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Union Sanitary District Wins Statewide Award of Excellence

Union Sanitary District (USD) recently received statewide recognition for its “Leadership School” in-house training program. The California Association of Sanitation Agencies (CASA) presented USD with its Organizational Excellence Award acknowledging the District’s efforts to educate staff about the responsibilities of management and other critical roles while providing training and mentoring to support them in promoting to those positions.

“Like many organizations, the District is continually faced with the retirements of seasoned staff – both management and non-management employees,” says Laurie Brenner, Organizational Performance Program Manager. “These

employees fulfill roles that are critical to our protection of public health and San Francisco Bay. USD's Leadership School was conceived as an opportunity to develop internal candidates who could not only fill these positions, but like their predecessors, become strong industry leaders."

The Leadership School's curriculum is a blend of learning opportunities. Participants complete external college-level business management coursework, attend in-house classes focused on USD-specific policies and processes, and are paired with an executive team mentor to gain insight into what a management role at the District entails.

"The proof of Leadership School's success is that many graduates have received promotions into management and other positions with higher levels of responsibility – some more than once," says Brenner.

This is the second statewide award received by USD for the Leadership School program. In 2015, the California Special Districts Association (CSDA) highlighted the value of Leadership School by presenting USD with its Innovative Program of the Year Award.

General Manager Paul R. Eldredge notes that "Leadership School has resulted in promotions from within that provide significant savings in training time and

maintain our high productivity levels. This helps us to continue providing customers reliable, cost-effective service.”

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Union Sanitary District operates a 33 million gallon per day wastewater treatment facility in Union City and provides collection, treatment and disposal services to a total population of over 347,000 in Fremont, Newark and Union City, CA. The District maintains over 800 miles of underground pipeline in its service area. For more information about USD, visit the District's website at www.unionsanitary.ca.gov.