



# National Environmental Achievement

A W A R D S





**National  
Environmental  
Achievement**  
AWARDS

# Community Leadership Award

---



# CITY OF DAYTON DEPARTMENT OF WATER, OH

## Urban Agriculture Grant Program

NEAA26 COMMUNITY LEADERSHIP



National Environmental  
Achievement  
AWARDS

**“By supporting gardens in underserved and immigrant-rich areas, these gardens not only provide culturally relevant produce but also serve as hubs for education, mentorship, and community connection. Participants often donate excess harvests to local food banks, reinforcing the program’s role in combating hunger.” – Project Summary**



# CITY OF GARLAND WATER UTILITIES, TX

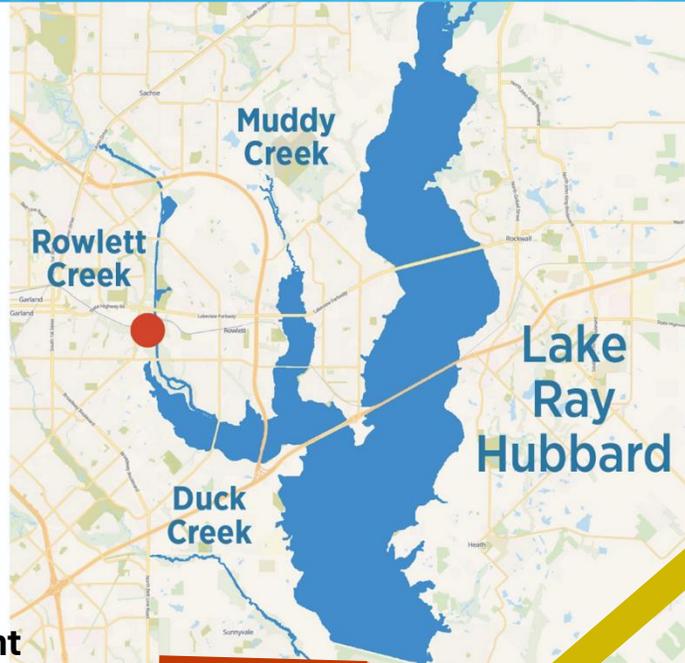
## Recycled Water Program

NEAA26 COMMUNITY LEADERSHIP



National Environmental  
Achievement  
AWARDS

- 26 years of leadership in sustainable water reuse.
- ~ 14 million gallons/day of highly treated effluent are reclaimed from the Duck Creek Wastewater Treatment Plant.
- Recycled water is delivered to Luminant's Forney Energy Center, supporting the Texas power grid.
- Remaining treated effluent helps sustain a 1,840-acre constructed wetland, improving water quality in the Lake Ray Hubbard watershed.



**Duck Creek Wastewater Treatment**



**Luminant's Forney Energy Center**



**John Bunker Sands  
Wetland Center**

**East Fork  
Trinity River**  
Constructed  
Wetland

# DETROIT WATER AND SEWERAGE DEPARTMENT, MI

## Green Stormwater Management Program

NEAA26 COMMUNITY LEADERSHIP



National Environmental  
Achievement  
AWARDS

### Building Resiliency

- DWSD launched its Stormwater Management Program to improve water quality, reduce flooding, and build sewer resiliency.
- The program integrates traditional infrastructure renewal with innovative green infrastructure stormwater (GSI) solutions that detain and treat stormwater before entering the combined sewer system or conveying it to rivers where feasible.
- Over the past decade, DWSD has strategically invested more than \$63 million in GSI projects which reduce basement backups and street flooding.

### Managing Stormwater at the Neighborhood Scale

- DWSD has constructed 20 stormwater projects managing more than 167 million gallons of runoff annually, with several more projects in planning and design.
- These projects have reduced combined sewer overflow volumes, improved water quality, and strengthened flood resiliency, while also providing social benefits.



### Policy Leadership and Sustainable Innovation

- DWSD's Stormwater Management Ordinance requires developments larger than ½ acre to implement stormwater controls, reducing flows to the combined sewer system and minimizing flooding.
- DWSD's Drainage Charge Credit Program lets property owners reduce drainage fees by installing stormwater control measures like rain gardens or detention basins.



### Advancing Environmental and Climate Justice

- Projects address chronic infrastructure inequities while establishing infrastructure to support redevelopment.
- Reuse of vacant land for stormwater management also reduces blight, supports urban greening, and enhances quality of life.
- Local designers, contractors, and maintenance crews are engaged to build and maintain GSI assets.



# HAMPTON ROADS SANITATION DISTRICT, VA

Sustainable Water Initiative for Tomorrow (SWIFT) Community Commitment Program



National Environmental  
Achievement  
AWARDS

NEAA26 COMMUNITY LEADERSHIP

## Community Commitment Program

HRSD SWIFT partners are delivering a positive impact on the communities we serve through our Community Commitment Program, with SWIFT partners submitting plans aligned to the program's pillars and HRSD's Strategic Plan.

### Community Commitment Pillars:

Environmental Stewardship

Economic Development

Growth of the Industry  
through Education

Workforce Development

Equitable Water Future

Support of Community Basic Needs



**7,549**  
volunteer hours



**10,559**  
pounds of trash collected



**76,500** donated to Chesapeake Bay watershed restoration activities

**76,550** donated to various local nonprofits

**29,365** donated to local schools, colleges, and universities

**13,226** donated to Help 2 Others (H2O) Water Assistance Program



**\$26,403**  
Foodbank donations

**25,113**  
cans of food donated

**22+**  
hours volunteered at Foodbank of Southeastern Virginia

**10,403**  
total meals provided

**18**  
family Thanksgiving meals provided



# MOUNT PLEASANT WATERWORKS, SC

## Enhancing Lives In SC: A Utility-led Septic Initiative

NEAA26 COMMUNITY LEADERSHIP



National Environmental  
Achievement  
AWARDS



### CLEAN WATER CREDIT

**120**  
families connected

**\$360,000**  
in financial  
assistance



### SEPTIC THINK TANK

A statewide forum to  
brainstorm solutions



### SEPTIC MAINTNANCE PROGRAM

**1<sup>st</sup>** utility-run septic  
program in SC

**32** enrollments  
since July 2025 start



### LOCAL RESEARCH

Utility and academic  
partnership to inform  
septic management  
in SC



# ORANGE COUNTY SANITATION DISTRICT, CA

## OC San Headquarters

NEAA26 COMMUNITY LEADERSHIP



National Environmental  
Achievement  
AWARDS

## OC San Headquarters

Completed in 2024

- 60% more energy-efficient than conventional office buildings
- Thermal energy loop transferred through a 220-foot skybridge to heat a significant portion of the building
- Biogas from Reclamation Plant No. 1 to offset nearly all remaining energy demands
- 95% reduction in CO<sub>2</sub> emissions
- Incorporates sustainable materials, including mass timber and steel



Follow us @OCSanDistrict





**National  
Environmental  
Achievement**  
AWARDS

# Operations & Environmental Performance Award

---



# ALBUQUERQUE BERNALILLO COUNTY WATER UTILITY AUTHORITY, NM

## SWRP Outfall Restoration Project

NEAA26 OPERATIONS & ENVIRONMENTAL PERFORMANCE



National Environmental  
Achievement  
AWARDS



### Reconnecting River, Habitat, and Community

- **Major climate-adaptive investment:** An \$8.6 million restoration project completed in 2025 improves the Southside Water Reclamation Plant wastewater outfall, which delivers ~55 million gallons of clean water to the Rio Grande each day.
- **Habitat restoration at scale:** Restored 11 acres by removing invasive vegetation and planting ~33,000 native, riparian plants to revive bosque habitat for fish, wildlife, and vegetation.
- **Protection of endangered species:** Reconnected the river to its floodplain and created shallow spawning areas benefiting the endangered Rio Grande Silvery Minnow while restoring critical habitat for the Southwestern Willow Flycatcher and Yellow-Billed Cuckoo.
- **Community and recreation benefits:** Added new trails for hiking, fishing, and biking in a historically disadvantaged area, delivering ecological and community benefits just three months post-construction.
- **Long-term stewardship commitment:** Builds on nearly 20 years of commitment to the Rio Grande, reinforcing the Water Authority's role as an active steward of the river ecosystem.

