

inTRA

Newsletter of the Trinity River Authority of Texas

FALL 2014



CReWSers in Action



In This Issue



4 WEFTEC 2014

TRA's Operations Challenge team adds another win to its list.



6 UNITED WAY CAMPAIGN

TRA supports the United Way of Tarrant County's 2014 Campaign.



5 AWARDS

TRA takes home peak performance, employee safety, and industry leader awards.



8 STRATEGIC PLAN UPDATE

The Authority finishes the 2014 third quarter strategies outlined in its strategic plan.

inTRA

Our shared vision

The Trinity River Authority of Texas is an innovative, adaptive leader, enriching the Trinity basin as a resource for Texans.

The TRA mission

The Trinity River Authority's mission is to promote conservation, reclamation, protection and development of the natural resources of the river basin for the benefit of the public.

trinityra.org

Regular Features

3 *General Manager's Message*

7 *Around TRA*

9 *Milestones*

10 *Employee Recognitions*

The ingredients make it work

"Without continual growth and progress, such words as improvement, achievement, and success have no meaning." - Benjamin Franklin

I relate to Benjamin Franklin's quote because TRA is continuously involved in growth and progress. The Authority is constantly monitoring and maintaining its systems; treating water and wastewater; making improvements and repairs, and streamlining and expanding our processes and procedures.

TRA achieves and sustains its growth and progress in the industry by using the right ingredients. TRA uses a lot of elbow grease, and it also employs an adaptable combination of technology, materials, experienced staff members and a solid set of core values, outlined in the organization's 2013-2018 strategic plan.

I have included TRA's core values in this message, and I hope that as you read the list, you also can relate to it and to Franklin's quote. Along with our plan's mission and vision, the core values are a key ingredient when it comes to guiding how members of the organization conduct themselves internally and externally.

Every day, I am proud to work alongside TRA's staff to represent the organization's core values.

TRA'S CORE VALUES

Integrity in all Things

Being forthright, honest and respectful in our interaction with each other, our customers and the public at all times, building and reinforcing confidence in our ability to consistently deliver high-quality service and results.

Service and Performance Excellence

Applying progressive thinking, creativity and adaptability to continually improve all areas of operations, resulting in a more agile and efficient organization.

Accountability to the Public, Customers and to Each Other

Taking personal responsibility for our actions and decisions, as well as their consequences, in order to



General Manager J. Kevin Ward

engender trust between and among Authority leaders, staff, customers and the businesses and residents of the basin.

Teamwork

Each employee is a contributing member of the TRA team, contributing different skills and experiences to the unity and efficiency of the group in order to achieve common goals.

Professionalism

Behaving responsively and proactively in our delivery of service to our customers, characterized by the quality and diligence with which it is carried out.

**EVERY DAY, I AM PROUD TO WORK
ALONGSIDE TRA'S STAFF TO REPRESENT
THE ORGANIZATION'S CORE VALUES.**

WEFTEC 2014: New Orleans

Water Environment Federation Technical Exhibition and Conference

TRA is proud of the CREWSers for their recent win in New Orleans. The team earned a second place Division 1 Operations Challenge win at WEFTEC 2014, the Water Environment Federation's national conference. The competition tests competitor's on-the-job skills related to wastewater treatment and laboratory and collection system operations. Forty-three teams from the United States, Argentina and Canada participated in the competition. WEFTEC was held Sept. 27 - Oct. 1.

TRA's CREWSers team:

- Dale Burrow – Team Captain – Pretreatment
- David Brown – Team Member – Maintenance Mechanic
- Jake Burwell – Team Member – Construction Inspector for CSS
- Raudel Juarez – Team Member – Senior Liquids Operator
- Steve Price – Team Coach – Liquids Chief Operator
- Mike Young – Team Coordinator – Operations and Maintenance Manager

Top photo: Team members simulate making repairs to a section of pipe that will then be tested by the judges.

Bottom photo: After cutting, sealing and putting in a connection, Dale Burrow tightens the pipe sections and tests it for leaks to get it ready for the judges' pressure test.

Cover photo: The purpose of this event is to test the skills of a maintenance/operating team to respond to a severe weather condition resulting in a lift station pumping outage.

The next inTRA will include details about TRA's newest Operations Challenge team, the DCRWS Waste Warriors.





Wastewater facilities earn Peak Performance Awards

The National Association of Clean Water Agencies recognized five Trinity River Authority of Texas wastewater treatment systems with Peak Performance Awards. The awards were presented for complete and consistent National Pollutant Discharge Elimination System permit compliance.

