



# Awards Program



Water Environment  
Association of Texas

# *In memory*

Please join TAWWA and WEAT in remembering these water professionals who died since we last met in 2024.

Jason Anderson  
Jordan Haynesworth

Willard Jordan  
Willy Bolosan Madolora

Craig Pedersen

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# Awards Luncheon

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# Awards Luncheon

March 19, 2025 11:30 a.m.

## TEXAS SECTION - AMERICAN WATER WORKS ASSOCIATION

### YOUNG PROFESSIONALS MAVERICK AWARD

...recognizes an individual member age 35 or younger who exemplifies exceptional qualities in the areas of volunteerism, community involvement, leadership, and outstanding service in the science of water supply, treatment, operations, and quality.

#### Alison Kwong

Kwong has been the Young Professionals Committee co-chair for the Capital Area Chapter since 2022. She volunteers organizing, promoting, and documenting YP events, social hours, networking, and water industry-related events.

She is exceptional at connecting environmental engineering students with industry professionals.

In 2024, Kwong was tapped to serve as the Texas Section YP committee chair. In this role, she connects YP chapter chairs across the state with the Texas Section initiatives and represents YPs at the section level. She also works hard coordinating annual AWWA YP events and awards.

Her warm and friendly personality makes it easy for her to draw in fellow YPs as member

volunteers. In addition, Kwong is exceptionally talented at capturing and posting all of these moments on social media platforms, which enhances the Texas AWWA brand and reach.

Alison is an experienced graphic designer with CDM Smith with a demonstrated history of working in the civil engineering industry, formerly as a marketing coordinator. She holds a Bachelor's Degree focused in Emerging Media and Communication from The University of Texas at Dallas.

The Texas Section is proud of Alison's achievements in the water industry, and she is highly deserving of the Maverick award.

#### TEXAS SECTION-AMERICAN WATER WORKS ASSOCIATION YOUNG PROFESSIONALS MAVERICK AWARD WINNERS

2003	Shay Ralls	2011	Melissa Bryant	2019	Lizanne Douglas
2004	Matt Berg	2012	Adam Conner	2020	Katie Stowers
2005	Bobby Mengdon	2013	James Mansfield	2021	Katie McNeal
2006	Marissa Vergara	2014	Letty Gomar	2022	Michael McBee
2007	Jason Christensen	2015	Grace Wilke	2023	Varenya Mehta
2008	Alissa Lockett	2016	John Logan	2024	Nabeel Khan
2009	Jerry Snead	2017	Jacon Niemeier		
2010	Chris Varnon	2018	Theresa Pedrazas		

**AMERICAN WATER WORKS ASSOCIATION**  
**OPERATOR MERITORIOUS SERVICE AWARD**

...recognizes individuals for continuous compliance with all public health standards in treated drinking water; consistent and outstanding contribution to plant maintenance; developing new or modified equipment or significant process modifications to provide for more efficient or effective treatment; special efforts in the training of treatment plant operators; special acts which demonstrate dedication to the public beyond the normal operating responsibilities, and consistent and outstanding contribution to operation or maintenance of distribution lines, pump stations and reservoirs.

**Troy Daffern, Texarkana Water Utilities**  
**Travis Massingill, City of Horseshoe Bay**  
**Rick Sanders, City of Tyler**  
**Ray Shay, City of El Paso**  
**Cesar Zavala, Fort Worth Water**

**Troy Daffern**

Troy Daffern does an outstanding job as the water superintendent for Texarkana Water Utilities. He does his best to make certain that the people he serves have clean water to drink. He goes out of his way to help anyone in need.

As an example, someone was performing engineering consulting work for Texarkana Water Utilities. The consultant's truck became stuck in the mud near a large water meter vault. It was 6 p.m. and Daffern was home having dinner with his family.

When contacted to find the name of a reliable towing service in the area. Instead of giving the name of a company, Daffern arrives 20 minutes later, in his work truck with a tow strap and rescues the consultant from the mud.

Daffern left his family and his dinner behind to help someone he barely knew. He and his wife also travel to impoverished countries on their vacation time to help construct simple and reliable water treatment plants so that those people will have clean, safe water to drink. Daffern is truly a credit to the water industry.

**Travis Massingill**

Travis Massingill is truly talented and has dedicated himself to his profession with an unwavering drive to achieve excellence in producing water with exceptional service to the

public health & safety.

Massingill has proven himself to be the resident expert in water production, consistently pushing the envelope to implement unique training, preventive maintenance programs to ensure the water plant is operating above optimum requirements by state law. Travis has a unique approach to developing new and modified troubleshooting techniques for equipment processes and modifications to provide for a more efficient or effective treatment. Travis took it upon himself to implement a training program with hands on mechanical approach which allows plant operators the ability to have both technical and mechanical abilities to troubleshoot and repair the mechanical failure immediately maintaining safe and continuous water production. Travis has contributed his services and dedication to the City of Horseshoe Bay Utilities Department above and beyond by consistently offering his availability to all operators on call 24/7! Travis responds to any emergency with an open willingness to not only help his fellow operators but to enhance their technical and mechanical abilities. Travis has consistently contributed and led all maintenance on pump stations, lines and reservoirs/tanks. Travis holds both B Water and B -Wastewater licenses.

*(Continued)*

## **Rick Sanders**

Rick Sanders exemplified exceptional dedication to his role as a plant operator III, consistently ensuring compliance with public health standards for treated drinking water and making significant contributions to the maintenance and operation of critical infrastructure.

Sanders joined the City of Tyler Water Utilities in 2006 as plant operator 1. Even while battling terminal cancer, Rick continued to show up to work to provide reliable drinking water to the City of Tyler residents. He offered guidance and troubleshooting issues for emergencies at the plant while on hospice, demonstrating an unwavering commitment to his community and profession.

His extraordinary service, leadership, and selflessness make him a deserving recipient of the Operator's Meritorious Service Award. His proactive efforts in prolonging the life of equipment and improving plant efficiency through process modifications were instrumental in the plant's long-term success.

Sanders was also deeply committed to training and mentoring fellow operators, fostering a culture of knowledge-sharing and excellence.

## **Ray Shay**

Ray Shay has 28 years experience in conventional water plant treatment and operations, arsenic removal, along with reverse osmosis plant operations.

Shay has successfully met, maintained, and exceeded all public finished water health standards per TCEQ, while working at three water treatment facilities: Umbenhauer/Robertson Water Treatment Plant, Upper Valley Water Treatment Plant and Kay Bailey Hutchison Desalination plant. Two of the plants, Umbenhauer/Robertson WTP and Kay Bailey Hutchison Desalination plant are awardwinning plants that routinely received the annual Partnership for Safe Drinking Water award and the Membrane Plant of the Year award.

Shay works well with plant personnel, supervisors, managers, engineers, project managers

and general contractors. He ensures tasks are completed in a timely manner. He strives to maintain a high professional standard and holds himself accountable and responsible for plant operations, maintenance, and employees. Shay has the determination and accountability to effectively supervise the day-to-day plant operations to maximize plant performance and ensure all water quality and safety parameters are met, and yet prepare for the upcoming water season during the maintenance down time.

Shay has contributed to the mechanical and process optimization improvements at the Upper Valley Water Treatment Plant. He has also made several key improvements such as installation of a sludge pump building ventilation system, installation of safety ladders at all flocculation basins, upgraded the CO<sub>2</sub> fire suppression system, installation of flocculation/sedimentation basin ventilation system and a chemical delivery truck around just to name a few.

Shay holds a Texas Class A Water Operator license and is a Certified Water Professional. He is a TCEQ certified in house Basic Water class proctor and holds Class A CDL along with a Backflow Prevention Assembly Tester certification. Shay teaches and proctors in-house Basic Water course and trains plant technicians on surface water treatment in preparation for TCEQ license testing and continues to assist and develop plant technicians. He gives plant tours. Shay is a member of South Central Membrane Association and member of the American Water Works Association.

Shay is involved with both outside and at work fundraising events. He assists high school and college level student with engineering water projects. Shay is involved with Church functions and volunteers on Homes for Humanity projects.

Currently, Shay oversees the Upper Valley Water Treatment Facility that is capable of producing 60 mgd (30 treated/30 bypassed) and charged with maintaining and operating 26 wells, one booster station and three storage tanks.

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## Cesar Zavala

During his 29-year career, Cesar Zavala has advanced his knowledge of Fort Worth's complex water distribution system and operations. He worked his way up from a field crew trainee to overseeing the repair and maintenance of a complex distribution system that serves about 1.5 million people in Fort Worth and 33 other communities.

He understands the critical role water plays in the health and well-being of the community and strives to uphold the highest standards to ensure that every drop of water is safe for consumption. This sense of responsibility and the positive impact the utility has on the community drives him to continuously improve and excel in his role.

Throughout his career, Zavala has acquired an unparalleled knowledge of the distribution system and how to operate it for the betterment of the utility and its customers. He freely shares this knowledge with his co-workers because of his passion for developing the next generation of water system professionals.

He works across all utility divisions and with consultants, developers and contractors, providing operational insights during engineering design and construction. His insight has allowed the utility to maintain service continuity while still moving forward with the rehabilitation projects, even during times of high demands.

Zavala focuses on effectively communicating complex technical information in an easy-to-understand and engaging manner. His style has

fostered a better understanding of the water distribution system amongst his team and has encouraged a collaborative environment where all feel empowered to contribute ideas and solutions.

He tailors his approach to fit each individual's learning style, which helps them gain confidence in their roles. Watching employees progress and become more proficient is gratifying for Zavala, but it's not just about imparting technical skills. He works to foster a sense of belonging within the team. He mentors new employees to assist with their adjustment to the Fort Worth Water culture.

Zavala is always seeking ways to improve performance and utility operations so water quality goals are always met.

To improve efficiency, he implemented using SCADA data to monitor the distribution system. Analyzing key parameters in real-time, allows Field Operations to identify trends in water quality, respond quickly to any anomalies. This proactive monitoring not only enhances operational efficiency, but also ensures the utility provides safe and reliable water to all customers.

He spearheaded an effort that uses data from multiple systems to analyze productivity and crew performance. Customized dashboards provide supervisors with real-time insights into key performance indicators. This allows for more informed decision-making and enables supervisors to identify trends and areas for improvement. The ability to visualize data has led to increased accountability and enhanced team performance.

## Texas Section American Water Works Association

### Competitions

- **Junior Meter Challenge (Wednesday)**
- **Meter Challenge (Wednesday)**
- **Pipe Tapping (Thursday)**
- **Top Ops (Thursday)**
- **Best Tasting Drinking Water (Thursday)**
- **Hydrant Hysteria (Thursday)**

The above awards are presented at the competition location following each competition.

## TEXAS SECTION - AMERICAN WATER WORKS ASSOCIATION

### FIVE UNDER 35 NOMINEES

...to recognize and honor young professional members of AWWA who have demonstrated outstanding service to their Section or Association through leadership and active participation in AWWA YP programs.

#### **Mariana Anguiano Bailey Keller**

##### **Mariana Anguiano**

Since beginning her career in the water industry in 2016, Mariana Anguiano has dedicated her time and knowledge to AWWA as an active member and diligent leader. She consistently attended AWWA industry events and started off volunteering with the local Young Professionals (YP) Committee. She eventually joined chapter leadership as the chapter arrangements chair, then moved onto secretary, and she now serves as the vice president of the North Central Texas AWWA Chapter, with the intent to serve as president next year.

Anguiano's commitment to the local Texas AWWA chapter includes providing leadership on the executive committee, volunteering and speaking at events, and judging operator competitions (even serving as a language interpreter for South American teams). Specifically for YP initiatives, Mariana worked to increase her chapter's YP membership, actively planned and led YP events, and reviewed chapter scholarship applications. In the fall of 2024, she planned and facilitated a YP Casino Night fundraiser to support an operator competition at the annual Texas Water conference; the event encouraged networking between young engineers and local operators, as well as teamwork during a building competition.

She is also involved at the association level, helping the Local Host Committee plan the 2025 YP Summit in Dallas. At her workplace, Trinity River Authority (TRA), she serves as assistant manager of Northern Regional Engineering and actively mentors interns and students with TRA's vocational high school program. Mentioned

in an attached letter of recommendation, her TRA coworkers praise her as being "innovative in [TRA's] operational optimization and has proven to be a very strong leader in [TRA's] Asset Management Plan."

Anguiano's passion for educating others in the water industry doesn't just stop at YPs, but also extends to her local chapter members and other AWWA members in Texas. She has presented at chapter general meetings, the annual Bob Pence Drinking Water Seminar, and at the statewide Texas Water conference, most recently presenting at the August 2024 chapter meeting on the current and future needs of the Tarrant County Water Supply WTP.

Proof of Mariana's active chapter engagement can be easily found upon searching her name on LinkedIn. Outside of AWWA, Mariana has also been involved in other local water industry organizations, such as Water Environment Association of Texas and the Texas Water Utilities Association North Central Texas Chapter, for which she won the 2023 Outstanding New Professional Award.

For her continued dedication to AWWA and her involvement in the water industry, Anguiano is a worthy candidate for the AWWA Five Under 35 Outstanding Young Professional Award.

Anguiano has shown exceptional dedication to AWWA and the water industry by consistently volunteering, engaging YPs, mentoring future water professionals, and strengthening the technical knowledge of the AWWA community. Her leadership and commitment make her a deserving candidate for the Five Under 35 Outstanding YP Award.

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## **Baily Keller**

Bailey Keller has been formally involved with the Texas Section of AWWA since 2022, starting with her role as the Southeast Chapter's membership chair and moving into her current role as young professional co-chair for the chapter.

Within that short period of time, Keller created new recruitment materials and grew membership of the chapter by 20% (earning the chapter a Texas AWWA "Membership Recruitment and Retention" Award). She increased outreach to university students interested in the water industry through career workshops and networking opportunities and organized and volunteered at roughly 30 events for young professionals and for the chapter as a whole. These events include seminars/webinars, networking socials, fundraisers, facility tours, environmental cleanups, and educational booths and science fair judging.

At the section level, Keller has also been involved in the 2023 and 2025 Texas Water Conference Planning Committees. In 2023, she worked with Venus Price (co-chair of Texas Water Conference) to develop a Conference Chair Guidebook as a tool to provide to future conference co-chairs to assist with the planning process.

At the association level, Keller joined the

2025 AWWA/WEF YP Summit Programming Committee to identify speakers, select topics, and develop the program for the 2025 YP Summit.

In addition to her commitments to AWWA, Keller has achieved several professional accomplishments in the last three years. She published a paper on collection system planning tools for the City of Pearland, Texas, in WET Tech Talk and the Florida Water Resources Journal. Covering topics such as wastewater treatment, collection systems, and capital planning, she has presented at ten conferences in Texas, Oregon, Kansas, Missouri, and Florida.

Keller's steadfast dedication to the Texas Section, her advancement of university students and all YPs, her contributions to water sector publications/presentations, and her new reach at the association level make her an outstanding and worthy candidate for the 2025 "5 Under 35" Outstanding Young Professional Award.

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## **AMERICAN WATER WORKS ASSOCIATION**

### **DISTINGUISHED PUBLIC SERVICE AWARD**

**... to recognize distinguished public service outside the line of duty by an AWWA member. The award was established in 1951 in honor of Harry E. Jordan who served as Secretary of the Association from 1936 to 1959.**

## **Steve Walden**

Steve Walden has over 47 years of experience in the Texas water arena. Under his leadership, TCEQ's Water Utilities Division was recognized nationally for innovation and collaboration.

Steve is active in Texas Section of AWWA, Texas Water Conservation Association and as a board member of the Texas Desalination Association.

Steve has been honored with several water industry awards including TAWWA's 1998 "Fuller

Award", the 2018 "WT Ballard" award for lifetime contributions to the water industry in Texas, and 2022 AWWA Honorary Member Award.

Following his 2003 retirement from TCEQ, Walden launched a successful consulting business with a focus on three areas:

- Project management for university clients on water research initiatives serving TWDB, TCEQ and EPA.

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- Assisting public water suppliers create efficient regulatory compliance strategies, and
- Assisting water technology companies to create and implement growth strategies for Texas and the US.

Walden's work in the community is what earned him this award from AWWA.

His "passion project" is assisting small, disadvantaged communities in TX gain access to safe and consistent water and wastewater services by launching and leading the TAWWA Small Systems Division and collaborating with AWWA's Community Engineering Corp team.

Walden has provided pro bono assistance to many small, low-income public water supply systems in Texas since 2011.

He claims that one of his most fulfilling activities is mentoring many young water professionals to help each of them find their "tribe" and value work-life balance that can bring them long-term satisfaction. Over 100 mentees have been supported thus far, with currently five active regular mentees this year.

While at TCEQ, Walden founded and participated in a mentoring partnership between TCEQ and nearby Walnut Creek Elementary (a predominately low-income school) that has attracted over 100 TCEQ staff/year to mentor struggling students at Walnut Creek Elementary, one-on-one each week during lunch. This program has been highly successful in building confidence in "at-risk" students and has improved the academic and life prospects of many of these students.

This program has won awards from Austin Independent School District and Texas Education Agency. Amazingly, this program is still thriving since 1996. After retiring from TCEQ at end of 2003, Steve began mentoring kids at AISD's Pillow Elementary who had reading deficits from 2005-2010.

Walden co-founded the TAWWASmall Systems Division and has served as chair since 2019. He leads a 75-member volunteer team of water professionals providing technical assistance to low income, small water utilities who desperately need

help to scope and solve their regulatory and service problems.

He also represents TAWWA on the Texas Produced Water Consortium. This project is overseeing pilot treatment platforms and developing water quality standards to provide new, safe water supplies for arid regions in TX.

In his spare time, Walden has been active in areas unrelated to the water profession.

He helped form and lead the Lamplight Village Home Owners Association in 1978-1980. He also helped form and lead the North Park Estates HOA 1985- 1995. He served two terms as leader of Scofield Farms HOA 1998-2002, and 2008-2011, and initiated annual neighborhood block parties to build the community and established first ever HOA asset management plan and strategic plan in 2009.

He served as Chair of the St Vincent de Paul Society from 1988-1996. SVDP makes home visits to assist low-income individuals in dire need with food, furniture, funds for utilities and rent.

As a member of a new Austin catholic parish, Walden led committee that acquired the parish property, and then chaired the building committees that built the sanctuary and two additional gathering buildings for St. Albert the Great Catholic Church.

Walden co-founded and help lead parish's Social Concerns Ministry which:

- distributes food at the SVDP pantry to 800 families each month,
- provides meals and emotional support to two communities of people transitioning from being homeless,
- provides "Feast of Grace" the day before Thanksgiving to homeless people across North Austin, and
- raises funds for a sustainable sage water supply project in Guatemala.

He served as Chair of the St Vincent de Paul Society from 1988-1996. SVDP makes home visits to assist low-income individuals in dire need with food, furniture, funds for utilities and rent.

On a personal note- Walden enjoys spending time with his family, fishing, and playing the blues harmonica at jam sessions.

## TEXAS SECTION - AMERICAN WATER WORKS ASSOCIATION

### DIVERSITY & INCLUSION AWARD

**...to recognize an individual, group, or organization that has created, promoted, and maintained diversity and inclusion by establishing an environment that recognizes, encourages, and effectively utilizes each individual's talents.**

#### SETH Project

Certified water treatment operators use science, engineering, technology and health (SETH) practices each day to produce and deliver safe, clean drinking water, and to help protect the health and well-being of the citizens of our communities.

As an aging water sector workforce retires, the sector is faced with a shortage of people joining this industry and is seeing vast wealth of knowledge and experience disappear.

This is why the SETH Project was developed. It is a catalyst to changing the fabric of the water workforce in Texas. The program supports and seeks opportunities to recruit a diverse group of future water industry professionals.

Most Texas public water systems are small systems, which often find it hard to employ and retain certified operators. Recognizing this need, the Texas Section of the American Water Works Association (TAWWA) created a training program for high school students.

Through the program, students can complete the Basic Water training course in order to satisfactorily pass the TCEQ test to become a Class D Certified Water Operator.

Uniquely, TCEQ has agreed that students who complete the SETH training before reaching age eighteen are able to take the TCEQ Class D test, and if successful, can receive their TCEQ Class D license when they reach the age of eighteen.

The success of this program is directly related to diversity and inclusivity, because it has a broad reach throughout the state. A number of school districts have committed to including the program in their offerings. These school districts have the support of their local utility and are instrumental

in tracking the program's progress and success.

Any school district is able to opt into the program at NO COST to the district or the student. This removes the financial burden of this program. The goal is to reach all 1,200 school districts in Texas.

SETH kicked off a pilot program in June 2024 with student in Pflugerville, Texas to fine-tune the programs format. At the beginning of the 2024 school year SETH was expanded to 200-300 high schools in Texas that expressed interest in offering this program.

SETH supports diversity and inclusion in the marketing material which can be viewed on the TAWWA website ([www.tawwa.org/page/seth](http://www.tawwa.org/page/seth)).

The "You Belong Here" video produced for the SETH program is a powerful advertisement supporting an inclusive and diverse workforce. It brought people together to demonstrate that everyone belongs in water and every student interested in the water sector can find their place with SETH.

With funding provided by the Texas Department of Agriculture and TAWWA, and a unique licensing agreement with Texas A&M Engineering Extension Service (TEEX), SETH developed training videos using the industry standard for water operator training — the TEEX Basic Water training program.

Production of the training modules is complete using a diverse group of TCEQ accredited and approved instructors from across the state.

As the project developed, organizers learned the Texas Education Agency Career Technology Education (CTE) Programs of Study already

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includes the Class D Water Operator Certification in the TEA approved list of Industry Based Certifications for Public School Accountability.

Organizers worked closely with TCEQ to expedite the full approval of the SETH Project. The collaboration and funding aspects can be replicated in other AWWA sections.

