STATE OF CALIFORNIA • DEPARTMENT OF WATER RESOURCES

DWR NEWS | *People*

WINTER 2009–2010

A Tale of Two Watermasters

Left to Right: DWR Watermasters Joe Scott and Ira Alexander inspect a flume with stock water at a decreed diversion on Upper French Creek in Siskiyou County.

"Perhaps our most important policy accomplishment is our fundamental shift away from project-by-project environmental mitigation towards a practice of sustainable resource management."

Lester A. Snow
Director, Department of Water Resources

In the face of furloughs, budget concerns and the increased public attention on water from all angles, it can be difficult to maintain the focus necessary to achieve the many goals we set out for ourselves as a Department, in addition to those laid out in statute. That said, however, when I look back at the six years since becoming Director, I am extremely proud of all that the Department has accomplished, especially in the face of increasingly uncertain times. Recent passage of a comprehensive legislative package which includes new statewide mandates for groundwater monitoring and water conservation and provides a framework for moving ahead in managing the Delta for the equal goals of water supply reliability and ecosystem health, embodies strategies that DWR has been advancing for years. We should congratulate ourselves for successfully maintaining the interest and support of both the Governor and the Legislature and for serving as the voice of reason on a number of complex and critical issues facing Californians, including water supply, energy policy, ecosystem stewardship and flood management.

In the area of flood management, DWR's role and responsibilities have increased tremendously over the past few years, beginning with the levee failure at Jones Tract and then in 2005 with our white paper "Flood Warnings: Responding to California's Flood Crisis," which gained increased interest following the tragedy caused by Hurricane Katrina in Louisiana only months later. DWR implemented a flurry of critical levee repairs in 2006 after receiving an emergency appropriation from the Legislature. Later that same year, our white paper strategies became directives upon successful passage of Propositions 1E and 84. The influx of billions of dollars in funding brought a sea change to the way we approach flood management as well as our partnerships with local and federal agencies. In 2007, we had further success in flood management policy after the Governor signed a package of flood-related legislation creating the FloodSafe program and better connecting land use decisions to flood risk. Collectively, DWR's efforts over the past six years have resulted in significant progress in protecting public safety and readying flood prone areas for the future.

In 2004, climate change was a concept whose debate was limited mainly to scientific circles. Six years later, DWR has taken a leadership role in both the mitigation of greenhouse gases and in positioning California to adapt to changes happening now and in the future. In the 2005 California Water Plan, we laid out the threats of climate change and framework strategies for addressing associated risks. The very next year we issued *"Progress in Incorporating Climate Change into Management of California's Water Resources"*, a peer-reviewed technical report that provided information on potential impacts of climate change to operations of the water projects, Delta, flood management and more. Two years later, in Fall 2008 DWR released the first of its kind climate change adaptation policy white paper *"Managing an Uncertain Future"* which included a list of critical strategies for reducing emissions and for adapting to future change. We have also adopted a "greening" policy for the State Water Project which focuses on increasing efficiency in order to reduce power use and plans for moving forward towards increasing the percentage of renewable energy in our portfolio. Meanwhile nearly every part of the Department is involved in some way in our climate change efforts, from carbon sequestration research in the Delta to our own internal business operations sustainability policy. DWR was also

named a “Climate Action Leader” by The California Climate Action Registry for assessing and reporting its carbon footprint. We are truly moving towards a complete incorporation of variable climactic conditions into the way we manage water, and this is by no means a small accomplishment.

Perhaps our most important policy accomplishment, one that is manifest in all of the above, is our fundamental shift away from project-by-project environmental mitigation towards a practice of sustainable resource management. We are making changes in the way we do business as natural resource managers, some subtle, some stark, but those which recognize the need to manage water from mountain peak to tap or field, and all of its uses in between. As we move forward implementing bonds from 1E and 84, we are doing so with a focus on integrated water management, increasing the connection between flood management and water supply, and better understanding the role of both in the health of affected ecosystems. This approach is described in our new ecosystem stewardship policy and takes shape in our FloodSafe program, in our Water Plan Update 2009, in the RAMP (Regional Assessment of Mitigation Priorities) interagency effort and in recent water legislation and our overall approach to fixing the Delta.

It would be impossible to list all of our achievements here. Each DWR employee plays an important part in moving this Department forward and none of this would be possible without a staff that is truly dedicated to its mission. As we settle into a new year and a new decade, let us take a moment to realize how far we have come, and how much we have done in service to the State of California.

I look forward to continued accomplishments at DWR as I move into my new position as Secretary for Natural Resources and as Mark Cowin competently takes the reins of the Department. The six years that I have spent with DWR have been of the utmost value to me, both personally and professionally, and I will continue to think of DWR as part of my extended family. Thank you.

Sincerely,

Lester A. Snow

Mark Cowin Appointed DWR Director

By Eric Alvarez

As Mark Cowin enters his 30th year with DWR, he also begins his new appointment as DWR's 10th Director entering with the most years of DWR service.

Cowin, who was Deputy Director for Integrated Water Management since May of 2007, has managed DWR's flood management and dam safety programs, implemented integrated regional water management, coordinated DWR's climate change efforts, and updated and finalized the California Water Plan.

"Mark is an exceptional public servant with a long history of dedicated service in state government and water resource management," says Governor Schwarzenegger, who appointed Cowin on February 1 when former Director Snow was promoted to California Secretary for Natural Resources. "His skills and experience make him the perfect choice to lead the department and I am committed to working with him to ensure a safe and stable water supply to meet the needs of California's growing population."

Cowin, 51, is a Central Valley native who was raised on a family farm near the town of Kingsburg. In 1980, he graduated from Stanford University with a Bachelor of Science degree in civil engineering.

His DWR career began at the San Joaquin District office in Fresno as a Junior Civil Engineer. He worked on the Statewide Planning Program, the Los Banos Demonstration Desalinization Facility, the Arroyo Pasajero Flooding and siltation study, and development of the Kern Water Bank.

After his promotion to Supervising Engineer in 1993, Cowin transferred to Sacramento's Division of Planning as the Program Manager for the Los Banos Grandes Reservoir Planning Studies. He also worked on the development of a State Water Project Planning Strategy—DWR's first efforts to encourage an Integrated Resources Planning approach for State Water Project contractors.

He became Chief of the Storage Facilities Unit for the CALFED Bay-Delta Program in 1996. Two years later, he was promoted to Principal Engineer and served as an Assistant Director of the CALFED Bay-Delta Program where he evaluated storage and conveyance facilities as components of a comprehensive water management strategy to help solve Bay-Delta problems. He also participated in the development of the CALFED Programmatic Environmental Impact Report, the Environmental Impact Study, and the Record of Decision.

In 2002, Cowin became Deputy Chief and later Chief of the Division of Planning and Local Assistance. He oversaw the development of the California Water Plan Update 2005, implementation of the Proposition 50 Integrated Regional Water Management grant program, advancement of the CALFED Surface Storage Investigations, and development of various aspects of the Governor's Strategic Growth Plan.

"Water issues have received a lot of attention in California in recent years. DWR must continue to respond to the crisis in the Delta, drought, and climate change. But there is also a tremendous base load of programs the department is responsible for, everything from operating the State Water Project, to ensuring dam safety, to improving our flood management system, and more," said Cowin. "Not all of those things get headlines, but are just as important to the department's mission."

He acknowledges the mission will be challenging in the coming months as budget deficits force the department to do more with less.

"With furloughs, budget cutbacks, and unfunded mandates, we're seeing a lot of strain in many areas right now within the department," said Cowin. "It's my hope to do some prioritization, so that we can better scope our workload to align with reality."

Those priorities include following the mandates enacted in 2009 as part of the state's groundbreaking water legislation. He says they also include reaching out to DWR's water partners to work collaboratively in finding water reliability solutions.

"(We need) to work with regional and local entities to develop alternative sources of water supply, to reduce water demand, to find ways to get more out of groundwater management, water recycling and desalinization, so that, holistically we have a reliable water supply that can support our economy," said Cowin.

Cowin also hopes to reach out to DWR's employees whom he realizes are experiencing some of the toughest times in the agency's 50 year history.

"When I compare our department with other state agencies, I think what separates us is the amount of passion that people have for their work. I want us to nurture that passion," said Cowin. "I know it's tough when we're talking about taking on more responsibility and facing more challenges. I hope we can find ways to continue to have some fun in our work, to find reward in what we're doing and to remember the real value of what it is that we're trying to accomplish." ■

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DWR NEWS/People
Public Affairs Office
Department of Water Resources
1416 Ninth Street, Room 252-21
Sacramento, CA 95814

Email:
dwrpeople@water.ca.gov

Phone: (916) 653-8743

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By Eric Alvarez

It's not uncommon to treat with disdain perceived authority figures by attaching the word "police" behind their job descriptions. How often have we feigned fear from such diabolic characters as the "fashion police" or the "food police?"

Such is not the case along the waterways in the Northern California county of Siskiyou where a tight knit group of Department of Water Resources (DWR) employees consider themselves to be the "water police."

Actually, "watermaster" is the term used in California's water codes. Those with the title are among the few in the DWR who can enforce a law since, for the most part, the agency has no regulatory authority.

"We regulate the diversions to make sure that each person gets at maximum their legal water right, or a proportion thereof, depending on the flow that's available," said **Shawn Pike** who has supervised Northern Region's Watermaster Program since March of 2005. Translated, they police the amount of water ranchers and farmers divert from the various rivers and streams in the region.

Joe Scott and **Ira Alexander** are among seven watermasters who individually patrol about 500 square miles of the most pristinely beautiful forested areas in Northern California. Their "beats" include Siskiyou County's Scott and Shasta rivers, about 350 miles north of Sacramento.

"You're out here in God's country," said Scott. "There's no better place to be. You're on your own, you're independent, and at the end of the day you're out there helping people."

Left to Right: *Watermaster Joe Scott reviews the Shasta River Adjudication Maps with Northern Region's Watermaster Service Section Chief Shawn Pike.*

Above: *This historic wooden flume conveys water three miles to pasture and cattle at Diversion 3 on Upper French Creek. Without this water, a cattle operation in existence for over 100 years could not exist.*

Ensuring Water Allocations

Those sentiments are in part what keep both men coming back for more as their wives and families reside more than a hundred miles to the south. Scott and Alexander don't commute each day, but often spend a week at a time living at their posts in particular because of the enormity of the job.

Each watermaster is in charge of checking 300 so-called "diversions," artificially created ditches equipped with a headgate, or valve. The headgate can be manually adjusted to divert a certain amount of river water into the ditch. That amount is what the watermasters must police.

Alexander said the job at times can be mentally grueling. "People aren't always nice. They have an attitude. You're regulating something they feel they're entitled to."

Just how much water each landowner receives is based on decades-old judicial decrees. Those Superior Court orders stem from the legendary water wars landowners endured back when California was still in its infancy. A quotation from that era, often attributed to Mark Twain, typifies the disputes. "Whiskey is for drinking; water is for fighting over."

Pike said the violence and endless litigation continued into the 1920's, prompting the Legislature to create the watermaster service in 1924. "Court costs were higher because of constant arguments in court. So the State decided it would be beneficial to institute the watermaster service," said Pike. "It has reduced the number of court cases and reduced the violence."

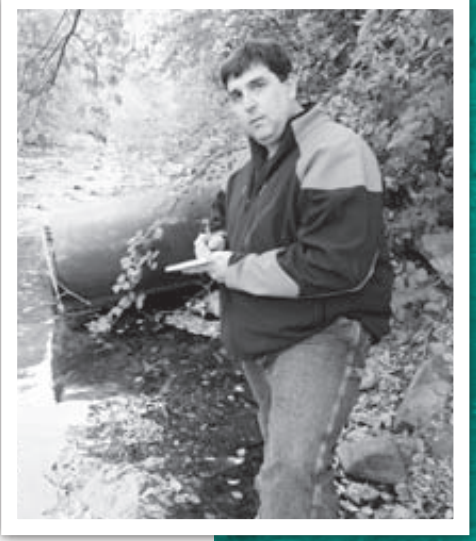
DWR's Watermaster Program's main purpose is to ensure water is allocated according to established water rights as determined by court adjudications or agreements by an unbiased, qualified person, thereby reducing water rights court litigation, civil lawsuits, and law enforcement workload. It also assists in preventing the waste or unreasonable use of water.

Outright, gratuitous violence is something Scott and Alexander say they don't normally see. Instead, they say covert manipulation of the headgates is a concern.

"We've seen people sending their (irrigation employees) out at night opening up their diversions and then going back at four or five in the morning closing them back down," said Scott.

Meanwhile, Alexander is reminded of a well-told story among watermasters in the region. "There was one guy who actually had his wife sit in the ditch to block the water. That way there was no (evidence) of (foul play)," he said. "She'd just sit in the ditch and divert all the water to irrigate their fields."

A Tale of Two Watermasters



Watermaster Joe Scott is documenting stages and flows at the East Fork Scott River Gage near Callahan.

"We've seen people sending their (irrigation employees) out at night opening up their diversions and then going back at four or five in the morning closing them back down."

Joe Scott
DWR Watermaster

"There was one guy who actually had his wife sit in the ditch to block the water. That way there was no (evidence) of (foul play). She'd just sit in the ditch and divert all the water to irrigate their fields."

Ira Alexander
DWR Watermaster

Ira Alexander is downloading reservoir storage data at Dwinnell Reservoir north of Weed, California.

After repeated complaints from other landowners about the reduced supply, the watermaster decided to do a bit of twilight sleuthing. "The watermaster became frustrated over what was happening and finally went out there at night and saw her."

Inadvertent "theft" is also a recurring problem said Scott. He said individuals, construction companies, and even other governmental agencies are often unaware that arbitrary siphoning of the region's river waters is against the law. "We see everything from county and city public works departments taking water out of ditches with their water trucks without asking to all of the dust (reduction water) trucks being used by logging and construction operations."

To combat these problems, Scott said the DWR has provided the watermaster staff with some high-tech tools. "The Department has purchased wildlife trail cameras for us. When they trigger the hidden camera, the truth is in the picture. It's not that we want to be water cops. But, we want to protect the rights of other water users."

One water user who is a vocal advocate of the watermaster program is rancher **Bill Krum**. Part of his 400-acre Scott Valley spread sits adjacent to French Creek, a tributary of the Scott River. About a quarter of his property is listed in a 1959 Siskiyou County Superior Court decree allowing him a pre-described amount of water to irrigate his fields and provide drinking water for his cattle and horses.

"Most of the landowners here feel it's a blessing, and I certainly do," said Krum. "The decree absolutely fixes, under California water law, what everybody's individual rights are and spells out those rights in tremendous detail so there's no question."

As a business owner, Krum said the court decisions also give him a level of certainty when dealing with the liquid asset. "You know what your water right is and you know what you'll have to operate with. (The decree) eliminates disputes on how much each diverter is entitled too."

Pike said enforcing the decrees is where the heavy lifting comes in. "The watermaster spends a lot of time resolving disputes to keep people from going to court or maybe even getting into fights. He helps them understand the law and keeps the conflict from becoming a worse problem."

Considering the sheer size of the territory, Pike said it's nothing for a watermaster to commute up to 400 miles a day. "Especially if they're on one part of the system and a problem crops up at the other end."

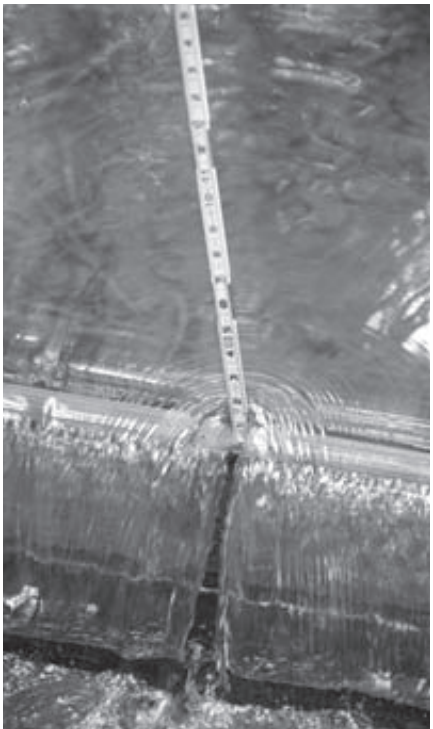
This paddlewheel operates a brush to keep a fish screen clean, so a decreed diverter can get water to which he is legally entitled while keeping young fish out of the ditch.

Alexander said cellular technology has added to the urgency of the job. He sometimes gets several calls a day from landowners in much the same way people call 9-1-1 to summon the police. "Somebody will say their neighbor is stealing their water. And most times you go out there and it's just because the creek's level is low in general."

Responding to those calls, he said, is always necessary in order to thwart a problem before it gets out of hand. "We find ourselves being the peacemaker between neighbors that normally get along. When it comes to their water, they'll fight. They won't wait a second."

Despite their job description as mediators and arbitrators, watermasters are not peace officers. They do not have the powers of arrest and they do not carry guns or any other type of defensive weapons. Instead they must rely on their wits and the ability to create working relationships among landowners.

If they do come across an obvious violation, or find themselves stuck in the middle of an active dispute, they must depend on what is known among law enforcement types as "command presence." A response from a sheriff's deputy or the Highway Patrol could take up to 30 minutes or more, and water disputes, Pike said, sometimes require immediate action. "They do (have the authority to) turn down diversions and the headgate and lock them if necessary. (In this way) they anticipate crime and stop water theft."



A wooden rule is used to determine the static elevation of water over a suppressed rectangular weir to calculate the flow and then adjust it to the legal amount as necessary.

A Better Understanding of Hydrology

Mediation and public relations are only two of the attributes associated with those who work as watermasters. The job title alone demands they have knowledge in various aspects of hydrology including water quality and flow rates.

"If we can't measure flows accurately and demonstrate that they're accurate, we don't have the confidence of water rights holders, the State Department of Fish and Game (DFG), and other agencies, that we know what the water flows are," said Pike.

DFG in particular is one entity the watermasters find themselves interacting with daily. Scott said he finds the DWR and the DFG are often working under conflicting rules which create competing agendas, especially when dealing with salmon spawning habitats.

"We're under constant scrutiny from outside agencies watching every step we make," he said. "Every drop of water is starting to be accounted for."

The competing issues stem from the decrees themselves. Scott said when the court orders were enacted decades earlier, environmental concerns such as providing sufficient water flows to maintain fish populations were not taken into consideration. "We're bound by the four-corners of that decree. If we go outside of that decree, then we're open for a lawsuit by landowners because they would end up getting shorted."

Such challenges have prompted the watermasters to develop methodologies to more accurately measure how much water is in any one creek or river. In Northern Region, that's included installing Stream Flow Gaging Stations. These gages consist of a pressure transducer and data logger, which record the water surface elevation every 15 minutes and then remotely transmit the information to the California Data Exchange Center to be broadcast over the internet.

"These guys are a tremendous resource 'cause they understand water, they understand water flow."

Bill Krum, *Landowner*

This allows the watermaster to observe what's going on within the stream system even when he's not actually out in the field.

"(The devices) let us know what's going on upstream," said Pike. "If we can see small changes (in the flow), we know that diversions upstream may have been changed and we might be able to pick up on water theft when we don't expect it."

"People call wondering where their water went," said Alexander. "(These tools allow us) to know the system. Then you can figure out where a person might have over diverted their share of the water. It's pretty much being a water detective."

Other water flow measuring devices include weirs. These small dam-like structures, however, must be constructed in such as way so as not to impede the flow of fish.

"Fish of any size have to be able to move freely up and down the stream," said Scott. "The biggest jump they can endure is twelve inches. So, you can't put up a three-foot high dam and have the water spill over it just to measure the flow. It must allow for fish movement."