PLATINUM AWARDS

- Central Regional Wastewater System, 20 years
- Red Oak Creek Regional Wastewater System, 14 years
- Ten Mile Creek Regional Wastewater System, 12 years
- Denton Creek Regional Wastewater System, nine years

GOLD AWARD

- Mountain Creek Regional Wastewater System, four years

The recognition program consists of three categories: Platinum, Gold and Silver. Created in 1955, the Trinity River Authority promotes conservation, reclamation, protection and development of the natural resources within the nearly 18,000-square-mile Trinity River basin.

2013-2014 winners of employee safety awards

Banner Award – Marie Burns (LLP) – “Safety is more than just a slogan!”

Attitude Award – Chris Gonzales (CRWS)

Outstanding Safety Idea Award – Stephanie Schultz (CSS)

Hazard Recognition Award – Steve Wilson (CRWS)



TRA recognized with Industry Leader Award

The National Safety Council recognized TRA’s General Office with a 2014 Industry Leader Award. The award is a component of the Council’s member-exclusive Safety Motivation and Recognition Awards Program. The Industry Leader Award benchmarks outstanding safety achievements among member companies based on self-reported data.



TRA is among 47 companies, and two others in Texas, honored with the award, which recognized the top five percent of member companies, units and facilities that met the criteria. Winners were selected based on 2013 data for the lowest total incidence rate and employee work hours.

The National Safety Council, founded in 1913, is a nonprofit that works to save lives by preventing injuries and deaths at work, in homes and in communities through leadership, education and advocacy.



Spencer Karr’s plaque at LLP

The United States Geological Survey mounted a plaque in tribute to longtime Lake Livingston Project staff member Spencer Karr, who passed away earlier this year. Pictured from left to right are: Terry Burks, senior maintenance mechanic, LLP; Jody Avant, USGS hydrological technician; and Darrell Davis, maintenance supervisor, LLP. The plaque reads:

Dedicated to Spencer Lee Karr for his many years of dedication, professionalism, and friendship while always willing to ensure the fulfillment of the missions of the TRA and the USGS.

2014 TRA *United Way Campaign*



For three consecutive years, TRA's General Office and Construction Services Staff have increased their donation to United Way of Tarrant County. Last year, more than \$35,000 was donated, and this year the total raised is \$40,693.61! Staff members raised the funds through donations by playing indoor games, such as Ping-Pong, football toss, basketball, golf and archery. Staff also raised funds through a silent auction and by purchasing the right to wear casual clothes on individual days and on Fridays.

"Each year, our goal is to do what we can to invest in the good work that United Way does in the community," added TRA's General Manager Kevin Ward. "We enjoyed having fun while raising funds!"

Pictured clockwise: Brenda Porter, Carion Taylor, Chris Salazar, Julian Gibson, Trey Benton, Sandrine Hatcheu and Kenny Nguyen.



It's Back!

*the holiday season campaign
participate by helping local charities*

Last year TRA's Community Outreach Program collected more than 330 pounds of canned food and nearly 275 pounds of pet food.

Two international organizations received help, and one car was donated to help in communities where staff members live and work.

Employees will be encouraged to share photos and information about the charitable organizations that they support throughout the year and during the holiday season campaign.

Details will be distributed to staff members.

CRWS & GO take on the ALS ice bucket challenge



Genie Jones and Jennifer Whitaker, CRWS lab supervisors, pictured left, participated in the Amyotrophic Lateral Sclerosis ice bucket challenge in early September. CRWS employees raised \$226 for ALS awareness and then challenged the GO. As part of the United Way fundraising campaign, each GO United Way team selected two members to accept the challenge and earn points for their team.

Thank you to those wet GO employees who participated:

Doug Short, Sandrine Hatcheu, Ron Tamada, Amy Stelter, Glenn Clingenpeel, James McDonald, Marco Ramirez, Sherri van der Wege, Kenny Nguyen, Cheryl Abbott and Alison Mackey.

TRA's first softball challenge

In all, four staff teams participated along with some of their family members. Pictured left to right in the back row: McCartney Paul, Gene Paul, Gary Carr, Shawn Ballard, Julian Gibson, Heather Ballard, Meghan Clingenpeel. Front Row: James Fox, Glenn Clingenpeel, Basilio Chavez.



