

# CLARIFIER

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## GOING FOR THE GOLD

Celebrating 55 Years: Going for the Gold  
Striving for Excellence in Stewardship  
GCA Embraces Workforce Transition  
Meet GCA's Facility Managers



GCA Takes Home Multiple Awards  
Celebrating Earth Day at Armand Bayou  
Facilities Help 'Fill the Bus' for Students  
GCA Views Conservation Successes

## CHAIR'S LETTER

What an exciting time to be a part of the GCA Family! My 10-year tenure as Board Chair has been marked with major challenges and enriched by extraordinary achievements.

It is bittersweet as I pass the torch to my esteemed colleague and fellow Board Member, Kevin Scott. While I have certainly enjoyed my time as Chair of the Board of Directors, it is time for fresh energy and new ideas to lead us into a new era.

I would like to thank all the people who have made this role such a joy: my fellow Board members; General Manager/CEO Liz Fazio Hale and her talented leadership team (as well as past General Managers and staff); our customers and the communities we serve; and, most of all, the men and women of GCA who each day deliver on our mission to protect Texas waters and support economic prosperity. Thank you!

As I step aside from the role, I am proud of the work that has been done. I now leave you in Kevin's extremely capable hands. His commitment to our mission shines through and he will skillfully guide GCA as it continues "Going for the Gold!" Happy 55th Anniversary, Gulf Coast Authority!

Sincerely,



**Franklin D.R. Jones, Jr.**  
Immediate Past Chair



I, too, am thrilled to play my part in advancing GCA's vital mission. Over the past six years, I've learned so much about clean water initiatives and the Authority's role in protecting this critical resource. I am continually in awe of the amazing people at GCA and their commitment to delivering for all Texans.

As we continue to evolve to meet future needs, I am filled with optimism. One key priority for me will be continuing to work with our communities, customers, and stakeholders to modernize and adapt our practices to allow us to even better serve the Texas of tomorrow. I am also looking forward to working with our legislative delegation to make tweaks to our enabling statute as we strive to provide the most effective and efficient services.

As Frank hands off a well-lit flame, I am energized by what the future holds for GCA. He, along with the rest of the Board and the leadership team, have positioned GCA to continue to play a vital role in the critical need to protect the waters of the state while supporting economic vitality.

I am ready and eager to lead the team into the future and build on the GCA's successes. Here's to another awesome 55 years!

Warm regards,



**Kevin Scott**  
Chair



## CEO'S LETTER

In a year nothing short of stellar, we are celebrating our 55th anniversary marking a half-century-plus of positive environmental impact, community stewardship, industrial support, and employee excellence. GCA was created to fulfill an audacious goal: clean-up Galveston Bay. From the beginning, we have met and exceeded expectations, treating approximately 50 million gallons a day at our five facilities across the state, and we continue to grow.

Although we have seen our fair share of challenges, as has the industry as a whole, we have not only persevered but thrived. While the Olympics remind us of how great the athleticism of the human body can be, GCA's anniversary serves as a reminder of how exceptional the capabilities of our team truly are in treating the toughest-to-treat waters anywhere in the world. Every year, every month, every day, we are "Going for the Gold," challenging ourselves to meet our mission and exceed expectations for providing clean water solutions.

As the torch passes from one extraordinary leader to the next, I want to thank Chair Jones for his vision and for challenging the GCA team to "think big." His leadership of the Board and the Authority is a model for our progress.

I also want to welcome Kevin Scott as Board Chair. I believe that Chair Scott will offer his continued support to the Board and staff as we continue to go above and beyond the call of duty. To our GCA Board of Directors, it remains an honor and privilege to serve you and the Authority. I cannot express enough of my gratitude for the many hours that each Board Member spends preparing for, learning from, and supporting our staff.

And as always, a tremendous thank you to our GCA employees who embody and exemplify the mentality of an Olympian – skilled, ready, and sure of their ability to perform to the highest standards. I have complete faith in their capabilities to lead us into the future – overcoming challenges and brandishing accomplishments alike.

Sincerely,



**Elizabeth Fazio Hale**







# GOING FOR THE GOLD: CELEBRATING 55 YEARS

As Gulf Coast Authority celebrates its 55<sup>th</sup> Anniversary in an Olympic year, 2024 provides the opportunity to showcase the incredible ability, dedication, and excellence found across GCA. The Authority continues to “Go for the Gold” while celebrating the unwavering commitment, flawless delivery, and stellar achievements of Authority employees.

“Just like preparing for a showcase of the best talents in the world, our employees consistently dedicate countless hours, early mornings, tough days, and late nights to provide clean water services,” said Liz Fazio Hale, General Manager/CEO of GCA. “When you get down to it, what we do brings our communities, participants, customers, industries, and stakeholders together at the most fundamental level of one of our most critical natural resources: water.”

Created more than five-and-a-half decades ago to clean-up Galveston Bay, GCA’s mission has remained constant: Protect the waters of Texas through environmentally sound, economically feasible, and technologically advanced wastewater and water management practices. Over the years, GCA has provided services that support both the environment and the economy across the state, even in challenging times.

And over the decades there have been challenges:

- Economic downturns/upswings and international conflict in each decade: the 1970s oil price crisis; 1980s high interest rates; 1990s economic growth with a downturn of military services; 2000s dot-com bubble collapse, corporate re-governance, 9/11, and subprime mortgage challenges; 2010s slow but steady rebound; and 2020s pandemic layoffs and worldwide supply chain disruption;
- Regulatory advancements including the adoption of the Clean Water Act and the creation of the Environmental Protection Agency, evolving discharge standards (RCRA and CERLA designations), and further definition of entities’ roles and responsibilities for the care of discharges;
- Uncertainty in agency rules and conflicting case law, for example, *Waters of the United States* and the *Chevron Doctrine*; and

- Many natural events, especially hurricanes, impacting the coastal areas of Texas and in particular the Houston/Galveston area, home to the majority of GCA operations.

Through the many decades and challenges, GCA’s commitment has been unwavering – thanks in large part to its employees.

“Until the pandemic, GCA’s attrition rate for employee turnover was very low, less than five percent annually,” said Fazio Hale. “It wasn’t, and still isn’t, uncommon for our employees to have more than 30 years of service, with many achieving 40 years of service or more. This low attrition rate helps with continuity of services, provides incredible depth of expertise, and creates a culture of commitment and dedication to the purpose of GCA.”



Over the last five years, GCA has maintained a workforce of around 180 employees and operates and maintains five facilities and a NELAC-accredited laboratory. Four of the facilities are located in Harris and Galveston Counties, with the fifth in Odessa, Texas, in Ector County.

GCA is also currently 70 percent complete on the build out of a sixth facility in Midlothian, Texas, in Ellis County.

All told in over 55 years, GCA has treated approximately 800 billion gallons of water and provided conduit funding for projects totaling more than \$3.5 billion.



“As we continue to build on our storied legacy, I am incredibly impressed by the strides the organization has made as we carry our legacy ahead into the future,” said Frank Jones, Immediate Past Board Chair. “Thanks to our Board of Directors and our professional staff, we have made tremendous strides over the last five and a half decades.”

Looking back at his 23 years of service on the GCA Board, Jones recalls having high expectations.