To promote the program, TAWWA sponsored booths at several conferences, including the FFA, Career Technology Association of Texas, Vocational Ag Teachers, and Advancing Indigenous People in STEM. By seeking out and supporting attendance at various conferences SETH is reaching every corner of the state.

## AMERICAN WATER WORKS ASSOCIATION

### HONORARY MEMBER AWARD

**...to recognize an individual whose knowledge and accomplishments in the field of water supply entitle them to special recognition.**

#### Sally Wright

Sally Wright began her journey as an AWWA volunteer as a result of her interest in Water For People. As the environmental program coordinator for the Public Works Department in the City of Tigard, Oregon, she joined the Pacific Northwest Section of AWWA Water Treatment & Quality Committee, which she chaired from 2004 – 2006. She chaired the Water For People Committee from 2006-2007.

As she got more involved in section activities, she was encouraged to seek opportunities at the association level. She answered the call for young professionals that was gaining momentum in the association and joined the AWWA Young Professionals Committee.

In 2007, Wright was asked to be a YP Liaison to the Standards Council. That began her involvement in the Standards Council. In 2011, she joined the Water Meters Committee and in 2012, she joined the Oxygen for Ozone Generation Committee. After moving to Texas, her involvement at both the section and association levels continued.

She was elected as a director-at-large by the AWWA Board of Directors in 2015. AWWA staff recognized her work by selecting her as the 2018 Volunteer of the Year. Her involvement in the Standards Council increased when she became the council vice-chair in 2018 and culminated when

elected Standards Council chair in 2021. She is the first female to hold that position.

Her colleagues give her high praise for her leadership of the council. She served on the Executive Committee of the AWWA Board of Directors in her role as council chair. She has had leadership roles in many of board initiatives and can always be counted on for a thoughtful review of association challenges.

Because of AWWA's recognition as the provider of internationally accepted water standards, Wright's work on the Standards Council benefits the worldwide delivery of safe water. AWWA standards are held in the highest regard and used universally.

Less known but equally important are Wright's efforts as a mentor to others. She has shared that she has been the recipient of mentoring from friends and associates. She has given a lot of her time and expertise to others in return.

One common comment from her friends and peers is how she encouraged them in their various efforts to get involved with and contribute to the water sector.

Wright's knowledge of water treatment, standards and regulations and her commitment to serving water customers as well as her longtime service to AWWA make her a deserving recipient of the AWWA Honorary Member Award.

## TEXAS SECTION - AMERICAN WATER WORKS ASSOCIATION

### ABEL WOLMAN AWARD NOMINEE

**...for distinguished service to the water profession in commemoration of the sound medical/public health expertise and the courageous leadership advancing public health that characterized the life of Dr. John L. Leal.**

#### Daniel K. Nix

Daniel K. Nix has been proactively engaged in the American Water Works Association and its Texas Section. He has served in all the Texas Section AWWA leadership positions, including chair.

He's also been very active at the Association level, having served as an AWWA Director, publications author, and association technical expert.

Nix now serves as the TAWWA Executive Director, after having retired from the City of Wichita Falls.

During his 38 years with Wichita Falls, he led the city through a severe drought that threatened the water supply and worked to pioneer a direct potable use process that gained state regulatory approval and helped the city meet its water demand needs in the face of the severe drought.

Nix is an accomplished water professional, certified professional operator, utility leader, and now water professional association director who continues to make a value-added impact to the water industry. He is a strong advocate for a "Better world through better water" and his volunteer accomplishments through his creative vision and ingenuity have brought positive recognition to AWWA and helped increase AWWA's visibility to the public and regulatory community.

Examples of his AWWA and TAWWA work products are provided below.

- Co-authored the AWWA publication: *Filter Procedures for Granular Media, 1st and 2nd editions*
- Author of numerous articles published in *Journal AWWA* and *Opflow*

- Created an Agriculture Committee and Business/Industry Committee to help TAWWA work with and understand the water usage in these sectors, serving as chair.
- Led the creation of an inaugural Agricultural Water Summit in conjunction with Texas Tech University, in August 2024, to promote water education, best management practices and create more synergy with the agricultural community.
- Produced numerous publications, articles, presentations to advance the technical expertise in the water industry.
- Served as a subject matter expert for AWWA Connections stories about the El Paso, Texas direct potable reuse project and has provided expertise in direct potable reuse (domestically and abroad).
- Served as a key member of the Texas contingent traveling to Washington, DC for the AWWA Water Matters Fly-in.
- Served on the Texas State Technical Advisory Committee in 2018 representing AWWA in collaboration with the U.S. Department of Agriculture/National Resources Conservation Service. He successfully coordinated that volunteer assignment with the Texas Future Farmers of America on the development of two programs within the Texas Future Farmers of America that focuses on ways to preserve source water quality while maintaining the viability of the soils' productivity for the farmers and ranchers.
- Led the effort to design a specialty water conservation license plate and maneuvered

*(Continued)*

- it through the Texas state government to gain approval for any citizen to buy the license plate with the tag line “Save Water, Texas” stamped on the plate. Not only does the license plate promote conservation wherever it is driven, in and out of Texas, but the proceeds from the sale of the license plate come back to TAWWA to support scholarships. The project has been a huge success since 2011, acquiring enough funds through license plate sales to sponsor a Scholarship each year.
- Led an effort to create an Advanced Water Treatment Training program and associated Reuse Certification Program for Texas.
  - Led the development state approved courses for: Basic Reuse; Introductory Ethics for Water/Wastewater Operators; Crisis Management and Communication; Ultraviolet/Advanced Oxidation Processes; Corrosion Control; Biofiltration; Granular Activated Carbon; Residual Management; and Ozone. The need for these courses have spread to other states and are currently approved and taken by numerous operators in the state of Colorado.
  - Was instrumental at creating the now nationally promoted “WaterGeek©” series videos informational teaching videos in 3 minutes or less. These videos support AWWA’s efforts at informing the public about the invaluable work of water utilities. There are currently 9 completed videos used in presentations to schools, community meetings, with public officials, or in any venue where they can be a valuable tool to support our mission, our vision and our guiding principles of AWWA.
  - Actively supported numerous educational initiatives within the Texas Section for creation and development of workforce related programs – with a special emphasis on water operator related training programs (which garnered acceptable State accreditation hours) – in order to properly educate and train existing water utility workforces.
- Instrumental in developing a new project called SETH (Science, Engineering, Technology and Health) to train high school students across Texas in entry level water operations and help them successfully test for an entry level Water License from the State of Texas. This innovative 20-hour course will be delivered via the Internet by TAWWA to vocational programs across the State, for free.
  - Led creation of the new Resiliency chapter for integration into the high school CTE curriculum (not yet developed by Texas Engineering Extension Service, but requested by the Texas Commission on Environmental Quality).
  - Coordination and marketing of SETH courses through high school agriculture departments and Future FArmers of America groups within Texas.
  - Created a specialty coin with QR code for information to market SETH course.
  - Developed a specially designed challenge coins to recognize TAWWA officers and board members.
  - Active on the planning and implementation of the annual Texas Water conference since 2014, helping to re-negotiate the Memorandum of Understanding for the conference between TAWWA and the Water Environment Association of Texas.
  - After his tenure as TexasWater technical program co-chair, he redeveloped the Guidance Manual for the program chairs and developed a new ranking rubric to standardize abstract ranking among the different ranking committees.
  - Nix has received numerous awards including the George Warren Fuller Award from TAWWA, the AWWA Honorary Member Award, and Outstanding Service to AWWA the Ed Archuleta Award from Water Reuse Texas, the Charles Walter Nichols Award for Environmental Excellence from the American Public Works Association, and the Alan H. Plummer Environmental Sustainability Award, Water Environment Association of Texas.

## TEXAS SECTION - AMERICAN WATER WORKS ASSOCIATION

### DR. JOHN L. LEAL AWARD NOMINEE

**...for distinguished service to the water profession in commemoration of the sound medical/public health expertise and the courageous leadership advancing public health that characterized the life of Dr. John L. Leal.**

#### J. Hunter Adams

Hunter Adams' love for science began early in elementary school when he was given a chemistry set and learned how chemical processes work within the human body, and how the environment could be negatively affected without proper protection. His dream was to grow up to be a scientist with a white lab coat.

Fifteen years later his work in water-related public health began when he was in graduate school at Midwestern State University (MSU). His field research for his thesis was on malaria research. His work discovered 63 aquatic species cohabiting with 10 species of larval mosquitoes, along with the discovery of three new species. This work is foundational for biocontrol studies of mosquito larvae in river systems.

After graduating from MSU with an MS in Biology, Adams joined the City of Wichita Falls Cypress Environmental Laboratory, where he advanced to laboratory supervisor.

In this time, he worked on numerous projects, most notably the CWF's Direct Potable Reuse (DPR) system from 2014-2015, where he was responsible for the laboratory testing and reporting to ensure the protection of public health. He also worked with CWF staff during the design of monitoring plans for the Indirect Potable Reuse (IPR) system. Their monitoring programs for both the DPR and IPR systems have resulted in eight years of operation with zero failures or public health-related incidents.

His newest role is the water source & purification superintendent, where he strives to continue the legacy of excellence in the Wichita Falls Public Water System. He is currently one

of about 400 Double A Water and Wastewater Operators in Texas. He works with his staff, especially plant operators and mechanics, to ensure that they understand their role in protecting the public health in the environment.

Adams started an article series for *Opflow* in 2021 designed around anything "Operators Need To Know," where he takes big topics and breaks them down to basics so that even small system operators without much training can begin to better understand why we do the things we do in water treatment and the impact they have.

The success of this *Opflow* series led to AWWA contracting a book using the article series. Hunter is completing the book submission in 2024, and it will be published in 2025. His hope is that operators can use this to grasp "why behind the what," and dive deeper than the basics that are required for operator licensing.

Adams has led the development of an internationally recognized algae/cyanobacteria monitoring program for CWF's reservoirs. He has consulted for AWWA, the Water Research Foundation, and the New York City Department of Environmental Protection on harmful algal blooms and for the for the Virginia Department of Environmental Quality and Virginia Department of Health on a taste and odor event

Adams has given over 80 professional presentations, and he has over 140 publications. He serves on the *Opflow* Editorial Advisory Board and as an AWWA Water Quality Technology Division Trustee. He serves as AWWA's representative on the Environmental monitoring coalition.

## AMERICAN WATER WORKS ASSOCIATION

### WATER INDUSTRY HALL OF FAME AWARD NOMINEE

**...to perpetuate the memory of those living and deceased who have made the most significant contributions to the field of public water supply.**

#### Mike Howe

Mike Howe's significant public water supply contributions have distinguished him among his peers. His accomplishments have positively benefited AWWA, the members of AWWA, and the served public, which is the ultimate focus of AWWA's Vision Statement, "A better world through better water."

Howe is retired, has numerous value-added achievements, demonstrated unimpeachable character, integrity, and professionalism.

Although Howe has officially retired from a combined 36-year public water supply career. Nine years with the city of Austin, Texas Water Department and twenty-seven years as the founding Texas Section AWWA executive director, he continues to engage as an AWWA volunteer.

For example, he has been the official voice for the opening general session of AWWA's Annual Conference and Exposition and he has graciously volunteered to continue in that supportive volunteer role sharing his tremendous communication skill with AWWA and the public water sector.

Mike's public water supply career has been earmarked by exceptional servant leadership, creativity, and innovation. illustrated below.

Howe has consistently collaborated with the elected Texas Section leaders and the volunteer members over the last 27 years to grow the Texas Section to over 4,500 members. The Texas Section continues to sustain an average three percent (3%) growth rate.

He has helped deliver AWWA Services at the point of need by developing and nurturing eight local strategic geographic affiliate chapters across Texas. This has pushed the services of the Texas Section and AWWA to the local utility and service provider members.

Howe has successfully partnered with the Water Environment Association of Texas to build what has become the third largest water conference in the U.S. serving the multifaceted disciplines of the public water sector with high quality technical tracks, tremendous networking opportunities, targeted to meet the ever changing and evolving needs of the public water sector. The conference total attendance now exceeds 7,000 water professionals annually.

He created TXWARN, the nation's largest utility to utility mutual aid program for response to and recovery from natural disasters.

Howe has led and championed these four significant accomplishments as the sole staff member for the Texas Section, working remotely out of his home office, which has reduced the need for expensive overhead for the Texas Section.

He was able to succeed as the sole staff member through his can-do attitude, wise tactical and strategic counsel, and unique ability to partner with the elected AWWA volunteers because of his contagious and enthusiastic mission focus and energy.



## TEXAS SECTION - AMERICAN WATER WORKS ASSOCIATION

### MIKE HOWE OUTSTANDING SERVICE TO TAWWA AWARD

...to recognize those who have had a significant positive impact on the Texas Section of the American Water Works Association.

#### Dean Sharp

In 2021, as the leadership of the Texas Section continued to wrestle with the issue of an aging and retiring workforce in the pandemic, and a growing shortage of younger people who were considering joining the industry, it was clear we were continuing to see a vast wealth of knowledge, experience and expertise disappear.

The Texas Section leadership also understood that most of the Texas public water systems are small systems in rural areas that often find it hard to employ and retain certified operators.

In his work with small systems, our awardee, Dean Sharp, was assisting a small utility that was part of an independent school district in west Texas. After Sharp and the superintendent of the district had an extended conversation regarding the difficulty of finding and retaining qualified water operators, he began the long drive from back to Central Texas.

During the drive, Sharp had an inspired idea to create a training program for high school students that would allow students to complete the Basic Water training course and satisfactorily pass the TCEQ test to become a Class D Certified Water Operator while still in high school. During the drive he even crafted the name of the effort, SETH, for Science, Engineering, Technology and Health.

Within the next few weeks, Sharp had recruited a small four-person group of TAWWA leaders with a variety of skills to become members of what became the SETH Project Team. Sharp led the team through an extended series of planning meetings to work through the wide range of issues including:

- delivering the training and exams via an on-demand video system,

- securing a no-cost agreement with the Texas Engineering Extension Service to use their Basic Water Curriculum,
- partnering with TCEQ to rework the licensing requirements to meet the needs of high school students, and
- securing a group of approved instructors willing to donate their time.

All of this was with the goal of making the training available at no cost to the students or the school districts.

Sharp was instrumental in securing two grants from the Texas Department of Agriculture to cover video production, promotion expenses plus ongoing recruitment and management for the SETH Project.

The SETH Project was piloted over the Summer of 2024 and launched in the Fall of 2024 in multiple school districts statewide. School districts and students continue to register for the program.

SETH has been awarded the distinguished AWWA Education Award along with being featured in multiple news reports. In addition, the SETH Project is recognized as a model for other AWWA Sections to adopt to help secure a growing group of water operators well into the future.

Sharp continues to guide the SETH Project team as utilities and school districts partner statewide, and for his foresight, guidance and extraordinary commitment to furthering the long-term needs of utilities, students and our members,

The Texas Section AWWA is honored to present the Mike Howe Outstanding Service to Texas AWWA Award to Mr. Dean Sharp.

## AMERICAN WATER WORKS ASSOCIATION

### WENDELL LADUE UTILITY SAFETY AWARD

...to recognize distinguished water utility safety programs.

#### Austin Water

A key foundation to Austin Water's commitment and accountability to safety is the Universal Safety Expectation in everyone's annual performance review. The Universal Safety Expectation applies to everyone in the utility; no matter the job function or title, the expectation is that employees will conduct work duties safely.

Making safety a top priority, requires building a culture that prioritizes safety. Building that culture takes time and investment from executive-level leadership. Over the years, a few organizational changes allowed the Risk Management Division (Safety) to grow in numbers and elevate its profile. This allowed more influence and reach.

Austin Water continues to automate processes and data to make them easily and quickly available for Risk Management and key stakeholders. This allows for better analysis and faster decisions.

Austin Water involves workers in several ways. Safety talks are electronic communications sent to all employees that discuss a potential hazard, how to avoid it, helpful resources, and gather feedback.

Tailgates are small, in-person meetings that occur with members of a workgroup or with the workgroup and a safety member. They allow safety team members to get out in front of staff, discuss safety issues, and get feedback.

Austin Water provides a wide range of online and in-person occupational safety and health training. All Austin Water employees are required to complete First Aid, CPR, and AED training every two years and Defensive Driving every three years. In addition, there are levels of mandatory training required for specific job titles.

Two committees — the Collision Advisory Board and Injury Review Board — review collisions and injuries at the utility. Each committee is made up of a cross-section of utility staff that meets monthly to review collisions and injuries and provide

recommendations to the involved party to prevent the incident/collision from occurring again.

The utility's most effective safety improvement began several years ago when it realized there were opportunities to improve excavations and chemical offload activities. Staff worked with key stakeholders in the utility to create an audit that verified these activities were conducted safely and in accordance with policies and procedures.

Austin Water conducts safety audits in two main categories, Excavation and Chemical Delivery. It is in the process of implementing a Traffic Control Audit. To address data collection and availability, a system was created that leveraged available technology (Microsoft 365). Turnaround time for data went from 30 days to real-time with the new system.

Auditors now complete an audit through an app on their smartphone, which feeds into a PowerBI Dashboard available to stakeholders in real-time. The system also includes an automated email to leadership when there is a failure in an audit explaining what failed and why so that leadership can address it immediately.

Having a wide range of safety activities and actions ensures Austin Water is reaching as many people across the utility as possible to message safety, and build a culture of safety and awareness.

An example of this improvement has been with our Safety Audits (Excavation and Chemical Delivery). Since developing our PowerBI Dashboard, which contains critical safety data, the fail rate for excavation audits has been reduced by 42%, and Chemical Delivery audits have consistently scored 95% or above.

From 2018 through 2022, Austin Water has recorded 129 days away and 122 days of restricted duty amongst its workforce of 1,400 people.

## AMERICAN WATER WORKS ASSOCIATION

### SILVER WATER DROP AWARDS

The AWWA Silver Water Drop Awards are given to those members who have achieved 25 years of service to the water community and AWWA.

Earl T. Bradley	Steve Hayden	Jerry L. Meeks Jr.
Jessica L. Brown	Patricia J. Hill	Gary P. Morris
Ignacio Cadena	T. Dean Hinton	Randy Newsom
Jason J. Christensen	Nathan G. Jones	Denis W. Qualls
Stephen E. Clawson	Ronald Kaiser	Shah Rahman
Kent Conkle	Keith P. Kindle	Monte D. Richardson
Todd A. Danielson	H. Prasad Kolluru	Carlos Salazar
Stephen P. Dorman	Dennis R. Laskowski	Robert Bruce Summers
Richard English	Charles H. Leist II	Yue Sun
Jaime Estrada	Frank Kuo-Chiang Lin	Kenneth Wheeler
Richard M. Gallegos	John A. Marler	Richard L. White
Jose Armando Garza	Ken Martin	Susan Whitfield
David A. Gudal	Steve Massey	James L. Young
Mike Halde	Ellen T. McDonald	Susan K. Young
Drew P. Hardin		

### LIFE MEMBERSHIP AWARDS

The AWWA Life Membership Awards are given to those members who have 30 years cumulative membership and are now at least 65 years old.

Joe I. Casillas	Joseph W. Jenkins	Dean Sharp
Jennifer G. Futrell	Joseph K. Kotrla	David W. Sloan
Randy M. Greene	David M. Mason	Terrace W. Stewart
Tina E. Hanson	Hani. E. Michel	Simon Y. Tung
David R. Harris	John D. Noell	Howard S. Wilhite
Stephen Eugene Jefferson	James R. Sailer	

### GOLD WATER DROP AWARDS

The AWWA Gold Water Drop Awards are given to those members who have achieved 50 years of service to the water community and AWWA.

David E. Bell	Jimmy A. Doty	Johnny M. Tabor
	Richard Brent Locke	

**TEXAS SECTION – AMERICAN WATER WORKS ASSOCIATION**

**WILLIAM T. “DOC” BALLARD AWARD**

William T. “Doc” Ballard was one of those people who not only was the consummate professional in his work, but also a mentor to many, and a friend to all. As a graduate of the University of Texas at Austin in 1946, and later with a Masters in Engineering from Georgia Tech, “Doc” began his career as a professional engineer with the State Public Health Department. He was assigned to the Tyler District Office and remained in Tyler working for the Department of Health, and later with LaGlonia Oil and Gas. He returned to the Department of Health as regional engineer of the Tyler office until his retirement in 1987. “Doc” was a consultant in water and wastewater treatment until his death in November 1999.

Many knew “Doc” from his work with utilities, his many scholarly and practical writings published in a variety of professional publications and his active role with organizations such as AWWA, WEF, WEAT and TWUA. And, he was a Texas Section AWWA Fuller Award Winner in 1991. For all that

“Doc” did, those who knew him best remember him for what he did for others. As a public health professional, he remained committed throughout his long and productive career to helping us in the water profession do our jobs better and more effectively. And, “Doc” did it with a personal touch that made him a great mentor, teacher and welcome friend.

In 1999, the Texas Section AWWA created the W. T. “Doc” Ballard Award to recognize those Texas Section members who have distinguished themselves in our profession by using their personal influence to shape the course of change in our profession by helping utilities and individuals serve the profession better.

This award is not presented every year and only to those whose selfless contributions to the industry, beyond all others, deserves recognition.

The recipient of this award is kept secret until announced publicly.

**TEXAS SECTION – AWWA  
WILLIAM T. “Doc” BALLARD AWARD WINNERS**

2000	Glen Doty*	2009	Kay Kutchins*	2017	Jack Schulze
2001	C.K. Foster*	2012	Ronny Hyde	2018	Steve Walden
2002	Charlotte Voelker	2014	Thomas Taylor*	2019	Katie McCain
2003	Henry Graeser*	2015	Charlie Maddox	2020	Glenda Dunn
2004	John Kubala*	2016	Charlie Anderson	2024	Jason Gehrig

*\* Deceased*

**Water for People Silent Auction**

**Use the Handbid app.**

*Bidding ends at 1:15 p.m. Thursday*

## AMERICAN WATER WORKS ASSOCIATION

### GEORGE WARREN FULLER AWARD

One of the most prestigious awards in the water profession is the George Warren Fuller Award for distinguished service to the water supply field in “commemoration of the sound engineering skill, the brilliant diplomatic talent and the constructive leadership, which characterized the life of George Warren Fuller.”

