

• Subject Fiscal Year 2004/05 Award for Excellence

Summary

The Award for Excellence for FY 2004/05 has been awarded for exemplary performance.

Attachments

Qualified Nominations with recommended award amounts and description of achievement

Detailed Report

Background

In December 2000, the Board authorized a new Award for Excellence program as follows: (1) at the discretion of the Chief Executive Officer, the award includes any staff member or any employee unit that provides exemplary performance or outstanding performance within a program or project, (2) no limit to the number of employees identified, (3) each reward would range from \$1,000 to \$7,500, and (4) the total program budget would be \$100,000.

Fiscal Year 2004/05

This year, the Award for Excellence committee panel consisted of 11 employees representing each area of our organization. These panelists spent several days carefully reviewing the nominations and did an excellent job in completing the assessment in a very short timeframe.

This was truly a stellar year for the program with a 50% increase in submittals from last year. Of the 122 nominations received, 38 individual and 84 team nominations were received. Based on the criteria developed, 82 team and 37 individual nominations were scored and ranked. Additionally, five nominations were combined with other nominations.

One of the criteria goals is to place a large emphasis on teams, with a goal of awarding 75% of the awards to teams and 25% to individuals. Therefore, given the budget and criteria developed, the committee members recommended the following:

Number of Team Nominations	Amount per Nomination	Number of Individual Nominations	Amount per Nomination	Total Distributed Amount
1	\$5,000	1	\$2,500	\$7,500
1	\$4,000	4	\$1,600	\$10,400
6	\$3,500	4	\$1,400	\$26,600
5	\$3,000	2	\$1,200	\$17,400
10	\$2,000			\$20,000
12	\$1,000			\$12,000
	\$5,275*			\$ 5,275
35 (76%)		11 (24%)		\$ 99,175

* Minimum award per person is \$100. These teams were eligible for \$8,000 however there were 50 team members on 8 different teams resulting in an additional amount being distributed of \$5,275.

The following attachment contains a summary of the top qualified nominations and a brief description of the highlighted achievement.

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Activity Project	Achievement	Award Category	Team Nominee Names
Demonstrated the highest level of customer service	Proactively stopped a technological water regulation that would have impacted Metropolitan and Member Agencies. The successful action ensured that Metropolitan and Member Agencies can continue to operate cost effectively, comply with environmental regulations and distribute safe drinking water.	Exceptional Customer Service	Joyce Truhan Clark
Primary role in completion of \$12.9million sale	Coordinated a complex real estate transaction (sale of 277 acres of surplus land) between multiple agencies and companies which Metropolitan was able to preserve a 20 acre parcel for future facilities. Restored wetlands will be a self sustaining habitat for threatened species and migratory birds.	Exceptional Customer Service/ Innovation/Creativity	Jeffrey A Wynn
Provided engineering assistance to WSO during emergency inspections	Provided civil and geotechnical engineering expertise for damage assessments of threatened Metropolitan facilities during the unusually heavy rains this past winter while concurrently providing round the clock support for District shutdowns and construction activities.	Exceptional Customer Service/ Innovation/Creativity	Robert P Bell
Developed a management tool to evaluate the various flow and salt action on the lower San Joaquin River	Management tool developed to evaluate various flow and salt load actions with the goal of reducing salinity and improving water quality. This was key in resolving issues essential to moving forward with the Delta Improvement Package.	Innovation/Creativity	Paul H. Hutton
Prepared an issue sheet and white paper that played a vital role in successful efforts to influence Arizona	Conducted research of historic legislative and policy documents and prepared a white paper and fact/issue sheet that was used to successfully persuade Arizona to abandon its efforts to amend Federal Laws and engage in discussions to address drought management on the Colorado River.	Exceptional Customer Service/ Innovation/Creativity	John Scott
Completed the development of the System Reliability plan	Developed System Reliability Plan (SRP) to enable management to assess the reliability of the infrastructure and determine the actions needed to improve reliability. SRP's evaluations are providing valuable insight to re-evaluate our Emergency Response Plan. Evaluations conducted enable Metropolitan to provide input into the planning of new facilities by assessing their contribution to reliability.	Innovation/Creativity Leadership	Richard Shpall
Enter Metropolitan in the city Riverside "Economic Development Program"	Researched energy programs with the City of Riverside to lower cost of electrical consumption due to the use of ozone. Prepared and submitted and application for Economic Development Program.	Innovation/Creativity	Randy L. Hayes

