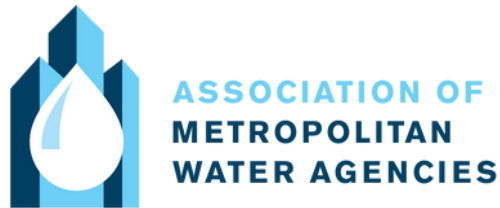




ASSOCIATION OF  
METROPOLITAN  
WATER AGENCIES

# 2024 ANNUAL REPORT

*Leaders in Water*



The Association of Metropolitan Water Agencies (AMWA) is an organization of the largest, publicly owned drinking water systems in the United States, and its membership services more than 160 million people.

AMWA thrives in creating a community of water sector leaders to advance policies to protect public health and economic vitality via safe, affordable, and sustainable drinking water.



# ► PRESIDENT'S LETTER



Dear Colleagues,

Coming off the celebration of the 50th anniversary of the Safe Drinking Water Act, a landmark in the nation's commitment to ensuring access to safe and reliable water, the Association of Metropolitan Water Agencies (AMWA) reflects on the progress made and the challenges ahead. The premier organization supporting the largest drinking water systems in the U.S., AMWA works to help solve critical issues facing utilities. As AMWA President, it is my honor, to present the 2024 Annual Report, which highlights our efforts and accomplishments that continue to advance our shared mission of delivering water services to communities nationwide.

Guided by the 2023-2025 Strategic Plan, AMWA continued to build on its **Advocacy** and **Knowledge Sharing** pillars by delivering impactful programs and services that reflect our top priorities.

## **Driving Change through Advocacy**

On Capitol Hill, AMWA made progress on key legislative priorities, including long-term funding for the Low-Income Household Water Assistance Program and enhanced support for water infrastructure in the FY25 budget. A focus on safeguarding utilities also extended to fighting PFAS-related CERCLA liability and promoting cybersecurity resilience.

AMWA's debut of the Legislative Action Center helps members engage directly with policymakers, amplifying our collective voice on critical water policy issues. A public relations campaign also raised awareness of these issues and garnered high engagement rates.

## **Influence in Regulatory Arenas**

AMWA has been a vocal advocate for practical and scientifically sound drinking water regulations. From submitting detailed comments to challenging EPA's PFAS standards in court, the association has worked tirelessly to protect utilities from undue burdens while ensuring public health.

## **Knowledge Sharing to Empower Utilities**

Knowledge sharing remains central to AMWA's mission. The past year featured consecutive record breaking attendance at our annual Water Policy and Executive Management Conferences, 15 webinars, quarterly all-member virtual meetings, and resources like the updated Effective Utility Management Primer. AMWA also awarded water systems and individuals for utility management excellence and launched its biennial INSIGHT utility financial survey.

I encourage you to read the report and note our collective achievements. Your dedication drives our success and shapes this association and the sector.

Sincerely,

**Jeff Szabo**

*AMWA President*

*Chief Executive Officer*

*Suffolk County Water Authority*



# ADVOCACY







## **ADVOCACY**

AMWA's policy and advocacy program reached new heights in 2024, with the association maintaining a constant presence in the halls of Congress and before EPA and other regulatory agencies. These efforts contributed to AMWA holding a **record number of meetings** with policymakers, submitting more than a dozen comment letters, and helping member utilities make sense of the legislative and regulatory activity on Capitol Hill and in the Biden Administration.

► 2024

# POLICY BY-THE-NUMBERS

17

bills endorsed in  
House & Senate (since  
start of 118th  
Congress)

92

members in meetings  
with regulators at  
EPA, DHS, and CEQ

10

meetings with  
House and Senate  
members

14

letters sent to  
Congress on pending  
legislation





## DIRECT ADVOCACY

AMWA provided its members with enhanced opportunities to speak directly with key policymakers following the association's 2024 Water Policy Conference in Washington, D.C.