“When I started to lead the Board as Chair, I believed in continuing to position ourselves to stay relevant and fulfill our mission in a changing world,” he said. “The Authority has evolved from managing solid waste and providing regional wastewater treatment – along with offering conduit financing – to helping in the state’s efforts to manage its water resources, including through water conservation and water reuse.”

And the Authority has prospered greatly over the course of Jones’ 10 years as the Chair of the Board. Legislatively alone, GCA has secured:

- A name change from Gulf Coast Waste Disposal Authority to Gulf Coast Authority;
- The ability to provide water and water reuse services through interlocal agreements; and
- National conduit financing authority.

“These additions to the GCA statute really show the Board’s interest in the Authority’s evolving water policy role,” Jones said. “Today the services which GCA provides are more relevant than ever before.”

Operationally, Jones has overseen three General Managers and the groundbreaking for the Authority’s first new facility in 30 years.

“I am really proud of our team at GCA. The Board of Directors provided a vision for our future and the employees have risen to the occasion at every turn,” said Jones. “It has definitely been a marathon and not a sprint.”

Jones cited additional interest in the growing variety of industrial treatment and reuse services, including the Authority’s role in providing technical support for database treatment, chip manufacturing, and produced waters. These are growth areas for GCA as more technology-related industries move to Texas and as changing regulations factor into future treatment requirements.

This visioning comes at a most appropriate time as the torch is handed off to a new Board Chair. On September 12, the Board of Directors elected Kevin Scott, Texas Governor’s Appointee for Galveston County, to that role. Scott was first appointed to the GCA Board of Directors in 2018.

“It’s a real honor and privilege to be a part of an organization of this caliber,” said Scott. “I’ve had the ability to watch, learn, and grow with the Authority for the past six years, and I can honestly say that the professionalism of our Board and staff is commendable, especially in dealing with significant challenges over the last several years.”

Since the Authority’s 50<sup>th</sup> Anniversary celebration in 2019, GCA has seen decades worth of modern-day challenges in the past five years alone:

- A global Covid pandemic – disrupting supply chain, workforce, and economics;
- Uncertainty in the regulation of new PFAS/ PFOA “forever” chemical compounds and





judicial outcomes overturning decades of legal environmental caselaw known as the *Chevron Doctrine*;

- A fast-moving change in the American workforce, known as the Great Resignation, as many tenured employees move into retirement; and
- Multiple natural events including Winter Storm Uri, scorching heat waves, and the unexpected early arrival of Hurricane Beryl among the most impactful.

“I have been so impressed with the team’s ability to deal with everything thrown at them while remaining focused on the future and continuous improvement,” said Scott.

“It is an exciting time for me to lead our Board of Directors,” he added. “Providing continuity and momentum in Board policy will be my first goal. It is also important to recognize Chair Frank Jones’s leadership as well as Board Member Mark Schultz, who served as Chair before Frank. They have set the bar high for achieving our best and greatest intentions.”

“My second goal, tied closely to the first, is recognizing that our continuity and momentum are inextricably tied to our professional, experienced staff,” he added. “We have a true partnership with our Board providing direction on policy and the staff implementing that direction. Together, we strive to stay true to our mission and meet our strategic goals.”

#### **Scott credits a clear path for success to the Authority’s five-year strategic plan.**

“The strategic plan is a blueprint guiding our ‘journey to gold,’” said Scott. “It is a living document that

bends and molds to the challenges laid before us. As a Board, we will continue to review our direction and adopt new strategies as appropriate to ensure we continue to deliver for our customers and communities while adapting and growing our operations to meet changing times.”

Fazio Hale also reflects on the many changes that have both challenged and inspired the Authority in the last few years.

“We are living in a world of ever-accelerating change and evolution,” she said. “And while very stressful, it also is exciting in the new opportunities we are unlocking.”

Just to highlight a few of those changes:

- Workforce transition including among the Leadership Team – approximately 20 percent of GCA’s workforce has retired in the last five years leading to a new CEO, all new facility managers, three new directors, and five new Board of Directors;
- Formal strategic planning authority-wide and master planning at each facility to identify aging critical infrastructure and new growth opportunities;
- Comprehensive review, standardization, and implementation of more than 200 Human Resources/Finance policies;
- Technology updates, including a new enterprise resource planning (ERP) system;
- Enhanced cybersecurity;
- Construction of GCA’s first new treatment facility in 30 years; and

- Management of new regulatory requirements on discharges, including research and analysis on treatment of PFAS and produced waters.

“I couldn’t be prouder of the entire GCA team who have played a role in creating the plan and then helping deliver on the many initiatives already accomplished, with dozens more underway, and others yet to come,” said Fazio Hale. “Even as we look to further bolster our existing operations, we are proactively searching for new joint venture opportunities on wastewater and water reuse projects to extend our mission.”

“Our expertise is so different from other entities, including our conduit financing capability and expertise in wastewater management on a regional level,” said Scott. “We already deliver effectively and cost-efficiently for our customers and look to support new initiatives that fit within our mission and where it makes sense for all parties. There are challenges, yes, but the Authority has shown it can take them on and not only meet them but thrive. It’s an exciting time for GCA, and for me personally.”

### **Scott says GCA’s people are the key.**

“We have put a lot of focus on bringing in new talent and ensuring proper succession planning. Excellent folks joining our team,” he said. “However, I wish more people, especially young people, knew how many different career opportunities are available to them in our organization. GCA isn’t just about wastewater management; it offers diverse career paths spanning engineering, technology, environmental sciences, administration, and more. We offer careers where you can make a real impact in environmental management and infrastructure development.”

Looking ahead, Scott sees challenges GCA is gearing up to meet. The Authority continues to work with its legislative representatives to modernize state statutes and enable it to get involved in new initiatives to protect our natural resources and support economic growth.

“From an environmental perspective, we expect our foremost challenges will involve managing produced water and PFAS,” he said. “As regulatory requirements are established, these issues could significantly impact our operations, potentially influencing our approach to wastewater treatment in the future. It is imperative that we proactively address these issues, fully comprehend our role in addressing them, and remain prepared to respond effectively, rather than reactively.”

“On a business front, our priority is to ensure seamless succession planning to replace our retiring workforce with highly qualified individuals capable of steering us into the next three decades,” Scott added. “Meeting all of these challenges requires close collaboration between the board and staff to develop comprehensive strategies. By doing so, we can ensure the Authority remains at the forefront of wastewater management, sustaining its leadership role in the field.”

The Summer Olympics may be over for another four years, but GCA is continuing its quest to protect the waters of Texas.

“We have accomplished so much under Chair Jones and look forward to the vision that Chair Scott has set for GCA,” said Fazio Hale. “As in the past, our future is set firmly on providing the highest quality of services. Together, our GCA Team is ‘Going for the Gold.’”



## **GCA Employees Celebrate Anniversary**

GCA celebrated its 55<sup>th</sup> Anniversary on April 13 with a picnic for Houston area employees and their families at the Landolt Pavilion in Clear Lake Park. More than 200 guests attended. Events included a fun cornhole competition and a friendly softball tournament. Kids enjoyed bounce houses, face painting, balloon animals, and more. Great food, a chili cook-off, and festive music filled the air during the memorable day.

The Odessa South Facility employees and their families celebrated at a Midland RockHounds ballgame at the Momentum Bank Ballpark in Midland on May 10, including a picnic on the lawn before the start of the game.

