

Directors
Manny Fernandez
Pat Kite
Anjali Lathi
Jennifer Toy



Officers
Paul R. Eldredge
*General Manager/
District Engineer*

Karen W. Murphy
Attorney

BOARD OF DIRECTORS VACANCY 2024

APPLICATION FOR APPOINTMENT TO BOARD OF DIRECTORS VACANCY

Please type or print clearly.

Name: <u>Noah Arribas-Layton</u>	Date: <u>6/17/2024</u>
Position Applying For: Union Sanitary District Board Director, Ward 3 (see Ward map)	
Are you a registered voter? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Board Clerk will verify voter registration.	
Are you a resident of Ward 3? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> How long have you lived in Ward 3? <u>23 years</u>	
NOTE: This application is a public record and will be included with the applicable Board of Directors materials, posted on the District's website, and made available to the press and public. Personal data will be redacted.	

This application is to fill an unscheduled vacancy on the Union Sanitary District Board of Directors. The term of this seat is from the date of appointment until results of the 2026 Primary Election have been certified. Only Ward 3 registered voters who have submitted a complete application packet by the deadline will be considered for appointment.

When submitting please include: Application Responses to Questionnaire

Please email completed application packets to reginam@unionsanitary.ca.gov
or mail to: Board Clerk, Union Sanitary District, 5072 Benson Road, Union City, CA 94587

A COMPLETED AND SIGNED APPLICATION MUST BE FILED WITH THE BOARD CLERK BY:

MONDAY, JUNE 17, 2024, at 5:00 PM

BECOMING A MEMBER OF THE UNION SANITARY DISTRICT BOARD OF DIRECTORS

Private Versus Public: Becoming a candidate for public office means that information about you will become a matter of public record immediately. With a few exceptions, this includes any and all documents submitted to the District during the course of the application period. As such, these documents must, by law, be available to the public for inspection and/or copying. Redacted copies of submitted applications will be available on the District website.

Interview Process: Interviews will be scheduled for Special Board meeting(s), dates to be determined. The District Board must make an appointment by July 15, 2024, or choose to call a special election.

Term of Office for this Unscheduled Vacancy: The term of this seat will be from the day of appointment until results of the 2026 Primary Election have been certified.

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USD TREAT
PROTECT
PRESERVE
est. 1918
TRI-CITY WASTEWATER

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BOARD OF DIRECTORS VACANCY 2024

Please type or print clearly.

PERSONAL DATA			
Name: Noah Arribas-Layton			
Home Phone: [REDACTED]		Cell Phone: [REDACTED]	
Email Address: [REDACTED]			
Address: [REDACTED]		City: Fremont	State: CA
			Zip: [REDACTED]

Union Sanitary District Board of Directors

The Union Sanitary District Board of Directors is made up of five members of the community elected by ward in Newark, Union City, and Fremont. Each Director position has a term of four years. Board elections are held biannually with the Primary Election of even numbered years, with the number of open seats being filled alternating between two and three. Board members receive compensation at the rate of \$218.99 per day of service for a maximum of six days per month as well as medical, dental, and vision benefits.

Duties:

- Attend Board of Directors meetings.
- Attend special meetings, workshops, committee meetings, and other meetings as scheduled.
- Actively participate and serve on various outside agencies, committees, and commissions.
- Board Members are required, by law, to complete and file a Fair Political Practices Commission (FPPC) [Form 700 Statement of Economic Interests](#) disclosing various financial interests.

Meetings:

Regular meetings are held the second and fourth Monday of each month at 4:00 p.m. in the Union Sanitary District Administrative Offices Boardroom, 5072 Benson Road, Union City, California.

More information about the Union Sanitary District Board of Directors can be found on the Union Sanitary District [website](#).

Please indicate your availability for interviews to be held the following dates:

- Online _____ Tuesday, June 25, 2024, beginning at 4:00 p.m.
- Online or in person _____ Thursday, June 27, 2024, beginning at 4:00 p.m.
- Preferred; Online or in person _____ Monday, July 8, 2024, beginning at 4:00 p.m. (if necessary)

Civic service is a privilege and responsibility of our citizens. The value and importance of the participation of our citizens cannot be measured. Your interest in serving on the Union Sanitary District Board of Directors is greatly appreciated.

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BOARD OF DIRECTORS VACANCY 2024

QUESTIONNAIRE FOR BOARD OF DIRECTORS APPOINTMENT APPLICATION

Please answer the following questions and attach your responses to your application.

1. Please provide a Statement of Qualifications (250 word maximum).
2. What are the key issues you see facing the District and the communities we serve? Why do you think these are the key issues and what might be the solutions?
3. What is your vision for Union Sanitary District and how would you like it to look in 10 years?
4. Have you ever held a public office? If yes, name the office title, dates of service and describe the duties.
5. Please describe your qualifications, education, and work experience/training that you believe would be relevant in your role as a Board member.
6. What has your previous involvement with the Union Sanitary District been? Please include any service organizations or community engagement you have participated in and what your role was.
7. The Board of Directors regularly meets on the 2nd and 4th Mondays of each month at 4:00 p.m. and has additional special meetings, committee meetings, and workshops. Board members also serve on a number of external committees for outside agency boards. Please describe any time constraints or limitations/obligations that might limit your availability for special meetings or community events.
8. Are you aware of the time commitment and the responsibilities associated with serving as a Board member and are you prepared to serve without reservation? Yes / No
9. Is there anything else you would like to share with the Board?

