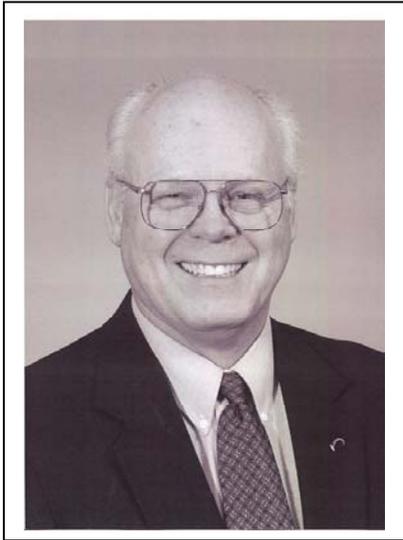


2003 WEF SERVICE AWARD OUTGOING DIRECTOR AT LARGE

NEAL ARMSTRONG



Neal E. Armstrong, Ph.D., P.E., DEE, is the Associate Dean for Academic Affairs in the College of Engineering at the University of Texas at Austin and the Zarrow Centennial Professor in Engineering. His academic home is the Environmental and Water Resources Engineering Program in the Department of Civil Engineering. His research interests are in the areas of water quality analysis, modeling, and policy as well as engineering education.

Dr. Armstrong is an active member of a number of professional societies, but his membership in the Water Environment Federation has been the longest since 1967. He has served the Federation as a member or chair of the Ecology, Marine Water Quality, Specialty Conference, Toxic Substances, Standard Methods, Watersheds, and Program Committees. He chaired the Technical Program Subcommittee of the Watersheds 1996 Planning Committee and later co-chaired the same group for the 1998 conference. These were the first two Watersheds conferences that WEF organized and both were quite successful. He also chaired the Surface Water Quality and Ecology Subcommittee of the WEF Program

Committee for five years, and this Subcommittee accounted for 52 hours of the 70 or so technical sessions offered each year at the Federation's annual conferences. Finally, he served on the WEF Board of Editorial Review for the Journal of Water Research from 1999 until early of 2003.

In 1999 at the New Orleans WEFTEC, he was elected as Director-at-Large of the WEF Board of Directors and continued in this position until October of 2002 when his term ended. During his time on the Board, the Board considered a number of interesting and sometimes controversial issues including, but not limited to, the continued expansion of IT use within WEF and enhancement of its web presence, changes in the Constitution and Bylaws regarding the removal from office of Board of Director Members and WEF Officers, the retirement of Quincalee Brown as Executive Director and the hiring of Bill Bertera to replace her, the decline in WEF membership and the decline in advertising revenue as companies developed their own web pages impacting budget and programs, and the selection of Chicago and New Orleans as the only two cities to host future WEFTEC's beginning in 2010. Also held was the first emergency meeting of the Board in June of 2002 to consider ways to save money through modification of the staff retirement program.

Not a controversial issue at all was the election of Robert McMillon of Fort Worth as Vice-President of WEF in 2000 at the Anaheim WEFTEC, and we are all very proud to see another Texan as President of the Federation.

2003 WEF SERVICE AWARD OUTGOING WEAT PRESIDENT

JAMES JOYCE, P.E.



James Joyce received a B.A. in Biology from Westminster College, a B.S. in Civil Engineering from West Virginia Institute of Technology, and a M.S. in Environmental Engineering from Virginia Polytechnic Institute and State University. He currently serves as Technical Director of Operations for Odor and Corrosion Technology Consultants, Inc. in Houston, Texas.

Mr. Joyce has over 25 years of experience in the fields of civil and environmental engineering with major emphasis on municipal wastewater odor control and civil quality assurance/quality control. He pioneered the effort to focus on low-cost alternatives for odor and corrosion control and conducted original research and developed biological odor control systems in widespread use today. He has performed numerous sewer corrosion studies and has developed innovative corrosion control systems for trunk sewers, sewer tunnels, and other wastewater collection system facilities.

Mr. Joyce was the project manager for a \$5.8 million comprehensive odor and corrosion remediation project for the City of Houston which included field sampling and analyses to determine the mass loading of sulfide in all major wastewater basins and treatment plants, implementation of short-term odor control technologies to relieve citizen complaints, computer modeling of sulfide production throughout the collection system, and the evaluation of odor and corrosion treatment alternatives to select the most cost-efficient and effective long-term method. An interesting aspect of the project was providing odor and corrosion control for Houston's deep tunnel wastewater collection system, a series of 70-foot deep collection mains up to 12 feet in diameter which run beneath the City.

Mr. Joyce is a principal odor and corrosion consultant to the City of Los Angeles and, in that capacity, was involved in a system-wide evaluation of odor and corrosion problems. He also serves on the City of Los Angeles Wastewater System Odor and Corrosion Control task force. Over the past 10 years, the City has experienced a dramatic rise in the concentrations of hydrogen sulfide in their wastewater resulting in numerous sewer collapses and severe odor complaints. Mr. Joyce evaluated sulfide remediation options for the City and established pilot testing programs for several alternatives, resulting in the elimination or reduction of odor and corrosive conditions in several large diameter sewer systems and the reduction of hydrogen sulfide concentrations at the Hyperion Treatment Plant from over 500 ppm to less than 5 ppm in one instance.

Mr. Joyce managed the first competitive bid project for the "crown spraying" of concrete sewers with magnesium hydroxide in the United States. The City of Phoenix, Arizona was experiencing severe concrete sewer corrosion as a result of sulfide production in their wastewater collection system. The sewers were in such poor condition that the City did not have the capital dollars to rehabilitate all of the necessary areas. Mr. Joyce prepared a crown spraying plan to arrest corrosion in the least corroded areas of the collection system while affordable annual capital projects could complete the rehabilitation within a five-year period, thereby allowing the City to focus capital dollars where the need was greatest and delay capital repairs until more money became available.

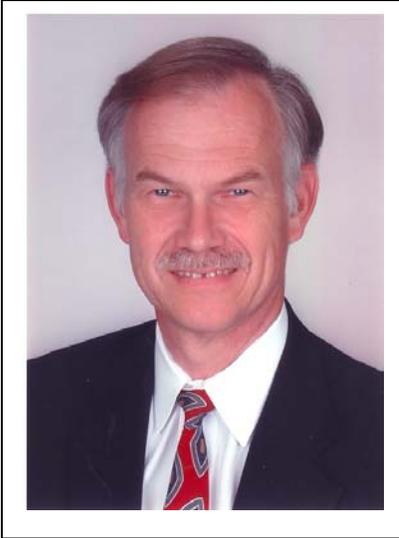
Mr. Joyce has performed similar services as project manager for a collection and corrosion control project for the Clark County Sanitation District in Las Vegas, Nevada, and as project manager for a comprehensive

collection system and treatment plant odor and corrosion management project for Jefferson Parish (New Orleans), Louisiana. Additionally, he has performed odor and ventilation studies and odor control designs for sewers in Miami, Florida; Cleveland, Ohio; and many other cities. He is a principal odor and corrosion consultant to numerous consulting engineering firms, cities, and municipalities in the United States, Asia, Africa, Europe, and Australia. He has served as Expert Witness in numerous legal proceedings concerning odor and corrosion control.

