

# EMPLOYEE RECOGNITION AWARD

December 2024

**EMPLOYEE:** Eric Zubiaga

**UNIT:** NPDES Compliance and Enforcement

**TITLE:** Scientific Aid

**SUPERVISOR/TITLE:** Xuan Luo, Senior Water Resource Control Engineer

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Eric Zubiaga is a Scientific Aid in the NPDES and Forest Activities Unit in the Compliance and Enforcement section. Since joining the Regional Board, Eric has consistently demonstrated dedication and professionalism in his role.

Eric diligently reviews and tracks monitoring reports for various types of NPDES permits overseen by the Unit, including General Orders for Limited Threat Dischargers and Concentrated Aquatic Animal Production Facilities. He assists staff in maintaining an ongoing, up-to-date review of the hundreds of Discharger submittals each year. Additionally, Eric handles Public Record Act requests and ensures the ECM database is updated for the unit.

Eric demonstrates both initiative and the ability to follow direction effectively. He is always ready to offer support whenever needed. Currently, Eric is helping the Storm Water Unit prepare and upload bulk notices of non-compliance for failure to submit annual reports. The Storm Water Unit recently lost a Scientific Aid and Eric's assistance in completing this time-consuming task was greatly appreciated.

Eric's teamwork, reliability, and willingness to manage additional responsibilities make him a pleasure to work with. Eric's dedication to protecting water quality makes him an indispensable part of the Board.