



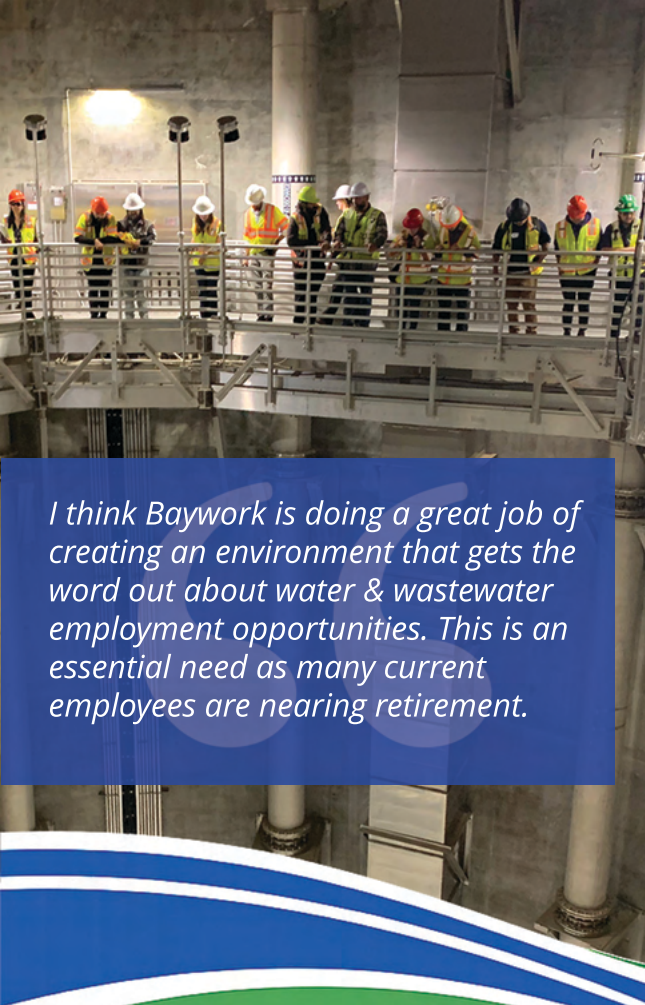
ANNUAL REPORT 2025 - 2026



Visit our website



BAYWORK
www.baywork.org



I think Baywork is doing a great job of creating an environment that gets the word out about water & wastewater employment opportunities. This is an essential need as many current employees are nearing retirement.



2025/2026



WOW 2025-2026

Workshop On Wheels

The 2025/2026 WOW Tours were another tremendous success, drawing strong participation and positive feedback from members. These educational tours provided unique opportunities to learn from industry leaders, explore state-of-the-art facilities, and strengthen relationships across the water and wastewater community.

During the year, participants toured eight outstanding facilities over two regional events:

Peninsula Bay Tour (October 29th, 2025): SFO Mel Leong, Pacifica Wastewater Treatment Plant, San Mateo Wastewater Treatment Plant, SFPUC Harry Tracy, and Silicon Valley Clean Water.

SFPUC Tour (April 22nd, 2026): Lake Merced Pump Station, Southeast Treatment Plant, Treasure Island Wastewater Treatment Plant.

