

# EMPLOYEE RECOGNITION AWARD

June 2025

**EMPLOYEES:**

Cindy Au-Yeung, Environmental Scientist, Rancho Cordova  
Jennie Fuller, Senior Environmental Scientist Specialist, Rancho Cordova  
Charlie Johnson, Water Resource Control Engineer, Rancho Cordova  
True Khang, Environmental Scientist, Rancho Cordova  
Bethany Soto, Environmental Scientist, Fresno  
Nate Willow, Engineering Geologist, Rancho Cordova

**UNIT:** CV-SALTS Program

**SUPERVISOR/TITLE:** Angela Cleaver, Senior Environmental Scientist Supervisor

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Cindy Au-Yeung, Jennie Fuller, True Khang, Bethany Soto, Charlie Johnson, and Nate Willow are highly valued members of the CV-SALTS Team and are jointly nominated for this Employee Recognition Award. They are being recognized for their outstanding work on the implementation of the CV-SALTS Salt and Nitrate Control Programs. Specifically, each team member contributed to an extensive review of deliverables for the Nitrate Control Program earlier this year. They took on lead roles to review Preliminary Management Zone Proposals and Early Action Plans for new Management Zones, which cover eight groundwater subbasins including Delta Mendota, Eastern San Joaquin, Madera, Merced, Kern County (Poso and Westside South), Tulare Lake, and Yolo.

Review of the Early Action Plans had to be done on a short timeline as required by the Basin Plans. They closely coordinated their reviews with fellow teammates and management to ensure that Basin Plan requirements were met, sent out public notices, planned and hosted a virtual public workshop, completed the reviews, and issued conditional approval letters for the Early Action Plans that also addressed public comments received on the plans. Completion of this review is a noteworthy milestone because it allowed for implementation of free well testing and safe drinking water programs to begin across the new Nitrate Program Management Zones on February 26, 2025.

In addition, the CV-SALTS Team went above and beyond their normal workload for 6 months, to support their program while their Program Manager was on extended leave. They took on extra tasks outside of their usual assignments, such as organizing and facilitating meetings, providing program updates to management, representing Region 5 at coordination meetings, and taking on lead roles to address permittee-specific inquiries.

Jennie, True, Cindy, Charlie, Nate, and Bethany's hard work and dedication to the CV-SALTS Program is greatly appreciated. We are fortunate to have them working at the Central Valley Water Board and they are all very deserving this award.