# ALLEGHENY COUNTY SANITARY AUTHORITY, PA

## North End Plant Expansion: ALCOSAN's New Outfall

NEAA26 OPERATIONS & ENVIRONMENTAL PERFORMANCE



National Environmental  
Achievement  
AWARDS

### By the Numbers

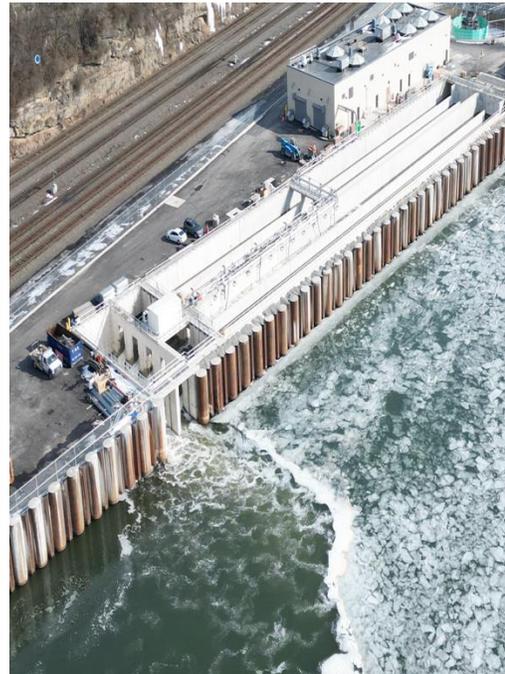
\$2 billion Clean Water Plan

83 municipalities

2021 – River wall completed

January 16, 2025 | 3:08 p.m. – Original Ohio River outfall closed; new North End outfall commissioned

65 years (1959–2025) – Original outfall in continuous service



250 to 295  
MGD

480 MGD

600 MGD

# HAMPTON ROADS SANITATION DISTRICT, VA

## Automating Regulatory Monitoring Of Residual Chlorine

NEAA26 OPERATIONS & ENVIRONMENTAL PERFORMANCE



National Environmental  
Achievement  
AWARDS

**Faster response to potential issues:** Real-time monitoring provides readings every 2.5 minutes, allowing operators to detect and correct chlorine dips immediately.

**Improved public health protection:** More frequent monitoring helps safeguard local waterways and the shellfish industry.

**Operational efficiency:** Automation saves operators approximately 2.5 hours per day, freeing up time for other critical activities.

**Regulatory innovation and scalability:** HRSD is setting the stage to enhance automation at other facilities.



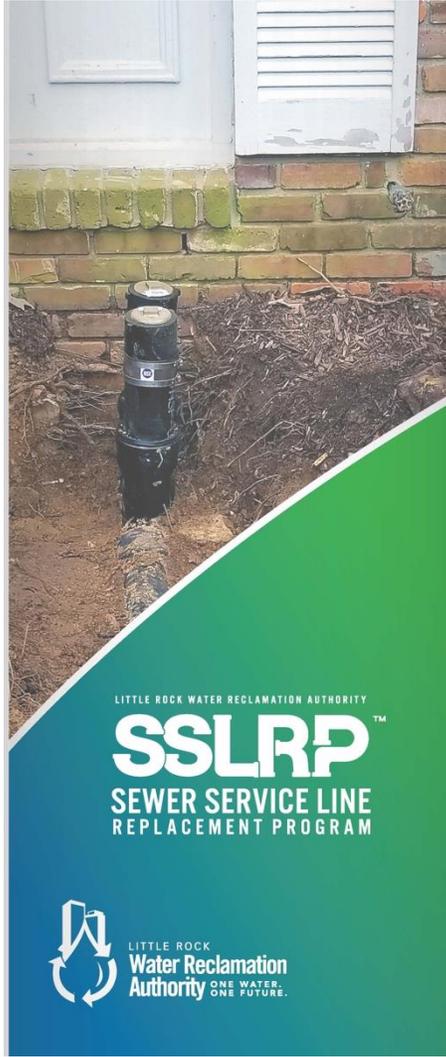
# LITTLE ROCK WATER RECLAMATION AUTHORITY, AR

## Sewer Service Line Replacement Program

NEAA26 OPERATIONS & ENVIRONMENTAL PERFORMANCE



National Environmental  
Achievement  
AWARDS



# SACRAMENTO AREA SEWER DISTRICT, CA

## Septic-to-sewer Program

NEAA26 OPERATIONS & ENVIRONMENTAL PERFORMANCE



National Environmental  
Achievement  
AWARDS

This distinctive program leverages non-rate and non-fee revenues to secure external grant funding for turnkey septic-to-sewer projects in severely disadvantaged communities in the Sacramento region.

SacSewer secured \$48M in grants for five community septic-to-sewer projects since 2019.



Protects regional groundwater and waterways



Provides free sewer connections for severely disadvantaged communities



Delivers infrastructure without burdening existing ratepayers



Creates lasting community benefits beyond sewer service



**National  
Environmental  
Achievement**  
AWARDS

# Public Information & Education Award

---



# LOUISVILLE & JEFFERSON COUNTY METROPOLITAN SEWER DISTRICT, KY Flood Impact to Wastewater System Public Information Project



National Environmental  
Achievement  
AWARDS

NEAA26 PUBLIC INFORMATION & EDUCATION: E-MEDIA

## Days of heavy rain/flooding overwhelm wastewater system

### Residents asked to reduce water usage



Advisory Notice Last Updated: 4/4/2025 - 2:55 pm

4/4/2025

#### Residents asked to decrease water usage into the weekend

The Louisville MSD sewer system has reached capacity due to ongoing heavy rain. Please refrain from running washing machines, dishwashers or other uses that send high volumes of water into the system until further notice.

We are responding to a heavy volume of sewer backups. If you are experiencing a backup, please hold off on reporting it until the rain stops to see whether the water level decreases. If the water does not go down after the rain stops, call us at 502-546-6900. We anticipate that system capacity will return on Sunday.

#### Feature Topics



MSD Installs Five Floodwall Closures

Read More



List Of Road Closures Due To Flooding

Read More



Learn About MSD's Flood Protection System

Read More



Advisory Notice Last Updated: 4/7/2025 - 12:06 pm

4/7/2025

#### Water usage restriction lifted

The voluntary water usage restriction request has been lifted. Normal use of dishwashers and washing machines may

**Louisville MSD's Post**

**Louisville MSD**  
April 4 · 🌐

Louisville MSD is installing additional roadway floodwall closures Friday as Ohio River level projections rise. New closures today include Second Street, Bingham Way, and Port Road. On Thursday, crews installed the closures at 10th and 27th streets. Floodwall closures keep the Ohio River at bay and prevent it from backing onto roadways and property. Projections now show the river will crest on April 7 at 33.7 feet on the upper gauge and 65.6 feet on the lower gauge. Both projected levels are in Moderate Flood Mode.