Because of the Texas Section’s growth, AWWA granted it an additional director to represent the section on the AWWA board. This means the section is able to award two Fuller Awards each year, should more than one suitable candidate meet the high standards of the award.

This year’s award recipients are selected by previous Fuller Award winners, and kept a tightly guarded

secret until the Texas Water Luncheon. In a unique ceremonial process, all Fuller Award Winners in attendance are called to assemble in the front of the room. The group then begins searching the room for the person known only to the committee members as this year’s Fuller awardee.

Slowly, as a brief highlight of this year’s awardee is read, the group converges on this year’s winner’s location in the room. As the group converges, the detail in the awardee’s career highlights will become more and more specific.

See if you realize at the last moment who the awardees are for the Texas Section American Water Works Association 2022 Fuller Awards.

#### TEXAS SECTION – AWWA GEORGE WARREN FULLER AWARD WINNERS

1972	Robert P. Van Dyke*	1991	W. T. “Doc” Ballard*	2011	Mary L. Gugliuzza
1973	Haskell R. Street*	1992	Lee. C. Bradley, Jr.	2012	Richard Talley
1974	Richard G. Toler*	1994	F. Warren Norris	2013	Daniel Nix
1975	David R. Smallhorst*	1995	Katie McCain	2014	Donna Howe
1976	John H. Stacha*	1996	Jack A. Renfro	2015	Ron Tamada
1977	J. L. Robinson*	1997	Randy J. Goss	2016	Dave Scholler
1978	John T. Hickerson*	1998	Ronny Hyde	2017	Christianne Castleberry
1979	Otis Goldman*	1999	Steve Walden	2018	Jennifer Elms
1980	George O. Muller*	2000	Carole Baker	2019	Shay Ralls Roalson
1981	Charles K. Foster*	2001	Mark Lowry	2020	Brent Locke
1982	Glen Doty*	2002	Bill Riley	2020	Wayne Owen
1983	John Kubala*	2003	Gary Smith	2021	Bruce Curtis
1984	Phil Kosub*	2004	Jeannie Wiginton	2021	Elston Johnson
1985	James H. Bailey*	2005	Charles Anderson	2022	Sally Mills-Wright
1986	Thomas D. Tiner	2006	Glenda Dunn	2022	Melissa Bryant
1987	Michael K. Tubbs	2007	Bill Smith	2023	Fiona Allen
1988	Michael Meadows	2008	Dean Sharp	2023	Heather Cooke
1989	Kay Kutchins*	2009	Mike Howe	2024	Andrew Molly
1990	Dennis L. Allen	2010	Charles Maddox	2024	Jack Schultz

\* *Deceased*

For a complete description on the career of George Warren Fuller, read the following pages.

## AMERICAN WATER WORKS ASSOCIATION

### GEORGE WARREN FULLER AWARD

*“Little can be said about George Warren Fuller without recalling a thousand and one connections which he has had with sanitary engineering practice in this country and abroad. Amazingly active mentally, he always catalyzed those individuals who were fortunate enough to work with him. An enthusiasm tempered by seasoned judgment and reinforced by a remarkable technical knowledge, accounting for the fact that his name is identified with almost every important sanitary advance in this country in the last four decades. Many, however, are born at the right time who are either ill equipped or are lacking in sufficient vision to make the most of that good fortune. In Mr. Fuller’s case, heredity and environmental influence, coupled with remarkable energy, all contributed to the development of a practitioner of outstanding stature. He will be remembered long in the future, as much for his distinctive personal characteristics as for his long list of contributions to sanitary science and practice.”* So wrote Abel Wolman editorially in *Municipal Sanitation* after Fuller’s death on June 15, 1934.

George Warren Fuller was born in Franklin, Massachusetts, December 21, 1868, on the farm which was part of the land acquired by the family during the Revolutionary period. Three or four Fullers came to Massachusetts from England before the middle of the Seventeenth Century. The one with whom we are concerned was Ensign Thomas Fuller, who, in 1642, by vote of the people of Dedham, was “admitted” - a prerequisite to citizenship at that time - to the purchase of Martin Phillips’ lot. He seems to have been a capable and versatile man. He was a surveyor for several years after 1660 and selectman for fourteen years; he repeatedly represented the community at the general court, was co-trustee of money bequeathed for the establishment of a Latin school and laid out the road to Cambridge as well as many minor ones. He kept the town’s ammunition, for which he was paid ten shillings a year, but had considerable trouble in collecting the fee, and at one time remitted part of it in order to obtain settlement. In the succeeding line, down through Grandfather Asa Fuller, who was a Minute Man, there continues to be activity of a civic nature—service as selectmen, court representatives, and the like.

George Warren Fuller was at the head of his class when he attended the Dedham schools. His scholarship was, of course, a source of great satisfaction to his mother.

At sixteen he passed the examination for entrance at MIT but, his father having died a few weeks before, it was thought best for him to have a fourth year in high school, after which he was graduated at the head of his class and with the highest marks given up to that time. At MIT he met and came under the influence of such people as William T. Sedgwick, Ellen H. Richards, and Hiram F. Mills, all enthusiastically interested in the new science of public health.

Their influence was felt throughout his life. Following his graduation, he spent a year at the University of Berlin and in the office of Piefke, engineer of the Berlin water works. On his return to Massachusetts, the state board of health employed him for some five years, during the latter part of the period being in charge of the Lawrence Experiment Station where he extended the experimental work and studies started by another famous chemist and engineer, Allen Hazen. The Lawrence Experiment Station was then recognized as leading in research on the purification of water supplies and treatment of sewage in this country. Fuller’s brilliant achievements in this field attracted such attention to his ability that he was selected in 1895 to take charge of the experiments at Louisville, Kentucky, in the use of rapid filtration. Immediately after he had accomplished this work, he was offered a similar engagement in Cincinnati, Ohio. These experiments served to remove the questions, which had been raised about the adequacy of rapid filtration compared with slow sand filtration for these municipalities, and, at the same time, established the value of mechanical filtration where conditions were such as to warrant its use.

During his 34 years of practice as a consulting engineer, following the opening of his New York office and, later, the opening of branch offices in Kansas City, Missouri; Toledo, Ohio; and Philadelphia, Pennsylvania, Fuller advised more than 150 cities, commissions, and corporations on their water supply and sewerage problems. The outstanding engagements, including among others: Washington, D.C.; New Orleans, Louisiana; St. Louis, Missouri; Indianapolis, Indiana; Kansas City, Missouri; Memphis, Tennessee; Wilmington, Delaware; New Haven, Connecticut; Lexington, Kentucky; Minneapolis and St. Paul, Minnesota; Montreal, Quebec; the Shanghai, China,

*(Continued)*

Water Company; the International Joint Commission (Canada and United States boundary waters); the New Jersey Water Policy Commission; the North Jersey District Water Supply Commission; the Hackensack Valley Sewerage Commission; and the Metropolitan Sewerage Commission of Rhode Island. For many of these engagements, his service included full control over all engineering work involved in the preparation of plans and contracts, as well as the actual construction.

Notwithstanding a busy life in active practice, Fuller gave freely of his time and energy to the advancement of his chosen profession through participation in the activities of technical societies, through contributions to the engineering press, and through educational activities. His record in this respect is outstanding. He was a member of the American Water Works Association (president); the American Public Health Association (president); the Engineering Foundation (chair); the American Society of Civil Engineers (vice-president); the American Institute of Consulting Engineers; the American Society of Mechanical Engineers; the Institution of Civil Engineers of Great Britain; the American Chemical Society; the American Society of Bacteriologists; the Engineering Institute of Canada; the Vereines Duetscher Ingenieure; the Association Generale des Hygienistes et Techniciens Municipaux of France; and the Franklin Institute.

Perhaps the most significant of Fuller's characteristics was his belief in organization and his devotion to standardization.

In 1920, at the Montreal Convention of the AWWA, Fuller negotiated the organization of a committee to codify and standardize water works practice. The Association before that time had developed a few specification Documents, but its relation to the preparation of those Documents was that of cooperative participation rather than leadership. The group under his leadership and chairmanship was first called the Standardization Council, later the Committee on Water Works Practice. He continued to be a dominant influence in the AWWA during the time its constitution and bylaws were being substantially revised.

At the New York Convention of the AWWA early in June 1934 (only a week before his death), Fuller was in constant attendance, participating in the sessions and continuing even then his stimulation of the activities of the association and its elected leaders.

With the AWWA, APHA, ASCE and FSWA alone, more than 45,000 professional and technical men in North

America are indebted to Fuller for the guidance of their organizational readjustments in the 1920-30 period, which made possible the standing that these associations have today.

George Warren Fuller was first of all a capable engineer, equipped with a mind that never closed a channel to new ideas. He was an inventive technician—first in the laboratory field, later in engineering and design. He was a skilled negotiator; a public relations counsel who never called himself one, but who by such skill persuaded reluctant city officials that they were very wise and right to authorize sanitary improvements. He was a loyal citizen who found himself able and willing to render service to his country during World War I. He was uncannily able to give ear to the ideas and aspirations of younger men in the field and to inspire in them some measure of the spirit of leadership that he possessed. He believed in the organization and assembly of technical and professional men and devoted himself fully to the advancement of their associations and societies to the end that they serve better through planned action and cooperation.

Fitting indeed were the words of M. N. Baker, in his editorial tribute in the Engineering News Record:

*History will be better able than we are to appraise the contributions of George W. Fuller to the art of water purification, but history will not be so well able to appraise Mr. Fuller's personal qualities of understanding, kindness, sound judgment and tact as are we who have been fortunate enough to have frequent contact with him in our daily work. Here also should be recorded an acknowledgment of the debt the profession owes to Mr. Fuller, especially his chosen branch of the profession, for his liberal contributions of time and energy to its professional societies. It can be said without fear of contradiction that it was chiefly through his efforts that the American Water Works Association has been raised from the level of a social group to its present high standing as a technical organization. Mr. Fuller's passing also serves to re-emphasize the youthfulness of sanitary engineering and the fundamental nature of the contributions made by a generation of notable men, now largely departed—work that centered around the Lawrence experiments and laid the foundation for present design methods and practices of water filtration. Fuller's achievements and those of others of his generation are a legacy to be used by the present generation to carry the art forward to greater perfection.*

## WATER ENVIRONMENT ASSOCIATION OF TEXAS

### EMERGING LEADER AWARD

...recognizes a young WEAT member who has provided outstanding service in support of WEAT.

#### Jenni Griesel, P.E.

Jenni Griesel has demonstrated a deep commitment to the clean water sector through her professional work, leadership within WEAT, and dedication to service.

As an environmental engineer at Plummer, she specializes in water quality and permitting, helping clients navigate Texas Pollutant Discharge Elimination System permits. Her expertise extends beyond technical work, as she has helped develop company training materials, optimized quality control processes, and mentored new engineers.

Colleagues recognize Griesel's strong attention to detail and dedication to excellence. "Jenni's commitment to precision is evident in everything she does," one colleague noted. "She catches small but critical errors in permits, lab results, and public notices that others might overlook. Her pride in her work is clear in the results she delivers."

Beyond her professional work, Griesel has been a dedicated member of WEAT since 2020. She has served as treasurer, vice president, and is currently the president-elect for the WEAT Central Texas Section (WEAT-CTS).

She previously chaired the WEAT-CTS Scholarship Committee, where she tripled the number of applications and awarded \$9,500 in scholarships to students pursuing careers in the clean water sector.

One colleague described her leadership within WEAT, saying, "Jenni consistently steps up, whether it's planning section events, recruiting volunteers, or driving key initiatives. She doesn't

just participate—she makes things happen."

Her involvement extends to multiple WEAT committees, including the Biosolids, Nutrient, and the Joint Creek Cleanup Planning Committees. She also has played a key role in organizing WEAT events such as the Monster Trash Bash and Keep Austin Beautiful Creek Cleanups.

In addition to her contributions to WEAT, Griesel serves her community. She volunteers monthly with the Texas Ramp Project, building handicap-accessible ramps for individuals in need, and serves as a volunteer at Horse Empowered Learning Programs (HELP), where she helps care for therapy horses.

A colleague shared, "Jenni is a leader not just in her profession but in her community. Whether she's building wheelchair ramps or mentoring young engineers, she brings the same dedication and energy to everything she does."

Griesel's leadership, technical expertise, and commitment to service have made a lasting impact on WEAT and her industry peers. She is consistently described as a dedicated and reliable leader who inspires those around her. "Jenni is someone who brings out the best in others, and that's what makes her a true leader."

With her extensive contributions to WEAT, her professional achievements, and her dedication to mentoring and service, Jenni Griesel exemplifies the qualities recognized by the WEAT Emerging Leader Award.

*(Continued)*



**WATER ENVIRONMENT ASSOCIATION OF TEXAS  
EMERGING LEADER AWARD WINNERS**

2002	Michael F. Bloom	2009	Tarlton “Trooper” Smith	2017	Matt Jalbert
2002	Rebecca Patterson Guthrie	2010	Meera Victor	2018	Lance Rothe
2003	Dennis Laskowski	2011	Jeff Sober	2019	Kristin O’Neill
2004	Heather Harris	2012	Erin Flanagan	2020	Allison Blake
2005	Randy Lee Bush	2013	Josh Marazzini	2021	Nyla Langford
2006	Jennafer “Jenna” Piper Covington	2014	Jason Crawley	2022	Heather Wootton
2007	Jennifer “Jennie” T. Almerico	2015	Lindsay Kovar	2023	Eric Kong
2008	Naomi Azulai	2016	Brigit Buff	2024	Kaylee Waldo

**WATER ENVIRONMENT ASSOCIATION OF TEXAS  
OUTSTANDING PUBLIC OFFICIAL AWARD (UTILITY)**

**...recognizes an elected official or regulator who actively promotes sound science in environmental policy and regulations.**

**Sam Bacarisse**

Sam Bacarisse is a longtime supporter and friend of the Water Environment Association of Texas, the Texas Legislature’s Water Caucus, and the broader Texas clean water sector. With deep-rooted ties to Texas and a passion for public service, Bacarisse has built a distinguished career in water and environmental policy, playing a key role in shaping legislative efforts to protect and manage the state’s water resources.

Born and raised in Austin, Texas, Bacarisse developed an early appreciation for the state’s natural beauty and the critical importance of water management. His commitment to public service took shape during his years at the Texas Capitol, where he has spent over a decade working in legislative policy.

Bacarisse met his wife, Tracy Morehead, while both were serving as staffers at the Texas Capitol, forging a partnership built on shared values and dedication to policy work. They are proud parents to their 4-year-old daughter, Clara, who brings joy and energy to their lives.

Currently, Bacarisse serves as a policy advisor to Texas House Speaker Dustin Burrows, where he specializes in water and environmental policy, among other legislative priorities. His expertise and insight into water legislation have made him

a trusted resource within the Texas Legislature, helping to guide complex policy discussions and craft solutions that support Texas’ water future.

Prior to his current role, Bacarisse served as the clerk for the House Natural Resources Committee under Chairman Tracy King. In this position, he was involved in shaping all water-related legislation originating in the Texas House. He also played a critical role in facilitating legislative conferences between the House and Senate, ensuring that key water policies were thoroughly evaluated and refined before becoming law.

Bacarisse’s dedication to water policy extends beyond the doors of the Capitol. He is deeply engaged with Texas’ water community and values the collaborative efforts of lawmakers, industry professionals, and environmental advocates who work together to protect and sustain the state’s water resources. He is honored to be part of this vital mission and remains committed to advancing policies that ensure clean, reliable water for all Texans.

With his extensive experience, deep legislative knowledge, and unwavering passion for water policy, Bacarisse continues to be a key figure in Texas’ ongoing efforts to address water challenges and opportunities.

## WATER ENVIRONMENT ASSOCIATION OF TEXAS

### EXEMPLARY EMPLOYER AWARD

#### Private Sector

**...recognizes a Texas employer who supports and facilitates their employees' involvement and activities within the WEAT and WEF organizations, with special consideration given to those employers who foster the involvement and activities among Young Professional WEAT members.**

#### Kimley-Horn

Kimley-Horn is being recognized with the WEAT Exemplary Employer Award for its sustained commitment to supporting employee involvement in the Water Environment Association of Texas (WEAT). The firm fosters a culture of professional development, encouraging employees at all levels to actively engage in WEAT through leadership roles, volunteer opportunities, and technical contributions.

A key component of Kimley-Horn's support for WEAT participation is its approach to integrating professional organization involvement into the workplace. The firm's billable hour and utilization structure allows employees to categorize time spent at WEAT and WEF events as extra effort hours, which are acknowledged and rewarded annually. This enables employees to contribute to the industry without compromising their work commitments, reinforcing a company-wide emphasis on balancing professional development with project responsibilities.

Kimley-Horn also offers corporate reimbursement for membership dues and expenses associated with attending professional organization meetings and events. By removing financial barriers, the firm encourages employees to engage with WEAT early in their careers and maintain long-term involvement. Offices across the state actively promote upcoming WEAT events through internal communication channels, ensuring

employees remain informed about networking and educational opportunities.

The firm's commitment extends beyond participation, as Kimley-Horn employees frequently take on leadership roles within WEAT. Staff members have held positions at the state and section levels, including committee chairs, section presidents, and board members. WEAT committee leaders Sean Mason, Lance Phillips, and Tanya Miro have demonstrated the firm's encouragement of service within the organization.

Additionally, Kimley-Horn professionals have led efforts to revitalize inactive sections, organized events, like the Texas Water Golf Tournament, and coordinated industry panels and specialty conferences.

Kimley-Horn actively supports technical knowledge-sharing within WEAT through participation at state and national conferences. Employees have presented at Texas Water™, WEFTEC, and WEAT seminars, sharing expertise on topics such as infrastructure development, emerging technologies, and environmental sustainability. The firm also facilitates the abstract submission process by providing mentorship and internal coordination, resulting in a record number of submissions for Texas Water™ 2025. Congratulations to everyone at Kimley-Horn, our well deserved Private Sector Exemplary Employer of the Year.

**Use #TXwater25 when posting about the conference on social media.**

## WATER ENVIRONMENT ASSOCIATION OF TEXAS

### EXEMPLARY EMPLOYER AWARD

#### Public Sector

**...recognizes a Texas employer who supports and facilitates their employees' involvement and activities within the WEAT and WEF organizations, with special consideration given to those employers who foster the involvement and activities among Young Professional WEAT members.**

#### McAllen Public Utility

McAllen Public Utility has a longstanding commitment to the professional growth and development of its employees through support of the Water Environment Association of Texas (WEAT).

MPU actively encourages and sponsors employee participation in WEAT by staff at all levels and administrators ensuring their access to the invaluable networking, educational, and leadership opportunities the organization provides.

A core element of MPU's support is its sponsorship of WEAT memberships for employees, enabling them to engage with industry peers, stay informed on the latest advancements in water and wastewater management, and develop professionally. More than half of MPU's operators are currently WEAT members, with the goal of reaching 100% membership by the end of 2025.

This commitment extends beyond membership alone, as MPU consistently funds employee participation in WEAT events, including Texas Water conferences, WEAT webinars, and specialized training workshops.

MPU also provides tangible support by allowing employees to attend local Rio Grande Valley WEAT section meetings during work hours, often hosting these meetings at its facilities. These gatherings offer employees the chance to interact with industry experts, exchange knowledge, and enhance their technical skills. The utility's dedication is evident at every level of leadership, with MPU Board of Trustees members and General Managers frequently addressing attendees at these meetings.

Encouraging employees to take on leadership

roles within WEAT is another hallmark of MPU's commitment. Several MPU staff members actively contribute to WEAT committees and leadership positions.

Notably, Utility Engineer Carlos Gonzalez served as RGV WEAT Section president from 2016 to 2024, overseeing the launch of a one-day water conference that now draws over 100 local professionals. Other MPU employees serve in key roles, such as Wastewater Director David Garza, who represents Professional Wastewater Operators, and Pretreatment Manager Michael Gonzalez, who serves as section representative for WEAT. Additionally, Engineer-In-Training Rafael Balderas currently holds the position of RGV Section treasurer.

Beyond supporting individual employees, MPU continually strengthens its institutional ties to WEAT. Employees have moderated technical sessions, participated in WEAT committees, and contributed to industry publications, such as the Wastewater Treatment Fundamentals I Liquid Treatment 2nd Edition. MPU also played a significant role in the first WEAT/TAWWA conference and regularly provides resources to ensure that staff can travel to and attend WEAT events.

Through its extensive support of WEAT membership and participation, MPU fosters a culture of professional development, technical excellence, and industry engagement. This dedication to employee growth and industry leadership makes McAllen Public Utility a deserving winner of WEAT's 2025 Exemplary Public Sector Employer Award.

## WATER ENVIRONMENT ASSOCIATION OF TEXAS

### DENNIS R. LASKOWSKI RECRUITMENT AWARD

...recognizes members of WEAT for their outstanding recruitment efforts in the past year.

#### El Paso Water

As the cornerstone utility of WEAT's fast-growing Franklin Mountain Section, El Paso Water requested a utility membership drive in 2024 to help develop a stronger connection between their operations staff and WEAT's statewide organization.

Staff led by Sergio Castro organized a full day of meetings with plant operators for representatives

from WEAT's Executive Board, which led to 105 El Paso Water employees becoming new WEAT members, for a total of 123 EPW WEAT members.

Congratulations to everyone who participated and to El Paso's utility leadership for their investment in the clean water workforce!

