



Community Partner for Our Bay, Our Environment

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For immediate release

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West County Wastewater District Hires Ed McCormick as Interim General Manager

The Board of Directors of the West County Wastewater District announced the selection of Ed McCormick as Interim General Manager who will assume the position on Monday, April 24, 2017.

Mr. McCormick brings more than 30 years of experience traversing four management positions before retiring from East Bay Municipal Utility District (EBMUD) and is recognized as an expert in alternative energy and resource recovery. Mr. McCormick is well-respected by the California Association of Sanitation Agencies (CASA), served as President of the Water Environment Federation and served as board member of the Bay Area Clean Water Agencies (BACWA). His notable recognition includes the Construction Manager of the Year from the American Society of Civil Engineers and the EPA Environmental Achievement Award.

BOARD MEMBERS

David Alvarado

Audrey L. Comeaux

Leonard R. McNeil

Sherry A. Stanley

Harry Wiener

BOARD ATTORNEY

Alfred A. Cabral

INTERIM

GENERAL MANAGER

Brian E. Hill

President McNeil: ***“The wastewater district is very fortunate to have an executive of the caliber of Mr. McCormick at the helm. His consummate experience speaks volumes. His formal education and unique blend of expertise in capital program management, engineering, labor-management relations, environmental stewardship, construction, collaborative leadership, wastewater systems and community outreach add tremendous value.”***

Vice-President Comeaux: ***Ed is very well respected throughout the global water and wastewater environment. He will definitely help West County Wastewater District become a ‘Utility of the Future.’***

“I am honored to be selected for the District’s interim staff leadership role as we begin its 97th yearly proudly protecting public health and the environment for the West County community. The opportunity to work with the District’s talented and dedicated employee team and progressive, forward-thinking board of directors is both exciting and inspirational,”
states Ed McCormick

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ED McCORMICK

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Seasoned professional with a progressive, team-oriented leadership style and 35 years of combined public and private experience in the water sector. Industry leader with broad expertise in utility management, including capital program management, engineering, construction and claims management, strategic planning, financial management, GM/Board communications, collaborative partnerships, consultant contract management, wastewater operations and maintenance, renewable energy, and community outreach. Possesses a successful track record of working collaboratively with organized labor. Education: Dual Masters degrees in Management (Public Administration) and in Environmental Engineering.

CAREER ACCOMPLISHMENTS

- **LEADERSHIP & VISION:** Led landmark *West Coast Wastewater Operations and Maintenance Benchmarking Study* of seven major agencies with a combined 10 million customers, establishing industry “best practices” to reduce wastewater treatment O&M (energy, chemical and staffing) costs. Spearheaded the 2002 creation of the CASA Biosolids Program, the first statewide biosolids management advocacy program in California. Proposed the Wastewater Department “Green Factory” vision of becoming a cost-effective net energy producer, and helped to lead its successful implementation over a seven year period (2005 through 2012).

Represent the water sector in key international, national, state and local industry leadership roles as President of the Board of Trustees of the Water Environment Federation (WEF), the world's leading water quality association with 35,000 members; Water Environment Research Foundation (WERF) Board Member (2013-2016); Bay Area Clean Water Agencies (BACWA) Board Member (1999-2013);

- **CAPITAL PROGRAM MANAGEMENT:** Oversaw the successful implementation of more than 320 capital projects. Orchestrated the master planning, engineering, construction, start-up, operator training and process optimization of nearly \$2 billion in wastewater, water resource recovery and recycled water capital infrastructure. Expanded EBMUD's wastewater treatment capacity from 325 mgd to 724 mgd. Managed implementation of \$350M EBMUD Wet Weather Program. Member of EBMUD's Capital Steering Committee (Water/Wastewater) since 1993. Selected as ASCE's Annual Construction Manager of the Year in 1996.

