

**WATER ENVIRONMENT FEDERATION**

**OUTSTANDING SERVICE AWARD**

**OUTGOING WEAT PRESIDENT 2007-2008**

**...recognizing an individual who have made outstanding contributions to the water environment profession and to the Federation and its Member Associations.**

**Rajendra P. Bhattarai**

Raj Bhattarai served as the President of the Water Environment Association of Texas (WEAT). He received his Bachelor of Technology degree in Civil Engineering from the Indian Institute of Technology, Kanpur, India in 1976, and his M.S. in Environmental Health Engineering from the University of Texas at Austin (UT) in 1980. That year he started working for the Texas Department of Water Resources, a predecessor of the Texas Commission on Environmental Quality.

Since 1984, Raj has worked for the City of Austin Water Utility. He was the project manager for the expansion of Austin's largest wastewater treatment plant, and a full-scale demonstration study for biological nutrient removal, and worked on reclaimed water programs, treatment plant re-rating, water quality studies, and numerous permits, studies, grants, and research projects.



Raj currently manages Austin Water Utility's Environmental and Regulatory Services Division. In addition to overseeing research projects, TMDL and water quality management, assisting treatment plants with operational process issues and troubleshooting, tracking environmental regulations and legislation, and ensuring regulatory compliance, he and his team are liaisons to regulatory agencies, environmental, professional and research organizations, and manage the activities of the Center for Environmental Research, a consortium of the City of Austin, UT, and Texas A&M University. Raj is a frequent guest lecturer for several classes in environmental engineering and at UT's LBJ School of Public Affairs. He also teaches short courses at UT.

Raj has been a member of the Water Environment Federation (WEF) and WEAT for over 30 years. He was a WEF Program Committee Member (1986-1991) and WEF Successful Biosolids Practices Task Force Member (1990-94). Raj served the Central Texas Section of WEAT as Treasurer (1993-1996), Section Representative (1996-1999), Vice President (2001-2002), President Elect (2002-2003) and President (2003-2004). He has served WEAT as a Technical Program Committee Member (1990-Present) and Chair (1997-1999), Membership Committee Chair (1994-1997), Conference Management Chair (1995-1996 and 2005-2006), Utility Management Committee member (2003-2006), Municipal Waste Treatment Committee Member (2007-Present), Water Reuse Committee Member (2007-Present), Vice President (2005-2006), President Elect (2006-2007) and President (2007-2008). Raj serves as a

Project Subcommittee Member of the Water Environment Research Foundation on several research projects. He has nearly 40 presentations and publications to his credit. Raj is an active member of the National Association of Clean Water Agencies (NACWA), and served as the 2001 President of the Texas Association of Clean Water Agencies. A recipient of WEF's George W. Gascoigne Medal (1992) and the Arthur Sidney Bedell Award (1998), he is a licensed professional engineer and a Diplomat of the American Academy of Environmental Engineers.

**WATER ENVIRONMENT FEDERATION**  
**SERVICE AWARD**  
**OUTGOING WEF DELEGATE 2004-2007**

**...in honor of dedication, outstanding service, and tireless efforts in support of the objectives of WEF and WEAT.**

**Betty Jordan**



## WATER ENVIRONMENT FEDERATION

### 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.**

#### **Richard W. Eason**

Richard W. Eason grew up in San Antonio then earned a Bachelor of Arts degree in Biology/Chemistry at The University of Texas at Austin. He began his career in 1975 in water and wastewater product development with Enviroquip, a plant equipment manufacturer based in Austin, Texas. He became involved in facility start-up and troubleshooting and eventually became head of field operations. He spent almost two years with the company in Puerto Rico building eighteen wastewater plants and developing bilingual O&M manuals for each of the plants along with a training program for their operators. In the 1980's, he also owned and managed Easop Services, a plant operations company that operated several water and wastewater systems north and west of Austin. He has held Double "A" Certification in Water and Wastewater Operations since 1980.



Richard has been the General Manager of Lakeway Municipal Utility District for the last fifteen years. In that capacity, he manages a staff of twenty who serve over 3,900 connections with a service population of 10,000. The District operates surface water treatment facilities to produce six million gallons of drinking water per day for distribution to three pressure planes. The District's wastewater recycling facilities collect and treat 1.2 MGD for total reuse as landscape irrigation. As General Manager, he has overseen the development of land use plans, facilities needs assessments, capital improvements plans, two separate successful bond elections, bond sales, and the construction of District plant upgrades in excess of \$15,000,000. As a result of his strong advocacy for water reuse, he has developed an innovative and practical automated evapotranspiration analysis and control system for the District's landscape irrigation. He developed a submittal for one of his facilities that won the Water Environment Association of Texas (WEAT) Municipal Treatment Plant of the Year Award in 2004.

Richard is active in organizations supportive of the water environment industry. He has been a member of the American Water Works Association since 1993. He is Past-President of the Highland Lakes Water Utilities Association. He is on the board of Protect Lake Travis Association, and Texas Water Research Foundation. He is a member of the Highland Lakes Group. He served on the Lower Colorado River Authority Water Management Plan Advisory Committee.

A Water Environment Federation (WEF) member since 1976, he is Past President of the WEAT Central Section and of WEAT. He is a member of the WEF Quarter Century Operators Club, and currently a WEAT Delegate to WEF, and serves on the WEFTEC Advisory Committee. In 2000, he chaired a WEAT Central Section committee that developed a seminar on the proposed chapter 217 Texas Domestic Wastewater Rules. While these rules have yet to be promulgated, the success of that seminar gave the Section ample financial strength. Following that, he chaired a committee to host a summer social meeting on the Flagship Texas on Lake Travis. This summer social meeting has become an annual event now held jointly with the local TAWWA chapter. His activities with the local Section have been continuous for the last ten years, and he has rarely missed a local Section meeting. He served as Central Section Representative to WEAT from 2002 until 2005. He attends local Section board meetings, and assists in the selection of the speakers for Section meetings. Last spring he was asked to reprise his first local leadership role and be on the ad hoc committee to develop a new seminar on the most recent proposed changes in the 217 Texas Rules.