The finished product often must also be aesthetically pleasing. It's not uncommon in the area to see a grouping of rocks sitting in the middle of a river or stream and not realize you're looking at an artificially constructed weir. If such structures become damaged because of a storm, the watermaster has to approve repairs and sometimes does most of the actual work.

"We not only need to be technically capable and good at math, but we also need to be good with construction and having the ability to work with concrete, wood, or whatever is at hand," said Scott.

This variety of talents prompts property owners like Bill Krum to note the value of watermasters. "These guys are a tremendous resource 'cause they understand water, they understand flows. Heck, they even understand the California Endangered Species Act."

Krum said the only fly in the ointment appears to be the cost. As with most governmental services these days, there is a movement to increase the watermaster service fees. The California Farm Bureau and others are opposed to higher fees. Krum, however, believes it's the price you pay for peace of mind.

"I believe most water users would say the benefit way outweighs the cost to give you that certainty and to eliminate the possibility of disputes with your neighbor."

While Scott and Alexander don't believe their jobs are in jeopardy, they do realize the service might be curtailed on the State level. They point out that special districts have been created and could fund a more localized watermaster service. "That's how important the service is considered by water users," said Alexander.

It's an oversimplification to call these overseers the "water police." They themselves acknowledge they are often called upon to be politicians, lawyers, biologists, hydrologists, carpenters, mechanics, detectives, and facilitators.

It's a job that often becomes an adventure. And for those who call themselves watermasters, it's the best job in the Department of Water Resources, especially since it allows Scott, Alexander and those like them to roam the backwoods of the Shasta-Trinity and Klamath National Forests and other scenic areas of California's outback. Both of them agree, "If you're an outdoors person, it doesn't get any better than this." ■

The newly constructed Shasta River Water Users Pumping Plant on the Shasta River near Montague. The plant's new pumps and piping helps conserve water while keeping fish out of the system with its integrated fish screen.

Northern Region's Watermasters

Joe Scott and **Ira Alexander** bring their unique backgrounds and love for outdoors to help them achieve their goals as watermasters for DWR's Northern Region Watermaster Program.

Joe Scott, 39, has worked as a watermaster for the last 11 years. "I enjoy the surroundings out here in the mountainous country, working closely with ranchers and farmers to help solve at times complex water issues," said Joe.

A native of Arcata, Joe lives in Chico with his wife and son. He enjoys hunting, fishing, and camping with his family. He spends a lot of time in the off season enjoying the outdoors along the North Coast.

Joe graduated in 1996 with a Bachelor of Science degree in Recreation — Parks and Natural Resources Management from Chico State. While pursuing his education at Chico State, Joe spent four years as a Student Assistant at DWR Northern District (now called Northern Region). He conducted recreation use studies on Davis, Frenchman, and Antelope lakes. He also worked in the Surface Water Unit conducting stream flow measurements and assisting with the maintenance of the gages. Before coming to work permanently at DWR Northern Region, Joe worked as a Water Resources Specialist for the San Joaquin River Exchange Contractors in Los Banos.

A watermaster for more than five years, Ira Alexander, 29, is a native of Happy Valley. When Ira is not responding to the Shasta River Watermaster Service Area requests, he lives in Anderson with his wife, son, and daughter. Ira enjoys spending time with his family on outdoor activities, such as hunting, fishing, and exploring new places. He also enjoys playing the guitar and singing around the Redding and Anderson area.

While attending Shasta Community College in 1999, Ira began working for Northern District's Water Quality and Biology Unit as a Student Assistant and after two years became a Scientific Aid. He collected groundwater and surface water samples in many different Northern California lakes, rivers, and streams.

In 2004, Ira became a watermaster. Ira has participated in water quality studies for the Federal Energy Regulatory Commission (FERC) — Oroville Relicensing, North of the Delta Off-Stream Storage, Mercury Contamination in Fish from Northern California Lakes and Reservoirs, Upper Feather River Water Quality Studies, Antelope Groundwater Area Nitrate Contamination Study, and the Shasta River Water Quality Investigation.

"Watermasters in general get to spend a lot of time in some of the most interesting places in California," said Ira, who has a strong interest in the outdoors and ranching. "I get to help people understand their water rights, how they can use their water, and I get to play an important role in California's agricultural and fisheries resources." ■

Joe Scott

Ira Alexander

Preparing DWR for Today and Tomorrow

With over half of the State's workforce over the age of 50 and rapidly reaching retirement, the looming human capital crisis created by the most significant and continuous exodus of retiring personnel in the State's history lay just around the corner. DWR is no exception. The fact that nearly half of DWR's 3,100 employees will be eligible to retire in the next five years (25 percent are now eligible) has the Department's Workforce and Succession Planning Advisory Team working vigorously to find solutions.

Of all DWR employees in leadership positions, 33 percent are currently eligible to retire. That number is expected to rise to 57 percent over the next five years.

"It is critical that we prepare ourselves to fill retirement gaps in order to meet the Department's mission and goals. The vast amount of experience and knowledge that we will be losing is alarming and very difficult to replace," said **Norma Alvarado**, DWR Succession Planning and Recruitment Manager.

Research continues to underscore the need for workforce planning. Of the 101 classifications that make up all leadership roles, over 20 percent have a 100 percent retirement eligibility rate. There are currently 15 classes that have just one incumbent with a 100 percent retirement eligibility rate. Those leadership classification numbers are expected to double over the next five years. Rank and file employees follow a similar trend. Twenty-two percent of all DWR employees in rank and file positions are currently eligible to retire. That number is expected to rise to 38 percent over the next five years.

Impact of Furloughs

Today's social climate is another factor pushing retirements to the forefront. The combination of a financial recession and mandated furloughs has caused many on the fence to seriously reflect on their future.

"I can say from personal experience that I was informed by PERS that due to the furloughs I am making less than I will at retirement," said **Jinny Munro**, Chief, Human Resources. "Had it not been for this, I intended on working longer but have decided to retire at the end of December."

This year alone, we have already seen a 13 percent increase in statewide retirements from 2008. Over the last five years, 30 percent of all DWR separations have been due to retirement. That number is expected to slowly but continuously rise in the coming years.

"In order for DWR to meet its strategic goals, mission, and vision, the Department must determine the existing employment gaps to be able to attract qualified workers, and develop and promote existing staff," said **Jennifer Dong Kawate**, DWR Classification and Succession Planning Chief.

Above: *(Left to Right) Staff Services Analyst Matt Warnick joined the Succession Planning and Recruitment Unit to assist with improving recruitment and upward mobility goals. Senior Engineer David Rizzardo of DWR's Snow Surveys Section assists with DWR's recruitment efforts. Manager of the Succession Planning and Recruitment Unit Norma Alvarado reviews recruitment plans with Chief of the Human Resources Office (now retired) Jinny Munro.*

"I can say from personal experience that I was informed by PERS that due to the furloughs I am making less than I will at retirement. Had it not been for this, I intended on working longer but have decided to retire at the end of December."

Jinny Munro
Chief, Human Resources

DWR Recruitment

With the help of DWR's Recruitment Coordinator and other DWR staff, marketing is taking place to attract new workers. In 2009, DWR has participated in 19 career fairs to recruit new employees.

The DWR Recruitment Program is dedicated to upholding the Department's standard for attracting and retaining a qualified and diverse candidate pool in order to meet DWR's hiring needs. The Recruitment Program includes a Recruiter's Roundtable (RRT) team, which consists of leaders representing DWR's various divisions and a DWR Recruitment Coordinator. The RRT meets regularly to discuss various recruitment issues. The team members and volunteer recruiters from various levels and divisions work together to determine which recruitment events and career fairs to attend. They work on streamlining recruitment processes and addressing challenges. When possible, the Recruitment Coordinator works with DWR's Exam Unit to ensure that recruitment activities and the exam schedule complement one another. Exams are scheduled soon after career fairs to use the fair to promote the upcoming exam and encourage eligible candidates to apply.

After events, the recruitment e-mail contact list is updated in order to follow up on referrals and to keep in touch with candidates. A follow up e-mail is sent to each candidate within a week after each fair to provide information about job vacancies, Web sites, and exams. Resumes and referrals can be e-mailed to the Recruitment Coordinator at recruiter@water.ca.gov at any time.

As a result of DWR's recruitment efforts during career fairs, several candidates made the commitment to work for the Department.

"My interest in working with DWR at Safety of Dams first started through several positive interactions with DWR employees who had given presentations and led a field trip in a graduate

Succession Planning Recruitment and Retention Survey *(Overall Results)*

1	I would recommend Department of Water Resources as a good place to work to friends.	2.17
2	I have adequate opportunities to learn or do new things.	2.33
3	My job is varied, challenging, and meaningful.	2.11
4	I would like to rotate through different assignments or jobs.	2.29
5	I clearly understand my job duties and how they serve the Department's mission.	1.84
6	I believe there are ample opportunities to promote.	3.09
7	The organization is trustworthy and treats employees fairly	2.7
8	My benefits are competitive.	2.64
9	I would like more flexible hours and schedule.	2.5
10	Work related social gatherings are important to me.	2.79
11	I believe that Department of Water Resources supports work/life balance.	2.55
12	I have visited the Department's Recruitment website more than once and it is user friendly.	2.8
13	The Department's on going efforts are responsive to the needs of new prospective job applicants.	3.01
14	Notification of DWR exams, jobs, and/or promotional opportunities is timely and readily accessible.	2.51
15	The Department needs to make changes to how it recruits so that we fill our positions quickly and with the right people.	2.13
16	I respect my supervisor.	1.93
17	I trust Department leadership to make prudent and honest decisions.	2.84
18	Policies at the Department are reasoned and decisions explained.	2.95
19	Communication from the Department management is satisfactory.	3.02
20	I have the authority I need to meet my responsibilities.	2.53
21	I am appreciated for my work.	2.5
22	The Department appropriately recognizes hard work and accomplishments.	3.04
23	I believe the Department's recruitment program and activities help the organization hire the right people for the job	3.25
24	The organization provides employees the opportunity to give input into management decisions and policies.	3.34
25	I can see myself working for another organization:	
	Within 5 years	374
	In 5 to 10 years	136
	After I retire	206
	I don't plan on working anywhere else	355

1 = Strongly Agree 3 = Agree 5 = Strongly Disagree

engineering class at U.C. Davis," said **Richard Armstrong**, a newly-hired Engineer with Safety of Dams. "It was my conversation with a recruiter at a career fair at U.C. Davis in 2008, however, which sealed the deal for me. He enthusiastically answered all of my questions, gave me additional resources, and even gave me a tour of his office several months later. I believe that meeting and talking with him at that career fair strongly influenced my decision to apply for a job at DWR."

Succession Planning Survey

In October 2009, the Succession Planning and Recruitment Unit released a Recruitment and Retention Survey to the entire Department. The goal was to receive feedback from employees regarding their views about working for DWR.

With the 1,071 surveys responses, the Workforce/ Succession Planning Advisory Team is now reviewing the information to help with upcoming planning efforts.

"We would like to thank everyone who participated in the survey. It provided a wealth of honest information and insight that is necessary in the progression and advancement of our Department as a whole," said Norma. "Receiving feedback from our employees is essential for us to be able to correctly focus our efforts on the issues that need to be addressed in order for change to take shape throughout the Department."

The two statements with the most positive responses included statement five (I clearly understand my job duties and how they serve the Department's mission) and statement 17 (I respect my supervisor).

"With this information, we hope to develop plans to ensure enough properly skilled and trained employees are available to meet the many challenges DWR will face in the future," said **Matt Warnick**, Succession Planning Analyst. "In doing so, we hope to foster a desirable working environment to retain the great employees we already have and help recruit future employees."

Future Plans

To accomplish this large task of Succession Planning, DWR is continuing to create new ideas while working under current fiscal constraints and limitations.

The Succession Planning and Recruitment Unit has begun compiling ideas for DWR's future. Ideas include streamlining and updating the DWR Web site by adding "Succession Planning" and "Upcoming Events" pages and by making the personnel Web site more user-friendly for the public and staff, utilizing in-house YouTube videos, updating recruiting tools, more job opportunities to include mentorships and rotational assignments, new career paths, updating outdated job specifications, additional training classes, more internships and student assistants, and creating a fresh work environment that supports a work/life balance.

DWR's Workforce and Succession Planning Advisory Team was created in October of 2007 to help address the many workforce challenges DWR faces today and in the future. Team members include Chairperson Carl Torgersen, Art Hinojosa, Derrick Adachi, Mark Meeks, Gurdip Rehal, Jinny Munro, David Roose, Aileen Tokunaga, and Mary Smith. ■

Left to Right: *(Front Row) During the November Succession Planning meeting, participants included Norma Alvarado, Jinny Munro, Derrick Adachi, Gurdip Rehal. (Back Row) Michelle King-Byrd, Karen Arnold, Carl Torgersen, Mark Meeks, Art Hinojosa, and Matt Warnick.*

SWP 50th Anniversary

By Eric Alvarez

In late 1960 the Burns-Porter Act, formally known as the California Water Resources Development Bond Act (and as Proposition One), was placed on the November ballot. It was narrowly approved by a margin of 173,944 votes from about 5.8 million ballots counted. Still, that was enough to warrant the allocation of $1.75 billion in bond funding. The money created what became the State Water Project (SWP), the nation's largest state-built water and power development and conveyance system.

Fifty years later, the largest state-run multipurpose water and power development and conveyance system in the U.S. is often taken for granted. In addition to supplying high quality water for an estimated 25 million Californians, the SWP also provides flood control, hydroelectric power generation, recreation, as well as the enhancement and protection of fish and wildlife habitat.

The SWP includes more than 700 miles of canals and pipelines, 34 storage facilities, 20 pumping plants, four pumping-generating plants, and five hydroelectric plants. The system includes Lake Oroville, the second largest reservoir in California with a storage capacity of 3.5 million acre-feet. It also boasts Oroville Dam, the tallest dam in the U.S. at 770 feet. Both facilities were among the first to be constructed within a system that is still evolving five decades later.

The SWP itself is often overshadowed by issues dealing with the Delta, riparian rights, the environment, and desalination among others. As long as water continues coming out of the tap, the SWP is assumed to be humming along.

In fact, it is. Which is why a number of presentations highlighting the SWP, both large and small, will pop up next year.

Teresa Chaney, Chief of DWR's Graphic Services Branch, said the exhibits will offer visibility to what she believes was a project that received a heroic level of expertise.

"(The exhibit will) help you recognize the grandeur of the project, as a result of dedication and commitment from a team of technical experts that were not necessarily the highest paid," she said.

The main presentation will envelope a thousand square feet of exhibit space at the California Museum in downtown Sacramento. Chaney said aside from offering the requisite historical information, the exhibits will provide perspective on the engineering feats that had never before been attempted, much less achieved. And for the most part, the planning, design and construction was all done without the assistance of computers.

"These engineers were working with manual survey equipment, compasses, slide rules, log books and drafting tools," said Chaney. "This project was a result of people's expertise."

A number of satellite presentations will also be featured at the DWR's three Visitor's Centers located at Lake Oroville, Pyramid Lake, and the San Luis Reservoir. A travelling exhibit is also slated to make appearances at various water conferences held throughout the state.

Another venue that will offer a 50th Anniversary retrospective of the SWP will be Public Broadcasting.

KVIE-TV, the PBS affiliate in Sacramento, will produce a 60-minute program about the SWP. Michael Sanford, Vice-President of Content Creation at the station, said his team will do an in-depth study of this critical system.

"We want to take a look at the inception of the project, the need for it at the very beginning, its genesis over the decades, its status today, and what the future holds," said Sanford. "Unless we take a serious look at the water needs of this state, with its explosive suspected growth in the decades to come, the problems (residents) experience now, and the inconveniences they occasionally experience, are probably very small compared to what we will be looking at in the future."

Sanford said the issues of water in California are part of the very fabric of the state's history. That's why he plans to market the program to all 13 of the PBS stations in the Golden State.

"People trust public television to give them the unvarnished and completely balanced truth about any particular issue," Sanford said. "(And because the program will be on PBS) you have more time to tell the story and to go into much greater depth."

There are many structures throughout the world that are many generations old. Few, however, are as large or as complex as the SWP. Fewer still are required to operate at the intensity of the SWP on a daily basis.

The residential, industrial, and agricultural reliance on California's water system is unquestioned. For the past 50 years, it has provided the life blood to what has become the eighth largest economy in the world. We hope you'll join us in learning more about this purveyor of sustenance through the various presentations and exhibits the Department of Water Resources is planning. ■

IN THE SPOTLIGHT

Southern Field Division

By Eric Alvarez

From the Carley V. Porter Tunnel in the north to Lake Perris in the south, Southern Field Division's 202 employees cover nearly 184 miles of the State Water Project to ensure that millions of Southern Californians regularly receive billions of gallons of water each year.

"Our field division is the largest field division of the five," says DWR Water Education Coordinator **Kathy Simmons** who points out that its geographical area is equal in size to the state of Kentucky.

Simmons operates the Vista del Lago Visitors Center on the shores of Pyramid Lake near Santa Clarita. The lake hugs the western edge of Interstate 5's Grapevine passage through the Tehachapi Mountains. It's one of six reservoirs that make up the Division's water storage system spread mostly over three of California's largest counties, Los Angeles, Riverside, and San Bernardino.

"To bring water to these growth centers of Southern California, our employees operate and maintain five pumping plants, four power plants, and six reservoirs," said **Sebastian Perez**, Chief of Southern Field Division. "They also maintain 184 miles of the California Aqueduct, Pipeline, and Reservoirs within the SWP's 444-mile concrete artery."

Aside from holding vast amounts of "raw" water, these man-made rivers, lakes, and reservoirs have become destination magnets for scores of water enthusiasts.

"Since the gas crises and the recession, we're finding a lot of people that normally travel out to the Colorado River are now coming here," said Captain **Kevin Forrester.**

Forrester is a ranger with the California State Parks System and superintendent of Silverwood Lake State Park near Hesperia in San Bernardino County. While the DWR is responsible for the flow of the water, the park rangers ensure the safety of those who visit it.

He says the number of visitors to Silverwood has increased dramatically and includes campers, boaters, and those fishing for striped bass, catfish, blue gill, and trout. "Recreation is a very important component of society," said Forrester. "People need a place to go and relax."

Simmons says the visitors want to learn more about the waterways as well. She accommodates them at her Visitors Center, the largest of the three within the DWR system. Boasting more than 18,000 square feet of display space, the center houses an array of colorful and interactive exhibits offering easy to understand explanations on how water in California makes its way from the Sierra to the spigot.