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Initiated the Assistant Turtle Herder Program	During CRA shutdown ensured Metropolitan did not violate state and federal endangered species laws and increased awareness in staff of the desert tortoises and their habitat. Assured compliance to Metropolitan's desert tortoise avoidance	Innovation/Creativity	Michael A. Melanson
Created a guide for use to prepare CEQA language	Developed a comprehensive reference guide entitled "Board Letters and CEQA Determination-The Process". Conducted workshops with staff on how to use guide. Created CEQA language templates for the various types of Board Letters.	Exceptional Customer Service/ Innovation/Creativity	Delaine W. Shane
Single handedly coordinate the 2005 annual picnic	Coordinated annual picnic for over 6,000 participants. Coordination included selection of date, site, event logistics, development of flyers, eforms, tickets, and T-shirts. Organized volunteers for the day of event.	Exceptional Customer Service/ Innovation/Creativity	Virginia Pimentel
Proposed modification of the concrete formwork	Due to his expertise in carpentry and concrete he proposed modification to contractor in regards to concrete formwork that resulted in improvements in productivity, efficiency, and cycle time. The implemented suggestion resulted in reduced installation time which help offset the impact of changes and disputed items on the contract.	Innovation/Creativity	Dannie D Hall
Developed and implemented the Apprenticeship Program	Created entire four-year curriculum for two programs. Developed comprehensive lesson plans, classroom learning aids and other instructional aids. Established a working lab with high-level simulators and numerous educational aids. Met all requirements to certify the MWD Apprenticeship programs with the state of California and the Federal Department of Labor.	Exceptional Customer Service	Steve Mondero, Joe Heagerty, Marty Hundley, Elizabeth Mounsey
Modified filter influent chlorine ejectors to utilize two water	An independent second water source was brought in to increase reliability in the event we lose our main pumped water service. The team installed a new line from the Yorba Linda feeder to each filter influent chlorine ejectors. During	Innovation/Creativity Leadership	Mike Bradley; Buck Robinson
Modifications made to the Chlorine application system	Reduced disinfection by-products in treated water. Modifications/Improvements resulted in implementation of the delayed chlorination treatment technique which lowers the levels of THMs. Upgrades performed with no impact to water deliveries to Member Agencies.	Exceptional Customer Service	Rudy Barrerra, Bill Briggs, Kurtis Downs, Mike Evans, Gilbert Fausto, Mark Kramer, Josh Pereda, Bill Pounds, Daniel Salgado, Gary Schmidth, Mac McKenzie, Tony Petee, Felix Rivera, Robert Aluizo, Chris Borra, Ed Cantrell, Bill Cayton, Jamie Magdato, Scott Reel, Gener Detera, Chan Pham, Bob Villa, Bob Jewell, Steve Williams, Harry Taube, Jerry Salgado, Bob Paine, Jeff Hill, Fred Crawford
Jensen ORP	Successfully negotiated and incorporated a \$16M change order that ensured MWD would meet the USEPA compliance date.	Exceptional Customer Service/Leadership	Wallace,John D, Velazquez,Robert;Bednarski,John V;Jalali,Mehdi

