

DUE December 11, 2024

Send by mail or email

GILBERT BARELA | CWEA PRESIDENT

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

Dear Gilbert:

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

John Vogel

_____ 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 2025 to October 2028, voting privilege begins October 2025).

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 11, 2024**.

Thank you for your consideration of this candidate.

Regards,

Name Stephanie Prescott , CWEA Treasurer

CWEA Member/Leadership Position

NOMINEE FOR CWEA STATE BOARD OF DIRECTORS

Title Operations Supervisor

Employer Ross Valley Sanitary District

Street Address 1111 Andersen Dr

City, State, Zip, San Rafael, CA 94901

Phone 415-717-3112

Email jvogel@rvsd.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 eager to volunteer for the CWEA Board of Directors because it presents a valuable opportunity for personal and professional growth within our industry, alongside a commitment to our mission of protecting water resources. Additionally, this role allows me to advocate for the members of CWEA, ensuring that every voice is heard and represented as we collaboratively address the critical issues facing our industry and association. Contributing to budget oversight, strategic planning, and program recommendations while serving the membership is a fulfilling way to support and uplift each member of our association.

Continuing to Support the Mission of CWEA

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

- *Advocating for Member Interests: I will ensure that the concerns and needs of our members are prioritized, allowing for open dialogue and feedback. By fostering an inclusive environment where every member feels valued, I can help ensure that we make decisions that truly reflect the collective interests of our community.*
- *Engaging in Strategic Initiatives: I will participate in strategic planning sessions to develop initiatives that align with our mission. By identifying key areas where we can improve our impact on water resources, I will help steer our efforts toward solutions that promote sustainability and innovation within the industry.*
- *Promoting Education and Awareness: I will work to expand educational programs and resources that empower our members with the knowledge and skills needed to excel in their roles. By investing in training and development opportunities, we can enhance our collective expertise and better address the challenges we face in water resource management.*
- *Enhancing Collaboration: I will seek out partnerships and collaboration opportunities with other organizations, agencies, and stakeholders dedicated to water resource protection. By*

building strong alliances, we can amplify our efforts and create a broader impact on the challenges our industry faces.

- *Ensuring Financial Responsibility: I am committed to overseeing budgetary considerations with a focus on sustainability and resource allocation. By ensuring that we are financially sound and strategically investing in programs that support our mission, we can foster a more robust and resilient association.*

By focusing on these key areas, I aim to not only uphold the values set forth in the CWEA Bylaws but also to actively advance our mission, ensuring that we remain at the forefront of protecting our vital water resources for future generations.

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

I am fully committed to dedicating the necessary personal time to fulfill the responsibilities of this role with CWEA while maintaining a strong emphasis on work-life balance. I understand that this leadership role will demand significant commitment, including active participation in board meetings, engaging with members, and advocating for our community's interests. By prioritizing efficient, focused meetings, leveraging technology for remote engagement, and promoting a culture that values balance, I aim to create an environment where we can collectively thrive. My experience in the public sector has equipped me with the skills to manage my time effectively, ensuring that I can meet the demands of the presidency while also supporting fellow members in achieving their professional and personal goals.

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

Yes, Ross Valley Sanitary District approves.

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

To ensure my experience on the CWEA board is fulfilling and impactful, I will expect both fellow board members and staff to foster an environment of open communication, collaboration, and mutual respect. I believe it is crucial for all members to actively engage in discussions, share their insights, and contribute to our collective decision-making process, as this inclusiveness will enhance our effectiveness and strengthen our community. I will also encourage transparency in our operations, allowing for constructive feedback and diverse perspectives that can help us navigate challenges together. By working together in this manner, we can create a rewarding experience that not only benefits our members but also drives the success of CWEA.

To assist CWEA in fulfilling its mission of empowering, educating, and connecting water professionals, I will leverage my experience and commitment to facilitate the strategic priorities outlined in the Strategic Plan.

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?

As the President of CWEA, I would leverage my 13 years of public sector experience as a Collections System Supervisor to effectively represent our members, those working in collection systems and all the water/wastewater members. Here's how I would do this:

- *Fostering Peer Networking:*
 - *Approach: I will create opportunities for water/wastewater professionals to network, share insights, and collaborate on common challenges. Organizing roundtable discussions, regional meetings, and online forums will encourage knowledge exchange and foster a sense of community among our members. This networking can lead to innovative solutions that benefit the entire CWEA community.*
- *Addressing Regulatory Challenges:*
 - *Approach: I will prioritize understanding the regulatory landscape affecting collection systems and advocate for policies that support our members' needs. By staying informed about changes in regulations and compliance requirements, I can help represent our members' interests at the state and federal levels to ensure that their voices are heard in policy discussions.*
- *Promoting Education and Training:*
 - *Approach: I will work to enhance CWEA's educational offerings specifically for water/wastewater system professionals. This includes advocating for specialized training sessions, certification programs, and continued education that are tailored to their unique challenges and responsibilities. By improving access to professional development, we can elevate the competency and confidence of our members.*
- *Facilitating a Feedback Loop:*
 - *Approach: I will establish channels for continuous feedback from water/wastewater professionals by conducting regular surveys and soliciting input during meetings, I can ensure that their specific challenges and successes inform board decisions and initiatives. This feedback loop will enhance our responsiveness to the needs of our members.*
- *Highlighting Success Stories:*
 - *Approach: I will make it a priority to recognize and share success stories from within the community. By celebrating achievements, whether they involve improved operational efficiency, successful community engagement initiatives, or innovative problem-solving, we can inspire other members and promote pride in our collective work.*

By prioritizing these initiatives, I plan to actively represent the interests of all water/wastewater professionals ensuring they have the support, resources, and recognition they deserve within CWEA. This focus not only aligns with our mission but also contributes to the sustainability and effectiveness of our water resource management efforts.

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

There are several areas within the CWEA that can be strengthened to enhance our Association's impact and effectiveness. Firstly, there is a significant opportunity to improve the accessibility and relevance of training programs by tailoring them more specifically to the diverse needs of industry professionals. This includes expanding hands-on, practical training opportunities and ensuring the curricula are aligned with the real-world challenges faced by our members. Additionally, enhancing leadership development initiatives can empower professionals at all levels to take on supervisory roles within the water industry, benefiting both individual careers and the organization. In addition, expanding the Kirt Brooks Scholarship to include training and education programs specifically for field staff presents a significant opportunity for CWEA. Field staff play a crucial role in the day-to-day operations of our water systems and providing them with additional support and resources for education and skill enhancement can foster professional growth and reinforce the effectiveness of our workforce. I bring a strong background in leadership development and program design that can help drive these improvements. My ability to foster open communication and collaboration among board members and staff will facilitate a constructive dialogue regarding training needs and leadership initiatives. Furthermore, my analytical skills will aid in conducting thorough financial analyses of our training packages to ensure we are utilizing our resources efficiently and effectively. I am dedicated to promoting a culture of recognition within CWEA, ensuring that members' achievements, certifications, and qualifications are appropriately highlighted in our marketing materials. By focusing on these areas, I believe we can significantly enhance the professional growth and satisfaction of our members, ultimately working towards the mission of protecting public health and the environment in our sustainable California Water Environment.