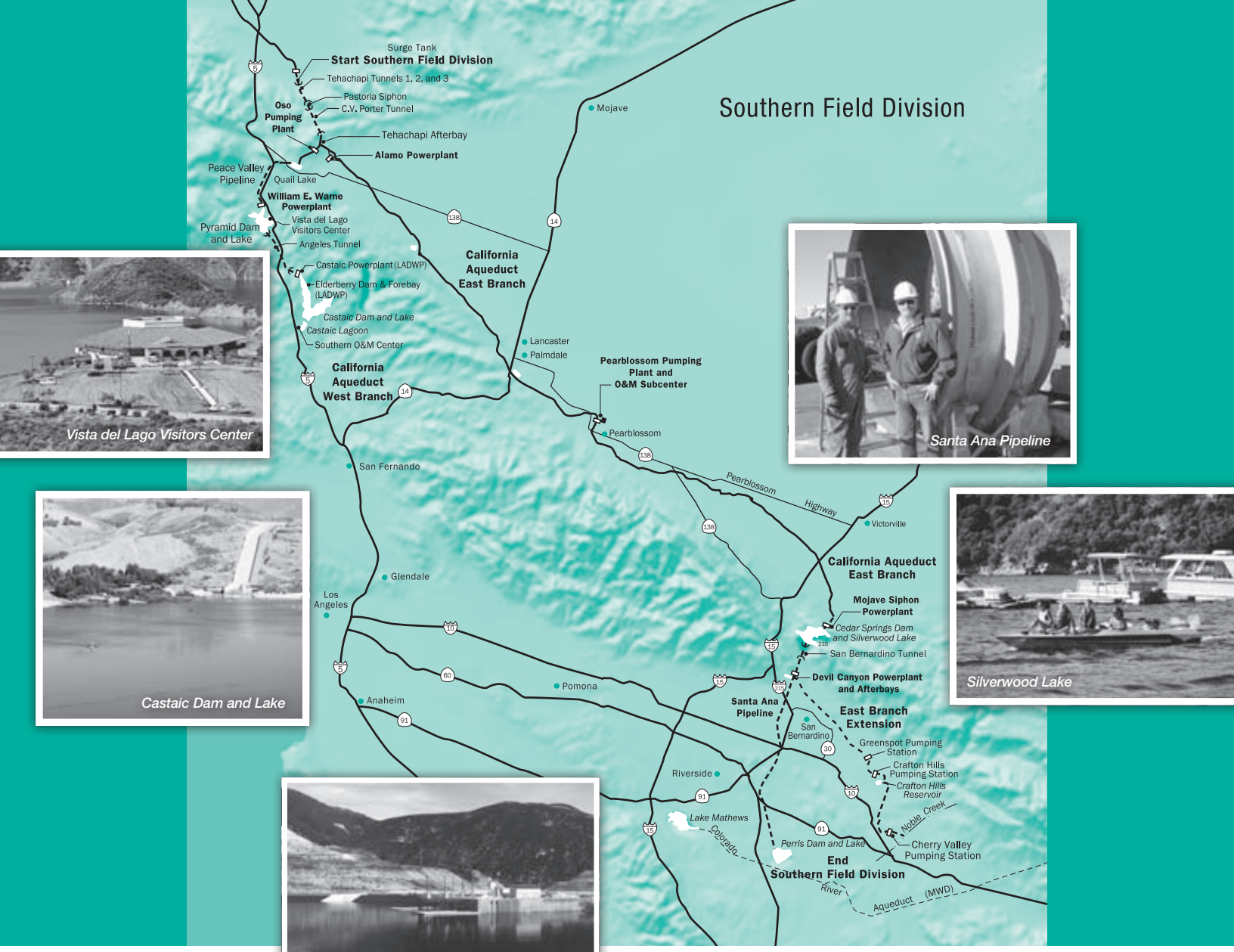
"We have to make our deliveries (to our water customers)," said Simmons. "It takes a team and the Southern Field Division is a team."

That team, however, operates more than just lakes and museums. Scores of engineers, administrators, equipment

Top Left: *Southern Field Division Guides Kathy Simmons and Gary Moore greet visitors to Vista del Lago Visitors Center.*

Top Middle: *(Left to Right) Southern Field Division employees Marsha Jimenez, a Utility Craftsworker on a Training and Development assignment and Jane Randall, a Water Resources Technician II with the Water Operations Branch, measure Castaic Creek flows into Elderberry Forebay.*

Top Right: *Hydroelectric Power Utility Engineer Dave Duecker and Utility Craftsworker Marsha Jimenez(at right) making their way to work at the Pearblossom Southern Field Division Headquarters during rare heavy desert snows of December 2008.*



operators, and civil and plant maintenance personnel work "behind the scenes" to ensure the state's water keeps flowing.

And the Southern Field Division Chief says those dedicated employees complete their tasks while keeping in mind that safety of both the staff and the public is priority one. "Integrity of the facilities and meeting water and power commitments are effectively met when 'Priority One' is met," said Perez.

When you visit, make certain to ask those employees about their one-of-a-kind aqueduct bifurcation, or split. It's a concrete fork in the road that sits quietly a few hundred feet downstream from where the state water exits the Tehachapi Range via the Porter Tunnel.

The job of the bifurcation is to evenly divide the water flow to both the East and West Branches of the aqueduct. The West Branch heads into Los Angeles County and terminates in Castaic Lake while the East Branch serves the Antelope Valley, San Bernardino, and Riverside Counties. The East Branch finally terminates in the Division's most popular reservoir, Lake Perris.

"The people of Southern California depend on the Southern Field Division," said longtime DWR employee **Geno Young**. With more than 40 years experience as a state water operator, Young now serves as the Division's Security Coordinator. "I'm proud that people can go home and turn on their taps and have water come out," he says with a smile.

If you decide to tour the Southern Field Division, allot plenty of time…like maybe two or three days. You should allow plenty of time to tour the Vista del Lago Visitors Center. And boating among the tall pines on Silverwood Lake can be both relaxing and exhilarating…you might see a bear or even an eagle. Considering the driving distances, it's no wonder DWR employees who work in the Division are dedicated. Or, as Young says, "It's a great place to work. That's why I've stayed so long." ■

Mojave Water Agency

By Mojave Water Agency staff and Gary Brodeur

Mojave Water Agency

The Agency was established as a State Water Project Contractor in 1960 to serve the simple yet imperative need of San Bernardino County's High Desert region to have a water supply that could sustain diverse uses.

The Mojave Water Agency (MWA) serves several geologically complex inland basins whose distinctive features include the Mojave River, which at most times and through most of its course flows underground, and washes that are predominantly dry. Surrounding hilly areas served by MWA also share dry landscapes over which precipitation usually escapes quickly. Long periods of drought are punctuated by occasional flash flooding that produces dramatic runoff, offering little chance for rainwater to percolate underground and accumulate in local subterranean aquifers.

Worked from the mid-1800s by ranchers and farmers, the land required significant mining of underground water to be productive. Overdraft of the region's water supply was anticipated in government surveys and reports as early as 1929. As demand rose during and after World War II, the condition of increasing water use and dwindling supplies grew ever clearer.

A Vision of Service

Besides preserving, securing and delivering water for the beneficial use of the lands and inhabitants within its jurisdiction, MWA is involved with educational programs, water rights administration and data collection. MWA has gradually assembled the data necessary to better understand the dynamic interaction between surface water and groundwater flows in the basins it serves and, in particular, the significant role that the area's geology plays in the migration of groundwater from south to north.

Adjudication of High Desert water rights was raised in 1990 when the city of Barstow and Southern California Water Company sued upstream water users and MWA to ensure that sufficient supplies would be available for downstream users.

After spending more than a decade in the courts, including a ruling by the California Supreme Court, a groundwater management system was developed which sought to halt the overdraft and provide sustainable water supplies for the Mojave River Basin water users.

The Mojave Basin Area Judgment appointed the MWA as the watermaster. Its enhanced water-management role influences how the agency pursues its mission to provide clean, safe, affordable water to its constituents.

At the conclusion of the adjudication in 2002, the court's ruling then noted that the MWA service area was in severe overdraft and ordered the agency to seek sources of water, including supplemental water, and to deliver that water in the most effective fashion to ensure the quality of life within its boundaries. The Court Judgment has been implemented since an interim order was issued in 1993.

Integration Equals Efficiency

Mojave Water Agency is working to supply constituents with water while it pursues new acquisitions and conservation programs. The agency has developed a progressive, proactive way of thinking and working, and by following the precept that integration equals efficiency.

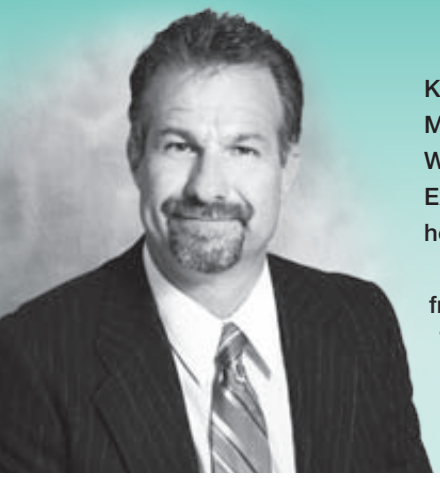
Agency staff, led since 2000 by General Manager **Kirby Brill**, and the agency's elected board of seven directors are emphasizing long-term strategic planning. At the turn of the century, MWA recognized that the water resources paradigm was changing toward more integrated regional solutions.

Above: *MWA partnering with ACWA to train local stakeholders to become effective advocates.*

Right: *To deliver water to parched desert regions, construction takes place on one of two 60-mile plus pipelines constructed by MWA.*

"Mojave Water Agency is committed to establishing a vision for how to provide long-term water supplies and then executing the necessary actions in partnership with community stakeholders."

Kirby Brill, *MWA General Manager*



Kirby Brill has served as the General Manager at Mojave Water Agency since October 2000. Mr. Brill has worked in the public and private sectors during his 23 years of experience in Water Resources management. Prior to his employment at Mojave Water Agency, he was the Executive Director at San Gabriel Basin Water Quality Authority. He has also served as the head of the Hydrogeology Department at Orange County Water District.

Brill received his Bachelor of Science degree in Civil Engineering with a minor in Geology from California State University, Fullerton. He also holds a Master of Business Administration, Technology Management degree from the University of Phoenix, and he is a licensed Professional Engineer in the State of California. An Apple Valley resident, in his spare time, Mr. Brill enjoys spending time in outdoor activities with his wife, Judy, and his three children.

In 2001, with the California Department of Water Resources as a partner, MWA set out on a multi-year effort to develop an integrated regional water management plan that addressed the issue of overdraft of two million acre-feet of water since the early 1950s. Comprising groundwater, urban water and regional water management plans, the agency's Integrated Regional Water Management Plan, or IRWMP, presents a comprehensive portfolio of strategies to reliably deliver safe, sustainable, clean water to MWA's service area.

The IRWMP was crafted over a three-year period with significant input from the region's stakeholders, and spans a 25-year action period.

"Part of the agency culture is this strong partnership notion: We do what we do, not solely as an agency, but in a partnership with the community," Brill said.

Major efforts made in concert with stakeholders and community partners involve capital projects to deliver water within the region, the acquisition of new water sources and conservation of existing supplies.

"We have a legal mandate to provide water, and do so by serving diverse customer needs, including residential, commercial, industrial, recreational, institutional and agricultural," MWA governing board President Mike Page said. "Our board of directors has worked closely with water agencies and other stakeholders region-wide to develop projects and programs that ensure we're working together to meet the water demands of our region."

Delivering Water

Having access to State Water Project resources is a key to a long-term, balanced supply of water in MWA's service area, and infrastructure that conveys water from SWP sources is the backbone for present and future projects.

The Morongo Basin Pipeline runs underground for 69 miles, from the California Aqueduct in Hesperia east to percolation ponds in the Town of Yucca Valley. Work was started in 1991 and completed, with water flowing through the pipeline in January 1995 to an area that serves about 60,000 residents.

Built in cooperation with water agencies, the Morongo Basin Pipeline delivers water to an area that receives very little precipitation. Turnouts are available to deliver water to four water districts and for groundwater recharge in the upper Mojave River Basin.

One of eight sites MWA uses to deliver State Water Project water to recharge the region's aquifers.

After work on the Morongo Basin Pipeline project wrapped up, another was being started. The $62 million Mojave River Pipeline project provides imported water to four groundwater recharge basins along the Mojave River, serving the communities of Victorville, Barstow, Yermo-Daggett and Newberry Springs.

The three-phase project was designed to offset the growing depletion of native water supplies caused by the region's growth and by the over-pumping of wells. The 76-mile pipeline stretches north from the California Aqueduct in the Adelanto area to the recharge basins that have been constructed at Hodge, Lenwood, Yermo-Daggett and Newberry Springs, with the capacity to deliver up to 45,600 acre-feet a year. The final phase of construction was completed in March 2006.

Current capital projects include the South Rock Springs Recharge Expansion, the Oro Grande North Recharge project and the Regional Recharge and Recovery Project, also called R-Cubed or R^3.

The $53 million R^3 Project involves recharging aquifers with high-quality imported water from the State Water Project, then recovering and distributing the banked water through an 11-mile pipeline to serve six water providers to meet present and future demands.

Funding for R^3 is being provided by Proposition 50, federal stimulus funds, MWA and participating local water providers. MWA anticipates having the R^3 Project under construction by early this year.

A new 22,000-square-foot Mojave Water Agency headquarters building will be constructed in early 2011, which will consolidate operations that are now conducted in multiple locations.

Water Acquisitions

Mojave Water Agency's original Table A Amount for State Water Project water was 50,800 acre-feet a year. In 1998, it increased its permanent Table A Amount by 25,000 acre-feet annually through a purchase from Berrenda Mesa Water District, an agricultural water supplier within the Kern County Water Agency.

At the end of last year, the agency had an annual contract for up to 75,800 acre-feet of water from the State Water Project. However, due to variability in deliveries of SWP water, the long-term average annual supply available to MWA was estimated to be 58,400 acre-feet.

A second acquisition was completed in November — amid drought, dwindling water supplies and rising costs — of 14,000 acre-feet a year in scaled amounts. That purchase from Dudley Ridge Water District in Kings County will raise MWA's Table A Amount to 89,800 acre-feet annually by 2020.

The acquisition was necessary to make up for the loss in State Water Project supply as a result of pumping adjustments to benefit the Sacramento-San Joaquin Delta. The deal helps MWA replace water lost under recent court decisions and subsequent federal biological opinions that protect endangered Delta smelt and salmon.

MWA's strategic vision includes financial planning that uses five-year cash flow models, planning that prepared the agency to act when Table A Amount became available, and without raising taxes within its service area.

In order to balance the basin's water availability with demand by the year 2030, it will be necessary for MWA to utilize its full SWP supply. It is also necessary for the agency to maintain a solid partnership with the community that it serves, especially in the conservation of all the available water supplies.

During major storm events, Silverwood Lake, a State Water Project facility located in San Bernardino County, provides water into the Mojave River in MWA's service area.

Community Partnerships

The agency has made it a top priority to partner with a number of educational institutions, community organizations and stakeholders to help carry out its mission.

"To meet water demands in a region as large as ours — 4,900 square miles — requires a coordinated effort involving multiple agencies," said MWA Community Liaison Officer Michael Stevens. "Mojave Water Agency has proven over the years our ability and willingness to work cooperatively to serve the water needs in our region. Our philosophy is to ensure we're leveraging all the available assets within the community to overcome our water supply challenges."

Mojave Water Agency brought its community partners together for several symposiums in the Mojave River and Morongo basins to discuss key water issues and share the impressive pool of regional water knowledge.

The agency conducts tours and educational sessions, and maintains a speaker's bureau, providing public outreach and education. MWA also maintains an Internet presence with a Web site and a Facebook page.

To educate the public about the need for greater participation in water conservation, MWA is one of 28 organizations that make up the Alliance for Water Awareness and Conservation, or AWAC. Formed by MWA in 2003 during a time of surging population growth in the region, one of the group's key achievements is the creation in 2007 of a model landscape ordinance for new construction that has been adopted by all High Desert cities.

The model ordinance stipulates the type of plants and irrigation that can be used, and in some applied instances imposes restrictions on the amount of grass that can be used. The community-oriented Alliance for Water Awareness and Conservation hosts workshops and an annual water-awareness expo, coordinates with local nurseries to provide water-efficient plants and oversees implementation of a regional water conservation program.

MWA has a 3-acre demonstration garden showcasing low water-use plants. The Agency convened a 28-member water conservation coalition in 2003 that is administering a regional conservation incentive program.

MWA service area covers 4,900 square miles in north San Bernardino County.

Water Conservation

Community support is most crucial in the area of water conservation, which was identified in the IRWMP as a major tactic for helping to extend the High Desert's water supplies. As a result, the Mojave Water Agency along with AWAC have been jointly and aggressively promoting water conservation since 2003.

To help balance the High Desert's water "budget," MWA's Integrated Regional Water Management Plan calls for a reduction in per capita water consumption. In 2005, AWAC adopted a goal of 20 percent per capita reduction in the Mojave River Basin and five percent in the Morongo Basin by the year 2020. High Desert residents, businesses and government agencies are asked to observe water conservation practices and are offered financial incentives for adopting water-saving practices and technologies.

The alliance's Water Conservation Incentive Program, or WCIP, has motivated High Desert residents to remove more than 2.25 million square-feet of turf and has rebated the installation of high-efficiency toilets and clothes washers. This program has conserved more than 4,000 acre-feet of local water supply that otherwise would have been used through less-efficient water use habits.

The WCIP also has provided Mojave Water Agency an opportunity to estimate the costs of conserving water and compare it to the cost of purchasing water rights in our state. For example, data shows that an investment in the cash-for-grass component of the WCIP is a fraction of the cost of purchasing water rights in today's market. MWA believes this is an investment through which our agencies and companies can show fiscal responsibility and environmental stewardship.

The success of the voluntary program is helping advance High Desert conservation efforts and helping to reduce the per capita water consumption by the targeted 20 percent within 10 years. MWA board members are dedicated to these water-saving programs and demonstrated their commitment by approving expenditures of approximately $2.5 million in just the first two years of the program, with plans for continued funding in the coming years.

Planning Beyond 2020

Though targeting the year 2025 as a benchmark for many High Desert water-management projects and results, Mojave Water Agency has forecasted the region's water supply needs to 2050 and beyond. It is foresight that calls on the long-term resolve and cooperation of water users in the MWA service area.

"Because of the ever-changing nature of our region and water demands, our board has to plan long term to ensure we can meet water demands — not just plan 20 to 30 years ahead, but 40 to 50 years," MWA Board President Page said.

The agency is aggressively working to update its Urban Water Management Plan to plan projects and management actions to meet water demands through 2030.

With the state's water paradigm rapidly changing, High Desert communities realize more and more that their economic future relies on Mojave Water Agency fulfilling its mission to "manage the region's water resources for the common benefit to assure stability in the sustained use by the citizens it serves." ■

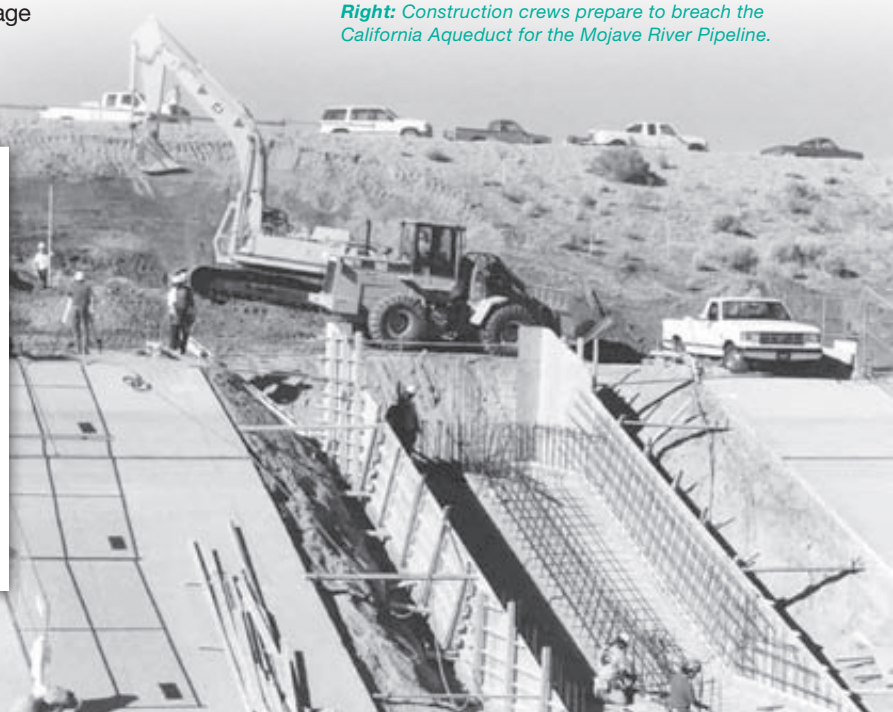
Mojave Water Agency Facts

One of the 29 California State Water Project Contractors, Mojave Water Agency was founded in July 1960 and was appointed watermaster for its Mojave Basin Area in 1993.

