

RESOLUTION NO. 20-
EXPRESSING APPRECIATION
TO

Norma J. Camacho

WHEREAS, Norma Camacho joined the Santa Clara Valley Water District (Valley Water) in March 2012 as the Chief Operating Officer, Watersheds, became Interim Chief Executive Officer in 2016, and in 2017 was appointed Chief Executive Officer of Valley Water where she oversaw a \$529M budget and over 800 employees; and

WHEREAS, under Norma Camacho's leadership, Valley Water successfully advocated for and secured \$177.2 million in federal funding in 2018 and a Construction New Start for the U.S. Army Corps of Engineers-partnered South San Francisco Bay Shoreline Project, paving the way to address sea level rise, as well as \$1.5 million in federal funding for the Upper Guadalupe Flood Protection Project, which had not received funding in several years; and

WHEREAS, Norma Camacho led staff to Washington, D.C. and Sacramento to advocate for Valley Water's federal and state interests, including support for the Anderson Dam Seismic Retrofit Project and South San Francisco Bay Shoreline Project, and to advance comprehensive Delta solutions through the Voluntary Agreements; and

WHEREAS, Norma Camacho was a tireless advocate for the Pacheco Reservoir Expansion Project and streamlined Valley Water processes to ensure the development of a state Water Storage Investment Program grant proposal that won the highest ranking from the California Water Commission, which ultimately awarded nearly \$485 million to the project; and

WHEREAS, Norma Camacho was a stabilizing force for Valley Water in the months following the February 2017 Coyote Creek flood, ensuring that emergency action plans and communications protocols were updated in close coordination with San Jose and other local jurisdictions; and

WHEREAS, under Norma Camacho's leadership, Valley Water entered into a significant water reuse partnership agreement with the cities of Palo Alto and Mountain View in late 2019, that will allow us to boost our local water supply with a

drought-resilient and locally controlled source: recycled and purified water. The partnership will help us achieve our goal of doubling the amount of recycled water used in Santa Clara County, over the next five years; and

WHEREAS, under Norma Camacho's leadership, Valley Water spearheaded a milestone collaboration with partner agencies to unveil in January 2020 the first permanent X-Band radar in the region. Located on top of the Penitencia Water Treatment Plant in San Jose, the radar is the cornerstone in a new network of high-resolution, low-elevation radars that will improve weather forecasting of extreme weather events in the Bay Area, and will help keep our communities safe from floods; and

WHEREAS, under Norma Camacho's leadership, the Upper Llagas flood protection project commenced construction and the San Francisquito Creek Bay to 101, Lake Cunningham/Lower Silver, and Permanente Creek projects completed construction; and

WHEREAS, Norma Camacho was a powerful advocate for community education and outreach on watershed stewardship, supporting Valley Water Education Outreach in delivering free, hands-on, water-science curriculum to residents across Santa Clara County; and

WHEREAS, Norma Camacho was instrumental in changing the culture of Valley Water to be more inclusive and considerate of staff at all levels of the agency, implementing the Leading at the Speed of Trust program at the executive level and throughout the organization to increase trust and communication, and actively supporting the professional and personal growth of employees; and

WHEREAS, Norma Camacho restored positive labor-management relations among three bargaining groups by keeping lines of communication open, listening and collaborating, and under her leadership, two successive collective bargaining agreements were settled and ratified by each bargaining group without impasse or strife; and

WHEREAS, Norma Camacho was a resolute champion for diversity and inclusion, demonstrating enthusiastic support for all of Valley Water's employee resource groups and serving as the Executive Sponsor for the Organization for Latino Affairs (OLA) employee resource group since 2013; and

WHEREAS, Norma Camacho demonstrated an unwavering commitment to the health and well-being of employees through the ValleyWaterWELL wellness program, which flourished and grew under her leadership to an employee participation level of nearly 80% and garnered numerous awards including being

honored as a “Healthiest Employer in the Bay Area” in 2016 and 2017, winning first place as the “Healthiest Employer in the Bay Area” in 2018 and 2019, and being named the “Healthiest 100 in America” in both 2018 and 2019; and

WHEREAS, under Norma Camacho’s leadership, Valley Water was twice named “Agency of the Year” by the International Public Management Association for Human Resources, winning the Northern California Chapter Award of Excellence in 2017 and the Western Region Award of Excellence in 2018, and in 2018–2019 Valley Water received the distinction of being a “Great Place to Work” based on a biennial employee satisfaction survey administered through a global authority on corporate culture; and

WHEREAS, Norma Camacho demonstrated steadfast leadership and sound decision-making during the onset of the COVID-19 pandemic and the subsequent months of shelter-in-place directives, ensuring the continuity of essential business operations, while placing the highest priority on the health and safety of Valley Water employees.

NOW, THEREFORE BE IT RESOLVED by the Board of Directors of the Santa Clara Valley Water District that this Board shall and does hereby formally express to Norma J. Camacho, its profound appreciation of her distinguished service as Chief Executive Officer and wishes her all future success.

PASSED AND ADOPTED unanimously by the Board of Directors of the Santa Clara Valley Water District on October 13, 2020.

SANTA CLARA VALLEY WATER DISTRICT

NAI HSUEH
Chair, Board of Directors

ATTEST: MICHELE L. KING, CMC

Clerk, Board of Directors

THIS PAGE INTENTIONALLY LEFT BLANK