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 Board of CWEA has defined the future direction of the Association through a strategic plan focused on enhancing member engagement, developing leadership within the industry, improving training accessibility, and increasing recognition of member achievements. The emphasis on tailoring training programs to the specific needs of diverse professionals — including the incorporation of hands-on opportunities — reflects a commitment to ensuring that all members are equipped with the knowledge and skills necessary to address real-world challenges in the water sector. Additionally, nurturing a culture of ongoing professional development and leadership opportunities indicates a proactive approach to fostering the next generation of water industry leaders.

In terms of further objectives that I would like to see considered, I propose the following:

- *Expanded Scholarship Support: As discussed, broadening the Kirt Brooks Scholarship to include training and education programs for field staff can help elevate the capabilities and*

morale of our workforce. Providing financial assistance targeted specifically at this group recognizes their vital contributions and supports their professional development.

- *Increased Community Engagement: Developing initiatives that foster connections between CWEA members, and their local communities can strengthen our association's public image. Engaging in community service projects or partnerships with local organizations could enhance public awareness of the water industry's significance in promoting environmental sustainability and public health.*
- *Diversity and Inclusion Initiatives: Implementing objectives aimed at promoting diversity and inclusion within CWEA can help attract and retain a broader range of members. This could involve outreach programs to underrepresented groups in the water industry, creating scholarships for diverse candidates, and promoting inclusive practices across all levels of the Association.*
- *Sustainability Education and Practices: As environmental sustainability becomes increasingly important in the water sector, CWEA could establish objectives focused on integrating sustainability training and practices within our educational programs. This would prepare our members to not only manage existing water infrastructure but to also innovate and promote sustainable practices within their organizations.*
- *Enhanced Communication Strategies: Developing improved communication strategies — including regular feedback mechanisms and transparent updates on Board decisions and strategic initiatives — can build trust and strengthen relationships between the Board and Association members.*

By considering these suggestions alongside the strategic objectives already defined by the Board, CWEA can further solidify its position as a leader in the water industry, ensuring a strong, engaged, and capable membership that can meet future challenges effectively.

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 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 earned the respect of key stakeholder groups and members by consistently demonstrating a commitment to the goals and values of CWEA, engaging effectively with diverse professionals within the industry, and advocating for initiatives that address the specific needs of our workforce. My ability to communicate thoughtfully and inclusively, alongside my strategic contributions to enhancing member engagement and professional development, has fostered trust and collaboration among stakeholders, solidifying my reputation as a reliable and supportive leader within the Association.

I possess a strong ability to work collaboratively within diverse groups, emphasizing the importance of inclusivity and mutual respect in decision-making processes. By actively engaging with team members and facilitating open discussions, I not only ensure that everyone's perspectives are

valued but also promote a collective ownership of the group's objectives. My approach includes utilizing structured decision-making frameworks, such as brainstorming sessions and SWOT analyses, to streamline conclusions and foster consensus. This collaborative spirit has consistently led to improved team dynamics and successful outcomes, affirming my belief that effective teamwork is essential for achieving common goals.

Moreover, I have a clear understanding of the fiduciary duties essential to group collaboration, particularly the duties of loyalty, care, and obedience. I prioritize the interests of the group above personal ambitions, demonstrating loyalty by putting the team's objectives first. My commitment to the duty of care is reflected in my thorough preparation for meetings and willingness to conduct research that informs our collective decisions. I also adhere to the duty of obedience by consistently aligning our actions with the organization's mission and policies. In instances of conflict, I strive to mediate respectfully, fostering an environment where constructive feedback is welcomed, and adaptations are made for continual improvement. Together, these principles guide my collaborative efforts and contribute to our shared success.

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

As a board member, my understanding of the distinction between oversight and supervision is clear: oversight involves the board's responsibility to monitor and evaluate the organization's overall direction, performance, and compliance, ensuring alignment with its mission and stakeholder interests while maintaining accountability. This governance role focuses on assessing broader performance metrics rather than engaging in daily operations. In contrast, supervision pertains to the direct management and guidance of staff and specific organizational functions, which is typically delegated to management. Therefore, while the board sets policies and provides strategic direction, it is essential to allow management the autonomy to execute the organization's mission effectively, thus maintaining a clear separation between governance and operational execution.

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

My emotional maturity, personal integrity, and honesty are foundational to my role as a board member, guiding my approach to governance. I recognize that effective oversight requires a balanced perspective, where I can remain objective and composed, even in challenging situations. This emotional maturity allows me to navigate complex dynamics with empathy and respect, fostering open communication and collaboration among board members and with management. Coupled with my commitment to integrity, I prioritize transparency in decision-making and hold myself accountable to the highest ethical standards, ensuring that my actions align with the organization's mission and values. My honesty reinforces trust within the board and with stakeholders, creating an environment where constructive dialogue thrives and informed decisions are made for the betterment of the organization.

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 familiarity with the body of knowledge and subject areas for which CWEA is responsible, equips me to contribute effectively to the board's decision-making process. I understand the complexities surrounding water quality, environmental regulations, and industry best practices that are crucial to CWEA's mission. This expertise enables me to critically evaluate the information presented and engage in informed discussions regarding operational strategies, compliance issues, and technological advancements. Moreover, my commitment to continuous learning ensures that I stay updated on emerging trends and challenges within the sector, allowing me to make thoughtful and well-informed decisions. By integrating this knowledge with my emotional maturity and integrity, I am well-prepared to navigate the responsibilities that come with board oversight and contribute to the organization's success in a meaningful way.

Personal History/Involvement with CWEA

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

Complete and return by **December 11, 2024**, to:

GILBERT BARELA | 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>

California Water Environment Association

7677 Oakport Street Ste 1030 | Oakland CA 94621 | 510.382.7800 | www.cwea.org

Bio-John Vogel

With over 28 years of combined experience in the sewer industry, John Vogel has developed a comprehensive skill set that span both public and private sector roles. He possesses 13.5 years of dedicated service in the public sector, specifically in sewer collections, where he honed expertise in the maintenance, repair, and assessment of sewer and pumping systems. During this time, he spent 8 years as a supervisor, leading teams in ensuring the efficiency and reliability of essential services.

In addition to his] public sector experience, John Vogel has also spent 15 years in the private sector, focusing on sewer contracting and sewer equipment distribution. His capabilities include sewer root control, water and sewer pipeline construction, CCTV assessments, and in-line point repairs, showcasing a versatile understanding of the industry.

