

EMPLOYEE RECOGNITION AWARD

October 2026

EMPLOYEE: Emma Lauchner

UNIT: Mercury and Metals TMDL Unit

TITLE: Environmental Scientist

SUPERVISOR/TITLE: Lauren Leles, Senior Environmental Scientist, Supervisor

Emma Lauchner is being recognized today for her collaborative spirit and strong commitment to developing creative and scientifically sound regulatory programs. Since joining the team in July 2025, Emma has consistently demonstrated and encouraged others to have a work culture of trust, collaboration, and integrity.

Emma Lauchner approaches her role in the Mercury and Metals TMDL Unit with exceptional professionalism and dedication. Her work on the Delta Mercury Control Program, a technically complex and demanding initiative, reflects her ability to manage an extensive program history and conduct thorough statistical analyses. She has also been a trail blazer by utilizing her creativity to develop TMDL alternatives that balance the needs of Delta communities, as well as leading the development of the Program of Implementation section of the Delta Mercury Control Program's Review. She also played a central role in presenting these programmatic changes during a recent public staff workshop. Emma conducted herself with poise and professionalism. Her dynamic and calm, collaborative nature has established her as a valuable resource within the unit.

Emma's technical proficiency is further complemented by her fisheries background, which she leverages to inform decision-making across the Board. In addition to her work on TMDLs, her contributions to the Delta Regional Monitoring Program's Mercury Technical Advisory Committee are substantial, as she has excelled in designing long-term monitoring strategies, reviewing Quality Assurance Project Plans, all while ensuring strict adherence to the Board's requirements. Her additional assistance in reviewing mercury monitoring and management requirements within 401 Certifications is consistently comprehensive and presented with clarity and professionalism. Emma's adaptability and eagerness to take on new responsibilities make her an indispensable asset to the team.

Her attention to accuracy and clear communication has elevated the standard of work in the unit, while her collaborative mindset has promoted mutual respect and teamwork. On behalf of the Central Valley Water Board, we sincerely thank Emma for her exemplary service, steadfast dedication, and pursuit of excellence.