GCA continues to recognize employees with small tokens of appreciation throughout this milestone year, including shirts, ball caps, solar eclipse glasses, and 55th anniversary coins.





# FEATURES

## Striving for Excellence in Stewardship: CACs Bring Communities and Industry Together for 35+ Years

*GCA's Scott Harris, Denise Ehrlich, Phyllis Frank,  
Liz Fazio Hale, and René Ibarra with Diane Sheridan  
(third from right).*





As part of its commitment to being a good neighbor, Gulf Coast Authority participates in three community advisory councils (CACs) in Harris County: Pasadena's Citizens' Advisory Council, Baytown Community Advisory Panel (BAYCAP), and Galena Park-Jacinto City Community-Industry Partnership. These groups are part of a network of nine similar organizations serving East Harris County, home to a wide range of industrial facilities and residential communities.

"GCA has long taken an active role in these community groups," said Scott Harris, GCA Chief Operating Officer. "They provide a critical forum to connect and work through issues that matter to our neighbors, our operations, and our customers, particularly as they relate to the environment."

CAC membership is designed to reflect the community it serves, with members spanning local demographics, geographies, and diverse views toward industry. Members who typically make up each CAC include area residents; representatives of organizations that serve each community, such as government bodies, schools and colleges, and nonprofits; and industrial facilities, including refineries, chemical manufacturers and others handling large quantities of chemicals such as storage terminals or waste management facilities.

"The products and services provided by chemical and related plants may benefit society, but, if anything goes wrong, it is the community near the plant that is impacted," explained Diane Sheridan, the long-time facilitator of many local CACs. "This creates a tension between community and industry that will always be there. Plants are mysterious to most plant neighbors. So having an ongoing,

face-to-face forum where the community can ask questions, express concerns, and make suggestions to plant managers builds a relationship that is valuable to both. In a sense, a plant that meets routinely with its neighbors to discuss industry-related issues is banking goodwill."

CACs grew out of the chemical industry's Responsible Care program that began in 1988 under the Chemical Manufacturers Association and remains active today as a program of the renamed American Chemistry Council (ACC). Responsible Care aims to improve plant performance in areas like environment, safety, transportation, and product stewardship in response to public input. Responsible Care encourages all ACC members to be part of CACs but does not require that they do so.

In East Harris County, where several GCA facilities are located, the local chemical industry trade association is the East Harris County Manufacturers Association (EHCMA). EHCMA traditionally has encouraged its members to join these community-industry groups.

GCA is one of the original members of the Pasadena CAC, which began meeting in 1991. Phyllis Frank, Chief Technical Officer and previous Facility Manager at Washburn Tunnel and Vince Bayou, served as treasurer for the EHCMA Pasadena Outreach Group for many years; it funds the Pasadena CAC.

"As a regional industrial wastewater treatment facility serving the community, GCA takes pride in being an active part of CACs," said Frank. "It is one way that we gladly support our values as an organization, and is one means of keeping the lines of communication open with the community.

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*"CACs are an excellent example of keeping an open dialogue between industry and the surrounding communities, and they really facilitate the exchange of information in a candid and respectful way." – Denise Ehrlich*

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"Participation in the CACs also allows us to engage and network with the community, including both residents and neighboring industries," Denise Ehrlich, Washburn Tunnel and Vince Bayou Facility Manager added. "Our regular, monthly participation is a key demonstration of our commitment to the community allowing us the opportunity to provide information about our mission and goals in an annual 'State of the Plant' updates to CAC members."

While still new to GCA and BAYCAP, Bayport Facility Manager René Ibarra flags another key benefit of CAC participation.

"The forum allows residents, industrial facilities, other community players, and emergency response groups to get to know each other and develop understanding and trust," he said.

"In the event of an emergency, this type of collaboration can be critical for the most effective response. I am looking forward to continuing GCA's tradition of actively engaging with our neighbors in a proactive way."

According to facilitator Sheridan, the Authority has long been a contributing CAC member. "If GCA is in a CAP, you can always count on their active participation in meetings, timely submission of

reports, openness and willingness to speak up, and organization of tours at their facilities,” she said.

Sheridan credits a remark by GCA's Joe Teller in ~1979 when she was a volunteer to launching her career in CAC facilitation. “He said something like, ‘Why do you have to go to the Texas Legislature when you can just talk to us?’”

“He opened my eyes to the concept of community members talking directly to plant managers when they had concerns to see that they could be resolved before asking government officials to help,” she said. “It was a foreign concept in those days, but it became the purpose of my life’s work.”

GCA's Bayport facility was the first plant Sheridan toured. As a member of a Taylor Lake Village committee opposing a stabilized hazardous waste landfill that GCA wanted to build at its Bayport site, she was invited to take part in a professionally facilitated policy dialogue GCA sponsored. Several days of difficult give-and-take among diverse stakeholders produced what became known as the Keystone Siting Process for siting hazardous waste facilities.

Some years later, Sheridan's first assignment as a professional facilitator involved negotiations around GCA's plans to build a hazardous waste incinerator at its Texas City site (which GCA ultimately did not build, for other reasons). She went on to facilitate CACs as they were forming in the early 1990s, including the three of which GCA is a member. Sheridan is now in the process of retiring, wrapping up with BAYCAP as her last group in 2025.

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*“CACs are more of a process than a project. Listening to the questions and responding to concerns helps a plant meet the expectations of the public.” – Diane Sheridan*

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“But the public is no longer some amorphous body because conversation at each meeting gives the public specific people to remember when you are going about your job.”

Sheridan points out that because CACs deliberately bring together people who do not all agree with each other, they don't take positions for or against permits or expansions or tax abatements, or other industry-related issues.

“CACs are not activist organizations, and they are not industry promoters. But they provide a great forum for everyone to learn more about all things industry-related that are of curiosity or concern to the public,” Sheridan said.

“Diane has been a pillar of light in the organization and facilitation of the CACs. She is fair, effective, efficient, and respected,” said Fazio Hale. “While it was a group effort, Diane certainly led the way for model behavior in citizen engagement. Without Diane, there may not have been CACs, or at least not in their current form. Much debt is owed to her for her tremendous dedication in time and thought.”

After decades of facilitating such groups, Sheridan points to the key challenge in keeping CACs vital:

“Sustaining face-to-face communication in a social media world!” she said. “Maintaining a membership that reflects the community the CAC serves has always been a challenge, particularly for young people,” she explained.

“But when we ask CACs to evaluate the group, we hear not only how much they learn by participating but how much they enjoy the people they meet, whether or not they are of like mind,” Sheridan said. “That happens because they are sitting with them and talking, not because they are exchanging social media messages.”

“As long as community and plants are in close proximity as they are in this area, there will be a need to discuss the environment, safety, health, security, emergency management and communications, hazardous material transportation, workforce development, plant impacts on the economy, and more.” said Harris.

Harris points out that communities, industry, and environmental stewards need to continue to work together to ensure the greatest outcome for Texas.

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*“At GCA, we truly appreciate the value CACs bring, both to our own wastewater treatment operations and to our industrial customer base. It's a partnership in good stewardship and model that still works.” – Scott Harris*

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# Beryl No Match for GCA Readiness

The earliest Category 1 hurricane to form in the Gulf of Mexico on record, Hurricane Beryl brought chaos to the Bay Area when it made landfall on July 8. With the hurricane season officially kicking off June 1 each year, GCA begins planning in early spring to review Authority-wide response plans facility-by-facility. Phyllis Frank, Chief Technical Officer, recognized from the end of the previous year's hurricane season, that GCA would need to think differently about the rapid intensification of storms due to a change in wind patterns, and the hotter summer temperatures bring warmer ocean waters.