Currently, John Vogel holds a Grade 4 Collection System Management and a Grade 2 Mechanical Technologist CWEA certification, underscoring his commitment to professional excellence and knowledge in the field.

An active volunteer in professional development, John Vogel has made significant contributions to the California Water Environment Association (CWEA). In 2020, he became the Technical Certification Program (TCP) committee chair and served as an appointed TCP member on the state board of directors. He played an integral role in the re-validation team for the collection system certification exam as a subject matter expert and contributed as a test question writer in 2019. Additionally, [he/she/they] have shared knowledge through presentations at CWEA annual conferences and Baywork road show events.

Throughout his career, John Vogel has also been involved in oversight of the CWEA's operations committee, providing guidance on the annual budget and ensuring fiscal responsibility. His dedication to the sewer industry and commitment to the advancement of professional standards make him a respected leader and unwavering advocate for best practices in the field.



GILBERT BARELA | CWEA PRESIDENT

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

Dear Gilbert:

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

__ Jerardo (Jerry) Barajas _____ 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 2025 to October 2028, voting privilege begins October 2025).

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 11, 2024**.

Thank you for your consideration of this candidate.

Regards,

Stephanie Prescott, CWEA Treasurer

CWEA Member/Leadership Position

NOMINEE FOR CWEA STATE BOARD OF DIRECTORS

Name: Jerardo (Jerry) Barajas

Title: WasteWater Supervisor

Employer: City of Sunnyvale

Street Address: 221 Commercial St

City, State, Zip: Sunnyvale CA

Phone: 408-730-7566

Email jerrybarajas@sunnyvale.ca.gov

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 deeply committed to CWEA's mission and have been an active volunteer for 14 years, contributing at both the local section and the state collections committee levels. Serving on the CWEA Board of Directors represents a natural progression in my volunteer journey and provides an opportunity to contribute at a higher level. I am eager to bring my experience, dedication, and leadership skills to the board to help advance CWEA's goals and make a meaningful impact on the organization and the industry we serve.

I am fully committed to meeting the responsibilities of this position, with the support of my agency and CWEA. Volunteering has become a personal passion, as it allows me to advocate for and support my fellow collection workers. I am dedicated to ensuring they have a voice within CWEA and the broader industry, and I will work diligently to represent their needs and perspectives.

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 this position include effectively representing and communicating the needs of the collection system membership. This involves understanding their training requirements, advocating for their professional development, and fostering their engagement with CWEA's initiatives. I will accomplish this by actively listening to members, facilitating open communication, and working collaboratively to develop programs and opportunities that align with their interests and needs. My goal is to inspire continued participation and ensure that CWEA remains a valuable resource and advocate for our members.

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 volunteer for many years and fully understand the level of commitment required for this position. I am prepared to devote the necessary time and energy to fulfill my responsibilities effectively. My focus will be on ensuring the success of the board and advancing CWEA's mission through consistent effort and collaboration.

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

I am fortunate to work for an organization that values and supports my participation in CWEA. Their encouragement, along with the recognition and mentorship I have received from current CWEA members, has been instrumental in my success as a volunteer. I am confident that this support will continue throughout my career, enabling me to fully commit to the responsibilities of this position.

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

I expect that all board members and staff will approach our work with a spirit of collaboration, mutual support, and a strong commitment to our shared goals. By working together and staying focused on our collective mission, we can ensure a successful and fulfilling experience for everyone involved, ultimately advancing the objectives of the board and CWEA.

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 I would leverage my job experience and subject matter expertise to collaborate with fellow board members and staff, ensuring that we align our efforts to support and advance CWEA's mission. By sharing ideas and fostering innovation, I aim to contribute to the growth of the organization and help drive us toward a bright and successful future.

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

I believe the Board is focused on continually supporting its membership by providing valuable training, leadership, education, and fostering growth within our industry. If elected, I will contribute to advancing this mission by offering my perspective from the collections field. I am committed to supporting the Board's efforts to drive success and will strive to ensure our initiatives remain relevant and impactful for all members.

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?

Change is inevitable in any organization, and it's essential that we all contribute our best efforts to drive continuous growth and improvement. While CWEA has made significant strides, there is always room for enhancement, particularly in areas like member engagement, training programs, and expanding resources. I bring a strong commitment to collaboration and a willingness to listen to the needs of our members, which will help identify areas for improvement. By leveraging my experience and perspective, I am dedicated to helping CWEA evolve and continue to prove its value to members.

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 member of the State Collections Committee, I had the opportunity to contribute valuable insights that helped bring training opportunities to Central California, an area that was previously underserved in terms of collections training and certification. Now entering its third year, the Mid-Summer Collections Workshop has become an essential resource for this region. Identifying areas of need and addressing them through targeted initiatives is something I am truly passionate about, and I am committed to continuing this work to better serve our membership.

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

As a member of the State Collections Committee, I had the opportunity to contribute valuable insights that helped bring training opportunities to Central California, an area that was previously underserved in terms of collections training and certification. Now entering its third year, the Mid-Summer Collections Workshop has become an essential resource for this region. Identifying areas of need and addressing them through targeted initiatives is something I am truly passionate about, and I am committed to continuing this work to better serve 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.

I am consistently working with CWEA members from all over the state and work well with everyone.

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

Yes, Oversight is much less intrusive than supervision, normally conducted at a distance, while supervision involves close, first-hand, observation and analysis

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

As Supervisor at the City, I work with a diverse group of people and need to maintain emotional maturity in order to be a fair and consistent manager, i will bring these qualities to the Board.

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.

- 2-time Local Section Chair – SCVS CWEA
- State Collections Board member, Secretary, Vice Chair, Chair
- Safety Committee



- P3S Committee
- Education Committee
- Collections Pick holder
- Ps5 shovel holder
- Recipient of the Golden Manhole
- 25 years in the industry

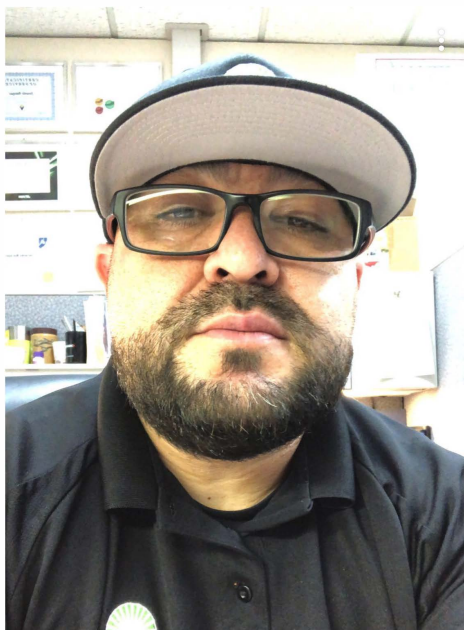
Personal History/Involvement with CWEA

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Complete and return by **December 11, 2024**, to:

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



DUE December 11, 2024

Send by mail or email

GILBERT BARELA | CWEA PRESIDENT

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

Dear Gilbert:

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

Eric Van Cleave 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 2025 to October 2028, voting privilege begins October 2025).