## WATER ENVIRONMENT FEDERATION

### OUTSTANDING SERVICE AWARD

...recognizes the recipient's dedication to WEAT, as exemplified during their term as WEAT President.

#### Dylan Christenson, Ph.D, P.E

Dylan Christenson, Ph.D., P.E., is the Texas Wastewater Treatment Business Development Leader at Garver. Christenson, a leading expert in biological wastewater treatment, biofilm treatment technologies, nutrient removal, wastewater reuse, anaerobic digestion, energy analysis, and greenhouse gas assessments, has been recognized for his contributions to the industry. He holds a PhD and a master's degree in civil engineering, both from Texas Tech University. In addition, he has a Master of Arts in education and a Bachelor of Arts in liberal studies, mathematics from Vanguard University of Southern California.

Christenson has been involved with WEAT since his days as a student member at Texas Tech University. He has held various leadership positions in WEAT including involvement with the Municipal Resource Recovery and Design Committee, the Eckenfelder Lecture Series, the Workforce Development Committee, the

Southeast Section Board, and currently serves as the President of the State Board of WEAT. He worked to establish the WEAT Operator Apprenticeship Program through the United States Department of Labor. He has maintained his involvement in WEAT's numerous workforce initiatives including the current development of a Basic Wastewater high school video course that will allow for students across the state to be eligible for their D license upon graduation.

He is proud to have served alongside so many wonderful leaders in WEAT and is thankful for the rich friendship and mentorship given to him by his WEAT Water Family along the way.

Dylan is passionate about sustainability and innovation in nutrient, energy, and water recovery, as well as efforts to build the workforce of the future through outreach and education initiatives within Texas and at the national level.

In addition to WEAT, Dylan volunteers his

*(Continued)*

time with his church, his boys schools, and loves to be an assistant coach for any of their athletic endeavors. He also serves as an advocate for Water Mission, an organization that builds sustainable safe water solutions for people in developing countries, refugee camps, and disaster areas.

Given a bit of free time, Dylan loves to be outdoors with his wife, three boys and the family dog, reading a good book, or creating an “edible

mess” in the kitchen. He is thankful for the incredible support of his family and would never have made it this far without them. It is a real privilege to get to do interesting work with great people and Dylan feels blessed to have a life filled with both.

WEAT is proud to present Dylan with our 2025 Outstanding Service Award.

## WATER ENVIRONMENT FEDERATION

### LABORATORY ANALYST EXCELLENCE AWARD

**...recognizes an individual for outstanding performance, professionalism and contributions to the water quality analysis profession. The recipient must have been a member of WEF, employed at an educational facility laboratory, industrial, commercial, or municipal laboratory which performs wastewater related analysis and have direct analytical responsibilities.**

#### Jevonne Bass

Jevonne Bass, the Quality Assurance Officer for the Central Laboratory at Gulf Coast Authority (GCA), has dedicated 20 years to ensuring the highest standards in wastewater quality analysis. Her leadership in quality assurance operations has significantly improved laboratory processes, data integrity, and collaboration between laboratory and facility operations.

Bass’s passion for innovation, commitment to excellence, and ability to drive impactful change are recognized with the 2025 WEF Laboratory Analyst Excellence Award.

One of Bass’s most notable contributions is the development of a pre-treatment protocol that enables operations to pre-treat samples, reducing interferences and ensuring reliable data with sample integrity. “Bass’s pre-treatment protocol has completely transformed our approach to sample integrity. It’s made a measurable impact on the reliability of our results,” says a fellow analyst at GCA. “Her ability to integrate technology into our daily operations has been invaluable,” says a lab manager. “Bass doesn’t just identify problems—she builds solutions that last.”

Beyond protocol development, Bass has spearheaded automation initiatives that streamline

laboratory workflows. She introduced barcode-based tracking within the Quality Management System to improve traceability of lab equipment, standards, and reagents. Additionally, she created workflows to enhance process visibility and tracking, including a method performance table that simplifies calculations and updates for laboratory analyses.

Bass has been a member of WEAT since 2021 and joined WEF in 2024, expanding her involvement in the professional community. She also holds memberships with The NELAC Institute and the American Association for Laboratory Accreditation, reinforcing her dedication to maintaining rigorous industry standards.

She co-authored the paper “The Municipal Laboratory and Operations: Bridging the Gaps to Meet Treatment Goals,” published in TexasWET in 2023. She is currently working on a solo paper exploring innovation across generational workforces and was actively involved in developing the first bi-annual WEAT Laboratory Workshop in 2024.

Outside of work, Bass is deeply engaged in community service. She participates in the Bay

*(Continued)*

Area Trash Bash, supports outreach initiatives for Houston’s homeless families, and facilitates donation drives for Angel Tree, Toys for Tots, the Pasadena animal shelter, and local nursing homes.

Bass’s leadership, expertise, and unwavering dedication have had a profound impact on

wastewater quality analysis at GCA. Her contributions continue to benefit both internal GCA facilities and external customers, cementing her reputation as an outstanding laboratory analyst within the clean water sector.

**WATER ENVIRONMENT ASSOCIATION OF TEXAS**  
**INDUSTRIAL WASTEWATER TREATMENT PLANT**  
**OF THE YEAR AWARD**

**...acknowledges an industrial wastewater treatment plant in Texas that has consistently exhibited outstanding performance of daily activities beyond the normal call of duty.**

**Bayport Industrial Wastewater Treatment Facility**  
**Gulf Coast Authority**

The Bayport Wastewater Treatment Facility, operated by the Gulf Coast Authority, is a regional collection and treatment plant located in the Bayport Industrial Complex. It serves more than 70 industrial customers, as well as the municipalities of LaPorte and Shore Acres.

Originally built by Friendswood Development Company (then owned by Exxon) as part of the Bayport Industrial Complex, the facility has been owned and operated by GCA since 1974. Over the decades, it has undergone numerous expansions and improvements, solidifying its role as GCA’s largest facility.

Bayport treats an average flow of 21.6 million gallons per day, using an advanced activated sludge process and pure oxygen diffusion. The facility manages two distinct wastewater streams. The “BioSan Pipe” handles high-organic wastewater from industrial facilities and contaminated stormwater runoff, while the “Clean Stream Channel” treats inorganic, high-solids streams such as cooling tower blowdown water.

Wastewater from the BioSan Pipe undergoes a two-step activated sludge process. The first stage utilizes covered aeration basins with atmospheric air

and pure oxygen for biological treatment, with off-gases routed to a thermal oxidizer for vapor-phase emission control.

The second stage employs atmospheric air in aeration basins, followed by secondary clarifiers for gravity clarification. Effluent from the clarifiers is combined with the Clean Stream wastewater, passing through a series of ponds and a chlorine contact basin for disinfection. The final effluent is dechlorinated before being discharged into Galveston Bay.

Staffing at Bayport includes 42 operations, maintenance, and administrative personnel, with eight holding TCEQ wastewater operator licenses.

The facility has a strong safety record, recognized by the Texas Water Conservation Association Risk Management Fund, and with the NACWA Silver Award in 2023 for its compliance and performance.

Bayport continues to play a critical role in managing diverse wastewater streams, supporting industrial growth while protecting environmental resources. WEAT is proud to recognize the Bayport Facility as our 2025 Industrial Wastewater Treatment Plant of the Year.

## WATER ENVIRONMENT FEDERATION

### GEORGE W. BURKE, JR. AWARD

...honors an individual or municipal and industrial wastewater facility for active and effective safety programs.

#### Ten Mile Creek Regional Wastewater System Trinity River Authority of Texas

The Trinity River Authority's (TRA) Ten Mile Creek Regional Wastewater System (TMCRWS) is a 24 million gallons per day activated sludge treatment facility in Ferris, Texas. Serving six customer cities, the facility manages wastewater treatment, effluent reuse, and solids disposal. A cornerstone of TMCRWS's operations is its rigorous safety program, which has set a standard within TRA and the industry.

At the heart of TMCRWS's safety initiatives is an employee-led Safety Committee that fosters proactive hazard identification and mitigation. The committee is comprised of representatives from multiple divisions and meets monthly to review facility-wide safety concerns, perform inspections, and evaluate accident investigations. A rotating schedule ensures that each member gains familiarity with all aspects of plant operations, enhancing their ability to recognize and address potential risks.

TMCRWS has played a key role in shaping safety practices across TRA. The safety inspection checklist developed by the facility was recognized for its thoroughness and effectiveness and was subsequently adopted across all TRA sites. This tool has enhanced compliance monitoring and reinforced the organization's commitment to continuous safety improvements.

A defining achievement of TMCRWS's safety program has been its leadership in addressing hydrogen sulfide (H<sub>2</sub>S) risks. In 2023, staff identified recurring symptoms among employees and promptly initiated air quality monitoring. Elevated H<sub>2</sub>S levels were detected in work areas, prompting immediate corrective actions. Within six months, TMCRWS implemented a mitigation

strategy that included improvements to ventilation, repairs to bio-scrubbers, and the distribution of personal H<sub>2</sub>S monitors to all employees. The facility also introduced a flag notification system at the centrifuge building, warning staff to avoid the area during peak H<sub>2</sub>S conditions.

This initiative extended beyond TMCRWS. Recognizing the broader implications, the facility collaborated with TRA's Risk Management and Operational Development teams to establish mandatory Authority-wide H<sub>2</sub>S training. This program ensures that all employees potentially exposed to H<sub>2</sub>S understand the hazards and appropriate response measures. Additionally, wearable monitors were issued to all relevant TRA personnel, reinforcing the organization's proactive stance on employee safety.

The commitment to ongoing improvement is evident in TMCRWS's embrace of emerging safety technologies. The facility was the first within TRA to use the Origami Risk Management System for real-time reporting of safety incidents and near-misses. This system has streamlined documentation and analysis, facilitating swift corrective actions and reducing workplace hazards.

TMCRWS's collaborative, data-driven approach to safety underscores its dedication to employee well-being. By rapidly addressing potential risks, implementing Authority-wide initiatives, and fostering a culture of safety awareness, the facility has established itself as a leader in workplace safety within the Texas clean water sector. We are delighted to present the entire Ten Mile Creek team with the 2025 WEAT-WEF George W. Burke Award in recognition of their efforts.

**WATER ENVIRONMENT ASSOCIATION OF TEXAS**  
**MEDAL OF HONOR FOR HEROISM AWARD**

**...recognizes an individual from the State of Texas who has demonstrated exceptional courage and bravery in a single act of heroic behavior involving the water environment industry.**

**Krystal Newton**

Krystal Newton is an operator at the Trinity River Authority of Texas Ten Mile Creek Regional Wastewater System. On October 2, 2024, while having lunch with colleagues, she took swift and decisive action to save the life of Chief Operator Mike Easley, who was choking.

After multiple unsuccessful attempts by others to administer the Heimlich maneuver, she intervened and successfully cleared his airway, preventing a life-threatening situation. Her quick thinking and composure in an emergency reflect her deep commitment to the well-being of those around her. When asked about the event, she humbly stated that she was simply doing what anyone would have done.

Born and raised in the Dallas-Fort Worth area, Newton's career has been shaped by dedication and service. After high school, she enlisted in the United States Army, serving with the 4th Infantry Division and completing a tour in Iraq during Operation Iraqi Freedom.

Following her military service, she pursued her passion for the culinary arts, attending culinary school and spending eight years working her way

up to executive chef. Though she transitioned to a different profession, she continues to find joy in cooking and sharing meals with family and friends, earning the nickname "Chef K" among her coworkers.

As a single mother, Newton has found her greatest fulfillment in raising her three children. Emma, a nursing student, Conner, and Ella.

Since joining the Trinity River Authority, Newton has worked diligently to advance in her field, obtaining a Class D wastewater license and currently working toward her Class C license. She values teamwork, continuous learning, and the opportunity to contribute to her community.

In the aftermath of the choking incident, she has been instrumental in raising awareness of workplace safety, leading to new CPR and first aid training initiatives for Trinity River Authority employees.

Her courage, selflessness, and dedication make her a deserving recipient of this recognition, exemplifying the highest standards of service and leadership. WEAT is honored to present her with our 2025 Medal of Honor for Heroism.

**WATER ENVIRONMENT ASSOCIATION OF TEXAS**  
**STORMWATER / WATERSHED MANAGEMENT AWARD**

**...recognizes individuals who have made outstanding contributions to the field of stormwater and watershed management within the State of Texas.**

**Christina Petersen, Ph.D., P.E.**

Christina "Tina" Petersen, Ph.D., P.E., has dedicated her career to water resource management and flood mitigation. Since March 2022, she has served as the executive director of the Harris County Flood Control District. At HCFCD, she

oversees flood risk reduction efforts for the third-largest county in the United States.

She leads a team of over 400 employees, manages a \$241.1 million annual budget, and directs the implementation of a \$5.2 billion bond program.

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Under her leadership, the district has secured over \$1 billion in funding, fostering partnerships with the Texas General Land Office, the Texas Water Development Board, and the U.S. Army Corps of Engineers.

Petersen's academic background includes a bachelor's degree in biology and environmental studies from Baylor University, followed by a master's and doctorate in environmental engineering from the University of Houston.

She spent 15 years in the private sector as an engineering consultant before transitioning to public service in 2019 as deputy general manager of the Harris-Galveston Subsidence District. In this role, she led water conservation initiatives, modernized permitting processes, and advanced scientific research on land subsidence and water resource management.

Throughout her career, Petersen has been instrumental in integrating science-based solutions

with infrastructure planning. She has driven innovative flood mitigation strategies, including the development of native seed mixes, rain gardens, and floating wetlands.

She continues to share her expertise through leadership roles on the boards of the Gulf Coast Protection District, the Texas Water Association, and the National Association of Floodplain and Stormwater Management Agencies.

Petersen's work continues to shape regional water policy and resilience planning. Her strategic leadership, technical expertise, and commitment to sustainable water management play a crucial role in safeguarding communities against flood risks and ensuring the long-term sustainability of Texas' water resources.

WEAT is honored to recognize Dr. Tina Petersen with our inaugural Stormwater/Watershed Management Award.

## WATER ENVIRONMENT FEDERATION

### WILLIAM D. HATFIELD AWARD

**...recognizes an operator of wastewater treatment plants for outstanding performance and professionalism.**

#### Scott Koerber

Scott Koerber is the chief operator of Gulf Coast Authority's (GCA) Bayport Industrial Wastewater Treatment Facility, where he oversees plant operations and leads a team responsible for ensuring compliance, efficiency, and safety. His expertise extends beyond day-to-day management; he collaborates with maintenance, operations, and compliance teams to coordinate facility projects and process improvements. He also serves as the interim back-up for the operations supervisor.

Koerber holds a Class "B" Wastewater Treatment Operator license and is known for both his in-depth knowledge of plant systems and ability to troubleshoot complex operational challenges.

His attention to detail and commitment to continuous improvement have contributed to

advancements in facility performance and overall efficiency. He actively shares industry knowledge with colleagues, fostering a culture of learning and professional growth. His leadership in training and development has shaped the next generation of wastewater treatment professionals, enhancing workforce capabilities and operational effectiveness.

Beyond his technical contributions, Koerber has been an advocate for public outreach and education. By participating in facility tours and engaging with industry professionals, municipal representatives, and the public, he promotes awareness of wastewater treatment processes.

His role in these initiatives has strengthened relationships between GCA and its stakeholders

*(Continued)*

while reinforcing the organization's mission.

Safety is a priority in Koerber's approach to operations. He consistently upholds best practices in loss prevention and workplace safety, ensuring compliance with regulatory standards and fostering a culture of accountability among his team. His reliability and problem-solving skills have made him a trusted resource within GCA, where his guidance continues to influence operational strategies.

Since beginning his career in September 1981, Scott has played a key role in protecting

Texas' water resources through environmentally responsible and economically feasible wastewater management, and embodies dedication to clean water. His contributions have enhanced GCA's operational capabilities while upholding its mission to protect Texas' water resources through sustainable and technologically advanced practices.

His career is a testament to professional integrity, technical excellence, and unwavering commitment to environmental stewardship. WEAT and WEF are proud to recognize him as the 2025 William D. Hatfield Award winner.

**WATER ENVIRONMENT ASSOCIATION OF TEXAS  
WILLIAM D. HATFIELD AWARD WINNERS**

1958	A. L. Allison	1982	W. W. Right	2003	Meg Conner
1959	W.N. Wells	1983	Basil S. Housewright, Jr.	2005	Michael A. Young
1961	Haskell R. Street	1984	Robert T. McMillon	2006	John Bennett
1962	Cecil H. Williams	1985	Kenneth R. Jackson	2007	Edmund R. Mach
1963	Mansel Smith	1986	Joe G. Taylor	2008	Orren West
1965	James D. Goff	1987	Donald D. Spurrier	2009	Gurdip S. Hyare
1967	J. Les Robinson	1988	Wesley N. MacKenzie	2010	Clifford W. Beaber
1968	Robert E. Derrington	1989	Lynn Norton	2011	Frederick R. Moore
1969	Leo Wood	1990	Curtis L. Smalley	2012	Gary LaGassey
1970	C.H. Schere	1991	Teresa Battenfield	2013	Larry Rowe
1971	W. E. Gibson	1992	William T. Manning	2014	Jerry Pressley
1972	Albert Breaux	1993	Gary W. Burton	2015	Tim Morgan
1973	S.A. Webb	1994	Olga Rodriguez	2016	Ben Hodges
1974	George H. Powell	1995	Enrique Woo	2017	Sterling Lee
1975	Foster Crowell	1996	David Mask	2018	Clifford Creeks
1976	Joe P. Teller	1997	Oscar Guerrero	2019	Lance Philips
1977	M. Truett Garrett, Jr.	1998	Alfonso Carmona	2020	Rey Davila
1978	Charles Ganze	1999	Stephen Hodge	2021	Dynnie Mitchell
1979	M. Dolan McKnight	2000	David Hackley	2022	LaTia Jutan
1980	Martin J. Manning	2001	Robert A. Rowell	2023	Dow J. "Jody" Zabolio
1981	Octavio A. Ramirez	2002	William Lewis (Bill) Tatum	2024	Greg Seay

**Professional Ethics Workshop For Engineers**  
**Thursday, March 20, 1:30 p.m. to 3 p.m.**

## WATER ENVIRONMENT ASSOCIATION OF TEXAS

### DIVERSITY, EQUITY & INCLUSION AWARD

...recognizes the people and organizations behind DEI approaches in the water sector in Texas.

#### Tanya Miro

Tanya Miro is a senior marketing specialist at Kimley-Horn & Associates (KHA), supporting the firm's Water Sector in North Texas. With over 26 years of experience in program and project controls, she has focused on water and wastewater infrastructure, capital planning, and business solutions.

Her work includes collaborating on sanitary sewer overflow programs across Texas, Louisiana, and Florida, where she monitors and controls program elements from inception to completion. In addition to her technical expertise, she works with practice builders and marketing teams to expand KHA's regional presence in utility services and supports the development of junior staff in the industry.

Miro is an active member of the Water Environment Association of Texas (WEAT) and serves as the co-chair of the Diversity, Equity, and Inclusion Committee. She has played a key role in developing and implementing strategies that have

contributed to increased representation in WEAT's committees and the creation of inclusive spaces for dialogue and engagement. Her work has helped grow the organization's commitment to equity by ensuring broader participation and visibility for a variety of voices within the water industry.

As part of her contributions to WEAT, Miro helped establish the organization's first InFlow program at Texas Water, an initiative designed to introduce and support students and young professionals from underrepresented backgrounds in the water sector. She continues to lead the program annually, offering mentorship and guidance to participants.

Through her leadership in WEAT's DEI initiatives, she has provided opportunities for others to contribute meaningfully to the organization's mission, broader programming, and outreach efforts. WEAT is proud to present her with our 2025 Diversity, Equity, and Inclusion Award.

## WATER ENVIRONMENT ASSOCIATION OF TEXAS

### ENGINEER OF THE YEAR AWARD

...recognizes an individual who exemplifies exceptional dedication and accomplishments as an engineer (with 15 years or less experience) within the clean water sector.

#### Paula Monaco, Ph.D, P.E

Paula Monaco, Ph.D., P.E., is a project manager and team lead for Plummer in the Northwest Wastewater Treatment team. She has distinguished herself, in almost a full decade of involvement with WEAT, with her expertise in water and wastewater treatment, and her dedication to advancing the industry through technical leadership and mentorship.

With a doctorate in civil engineering from Texas Tech University, Monaco has played a key role in the planning, design, and construction of critical water and wastewater infrastructure since joining Plummer in 2016.

Paula oversees multiple projects across Texas and Colorado, mentoring engineers-in-training (EITs) and professional engineers (PEs). Her technical

*(Continued)*

expertise includes process modeling, system optimization, biosolids dewatering, and odor control, contributing to a range of projects such as the Round Rock Brushy Creek East Regional Wastewater Treatment Plant expansion and the Flower Mound WWTP Master Plan.

She also serves as the Biowin champion for Plummer’s modeling group, where she provides critical technical mentorship. Colleagues describe Monaco as “smart, curious, eager, and very engaged in our industry.”

Monaco has been a driving force in the Water Environment Association of Texas (WEAT) since her days as a student at Texas Tech University. She quickly became an active leader in WEAT upon entering the clean water sector, taking on key roles at both the section and state levels.

Monaco has chaired and organized some of WEAT’s most significant technical events, including the Eckenfelder Lecture Series and the North Texas Section February Seminar. “If there is a planning committee, Monaco is on it,” one nominator noted, emphasizing her consistent contributions to the organization’s success.

Her leadership extends beyond event planning — Monaco has been instrumental in mentoring

young engineers, both within Plummer and through WEAT programs. She has served as chair of the Student Design Competition Committee, guiding aspiring engineers and fostering industry engagement.