- **Mission:** to manage the region's water resources for the common benefit and to assure stability in the sustained use by the citizens it serves.
- **Service area:** provides wholesale water and resource management service within 4,900 square miles of the High Desert in San Bernardino County. Communities it serves include Adelanto, Apple Valley, Barstow, El Mirage, Hesperia, Joshua Tree, Landers, Lenwood, Lucerne Valley, Newberry Springs, Oak Hills, Oro Grande, Phelan, Victorville, Yermo and Yucca Valley. Population of service area is approximately 450,000.
- **Methods:** integrated planning and management of agency resources, coordinating capital projects with local water purveyors and promoting water conservation through community cooperation.
- **SWP Table A Amount:** 82,800 acre-feet (af), increasing to 89,800 af by 2020.
- **Employees:** 38
- **Directors:** 7
- **Budget:** $127 million total budget

Left: *Crews laying 24-inch diameter pipe as part of the 76-mile Mojave River Pipeline.*

Right: *Construction crews prepare to breach the California Aqueduct for the Mojave River Pipeline.*



Regional Recharge and Recovery Project — R³

Mojave Water Agency's Regional Recharge and Recovery Project, known as R³, is an essential part of a comprehensive solution developed by the agency and the High Desert's stakeholders to ensure a sustainable water supply for the region.

The R³ Project was identified in the MWA Regional Water Management Plan and is being developed to serve several objectives. It will deliver water to multiple jurisdictions and provide many benefits for the residents of the High Desert.

Located along the Mojave River, R³ will include new pipelines that link to existing infrastructure and provide a new source of supply to recharge local aquifers using high-quality water imported from the State Water Project. The water will be stored underground and later recovered for use and distribution by local water providers.

- Recharge: The SWP water from the California Aqueduct and Silverwood Lake will be released into the Mojave River, where it will percolate to the groundwater table.
- Recovery: Later extraction of the banked water will be made through a series of wells to be located along the Mojave River.
- Regional: After recovery, the water will be transported to where it's needed in MWA's service area.

Water Conservation Incentive Program

Operated by MWA with support from 18 water agencies, the program received more than 800 consumer applications since February 2008 to take advantage of program offerings.

WCIP accomplishments as of November 2009:

- 4,040 acre-feet of water saved, enough to supply up to 8,080 households for a year.
- 3,100 toilets replaced for rebates of $165 each.
- 1,075 clothes washers replaced and abated at $175 each.
- 2,241,187 square-feet of turf, or the equivalent of 52 football fields, removed at 50 cents per square-foot.
- The acre-foot cost by conserving for the long term saves 91 percent of the cost of purchasing entitlement at today's market rate. It also reduces the annual need to purchase imported water from DWR and avoids the associated costs.

Because an estimated 60 percent to 80 percent of residential water use in the High Desert is for landscaping, the increased use of water conservation practices among the region's households is the prime way for residents to help secure a balanced, long-term water supply.

Mojave Water Agency Timeline

1960 The Mojave Water Agency is established as a State Water Project Contractor to serve about 4,764 square miles of arid High Desert lands.

1965 Local Agency Formation Commission approves annexation of 35.5 square miles of the Morongo Basin and Johnson Valley to the MWA.

1967 U.S. Geological Survey conducts a study to determine how much water exists in the Mojave River Basin, and to what extent the basin is being over pumped by producers.

1971 West Forks Dam, a flood-control structure located downstream from the confluence of the Mojave River's Dam, is dedicated.

1977 Construction of regional sewer plant begins under waste-water district that MWA helps form. Victor Valley Wastewater Reclamation Authority created and given authority to operate sewer plant.

1990 Department of Water Resources releases the California Water Plan Update, showing there are critical water shortages in the Mojave Desert.

Barstow sues upstream Mojave River water users and MWA to ensure that sufficient supplies would be available for downstream users, leading to the Mojave Basin Area Adjudication.

1991 MWA begins regularly importing water from the California Aqueduct to reduce annual overdraft of groundwater.

1992 Construction of the Morongo Basin Pipeline begins.

1993 MWA is appointed Watermaster of the Mojave Basin Area.

1994 First Regional Water Management Plan prepared for MWA.

1995 First water deliveries from the State Water Project to the Upper Mojave River through the first reach of the Morongo Basin Pipeline.

1998 Construction starts on Mojave River Pipeline.

MWA buys 25,000 acre-feet of SWP permanent annual entitlement from Berrenda Mesa Water District in Kern County.

2001 MWA partners with DWR to create an Integrated Regional Water Management Program (IRWMP), also comprising groundwater and urban water management plans.

2002 The Mojave Basin Area Adjudication, begun in 1990, is settled.

2005 MWA adopts an IRWMP, among the first in the state to do so.

2006 The final segment of the Mojave River Pipeline project, the Newberry Springs Recharge Facility, is completed.

2008 MWA launches Regional Water Conservation Incentive Program in cooperation with 18 water agencies with cash and rebates totaling $1.2 million.

2009 U.S. Department of the Interior, Bureau of Reclamation awards $13.4 million to MWA's Regional Recharge and Recovery project, also known as R³ or R-Cubed.

DWR issues approval for MWA to complete purchase of 14,000 acre-feet of Table A Amounts by 2020 from Dudley Ridge Water District in Kings County.

2010 MWA obtains right to 14,000 acre-feet of water from the Dudley Ridge purchase.

Left to Right: *Chief of South Central Region Office Paula Landis makes presentation about San Joaquin River restoration project and the environmental restoration efforts. DWR Tour Coordinator Michael Miller provides overview of DWR tour to Russian Visitors.*

Russian Activists Visit DWR

By Eric Alvarez

A group of Russian activists hope the way the Department of Water Resources does business will help them with their quest back home in ensuring the Russian people have a say in the methods of new hydroelectric dam construction.

Their main concern is an apparent lack of public input being allowed by the Russian government. They say it results in dams that are either structurally unsafe or do great damage to the social and environmental fabric of the areas where they are built.

"When we meet with government officials, we are given the impression that there are no large problems in these large projects," said **Aleksey Kolpakov**, chairman of the anti-hydro-dam organization Plotina, which means "dam."

As an example, Kolpakov cited a Russian hydroelectric plant accident last August in Siberia that killed 78 workers. It was this accident that fueled the activists' efforts to find solutions.

Kolpakov and his colleagues say many of his country's hydroelectric dams are being constructed by private companies that are given unilateral permit approval without much government oversight despite laws being in place allowing for public discourse. But the group admits that some American methodologies are not utilized to promote the discussion, hence their visit to the DWR.

"By hearing how your problems (with dam construction) are dealt within your country, we get a new perspective on how we might approach similar problems in our country," said **Alexander Kolotov**, executive director of Plotina.

Chief of Utility Operations **Rick Ramirez** was among the five DWR executives who offered presentations in December on how the agency interacts with other governmental bodies and the public at large. "We talked about the collaborative process used during relicensing of the Oroville Facilities and how we obtained as much public input as we could," he said.

Ramirez said he walked the Russian delegation through the steps of the relicensing process of a hydroelectric dam. He also listed for them the many local, State, and federal agencies that were involved, as well as the numerous environmental groups and other interested parties.

"It's a great tribute to the creativity and ingenuity of DWR employees when our collaborative techniques attract as much positive attention as the engineering design of our facilities," said Ramirez.

Ramirez shared examples of the mitigation accords the DWR reached with the organizations. And he explained how, through monetary agreements or operational compacts, key parties, including water supply contractors, pledged to support an agreement that addressed their major concerns.

"We're greatly interested in hearing what solutions worked (for you)," said activist **Svetlana Eqorova**. "We want to borrow your experiences to avoid running into the same problems as things move forward in our country."

The group was hosted by Pacific Environment, an international environmental organization based in San Francisco and included a reporter from the Moscow Times. **Audrey Wood**, a Russian interpreter with Pacific Environment, believes the methods followed by the DWR will allow for hydropower reform in Russia.

"(These presentations gave the group) examples of successful initiatives to support public participation in water resource management and the decision making process," Wood said. "The environmental impact assessment (the Russian companies offer) and the processes for incorporating the public's wants and needs and opinions is not adequate."

Aside from visiting the DWR headquarters in Sacramento, the Russian delegation also toured the Lake Oroville Visitor's Center, Oroville Dam, and the Feather River Hatchery.
In addition to Rick, other DWR presentations were given by **Paula Landis, David Gutierrez, Stephen Kashiwada, Don Rasmussen, and Michael Miller.** ■

Trees Helping with Fish Habitat Enhancement at Oroville

By Eric See

For the past 16 years, Oroville Field Division employees have used recycled Christmas trees to help improve fish habitat at Lake Oroville.

Lake Oroville experiences large water level fluctuations every year, sometimes exceeding 200 feet of elevation. This hinders the establishment of rooted aquatic vegetation at the lake, limiting the amount of cover available for shoreline-dwelling fish such as largemouth bass and spotted bass. These species, particularly their young, use this cover to escape predation and it also provides habitat for the invertebrates and other prey utilized by these fish. Therefore, increasing the amount of shoreline cover enhances the habitat for these species and increases their numbers, improving fishing for anglers.

In 1994, the Federal Energy Regulatory Commission (FERC) required DWR to improve the fish habitat at Lake Oroville as part of its revised Recreation Plan, and DWR has been conducting these projects ever since. DWR's habitat enhancement plan focuses on increasing microcover for young-of-year and juvenile black bass and increasing productivity in the shoreline nursery areas.

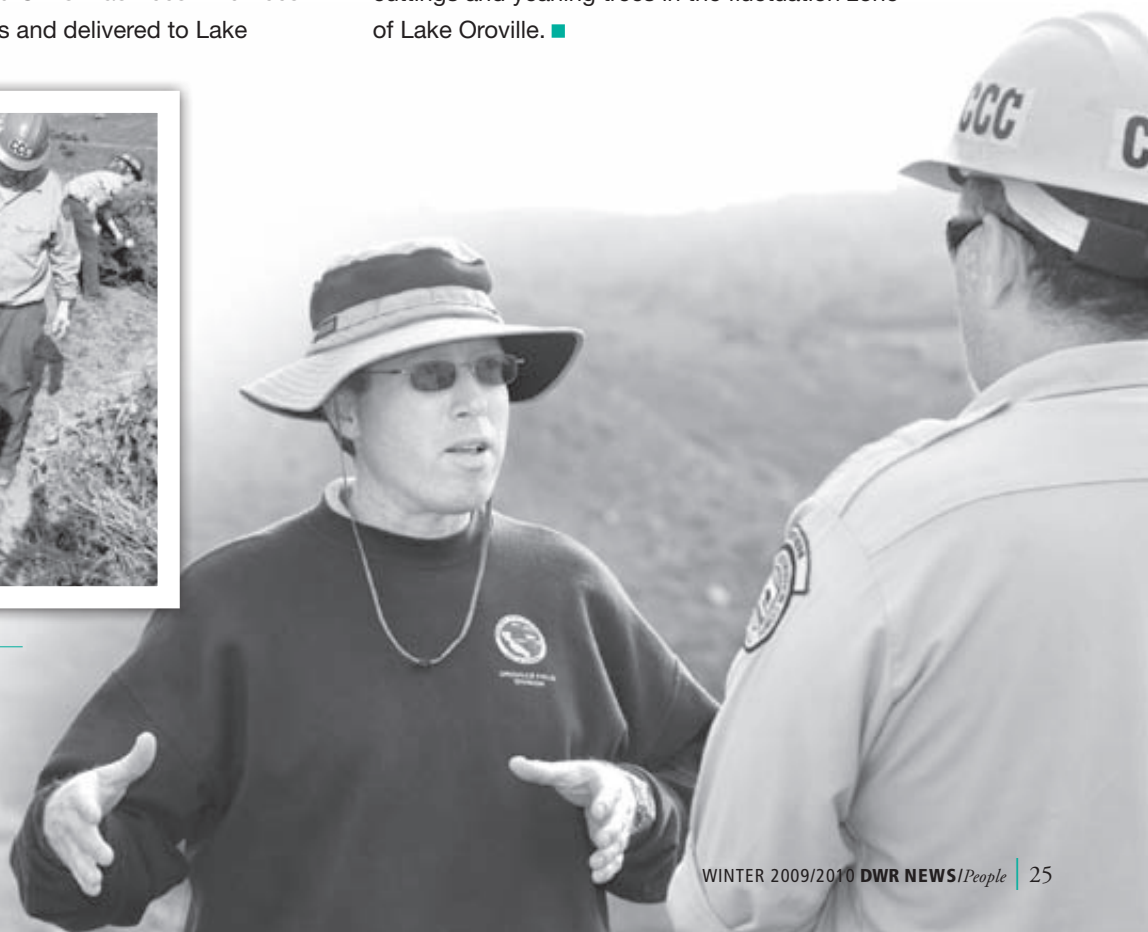
For example, in the Spillway Cove brush shelters have been constructed using discarded Christmas trees. The trees are collected by Boy Scout troops and delivered to Lake Oroville primarily by Recology, a local waste management company, as well as by DWR personnel.

DWR handles all of the planning, environmental work, site location, and installation of the trees, using personnel from DWR and the California Conservation Corps. In past years, DWR has also worked with the Departments of Fish and Game and Parks and Recreation, local angling organizations, conservation groups, and schools on these projects.

To construct the brush shelters, a hole is drilled through the base of each tree and the trees are threaded onto cables that have been anchored to the lakebed with steel fence posts. Approximately 30 trees are used for each brush shelter, and they measure approximately 3 feet high by 15 feet wide by 25 feet long. The projects are conducted during the low water period and get flooded each spring.

As of the 2009 holiday season, about 12,000 trees have been used in the Spillway Cove alone to construct approximately 400 brush shelters. They have also been constructed in various other locations at Lake Oroville. Since 1994, 22,000 trees have been installed at Lake Oroville.

DWR also has planted more than 30,000 willow cuttings and yearling trees in the fluctuation zone of Lake Oroville. ■



Inset: *California Conservation Corps members contracted by DWR constructing the brush shelters at Lake Oroville.*

Right: *Staff Environmental Scientist Eric See of Oroville Field Division speaking with CCC staff.*

Left to Right: *DWR Chief Deputy Director Sue Sims, Mike Morrison of ThyssenKrupp, DWR Chief of Management Services Kim Oliphint, DGS Resources Building Manager Gabe Andrade, Guy Buckman of ThyssenKrupp, DWR Deputy Director Jim Libonati, and Craig Wilson, Jerry Knox, and Mike Ness of ThyssenKrupp.*

Long Awaited Completion of Resources Building Elevator Modernization Project

By Stephanie Varrelman

Those days of missing the start of meetings or a light rail train because of pesky elevators are in the past. The Resources Building, one of the oldest high-rise buildings in the Capital City, no longer has antiquated elevators to match the building's 1960s façade.

The four-person crew from ThyssenKrupp Elevator—**Jason Jones, Jerry Knox, Tom Walsh and Craig Wilson**—worked for the past 21 months on the Resources Building Elevator Modernization Project and completed work on the last elevator in September 2009. Other ThyssenKrupp employees who contributed to the project include **Ray Alvarez, Dave Harrell, Brad Holum, Mike Millard** and **Scott Schultz**.

The unreliable, slow elevator operations—hampered by the unavailability of replacement parts—coupled with deficiencies noted during Department of Occupational Safety and Health (DOSH) inspections served as the driving forces behind the Department of General Services' decision, led by Building Manager, **Gabe Andrade**, to undertake the Elevator Modernization Project. Gabe served as the State's Project Manager for this effort and was instrumental in getting the project started and completed. DWR's Facilities Management Office, particularly Facilities Chief **Brent Dills** and Associate Business Management Analyst **Rick Smith** also played an integral role in accomplishing this much-needed building improvement.

The ThyssenKrupp crew completely updated all elevator operating devices including new hoisting and compensation ropes, counterweights and safety devices, and controllers to comply with DOSH and Department of Industrial Relations standards.

The crew also replaced motor generators and car door operators. The new controllers are "on-demand." This means they continuously scan the elevator calls and assign the closest elevator to respond. Elevator speed has doubled to 800 feet per minute (high-rise) and 500 feet per minute (low-rise). The crew also updated the interior space of the elevators to match the modernized behind-the scenes work, including new lighting, carpets, doors and wood-paneled walls.

"All elevators are in full operation and continue to run smoothly," said Deputy Director **Jim Libonati.** "A big thank you to the dedicated ThyssenKrupp crew and Gabe Andrade who made what seemed impossible just four years ago, when multiple elevators were routinely breaking down and out-of-service, a reality."■

Professional Engineer Exam Graduate

Remy Rehal
Operations and Maintenance
Electrical Engineer
October 2009

Professional Geologist Exam Graduate

Mark Nordberg
Integrated Regional
Water Management
North Central Region Office
Engineering Geologist
December 2009

Teaching about the Wonders of Wildlife

To expose children to the diversity and wonders of wildlife in their nearby communities, **Cliff Feldheim** has volunteered on his furlough and vacation days at West Sacramento elementary schools for the last six years.

"I teach them about wildlife, nature, wetlands, and conservation. Part of the wonder of wildlife is learning about how animals are adapted to the particular natural community in which they live," said Cliff, a Staff Environmental Scientist in the Salton Sea Ecosystem Restoration Program within the Floodsafe Environmental Stewardship and Statewide Resources Office. "My goal has been to develop a program for third grade classes that meets the third grade State standard for their City Wildlife Unit and has the potential to compliment their Open Court reading selections."

In an effort to always refine his standard activities, Cliff is continuously searching for new ways to make his presentations entertaining and engaging. He usually prepares a PowerPoint presentation with several photos. During his hour session, Cliff sets up stations for children to learn about animal adaptations by looking at bird eggs, nests, feathers, skulls, and animal tracks.

Most of Cliff's materials come from his explorations throughout the state and the West, as well as materials borrowed from the Yolo Basin Foundation. In 2007, Cliff received a grant from the Great Valley Center to purchase materials for classroom activities and binoculars for the students to use when going on a field trip.

In addition to being located near Cliff's West Sacramento home, one unique feature of Bridgeway Island Elementary School is an approximately 22-acre freshwater wetland that is only a five minute walk from the school. The wetland, which is owned by a local Reclamation District and managed for wildlife, is used by more than 130 species of birds during spring and fall migration. The wetland is also year round habitat for river otters, and several different fish, amphibian, and reptilian species.

"With virtually all of the students living within walking distance to the wetland, the wetland is an ideal outdoor classroom," added Cliff. "At Bridgeway, I generally work with the kids in the classroom one week. The next week, we walk to the wetland for a field trip. Our long term goal is to develop an Adopt-A-Wetland Program that includes environmental stewardship and biological monitoring."

When Cliff began working with the students in 2003, he quickly realized that he really did not know how to teach children. As a result, over the next three years he participated in every volunteer opportunity he could to learn how to teach children. In the 2004, he tutored second and third grade students in reading and math during and after school. In addition to volunteering at the Yolo Basin Foundation's Discover the Flyway Program, he has also volunteered teaching Sunday school at his church and coaching elementary school basketball at Capital Montessori.

"I never had an opportunity like this as a child, but I was fortunate to spend a lot of time outside," said Cliff, who was raised in Ventura. "In Junior High, I started spending more and more time fishing and through a friend's dad got exposed to hunting. My love for fishing and hunting continues to this day. Those cold mornings on the lake watching the sunrise and those long days hiking the hills looking for quail and rabbits only to find rattlesnakes and a beautiful sunset, created in me a great love and respect for nature."