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 11, 2024**.

Thank you for your consideration of this candidate.

Regards,

Lucia Diaz

CWEA Member/ Director (Treasurer Track)

NOMINEE FOR CWEA STATE BOARD OF DIRECTORS

Name – Eric Van Cleave

Title – Southern California Regional Sales Manager

Employer – SmartCover

Street Address – 2110 Enterprise St

City, State, Zip – Escondido, CA, 92029

Phone – 760.224.9526

Email – evcleave@smartcoversystems.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 have been volunteering for CWEA San Diego Section for 7+ years and I am currently the President for San Diego Section. During this time, I have learned a lot about CWEA and have built strong relationships with my local section and CWEA. I am proud of the work we do and excited to help our members learn and grow in their roles. I am also a member of six other local CWEA sections. I attend and present at as many CWEA events as possible.

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

I feel the most critical duties of this position are to support the local sections and their members, provide guidance and help them to obtain certifications. I would perform these duties by listening to their feedback, attending at least one board meeting from each local section, and provide suggestions to CWEA to better the member experience.

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

I have been volunteering with CWEA San Diego Section for over seven years. I am currently the President. I have also been the Engineering & Research Chair, TCP Chair, 2nd Director, Secretary and Treasurer. I have done all of this while having my full time position as a Sales Manager for Southern California at SmartCover and having two children under the age of 5. Throughout my time in CWEA San Diego, I have demonstrated how to successfully manage my time and how to prioritize my role at CWEA.

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

Yes, SmartCover introduced me to CWEA and has supported my various roles in the San Diego Section. They are committed to my potential future at the State level.

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

I have built strong relationships with the CWEA Board and Staff. I am excited to continue building these relationships. I expect open communication, support, and guidance when needed to ensure the 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?

The three main areas of focus are education and certification, member experience, and community engagement.

Education & Certification: I was the TCP Chair for three years and I helped put on the first virtual training program during COVID. In conjunction with my experience, I will meet with each local section to understand what works and what can be improved to help them put on better events. I will also utilize my relationships to identify more local trainers.

Member Experience: By meeting with each local section, I will be able to listen to their feedback to understand what improvements need to be made. I will also share my experience and provide suggestions and ideas. For example, I helped the San Diego Section partner with other local agencies (such as SARBS). This contributed to better events and generated positive feedback from members.

Community Engagement: At SmartCover, I work with 150+ agencies in Southern California. I will utilize my connections and relationships to encourage members/non-members to increase participation in local section events, volunteering and involvement with CWEA. We need to mobilize participants to share CWEA information and events to spread the word about opportunities to become involved. By elevating the member experience, we will naturally increase the engagement.

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

Outreach and communication can be improved both internally and externally. I also believe the local sections can do a better job at working together. As mentioned above, I have worked closely with SARBS in the past and have organized joint TCP events with the San Diego section. The event fostered collaboration and encouraged attendees to establish connections with other professionals in the industry. This experience highlighted the benefit of bringing local sections together, sharing resources and trainers. My experience and relationships with the Southern California agencies and local sections could help bring in more resources and help local agencies put on better events.

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, the Board has made education and new membership outreach the future direction of CWEA. Education and training are always the number one focus while trying to get student and young professionals more involved. CWEA is also a valuable resource for cultivating the professional development of people in the industry.

An additional objective for consideration is focusing on developing and sustaining more involvement from local members. It is important for Board Members to understand who is volunteering and their motivation for participating. This is crucial to increasing involvement, not just for students and young professionals.

Finally, I would also like to find ways to incentivize trainers so we can identify more trainers to share their knowledge. This has been a challenge for the San Diego and other local sections. For example, the San Diego section hosted a Labs TCP class recently. We had members from Northern California attend our event because it has been difficult to find Labs Trainers.

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 originally from St. Louis, MO, and I always wanted to live in Southern California from a young age. I knew that it wouldn't be an easy goal to achieve and had to be methodical and strategic in order to achieve it. I graduated from the University of Missouri with a degree in Industrial Engineering. After graduation, I started working for a manufacturing company to gain experience. After working hard and focusing on my goals, I was able to find a job that relocated me to San Diego. From there, I was able to find new career paths that finally led me to SmartCover and CWEA. I had a vision for myself and I have been able to strategize, analyze, and communicate effectively to achieve my goals and get me to where I am today.

An additional example of my ability to think strategically and communicate clearly occurred when there was inappropriate conduct at the CWEA San Diego section Annual Awards Banquet in 2024. Although I had been heavily involved with our local section, this occurred right after I was sworn in. This was a difficult situation to navigate. After the event, I was developing a plan to address the individual agencies that were involved; in parallel, I received a few calls from attendees stating they were uncomfortable with the incidents. I listened to their concerns and responded professionally, apologizing and stating my commitment to address the individuals involved. As a result of this, I took the following steps, I discussed the conduct, implications and consequences of this kind of behavior with my Board Members. I implemented better guidelines for CWEA San Diego section to ensure this type of behavior does not happen at future events. Lastly, I insured the individuals involved were spoken with to address the misconduct and make the professional expectations clear to them.

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

When I began volunteering for the CWEA San Diego section, I had to be and still am very intentional about my involvement and relationship building as a vendor. Because I am not a part of a local agency, I had to go above and beyond in demonstrating my passion and commitment to the waste water industry. More than anything, it took consistency and diligence in continuously participating in meetings, events, conferences and workshops. I volunteers for CWEA San Diego Section for 3+ years before I was voted onto the Board. After holding multiple Board positions, I am now currently the President. I was also honored with the 2023 5S Award. I am incredibly proud of the commitment I have shown to CWEA and how far I have come since my initial involvement.

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 role at SmartCover, I work with over 150 agencies and engineering firms on wastewater projects to help with SSO prevention, lift station back up, inflow & infiltration detection, cleaning optimization, H2S monitoring, and more. Being a part of CWEA San Diego Section has also helped me grow in my ability to work with others as a group. My experience and tenure has demonstrated my loyalty and I am committed to the betterment of the wastewater industry and CWEA. I am committed to my own professional development. For example, I attended the 2023 and 2024 CWEA Leadership retreats to learn more about CWEA and provide ideas and feedback to help continue to improve and grow as an organization. It is incredibly important to remain focused on our member experience. It is core to the growth of the organization. This is something that I am incredibly passionate about.