A colleague remarked, “She is a brilliant engineer and an amazing supervisor. She is so smart and at the same time down to earth and relatable.”

Monaco’s influence is also felt at the national level through the Water Environment Federation. She is a graduate of the 2020 Water Leadership Institute and now serves on the WEF WLI Steering Committee, mentoring professionals and shaping future industry leaders.

Her unwavering commitment to the profession, technical excellence, and ability to foster collaboration have earned her high regard among peers.

“There are not many engineers for whom I struggle to identify just one award that fits, but Monaco easily falls into that category,” a supporter noted.

Paula Monaco’s career exemplifies dedication to the advancement of water and wastewater engineering, making her a deserving candidate for recognition within the industry.

## WATER ENVIRONMENT FEDERATION

### LIFE MEMBERSHIP AWARDS

**...recognizes individuals who have been a member of WEF for 35 or more consecutive years, and are of the age 65 or older.**

Phyllis Frank

Tina Hansen

Ramesh Kalluri

Frank Mbachu

Lynne Moss

William Parham

Mark Perkins

Charles Schoening

David Sloan

Trent Slovak

Allen Woelke

Mike Young

## WATER ENVIRONMENT ASSOCIATION OF TEXAS

### HEROIC SERVICE AWARD

**...recognizing exceptional dedication to public safety and duty in the face of personal risk.**

#### Houston Southeast WWTP

On January 24th, 2023 a tornado touched down in southeast Houston and nearby suburbs, damaging homes, offices, and industrial facilities.

The tornado was rated at EF3 strength, with measured winds over 140 miles per hour. This was the strongest tornado recorded in Houston in 21 years, and was on the ground for over 18 minutes.

In the path of the storm was the City of Houston's Southeast Wastewater Treatment Plant.

While the plant endured "significant damage" during the storm, it continued operations during and following the tornado event.

WEAT wishes to congratulate the entire plant staff and Houston Water team for their exceptional dedication to the water environment and the essential duty of caring for our most precious resource. They are our Heroic Service Award winners for 2025.

## WATER ENVIRONMENT ASSOCIATION OF TEXAS

### CLEAN WATER LEADERSHIP AWARD

**...recognizes individuals whose exemplary leadership, unwavering commitment to excellence, and ability to inspire and influence their peers sets a standard of excellence within the field.**

#### Greg Eyerly

Greg Eyerly is the Houston water director for Houston Public Works. He has over 30 years of industry related water and wastewater experience starting out as an entry-level operator in training and holding positions as operator, shift supervisor, plant manager, regional manager, and director.

Looking for an opportunity to further serve the industry, Greg felt compelled to answer the challenge of the Consent Decree for Houston wastewater operations as well as the continued recovery efforts from Hurricane Harvey.

He accepted the position of wastewater senior assistant director and relocated to Texas. In 2023, he was named Houston water director, overseeing Drinking water operations, wastewater operations,

regulatory compliance and utility development, and resources and client services.

In 2024, he led the charge of transparency to make known Houston's water infrastructure challenges to local elected officials, business & industry, regulatory agencies, media and the Texas State Legislature. For this he is being awarded the 2025 Water Environment Association of Texas Clear Water Leadership Award.

Greg and his wife are active in their church and local community and have four adult children. He competes in running, cycling and is a four time and current world powerlifting champion, and enjoys outdoor activities, wrestling and NASCAR and is a life-long recovering Dallas Cowboys fan.

## WATER ENVIRONMENT ASSOCIATION OF TEXAS

### 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.

#### Dr. Joseph Majdalani

Dr. Joseph Majdalani is the senior assistant director for wastewater operations for the City of Houston, overseeing one of the largest and most complex sanitary sewer systems in the country.

He directs the planning, operation, and maintenance of Houston's wastewater infrastructure, which includes 38 treatment plants, two wet weather facilities, more than 370 lift stations, and a 5,889-mile pipeline network.

Majdalani leads a team of approximately 660 employees and manages an annual operating budget of \$249 million, along with a capital improvement projects budget ranging from \$500 million to \$750 million. Under his leadership, Wastewater Operations has adopted data-driven strategies to improve efficiency and service delivery.

Majdalani's 40-year career includes leadership positions in both public and private sector utilities. He has served as senior advisor for Freese and Nichols, general manager for Jefferson County Drainage District Number 6, public works director for the City of Beaumont, and water utilities manager for the City of Beaumont. His experience includes utility system management, regulatory compliance, and infrastructure development.

Majdalani holds a Bachelor of Science and

a Master of Science in Civil Engineering from the University of Southwestern Louisiana and a Doctorate in Engineering from Lamar University.

In addition to his professional responsibilities, he has taught engineering courses at Lamar University and served on its Civil Engineering Advisory Council.

A Registered Professional Engineer in Texas, Louisiana, and California, Majdalani is also a Certified Floodplain Manager in Texas.

His contributions to the field have been recognized with the Gulf Coast Trenchless Association's 2009 Most Valuable Professional (MVP) award and the Texas Society of Professional Engineers' Engineer of the Year award in 2013.

In 2020, he was appointed by the Texas Water Development Board as vice chair and a member of the technical committee for the Region 5 Neches Flood Planning Group.

Majdalani has lived in Beaumont, Texas, since 1992 with his wife, Cathy. They have three daughters, two sons-in-law, and four grandchildren.

Outside of work, he enjoys time with family, trips to the beach, and travel.

## Women Of Water Breakfast

Thursday, March 20, 7:15 a.m. to 9 a.m.

Convention Center, Grand Ballroom A/B, 3rd Floor

*Ticket Required*

## WATER ENVIRONMENT ASSOCIATION OF TEXAS

### WALTER CHIANG LIFETIME ACHIEVEMENT AWARD

**...recognizes a current or past WEAT member who has demonstrated continual and tireless contributions toward the improvement of the water environment throughout a long, distinguished career in the wastewater treatment industry and in WEAT/WEF.**

#### Chris Pasch

Chris Pasch is a senior consultant with Plummer and a trusted expert regulatory compliance, permitting, and industrial pretreatment. Over his three decades in the clean water sector, he has been instrumental in developing innovative, cost-effective, and environmentally sound permitting solutions for municipalities and industries across Texas.

Pasch excels at navigating complex regulatory landscapes, forging strong relationships with key stakeholders, including the Texas Commission on Environmental Quality, the Environmental Protection Agency, and countless utilities. His ability to translate regulatory challenges into practical solutions has led to major advancements in Whole Effluent Toxicity (WET) testing requirements, pretreatment programs, and water quality standards that continue to benefit our industry.

“Chris understood the importance of WET testing but knew that misinterpretation of results could be devastating to a wastewater treatment program. His work helped overturn federal rulings, enabling the state to modify its approach to WET testing,” recalls a colleague.

Pasch played a key role in clarifying dissolved solids effluent requirements, working tirelessly to prevent unnecessary and costly standards for wastewater providers. Additionally, his expertise in nutrient management put him at the forefront of WEAT’s efforts to develop alternative approaches to nutrient regulations in Texas.

“Chris has a rare ability to merge scientific expertise with pragmatic problem-solving,” says a longtime collaborator. “His work has saved municipalities countless resources while ensuring strong environmental protections.”

His influence extends beyond technical solutions; as he is known for his mentorship and willingness to share knowledge. He has been a featured speaker at industry conferences, including Texas Water, the Water Reuse Symposium, and numerous WEAT section meetings.

“Chris never hesitates to help others. Even seasoned professionals learn something new from him,” notes a former mentee.

Pasch’s service to WEAT includes chairing multiple committees, presenting at state and national conferences, and actively engaging in policy discussions that shape Texas’ regulatory landscape. He has been a member of WEAT’s Government Affairs, Whole Effluent Toxicity, and Pretreatment Committees, in addition to serving as chair of the Nutrient Committee. Through these roles, he has had a lasting impact on how state and federal regulations are applied across Texas.

“Chris’s leadership in WEAT’s Nutrient Committee has been critical to improving nutrient regulations in Texas. He brings clarity and practicality to complex policy discussions,” shares a WEAT colleague.

Beyond committee leadership, Pasch has held various roles within the Central Texas Section of WEAT, including president and section representative.

His commitment to WEAT is evident in his willingness to support both his own, and other local sections through technical presentations, mentorship, and event participation. His ability to simplify complex regulatory topics has made him a sought-after speaker.

“His technical presentations are among the best I’ve ever seen. He makes intricate subjects accessible and engaging,” says an industry peer.

*(Continued)*

As a true environmental advocate, Pasch embodies the mission of WEAT. He not only works to improve regulatory frameworks but also lives his commitment to sustainability, traveling with a minimal carbon footprint and continuously seeking ways to enhance his own environmental stewardship.

“Chris’s dedication to the water environment is

unwavering. His contributions to WEAT and the broader industry will leave a lasting legacy,” states a longtime colleague.

WEAT is proud to recognize Chris Pasch for his service to WEAT, and decades of work for the betterment of Texas’ water environment, with our 2025 Walter Chiang Lifetime Achievement Award.

## WATER ENVIRONMENT ASSOCIATION OF TEXAS

### EARNEST F. GLOYNA PILLARS OF THE PROFESSION AWARD

**...recognizes an individual with a long and distinguished career in the wastewater treatment or water quality industry who has demonstrated meaningful and substantial contributions toward the improvement of the water environment and who has a positive impact on the success and growth of WEAT.**

#### John Bennett

John Bennett’s four-decade career in wastewater treatment is an example of leadership, technical expertise, and commitment.

After starting as a maintenance helper for the Trinity River Authority (TRA) in 1986, Bennett quickly advanced through roles, becoming chief maintenance mechanic by 1990. After earning his Class A Wastewater Operator License, he pursued further education, graduating from Dallas Baptist University in 2016 with a Bachelor’s in Business Administration.

In 2003, Bennett was promoted to manager of the Denton Creek Regional Wastewater System (DCRWS), overseeing the fastest-growing regional wastewater facility at TRA. Under his leadership, DCRWS underwent multiple expansions, increasing capacity to 11.5 MGD and achieving 13 consecutive years of EPA compliance, earning the NACWA Platinum 14 Award.

His operational innovations, including enhanced odor control and industrial waste management, minimized environmental impact and strengthened community relations.

In 2019, Bennett became deputy executive manager for TRA’s Northern Region, overseeing

five regional wastewater plants, one drinking water facility, and support services such as engineering, pretreatment, and laboratory services. His leadership has fostered a skilled, safety-focused workforce, supported by comprehensive training programs he developed as a certified instructor for TCEQ, OSHA, and the National Safety Council.

Bennett’s contributions extend beyond TRA to professional organizations. A member of the Water Environment Association of Texas (WEAT) and the Water Environment Federation (WEF) since 1994, he has held numerous leadership roles, including:

- WEAT North Texas Section President (2005–2007)
- WEAT State President (2012–2013)
- WEF Delegate (2014–2017)
- WEF Operations Challenge Committee Chair (2016–2024)

Bennett’s commitment to workforce development is reflected in his mentorship of TRA’s Operations Challenge teams and his role in advancing WEAT’s professional development initiatives. His accolades include the WEAT Outstanding Municipal Operator of the Year (2003), the WEF William D. Hatfield Award (2006), the WEF Arthur Sidney

*(Continued)*



Bedell Award (2011), and the WEAT Susan B. Hier Excellence in Education Award (2017).

Throughout his career, Bennett has championed innovative practices, environmental stewardship, and professional growth, inspiring countless individuals

and shaping the future of the wastewater industry. For these achievements and his enduring impact on WEAT and the Texas clean water sector, we are honored to present him with WEAT's 2025 Earnest Gloyna Pillars of the Profession Award.

## WATER ENVIRONMENT FEDERATION

### ARTHUR SIDNEY BEDELL AWARD

**...to acknowledge extraordinary personal service to the Water Environment Association of Texas.**

#### **Jeff Caffey, P.E.**

Jeff Caffey is a licensed professional engineer in Texas with 34 years of experience in the planning, design, and construction of wastewater treatment plants. He holds a Bachelor of Science in Civil Engineering from Texas A&M University and a Master of Engineering in Civil Engineering from the University of Texas at Arlington.

Throughout his career, Caffey has worked to improve Texas' water environment and is a Principal and chief wastewater engineer at Plummer.

Caffey has been a dedicated member of WEAT for decades, taking on leadership roles at both the local and state levels. In the North Texas Section (NTS), he served as section representative and was an active member of the Executive Committee for several years.

His efforts helped shape the NTS into one of the most active WEAT sections. At the state level, Caffey served in a succession of leadership roles, including vice president, president-elect, president, and past president.

A colleague noted, "Since I have known him for more than 18 years, Jeff has been a significant contributor to our WEAT local section and at the state level." Another stated, "Jeff's passion, leadership, and dedication to advancing the goals of WEAT embody the spirit of the Arthur Sidney Bedell Award."

During his tenure as president, Caffey helped transition the Texas Water Conference to a virtual format during the COVID-19 pandemic, ensuring continuity of programming for WEAT members. He also played a key role in restoring the in-person conference the following year.

His leadership extended to fostering membership growth by reaching out to smaller sections and implementing a mentorship program that paired new committee and section leaders with experienced members.

In addition to his service on the WEAT Executive Board, Caffey has been involved in numerous WEAT committees, including Strategic Planning, Nominating, Management Review, and the Committee Leadership Council. He currently serves as chair of the Nominating Committee and vice chair of the Committee Leadership Council.

A colleague observed, "Jeff has played a crucial role in guiding the organization to new heights. His leadership has strengthened WEAT's membership and contributed to its overall success."

In addition to his work with WEAT, Caffey has significantly advanced wastewater treatment practices through his engineering expertise. He has been instrumental in improving treatment facilities across Texas, ensuring designs meet the needs of operators while integrating innovative technologies. Notably, he led the first application

*(Continued)*

of Aqua Diamond filters as a retrofit for sand filters at the Trinity River Authority Central Regional Wastewater System, enhancing filtration capacity and water quality.

Caffey is also committed to mentoring young engineers and sharing his extensive knowledge. As a key quality assurance reviewer at Plummer, he ensures excellence in projects large and small.

His long-standing dedication to WEAT and the industry reflects his passion for improving water quality and supporting the next generation of professionals. As one colleague put it, “Jeff is the consummate professional and leader, fully dedicated to WEAT’s mission and vision.” WEAT is honored to present him with the 2025 WEF-WEAT Arthur Sidney Bedell Award.

**WATER ENVIRONMENT ASSOCIATION OF TEXAS  
ARTHUR SIDNEY BEDELL AWARD WINNERS**

1949 Victor Marcus Ehlers	1982 P. D. Parks	2006 Jim Taafe
1952 Winfield S. Mahlie	1983 Dick Whittington	2007 Carolyn Ahrens Wieland
1955 J. H. Sorrels	1984 Joseph F. Malins, Jr.	2008 Richard Eason
1958 Roger Moehlman	1985 Marshall L. Haney	2009 Carol Batterton
1959 C. H. Connell	1986 Sharon D’Orsie	2010 Brad Castleberry
1961 A. C. Bryan	1987 Bert H. Bates, Jr.	2011 John Bennett
1963 David F. Smallhorst	1988 William Goloby	2012 Ronald Dale Carlson
1964 David G. Chase	1989 Rhonda Harris	2013 Jody Zabolio
1965 John P. Wold	1990 Earnest F. Gloyna	2014 Dawn Anderson
1967 Albert H. Ullrich	1991 Stephen M. Jenkins	2015 David Briggs
1968 G. R. Herzik, Jr.	1992 Robert T. McMillon	2016 Julie Nahrgang
1969 Pearl Goodwin	1993 Ron L. Mayo	2017 Jenna Covington
1970 Jack E. Huppert	1994 Paul Roach	2018 Jeffrey L. Sober
1971 Sam L. Warrington	1995 Joe King II	2019 Steve Coonan
1972 Clayton H. Billings	1996 Patricia M. Cleveland	2020 David Jackson
1973 Joe Driskell	1997 Foster Crowell	2021 Leigh Thomas
1974 Joe P. Teller	1998 Raj Bhattarai	2022 Rick Hidalgo
1975 J. L. Robinson	1999 Alan Plummer	2023 Jeff Haby
1976 John B. Scott	2000 Ron Sieger	2024 Heather Cooke
1977 A. E. Holcomb	2001 Betty Jordan	
1978 Ernest F. Cross	2002 Betty Carol Mayo	
1979 W. S. Sam Hutton	2003 Mary Evans	
1980 S. A. Garza	2004 Cathy Henderson	
1981 Robert L. Nichols	2005 Raymond R. Longoria	

## Fastest Saw Cut Competition

Exhibit Hall, Ops Challenge Area

3:30 p.m. to 5 p.m.

Wednesday, March 19

# Awards Celebration

March 20, 2024, noon

Convention Center, Grand Ballroom A/B, 3rd Floor

## TEXAS SECTION - AMERICAN WATER WORKS ASSOCIATION

### CHAPTER AWARDS

Local Chapters play an essential role in the achievement of Texas Section AWWA goals and objectives. The local chapters organize a multitude of professional and social programs, conduct membership recruitment and retention drives, support technical activities striving to advance the water community, and market AWWA as “dedicated to the world’s most important resource.”

Through the annual Chapter Awards program, Texas Section AWWA has the opportunity to recognize

the valuable contributions of local chapters as they strive to enrich, educate, and enlighten the AWWA membership.

Included in the Chapter Awards program are six (6) individual categories in which awards are presented to the chapters: Chapter Communications, Community Service and Public Outreach, Chapter Educational Offerings, Fundraising, Membership Recruitment and Retention, and Mentorship.

### COMMUNICATIONS

#### Capital Area Chapter

The Capital Area Chapter (CAC) has excelled in fostering member engagement and industry awareness through a dynamic communications strategy. Their approach integrates digital platforms, newsletters, and interactive community engagement efforts so members remain informed and connected.

CAC’s strategic use of LinkedIn has not only increased its online presence but also created a collaborative space for industry discussions, news sharing, and recognition of member achievements. Its bi-monthly newsletter delivers relevant content ranging from industry updates to event highlights, strengthening member involvement and participation.

By incorporating direct member feedback through surveys and adapting communication efforts accordingly, CAC has demonstrated a commitment to continuous improvement. Their efforts in maintaining an active, responsive, and informative chapter have set a benchmark for excellence in chapter communications.

Additionally, CAC has launched new communication initiatives, including a webinar series featuring industry experts and a podcast that highlights member success stories. These innovations have expanded the chapter’s reach and reinforced its role as a leader in TAWWA communications.

*(Continued)*

## MENTORSHIP

### Southeast Texas Chapter

The Southeast Texas Chapter (SE) has demonstrated exemplary commitment to mentorship, creating opportunities for career development and leadership training for members at all levels.

A highlight of their efforts is the first-ever TAWWA/WEAT Mentor Program Webinar, which provided structured guidance and professional networking opportunities for emerging industry leaders.

SE's Student Outreach Initiative further supports career pathways by engaging university students in facility tours, mentorship programs, and industry events.

The chapter's leadership pipeline program, which encourages Young Professionals to take on leadership roles within the chapter, has also been a key driver of success. By fostering long-term mentorship connections, SE has strengthened the next generation of water industry professionals and reinforced its commitment to industry excellence.

Additionally, SE has partnered with local utilities to develop an internship-to-employment program, providing mentorship and hands-on training opportunities for students and young professionals. This initiative has successfully placed numerous graduates into full-time roles within the water industry, strengthening the workforce pipeline.

## COMMUNITY SERVICE AND PUBLIC OUTREACH

### South Texas Chapter

The South Texas Chapter demonstrates exceptional dedication to community service. It has led impactful initiatives to raise awareness about water-related issues and promote sustainability. Their efforts extend beyond fundraising, focusing on hands-on service projects that benefit the community.

Key initiatives include the Basura Bash creek cleanup, Imagine a Day Without Water art contest, and the Walk 4 More Water for Africa campaign. These efforts engage volunteers in meaningful activities that enhance water conservation

awareness while providing tangible benefits to local and global communities.

The South Texas Chapter has sustained engagement and long-term impact by fostering partnerships with educational institutions and community groups, making them a model for effective public outreach and service. Their partnership with local municipalities has led to expanded clean-up efforts and public education campaigns, significantly increasing their outreach impact.

*(Continued)*

**Use #txwater25 when posting about the conference on social media.**

## FUNDRAISING

### South Texas Chapter

The South Texas Chapter has successfully raised significant funds to support industry initiatives and scholarships while fostering strong community engagement. Their ability to organize well-attended and impactful events has contributed to their fundraising success.

Events such as the Hill Country Classic Golf Tournament and Bingo for Bags have attracted wide participation. They combine entertainment with philanthropy, generating crucial financial support for scholarships and community initiatives

while enhancing camaraderie among members and industry partners.

Through strategic sponsorship and creative event planning, the South Texas Chapter has set an impressive standard in fundraising efforts, reinforcing their commitment to TAWWA's mission and values. In 2024, their fundraising efforts enabled the establishment of new student scholarships, furthering educational opportunities for future water professionals.

## EDUCATIONAL OFFERINGS

### North Central Texas Chapter

The North Central Texas Chapter (NCT) has distinguished itself through its commitment to providing valuable educational opportunities for industry professionals. Their events cater to a diverse audience, ranging from students to seasoned professionals, ensuring that knowledge-sharing remains at the core of their initiatives.

The Robert F. Pence Drinking Water Seminar, an annual event, continues to be a cornerstone of their educational offerings, featuring expert-led sessions on water treatment, operations, and regulatory updates. Additionally, their technical

presentations, plant tours, and Young Professionals training events have expanded access to educational resources across the chapter.

Through a combination of in-person and virtual training opportunities, NCT has demonstrated adaptability and commitment to professional development, reinforcing its position as a leader in continuing education. In 2024, NCT introduced an online training portal, allowing members to access recorded webinars and technical resources on demand, further expanding educational accessibility.