At the State level, beginning in 2001, he served two years as the Technical Program Vice-Chair, then two years as Technical Program Chair for the annual Texas Water™ conference. He developed a voluminous guidance document and database template for future Technical Program Chairs, and continues guidance for that committee. He has presented technical papers at several TWUA meetings as well as at the annual Texas Water conferences on the topics of water reuse, distributed control systems, and on the demonstration project for an aerial effluent disposal system on cedar breaks in Lakeway. He has moderated Instrumentation & Control and Reuse technical sessions.

He chaired an Ad Hoc Committee to review and implement changes to Texas WET, the bi-monthly WEAT magazine. Since 2003, he has served as WET Tech Talk editor for selecting two technical articles for each Texas WET's Tech Talk (and getting the authors to meet the copy deadline).

In 2004, he served on a WEAT Ad Hoc Finance and Budget Process Committee. He developed a comprehensive review of the prior five years of budgets vs. actuals, and with the Committee made sweeping changes in the budget process and accounting methodologies. He was elected Vice President of WEAT. He hosted and moderated a two-day WEAT Long Range Planning Committee meeting with a group of WEAT leaders.

In 2002, Richard served on the WEAT Ad Hoc Administrative Committee that established an employee manual and annual performance reviews for the then new Executive Administrator. Since 2004 he has chaired the WEAT Website Committee. Initially he held a review of the website mission and goals and reviewed webmaster/provider alternatives. He was a force behind the promotion for and eventual selection of the first WEAT Executive Director. He was presented the Premio Jack Huppert Award for 2006 by La Sociedad Mexicana de Aguas, A.C. in Monterey, Mexico. He has nominated and written letters of support for a number of WEAT and WEF awardees. During his year as President, the Awards Committee compiled and submitted materials for, and won the WEF Outstanding Member Association of the Year.

Since 1999, he has not missed any Texas Water or WEFTEC expos and has only missed one quarterly WEAT Board meeting since becoming Section Representative in 2002. He has attended one WEFMAX meeting each year since 2004. Similarly, he attends Leadership Day at WEFTEC.

Richard Eason is a strong supporter of the local Central Section, WEAT and WEF. All of his wastewater employees are WEAT/WEF members. For his involvement with WEAT, he has enjoyed the full backing of the Lakeway Municipal Utility District Board of Directors, as well as engaged the assistance of his office staff to amplify his effectiveness serving WEAT. He understands member needs and expectations from WEF. He works to convey WEF activities and aspirations to the WEAT leadership and members.

WATER ENVIRONMENT FEDERATION

**WILLIAM D. HATFIELD AWARD**

**...recognizing operators of wastewater treatment plants for outstanding performance and professionalism.**

**Orren E. West, Jr.**

Orren E. West, Jr. began his career in the water profession in 1988 as a wastewater plant operator for the City of Luling. In 1990 he went to work for the City of Austin as a Plant Operator at the Hornsby Bend Biosolids Management Plant. Orren was promoted to a Control Room Operator I in March 1991, to a Control Room Operator II in 1992, to the Treatment O&M Supervisor in February 2001, and to the Treatment Plant Superintendent in August 2004 at the Hornsby Bend Biosolids Management Plant. In 2007, Orren was promoted to the Division Manager of the Wastewater Treatment Division. He has held a Class A Wastewater License from TCEQ since 1995. Orren has contributed selflessly to his coworkers, his facilities, his Utility and to the clean water profession.



As the Division Manager of Wastewater Treatment, Orren is responsible for the operations and maintenance of three facilities: the Walnut Creek Wastewater Treatment Plant, a 75 MGD activated sludge treatment plant; the South Austin Regional Wastewater Treatment Plant, also a 75 MGD activated sludge treatment plant; and the Hornsby Bend Biosolids Management Plant where all sludge from the City of Austin wastewater treatment plants are treated and beneficially reused. Hornsby Bend, where Orren has spent most of his career, is a 1200 acre facility with anaerobic digesters, composting operations and land application operations. This facility houses the Center for Environmental Research allowing for environmental research with the University of Texas at Austin and Texas A&M University. The compost product, Dillo Dirt, recycles yard waste collected by the City of Austin Solid Waste Services by composting with the biosolids. This facility has received local, state and national awards for environmental excellence including twice winning the Environmental Protection Agency's first place national award. Each year that Orren was the Superintendent of the facility, new records were set for sales of Dillo Dirt.

In 1997, Orren began competing with the Austin Water Utility team, Austin Blues, in the Operations Challenge. Orren progressed from competing to helping develop new teams through coaching and encouraging their participation. The Operations Challenge has opened up new and exciting possibilities for all of the clean water professionals who actively participated.

Orren has increased his involvement in the Water Environment Association of Texas over the years. He is a member of the Biosolids Committee. This year, Orren has expanded his participation in co-chairing the Operations Challenge Committee.

Orren West is committed to the wastewater treatment operations that protect and restore the environment. He is willing to guide the next generation into the practice of creating a cleaner and green environment through practices and outreach.

## WATER ENVIRONMENT FEDERATION

### GEORGE W. BURKE, JR. AWARD

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

#### **Central Wastewater Treatment Plant City of Dallas Water Utilities**

The staff of the City of Dallas' Central Wastewater Treatment Plant (CWWTP) is charged with effectively, efficiently, responsibly, and safely operating and maintaining one of the largest advanced treatment facilities in the state of Texas. CWWTP is a part of the wastewater treatment system owned and operated by the City of Dallas to convert the wastewater effluent of approximately 1.2 million City residents and eleven customer cities into a product that is safe for the environment. The total



Gary Strong, Mark Fleet, Chris Kaataty, WEF President-Elect Rebecca West and Joe Lopez

wastewater system consists of over 4,000 miles of effluent collection piping and two treatment plants. The CWWTP is permitted by the Texas Commission on Environmental Quality (TCEQ) to treat an average of 132 million gallons per day (MGD). This plant originated in 1917 and today has developed into a modern facility on 300 acres with an estimated value of approximately \$750,000,000.

Safety is a top priority at the CWWTP as can be seen from the results for 2007. During the last 12 month period, the 97 full-time employees working at this plant have not had a lost-time incident. The employees, supervisors and administration are very proud of this outstanding achievement and are working to extend this perfect record.

All of CWWTP's employees realize that safety is an individual commitment that must be considered at all times. This commitment starts at the field level and is fully supported by the supervisors and management staff. The Safety Program at the CWWTP consists of five primary areas of responsibility.