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

Being a part of CWEA San Diego section has helped me understand the difference between “oversight and “supervision.” As the TCP Chair, I was responsible for putting on events. I had small committees that helped me to put on the events. This was more of a “supervision” role to make sure the event went smoothly, everyone was getting their tasks completed, and we conducted the training properly in order to provide contact hours. Being President has taught me more about “oversight” and making sure my current Chair positions and Board members are completing required tasks and ensuring they are compliant with the CWEA bylaws.

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

Working for SmartCover for 8 years, I have listened to my customers to understand their problems and find a way I can support them. If I do not have a solution that can help my customers, I am honest and will let them know. I will help them find to another option that will work for them. I have also run into roadblocks being on the Board for San Diego Section. I have listened to the members, worked with a solution with my Board, and respectfully and professionally responded to help find a resolution.

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 volunteering for CWEA San Diego Section for 7 years and currently serve as President. With my experience in a variety of roles on my local section, I have learned so much about CWEA. I consider myself to be very knowledgeable about the areas that CWEA is responsible for. I was also honored with the 2023 5S Award. I was also part of the Education Committee for the Annual Conference for 2023. If I am ever unsure, I will conduct my own research and/or consult with my peers.

Personal History/Involvement with CWEA

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

Complete and return by **December 11, 2024**, to:

GILBERT BARELA | 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:

Eric Van Cleave

San Diego, CA 92081 – 760.224.9526 – evcleave@smartcoversystems.com

Professional Development:

- Volunteering for San Diego Section since March 2018
- San Diego Member since May 2019
- Colorado River Basin Member since 3/17/2020
- Desert and Mountain Member since 3/17/2020
- Los Angeles Basin Member since 3/17/2020
- Santa Ana River Basin Member since 3/17/2020
- Tri-Counties Member since 3/17/2020
- Golden Empire Member since 3/4/2022
- Education Program Committee Member for Annual Conference 2023

Knowledge Sharing and Education:

- Presented at CWEA Annual Conference for 2021, 2023, 2024
- Presented at CWEA Mid-Summer Meeting for 2024
- Presented multiple times for San Diego Section, Desert and Mountain Section, Santa Ana River Basin Section, Tri-Counties Section events from 2017 through 2024
- Presented at TriState Seminar for 2021 and 2023
- Presenting at CWEA Annual Conference 2025

Industry Recognition:

- Honored with the 2024 Select Society of Sanitary Sludge Shovelers (5S) Award
- Featured in Clean Water Magazine 2024 Member Value Report

Leadership and Recognition:

- San Diego Section Engineering & Research Chair for 2018
- San Diego Section TCP Chair for 2019, 2020, and 2021
- San Diego Section Second Director for 2021
- San Diego Section Secretary for 2022
- San Diego Section Treasurer for 2023
- San Diego Section President for 2024
- Participated in CWEA Leadership Retreat in 2023 & 2024

Other Committee Participation

- Clean Water SoCal (Formerly SCAP) Member - 2020 through 2024
- CASA Member – 2020 through 2024
- WEF Member - 2024





Send by mail or email

GILBERT BARELA | CWEA PRESIDENT

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

Dear Gilbert:

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

Norman Woods 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 2025 to October 2028, voting privilege begins October 2025).**

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 11, 2024**.

Thank you for your consideration of this candidate.

Regards,

Kathryn Gies

CWEA Member/President Elect

NOMINEE FOR CWEA STATE BOARD OF DIRECTORS

Norman Woods

Assistant Public Works Director of Utilities and Environmental Services

City of American Canyon

151 Mezzetta Court

American Canyon, CA 94503

Phone 707-980-3304

Email bignorm_34@yahoo.com

Personal Interest

Why are you interested in being nominated for Water Environment Federation Delegate Director? Commitment and Support (Please review the job descriptions in the Board Bylaws)

I believe my experience and passion for our industry allows and provides me with a unique career perspective that can assist WEF and CWEA. I want to help other professionals grow and reach the highest level of their respective fields. I have worked in the field for 16 years, from Grade 1 WWTPO to an Assistant Public Works Director.

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

Listening and sharing effective solutions. I plan on talking and engaging my fellow WEF members. Improvement isn't about throwing out ideas, typically the work comes in amending ideas that incorporate the larger vision.

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

I will do the best I can. I was told that I can fulfill a number my duties utilizing technology. With team meetings I will be able to effectively attend and contribute to meetings. I look forward to the once-a-year travel, as I believe the travel and in person attendance provides me the opportunity to build stronger bonds with the WEF organization and my fellow WEF team.

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

Yes, the City of American Canyon is supportive of my career growth and organizational participation.

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

I have an expectation of good faith management. Ultimately our roles and titles are equal to one sum solution which is to serve others. To improve WEF and assist each other. I believe since the majority of members are volunteers, I would be seeing and experiencing the best of what each professional has to offer. As is often the case, the heart of a volunteer is filled with good intentions.

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 assist in training, diversity, leadership training, effective communication for managers, and funding mechanisms for career advancement and groups like WEF. The memberships fees, travel, and other financial arms of groups impact membership. Finding an economic model that provides for WEF/ CWEA and professionals (primarily new) is a huge recruiting tool for the future.

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

Training opportunities and recruitment. I am positive and thinking forward. I work well with others, and believe fundamentally winning isn't about beating the person next to you. Winning to do with defining and achieving the results that inspire. We all know, if you want to go fast, go alone. If you want to go far, go together.

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 board has defined putting resources toward the water community, meaning recruitment, training, and transparency. CWEA is looking to continue with the embracing of technology, the endorsement of education, and the facilitation of regulatory enforcement.

I believe developing the next generation of leaders is important. Where we find those leaders and utilize their skills set is a real conversation. The traditional path of recruitment has changed.

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 over a decade of operating budgets, managing staff, and making high level critical decisions in environmental utilities and public works. I am the current CWEA President of the Sacramento Area Section, and I am also on the leadership and development committee. I do hire panels and performance evaluations. I feel qualified for this position with strategic and analytical abilities.

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

Yes, I give respect to my coworkers and employees I supervise. Because I give respect to my coworkers, in addition to the groups I am a part of, I also get respect.

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 a part of collaborative groups since I joined this industry. I have had great success which has led to my current role as Assistant Public Works Director.

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

Yes. Oversight is a consequence of neglect in some form. A mistake due to not completing a task. Supervision is directing or watching over resources.

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

I have 5 sons and have been married for 27 years. While also growing my career, coaching, racing on team USA, and mentoring other professionals. I believe I have something to contribute and share with others.

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 member of CWEA for decade, and as an active member with the Sacramento Area Section (Secretary, Treasurer, Vice-President, and President) since 2020. I have attended numerous training courses and met several outstanding leaders who have contributed to my understanding of the vast value of WEF/CWEA.

Personal History/Involvement with CWEA

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



NOMINEE FOR CWEA STATE BOARD OF DIRECTORS

Name: Amy Omae

Title: Southern California Wastewater Lead

Employer: HDR Engineering, Inc.