- **FINANCIAL MANAGEMENT:** Developed and implemented EBMUD's annual wastewater capital budgets since 1993 (including water recycling, 1993-2010), helping to keep wastewater rate increases at or below inflation and controlling expenditures within budget. Managed operating and capital budgets up to \$90 million per year. Obtained over \$150M in Federal and State grants and low interest loans for the District's Wet Weather, Recycled Water and Renewable Energy Programs over the past two decades.
- **COLLABORATIVE PARTNERSHIPS:** Developed a collaborative partnership with Representative Barbara Lee's office, the Army, Army Reserve, State of California, City of Oakland and Port of Oakland to successfully negotiate EBMUD's first major wastewater land acquisition in 60 years. Successfully oversaw the EBMUD/Satellite East Bay I/I Program JPA (1996-2009), cultivating high quality working relationships with each satellite community. Helped lead the development of the DERWA Recycled Water Program partnership as a member of the DERWA Steering Committee (1997-2006). Successfully facilitated a win-win solution for DERWA, DSRSD and EBMUD as Acting DERWA Authority Manager for four months during critical debt refinancing efforts (2009). Built effective partnerships with Chevron, West County Wastewater District, the RWQCB, and the North Richmond Community on the 1992-1995 North Richmond Recycled Water Facility Project.
- **SUSTAINABILITY/RENEWABLE ENERGY:** Led EBMUD Wastewater's state-of-the-art Renewable Energy Program, including implementing an 11 MW Renewable Energy facility that became the first net electrical power-producing wastewater plant in North America in 2012. Pioneered the first large scale Food Waste-to-Energy Project at a U.S. treatment plant, winning the 2006 EPA Environmental Achievement Award. Oversaw the first FOG to Biodiesel Facility at a U.S. wastewater treatment plant. Editor of the *"Energy Roadmap for Water and Wastewater Utilities,"* a guide for utility leaders published in 2013.
- **FINANCIAL MANAGEMENT:** Developed and implemented EBMUD's annual wastewater capital budgets since 1993 (including water recycling, 1993-2010), helping to keep wastewater rate increases at or below inflation and controlling expenditures within budget. Managed operating and capital budgets up to \$90 million per year. Obtained over \$150M in Federal and State grants and low interest loans over the past two decades.
- **REGULATORY COMPLIANCE:** Co-managed successful I/I Stipulated Order negotiations with EPA, SWRCB, RWQCB and NGO's. Saved \$50M by successfully negotiating EBMUD's 1998 Wet Weather Permit, gaining SFRWQCB approval that building a required fourth Wet Weather plant was unnecessary. Successfully negotiated air permits with the Bay Area Air Quality Management District for both the original wastewater Cogeneration Facility (engines-1983-1985) and the recent expansion (turbines-2008-2012). Managed EBMUD's Water & Wastewater Business Plan for Water Quality and Environmental Protection (2008-present).
- **WATER RECYCLING:** Propelled development of EBMUD's Recycled Water Program from a 0.2 mgd to a 9 mgd enterprise, saving enough potable water to serve a city the size of Walnut Creek, CA. Led the \$130M San Ramon Valley Recycled Water Program as a member of the DERWA Steering Committee (1997-2006). Developed the Recycled Water Program portion of EBMUD's 2040 Water Supply Management Program.

PROFESSIONAL EXPERIENCE

McCORMICK STRATEGIC WATER MANAGEMENT, LLC

President

Jan 2016 to Present

- Responsibilities:** Provide strategic utility management consulting services to utilities, in:
- Strategic Planning & Organizational Development
 - Planning & Implementing Utilities of the Future/Water Resource Recovery Programs (Water Reuse, Energy Efficiency & Recovery, Biosolids Reuse)
 - Executive & Management Coaching
 - Capital Program Management/Construction Claims Management
 - Keynote/Inspirational Speaker on Global Water Issues

WATER ENVIRONMENT FEDERATION

President, Board of Trustees

2014 to 2015

- Responsibilities:** Lead the Board of the largest Professional Water Quality Association in the world; oversee Strategic Planning, Financial Management, and the Executive Director (with a staff of 90).

UNION SANITARY DISTRICT

Assistant General Manager

2013 to 2014

- Responsibilities:** Oversight of Capital Program (Planning, Engineering, Construction), Collection System Operations and Maintenance, and Wastewater Treatment Plant Maintenance.