"I was really cautious about what this season might look like," said Frank. "And without being an alarmist, I tried to impress upon our team the importance of how quickly these storms can change in intensity and direction."

Frank's prudence and astute readiness helped the Authority rise to the occasion, executing readiness calls, assigning early shift changes, and making sure the lines of communication were open among supervisors and employees.

"Planning is a core value for GCA, and hurricane planning is a prime example of how we exhibit excellence in fulfilling that core value," said Frank. "While everyone else was celebrating the 4th of July, our teams were on readiness calls and beginning processes to protect our people and infrastructure. Their dedication is unmatched."

While GCA facilities weathered the storm fairly well all-in-all, there were still infrastructure issues beyond the Authority's control that left its facilities without power for varying amounts of time.

"During Beryl, we saw power outages in places and for lengths of time that we had not previously experienced with other storms," said Scott Harris, Chief Operating Officer. "This challenged our teams to use back-up generation and move equipment around to meet compliance requirements as best we could."

Two of GCA's four facilities in the Houston area remained online or were back online within 24 hours, suffering only minor cosmetic damage to a few buildings. The other two facilities suffered power outages for four to five days, as did the majority of communities and businesses in their service areas. In the case where GCA was unable to treat wastewater, its dedicated employees made every effort to capture and retain the flow so it could be treated when the power came back online. During that same time, GCA also relied on back-up generation where it was available, something that has been becoming more and more common.

"Because of the cost to install back-up generation, historically we have not always had access to these systems," said Liz Fazio Hale, General Manager/CEO. "The cost-benefit scenarios have changed in recent years, however, and the environment, our

communities, and our customers really rely on our continued services. They cannot wait for large grid systems to come back online seven days later."

Moving forward, Frank is charged with quickly getting all GCA facilities onto back-up generation supply in the immediate future.

"This is a challenge that is complicated by supply chain issues but not impossible," said Fazio Hale. "Our goal would be to secure back-up generators for all key components of our facilities' operations in the next three to five years – from planning to execution."

With the hurricane season stretching through November, GCA remains ready to respond quickly to this threat as well as anything else the weather decides to throw at the state.

"Given the changing climate, our ability to continue operating even in the most challenging situations is fundamental to our mission of protecting Texas waters," said Frank. "With the help of our amazing employees; good planning and implementation; and the support of our Board, customers and communities, we are determined to be up to the challenge."

# GCA Embraces ‘Citius, Altius, Fortius – Communiter’ in Workforce Transition

The Olympic motto, “Citius, Altius, Fortius – Communiter” translates to “Faster, Higher, Stronger” in English and includes the word “together” emphasizing the idea that people need to stand together to overcome challenges, whether as individuals, communities, or as a whole. One of the key challenges facing Gulf Coast Authority in 2024 is “Peak 65” where a record 4.1 million Americans are expected to turn 65, which is the largest number of people to reach this age in a single year in U.S. history. On average, 11,200 Americans will turn 65 each day in 2024. Although turning 65 does not automatically equate to retirement, the trend for retirement is being felt across the nation.

While GCA is not alone in this national “silver wave,” filling the gap of many long-tenured employees is particularly challenging given the specialized skill set and the high bar GCA has set for excellence in wastewater treatment.

Keith Hardcastle, Human Resources Director, shares his thoughts on what steps GCA is taking to backfill and grow GCA – Faster, Higher, Stronger – Together.



**Why is the market challenging? What makes it more or less challenging for wastewater/water fields? Engineers? Facility managers? Other critical personnel?**

Today is a different and changing workforce. Applicants are more selective about who they engage with from a contribution standpoint – they want to make a difference, and they want a purpose they can stand behind. Wastewater generally is not a political agenda topic or career opportunity that people think or talk about. It is a niche industry that is mostly under the radar, quite literally underground. And unless there’s a problem, it’s really taken for granted.

**What are we doing to recruit?**

We use a wide range of vehicles in our recruiting efforts: advertising, website, job fairs, conferences, headhunters, etc. Word-of-mouth referrals are always appreciated, as well. Our employees make the best ambassadors to share information on the rewards of a wastewater/water management career.

In a tight market where there exist more jobs than people to fill them, it remains difficult to recruit qualified personnel.

In the meantime, we have worked hard to remain competitive with our salaries and wages along with health and retirement benefits and compensated days off. We have adapted and evolved with changing expectations, especially given the cost of inflation.

**What makes GCA attractive to candidates?**

Our mission is above the bar, something that we can all get behind. If you boil it down to two words, it is simple: Clean Water. Who doesn’t support that?! We serve the public good by protecting the waters of the State of Texas. We offer good pay and benefits and the opportunity to advance one’s career with financial assistance. And we offer a collaborative environment where all professions intersect to derive the best solutions. There isn’t one aspect of the





Gulf Coast Authority



# WE'RE HIRING!

## JOIN OUR TEAM

### We Offer a Comprehensive Benefits Package:

Health Insurance  
(Medical, Dental, & Vision)

FSA/HSA/  
Dependent Care FSA

Life, AD&D, LTD

Employee Assistance  
Program

Paid time off (Holidays,  
Special Leave, Vacation,  
Parental Leave)

Retirement Program:  
401(a) + Match, RHS,  
457 & Roth-IRA

Tuition Reimbursement  
Program

Stability Benefit:  
Longevity Pay

For more information, visit  
[gcatx.org](http://gcatx.org)



Authority that does not intersect with another. Once we can make that connection with candidates, our chance of landing well-qualified personnel goes up significantly.

### What qualities makes a good GCA employee?

We are looking for skills and experience that will translate well to meet the Authority's criteria as well as the behavioral characteristics to fit our culture. To name a few: exceptional work ethic, dedication, analytical thinking, problem-solving, high emotional intelligence, and collaboration. GCA has high expectations in both performance and behavior, with a focus on team building at the center of our mantra.

### Where do most candidates come from?

There is really a limited field for experienced candidates. Many come from municipalities and local industries. Others come from different fields that are interrelated but not the exact same, like city or county planners, oil and gas, etc. For candidates that we "home grow," we look to the craftsmen, interns, and graduates directly out of high school or trade industries. We really like to see a mix of experience from our prospects.

### What are our biggest workforce challenges in the next five years?

The "peak" is actually expected to be through 2027. So, a continuation of retirements, although GCA may actually be ahead of that curve, will continue to keep us on our toes. Perhaps even more true today than historically, good people are hard to find. Prospects who aren't actively looking can be hard to locate, and many potential candidates are reluctant to move due to the continuing economic uncertainty.

Additionally, 70 percent of our work is done onsite, meaning our employees have to be at work to perform their duties. While working from home has been promoted by some as an employee benefit, we see the pendulum swinging back. Our collaborative approach and teamwork environment are simply not conducive to that arrangement full-time or part-time. And at the end of the day we think the benefits to working onsite provide tremendous advantages to our providing quality services.

