I engage stakeholders to collectively determine the objective, the need including a timeline, the tasks to be accomplished for success, the resources needed, measure of success, feedback for continuous improvement. I keep stakeholders engaged throughout the process for buy in and ownership.

Serving on CWEA and other organization's committees I developed skills to develop and maintain effective partnerships through collaboration and communication maintaining focus on the objective at hand.

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

I serve on various committees for multiple professional organizations and the state where I engaged with the SWRCB members, regulators, and industry leaders addressing various challenges we as utilities face due to the constantly changing regulations. I earned the respect of my colleagues through mutual respect, honesty, effective communication and mainly the ability to be open to other's ideas and ways of doing similar tasks. I learnt the ability to listen for improved learning, understand and evaluate what's being said, offer advice or thoughts where necessary and be receptive to the same when needed. I learnt to focus on the end goal and work past the hurdles in support of that end goal.

I am fortunate to work with a great group of people and when negotiating our NPDES permit, we collectively discussed alternatives and negotiated better terms for the agency with reduced or alternate monitoring requirements. This would not be possible without mutual respect and collaboration amongst the group members.

I also served on a workgroup developing alternate regulations for the state's accreditation program where each encounter was a conflicting opinion and even more difficult personality depending on the topic of discussion. This was a great learning experience to bring group's focus back to the objective at hand of developing requirements for lab's operations. We were ultimately able to finish the task at hand and even though, not approved, received accolades from the community.

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 in leadership roles for the past 20 years and the key to success is cross functional collaboration. As mentioned before, serving those leadership roles, I developed skills to keep the end goal in mind when determining the next step. I understand budgets and the importance of holding true to it, keeping in mind, there will be some priorities that take precedence over budget constraints and will need alternate funding source by scaling back elsewhere or raising funds through outreach efforts. At AC23, I helped organize a sponsor for lab breakfast so our members could attend the committee meeting at no cost to them for a higher attendance.

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

I understand oversight to be a focus on the overall outcome of a strategy or policy and supervision to be a focus on what, how and when something needs to be done. An easier way to explain would be strategy or a policy to would be considered oversight while a specific task would be supervision.

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

I engage on various platforms with numerous professional organizations and work with staff at all levels and with varying levels of emotional maturity. I learnt to be flexible to change, take ownership and responsibility of mistakes and not readily look to blame others, be open to other's opinions, and communicate concerns and challenges with a focus on resolution but mainly be clam and objective to stay focused on the goal.

Working for a public agency, personal integrity and honesty is top of the list of desired attributes. Public service and giving back to the community is what motivates me in my volunteering opportunities as well as my role with IEUA. As a leader at a public agency, I have great fiscal responsibility and attend annual trainings on financial responsibility and ethical behavior. I am committed to serve the group I manage and continue to stay committed to CWEA members in my role as the vice chair and the director, if am elected to be the WEF delegate, with the same 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.

My background is in water quality, more specifically laboratory. I have extensive knowledge with water quality, regulations related to all aspects of water quality - CWA, SDWA, recycle, watereuse and leadership. As part of the compliance unit, I work with staff from all areas within the agency, especially engineering, operations, collections, and pretreatment. This prepared me for effective cross functional collaboration where I am open to learn new subjects and contribute with my expertise for the overall success of the program.

Personal History/Involvement with CWEA

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Complete and return by **December 21, 2023**, to:

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c/o CWEA

7677 Oakport Street, Suite 1030

Oakland, CA 94621

vthornton@cwea.org

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Sushmitha Reddy



Ms. Reddy is an experienced Manager with an extensive background in the environmental compliance industry. For over 20 years, she has been actively involved in the regulatory compliance field, assuming various roles that exposed her to the intricacies of testing, reporting, evaluating, and interpreting data within the broader context of public health and most importantly, collaborating closely with industry experts, leaders, regulators, and professional organizations to lay the foundation for the development of new and forthcoming regulations related to water. She also has extensive experience knowledge in assessing regulations and permits, deciphering them, and translating their complexities into accessible language for staff members, all while ensuring compliance.

Personal summary

Education:

MS, Management (MBA)
University of Alabama, 2001
BS, Biology and Chemistry
University of Alabama, 1998

Registrations:

CWEA Laboratory Analyst
Grade IV
AMP Certified Reliability
Leader

Years with IEUA:

4

Years with other firms:

20+

Professional memberships:

California Water Environment
Association
Association of California
Water Agencies
American Water Works
Association
California Association of
Sanitation Agencies
Clean Water SoCal

Employment history

2019 – Present	Inland Empire Utilities Agency
2016 – 2019	Coachella Valley Water District
2015 – 2016	Babcock Laboratories
2005 – 2015	TestAmerica (AKA Eurofins)

Previous Leadership Experience

CWEA Laboratory Committee (LC) Vice Chair (2019-Present): Currently serving as the Vice Chair representing SoCal. Responsibilities include leading bimonthly committee meetings, planning lab events for AC-22, 23 and 24, organizing webinars, local outreach to engage in workshops and webinars. Worked with the Chair, the 2nd Vice Chair and members to create 3 subcommittees with the specific purpose to further engage its members on technical/regulatory concerns, evaluate and address training needs, and effective communication for outreach and Education. Reviewed lab awards and presented them at AC 2021 and 2022.

Mentoring Program (2022-Present): Currently serve in the mentoring program for CWEA and engage with the mentee to provide feedback as needed to stay on target with professional and/or personal goals.

Education Committee Representative (2022-Present): Attend education committee meetings to represent labs within CWEA. Provided input on education needs of lab and develop webinars and workshops that would appeal to lab Members. Coordinated and hosted multiple workshops in SoCal and NoCal.

Annual Conference (2019-Present): Engaged with the lab committee and CWEA leadership and stakeholders to coordinate preconference workshops and technical sessions for AC 2021-present. Reviewed AC-22 and AC-23 technical proposals and provide a ranking system for acceptance.

SRC (2020-Current): Represented lab committee at SRC meetings and supported LC Chair in engaging with the southern local sections and the board of directors to coordinate region wide activities and conferences.

Anir Bhagwat, P.E., PMP, Assoc. DBIA

Senior Engineer, Project Manager at Silicon Valley Clean Water

abhagwat@svcw.org

628-254-4696



Summary

Seasoned wastewater professional with more than 18 years of experience in all phases of planning, design, and construction of water and wastewater treatment facilities. Currently involved with implementation and management of capital projects and programs at large water and wastewater facilities in the municipal sector. My interests also include team management, risk management, strategy development, performance metrics and management, and business process improvements. I also volunteer with CWEA to support building resiliency in California's water resources.

Experience

- Senior Engineer, Silicon Valley Clean Water
2020 - Present
- Principal Project Manager, Parsons
2018 - 2020
- Project Manager; Associate at Carollo Engineers
2005 - 2018

Education

- University of Illinois at Urbana-Champaign
M.S, Environmental Engineering
- Delhi College of Engineering (India)
B.E., Environmental Engineering

Volunteer Experience

- President, CWEA Santa Clara Valley Section
- O&M committee, CWEA San Francisco Bay Section (2013- 2018)