Street Address: 3220 El Camino Real, Suite 200

City, State, Zip: Irvine, CA 92602

Phone: (714) 425-1662

Email: Amy.Omae@hdrinc.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)**

The CWEA Board of Directors provides the overall direction of the organization. My experience being part of SARBS Board and eventually ascending to Vice President, President, and Past President has helped me understand the organization's challenges from a local section perspective. In doing so, I understood how SARBS functions in its role under CWEA and was able to push certain local section initiatives within CWEA. As part of CWEA, I will be better able to understand the issues and challenges that we have to navigate and have the opportunity to engage in the communication approach to members.

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

I feel the most critical duties are to obtain the appropriate information needed to make a timely decision, direct investments and funds towards that desired purpose, and of course obtaining honest feedback about the outcome. This is all about communication and staying in touch with our members. I intend to stay engaged at a local level with SARBS and engage more with other Southern Regional Committee local sections to understand the specific issues, common complaints, and short-term and long-term goals associated with each local section on a regular basis. This will inform my knowledge from a regional perspective because it is challenging to make everyone happy, but certain decisions will have to be made and the smallest LS cannot always be the one that doesn't get their needs met.

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

Before accepting this position, I already discussed the time commitment with my partner and employer to receive their approval first.

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

Yes.

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

A welcoming and inclusive environment where all members are actively engaged in the discussion. I would like all members to be heard because we each have a different perspective to contribute. Our Board should reflect our Members and act in their best interest. We need opportunities to evolve and not get defensive when ideas are challenged, but all voices should be heard. I would like assistance from the Board and staff to bring me up to speed on the background, history, processes/procedures, limitations, options, and the gray area. I would also appreciate grace since I am getting onboard later.

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 do the same that I strived to do while I was on the SARBS Board (Corporate Director, Vice President, President, and Past President), and I continue to do as I serve on the SARBS Professional Development Committee (Chair). I will be present, listen, learn, engage, and contribute. We all have our strengths, and each person can provide value to the whole of a group. Creating the synergy is important so that people feel heard and supported. Making others feel valued is important to growing the passion and internal fire so that they are wanting to volunteer. As part of the group, I hope we will strive to provide member experiences that are conducive towards CWEA's mission statement.

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

I think there could be additional analyses into our membership statistics, local section leadership and consistent group of volunteers; access to training/learning materials; engagement; and efficient operations. Understanding where our members come from and what they want are key to members seeing the value in CWEA as an organization. CWEA should evolve and adapt without being too demanding on our volunteers' precious time or overbearing/controlling to give our local sections the freedom to operate within a culture that works for their group. There is a balance. I can help identify metrics that may be useful to understand our members with CWEA staff assistance. I think CWEA should consider developing a BI dashboard to show this information quickly.

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?

Honestly, I do not know enough about CWEA Board to provide my opinion on the defined future direction of CWEA. My intent is to listen in the beginning and then provide my input. I will be vocal if I see CWEA headed down a path that I do not think our members would agree with.

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.

My day job is the Southern California Wastewater Market Sector Lead for HDR, which means that I am responsible for growing in HDR's presence in the SoCal wastewater market and meeting booking goals. I am regularly marketing clients, strategizing a winning approach towards a pursuit, building the right teams, and ultimately executing a successful plan. However, I am used to wear multiple hats. I am also the wastewater group lead, which requires more consideration towards operations and staff management.

My side gig is an Adjunct Professor for Santiago Canyon College in the Water Utility Science department. I have taught the "Introduction to Water Reclamation and Reuse" course for going on 7 years. This helps me stay grounded and understanding of the diverse opinions and backgrounds that our industry of water professionals is made of, and how to navigate a path to educate others while being realistic.

During my time as SARBS President, CWEA President (Wendy Wert) and I worked together to orchestrate a meeting between SARBS leaders and CWEA staff to discuss issues that SARBS members have been voicing for years regarding the Training and Certification Program, including access to training materials, studying the right materials, training the trainers, and providing more statistical analysis of the results to TCP local sections to improve their training offerings. As a result of this meeting, there have been some changes that offered more transparency to provide information to our trainers and revise their material.

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

I am generally more collaborative than most. My leadership style has generally been to lead from behind. In doing so, I earn the trust of others to create a safe space to be open and honest with our opinions, even if we disagree, because we have already established that our hearts are in the same place.

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 multiple leadership positions throughout my professional and personal life and have been more of a team player. As an organization, we do have bylaws and rules to follow, but there is also a culture that is created and perpetual goal to follow a vision or mission statement. Instead of beating heads against walls, there's often a way around it or a different path that can be taken. With any decision, it's also common fact that we can't make everyone happy. There are likely to be individuals who are not pleased with the situation, but it is still important to follow the proper processes/procedures and being respectful.

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

To me, providing oversight is allowing those who are involved in the task to develop the strategy, approach, team, and execution plan to deliver the task and providing input or guidance so that it is following the intent and overall goal. Supervision is being more engaged in the task to provide input on a regular basis, having more detailed discussions with team members to manage the task.

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

I hold personal integrity and honesty in high regard. Being accountable for your own actions is challenging because it often requires admitting fault or failure. However, I feel that failure is often the best teacher, and the fear of it should not be the reason to not hold yourself accountable. Plus, it's not usually the end of the world, and things keep moving along. In regards to emotional maturity, I feel that I am pretty self-aware, but that's not to say that I won't be ignorant in some cases.

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 generally familiar with the body of knowledge/subject areas, but I will be learning as I get more involved in CWEA.

Personal History/Involvement with CWEA

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

Complete and return by **December 11, 2024**, to:

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



NOMINEE FOR CWEA STATE BOARD OF DIRECTORS

Name **Kevin Steet**

Title **Wastewater Field Operations Manager**

Employer **City of Riverside**

Street Address **5950 Acorn St**

City, State, Zip **Riverside, CA 92504**

Phone **951-351-6007**

Email **kstreet@riversideca.gov**

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 strongly believe across the broader public there are two challenges which work against wastewater professionals; 1. The public generally does not know we exist nor all that our industry does, and 2. Once they do know, there seems to be a stigma associated with those who choose work in wastewater.

I want to do all that I can to change this perception. Within my own agency there are times where it feels there is a perception that among water and wastewater, wastewater is the least desirable of the two professions. I think those of us in wastewater have immense pride in what we do and our contributions to public health and the environment. I am a huge advocate for wastewater and, having managed a field operations group for so many years, have immense respect for the front-line professionals and trades people doing the hardest work each day. Those unsung sorts of individuals on my team and the stellar work they do, have largely afforded me a great deal of the success I have enjoyed in my career. As one privileged with the potential opportunity to serve on the board, I feel it my responsibility to represent them and to help ensure CWEA remains strong, the preeminent wastewater association, and certifications continue to have credibility and value for those whose livelihood depends upon it.