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Negotiated an Exchange Agmt with DWR	Maximize MWD's 2005 SWP supplies while providing \$4.25M in revenues.	Innovation/Creativity Leadership	David Fullerton, Carissa Dunn, James Roberts
Completed construction of OC-88 pumping plant	Modification involved retrofitting a complicated pumping and control system in a working facility. Construction completed on schedule and budget.	Exceptional Customer Service	McReynolds,Mike; Reed,Reynaldo M; Kuah,Sam; McPeck,Bret A; Lees,John W
Battle Creek Restoration Project	Team assisted in completion of outstanding issues resulting in project implementation. They worked on significant and numerous issues (technical, political, procedural, regulatory, legal) that were of causing delays and rising cost.	Exceptional Customer Service/Innovation Creativity/Leadership	Dunn,Carissa L; Hirsch,Steve; Sitts,Rick; Jacobsen,Peter
Provided environmental clearance for 2005 Foothill Feeder shutdown	Developed shutdown/dewatering plan to reduce regulatory risks to Metropolitan. Successfully lobbied for acceptance of the plan with MWD's management and the regulatory agencies.	Exceptional Customer Service/Innovation/ Creativity/Leadership/ Safety	Meisler,Martin R; Rose,Kimber D; Sotsaikich,Paul C; Kashay,Sonnie N; Schlotterbeck,John D
Provided support to outside counsel for trial Shank vs MWD	In preparation of defense, cross-complaint, responses to discovery, preparation of pleadings and trial exhibits team provided data, documents, technical and analytical support to outside counsel. Success in the litigation.	Exceptional Customer Service	Scully,Marcia L; Tempelis,Daniel; Slider,Don; Schlickemyer,Karen G; Alvarez,Marcelo D; Shamma,John; Garcia,Javier L
Metropolitan's first 24-hour early warning capability	Planned, designed and implemented the Security Watch Center. Capability to monitor and respond to security and crisis throughout the District.	Innovation/Creativity Leadership	Hashemi,Mojgan; Gibson,Katy; Jones,Derrek A; Sovern,Mark G
Developed approach to obtain credit for Colorado River water not diverted	Team developed tools and agreements to allow MWD to receive full credit for water not diverted in 2004. A loss of potentially 30,000 acre-feet of water would have occurred had the team not intervened.	Innovation/Creativity	Matusak,Jan P; Scott, John L; Nevills, Jennifer C; Fernando, RG; Yamasaki,Brent M; Esfahani,Hamid E
Designed and installed clear windows on the flocculator chains	Inspections previously required removal of heavy metal covers with installation of clear inspection windows inspections are done safely and more efficiently.	Innovation/Creativity	Hall,John G; Hess,Keith W
Installation granular activated carbon filters at five pumping plants	Designed, specified, purchased and installed GAC filters for the domestic water systems within six months. GAC installation ensured compliance with new drinking water regulations in effect July 2004.	Exceptional Customer Service/Innovation/ Creativity	Rich Yates; Stan Perkins; Howard Lum; Eric Crofts; Willy Trask; Don Smith; Ed De La Paz; Donn Haedtke; Don Nash; Sun Liang

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Structural repair of Diemer's west washwater tank roof	Repair was required to ensure the reliability of the tank and prevent an unscheduled plant outage. Teams designed an alternate repair that did not require tank to be dewatered or shutdown.	Exceptional Customer Service Innovation/Creativity	Shutt,Ed Lynn; Williams,Kevin L; Bueno,Jesse M; Reideler,Greg; Cruikshank,Jeff; Ramirez,Art; Pierce,Bill; Ajoc,Raymundo P; Robinson,Buck; Nesbihal Jr,Warren L; Volanos,Rick; Mioc,Alex; Aguilar,Ricardo; Cuevas Jr, Alfonso; Lopez,Javier; Molinar, David; Ozuna, Jose; Ramirez, Victor; Shellner, Vougn; Morales, Stephen
Devised a rain mitigation system	Team installed polypropylene around the protusion of the chemical tanks where water was entering and creating costly disposal. Cost savings of approx. \$20,000 per week in mitigating hazardous waste disposal.	Innovation/Creativity Safety	Ochoa, Sergio P; Sleeper,Bill; Valentin,Adrian R; Chew,Paul D; Daymon,Mike; Tuskewicz,Rich; Parra,George; Herrera,Art; Martinez,Francisco J
Reduce capacity of Lake Perris	Recommendation from DWR to reduce capacity of Lake Perris as an interim safety measure resulted in MWD having to lower the reservoir and taking delivery of this water. Team identified steps required to mitigate the water quality.	Exceptional Customer Service/Innovation/ Creativity/Leadership/ Safety	Joe Mirone, Sergio Ochoa, Adrian Valentin, Bill Taylor, Kevin Bennet, Rich Losee, Gary Jewell, RG Fernando, Mike Morel, Jeff Boehler, Dave Porter, Kevin Donhoff, Christiana Gruber, Mike Daymon, Brad Wallace, Rich Tuskewicz, George Parra, Rick Mann, Barry Wright, Brent Yamasaki, Tina Stevenson, Jeanne Noble, Art Herrera, Paul Chew, Bart Garcia, Mark Harmon, Blas Lozano, James Reuss, George Wood, Carl Mathews, Mike Rubio, Diana Chang, Ric Johnston
Delayed Chlorination Project	Team managed, coordinated and supported the delayed chlorination project to increase the use of State Project Water blends at Diemer & Weymouth. The project allowed an increase in SPW use while effectively reducing the THM levels in the water delivered to MWD's customers.	Exceptional Customer Service/Leadership	Mann,Richard; Freeman, Eric; Scott, Karen; Trask, Willy; Cox, Milton; Gunadi, Win
Skinner Site Preparation Contract	Team performed the construction management and inspection for this critical project which encompasses three major construction projects. Each project was completed on time and the follow-on project begun on schedule.	Exceptional Customer Service/Innovation/ Creativity	Roy V Howard, Carolyn Dahlgren, Andrew Walcott, Massoud Sadigh-Resvani, Terry Clemens, Terry Wallace, James Maynard, Kaija Banks, Kathi Price, Debbie Nakamura, Robb Bell, Jerry Fields
Negotiated office space leases with the State of California	Leased approx. 44,000 sq. ft. of office space at the Union Station facility. Over the eight year term MWD will receive \$8.9 million in revenue.	Exceptional Customer Service/Innovation/ Creativity	John Clairday, Nancy Webb, Tom Sanchez