**Employee Training:** The employees at the CWWTP receive frequent safety training from three sources: internal City training, training by consultants/contractors, and plant field training. Internal City training is implemented by the Dallas Human Resources Department which has the responsibility for the safety

of the employees city-wide. The Plant employees also include frequent training by consultants hired by the City and specialized training by contractors working on projects for the City. Additionally, the Plant also utilizes frequent "tailgate safety training." These are short safety discussions given by the field supervisors at the start of work sessions to refresh the importance of acting and thinking safely and to review specific safety procedures for tasks that the employees may be preparing to perform.

**Safety Leaders:** The CWWTP creates safety leadership in the field through the supervisors and the Plant Emergency Response Team. This team consists of volunteers who are specifically trained in dealing with potential accidents or issues involved with the most hazardous areas of this plant: confined spaces, the chlorine process area and the sulfur dioxide process area. This team is fully schooled in first aid, the use of SCBA equipment and rescue procedures. They receive a minimum of 40 hours of training annually. In addition to their training, these individuals provide a very important role in assisting the supervisors to ensure that all employees receive proper guidance and training in recognizing potential safety hazards and preparing for them.

**Job Safety Analysis:** The Job Safety Analysis (JSA) are a series of procedures that need to be followed to ensure the safe operation and maintenance of each piece of equipment. Additionally, they provide a written analysis of the potential safety hazards that exist with steps to be followed in case of emergency. The JSAs are reviewed annually and updated to assure that new hazards are not created by modifications to equipment and/or procedures. New employees are required to review the JSAs for their area of responsibility prior to operating or maintaining the equipment.

**Safety Equipment:** The CWWTP provides all of its employees with the best safety equipment available. Safety protection items, such as gloves, goggles, etc. can be checked out daily. Each mechanic and operator maintains an inventory of safety tools and hardware that is required for their job. In addition to the items used routinely by each employee, the supervisors and Emergency Response Team maintains specialty equipment required for more hazardous tasks and emergencies. An example of this type of equipment is the Self-Contained-Breathing-Apparatus (SCBA) required for working with hazardous chemicals, such as chlorine and sulfur dioxide. These systems require periodic inspections to assure that there are no leaks in the fabrics and that the oxygen tanks are filled and the oxygen has not passed its expiration date.

**Management Support:** Any safety program can not be complete without the support and commitment of all of the management team. In addition to the aforementioned items, which are controlled and funded by management, the CWWTP management is active in working with the employees to maximize the safety results and recognizing the employees who exhibit exemplary safety performance. Safety performance is included in the performance reviews of each employee and the management is involved in reviewing the safety performances and recognizing the level of safety by each employee. Improper safety performance can result in disciplinary action and extraordinary performance can result in additional merit rewards. The CWWTP also provides recognition to the employees for excellent safety performance.

## WATER ENVIRONMENT FEDERATION

### QUARTER CENTURY OPERATORS' CLUB MEMBERSHIP

**...honoring operators of wastewater treatment plants for service and dedication in a difficult and dangerous field. Members must have been a significant, full-time participant in the water environment industry for a period of 25 years, including at least 10 years actively involved in the day-to-day collections, maintenance, operations, laboratory, or management of a wastewater treatment facility.**

#### **John W. Greer**

John W. Greer began his career as an assistant WWTP operator for the City of Niagara Falls, N.Y. in 1976. He was promoted to WWTP Maintenance Supervisor, then to Chief of Maintenance Utilities Department where he was responsible for all water and wastewater plant maintenance, water distribution system, metering, storm water and sewage collection system maintenance. He was appointed acting Director of Water prior to leaving for Texas in 1988. John joined the Central Regional Wastewater System (CRWS) of the Trinity River Authority (TRA) in 1988 as the Maintenance Engineer. He has earned his Wastewater Treatment Operator "A" and is a Certified Vibration Analyst. He has seen CRWS grow to a 162 MGD facility. In the mid 1990s, he was assigned to the tasks of beginning a program of beneficial use of biosolids by land application, electric cost reduction and odor control improvements. John continues to oversee the biosolids contract operations, which now hauls and land applies over 200,000 wet tons annually. In addition to these projects, Air Quality, SWP3, SPCC, RMP and Security and Vulnerability Assessment have found their way into his court.



John has been a WEF member since 1988. He presented the TRA CRWS biosolids success story at the WEF Biosolids and Residuals 2003 Conference. John retired from TRA CRWS on February 29, 2008.

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#### Steven B. Head

Steven B. Head began his career as an Apprentice Wastewater Treatment Plant Operator at the Dallas Water Utility's Central WWTP in 1980. Over the next six years he was promoted to WWTP Operator and then to Operations Shift Supervisor where he supervised the day to day activities of six to fourteen employees. Duties included ensuring that all EPA, TCEQ, EEOC and Dallas Water Utility rules and regulations were being followed while meeting effluent limit requirements. During the 1990's Steve moved to Fort Worth's Village Creek WWTP where he started as a Treatment Plant Operator and was then promoted to a Treatment Plant Supervisor. In 2000, he moved back to the Dallas Water Utility's Southside WWTP as an Operations Shift Supervisor. He has been in his current position as Operations Section Supervisor since 2001 where he has overseen operations of the liquids, solids, and disposal operations sections. He also has duties related to capital improvements, design activities, and on-site construction.



Overall, Steve has over 27 years of wastewater experience and has earned his Class "A" Wastewater Certificate. In 1987 he was honored with the City of Dallas' "Commitment to Excellence Award."

**WATER ENVIRONMENT ASSOCIATION OF TEXAS**  
**PILLAR OF THE PROFESSION AWARD**

**...honoring an individual who has demonstrated meaningful and substantial contributions toward the improvement of the water environment via a distinguished career in the wastewater or water quality industry. The honoree shall be a person of proven preeminence in the water environment profession whose career has positively impacted the success and growth of these fields within the State of Texas.**

**Thomas E. Taylor**

Thomas E. Taylor graduated with honors from the University of Arkansas with a Bachelor of Science Degree in Civil Engineering. He began his career as an entry-level engineer with the City of Dallas. Rising steadily through the ranks, Mr. Taylor became the youngest department head at the City. As Director of the Dallas Water Utilities (DWU) with over 1,800 employees, his responsibilities included water and wastewater services for the City of Dallas and 25 other customer cities. Because of his achievements at the City of Dallas, Mr. Taylor was honored in 1981 as one of the “Top Ten Public Works Leaders in North America” by the American Public Works Association.