**Post**

**LouisvilleMSD**  
@louisvillemsd

The advisory on limiting water usage has been lifted. Normal use of washing machines, dishwashers, etc. may resume.

Boost this post to get more reach for Louisville MSD.

66

Like Comment

Most relevant

**Terri Madison**  
Thanks for protecting our city  
27w Like Reply

**Linda Goforth Lawrence**  
Thank you all who are involved in this project to keep the Ohio River at bay. 🙏🙏🙏

8:41 AM · Apr 7, 2025 · 6,535 Views

10 13

# METROPOLITAN ST. LOUIS SEWER DISTRICT (MSD PROJECT CLEAR), MO

## IT's a Sewer

NEAA26 PUBLIC INFORMATION AND EDUCATION: E-MEDIA



National Environmental  
Achievement  
AWARDS



project  
clear

wastewater + stormwater



IT'S A SEWER  
NOT A TRASH CAN

ITSASEWER.COM

# METROPOLITAN WASTEWATER MANAGEMENT COMMISSION & CITY OF SPRINGFIELD, OR

## One Water Video & Digital Campaign



National Environmental  
Achievement  
AWARDS

NEA26 PUBLIC INFORMATION & EDUCATION: E-MEDIA

### Campaign Components

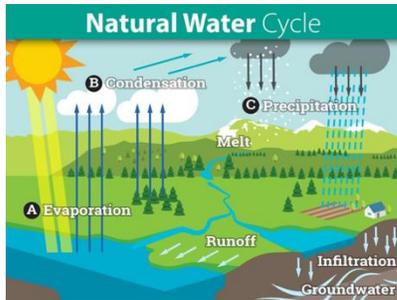
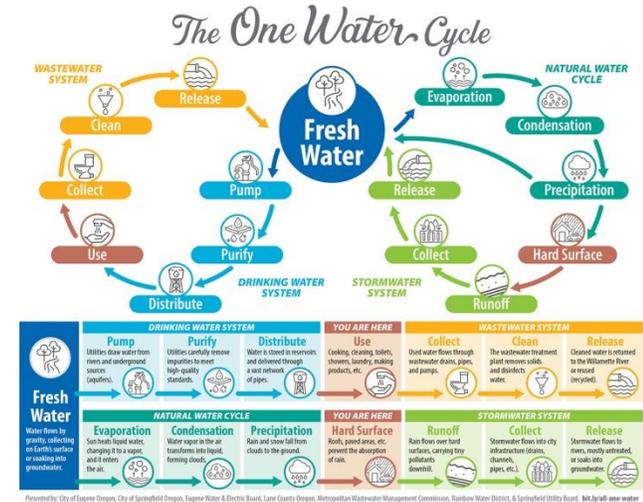
- Video
- Webpage
- Social Media
- Education Curriculum
- Graphics

*The One Water Cycle*

Brought to you by:

Metropolitan Wastewater Management Commission

partners in wastewater management



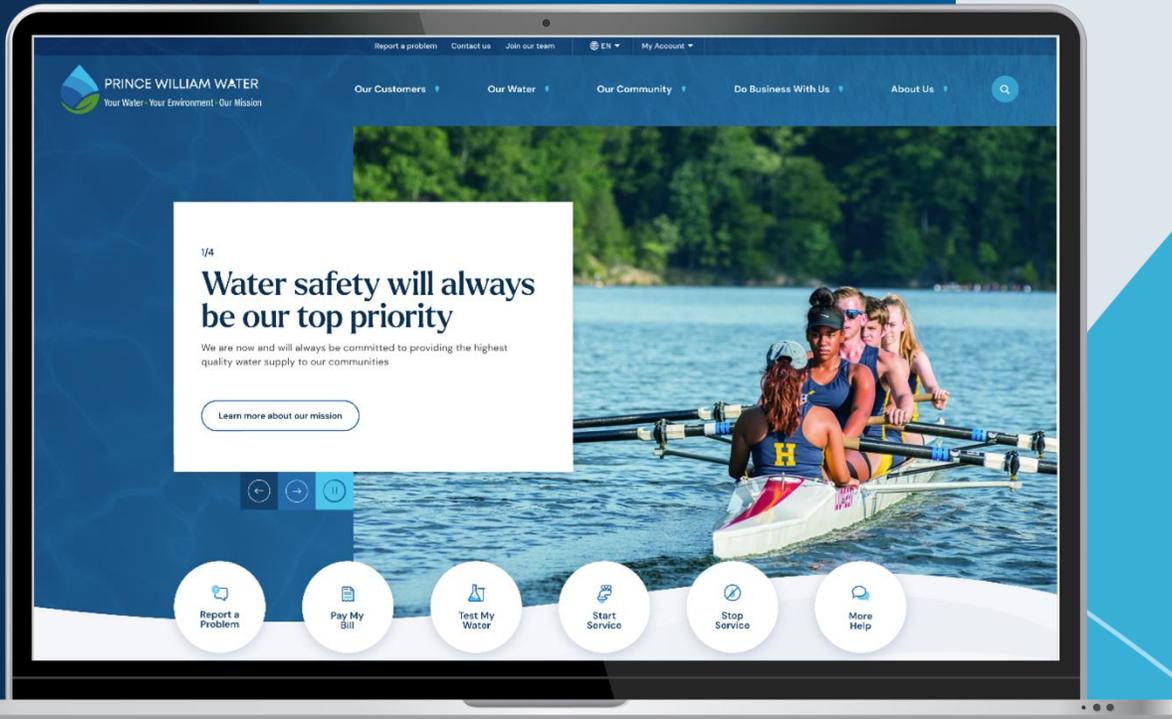
Scan me

# PRINCE WILLIAM WATER, VA Website Redesign & Migration

NEAA26 PUBLIC INFORMATION & EDUCATION: E-MEDIA



National Environmental  
Achievement  
AWARDS



Redesigned website focused on delivering an exceptional customer experience.



Modern design with improved content, navigation & accessibility.



Launched with the utility's rebrand to Prince William Water.



Paired with new digital tools, including a chatbot & mobile app.



Led to a 34% increase in user sessions year-over-year.



Customer satisfaction with ease of website use increased.



PRINCE  
WILLIAM  
WATER

[www.princewilliamwater.org](http://www.princewilliamwater.org)



## What do wastewater, art, and carnival games have in common? Public outreach, of course!

This colorful carnival game built specifically for Arlington by artist Scott Pennington educates the public on their role in protecting our pipes and wastewater treatment equipment.

### How to play Let It Flow!

- 1 Players get a set of bean bags labeled with commonly misdisposed items.
- 2 Then, players must figure out the right disposal method for each item: sink, toilet, trash can, or compost bin.
- 3 But the real fun is in trying to “dispose of it properly!”



Watch a video!



# HENRICO COUNTY DEPARTMENT OF PUBLIC UTILITIES, VA

## Keep Henrico Beautiful

NEAA26 PUBLIC INFORMATION & EDUCATION: EDUCATIONAL PROGRAM



National Environmental  
Achievement  
AWARDS

Keep Henrico Beautiful offers County residents of all ages litter prevention and recycling programs, environmental education resources and volunteer opportunities. The Land Lover Series, in partnership with Henrico County Libraries, teaches citizens about various environmental topics throughout the year. KHB's annual Plant Native! Festival draws 2,500 attendees from across Virginia to celebrate native plants and learn about environmental best practices.