When Cliff started high school and began thinking about college, he couldn't think of studying anything other than nature.

"However, it wasn't until after my second year of college when I took seasonal jobs in Arizona working with bald eagles and goshawks that I realized a person could actually make a living working as an environmental scientist," said Cliff.

Cliff graduated from Humboldt State University with Bachelors of Science and Masters of Science degrees in Wildlife Management. Before joining DWR in 2008, Cliff worked for six years for the Center for Natural Lands Management managing mitigation lands and creating mitigation preserves and spent three years working for Fish and Game in the Migratory Gamebird Program.

As a Staff Environmental Scientist with DWR, Cliff is working with Fish and Game to implement the Salton Sea Ecosystem Restoration Program, helping develop and implement giant garter snake mitigation as part of the 2009 Drought Water Bank and future water transfer programs, and participating as a member of the Terrestrial Species subgroup for the Bay Delta Conservation Plan. ■

Cliff Feldheim teaches Bridgeway Island Elementary School students about animal adaptations by looking at feathers.

DWR Team Participates in California's International Marathon

Along the historic gold miners route from Folsom Dam to California's State Capitol in downtown Sacramento, four DWR employees raced in the 27th Annual California International Marathon in Sacramento on December 6.

DWR team members included Staff Programmer Analyst **Brian Niski**, Project Manager **Andrea Hoffman**, and Staff Information Systems Analyst **David Poukish** of the Division of Technology Services, along with Supervising Engineer **Waiman Yip** of the Executive Division.

To prepare for the race, the team united for three meetings and trained regularly on their own time. All members of the team had previously competed in running events. Brian raced in the Coronado Independence Day 15 K Run in 2008. Andrea has run a few races over the years. Waiman, who is the most experienced runner of the team and runs daily from downtown Sacramento to Discovery Park, has competed in numerous races in the last 20 years, with a personal best in a full marathon of 3:25. David raced in this year's 10 K Run to Feed the Hungry.

"The race gave us a goal to shoot for. Exercise can be boring. Training towards an event gives you a sense of urgency," said Brian, who runs four miles about three times per week. "It makes you more likely to do it on a day when you really don't want to. It's really just trying not to become a couch potato."

Although they all had past running experiences, they entered the race with several challenges to face during the nearly freezing temperature and chaotic environment. Andrea's training was done only by treadmill. Waiman was ill the night before the race. David was experiencing foot pains. Brian was cautious about his heart condition.

The 26.2 mile race along the scenic sites of Folsom Dam, Old Town Fair Oaks, Sutter's Fort, California State University, Sacramento, and the State Capitol was divided into four legs for the relay teams. Brian began the first leg of the race from Folsom Dam Road to Fair Oaks Boulevard.

"I wanted the energy of being in the beginning of the race among the 7,000 athletes," said Brian.

After Brian anxiously searched for four minutes to find Andrea among the 900 relay partners, Andrea ran with the velcro chip to begin the second leg of the race from Fair Oaks Boulevard to Manzanita Avenue. After Andrea completed her race segment through the rolling hills, Waiman continued on the third leg of the race until reaching Fulton Avenue. In 73rd place for the Open Coed Division among 249 teams, David ended the race in downtown Sacramento.

After the race, the team gathered for lunch and shared their stories about the race, which they completed in 3 hours and 53 minutes. They all realized they could have run longer in this race. As they plan for their next race during warmer weather, they know that training and uniforms are definitely essential elements for their next competition.

"For me, it's just the fun of being part of the race. I specifically wanted to do this with people from DWR just because I like the camaraderie of doing things with co-workers rather than just coming to work and sitting next to them," added Brian. "It makes my day go by better."

Congratulations to all of DWR's employees who participated in the California's International Marathon. Individual participants included **Peggy Lehman** of Environmental Services, **Mark Zetterbaum** of Fiscal Services, and **Susan Lee** of the State Water Project Analysis Office. **Cassandra Musto** of Flood Management ran the relay, **Jennifer Marr** of the Statewide Integrated Water Management ran two legs of the relay, and **Raul Meza** of Engineering ran the relay with his family. ■

Left to Right: *DWR team members participating in the California International Marathon included Waiman Yip, Andrea Hoffman, Brian Niski, and David Poukish*

DWR's SB/DVBE Advocate Wins Gold SARA Award

Lorie Hall of the Division of Management Services received a Gold award for Advocate of the Year at the 10th Annual State Agency Recognition Awards (SARA) presentation on November 4, 2009 for her accumulated accomplishments with the Department's Small Business (SB)/Disabled Veteran Business Enterprise (DVBE) Program over the last eight years.

"For me, it's all about the people and service. I love helping people and I truly enjoy providing service that I know helps and this job has allowed me to do each to the benefit of both the department and the business community," said Lorie, the Small Business and DVBE Advocate with the Procurement and Contracting Office of Management Services. "In 2006, California had over one million small businesses, which employed over eight million people and represented 98 percent of all California enterprises. California small businesses employ more than 50 percent of the State's workforce, so you can see that the economical impact that small businesses have on California is significant. In order for California to be solvent and have continued growth, it is important to help our small and DVBE businesses thrive. I feel that in some small way I'm contributing to their success through my activities internally and externally."

In response to Executive Orders D-43-01 and D-37-01 mandating agencies and departments to pursue meeting 25 percent small business goals, three percent DVBE program goals, and to establish a SB Advocate or Liaison position within the department, DWR's Small Business and DVBE Advocate position, which was filled by Lorie in 2001, was created.

Lorie initiated the multi-faceted, customer service based program serving the entire department, the bidding public, Small and DVBE business owners and her counterparts in other agencies. She created a full-function SB/DVBE program including Web site development, policy development, workshop/formal training classes, materials, program brochures, newsletters, flyers, DWR representation at bid conferences, State and metropolitan program events and partnering with the Department of General Services became chair of the recently formed Advocate Steering Committee.

"In 2008, after a seven-year steady growth trend, the Department achieved DVBE participation both meeting and exceeding three percent for the first time ever," said Lori.

In Fiscal Year 2001 to 2002, SB was 5.9 percent and DVBE was less than one percent. In 2009, DWR achieved 22.02 percent for SB and 3.27 percent for DVBE.

"This represents a three-year rising trend for DWR, second consecutive year exceeding DVBE participation and highest ever for each reporting sector," said Lorie.

"This is quite an honor," said **Dave Kearney,** Chief of the Procurement and Contracting Office. "The SARA judges were well aware of Lorie's contributions and they included: Marty Keller (Governor Schwarzenegger's SB Advocate), Rich Dryden (CA. DVBE Alliance), John Arena (Metropolitan Water District), and James Brady (Con10U, Inc.)."

More than 200 people attended the awards presentation held at the Garden Pavilion at McClellan Park in Sacramento including **Ron Diedrich,** Acting DGS Director, **Jim Butler,** DGS/Procurement Division Deputy Director, **John Chiang,** State Controller, and **Roger Brautigan,** Acting Secretary of Veterans Affairs.

SARA honors State Departments for outstanding achievements in advocating for and contracting with SB and DVBE. A panel of judges, representing small and DVBE businesses and the State of California, selected winners for their best practices and creativity. ■

Above: *Lorie Hall of the Procurement and Contracting Office receiving State Agency Recognition Award.*

DWR Management Development Program Graduates of 2009

By Sean Walsh

The DWR Management Development Program is a year-long internal training program for mid-level managers. The participants are nominated by their direct supervisors. During the course of the Program, participants learn more about DWR while developing the skills to become more effective leaders. They are teamed with other participants to complete a project over the course of the Program. Each team gives a presentation on their project on the final day of the Program.

On October 28, 2009, the 2009 DWR Management Development Program came to a close with the five project teams giving their presentations to an audience that included the Chief Deputy Director, **Sue Sims**, two Deputy Directors; **Jerry Johns** and **Jim Libonati**, seven Division Chiefs; **Kamyar Guivetchi**, **Kim Oliphint**, **Carl Torgersen**, **Tim Garza**, **Rich Sanchez**, **Rob Cooke**, **Veronica Hicks**, San Luis Field Division Chief **Jim Thomas**, Delta Field Division Chief **David Duval**, Oroville Field Division Operations Branch Chief **Maury Miller**, San Joaquin Field Division Civil Maintenance Branch Chief **Joe Guerra**, Levee Repairs and Floodplain Management Office Chief **Dan Whisman**, and three members of Deputy Director **Ralph Torres**' Executive Advisory Team; **Cassandra Enos**, **Russell Stein**, and **Bill Forsythe**, and **Bert Pierroz**, former DWR Deputy Chief Information Officer. **Kamyar Guivetchi** also served as the Program Mentor this year.

After the presentations were complete, the Deputies and Chiefs shared their thoughts and support of the participants, their projects and the Program in general.

Over the past 14 years, since the Program began in 1995, nearly 380 DWR mid-managers have completed the Program. This year, 29 graduates were added to that distinguished list. ■

Left to Right: *(Front) Mary Miller, Wendi Dodgin, Laura Nelson, Carmen Borelli, Cindy Messer, Pamela Borba. Middle: Deputy Director Jim Libonati, Stuart Chan, Tony Lam, Erik Reyes, Mary Ann Benny-Sung, Linda Ng, Charlotte Coron, Kevin Wright, Pete Rigali, Diana Gillis, Dean Messer, Program Mentor Kamyar Guivetchi. (Back) Brian Wallace, Aric Lester, David Rennie, Daniel LeMay, Jim Wieking, Shannon Lee, Paul Mofield, Behzad Soltanzadeh, John Pierre Stephens, John Yarbrough, Rey Chavez, Brent Dills. (Not in photo: Tio Zasso)*

A Safer Rotor Inspection

Thanks to **Fernando Montalvo**'s suggestion to install an emergency stop switch during rotor inspections, Delta Field Division employees are now able to stop a rotor without having to use their feet or rely on a third person to apply brakes.

"Periodically, it is necessary for electrical and mechanical crews to perform maintenance and repair work on large hydro-electric generating and pumping plant equipment. The repair work and inspections can be dangerous to perform due to the surroundings and the actions taken to perform the task," said Fernando, an Electrical-Mechanical Testing Technician II. "I was concerned for my safety and that of my co-workers when performing routine maintenance inspection on the rotor."

To inspect the rotor, one or two rotor deflector covers are removed, the thrust bearing high lift oil pump is started, and the rotor is then rotated manually by one or two workers using their feet. In case of an emergency, a worker must stop the rotor by pushing the rotor in the opposite direction using their feet or having someone not directly involved with the inspection apply the brakes. If a person were to fall while the rotor was rotating, they could be dragged under the remaining covers, resulting in injury.

Fernando proposed that emergency stop switches be connected into the brake system setup of each unit, so that

Training Coordinator Workshop

By Sean Walsh

On August 19, 2009 the Training Office held the annual Training Coordinator Workshop. This workshop is scheduled in August every year so that the Training Coordinators will have the most current information and policies when they begin the year's Appraisal and Development program (A&D). Forty-three of the Department's Training Coordinators, including eight by video conference, attended the one day workshop to be advised of the changes and revisions to the forms and procedures used for training. The workshop addressed the many questions surrounding the annual A&D program. The interaction and information sharing among the Training Coordinators is also a very valuable element of the Training Coordinator Workshops.

The Training Office depends upon the knowledge, experience and hard work of the Training Coordinators who attended the workshop, as well as the rest of the over 70 Department Training Coordinators, to keep DWR's training programs and A&D program working smoothly. ■

Pictured from the Training Office are: *Left to Right* *(Front) John Riehl, Chuck Borelli, Sean Walsh. (Back) Gareth Johnson, Crisanta Gonzalez, Katrina Beck*

Left to Right: *(Front) Rose Dulay, Margaret Cook, Cynthia Pierson, Stacy Garrett, Darla Cofer, Patricia Small, Diane Lewis. (Middle) Jill Phinney, Cynthia Ungacta, Wanda Cox, Krista Mason, Feliza Escoto, Tina Schaffer, Tracey Lindberg, Gina Craig, Marcelino Alcantar, Olivia Moreno, Jennifer Leavitt, Anna Torres, Kristine Heller. (Back) Lydia Barnum, Teresa Kerner, Leticia Quintero, Elizabeth Bonora, Dana Billy, Wanda Headrick, Jeanette Vegas, Lynda Parrish, Hoang Nguyen, Moises Gonzalez, Michael Healey, Wesley Robertson, Keith Morgan.*

A Safer Rotor Inspection (continued)

one switch can be taken up on top next to the worker rotating the rotor and one switch be taken by the worker performing the inspection underneath the rotor.

For his employee suggestion, Fernando was awarded $575. During Fernando's five years with DWR, he has worked as a Hydroelectric Plant Electrician I, at Banks Pumping Plant and been promoted to an Electrical-Mechanical Testing Technician II at Delta Field Division.

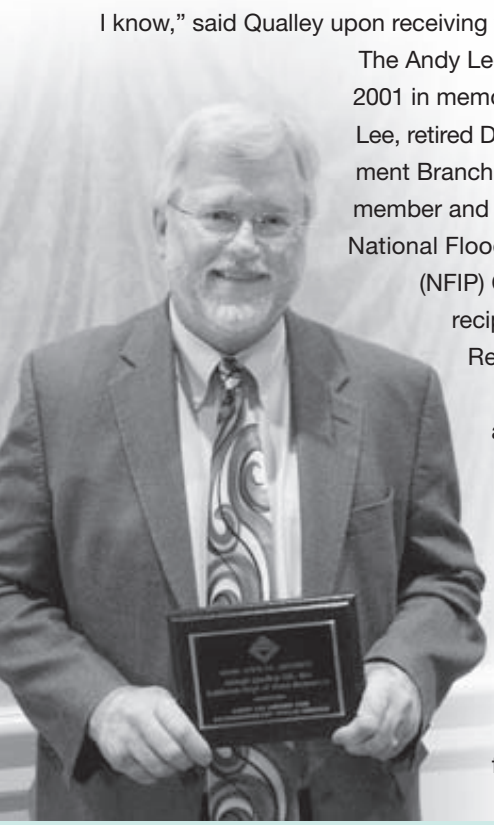
Information about the State's Employee Suggestion Program can be found at ***www.dpa.ca.gov/benefits/merit/suggest-main.shtm*** or by contacting DWR's Merit Award Coordinator **Dena Hunter** at ***dhunter@water.ca.gov***. ■

Qualley Received Flood Management Association's Andy Lee Award

By Pete Weisser

George Qualley, retired Chief of Flood Management, received the "Andy Lee Award for Extraordinary Public Service" on September 9 during the annual Floodplain Management Association (FMA) Conference in San Jose.

"I was very pleased to be recognized by FMA for my efforts over the past two decades to support advancement of effective floodplain management (FPM) practices in California, and especially proud to receive an award named for **Andy Lee** — who worked harder to advance FPM objectives than anyone I know," said Qualley upon receiving the award.



The Andy Lee award was created in 2001 in memory of Andrew "Andy" S. Lee, retired DWR Floodplain Management Branch Chief, FMA founding member and former California State National Flood Insurance Program (NFIP) Coordinator. Past award recipients include DWR Retiree **Maury Roos**.

Qualley, who retired as Chief of Flood Management in June of 2009, worked in various positions during his more than 33 years with DWR. He began his engineering career with Caltrans in 1969, working there for six years.

His two terms as Flood Management Division Chief (from 1989 to 2000 and 2008 to 2009) included periods of both dramatic budget reductions and of dramatic growth. In 2006, he served on the FloodSAFE California Implementation Team and from 2007–2008 as Chief of the Flood Projects Office.

George's tireless efforts and leadership were instrumental during the flood events of 1995 and 1997 and during the period of prolonged high water in 1998. After the 1997 flood, George made major contributions to the Flood Emergency Action Team (FEAT) Report. It recommended specific actions for improving the State's flood management system — with particular emphasis on non-structural flood risk reduction practices consistent with FPM objectives.

He has been a member of the FMA since its beginning in the mid 1980s. George worked closely with Andy's predecessor, **Jean Brown**, in building DWR's FPM program, and then promoted Andy Lee to FPM Branch Chief in 1992. Andy took the program to even greater heights over the next eight years, being recognized for excellence both within California and at the national level. George joined Andy in strongly supporting DWR's involvement in FMA, which established a strong foundation for the Association and significantly helped its growth early on. **Ricardo Pineda** succeeded Andy as Branch Chief, and over the past ten years has provided outstanding leadership in further "growing" DWR's FPM program.

The Floodplain Management Association, a regional organization, consists of professionals in California, Nevada and Hawaii working on the multiple aspects of floodplain management, including flood loss reduction, resource protection, and the promotion of multi-objective floodplain management strategies. ■

Twenty-Five Years of Service

Cheryl Garrett
Management Services
Assistant Information Systems Analyst
February 2010

Patrick Griffin
Operations and Maintenance
(San Luis Field Division)
Utility Craftsworker Supervisor
January 2010

Erin Saenz
California Energy Resources
Scheduling Division
Executive Assistant
February 2010

ASCE Honors DWR Hydrologist Roos with Lifetime Achievement Awards

By Pete Weisser

The Sacramento Section of the American Society of Civil Engineers (ASCE) in September of 2009 honored veteran DWR Hydrologist **Maury Roos** with a Lifetime Achievement Award. On February 9, 2010, Roos also received a Lifetime Achievement Award from the ASCE Region 9, which includes all of California.

During a 43-year fulltime career with DWR, Roos became a leading expert on California hydrology and flood events. He was DWR's Chief Hydrologist when he officially retired in July 2000. But he quickly returned in a part-time capacity and continues to devote his skills and experience to DWR's flood management programs.

Roos began work for DWR's Delta Studies Unit as a junior civil engineer in 1957, shortly after graduating from San Jose State University with a Bachelor of Science degree in Civil Engineering. His career began with studies on channels, levees, proposed water transfer works and water quality in the Sacramento-San Joaquin Delta. In the big flood of 1964, Roos distinguished himself in flood fights to save Twitchell and Bethel islands in the Delta. During the 1960s, he also worked on preliminary design of the Peripheral Canal.

Photo by Joshua Wagner of ASCE

After serving in the Division of Planning from 1965-1979, Roos moved to the Division of Flood Management. His hydrology skills helped DWR cope with the major statewide drought of 1987-1992 and provide flood expertise in high water years from 1980 to 1997. His service included major floods in 1980, 1983, 1986, 1995 and 1997. He became DWR's Chief Hydrologist in 1989.

Roos amazes many with his encyclopedic memory of California floods. 1983, he recalls, a big El Nino year, was the wettest water year in modern California history, with nearly twice average runoff statewide. But 1986 remains vivid to him, too, because the February storm runoff from a brimful Folsom Lake came close to failing some Sacramento area levees. The huge 1997 New Years Day storm and its immense river impacts were memorable for Maury.

In 2007, Roos received a Special Recognition Award at the California Extreme Precipitation Symposium, which DWR cosponsored. "Maury Roos personifies the skill and professionalism of DWR's flood management and water research," said **Gary Bardini**, then the Chief of Hydrology and Flood Operations. "Maury is a tremendous educator on water issues, not only within DWR and many other water agencies in California, but also for the news media and the public."

For those interested in flood history, Roos authored an article describing his experiences with California floods. It ran in the Summer 2007 edition of DWR News/People, which can be accessed online in the DWR NEWS/People archive editions. ■

Forty Years of Service

Bettye Whiteside
Southern Region Office
Staff Services Analyst
February 2010

Apprentice Graduates for 2009

Created in 1972, DWR's Operations and Maintenance Apprentice Program provides training for Utility Craftsworkers, Operators, Mechanics, and Electricians. To graduate from the program, each apprentice completes on-the-job training, classroom training, home study, and a final exam.