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

I feel board members must "wear many hats," but most critically, they need be ever focused on advancing CWEA's strategic goals. To do this, they need to keep these goals ever-present in all their interactions with people both in the wastewater industry and those primed to enter it. Board members need to be focused on pulling in new members by espousing the benefits of CWEA and what certification can offer. They need to be nurturing new volunteers throughout the membership because volunteers are what make the organization remain present, relevant, and thrive. The need to be listeners when they are "out in the world," assessing where members may feel they are not getting what they'd hope to be from CWEA and whether there are opportunities to improve member experience.



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

My employer sanctioned my involvement in CWEA and supports me allocating time to be engaged. I understand there will also be a personal commitment necessary, and I am willing to put in whatever personal time is needed for me to stay up to date on what's needed, and to participate no less than what is minimally expected of me.

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

I have the support of my employer to fulfill the economic and time commitments of this position. If support should at all wane in the future, I am willing to use my own time and resources to meet the obligations the best I can.

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

I believe organizations such as CWEA, which are largely dependent on volunteers, are most successful when there is continuity and open sharing of information across volunteer cohorts. To that end, and what I would intend to do as well in gaining board experience, I expect experienced board members to help welcome and openly share their experience and make themselves available as a resource to new recruits. I expect staff to openly provide guidance on the internal working of CWEA, capabilities, and limitations as much as they can to ensure the board is as informed as they can be for any necessary decision making. My perspective does not intend to downplay or dismiss the expectation that I will equally need to invest my own time and energy in coming up to speed, but rather an admission that my efforts and contributions will be most satisfying and effective with support. "It takes a village" as the saying goes and I think the CWEA community, and likely the board as well, thrives when everyone works together and leans into open sharing and general camaraderie in support of the CWEA community and mission.

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'd be focused on advancing CWEA's strategic goals and doing what I could to be a mouthpiece and advocate for CWEA membership and certification. In my interactions with CWEA members, I would proactively engage them and solicit and listen to their thoughts and ideas about CWEA and try to identify opportunities to further improve member value; CWEA already seems to be making great strides on this front. I'd be ever mindful of the need for a continuous inflow of solid volunteers. I would always be on the lookout for new recruits and would do what I could to bring them on as volunteers and do what I could to help mentor and welcome them.

I would be a representative of the association and would do my part to manage its affairs and establish policies subject to the conditions and limitations prescribed in the Constitution as expected. I would receive all Committee reports and take appropriate action on recommendations made in these reports where required. I will assist in the direction of investments and care of the funds of the Association as required and will assist in making funds



available for the regular operation of the Association and for specific purpose. I will not incur any unauthorized liability on behalf of the Association.

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

I had the privilege of volunteering as a wastewater advocate for a local association (Inland Empire Black Worker Center) who's mission it is to prepare underrepresented individuals for careers in water and wastewater. It was a fantastic experience, and they do excellent work, but the program was most entirely focused on water careers. I know they are one of many organizations with a similar mission. I think there is an opportunity for CWEA to further engage with these organizations if it hasn't already. As the TCP representative, I would welcome the opportunity to leverage my experience and help market the wastewater industry and CWEA certification program to potential new audiences.

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 the board has defined to be the future direction of CWEA as one where CWEA is leaning further into its education and certification programs by ensuring exams remain credible and current. In addition, and as evidenced by the OWEN and other online resources, CWEA seems to be trying to further cement itself not only as a certification body, but also as a knowledge base for wastewater professions which I am hugely supportive of. To CWEA's benefit, some agencies incentivize or require their staffs to maintain certification, but for those that do neither, their likely exists a huge group of folks that would be looking for more than just certification from CWEA if they were to elect to become a member. CWEA's efforts to bolster member value seem to recognize this opportunity and capitalize on it. CWEA's strategic goals seem to establish a three-pronged approach to 1. cast a wider net of engagement to increase its renown, 2. Expand resources to attract new and support existing members, and 3. To not lose sight of the importance of the certification program being the preeminent wastewater certification body. From these it seems CWEA intends to further establish itself as the foremost industry association for wastewater professionals.

I do not have any other suggestions as I think this is the perfect direction for CWEA and am excited at the possibility to helping foster that future.

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.

Although I am currently a Wastewater Field Operations Manager, my career has largely been centered around regulatory compliance. In my regulatory compliance roles, my duties often required me to digest regulations and other technical information and to develop strategies and action plans to achieve and maintain compliance. This would often require me to distill regulatory language into user friendly formats so that I could communicate needs and actions internally and to the public without using jargon or industry speak to convey the message. This is certainly the case in my current role where I interact with stakeholders across the spectrum from residents, business owners, landlords to executives and elected officials, and must explain sewer issues and code interpretations to them. From my experiences I believe I do well tailoring communication to the audience and effectively articulating and in some cases defending my position on needs and actions. Lastly, I firmly believe effective communication

demands active listening. I'm admittedly generally not the first to speak in a room. My default preference is to listen to the thoughts and positions of others and use that perspective to inform my thoughts and recommendations. That's not to say I am uncomfortable speaking up, but rather that I often prefer to hear what others have to say first.

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

The collections team which I am privileged to lead has received several collection system of the year awards which include (Large Collection System the Year: 2018 - SARBS 1st/CA 3rd; 2019 – SARBS 1st/CA 1st; 2021 – SARBS 1st/CA 2nd). I have twice participated as a SME for the CWEA CSM exam revalidation. I believe my repeat invitation suggests a level of confidence and respect from the CWEA certification staff and veteran SMEs involved in the revalidation efforts. Through these I have established relationships with other collections SMEs and CWEA members from agencies across California. Through my past compliance management roles I have built long-standing positive working relationships with regulatory agency staffs and my counterparts at other wastewater agencies in the region.

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'm a member of a six-person management team all reporting to the Deputy Director. Collectively we oversee an annual operating budget of approximately \$70M which includes O&M and capital. As a local government agency, we are accountable to a City Council and adhere to stringent requirements related to human relations, fiduciary responsibility, and customer service. Although we all have different personalities, beliefs, and interests, we share purpose in advancing the goals of the sewer division and the public works department for the benefit of the public. I believe my 17 years of service to one agency is a testament to my ability to work well with others, make sound decisions, compromise and collaborate, and be fiscally responsible across years, staff, and executives with ever-changing priorities.

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

As a board member I understand my role would be to help provide oversight and help define and maintain focus on CWEA's strategic plan and the goals within. I understand oversight in this case to be focused on outcomes to be achieved, whether they are, and helping to allocate resources or help facilitate changes when needed.