Mr. Joyce pioneered the research and development of biological odor and corrosion control systems and holds several original research publications for new technologies, including Return Activated Sludge (RAS) recycle at treatment plants for biological sulfide oxidation and high-rate biofiltration of odorous air containing hydrogen sulfide. He has authored and co-authored over 26 articles and publications on the subject of municipal odor and corrosion control and was a Principal Author of Manual of Practice No. 22, Odor Control in Wastewater Treatment Plants (1995) and "Control of Odors and Emissions from Wastewater Treatment Plants" (2002), published jointly by the Water Environment Federation and American Society of Civil Engineers. He has presented numerous seminars and lectured widely on the subject of odor and corrosion control. He is a member of the Water Environment Federation Odor Control Committee, Past President of the Southeast Section Water Environment Association of Texas and is currently serving as President for the Water Environment Association of Texas. He is currently serving as one of two representatives from the United States on the IAWQ Sewer Solids and Process Work Group Committee studying the chemical, biological, and physical sewer relationships of odor generation.

2003 WEF SERVICE AWARD OUTGOING DIRECTOR

PAUL A. ROACH, P.E.



Paul A. Roach, P.E., joined Chiang, Patel & Yerby, Inc. (CP&Y) in January of 2000. He is a Senior Project Manager with the firm, providing engineering and planning services on water and wastewater treatment systems.

Prior to joining CP&Y, Mr. Roach served the City of Dallas, Texas for 29 years. As Program Manager for Dallas Water Utilities (DWU), he managed the utility staff as well as plant operations and maintenance. Additionally, he was responsible for all capital improvement projects at the wastewater treatment facilities in Dallas. He directed project managers, staff engineers, and a construction quality assurance staff in planning, design management, and construction administration of the projects. During his career with DWU, he also managed both Central and Southside Wastewater Treatment Plants in Dallas. He directed plant operations, maintenance and laboratory and process engineering staffs responsible for Federal and State permit compliance. In order to increase the City's maximum flow

treatment capacity by 30 mgd per month, he commissioned the Phases I and II of the Dallas Southside Wastewater Treatment Plant facilities. As a project manager, he directed capacity and process improvement projects for the Dallas Central Wastewater Treatment Plant totaling more than \$100 million.

Mr. Roach possesses a Master's Degree in Environmental Science from the University of Texas at Dallas and a Bachelor of Science in Civil Engineering from Southern Methodist University. He currently serves on the Executive Committee of the Board of Directors for the Water Environment Federation (WEF) and is the committee's liaison to the Government Affairs, Reuse and Environmental Management Systems Technical Committees. He also serves on the Executive Board, Program Committee and the Conference Site Selection Committee of the Water Environment Association of Texas (WEAT). He is a Past President of the North Texas Section of WEAT and has chaired WEF's Professional Development and WEAT's Public Education Committees. He is a recipient of WEF's Arthur Sydney Bedell Award for association service and is a co-recipient with WEAT of the WEF's Public Education Award for promoting awareness and understanding of water quality issues. He is also a member of American Water Works Association (AWWA).

2003 WEF ARTHUR SIDNEY BEDELL AWARD

...acknowledging extraordinary personal service to the Water Environment Association of Texas. The honoree must be a member of WEAT and should exemplify organizational leadership, administrative service, membership activity, stimulation of technical functions, or similar contributions to WEAT.

MARY EVANS



Mary Evans was born and reared in Marshall, Texas. She graduated from Marshall High School in 1971 and then attended Kilgore Jr. College and East Texas State University in Commerce, Texas where she majored in Biology.

After college, Mrs. Evans moved to Tyler, Texas and began her work career with Tyler Pipe Industries. During her 18-year tenure at Tyler Pipe, she held several positions including that of Environmental Laboratory Technician, Senior Laboratory Analyst, Recycling & Re-Use Specialist, and finally Environmental Coordinator for the Technical Services Department. As Environmental Coordinator, she held areas of responsibility for RCRA, CERCLA, SARA, NPDES, and TNRCC reporting. In addition to these responsibilities, she implemented a Waste Identification Plan, developed a Groundwater Monitoring Plan, and was responsible for laboratory compliance and OSHA/Environmental Plant inspections. In 1993, she left Tyler Pipe to join the City of Tyler where she currently serves as Utility Laboratory Analyst for Tyler's

Southside Treatment Plant. During her service with the City, she has been instrumental in establishing QA/QC protocols for the facilities, developing written laboratory procedures, and establishing ties with the local school communities. The Southside Treatment Facility is currently involved in Public Education efforts with Camp Tyler, the oldest outdoor learning center in the United States. The plant personnel also routinely provide tours to Camp Tyler attendees, regional high school students, and nearby junior college and university students.

In 1986, Mary joined the Water Environment Association of Texas. Since that time she has held the positions of Secretary, Treasurer, Vice-President, President-Elect, President, and Section Representative of the Northeast Texas Section of WEAT. She also served as Chair for several NE Texas Environmental Seminars. She was involved in writing Section By-laws and the Constitution for her Section. In addition to her local efforts, she also served on the WEAT Public Education Committee for four years as Science Fair Coordinator and developed an Awards Program that was published in the WEF Public Education Handbook as a model for other Member Associations to use in developing their own Science Fair Programs. Her contributions through the Public Education Committee have made a huge impact among public school teachers and countless young people toward understanding our water environment. Mary served as WEAT Public Education Chair for five years, helping to develop the long-term goals and plans for the Stockholm Junior Water Prize Competition, both paper and on-site, which led to the current WEF National SJWP program. In addition to the Science Fair Program, Mary also participated in the Conference for the Advancement of Science Teacher's (CAST) for several years, helping to educate teachers in the

utilization of the WEF Watersource Books. She has served as a Regional Science Fair Judge for the NE Texas Association for a number of years and has also served as a specialty judge for the International Science and Engineering Fair (ISEF) SJWP competition.

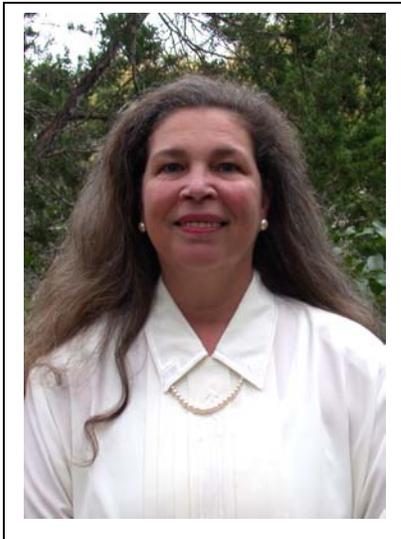
In 1996, Mary was appointed to the Management Review Committee of WEAT where she served as Member-at-Large and as a member of the Nominating Committee. In 1999, she was elected as Vice-President of WEAT and from there held the offices of President-Elect and then President of the Association. As Vice-President, she was instrumental in initiating the plan to hire full-time paid staff for the Association and developing evaluation forms for review of this position. She then became the first WEAT President to have authority over the new "working WEAT office". She also worked to re-structure the management of committees for the Association, and worked to establish statewide operator certification credit hours for WEAT meetings. As WEAT President, she successfully organized and managed the organization during one of its most difficult financial periods (its first paid staff position, its first leased office space, and simultaneously reduced revenues). In addition, she initiated the monumental task of developing written guidelines and responsibilities for WEAT officers and committee chairs and personally wrote most of the draft document on her own. She currently serves double-duty as Past-President of the Association and as a member of the WEF Public Education Committee. She is a two-time 5S Award recipient for membership recruitment and has been honored with several WEAT Service Awards.