TRA welcomes chief information officer

Doug Short joined TRA as its first chief information officer. He brings 20 years of experience in information technology leadership to the position. As TRA's CIO, he will plan, lead, organize and control all Authority-wide IT and information security initiatives. Most recently, he served at the Pentagon as the deputy chief of cyberspace policy where he worked extensively on establishing national and international cybersecurity policy. Short served nearly 28 years of active duty service in the U.S. Air Force. "I'm greatly impressed by the professionalism exhibited by my fellow team members at TRA and the positive relationship we have with our partner communities. I look forward to sharing my experience to benefit the communities we serve."

TRA wraps up another quarter of its *five-year strategic plan goals*

The Authority has finished its 2014 third quarter strategies as outlined in its 2013-2018 strategic plan. The third quarter goals included objectives and strategies related to goals 4, 5, 6 and 7. Additionally, the plan prescribes ongoing, as-needed, on-demand and annual goals. For a look at the complete plan, visit TRA's website at www.trinityra.org.

| STRATEGIC GOALS | |
|-----------------|--|
| 01 | ENGAGED BOARD OF DIRECTORS Board governance processes and practices are policy-focused, responsive and timely, designed to maximize opportunities for Director contribution while respecting each member's time. |
| 02 | CUSTOMER SERVICE EXCELLENCE TRA is a recognized industry leader, projects and facilities are operated with the highest levels of regulatory compliance and customer satisfaction is consistently high. |
| 03 | NEW BUSINESS GROWTH The Authority actively pursues innovative and responsible diversification of its service offerings to broaden the revenue base while enhancing the quality of life within the Trinity River basin. |
| 04 | ROBUST COMMUNITY PARTNERSHIPS TRA leaders create and sustain productive, mutually beneficial relationships with customer entities, community organizations, businesses and residents throughout the Authority's service area. |
| 05 | EFFICIENT AND EFFECTIVE OPERATIONS TRA provides a compelling value proposition to its customers including reasonable costs, disciplined management, streamlined organizational structure and technologically enabled business processes. |
| 06 | HUMAN CAPITAL DEVELOPMENT Recognized as an "employer of choice," TRA's workforce is competently led, well-trained, competitively compensated, recognized for achievement, professionally challenged and personally fulfilled. |
| 07 | EFFECTIVE CORPORATE COMMUNICATION TRA develops and executes well-designed programs for consistent, transparent and reliable communication with employees, customers, regulators, business partners and the general public. |

Learn the basics about cold and flu season

What is influenza?

Influenza (flu) is a serious contagious disease that can lead to hospitalization and sometimes death.

How does flu spread?

Most experts think that flu viruses are spread mainly by droplets made when people with flu cough, sneeze or talk. These droplets can land in the mouths or noses of people who are nearby or possibly be inhaled into the lungs. A person might also get flu by touching a surface or object that has flu virus on it and then touching their own eyes, mouth or nose. The influenza season typically runs from October through mid-May in Texas.



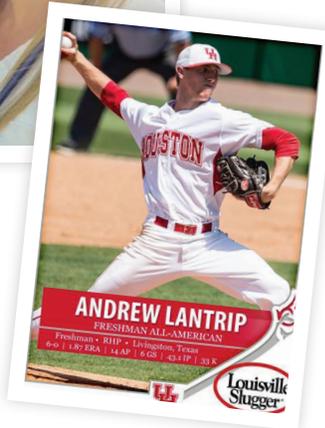
What are the symptoms of flu?

- fever*
- cough
- sore throat
- runny or stuffy nose
- body aches
- headache
- chills
- fatigue
- sometimes diarrhea and vomiting

**It's important to note that not everyone with flu will have a fever.*

What can I do to protect myself from getting sick from flu?

- **Get vaccinated.** This is an important first step toward fighting seasonal flu. It helps protect you and others.
- **Keep your hands clean.** Washing your hands often will help protect you from germs.
- **Cover your cough and your sneeze.** Use a tissue or cover your mouth with your sleeve when you sneeze or cough.
- **Avoid touching your eyes, nose or mouth.** Germs are often spread when a person touches something that is contaminated with germs and then touches his or her eyes, nose or mouth.
- **Avoid close contact,** especially with people who are sick.
- **Stay at home** when you are sick.



Morgan Lantrip, daughter of **Lisa Lantrip**, permit administrator at the LLP, recently completed the LVN course at Angelina College and will pursue becoming an RN. Lisa's son, **Andrew Lantrip**, is a member of the University of Houston baseball team, which has won the American Athletic Conference Championship for 2014. He also was named Rookie of the Year and Freshman All-American by Louisville Slugger.