From my experience with them CWEA seems to have a dedicated and stellar roster of professional staff. I don't believe it is the role of the board or members of the board to meddle in the day-to-day workings of CWEA, focusing on what's being done and how, supervision in the conventional sense. Supervision of those individuals and their duties should be able to be carried out by the Executive Director, the COO, and the Directors without worry of influence or interference by the board or its members.

Through current and past experiences as a manager and interim deputy director respectively, I fully understand the difference between oversight and supervision. Although I provide oversight and am wholly responsible for the outcomes and financial prudence of my work section, I understand the importance of affording the supervisor ample latitude to make day-to-day decisions necessary for success best utilizing the resources at hand. Providing oversight, I keep pulse on the tenor of the team and progress toward our goals. I generally only look to



intervene when necessary or when resources which require my engagement and support are needed.

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

Amongst the management team I am on, I am the one manager on special assignment to provide direct support to the deputy director on sensitive or confidential issues related to our business, and to provide coverage in his absence. The assignment attests to the fact that I have a reputation for being politically astute while remaining apolitical, being trusted with confidential information, for demonstrating emotional intelligence, and for being honest and trustworthy. The assignment supports the conclusion that executives have confidence in my experience, decision making, and capabilities.

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 worked directly in the wastewater field for 17 years and indirectly, inspecting wastewater facilities for a local air district, for an additional 7 years. I was a chemist at a contract laboratory providing sampling and analysis for POTWs for two years. I have managed the collections, regulatory compliance, safety, laboratory, and stormwater programs and worked closely with operations, maintenance (electrical, mechanical, SCADA, E&I), engineering, and environmental compliance sections throughout my tenure. I have twice served as SME for the CWEA CSM exam revalidation effort. I am familiar with the entirety of the trades and professions which work together in wastewater treatment and the subject areas for CWEA is responsible.

Personal History/Involvement with CWEA

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

Complete and return by **December 11, 2024**, to:

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



KEVIN M. STREET

5950 Acorn Street, Riverside, CA 92504 | 951-351-6007 | kstreet@riversideca.gov

WASTEWATER FIELD OPERATIONS MANAGER

Collaborative and innovative local government Field Operations Manager and leader with 20 years experience delivering public services in the environmental and wastewater sectors. Create vision and lead and equip teams so they are able to achieve shared and individual goals for the purposes of delivering unmatched service, and improving quality of life, for the public and businesses we serve.

- Strategic Visioning and Outcomes
- Customer Service and Service Delivery
- Change Management
- Regulatory Compliance
- Strategic and Succession Planning
- Program Management and Marketing
- Employee and Culture Development

CAREER HIGHLIGHTS

- Reduced claims against the City payouts by implementing a proactive sewer lateral response program.
- Reduced and held annual sewer spills (number per 100 miles of sewer system) to well under state average.
 - Led team selected as California's 2019 Large Collection System of the Year; First Place.
- Featured in Clean Water Magazine article —“What it Means to be a Collections Professional,” Sept. 2019.
 - Served as subject matter expert and contributing author for industry certification exams (2019, '23, '24).
- Volunteer industry presenter for Inland Empire Black Worker Center student cohorts (Spring & Winter 2022).

PROFESSIONAL EXPERIENCE

CITY OF RIVERSIDE | RIVERSIDE, CA

Wastewater Field Operations Manager

2016—Present

- Reduced frequency of sewer overflows by improving cleaning equipment, practices and attendance.
- Transformed struggling work section to one recognized as best in the region and California.
- Implemented a cross training/job exposure program to develop internal talent & succession plan.
- Managed compliance with State Water Resources Control Board regulations.
- Reimagined work planning and tracking by way of leverage GIS technology.
- Team selected by the California Water Environment Association (CWEA) as California's 2019 Large Collection System of the Year—First Place.
- Vice Chair - CWEA Technical Certification Program Executive Committee.

Interim Deputy Public Works Director—Wastewater Systems

Oct. 2020—Dec. 2020

- Received unanimous approval from City Council for an additional 6 Million Gallons per Day of membrane bioreactor treatment capacity at a cost of \$4.6M.
- Reopened labor-management communications to resolve employee issues locally.
- Initiated and coordinated ongoing Police escorts for team members working near encampments.

Regulatory Programs and Compliance Manager

2009—2016

- 100% compliance rate with regulatory requirements; NPDES and Air Quality Rules and Regulations.
- Managed Division and Department sustainability initiatives and environmental programs.
- Monitored regulatory and technical issues. Distilled regulatory language and industry jargon into audience friendly memoranda and related correspondence.
- Prepared and delivered presentations to City Council and committees in support of program needs.
- Responded to regulatory emergencies (sewer spills) and directed response and reporting activities.
- Served as Division liaison to State and Regional Water Board, and Air Quality Management District

KEVIN M. STREET

5950 Acorn Street, Riverside, CA 92504 | 951-351-6007 | kstreet@riversideca.gov

Wastewater Resource Analyst

2007—2009

- Developed and implemented a Wastewater Division internal compliance auditing program to ensure ongoing compliance with regulatory requirements.
- Developed program on behalf of the Mayor's Model Clean Air Committee to provide discounted bus passes to City residents for the benefit of local air quality.
- Achieved and maintained an overall performance appraisal rating of "Outstanding."

COUNTY OF SAN DIEGO AIR POLLUTION CONTROL DISTRICT | SAN DIEGO, CA

Air Quality Inspector II

2001—2007

- Two-time recipient of Outstanding Customer Service Award.
- Led agency's review of draft state regulations to provide comment and recommended rule language.
- Led field assessment program to evaluate gasoline dispensing and pollution control equipment in partnership with California Air Resources Board certification program.
- Assisted regulated community in understanding regulatory requirements and developing individualized compliance solutions.

BABCOCK LABORATORIES, INC. | RIVERSIDE, CA

Inorganic Chemist

1999-2001

- Performed chemical analysis on drinking water, wastewater, and biosolids. Maintained equipment and data.

EDUCATION

CALIFORNIA STATE UNIVERSITY, NORTHRIDGE

Master of Public Administration

Public Sector Management and Leadership—2014

UNIVERSITY OF CALIFORNIA, RIVERSIDE

Bachelor of Science

Biology—1999

CREDENTIALS

CALIFORNIA WATER ENVIRONMENT ASSOCIATION

Wastewater Collection System Maintenance

Grade IV of IV

CWEA AND RELATED VOLUNTEERISM

- Led team selected as California's 2019 Large Collection System of the Year; First Place.
- Featured in Clean Water Magazine article —"What it Means to be a Collections Professional," Sept. 2019.
- Served as subject matter expert and contributing author for CSM exams and revalidation efforts (2019, '23, '24).
- Volunteer industry presenter/wastewater advocate for Inland Empire Black Worker Center student cohorts (Spring & Winter 2022).
- CWEA Technical Certification Program Executive Committee Vice-Chair (2023—Present)