In addition to her involvement with WEAT, Mary is also a member of Texas Water Utilities Association and in 2001 was recognized with their Public Education Service Award for the Northeast Texas Regional School.

2003 WEF WILLIAM D. HATFIELD AWARD

...recognizing operators of wastewater treatment plants for outstanding performance and professionalism. The recipient must be a member of WEAT and must have a successful system of reports to superiors that satisfy information requirements and provide a forum for suggestions for improvements. The candidate must have a good public relations program and must contribute to the dissemination of information concerning advancements in the field.

MEG CONNER



Meg Conner was born in Oklahoma City, Oklahoma and lived there until 1954 when her family moved to San Antonio, Texas. She graduated from San Antonio's Alamo Heights High School before earning a B.A. in Biology from the University of Texas at Austin and then a M.S. in Environmental Sciences from the University of Texas at Dallas. She holds Wastewater Treatment Operator "A" Level Certification (1986) and Water Treatment Operator "A" Level Certification (1989).

While putting herself through college, Ms. Conner began her professional career in 1977 as a public servant in the water environment sector. Her work experience has since spanned several Texas cities and public service assignments. She has worked as a Wastewater Treatment Plant Operator in San Marcos, as a Surface Water Plant Operator in Sherman, as a Physical Science Aide for the U.S.EPA Region VI, as Project Coordinator for the Greater Texoma Utility Authority, as Public Works Director for the City of Kingsville, and presently as Water Recycling Center (WRC) Operations Director for the San Antonio Water System (SAWS).

Ms. Conner is currently in charge of the operation of four major Water Recycling Centers (the largest wastewater effluent reuse system of its type in the United States) and six minor facilities. She will direct the operation of a milestone water resource project for San Antonio, SAWS' Aquifer Storage and Recovery facility scheduled for completion in 2003. Her current WRC Operations Director responsibilities include: operation and administration of all SAWS Water Recycling Centers totaling over 225 MGD capacity; construction review and future (2003) operation of 30 MGD capacity Aquifer Storage and Recovery Facility; direct oversight for operational, managerial and staff employees and indirect oversight of 100 staff members; coordination and management of large construction projects; communication and reporting with Regulatory Agencies for eight wastewater permits; development and implementation of operational budget of \$10 million and capital budgets of \$19 million; tracking of expenses, monitoring of progress, and revision of internal programs; development of master planning long range initiatives to meet growth and environmental/regulatory issues for both wastewater and water; Corporate Strategic Planning and Business Planning for SAWS Treatment Group; employee training programs/SAWS job family programs; chairmanship and active participation with SAWS safety committees; development of disaster and emergency planning documents; chairmanship and organization of public meetings; implementation of SAWS personnel policies; coordination of projects between City, County, State, and Federal agencies; construction planning, coordination, oversight; and supervision of professional, technical, and labor teams

up to 100 people; and development and participation in environmental initiatives such as the Salado Creek Restoration Council and the TMDL Steering Committee.

As an example of good staff relations, Ms. Conner promotes a "best practice" process that provides employees with monetary incentives in implementing improvement ideas. In this system, an employee or team of employees may submit an idea to improve a work process. Upon management approval, the employee must implement the improvement and document the results. With performance success and documentation, each employee receives a net (after tax) reward of \$1,000. Needless to say, this program has resulted in a number of successful employee-driven projects that have improved various work practices, effluent quality, and plant efficiency while decreasing costs and staffing requirements. On managerial issues, she was SAWS' leader in the development, management approval, and implementation of the Treatment Group Job Family Program that allows employees to advance on the basis of their education, experience, and skill levels at SAWS facilities. This Program has led to higher skill levels for employees, improved performance at the workplace, and lower staffing levels and operational costs. She has also been instrumental in the development of the Treatment Group Training Facility where she won management's approval for an interactive Training Program. In this program, SAWS training staff monitor training activities, record progress, and recommend advancement for employees who have successfully completed progress requirements. The program has led to significant improvement in the number of upper level certified operators in SAWS.

Ms. Conner is a champion of SAWS' Good Neighbor Policy. She chairs and promotes an active Neighborhood Relations Program that has received high commendations from citizens and elected representatives. The Program features regular neighborhood meetings, sanctioned and attended by community leaders, which are used to inform neighbors of upcoming projects, to solicit ideas and feedback, and to air any concerns or suggestions the community might have.

Ms. Conner has been a member of WEF and WEAT since 1985. She has chaired the local WEAT/AWWA Chapter of WATER FOR PEOPLE fundraising committee, has served as moderator and monitor at WEAT conferences, has regularly attended technical presentations in the local WEAT section, has been a speaker at WEF conferences, and has authored papers for WEAT conferences. She is also a member of the American Water Works Association (AWWA) and the Texas Water Utilities Association (TWUA) and holds membership in TWUA's Double-A Club. She has been honored as the Woman of the Year by the Coastal Bend Water Utilities Association and has received their Excellence Award in Wastewater. She has received Platinum, Gold, and Silver Awards from the Association of Metropolitan Sewerage Agencies. She has served on the Water & Wastewater Training Advisory Committee for Texas Engineering Extension Service (TEEX), on the Texas Natural Resource Conservation Commission's Solid Waste Training Committee, on the Corpus Christi Bay National Estuary Program Committee, on the Leon Creek and Salado Creek Restoration Councils, and on the Salado Creek TMDL Steering Committee. She has presented water related papers at Water for the 21st Century Conference (1984), TWUA Southwest Regional School (1998), AWWA National Conference (2001), and Texas Water 2003. In addition, she has made numerous presentations to Kiwanis Club, Lions Club, San Antonio Manufacturer's Association, neighborhood associations, and employee groups.

In addition to her professional duties, she serves her community and the world around her through participation in the following committees and volunteer service organizations: Charter Member of Water For People; Charter Member of Mitchell Lake Wetlands Society; Latin American Consortium; USDA-NRCS Earth Team Volunteer; Castroville Conservation Society; and Visiting Nurses Association Hospice Group.

Ms. Conner is an experienced professional in operations, public relations, and management in both the water and wastewater fields. She demonstrates her professionalism by continually implementing staff improvement ideas that have led to improved plant performance and lower operational costs. She has tirelessly worked to establish SAWS industry-leading Water Recycling Program and SAWS Aquifer Storage and Recovery Program. Her dedication has earned the respect of her peers.