# JOHNSON COUNTY WASTEWATER, KS

## Fats, Oils and Grease Community Education

NEAA26 PUBLIC EDUCATION AND INFORMATION: EDUCATIONAL PROGRAM



National Environmental  
Achievement  
AWARDS



The Johnson County Wastewater Fats, Oils, and Grease Program launched a robust community outreach program that includes:

**A community resource table** that travels to multiple county buildings providing branded swag, educational materials and an engaging video for residents to learn about how to properly dispose of FOG.

**Educational speaking opportunities** at local and nationwide events. They have been invited to share knowledge and best practices with community members at organizations such as the local Lions and Rotary Clubs and the Kansas Water

### Program Features:

- Educational Videos
- Speaking Engagements
- Community Meetings
- Branded swag such as stickers and grease scrapers
- Digital and printed ads
- Website and social media content

# KNOXVILLE UTILITIES BOARD, TN

## Water Education & Outreach

NEAA26 PUBLIC INFORMATION & EDUCATION: EDUCATIONAL PROGRAM



National Environmental  
Achievement  
AWARDS



Tours of the historic Mark B. Whitaker Water Treatment Plant, featuring a new Museum of Water History, have provided a behind-the-scenes view of the water treatment process for more than 480 visitors since 2024. The tours, outreach at community events, Energy & Water Savings workshops, and student education initiatives illustrate KUB's longstanding commitment to water quality.

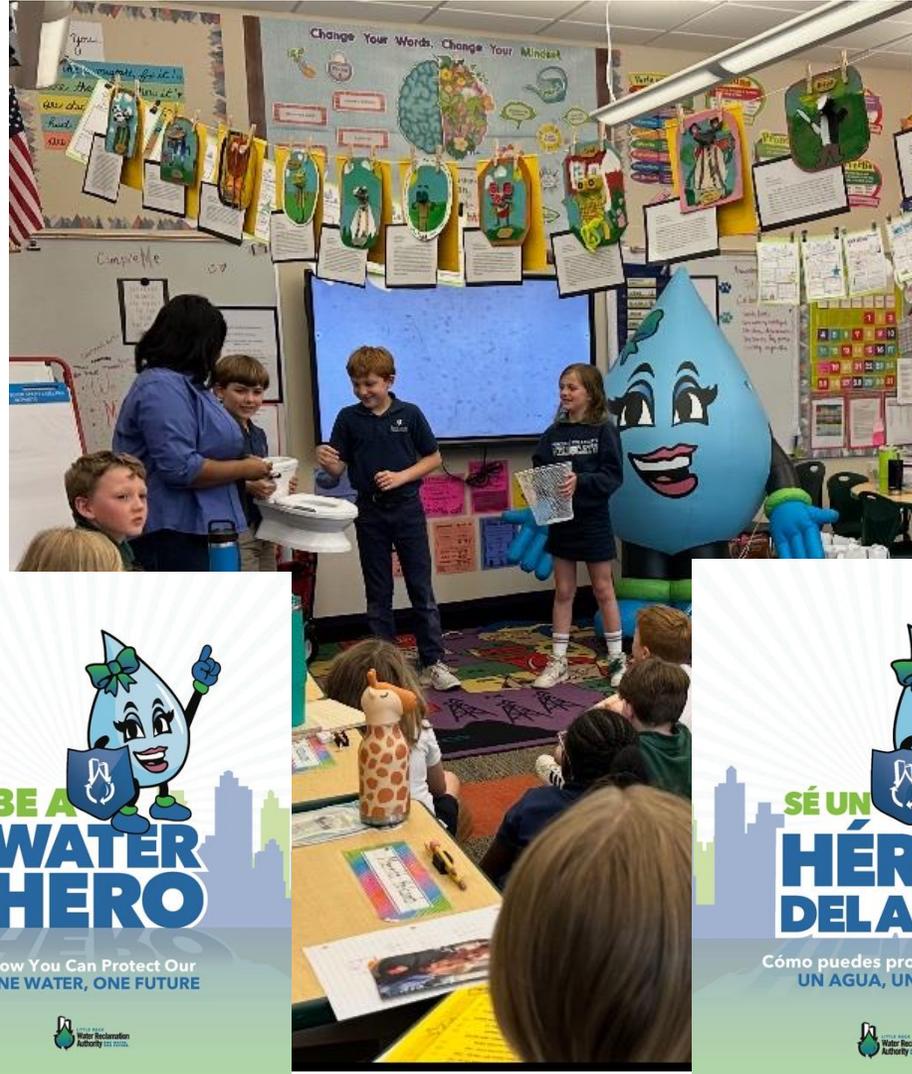
# LITTLE ROCK WATER RECLAMATION AUTHORITY, AR

## JoJo the Water Hero

NEAA26 PUBLIC INFORMATION & EDUCATION: EDUCATIONAL PROGRAM



National Environmental  
Achievement  
AWARDS



# MADISON METROPOLITAN SEWERAGE DISTRICT, WI

## DRIIPS Communications Toolkit

NEAA26 PUBLIC INFORMATION & EDUCATION



National Environmental  
Achievement  
AWARDS

- DRIIPS = Disconnect and Reduce Inflow and Infiltration to Private Sewers
- I&I reduction education toolkit for customer communities
  - Print and digital materials
  - Non-utility branding
- Promotes responsible infrastructure management to ratepayers
- Helps address a looming capacity issue for a rapidly growing area

**Private Sewer Laterals**

**Lateral inspection**

Inspect your sewer lateral occasionally for common concerns. A plumber can inspect your lateral for pipe material, condition, blockages or root growth, and pipe. Early detection helps save time and money from serious lateral issues like sinkholes and more. And, you'll help minimize the impacts of inflow and infiltration.

**Inflow** **Infiltration**

**I&I PUTS CLEAR WATER IN SEWERS**

**DRIIPS**

**INFLOW AND INFILTRATION (I&I)**

Keep clear water out of sewers

Inflow and infiltration (I&I) is clear water, from rain or groundwater, that enters the wastewater system from cracks and holes in public and private sewers.

Each day, six million gallons of I&I enters the sanitary sewer system and is treated unnecessarily.

**Sources of I&I**

- A Sump pump
- B Gutter
- C Cracked lateral
- D Cleanout
- E Roots
- F Sewer lids

**DRIIPS**  
madsewer.org/driips

**DRIIPS**  
Disconnect and Reduce Inflow and Infiltration to Private Sewers

info@madsewer.org  
(608) 222-1201  
madsewer.org/driips

# ORANGE COUNTY SANITATION DISTRICT, CA Wastewater 101 Citizens Academy

NEAA26 PUBLIC INFORMATION AND EDUCATION: EDUCATIONAL PROGRAM



National Environmental  
Achievement  
AWARDS

## WASTEWATER 101 CITIZENS' ACADEMY

- Launched in 2022
- Four-part online series held live; focusing on a different themes, from environmental protection to infrastructure investment
- Participants tour OC San's reclamation plants and pump station
- Interactive "Flushable Moments," which include trivia and polls