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**See you next year!**

**Texas Water™ 2026**

**April 27-30**

**San Antonio**

## MEMBERSHIP RECRUITMENT AND RETENTION

### Desert Mountain Chapter

The Southeast Texas Chapter's achievements in membership recruitment and retention are marked by their strategic and innovative approaches, which have resulted in significant membership growth and enhanced member engagement. Their efforts to create welcoming and informative events, like the Open House, have proven to be highly effective in introducing the chapter and its mission to potential members, fostering a welcoming environment that encourages involvement and commitment.

Their development of an informational flyer serves as a valuable tool in these efforts, providing new and prospective members with a concise

and engaging overview of the chapter's activities, benefits, and opportunities for involvement. This proactive approach not only aids in recruitment but also supports retention by ensuring members are aware of and can easily access the resources and opportunities available to them.

By focusing on the quality and diversity of their events, the Southeast Texas Chapter has created a dynamic and inclusive community that appeals to a wide range of professionals within the water industry. Their success in increasing membership and fostering active participation is a testament to their commitment to building a strong, engaged, and vibrant chapter.

## TEXAS SECTION - AMERICAN WATER WORKS ASSOCIATION

### WATER CONSERVATION AND REUSE AWARDS

Each year, the Texas Section AWWA Conservation and Reuse Division recognizes those who have demonstrated excellence in Water Conservation and Reuse Practices.

#### Large Utility Quantifiable Project

##### **San Antonio Water System**

##### ***Paradigm Satellite Leak Detection***

Water loss has been a major topic across the water industry as prolonged droughts and ever-increasing populations have affected many utilities across the country. As resources become more and more difficult to acquire and demand continues to increase, water loss is at the forefront of most water conservation efforts.

San Antonio Water System (SAWS) has been a major proponent in decreasing water loss as it has faced many years of continuous drought, and its infrastructure continues to grow to more than 7,800 miles of water main in 2025. SAWS has been developing a robust leak detection program

over the last 3 years with an increase in staffing, equipment, and new technologies.

In 2024, a new satellite technology was introduced to SAWS named "Paradigm." Through synthetic aperture radar, Paradigm can address hidden leaks throughout the system with a targeted approach by using soil moisture accumulation. After areas of interest are identified by the satellite, SAWS' leak detection teams perform boots on the ground investigations, using ground microphones, correlators, and cellular loggers. SAWS found 27 leaks among the 22 areas of investigations provided. Paradigm's satellite leak detection technology addressed 127.67 acre-feet of water loss and achieved a financial impact of \$159,331.56 across 22 areas of interest.

*(Continued)*

### Small Utility Quantifiable Project

#### **Fort Bend County Municipal Utility District No. 25**

##### ***Golf Course and Amenity Lakes Project***

To combat subsidence, the Fort Bend County Municipal Utility District No.25 (The District) must reduce groundwater withdrawals. One of the projects developed to meet this goal is to use treated effluent instead of potable ground water, where able.

The golf course and amenity lakes project consists of redirecting treated effluent from the wastewater treatment plant for use for irrigation in designated landscaping areas and amenity lakes. Since implementation, Black Hawk Golf Course uses treated effluent for irrigation and amenity lake filling, which resulted in an average savings of 76,735,000 gallons last year. Orchard Lakes HOA now uses treated effluent for amenity lakes, saving an average of 10,272,000 gallons of groundwater last year. The District uses reuse water to irrigate their facilities, resulting in a savings of 140,933,381 gallons of groundwater last year.

This Groundwater Reduction Plan (GRP) has enabled the District to earn over-conversion credits by producing total groundwater savings well above the required amount.

### Large Utility Indirect

#### **City of Irving Water Utilities**

##### ***Irving Summer Camps: Educating the Next Generation on the Value of Water***

In Irving, summer recreation camps have been transformed into an immersive opportunity to teach children about the value of water through the “One Water” concept.

The City of Irving Water Utilities Department developed a program that blends education with entertainment, utilizing hands-on activities, live demonstrations, and interactive sessions to instill water stewardship principles in young residents.

By engaging campers with games, prizes, and

personalized interactions, the program ensures that the key messages of water conservation and environmental awareness leave a lasting impact.

Equally important, Irving staff deliver information which helps the city’s youngest residents in understanding concepts that will enhance their potential to be responsible water customers in adulthood.

Further, we give each participant tools and guidance on how to communicate this information effectively to the adults in their households. Over the years, the initiative has grown, expanding to three recreation centers and reaching more children, making it a cornerstone of Irving’s outreach efforts to promote sustainable water use in the community.

### Medium Utility Indirect

#### **City of Allen**

##### ***Advanced Metering Infrastructure Project***

The City of Allen, a community of 26 square miles that serves over 108,000 residents, modernized its water system with smart water meters (Advanced Meter Infrastructure-AMI).

This transition addresses concerns stemming from rapidly rising water costs, the city’s inability to provide customer insight into water usage, inability to identify leaks past the meter, and inconsistent billing intervals.

With an average residential monthly water consumption of 9,272 gallons, increasing to 13,902 gallons during peak summer months, Allen’s residents needed real-time water consumption data to monitor usage and manage costs effectively.

By leveraging AMI, the city strengthens its position as a forward-thinking community, promoting resource efficiency, customer satisfaction, and data-driven water management facing ongoing population growth and climatic variations.

To educate the community about this initiative, the city produced a series of seven innovative,

*(Continued)*

informative videos. These videos introduce the benefits, transition, registration and humorous “Avoiding Water Bill Surprises” of smart meters. These efforts align with the city’s commitment to modernizing infrastructure, promoting water conservation, and enhance transparency in utility services. By leveraging smart meter technology and engaging educational content, Allen empowers its residents to make informed decisions about their water usage, contributing to sustainable resource management and improved customer satisfaction.

### Non-utility Indirect

#### **Texas Water Trade Net Zero Water Toolkit – A Decentralized Water Resource**

Net Zero Water is the design mindset that prioritizes the use of onsite water sources for a project’s resilience and reliability. This impactful demand management strategy has been proven to reduce a building’s potable water use by 40-80% annually and can be implemented in tandem with other One Water strategies.

Taking advantage of the built environment’s

infrastructure to provide supplemental localized water supplies can ease strain on traditional sources and facilitate growth. Lack of assembled and accessible information defining onsite water strategies and their many benefits is a major impediment to more regular adoption across Texas.

Therefore, Texas Water Trade convened a working group of experienced Texas practitioners to catalogue onsite water knowledge ranging from water quality, health and safety, treatment technology, regulatory permitting, development and financing vehicles, installation, operations, and maintenance.

This wide net of information was organized into a multipage infographic we call the Net Zero Toolkit and published for free use. Texas Water Trade’s Net Zero Water Toolkit provides a comprehensible deep dive into the practice that will benefit planners, engineers, and the public. In combination with online publication of the Toolkit, Texas Water Trade broadcasted the onsite water reuse knowledge by presenting at industry conferences, workshops, and public events to raise awareness of the water reuse benefits.

### **Bob Derrington Reclamation Awards**

*The Bob Derrington Reuse Award is named after the visionary and innovative Odessa Texas Utility Manager who, in the 1980s, expanded Odessa’s existing water reuse program. As a strong advocate for reuse long before it was popular, Bob Derrington*

*understood that the beneficial use of treated effluent and water conservation would not only increase water supplies for Odessa but help develop the expansion of reuse in Texas.*

### **Large Utility Quantifiable Project**

#### **City of Garland Recycled Water Program**

The City of Garland has grown from operating a single wastewater treatment plant to managing two state-of-the-art biological wastewater treatment facilities that serve Garland, Sachse, Rowlett, parts of Dallas, Richardson, and Sunnyvale. Besides Dallas, Garland is the only city in the region that owns and operates its own wastewater treatment plants. These facilities have undergone

several expansions to meet the needs of a growing population and increased nutrient loading in the service area.

In 1999, Garland launched its Direct Use Recycled Water Program in partnership with Luminant’s Forney Energy Center. This program diverts approximately 15,680 acre-feet of treated wastewater annually from the Duck Creek Wastewater Treatment Plant to the power plant, where it is used for cooling and steam generation in the combined-cycle system. This initiative has provided a reliable, sustainable water source for the plant’s operations for over 25 years, conserving

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freshwater resources, reducing CO2 emissions compared to traditional coal-fired plants, and supporting the Texas electrical grid with 1,800 MW of power.

By reusing treated wastewater, Garland's program reduces the demand for freshwater withdrawals, minimizes wastewater discharge into local waterways, and aligns with the city's long-term water conservation goals. This innovative approach underscores Garland's commitment to environmental sustainability and resource efficiency, benefiting both the community and the region's critical infrastructure.

### *Small Utility Quantifiable Project*

#### **Fort Bend County Municipal Utility District No. 25 *Golf Course and Amenity Lakes Project***

To combat subsidence, the Fort Bend County Municipal Utility District No.25 (The District) must reduce groundwater withdrawals. One of the projects developed to meet this goal is to use treated effluent instead of potable ground water, where able.

The golf course and amenity lakes project consists of redirecting treated effluent from the wastewater treatment plant for use for irrigation in designated landscaping areas and amenity lakes. Since implementation, Black Hawk Golf Course uses treated effluent for irrigation and amenity lake filling, which resulted in an average savings of 76,735,000 gallons last year. Orchard Lakes HOA now uses treated effluent for amenity lakes, saving an average of 10,272,000 gallons of groundwater last year. The District uses reuse water to irrigate their facilities, resulting in a savings of 140,933,381 gallons of groundwater last year.

This Groundwater Reduction Plan (GRP) has enabled the District to earn over-conversion credits by producing total groundwater savings.

### *Non-utility Quantifiable Project*

#### **Texas State University, City of San Marcos, Jacobs Solutions *Texas State University and City of San Marcos Direct Potable Reuse Study***

The Texas State University-City of San Marcos Direct Potable Reuse (DPR) Pilot Study is a groundbreaking initiative advancing water conservation and reuse in Central Texas.

This collaborative effort combines academic expertise, municipal resources, and industry knowledge to design, construct, and operate a pilot-scale advanced water purification system at the City of San Marcos Wastewater Treatment Plant. The system, operational since January 2023, processes treated wastewater through innovative technologies, including ozonation, biological activated carbon, ultrafiltration, reverse osmosis, and ultraviolet/hydrogen peroxide advanced oxidation, ensuring safe and aesthetically pleasing purified water.

The project addresses three core objectives: demonstrating DPR feasibility, evaluating online analyzers for real-time water quality monitoring, and enhancing public acceptance through aesthetic water quality assessments. By fostering public engagement and leveraging state-of-the-art technologies, the study highlights DPR as a sustainable solution for water scarcity.

Significant outcomes include numerous conference presentations, two peer-reviewed publications, and broad media coverage, showcasing its scientific contributions and public impact. The project's success is driven by its student-led research approach and commitment to community outreach, exemplified by educational videos and public seminars.

Looking ahead, the study aims to refine treatment processes, explore underutilized water sources like rainwater and stormwater, and reduce dependence on energy-intensive methods. With strong support from diverse funding sources, this project serves as a model for innovative and resource-efficient water management, paving the way for resilient water systems in Texas and beyond.

## WATER ENVIRONMENT ASSOCIATION OF TEXAS

### RONALD B. SIEGER BIOSOLIDS MANAGEMENT AWARD

...recognizes a WEAT member(s), 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.

#### **Matt Berg, P.E.**

Matt Berg has spent over 25 years in the water and wastewater industry, specializing in biosolids management. As an engineer and project manager with Jacobs in Austin, Texas, he provides planning, design, and construction services for water and wastewater treatment facilities across the state.

He holds a Bachelor of Science in Civil Engineering from the University of Illinois at Urbana-Champaign and a Master's in Civil Engineering from the University of Texas at Austin. A licensed Professional Engineer in Texas, Berg has been actively engaged in professional organizations, including WEAT and WEF, since 1999.

Throughout his career, Berg has worked to advance education and public awareness of biosolids issues in Texas and beyond. He has been a longtime member of the Biosolids Management Committee, serving as chair and later co-chair for over five years. His efforts have included organizing specialty conferences, contributing to Texas WET articles, and working on legislative initiatives to address public concerns and misinformation about biosolids land application. He currently participates in a joint task force focused on PFAS-related biosolids issues that may impact Texas legislation.

Berg takes an inclusive approach to biosolids advocacy, engaging with both supporters and critics to understand differing perspectives and foster productive discussions. He has attended meetings of groups opposed to biosolids programs to better understand public concerns, demonstrating a commitment to informed dialogue and community engagement.

Beyond his technical contributions, Berg has played a key role in mentorship and leadership development. He has supported young professionals within WEAT, encouraging their growth in leadership roles and ensuring a balanced perspective in committee leadership by promoting collaboration between consulting and utility representatives. Even after transitioning committee leadership responsibilities, he remains actively involved, providing guidance and continuing to support biosolids education and outreach initiatives.

For his commitment to biosolids education, legislative engagement, and mentorship within the industry, Berg is a deserving candidate for the 2025 Ronald B. Sieger Biosolids Management Award. His contributions have strengthened the profession and supported informed decision-making on biosolids management in Texas.

**Professional Ethics Workshop For Engineers**  
**Thursday, March 20, 1:30 p.m. to 3 p.m.**

## WATER ENVIRONMENT ASSOCIATION OF TEXAS

### ALAN H. PLUMMER AWARD FOR ENVIRONMENTAL SUSTAINABILITY

...recognizes an individual who has made outstanding contributions in the field of environmental sustainability practices within the state of Texas.

#### Gopal Guthikonda, P.E., BCEE

With over four decades of experience in water and wastewater engineering, Gopal Guthikonda has played a significant role in advancing environmental sustainability across Texas. Across his private and public sector career, he has consistently demonstrated a deep commitment to water quality improvement, infrastructure resilience, and sustainable engineering practices.

Gopal began his career as an engineering associate at Austin Water. Over his 26-year tenure with the utility, he was responsible for managing over \$2 billion in capital improvement projects related to water, wastewater, biosolids, and collection systems. As the utility's associate director, his leadership was instrumental in the success of the Austin Clean Water Program (ACWP), a citywide initiative addressing regulatory mandates to eliminate sanitary sewer overflows. Under his direction, the program delivered 78 miles of new sewer infrastructure and five standalone tunnels. This single project reduced annual wastewater overflows from 13 million gallons in 2002 to 350,000 gallons by 2008, a reduction of over 97%. The success of this initiative positioned Austin as a model for utilities nationwide, earning recognition from the U.S. Environmental Protection Agency (EPA)."

His leadership was instrumental in the success of the Austin Clean Water Program, a citywide initiative addressing regulatory mandates to eliminate sanitary sewer overflows. Under his direction, the program delivered 78 miles of new wastewater infrastructure and five standalone tunnels, reducing annual wastewater overflows from 13 million gallons in 2002 to 350,000 gallons by 2008. The success of this initiative positioned Austin as a model for utilities nationwide, earning recognition from the U.S.

Environmental Protection Agency.

Since transitioning to the private sector in 2013, Guthikonda has served as a senior technical advisor at STV (formerly CP&Y), where he provides regulatory guidance and engineering expertise on major infrastructure projects across Central Texas.

His work includes the IH 35 Capital Express South Water and Wastewater relocation program, a 10-mile corridor project requiring extensive water and wastewater line relocations. His strategic input has also benefited municipalities such as San Antonio, Temple, and Houston in addressing critical infrastructure and regulatory challenges.

Beyond his professional contributions, Guthikonda has been an active member of several industry organizations, including the Water Environment Association of Texas, the Water Environment Federation, and the American Society of Civil Engineers.

His dedication to knowledge-sharing is evident in his numerous technical presentations at conferences nationwide. Additionally, he remains committed to mentoring the next generation of engineers through his role as Treasurer of Texas Tech University's Industry Advisory Council for Civil and Environmental Engineering.

Guthikonda's contributions to environmental sustainability have earned him multiple accolades, including the Most Valuable Professional of the Year by the Underground Construction Technology Association and the Sidney L. Allison Award from WEAT.

His work has left a lasting impact on Texas communities, improving infrastructure reliability and water quality for future generations. WEAT is proud to recognize him with this year's Alan Plummer Award for Environmental Sustainability.

## WATER ENVIRONMENT ASSOCIATION OF TEXAS

### CLEAN SHORES CHALLENGE AWARDS

Now celebrating its 10th year, the WEAT Clean Shores Challenge continues to unite sections across Texas in a friendly competition that fosters environmental stewardship and community engagement.

Through cleanup events, WEAT volunteers play a crucial role in keeping Texas waterways clean while raising awareness about the importance of protecting our natural resources.

This year's challenge saw outstanding participation, with sections demonstrating incredible enthusiasm, creativity, and dedication. From large-scale cleanup efforts to innovative community outreach, these teams made a lasting impact. The Public Communications and Outreach Committee is excited to announce the winners of the 2024-2025 WEAT Clean Shores Challenge!

#### CLEAN SHORES TRASHIEST SECTION AWARD

... recognizes the WEAT Section with the highest count of trash bags collected during the Clean Shores Challenge.

##### Hill Country Section

The Hill Country Section demonstrated exceptional dedication by organizing a tributary cleanup during the City of San Antonio's Basura Bash. Volunteers tackled a half-mile stretch of Olmos Creek, and removed a whopping 2400 pounds of

trash, including unusual items like wooden pallets, a stroller, a fire extinguisher, and, most ironically, a 48-gallon recycle bin. Their efforts not only cleaned the creek but also improved stream flow by clearing branches and other debris.

#### CLEAN SHORES MOST SPIRITED SECTION AWARD

... recognizes the most enthusiastic WEAT Section during the Clean Shores Challenge.

##### Hill Country Section

The Hill Country Section also took home this award, thanks to their fun and competitive approach to volunteer engagement. With an unspoken competition among consulting firms for the most volunteers, the event saw a great turnout, complete with special t-shirts and photo ops for

social media. The section also encouraged family participation, making it a fun and educational experience for children. And, of course, no Texas event is complete without breakfast tacos, generously donated by a local consulting firm to fuel the hardworking volunteers!

#### CLEAN SHORES MOST CREATIVE SECTION AWARD

... recognizes the WEAT Section that conducts the cleanup in the most creative manner during the Clean Shores Challenge.

##### Central Texas Section

The Central Texas Section showcased remarkable creativity with their ECO Fest Booth for Bartholomew Brush Busters event. By leveraging their relationship with the Windsor Park Neighborhood Association, they tabled at the festival to promote local participation in creek

cleanups, recruited new volunteers, and provided trash bags and gloves for on-the-spot cleanups. Their unique outreach efforts helped engage the community in environmental stewardship in an innovative way.

*(Continued)*

## CLEAN SHORES MOST INTERESTING TRASH AWARD

... recognizes the WEAT Section that collected the most diverse and interesting trash during the Clean Shores Challenge.

### North Texas Section

The North Texas Section took home the Most Interesting Trash award for their discovery of a melted YETI cooler during their cleanup. This unusual find sparked curiosity and highlighted the unexpected and sometimes bizarre items that

end up polluting our waterways. The cooler's deformed, melted state made it a standout entry in this category, reinforcing the importance of ongoing cleanup efforts to keep our environment free of waste.

## WATER ENVIRONMENT ASSOCIATION OF TEXAS

### SELECT SOCIETY OF SANITARY SLUDGE SHOVELERS

The Select Society of Sanitary Sludge Shovelers was founded by the Arizona Member Association in 1940. It originated to encourage members to get involved. You cannot join the society – you must be “selected” on the basis of merit. Within WEAT, induction into the prestigious society is

based on “outstanding, meritorious service above and beyond the call of duty by recruiting at least five new members.” Shovels may also be awarded for exceptional service as established by the WEAT Board.

Daniel Albus, Parkhill	Raghavender Nednur, TWDB
Brent Bassett, Austin Water	Marco Ramirez, Garver
Adam Conner, Freese & Nichols	Atzuko Reveles, JMT
James Dean, City of Lubbock	Addison Ryan, Austin Water
Greg Eyerly, Houston Public Works	Sahar Saffar, Ardurra
Joseph Fielding, TRA	Derek Schwanke, K Friese
Cullen Francis, Houston Public Works	John Turpin, City of Lubbock
Michael Gonzalez, City of McAllen	Chris Varnon, CDM Smith
Tori Haugvoll, Black and Veatch	Kaylee Waldo, UTRWD
Sarai Heskett, City of Denton	Dawn Walker-Hughes, El Paso Water
Dr. Joseph Majdalani, Houston Public Works	Robert Warren, TRA
Noe Martinez, Austin Water	Veronica Weaver-Rivers, Mbroh
Robert Moss, Austin Water	Tammy West, Austin Water
Suparna Mukhopadhyay, Plummer	Greg Wukasch, SAWS
Troy Najjar, EGWS	

## WATER ENVIRONMENT ASSOCIATION OF TEXAS

### INNOVATIVE TECHNOLOGY AWARD

...recognizes the people and companies behind innovative solutions that are making a difference in solving some of the sector's most pressing water challenges

#### Tayia Oddonetto

Tayia Oddonetto is a fourth-year Ph.D. candidate in environmental science and engineering at the University of Texas at El Paso (UTEP), specializing in desalination brine management. Originally from the southwestern United States, Oddonetto has dedicated her academic and research career to addressing water scarcity challenges through innovative solutions. She focuses on inland desalination, aiming to maximize brine water recovery while minimizing environmental impacts and costs.

Oddonetto's groundbreaking research has led to the development of salt-free electrodialysis metathesis (SF-EDM), an advanced desalination method capable of converting up to 97% of saltwater into freshwater.

This process surpasses traditional reverse osmosis, which typically achieves 70-85% freshwater recovery, and eliminates the need for additional sodium chloride streams required in conventional electrodialysis metathesis.