EAST BAY MUNICIPAL UTILITY DISTRICT

Manager of Wastewater Engineering

1996 to 2013

- Responsibilities:** Preparing/presenting Board communications; strategic planning; operating & capital budget management; community outreach; union-management relations; I/I Program Steering Committee; water recycling; O&M optimization; CEQA/planning, engineering, construction; energy management; wastewater policy legislative and regulatory review; R2 Program Steering Committee.

Staff Size: 60-90

Annual Budget Responsibility: \$45M to \$90M

Key Accomplishments/Highlights:

- Successfully prepared over 320 Board documents and presentations for EBMUD and DERWA Boards and Board Committees on planning, financial, contracting, litigation, and compliance issues.
- Provided leadership in key roles on the Resource Recovery Program Steering Committee (2006-2013), and I/I Program/Stipulated Order/Consent Decree Steering Committees (2005 to 2013).
- Effectively represented EBMUD on the West Oakland Community Liaison Committee (1997-2013 present), establishing strong community relationships, resulting in positive public support for EBMUD.
- Effectively represented EBMUD on Locals 2019 and 444 Union/Management Contracting Out Committees since 1998. Led both Committees as direct report to the General Manager, from 2011-2013.
- Developed and led a partnership with the City of Richmond, potentially leading to a 15% increase in EBMUD Wastewater's customer base and associated revenues.
- Led landmark West Coast Wastewater Operations Benchmarking Study of seven major agencies with a total of over 10 million customers. Established industry O&M "best practices" to reduce energy, chemicals, and staffing costs.
- Performed AWWA/WEF Qual-Serve Peer Reviews at agencies across the U.S. and Pacific Islands as the team's Wastewater industry expert.
- Effectively managed Wastewater Department's Legislative Review Program (2006 to 2013), Odor Control Program (1998 to 2013), and Biosolids Management Program (1998 to 2013).
- Chaired District-wide Professional Services Contracting Committee (1998 to 2013). Pioneered EBMUD's Engineering Consultant Roster process, streamlining consultant procurement. Developed EBMUD's Professional Services Contracting Guidelines and trained 150 project managers.
- Led development of EBMUD's Environmental Management System, the first utility certified in northern California. Led the restructuring and streamlining of the National Biosolids Partnership.
- Reorganized Wastewater Engineering to create Wastewater's first in-house design engineering group, upon completion of \$300M Wet Weather Program.
- Steering Committee member of an EPA-funded collaborative of the six national water and wastewater associations (*AMWA, AWWA, NAWC, APWA, WEF, NACWA*) that developed the "Ten Attributes of Effectively Managed Water Utilities."

Manager of Design & Construction

1995 – 1996

Responsibilities: **Managed engineering and construction; labor negotiations.**

Staff Size: 45-60

Key Accomplishments/Highlights

- Represented EBMUD management on Labor Negotiation Team that successfully negotiated a 3-year Collaborative MOU Agreement with Union Local 2019.
- Managed a Project Management, Design and Construction matrix organization responsible for capital program oversight of all wastewater, recycled water and wet weather programs.
- Developed and maintained engineering, User Group, project design and construction management procedural manuals, standard specifications, contracting guidelines, and safety program.

Manager of Wastewater Construction

1989 – 1994

Responsibilities: **Managed the Wet Weather Program for the Wastewater Department.**

Staff Size: 30-45

Key Accomplishments/Highlights

- Managed EBMUD's \$350M Wet Weather Program, including three treatment plants, 12 MG in storage and seven miles of new sewer interceptors.
- Led Operations and Maintenance "Pay for Skills" Workgroup.
- Developed and implemented \$350M 5-year Wastewater Capital Program, largest in EBMUD history.
- Championed first EBMUD "Quality Team" to increase employee engagement on continuous improvement efforts.
- Pioneered EBMUD's first Dispute Resolution Board (1994) and "Partnering" on all projects > \$1M (1992).

Supervisor of Plant Engineering

1985 – 1989

Responsibilities: **Supervised engineering group on major wastewater capital projects. Led Department's O&M Engineering program.**

Staff Size: 10

Key Accomplishments/Highlights

- Project Manager for the \$100M Main Plant Expansion Project construction and start-up.
- Represented EBMUD with Federal, State and local regulatory and other agencies, cities and counties.