### How is GCA prepared to meet those challenges?

We are steadily marketing ourselves and the opportunities in wastewater more proactively in all workforce disciplines. We are more visible in meeting the public, political groups, educational institutions, professional conferences, job fairs, and branding GCA as an organization of clean water stewardship and water management subject matter experts. We have a strategic plan that is intentional and thoughtful about many things but namely our people and our practices. We strive to staff departments with employees with leadership potential, developing the skills of our workforce in all job disciplines, upgrading our internal processes to meet the challenges of managing a scarce commodity, and always protecting the waters of Texas.

# Keeping the Water Flowing: Meet GCA's Facility Managers



## Bayport Industrial Wastewater Treatment Facility – René Ibarra

René Ibarra brings more than 25 years of experience in the operations, maintenance, project management, engineering, and planning fields. Before joining GCA in March 2024, Ibarra was the Director of Public Works for the City of Friendswood where he managed the development and implementation of several strategic planning initiatives and a \$100 million-plus capital improvement plan.

He holds two associate bachelor degrees in chemical process technology and social science from San Jacinto College. He is accredited as a Certified Public Manager and Certified Floodplain Manager and holds a Master's Certificate in Project Management.

Ibarra says what attracted him to GCA is the value it places on teamwork and people who “invest hard work and heart” in the organization’s long-term success, qualities he enjoyed while working for the City of Friendswood. At GCA, he is eager to make an impact at the regional/state level.

“There are so many critical pieces that must come together day in and day out to meet the task at hand,” Ibarra said. “I’m excited to be a part of an organization that truly leads by example, and I am grateful to have been provided the opportunity to work with such a great group!”

“My goal is to draw upon my experience and management background to work side-by-side with a talented team to lead the Bayport Facility and the GCA organization into the future,” he said. “Working together, our goal is to excel in meeting the needs of Bayport’s 75-plus industrial customers and the surrounding communities.”



## Blackhawk Regional Wastewater Treatment Facility - Anna Brown

Anna Brown joined GCA as the Compliance Coordinator at Washburn Tunnel in 2014, was promoted to the Administrative and Compliance Supervisor at Bayport in 2021, and to her current position as the Facility Manager at Blackhawk in 2023. She obtained her Bachelor of Science in Resource and Environmental Studies from Texas State University, with an emphasis in water resource management. Prior to joining GCA, Brown worked in environmental consulting and regulatory compliance as an environmental investigator.

“Working for an organization like GCA, which prioritizes protecting the waters of Texas, lets me make a positive





impact on the environment,” she said. “Wastewater treatment is one of those things like water and electricity. Most people take it for granted until they don’t have it. Flush-and-forget-it almost seems to be second nature for most of us. Wastewater treatment is a whole world of its own when you look below the microscope. There is tremendous satisfaction in sharing this world with others when giving tours, educating students, and leading the Blackhawk Facility team in operations and compliance.”

Built in 1979, Blackhawk Facility’s aging infrastructure makes providing optimal wastewater treatment and maintaining compliance challenging. Brown credits the dedication of her team to making it happen. She is looking forward to the completion of the capital project currently underway to upgrade its infrastructure and lay the foundation for a more resilient and effective operation in the future.

“This year is GCA’s 55<sup>th</sup> Anniversary – what a milestone! It is a great opportunity to reflect on past achievements while looking forward to the exciting possibilities ahead,” Brown said.



### Central Laboratory – Darla Fogle

Darla Fogle brings 23 years of experience in quality control laboratories to her role at GCA, including more than 14 years managing laboratory operations in the pharmaceutical, oil and gas, electrical, and environmental industries. She holds a Bachelor of Science in Biochemistry from Texas Tech University.

Fogle’s strengths lie in developing strong teams, managing best practices, planning inventory, monitoring equipment and personnel logistic activities, and leveraging internal systems to facilitate improved efficiency and performance. She strives to ensure adherence to organizational goals and requirements while facilitating streamlined logistical operations and utilizing production metrics to motivate team members to peak performance levels.

In her three-year tenure at GCA, Fogle has led the lab team in building a new quality system, developing

and supporting leadership and technical growth, creating a volunteer laboratory safety committee, and directing numerous production enhancements utilizing automation and programming.

“The most interesting aspect of my job is working closely with each member of the team and helping them to develop as chemists and leaders in our industry,” Fogle said. “I am privileged to have some amazing leaders on the team and be able to watch them excel. I love developing teams and seeing the trust and collaboration build, allowing us to make significant contributions together to improve safety, quality, and production to serve our customers. I am also passionate about providing great customer service to internal and external customers of the lab. Our success is measured in meeting the needs of our customers.”

Reflecting on GCA’s anniversary, she added, “‘Going for the Gold’ means chasing excellence in laboratory service. It means defining as a team ‘What does GREAT look like?’ I am so proud of what our team has accomplished, with more to come.”





### **40-Acre Industrial Wastewater Treatment Facility and Campbell Bayou Solid Waste Management Facility – Robert Gailey**

Robert “Lew” Gailey joined the GCA team as the new Facility Manager of 40-Acre and Campbell Bayou in early May. He previously served as Operations Manager at Veolia and as Facility Operations Supervisor at Clean Harbors after starting his career at Vopak. Gailey earned a Bachelor of Science Degree in Agriculture Science from Stephen F. Austin University.

He brings extensive experience in wastewater and water management services, along with a strong operations background and proven management skills to GCA.

“I’m a wastewater operations enthusiast with a passion for operational efficiency,” Gailey said. “I love to dive deep into data and trends to maximize productivity.”

He calls Deer Park, home – the same town where he was born and raised. He says his Texas roots underpin his commitment to protecting state waters.

“An important goal for me is bring more visibility to wastewater opportunities to the next generation,” Gailey said. “I’m excited to join the GCA family and I’m looking forward to tackling complex projects and contributing to a team that encourages collaboration.”

In his new role, he oversees the 40-Acre Facility and the Campbell Bayou Landfill.

“What we do here at GCA is so crucial,” he said.

“Being a part of celebrating GCA’s 55th anniversary gives me the opportunity to ensure that we continue protecting the waters of the State of Texas for years to come.”



### **Odessa South Industrial Wastewater Treatment Facility – Garrett Clark**

Garrett Clark was born and raised in Odessa and currently lives in Midland. He earned a Bachelor of Science in Mechanical Engineering from The University of Texas Permian Basin. He holds a Certification of Engineer in Training and a Class C Wastewater License.

His previous experience in the oil and gas industry highlighted for him what a precious commodity water is in the Permian Basin.

“GCA has such a positive impact on the environment,” Clark said. “I relish the opportunity my role gives me both to help protect the waters of the state and also communicate the importance of protecting those water resources, now and in the future.”





As Facility Manager, Clark says he puts his problem-solving skills to daily use.

“It’s exciting to never quite know what the day will bring,” he said. “Due to the nature of wastewater, treatment equipment can fail often without warning. Estimating the life span of equipment, ensuring appropriate maintenance and replacement schedules – and then reacting to the unexpected – all depend on the efficient use of problem-solving skills. Our focus is to significantly decrease downtime and be able to deliver optimal service to our customers. While it can be challenging, it also keeps me on my toes. As a Facility Manager, I enjoy leading our team towards the common goal of protecting the waters of Texas.”