Mr. Taylor led the Dallas Water Utilities during a critical and dynamic time of growth and new legislation. At that time, DWU was developing new and advanced wastewater treatment facilities to meet the requirements of the newly enacted Clean Water Act. During his tenure with DWU, Mr. Taylor helped shape many of the facilities and policies that are still in place today.

In 1986, Mr. Taylor left Dallas Water Utilities for the private sector. While as a consultant, he became involved in discussions with a group of cities and utilities in the Denton County area to address needs for regional cooperation: compliance with water, wastewater and solid waste regulations, and coordinated water supply planning. This planning was the genesis of the Upper Trinity Regional Water District. Legislation was drafted to create an independent water district to serve approximately 30 cities and signed into law on June 16, 1989. Because of the key role he played and the vision he displayed during the planning activities, the community leaders unanimously voted to make Mr. Taylor the first Executive Director of the new regional water district.

For nearly 20 years, Thomas Taylor has led the Upper Trinity Regional Water District with a very clear mission: to provide the utility services that its customers need, all without the power of taxation. The District is governed by a Board of Directors appointed by its members and is considered by many to be a model regional agency for the future. The services provided by the District fit local needs and are in response to the requests of District members and customers. Since the District has no taxation powers, it must rely solely on revenue from the services that it provides.

From the beginning, the area served by the Upper Trinity Regional Water District has seen unprecedented growth. The development of infrastructure began immediately upon conception, and the first regional water treatment plant was placed in service in the summer of 1996. Additional water and wastewater facilities have been added over the years. Under Mr. Taylor's leadership, Upper Trinity members, with a shared regional vision, have cooperated to achieve results that could be considered almost impossible for a newly created regional entity. As a result of this vision and leadership, the District is well-suited to serve its members and customers well into the future.

Mr. Taylor has also participated in, and encouraged his staff to participate in professional organizations to support the water profession. He and his staff have all gone on to be leaders in those organizations. He was also inducted into the Arkansas Academy of Civil Engineering in 1994, in recognition of his career accomplishments.

During his entire career, Thomas Taylor has been instrumental in shaping and leading the water industry. His vision has allowed both the Dallas Water Utilities and the Upper Trinity Regional Water District to become model agencies for others to emulate.

## WATER ENVIRONMENT ASSOCIATION OF TEXAS

### OUTSTANDING PUBLIC OFFICIAL AWARD

**... recognizing an elected official or regulator who has actively promoted sound science in policy and regulations affecting water environment issues within the State of Texas through documented, significant contributions in the areas of legislation, public policy, government service, and/or other area of public prominence.**

#### Robert R. Puente

Upon being sworn into the State House of Representatives in 1991, Representative Puente was immediately appointed to the House Natural Resources Committee, where he served until February 2008. Appointed chairman of that committee in 2003, he established a strong legislative foundation for the development and conservation of water resources.

Committed to the protection of water resources for all future generations, he was instrumental in the passage of the Edwards Aquifer Authority legislation and the establishment of the Edwards Aquifer Authority's elected board in 1995. In 1997, showing his true fervor for more consistent state water resource management, he worked passionately for the passage of SB 1, which implemented, a first of its kind comprehensive water plan for our state and most importantly provided a mechanism for local communities to be directly engaged in the decision making process culminating in the best interests of the state.

During the recently completed 80th legislative session, Representative Puente undertook yet another tremendous challenge and authored HB 3, HB 4, and sponsored the omnibus water bill, SB 3, which included water conservation measures, greater protection for our state's bays and estuaries, the voluntary stewardship of public and private lands to benefit waters of the state and designated sites in the 2007 State Water Plan of unique value for reservoir construction. Their passage again marked another momentous step forward in environmental protection.

In his role as chair of the Natural Resources Committee, Representative Puente has consistently demonstrated a concern for the preservation of the state's water resources. He and his staff are routinely accessible to the general public and to organizations in both the public and private sector to discuss issues pending before the committee, responding respectfully to all questions and comments. He patiently and courteously weighs all points of view during committee hearings before recommending a course of action. By his actions, his deep concern, and his willingness to champion environmental solutions, he has proven to be a leader in water resource issues not only for his constituents in the City of San Antonio, but for the entire state.



## WATER ENVIRONMENT ASSOCIATION OF TEXAS

### SIDNEY L. ALLISON AWARD

...presented to a person who has made significant contributions to the engineering, science, and/or operation and maintenance of wastewater collection and pumping stations with the mission to transport wastewater to a treatment plant.

#### Jerome A. Iltis

Mr. Jerome A. Iltis earned his Bachelors Degree in Civil Engineering at the U.S. Coast Guard Academy and his Masters Degree in Civil Engineering at the University of Illinois. He is a registered professional engineer in the State of Texas. He is a member of the Water Environment Association of Texas and the Water Environment Federation, participating as a member of the Collection Systems Committee at both the State and National level. He is also a member of the Society of American Military Engineers where he participates as a member of the Readiness Committee for the San Antonio Post.



Mr. Iltis served his country during his 23 year career in the U.S. Coast Guard in the areas of civil engineering and law enforcement. Among his numerous assignments, he was Chief of Maritime Law Enforcement in South Texas, Commanding Officer of the Civil Engineering Unit in Alaska, and Strategic Planner for operations in the Coast Guard's Western Hemisphere. He received numerous citations and awards for his outstanding leadership.

In 2000, he returned to his home state of Texas where he was Tetra Tech's Field Project Manager for the successful \$50 million construction of Frank Tejada Estates at Lackland AFB. This 420 unit housing development was the Air Force's first privatized housing development of its kind.

Sought for his diverse operational and engineering experience and for his demonstrated leadership, Mr. Iltis began his career at San Antonio Water System (SAWS) in 2002 as Director of the Distribution and Collection Department. By far the largest Department at SAWS, he led the operations of over 500 personnel and over \$20 million worth of vehicles and equipment to maintain the watertight integrity of approximately 10,000 miles of water distribution and wastewater collection mains in the nation's seventh largest city.

