

## SUPERIOR ACCOMPLISHMENT AWARD

October 2025

**EMPLOYEE:** Misty Pontes and Crystal Hanson

**UNIT:** Forest Activities Program, Redding office

**TITLE:** Environmental Scientist and Associate Governmental Program Analyst

**SUPERVISOR/TITLE:** Griffin Perea / Senior Engineering Geologist

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Crystal Hanson and Misty Pontes are jointly being recognized for their contributions to the Central Valley Water Board's Forest Activities Program. Crystal Hanson is an AGPA in the Redding office's Nonpoint Source Unit and has been with the Central Valley Water Board since 2018. Misty Pontes is an Environmental Scientist in the Redding office's Nonpoint Source Unit and has been with the Central Valley Water Board since 2020.

Misty and Crystal are being recognized for their work overseeing a unique contract to develop a new technical online training program for United States Forest Service and Bureau of Land Management staff. Completion of the training program is required of all agency staff implementing the Central Valley Water Board's recently adopted federal non-point source permit for the above-mentioned agencies.

Misty and Crystal were instrumental in developing the contract, framing the training program, managing the contract, providing technical materials to support each training module and working with the web support teams to bring the program to fruition. Crystal served as the contract manager, and Misty the lead technical staff overseeing the content being produced. In these roles, both Crystal and Misty excelled, providing in-depth reviews of drafts and working closely with the contractors to ensure contract deliverables were met. This project required in-depth knowledge of subjects being covered, including

technical details of watercourse crossing construction, road drainage, and general nonpoint source pollution control measures. It also required both to learn more about online training platforms, including writing scripts and managing AI voice-overs, something neither probably ever thought they would need to learn.

In working with the contractors, both Crystal and Misty demonstrated strong interpersonal communication skills and their ability to maintain positive and professional working relationships, even when having some difficult conversations and providing critical review and feedback. Ultimately, this project was successfully completed and resulted in the production of a professional and technical training program to aid federal agency staff in implementing the Board's new federal non-point source permit. This project was completed on top of Misty and Crystal's core workload, requiring prioritization and shuffling of tasks to ensure all their normal deliverables were met. Misty and Crystal are outstanding employees of the Redding office and Region as a whole, they are always ready and willing to take on new tasks, and their positive attitudes are greatly appreciated. The successful completion of this challenging project demonstrates their capabilities well.

Thank you both for your efforts on this project, your contributions are greatly appreciated.