

2023 Career Map Survey

Qualitative Responses (Un-edited)



Verbatim answers to the following survey questions are provided:

What do you enjoy most about working at TMWA?

What do you need from a job and a company to remain engaged?

What kinds of work schedules/arrangements are most important to you?

What skills, knowledge or competencies need to be learned or acquired?

What tools or resources do you need to enhance your performance or development?

What learning activities or experiences would enhance your performance or better prepare you?

How can TMWA or your supervisor continue to support you?

What work-related opportunities would be meaningful and exciting to you?

What can we do to help you better understand our business?

Are there any departments or functional areas that you want to understand better in order to do your job best?

What motivates and energizes you?

Which of your talents would you like to use more?

Is there any other (benefit category) in the prior question that is important to you?

Tables are color-coded according to how the employee responded to “*How effective is TMWA meeting these needs (to stay engaged)?*”

Green cells = Effectively engaged respondents

Grey cells = Passively engaged respondents

Orange cells = Not effectively engaged.

Answers in white cells were due to the respondent not answering the “how effective” question.

What do you enjoy the most about working at TMWA?
The people, projects, events and collaborating with partner agencies.
Opportunities to work across disciplines Working side by side with professionals Serving the public
The people and the diversity of jobs and tasks.
I enjoy the employees at TMWA. The way a group of individuals can come together to provide safe drinking water to the community, while collaborating to solve any issues that arise is exciting.
The people I work with throughout TMWA
The daily challenges and having to adapt and overcome to provide the best results.
Sense of shared mission and staff unity. It is by far the most positive and productive work culture I've ever been part of.
The interaction with other groups. Everyone takes pride in their work.
GREAT ATMOSPHERE AND EVEN BETTER PEOPLE
The atmosphere and people, i enjoy working here and take pride and telling people i work at TMWA and i feel i can always move up or a change never stuck in one spot and always have support.
Great coworkers, and great schedule.
the overall environment
There's passion behind the work we do. Providing clean drinking water to the public...
The entire staff having energetic willingness to help on any item and open support of management. All the open doors.
All employees in all depts are so ready and willing to help. If I have a question, I know I can walk up to anyone, even a manager or director, and ask my question and be helped.
Positive people and flexible time
The competent people that I get to collaborate with on projects.
Working with people of all different walks of life with all levels of expertise and skill sets that contribute to the overall success of the organization.
Working with a group of highly motivated, talented people all working towards generally common goals and objectives. I appreciate the sense of team and camaraderie throughout the group.
I love the culture of TMWA. It has the benefits and security of government but is less bureaucratic and is run more like a private company.
I love the environment management fosters for us. I have a flexible schedule with respect for family needs - there is never any guilt or shaming for having a life outside of work. Everyone works hard and rallies together and we never really have to pick up any slack for anyone else. Professionalism and fun mixed together!
(1) the people, (2) my job is very rewarding, (3) I'm a firm believer that happy employees make happy customers.
I enjoy the people, both in terms of a good working culture, and also a huge pool of experienced employees that I consistently go to with questions. I enjoy that the engineering work I'm doing is at facilities that I'm already familiar with, and that serve the community that I live in.
Doing my part to supply safe drinking water to our community.
The people. Working with engineers, mechanics, electricians, operators within TMWA to solve construction project challenges.
The COMMUNITY, the DIVERSITY, the PEOPLE, and the LEADERS. I feel like they are all so welcome where you feel like your surrounded by your family who is there to put smile on your face and your there to help them. And how comfortable the TMWA system is where whenever you need time off, appointment, family emergency and more they are always so appreciative.

The people
I love how we support each other and work together as a family! I have met some amazing people in the last 20 years!
The people. We have an amazing group of leaders and employees.
The culture and the atmosphere. Many are so supportive of one another and always willing to collaborate and help one another out.
TMWA takes a great deal of pride and has high standards as well as encourages strong working relationships across departments. It is because of this, I get to work with really great, smart people. Having continuous opportunities to learn more about our systems, operations, facilities, challenges and how we work through them.
The organizational culture is positive, the morale is excellent, and the quality of the staff is exceptional.
The friendly culture, focus on customer service, emphasis & priority on technology improvements, competitive pay, variety of responsibilities in my role.
Everyone is so incredibly nice and have been extremely welcoming. The systems that are in place make sense and everyone is actively engaged in their jobs and making things better. The mood and atmosphere around the building is excellent. I feel like I was innately trusted to do my job and given the reigns almost immediately. At no point have I felt like I'm being hovered over or nitpicked. I appreciate the trust I've been given and the positive feedback, it has actively encouraged me to do the best I can.
Support from leadership and staff. The subject matter and importance in the community.
I like how approachable leadership is. I never feel looked down upon or not welcome when high level topics are discussed. I like how it seems all decisions are made by the leadership team and not directed by one department or individual.
The people. Hands down the best thing about this job.
I mean, just being real, its a stable environment that allows me to provide for my family and have a solid work/home life balance, and prepare for the future via PERS and such. Beyond that, TMWA truly does hire great people who know what they are doing in their respective roles.
Everyone is helpful. The offer assistance and appear genuinely nice.
<ol style="list-style-type: none"> 1. The great people I get to work with; throughout the company, not just on my own team. 2. The high degree of autonomy I'm given to manage my workload. 3. Lack of commercial pressure; i.e. TMWA is not competing for market share with other companies, TMWA does not need to launch new products to grow. 4. TMWA's mission. Being able to serve the community in which I live (even if it is just in a small way).
The benefits are great, pay is good, and the co workers are great as well. Great environment to be in. Management is great as well.
I feel like I get to work at a very technical and professional level, leveraging my education and experience to provide meaningful and challenging work that benefits the organization.
It is a safe place to work and there are endless opportunities. Leadership gives wide latitude if we are enthusiastic about something we know we can do, and it will benefit the company.
The people and the team work
My coworkers
As noted above, I enjoy being able to work with a variety of departments and employees. I enjoy the stability, benefits, pay, etc. I enjoy the trust, flexibility, and guidance that my manager provides and the opportunity to learn and grow in my position. I enjoy feeling a sense of accomplishment and like I'm contributing to something that matters.
The environment & the benefits.
we are like family

The people I work with and around every day. They are so welcoming and willing to help out on any task. Very family friendly.
Working with lots of self-motivated, smart and capable individuals who are doing their best to accomplish their part of our essential mission for the community we serve.
I love what we do and the team we have doing it. I love the camaraderie and that everyone seems to genuinely care about their coworkers personally and professionally. I think we have a dedicated, knowledgeable and professional team that is recognized as being best in class and I'm proud to be a part of the team.
Everything! I absolutely adore my coworkers in our department, but I also enjoy everyone outside of our department. It is a very tight knit group that we have here, very family oriented. I like the gatherings of families, and celebrations that we have here. I don't get to join many of them, but I do like the fact that we have them. I think it is important for everyone to gather together every so often. I also really like the fact that positions are often given to those internally first, with the opportunity to switch departments. Such an amazing option to provide people with. And rare at that. The provided benefits and generous compensation is very pinitol to those desiring to retire at that specific company. The fact that they do these things is incredible and makes me feel so very lucky to be at such a place.
My boss and Co-workers and how well we thrive as a team.
The people are by far my favorite part of the organization. I have made some great connections with people here that make my life better.
People's commitment to the organization
The people. The culture and ethics, also.
The most amazing coworkers, as well as learning from some of the best scientists in the field
My job at TMWA allows me to have a direct contribution to the community that I live in, work in, play in, and love.
The people and variety of projects.
Pretty much everything! Working under John Enloe has been great. He is a fantastic leader and gives me quite a bit of freedom. I also really like the flexibility of work hours. It allows me to coordinate my personal life with a new baby and I never stress about having to clock in at the exact same moment every day.
Atmosphere! Even when I am stressed out and feeling my worst, all I have to do is walk down the hall and someone will smile and talk to me. There is also a very specific work ethic here, everyone works hard, they are good at what they do and I feel like everyone is generally rowing the boat and moving us forward.
I enjoy working to help improve our community
The freedom to do the right thing, make the most of our talents, high design/construction standards for the betterment of the community, the flexibility to wfh and remotely when I don't have field work.
Knowing that we are the best water agency out there. Knowing the talented staff we have, and how nimble of an organization we are, and how much we actually get done with so few people. And my colleagues many of whom I have known for many, many years.
Trust, people, culture. Being recognized for efforts and contributions made.
Community
Always feel supported and resources are available if needed.
The diversity and skills of the employees. I like the job opportunities and potential for growth and experience.
Our mission is worthwhile which brings meaning to the work we do. Also, working with people who want to do their job the best way they know how.
The opportunity (like this) to learn and grow as personally and professionally. Also the people here are great. The chance to expand my abilities and knowledge and responsibilities.

I enjoy the work culture and sense of ownership and pride that everyone shares in delivering a resource that is so vital to the community. I enjoy working with those around me and within my Department that share the same vision and goals and strive to produce a quality product that Ctrl Systems is responsible for that aids in helping the organization deliver that vital resource
The people and opportunities are better than anywhere I've worked before. The only other place with more opportunities I've ever worked was the Navy, and that's saying something.
It is nice to work with a company that everyone has a common goal. The professionalism at TMWA is like no other.
That everyone seems to get along and that its like a little family.
The work is really interesting and challenging...especially the deeper you dive into it.
Working with a great crew along with present and past management.
Great people with and exceeding amount of knowledge and experience in the industry.
I really enjoy the feeling of serving my community by helping to provide such valuable resource rather than using my years of knowledge to help make my employer wealthy.
It is fulfilling to provide a valuable service to the community while providing for my family. I enjoy the work and I feel that it plays to my strengths. I genuinely like my coworkers and my bosses. I also enjoy the schedule for the most part.
The great compensation and professional staff!!
Great company with great people. Positive atmosphere with people in all different departments working toward the same goal and the company BBQ.
The fact that I get to come to work every day and troubleshoot complex processes with little or no direction, and you pay me for it.
I enjoy the people I have worked with
The people
the people and atmosphere-environment 99% of the time is excellent.
The people first. After that, the product I treat and deliver touches every resident every day and people don't even think about it. That means we a doing an excellent job and is quite rewarding.
The people, the culture, I feel like we have an overall great group that share a lot in common.
The people at TMWA and providing a quality product that all of our customers can rely,
providing a service for the community
Room for growth
the people
My colleagues and collaboration with other departments. Pride for the complexity and health of the TMWA system.
I'm still new to TMWA and trying to figure out what I most enjoy. What I've really noticed and appreciated is how inviting everyone has been. I've felt very welcomed and encouraged to learn, and do, as much as I'm interested in. There is a shared objective to encourage exposure to other areas of the business and I really appreciate this mindset.
Having the flexibility to do more than just manage projects and getting to work on challenging projects such as treatment plants, hydro-electric, and the direct potable reuse project.
Very competent staff that are willing to help when asked. Professional attitude. Very much appreciate being treated like adults; not micromanaged or "over the shoulder" supervision. Good benefits. Limited remote work allowed.
Great team full of amazing people, some of them their flames seem to have died out and it is so rewarding to see it reignite if even for a flicker when I engage with them on initiatives that will impact their work lives for the better.

Working with my team, collaborating with other staff
The people. In any workplace there are trials and tribulations and personality conflicts across the work groups but I always enjoy coming to work at TMWA and look for every opportunity to build relationships with everyone. I am challenged at times but I like to learn and prove that with determination and passion, anything in due time can be achieved.
I get some variety of work load and location and the trust to go do my job and do it right.
Working with all the departments and excellent people,
The wide variety of jobs along with my co-workers and working with the public.
I love reviewing historic and current metered water usage at different sites, as well as generating comparable rates for new project uses. The data analysis is extremely interesting to me. I also love being able to say "I completed X projects this month" and having that sense of accomplishment.
The people and opportunities.
Work environment, other employees and the willingness to serve our community.
I enjoy knowing that we are the providers and protectors of the water serving our entire community. The sense of purpose is strong.
The people, I wish I got to know more of them.
it is hands down the best place i have every worked and ive had some pretty good jobs. I like the fact that i am not micromanaged and given the freedom and trust to do my job. I enjoy the work i do and get a great sense of accomplishment from it.
My coworkers, both the MPAT and BU employees. I consider many/most as friends in addition to coworkers, even some SF Giants fans...
The changing atmosphere and knowledge
Being part of this amazing team of people here.
The varying work conditions and technical challenges.
The culture and people: we have a tremendous amount of dedicated, intelligent and hardworking people here. I believe we are a forward-thinking organization.
I like that employees are encouraged to have a work/life balance. This concept creates employees who take pride in what they do and are proud to say they work at TMWA.
learning every day
Team Efforts. When various positions work together to achieve goals (complete projects).
the opportunities that I've been afforded
Good people and the money isn't bad either.
Clear roles and responsibilities
Solving interesting problems and producing useful output.
THE PEOPLE
the family atmosphere
my job

What do you need from a job and a company to remain engaged?
A clear job description, where I understand my role expectations. A robust compensation package (pay, benefits, time off, etc.) and the opportunity to grow in my skills and education while contributing to long term organizational success. Also having an environment that is respectful of everyone.
A management that listens to its employees concerns and ideas.
A sense of collaboration and shared purpose.
Ability to pursue new and interesting projects
An organization that cares about developing their employees as entire person as much as they do about excellent service to customers/clients. Also, an organization that is aware of current industry trends in terms of salary, training opportunities, schedule flexibility and is willing to listen to employees to make adjustments accordingly to stay competitive in the marketplace. I also appreciate organizations that are willing to budget time and money towards innovation and investing in new platforms/technologies.
Being in a dynamic role that has a variety of issues to tackle where I'm being challenged to learn, grow, and expanding my knowledge and responsibilities.
Being left alone to do my job with my crew is all I need.
Challenging problems to resolve.
Challenging work and good work environment that minimizes distractions
Clear and concise goals and expectations.
Clear vision, defined goals and objectives, realistic and achievable expectations, and knowing that leaders above me can be trusted and relied upon to support and provide what is needed. Accountability = Success. Without accountability, we are just checking a block and not actually working to protect our critical infrastructure.
Collaboration, open communication and challenges.
Communication, support, and direction about what is happening now and in the future.
Competitive compensation and benefits.
Competitive pay/benefits and good management/coworkers
Confidence and stability.
Constant challenge to learn more and be better at my job, corresponding compensation, team work
continued opportunities to learn about other departments and what they are doing (like the business drivers meetings). A true "open door" policy to my department leaders. Support for seeking continuing education to better complete my work duties.
Enjoy being challenged and enjoy being involved with new projects such as the Orr Ditch BPS/ Hydro project everyones job meaningful
Family oriented, flexibility with work schedules, and opportunity to grow within the organization.
Flexibility to work around personal and family commitments, management support, continuous training and development opportunities, robust salary and benefits.
Friendly coworkers, as well as having good benefits, flexible supervisors, and a genuine good environment at work.
Fulfillment. But you have to know what will make you fulfilled in order for that to be achieved. I want to help people and the environment. I get to do both in my job: make water for the people and protect it for future generations.
GOOD LEADERSHIP AND GREAT BENEFITS/PAY
Good leadership driven by true visionaries and the ability to always continue to learn/develop my skillset.
Good training, good pay, and good benefits.
Hope the company needs my input and feel that it's appreciated.
I am content with my current job and the way TMWA is ran.