Her work has significant implications for regions like El Paso, which rely on brackish groundwater as a critical water source. SF-EDM offers a sustainable and cost-effective solution, reducing reliance on deep well injection and mitigating associated environmental risks.

Oddonetto's efforts have earned her numerous accolades, including the El Paso Water Doctoral Fellowship, the Texas Desalination Association Ed Archuleta Desalter Award, and the National Association of Clean Water Agencies Silver Award in 2023. She has also received the Multi-State Salinity Coalition Future Industry Leader Scholarship and the AMTA/Bureau of Reclamation Fellowship for Membrane Technology. Her first-place finish in the NSF ERC Perfect Pitch competition highlighted her ability to communicate complex scientific concepts effectively.

As an active member of the Water Environment Association of Texas, she played a key role in establishing a joint student chapter with the American Water Works Association. Her leadership fosters collaboration and supports the next generation of water professionals.

Oddonetto's work continues to impact the water sector as she pilots SF-EDM technology in collaboration with El Paso Water, the U.S. Bureau of Reclamation, and other key partners. Her vision is to scale this innovative desalination method, ensuring accessible, sustainable solutions for water-scarce communities worldwide. For this, she is the recipient of the 2025 WEAT Innovative Technology Award.

## WATER ENVIRONMENT ASSOCIATION OF TEXAS

### SIDNEY L. ALLISON AWARD

...recognizes a person (or entity) 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.

#### Robert Stanley

Robert Stanley is a proud graduate of Texas A&M University and brings nearly 30 years of unparalleled expertise in the engineering and planning of water and wastewater infrastructure.

For the past two decades, Stanley has been an integral part of the City of Arlington team, where he serves as the engineering manager for the Arlington Water Utilities Planning section.

Throughout his distinguished career, Stanley has been a dedicated innovator in the wastewater industry, contributing to the advancement of modeling, design, and construction of lift stations and pipelines.

At the City of Arlington, he has played a pivotal role in wastewater modeling, master planning, sanitary sewer evaluation studies, and flow monitoring, critical components of Arlington Water Utilities' wastewater collection system.

Stanley oversees a team specializing in in-house modeling and master planning, GIS services, and asset management. He is at the forefront of the department's ambitious initiative to reduce infiltration and inflow and sanitary sewer overflows.

To achieve this goal, Stanley and his team have developed a groundbreaking smart sanitary sewer cleaning program. By leveraging advanced technologies such as wastewater manhole smart covers and integrating various wastewater data points, the program enables Arlington's field operations to execute a more targeted and efficient cleaning strategy.

Stanley's commitment to excellence and his innovative approach continue to drive meaningful progress in ensuring a sustainable and resilient wastewater infrastructure for the City of Arlington. WEAT is proud to recognize him with the 2025 Sidney Allison Award.

### Water Environment Association of Texas Competitions

- **Fastest Saw Cut Competition (Wednesday)**
- **Operations Challenge (Wednesday & Thursday)**
  - **Process Control**
  - **Laboratory**
  - **Pump Maintenance**
  - **Safety**
  - **Collection System**
  - **Electrical**

*The awards ceremony is at 2:45 p.m. Thursday in the Convention Center, Grand Ballroom A/B, 3rd Floor.*

**TEXAS SECTION - AMERICAN WATER WORKS ASSOCIATION  
&  
WATER ENVIRONMENT ASSOCIATION OF TEXAS**

**KEN MILLER WATER FOR PEOPLE FOUNDER'S AWARD**

The Kenneth J. Miller Founder's Award was established in 2001 by the board of directors of Water For People to honor outstanding volunteer service to this international humanitarian effort. Water For People was conceived as a North American response to the water, sanitation and health needs of millions living in the developing world.

From its beginnings, Water For People was envisioned as a volunteer effort of the North American water community. The American Water Works Association leaders who organized Water For People believed that water professionals would

recognize the urgent necessity to support such a cause by contributing their financial assistance, organizational skills and professional expertise. As the organization grew and began accomplishing its vision, the Ken Miller Water for People Founder's Award was established to recognize the extraordinary volunteer efforts being made at the local level.

This award is given jointly by the Texas Section AWWA and WEAT. The winner is kept secret until announced. Also, the recipient is recognized by Water for People at the AWWA Annual Conference and Exposition.

**TEXAS SECTION - AMERICAN WATER WORKS ASSOCIATION  
&  
WATER ENVIRONMENT ASSOCIATION OF TEXAS**

**WATERMARK AWARDS FOR COMMUNICATION EXCELLENCE  
MEDIA AWARDS**

**...recognizes Texas media who have raised the public's level of understanding of water issues. TAWWA and WEAT understand the important role Texas media have in advancing community understanding and support for water resources by interpreting issues affecting water in our state.**

**Jenny Lee, Investigative Reporter/TV Anchor  
KVUE News, Austin, TX**

As the water industry faces a looming labor shortage, Pflugerville ISD becomes the first school district in Texas to launch a new water operator training program to help with the impending crisis.

The Texas American Water Works Association designed and teaches the program that aims to make it easier for high schoolers to enter the water industry.

[www.kvue.com/article/news/investigations/defenders/online-water-operator-training-pflugerville-isd-labor-shortage-water-industry/269-7beafce5-f9f2-4d8f-8cbd-e91ebc60fa5e](http://www.kvue.com/article/news/investigations/defenders/online-water-operator-training-pflugerville-isd-labor-shortage-water-industry/269-7beafce5-f9f2-4d8f-8cbd-e91ebc60fa5e)

*Honorable Mention:*

**KAMU Public Broadcasting  
*Waterful Wednesdays Summer Fun Series***

To promote water awareness in our community, KAMU teamed up with the City of College Station to create short videos for YouTube and social media. The videos have a fun, youthful style but teach important lessons about where the water comes from, how to properly use a sprinkler system, how to read a water meter, and a few ways to conserve water and save cash.

[www.youtube.com/playlist?list=PLT\\_nFX1kYtB6SgVIZ1YyTs0HMxqAd7j-Y](http://www.youtube.com/playlist?list=PLT_nFX1kYtB6SgVIZ1YyTs0HMxqAd7j-Y)



TEXAS SECTION - AMERICAN WATER WORKS ASSOCIATION  
&  
WATER ENVIRONMENT ASSOCIATION OF TEXAS

WATERMARK AWARDS  
FOR COMMUNICATION EXCELLENCE

MEMBER AWARDS

The Watermark Award for communications excellence recognizes Texas Section AWWA and WEAT members who have produced top quality communications. Effective internal and external communication is essential to a member's ability to provide excellent service. Today's water resource professionals must communicate with a variety of audiences to achieve success. Through these awards, Texas Section AWWA and WEAT hope to heighten awareness among all water resource professionals about the importance of effective communication.

**Category I:**

**Communications programs: internal campaigns,  
external campaigns, crisis communications**

Large Utility

**San Antonio Water System  
*Communicating Changes to Outdoor  
Water Rules***

San Antonio's drought is entering its fifth year and is now comparable with the city's drought of record in the 1950's. In fact, current conditions are the most severe since SAWS was created.

To meet the conservation goals in San Antonio's Water Management Plan, the utility would need to reduce water use by 9% — a goal that wasn't met in 2022 and 2023.

As a result, SAWS determined it was time to re-examine watering rules and find better ways to reduce water use in drought. But changing watering rules wasn't enough, they also had to inform our customers in an engaging and wide-ranging campaign.

Small Utility

**Johnson County Special Utility District  
*2024 WaterSmart Campaign***

Johnson County Special Utility District, serving approximately 23,000 connections, launched a

2024 campaign to increase customer registration in its WaterSmart Customer Portal. The portal provides valuable benefits such as water usage monitoring, online bill payment, conservation tips, and alerts, but only 3,553 accounts were registered as of January 2024.

A year-long comprehensive promotional campaign was developed, involving digital, print, social media, and in-person outreach.

Digital promotions included a prominent homepage link and lobby TV messaging. Print materials, such as flyers, magnets, and a pop-up banner with QR codes, were used at public events and in the customer service area. Social media efforts on Facebook reached 2,959 people, and in-person outreach at eight community events engaged approximately 437 attendees.

With a budget of \$1,000, the campaign stayed under budget at \$561. Portal analytics showed registration increases after outreach events, resulting in a gain of 648 accounts for a total of 4,201 by year-end.

One challenge was motivating unregistered customers to act. To address this, JCSUD included WaterSmart-related questions in its 2024 Annual Customer Survey, gathering feedback from

*(Continued)*

1,172 responses. Future campaigns will focus on promoting features that most encourage portal registration, based on ongoing survey insights.

River Authorities or Water Districts:

**Upper Trinity Regional Water District  
*Pledge 2 Water Less Y'all* Campaign**

The Upper Trinity Regional Water District, a regional water district based in Lewisville, Texas, launched the 'Pledge 2 Water Less Y'all' campaign in March 2024. The campaign's purpose was to promote outdoor water conservation and create awareness of Upper Trinity's new, permanent two-day-a-week watering schedule.

The campaign used a variety of media channels to reach customers, including paid and organic social media, digital ads, direct mail, magazine articles, eNewsletters, print and online publications, posters, cinema spots and outdoor events.

All advertising efforts directed viewers to the campaign's main webpage, Water Less Y'all, where they were encouraged to pledge to water no more than two days per week.

The Pledge 2 campaign exceeded expectations with over 11 million impressions, 8,294 clicks and nearly 400 pledgers (well above the initial goal of 100 pledgers). In conclusion, the 2024 Pledge

2 campaign met UTRWD's goals by engaging the public to commit to conserving water. The campaign raised awareness about the importance of water conservation in the region and UTRWD's new watering schedule.

Honorable Mentions:

**City of Irving Water Utilities  
*Envelope Advertising: How to Use "Old Methods" to Make New Impressions***

The City of Irving's Water Utilities Department transformed the exterior of municipal service bill envelopes into an effective communication platform, reaching approximately 50,000 water customers each month. Previously, critical messages were included as inserts, often overlooked by residents who default to online payments.

By using the envelope's exterior, the department ensured immediate recognition of the bill and delivered concise, impactful messaging. The initiative addressed seasonal priorities, sharing information on water conservation, FOG prevention, irrigation assistance, and billing resources.

Collaborating with utility divisions and the Communications Department, messages were aligned with city branding and designed to highlight important municipal programs.

**Category II:**

**Publications: annual reports, water quality reports, brochures, postcards, etc.**

Large Utility

**City of Irving Water Utilities  
*Envelope Advertising: How to Use "Old Methods" to Make New Impressions***

The City of Irving's Water Utilities Department transformed the exterior of municipal service bill envelopes into an effective communication platform, reaching approximately 50,000 water customers each month. Previously, critical messages were included as inserts, often overlooked by residents who default to online payments.

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Collaborating with utility divisions and the Communications Department, messages were aligned with city branding and designed to highlight important municipal programs.

Each envelope reinforced key priorities and

*(Continued)*

directed residents to additional resources.

This innovative use of previously overlooked space has become a permanent fixture of the city's communication strategy. By creating consistent, recognizable messaging, the envelope initiative effectively engages a broad audience, promotes awareness, and enhances the delivery of essential services. The City of Irving's commitment to creative, impactful communication underscores its dedication to community engagement and public education.

River Authorities or Water Districts:

**Tarrant Regional Water District  
Centennial Book**

The centennial book was brought to life thanks to the leadership of Tarrant Regional Water District and the members of the TRWD Centennial Taskforce.

They recognized the importance of commemorating the district's 100th anniversary with an informative book that chronicles the district's history, challenges, and achievements in providing reliable and sustainable water supply, essential flood protection, and exceptional recreational opportunities to its communities.

Honorable Mention:

**Fort Worth Water  
Encouraging Customer and Utility  
Stewardship 2023 Annual Report**

Customers are hungry for information about the Fort Worth Water. In 2022, the utility began publishing an annual report as another avenue to tell our extensive story. The format is easy to read and digest. It is full of facts and figures. And,

it's full of photos of the hard-working utility employees and some facilities.

This report shines a light on employees to help customers know that the utility cares about them and will care for their water needs.

The report highlights important programs available to customers. It provides lots of figures to illustrate just how large the utility is — now serving more than 1.4 million people.

Honorable Mention:

**Arlington Water Utilities  
Don't be corny - save water! Halloween  
outreach**

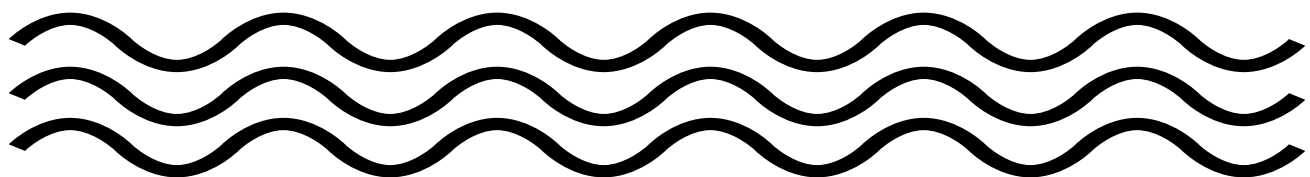
Arlington Water Utilities serves more than 398,000 residents and has been growing a larger communications team with the addition of an in-house designer in 2024.

With more than 3,000 residents in attendance at the City of Arlington's multiple Trunk or Treat events, the Arlington team developed a great way to fit in water conservation tips while distributing candy.

The Halloween flyers are an effective way to harmonize water conservation with fun illustrations and catchy taglines such as "Feel gourd about saving water with native plants!" and "Don't be corny, save water!"

One of the goals was to popularize the flyers among children and create a collection aspect that also promotes social interaction. With the success of this publication, our team expects to uphold the project every fall with updated illustrations and themes.

*(Continued)*



## Category III:

### Digital Content: websites, social media, infographics, logos, etc.

#### Large Utility

##### **El Paso Water**

##### ***Trust Your Tap Social Media Campaign***

The El Paso Water “Trust Your Tap” social media campaign aimed to increase public awareness of the utility’s water quality and build trust through collaboration with Division I athletes who help represent El Paso.

Serving over 200,000 customers, EPWater sought to connect with a wider audience, including the large following of the University of Texas at El Paso Miners, many of whom are alumni or local residents.

By partnering with four UTEP athletes—Cade McConnell, John Burris, Kaya Weaver, and Torrance Lovesee—EPWater used the athletes’ popularity to promote its message about the safety, monitoring, and testing of El Paso’s tap water.

The campaign featured 15-second and 30-second videos highlighting hydration’s role in athletic performance and the teamwork involved in water delivery. These videos were shared across social media platforms like Instagram and Facebook and aired at UTEP sporting events.

EPWater saw a significant boost in social media engagement, with over 62,000 impressions on Instagram and 8,800 on Facebook. The campaign reached a broad audience, with more than 80% of views coming from non-followers. EPWater invested \$10,000 in the initiative, which received positive community feedback and set the stage for future influencer campaigns in 2025.

#### River Authorities or Water Districts:

##### **San Jacinto River Authority**

##### ***Lake Conroe Story Map***

The San Jacinto River Authority (SJRA) developed another technology-driven educational campaign: the Lake Conroe Division StoryMap that introduces us to Levee Current, or LC for

short. LC is a fisherman on Lake Conroe who is a history buff as much as he is an outdoorsman. He loves to tell the story of Lake Conroe, how it came to be and how it is now being used for drinking water across Montgomery County.

#### Honorable Mention:

##### **Austin Water**

##### ***Intranet Design and Launch***

Austin Water launched a modern employee-facing intranet in Summer 2024 to serve as an information hub for its more than 1,400 employees. This new platform, named AW Insider, replaced a decades-old site that lacked a robust search tool.

AW Insider also offers enhanced employee engagement through a “breaking news” ticker, photos and videos. Recent operational emergencies and a dispersed workforce highlighted the need for a centralized site for employees to access policies, standard operating procedures and current news. Austin Water’s Information Technology team and Public Information Office partnered to build a new site on SharePoint.

To help achieve employee engagement goals, the PIO team sought employee feedback to inform design criteria through surveys and focus groups. Later, employee focus groups took the beta site for a “test drive” to identify gaps or missing information.

Austin Water’s PIO team executed a multi-faceted outreach plan to launch the new site, including a scavenger hunt with prizes, a virtual grand opening, flyers with QR codes, and email announcements.

Austin Water achieved its adoption rate goals through employee-centered design and robust outreach to promote AW Insider. In its first month, nearly 700 employees visited the site.

*(Continued)*

Honorable Mention:

**City of College Station**

***Greens Prairie Water Tower Gets a New Look***

Does infrastructure have to be boring? Absolutely not!

When it was time to perform routine maintenance on a water tower that had greeted visitors to College Station for thirty years, College

Station's Public Communications and Water Services teams seized on a unique opportunity. Instead of repainting the exterior exactly as it was, our Public Communications team designed a unique mural highlighting recognizable landmarks in College Station's skyline.

What was once an uninteresting structure has been transformed into a work of art that welcomes visitors and residents alike.

**Category IV:**

**Community Outreach & Education Programs: events, curriculums, programs**

Large Utility

**McAllen Public Utility**

***Water Education Camps***

McAllen Public Utility works hard to educate the public, especially younger generations, on the issues surrounding water use and conservation.

In 2024, MPU hosted a variety of camps centered around STEAM and water-based curriculum.

Hosted at the MPU Water Education Learning Center, the camps provide the participants with an inclusive, welcoming, and supportive environment to unleash creativity and broaden overall water and utility knowledge.

13,902 gallons during peak summer months, Allen's residents needed real-time water consumption data to monitor usage and manage costs effectively.

By leveraging AMI, the city strengthens its position as a forward-thinking community, promoting resource efficiency, customer satisfaction, and data-driven water management facing ongoing population growth and climatic variations.

To educate the community about this initiative, the city produced a series of seven innovative, informative videos. These videos introduce the benefits, transition, registration and humorous "Avoiding Water Bill Surprises" of smart meters.

These efforts align with the city's commitment to modernizing infrastructure, promoting water conservation, and enhancing transparency in utility services. By leveraging smart meter technology and engaging educational content, Allen empowers its residents to make informed decisions about their water usage, contributing to sustainable resource management and improved customer satisfaction.

Small Utility

**City of Allen**

***Advanced Metering Infrastructure Project***

The City of Allen, a community of 26 square miles that serves over 108,000 residents, modernized its water system with smart water meters (Advanced Meter Infrastructure-AMI).

This transition addressed concerns stemming from rapidly rising water costs, the city's inability to provide customer insight into water usage, inability to identify leaks past the meter, and inconsistent billing intervals.

With an average residential monthly water consumption of 9,272 gallons, increasing to

River Authorities or Water Districts:

**San Jacinto River Authority**

***School Tours***

In August 2023, the San Jacinto River Authority created a new position in the Public Communications Team, senior customer service specialist, to focus solely on customer service and

*(Continued)*

SJRA's engagement within the community.

SJRA also drafted a customer service plan outlining goals and objectives. Within this plan was the goal of conducting school tours and community engagement.

*Honorable Mention:*

**San Antonio Water System**

***The San Antonio Water History Tour***

San Antonio is widely known for its fierce culture of water conservation and stewardship. Still, the demographics of attendees for our tour programs have changed, such that presently more than half of tour attendees are not from San Antonio or even Texas.

SAWS needed a new education experience designed to connect people to the value of water

and to our cultural foundation of conservation and stewardship. The San Antonio Water History Tour was created to connect our community to their water by celebrating the unique and colorful water history of a rapidly growing and changing city.

From Spanish colonial aqueducts to gushing artesian wells, our city has a water history like no place else on Earth. With a background presentation that highlights many rare and historic documents and images, followed by site visits to key historic spots, the tour takes us full circle to appreciate how water resources were managed hundreds and thousands of years ago and how these practices evolved to the present.

By connecting our community to the people and practices that came before us, we connect people in a profound way to their water and foster a desire to protect and conserve it.

**Category V:  
OpEds and Features**

*River Authorities or Water Districts:*

**Tarrant Regional Water District**

***Employee Spotlight Series***

Tarrant Regional Water District's Communications and Community Outreach Department launched an authentic employee story series that humanized

the organization's workforce and mission through compelling narratives.

By spotlighting individual employees, their roles, and their impact on the community, this strategic initiative successfully transformed public perception while fostering employee pride and strengthening community relationships.

**Category VI:  
Multimedia: video and photography**

*Large Utility*

**City of Georgetown**

***Follow Your Georgetown Water Schedule***

With summer heat and drought in Texas comes the annual push to get customers to follow the outdoor watering schedule.

In summer 2024, the Georgetown Water Utility partnered with the city's central communications department to run a multi-pronged marketing

campaign to help customers save their lawns and money during Texas' extreme weather.

The teams developed memorable videos and clear graphics to educate customers on how to follow the outdoor watering schedule, the importance of educating your neighbors, and when not to irrigate outdoors.

Listing all ZIP codes where the schedule applied is important because 40 percent of Georgetown's water customers live outside the city limits. Many

*(Continued)*

customers tune out the city's messages.

Using in-house talent to produce two video spots and website ads, the utility used Spectrum Reach to run the ads across streaming services, TV networks, and websites from June to September, targeting the four largest ZIP codes in its water service area.

In four months, the videos aired nearly 1,200 times reaching more than 155,000 people with a nearly 99 percent completion rate. The online displays reached nearly 250,000 customers, resulting in more than 700 website visits and a click-through-rate of 0.285 percent.

### Small Utility

#### **City of Allen**

#### ***Advanced Metering Infrastructure Project***

The City of Allen, a community of 26 square miles that serves over 108,000 residents, modernized its water system with smart water meters (Advanced Meter Infrastructure-AMI).

This transition addresses concerns stemming from rapidly rising water costs, the city's inability to provide customer insight into water usage, inability to identify leaks past the meter, and inconsistent billing intervals.