He added, “Celebrating GCA’s 55<sup>th</sup> Anniversary creates a space to reflect on GCA’s stewardship of the environment over the last 55 years while considering the positive impact another 55 years of stewardship will have across the State of Texas.”



## **Washburn Tunnel Wastewater Treatment Facility & Vince Bayou Receiving Station – Denise Ehrlich**

Denise Ehrlich began her environmental career 20 years ago with the Texas Commission on Environmental Quality (TCEQ), serving in the roles of Environmental Investigator and Technical Specialist in the wastewater and drinking water fields for 12 years before joining the GCA team. She served as the Senior Compliance Coordinator for five years before being promoted to Facility Manager at the Washburn Tunnel Facility in 2021. She holds a Bachelor of Science degree in Biology from the University of California, Berkeley.

“I knew about GCA’s reputation while working for the TCEQ and was excited about the opportunity to work with a group truly dedicated to protecting the waters of the State of Texas,” she explained.

“Every day is a new challenge. Fortunately, I am truly blessed to work with a group of dedicated individuals and team members with whom I can collaborate and problem-solve to work through any issues that may arise,” she added.

She has seen many changes at the Authority over her tenure.

“Change can be especially difficult at first,” she said. “While we need to change as part of continuous improvement, learning to work through change is a challenge – one I look forward to accomplishing with the team. We have such a great group at Washburn Tunnel and Vince Bayou, and we continue to rise to the challenge.”

She views GCA’s 55th anniversary as a milestone.

“For me, it’s an opportunity to reset and renew my commitment to my team and to GCA,” Ehrlich said. “I want to make sure that I support and encourage the team to support one another as we continue to deliver on GCA’s mission.”



# AWARDS

## Water Environment Association of Texas (WEAT)

**Diane Maloy**, who recently retired as Facility Manager of the 40-Acre and Campbell Bayou Facilities, was honored with the WEAT Clean Water Service Award, Southeast Texas Section. The honor celebrated her 42 years of service in the wastewater industry protecting our natural resources. As former head of GCA's Central Lab, Maloy played a pivotal role in the advancement of laboratory processes and saw the lab through National Association of Clean Water Agencies and National Environmental Laboratory Accreditation Conference accreditations.

The award was presented at Texas Water 2024, jointly sponsored by the Water Environment Association of Texas (WEAT) and the Texas chapter of the American Water Works Association (TAWWA), during its conference held in Fort Worth in April.

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*From left: Mark Schultz, Phyllis Frank, Robert Swanson, Joanne MacDougall, Diane Maloy, Selwyn Maloy, Raul Colmenares, Dania Reyes, Les Emswiler, Rachel Cunningham, Liz Fazio Hale, and Stephen McLemore*

GCA's **Washburn Tunnel Facility**' team took home WEAT's Industrial Wastewater Treatment Plant Award, also presented during Texas Water. Washburn Tunnel is a regional collection and treatment facility that treats wastewater from multiple participants, including industrial plants via pipeline and barge, as well as the Vince Bayou Receiving Station, which accepts primarily septic tank and portable wastewater. The facility has a robust safety record and recently achieved an outstanding safety award from risk management for low to no recordable or reportable safety incidents in the 10 months leading up to the award.



*Amber Batson, Rachel Cunningham, Denise Ehrlich, Corey Williams (Trustee for WEF), Mark Schultz, and Scott Harris*



# **GCA's Washburn Tunnel Team Wins WEAT Industrial Wastewater Treatment Plant Award at Texas Water™ 2024**





# Water Environment Federation (WEF)

Congratulations to recent retiree **Greg N. Seay**, who was presented with the WEF William D. Hatfield Award for outstanding performance and professionalism in the operation of a wastewater treatment facility, also presented at this year's Texas Water 2024.

Seay began his career in operations at GCA in 1985, earning his first wastewater license in 1986. In 1989, he was promoted to Safety and Training Coordinator and then to Compliance Coordinator in 1991. He continued to grow his wastewater knowledge, earning an "A" wastewater operator license in 1991. In 1997, Seay returned to operations, serving as the Operations Supervisor and overseeing all plant operations personnel at Washburn Tunnel and Vince Bayou until his retirement after 39 years of service.

*Greg N. Seay and Corey Williams (Trustee for WEF).*



# Texas Water Conservation Association (TWCA)

Gulf Coast Authority earned two TWCA honors.

First, long-time GCA Board Member **J.M. "Mark" Schultz** received the TWCA Lifetime Membership Award during TWCA's 80th Annual Conference held in Bastrop in March. Currently serving as Board Treasurer, Schultz has served on the Board of Directors for more than 45 years providing policy direction to the Authority, including serving as its Chair for more than 22 years from 1990 - 1998 and 1999 - 2014.

GCA also earned an award from the TWCA Risk Management Fund for Outstanding Safety Record in Liability.

*Board of Directors Mark Schultz, Amber Batson, and Billy Enochs were present to receive the awards with GCA staff Liz Fazio Hale (center) and Scott Harris (right).*





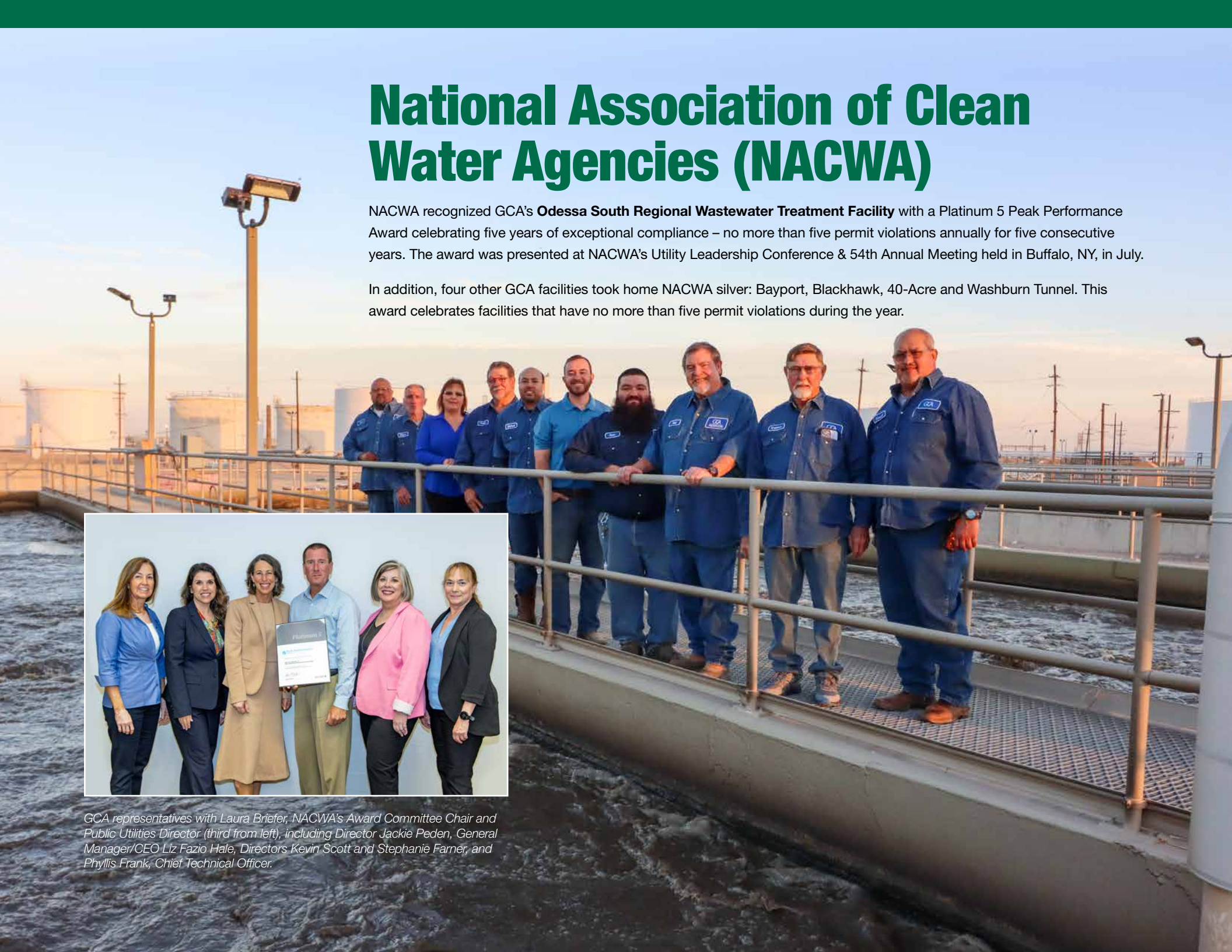
# National Association of Clean Water Agencies (NACWA)