I am self motivated. I don't look to TMWA to keep me engaged. That is by no means meant as a negative comment toward TMWA. I truly enjoy working for TMWA and I appreciate the opportunity to be part of this phenomenal team. That said, I do appreciate honesty and integrity. I appreciate working for an organization that has high ethical standards.
I can't think of anything.
I don't NEED anything to remain engaged, but I believe I, and really everyone, need to have new challenges and experiences to go beyond just being engaged, but to grow and be proactive and transformative in my role and for the organization.
I feel I have everything I need to remain engaged.
I get everything I need. Trust and space to do my best work. I feel like my opinions and contributions are valued and I am supported in my endeavors.
I just like working with teams that have positive moral. TMWA staff is so smart and I never feel like I'm putting anyone out when I ask for help. Everyone wants to help me learn which feels good.
I need a constant flow of work. Empty days with zero to no job tasks are taxing and get boring pretty quickly.
I need continued help with procedures I might not know how to do or that I might not remember how to do. This help provides a cooperative environment which makes me feel encouraged rather than isolated.
I need to be mentally challenged. I need to work for a company that has the same values and work ethic as I do. Freedom to do my job effectively with solid support when needed. Open communication and open minds.
I need to feel like I am making a difference, I am appreciated (which I do) and to be challenged.
I need to know that I am adding value and that the job or task that I'm performing is making someone else's job easier and the organization a better one
Interesting projects. Opportunities for personal development/growth. Competitive compensation. Work life balance.
It needs to be intellectually stimulating. I need to believe in the mission and vision of the company. The people need to be exceptional (in terms of character and ability). Respect of my peers. Trust. TMWA over-delivers on all fronts!
Job security, good pay, good benefits, time off for my family and low drama.
Keep giving me jobs that challenge me. Keep putting the right people in management and supervision roles above me that I enjoy working for. This is a fun place to come and work right now.
Keep me busy, and the ability to keep learning.
NA
Necessary support for the job, consistent leadership messages and direction
New problems to solve, a balance between technical expertise and working with end users. A clear definition of ownership in software and processes.
New problems to solve, new and different tasks to perform, new or different technologies to utilize. Presently all the above is being fulfilled and I feel engaged in the role that I've assumed
No rinse and repeat. Critical thinking for each project is a must. No CAD drafting! I check-mark all three of those boxes already.
Nothing more than what I already receive.
opportunities to learn new things.
Opportunities for career growth; Challenging work; A paycheck =)

<p>Opportunities for growth and development are essential for me to have within the organization if I'm going to advance. I admire a company that invests in the development of its people and offers opportunities for both professional and personal growth, whether it be through training programs, mentorship, or difficult tasks. Feedback and Recognition: It's important to provide team regular if not Weekly feedback and acknowledge their contributions to the team and work. I personally feel is really good idea to just simply recognize people even doe they did small thing to make someone life better.</p>
<p>Opportunities for growth are key for me, usually in the form of: Increasingly more complex/unique projects, Working on a team with more veteran/seasoned engineers to learn from, and Educational/training opportunities.</p>
<p>Opportunities that test me and make me need to continually improve. I have Supervised the light crews, heavy crews, field and meter services and now inspections in my just over 8 years with TMWA which has kept me very engaged.</p>
<p>Opportunity for advancement.</p>
<p>People willing to work together, share ideas, open door to management, technology, education, safety within the environment in which we work, open communication.</p>
<p>Personally, appreciation for effort and work and honesty. Avoiding micro-managing tasks. Mentoring. I also enjoy variation in tasks.</p>
<p>professional and friendly staff, fun events, good compensation.</p>
<p>Purpose; the responsibility to understand the basis of a problem encountered and then being given the resources and opportunity to address it.</p>
<p>Recognition and not to feel like I am just a number or easily replaceable. To feel like I am a part of a team</p>
<p>Recognition of abilities, job experience and a task well done</p>
<p>Respect</p>
<p>Similar to 19 above</p>
<p>Some team interaction and sense of inclusion. Variety of projects and challenges. Occasional feedback that I'm generally on the right track.</p>
<p>supervisors who listen to any issues and help you with them</p>
<p>Support and appreciated.</p>
<p>Support, Encouragement, a Positive Outlook, Opportunities to Grow both in knowledge and experience. Truly, tell me when I have done a good job. I like to know that I am making a difference. And, alternatively, tell me when there is something I need to improve. I really do strive to be the best that I can be!</p>
<p>Support, freedom to make mistakes and learn from them, direction to avoid major pitfalls, and a genuine sense of care from superiors.</p>
<p>Tasks that need to get done.</p>
<p>Things to keep my mind engaged. I like projects along with regular days. The balance keeps it interesting.</p>
<p>To be challenged intellectually.</p>
<p>To be treated like I make a difference in the company and that I am appreciated.</p>
<p>To feel like I'm valued and heard.</p>
<p>To feel like you are part of a team, something bigger than just a body filling a position. I like to feel like there are accomplishments throughout the week, even if they are small.</p>
<p>to keep learning and to be engaged in that learning...to care</p>
<p>To remain engaged I need to constantly be learning and have a large array of tasks to do.</p>
<p>To remain engaged I would like to see the value in my work for the company.</p>

Trust and freedom to do my work as I please. I am very fast and very good at what I do and my work history shows that.
Trust, respect, and work/life balance
Trust, the ability to work without being micro-managed. Honesty and openness, and comparable pay.
Understanding and compassion. Those two may seem to go hand in hand but really, they're two sides of the same coin.
Variety, challenges, being needed.
a challenge, respect and compensation
A positive uplifting environment.
As an employee, I think we need to continue to deliver opportunities for cross-training across departments, why X is such a big priority to Y because of the stress level that some people don't see in other departments. I'll never know the stress of a Finance audit any more than Finance will know the stress of an NDEP/EPA audit or Engineering knowing the stress that Operations have when not having a water tank during potential outages. I think we need continued opportunities to make the GM and Directors and Managers to be available to other department meetings IN ADDITION to having face time with the people we don't often work with, Finance people at Operations for half a day, or Engineers to accompany a water leak, etc...
Balanced approach to workload - no "piling on" of work, and feel like there's help with the workload when needed. Pay raises nearer to inflation level, especially in these times.
continued growth and experience communication
Culture, communication and clear expectations, a team environment, and support and mentorship from management.
Culture! A place that you can feel like you are seen and heard. An organization that sees their people as prize possessions. An organization that empowers their teams and gives them the resources they need to flourish. To listen to their pain points and help them through it creatively so their is resolution. Coach, mentor, train and enforce accountability across the organization. Communicate and reinforce the culture and refine the organizations visions and strategies. Investing in people is paramount so the organization can build a standard for the future for many years.
EFFECTIVE COMMUNICATION. The majority of stress with my role comes from information not being shared or disseminated amongst the group and leaves everyone asking questions with no answer till it's brought to others attention.
Fair compensation and recognition of experience and contribution to TMWA.
Good communication and mentorship
I believe new challenges and growth opportunities are critical for employee engagement. I think in this field, things change constantly and if one does not have the ability to attend conferences and trainings, it would be difficult to progress and find better and more efficient ways of doing things.
I need opportunities to grow in the areas I'm interested in and fulfilling work. I need management that can provide support without being overbearing.
Just a continuation of skill development.
just let me go out and do my job
Just support, more training opportunities, be given responsibility
Meaningful work, opportunities for growth, and transparency.
More communication on future projects as the town grows and the reasoning behind those projects over others.

<p>New problems to solve and new development opportunities. I need growth within a job/role and the opportunity to expand the role I'm in to take on areas of interest. I also need to be able to see the fruits of my labor and to see projects to completion.</p>
<p>Opportunity to evolve and maybe move up.</p>
<p>potential for upward mobility</p>
<p>Proper training, mentoring, guidance, challenges, problem-solving opportunities.</p>
<p>Recognition and understanding</p>
<p>Recognition of efforts and work completed, work life balance, flexibility, high company morale</p>
<p>stay the course. There is alot of talk of a foremen position in our dept. I Truley thinks it is the quickest way to destroy our dept. There has been one in the past and it was disaster. I think it would be a disaster to do it again. We do not work in a crew environment. I consider our position to be one of the most technical in the company and I Truley believes each one of us is in a way our own Forman. This is the kind of position that is fast changing and needs to be able to make rapid changes on the fly and a very independent style of work we each bring our own special areas of expertise and knowledge and work very well together as is. When you take that ability away it destroys the spirit necessary to do this job efficiently. Don't fix something that is not broken. This dept is amazing for a reason. If anything, we need more actual mechanics. Our infrastructure is depilating and this position is a 3 year apprenticeship with i would say a year or two after to really get your bearings, every day that goes by that we are understaffed is another day in the future that we may have very impactful consequences to not having it addressed. If we are going add more people, please add people that are out doing the work, not a unneeded positions that will just gum up the work of the people getting things done in the field that have proven to be a disaster for the dept in the past.</p>
<p>The other employees</p>
<p>To have an inner feeling of importance on the team. To fit a role in a unique personalized way. The ability to retreat from stressful situations and recharge.</p>
<p>Transparency and respect</p>
<p>Under desk treadmills would be good for all of us. We need to walk more.</p>
<p>What I mentioned in 19. Producing a high-end product and compensation for that work (not just monetary).</p>
<p>Acknowledge hard work.</p>
<p>allowed to have more input to standards and schedules</p>
<p>As you get older and accomplish different aspects of your profession, it's always good to know there is another step up. Having this keeps an employee engaged.</p>
<p>Interesting and meaningful problems to solve and working with individuals that are willing grow and learn.</p>
<p>more money</p>
<p>Trust. believing in people</p>

What kinds of work schedules/arrangements are important to you?
A schedule that allows me to be present for my children. I hope to someday have a schedule that allows me to be off one day a week.
Anything as long as has been given to me in timely manner, I do not personally have any preference, but having open communication with my supervisors and colleagues is very important.
As long as I get time off with my family I am happy. Family comes first always.
Being a full time student, I really appreciate TMWA for working with my schedule and allowing me to work on my own time
Being able to be flexible day to day and continuing with 4-10's
Being able to work remotely outside of Reno if I'm travelling. Being able to work from home a few times per month and also WFH while sick.
Current schedule is great.
flex time
Flexibility
Flexibility in PTO scheduling and flex schedule for misc appointments
Flexibility is great. I tend to give more hours than required so it is nice to have time off when needed.
Flexibility is important for me given family demands, etc.
Flexibility to change my hours if needed for family/doctor appointments. The ability to work from home if necessary (short term)
Flexibility which I have. Never once has my manager(s) not allowed for me to take care of something I needed to and allow for me to make up my time or take PTO as needed. This is still very important to this day as many know things are still very different in society which increases the need now more than ever for flexibility.
Flexibility. Ability to adjust my schedule if needed knowing I am trusted that I perform my work duties efficiently and in a timely manner.
Flexibility
Flexible
Flexible
Flexible - the ability to work from home as well as in the office.
Flexible schedules/arrangements that allow me to be there more for my kids. My wife works full time but she takes the brunt of the kids needs, Dr/Dentist/Orthodontist, School events illness, sports, etc. I believe TMWA currently does a great job at accommodating me for this but just wanted to make sure I express the importance of this to me here.
Flexible, I have worked every schedule imaginable, and many years of 12 hour nights, holidays, and weekends. I love the schedule I have now, and it is definitely an enjoyment as part of this position.
Flextime and Friday afternoons off.
Generally Mon - Fri 8am to 5pm with occasional work-from-home options
Having a laptop to work remotely has been very important and appreciated.
Having sufficient time and resources to complete and produce high quality work products are very important to me, and TMWA has been instrumental in providing these.
Having the ability to work from home 1 or 2 days per week.
Having the flex day in the work schedule is important to me.
health appointments
I am and have been flexible with my schedule to accommodate the needs of my direct reports.
I am happy with my current schedule/arrangement.
I am happy with my current work schedule.

I appreciate being able to use my lunch hour (or other flexible schedule) to be able to get exercise/activity into my day to keep mind & body fresh!
I appreciate the current flexibility our team has to work remote 2x per week, and the option to adjust/request these dates in special circumstances. It really helps me prioritize my tasks in terms of focus time vs scheduling meetings, and the variety throughout the week keeps me engaged.
I believe that in a couple semesters that there are some classes that I will need to take in person, and during the regular daytime hours. Some flexibility to accommodate a midday class would be incredibly helpful.
I enjoy a flexible schedule when I need it. I believe that with as many projects and priorities as we have going, staff feels reluctant to take PTO due to a fear of falling behind. New helpdesk will provide the insight necessary to balance projects with day-to-day operations and to ensure only the most critical priorities are being worked.
I enjoy the opportunity to work from home when issues come up or my children are sick. With my current position, I am just as productive working from home as in the office as long as there are no in person meetings.
I feel like my current schedule is the very best to have and wouldn't trade it for any other
I feel my supervisor is very supportive of allowing me flexibility in my schedule. However, due to work load I feel it is tough to take time off or adjust schedule to go to family functions such as sports activities for my kids.
I like having the flexibility of my work hours. Some days I work 10 hours, others I work 7. It takes so much stress off my busy personal life being able to flex hours.
I like my current work schedule
I like the current arrangements
I like the current flexible schedule we have in WQ. I would like to see this option continue.
I like the hybrid approach of remote and in office work.
i like the one i have currently
I like what we have with the option of some remote work as needed or up to two days per week if that makes sense for the position. However, I do believe that supervisors, managers and directors need to be in the office more than their employees as this shows availability, dedication and commitment to the work.
I love having the four 10 hour shifts as this gives me the opportunity to be with my family more, as well as take care of things that need to get done. Being able to engage with my daughter's school functions is very important to me. She has recitals that I would like to attend and be there for. She will be in High School next year as well, which will present even more school functions to attend.
I myself am a workaholic, I have been working since I could walk. I am hard driven and motivated. That being said I have also learned that work and money don't mean a thing when it comes to loved ones. It's not so much a schedule so much as its flexibility and consistency. It's easy to work around a consist schedule but harder to come by bosses with flexibility. Luckily, I have that here.
I really enjoy the hybrid work schedule. I think having a couple days to work from home helps to stay engaged and energized. That doesn't work for everyone, but I enjoy it. At least in my position, 99% of what I can do at work, I can also do at home. It is nice to have a few days in the office to get the face to face interaction and visibility though.
I worked an hour offset schedule in my last position. This allowed avoidance of the worst of the traffic but also created a position that when any problem came in late (i.e. a (+) coliform result at 4:45 on a Friday, a Boil Water Order on Thanksgiving eve), that I was there to take care of it.

I would like an opportunity to transition to working four 10's. I commute from Winnemucca about 50% of my time and having one less day of commuting would help me balance work/life a little better than I do currently. I tend to be available with outlook, teams, and my phone at all times which helps with developers, inspectors, contractors, and anyone else who needs my help.
I would like to have the ability to have half days or every other Friday off. I like being in the office so I don't like to telework unless it's once in a while to accomodate something personal or need to for weather related reasons.
I would love the ability to have a more flexible schedule as other departments do i.e.: work from home periodically, 4-10 hour shifts. Family time is very important to me.
I'm content with my current schedule.
I'm not a morning person, up at the crack of dawn is a foreign concept. Thankfully Ctrl System teammates and position in general affords an ideal schedule that benefits other operational depts. I'm mid morning to late afternoon onwards other CSE staff fill the early morning.
I'm old school and prefer the traditional, in-person work day, but I can see the importance of flexibility to work from home on occasion or the ability to take time off to recharge.
I'm open to any that allow productivity as well as a good work/life balance.
I'm very happy with my existing arrangement. (I would like to understand more about why certain teams/departments appear to offer 'formalized' flex days, and BIS does not.)
Love the hybrid work from home but would prefer to work from home the majority of the time.
MORE PAGER DUTY COVERAGE
N/A
N/A
NA
Not being on call.
Occasional work from home and some flexibility to help offset the times I serve as being on-call.
Options to have an RDO, work remotely when out of town and/or a regular hybrid schedule.
Please continue to be flexible to those with families. I have appreciated this as Kayleigh has grown up. She is 14 now and our lives are busier than ever. I don't really care about telework because I prefer to be at my desk each day but it is really handy when my child or I am sick. I hope that that will continue to be an option.
Remote work opportunities. I am a people person, I need to be around other humans to remain engaged and happy. But the ability to work from home, when needed and reasonable, has been incredibly helpful.
staffing
Teleworking has become really important to me. It increases my productivity to be able to work on writing/reading tasks without interruption several days per week.
That I'm able to go to my Daughter activities and events.
The ability to have that flexibility should I need to stay home with a sick kid or something.
The ability to work from home twice a week and/or when I/my kids are sick is huge. Also, the ability to flex our schedule (go in early to get out early) is very important to me in order to be present for my family.
The fact that my immediate supervisors at TMWA have always been flexible regarding my schedule has made this a non-issue for me. I also tend to work fairly regular office hours, so, again, not an issue.
The schedule I have now, with a late day/early swing start time, and the same days off as my husband, goes a long way to keeping that work/life balance. I'm appreciative.
The standard 8-5 works best for me and my family. I am flexible to adapt those hours when needed to accommodate a project or construction schedule, but prefer to keep the standard hours as a baseline.
The work schedule I have is great. My work from home days allow me uninterrupted concentration for the several months each year I am inundated with extremely large amounts of as-builts/subdivisions/etc.