I hereby certify that all statements made in this application are true and complete. I legally reside in Union Sanitary District, Ward 3. I am 18 years of age or older and a registered voter. In compliance with State law, I understand that I will be required to file a Statement of Economic Interests upon appointment to office and annually thereafter. I understand that my application and materials will be considered a public record and thus will be available for public inspection and copying.

Applicant's Signature 

06/17/2024

Date

1) I've always been interested in solving problems that help people. This has led me to a career in biotech with an academic background in organic and inorganic chemistry. I enjoy tackling new problems, both from hard science and equally important social aspect components. As an individual contributor and project manager I have used my knowledge, experience and soft skills to bring together many points of view and analyze relevant prior scenarios to create efficient plans and aid in their successful execution. Having worked in highly regulated industries in public safety and health, I understand the importance of staying on top of and following explicit and implied public guidelines to serve the public good efficiently while minimizing risk. Outside the professional world I have served individually and as a lead with organized groups to bring solutions for a cleaner society and environment.

In all these scenarios I have had to evaluate new challenging situations, research resources in literature and through virtual and in-person investigations, summarize findings, lead discussions with participants and stakeholders to come up with solutions and steps forward to overcome challenges and make progress.

I feel I have the tools in my background to gain the understanding and bring to the table an angle that will help drive a successful utility

2) Key issues facing the District and Community

A) Meeting needs of a growing community in search of more housing while maintaining a high level of service to existing and aging infrastructure:

B) Maintaining and growing a strong employee work base

C) Remaining fiscally responsible in a work environment where new requirements are constantly added and costs typically exceed inflation

Though there are many more subtle, yet important, issues I believe the District is facing, the above can be taken to summarize the most important ones.

A) The District has a rich legacy of serving the area over 100 years. In that time it has managed to acquire and consolidate smaller entities to the successful operations as they stand today. The District will need to continue to be flexible, adapt to change and meet the challenges of a growing population to serve the District area while not compromising the well deserved reputation of faithfully meeting the community needs. This becomes even more critical with modern day transparency, regulation and public good liability.

Inclusive in this issue is meeting current and upcoming regulations as well as adapting to environmental changes

B) In an ever increasing world of opportunities for talented resources and the difficulty in establishing and retaining a knowledgeable and engaged workforce I believe this is a greater challenge to utilities now than ever before. An organization is only as successful as its workforce. Exploring all tools available to the District and management to maintain and grow a productive and satisfied employee population will be critical, especially as experienced staff turnover and meeting the needs of the modern worker.

C) Operating in today's economy has challenges. I am happy to see the District has been fairly pro-active in creating fiscally responsible capital infrastructure plans, seeking external funding sources and in predicting the future needs of the community. Keeping

up this standard should not be overlooked. Having a diverse board with many perspectives I believe is key.

- 3) My Vision for the district in 10 years is a summary of the above key 3 points.
Meet and exceed the needs of the community as we predict the future needs of the population and upcoming regulations
Continue with a strong, experienced and adaptive workforce behind the District to meet the community needs
Continue being fiscally responsible in maintaining the high level of District service while rolling in necessary capital projects to ensure a robust and reliable operation
- 4) I have not held public office
- 5) As summarized in my Statement of Qualification, I do have a background in Chemistry with a BS and MS from STEM schools. I think this will aid in my understanding and conversations over present and future issues.
With over 20 years of private, yet publicly regulated, industrial experience I believe I have contributed as a subject matter expert and management many complex projects with a variety of inputs (materials, labor, budget, requirements, etc) that are directly related to understanding and giving guidance over the challenges facing the District day to day as well as for long term planning. In that time I have had many opportunities at training sessions and conferences to learn about relevant regulations and technology available to provide solutions to problems that could face the District. Industrial innovations, employee satisfaction, resources to explain and provide regulatory solutions are among the topics I have dived into.
I have volunteered extensively with youth and outdoor groups such as Boy Scouts of America as a contributor and leader for over 2 decades. Many aspects apply to the district such as minimizing impact to the environment and retaining natural resources for all to enjoy. As an example this spring I helped organize a community emergency prep fair that brought many private and public resources to one event for the community to learn from. During my academic career and in smaller groups afterwards I have taught and mentored 100s of students with many years of great feedback.
All these experiences have led me to become a leader that can work well with other stakeholder and community members, from strongly opinionated or needing encouragement, to come up with solutions that all can agree are in the better interest of the public good.
- 6) I have not been directly involved with USD before
- 7) I am local and meeting those time requirements as well as being flexible for others within the District and/or community is not a problem
- 8) Yes I am prepared to heavily commit as a Board member realizing the sacrifice in time with minimal compensation

- 9) Thank you for this opportunity. I tried to make my statements brief, yet give some insight on my angle. It would be a please to explore any other aspects more with the board should the desire to explore my appointment more