2003 WEF GEORGE W. BURKE, JR. AWARD

...recognizes an active and effective safety program in municipal and industrial wastewater facilities. The recipient plant must have a documented and illustrated safety program and safety record for the preceding calendar year.

DOS RIOS WATER RECYCLING CENTER SAN ANTONIO, TEXAS

The San Antonio Water System's (SAWS) Dos Rios Water Recycling Center (WRC) was completed in 1987 and is the largest of San Antonio's wastewater treatment facilities. The plant uses a conventional activated sludge process and has a permitted capacity of 125 million gallons per day (mgd). Current plant flows are 55 mgd. The facility has the capability of processing up to 250 mgd peak flows. Historical plant performance indicates the Dos Rios facility achieves a 99%+ reduction of the Texas Commission on Environmental Quality (TCEQ) regulated effluent parameters of CBOD (biochemical oxygen demand), TSS (total suspended solids), and NH₃-N (ammonia nitrogen). Dos Rios consistently exceeds state requirements for effluent quality and was awarded the Platinum Award for five consecutive years without a permit violation by the Association of Metropolitan Sewerage Agencies (AMSA). The Dos Rios WRC operations staff mans the facility 24 hours a day, 7 days a week, 365 days a year, on 12 hour shifts. The maintenance staff - consisting of welders, mechanics, instrument technicians, computer technicians, and electricians - work a five-day week (Monday through Friday) with on-call personnel available at all times. The Dos Rios WRC has a machine shop capable of repairing and/or manufacturing many parts associated with the process machinery.

Dos Rios WRC has consistently maintained a Lost Time Injury Rate of 1.54 per 100 employees which is lower than rates typically reported by Texas (2.1/100 employees) and the Bureau of Labor Statistics (3.3/100 employees) for our industry. This is particularly significant since the Dos Rios facility has 138 employees. The rate for Dos Rios is based on 255,098 combined hours worked.

Emergency Response Plans are an important aspect in the safe operation of a wastewater facility. Dos Rios has formulated a comprehensive plan and sent a representative to a week long national EPA-sponsored Risk Management Program training and auditing course in Baton Rouge, Louisiana. The trend in the wastewater industry for response to chemical releases has been toward shelter-in-place rather than plant evacuation. A team of Dos Rios personnel has developed, conducted training workshops, and instituted a Shelter-in-Place/Evacuation Plan. All Dos Rios personnel have been issued personal copies of the WRC Emergency Evacuation/Shelter-in-Place procedures. They are required to review the plan and sign-off that they have read and understand the recommended procedures.

Dos Rios has hosted workshops with the San Antonio Fire Department's (SAFD) Hazardous Materials Response Team. As a result of one presentation, Haz-Mat certified operations personnel at Dos Rios and the other Water Recycling Centers participate in Haz-Mat preparedness training and drills with members of the SAFD Haz-Mat team. This cross-training would be a pro-active exercise that would strengthen the ability of the two agencies to respond to Haz-Mat situations and ensure the protection of the surrounding community. As a result, in 2001 all Dos Rios WRC operators received HazMat Technician certification training, and all operations personnel received certification as Incident Commanders and/or Primary Responders. In 2002, all previously certified personnel received refresher courses and SCBA fit-testing. In 2002, the Haz-Mat training program was expanded to include maintenance personnel as additional back-up responders in the event of an emergency.

All personnel at Dos Rios are required to complete a First Aid/CPR training class at least every three years. The course includes instruction on proper field responses to bites and stings, exposure to heat and cold, diabetic emergencies, poisoning, bleeding and shock, cardiac emergencies, burns, strains, bruises, and the use of Automated External Defibrillation equipment.

Dos Rios WRC has a comprehensive program designed to provide proactive and reactive strategies toward reducing variability in safety performance, thereby contributing to the achievement of an accident-free workplace. This SAWS Employee-Driven Safety Program is focused on employee participation, input, and feedback. The comprehensive, behavior-based program stresses Safety and Health Management Elements used by management to track trends in plant safety.

To further strengthen the commitment to safety, the Dos Rios WRC has an active Safety Committee, represented by a cross-section of facilities employees, that meets monthly to address safety concerns and formulate corrective actions. The Committee reviews workplace safety observations, near miss or accident reports, and provides input to solving any plant safety problems. The employee committee has issued a standing invitation to facility management and supervisory personnel to attend the meetings.

At Dos Rios WRC, operations staff received Level "B" encapsulating suits for chemical releases, upgraded their Self-Contained Breathing Apparatus (SCBA), purchased Robo Control auto-closing valves for the 1-ton chlorine containers and purchased Hand-Held chlorine/sulfur dioxide gas detectors. In addition, the facility has formulated and bound a complete, comprehensive, and regularly updated workplace chemical list and all Material Safety Data Sheets. These binders are located throughout the facility in all maintenance and operations areas and are readily available to all plant personnel for quick reference in the event of a chemical emergency.

Dos Rios WRC personnel attended a wide variety of safety training sessions ranging from technical job safety training to understanding prevention and behavioral safety concepts. All employee safety training hours are tracked by the Career Development Department at Dos Rios. The total contract hours of safety training accumulated over the past five years exceeded 2500 hours.

Under directive of the U.S.EPA after the threat to national security on September 11, 2001, all water and wastewater systems must conduct vulnerability assessments for both intentional and natural disasters. In compliance with this directive, a team of Dos Rios employees has been investigating security and vulnerability concerns. The team's findings are currently being evaluated and prioritized, and corrective and mitigation methods are being developed.

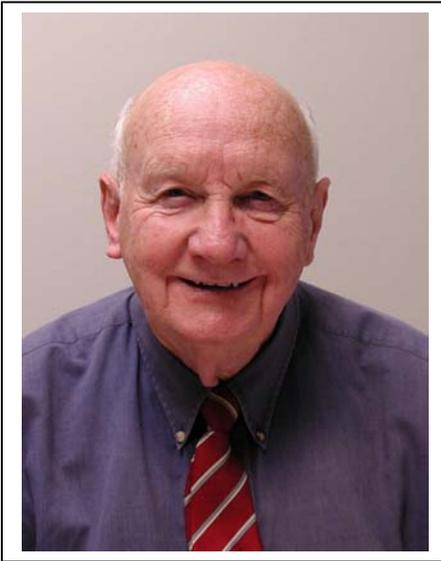
Because of the increase in requirements of federally mandated safety and risk management programs, Dos Rios WRC has established an Operations Specialist position whose sole function is to develop and coordinate safety plans and procedures. Responsibilities of this position include risk management planning, shelter-in-place/evacuation plan development and training, and interaction with local, state, and federal emergency response agencies. Additional duties include facilitating Safety Committee meetings and the Employee Safety Program.