<p>The work/life balance is very important to me as a working mom with active kids. I consider work/life balance and flexible schedule to really be one and the same (which is why I rated them 1 and 2) because flexibility is essential to having that balance that is so important to so many people. I know that I will never let any aspect of my job suffer because of personal reasons so having that trust from my manager (which I have) to flex when I need to because of something that comes up with life or kids is so important to me. Having that ability to work from home when needed is such a huge benefit that I am so grateful for and never take for granted. I really enjoy my job and working for TMWA, but my biggest motivator in life period is my family and taking care of them as best I can so work/life, flexibility, compensation, etc. are always going to be my leading factors, but that's also easy to say when you're already in a role that is fulfilling and working for an organization that you're happy to work for. My answers might be different if I was miserable in my role and dreaded going to work every day. As it stands, I'm very happy so improvements are going to center more around improving my family's life.</p>
<p>We work our butts off when we have drilling jobs, which last weeks/months at a time. Finding some way for us to be compensated for the really long days/nights and weekend/holiday work when we are away from our families is important. This can be as simple as comp time, not monetary. My family is most important in my life. Time away from them - my girls are growing like weeds! - is time I may never get back, and it breaks my heart. Having a comp time pool will help make it easier to put in the long hours.</p>
<p>Willing to work as many hours and days necessary to get the job done right. I like to physically be at work, so no special work schedule or arrangements are necessary</p>
<p>With eleven children you realize how fast life goes by. My time off is very important to me.</p>
<p>Within reason, flexibility for doctor appointments or other important time away that is needed. Being fair to TMWA (ie giving a fair days work for a fair days pay).</p>
<p>a schedule important enough to foster good work/life balance.</p>
<p>adaptable</p>
<p>ANY</p>
<p>Being able to work remotely has been a big help especially during construction projects that are either on the opposite side of town or closer to where I live. Flexibility with time off has been greatly appreciated.</p>
<p>Content in what is offered.</p>
<p>Flexibility, WFM opportunities</p>
<p>Flexibility.</p>
<p>Flexibility. I am available 24/7 to address any TMWA related issues and needs, even on weekends and holidays.</p>
<p>Getting off night shift at some point. Eventually maybe away from shift work for better home life.</p>
<p>Having consistent days off, also having the ability to possibly change schedules if approved</p>
<p>I do like having the flexibility of teleworking. It allows me to focus on work in a quiet space and environment with little distractions. Working from home a couple of days a week has also provided work/life balance on the days when kids are out of school.</p>
<p>I don't know what I would do if I lost my 4/10 schedule.</p>
<p>I like having the flexibility to work from home, but it's not a must. Working later in the day is preferable to me as I'm more of a night person.</p>
<p>I prefer to work at the office or in the field (not a fan of remote work) and enjoy my current schedule of working 9 or more hours per day with every other Friday off.</p>
<p>I really don't like work from home. I think people should be in the office, especially as we are trying to keep succession planning active with so much movement in this company, we sometimes set a bad example because half of our workforce cannot work from home and it creates division. WFH should be pared back to minimal/atypical use in my opinion.</p>

I would really like to be able to work 9s with every other Friday off or 9s with half days on Fridays to have a little more time for vacations. I try to save at least 40 hours of PTO for emergencies and having additional time on Fridays would assist with being able to take vacations while also saving up for any unknowns.
just the ability to keep a good work life balance
Keeping a flexible schedule is important to maintaining work/life balance.
Remote work from home. Flexible schedule.
Retaining 2 work from home days in the standard work week (it is when I am most productive without interruption).
Set schedule
Time off with my family
Time to participate in children's school activities. Additional time to take care of dependents or work from home as needed.
4 10
4 10's would be nice. Allowing for more time off.
Ability to work from home from time to time.
I'm fine with the given schedule, and overtime and call out when needed. I like to be counted on in the critical times when TMWA needs people available.
As long as I can make it to my medical or other such appointments, I have no other work scheduling or arrangements are important to me.
I believe working from the office creates a more collaborative environment, but I do appreciate the benefits (dogs at my feet, no commute) of working from home on occasion.
starting earlier in the day, ability to use flex time
Telework flexibility

Identify what skills, knowledge or competencies need to be learned or acquired?
Increased exposure to the infrastructure and mechanical components of the water business.
I need to learn more about the bargaining unit. I also would like to learn more about the TMWA distribution system and how we operate it. I would also like to continue with leadership training to educate myself on how to be a positive leader.
I need to learn more about the engineering side of our water infrastructure, gives myself a better idea of exactly how our water gets from source to treatment, as well as to our households. I could also be more familiar with water rights
Develop better networking and leadership skills.
I need to understand more of TMWA AI's. I need to understand more of the water quality and permitting requirements. I have advanced my Excel skills but still need more.
Digital Forensics and Incident Response
Advance software defined networking
being a team player, being able to work well with others and share the responsibilities of work respectfully
I will continue, as I always have, to keep up with the changing technologies that encompass my profession. There are several tasks I am not allowed to do because I am not an Analyst, but which I did at previous jobs. I'm ok with that, not every company has the same job designations and I understand.
<ul style="list-style-type: none"> - Improved understanding of budgeting. - Procedural management skills beyond workflow direction - coaching, evaluating, and so on. - Delegation skills - something I really need to get better at. - More exposure to the media-relations side of things. With the pending retirement of Andy Gebhardt, it is important I begin cultivating better familiarity with the journalists who report on water issues. - Speaking and presentations. The more I do, the more comfortable I get with it. The more comfortable I get, the better I will perform.
I'm still fairly new in this role, and I have a lot to still learn and pick up. I have no doubt this will come with time.
It would be nice to have some of the routine duties outlined in a document with instructions/guidance. I know the procedures are always changing so there would be some work to keep the document up to date, but it would be helpful. This would be especially helpful with duties that are done infrequently.
The time commitment for my other leaders to involve me in shadowing activities is crucial. It is important for them to share their knowledge so that I can adapt and learn while they find the time to assist me and demonstrate how to perform certain tasks.
Knowledge of the various jobs and how the department heads manage and support their respective employees.
I am always interested in growth and learning new skills.
I would like to become better at using PI vision
I would like to get as many operator and treatment certifications as my experience will allow me.
I would like to learn more about geochemical modeling coupled with transport modeling.
Continued pursuit of at least one certification per year in various topics will increase by technical and leadership abilities. Need to increase my knowledge of TMWA as a whole.
I am always looking for new ways to improve on my leadership skills or ways to challenge myself in my current role. I believe learning from those that have been in positions for a while and being open to learning new skills to be more effective at my job.
Continue self-learning on a daily basis. Take advantage of training opportunities that help me be a better informed and knowledgeable person.

<p>More time on the job means more experience for me, I feel that you can never stop learning in this department.</p>
<p>Need to get more familiar with Revit</p>
<p>More knowledge of the design and construction standards of the water infrastructure and related facilities that support the whole infrastructure of water delivery and treatment within TMWA jurisdiction.</p>
<p>I have a lot of experience in leadership in other areas of my life - family, church, etc. I would like to have more opportunity to gain experience in leadership in a professional setting. More exposure to other areas of the organization and an understanding of how they all work together would be beneficial. As mentioned, I have considered getting my JD, which I believe would be very helpful in my current role, but also for the organization.</p>
<p>I want to become more proficient in XML, JavaScript, and SQL database administration so I can be more helpful on advanced GIS requests (as it relates to WaterWhere and CityWorks customizations)</p>
<p>I still have a lot learn about TMWA, the different positions within the company, and overall past practices.</p>
<p>From a job skills perspective, for my role, I think an aspect of formal project management may be helpful. There is the inherent ability within any individual that steps into a managerial role, as you can't be effective without some project management capabilities, but there is always the matter of of how one approaches projects and the use of optimal proven methods that would be better served to the Dept and organization. A core competnecy with regards to Control Systems is understanding the "systems" part, while my knowledge has obviously been greatly expanded of both the distribution and treatment side since assuming the management role, one can never have to much knowledge or proficiency, especially for a necessary core competency. Lastly, there is always the ever present need to stay current on technical proficiency skills with all computing based products used in the SCADA environment. In addition to staying current on Technology trends, even in the industrial Control technology sector, given the trending toward IIOT, IT convergence, incorporation of cloud computing, and the ever-evolving AI and machine learning.</p>
<p>Wordsmithing is not my strongest skill.</p>
<p>I believe that I need to learn to be a good follower to my boss. I'm sure I drive him crazy with some of my ways. Then, how to lead others better (I believe this is a forever endeavor), and finally, how to better lead up the chain with confidence in my skillset and experience.</p>
<p>Additional leadership, project management, risk management, and cybersecurity training.</p>
<p>I just need continued exposure in my current role to different issues/scenarios that always come up as there is always something new and different that presents itself. Developing my leadership and project management skills.</p>
<p>I know there is always room for growth and the possibility for learning new things no matter what stage you are at in your role. I feel as I take on new tasks that will allow for me to grow as well as to identify more of the skills that I need to improve on. I will continue to seek training to not only stay up in my current role but to help me bring more to the team as well as the organization.</p>
<p>I have a really hard time communicating to the board. I am terrified of public speaking. This is something I have been working on for years that doesn't come easy.</p>
<p>Continued training of the entire TMWA operation.</p>
<p>CLASSES FOR LEARNING SPANISH. CONTRACTORS HAVE A HIGH NUMBER OF SPANISH SPEAKING EMPLOYEES. THIS IS BECOMING HARDER TO COMUNICATE WITH THE WORKERS.</p>
<p>Need more detailed system knowledge and understanding of what is fully required of this position, employee management classes would help also.</p>

<p>I will continue to maintain my SR/WA designation and will continue to work towards the additional property management designation. I would like to take some current Microsoft Suite courses to build and update my computer knowledge. I am pretty well versed and consider myself to be fairly adept, but there are so many new functions that I definitely am starting to feel a gap in knowledge, especially with the new file share capabilities. An additional program that I would really like to learn to operate with more fluency is ARCMAP. I know some very basic things and would really like to maximize my skills and capabilities there. I will definitely need additional training in Real Estate Negotiation. I have a lot to learn in that aspect. I know some basics and some of the TMWA nuances. I know I will be learning more and more as time goes on but I believe it would be good to have more knowledge and build my skills in that area as well.</p>
<p>Supervisory courses are always beneficial, excel is something I enjoy. managing employees and leadership development</p>
<p>As SCADA is currently evolving with advancements in technology, I'd like more continuing t education in computer networking and technologies.</p>
<p>Manager training</p>
<p>Maintain what I have learned</p>
<p>Being able to run other chemistry machinery. Would like to develop leadership skills.</p>
<p>More ArcGIS knowledge would be a plus.</p>
<p>Leadership, recruitment, and understanding better how to motivate employees Continued growth and training in technical fields Continued training and learning opportunities in Hydro, Fleet and Facility management</p>
<p>I believe the most immediate knowledge I need to obtain is to get a better understanding of surge modeling. There are a lot of booster stations planned and I see an area where I could help fill the knowledge gap if I had a better understanding of surge modeling and mitigation.</p>
<p>I would eventually like to gain some knowledge of leadership or supervisory skills to be able to potentially move up to lead others in the future</p>
<p>One of the pieces to aid my skillset would be better knowledge and experience with various treatment and technologies. This may include Water Treatment and Water Distribution Operator certifications. This would be a valuable asset for my desires of broader resource planning and management.</p>
<p>I need a D1-4 and T1-4 is my goal to moving forward, the more certification i can gain the better</p>
<p>For my current position, I think we cover all of the necessary training very well. I think excel spreadsheet training might be helpful in keeping accurate records. New technology training as it comes out would be helpful. If I am to advance in my career I would need the respective training for a position that I would be going into. Management training, training specific to the job etc.</p>
<p>PowerBI - this is the next step in data analysis and makes dashboards not only easy for end users, but also allows them to own the dashboard and modify it as they see fit. We currently have 1 SME on staff for PowerBI. Data Lake Education - also the next step for TWMA in so many aspects for data retrieval and analysis. Can be acquired through conferences and online courses as well as networking with other utilities.</p>
<p>I am always open to gaining new knowledge from the various departments of TMWA, such as field trips with TMWA inspectors, tours of TMWA's various facilities. I'm confident in my position here at TMWA as a New Business PC, and open to. Second to Customer Service, New Business is the next step for developers, contractors, general public, federal and local agencies. Always open to new processes that can enhance the tools we use.</p>
<p>Grade III Water Distribution certification</p>
<p>Decision making, problem solving, and social intelligence are a few skills I think are important.</p>
<p>I am always open to learning new skills and developing my existing strengths/weaknesses.</p>

I need to continue working on my Certifications in my department.
Water Treatment 3 and Distribution 3.
I would need to become more proficient at SCADA IT, Control Systems engineering, Computer Science, and SCADA IT.
I am interested in building my proficiencies in Excel and gaining insight into the other departments within TMWA so I can have a well-rounded view and experiences within TMWA as a whole.
I probably need to temper my expectations with subordinates as well as with colleagues because not everyone will see things my way.
I really need to know how the system works, and need time dedicated to just learning that. I want to be able to troubleshoot issues and feel confident in my decisions.
I am currently studying to get my D1-D3, I could probably benefit in some basic computer training using excel, office ect. Also, to achieve Power Gen Tech it looks like I will need training from outside sources as in house training is hard to come by.
I would need to develop my existing skill sets and develop new skills on overall physical security. I also need to develop and get more consistent hands-on experience with camera programming and installation.
Get involved in designs related to river intakes, river diversions, fish passage, safe river navigation considerations. Would like to take classes related to river intake design. Continue learning electrical and controls design such that I can be proficient in communication, review, and field inspection. Get field experience in treatment and system operations to confidently support operations training requirements for Water Operator Certifications.
More exposure to operations department will be required for my long-term goal to understand the roots of that department and day-to-day boots-on-the-ground work activities and challenges they face. While I understand basic budgeting and financial planning, I would like more knowledge on TMWA's processes from the finance department.
I think it's critical for a field like SCADA and programming to become a lifelong learner as technology, both hardware and software, evolve rapidly.
TMWA's new project billing system.
SCADA technology changes so fast. We need to do better at staying up on the changes so we don't end up behind again. Example of this was MTWTP; we changed our standard hardware so much and so fast but we were forced into doing something different. SCADA should be attending SCADA specific conferences so we can stay on the leading edge.
Advanced skills in management
I need to acquire my ASIS Security Certification as a CPP, PSP or both. I would like to learn more FEMA related and Department Of Homeland Security related policies, procedures and processes.
Considering big picture, public speaking
supervisory classes and training
Expanding effective communicating skills, learning when to and not to share information, conflict resolution with coworkers.
The ins and outs on how TMWA operates.
Get a D3 and D4
Advanced water modeling and technical aspects of water system design
I will continue to study and read about the facility maintenance industry to keep abreast of any new developments. I would like to take courses in HVAC to better understand the systems we employ in our buildings.