Clifford Abihai
Hydroelectric Plant Electrician
Southern Field Division

Rick Accardo
Hydroelectric Plant Operator
San Luis Field Division

Jesus Bonilla
Hydroelectric Plant Mechanic
Southern Field Division

John Clark
Hydroelectric Plant Mechanic
Oroville Field Division

Michael Davis
Hydroelectric Plant Operator
Oroville Field Division

Mark Dobbs
Hydroelectric Plant Electrician
San Joaquin Field Division

Daniel Ellison
Hydroelectric Plant Mechanic
Delta Field Division

Efren Flores
Utility Craftsworker
Delta Field Division

Eugene Garrett
Hydroelectric Plant Operator
San Joaquin Field Division

John Kastner
Hydroelectric Plant Operator
Southern Field Division

Edward Lizardi
Hydroelectric Plant Operator
Southern Field Division

Rene Luna
Hydroelectric Plant Electrician
Delta Field Division

Sean Marsh
Hydroelectric Plant Mechanic
San Luis Field Division

Robert Martin
Utility Craftsworker
Oroville Field Division

Darlene Nichols
Utility Craftsworker
San Joaquin Field Division

Jason Parish
Utility Craftsworker
San Luis Field Division

John Salinas
Hydroelectric Plant Electrician
San Luis Field Division

Jonathan Stahlke
Hydroelectric Plant Electrician
Southern Field Division

Arnoldo Soto
Hydroelectric Plant Operator
Delta Field Division

Bonnie Young
Hydroelectric Plant Operator
Delta Field Division

Retirements

Judith Alexander
Management Services
Senior Personnel Specialist

Alfredo Gustavo Arce
Engineering
Construction Management
Supervisor

Justiniana Asis
Engineering
Senior Land Agent (Supv.)

Carolyn Becker
Management Services
Management Services Technician

Ronald Boeck
Engineering
Photogrammetrist I

Annalena Bronson
Flood Management
Staff Environmental Scientist

Donald Cady
Executive
Staff Counsel III

Emil Calzascia
North Central Region Office
Supervising Engineer

Peter Chan
Operations & Maintenance
Associate Telecommunications
Engineer

Jack Choy
Engineering
Engineer

James Cooper
South Central Region Office
Senior Engineer

L. Elmore
Delta Field Division
HEP* Operations Superintendent

Michael Faber
Northern Region Office
Water Resources Technician II

Robin Jenkins
Operations & Maintenance
Supervising Control System
Engineer

Roger Johnson
Operations & Maintenance
Supervising HEP** Utility Engineer

Cynthia Johnson
Flood Management
Executive Secretary I

Josephine Kachadorian
Engineering
Photogrammetrist II

William Klovach
San Luis Field Division
Electrical Engineering Technician III

Richard Legg
Oroville Field Division
Utility Craftsworker

Charles Leni
Technology Services
Senior Information Systems
Analyst (Supv.)

Rafael Macias
San Joaquin Field Division
Utility Craftsworker

William Mcdavitt
Southern Field Division
HEP* Electrician I

Charles Owens
Integ. Reg. Water Mgmt.
Engineering Geologist

*Hydroelectric Plant
**Hydroelectric Power

Retirements

Stephen Roberts

The man who served as Principal Engineer for the Surface Storage Investigations Branch throughout the new millennium's first decade ended a 20-year DWR career in January.

Stephen Roberts was born in Southern California and graduated from St. Francis High School in La Canada. "In addition to the support of my parents, the Capuchin Franciscan priests at St. Francis probably influenced, encouraged and supported me more than anyone to study hard and focus on math and science," remarked Roberts.

He then went to the University of California, Davis, earning a civil engineering degree in December of 1978.

The very next month, Roberts landed a position with PG&E and worked on a number of interesting projects, including the Geysers in Lake County and the Helms Pump/Storage Plant near Fresno.

In 1982, Stephen signed on with SMUD, initially working in transmission line design. He soon moved into the Generation Design and Construction Division where he helped build the Camp Far West Power House and the Jones Fork Power House in the Upper American River project.

Steve came to DWR in 1990, initially as a Civil Engineer in North Delta Planning. He was promoted to Senior Engineer in 1992 and Supervising Engineer in 1995.

In January 2000, Roberts was elevated to Principal Engineer for the Surface Storage Investigations Branch (now called the Statewide Infrastructure Investigations Branch) where he oversaw both surface storage and system reoperations programs.

"Working on surface storage was the dream job for me," said Roberts. "My experience prior to DWR focused on hydro-electric power generation, and working on storage studies was a near perfect fit. It was a great program to manage, and as with all of my jobs at DWR, I was supported by a remarkably talented staff."

Away from DWR, Roberts has had two primary interests. One is playing and teaching classical guitar. The other is baseball.

"I've been an avid baseball and San Francisco Giants fan for a long time," says Steve. "I also like to visit major league ballparks and have been to games at 27 of the 30 major league cities. I hope to visit the remaining parks (two in Texas and the one in Toronto) in the upcoming years. Then, we need to go back to cities with new stadiums that I haven't seen, like New York, Philadelphia and Pittsburgh."

Additional travel will be a big part of retirement for Steve and his wife, Caroline, whom he met at UC Davis and married in 1982. "We're in the process," he says, "of developing a list of *Top 10 Places to Visit*." ■

Birth Announcements *Congratulations to DWR Parents:*

Kevin Clark, an Environmental Scientist with the Bay-Delta Office, has a son named Caleb, who was born on September 3, 2009 weighing 5 pounds, 10 ounces and measuring 19 inches long.

Francisco Llamas, a Mechanical Engineer with Operations and Maintenance's Southern Field Division, has a son named Izaac, who was born September 8, 2009 weighing 5 pounds, 10 ounces and measuring 19 inches long.

Retirements *continued*

April Petok
San Luis Field Division
HEP* Operations Superintendent

Peter Rabbon
Flood Management
Principal Engineer

Bruce Ross
Northern Region Office
Senior Engineering Geologist

Edmund Ryan
Engineering
Mechanical Construction Supv. I

Dale Snider
Operations & Maintenance
Control System Technician III

Kathryn Stacconi
Integ. Reg. Water Mgmt.
Associate Governmental
Program Analyst

Albert Steele, Jr.
South Central Region Office
Engineering Geologist

Steve Stroble
Executive
Associate Management Auditor

Steven Turner
Statewide Integr. Water Mgmt
Water Resources Engineering
Associate

Karl Winkler
Central District
Principal Engineer

*Hydroelectric Plant

Retirements

Curt Schmutte

When **Curt Schmutte** began his DWR career more than 24 years ago, he started in flood forecasting until he got a taste of learning about the Bay-Delta and discovered his "real" passion for all things Delta-related.

"I love to learn, and after 21 years I'm still garnering new knowledge about the Delta almost every day," said Curt, who retired as a Principal Engineer with Flood Management's Floodsafe Environmental Stewardship and Statewide Resources Office in December. "Managing the Delta Levees Program for many years allowed me to be both innovative and opportunistic, and I found it especially satisfying to work on projects where I could develop synergistic solutions that simultaneously addressed the unique challenges associated with levees, subsidence, ecosystem habitat, water quality and Delta hydrodynamics – what I like to call 'win-win-win projects'."

As part of an Interagency Personnel Agreement, Curt worked his last three years with DWR at Metropolitan Water District (MWD). He analyzed large-scale ecosystem enhancements, seismic flood risk mitigation strategies and alternative near-term and long-term Delta sustainability options.

Prior to his assignment with MWD, Curt's Delta expertise evolved in the divisions of Flood Management (DFM), Environmental Services (ESO) and Planning and Local Assistance (DPLA). As Flood Management's Chief of the Levees and North Delta Branch from 2002 to 2006, he led multiple programs and projects involving the Delta and Suisun Marsh, including the Delta Levees Program and the North Delta Flood/Ecosystem Project. He initiated, developed and led the Franks Tract Project, the Flooded Islands Feasibility Study and studies of seismic and subsidence risks to the Delta. He also directed ecosystem restoration projects at Decker Island, Dutch Slough, Meins Landing and McCormack-Williamson Tract. For over 15 years, he managed all aspects of the land subsidence and bio-accretion planning and research on Twitchell Island.

As Chief of the Suisun Marsh Branch in ESO from 2001 to 2002, he was responsible for implementing both the regulatory and contractual obligations of the State Water Project in the Marsh, including all monitoring and mitigation requirements in the Suisun Marsh Preservation Agreement and the Plan of Protection. As DPLA's Chief of the Flood Protection and Geographic Information Branch from 1996 to 2001, Curt was responsible for the $145 million Senate Bill 34/Assembly Bill 360 program, a Graphical Information System unit, administration of recreation programs, and DWR's assistance in the administration of FEMA's National Flood Insurance Program. He also served as Chairman of the CALFED Bay Delta Program's Levee and Channel Technical Team.

Curt became Chief of the Delta Levees and Contracts Section for the Division of Planning from 1991 to 1996. He coordinated and managed levee, channel barrier, water quality contracts, and water distribution projects in the Delta, including the $6 million Thornton levee rehabilitation project and the $7 million Twitchell Island/Clifton Court Forebay dredge material beneficial reuse project. He also worked on the 10-year, $60 million Special Flood Control Projects program specified in the Delta Flood Protection Act of 1988 which included the management of flood control projects for the eight western Delta Islands specified by Senate Bill 34.

Before cultivating his deep interest in the Delta, Curt worked for Flood Management as a hydrologist and flood, water supply, and snow melt forecaster from 1985 to 1988 and for Central District as Chief of the Surface and Groundwater Data Section in 1988. He also worked for the Regional Water Quality Control Board for three years.

"I have been blessed to work with so many talented people at DWR, and I'd like to give a heartfelt 'thanks' to all those who allowed me to be a part of the team. I think we made a difference," added Curt.

A native of Nebraska, Curt and his family moved to Sacramento when he was only nine years old and he has lived in the region ever since. He graduated from the University of California, Davis with a Bachelor of Science degree in Civil Engineering in 1978.

"After retirement, I'd like to stay involved in the Delta issues and contribute to lasting solutions," said Curt. ■

If you are a DWR retiree and would like to join the *DWR Alumni Club* or be added to the *DWR Alumni mailing list*, contact:

Bob Bailey: (916) 961-1897 or email *bbbailey@sprynet.com*

Retirements

Kusum Jain

Although **Kusum Jain** never imagined spending 27 years of her life working in accounting, she enjoyed every moment of her career.

"My parents never thought any of their girls would work, so there was no mind set of like working," said Kusum, who was born and raised in New Delhi, India. "While my parents planned my marriage, I studied economics and philosophy in college for three years. In addition to speaking Hindi and Punjabi, I also learned to speak English by first grade."

After Kusum was married in 1971, she came to the United States to live with her husband, who was teaching engineering at the University of Massachusetts at Amherst. Her husband's job also took them to Christchurch, Richmond and Lynchburg in Virginia.

Kusum's desire to work outside of home led her to work for the Travel Unit for the State of Virginia's Board of Education, where she learned to improve her typing speed. Kusum later completed her bookkeeping studies and attended computer courses. In 1979, Kusum moved to Los Angeles.

After moving to Sacramento in 1980, Kusum began her State career as a Tax Examiner with the Franchise Tax Board in 1981. She later worked for the Department of Health Services. As an Account Clerk, she disbursed payroll for more than 4,000 employees. Kusum joined CalPERS as a Benefit Applications Specialist in the Benefit Services Division, where she reviewed retirement applications for community property distribution.

"I've really enjoyed every job that I have done. I always found it easy to work with numbers," said Kusum. "My assignment at CalPERS was among my most enjoyable job because it was quite interesting to see how your future will be based on what you're doing in the present. This was like a real life experience. Otherwise, you will not know your retirement amount until you get there."

Kusum also worked for the Department of General Services as an Accountant I, where she processed more than 60 invoices per day. She later joined the Department of Fish and Game as an Accountant I, processing invoices and paying leases and contracts.

During her more than eight years with DWR's Fiscal Services Division, Kusum first worked as an Accounting Officer in the Payables Section, where she paid contract invoices and long-term leases. Her last three years of DWR service included working as a Senior Accounting Officer in the Billing and Analysis Office. She worked with the State Water Project Analysis Office in producing about 60 invoices per month for the 29 State Water Project Contractors.

With her retirement in November, Kusum's first plans include traveling to China, Brazil, and Australia. Next year, she is planning for a safari trip in Africa. She has returned to India almost every two years to visit her family since coming to the U.S., but now plans to make more trips. She also plans to spend more time visiting her son, who is an ophthalmologist for the University of California in Los Angeles, and caring for her mother-in-law. ■

Bob Aldridge

Bob Aldridge spent more than half his 34-year State career negotiating water transfers to help with California's droughts.

"My most memorable DWR assignment was working on the State's Drought Water Banks in 1991, 1992, and 1994," said Bob, who retired as a Research Program Specialist II in the Water Supply and Transfers Section of the State Water Project Analysis Office in October. "The 1991 Bank was by far the grandest with a handpicked staff of over 30 staff and management (engineers, scientists, program specialists and attorneys) engaged in negotiating water transfer agreements. It was the first time California had undertaken a large water transfer program. The 1991 Bank contracted through over 350 agreements for 820,000 acre-feet of water to be delivered to willing buyers."

One of Bob's assignments included preparing a grant application concerning the 1991 Drought Water Bank. DWR won a second place award of $20,000 from Harvard University, John F. Kennedy School of Government.

"Water Transfers were very interesting and challenging," added Bob. "To negotiate water transfers required a broad understanding of 1) the technical data and information, 2) environmental laws and requirements, and 3) water law for both rights water transfer. Most important is being flexible with the ability to think outside the box as no two transfers are identical and each is reviewed and evaluated on its own merits." Although most of Bob's career entailed working on water transfers and his career culminated working at the 2009 Drought Water Bank, his 31 years with DWR

Retirements

Jinny Munro

From hiring personnel to resolving labor relations disputes, **Jinny Munro** never had a dull moment in her 35 year State career with Personnel. "In personnel, there is never a boring day. There is always something that pops up," said Jinny, DWR's Chief of Human Resources who retired in December. "Personnel is my passion. I love working with people. I love being creative and helping the department to try to figure their way through all of the bureaucracy to come up with a solution."

As Chief of Human Resources since 2007, Jinny's assignment included the management of more than 60 employees in the areas of Labor Relations and Health Services, Training, Human Resources Selection and Job Analysis, Classifications and Succession Planning, and Payroll, Benefits and SAP Administration. The Human Resources Office covers the personnel needs of DWR's more than 3,000 employees located throughout California.

Jinny, who was born in Columbus, Ohio, was raised in New York and Almaden Valley in Santa Clara County before moving to Stockton to attend the University of Pacific where she graduated with a Bachelor of Arts degree in History and minor in French.

After relocating to Sacramento with her husband, Jinny began her career with the State about two weeks before former President Ronald Reagan ended his term as California's Governor. She became the only female personnel analyst with the Department of Motor Vehicles.

Jinny's personnel career continued with the Health and Welfare Data Center, Parks and Recreation, State Personnel Board, and Air Resources Board. In 1984, Jinny began her 23-year career with the Department of General Services as a personnel analyst. After being promoted to labor relations manager, her assignment involved bargaining and working with unions in addition to dealing with personnel and labor relations litigation. She also managed the Human Resources Oracle database system until joining DWR.

"I love DWR. The people are so nice and so committed to their jobs," added Jinny. "DWR really recognizes employees as a commodity, which I have not found in any other department. They put a lot of emphasis in training, mentoring and supporting employees."

Jinny's retirement plans include moving to a new home in Sacramento and spending more time in the Bay Area with her newborn grandson and two daughters. Jinny and her husband will also continue their hobby of scuba diving, which has taken them to the Great Barrier Reef, Trinidad, Bora Bora, Moorea, Tahiti, and Mexico. They will also continue taking cruises, which recently included the Transatlantic that tallied her sum to 22 cruises in the last eight years. Additionally, Jinny will continue working with DWR as a retired annuitant. ■

Bob Aldridge (continued)

actually began in the areas of budget and administration. When Bob joined DWR in the mid-1970s, the state was in an economic recession similar to what is being experienced today.

"I remember working 21 days straight on a Department of Finance budget drill to identify program budget cuts and rebalance DWR's budget," said Bob. "My first budget assignment was DWR overhead and cost centers. The challenge was to estimate the costs and establish rates to recover those costs through charges to direct programs."

After three years in DWR's Budget Office, Bob left DWR to work for the Department of Rehabilitation and later the Air Resources Board on their budgets. After returning to DWR three years later, Bob made a career change from budgeting to administration at the San Luis Field Division.

"This was not only a big transition, but required relocation from Sacramento to Los Banos," said Bob. "It was, however, a very enjoyable and educational assignment learning about the historical engineering accomplishment, the State Water Project."

For Bob, both water transfers and administration and management have their challenges as well as interesting aspects. "Despite the learning curve, which usually makes things easier, water transfers got increasingly more difficult over the years," said Bob. "I found it challenging and rewarding to make water transfers work, bringing buyers and sellers together for a common good."

Bob received his Master of Business Administration and Bachelor of Science in Management from Golden Gate University. He also served in the United States Air Force from 1969 to 1973. Bob and his wife plan to spend more time traveling. ■

Retirements

John Ford

John Ford, DWR tour expert at Oroville for over three decades, retired at the end of December. But he promptly signed on for more tour duty as a Retired Annuitant, starting in January 2010. "Oroville Dam must be part of my DNA by now," said John, who first reported for work at Oroville in April of 1972.

"I just can't seem to put down my megaphone," grins John, a perpetually cheerful spokesman for the lake and dam that function as the Northern California heartbeat of the SWP.

"I truly found my niche," reflects John. "I've enjoyed introducing the public on a daily basis to the SWP and the intricacies of operating this project for water supply, power generation, flood control and recreation."

John predates Oroville Dam. He grew up on a ranch five miles south of the lake site. He witnessed the enormous construction project that built Oroville Dam, often referred to as the tallest dam in the United States.

"In the 1960s, it was a big deal to take visiting friends and family up to one of the construction overlooks to see how the dam was progressing," Ford recalls. He and his wife, Angel, today reside in Oroville, about two miles from his boyhood ranch home.

In 1967, Governor Ronald Reagan headlined the dam's dedication ceremony. Then in his first year as California's governor, Reagan credited his predecessor, Edmund G. Brown, Sr., for leading creation of the SWP and transforming Oroville Dam from concept to reality.

A major highlight of John's career occurred in May 2006 when the U.S. Postal Service issued an Oroville Dam stamp in its "Wonders of America" series, recognizing the dam as "the tallest dam in the United States. I simply tell people that the Hoover Dam Guides now have to qualify their dam as the tallest concrete dam in the U.S.," he jokes.

Ford's title at retirement was Guide II Historical Monument. But most friends and associates know him as the expert, folksy guide who had led tours of Oroville Dam, Lake Oroville and the nearby Feather River Fish Hatchery since Gerald Ford was President.

John began his DWR career in April, 1972, working as a Youth Aid for $1.85 an hour, at Oroville Field Division. Two years later, he transferred to Romero Overlook Visitors Center at San Luis Reservoir as a guide. He returned to Oroville in October of 1974 to put in 17 years staffing the Lake Oroville Visitors Center as a guide before moving up to Oroville tour coordinator.

> *"I truly found my niche. I've enjoyed introducing the public on a daily basis to the SWP and the intricacies of operating this project for water supply, power generation, flood control and recreation."*

In that role, he educated—and entertained—countless thousands of tour groups with facts, figures and history about the dam and lake that symbolize the SWP in the Northern Sacramento Valley and especially scenic Butte County.