#BayworkWOW #BayworkWOW2025-26





2026

WATER & AI SUMMIT



ARTIFICIAL
INTELLIGENCE



WATER
INNOVATION



SMARTER
OPERATIONS



DATA-DRIVEN
DECISIONS

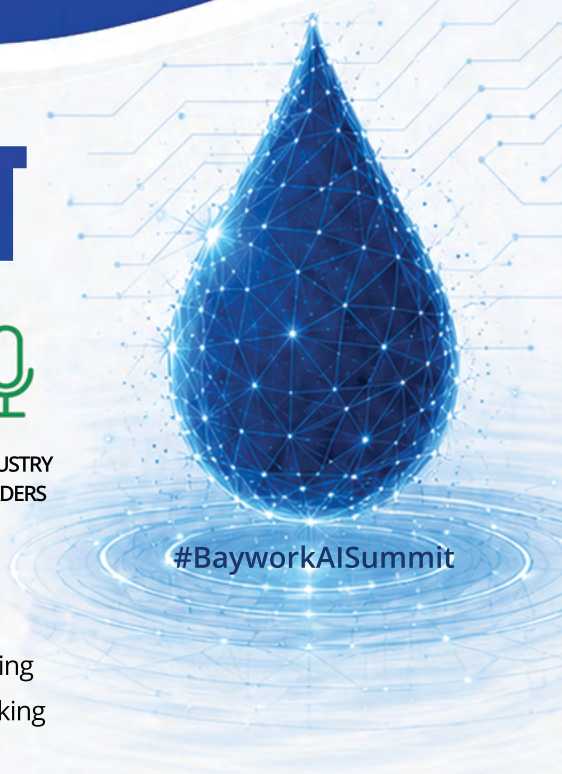


WORKFORCE
COLLABORATION



INDUSTRY
LEADERS

BAYWORK's 2026 AI Summit, held on March 18, 2026, brought together water and wastewater professionals for a full day of learning, collaboration, and innovation. Industry leaders shared real-world applications of artificial intelligence, demonstrating how AI is transforming utility operations, workforce development, and decision-making across the sector.



SESSION HIGHLIGHTS



AI AS A STRATEGIC UTILITY ASSET

Using AI to improve utility operations and decision making.



WORKFORCE, TRAINING & HUMAN-AI COLLABORATION

Preparing and equipping our teams for the next generation of work.



AI ADOPTION APPROACHES IN WATER DISTRICTS

Real-world strategies and lessons learned from water agencies.



HOW TO USE AI IN YOUR DAY-TO-DAY WORK

Practical tools and applications you can use right away.



"We are in the very early innings of the AI revolution. The breakthroughs are going to be profound, and we're just beginning to scratch the surface."

– Jensen Huang, CEO of NVIDIA

KEY TAKEAWAYS

- ✓ Practical AI tools ready to use today
- ✓ Real-world utility case studies
- ✓ Workforce transformation strategies
- ✓ Stronger collaboration across the sector

CONTINUE LEARNING



Presentation recordings, slides, and resources are available online.





2025-2026 HIGHLIGHTS

This year was filled with impact, connection, and forward momentum. From hands-on learning and career-building opportunities to strategic growth and outreach, here are some of our key accomplishments from FY 2025-2026.



287
Participants

at the in-person and virtual interviews this year



49
Unique Attendees

engaged through mock interviews & speed networking



118
Total Attendees

at Workshop on Wheels two events



107
Attendees

at the Annual Water Summit



13
Apprentices & Interns

11 interns & 2 apprentices



1
New Signatory

welcomed to the BAYWORK community



Monthly Newsletter

restarted and a marketing plan crafted for social media



Presented

at the North Bay Watershed Association Biennial Conference



Hired & Onboarded

a new BAYWORK Manager



10,000

active users visited our website



Annual Reports
See all of BAYWORK's annual reports





OUR TEAM

Meet the BAYWORK Leaders



Robert Scott

President

Supervising Program
Administration Workforce
Development, Valley Water



Steven Currie

Vice President

Workforce Development
Program Manager,
Contra Costa Water District



Gil Rivas

Secretary/Treasurer

Director of Construction,
San Jose Water Company



Laura Combs

Manager



Sesa Pabalan

Coordinator

Board Members

- **Nick Ajluni** — City of San Jose
- **Kevin Booker** — Sonoma County Water
- **Alexandra Bradley** — Zone 7 Water
- **Elinor Buchen** — San Francisco Public Utilities Commission
- **Jordan Damerel** — Fairfield Suisun Sewer District
- **Shelisa Jackson** — Zone 7 Water
- **Vincent James** — East Bay Municipal Utility District
- **Steve Moore** — Ross Valley Sanitary District

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BAYWORK





BUILDING THE FUTURE OF WATER



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www.baywork.org

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