<p>This current position I'm in I have been doing less than a year, and all together when it comes to surveillance work I probably have less than 4 years under my belt all together with it. With this company specifically though, less than a year. I would probably need more years under my belt in one specific place to move up to build relation and work experience in this specific role. Especially if I am to move up from this role. It probably wouldn't hurt to learn more about technical side of things such as computers and cameras considering we work with them 24/7. So maybe taking under some of my co-worker's wings who work on cameras and such to learn.</p>
<p>Continued RiverWare modeling/training and TROA review is at the top of my radar.</p>
<p>While I am fully qualified to hold this position there will always be more to learn. Computer software and new technologies within the water treatment and distribution field are examples.</p>
<p>As explained in the prior question, I would like to build my knowledge in Emergency Management and Security. I would also like to learn more about Risk Management strategies and processes. This is an area in our organization that I believe is in need of development and formalization and I would like to be a part of that process.</p>
<p>Camera functions/troubleshooting. Open to criticism regarding other things needed to be worked on.</p>
<p>Continued leadership education and training in various leaders in technology topics.</p>
<ol style="list-style-type: none"> 1. Definitely more Emotional Intelligence/soft skills. 2. Would like to learn more about modern data architecture techniques and approaches.
<p>I would like to take courses on IT related items such as more IT functions. I like to troubleshoot my own problems and also like having a technical understanding of hardware and software especially how much we use technology and how it's changing constantly and improving processes and I like being able to fix my own IT problems when possible.</p>
<p>n/a</p>
<p>i would like to know the system better I.E remembering where everything is and what supplies what out in the system</p>
<p>I believe the information needed is available to me.</p>
<p>to help the next generation of operators/foreman to make good decisions and care about the importance of Operations in the scheme of things</p>
<p>More experience in my position.</p>
<p>Continuing to advance with technology</p>
<p>I know that I am ready now to advance to the next level. Of course, I could always benefit from additional ongoing leadership training, and there is much to be learned in acquiring the necessary knowledge, skills and abilities while on the job.</p>
<p>Overview of general and certain specific knowledge of water treatment, operations, and distribution</p>
<p>Managerial/supervisory skills project management skills competency in TMWA standards</p>
<p>I've continued to further my knowledge in Engineering and Construction in my current role. I would continue to develop leadership skills for being an effective manager in a similar fashion. Reading leadership books, taking leadership classes, and reflecting on experiences (both good and bad) are some of the strategies I would take to continue to grow in my career.</p>
<p>I have been with the company for 3 years and learned an extensive amount while working here however it is all specific to distribution. I would need more schooling in hydrology</p>
<p>I would need training in RiverWare modelling software, the installation of gages/water meters, and likely some programming/database management instruction. For my current role, it would be useful to learn VBA for designing macros in excel.</p>

BOOM TRUCK AND LARGE EQUIPMENT
I plan on getting my d4 and possibly more treatments then i currently have
I've only been at TMWA for four months so I have a lot more to learn. I need to take the Water Distribution Operator tests and so far I have purchased a book to start studying. I am not very familiar with TMWA's distribution system yet and still need to learn how the system operates. There's a lot about TMWA I don't know and am still trying to get as much exposure as I can. I am trying to spend more time with the heavy crews to get more exposure to leaks and how they are addressed. I believe I'm ready to manage TMWA's street and highway program through my previous street and highway experience, but I'm still getting familiar with NAC and NRS requirements.
Currently working on refresher training in graduate level math and statistics.
After 35 years of construction in the field, hands on, I may be a little rough around the edges for working in an office where every word or look or action can be used against you in this new woke society, we live in. I would probably need to get skills and knowledge to keep this from happening.
Schnieder Controls, Networking and High Voltage Training
computer skills, operational policies
BS Water tec
More information on ALL meters. Maybe some "fieldtrips" into the field to visually see for myself the different types of meters and maybe the other components that contribute to what I see on the other side (office stuff, inputting reads, changing out info the techs have given me, etc)
I need to continue to expand my skillset as a manager, financial leader and subject matter expert around strategic financial planning. I'd like to broaden my skillset with regards to rate planning and financing strategies.
I really want to hone my well design/construction skills, pumping test analyses skills (I want to catch up to Nick who is a master at Aqtesolv), and continue to present at conferences.
There is still much to learn regarding new regulations, reporting, and connections with regulatory agencies.
I strongly desire to grow in the project management field. I know that's a HUGE part of my current position and don't believe I'm proficient at it. More specifically, keeping things on a tight time-table.
I believe my next step is to be certified for Haz-Mat training. After that I am to prepare and qualify for a Distribution 1 and 2 Water Operator license.
I need to continue to gain a better understanding of TMWA rules and their application, new business processing details, and gain experience in management and supporting staff in completing tasks.
I need to continue gaining a better understanding of the planning and distribution sides of TMWA, which will make be a better designer of distribution facilities.
I need to gain firsthand experience with permitting/regulatory procedures, such as permitting with the State, County, NDOT, etc.
Definitely struggle on Microsoft Excel doing spreadsheets/worksheets
Microsoft project, Microsoft Excel, Agile Project Management
I would like to become more proficient with our VMS system and get to Enterprise level. I also need to learn the physical security side of our department.
I will be acquiring both my distribution and treatment grade IV certifications.
hydraulic transient analyses and mitigations

<p>What tools or resources do you need to enhance your performance or development?</p>
<p>We really need a Help Desk Ticketing system as well as a way to organize projects for prioritization.</p>
<p>I'll have to take more leadership courses in the future.</p>
<p>I really just need time to study and take some classes that I'm interested.</p>
<p>Good training, and the tools to get our jobs done. Also tools to automate so we can focus on more important things that need our attention.</p>
<p>Continued work flexibility and professional development. Also, using industry-leading technology platforms, we can provide best results to support the performance and security of the TMWA Network/Network security infrastructure.</p>
<p>I feel like I have plenty of resources</p>
<p>I have most everything I need to do my job. I have been doing my job for over 19 years and generally know when and what I need to learn or adapt to for continued success and high performance.</p>
<p>TMWA has always been good as supporting communications efforts. I do think we are reaching a point where the scope of our activities will require additional staff or outside support.</p>
<p>None specifically I can think of at this time, I think everything has been running quite smoothly.</p>
<p>Kelli is knowledgeable and extremely patient and is a valuable resource. She is always available to answer questions and is the best resource available to me. The other resource I need is time on the job. Time would allow me to be exposed to various situations so that the next time something similar comes up I'm able to use past experiences to help solve the problem. Time would allow me to become familiar with duties and expectations.</p>
<p>Spending time with groups in the department and their respective supervisors.</p>
<p>Time, training, and opportunity.</p>
<p>Nothing at the moment - I have excellent software and equipment to do my job best.</p>
<p>A dedicated meeting place with digital equipment for sharing ideas and solutions.</p>
<p>Continue to provide adequate training resources, budget for conferences.</p>
<p>None that I can think of.</p>
<p>Continued opportunities for education & training.</p>
<p>I need to hear it from the people above me if they have aspirations of me taking on leadership roles.</p>
<p>None that I know of at this point.</p>
<p>Availability to take on-line classes to pursue other career opportunities along with the guidance to facilitate that.</p>
<p>I believe I am all set here, but I wanted to use this field to explain the order of the categories in Question 27. Opportunities for promotion and advancement is at the top because I believe I have drive and ambition and don't like being stagnant, so naturally that will be of importance to me. Money and compensation just kind of comes with that territory, but in order to be promoted or advance, I believe education and skills are vital, closely followed by gaining a broader understanding of TMWA's overall operations. I am happy with TMWA's PTO, Work/Life balance, and flexible schedule. Those are all very important to me, but not anything I am looking to improve on per se.</p>
<p>Nothing extra - I appreciate how my supervisor already communicates and encourages us to pursue conference/training opportunities</p>
<p>None at the time of this questionnaire, I feel I'm provided with all the tools \resources needed or have the means and freedom to obtain what tools I need, within reason.</p>
<p>Help me identify my potential weaknesses and develop a plan to bridge that gap.</p>
<p>I'm not sure, but I'm open to anything being sent my way.</p>
<p>Continued funding for security and EM related training opportunities which are provided online, locally or outside of the immediate area.</p>

Continuing education and purchasing certifications would be helpful and make me an even more valuable employee.
I have the tools and resources I need at this time.
TRUST IN THE WASHOE COUNTY HEATH DEPT TO ALLOW US TO DO OUR JOB.
I feel like this is similar to the previous question so I will add that as we grow, please don't forget that Lands is quite busy managing the needs of New Business, Engineering, Maintenance and Management. It would be great to have more assistance as that growth happens.
I would have appreciated being more involved in the beginning stages of bringing all our new systems (enQuesta, Compass, Invoice Cloud, Service Link) in but TMWA makes sure we have the tools needed to do our jobs.
More training in computer technologies.
Availability and ability to stay current with best practices and skills through professional development and learning opportunities. Adequate support staff for the Purchasing Department to perform above expectations and successfully follow best practices.
NA
I think we should have (and learn) a second modeling software to decrease our reliance on a single product in the event that issues arise. A lot of time was lost within the last year due to modeling software issues.
Vetting of a Mechanic shop and associated staff (TMWA is working towards this) A new PPA with NV Energy Communication vehicle for HVAC
More experience in surge modeling would help with my performance.
Resource - Time to tackle some of the potential development opportunities (e.g., Water Treatment and Water Distribution Operator certifications)
Always good to take any classes or certifications in HVAC industry to better ourselves and the company as a whole
Any sort of advancement training for the positions that you are looking to fill for future needs.
A clear definition of ownership in software and processes. I've been provided with almost everything I've asked for from hardware to software and human capital assets. We just need some time to get everything in place to make our lives a little less chaotic.
Evolving technology to make a specific task/or your job more streamlined & efficient.
I'm not sure!
Training, classes, and conferences.
Not quite sure at this point, but grateful TMWA has always been open to providing resources and training.
Training on new facilities as we grow as a water company.
An under desk treadmill.
Easier access to education
An electrical and SCADA shop or storage container would be a huge help. This could be used for storing and organizing items such as conduit and fittings, wire, parts for upcoming projects, etc.
An Excel course could be helpful in making our reports and time spent on those reports more efficient.
Ready to unleash tools and resources as a result of Succession Planning and Career Maps to get the rubber to hit the road. We will soon be making progress and I'll feel better once the bus is rolling.

I need more staff and a warehouse. We do very little routine maintenance. We can't function long term as a group that can only respond when there is a known issue, whether it be a leak, pressure complaint, reduced capacity at a station, or equipment failure. Currently we are a department of new construction and repairs, and we very much need to expand and have enough people to maintain the health of our existing infrastructure. To truly become this department, we also need a warehouse to hold spare parts, pumps, motors, etc.
More education and training
Tools to do physical security (basic tool kit). Knowledge and time to gain the experience needed to become proficient.
Asset management tools. It is understood that City Works can do this, training would be helpful to understand its abilities. I would like to have an opportunity to partner and/or be mentored by principal level engineers or other more experienced TMWA team members to improve my understanding of the system and learn new perspectives to design and problem solving.
Greater influence and the opportunity to drive meaningful change on a larger scale by leading a team.
I think supporting training opportunities and budgeting to send people to conferences would be important.
Training on future technology changes.
I love education and training. In the past two years since starting with TMWA, I have scaled back on attending work related educational classes, seminars and training forums due to the amount of workload and technical projects that the department has to accomplish.
Time
I don't know
me to chill outg
Nothing comes to mind
I feel I have the resources and the tools that i need
More training in computers and cameras.
Additional RiverWare training and eventual meetings with Caleb (USWM).
At this point I have plenty of resources for professional development.
Anything I need would be technology related and I feel like my requests have been addressed.
Additional on the job training or even outside training when those opportunities pop up.
Time for training and conferences
Some form of mentoring might be beneficial. Not sure if this is practical. Otherwise, I already believe I have all the tools and resources I need.
More time.
I think it would be helpful if during a unique event apprentices could be called in to have the opportunity to get more hands on experience in different situations.
I believe the tools and resources are available.
more training or information on new systems,
I have the tools and resources I need currently to succeed.
Better home lap top
Practical experience with special projects and negotiations regarding water supply and water resources for our region? Additional leadership development?
Provide Engineering interns to allow senior engineers to focus on more complicated tasks and to mentor and train young engineers in TMWA practices.

Short term: A more powerful CPU. Some of the plan files I deal with make the computer slow to a crawl.
Medium term: More water right templates in excel and word to address specialized situations (I can make these, I just need time to do so.)
Long term: A new water rights database/application that can interact with our GIS systems, making it possible to determine the water rights dedication on a service property by just looking at waterwhere.
SUPPORT AND FAITH
more people
I would like time and opportunities to work with, and learn from, more seasoned employees. I've been working with Steve to create a street and highway guideline/resource and feel this will be very helpful for the street and highway program.
I have the tools and skills needed, I don't have much in terms of staff support.
Hard for me to say, I guess thats why I'm filling this out so that you can tell me.
better equipment
I'd like to explore executive coaching/leadership.
Not sure off the top of my head that is different from what I already mentioned.
Access to the vast bank of the Training Platform and learning paths looks like a great opportunity.
Nothing specific at this time.
I feel that the tools/resources offered to me at TMWA are sufficient - what I need most is just to continue gathering experience and growing at TMWA for the time being.
None
Training and conferences

<p>What learning activities or experience would enhance your performance or better prepare you?</p>
<p>I would like to get my CBAP (Certified Business Analysis Professional) certification as well as my PMP (Project Management Professional) certification.</p>
<p>Classes and workshops on leadership would be helpful. I have done one program that was great! I think it would be helpful for me to continue to go out with mechanics and crews to watch what they do on a daily basis. I learn soooo much when I spend time with the field crews. I think that is crucial because often there can be a divide between engineering and the field crew when it comes to operations.</p>
<p>Possibly walking through the water treatment plant process to get a better understanding of exactly what goes on, I could also participate in snowpack and snow water equivalent surveys in the High Sierra to better know the volume of water headed our way</p>
<p>Certification paths and experience.</p>
<p>I would like to attend some HR classes to help me understand or better my personal interactions.</p>
<p>Hands on learning is a great way to better learn the skills needed. Also taking SANS courses is another great way to gain the skills and knowledge needed.</p>
<p>Completing Cisco CCNP certs and eventually CCIE level certifications will help me to be able to provide more advanced network architecture skills to the organization.</p>
<p>group activities and role playing activities</p>
<p>Through my curiosity and questioning of coworkers in various departments I am able to keep up and be prepared to always do my job at the highest level possible. I am taught new methods and processes as needed by Kevin.</p>
<p>From a TMWA perspective, there is always more to learn in terms of water-resource management, capital improvement, financial management, water treatment and other organizational functions. As a communicator, the more I learn about our operation, the more effective I can be. From a professional-communicator's perspective, I think additional engagement with peers and discipline-specific training will always be of value.</p>
<p>I think that regular work in this roll will continue to help me build a base of knowledge and experience. Matt is an absolute wellspring of knowledge; I have no doubt I will keep picking up the tricks of the trade from him. The resources we have access to in the records department like Hyland community have been hugely helpful.</p>
<p>I would like to take the 2nd Leadership training class offered by the Public Utilities & Waterworks Management Institute Leadership Trainings.</p>
<p>Monitoring and shadow, Hands-on-Experience and time.</p>
<p>Spending time in the field with the employees to see the day-to-day operations that I have no experience with. As well as time with the supervisors to learn from their day-to-day activities.</p>
<p>Any learning and experience is growth and progression, this is difficult to answer at this time.</p>
<p>I'm interested in shadowing other jobs to learn how my job impacts them.</p>
<p>I would like to be exposed to more types of new business projects that occur in our area and sharpen my knowledge of our standards. I would like to be a part of outage plans and learn how we best decide to do those for a shutdown or a project. I would like to learn about tank and booster pump station design so that I can help capital engineers with their workload when it comes to design review.</p>
<p>Geochemistry.</p>
<p>I enjoyed the All-employee driver presentations. Would appreciate more opportunities like that for my department and others. One of the major challenges is time. It is difficult balancing the technical (hands on) needs of my department. I am hoping with the increase in FTE's for IT I can delegate more and focus on long term goals, and organizational management. A coordinator position may be needed in the future.</p>

I think learning to work with, or even train with today's youthful workforce would be vital to gaining respect and help guide me through any advancement opportunities that may arise. Patience has always been a great strength as well, but really getting to know how today's workforce ethics are laid out will improve my ultimate goals.
Be involved in or be able to observe the many facets of TMWA.
Getting locked into a leadership role this early in my career would better prepare me fo my long term goals.
Set aside time to do some Revit tutorials, which we already own.
Additional classes offered by TMWA. Actually going out to all of the facilities and see how they operate and are maintained (PRS, Tanks, Booster pumps, pipelines under construction, power generation).
As mentioned, I would like more leadership opportunities at TMWA. I would like to be promoted to Supervisor and continue to grow in my role, my contributions to TMWA, and enhance my knowledge and experience to continue to be a valuable asset to TMWA for the long-haul and help to steer the organization. I am also open to assisting in other areas
Continue to be granted increased responsibility to lead specific TMWA GIS projects. Gaining more experience leading from a technical perspective will help me grow in my career.
I enjoyed the training I received for the negotiation process. I hope to have more time to do more training in the future and get my PHR certification.
With regards to learning opportunities, certainly the aspects of project management, distribution\treatment awareness and continued technical development training that was inferred in the prior "skills" question, but also learning and growth opportunities in polishing leadership skills in areas where it may be needed.
Open to see what my deficiencies are and how to enhance them to prepare for the next opportunity.
I learned a lot from the Basic Leadership Training Program. I would like to take part in more of these types of classes. At the company level, I know that I should seek out knowledge from my leadership group, and not be afraid to ask for training when I recognize the need.
I would like to complete the FEMA Advanced Academy in Emergency Management, get my Nevada Emergency Management Certification (full certificate), and finish the TEEX Infrastructure Disaster Management certificate program. In addition, my intent is to get the ASIS APP security certification, additional OSHA and HazMat certifications, and a Risk Management certification.
Maybe some sort of contract management training. Some sort of training related to insurance/bonds. Gaining purchasing certifications.
I am hands on so once given new tasks and opportunities this will be the best way to allow me to grow, build relationships within the organization as well as continue to learn more about the organization and how things operate.
Hands on
Sitting with operators to get a full understanding of treatment processes, how they operate the system and what stations feed what tanks and what their backups are. Employee management classes.
Much of what I have learned, I have learned by doing, I think I will learn a lot simply by continuing to build on my knowledge and experience in the same way. I would like to take the time for more learning in Microsoft, ARCMAP and the real estate negotiation education. Additionally, continuing to learn from Heather is especially important because I know she may be planning to retire in the next 4-5+ years.
Field and meter services as well as the water plants would be beneficial to shadow in order to confidently speak with customers.
More outside training and classes related to SCADA, IT and IIOT.
Manager training
I don't really need too many more learning activities or experience at my present position.