Avery Mackey, daughter of **Alison Mackey**, chief financial officer, graduated from the University of Texas at Arlington with an accounting degree in May.



Brenda Porter, land records research specialist, has been highly commended by **Mark Waters**, manager of LLP, for her above-and-beyond work ethic on assuring the success of preserving thousands of 50-year-old legal documents and making them available in an accessible format.

Shelbe Probasco, daughter of **Kim Probasco**, operations financial administrator, graduated from Stephen F. Austin with a Bachelor of Science degree in mathematics and a minor in statistics. She is now pursuing her MBA.



Peggy Stewart, benefits administrator, and her husband, **Richard**, celebrated their 37th anniversary on Sept. 2, 2014.

Rodney Rhodus, collection system technician II, passed his CDL driving examination.

Mike Miller, recently received his collection system operator II license.

John Wardell, operator II, recently received his B license.



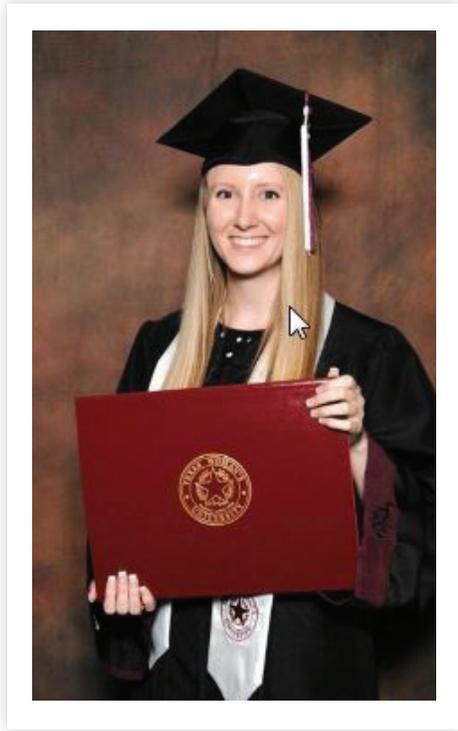
David Johnson, construction services staff inspector, and his wife celebrated the birth of their daughter on Aug. 22 in Athens, Texas.

Kimberly Raiman, daughter of **Pete Raiman**, CRWS operator, graduated from Seguin High School in May and has taken summer classes at Tarrant County Community College.

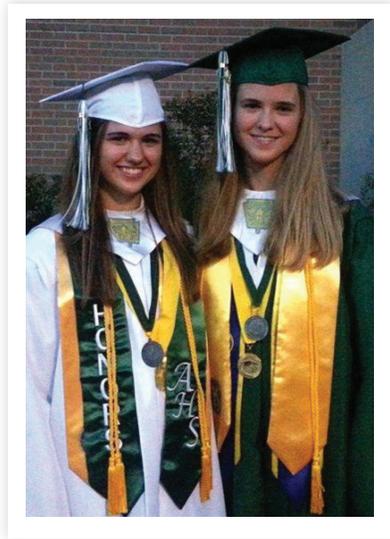
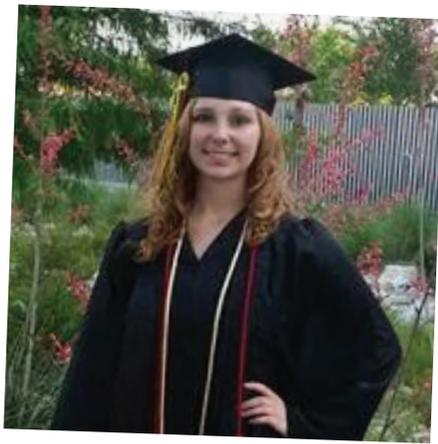
Anson Suarez, TRA's 2nd place Biggest Loser Contest Winner from CRWS, has lost an additional 40 pounds for a grand total of 108 pounds.



Stephanie Michelle Mikus, daughter of **Greg Mikus**, CRWS chief maintenance mechanic, graduated from Texas Woman's University with high honors in May with a Bachelor of Science in music therapy.



Kayla Rosnagel, daughter of **David Rosnagel**, environmental services coordinator, graduated from Keller Fossil Ridge High School and is in the U.S. Air Force basic training.



Emily and Maura Smith, daughters of **Gary Smith**, TCWSP biologist, graduated from Arlington High School in June and are enrolled in college.

