



B A C W A
BAY AREA
CLEAN WATER
AGENCIES

BACWA Spirit & Leadership Award

Nominee:

Name: _____

E-mail: _____

Nominator:

Name: _____

E-mail: _____

Agency: _____

Phone: _____

What is it?

This biennial award of \$2,500 honors the memory of Arleen Navarret and Dave Williams, two former members of the BACWA community who exemplified public service and environmental stewardship. The funds may be used for conferences, leadership events, classes, or other activities that will support the awardee's professional development.

Arleen Navarret, a former BACWA Executive Board Chair, spent nearly 30 years with the San Francisco Public Utilities Commission and provided leadership to BACWA and Tri-TAC boards and committees. Her combination of technical and regulatory expertise and interpersonal skills was been invaluable to BACWA. Her development of effective relationships with regulators and community-based non-profits has resulted in the development of more thoughtful and effective water quality regulations.

Dave Williams, a former BACWA Executive Director, previously served as the Director of Wastewater for the EBMUD, and on the Board of Directors of the Central Contra Costa Sanitary District. During his long career, he led the region in garnering support for practical science-based regulation, fostered broad collaboration amongst the membership and regulatory bodies, and centered careful and transparent stewardship of public funds.

This is a biennial award honoring emerging leaders in the wastewater community exhibiting characteristics possessed by former Arleen Navarret and Dave Williams:

- Leadership in the workplace and wastewater community
- Commitment to environmental protection
- Mentorship of and compassion for others
- Dedication to development of wastewater workforce
- Technical expertise and innovative problem-solving
- Effective communications with people from diverse backgrounds
- Civic Integrity with a high commitment to ethics, transparency, and public trust

Who is eligible?

Only current employees of BACWA member agencies are eligible to receive this award.



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How to apply

Applicants may nominate themselves or be nominated by their colleagues. Applications must include:

1. Completed Nomination Form
2. Individual Narrative (in the following format)
 - a. nominee name at the top of each page
 - b. no more than 2 pages of double-spaced, 12-point font
 - c. concise introductory paragraph describing who the individual is and why they are being nominated
 - d. subsequent paragraphs that address
 - i. specific work or activities of the nominee that meet the one or more of the following criteria for the award: leadership; environmental protection; mentorship; workforce development; tech expertise; effective communication; public service and integrity
 - ii. the specific opportunity to which the award could be applied and how it would benefit the awardee in their professional development related to one or more of the following: leadership; environmental protection; tech skills development
 - e. concluding paragraph describing how this individual has or has the potential to positively impact and contribute to the wastewater community.

Deadline and Selection

Applications are due April 8, 2026 and should be submitted by e-mail as an attachment to jdymment@bacwa.org. The winner will be selected by the Award Committee and the award will be presented to the recipient at the BACWA Annual meeting on May 15, 2026. (Funds may be used for travel, lodging and meals, but not any alcoholic beverages.)