CMOM was born at SAWS during his tenure as Director as he consolidated specialized field crews and centralized them into a division dedicated exclusively to cleaning and inspecting the wastewater collection system. Productivity and safety improved after he modernized the fleet of sewer cleaning equipment, replaced the antiquated inspection cameras with new digital CCTV inspection equipment, and instituted a comprehensive training and qualification program for equipment operators. He led several initiatives to dramatically improve data management in the computerized maintenance

management system, and the first laptop computers were deployed in the field with maintenance crews to optimize the flow of information. Under his guidance, compliance was achieved with the State regulations to inspect and repair wastewater mains in the Edwards Aquifer Recharge Zone on a five year cycle. Testimony to the leadership of Mr. Iltis was the positive impact his Department had on customer service. Documented by daily customer questionnaires and the bi-annual customer surveys conducted by an independent third party, customer satisfaction measurably improved due to his Department's operations during the short 26 months Mr. Iltis served as Director.

In order to better focus his strong leadership on developing SAWS' CMOM program, Mr. Iltis was assigned to the Engineering Department in 2005. Researching volumes of studies and a multitude of data, he immediately developed strategies for analyzing the risk in the wastewater collection system upon which optimum business decisions and investments could be made. He developed a prioritized approach to assessing the structural condition of the highest risk large diameter mains and instituted an ongoing annual cleaning and inspection program. Simultaneously, he developed an algorithm to effortlessly assess the risk of over 500 miles of small diameter mains based upon smoke testing defects, inflow and infiltration rates, and age of the main. He also developed an innovative way to analyze seven years of sanitary sewer overflows using spatial analysis by leveraging the power of GIS. Based upon his various risk analyses, numerous capital improvement projects have been created, needed urgent repairs have been identified and executed, and a comprehensive "find-it/fix-it" strategy has been adopted by SAWS to renew the wastewater collection system in a logical, prioritized sequence.

The leadership of Mr. Iltis goes beyond SAWS. He played a primary role representing SAWS in developing successful interagency partnerships in a forum of peers (i.e. the Water Quality Focus Group of the Bexar Regional Watershed Management group), resulting in the first Watershed Protection Plan (WPP) for an urbanized watershed in a major metropolitan area in the State of Texas. It was accepted by TCEQ in January 2007 and by EPA in November 2007 with the conclusion that "SAWS, the primary wastewater service provider in the region, already has an aggressive (CMOM) program in place". Mr. Iltis has authored several technical papers and made numerous presentations at industry forums.

## WATER ENVIRONMENT ASSOCIATION OF TEXAS

### 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.**

#### **Naomi Azulai, P.E.**

Naomi graduated from UCLA with a Bachelor's degree in 2000 and Master's degree in 2001 in Civil and Environmental Engineering and then spent eight months in Israel on a research fellowship working on grey water projects. She came to Houston with a job in the oil and gas industry but, after a year, decided to pursue a career as an environmental engineer. She has five years of experience in the field of environmental engineering and became a licensed engineer in the State of Texas in 2005. Naomi is currently working for LJA Engineering & Surveying designing water and wastewater facilities.



Naomi has been a member of WEAT since 2003. She is currently the WEAT Section 9 Past President and has continued her support of the current Section officers through guidance in transferring the duty of updating and disseminating the bi-monthly newsletter. For the 2006-2007 year, she was WEAT Section 9 President where she presided over section general meetings and section officers meetings. For the 2005-2006 year she served as President-Elect and in the 2004-2005 year she served as Vice President. Naomi took over the design, layout, and distribution of the Section 9 Newsletter when she became an officer of the Section and maintained and distributed the newsletter for three years. Naomi has participated in other functions in addition to her responsibilities as an officer. She was co-chair of the door prize committee for Texas Water 2005, when the event was held in Galveston. In addition, Naomi has volunteered as a judge of students at the Science Engineering Fair of Houston for awards given by WEAT and AWWA for water quality related projects for the past five years and has organized the effort for the Houston area for three of those years.

Naomi is active in her subdivision's civic club to improve her neighborhood. She recently moved to Midland, Texas where her husband has a temporary field position. From her home there she continues to work for LJA Engineering & Surveying. This year, she is assisting in the judging for awards given by WEAT and AWWA for water quality related projects at the regional science fair in Odessa, Texas.

In her spare time, she enjoys spending time with her husband and two cats and has a variety of personal hobbies including painting, sewing and travel. Future plans include advancing her career in engineering and starting a family.

## WATER ENVIRONMENT ASSOCIATION OF TEXAS

### MUNICIPAL WASTEWATER TREATMENT PLANT OF THE YEAR Category 1 (<1 MGD)

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

#### Canyon Park Estates Wastewater Treatment Plant Guadalupe-Blanco River Authority

The Guadalupe Blanco River Authority (GBRA) began operating the Canyon Park Estates Wastewater Treatment Plant following construction in 1976. The permit limits are 7 mg/l BOD, 15 mg/l TSS, 2 mg/l ammonia nitrogen and 1 mg/l total phosphorus. A permit amendment is being sought for an increase in flow to 0.18 MGD in an interim phase and, ultimately, to 0.26 MGD. The proposed effluent quality will be 5 mg/l BOD, 5 mg/l TSS, 2 mg/l ammonia and 1 mg/l total phosphorus. The treatment plant has an excellent compliance history and has had no permit violations the last two

years. The Rural Utilities Division is responsible for operating four GBRA wastewater treatment plants including the Northcliffe Plant, the Springs Hill Plant, the Dunlap Plant and the Canyon Park Estates facility. In addition to the plants, the Rural Utilities Division maintains approximately four miles of a collection system and two lift stations associated with this facility. Joel Heideke is the Division's Chief Operator and supervises the operations of the system. Richard Matheaus, Mike Gerdes and Jason Davidson operate and maintain the plant and perform process control monitoring. Joel and Jason hold a "B" wastewater license, and Richard and Mike have a "C" license.



Upper Photo: Jason Davidson, Mike Gerdes,  
Richard Matheaus, and Joel Heideke  
Lower Photo: Joel Heideke, Richard Matheaus,  
WEF President-Elect Rebecca West, Mike Gerdes,  
and Jason Davidson

GBRA's health and safety programs are outstanding; having been recognized by Texas Water Utilities Association and the Texas Water Conservation Association Risk Management Fund. Health and safety is managed with strict adherence to the GBRA Safety Manual and the GBRA Health and Safety Policy Manual. The objective of every GBRA employee is "zero lost time," which has been achieved by the Rural Utilities Division for the past 19 years. Safety meetings are conducted monthly in conjunction with the Guadalupe Valley Hydroelectric Division. Also, the Rural Utilities Division is represented by membership on the GBRA Safety and Health Committee. This group, which meets every other month, includes representatives from every division of GBRA.