From 8 Graduates  
in 2022 to

**45**

Graduates in 2025



Follow us @OCSanDistrict



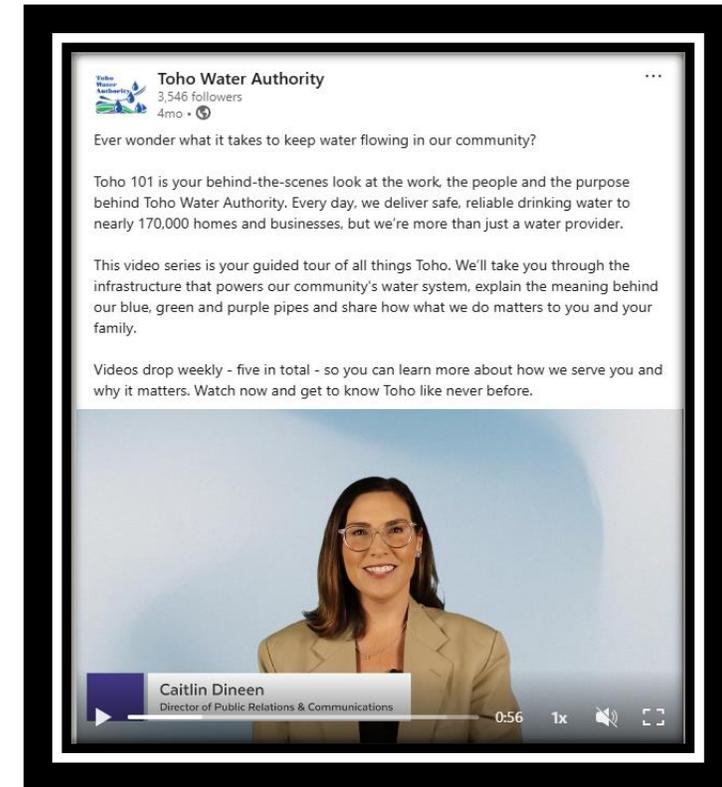


### What is Toho 101?

Five-part, education-first storytelling video series about our water and wastewater systems, and why Toho's success matters to our customers

### Why Toho executed this project

- **Clarity creates confidence:** Understanding builds support for smart investment
- **Humanizing our industry:** Leader-led storytelling builds trust
- **Trust before the moment matters most:** Education builds credibility before crisis moments



**Built by a team that believes in transparency**

- Sam Sitero · Design, filming & video production
- Caitlin Dineen · On-screen storytelling & script development
- Jeremy Lanier · Social media management & scripting
- Adam Holbrook (*intern extraordinaire*) · B-roll & video support

# HAMPTON ROADS SANITATION DISTRICT, VA

## Water Cycle Video: Water from Source to Sanitation

NEAA26 PUBLIC INFORMATION & EDUCATION: VIDEO



National Environmental  
Achievement  
AWARDS



# METRO WATER RECOVERY, CO

## How We Treat Wastewater Children's Video

NEAA26 PUBLIC INFORMATION & EDUCATION: VIDEO



National Environmental  
Achievement  
AWARDS

### Metro's new mascot Fin stars in animated children's video

• **Goals for project:**

- **Simplify the science:** Provide an accurate, easy-to-understand overview of Metro's treatment process.
- **Inspire young minds:** Share Metro's vision and mission with elementary-age children in our service area and beyond.
- **Engage through animation:** Reach more youth with vibrant visuals and storytelling.



Scan to watch!

**Outcome:**

- 273 video views
- 33 views in Spanish
- 330 event viewers



# UNION SANITARY DISTRICT, CA

## Collection Services: From Curiosity to Clarity

NEAA26 PUBLIC INFORMATION & EDUCATION: VIDEO



National Environmental  
Achievement  
AWARDS

The **Union Sanitary District (USD)** Collection Services workgroup produced an educational video to explain the essential wastewater work happening throughout the community. Building on more than 100 years of service, the video showcases how staff maintain over 800 miles of pipes across 60 square miles, using specialized tools, planning, and inspections to keep wastewater contained and protect the environment.

View our  
educational  
video here:



### This educational video highlights core work:

- 84-month maintenance cycles
- High-pressure cleaning
- Robotic camera inspections
- Pipe renewal by Trenchless Technologies

The Collection Services educational video displays the pride and professionalism of USD staff, demonstrating why USD maintains **one of California's lowest sewer spill rates.**





# National Environmental Achievement

AWARDS

# Public Service Award

---



# HENRICO COUNTY DEPARTMENT OF PUBLIC UTILITIES, VA

## PFAS Private Well Sampling Program

NEAA26 PUBLIC SERVICE



National Environmental  
Achievement  
AWARDS

### Initial Monitoring and Action Plan

- **October 2021** – Notification by Virginia Department of Health and Virginia Department of Environmental Quality about presence of PFAS in local drinking water source.
- **December 2021** – Henrico County notified residents in the affected area of the plan to monitor private wells at no cost to the residents.
- **Years Following** – An established program has been created that allows any Henrico County resident to request private well sampling for PFAS.



### Impact of Monitoring

- Nearly **400** samples from **335** different residential properties have been collected since the program's implementation.
- Henrico County has installed **36** whole home filtration systems and delivered over **400** cases of water to residents whose wells have had detections of PFAS.
- Future plans to extend the water distribution system to all areas within the County.