AMWA arranged for a group of member utility representatives to meet with key congressional staff, including the **Senate Appropriations Committee**, the **House Energy and Commerce Committee**, and the **Senate Environment and Public Works Committee**. These meetings provided member utilities with an invaluable opportunity to gain insights, and for congressional staff to hear from water sector officials, who are on the ground ensuring safe and sustainable water service every day.

These face-to-face conversations between AMWA members and key legislative staff not only strengthened AMWA's reputation on Capitol Hill, but also provided a platform for member utilities to voice their experiences and concerns from the field. This type of engagement underscored the importance of the association's advocacy work and showcased the tangible benefits of collaborative policymaking.



## ▶ LEGISLATIVE ACTION CENTER

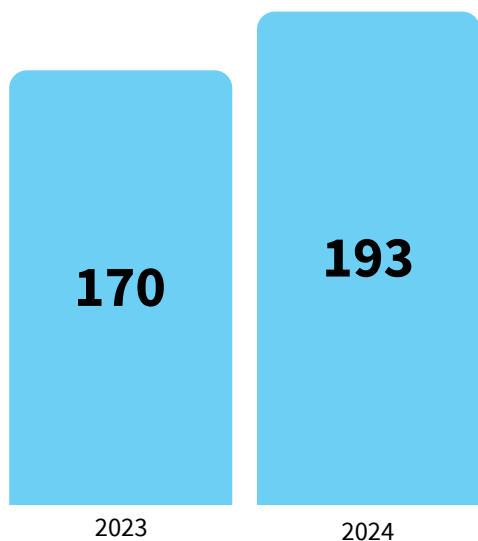
In September, AMWA launched a new Legislative Action Center to make it easier for member utilities to follow developments on Capitol Hill and make their voices heard to their elected officials. This web-based resource, available exclusively to AMWA members, features synopses of the association's top legislative policy issues, updates on the status of major water-related legislation, and templates to email elected officials on critical water policy topics.

Through the Legislative Action Center, member utilities can access some summaries of AMWA's top legislative policy priorities, such as holding polluters responsible for PFAS pollution, extending low-income water assistance programs, and increasing investment in water infrastructure. Members can also review AMWA's positions on associated legislation. For each topic, the system includes an index of major legislation that has been introduced on Capitol Hill, along with a list of cosponsors, the status of the legislation, and a link to the bill text.

If members wish to contact their lawmakers on any of these topics, the Legislative Action Center provides a fully customizable letter template and a mechanism to craft arguments to federal elected officials suitable for their systems.

The Legislative Action Center is the first time that AMWA has integrated an electronic grassroots advocacy tool into its website. The association expects it to get heavy use throughout 2025 as the new Congress ramps up with its water policy priorities.

## CONGRESSIONAL MEETINGS



In 2024, AMWA participated in **193** meetings with congressional staff, leading to a

# 13%

increase compared to 2023.



# Make your voice heard!

Explore AMWA's policy priorities, review key water policy legislation, and use our simple electronic forms to send communications to your federal elected officials.

[Home](#) [Directory](#) [Bills](#) [Votes](#)

## Legislative Priorities

Learn about AMWA's top 2025 policy priorities below. Click "Take Action" to send customizable emails to your representatives and senators on these topics.

### Hold polluters accountable for PFAS cleanup

Congress must pass legislation to ensure that drinking water and wastewater systems that properly dispose of water treatment byproducts containing PFAS can not be held liable for site cleanups under the Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA) -- thus ensuring this responsibility remains with the actual polluters who introduced PFAS into the environment in the first place.



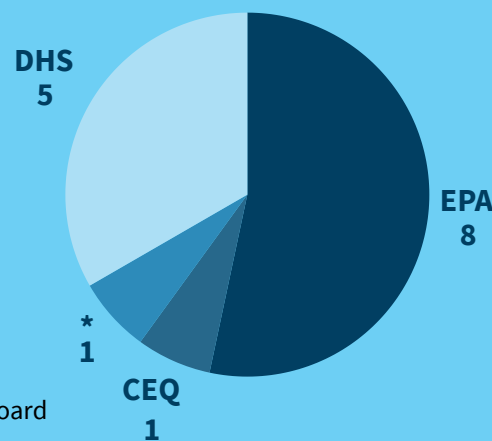
## REGULATORY STATISTICS

AMWA held

# 42

meetings with Biden Administration agencies and officials.