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Metropolitan's 2005 Annual Picnic	Individuals from various parts of the organization worked cooperatively under severe time constraints to produce a high quality enjoyable picnic.	Exceptional Customer Service Innovation/Creativity	Aldrete, Isabel; Alexander, Royce R; Beatty, Dawn R; Benbow, Alicia D; Blade, Carrie L; Bowen, Kelly D; Castro, Antonia C; De Veyra, Tamme; Del Toro, John J; Escuadro-Dailey, Rossana P; Freyberger, Janet E; Garcia, Rebecca C; Guarente, James B; Jankovic, Irwin N; Karr, Patrick W; King, Alicia; Lalla, Lori; Maddox, Virginia; McGee, Lydia; Minor, Jena; Montellano, Dave; Murray, Maria; Nava, Lupe; Nguyen, Hai; Phoonswadi, Petchi; Pimental, Virginia; Pitman, Diane; Quijano, Ann; Rodriguez, Hilda; Rosado, Omar; Smith, Rosemary; Soto, Maria; Talley, Troy; Wheeler, Margie; Williams, Gail; Williamson, Dora; Wong, Lilly; Wong, Madeline
Email Retention Policy	Implemented 60 day retention policy resulting in a 73% reduction in Email messages. Reducing MWD's legal discovery risk and potential liability. MWD is compliant with government records retention laws.	Exceptional Customer Service/Innovation/ Creativity/Leadership	Mendoza, Rita; Osbourne, Barbara; Hutchinson, Miriam
Maximize storage of surplus water	Developed new programs and modified existing programs to maximize the storage of water with the member agencies. Worked with stakeholders to capitalize on opportunities to increase delivery of surplus water was examined.	Exceptional Customer Service/Innovation/ Creativity	Gallaher, Amy; LaCamera, Cindi; Wright, Barry; Kunysz, Kathy; Rego, Amy
Autocleaning of biological filters	Eliminated the labor intensive method of manually cleaning turbidity meter. Cleanings were occurring at least twice per week. Replumbed each filter to it's turbidity meter so that an autocleaning occurs.	Innovation/Creativity/ Safety	Clay, Barry J; Tuskewicz, Rich; Daymon, Mike; Ochoa, Sergio P
Oracle Projects and Grants Management	Implemented project to provide better controls and visibility of project and grant costs. Improved process efficiencies.	Exceptional Customer Service/Innovation/ Creativity/Leadership	DeBacker, Tom; Broadbent, Neil D; Mancilla, Bernadette H; Vasudevan, Manikandan; Sachdev, Samir; Eguchi, Rand Y; Alikhan, Ali; Carter, Nicole K; St Regis, Lisa M; Yang, Robert; Whitaker, Fanny; Nisper Hale, Lisa; Kwan, Frances C; Chan, Mimi; Dennis, Jeffrey P; Kelemen, Lynn; Chow, Raymond