Ford has been an authoritative voice and a friendly face for DWR's Oroville Dam operations through almost 40 years, including flood and drought. In 1997, John saw the lake nearly reach its brim and the spillway boiling with spume. During the 1987-1992 drought and the past three dry years, he's seen the red earth ring expand around a shrinking lake. He has enlightened scores of visitors on the multiple uses of Lake Oroville, including flood control, water quality, water supply and environmental benefits, as well as its manifold recreational attractions, including excellent fishing, boating and camping.

John has also been a highly credible liaison to Oroville and Butte County residents who know him well and respect his professionalism, dedication and good humor.

"For me, this is a job that just never gets old," said Ford. ■

Retirements

Bud Thrapp

When **Bud Thrapp** began his State Career as an Assistant Civil Engineer in 1959, he was surveying for the construction of many State Water Project reservoirs. As he celebrated his golden anniversary with DWR, Bud ended his career dedicating his time to promoting recreation at these sites.

"I've pretty much done it all," said Bud about his DWR career. "My assignments have included administration of contracts, installation of water lines at El Capitan State Beach and Cuyamaca State Park, dam design of several Southern California dams, authoring several reports, promoting State Water Project recreation, and soils lab testing of SWP reservoirs."

Bud, a native of East Los Angeles, enjoyed his family life in Southern California. As an only child, Bud enjoyed hearing about rescues performed by his father, who was Deputy Chief in Los Angeles County Fire Department.

After graduating from Fullerton Community College in June of 1950, Bud went to work for Mobil Oil Corporation, then known as General Petroleum Corporation. Bud spent the next nine years as a Surveyor, which included surveying of pipeline right of ways and potential gasoline station sites.

In 1959, Bud began his State career working for Bob Edmonston in Southern District's Design and Construction Branch in Glendale. After a month of working on contracts for the Administration Branch, Bud was given the opportunity to perform field work in surveying.

"Because of my extensive surveying experience with Mobil, I was pulled out of the office and sent to the Whale Rock Dam project to check property line boundaries between Madonna's property and DWR's project," said Bud. "By coincidence, I was dealing with the same area and property owners that I had worked with ten years earlier."

He later supervised work crews and the materials testing labs at Castaic, Pyramid, Cedar Springs, and Perris. Bud then became District Safety Engineer during construction of the State Water Project (SWP) facilities in the Southern District.

1970 was Bud's milestone year because he joined the Planning Branch where his services were used in recreation and also enrolled at California State University, Los Angeles, where he earned his Bachelor of Science in Business Administration in 1972. A year later, Bud was also honored with a Certificate of Appreciation from Governor Reagan for his work in developing the recreational facilities at Lake Perris.

"As they celebrated the completion of the SWP when first water flowed into Lake Perris, I participated in the dedication ceremony, which also included Governor Reagan," said Bud, who worked for DWR when it got the green light to build the SWP.

Bud became part of the SWP Recreation Coordination Committee (SWPRCC) in 1972 and became Chair in 1990. As SWP Recreational Coordinator, Bud has assisted with the "Catch a Special Thrill for Kids" (C.A.S.T.) event, Aquatic Adventure Camps for Youngsters, Sportsmen Expo, Sesquicentennial Celebration, updating Bulletin 132's Chapter 13 about Recreation, and authoring the "Recreation Facilities of the SWP: An Inventory Report" in 1989.

For Bud's work with C.A.S.T. and SWPRCC, he was awarded for coordinating and implementing many diverse projects connected to recreation public safety, the American Disabilities Act, and environmental justice.

"C.A.S.T. has been a real highlight in my life. When you see the smiles on the kids' faces, it makes it all the worthwhile," said Bud. "As DWR's C.A.S.T. Coordinator, we have programs at Lake Del Valle, Lake Perris, Castaic, Oroville, and Silverwood."

Before moving from Southern California to Sacramento, Bud coordinated the 1976 Drought Conference at the Los Angeles Convention Center. Bud transferred as Associate Park and Recreation Specialist to Sacramento's Central District in 1977 to coordinate the recreation planning for the proposed Peripheral Canal. In March of 1980, Bud completed the "Concept Plan- Recreation, Fish and Wildlife Developments along Proposed Peripheral Canal." He also supervised the Bulletin 117 series for Lake Perris and Pyramid Lake and the proposed plan for recreation and wildlife development of Orestimba Creek.

In 1995, Bud enjoyed his seven month loan assignment to Office of Emergency Services in San Diego to inspect damage from the rains of 1994. "It was a refreshing change of assignment," said Bud. "I was inspecting damage of public facilities, such as erosion control for schools and local government buildings."

As an Environmental Scientist before his retirement in December, Bud coordinated recreation for all SWP reservoirs from Lake Davis to Lake Perris. The concerns of quagga mussels brought a new focus to his recreation coordination.

Bud, recognized by many for his Hawaiian shirts, has always enjoyed traveling to SWP facilities throughout California. His love for traveling will extend to his retirement plans of visiting his timeshares in Cabo San Lucas, Southern California, Hawaii, Las Vegas, and Oregon. ■

Retirements

Reza Tajeran

"The best part of a career in electrical engineering is that every project is different and you would witness the construction of your own design, nothing could compare to that," said **Reza Tajeran**, who retired in December as a Supervising Electrical Engineer in the Division of Engineering's Electrical Engineering Section. "It is also rewarding to see millions of people will benefit from what I do."

During his more than 29 years with the State and DWR, Reza began his career as an electrical engineer designing and preparing specifications for telecommunication, data acquisition, acoustical flow meter and control systems for hydroelectric generating and pumping plants for the State Water Project (SWP) facilities. As associate electrical engineer in 1984, he designed and prepared specifications for hydroelectric power and pumping plants, such as Banks Pumping Plant, Mojave Siphon Powerplant, and Devil Canyon Powerplant.

"Every project that I worked on was satisfying and rewarding but nothing compares to the first big project; like your first child," said Reza. "In 1985, I was tasked to work on the design of the electrical system for the expansion of Banks Pumping Plant from the 34,500 horse power (HP) synchronous motors to the plant's electrical connection and start-up of the new four units. The experience and the knowledge I gained from the seasoned electrical engineers cannot be learned in college or in training classes."

Reza was promoted to Senior Electrical Engineer in 1992. He supervised electrical engineers in preparing plans and specifications for hydroelectric projects for SWP Facilities. As supervising electrical engineer from 1997 until retirement, Reza managed Electrical Engineering Section staff in preparing plans and specifications for electrical features of hydroelectric generating and pumped storage projects.

Born and raised in Tehran, Iran, Reza received his Associate of Arts degree as a Medical Laboratory Technician and worked in a hospital for a few years. His desire for a career change led him to pursue his career in Electrical Engineering and move to California in 1975. He received his Bachelor of Science degree in Electrical Engineering from the University of California, Berkeley in 1980.

"My plans are to continue working in the electrical engineering field with a private engineering firm," said Reza about his retirement plans. ■

John Crouch

Delta Field Division Utility Craftsworker Supervisor **John Crouch** retired on December 30, 2009 after 25 years with DWR.

Originally from Humboldt County, Crouch was born and raised in the Pacific Lumber Company town of Scotia, about eight and a half miles south-southeast of Fortuna.

He graduated from St. Bernard's High School in Eureka before heading south to San Luis Obispo on a Cal Poly football scholarship, where he earned an Agricultural Engineering degree.

John's DWR career began in Bakersfield in July 1984 as a utility craftsworker. About a year and a half later, he moved to the Delta Field Division, where he spent the rest of his quarter-century with DWR. Along the way he received a promotion to Journey Worker and, about five years ago, was named to a supervisor's position.

Crouch worked on a number of challenging State Water Project repair jobs during his time at DWR. "I particularly remember the major Aqueduct leak near Bethany Reservoir about eight years ago," he says. "We had to dewater a 1,200 foot section to gain access to the problem area. But, most of my time was spent working on the South Bay Aqueduct, about 15 years."

In retirement, Crouch says he plans to "take care of a lot of stuff around my home on Bethel Island" and do some traveling. He and wife Suze will likely visit relatives in Arkansas and Fort Worth, Texas.

Also on the retirement agenda, a little golf…some hunting… and fishing with his grandson. If retirement gets too boring, John says he may work part time for a friend who owns and operates a vessel assist company out of Bethel Island.

"I met a lot of people during my time at DWR," said Crouch. "I worked under four different division chiefs and about five superintendents and they were all excellent bosses." ■

Retirements

Lonnie Essig

Division of Engineering and Materials Section Chief **Lonnie Essig** ended a 20 year DWR career on February 1.

Originally from Roseburg, Oregon, Essig graduated from Reedsport High School then received U.S. Navy electrical technician training before serving in Vietnam in the early 1970s. After military service, he pursued an electrical engineering degree from Southwestern Oregon College and in 1978 earned an Inside Wireman Electrician License.

Working as a journeyman wireman and project manager for Steeck Electric/Hydro brought him into contact with DWR engineers during the 1985 construction of Lake County's Bottle Rock Geothermal Powerplant.

After lending his services to DWR's North Bay Aqueduct expansion project and the Cordelia Pumping Plant, Essig was start-up engineer for Alaska's Snettisham Hydro Plant and project manager for the Red Fern Wastewater Treatment Plant in Sequoia National Park.

In 1989, Lonnie accepted a position with DWR as an Electrical Construction Supervisor I, and was stationed at Sacramento Project Headquarters.

Promotion to Electrical Construction Supervisor II in 1990 came with a transfer to Southern California's Lancaster Project Headquarters where Essig served as lead for electrical work associated with Devil Canyon Powerplant, Mojave Siphon Powerplant, and Pearblossom Pumping Plant.

In 1993, Lonnie was promoted to Supervising Electrical Construction Engineer with lead responsibilities over the mechanical and electrical inspection staff at Lancaster Project Headquarters, south state construction field offices, and the Coastal Branch expansion.

After completion of the Coastal Branch in 1996, Essig transferred back to Sacramento and became Chief of DWR's Equipment & Materials Section. During his period of leadership, E&M carried an average of 22 projects to furnish and/or install contracts that ranged in value from $500,000 to $32 million.

During his two decades with the Department, Lonnie worked at a number of State Water Project operations, including Edmonston Pumping Plant, Hyatt Powerplant, East Branch Extension, and the aforementioned Mojave Siphon, Devil Canyon, and Pearblossom facilities.

He received numerous accolades and commendations, including awards for "Outstanding Professional Accomplishment" and "Management Excellence."

Essig and his wife Karen live in Auburn and are proud grandparents of two-year-old Sawyer Marie Winkel, born to their daughter, Julie, in 2007.

Last July, Lonnie and Karen took their first extended vacation, 30-days, visiting with son James in Washington State before heading to Canada for fishing and outdoor enjoyment.

"That trip fueled the fire for change and confirmed my decision to retire," said Essig, "but I'll always treasure the friendships I made at DWR and plan to maintain contact with many of those people." ■

New Hires

Roshanak Aflatouni
Operations & Maintenance
Electrical Engineer

Ajala Ali
Flood Management
Engineer

Jeffrey Anderson
Management Services
Office Technician (Typing)

Manuel Areia Jr.
San Luis Field Division
HEP* Operator Apprentice

Joshua Bannister
South Central Region Office
Engineer

Joseph Bartlett
Flood Management
Engineer

Michael Bohlander
Flood Management
Engineer

Marie Brackett
South Central Region Office
Office Technician (Typing)

Erin Brehmer
Flood Management
Environmental Scientist

Kathi Bristow
Bay-Delta Office
Staff Services Analyst

Josh Brown
Statewide Integr. Water Mgmt.
Environmental Scientist

Thuc Bui
Fiscal Services
Staff Services Analyst

Letitia Burns
Southern Field Division
Office Technician (Typing)

Debra Carlson
Flood Management
Office Technician (Typing)

Keith Caston
Fiscal Services
Accountant Trainee

*Hydroelectric Plant

Retirements

Gary Voytek

Staff Information Systems Analyst **Gary Voytek** literally sailed off into the sunset in mid-January after 25 years of state service, the last 16 with DWR.

Voytek worked as a computer programmer at the California Lottery and the Employment Development Department before landing a spot as an Assistant Information Systems Analyst at DWR Headquarters in December of 1993.

At DWR, he first worked as a LAN administrator before becoming the Department's Review of Information Technology Analyst. He then moved to Project Management.

"Being a Project Manager for DWR's Technology Services was the most interesting and challenging position in my IT career," commented Gary. " While continually faced with all the things that need to be done to keep a project going, I was also continually learning in retrospect what was either unnecessary, overlooked or could have been done differently."

Born in Colorado, Gary was well-traveled as a youth. His father pursued a career in the U.S. Air Force and, like most military families, the Voytek's relocated often. Stops along the way included time in Texas, Oklahoma and Florida, a couple of years in Japan, and three years in Hawaii. The family returned to Florida after his father retired in 1967.

After Voytek graduated from high school in Honolulu, he took classes at Palm Beach Community College in Lake Worth, Florida. Other studies followed at the Electronic Computer Programming Institute in Dayton, Ohio; Cuyahoga Community College in Ohio; Sacramento City College, and UC Davis.

"I had a friend in southern California who invited me to visit the Sacramento area," says Gary, "which led to taking a job with the state and I've been here ever since."

Gary lives in Sacramento but plans to spend much of his retirement time aboard his 34-foot sloop, which is berthed at a San Francisco Bay marina. He also has plans to move up to a 40-footer next year to better accommodate long cruises or the possibility of living aboard.

Classes in various areas of interest are also on his radar screen, but Voytek doesn't see any other nine-to-five jobs in his future.

"I'm very grateful to have had the opportunity to work for the state of California," he said. "This helped me attain my financial goals. I consider DWR to have a very high level of professionalism, and I found most of the people here cooperative, fun and easy to work with. We accomplished a lot together and had some good laughs as well." ■

New Hires *continued*

Zhenxi Chen
Statewide Integr. Water Mgmt
Engineer

Joanne Chu
Statewide Integr. Water Mgmt
Engineer

Cindy Chuor
Executive
Office Assistant (Typing)

Tami Clark
Flood Management
Maintenance & Service
Occupational Trainee

Brandon Cruz
Safety of Dams
Engineer

Kristin Curthoys
Flood Management
Engineer

Aaron Cuthbertson
Operations & Maintenance
Environmental Scientist

Vojislav Cvijanovic
Safety of Dams
Engineer

Alberto De Leon
Flood Management
Engineer

Stephen Deja
Southern Field Division
HEP* Electrician I

George Dunfield
Integ. Reg. Water Mgmt.
Engineering Geologist

Rodney Essex
Technology Services
Associate Information
Systems Analyst

James Eto
Flood Management
Engineer

Travis Faria
Delta Field Division
HEP* Operator Apprentice

Susan Fredell
Executive
Office Technician (Typing)

Allen Granado
Technology Services
Systems Software Specialist II

Wayne Gregory
Engineering
Mechanical Engineer

Betty Hanner
Oroville Field Division
Warehouse Worker

Swede Hanski
Oroville Field Division
HEP* Mechanic Apprentice

Amanda Hardy
Management Services
Staff Services Analyst

Vincent Heim
Flood Management
Environmental Scientist

*Hydroelectric Plant

INFORMATION PROVIDED BY DWR'S PERSONNEL OFFICE

Retirements

Bob Grow

When **Bob Grow** began his career as a research writer, he never imagined that he would end his 33 years of State service as an energy specialist. "Everything I know about energy I learned working for the State," said Bob, who retired in December as Senior Hydroelectric Power Utility Engineer.

Bob was raised in Sacramento and attended El Camino High School. After his graduation from the University of California, Berkeley, with a Bachelor of Science degree in Business Administration, he began working as a wilderness guard in the Mammoth Lake area for the U.S. Forest Service.

After a short stint in the Army, Bob moved to Boulder, Colorado to be the first editor of "Climbing Magazine." He returned to California in 1970 to work for the "Daily Republic" in Fairfield as a reporter and city editor.

Before beginning his state career in 1977, Bob earned his Master of Business Administration degree from the California State University, Sacramento. As a research writer, he joined DWR's San Joaquin District in Fresno to work on the San Joaquin Interagency Drainage Program. In 1979, Bob transferred to Central District. His assignment included writing and editing reports, such as the Environmental Impact Report for North Bay Aqueduct. After being reclassified to an associate planner, Bob began writing reports and recommendations, such as for the Coordinated Operations Agreement.

Bob joined the Energy Division in the 1980s as an energy resources specialist to provide economic analysis for State Water Project power projects, such as Devil Canyon Powerplant and Afterbay and the proposed Los Banos Grandes Reservoir. In the late 1990s, he worked for the Energy Commission as an energy commission specialist.

"I've liked working on energy because energy is a business," said Bob when asked about his career. "It feels like real work that has an everyday purpose."

In January of 2001, Bob was loaned to the California Energy Resources Scheduling Division for two weeks and returned permanently in October 2001. He bought and hedged natural gas for California's power contracts.

"Sometimes I'd have to get on my cell phone at 6 a.m., standing on my driveway, to make purchases of gas," said Bob. "If you want to make a deal in the natural gas industry, you have to get up early."

Bob's retirement plans include buying a vacation home in Washington State which will eventually become his permanent residence. He also plans to ski and golf, maybe do some hiking or climbing, enjoy his family, and pursue business interests. More singing and songwriting may also be on the agenda. His original songs can be heard at myspace.com/510er. ■

New Hires

Jennifer Hogan
FloodSAFE Environmental Stewardship and Statewide Resources Office
Staff Environmental Scientist

Angie Huang
Fiscal Services
Accounting Officer

Latasha Jackson
Management Services
Staff Services Analyst

Dawna Jones
Executive
Executive Assistant

Lauma Jurkevics
Southern Region Office
Staff Environmental Scientist

Chris Kang
Executive
Associate Management Auditor

Joshua Karcher
Flood Management
Maintenance & Service
Occupational Trainee

Harpreet Kaur
Executive
Electrical Engineer

Francis Keeley, III
California Energy Resources Scheduling
Associate Governmental Program Analyst

Salma Kibrya
Statewide Integr. Water Mgmt.
Research Program Specialist I (Demo)

John Kirk
South Central Region Office
Engineering Geologist

John Kleinfelter
FloodSAFE Environmental Stewardship and Statewide Resources Office
Environmental Scientist

Albert Kopp
San Joaquin Field Division
HEP* Mechanic Apprentice

Jeffrey Kuhl
Safety of Dams
Engineer

Justin Levitt
Management Services
Personnel Specialist

Richard Lovvo
Oroville Field Division
Staff Services Analyst

Oscar Loya
Environmental Services
Fish and Wildlife Technician

Don Curtis Manglona
Southern Field Division
HEP* Electrician Apprentice

Vangie Maniquis
Management Services
Personnel Specialist

*Hydroelectric Plant

INFORMATION PROVIDED BY DWR'S PERSONNEL OFFICE

New Hires *continued*

John Marty
Management Services
Staff Services Analyst

Kanapathippillai Mathiyarasan
Flood Management
Engineer

Beth Mcclure
Flood Management
Office Technician (Typing)

Josue Medina
San Joaquin Field Division
HEP* Operator Apprentice

Pamela Merrill
Operations & Maintenance
Office Technician (Typing)

Glenn Moeller
North Central Region Office
Engineer

Mohammad Mostafavi
Statewide Integr. Water Mgmt
Associate Land & Water Use
Scientist

Matthew Murray
Oroville Field Division
Engineer

Kandasamy Naventhan
South Central Region Office
Engineer

Phong Nguyen
Fiscal Services
Accountant Trainee

Joseph Ortega
Technology Services
Assistant Information Systems
Analyst

Anitra Pawley
FloodSAFE Environmental
Stewardship and Statewide
Resources Office
Staff Environmental Scientist

Karen Pearson
Engineering
Electrical Engineer

Ly Pham
Engineering
Associate Cost Estimator

Jeannette Popovich
Southern Field Division
HEP* Operator Apprentice

Cynthia Puccinelli
San Luis Field Division
Management Services Technician

Ryan Reeves
Bay-Delta Office
Engineer

Michael Rouch
Delta Field Division
HEP* Mechanic Apprentice

Stephanie Ruane
Delta Field Division
HEP* Electrician Apprentice

Sheryl Schmidt
Flood Management
Staff Services Manager II
(Supv.)