In order for a plant to consistently meet its permit requirements, operators not only have to be technically competent and work safely, but also have to incorporate facilities maintenance into daily operations. GBRA utilizes an aggressive preventive and predictive maintenance program to ensure the equipment operates at peak performance. GBRA uses a computerized maintenance management system (CMMS). The system tracks preventive and predictive maintenance activities, generates work orders, and logs scheduled and non-scheduled tasks as they are completed. All major and critical equipment and related components are included in the CMMS. Predictive maintenance practices uses advanced technology for anticipating and diagnosing equipment problems. This predictive maintenance consists of vibration analysis, motor circuit evaluation, infrared thermography, and oil analysis.

By blending technical expertise, a safe working environment, and facilities maintenance, the Rural Utilities Team has been able to operate a facility that consistently produces high quality effluent necessary to protect the sensitive waters of the Guadalupe River Basin.

## WATER ENVIRONMENT ASSOCIATION OF TEXAS

### MUNICIPAL WASTEWATER TREATMENT PLANT OF THE YEAR Category 2 (1-15 MGD)

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

#### Lakeview Regional Water Reclamation Plant Upper Trinity Regional Water District

The Lakeview Regional Water Reclamation Plant (WRP) is owned, operated, and maintained by the Upper Trinity Regional Water District (UTRWD). The plant is a 5.0 MGD advanced treatment facility located in the City of Lake Dallas in Denton County, north of the Dallas/Fort Worth Metroplex. The Lakeview WRP discharges directly into Lewisville Lake, which is a major source of drinking water for the North Texas area. As a result, the UTRWD ensures that the effluent is of an exceptionally high quality.



Jody Zabolio, Ron Lucero, WEF President-Elect  
Rebecca West, Mike Stone, James Rogers, and  
Larry Patterson

The treatment process begins with fine screen pre-treatment followed by grit removal and flow equalization. Secondary treatment includes activated sludge with biological phosphorous removal and final clarification. Final effluent polishing is provided by filtration and ultraviolet disinfection prior to discharge to Lewisville Lake.

The Lakeview WRP receives wastewater primarily from residential homes, retail commercial businesses and some minor industrial facilities. The plant is a regional facility that provides wastewater treatment for all or a portion of the Town of Bartonville, City of Corinth, Denton County Fresh Water Supply District No. 7 (Lantana), Town of Double Oak, Town of Hickory Creek, City of Highland Village, City of Lake Dallas, Town of Shady Shores, and a portion of unincorporated Denton County.

The original Lakeview Plant was purchased from the Lake Cities Municipal Utilities Authority in August of 1996. A new 3.5 MGD activated sludge facility was constructed on the site in 1998 to address the needs of Upper Trinity members. The original plant facilities are now used to process sludge for all of Upper Trinity's water reclamation plants.

The Lakeview WRP was modified in 2003, which enabled it to be re-rated to its current 5.0 MGD capacity. The current permitted annual average daily flow for this plant is 7.5 MGD. The Texas Pollution Discharge Elimination System (TPDES) permit effluent limitations for the Lakeview WRP are BOD 10 mg/L, TSS 15 mg/L, and Total P 1.0 mg/L.

BOD and TSS are regularly removed to the non-detect levels and phosphorous is removed biologically to about 0.5 mg/L. As a result, the Lakeview WRP was awarded a coveted Platinum 8 Peak Performance Award from the National Association of Clean Water Agencies (NACWA) for 2006, recognizing eight years of perfect compliance with its TPDES permit. The Lakeview staff continues to maintain this perfect compliance. In fact, there has not been a permit violation at Lakeview since before the construction of the new plant in 1998.

There are four operators and one superintendent who staff the Lakeview plant. All of these current personnel are certified by the TCEQ as Class B Wastewater Treatment Plant Operators. Upper Trinity also has two Class A Wastewater Operators on staff, who are available for consultation at all times. The Lakeview WRP is staffed full time from 7:30 a.m. to 5:00 p.m., Monday through Friday. Weekend rounds are performed by the staff on a rotating basis. During the hours when the plant is not actively staffed, it is monitored by SCADA at the District's Regional Water Treatment Plant. All operators are on-call at all times. Maintenance for all Upper Trinity facilities is performed by a centralized maintenance department.

During 2006 and the early part of 2007, the Lakeview plant underwent a major construction project to provide biological phosphorous removal (with chemical backup), biological odor control at the headworks and a second belt filter press to upgrade biosolids processing. Maintaining continuous treatment during construction provided a number of challenges for the operations staff.

Safety at the Lakeview WRP is taken very seriously. Safety meetings and tailgate talks are held on a regular basis and all injuries are investigated thoroughly. A supervisor's report must be submitted following any injury, which describes the nature and cause of the accident and makes recommendations for preventing the same incident from occurring in the future. There were no lost-time injuries in 2007. And, within the last four years, there was only a single accident that led to one day of lost-time.

The Lakeview facility is operated and maintained in an effort to be a "good neighbor." As is increasingly the case for wastewater treatment plants, housing developments are filling what was once buffer areas surrounding the plant. With that in mind, UTRWD included the upgrade to its existing odor control capabilities described above to better ensure that odors are not a nuisance. Additionally, the Lakeview campus is landscaped and maintained in an exceptional manner. As an indicator of this level of effort, the Lakeview Plant was recently awarded the Yard of the Month by the City of Lake Dallas.

The Upper Trinity Regional Water District's Lakeview WRP is an exemplary wastewater plant in all facets of operation. We are proud of this facility, its dedicated staff, and its exceptional performance over many years.

## WATER ENVIRONMENT ASSOCIATION OF TEXAS

### MUNICIPAL WASTEWATER TREATMENT PLANT OF THE YEAR Category 3 (>15 MGD)

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

#### Central Wastewater Treatment Plant City of Dallas Water Utilities

The Central Wastewater Treatment Plant is a part of the wastewater treatment system owned and operated by the City of Dallas to convert the wastewater effluent of approximately 1.2 million City residents and eleven customer cities into a product that is safe for the environment. The total system consists of over 4,000 miles of effluent collection piping and two treatment plants, the Central Wastewater Treatment Plant (CWWTP) and the Southside Wastewater Treatment Plant million gallons per day of wastewater.