Dos Rios WRC also stresses non-employee and public safety. For example, independent contractors involved in projects at Dos Rios are required to submit their own comprehensive company safety plans and documentation of safety meetings before instituting work within the facility. The Dos Rios staff also realizes the importance of community safety. In order to keep the community aware of potential safety implications of chemical releases and know the proper response, the facility provides emergency contact names and numbers and communicates plant procedures associated with chemical releases. The staff also conducts quarterly open forum meetings in the neighborhood to share information and address citizens' concerns. The facility keeps buffer property in good maintenance and emphasizes to plant personnel the importance of adhering to neighborhood speed limits and traffic laws. As an added boon to neighborhood safety, Dos Rios WRC has implemented non-pesticide control of flying insects around its drying bed complex through extensive use of Purple Martin colonies.

2003 WEAT LIFETIME ACHIEVEMENT AWARD

...presented to an individual who has demonstrated continual and tireless contributions toward the improvement of the water environment throughout a long and distinguished career in the wastewater treatment industry and in WEAT/WEF.

M. TRUETT GARRETT, JR., Sc. D., P.E.



From 1943 to 1945, Truett Garrett, Jr. served with the Air Corps of the United States Army and graduated as a pilot with a rank of 2nd Lieutenant. He then achieved a Bachelor of Science degree in Civil Engineering at the Agricultural and Mechanical College of Texas (A&M University) in 1948. He continued his education at the Massachusetts Institute of Technology in Cambridge, Massachusetts where he earned a Master of Science degree in Sanitary Engineering in 1949 and a Doctor of Science degree in Sanitary Engineering in 1952. He is a Licensed Professional Engineer in the state of Texas.

Dr. Garrett has dedicated his life to improving our water environment. He began his career with the Houston consulting firm of Garrett Engineering Company in 1952 by working on the water supply system improvements contract with the City of Clute, Texas. From 1953 until his retirement in 1994, he worked with the City of Houston's Department of Public Works and Public Utilities Department. During his 40+ years with the City, he held the positions of Design Engineer,

Department of Public Works Engineering Division; Assistant Superintendent of Sewage Treatment Plants and Sludge Disposal, Department of Public Works Sewer Division; Coordinator, Public Works Administration, Department of Public Works, in charge of operation of sewage collection and treatment facilities; Engineer VI, Manager of Quality Control and Research, Evaluation and Development Branch, Department of Public Works, Wastewater Division; Engineer VI, Manager of Wastewater Quality Control Branch, Department of Public Works, Utility Operations Division; Chief Engineer, Wastewater Quality Control Branch, Public Utilities Department, Wastewater Operations Division; Chief Engineer, Technical Director for Wastewater Operations Division Public Utilities Department; and Chief Engineer, Technical Director for Wastewater Operations Division, Department of Public Works and Engineering, Public Utilities Group.

Upon his retirement from the City of Houston Department of Public Works and Engineering in 1994, Dr. Garrett joined Espey, Huston and Associates, Inc. of Houston. As a Senior Consultant, he was involved in numerous engineering projects with the City of Houston's Department of Public Works and Engineering, Wastewater Operations Division, as well as projects in Ecuador and with the Texas Clean Rivers Program. He also served the University of Houston as a Lecturer (Wastewater Treatment Plant Design) with the Department of Civil and Environmental Engineering (1995) and Adjunct Professor and Lecturer, Department of Civil and Environmental Engineering (1995 to date). In 1998 to the present, he joined PBS&J in Houston as a Senior Consultant where he has been involved with numerous City of Houston projects relating to permit renewals for various wastewater treatment plants. He is also involved in the Texas Clean Rivers Program with the Houston-Galveston Area Council, Greens Bayou Intensive Survey and Wasteload Evaluation project. In this position he monitors laboratory and operating data from 40 City of Houston wastewater treatment plants to detect conditions that are potential threats of permit violation.

Dr. Garrett has shared his tremendous wealth of experience and information through his published papers and presentations in local, state, national, and international venues. A prolific writer, he has authored and co-authored over 41 different articles and publications and has made hundreds of presentations related to the water environment. Through his generosity with his time and talent, we have been given a valuable resource for present and future generations to use for our environment.

Dr. Truett Garrett's name is legend among his co-workers. He is known as an innovative scientist always on the leading edge of technology and its implementation to better serve the environment. His technical contributions and dedication to research have engendered numerous improvements in our water industry that are continually influencing our environment today. Throughout his career, he has mentored hundreds of young environmental professionals in the educational sector as well as the work environment. His willingness to share his knowledge and experience has led these young professionals to achieve their own levels of excellence. He has inspired them to strive toward higher goals in public service and industry to improve our environment.

By his own personal example through decades of numerous leadership and volunteer positions in most all of our industry groups, Dr. Garrett has actively encouraged everyone around him to go the extra mile through supporting these professional water-related organizations. He is a member of the American Chemical Society, the American Public Works Association, the American Society of Civil Engineers, the International Water Association, the Water Environment Association of Texas, the Texas Water Utilities Association, the Instrumentation Testing Association, the Texas Department of Health and Texas Water Commission, the Texas Commission on Environmental Quality (formerly TNRCC), and the National Council on Public Works Improvement. He has held various positions as officer and committee chair for most of them.

2003 WEAT WINFIELD S. MAHLIE AWARD

...recognizes a member of WEAT who has made significant contributions to the art and science of wastewater treatment and water pollution control.

DONNA K. LONG, P.E.



Donna K. Long graduated from Texas Tech University in Lubbock, Texas in 1983 with a B.S. in Civil Engineering. In 1989, she obtained the State of Texas professional Engineering License. In 1984, she joined the City of Dallas Water Utilities as an assistant engineer in the pipeline design section. She designed and supervised installation of approximately 90,000 linear feet of new water and sewer mains, ranging from 6-inch to 48-inch diameter pipes. The projects involved relocation of existing mains, replacements of deteriorated mains, and new mains to increase service capacity. Currently, she is the Senior Program Manager for Wastewater Facilities Project Management for the City of Dallas Water Utilities.

In the position of Program Manager, she is responsible for identifying facility needs and implementing improvements to address these needs. Additional duties include oversight and management of a team of engineers and project managers and responsibility for management of nearly 45 million dollars annually in capital improvement funds - one of the more aggressive wastewater facility capital improvement programs in the country. A good steward of public monies for all projects, she is a master of the "balancing act" and does careful reviews with the consultants, her staff, and the plant staff to ensure the most beneficial solution at the lowest cost. She directly supervises a group of 13 staff members charged with various wastewater utility engineering functions including technical and capacity studies, facility process and equipment evaluation, design, construction inspection and management, commissioning and testing of wastewater facilities. She has commissioned many pilot studies for new and emerging technologies in wastewater treatment technology. She has been responsible for incorporating the results and recommendation of these studies in the design of wastewater facilities. Specifically, she has been responsible for such projects as: construction of new chlorine contact basin for increased disinfection capacity; replacement of most process equipment with newer and more efficient equipment; design of new digesters at the Dallas Southside WWTP including design of three, two-phase anaerobic digesters for minimum digester volume; construction of new and automated sludge transfer pump station and forcemain to Southside WWTP; odor control at the headworks of the Dallas Central WWTP to provide odor control using biofilter with synthetic media; and construction of chemical storage facility with spill containment to expand storage capacity and provide containment for chemical spills using a single scrubber for both chlorine and sulfur dioxide. Under her leadership, innovative facility designs by her department have won numerous regional and national awards, and the resulting facility expansions/modifications and process improvements have enabled the treatment plants to operate free of permit violations.