With an average residential monthly water consumption of 9,272 gallons, increasing to 13,902 gallons during peak summer months, Allen's residents needed real-time water consumption data to monitor usage and manage costs effectively.

By leveraging AMI, the city strengthens its position as a forward-thinking community, promoting resource efficiency, customer satisfaction, and data-driven water management facing ongoing population growth and climatic variations.

To educate the community about this initiative, the city has produced a series of seven innovative, informative videos. These videos introduce the benefits, transition, registration and humorous "Avoiding Water Bill Surprises" of smart meters.

These efforts align with the city's commitment to modernizing infrastructure, promoting water conservation, and enhancing transparency in utility services. By leveraging smart meter technology and engaging educational content, Allen empowers its residents to make informed decisions about their water usage, contributing to sustainable resource management and improved customer satisfaction.

### River Authorities or Water Districts:

#### **Upper Trinity Regional Water District *Cycle & Soak Video***

To reduce water waste and allow more water to absorb in the lawn, homeowners should practice the "Cycle and Soak" method by operating sprinklers for shorter cycles with an hour of rest in between each additional cycle.

To encourage homeowners to use this watering method, the Town of Flower Mound partnered with Upper Trinity Regional Water District to create a short, humorous video titled 'Cycle and Soak.'

The goal of the video was to reach at least 1,000 residents and reduce water waste. Ultimately, the video was viewed more than 4,800 times across both the town's and UTRWD's social media channels.

Being able to collaborate and promote the video to both organization's unique audiences was a huge success. Both Upper Trinity and the Town are already looking forward to their next production.

### Honorable Mention:

#### **El Paso Water *Aquifer Replenishment Video***

El Paso Water has a long history in water reuse starting with its first reclaimed water project in 1965. Now, EPWater is furthering its water reuse journey with the Aquifer Replenishment Project which will convey treated river water to an Enhanced Arroyo that will recharge the aquifer.

To gain support for the Enhanced Arroyo, EPWater needs to build understanding of the

*(Continued)*

aquifer replenishment concept and acceptance of the project location, which is adjacent to a new neighborhood in development.

The EPWater Communications team felt that a visual explanation would be the best tool to explain the technical concept and why the selected location is ideal. The team worked with CultureSpan Marketing to write, shoot and produce a bilingual animated video that was shared on EPWater’s website and social media.

The Aquifer Replenishment video reached a wide audience over a period of a few months. The video achieved 6,026 digital impressions that led viewers to epwater.org to learn more about aquifer replenishment and the utility’s diversified water resources.

In 2025 EPWater is launching a new speakers bureau, that will include this video. The video gives EPWater an important and effective communication tool for communicating Aquifer Replenishment for years to come.

*Honorable Mention:*

**City of College Station**

***Summer Fun Video Shorts***

The City of College Station’s Water Services Department has partnered with KAMU Public Broadcasting for several years now on the popular “Waterful Wednesday” radio segment.

As a means to promote the segment to new audiences, Water Services worked with KAMU to create a series of one-minute videos highlighting conservation, home maintenance tips, and water quality.

The segments are saved on KAMU Public Broadcasting’s YouTube Shorts channel and were promoted in their Instagram and Facebook, and X accounts. Every other week, starting in late July, a different short was released with timely tips.

**See you next year!**

**Texas Water™ 2026**

**April 27-30**

**San Antonio**



# WEAT Operations Awards Ceremony

March 20, 2024, 2:45 p.m.

Convention Center, Grand Ballroom A/B, 3rd Floor

WATER ENVIRONMENT ASSOCIATION OF TEXAS

## T. L. Satterwhite Award

...recognizes an individual or entity for excellence and commitment to the art and science of industrial wastewater treatment in Texas.

### Jennifer Whitaker

Jennifer Whitaker is the manager of laboratory services for the Trinity River Authority of Texas. With over 25 years of experience in environmental laboratory science, she has played a critical role in advancing analytical capabilities and ensuring high-quality laboratory data for water and wastewater monitoring. She holds a Bachelor of Science in chemistry from the University of North Texas and a Master of Applied Science in environmental management from the University of Denver.

Whitaker's career began in 1998 as a laboratory technician at Huther and Associates. In 2004, she joined TRA as a chemist. Over the past two decades, she has been a consistent contributor to laboratory operations, regulatory compliance, and scientific advancements at TRA.

Whitaker is an active member of the Water Environment Association of Texas, currently serving as co-chair of the WEAT Laboratory Committee. She contributes to professional education by authoring the Laboratory Committee Tech Talk column for Texas WET magazine. Her article "WET Testing – Mystery Revealed" providing insights into whole effluent toxicity testing.

She presented "How to Interpret Laboratory Reports" at the 2024 Region VI Pretreatment Association Workshop, further demonstrating her commitment to knowledge sharing.

A standout achievement in her career is her leadership in implementing per- and polyfluoroalkyl substances (PFAS) analysis capabilities at TRA. Recognizing the growing

regulatory and environmental concerns surrounding PFAS, Whitaker advocated for acquiring state-of-the-art laboratory instrumentation to analyze drinking water, non-potable water, and solid matrices.

Under her direction, TRA's laboratory successfully validated EPA 533/537.1 methodologies and is preparing for accreditation in January 2025. The implementation of EPA 1633 methodology is also underway, with completion expected by the end of 2024. Her efforts ensure that TRA can provide timely and reliable PFAS data to support water quality management across Texas.

Whitaker's initiative extended beyond TRA's traditional service area, as she successfully petitioned TRA's leadership to offer PFAS analytical services statewide. With approval from TRA's general manager and board of directors, the lab now provides high-quality PFAS data with a 15-day turnaround time, supporting municipalities and utilities throughout Texas. Her leadership in this initiative underscores her commitment to addressing emerging environmental challenges through innovation and scientific excellence.

Through her technical expertise, leadership in laboratory operations, and dedication to advancing environmental analysis, Whitaker has made a lasting impact on water quality monitoring in Texas. Her contributions to laboratory science and regulatory compliance are recognized with WEAT's 2025 T.L. Satterwhite Award.

**WATER ENVIRONMENT ASSOCIATION OF TEXAS**  
**SUSAN B. HIER AWARD FOR EXCELLENCE**  
**IN EDUCATION & LICENSING**

...recognizes the achievements and contributions made in the field of education and professional advancement of operators within the state of Texas.

**Dale Burrow**

With 36 years of service at the Trinity River Authority of Texas, Dale Burrow has made a lasting impact on the Texas wastewater industry through leadership, mentorship, and technical expertise.

A holder of a TCEQ Class "A" Wastewater Treatment Operator license since 2000, he has actively contributed to the profession as a member of WEAT, WEF, and other industry organizations. His commitment to developing skilled operators has been a defining aspect of his career.

A significant part of Burrow's professional contributions is his leadership in TRA's Operations Challenge program. For 24 years, he has been a key member of the TRA "CReWSers" team, including serving as captain for 15 years.

Under his leadership, the team has earned 20 consecutive state championships, seven national titles, and international victories in Argentina and Germany. Out of 78 competitions entered, the team has secured 40 first-place finishes.

Beyond competition, Burrow has prioritized mentorship, using his expertise to guide operators in both the Operations Challenge and their overall professional development.

Burrow has also played an important role in

advancing inclusivity within WEAT. He was instrumental in the formation and success of TRA's first all-women Operations Challenge team, the "TRAIblazers." This team became the first all-women group to represent Texas at WEFTEC's national Operations Challenge competition. His mentorship and support have encouraged more women to pursue careers in operations and the clean water sector.

Burrow's involvement with WEAT extends beyond Operations Challenge, he has contributed to the WEAT Operator Training Program, assisted operators in preparing for licensing exams, and provided hands-on training in industrial and surcharge sampling.

Additionally, he has helped develop new tools and systems within his department, enhancing efficiency and effectiveness.

Burrow's career reflects the values recognized by the Susan B. Hier Excellence in Education and Licensing Award. His leadership, mentorship, and dedication to professional development have strengthened the wastewater industry and supported countless operators in advancing their careers.

**Use #TXwater25**  
**when posting about the**  
**conference on social media.**

## WATER ENVIRONMENT ASSOCIATION OF TEXAS

### LEE BOHME OUTSTANDING PRETREATMENT PROFESSIONAL AWARD

...recognizes the achievements and contributions made in the field of education and professional advancement of operators within the state of Texas.

#### Martin Miller

Martin Miller, REM, serves as the industrial compliance supervisor at the San Antonio Water System, where he has dedicated over 35 years to the fields of pretreatment and industrial stormwater compliance. His expertise in regulatory enforcement, industrial compliance, and environmental protection has made a lasting impact on SAWS and the broader water industry.

Miller played a key role in the exemplary implementation of SAWS' Pretreatment Program in 1992, significantly strengthening industrial compliance and environmental safeguards. His leadership extended to the Texas Natural Resource Conservation Commission's (now TCEQ) Stormwater Inspection Program, where his contributions were formally recognized in 2001.

In 2002, the pretreatment program he supervised earned second place in a national competition for Outstanding Pretreatment Programs, further demonstrating the effectiveness of his work.

Beyond regulatory achievements, Miller is an active mentor and educator. He has played a

central role in developing local limits, managing illicit connections, and coordinating special projects. His involvement with the WEAT Pretreatment Knowledge Committee includes contributions to drafting a white paper on the Dental Amalgam Rule and providing input on EPA's proposed POTW Influent Study.

A frequent presenter at state and national conferences, Miller shares his experience to support and advance the profession.

"Even seasoned pretreatment professionals always learn something new from Miller," says a longtime colleague. "His depth of knowledge and ability to communicate complex topics make him a tremendous asset to the field."

Known for his integrity and pragmatic approach, Miller handles contentious issues with sensitivity and professionalism. WEAT is proud to recognize his leadership in environmental compliance, and the high standard he has set for industrial pretreatment programs, with the 2025 Lee Bohme Pretreatment Award.

*Gavel Passing Ceremony*  
*Thursday, March 20, 6 :15 p.m.*  
*Shell Energy Stadium*

## WATER ENVIRONMENT ASSOCIATION OF TEXAS

### WORKFORCE DEVELOPMENT AWARD

...recognizes individuals advancing workforce development programs in Texas that effectively attract, train, and/or retain water sector workers.

#### Justin Rackley

Justin Rackley is the East Texas business team leader for Garver, where he manages large facility improvement projects. Rackley uses his experience and knowledge to mentor and advance members of his team, providing them with opportunities to showcase their skills.

He is committed to growing and developing young staff into becoming project managers and senior team leaders. Rackley also encourages their involvement in industry organizations, such as WEAT, to grow and evolve not only their career but skills necessary to collaborate and build relationships with clients.

Rackley also serves as co-chair of WEAT's Workforce Development Committee, which focuses on strengthening regional collaboration and the alignment of education, training, and workforce development in the water and wastewater industry. Along with Katie Zheng and Dylan Christenson, Rackley helped establish the operator apprenticeship program that bridges the gap between high school graduates and becoming a licensed operator.

Rackley also coordinates and leads a yearly tour

of the Texas Water Convention Center for high school students. He coordinates with local STEM schools to bring students to the exhibit hall and meet with vendors, manufacturers, engineers, in order to continually develop the clean water workforce pipeline.

Additionally, Rackley works closely with the WEAT Public Communications and Outreach Committee to improve communication and knowledge transfer between technical and informational resources on water to the public, the education community, the media, and policymakers and to create a strong pipeline of skilled and diverse workers in the water and wastewater industry.

This includes working with NextOP, which connects military personnel with their next career outside of the military.

For his work as a WEAT volunteer and commitment to developing the clean water leaders of tomorrow, we are proud to recognize Rackley with WEAT's 2025 Workforce Development Award.

**Conference Night Out**

**Thursday, March 20**

**6:30 p.m. to 8:30 p.m**

**Shell Energy Stadium**

**Ticket required**

## WATER ENVIRONMENT ASSOCIATION OF TEXAS

### TRENT WOODWARD PHILANTHROPY AWARD

...recognizes an individual member of WEAT for outstanding effort and commitment to the clean water sector's charitable giving.

#### Chris Varnon

Chris Varnon is the regional water reclamation discipline leader for CDM Smith's West Central region. He received his undergraduate degree from Rensselaer Polytechnic Institute in Troy, NY, and his Masters in environmental and water resources engineering from the University of Texas at Austin in 2002.

As a volunteer with WEAT and its sister organizations, Varnon has leveraged professional connections within the clean water community into his role as a tireless advocate for philanthropic initiatives within WEAT and the broader Houston clean water community.

Varnon has been a driving force behind WEAT Southeast Texas Chapter's support of Water for People, a global nonprofit that ensures access to clean water and sanitation in developing countries. His leadership and commitment have been evident in his long-standing involvement with the "Water for People, Beer for Us" events at St. Arnolds Brewery.

His proactive approach led him to Austin to attend the Pints for People event, where he collaborated with Trent Woodward to improve the success of similar events in Houston.

In addition, Varnon has been instrumental in organizing other philanthropic efforts such as Running for a Cause and the Water for People silent auction at Texas Water.

His active participation in fundraising and event planning demonstrates his unwavering commitment to charitable giving and his ability to inspire others to get involved

His fundraising for Water For People was recognized with his receipt of the Kenneth J. Miller Founders Award in 2008 in recognition of outstanding volunteerism in support of WFP. In 2009, he was fortunate enough to participate in a country tour of WFPs operation in Bolivia, which further galvanized his commitment to supporting the organization.

Varnon has held roles of WFP chair for both TAWWA and WEAT sections in the Houston area, chaired the WFP Silent Auction at Texas Water in 2009, 2012, 2019, and 2023, and is currently serving as WEAT's Philanthropy Committee chair. Whether as chair at the state level or through his contributions to the Southeast Section of WEAT, Varnon has demonstrated continual and tireless contributions toward WEAT's philanthropic efforts, and exemplifies the spirit of philanthropy and leadership that this award celebrates.

Varnon is an outstanding example to others of the benefits of volunteering time and talent for philanthropic causes. WEAT is proud to recognize him as our 2025 Trent Woodward Philanthropy Award recipient.

**Water Quality Month**  
**August 2025**

## WATER ENVIRONMENT ASSOCIATION OF TEXAS

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

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

#### Flower Mound Wastewater Treatment Plant Town of Flower Mound

The Flower Mound Wastewater Treatment Plant has been serving the Town of Flower Mound, Texas, since 1972. Over the past five decades, the facility has undergone multiple expansions and upgrades to meet the needs of the growing community while ensuring compliance with regulatory requirements.

The plant currently operates under the Texas Pollutant Discharge Elimination System permit, with a design capacity of 8.7 million gallons per day annual average daily flow (AADF) and a peak two-hour flow capacity of 33.3 MGD. The final phase of the permit allows for expansion to 10 MGD AADF.

The plant treats wastewater from Flower Mound's Long Prairie and Lakeside districts and discharges effluent to Baker's Branch, a tributary of Denton Creek within the Trinity River watershed. The facility has maintained a strong compliance record, consistently meeting or exceeding its permit discharge limits while undergoing continuous improvement projects to replace aging infrastructure and enhance performance.

The plant employs a combination of treatment processes, including activated sludge and sequencing batch reactors (SBRs), to ensure high-quality effluent. Continuous monitoring of influent and effluent quality, solids management, and operational parameters allows for data-driven decision-making and regulatory compliance.

The town files monthly Discharge Monitoring Reports with the Texas Commission on Environmental Quality and maintains extensive operational records to track plant performance and support long-term planning.

To address equipment aging and regulatory

changes, the town has developed a proactive capital improvement plan. The plan prioritizes upgrades to key process areas, ensuring the plant can continue to provide reliable service while accommodating future growth. Recent projects include improvements to solids handling, aeration systems, and odor control measures.

The Town of Flower Mound places a strong emphasis on workplace safety and staff training. Employees participate in regular safety programs, quarterly refresher training, and specialized instruction on topics such as confined space entry, lockout/tagout procedures, and hazard communication. These efforts have contributed to a strong safety record, with zero lost-time incidents reported in 2023 and 2024.

In addition to safety, the WWTP prioritizes operator training and professional development. Staff members follow written standard operating procedures for all treatment units and are encouraged to take an active role in optimizing plant performance. The team, led by Plant Manager Curtis Williams, is dedicated to maintaining operational excellence through hands-on experience and continuous learning.

Operating near design capacity on a daily basis, the Flower Mound WWTP continues to meet the challenges of aging infrastructure, increasing peak flows, and evolving regulatory standards. The plant's performance history is a testament to the expertise and dedication of its staff, who work diligently to ensure high-quality wastewater treatment while protecting public health and the environment. WEAT is honored to honor Flower Mound as our 2025 Category 2 Municipal Wastewater Treatment Plant of the Year.

## WATER ENVIRONMENT ASSOCIATION OF TEXAS

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

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

#### Wilson Creek Regional Wastewater Treatment Plant North Texas Municipal Water District

The Wilson Creek Regional Wastewater Treatment Plant, operated by the North Texas Municipal Water District, serves a critical role in managing wastewater for a rapidly growing region.

Located in Allen, Texas, the facility provides treatment services for multiple cities, including Allen, Frisco, McKinney, Princeton, Plano, Fairview, Anna, Melissa, Lucas, Parker, and Prosper. The plant has a permitted annual average daily flow of 64 million gallons per day and a peak two-hour flow capacity of 224 MGD.

The plant is divided into two distinct treatment processes. Plant 1 uses conventional activated sludge treatment with traveling bridge and cloth media filtration, followed by chlorine and ultraviolet disinfection. Plant 2 operates with biological nutrient removal, cloth media filtration, and UV disinfection.

Additionally, the facility features a 64-MGD Bioactiflo advanced peak flow treatment system, requiring specialized knowledge and expertise to operate efficiently. Treated effluent is discharged into Lavon Lake, a drinking water source for over 2.2 million North Texans, under strict regulatory oversight as outlined in the plant's TPDES Permit.

Solids generated through treatment processes are thickened and dewatered using centrifuges before being transported to the NTMWD 121 Landfill in Melissa, Texas, for disposal. The facility is staffed 24/7 to ensure continuous and effective operations. Personnel include supervisory and administrative staff, lead operators, mechanics, planners, and solids transport drivers, all of whom contribute to maintaining compliance and operational excellence.

Wilson Creek has received industry recognition for its operational performance, including the NACWA Silver Peak Performance Award in 2023. The facility maintains a strong safety record, with zero lost-time injuries reported in fiscal year 2024 over 93,576 hours worked. This achievement reflects NTMWD's commitment to workplace safety, supported by structured safety programs addressing confined space entry, hoisting and lifting, lockout/tagout procedures, and hazard communication.

Comprehensive record-keeping is integral to plant operations. NTMWD employs various digital platforms for document maintenance, compliance, and regulatory reporting. Systems used include Maximo (for asset and maintenance management), Laserfiche (for regulatory record storage), and NET DMR (for regulatory submissions) ensure efficiency and accuracy in plant management.

In 2023, Wilson Creek achieved a 99.45% treatment effectiveness rate, processing over 19.6 billion gallons of wastewater while maintaining compliance with stringent environmental standards. In 2024, the facility continued its strong performance, treating over 20.2 billion gallons with a 100% compliance rate to date.

With inflow rates approaching 90% of its treatment capacity, Wilson Creek continues to play an essential role in protecting public health and the environment while serving the needs of a growing North Texas population. WEAT is proud to recognize Wilson Creek as the 2025 Category 3 Municipal Wastewater Treatment Plant of the Year.

**WATER ENVIRONMENT ASSOCIATION OF TEXAS**

**OUTSTANDING OPERATOR OF THE YEAR**

**...recognizes a wastewater treatment plant operator (municipal or industrial) 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.**

**Daniel Lara**

Daniel Lara is an “A” Licensed Operator at the McAllen Public Utility North Wastewater Treatment Plant (NWWTP). In this role, Lara oversees the operation and maintenance of a 15-million-gallon-per-day Extended air activated sludge plant, which produces Type I reclaimed water.

Notably, the NWWTP was the first wastewater treatment plant in the Rio Grande Valley to distribute reclaimed water for residential irrigation — a pioneering initiative made possible through the expertise and dedication of Lara and his operations team.

Lara’s experience and skillset extend across all facets of plant operations, including process control, belt press operation, and data management. As a 36-year veteran employee, his depth of knowledge ensures smooth plant performance, regulatory compliance, and the efficient delivery of reclaimed water.

His hands-on approach and problem-solving mindset have significantly contributed to the facility’s reputation for reliability and innovation. His colleagues regard him as a professional who leads by example, fostering a workplace culture centered on safety, precision, and accountability.

In addition to his technical expertise, Lara mentors new operators, sharing his extensive knowledge to help them succeed in their careers. His leadership has helped develop a generation of

skilled operations professionals at MPU.

Lara’s dedication to service extends beyond his profession. Before beginning his career in wastewater operations, he served four years in the United States Navy and later continued his commitment to public service in the U.S. Army Reserves.

His strong sense of duty is also evident in his community involvement. He regularly volunteers at a local food bank, embodying the values of service and generosity.

His character and work ethic are reflected in his performance within and outside of work, and his pursuit of continuous learning. Whether reviewing technical journals, attending industry conferences, or engaging with peers, Lara remains committed to professional growth.

Reflecting on Lara’s contributions, a colleague shared, “Seven years ago, when I first visited the NWWTP, I immediately recognized how well it was operated and maintained. It was clear that operators like Lara take immense pride in their work. His vast knowledge, dedication, and willingness to mentor others make him an invaluable asset to our team.”

For his lifelong dedication to wastewater operations, leadership in reclaimed water initiatives, and commitment to professional excellence, Lara is WEAT’s 2025 Outstanding Operator of the Year.



*Congratulations  
to all our winners!*

# Thank you to our sponsors!


## Conference Awards Lunch - Wednesday, March 19

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## Awards Celebration - Thursday, March 20

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## Conference Night Out - Thursday, March 20

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