Associate Environmental Engineer

1983 – 1985

Responsibilities: **Project & construction management; regulatory permitting.**

Staff Size: 4

Key Accomplishments/Highlights

- Construction Manager for the \$15M, 6.6 MW EBMUD Cogeneration Station Project, responsible for construction management, facility start-up, performance testing, air permitting, and operator training.
- Project Manager for wastewater treatment and collection systems projects, planning through start-up.
- Participated in wastewater treatment plant operations during month-long 1985 Union Local 444 strike.

BROWN & CALDWELL

Environmental Engineer

1980 - 1983

Responsibilities: **Planning and design of water, wastewater and recycled water facilities.**

Staff Size: 3-10

Key Accomplishments/Highlights

- Designed and provided construction management support for a 100 mgd Regional Wastewater Treatment Plant for Salt Lake City, Utah, including the activated sludge secondary treatment, solids handling, power generation and chlorination processes.
- Developed Start-up, Operating Procedures and Training Program for a 100 mgd wastewater plant.
- Supervised project teams in the preparation of facility plans, plans and specifications, and cost estimates for drinking water, wastewater and recycled water facilities.
- Performed financial evaluations of Clean Water Grant wastewater facilities construction projects as an EPA consultant.
- Produced a Recycled Water Master Plan for the cities of San Jose, Santa Clara and Milpitas.
- Performed hydraulic modeling of water distribution systems.

B.P. TECHNICAL SERVICES

Senior Engineer and Office Manager

1977 – 1978

Responsibilities: **Office Management; project management; staffing and training.**

Staff Size: 8-24

Key Accomplishments/Highlights

- Managed daily operations of Cambridge, MA office.
- Hired and trained engineers in computerized power plant pipe support design.
- Prepared project budgets, schedules and staffing requirements.

EDUCATION

Master of Public Administration (MPA), JFK University (1989)
Emphasis: General Management

**Master of Science in Environmental Engineering, University of California,
Berkeley (1980)**

**Bachelor of Science in Civil Engineering, University of Massachusetts, Lowell
(1977)**
Emphasis: Environmental Engineering

CERTIFICATIONS

- **Registered Civil Engineer #33317, State of California**
 - **Certified Value Engineer, University of California, Berkeley**
 - **Certified AWWA/WEF Qual-Serve Peer Reviewer**
 - **Graduate of EBMUD's Management Leadership Academy (2006)**
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AWARDS

- **CWEA Select Society of Sewage Sludge Shovelers (5S) Award, 2009**
 - **EBMUD Management Excellence Award, 2005**
 - **ASCE Construction Manager of the Year, 1996**
 - **JFK University Award for Outstanding Scholastic Achievement & Leadership in Management, 1989**
 - **EBMUD Wastewater Department Supervisor of the Year, 1989**
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WASTEWATER INDUSTRY LEADERSHIP

- **Water Environment Federation (WEF) Board President (2014 to 2015)**
- **Water Environment Research Foundation (WERF) Board (2013 - 2016)**
- **WEF Board of Trustee Member (2008 – 2016)**
- **Chair, CASA Program Committee (2012 - 2014)**
- **Chair, WEF Committee Leadership Council (2012 - 2013)**
- **Chair, CASA Managers Committee (2011 - 2012)**
- **Chair, CASA Awards Committee (2009 - 2010)**
- **Chair, WEF Hurricane Katrina Report to Congress Task Force (2006)**
- **WEF Board of Trustees Liaison to Government Affairs (2008 - 2011)**
- **Chair, WEF Utility Management Committee (2002 - 2005)**
- **Chair, CASA Land (Biosolids) Issues Forum (2000 - 2008)**
- **Chair, BACWA Biosolids Committee (2001 - 2007)**
- **Chair, EBMUD/North Richmond Community Advisory Group (1992 - 1996)**
- **Chair, ASCE Engineering Management Committee (1992 - 1993)**
- **Member, WateReuse National Regulatory Committee (2003 – 2011)**
- **Member, NACWA Representative to the Effective Utility Mgt. Steering Committee**
- **Member, WEF Infrastructure Task Force (2004 – 2005)**
- **Member, CWEA Government Affairs Committee (2001 - 2007)**