Ms. Long has been an active member of the Water Environment Federation and the Water Environment Association of Texas since 1991 and has contributed countless hours of volunteer service to the organization. She has participated actively in ensuring the organization achieves its mission to educate the public on environmental issues. She was an active member of the WEAT Public Education Committee for several years and provided brochures and other information to the public during Earth Day and Drinking

Water Week. To date, she has participated in teacher training workshops in San Antonio, Dallas, and Austin to train approximately 120 area science teachers to instruct pupils on drinking water and wastewater treatment technologies. She has frequently assisted in organizing seminars and conferences for the organization. She served as registration coordinator for the annual WEAT conference for three years and served as Co-Chair for Texas Water 2000, a state conference co-sponsored by both WEAT and Texas Section American Water Works Association that exceeded all previous records for attendance and revenues. She served three years as chair of the WEAT Membership Committee. She actively supports the local North Texas Section of WEAT, served as treasurer for two years, and is its current Vice President. With one single exception, she has faithfully attended every WEF annual conference since 1992.

In her efforts to further community outreach and public education activities, Ms. Long made presentations over a three-year period to schools as part of the Dallas Water Utilities Public Education Effort on preventing water pollution. In 2002, she assisted in the Xeriscape Tour to educate the public on landscaping to reduce water usage. Because all project specifications mandate training for plant personnel on the technology and operation of new and/or modified facilities, Ms. Long contributes to the technical knowledge of her team members and herself by arranging vendor and engineer-sponsored in-house seminars dealing with in-house technological training for wastewater treatment. Ms. Long personally and continually strives to increase her technical knowledge and training capabilities through attending technical/professional courses, seminars, and vendor presentations.

She has authored/co-authored/presented numerous technical papers dealing with various aspects of wastewater treatment and resource utilization. At WEFTEC 96, she was primary author of the paper entitled "The Dallas Vision To Better Use The City's Most Important Resource: The Trinity River". This presentation assessed the state and importance of the river, both technological and economic, to the City of Dallas. The paper presented a conceptual plan to transform the river corridor to a valued and beneficial resource. In a separate presentation, she co-authored the paper "Achieving Water Quality, Environmental and Flood Control Objectives in an Urban Levee Project" which addressed the effort involved in reconciling opposing objectives from environmental groups, citizens, business, and regulatory agencies into a comprehensive project to provide flood protection for the Dallas Central WWTP. Other papers co-authored by Ms. Long have included: "Dallas Sees Benefits of Good Screening and Grit Removal" to assess the benefits of construction of a screening and grit facility at the Dallas Southside WWTP; "Full Scale Testing for Ammonia Removal Using an Anoxic Zone at Dallas, Texas" to present specific design features for basin modification and the results of such modification on effluent quality; "No, You Are Not Stuck with Complete Mix Activated Sludge System" to present design changes needed to accommodate biological nutrient removal in the existing aeration basin at the Dallas Southside WWTP; and "Disinfection Alternatives Evaluation for Dallas Southside WWTP" to examine alternatives available for effluent disinfection in existing facilities at the Dallas Southside WWTP.

Ms. Long has been recognized many times during her career for her dedication to excellence and knowledge. In 2002, she and her team for the Dallas Southside WWTP facility received the Engineering Excellence Award (Environmental Category) from the Texas Council of Engineering Companies. In 1998, she and her team received the National Excellence in Construction Award of Merit from the Association of Builders and Constructors (Public Works Environment) for the Dallas Southside WWTP grit removal facility. Ms. Long has personally received commendation from the Dallas City Council for her work on flood protection levees for the neighborhoods of Rochester, Cadillac Heights, and the Lamar Street area. She has received numerous City of Dallas awards for excellence in service beyond the call of duty.

2003 WEAT MUNICIPAL WASTEWATER TREATMENT PLANT OF THE YEAR

**...presented to a municipal wastewater treatment plant in Texas that has
consistently exhibited outstanding performance of daily activities
beyond the normal call of duty.**

DOS RIOS WATER RECYCLING CENTER SAN ANTONIO, TEXAS

Dos Rios Water Recycling Center (WRC) is the San Antonio Water System (SAWS) wastewater treatment plant flagship, treating approximately 60 million gallons of raw sewage per day. The performance of the Dos Rios WRC consistently exceeds regulatory requirements. The Dos Rios WRC has continually met the discharge parameters established by U.S.EPA and the TCEQ and has not had a permit violation in over eight years. The facility has maintained a perfect compliance record in spite of two 100-year flood events over the last five years. The WRC consistently produces effluent with concentrations of CBOD, PSS, and NH₃-N far below permit limits. In 1999 Dos Rios was awarded the AMSA Platinum Award for five consecutive years of perfect permit compliance, and a second plaque was awarded this last November.

The current plant has a design capacity much larger than current flows which can sometimes impede the operation of a facility; however, the staff of Dos Rios optimized this situation by devising new operating procedures which allowed the facility to continue to meet permit requirements and even reduce the electrical consumption for the facility, reducing operating costs. The improvement in river ecosystems in the San Antonio River Basin is directly attributable to the Dos Rios WRC's consistent, high level of performance.

The Dos Rios WRC uses a customized database application for historical record-keeping and generation of annual reports. The tool was developed by in-house applications programmers working closely with operations and management personnel. The application is custom-tailored in every way, and the underlying database contains all daily operational data generated by the plant since the facility went online in 1987. The program is used by operators and managers to produce a variety of reports related to operational performance, regulatory compliance, costs, and historical trends. It is accessible to all operators and managers at all the SAWS Water Recycling Centers.

Employees at Dos Rios WRC have compiled an outstanding safety record for the previous year as well as winning national excellence awards for permit compliance and producing high quality recycled water. The development and implementation of numerous safety-related initiatives has been a collaborative effort that included all levels of the facility's staff. In the last year, the facility has developed an effective employee safety program, encouraged an active safety committee, provided many job safety enhancements for employees and contractors, and provided numerous safety-training opportunities. The program is designed to provide proactive and reactive strategies that move toward reducing variability in safety performance, thereby contributing to the achievement of an accident-free workplace. The program is focused on employee participation, input, and feedback. Additionally, the staff has developed a comprehensive Emergency Response and Evacuation Plan and initiated a partnership with the San Antonio Fire Department HAZMAT Response Team to ensure the highest level of employee and public safety. A Disinfection Alternatives Study has been commissioned, and a Vulnerability Assessment has been completed. Continuous training is an integral part of WRC employee safety awareness. In an effort to augment this training, WRC has compiled a comprehensive portfolio of available safety courses, with a

resultant number of classroom hours in 2001 exceeding that of any previous year. All employees at Dos Rios are required to complete a first Aid/CPR training class, including instruction in the use of automated external defibrillation equipment, at least every three years. In 2001, all Dos Rios operators received HazMat Technician certification training, and all operations personnel received certification as Incident Commanders and/or Primary Responders. In 2002, previously certified personnel received refresher courses, as well as SCBA fit-testing, and the training was expanded to include maintenance personnel. Complete, comprehensive, and regularly-updated chemical lists and all Material Safety Data Sheets are located throughout the Dos Rios facility in all maintenance and operations areas. The plant is conducting a Disinfection Alternatives study to evaluate methods to replace chlorine and sulfur dioxide for effluent disinfection. With 138 employees and 255,098 combined hours of work, Dos Rios WRC has consistently maintained a Lost Time Injury Rate of 1.54, lower than the reported Texas rate of 2.1 and the Bureau of Labor Statistics rate of 3.3.