NACWA recognized GCA's **Odessa South Regional Wastewater Treatment Facility** with a Platinum 5 Peak Performance Award celebrating five years of exceptional compliance – no more than five permit violations annually for five consecutive years. The award was presented at NACWA's Utility Leadership Conference & 54th Annual Meeting held in Buffalo, NY, in July.

In addition, four other GCA facilities took home NACWA silver: Bayport, Blackhawk, 40-Acre and Washburn Tunnel. This award celebrates facilities that have no more than five permit violations during the year.



GCA representatives with Laura Briefer, NACWA's Award Committee Chair and Public Utilities Director (third from left), including Director Jackie Peden, General Manager/CEO Liz Fazio Hale, Directors Kevin Scott and Stephanie Farmer, and Phyllis Frank, Chief Technical Officer.



# PEOPLE

## SCRIPTS: Going Above and Beyond

Peers and supervisors nominate team members who go above and beyond in demonstrating Gulf Coast Authority's core values: Safety, Communication, Reliability, Integrity, Planning, Teamwork, and Stewardship, for SCRIPTS Awards.

**Virginia Maloy** and **Miah Montes** were honored with a SCRIPTS award for outstanding leadership and operational support. In the second half of 2023, Central Lab was down several employees, including two of the three Conventional Coordinators. Montes and Maloy stepped-up and led the team, both logging long hours. They kept very positive attitudes despite the short staffing, rising to the challenge of covering staffing and production needs. The two are commended for excellent reliability and integrity, in addition to stellar performance of leadership.



*Mia Montes and Virginia Maloy with Darla Fogie*

**Curtis Young**, Chief Operator of Washburn Tunnel, takes extra effort to carefully plan each work shift for his crew. As a devoted team player, he outlines daily assignments in detail, explains expectations, and follows-up with assistance when needed. In doing so, he and his crew ensure operations are all performed safely, effectively, correctly, and in a timely manner, every time. The entire team under Young's leadership exhibit the core value of teamwork.



*John Mletzko and Denise Ehrlich with Curtis Young (middle).*

**Patrick Patterson**, IT/Central Lab, was nominated for a SCRIPTS award to recognize his outstanding service and engagement in response to an internet connection that went down. He worked extra hours and came in on the weekend to address the issue and worked with AT&T to get the lab back to full operations as quickly as possible. Patterson displayed exceptional communication throughout the event to the lab and to his IT team.



*Patrick Patterson with Darla Fogie*





**Debbie Churchill**, Purchasing Coordinator, exemplifies excellent teamwork by exceeding her responsibilities and offering guidance and leadership to the purchasing team, other facilities, and the Central Office. Her SCRIPTS award recognized her efforts training others on the Eden system, including processing steps for purchase orders, blanket purchases, AFE's and other transactions. She maintains open communication with the GCA team and generously shares her expertise to improve processes. Churchill is truly a valuable team player!



*Denise Ehrlich presents SCRIPTS to Debbie Churchill.*

**Cathy Delaney**, Reliability Coordinator, showed exceptional diligence inspecting all major mechanical, structural, and electrical assets at each facility during the hottest part of the summer as part of GCA's authority-wide Master Plan, field inspections were conducted on all pieces of equipment for several weeks to ensure our consultants had all the information they needed. This effort had many early mornings and late evenings and included inspecting hundreds and hundreds of pumps, pipes, valves, blowers, and pieces of instrumentation. The SCRIPTS Award recognizes Delaney for going above and beyond the call of duty in reliability and planning.



*Jonathan Sandhu congratulates Cathy Delaney.*

**Jason Chenoweth**, Mechanic, and **Chuck Froehlich**, Entry Level Mechanic, both of the Bayport maintenance team, were recognized for their work in replacing the bleach skid – a major undertaking. The two carefully planned the activity, did the design and layout, gathered the materials, and then built and assembled the skid. The DICE units were fitted expertly earning special recognition for quality craftsmanship from the DICE unit representative. Chenoweth and Froehlich are further recognized for teamwork in completion of this successful project.



*From left: Facility Manager René Ibarra, Chuck Froehlich, Maintenance Supervisor Mark Lindsay, and Cal Start.*



*Jason Chenoweth accepts his SCRIPTS award.*

**Steven Quast**, Business Applications Administrator, and **Donna Tharp**, Records Information Officer, were instrumental in the migration of the GCA Intranet to a GCA Employee Portal. This valuable tool allows employees to safely, securely, and easily access employee and GCA information. Thanks to their collective efforts in communication and teamwork!



*Keith Hardcastle presents Donna Tharp with her SCRIPTS award; Kevin Davenport does the honors for Steven Quast.*

## Latimer Earns Leadership Certification



**Carrie Latimer**, Financial Director, joined other water-wastewater professionals from across the nation at the National Association of Clean Water Agencies (NACWA) Water and Wastewater Leadership Center (WWLC) earlier this year.

The WWLC program, held at the University of North Carolina Kenan-Flagler Business School of Executive Development in Chapel Hill, is a two-week certification course specifically designed to arm utility executives with the management and leadership skills needed to meet today's challenges and the

challenges of the future. Additionally, the cohort model allows participants to make lasting connections within the water and wastewater industry.

"I had the privilege of learning from the best educators in leadership development and collaborating with the best professionals in the water and wastewater industry," Latimer said. "The 2024 WWLC program was a transformative moment in my career, and I look forward to better serving the Authority with the knowledge and skills I gained from the program."

The program partners with water-wastewater sector organizations to offer top-notch education to up-and-coming professionals, including the Association of Metropolitan Water Agencies, American Water Works Association, NACWA, and the Water Environment Federation. Its curriculum focuses on leadership with effective communication, strategies to manage ever-changing environments, and personal and professional development.

GCA employees who are also alumni of the WWLC program include General Manager/CEO Liz Fazio Hale, Chief Operating Officer Scott Harris, Chief Technical Officer Phyllis Frank, Assistant Technical Director – Process Engineering Joanne MacDougall, and Assistant Technical Director – General Engineering Jonté Greer.