Gary Strong, Chris Kaataty, WEF President-Elect  
Rebecca West, Joe Lopez, and Mark Fleet

The CWWTP is the oldest wastewater treatment plant in north Texas. The first treatment equipment was installed in 1917.

Even though portions of this Plant have been in operation for over 90 years, the operation is very modern and efficient and the equipment is well maintained. This has been proven by the fact that the Plant has not violated the TCEQ permit requirements in over six years and has received the TCEQ Platinum awards in 2006 and 2007 for exceeding five consecutive years without a permit violation. In addition to the Platinum awards, over the last 13 years, the Plant has received eight Gold awards for perfect effluent compliance for one year.

This Plant also utilizes a very effective safety program. The safety process starts at the manager and supervisor level with monthly safety meetings to remind employees of safety hazards and review the safety procedures. These procedures are documented for all trades as Job Safety Analysis reports (JSA) which are archived in the Maintenance Library for employees to utilize. The success of this program has culminated in the maximum possible achievement during the 12 months of 2007. The entire plant, has worked with zero injuries and zero lost time. In addition to safety, the CWWTP has adapted programs that generate effective stewardship for the environment and for energy consumption.

Recently, the Plant completed a project which is the first reuse of reclaimed water by the City of Dallas. This reuse water is used for the irrigation of the Cedar Crest Golf Course.

Through the implementation of effective odor containment and treatment processes, the Plant has no detectable odors outside the fence line and zero odor complaint for the last two years.

The Plant administration is actively involved in setting goals and projects in cooperation with the City Office of Environmental Quality. These projects are structured to provide maximum environmental enhancement, reduce energy consumption and reduce and recycle wastes.

The Plant staff has also implemented changes in the electrical hardware and process conditions of the Plant that have resulted in an average reduction in electrical consumption exceeding 9% for the last three years.

## WATER ENVIRONMENT ASSOCIATION OF TEXAS

### WINFIELD S. MAHLIE AWARD

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

#### **Louis C. Herrin, III, P.E.**

Louis Herrin was born in Galveston, Texas. He received his Bachelor of Science Degree in Civil Engineering from Texas A&M University in December 1980. Mr. Herrin is a registered professional engineer in the state of Texas.

During his years at Texas A&M, he worked for the Texas Engineering Experiment Station and the Civil Engineering Department, doing a variety of jobs from grading papers to working in the labs for different professors.

He started employment with the Texas Department of Water Resources (later to be the Texas Commission on Environmental Quality) in February of 1981. His work at the agency included drafting over 1,000 wastewater permits for cities, industrial facilities, and agriculture operations and he has testified as an expert witness in over one hundred public hearings and has also testified in state and federal courts for the commission. He started the domestic wastewater sludge program for the commission in 1992 when the program was transferred from the then Texas Department of Health. Mr. Herrin served as the division engineer for the Water Quality Division since 1990. In 1994, he took over the responsibility for the commission's domestic wastewater plans and specifications review and the state domestic water reuse program. Some of his other duties with the TCEQ are Homeland Security Coordinator for the Water Quality Division, Innovative Technologies Coordinator for the water program, and trouble shooting for wastewater treatment plants.

Mr. Herrin has been in charge of several major rule packages for the commission including: Chapter 312 (Sludge Use, Disposal, and Transportation); Chapter 217 (Design Criteria for Wastewater Systems); and Chapter 210 (Use of Reclaimed Water). He also is very active in the Water Quality Division's outreach program and is frequently invited to speak at trade associations on a variety of water quality subjects.

Mr. Herrin's other life has included being an assistant youth soccer coach, the president of a Home and School Association, participating on his church finance board, and the Co-Chairman of an Austin ISD High School Campus Advisory Council. He has also been active in the Cub and Boy Scout program for over 13 years. His most proud accomplishments are his two sons, who are both Eagle Scouts. Bryan graduated from West Point Military Academy and is currently serving his country in Iraq. His other son, Jordan, is a student at Texas A&M University majoring in forestry.



WATER ENVIRONMENT ASSOCIATION OF TEXAS

**Ronald B. Sieger Biosolids Management Award**

**...presented to a WEAT member, an engineering firm, a specific project, a municipality, or a specific municipal or industrial facility that has made significant accomplishments in the field of biosolids technology and management practices within the boundaries of the State of Texas.**

**Lynne Moss, P.E., BCEE**

Lynne Moss earned a Bachelors degree in Civil Engineering from the University of Texas at Austin in 1982. She began her career with Camp Dresser & McKee, Inc. (CDM) in March of 1983 and is nearing her 25<sup>th</sup> anniversary with the firm. She is a registered Professional Engineer (P.E.) in the state of Texas, a certified Texas Nutrient Management Specialist, and a Board Certified Environmental Engineer (BCEE) with the American Academy of Environmental Engineers (AAEE).

Over the course of her career, Ms. Moss has led, or participated in numerous research projects to review and further various biosolids management technologies, equip municipalities with better biosolids educational materials, and advance the general awareness of biosolids management issues. These include serving as Principal Investigator for Water Environment Federation (WERF) Report and Digest: Evaluation of Risks and Benefits of Soil Amendments Used in Agriculture; Investigator for WERF report – Biosolids Management: Assessment of Innovative Biosolids Management Processes; and Investigator for WERF Report - Defining Biosolids Stability: A Basis for Regulatory and Public Acceptance.

Ms. Moss also has a history of involvement in the biosolids industry that extends well beyond her project work, and she is currently active in both the Water Environment Federation (WEF) and the Water Environment Association of Texas (WEAT). Currently she serves on the WEF Residuals and Biosolids Committee (RBC) as Vice-Chair of the Agricultural and Industrial Subcommittee and in the past she has chaired the committee's Public Education subcommittee. She also currently chairs the new WEAT Biosolids Committee. As chair of WEAT's Biosolids Committee, Ms. Moss enlisted members from the municipal, regulatory and manufacturing communities to address biosolids management issues in Texas, transforming this ad hoc committee of one to a working technical committee that has already begun supporting the sound management of biosolids in the state.

Ms. Moss also served as co-chair for two successful WEAT conferences. Recently, she served as chair of the biosolids portion for the Biosolids, Odor and Corrosion Control Conference held in San Antonio in September, 2007. For the conference, Ms. Moss solicited experts nationwide to bring the latest in biosolids technology innovations and research to Texas. She also served in a similar role for the successful 2005 WEAT Biosolids Conference held in Austin.