Kenneth Smith
Oroville Field Division
HEP* Electrician I

Jian Song
Technology Services
Systems Software
Specialist II

Shem Stygar
Statewide Integr. Water Mgmt
Engineer

John Tatyosian
Safety of Dams
Engineer

Melissa Thompson
Management Services
Staff Services Analyst

Jack Tung
Southern Region Office
Engineering Geologist

Kim Wilson
Management Services
Labor Relations Analyst

Eric Wulff
Operations & Maintenance
Engineer

George Wade Wylie
Integ. Reg. Water Mgmt.
Engineer

Xay Yang
Technology Services
Staff Programmer Analyst

Victor Yue
Executive
Electrical Engineer

Jennifer Zuniga
Fiscal Services
Associate Administrative Analyst

* Hydroelectric Plant

Promotions

Michele Acosta
Executive
Legal Secretary

Kathy Aldana
Management Services
Staff Services Manager III

Mohammad Alemi
Statewide Integr. Water Mgmt
Program Manager III,
CA Bay-Delta Auth.

Frank Anderson
Statewide Integr. Water Mgmt
Associate Land & Water Use
Scientist

Curtis Anderson
Northern Region Office
Principal Engineer

Firas Araj
Operations & Maintenance
Electrical Engineer

Derrick Bell
Operations & Maintenance
Associate Telecommunications
Engineer

Patrick Brown
Fiscal Services
Associate Governmental
Program Analyst

David Canchola
Delta Field Division
HEP* Maintenance
Superintendent

Patricia Cannedy
Management Services
Associate Business
Management Analyst

David Carlson
FloodSAFE Environmental
Stewardship and Statewide
Resources Office
Program Manager III,
CA Bay-Delta Auth.

Simi Chandran
Management Services
Staff Information
Systems Analyst

Erin Chappell
North Central Region Office
Staff Environmental Scientist

Helen Chau
Technology Services
Staff Information Systems Analyst

Irma Clevenger
San Luis Field Division
Utility Craftsworker Supervisor

Ann Cobb
Engineering
Office Technician (Typing)

Judith Cole
San Joaquin Field Division
HEP* Operations Superintendent

Harley Davis
Statewide Integr. Water Mgmt
Program Manager II,
CA Bay-Delta Auth.

*Hydroelectric Plant

INFORMATION PROVIDED BY DWR'S PERSONNEL OFFICE

Promotions

Deborah De Anda
Executive
Associate Governmental
Program Analyst

Robert Dolliver-Lum
Technology Services
Systems Software Specialist III

Jon Ericson
Flood Management
Supervising Engineer

Danny Erreca
San Luis Field Division
HEP* Operations Superintendent

Jodi Evans
Statewide Integr. Water Mgmt
Environmental Scientist

Sidney Fong
Environmental Services
Supervising Chemical Testing
Section (Hyd Lab)

Nathanael Frank
Management Services
Associate Governmental
Program Analyst

Ted Frink
FloodSAFE Environmental
Stewardship and Statewide
Resources Office
Environmental Program Manager II

Kelly Fucciolo
Flood Management
Senior Engineer

Terri Gaines
FloodSAFE Environmental
Stewardship and Statewide
Resources Office
Environmental Program
Manager I (Supv)

Melissa Garcia
San Luis Field Division
Staff Services Analyst

Angela Gavia
Fiscal Services
Accounting Officer

Angelica Giesbrecht
Flood Management
Associate Governmental
Program Analyst

Jacob Guillory
Oroville Field Division
HEP* Electrician Apprentice

Trisha Hannah
Technology Services
Data Processing Manager II

Amanda Hardy
Management Services
Associate Personnel Analyst

Adam Henderson
Northern Region Office
Staff Environmental Scientist

Eric Ho
Operations & Maintenance
Associate Telecommunications
Engineer

William Hoffmann
Integ. Reg. Water Mgmt.
Program Manager I,
CA Bay-Delta Auth.

Daniel Holden
Technology Services
Systems Software Specialist II

Mark Holderman
Bay-Delta Office
Principal Engineer

Maria Hollister
Engineering
Senior Engineer

Christina Honeycutt
Management Services
Associate Governmental
Program Analyst

Marc Hoshovsky
FloodSAFE Environmental
Stewardship and Statewide
Resources Office
Environmental Program
Manager I (Supv)

David Huston
North Central Region Office
Senior Engineer

Michele Johnson
Bay-Delta Office
Fish and Wildlife Technician

Elizabeth Joiner
Operations & Maintenance
Associate Governmental
Program Analyst

Shawn Jones
Safety of Dams
Supervising Engineer

Dustin Jones
Bay-Delta Office
Senior Engineer

Trevor Joseph
Integ. Reg. Water Mgmt.
Senior Engineering Geologist

Rich Juricich
Statewide Integr. Water Mgmt
Principal Engineer

Roy Kroll
Flood Management
Senior Engineering Geologist

Ryon Kurth
Environmental Services
Staff Environmental Scientist

Cayle Little
Statewide Integr. Water Mgmt
Associate Land &
Water Use Scientist

Yihong Liu
Fiscal Services
Accounting Officer

Lisa Loya
Operations & Maintenance
Associate Governmental
Program Analyst

Andrew Mangney
Safety of Dams
Supervising Engineer

Kevin Marr
Flood Management
Environmental Scientist

Paul Massera
Statewide Integr. Water Mgmt
Principal Engineer

Sandra Maxwell
FloodSAFE Environmental
Stewardship and Statewide
Resources Office
Senior Engineer

Christina Mccready
Integ. Reg. Water Mgmt.
Principal Engineer

Dean Messer
Executive
Program Manager III,
CA Bay-Delta Auth.

Ilona Millhone
Executive
Associate Governmental
Program Analyst

Rebecca Mills
Safety of Dams
Office Technician (Typing)

Doris Munoz Paredes
Fiscal Services
Accounting Officer

Jesus Murillo
Southern Field Division
Control Systems Technician I

Reza Namin
Technology Services
Systems Software Specialist II

Kevin Nelson
San Luis Field Division
Assistant Utility Craftsworker
Superintendent

Frank Nickel
Executive
Senior Legal Analyst

Eric Oppenheimer
Environmental Services
Environmental Program
Manager I (Supv)

Tracy Pettit
Operations & Maintenance
Supervising Engineer

Troy Phillips
Technology Services
Staff Information
Systems Analyst

*Hydroelectric Plant

INFORMATION PROVIDED BY DWR'S PERSONNEL OFFICE

Promotions *continued*

Matthew Reeve
FloodSAFE Environmental Stewardship and Statewide Resources Office
Program Manager I, CA Bay-Delta Auth.

Joel Richard
Engineering
Senior Mechanical Engineer

Benjamin Rivera
Operations & Maintenance
Associate Telecommunications Engineer

Jessica Rivera
Engineering
Associate Governmental Program Analyst

Mahyar Sabbaghian
Flood Management
Supervising Engineer

Sophia Santiago
Management Services
Associate Personnel Analyst

Linda Scherr
Executive
Staff Services Manager II (Mgr)

Mary Scruggs
Integ. Reg. Water Mgmt.
Supervising Engineering Geologist

Michelle Selmon
South Central Region Office
Staff Environmental Scientist

Mark Shaltes
Operations & Maintenance
Office Technician (Typing)

Aimee Shepard
Executive
Legal Secretary

Shaileenjeet Singh
Fiscal Services
Associate Budget Analyst

Ted Sommer
Environmental Services
Program Manager II, CA Bay-Delta Auth.

Marc Sparks
Southern Field Division
Utility Craftsworker Supervisor

Jonathan Stahlke
Southern Field Division
HEP* Electrician I

Mark Steenburg
Engineering
Construction Management Supervisor

Curt Taras
Executive
Supervising Engineer

Douglas Thompson
Delta Field Division
HEP* Operations Superintendent

Tim Tran
Bay-Delta Office
Staff Information Systems Analyst

Nicholas Van Ark
Bay-Delta Office
Fish and Wildlife Technician

Nicholas Van Ark
Environmental Services
Fish and Wildlife Technician

Kimberly Van Vliet
Operations & Maintenance
Staff Information Systems Analyst

Tanya Veldhuizen
Operations & Maintenance
Staff Environmental Scientist

Nancy Walker
Technology Services
Senior Information Systems Analyst

Kenneth Webbs
Southern Field Division
HEP* Mechanic Apprentice

Rodd Welch
San Luis Field Division
Senior HEP* Operator

Ike Williamson
San Luis Field Division
Water Resources Technician II

Robert Wirth
San Luis Field Division
HEP* Maintenance Superintendent

Sharon Woodland
Operations & Maintenance
Senior HEP**
Utility Engineer

Marvin Woods
Safety of Dams
Senior Engineering Geologist
Senior Land Agent (Supv.)

*Hydroelectric Plant
**Hydroelectric Power

Obituaries

Om Parkash Kalra

Om Kalra, retired DWR Mechanical Engineer, passed away at the age of 84 on January 1.

Om, born in Manwali, British India, joined DWR in 1962 as a junior mechanical engineer. As Assistant to Chief of the Mechanical Design Branch (now called the Mechanical and Electrical Engineering Branch), Om assisted in tracking budgeting and preparing program status reports for design and construction of State Water Project. Om retired as an Associate Mechanical Engineer from the Division of Engineering in 1992.

"I found Om to be very loving, caring, and affectionate and most carefree person I ever met. His hobby was to please others and did not have word NO in his vocabulary," said Kuldip Atwal of the Division of Engineering. "You could always count on his help. He had numerous friends and they will all miss him."

He is survived by a daughter. Om's memorial service was held on January 13.

"Om was a fun loving person who enjoyed his friends at work. We could depend on him for his upbeat personality and he always had something positive to say. He will be missed!" said Farshid Falaki, Chief of the Mechanical and Electrical Engineering Branch. ■

Obituaries

Donald Werner

Donald Werner, retired Water Resources Technician, passed away at the age of 80 on November 6.

Don was one of the original Northern District (now known as Northern Region Office) employees who began working for DWR in Red Bluff back in the early 1960's. While working for the Irrigation Water Management Section of the Northern Region Office (NRO) in 1987, Don, a water resources technician, received a unit citation for his help in implementing agricultural water conservation programs throughout California.

After 29 years of State service, Don retired in 1988 and returned to work for the NRO as a retired annuitant. During the last two years, Don worked and volunteered in the Land and Water Use Section, scanning large volumes of historical land use photographs and entering precipitation data into a computer database.

Don is survived by two daughters and one granddaughter. Don's Memorial Service, which was attended by many DWR Alumni, was held at the Countryside Café in Red Bluff, California on November 22, 2009. ■

Charles Shoemaker

Former Assistant DWR Director **Charles Shoemaker** passed away of cancer on January 16, 2010 in Citrus Heights.

Chuck graduated from Ohio Northern University with a Bachelor of Science in Civil Engineering and the McGeorge School of Law with a Law degree.

His DWR career began from 1963 to 1968 as a Junior and Associate Engineer on construction, contracts and claims. After leaving DWR to work as an attorney with Brigance and Associates from 1968 to 1971, Chuck returned to the State as staff counsel and legislative representative for the State Water Resources Control Board.

He returned to DWR as Assistant Director for former DWR Director Ronald Robie from 1975 to 1982.

"Chuck was a fine lawyer and indispensable to me during my eight years as director. He had the respect of the entire department. Also, he most ably represented me before the Legislature during interminable hearings, including those on Legislation which was enacted to authorize the Peripheral Canal. He was the face of the Department," said former DWR Director Robie. "Chuck had a great sense of humor and perspective. I am very proud to have had this fine person at my side. I could trust him with any task. I miss him a great deal."

In 1979, he negotiated with State and federal agencies on operations in the Delta. From 1983 to 1985, he was Staff Counsel II working with the Construction Office on contract claims and legal problems with South Geysers Geothermal power plants. He was Senior Staff Counsel on contracts and work with the Bureau of Reclamation from 1985 to 1987. He worked on the Coordinated Operations Agreement, which was a historic agreement of more than 25 years of negotiations on coordinating operations of the State Water Project and the federal Central Valley Project.

"Chuck had a wonderful spirit and attitude about life and, of course, was a highly skilled and effective manager and attorney," said former DWR Assistant Chief Counsel and past DWR Alumni Club President Steve Cohen. "Chuck kept in close contact with his many DWR friends, including actively participating in DWR Alumni Club activities, and will always be remembered for his genuine caring disposition."

After leaving DWR, Chuck became Deputy Attorney General III for the Department of Corrections working on prison construction. In 1993, he was Chief Counsel I with the Department of Forestry and Fire Protection until his retirement in 1996.

He was an active member of the DWR Alumni Club.

Chuck is survived by his wife of 46 years, Janice, a daughter, two sons, and two grandchildren.

A celebration of his life was held on January 9th. In lieu of flowers, the family requests a donation be made to the Charles and Janice Shoemaker Scholarship Fund at Jesuit High School, 1200 Jacob Lane, Carmichael, CA 95608-6024. ■

Obituaries

Bob Figueroa

Bob Figueroa, retired Water Resources Engineering Associate, passed away at the age of 84 on November 22 in Fresno.

Bob worked for the Regional Water Quality Control Board for 20 years before joining the Department of Water Resources in the San Joaquin District (SJD) in 1978. Among his many assignments, he worked closely with DWR's Public Information Office to develop pertinent infomercials for a highly successful statewide media campaign to save water during California's drought in the late 1970s.

Bob retired from State service in 1988 and very quickly got his back yard and his backswing in good shape. His guitar playing also improved.

Former SJD District Chief, Lou Beck, recalls that Bob was self-taught in water resources and a mature, diligent worker who met all deadlines and impressed his younger co-workers greatly.

DWR Director Mark Cowin, who was a young junior civil engineer in the SJD in the 1980s, concurs with Beck. "Bob brought a professional, yet friendly and welcoming demeanor to the office every day," recalls Cowin. "He taught the values of public service by example to new SJD District employees like me. I looked up to him."

Bob is survived by his wife, Lynda; his sons, Gregory and Michael; his daughter, Lori; and four grandchildren: Billy, Brynn, Parker, and Brady.

Bob and Lynda celebrated their 48th wedding anniversary on November 4 at their home in Clovis. Lynda and other members of Bob's family have created a memorial Web site in Bob's honor. The Web address is ***www.bobfigueroa.com***. ■

Wayne Wolber

Wayne Wolber, a retired Water Resources Engineering Associate, passed away on September 28.

Wayne's 37 years with DWR began as an Engineering Aide in the Hydrology Unit of the Division of Planning. He later transferred to the Surface Water Data Section where his dedicated work on a number of activities helped provide reliable data for the planning and operation of the State Water Project. In 1980, Wayne transferred to DFM's Levee Inspection Section and participated in the 1982-83 high water flood emergency. In 1983 Wayne transferred back to the Surface Water Data Section in Central District (North Central Region Office) and was promoted to Water Resources Engineering Associate that same year.

He worked on several projects, such as surveying the flashboard and boat lock structures for the Montezuma Slough Salinity Control Gates, surveying for the South Delta temporary barriers, conducting the south and north Delta scour monitoring field work and managing the flow measurements and rating curve generation for stations throughout the North Central Region Office area.

In 1995, Wayne retired as a Water Resources Engineering Associate (Supervisor) in the Surface and Ground Water Data Section in North Central Region Office's Resources Assessment Branch. He continued work as a retired annuitant for the Region Office assisting the unit in surveying, flow measurement and report writing until recently.

Throughout his State career and into retirement Wayne was a baseball fanatic. With his wife Jeanie, Wayne took advantage of his retirement free time by annually attending either Major League Baseball's spring training camps or out-of-state vacation trips to baseball parks during the regular baseball season.

Wayne's enthusiasm and dedication to the Department's work, humor, honesty and friendship will be sorely missed.

Wayne is survived by his wife Jeanie, daughter Kelly, son David, and four grandchildren. ■

Obituaries

John Lawder

John Lawder, retired Chief of the Division of Design and Construction, passed away at the age of 83 in Springfield, Oregon on November 18 of cancer.

John, a native of Campbell Hill, Illinois, earned a Bachelor of Science degree in Civil Engineering from the Universities of California at Los Angeles and Davis. He served in the U.S. Navy during World War II.

John's 39 years with DWR began in the Planning Division as a civil engineer. He transferred to Whale Rock Dam project in 1958. Two years later, he moved to Oroville where he worked on several projects, including the Oroville Dam spillway construction, as a Senior Engineer until 1967. Then, he transferred south as a Construction Supervisor III to work on several SWP facilities, including Wheeler Ridge, Wind Gap, and Pyramid Dam. He became Chief of the Division of Design and Construction (now called the Division of Engineering) until his retirement in 1994.

"One of the earlier projects we were fortunate to work on was Pyramid Dam, which in my opinion forms one of the most picturesque reservoirs in the State," said Keith Barrett, retired Design and Construction employee who worked with John most of his DWR career. "John was always close to the people he worked with and that included golf tournaments he and his wife Lyn organized. All of John's colleagues would undoubtedly agree he was of the highest character and always treated others fairly. When this wasn't reciprocated by others, his favorite comment regarding his situation was 'no good deed goes unpunished.'"

He is survived by his wife Lyn, daughter Debbie Spresser of Eugene, son John Lawder of Modesto, and 10 grandchildren.

Remembrances may be made to the American Heart Association or the American Cancer Society. A memorial Web site has been set up by his family for sharing condolences, tributes, photos at ***www.johnlawder.memory-of.com***. ■

Russell Edward "Russ" Franson

DWR retired Supervising Engineer **Russ Franson** passed away at the age of 84 on December 22, 2009 in Sacramento.

A native of the Bay Area, Russ graduated from Chico State College in 1951 with a Civil Engineering degree before serving in the Army.

His 37 years with DWR began in 1953 as a junior engineering aid. He worked on several projects, such as the Klamath River Basin Investigation and doing field engineering for the Northeastern Counties Ground Water investigation. He also worked for Design and Construction's (D&C) Program Liaison and Control Office, which monitored and reported project status and recommended solutions for scheduling issues. In 1970, he worked for Central District on studies to develop functional and operational criteria for the Peripheral Canal, research on fish protective facility concepts, and flood management programs for the Reclamation Board. In 1983, he returned to D&C as engineering assistant to the chief of the Design Office.

"The last big project Russ worked on was the project of acquiring the Computer Aided Design and Drafting system," said DWR retiree Gordon McGregor. "We worked together for two years to get the approval and acquire the system."

After Russ retired from DWR in 1990, he enjoyed photography and attending classes at American River Community College and Sacramento State University.

Russ is survived by his present wife, Katherine, his first wife, Yvonne and their two children Wayne and Janet, four grandchildren, one great-grandchild. ■

DWR NEWS/People
Public Affairs Office
1416 Ninth Street, Room 252-21
Sacramento, CA 94236-0001

STATE OF CALIFORNIA • DEPARTMENT OF WATER RESOURCES

DWR Mission | *Statement*

To manage the water resources of California in cooperation with other agencies, to benefit the State's people, and to protect, restore, and enhance the natural and human environments.