Additional leadership courses
Continued opportunities to interact with TMWA management
Continued growth and knowledge of TMWA operations will enhance my performance. I believe I will obtain this as I continue to gain experience within TMWA.
Leadership training
I would also like to gain more experience in teambuilding and/or leadership roles
More shadowing on the job, i prefer hands on and seeing and talking to someone who can better explain things.
Management training, Microsoft office, laws and regulations refresher classes.
PowerBI, Data Lake, personality/strength analysis to help teams better work together and recognize strengths and weaknesses. MIS is already starting down this path. As I am being tasked with more project management duties, PM training would be helpful. Currently, I am able to draw a lot of information from the resident PMP.
New tools to enable streamlining the New Business process.
Learning more about other departments within TMWA to better understand how construction projects can be improved to better serve the end users.
Shadowing, taking on more work during the audit, leadership conferences, etc.
The ability to attend and gain experience at higher level meetings, increased responsibility and decision-making opportunities.
Learning new parts of the system just takes time in the chair in order to be great at this job.
More classes or training on treatment, distribution, organization, and management.
Time in the seat and help from journeyman.
PLC Training and SCADA programming specific to TMWA's hardware. Leadership training.
As mentioned, I am interested in learning more about the other departments within TMWA as well as other water utilities and am interested in attending off-site water forums.
Best tools will be available when we wrap up the current stage of Succession Planning so we can proactively roll out more training for regular employees and also Supervisory employees.
What to do in emergency situations. O&M manuals on every station in the system. Outage plans, fire protection plans, backup plans, etc.
Perhaps some job shadowing time, maybe not so much in my current department but perhaps spend some hours with a Land Agent to see if that is a future role I would like to train for. Possibly going to management training to prepare for a Hydro Supervisor role or other management position if that becomes available.
I would need to be able to get hands on experience in the field with various physical security related work as well as camera installation and programming in the office. I would need an instructor who could explain various mounting styles and camera mounting techniques.
Would like to take a class or two related to designs for: river intakes river diversions, fish passage, safe river navigation considerations. Would also like to take classes related to operations training.
Additional training courses related to data analytics (I've already you-tubed most everything out there), professional operator certification, advanced leadership training, capital project prioritization best practices (so many options, which one is right for us?).
A refresher management course would be desirable for the HR components.
I would like the ability to attend conferences and trainings specific to our field. Networking opportunities allow relationship development and perspective on how others have solved issues which may be relevant to us. I think this is an area that could be improved.
Continue education. Renewing certifications. More time in field when needed.
Industry training.
Training in the newer database developments

Project Management classes, Work/Life Balance classes and classes or education seminars or sessions that will assist me with acquiring the skills and knowledge for a Supervisory or Managerial role in Emergency Management, Risk and Loss Management and Corporate Safety.
Practice considering big picture, public speaking
classes
unknown
Advanced modeling classes and professional conference participation
Continue to work on my distribution and treatment certifications, which will help further advance my knowledge of our systems.
Working with the people more and figuring out how everyone mingles and works together would be helpful, to figure out how others work and getting to common ground on all of our common goals to operate smoothly. So would learning the layout of each and every site, even if there are over hundreds of them, just to get an idea of where people go and the challenges, they face in that area for a security point of view. Also, from a security point of view keeping up the current events and news when it comes to crime, so we know what to always prepare for, as years pass by so do new ways to commit crime and get past things set in place.
Additional time for RiverWare modeling and TROA research and additional modeling courses through Colorado and the Watermasters office.
As a relatively new journeyman with a full load of apprentices, I would like to learn about the different ways people learn. I would also like to learn more about effective teaching methods. As far as becoming a better operator goes, we have numerous learning resources. I think time is one of the biggest resource constraints. Our job is everchanging so sometimes experience is the best teacher.
Opportunities to train on and learn the latest technology. I believe much of the learning activities I need are class, book or webinar activities that I can seek out. I enjoy being involved in strategy discussions as well as legal discussions. These help my creative process and open me up to learning how others process situations and information.
I would like a better understanding of how to be a good team leader. I would say leadership training of some sort. A one on one with my current supervisor. Maybe even if I took a management class. As for camera functions and troubleshooting, I would say I would need someone to go over the basics and teach me on those aspects so I could learn it.
More department driver presentations would help identify the direction and goals of other TMWA departments and allow for the collaboration required to help achieve those goals. I would also like to develop a program to encourage technology staff to tour facilities or job shadow different positions.
1. I am perfectly OK to read a book or work through a self-paced online course. I feel TMWA already has a solid approach. I have never felt that something I desired/needed for my job was denied me. 2. To learn more about the organization, perhaps job shadowing might be helpful. I really benefitted a lot from the departmental presentations earlier this year.
This would depend on what happens with my position/job duties in the future.
n/a
More on the job experience. it will all come with time im sure
Books and sharing ideas and concepts with others.
keep learning the newer parts of distribution system....it's always a challenge and that's what makes it great
More seat time in my current position.
Training, classes, field

<p>Just being thrown into the fire (figuring it out based on experience and learning on the job). Gaining practical leadership experience on a day-to-day basis while in the role and talking with other managers and directors about their own personal experiences (learning from their successes and mistakes on how to manage others).</p>
<p>Training, job-shadowing, Q & A</p>
<p>I like attending Pre-Construction meetings as well as planning and development meetings. Field work and seeing the work go from paper and planning to installed and active is very rewarding to me. I am also interested in continuing education and exploring what project management/construction management looks like.</p>
<p>Continue to learn from dealing with unique personalities and difficult conversations. Continue to help bridge the gap between Engineering and the Maintenance and Operation groups.</p>
<p>A degree in hydrology or construction management</p>
<p>Time in the field collecting data/flow measurements would be helpful in keeping my current knowledge base from atrophying. Working on projects with the hydrologist would likely be the best way for me to learn the RiverWare software short of a hydrology course at a university. The programming/VBA knowledge would probably require signing up for some sort of class.</p>
<p>OPEN</p>
<p>continued job knowledge acquired from time in field. Better training opportunities on things that actually apply to out daily jobs</p>
<p>I would love to see what the inspectors and crews do as part of their apprenticeships to learn. If there are hands-on trainings they complete or safety presentations in the yard I would love to participate/watch to learn. I have done a few ride-alongs and plan to continue going on at least 1-2 a month to help me learn about the different departments at TMWA. I took a class through AGC to learn about safe handling of transite pipe and am also interested in taking additional, similar classes.</p>
<p>To maintain my skill sets I am actively engage in the following trainings: - At UNR taking graduate classes in Statistics and Data Science (refresher from PhD classes) - Online DataCamp - SQL programming, R programming, and Python programming as related to data analysis, statistics, and data science. - Other online train as I find interesting.</p>
<p>I'm not sure.</p>
<p>Networking classes, Schnieder Controls training, and HV training.</p>
<p>computer skills, operational policies</p>
<p>leadership</p>
<p>I would like to engage in executive level coaching or an executive leadership program, probably at some point in the next couple years. I have always considered getting an MBA, and that may be something I pursue at some point as well.</p>
<p>Aqtesolv training, Well design courses, public speaking/public interaction training, well hydraulics training</p>
<p>Just seeing how others operate and handle their projects is beneficial. But the biggest learning tool at this point for me, I believe, is raw experience. The more situations I encounter, the more I'll learn. I always have my eyes open for how I could have improved a task and try to adjust the next time through.</p>
<p>I continue learn the intricacies of Operations as well the TMWA's overall business tasks.</p>
<p>I am open to most all forms of learning and improvement, be it leadership training, public speaking, or additional technological courses.</p>
<p>Probably just more time in my current position and continued interaction with management staff to gain a better understanding of some of the more complex issues that TMWA has to navigate.</p>

<p>Some cross-training with the planning engineers, or distribution group could be useful so that I can better understand that side of our business.</p> <p>Working as a part of a team with other design engineers would also be valuable, so that I can see how other engineers approaches may differ from my own and learn from them.</p> <p>I have an interest in pursuing a masters degree in my field as well.</p>
<p>Possibly completing Microsoft Excel/ Word training class</p>
<p>Microsoft project, Microsoft Excel, Agile Project Management</p>
<p>I think some security centered courses would be beneficial.</p>
<p>Deep sea control panel class.</p>
<p>Job experience.</p>
<p>Having the time to get out into the field to better understand some of the issues that come up as a result of designs reviewed and approved by me.</p>
<p>internal and external training</p>

How can TMWA or your supervisor continue to support you?
Listening and being open to new things and correcting when I am not following the best path for TMWA people and culture.
I don't think anything needs to be changed. I'm very satisfied and I feel valued.
Help me find a full time job somewhere :)
Being helpful and encouraging growth.
My supervisor is extremely supportive.
Continue to provide training, great atmosphere, and treating us great as they do.
Access to continued education, training certifications and professional/industry events, along with continued work flexibility like TMWA has been doing. It is much appreciated by the way and very helpful, thank you!
I feel like I have plenty of support
I have been asked by many coworkers the past few years why I have not received a promotion after so many years at TMWA. I never know what to say. Most everyone hired after me has received a promotion so it is somewhat disheartening.
By continuing to provide feedback on how our communications can be improved.
Continued open and easy communication -- I very much appreciate how well everything has been communicated. I feel like if I ever encountered some kind of issue, that it would be addressed quickly and easily.
Support can be made by being patient with me. There is a big transition from being in the laboratory to being a supervisor, and I have a lot to learn.
Doing what they are already doing, by consistently checking, and providing feedback. Assigning tasks that needs to be done in timely manner. Also keeping me busy and if in any area I can be used or assist anyone please call me up, I will be happy to assist and take the challenge. Overall, so far has been such a great honor.
Continue to teach and mentor me for future growth.
Current supervision is amazing and very supportive.
Continue to be active listeners
I am coming up on a year and a half of employment with TMWA and I feel that I have demonstrated my ability to do my job well. There are historical tensions between capital and new business that tend to make my tasks a little difficult. There are some people willing to make changes for the better of TMWA and there are some people who prefer to just stick to the way we have done things for two decades. I have difficulty navigating that friction with certain tasks I get to help management with. I think this is something open for discussion and an opportunity to set a good tone for the future of our departments. Having clear direction would help me move forward confidently.
Communicate upcoming challenges that might be relevant to my expertise.
My supervisor has been extremely supportive.
Keep doing what you're doing.
Continue to be open and optimistic about the work being done. They are always supportive and willing to listen to any issues or advice I give.
TMWA and Supervisor support is exceptional. Continued communication on all things TMWA, and just being available when support is needed.
Let me know the areas where I need improvement, bring back annual reviews, and hold people accountable.
Let me keep my bike in the hallway.
I feel TMWA and my supervisors already do an excellent job of supporting me. I feel they both recognize the continued challenges the organization faces and are making plans to achieve those goals.

<p>Records is unique in that it touches nearly all facets of the organization, has legal implications, is a responsibility for each employee and it's typically seen as a burden, but its a necessary one. In order for employees to understand and appreciate that, Top-down buy-in and attention to proper records practices and policies are key. I have seen a shift in recent years where I believe Records has been taken more seriously (for lack of a better way of saying it), and has had more top-down buy-in. Ultimately, I feel supported and believe things on that front are and have been heading in a good direction.</p>
<p>Just keep listening</p>
<p>TMWA could provide more structure and/or guidance to the employee - supervisor relationship outside of just requiring one performance review per year.</p>
<p>Identify additional training opportunities or areas of professional development.</p>
<p>Directly I feel I have plenty of support, I'm given the trust and confidence to see to it that Control Systems Dept is able to carry out its core duties. Yet at the same time it is offered and reinforced that there is a open door from my supervisor should I run into a quandary. Indirectly I'm supported in my role by those within my department and so those Individual's need to feel both secure and valued in their roles as well as given the opportunity to progress and grow. Thus far in occupying the management role I feel that TMWA has done its utmost to do right by those individuals. It is in part why I think Control Systems functions smoothly and effectively with little to no internal challenges.</p>
<p>Communicate, support and challenge me.</p>
<p>Support, freedom to make mistakes and learn from them, direction to avoid major pitfalls, and a genuine sense of care from superiors.</p>
<p>Providing continuing education opportunities to continue to expand my knowledge in my current role and continuing to involve me in issues/areas that I'm less familiar and comfortable with to get out of my "comfort zone".</p>
<p>Continue to allow for me to hand over tasks within my current role to be able to take on new assignments. Continue to be a mentor and to allow me show my skills as well as push those skills to allow me to grow in areas in which I may not be proficient in.</p>
<p>Continuing to allow me to learn & grow.</p>
<p>CHUCK DOES A GOOD JOB.</p>
<p>By continuing to provide support and resources that allow development of the group and myself</p>
<p>Just keep doing what you do!</p>
<p>I believe these questionnaires are beneficial to both management as well as the employee.</p>
<p>Please continue doing what you're doing now.</p>
<p>Continued open communication, guidance, support and feedback. Continued support for professional development and learning opportunities. Set clear goals and expectations. Recognition of hard work. Foster healthy office environment.</p>
<p>Keep up the good work</p>
<p>Keep up the good work</p>

<p>My boss, Jessica Atkinson / HR Director, does a great job of supporting me and the job areas I am responsible for despite being task saturated and frequently pulled in many different directions. She consistently shows she cares about her people and works very hard to accomplish her responsibilities while providing clear vision, leadership, and guidance to those responsible for the areas she oversees. Not much more I can ask for in addition to this. Thank you!</p>
<p>TMWA - Effective communication is vital to the success of every organization. One area that we can improve on internally is to ensure that all communications are responded to in a timely manner so that appropriate decisions and actions can be made and or taken. Everyone in the company is busy but not responding to emails or calls can create challenges when trying to work collaboratively or determining the best course forward. Even a simple acknowledgement lets others know the communication is received and will be addressed asap.</p>
<p>Continue to provide resources necessary to adequately meet TMWA's vision statement and goals. Need support in moving forward with a new Purchase Power Agreement with NV Energy. Recognition of areas that are single points of failure, inefficient, or that are understaffed.</p>
<p>Continue to operate as it currently does.</p>
<p>Keep doing what they are doing already</p>
<p>By continuing to provide the training and tools to do the job effectively.</p>
<p>Continue listening to needs and providing support when able (i.e., helpdesk ticketing system, new associate analyst, FMS Sr Analyst). We've desperately needed all of those things and leadership has done its best to get them to us. Next big thing is a clear definition of ownership in software and processes.</p>
<p>Our Engineering Manager is very supportive of the New Business Team with an open door policy.</p>
<p>Constant feedback of what I can do better, my strengths and how to leverage them in my work.</p>
<p>Listening.</p>
<p>Leadership to possibly look within at current employees for advancement opportunities using experience, track record and strong dedication for striving to deliver and do what is best for the organization.</p>
<p>Our supervisor is EXCELLENT : everyone is just busy and "stuff" gets put to the side sometimes when it may be important to others.</p>
<p>By continuing to ask questions and listening.</p>
<p>Continue current process.</p>
<p>Continue to give us the freedom and ability to focus solely on our role, without sharing Management level stress or drama which has been a big distraction at my previously employment. Not overtasking is important for quality work. My Supervisor and Manager have been great at this.</p>
<p>Keep listening as issues arise. Having a third member in our Water Rights Department will drastically help with the heavy workload and give us time to focus on increasing our knowledge to advance our careers within the company.</p>
<p>Be patient with me as I tend to voice my opinion. Just know, me voicing my opinion is afforded to me because I trust our Leadership Team and General Manager. If I didn't trust, I wouldn't be vocal, I'd just go along...well, that's really not in my nature anyway!</p>
<p>Generational download. All of the system knowledge that leaves when people leave or retire. More training opportunities at the supervisor level. Not so much on how to supervise people, but more so on training of the actual roles and responsibilities of your daily tasks.</p>
<p>Just check in on a one on basis to talk about my future, expectations, and possibilities that could be available.</p>
<p>Continue to provide knowledge and insight on business practices and training opportunities.</p>

Help move us out of "business as usual" and break some of the old bad habits formed from the power company days. This includes streamlining processes, utilizing software tools, develop and implement standards.
Advocate for my career advancement
By being positive and available for support when needed.
Personal interactions are always good. Check in on staff now and then to see how the work is going.
Continue to trust. Very effective to have a supervisor that understands our jobs and challenges of our daily work.
In my current role, I feel that my immediate supervisor has continued to support me. I am a passionate person and at times may self doubt my achievements and quality of work but my supervisor is patient and we work through alot together.
Recognition of efforts and work completed, assistance with work life balance
Continue to communicate with the group, via email when it's of importance, to rely less on word of mouth and room for error.
just be there when we need something
Communicate and let me know how what I do is contributing to the goals of the department and the company.
By listening to my questions and continue to help me through any issues when they arise
Keep being themselves.
Currently, continue to support the development of my TROA/RiverWare/reservoir operations knowledge and experience.
Similar to question 22, I am not looking for TMWA or my supervisor to do much more for me other than to provide me the recourses and freedom to do my job in a professional manner. I also appreciate being paid and being treated fairly. This is the best organization I have worked for. My hope is that the TMWA culture is maintained as we grow and develop. That said, I believe it is the entire organization's responsibility to preserve the culture, it is not solely on the leadership.
No changes. Keep doing what we're doing. I appreciate my leader's support.
Just keep pushing me. Don't give up on me but help me strive to be more within our department. I want to see our department flourish and become something that everyone at TMWA sees as necessary, reliable, and respectable.
I am lucky to be supported by the leadership team and TMWA as a whole.
I receive excellent support. I don't really feel anything is lacking. In certain (rare) situations, specific, unambiguous and clear guidance as to what I should be doing (particularly if my approach up until that point has not been effective). Sometimes I have a problem that just needs a solution.
Continue to support learning and training opportunities, help create a path for growth.
Keep doing what their doing.
just keep doing what they are doing no complaints so far
Share ideas and information on the big picture
my support is excellent....no complaints
I feel like I am receiving an adequate amount of support.
Continue to be open to process improvement, provide challenging tasks and recognize my senior advisory role to other staff members.
By providing me an opportunity to continue to advance my career in a managerial role
I have never had a job that encourages me as much as TMWA does to ask questions, shadow departments, and has taken such an interest in my future. I am very happy with the support I have received.