# Retirements: Saluting Years of GCA Service



**Kathy Gibbs** of Central Office's Finance Department retired after 25 years of service to GCA. Her career as an Accounting Clerk went through numerous system changes, supervisors, and managers over the years with diligence. Retirement starts a new chapter in life surrounded by loved ones.



**Calvin Guidry**, Washburn Tunnel Mechanic, retired after 12 years of

service. Cal was known to be able to "fix anything" during his mechanical career starting in 2012.



**Diane Maloy** retired from GCA after 42 years of service, most recently as Facility Manager of 40-Acre and Campbell Bayou. She began her GCA career at 40-Acre as a chemist in its laboratory (before Central Lab was formed) and later was promoted to Chief Chemist. She moved to the Bayport Lab in 2005 and into Organics as Chief Chemist and Organics Coordinator. In 2007, she was named Central Lab Manager and served in that capacity for 11 years before moving to 40-Acre in 2018. Her achievements were recognized by a number of awards for her efforts at both Central Lab and 40-Acre/Campbell Bayou Facilities.



**Brad Peck** retired after more than 13 years as GCA's Safety Director. He promoted a safe and healthy workplace, advancing the GCA Safety Program, and created and implemented a successful incident and near-miss reporting system.



**Greg N. Seay**, Operations Supervisor of Washburn Tunnel, retired after 39 years of service to GCA marked by his position as the mainstay of Washburn

Tunnel dating back to February 1985. Almost four decades later, GCA recognized Seay for his even-headed approach to handling business and his friendly demeanor.



**Cindy Story** of Central Laboratory retired after almost 31 years of service to GCA. She started as a Lab Technician in 1993 and progressed through many roles to her final job as Lab Compliance Officer in 2022. Along the way, she completed a degree in Environmental Science from the University of Houston-Clear Lake. Her contributions in training, process improvements, and compliance helped GCA grow and assisted others in advancing and growing their careers.



# COMMUNITY

## GCA Celebrates Earth Day at Armand Bayou

Gulf Coast Authority helped sponsor Armand Bayou's Earth Day celebration on April 27. GCA employees enjoyed live animal demonstrations, seed ball making, dip netting, mini bayou safari tours, and mini pontoon cruises during the event.

Armand Bayou Nature Center is one of the largest urban wilderness preserves in the United States. It contains 2,800 acres of natural wetlands forest, prairie and marsh habitats once abundant in the Houston and Galveston area, and is home to more than 370 species of birds, mammals, reptiles, and amphibians.

Through preservation and education, Armand Bayou's mission is reconnecting people with nature. The nature center offers hiking trails, exhibits, field trips, Scout programs, birding, a historic farm, and fun for all.

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*Below: Denise Ehrlich, Washburn Tunnel and Vince Bayou Facility Manager, and her 3-year-old daughter.*





# TRASH BASH: Celebrating 30 Years of Cleaning Waterways

The Texas Conservation Fund's 30th annual Trash Bash® took place on March 23. GCA's Washburn Tunnel Facility hosted clean-up crews, including Gulf Coast Authority employees, at the Sims Bayou site. It was one of 11 locations around Houston getting their spring cleaning thanks to enthusiastic volunteers.

Trash Bash remains the largest one-day waterway cleanup event in Texas. This year a total of 2,184 volunteers participated, clearing 53.23 tons of trash and 226 tires from 79 miles of the Galveston Bay watershed.

The event is entirely sponsored by local companies and organizations, largely from the petrochemical industry. Texas Conservation Fund boasts that many of its committed sponsors, including GCA, have supported its work and Trash Bash from the beginning.



Brandon & Lisa McDonald with son Connor, Darla Fogie, John Mletzko, Denise Ehrlich, Felicitas Ramirez, Clarisa Turca, and Mike Morris



# GCA Facilities Help 'Fill the Bus' for Students

This year, six GCA facilities took part in "Fill the Bus" campaigns in their respective communities. GCA employees from Bayport, Washburn Tunnel, Central Office, 40-Acre, Blackhawk, and Odessa all helped students in need by gathering school supply donations.

"We are excited that more of our teams are taking part in this worthwhile event," said Denise Ehrlich, Washburn Tunnel and Vince Bayou Facility Manager. Ehrlich had launched GCA's participation in the program, with Bayport, Central Office, and Washburn Tunnel taking part the past two years to support school supply drives for the Pasadena and La Porte communities.

"I am so proud of our GCA family and their commitment to generosity to others, reflecting our core value of Stewardship," said Liz Fazio Hale, General Manager/CEO.

Many GCA employees have children attending local schools, so they see the need close-up. "Fill the Bus" helps ensure all students have access to the resources needed for learning.



Denise Ehrlich holds the sign commemorating GCA's third year of participation in the school supply drive, flanked by Mayor Wagner, Valerie Hawker of Central Office, and Pasadena ISD employees.



Odessa South's Garrett Clark and Pam Daniels showcase employees' generous contributions.



Bayport's Cal Start and Diana Fleming pose with La Porte Police Department personnel during the supply drive.



Robert Gailey, Jeff Nuss, Sheckeita Eaglin, and Scott Harris show off 40-Acre's school supply haul.





# GCA Views Conservation Successes

Gulf Coast Authority staff joined the Galveston Bay Estuary Program (GBEP) of the Texas Commission on Environmental Quality on a tour of various conservation projects around Galveston Bay on April 17. The group toured three restoration projects, including at Sylvan Rodriguez Park, the Deer Park Prairie, and Houston Botanic Garden.

“GCA proudly supports GBEP’s protection of our natural resources,” said Liz Fazio Hale, General Manager/CEO. “Their work aligns closely with our mission to protect the waters of Texas. The tour was a special opportunity to see the fruits of GBEP’s work – and, cumulatively, all our efforts – in improving the natural environment for all Texans.”







**Chair Jones hands the gavel to Chair Scott at GCA's Central Office. The Board of Directors elected Kevin Scott to the role of Chair at its September Regular Board Meeting.**



## BOARD OF DIRECTORS



Kevin Scott  
Chair,  
Galveston County



Amber Batson  
Vice Chair,  
Harris County



Billy Enoch  
Secretary,  
Galveston County



J.M. "Mark" Schultz  
Treasurer,  
Chambers County



Stephanie Farner  
Member,  
Chambers County



Franklin D.R. Jones, Jr.  
Member,  
Harris County



Lamont E. Meaux  
Member,  
Chambers County



Jacqueline Peden  
Member,  
Galveston County



Robert L. Swanson  
Member,  
Harris County

## SENIOR LEADERSHIP TEAM



Elizabeth Fazio Hale  
Chief Executive Officer/  
General Manager



Scott Harris  
Chief Operating Officer



Phyllis Frank  
Chief Technical Officer

# CORE VALUES

<b>S</b>	<b>SAFETY</b>
<b>C</b>	<b>COMMUNICATION</b>
<b>R</b>	<b>RELIABILITY</b>
<b>I</b>	<b>INTEGRITY</b>
<b>P</b>	<b>PLANNING</b>
<b>T</b>	<b>TEAMWORK</b>
<b>S</b>	<b>STEWARDSHIP</b>



Protecting the waters of the State of Texas through environmentally sound, economically feasible, and technologically advanced wastewater and water management practices.

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