INTRODUCING THE DISTRICT

Delta Diablo Sanitation “Special” District formed in 1955

Existing Regional Wastewater facility completed in 1982

Located in Antioch, CA, servicing the Cities of Antioch, Bay Point, and Pittsburg which is approximately 42 square miles

Average flow is 14,500,000 gallons per day (14.5 MGD)

Population served is over 190,000 people and growing

Currently employs 78 wastewater professionals
DDSD IS RAISING THE BAR

Strategic business plan sets the district’s goals & standards

Employer/employee of choice

Participates in regional solutions to industry problems

Promote our district as an educational/training institution

BACWA/Solano College agreement

Partnerships to host internships for two wastewater training programs

Provide summer employment for youth
IN-PLANT TRAINING OPPORTUNITIES

STUDENT INTERNSHIPS FOR OPERATOR-IN-TRAINING

Tri-valley Regional occupational program (ROP)
Solano College work experience program
Los Medanos College — process technology (P-TECH) program

DISTRICT SUPPORTS PROFESSIONAL DEVELOPMENT

Tuition reimbursement ($3,000.00/calendar year)
Computer purchasing program
Department’s have a generous training budget
District contributes to the BACWA/Solano College classes
OPERATOR-IN-TRAINING “OIT” TO LEAD OPERATOR

Obtain an OIT certificate to validate training

New operator
Rop
Solano intern

Must pass state test & complete 2080 training hours
WHAT IS A VOLUNTEER OIT?

SOLANO COLLEGE PROGRAM

Enrolled in OCCED 90 “Work Experience”
Obtain OIT certificate
Complete 60 hours of in-plant training
Per college unit

REGIONAL OCCUPATIONAL PROGRAM

Attends weekly class at DSRSD for 9 months
Obtain OIT certificate & volunteers 540 hours
OUR TRAINING PLAN

Qualification “Qual” Standards
1) Standardizes Staff Training Plan
2) OIT through Sr. Operator

Electronic O&M

Mandatory Training Matrix

Regional Training

Seminars & Conferences

Tuition Reimbursement

Standard Operating Procedures (SOP’S)
OBSTACLES TO O-I-T PROGRAM

- Requires time to train the intern
- Can slow down production
- Non-motivated volunteers can frustrate plant staff
- Train them and they may leave
- Administrative duties
THE DDSD FORMULA

Board supports district goals
Quarterly meetings with GM
Training the Trainers — sr. operators
Training plan dictates the schedule
Support employee’s self development
Teamwork attitude at all levels
Encourage employee participation
**DOES THE PROGRAM WORK?**

<table>
<thead>
<tr>
<th>Rop trained operators</th>
<th>Solano trained operators</th>
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<tbody>
<tr>
<td>1. Erwin Nanon - ddsd</td>
<td>1. Bert Olandia - fssd</td>
</tr>
<tr>
<td>2. Akli Belaidi - san leandro</td>
<td>2. Robert Martin - mvsd</td>
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<tr>
<td>3. Andronico Gerolaga - vfcsd</td>
<td>3. Mike Silva - csma</td>
</tr>
<tr>
<td>5. Tom Herlihy - union San</td>
<td>5. Joshua Lett - palo alto</td>
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<tr>
<td>6. Tim Coleman - richmond</td>
<td>6. Mary Jo Ramey - csma</td>
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QUESTIONS OR COMMENTS

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