Ron Tamada, engineer, planning and development, received the Diversity Award from the American Water Works Association at its annual conference held in Boston in June.



Mike Query, construction services staff inspector, caught an enormous trout on Lake Texoma.

HAPPY ANNIVERSARY TO:

40 YEARS

Billy Hill, manager, ROCRWS
Bill Tatum, manager, CRWS

35 YEARS

Thomas Sanders, construction services manager, GO
Jay Bowen, operator chief, CRWS

25 YEARS

Michael Roser, operator chief, DCRWS

20 YEARS

Terry Burks, maintenance mechanic senior, LLP
Greg Mikus, maintenance mechanic chief, CRWS
Bernard Moozhayil, operator I, CRWS

20 YEARS

Emma Sheard, office coordinator, TCWSP

15 YEARS

Genie Jones, lab supervisor, CRWS
Angela Kilpatrick, senior environmental scientist, GO
Michelle Orbeck, buyer assistant, CRWS

10 YEARS

Jimmy Hines, maintenance mechanic II, CRWS
Robert Mendoza, maintenance mechanic II, CRWS
Jennifer Moore, environmental services coordinator, CRWS



5 YEARS

Marie Burns, custodian, LLP
 Michelle Critz, lab technician I, CRWS
 Susan Davis, secretary senior, CRWS
 Will Fluary, maintenance mechanic II, CRWS
 Vidal Guerra, maintenance mechanic II, CRWS
 Brandon Harris, collection system technician II, CRWS
 Sean Krystal, operator II, CRWS
 Butch Landrus, operator II, LRWSS
 Webster Mangham, manager, special studies & assessments, GO
 Kenny Nguyen, info tech support specialist, GO

3 YEARS

Bruce Austin, maintenance mechanic II, CRWS
 Jeanne Daily, accounting clerk senior, GO
 Mary Gaither, lab supervisor, CRWS
 Sean Galbraith, operator II, CRWS
 Joe Gedville, maintenance mechanic II, CRWS
 Jona Hollis, accounting clerk senior, GO
 Mario Martinez, operator I, CRWS



WELCOME TO THESE NEW HIRES:

CRWS

Marcus Massad, operator I
 Rodney Rhodus, collection system technician II
 Phillip Skelly, electronic technician I

GO

Nami Ahmed, multimedia specialist

TCWSP

Jacob Cheney, operator I

TMCROWS

Jacob Garcia, electronic technician senior
 Albert McCall Jr., maintenance mechanic II
 Darris Miles, operator I
 Michael Minkley, maintenance mechanic I
 Jodie Perez, maintenance mechanic II

CONGRATULATIONS ON YOUR PROMOTION:

CRWS

Lukasz Janiszewski, senior biologist
 Valery Jean-Bart, manager, engineering
 Quintin Winters, operator II

GO

Michelle Harlan, senior real estate specialist

TCWSP

Carlos DelaCruz, maintenance mechanic chief

TMCROWS

Stephen Honza, senior maintenance mechanic

HAPPY TRAILS TO THESE RETIREES:

TCWSP

Terry Kanhai, senior operator, 14 years of service

TMCROWS

Jimmy Chapman, senior maintenance mechanic, 15 years of service



Jimmy Chapman receiving his plaque from Ed Mach, TMCROWS manager.



CHANGE SERVICE REQUESTED

PRSRST STD
U.S. POSTAGE PAID
FORT WORTH, TX
PERMIT # 1359

Trinity River Authority of Texas
P.O. Box 60
Arlington, Texas 76004
817-467-4343

Enriching the Trinity Basin as a Resource for Texans



inTRA is published by the Trinity River Authority's communications division for TRA's valued employees, directors, consultants and other interested individuals. To be added to the mailing list or to submit information for publication, contact the communications division at communications@trinityra.org.

Fiscal Year 2015

Holiday Schedule



WED

Christmas Eve
Dec. 24, 2014

MON

Memorial Day
May 25, 2015

THUR

Christmas Day
Dec. 25, 2014

FRI

Independence Day
July 3, 2015

THUR

New Year's Day
Jan. 1, 2015

MON

Labor Day
Sept. 7, 2015

MON

Martin Luther King, Jr. Day
Jan. 19, 2015

THUR

Thanksgiving Day
Nov. 26, 2015

FRI

Good Friday
April 3, 2015

FRI

Day after Thanksgiving
Nov. 27, 2015