

EMPLOYEE RECOGNITION AWARD

September 2025

EMPLOYEE: Thomas Nathan Manley

UNIT: Federal Facilities Unit

TITLE: Engineering Geologist

SUPERVISOR/TITLE: Mark Clardy/Senior Engineering Geologist

Thomas “Nate” Manley, an Engineering Geologist in the Site Cleanup Program’s Federal Facilities Unit, has been nominated for an Employee Recognition Award. Nate is a licensed Professional Geologist and has been with the Regional Board since December 2023. Nate manages private sector site cleanup projects as well as Department of Defense (DoD) projects including former Riverbank Army Ammunition Plant in Riverbank and the Naval Radio Telecommunications Facility in Dixon. In addition to these projects, Nate has assumed management of multiple Formerly Used Defense Sites (FUDS) and successfully closed several of these projects.

Nate has been an invaluable staff member since joining the unit. His teaching background is reflected in his ability to effectively communicate technical concepts and collaborate with project teams. Nate comes well prepared to project meetings and often has new ideas to share. He performs independent research of project history using existing data and resources requiring little to no oversight from his supervisor. His use of historical aerial photos and maps, and Google Earth imagery help create presentations which look chronologically backwards to re-create site history and activities. These presentations have been well-received internally and by colleagues from other regulatory agencies.

Nate joined the Riverbank project team in February 2025. His work led to an evaluation of regional precipitation trends and potential effects on groundwater level fluctuations and flow directions. Also, a re-evaluation of their bromide tracer study data pointed to higher than estimated groundwater flow velocities and potential preferential flow pathways adversely affecting migration of the hexavalent chromium groundwater plume. This work represents a significant shift in the understanding of site conditions and will likely result in future modifications to the project Conceptual Site Model (CSM).

Based on these efforts, Nate is hereby nominated for this ERA.