Provide a path forward for career development, set expectations for group mentorship, move the whole design group in to one area, and add an Engineering Manager for Design and Construction.
she does at great job currently
A lot of what I've discussed so far is not feasible time-wise with the amount of work assigned to the water rights department. For instance, I wouldn't be able to work on a project involving RiverWare unless there was someone else available to take some of my assignments. The biggest thing management could do to support me in general would be to hire an additional water rights technician.
ASK ME FOR HELP TO ACHIEVE A GOAL.
there doing great as is. Just please hire more people. Our system is old we need more people to work on it. there are alot of things being pushed to the side due to lack of manpower. It will have consequences down the road if not addressed. We should have enough people to be preemptive right now we are very reactionary due to staffing levels. It's not sustainable
I'm interested in moving into field operations one day. I don't know what the change or progression looks like and will need support and opportunities to make that a possibility.
Good question. I don't feel well supported in my role.
Because of TMWA being a union organization the supervisors hands are tied in being able help me advance. Jobs that would let me use or pass on my knowledge and experiences would be a heavy foreman or a supervisor or an inspector as far as I know. I have applied for all of these positions when they have come up in the past and not gotten them. I have many more years of experience than the people that got them over me, especially when it comes to inspectors. The supervisors I had at the time of each of these job opening all said that they know I would be better for the job but that their hands were tied because of the union.
Do what they say.
pay me more
I think TMWA (and JZ) do a great job of listening to issues, concerns, seeking input from employees and leaders throughout the organization.
I think I am already fully supported - John has been a huge advocate for me and our Natural Resources team! If I had to say something, it would be more budget and time for conferences and training. I would like to attend 2 per year on specialized topics. The Groundwater Week Conference is always great and I would like to add one more technical conference/training per year.
To continue to be available for questions or situations that arise that I may need help on.
They're doing a great job already
Continue to support me as I navigate regular interactions with regulatory agencies. Whether it's in the form of guidance, or just knowing you have my back.
So far, I only have positive things to say about the support given. One minor issue- and this is just the nature of the beast we work in- is training for the specifics of my job. My instructor (SM) is both learning her new position and trying to teach me the intricacies of mine (her former role). This does create some concerns, as I hope to learn as quickly as I can but not make any errors.
Continue to challenge me and mentor me on my weaknesses or educate me on items that are new to me.
Feedback on job performance or suggestions for improvement are always appreciated so that I can focus my efforts where they are most needed and best suited to TMWA's needs. Continuing to put me on projects that allow me to learn, be challenged, and succeed.
Continue to keep me involved in the decision-making process on Hydro projects. Getting our crew the tools needed to complete tasks safely.
Help manage workload and advocate for improved internal processes.
Exactly as he does now. Ian is very approachable when it comes to questions or ideas.

What work related opportunities would be meaningful and exciting to you?
contiueing to understand the TMWA culture and enterprise
I really like working alongside Darrin with the operations team. I'm learning so much and it is helpful that he is new in that role so I can learn with him.
Water Conferences, Presentations
I am satisfied.
Taking certification courses and attending conferences related to our industry.
Technical conferences where industry professionals discuss current and future topics, Network and Network Security, and offer advanced and hands-on training or activities.
special projects
Being promoted to GIS Specialist, my title before coming to TMWA. As Specialists we figure out how to make things work. I have a lot of experience finding work-arounds and solutions on-the-fly in the office and field. I walk the line between field crew and office crew very well. I feel it would also make TMWA look even more impressive with a stronger perceived talent pool.
A positive regard for the TMWA brand was already established when I arrived in 2012. I feel responsible for carrying this forward as we grow and the complexity of our operations increase. As an organization we know we provide excellent value for the community's investment in us; I feel a big part of my role is helping them understand that this is indeed the case.
The Naviant Summit was really outstanding! I think more networking / community events would be really great!
I would like to attend a WQTC conference by AWWA or another conference put on by AWWA.
Challenging Projects: Taking on complex projects that require more attention and details. I work more efficient when the challenge was given to me I have some ups and down but every step of the process I have gain a lot of knowledge. Cross-Functional Collaborations: Working on collaborative projects with coworkers from various departments or teams is rewarding and interesting. Diverse viewpoints and areas of expertise, in my opinion, can result in creative solutions and a more fulfilling work environment.
Collaboration with different areas of the department.
I try to pursue any and all opportunities that are work related to grow and be a more valuable employee.
I would like a chance to work more with our inspectors
Solving complex problems.
Job shadowing, sit in on meetings. These are available, just need the time to do it.
A supervisory role or a chance to really boost up a departments moral and standing in the company.
"Behind the scenes" opportunities. Kind of like what is going on behind the stage in order to make the show a success.
Taking on bigger and more capital improvement projects, like Orr Ditch and 7th street BPS superstation.
The opportunity to work in the field more.
Leadership opportunities - being challenged, earning that trust, and having a seat at the table, if you will, would be meaningful and exciting. Also maybe getting to experience more of the public facing and media side of things perhaps.
Spending more time in the field at capital/new business projects, visiting existing TMWA facilities
Helping to drive organizational technologies, policies, and decision making, which in part has a waterfall effect on how we might use technology and what those technologies might be in the SCADA computing environment
All have value to me
Spend more time with

Risk management training.
Helping to develop processes/procedures and helping to improve purchasing's outward facing role to the world.
Continuing to learn more about the organization, continue to cross train as well as job shadow as mentioned. I feel these are all great ways to understand what other departments do. The collaboration will help us have a better understand others roles in hopes that we can all work together to improve efficiencies and how what we do affects other departments.
Program Management
There are so many aspects to how TMWA operates that even after 11 years, I feel like I have only seen the tip of the iceberg. I would like to see the Tours open back up for the Water Treatment Plants and Hydros. Personally, I would like to see more of the facilities while they are being built or maintained. I would also like to be able to visit more of the larger reservoir properties and hear about the management of those and the specific projects around them. I appreciate being involved in some of the committees and hiring processes at TMWA and really value those experiences. I guess the only thing I can add is, I am always looking forward to the next opportunity - Bring it on!
Shadowing other departments
ability to keep moving up in the company
I'd like to be involved in TMWA's more notable projects namely IPR.
Working with others on projects
NA
Any training course related to my current role.
Opportunities to work in the field would be meaningful and exciting to me.
I enjoyed negotiations and the preparation for negotiations more than I had anticipated. Working with a talented team on the Purchase Power Agreement. Identifying the high value projects in Hydro, Facilities, Fleet and other departments and helping be an advocate for those projects.
Field experience is always more entertaining than office work; however, I understand that more field work is difficult to obtain in my current position.
I really enjoy developing collaborative partnerships with entities outside of TMWA to further our mission and expand our community impact
I would like to work on projects (physical and/or planning) that have broad impact and benefit to TMWA and the community's water supply.
Learning more about treatment process and our operators and how our water system works more indepth
I have heard about the American Flats project which seems very interesting to me. I have always been interested in IT work and GIS mapping work as well.
Training in related software like PowerBi, being a part of Smart About Water events.
When my workload allows, I take the opportunity to get out in the field to actually see in person what I review on plans every day. Witness hot taps, trench work, thrust block pours etc.
Currently working on Orr Ditch which is meaningful. Other large CMAR projects would be exciting.
Leadership related opportunities
Get the agenda setting process onto the OnBase platform
Opportunities to improve myself and move up in the organization.
More hands on training when it comes to new additions to the system or Treatment plants.
Travel for classes or training.
Continuing to learn all aspects about TMWA.
Training!

Career advancement, specifically Managing the Water Rights Department
Taking a more strategic role because the employees in my department are being set up to succeed in their future endeavors.
I would like to have a class on how engineering models work. Many times, we call a planning engineer and ask if we took out x, what settings should we set at y, and do we meet flows at z. I would like to see the behind-the-scenes work on how these tasks get accomplished.
I'm not 100% sure but really just to feel like I am making a difference in a positive manner.
I would enjoy the opportunity to learn more skill sets that benefit the company from a security perspective. I would enjoy variety in job function.
Achieving principal level and/or departmental manager.
After completing my vision for improvements within the engineering department, I would like to expand out to other departments and provide them with tools and processes that positively impact their work lives.
I think job shadowing some of the other departments for myself and the other Lands Agents could be very beneficial.
Trainings and conferences. I'm already privileged to work on some large projects such as APWF and ODBPS.
More travel on behalf of TMWA. Continue work related education opportunities.
advancement, training,
a new learning curve to experience
To learn from my peers and to work in a capacity where I am able to work in collaboration as a team leader, coordinator or supervisor. I love to work with people.
Mentoring and teaching
classes
Foreman, eventually SCADA apprenticeship maybe.
i like the way thigs are going
Collaborating with external stakeholders
seeing some large CIP projects get completed for HVAC upgrades throughout our company
N/A
Additional RiverWare training and eventual meetings with Caleb (USWM).
I am exceedingly thankful for this job. We have plenty of excitement. Case in point, this past winter we saw Mt Rose tank 1 drain to 2.4 feet when a full stick of C900 split.
Continue to participate in high level organizational discussions that are not just related to employees and staffing. Having a better understanding of the business enables me to be a better strategy partner.
I'd say the opportunity to learn about cyber security, infrastructure terrorism.
More opportunities for staff to learn about other areas of TMWA, particularly field staff and operations.
I would love to learn more about how TMWA makes and prioritizes strategic decisions.
To maintain my current role and crew.
travel and conferences in water treatment plant operations
Projects and new work opportunities
keep learning what's new or different in the distribution system
Seeing how other entities operate, and incorporating some of the better ideas or processes into our system.
technical leadership and training
The opportunity to manage others and become a respected leader within TMWA
Seeing more work done in the field; Shadowing MIS/BIS
Leading the engineering design and construction group and any opportunities related to improving leadership knowledge.
shadowing multiple departments

I would love the opportunity to work on TMWA's planning documents like the upcoming revisions to the Water Resource Plan. I would also relish the opportunity to work more directly on the TROA operations.
CONSTRUCTION/ ENGINEERING
not much
I'm excited to manage the street and highway program and right now really enjoy assisting Steve. I would really enjoy additional opportunities to work with the distribution group.
Data science and providing training
See answer above.
Training and certificates that pointed you in a direction you wanted to go.
meaningful would be to pursue my job description as I wrote it.
Lead
I would like the opportunity to serve on a relevant Board as the opportunity arises. I think this is good for my own development and good for TMWA to have representation.
I think my projects encompass all that I love about my career. I would like to learn more about management so I can be ready (at least be competitive) for any opportunities that might pop up.
Not really sure...
Problem solving technical and scientific issues; being an advisor to policy makers.
Continue to work with planning, design and resource planning groups to solve longer term planning issues.
Any opportunities to cross-train with other related departments, or educational opportunities to learn about our system and community are very meaningful and exciting to me.
Supervisor role
Any opportunities for Business analysis and project management
Training and classes.

What can we do to help you better understand our business?
exposure to water delivery portions of the organization.
I think the department meetings were a great way to better understand each team and what they do.
I think it would be cool to do a touring thing for employees across all departments so everyone knows exactly what's going on everywhere and what each department does
I'm too new, but I am learning.
I can't think of anything.
I've been here awhile and still have not seen a lot of the properties. Would love to see everything we do here at tmwa.
I think TMWA does a pretty good job. I am still fairly new and so I feel like more knowledge will continue to come with time, naturally. But I feel like things are pretty open and I could approach or schedule time with just about anyone to ask questions about their role and how they fit into TMWA and what we do.
I feel like I understand what I need to know
I ask questions all the time from my own curiosity and have been very self-educating as the years pass here at TMWA. I know more every year than the previous just by working with other very talented people and sharing knowledge.
Keep me in the loop on everything relevant to elevating public understanding and acceptance of what we do.
Again, would love to be able to tour some of the other facilities.
As a new employee, receiving a video or documentation that shares an overview of each department would be helpful.
So far is great nothing needs to be change just more team building activities and get to know others in different departments employee so they can connect to each other and share their day-to-day work with others.
Job shadow and spend time with different departments to get a better grasp of what every department does for the company.
I have learned a lot about our business in a short time, and I hope to continue to learn more as time goes by.
I would like some internal education on our rates and how we come up with them for water users. I would also like to learn what drives those rates and what I can do in my role to keep my impact on rates minimal.
More communication with other teams.
More department all employee meetings would be helpful.
Allow for more Board meeting attendance. It is nice to view on Zoom, but sometime I don't get the chance to watch until a few days after.
TMWA has been doing a good job on this. Continue sharing information by whatever means feasible.
Not sure, I try to stay pretty involved on a day-to-day basis. Maybe just better communication lines between our departments at Glendale.
Job shadowing others. The ability to have knowledge of other roles and responsibilities within the organization helps with being able to have redundancy which aids with a growing organization and when people retire from the organization.
Recently, there was a New Business Process Workshop that really dove deep into that particular process where all players were able to see the process from start to finish and understand where they fit in it, with the goal of identifying potential improvements. I am not sure that would be feasible for all TMWA Processes, but it would be awesome if there could be a series of similar workshops like that one. Not only would it help employees fully understand how we all work together toward the same goal, but it would lead to countless process improvements, greater understanding and patience in our interpersonal relationships, and everyone would have a greater appreciation for each others' roles and responsibilities.

I would appreciate more time/invitations to have experience in the field (inspectors, distribution, operations, etc.) Not only is it fun & interesting, but I often help these groups as internal customers, and it would help me understand the overall business better.
I enjoyed the opportunity to see the Mt. Rose treatment plant and have a better opportunity to understand the work done by the different occupational groups.
I don't believe there is any outward barrier in place to any individual in the organization that wants to understand what a differing Department or individual does in the organization. It just a matter of an individual's own desire to understand and ask the question. If I were to suggest, it would be to keep that notion alive and well that co-workers can ask those questions. This could be encouraging a informal around the water cooler conversation or a more formal "day in the life where someone that is interested can spend an hour with an individual in the job role they are curious about
It's not a matter of understanding the business as much as being involved when if I can provide input.
I think I understand our business fairly well.
The recent presentations by departmental leadership to let everyone know what they are doing and planning for in the future was a great way to learn more about the needs of other departments so that we are able to support them better. Please continue to hold these departmental updates regularly.
Just continued exposure to all aspects of the organization and opportunities to work with other departments on projects as they come up.
I believe this comes with time, experience as well as new assignments, and working with other contributors in other departments.
Continue periodic department information trainings and job shadowing.
Offer more Tours, Team Building, Educational opportunities.
Job shadowing
I believe a have a good grasp on our business at this time but am always eager to learn if there is more I need to know.
Continue to share TMWA's vision and update if anything changes. Continue to provide and encourage learning opportunities to align with said vision as well as with actual TMWA projects/challenges/improvements across all departments.
NA
Being able to shadow other departments.
Content here
Continue dissemination of information
Continue to offer training about other departments.
I can't think of anything
More on the shadowing
I think TMWA does a good job at this.
Unsure, I continue to learn about aspects of TMWA I never knew about even after 4 years. I'll just keep learning.
Exposure to multiple departments.
Workshops? The ones we did with each group (Finance, Engineering, etc.) were good but some of them lacked in explaining their day to day duties/responsibilities in a manner that is not too technical.
Have lunch and learns, more transparency
Offer ability to be learn other facets of how we operate as a whole and opportunities to assist in future company related planning.
Communication between different groups.
Training, learning about other departments, and conferences.