HENRICO WATER  
Department of Public Utilities



**National  
Environmental  
Achievement**  
AWARDS

# Research & Technology Award

---



# ATLANTIC COUNTY UTILITIES AUTHORITY, NJ

## Microplastic Removal Project

NEAA26 RESEARCH & TECHNOLOGY



National Environmental  
Achievement  
AWARDS



**World's first microplastic removal system at a wastewater treatment plant located in Atlantic City, NJ**



**Artificial root filters capture microplastics from treated effluent**



**580 million microplastic particles captured per year**



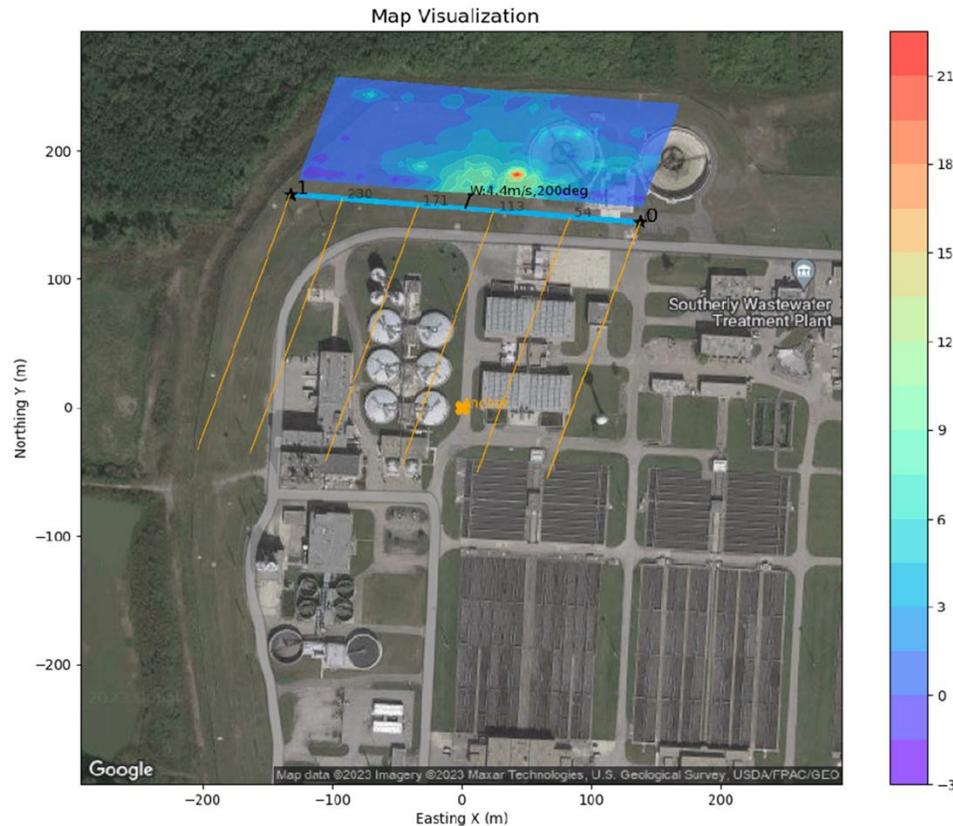
# COLUMBUS WATER & POWER, OH

## Fugitive Methane Investigation

NEAA26 RESEARCH & TECHNOLOGY



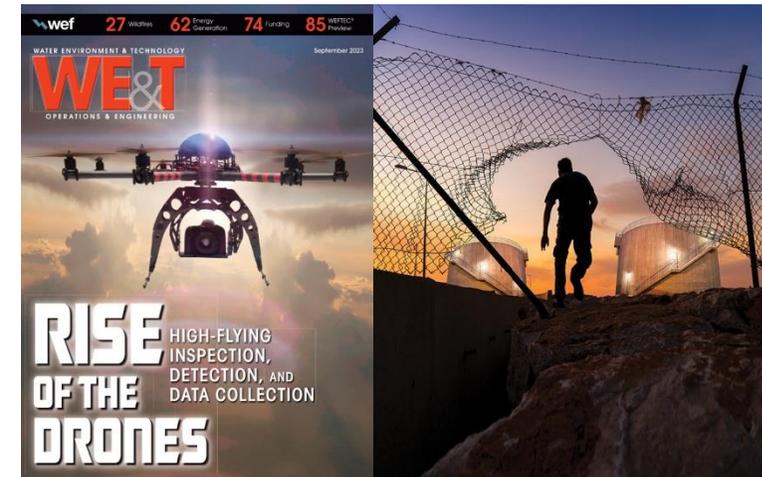
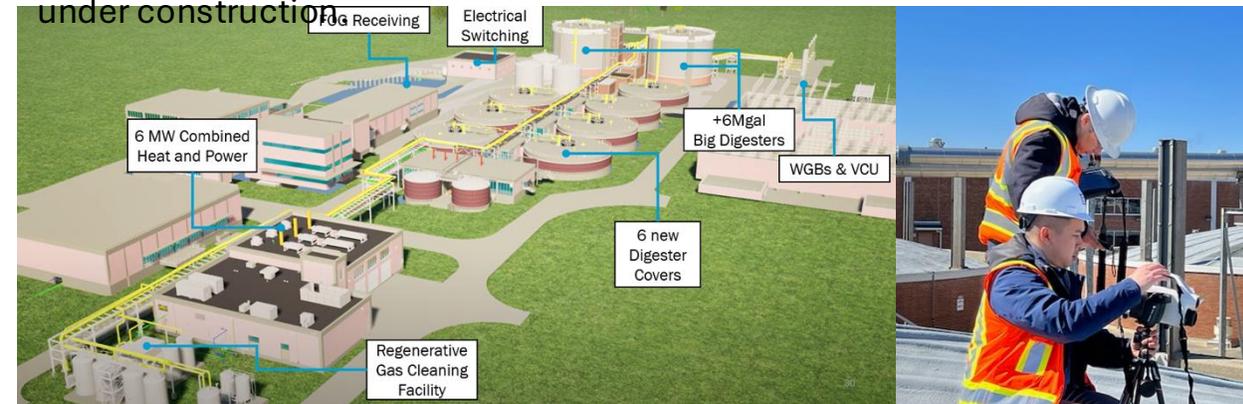
National Environmental  
Achievement  
AWARDS



The City of Columbus, partnered with Brown and Caldwell, performed the **first** multi-sensor fugitive methane investigation in the western hemisphere.



The investigation identified more than 70 metric tons (CO<sub>2</sub>e) per day in fugitive methane emissions. The landmark Southerly Bioenergy project mitigates 91% of the identified fugitive methane sources and is currently under construction.



The investigation was the cover article of WE&T September 2023 and a follow up “Catching a Fugitive” was published in September 2024 summarizing the mitigation approach.

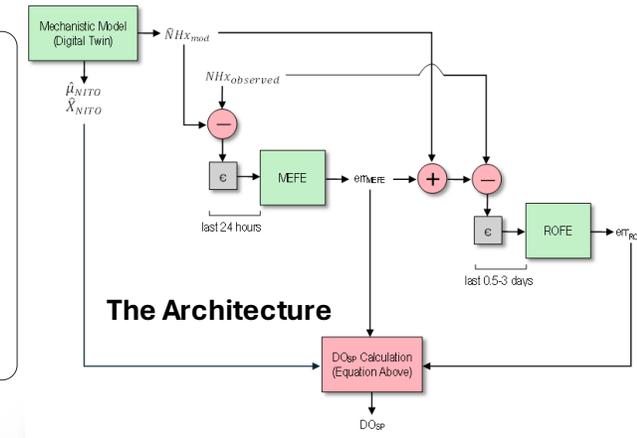
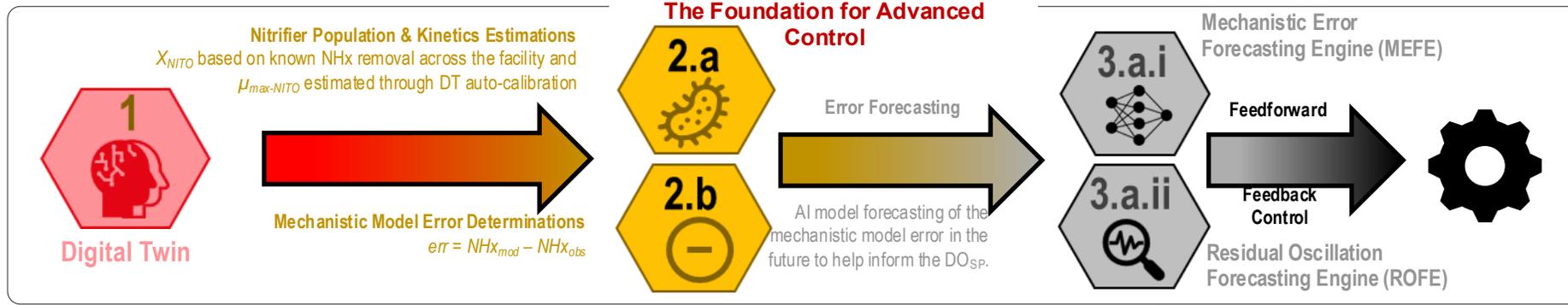
# HAMPTON ROADS SANITATION DISTRICT, VA

## Next-Gen Nitrogen Removal at a Full-Scale WRRF

NEAA26 RESEARCH & TECHNOLOGY

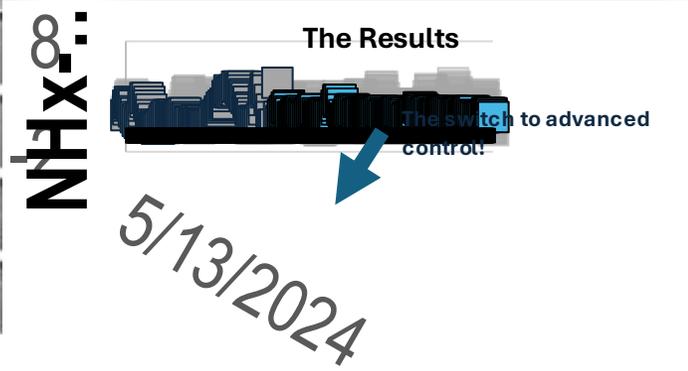


National Environmental  
Achievement  
AWARDS



## Bringing AI to Biological Process Controls

Two AI models, developed and tested by HRSD staff, were integrated into an Ammonia-Based Aeration Control (ABAC) scheme. These AI models, coined the MEFE and the ROFE, resulted in controller performance improvements that are setting the stage for robust downstream process operation, including shortcut nitrogen removal and indirect potable reuse.



