

City of Tracy

Wastewater Treatment Plant

Tracy, California

I. Respondent and Presenter:

Dale Klever, WWTP Operation Superintendent

II. Treatment Plant Characteristics:

- Wastewater Treatment Plant
- 8-14 employees in Operations Division
- 90,000 customers served
- New recycling pump station in planning

III. Innovation:

A. Description

1. Water recycling
2. Solids recycling
3. Utility program – Operators can become cross-certified and cross-trained to work both the treatment plants, water, and wastewater.

B. Type of Innovations

- Increased use of Information Technology
- Modification of workflow processes or classifications
- Inter-agency agreements or other administration changes

- New approach to documentation, technical training, staff development, or knowledge management
- Optimization of Existing Resources

C. Motivation for Innovations

- Increase in staffing capabilities without more staff
- Interest by staff to participate
- City mission/goal to encourage staff development

D. Barriers/Challenges

Scheduling the training

E. What are the Benefits?

Staff motivation – highly-skilled larger pool of staff to cover shifts at each plant.

F. Effect on Staff Training

More Training involved with greater competency achieved.

G. Lessons Learned

There needs to be limits to how many personnel can cross-train at once.

IV. DROUGHT-RESPONSE

Planning water recycling