The Dos Rios WRC staff is comprised of personnel with many different roles and skills. Professionals involved in operations, maintenance, management, engineering support, training, and administration all work together to keep Dos Rios performing at the optimum level at all times. The facility currently boasts 33 State-certified wastewater operators on staff. The facility's exemplary record of environmental protection and regulatory compliance is a result of dedication and teamwork among all staff levels.

SAWS has established a continuous improvement process in the WRC that has benefited the citizens of Bexar County and the communities downstream. As a result, the WRC continually goes above and beyond what is required by regulations. For example, WRC has successfully passed 50+ consecutive biomonitoring assays of stream habitat by the TCEQ. In June of 2002 biologists discovered near the Dos Rios effluent discharge the presence of Log Perch, a species unseen in the San Antonio River for many decades. The Log Perch is related to the endangered Fountain Darter and is highly sensitive to stream quality. The very presence of this sensitive form of wildlife at the mouth of WRC's discharge is evidence that Dos Rios has been discharging very high quality effluent for an extended period of time and that it has improved the aquatic habitat to the point where such sensitive species can return.

Along the lines of community relations, Dos Rios WRC staff realized the importance of fostering community participation and building community confidence. The staff encourage citizen tours, and since January of 2000 over 3000 citizens - plant neighbors, boy and girl scouts, schools, foreign visitors, government agencies, and community groups - have toured the facility. The staff also conducts quarterly neighborhood meetings to share information and address neighborhood questions and concerns. These open forum meetings make the participants feel free to interact with plant staff. One positive result of a recent meeting was the establishment of a "litter patrol" manned by plant staff to maintain cleanliness of Valley Road leading up to the plants. These kinds of small efforts by the plant mean public support among its neighbors.

Another benefit to the citizens of Bexar County is the control of insects in the surrounding environment. Dos Rios historically addressed drying bed vector problems by application of pesticides. This costly and relatively ineffective process posed both safety and health issues to plant personnel. As an alternative, plant personnel designed a program to eliminate these pesticides while still controlling the insect populations. Dos Rios introduced parasitic wasps and Purple Martin colonies to the drying bed complex, and the need for pesticide application has been totally eliminated.

Dos Rios WRC also goes the extra mile for employee satisfaction. The operators and maintenance mechanics at the facility have the ability of self-promotion through meeting the requirements of their respective "Job Families". Job Families are structured to allow these personnel to set their own timetable for meeting advancement requirements. There is full-time training staff available for job family members to contact for assistance and guidance. The self-promotional Job Family concept was developed by plant operators and maintenance mechanics who set the requirements and guidelines for advancement. This concept of self-promotion has been extremely successful.

In addition to local concerns, Dos Rios staff is working with state and federal regulatory agencies to develop a new municipal wastewater discharge permitting paradigm that will become a new standard for

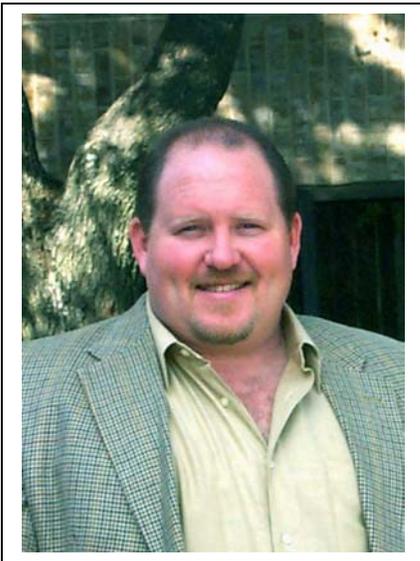
TPDES permits. The concept involves developing a single "integrated municipal permit" for multiple facilities with multiple stream discharges and reuse customers.

As a witness to the dedication of employees at Dos Rios WRC to go the extra mile, the plant staff was able to keep the plant online during the critical rains of July of 2002. With average annual rainfall in San Antonio of about 30 inches per year, the City experienced a 500-year flood when over 30 inches of rain fell in less than one week. Even though the Medina River, where Dos Rios discharges its effluent, rose to record levels and threatened plant operations, the plant continued to operate in full compliance throughout the entire flood event.

2003 WEAT OUTSTANDING MUNICIPAL OPERATOR OF THE YEAR

...presented to a municipal wastewater treatment plant operator in the State of Texas who has demonstrated outstanding professionalism at his/her facility and has performed his/her duties tirelessly and with dedication to the betterment of the water environment. The nominee must be a member of WEAT and must maintain a current operator's license in the State of Texas. He/she shall be involved in the day-to-day activities at a single plant for at least one year preceding the nomination. The operator shall continually strive to improve professionally through training seminars and classes and shall actively participate in education of the public through such as activities as plant tours.

JOHN BENNETT



Literally “having grown up” in this industry, John has been employed by the Trinity River Authority (TRA) since the day after he graduated from high school in 1986. John was hired as seasonal grounds care employee for TRA's Central Regional Wastewater System (CRWS) on June 1 and promoted to Maintenance Mechanic I on June 21, 1986. As a mechanic, he developed a reputation for being the person who could get the job done. Through his skill, intelligence, and perseverance, he was promoted to the position of Chief Maintenance Mechanic just three years later. Since June of 1986, he has accrued 608 hours of TCEQ-approved training hours. He earned his “A” Wastewater License in August of 2000 and Graduated Phi Theta Kappa from Tarrant County College with his AA in Management in December of 2001. He has been awarded a V. M. Ehlers Scholarship and is currently working on his undergraduate degree in Management at Northwood University.

Mr. Bennett played a key role in the development of a very successful maintenance department at TRA's CRWS 162 MGD facility. His leadership abilities have resulted in his serving at a supervisory level in every maintenance-related division within the system's 162 MGD facility. He was very instrumental in the development of the plant's Overhaul and Machine Shop. With his extensive knowledge of the plant's operational processes and with a close working relationship with the operational staff, he has provided numerous innovative ideas for changes to operational equipment design at the plant that resulted in optimization of the treatment process. His overall knowledge of maintenance procedures and process control has allowed him to serve as a technical advisor to operators at CRWS as well as several other facilities state-wide.