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Whitewater River Berm Repair Project	Project allowed for timely delivery/storage of water from the CRA to Coachella Valley Water District. Team addressed environmental issues in project design to expedite permitting and CEQA compliance.	Exceptional Customer Service/Innovation/ Creativity/Leadership/ Safety	Marty Meisler, Tony Klecha, Mike Lopez, Tom Vail, Angelo Reginadlo, Ernie Florez
Web-based Surplus Furniture and Equipment	Surplus Web page allows staff to view items available in surplus and make a cost effective decision about purchasing new items.	Exceptional Customer Service/Innovation/ Creativity	Milliner, Michael; Dove, Shannon D; Elderkin, Mark D; Windsor, Carolee; Escovedo, Tad D
JORP 750 MGD Change Order	Team's coordinated effort to plan and execute the change order design and construction support work in a manner that meshed with the ongoing construction schedule. Implemented an unusual strategy to revise and release construction drawings for the affected facilities in 9 phases. This coordination was critical to insure the change order did not imperil meeting the plant's compliance date.	Exceptional Customer Service/Innovation/ Creativity	Poon, Wing; Elhadary, Ahmed; Bell, Robb; Lim, Danilo; Hu, Bill; Domingo, Ceasar; Apardian, Kirk; Niedzialek, Tom; Gingrich, Jim; Spira, Mel; Donikian, Mike; Mesko, Alex; Fuetterer, Dorene; Fleischauer, Max; Amchislavsky, Vladimir
Sacramento Valley transfer supplies	Team secured water transfer supplies for MWD, independent of DWR. Negotiated directly with sellers to obtain options to purchase transfer water should it be needed. MWD has demonstrated the capability of securing large volumes of water transfer supplies which is useful in meeting service area demands in future dry years.	Leadership	Steve Hirsch, James Roberts, Mike Ti, Paul Hutton, Carissa Dunn, David Fullerton
CRA Switchyards and Headgates Rehabilitation	Performed the administration and inspection for the construction work that was completed during two three-week shutdowns. This included overseeing work performed by contractors spread over 100 miles. Shutdown work was completed on time with a zero lost-time safety record.	Exceptional Customer Service/Innovation/ Creativity	Yanez, David; Bettis, Daniel P; Maynard, James R; Follstad, Jerry B; Mabry, Mark K
Data acquisition capabilities at Devil Canyon (SWP)	Improved the ability to maintain data during events, such as fires and floods, that had compromised the previous data system. Team designed, configured, installed and tested new system which provides more reliable water quality data that affects plant operations.	Exceptional Customer Service/Innovation/ Creativity	Tyrone Riggins, Tom Byler, Tony Montez, Dave Monacelli, Becky Stevens, Robert Lowney, Kevin Grube, Bill Sleeper
Expansion of JORP at Jensen	Team worked on design and installation of piping, valves, electrical and concrete trenches required for the JORP. Team was able to complete work on schedule and not impact the General Contractor performing major plant expansion. Improvements made the use of ozone and chemical piping improvement more reliable and maintenance friendly.	Exceptional Customer Service/Innovation/ Creativity/Safety	Wolff, William K; Hegardt, Bryan D; Pilecki, Allen J
Weymouth Chlorine Containment	Team completed construction and start up of chlorine containment system to improve chlorine process reliability. Project enhanced safety for plant personnel and the local community and achieved full compliance with regulatory requirement.	Leadership/Safety	Freeman, Eric M; Beswick, Paul G; Kobzeff, Steve; Bishop, Jim; Hutcherson, Tim; Nippert, Doug; Pereda, Ismael; Pounds, Bill; Gutierrez, Ernesto D; Schmith, Gary W; Slider, Don; Jewell, Bob; Villa, Bob; Salgado, Jerry; Eckhardt, Annette

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On-Line Bid and Proposal Solicitation	Created a web-site posting program whereby interested vendors could view MWD's website to learn about contracting opportunities. Eliminated the cost associated with issuing competitive solicitations and streamlined the bid process. Program was extended to Member agencies. Participating vendors receive notifications not only from MWD but from member agencies as well.	Exceptional Customer Service/Innovation/Creativity	Price, Ethel B; Rieckhoff, Elvira; Chang, Mimi; Beaumont, Barbara; Voracputhyn, Tim; Rinn, Ladonna; Marks, Christa; Arena, John; Becker, Bobbi; Santos, Cheryl; Alexander, Russ; Tho Nelson; Valles, Miriam; Kolbadi, Karl
Metropolitan Communication Cost	Team initiated review of all MWD communication costs that identified an annual savings of \$964,433 and received an additional \$243,413 in one-time credits from the phone companies.	Exceptional Customer Service/Innovation/Creativity	Christine Myers; Kim Wahl; Brian Rosellen; Ernest P Zimmerman
Warning of asbestos containing gasket	Employees warned/notified appropriate MWD and contractor's staff of possible hazardous situation. The quick and decisive notification prevented parties from any additional and significant asbestos exposure.	Safety	John Conyer; Robert Engle