More one on one classes
Adding a 3rd person to our department, which we are working on, would be helpful because our department is extremely busy. Other than that, cross-learning duties from other departments, trips in the field, and connecting to those in other departments could be helpful.
As a Director, I have good access to the Executive Leadership group but as an employee we need more opportunities for employees to ask questions in an informal process or at least get to know who does what. We're growing quickly and we risk losing that connection across the company. We need more "informal" meetings where we have face time with other departments, maybe one person shows up, next time three, maybe the time after ten people. Somehow we need more interaction within the groups or we'll be fragmented again because the core people are gone and the new people never met the remaining people. I'm not a meet-and-greet type of person so have to make it collaboratively, maybe subgroups with a member from multiple groups to get to know "a day in the life".
Maybe just better communication overall.
Good question, perhaps just time with some of the departments that handle the business side of things. I think that would be very interesting to see.
I listen and learn, when needed I ask. From a TMWA perspective the knowledge of inquiries helps.
Transparency within all of TMWA's internal operations particularly at the upper levels (management and TMWA board) and how it impacts the employees.
Keep the org chart up to date with upcoming vacancies.
N/A
I think there's a good understanding of what TMWA does. The all employee meetings are helpful.
more training
More exposure via ride alongs/shadow days/presentations into each role within the company. I have not the slightest clue what anyone at Capital does.
for me its just what we do at the labs
I feel I understand it well but to understand it better just be available to answer questions.
I would like to spend more time with other groups to better understand what each group does
N/A
Currently, continue to support the development of my TROA/RiverWare/reservoir operations knowledge and experience.
I honestly don't know. It appears that TMWA leadership communicates effectively. It is probably on me to continue learning and ask well thought out questions.
Continued exposure to high level conversations and the decision making processes.
I believe I understand the business quite well. I wouldn't mind learning more about the other departments such as SCADA techs and what they do.
More time for staff job shadowing
I really enjoyed the presentations that each department gave earlier this year as part of the succession planning. It would be great to build on that.
I think that is difficult or has been because we run lean and it's not always easy to step away from daily duties to go out and see what others do. I would like to be able to see things first hand but also understand that we don't always have the time to do so.
After 25 years I have a pretty good idea.
nothing comes to mind
Cross training when available
it's all available to me...I have to find it and keep learning
More hands on training.

Continuing education
I don't know
Interdisciplinary training or overview of other departments. The brown bag lunches are useful, but oftentimes, there's not time in the schedule to attend these.
Continue to communicate why TMWA functions the way it does and/or why TMWA is making a change to how it functions.
shadowing opportunities
I would like opportunities to shadow other departments and see what they do. This isn't really possible at the moment because of my current workload.
AFTER TWENTY-THREE YEARS STILL OPEN TO TRAINING
na
Right now I can't think of anything in particular other than crossing trainings or ride-alongs.
I understand our business.
Don't know.
pay better
n/a
I would like to bridge the gap more between my current technical role and the wider regional water management activities.
It's things TMWA already does, but continue to make other departments available to each other and able to communicate their role in the business.
I think it's great that "upper management" has been proactive about this. That makes it hard to answer the question...keep it up!
Exposure to me of the different functions TMWA performs. I imagine this will occur soon and over time, as I have only been with TMWA for a little over two months.
Just more exposure to various aspects.
Cross-training with related departments can be helpful. Putting me on a diverse array of projects also helps because it puts me in the position of needing to learn about new sides of our business out of necessity.
None
Opportunities to work on projects in different business areas.

Are there any departments or functional areas that you want to understand better in order to do your job better?
I would like to continue to partner with the Finance Department so I can better understand how capital and O&M projects/expenditures impact the financial health of TMWA.
Distribution
Distribution Maintenance, Field and Meter Services, Hydro, and Facilities.
better understanding of the water system
At this point for the distribution maintenance group, I feel pretty well rounded.
As stated above, communicators need to understand as much about organizational operations as possible. It would be helpful to have more of an inside look at board relations and legislative affairs.
Engineering & GIS
DESIGN AND ENGINEERING DEPT
scada
Not at the moment.
That's a hard question to answer, because I don't know what I don't know. Maybe there's a something from a different department that could help me do my job better. My guess would be distribution and operations?
Getting a better understanding of this process with time but New Business processing in combination with outside agency permitting processes. Also, water rights / water resource processes.
Planning Engineering and Design Review Engineering
"Ride alongs" or "sit alongs" with different departments like CSR's, MIS/BIS, Distribution etc.
operations, capital engineering
Billing data and meter capabilities. If engineering could leverage the data that is or can be collected from the smart meters, there is a great benefit to the planning side.
Operations, distribution, and meter services.
I would like to collaborate more with the Natural Resources group to better achieve some of the broader water resource objectives mentioned above.
A better understanding of the Water Rights group would help in some of my current planning responsibilities.
Tank and Booster Pump Station design
There are many departments/personnel here at TMWA that are always willing to share their knowledge if I have a questions or don't understand a specific process.
Planning, distribution, treatment
Water Treatment Operations.
I don't think so maybe getting more familiar with MIS department what they do and how they do things.
Any projects where a technical solution should be implemented.
Rate structures and more complex financing strategies.
Similar to item 13 above. I believe the continued collaboration amongst the departments and other office locations/facilities will allow for us to improve as an organization. Continue building relationships and help improve our day to day operations.
Since I work with most departments, I am always open and eager to learn what each department does as it provides such a beneficial understanding when I am working with them.
I still have much to learn about most of the departments and functional areas, especially distribution and O&M facilities.
Facilities Maintenance, Inspectors, New Business, Operations
Again, I'm still kind of building a baseline for a lot of this. I think I would really like the chance to go see more of the facilities to get a better idea of the system as a whole.

Are there any departments or functional areas that you want to understand better? BOARD Agenda Item 9-2025

All of them. Even some outside of TMWA but rely on TMWA data, Sewer Billing, CTMRD, water use sustainability programs, etc.
Every department.
Engineering, Operations, Distribution
I believe a general understanding of and exposure to every department and functional area would help everyone do their job better, especially in a leadership role so I could truly have an understanding of the full picture and how everyone works together.
Although I have some insight into how Finance and Engineering use data, knowing more about these departments would be helpful.
OT
The more I continue to understand what everyone does at TMWA, I can translate that into how the network and security infrastructure works to support their tasks.
Finance, Engineering
I would love to learn more about the operations of TMWA and what each area does (Engineers, hydro, distribution, etc.)
I ask questions all the time when working with TMWA engineers and crew and have learned more from certain folks here than I could ever get from ten classes.
Continuing to gain a greater understanding of the organization as a whole and the roles of each department as purchasing does tend to interact with all aspects of the company on one level or another.
Field & Meter Services, Lands, Water Quality
how the meters work
Emergency management and safety.
Project management
I would like to continue to understand all functional areas.
Yeah, I would say hydro sites and their functions.
Camera and genetic shooting
IT, Security, Operations (Water Treatment Plants) I know the basics but I want to really understand it even more.
I would like to better understand the work of the crews and what each position does/ go see some of the job sites.
All of them.
Engineering and water rights
Probably a common theme here by now - TROA/RiverWare/Reservoir operations.
I think it is helpful to collaborate with hydrologists and engineers.
Continuing to immerse myself with the Glendale team will help me reach my future goals.
Maintenance, Engineering and New Business are big ones because so much of our Lands work comes from those areas. I also want to understand Water Rights a little better but I am not sure I want to really dive into that pool.
Not that I can specifically think of, but I'm always willing and interested in learning about other departments at TMWA
I would like to learn how the Engineering group manages projects - what software and processes they use.
Not really. I really do enjoy operations, but am equally at home in water resources.
As it stands now, all departments are very willing to share knowledge and experience.
Operations, Mechanical, Lab/Treatment
Treatment, operations, distribution
Always interested in learning what other co-workers do and how they accomplish it.

Are there any departments or functional areas that you want to understand better? BOARD Agenda Item 9-20-25

Yes. I would like to have a better understanding of operations, maintenance, meters, and distribution. What would be nice is to have guest speakers from these departments and have a question/answer portion.
I am very new in this position. The answer is yes, but I do have a lot of learning to do at present. I am anxious to do so.
I would say a improved or more detailed grasp of the treatment and distribution systems. In addition to the how IT is positioning technologies and configurations within the Corporate computing environment and what those ramifications might be for the Scada compute environment, if any.
I spend quite a bit of time with engineering, but more time with Financial, Natural Resources, Human Resources, as well as saddling up closer to Water Quality would help me do a better job in my opinion.
I am very fortunate to be able to work with all departments.
I wish that I knew how to use Pi Vision better.
Would like to know more about the distribution department.
None
Mechanics
Not really
I would be happy to understand every area within TMWA better but the other functional groups within Operations and the Crews would probably provide the most actionable information. That said, I work nights and I am not sure where I would find the time if the opportunity existed.
trying to understand where the cut off line between CSE and Scada tech responsibilities
Scada and Maintenance
SCADA and Electrical
nothing im not already learning
NA
the capabilities of Wonderware 2020 that are untapped
n/a
Perhaps see some of the billing side to NV energy on how we get paid for the power we produce. Maybe spend a little time with the business department to understand TMWA better as a whole.
Operations works with Distribution regularly and I would enjoy learning more about how they operate on a daily basis.
MIS area could help me in the service department
pretty much have been taught by a good group of forman and supervisors to push me into the future here.
Would like to understand the maintenance and operations departments better to provide improved designs for ease of use.
All of them haha! I haven't been at TMWA for very long and am interested in learning as much as I can. I would like to see how the lab works since I've seen some samples being taken in the field for BTs. I'd like to learn more about what's being tested and how long the testing process takes. I'd also like to learn more about what options Operations has for redundancy or additional supplies when an outage needs to occur for a project.
Operations and Mechanics. I have plenty of exposure to these groups, but I think it would be beneficial to see what their day to day looks like.
Always can learn more about field construction and water infrastructure repair.
Operations and Finance.
Distribution
Emergency Management, Safety and Risk Management
I would like to understand the Hydro and canal system better in order to be able to quickly locate and respond to issues in these areas, as well as site assessment and preventative maintenance.

Are there any departments or functional areas that you want to understand better? BOARD Agenda Item 11

I always strive to understand all the departments better. I believe learning more about the operations, distribution and maintenance side of the company would be beneficial.
I am always willing to learn about the overall workings of TMWA. For example, I am curious as to what else I can learn about the various departments within the organization, such as Operations and Distribution.
Water supply, within Natural Resources. Operations and Maintenance. Resource economics.
Yes, Engineering- what we have planned for the future projects as this community continues to grow. I feel like it's on a "need to know" basis and this is NOT fair to our group.
I truly would like to gain more technical knowledge overall. Fluid dynamics, electrical theory, hydraulics, etc.
I think all departments would benefit from increased exposure to each other roles and responsibilities on a day to day basis.
operations and Maintenance covers all I do a daily so just the knowledge gained by day in day out experience
Finance. Every other PO or purchase I struggle with O&M versus Capital or I can't track what's being spent where because Ops is so dependent on other departments. Seems like I never spend capital, seems like I'm chugging thru Finance and doing the best I can without really knowing why I haven't spent much in XYZ when I thought I overspend because of ZYX.
Still learning my current role.
I think all departments can help us learn more about our jobs and what we do at TMWA.
Engineering
With the wide range of different concerns we deal with many departments can help me understand how things work. Largely Operations/Treatment, Distribution, and Natural Resources all would give a better working knowledge of how everything fits together.
no
Treatment Operations
bidding process and follow-up of contracted work
The engineering, inspections, and standards departments would be better to understand due to the ever-changing aspect of our job.
I want to understand all departments and functional areas and how the work I do impacts them.
N/A
Field and Meter Services may teach me the other side of what I do here in the office.
MAINTENANCE/ WATER TREATMENT/ HYDROS
mchs / scada
SCADA

What motivates and energizes you?
Seeing a project, plan or program completed and/or to fruition.
Challenges; Problem solving; Working with others successfully; Successful projects; Being self-directed and working with others who can do the same
Helping people
Training and developing employees.
Making my customers happy
Seeing people happy creates a positive energy.
Knowing that I am being successful in conveying complex ideas to a lay audience.
Doing a great job. Coming up with ideas that correct or improve things in our department and system.
HAVING PRIDE IN MY WORKMANSHIP AND LEAVING A GOOD MARK WHEN IM RETIRED.
I enjoy taking things apart and rebuilding, being hands on, troubleshooting, doing big projects as a team and working with a team
Learning new skills, having good people to work with.
a paycheck and learning new skills everyday
Seeing a quality design go out to bid
Seeing progress on projects and helping in the development of solutions that benefit stakeholders.
Learning the "why" behind processes. Also, finding new ways to achieve better results. I like finding efficiencies through new business processes.
Challenging tasks, motivated staff and problem solving
Automating trivial or mundane tasks.
Seeing a project from start to finish being successful. Problem solving, working with a team who is equally motivated to see a problem or project become successful.
Teamwork and working towards common goals and objectives. Problem solving to develop unique solutions to challenging circumstances. Process improvement to develop better and more efficient approaches to common problems.
I really enjoy the flexibility that TMWA allows. If life gets in the way, current management allows us to take care of it and make up the work or work from home. That flexibility is really valuable to me.
Helping other for the overall good of the department and TMWA motivates me the most
Helping/Contributing wherever I can; facing challenges with positive end results
My #1 motivator is always completing projects and making end users happy. When I have a project on my desk, I find myself energized and focused as I work to complete it. I appreciate being able to speak with the maintenance group, operators, etc. at our facilities and hearing firsthand what works or doesn't work for them, and then striving to fix it with a design and well implemented project. Educational and training opportunities are also motivating for me.
Air, water, sleep, and food.
Challenging problems that require some outside of the box thinking.
Things motivates and energizes me is coming to work every day and make someone day better. As a profession I am in I feel like technology changes day by day and people already have a lot going with their lives. But being the face of the IT department, I feel like it puts me and motivates me to help others and make their day better. Also, the chance to solve complex problems, learn and grow, and work collaboratively with others towards a common goal gives me a sense of purpose and fulfillment. Last but not least chance to solve complex problems, learn and grow, and work collaboratively with others towards a common goal gives me a sense of purpose and fulfillment.
Helping others

My employees, I have an awesome team right now and I love to do things to let them know how much I appreciate them!
I enjoy collaboration with peers and teams, coaching and leading teams and financial modeling and forecasting.
Team collaboration, support from management, healthy work environment and flexibility.
Working with people.
Being productive and delivering useful solutions to customers and coworkers in a timely manner.
Being able to help internal/external customers make processes more efficient & assist business decisions by providing a clear analytical result.
Doing a job well, having clear and concise tasks and responsibilities. Approaching and meeting goals. Seeing tangible progress and results.
Seeing growth and successes of staff. Being a part of TMWA.
Seeing my subordinates take on new responsibilities and grow their abilities. Seeing the organization take cybersecurity more seriously.
learnign new things and being challenged
Meeting challenges. Being trusted and supported in my role. Being given opportunities to succeed and showcase abilities. Helping others. Pride in work.
Being successful and helping others.
At the risk of repeating answers from other questions: <ol style="list-style-type: none"> 1. Great collaborations with wonderful co-workers. 2. Challenging (but solvable) problems. 3. The sense of everyone in the organization all pulling together. 4. A wonderful and supportive environment to work in.
Good training, conferences, and tabletops, live exercises, capture the flags.
Work that is significant and challenging. Music also energizes me and sometimes I listen to it throughout the day, especially if I am feeling tired or stressed. Being able to work from home sometimes is also very helpful for my productivity. Doing proactive work before an issue arises gives me a great sense of satisfaction. And when difficult issues do arise, being able to solve them effectively is very rewarding.
Successfully completed projects, anytime we use CPI to improve user experience. Sharing knowledge.
Feedback, a healthy team environment, compensation
Myself, I am obsessively driven.
Creating processes/spreadsheets/forms/organizing/learning new things
I strive to do well in whatever I am doing. I want my tasks completed in a timely manner & if I can make a customer happy I appreciate that.
good communication
When a project is completed on time or ahead of schedule. We did it as a team and the result comes out better than expected.
Being trusted in my role as an SME within my assigned areas of responsibility at TMWA and having the freedom to do my job with minimal oversight or micro-management. Leaders who provide a clearly defined vision for their employees, promote a culture of ownership and require accountability from everyone within the organization.
Working with a dedicated and passionate team. Knowing that the work I do makes a difference and has a positive impact on the organization.