Having accumulated over 500 hours of TCEQ approved training, Mr. Bennett uses his training abilities to the benefit of others in the water and wastewater industry. In 2000, his expertise led to his being selected to develop and expand the personnel training program at the facility. He works closely with managers of the Operations, Maintenance and Technical Services Departments to create training programs specific to

the technical requirements of each. The training program he developed has received TCEQ "Approved Provider" status. With his encouragement and support, two other CRWS personnel have completed training and have become approved instructors as well. To enhance his training skills and to provide expanded safety training for CRWS employees, he also became an approved instructor for First Aid/CPR with the National Safety Council.

In addition to his responsibilities as a Chief Mechanic, Mr. Bennett is both a team member and team captain of the TRA "CRWSers", the plant's Operations Challenge team, since it began competing in 1995. They have since been fortunate enough to place 2nd in WEAT state competition in 1996, 1997 and 1st place in 1998 through 2002. Regionally, they have finished first in all but one of the past five competitions. The "CRWSers" have demonstrated success nationally by placing either 2nd or 3rd for the last five years in WEF's highly competitive Division I category at WEFTEC. In addition to competing, the "CRWSers" have performed several safety related demonstrations for the Texas Water Utilities Association (TWUA) Regional School, Arlington Fire Department and the Texas Safety Association. He has encouraged all the members of the TRA "CRWSers" to become TCEQ wastewater licensed, and by 2001, all the team members but one had achieved the "A" status.

John became an approved instructor for TCEQ accredited courses in 2000 and for First Aid/CPR for the National Safety Council in 2001. He has volunteered to instruct Utilities Safety at the TWUA's North Central Texas Regional School since 2000 and has served as a co-instructor at the TWUA short school for the Pump and Motor Maintenance Course from 1990 through 1992. At this same school in August of 2000 he organized a joint training and testing program that paired a 40 hour Wastewater Technologies course (instructed by TEEEX) with an on site TCEQ testing day immediately following the training. This has become an annual event with 23 of the 32 attendees from North Texas earning their "A" license. The pass rate for this training/testing day has been 71.5%, as opposed to the state average of 45% for the same time frame. According to Susan Hier of the TCEQ, "This program has been very successful, especially when you look at the statistics as compared to that of the state average". Additionally, John teaches TCEQ and National Safety Council approved wastewater, safety and instructor development courses statewide as a contract instructor for Ron Exely's training company, Eagle Training Resources.

John Bennett has been a WEAT member since 1985. He has contributed numerous hours in service to the Association. He helped develop and implement WEAT's Safety Committee and currently serves as chair of the Committee as well as editing WEAT's *Safety Scene* newsletter. This committee has become very active in recent years. Hosting safety-related technical sessions at Texas Water 1999 and 2000, they produce a bi-monthly safety newsletter, "The Safety Scene", and John authors safety articles for the WEAT publication, the "Pipeline". In February of 2002, John organized a one-day WEAT sponsored Safety and Security Conference for Water/Wastewater Utilities. He taught the Safety Course at the TWUA Regional Schools from 2000 through 2002.

He was honored at Texas Water 2000 with a Golden Shovel and enlisted into the esteemed group of the "Select Society of Sanitary Sludge Shovelers" for being the top recruiter of new WEAT/WEF members. At Texas Water 2001, WEAT President Mary Evans recognized him with a WEAT Service Award. He also provided guidance to the WEAT and Texas Section American Water Works Association Texas Water planning committee when representing the WEAT PWOD on behalf of the Operations Challenge. Recently, he volunteered as a subject matter expert for the TCEQ, analyzing job tasks of wastewater and collections system operators. Finally, he is the WEF Awards Chair for the Operations Challenge competitions and represents the WEAT as a member of the WEF Safety Committee.

Prior to September 11, 2001. Mr. Bennett had the responsibility of organizing and conducting plant tours for local schools, colleges and organizations. Since September 11th, in respect of present security concerns, he has developed a presentation highlighting the flows and processes of CRWS while leaving out security-related details. The presentation is used for the aforementioned groups in lieu of hosting tours on-site.

John is currently involved with the redevelopment of an active training program at CRWS. He is working closely with Management to develop training programs specific to the technical skills of the employees

working in the Operations, Maintenance and the Technical services departments. Additionally, he is serving as the coordinator for the Authorities Northern Region security implementation team.

John Bennett married his lovely wife Cynthia in 1988. They have two children, Ryan and Allison. He is very active in youth sports, volunteering as an assistant coach for girls fast pitch softball since 2000 and as a manager for Little League baseball for eight years. In 2000 he organized and became manager of his son's high school summer/fall baseball program. He is currently the Vice President of the James Bowie High School Baseball Booster Club.

Post Script: WEAT is pleased to announce that John Bennett has recently been promoted to the position of Acting Manager of the TRA Denton Creek Regional Wastewater Treatment Plant. He is maintaining his involvement with WEAT committees and with Operations Challenge and with the WEAT Safety Committee at his new location.

2003 WEAT EMERGING LEADER AWARD

...presented to a young member of WEAT who has provided outstanding service in support of the Association in the form of committee involvement, recruiting, volunteer time, event participation, or other contributions. The recipient shall be under 36 years of age at the time of nomination, shall have served on at least one state or section or ad-hoc committee, and shall have not previously won a WEAT award.

DENNIS LASKOWSKI



Dennis R. Laskowski received a B.S. in Civil Engineering from the University of Texas at San Antonio where he was a Cum Laude graduate. While attending and upon completion of college, he worked with the Texas Department of Transportation (1998) and then with the San Antonio Public Works Department (1999-2001). He has been employed with the San Antonio Water System (SAWS) since 1999 as an Engineer in Training. At the present, he supervises, develops, and directs personnel in the design of water and sewer mains. In addition, he writes technical specifications and letters along with preparing contract documents, plans, and calculations in accordance with TCEQ rules and regulations and SAWS and COSA specifications. He coordinates with other utilities for permits and utility locations for individual projects. He performs calculations for water and sanitary sewer related projects for the System's Replacement and Improvements Division. In addition, he works with the survey and operations department on temporary assignments. His duties have included the development

of Annual Construction Contracts for operations and scheduling of asphalt, concrete, and trenchless technology projects and coordinating of work for the survey department. His future plans include achieving registered professional engineer status and becoming a licensed water operator.

Mr. Laskowski devotes a substantial amount of his time to the betterment of the environment through his involvement with professional organizations. He is a member of the American Society of Civil Engineers, the American Water Works Association, the Golden Key National Honor Society, the Texas Society of Professional Surveyors, and the Water Environment Association of Texas. Within WEAT, he has served his local section as Chapter Secretary (1999-2002) and currently as Chapter Vice president (2002-2003). Since joining WEAT in 1999, he has been instrumental in keeping the section together and moving forward. He initiated the section's quarterly newsletter, has maintained the mailing list, and has managed the section's finances. In his role as newsletter editor, Mr. Laskowski sought out articles that would be of interest to WEAT members and solicited corporate support to help cover the cost of publishing. By managing the mailing list, he has made sure that the section members are informed of upcoming events. He constantly encourages the section to do more for its members in both education and social aspects. In addition to his section activities, he served on the local host committee to help organize San Antonio's Texas Water 2002 conference. His biggest contribution to the committee was to recruit and garner support from SAWS to ensure the success of the event.