**The solution:**  
The first full-scale Digital Twin built for nitrification enhancement  
Mechanistic Digital Twin + Machine Learning Models = Hybrid Model for Control

**Built by:**  
Collaborative group comprised of academics, software providers, and utility staff

**Sets the Stage for:**  
Robust Indirect Potable Reuse  
Robust Shortcut Nitrogen Removal

# WATER & RESOURCE RECOVERY FACILITY MUSCATINE, IA

## Muscatine Organics Recycling Center (MORC)

NEAA26 RESEARCH & TECHNOLOGY



National Environmental  
Achievement  
AWARDS



# MORC

MUSCATINE ORGANICS  
RECYCLING CENTER

Food Waste  Energy

### MORC...Its Out Of This World!

Inside the T42 Turbo Separator, food depackaging happens by rotating paddles that opens the package and releases the organic content. The food then falls through the bottom while the packaging is removed from the end. Food waste is then moved by tanker to the WRRF for addition to the anaerobic digesters.





**National  
Environmental  
Achievement**  
AWARDS

# **Watershed Collaboration Award**

---



# CITY OF CEDAR RAPIDS, IA

## Utilities Watershed Program

NEAA26 WATERSHED COLLABORATION



National Environmental  
Achievement  
AWARDS



The City of Cedar Rapids  
**protects drinking water quality**  
by partnering with farmers  
in the Middle Cedar Watershed.

### Accomplishments since 2021 include:

- More than **343,000 acres of cover crops** planted  
*(that is roughly 1/3 the size of Rhode Island!)*
- Restoration of **9 wetlands and 2 river oxbows**
- Installation of **45 enhanced stream denitrification buffers**
- Construction of **36 denitrifying bioreactors**
- Attendance at over **75 community outreach events**

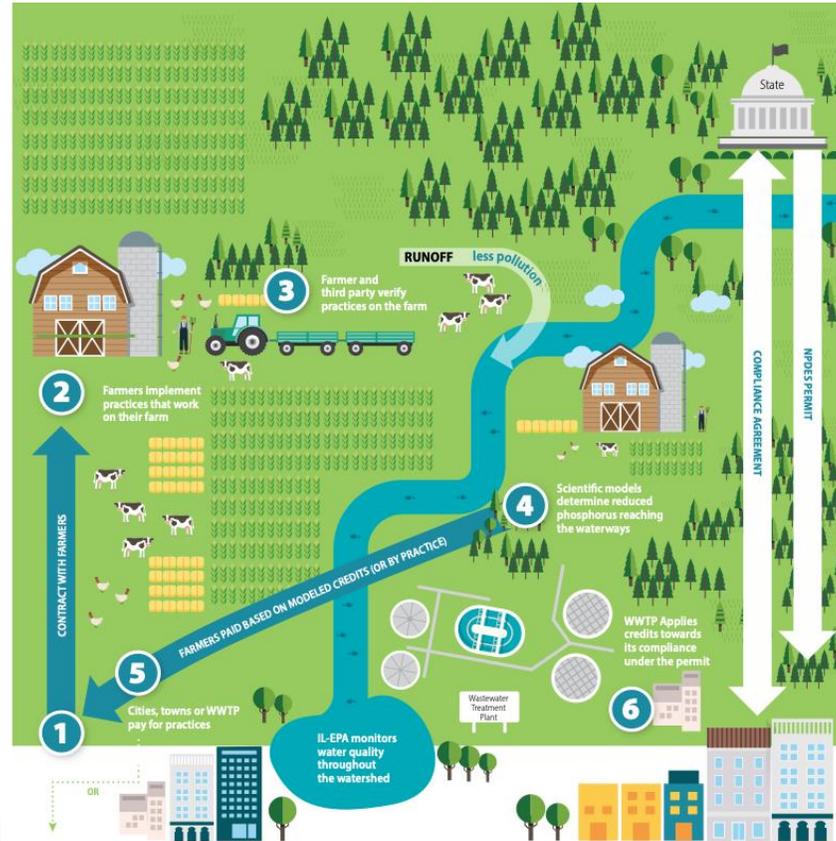
*Iowa Secretary of Agriculture Mike Naig (second from right), City of Cedar Rapids Mayor Tiffany O'Donnell (right), City Manager Jeff Pomeranz (second from left), and Iowa Soybean Association conservation agronomist Evan Brehm (left), on a farm tour hosted by Jim O'Connell (center), one of the City's partners in the Middle Cedar River Watershed project.*

# NORTHERN MORAINÉ WATER RECLAMATION DISTRICT, IL Advancing Nutrient Trading within the Circular Water Economy

NEA26 WATERSHED COLLABORATION



National Environmental  
Achievement  
AWARDS



### PAY FOR SUCCESS

This performance-based approach allows contracting for nutrient reduction outcomes that meet state standards and that result from farmer-selected conservation practices.

Payments are made to farmers after outcomes are certified as **credits**. This differs from the standard NRCS payment scheme which pays for a practice.

### REGULATOR-PERMITTEE AGREEMENTS

Formal agreements between state agencies and local government are critical to define what, when, and how outcomes will be counted, leaving local government with the freedom to decide how much watershed-based work to include in their compliance plan.



## Phosphorus Reduction Needs



P Effluent Limit  
Currently 1.0 mg/L  
2030 0.5 mg/L  
1,902.56 lbs/year



McHenry County  
CONSERVATION DISTRICT

Within the water quality trading agreement, NMWRD agrees to annually compensate the District ten dollars per pound (\$10/lb.) for phosphorous reductions as calculated by the US EPA Pollutant Load Estimation Tool (PLET).





**National  
Environmental  
Achievement**  
AWARDS

# **Workforce Development Award**

---



# CLEAN WATER SERVICES, OR Operator & Plant Technician Training Program

NEAA26 WORKFORCE DEVELOPMENT



National Environmental  
Achievement  
AWARDS



Oregon is one of few states that require an electrical license for instrumentation work. Many of the schools that provide instrumentation programs are out of state.

To fill this gap, CWS collaborated with the Oregon Bureau of Labor and Industries (BOLI) to develop an in-house training program that met state requirements and offered participants a Limited Energy B (LEB) electrical license.

BOLI standards require CWS to:

- Maintain an apprenticeship committee made up of equal membership from employee and employer representatives
- Hold regular committee meetings
- Develop a curriculum of coursework at a local community college
- Track on-the-job experience through monthly progress reports.

Apprentices are also required to complete 4,000 hours of on-the-job training and over 288 hours of required academic coursework. Once an apprentice completes the required hours, the committee votes to recommend them to take the state exam and obtain their license.

# CITY & COUNTY HONOLULU – ENVIRONMENTAL SERVICES, HI

## ENV Training, Development & Retention (TDR) Program

NEAA26 WORKFORCE DEVELOPMENT



National Environmental  
Achievement  
AWARDS

### Classroom Weeks (7)

- Classroom style lectures led by wastewater experts
- Quizzes, test prep
- Other activities including lab analysis, WW math lessons, OM Manual review, field exposure, team building exercises, etc.