<p>There are many motivations for me; my family, my coworkers, the company I work for, the community I serve. If I do not do my job well, it doesn't only affect me, it affects everyone entirely as a whole. So knowing that I have so many people relying on me to do my job to the best of my ability is crucial. Taking pride in what you do absolutely matters in all aspects.</p>
<p>Paying my bills and understanding if I don't go to work I will lose everything I worked hard for. Also understanding that I have a job to protect people and a community.</p>
<p>Accomplishing tasks, reaching goals, finding solutions</p>
<p>Knowing I am doing a good job. Helping employees. Thinking critically. Learning new things.</p>
<p>Helping other to succeed and grow and conducting research.</p>
<p>Great coworkers, talking about topics that I enjoy, working on projects with major importance or value, also the ability to learn and grow as a young person in this specific field</p>
<p>Being able to witness the results of our work making an impact at a regional scale.</p>
<p>Solving complex problems.</p>
<p>When a team is happy and can work well together, that energizes me the most. I also like the TMWA work environment and staff appreciation. I enjoy coming to work and see myself staying here for the duration of my career.</p>
<p>I appreciate knowing where I stand and that I am valued. I work really hard to stay positive even when the environments fluctuate with different leadership styles. I still feel that TMWA is a great, family oriented place to work and appreciate that our leadership is very flexible for those of us with families. And to be honest, money also motivates me.</p>
<p>Working as team towards a goal</p>
<p>Making water for the people! Finding it and preserving it for the future! Making customers (especially the public and those that are impacted by our field work) happy after starting off on the opposite end of the spectrum.</p>
<p>Knowing that the work I'm doing is making TMWA a better place for decades to come. Thinking outside the box, and coming up with better ways to manage our water resources that make sense for our region now and into the future</p>
<p>Being able to manage the world around me yet knowing guidance is available when needed. Making people's lives better and breaking down the invisible shield between TMWA and the customer.</p>
<p>Staying busy</p>
<p>Being interested in the project/work I am doing.</p>
<p>Working with a great group of coworkers (supportive, understanding of each other's roles in the team, contribute to a friendly work environment)</p>
<p>Problem solving and troubleshooting. Fixing problems for people and getting tasks done successfully.</p>
<p>Respect and appreciation</p>
<p>Being given the responsibility of overseeing the health of the public.</p>
<p>I'm motivated to solve problems and see individuals that are impacted by the resolution be satisfied with the results. I'm especially motivated when there is a prospect of leveraging technology to solve the problem and not only solve the problem but utilizing technology to make someone's job easier or allow them to be more proficient or productive.</p>
<p>I'm motivated and energized by visualization of completing a task, and then making it happen.</p>
<p>The un-known. Working with the great team we have.</p>
<p>Learning new things, meeting deadlines, targets or goals and working well as part of a team.</p>
<p>Fixing or coming up with a solution to a problem</p>
<p>Acquiring more knowledge to help my succeed in my role.</p>

Providing the best life I can for my family does both. Knowing I will always be able to do this if I show up to work each day and do my best.
I enjoy working as part of a productive and efficient team that does meaningful work. I enjoy problem solving in an environment where staffing and resources facilitate successful accomplishment of organizational goals.
coffee and goals
Doing a good job and helping others to learn
At work? Completing difficult tasks or jobs that seem daunting. Fixing things that are broken.
Good benefits, Good pay, and Good people
Retirement
challenges every day; making a plan for each day, communication with co-workers and management; seeing it through and accomplishing a plan
Having a crew around me that loves coming to work.
Knowing I have an important role to play and staying busy.
Opportunity to advance and be more involved.
new challenges and solutions
Being good at what I do
going to the gym on a regular basis before my work day starts
Team collaboration and support. Knowing that we are all working together to improve the system and have a good work experience.
Learning new things, making improvements and helping others.
Learning, problem solving, mentoring others, and working as a team.
Steady, somewhat busy workload. Not overload. Working with other staff.
I am motivated by making things better, more efficient, and being creative while I do it.
Recognition of efforts and work completed
challenge
To make an impact on whomever I come in contact with. Being humble and personable and able to deal with difficult situations and make suggestions or impose a change so the company and our staff are successful.
Learning new things and doing new things. Being out and fixing things that need fixed.
Working in a positive environment with positive people who strive to better themselves and each other.
First and foremost, producing quality work is motivating and energizing. Also, compensation (including salary increases, PTO, and flexibility) for the work I do and what I bring to the table.
Problems and mysteries. I love finding an issue, asking "how did that happen?" and then finding the solution through careful research. Water rights management presents no shortage of these issues for me to solve. I also really enjoy completing tasks and having something to show for my work at the end of the day.
To be a good Technician and bigger jobs that have a lot of consequences on the line.
Having a safe and happy work environment.
Being a valuable contributor to the team.
Enjoying the company of my coworkers and fostering a fun but productive work environment that is relatively low stress. Seeing current apprentices do well and learn their role within our group.
completing projects and putting them online and figuring out problems
Competently being of service to the Operations Department, TMWA as an organization and keeping TMWA in compliance.
Great workplace and people.
The challenges of making and distributing clean water to the city.

<p>My motivation comes from: Creating a positive and lasting impact on others' around me, including sharing insight and a differing perspective. Providing a public service. Making small improvements to EVERY project or task that I'm involved with.</p>
<p>Complex projects and problems. The ability to solve difficult problems in unique ways.</p>
<p>Knowing those around me can count on me to handle the responsibilities under my purview, including handling day to day tasks, responding to regulatory inquiries, following through on special requests or completing projects. I never want others impacted negatively because I have neglected to take care of business.</p>
<p>money</p>
<p>Learning new things, and \$.</p>
<p>quality work and team involvement</p>
<p>My Family.</p>
<p>Working with positive people that want to help the people they work with and for.</p>
<p>Interesting problems</p>
<p>My TEAM!!!!!! I absolutely love coming to work each and every day and working along side my coworkers each day :-)</p>
<p>HELPING OTHERS ACHIEVE GOALS</p>
<p>learning a new job</p>
<p>new projects new experiences</p>

Which of your talents would you like to use more?
Lean and Agile Methology to identify opportunities and drive change.
Putting me up at Mt Rose has given me an opportunity to use more of my talents. I feel that I am currently starting to use talents I have not been able to in the past and so I am currently satisfied.
I would like to speak more about our careers and situations with other parties and organizations around the country, such as at conferences.
My communication and writing skills.
Threat hunting
I feel like my job role is a really good fit but I as I continue to get settled in within the organization, I will keep this question in mind.
my cleanliness and creativeness
I use every ounce of talent I have at TMWA.
Strategic Planning. We have excellent external support for our strategic communications-planning but I would like to be more deeply involved in the process. Given the growing complexity of TMWA's operations and our increasing interactions with sibling agencies, we will have to devote more time and mental resources to establishing our best path forward from a communications perspective. This is by no means my strongest capability, but I am excited by the challenge of mastering it.
I'm feeling really good in this role!
Communication Skills: I have always been adept at effective communication, both written and verbal. I would like to leverage this talent more by taking on tasks that involve clear and concise communication, such as presenting ideas, leading meetings, or collaborating with cross-functional teams. Adaptability and Flexibility: I adjust easily by nature and do well in circumstances that are dynamic and fast-paced. By tackling work or initiatives that call for fast thinking, the capacity to handle change, and the ability to effectively adapt to novel circumstances, I would like to make better use of this capability.
I would like to continue to use my time management skills and my desire to learn to continue to grow with the company.
One of my talents is troubleshooting and problem solving. Currently I still get to exercise both of those in my current position in my daily tasks as well as assisting co-workers in my previous position.
Writing
Leadership and educational outreach
Solving complex problems.
I would like to focus more on being proactive, reducing single point of failure, staying on top of new regulations, meeting best practices whereas I find myself being inundated with day-to-day reactive tasks. This extends to my staff as well.
Leadershiop
I seem to have varied opportunities to use many talents, depending on the task at hand. I have to think on this for a while.
Leadership
Construction project management, emergency management and response, and facilities maintenance.
All of them. Its really as simple as that. I would like to utilize all my talents, even if it means going above and beyond my job description and helping in other areas, which I have done on occasion.
Collaboration/networking (with internal groups and external agencies), data analytics, building dashboards
Honestly, due to the multifaceted role attributed to the CSE managerial position all of my talents get put to use in some way, shape, or form. If I was to focus on a area that may better serve the team in a capacity that isn't directly covered by the various skill sets within the CSE Dept. it would be beefing up administrative scripting within the Scada computing environment

Mentoring and coaching
My analytical side.
I hold Grade 3 full certifications in Treatment and Distribution and four years of experience as a Treatment and Distribution Operator. These occasionally come in handy in my current role (from the system knowledge perspective) but could be used in support of other areas.
Anything related to technology/software/website development.
Program Management and process improvement.
NONE. UNLESS GOLFING IS A NEW POSITION.
THE CREATIVE SIDE! I LOVE making exhibits, flyers and maps. I also love to organize and figure things out...that is my inner records nerd coming out.
My "analytical side" would like to be able to pull reports from enQuesta to research & clean up the system.
Process improvements, relationship building, mentoring.
NA
I am in a pretty happy place right now. If given an opportunity it would be nice to find an opportunity to get out of the office to do some work.
Mentoring Problem solving Negotiating
I think I have a well-balanced background of design, construction management, design review and planning/modeling that could help fill gaps within TMWA staff as needed.
I feel like my talents are being utilized
I would like use more of my backgrounds in other areas of water engineering, including possibly groundwater (and groundwater treatment), as well as surface and storm water. I would like to do more big-picture thinking and planning. I also enjoy technical writing, and it's a skill I would like to use more.
troubleshooting and diagnosing
Water and Wastewater skills, problem solving.
Process mapping has a nice balance of analysis and working with people. So does development of dashboards for end users and leadership.
Project management.
For leadership to continue to value me experience and rely on me more in the future.
Teaching new operators the ends and outs of this job description.
Operational
Leadership and technical skills.
Interacting with the public. I have a knack for explaining water rights to developers and customers.
Finding a way to accelerate my main focus, to create a culture of sharing the right information with the right people, collaboratively, to minimize missed opportunities or people being left out and not getting the message of what's coming up.
I would like to collaborate more on projects. I don't have the technical background yet to be able to make sound suggestions on system improvements.
My People skills
I would like to use my talent to understand how things operate together to function as a whole in order understand the desired skill set. I would also like to use my skill with computers to continue to develop these skills from both camera programming and system function perspectives.
Technical and team leadership.
Continuous improvements and making processes more efficient.
Being a positive presence in the lives of others and lifting them up for great success.

Problem solving, programming, leadership.
Geology, Technical writing
Team leadership role. TMWA benefits from the advanced capabilities of some of the Techs by not developing leadership roles for the SCADA department despite the fact that we already do it 24/7. or some type of senior role that would reward the advancement of a Tech for their ability to take the job to a higher level which is EXACTLY what we have done in the past few years.
database engineering
communication
I would like to use my talent as a policy or procedural writer and use my knowledge to conduct training in Emergency Management, Security/Safety topics and Risk Mitigation.
Mentoring and teaching
more coms among departments
Leadership and communication.
Organization, problem solving
welding if we could get it back in the field
Not sure at the moment
team building
My work ethic and problem solving.
I plan on continuing to create more time and opportunities to learn TROA/Reservoir operations.
In this position we have the freedom to handle our workload in the manner we see fit as long as it is done safely and to standard. I am able to use my talents without restriction.
I feel that my current role puts me to task and enables me to use all of my talents. I am never board nor do I ever feel the need to do something different. I believe I am doing what I love and what I enjoy!
Report writing skills
More time to develop comprehensive disaster recovery and business continuity plans. Development of best practices, meeting new regulations. Development of proactive FTE cost modeling and hardware replacement budgeting.
I don't feel that any of my skills/talents are being under-utilized. I do need to accept that my new role is less dependent on my technical skills and will require me to develop new skills.
I am content.
I feel like I'm utilized as well as i can be at the moment as an apprentice.
Pi Vision pages.
to encourage and to support those who continue in Operations the importance and significance of their job
Mechanical knowledge and experience.
governmental relations, planning, training
I would like to use my skills to develop cost-effective, creative, operational strategies for managing water resources here in northern Nevada and my leadership skills to advance the goals of the organization
Technical document editing coming up with different business processes for tasks done on a day to day basis
Leading and mentoring.
My people skills and leadership
Primarily, my skills in data analysis and visualization. I would also like to have more uses for my mapping skills and a chance to expand on them.
MAIN LEAKS/ HYDROS / ROADS AND CANALS/ WATER TREATMENT PONDS/ ROADS AND TANKS
I really enjoy working on regulators and the continuing knowledge that is gained from new installation inspections on new prs bps tanks stations ect seems like there will be no lack of them in the future

I think I'm really good with time-management and communication and use these everyday. I've been trying to coordinate and schedule upcoming street and highway projects with the inspectors more and there is definitely a need for it. They're interested to hear what's coming up and are appreciative of the scheduling efforts.
All of them.
My talents are hands on work from which my knowledge and work ethic comes from. Work ethic and knowledge are not what they used be in my generation. Passing this on either through supervising, management, or some other means would be both good for TMWA and be fulfilling to me.
Electrical troubleshooting.
backflow testing ,repair, inspection
leading organizing
Recently, I am spending too much time in 'weeds' on our HCM/Payroll project. I would like to spend more time on strategy and broader financial analysis and research/learning. I also need to have more time to develop staff below me. That said, we are staffed appropriately and following the HCM project, I believe these things can happen.
Project management, delaing with the public, field work management
I'm satisfied with how my talents are currently being utilized.
My scientific and educational background, with a B. Sci in Biology and an M.S. in Environmental Science.
My regional planning experiences that incorporate potable water supply, wastewater and reuse.
Project management/scheduling, work with treatment plants / equipment startups & maintenance.
None
Business analysis and project management

(Follows Benefit Prioritization Question) Is there any other category not identified in the prior question that is important to you?
N/A
N/A
no
no
No
None
Nothing comes immediately to mind.
Opportunities to continue mentoring others
Taking care of our people has always been my main focus.
N/A
n/a
no
no
No.
No.
Not at this time.
Senior project coordinator and a bump in salary
Variety of experience.
All of these are almost equally important
Employee morale. I think its important to develop a good culture across the organization, but especially within each Department or Functional Area. Group activities to build the team, allow people to get to know each other outside of work, build trust and a level of comfortability, comradery and understanding.
n/a
n/a
N/A
No
No
no
No.
No. But if I had it my way all of these items would be number one. We all want these things to complement our lives and careers.
No. I think the provided list is very comprehensive. Honestly, it's extremely hard to put the categories in a meaningful order.
Not that I can think of.
Organizational culture and positive work environment
Psychological safety, trust and respect
Retiree medical, dental, and vision benefits that include some amount of employer paid premiums
Team Building?
No
No.
None
Being able to contribute to the organization.
Having a firm understanding of leadership plans/structure and where the utility is headed.

No
No
No
No
N/A
NA
no
No
no
no
No
No
No
NO
none come to mind
Question #27 doesn't reflect my priorities but I do not have the option to leave it blank. I don't know what information is being sought and I am concerned that my response could be misinterpreted.
Training at new plants, and new systems
N/A
Ability to bring puppies to work
Health benefits (i.e. promotion of exercise and health living, gym memberships perhaps through the City of Reno, supplemental health insurance)
No.
Employee Engagement - Doing retreats, building employee/team relationships through adventures tied into team building across all of the work groups.
Work environment
Good Management
N/A
I think the previous question is difficult to answer and I went back and forth reorganizing and probably would reorganize again if I was to keep looking at it.
n/a
na
No
no
NOPE
Though not kumbaya stuff, I think cross-department team building activities, but to better understand and get to know your coworkers. Not a process like Jeffrey Benjamin where we do "exercises" to build teamwork, embracing "A day in the life"
input and oversight of standards
none
N/A