Nationally, Ms. Moss is a recognized expert in the biosolids arena, and she will be leading the development of a chapter for a new EPA design manual (the first in nearly 30 years) for solids management, and will also serve as lead author for a new biosolids chapter in WEF's Manual of Practice



No. 8 (a design manual for wastewater and solids facilities). She is also participating in a committee that is developing a national certification for the land appliers of biosolids.

Ms. Moss is a member of CDM's Biosolids Technical Resource Group, dedicated to sharing technical knowledge and advancing biosolids management across the nation. In this capacity she is able to apply the innovative biosolids lessons learned from projects that she and other members of the group have done elsewhere in the country to efforts in Texas.

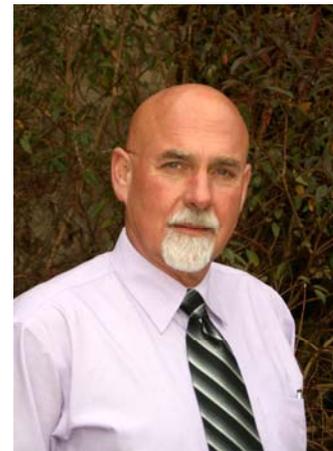
## WATER ENVIRONMENT ASSOCIATION OF TEXAS

### 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.**

#### **Robert Yrle**

Mr. Robert E. Yrle has earned a legacy of personal responsibility for improvement in the Texas water environment that is virtually unequalled. Over the last 17 years, Mr. Yrle's operational expertise has guided San Antonio's wastewater treatment facilities through one of the most spectacular environmental turnarounds in Texas history. In the late 1980s, the San Antonio River south of San Antonio was essentially a 40-mile dead zone. Today, it is a thriving ecosystem where an urban fishery has developed and where biologists regularly document the presence of sensitive species. This turnaround has been due in no small measure to Mr. Yrle's personal involvement in day-to-day operations and to the sense of professionalism and responsibility that he instills in all his staff.



Under Mr. Yrle's leadership, the reliable production of consistently high-quality water has also been the foundation of success for SAWS' Recycled Water Program. SAWS' recycled water distribution system is the largest in the nation, and it delivers tertiary treated water to customers all over San Antonio for use in parks, golf courses, and in commercial and industrial processes. The Recycled Water Program has helped San Antonio meet conservation goals and State Water Plan objectives for reuse. Much of the program's success is directly attributable to Mr. Yrle's expert operational knowledge and dedication to the betterment of the Texas water environment.

Mr. Yrle promotes an active public relations and education program that has received high commendations from many area citizens and elected representatives. Neighborhood meetings are scheduled regularly and are used to solicit ideas and feedback, air any concerns or suggestions that any neighbors may have, and inform citizens of upcoming projects that will have neighborhood impacts. Tours at the Dos Rios facility are regularly provided for students, business leaders, and other water environment professionals.

Mr. Yrle not only regularly attends training seminars and classes, he also organizes and produces them. In 2007 he coordinated and produced the annual San Antonio seminar for the Texas Association of Clean Water Agencies, where a number of speakers shared their knowledge on topics like biologically enhanced high rate clarification and new digester mixing technologies. Within the last year, he attended Texas Water 2007, the annual conference of the National Registry of Environmental Professionals, and training courses such as Water Utility Management and Operation of Activated Sludge Plants.

Mr. Yrle recognizes that training classes and seminars are essential in building the storehouse of knowledge it takes to successfully operate complex facilities, and he also recognizes it takes an attitude and a management style that facilitates teamwork, professionalism, and dedication. Under Mr. Yrle's leadership, San Antonio's Dos Rios plant was recognized by the United States Environmental Protection Agency as the top performing facility in the nation. This achievement was possible because Mr. Yrle instills a belief in all those around him that great accomplishments are within reach, and he provides the support that people need to achieve them.

## **WATER ENVIRONMENT ASSOCIATION OF TEXAS**

### **PRESIDENT'S SERVICE AWARDS**

Each year the outgoing President of the WEAT recognizes members for their service to the organization during the president's term. This year, outgoing President Raj Bhattarai recognized 15 members for their service during the past year. Congratulations to Dennis Laskowski (San Antonio Water System), Cheryl Smith (WEAT), Cathy Henderson-Sieger (Trinity River Authority), Rhonda Harris (Pro-Ops), Carol Batterton (WEAT), David Briggs (CDM), Margaret Cathey (Lakeway MUD), Richard Eason (Lakeway MUD), Ray Longoria (Freese and Nichols), John Bennett (Trinity River Authority), Steve Clouse (San Antonio Water System), Esther Harrah (San Antonio Water System), Debbie McReynolds (City of Odessa), Trooper Smith (Freese and Nichols), and Karin Warren (City of Beaumont).



Dennis Laskowski, Cheryl Smith, Cathy Henderson-Sieger, Rhonda Harris, Carol Batterton, David Briggs, Margaret Cathey, Richard Eason, and Ray Longoria

**WATER ENVIRONMENT ASSOCIATION OF TEXAS**

**2008 PRESIDENTIAL AWARD**

**...presented for exceptional service and outstanding accomplishments in leading the Government Affairs Committee.**

**Rebecca Cobos**



WEF President-Elect Rebecca West and Rebecca Cobos

**WATER ENVIRONMENT ASSOCIATION OF TEXAS**

**2008 PRESIDENTIAL AWARD**

**...in recognition of its untiring efforts toward promoting environmental stewardship and protecting water quality in Texas.**

**Water Quality Division  
of the  
Texas Commission on Environmental Quality**



**L'Oreal Stepney, TCEQ Water Quality Division  
Director, accepting the award from WEF  
President-Elect Rebecca West**

## WATER ENVIRONMENT ASSOCIATION OF TEXAS MEMBERSHIP RECRUITING AWARDS

Each year the Water Environment Association of Texas recognizes three members for their outstanding recruitment efforts. The first recipient is Dennis Laskowski for recruiting eleven new members. Our second recipient is Mary Evans for recruiting ten new members. Our third award is a tie between Dawn Anderson and Paul Roach for recruiting three new members each.



Mary Evans, Paul Roach, and Dennis Laskowski  
(Dawn Anderson not available for photo)