### Field Weeks (3)

- Led by CCH trainers to reinforce lessons learned in the class
- Activities including equipment scavenger hunts, troubleshooting assessments
- Rotating WWTP field week locations



### Home Baseyard Weeks (2)

- Trainees spend time in their designated baseyards
- Helps to get acquainted with their plant and team
- Led by CCH plant supervisors



**Brown AND Caldwell**

- 55 new staff hired since the TDR program kicked off in 2022
- 100% Pass rate on Grade 1 license exams



**ENU**  
Department of Environmental Services  
Wastewater Treatment & Disposal

### PLANT OPERATOR TRAINEE PROGRAM

- **NO EXPERIENCE NECESSARY**
- **PAID TRAINING, STARTING PAY AT \$56,000/YR**
- **TRAINING TO EARN YOUR PLANT OPERATOR CERTIFICATION**
- **GAIN EXPERIENCE, BECOME CERTIFIED, EARN OVER \$78,000/YR**
- **LOCATIONS ACROSS OAHU**

**OTHER BENEFITS INCLUDE:**

- **MEDICAL, DENTAL, & VISION PLANS FROM THE DAY YOU START**
- **RETIREMENT PLAN**
- **21 DAYS OF VACATION, 21 DAYS OF SICK, 13 FEDERAL & STATE HOLIDAYS**
- **WORK AS PART OF A TEAM IN A DYNAMIC AND EXCITING ENVIRONMENT**
- **HIGH POTENTIAL FOR CAREER ADVANCEMENT**

 <b>WASTEWATER TREATMENT PLANT OPERATOR TRAINEE</b> LIMITED TERM APPOINTMENT \$4,895/MO., \$58K/YR DAY SHIFT ONLY PAID TRAINING GAIN EXPERIENCE TOWARDS THE ASST OPERATOR IN 6 MONTHS	 <b>ASSISTANT WASTEWATER TREATMENT PLANT OPERATOR</b> \$5,288/MO., \$63K/YR DAY SHIFT ONLY TRAINING AND TUTORING TOWARD A STATE BOARD CERTIFICATION	 <b>WASTEWATER TREATMENT PLANT OPERATOR IV</b> \$6,651/MO., \$78K/YR SHIFT WORK	 <b>WASTEWATER TREATMENT PLANT SUPERVISOR</b> \$7,870/MO., \$94K/YR SHIFT WORK
--	--	---	--

For more information contact: Danny Dean – [djDean@honolulu.gov](mailto:djDean@honolulu.gov)  
 Call (808) 768-4457      David Heard – [dheard@honolulu.gov](mailto:dheard@honolulu.gov)      Website: <http://ENU.Honolulu.gov>

# GULF COAST AUTHORITY, TX

## Executive and Emerging Leaders Program

NEEA26 WORKFORCE DEVELOPMENT



National Environmental  
Achievement  
AWARDS



# HAMPTON ROADS SANITATION DISTRICT, VA

## Career Pathways Program

NEAA26 WORKFORCE DEVELOPMENT



National Environmental  
Achievement  
AWARDS

With a workforce of nearly 1,000 employees, HRSD launched the Career Pathways Program in 2025 to prepare for workforce transitions, strengthen internal mobility, and ensure a skilled, future-ready team that supports HRSD's mission to protect public health and the environment.

### CAREER PATHWAYS PROGRAM



63  
PARTICIPANTS

101  
APPOINTMENTS



22  
CONTINUING  
EDUCATION



24  
CAREER  
MAPPING

27  
INTERVIEWS

10  
PROMOTIONS



STRENGTHENING  
INTERNAL MOBILITY



LEADERSHIP READINESS



DEVELOPING SPECIALIZED  
EXPERTISE FROM WITHIN



EXPANDING ACCESS TO LEARNING  
& DEVELOPMENT OPPORTUNITIES



ALIGNING EMPLOYEE GROWTH  
WITH ORGANIZATIONAL NEEDS

### EMPLOYEE OPPORTUNITIES



PATHWAY  
PLANNING



DEVELOPMENT



COACHING



INTERVIEW  
PREPARATION



JOB SHADOWING

### LOOKING AHEAD



PARTNERSHIPS



WORKSHOPS



DATA TRACKING



HRSD EXPANDS CAREER PATHWAYS PROGRAM

“The Career Pathways Program helped me move from not being sure what type of career offerings there were for me and my educational background/work experience to obtaining a job interview that I was highly qualified for. Along the way our Workforce Development Specialist helped me prepare for my interview by setting up a mock interview that included feedback about my answers and body language, as well as assisting me in setting up a shadow opportunity with the department in which I interviewed.” - HRSD Employee

# LOTT CLEAN WATER ALLIANCE, WA

## Culture of Excellence

NEAA26 WORKFORCE DEVELOPMENT PROGRAM AWARD

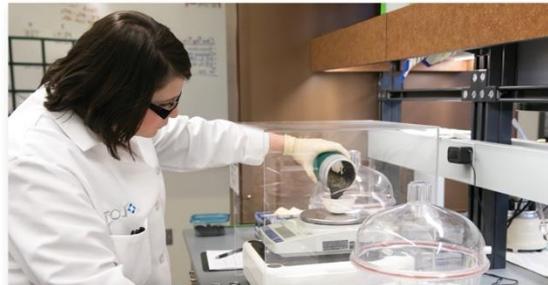


National Environmental  
Achievement  
AWARDS

A culture of excellence is not just about doing great work. It is about creating an environment where excellence becomes the norm. LOTT's strongly defined Culture of Excellence is comprised of these actionable core values: collaborating, taking responsibility, fostering belonging, solving problems, being innovative, and ensuring high standards. These values represent what is affectionately known as "The LOTT Way" and serve as the basis for the workforce development programs and initiatives that help LOTT complete its environmental mission each day.



COLLABORATING



TAKING RESPONSIBILITY



BEING INNOVATIVE



LOTT CLEAN WATER ALLIANCE, OLYMPIA WA



ENSURING HIGH STANDARDS



SOLVING PROBLEMS



FOSTERING BELONGING

Scan the QR code to learn more about LOTT's culture.



# RENEWABLE WATER RESOURCES, SC

## Experience ReWa

NEAA26 COMMUNITY LEADERSHIP

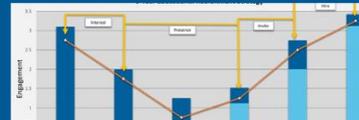


National Environmental  
Achievement  
AWARDS

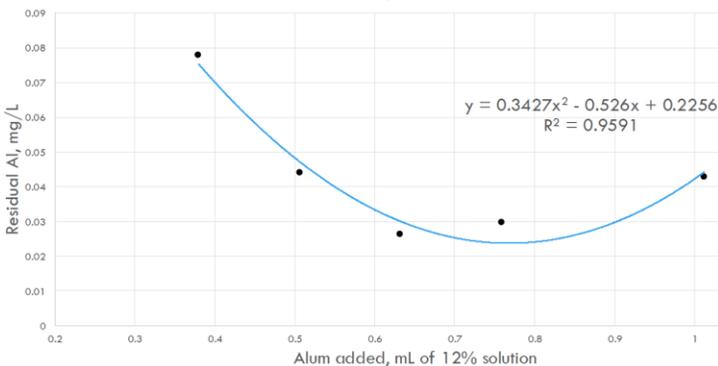


The Sustainable Internship Program

# Experience ReWa



Residual Al by Alum Added



### Experience ReWa – Retention Data

Full-time – Part-time – Returning intern

Current

Average Annual Retention:  
(after Experience ReWa)

**>54%**  
Retention

2016-2021

Average Annual Retention :  
(before Experience ReWa)

**<4%**  
Retention



# National Environmental Achievement AWARDS

NACWA Congratulates  
This Year's NEAA Honorees!