# 15

 comment letters to

\*Federal Agency Board Nominations



## ➤ LEGISLATIVE OUTREACH

AMWA provided expert witness testimony at a January House of Representatives hearing on **critical infrastructure cybersecurity** and endorsed the “**Water Risk and Resilience Organization Act**” to help water systems achieve baseline cyber preparedness standards. Throughout the year AMWA continued to build support for legislation to hold polluters accountable for cleaning up **PFAS contamination**, reauthorizing water affordability assistance for low-income households, and for reducing red tape faced by communities working to fully replace lead service lines.



## ➤ REGULATORY LEADERSHIP

The association frequently collected feedback from its members on proposed regulations, which then informed AMWA’s comments to federal agencies. In 2024, the association provided robust and detailed comments on several proposed rules, including the **Lead and Copper Rule Improvements** and the **Water System Restructuring Assessment Rule** from EPA, and DHS’ **Cyber Incident Reporting for Critical Infrastructure (CIRCI) Reporting Requirements**. AMWA staff also met face-to-face with EPA officials to share members’ in-depth perspectives on these topics.



## ➤ SUSTAINABILITY & RESILIENCE

Throughout 2024, AMWA continued to provide its member utilities with information and guidance necessary to prioritize and implement best practices for sustainability and resilience in their management and operations. AMWA staff participated in four sector working groups focused on these topics, such as the development of **Environmental, Social, and Governance** guidance for water systems and navigating the intersection between climate and financial resilience. AMWA’s Sustainability Committee also convened regularly to hear from panels, speakers, and each other on topics of mutual interest. Finally, the association worked to leverage its strategic partnership with the **Water Utility Climate Alliance (WUCA)** to continue to develop and share best practices in climate adaptation science and implementation with the sector.





# ▶ ADVOCACY OUTREACH CAMPAIGN

In July, AMWA partnered with Banner Public Affairs to launch a web-based outreach campaign to enlist voters to write to Congress to support the association's top water policy priorities.

Its goal was twofold: to increase the public's awareness of these water policy issues and demonstrate to key lawmakers that their constituents support congressional action consistent with AMWA's advocacy on these topics. After a four-week run, the campaign yielded impressive numbers, including the following impressions:

# 2,661,366

in New York

# 1,208,972

in the United States Congress

# 1,098,863

in Washington State







## LEAD AND COPPER RULE IMPROVEMENTS

The development of EPA's latest revisions to the **Lead and Copper Rule** were a constant focus of AMWA's attention over the course of 2024. In February, AMWA filed a detailed 128-page comment letter with EPA, providing section-by-section reactions and feedback on the proposed rule, and suggestions for how the final rule could best meet the needs of the public and the water utility community.

AMWA continued to track the issue as the Biden Administration formulated the final rule. In August, AMWA staff accompanied representatives from the New York City Department of Environmental Protection, the Northern Kentucky Water District, DC Water, and Columbus Department of Public Utilities to meet with White House Office of Management and Budget officials and LCRI rule managers from EPA, where additional perspectives on the proposed rule were shared.

When EPA released the final LCRI in October, AMWA quickly analyzed the rule and identified key differences between the proposed and final versions. This information was distilled into a summary document available exclusively to AMWA members that broke down all major provisions of the rule. As 2024 ended, AMWA continued to collect perspectives on the regulation from utility members and intends to engage with EPA on the agency's plans for implementation.



# ▶ ADVANCING WATER SECTOR SUSTAINABILITY AND CLIMATE CHANGE RESILIENCE THROUGH STRATEGIC PARTNERSHIPS

In 2024, AMWA advanced best practices in sustainability and resilience through regular convening of its Sustainability Committee, maintenance of its partnership with the Water Utility Climate Alliance (WUCA), and involvement with various sector-wide resilience working groups.

Of key importance, AMWA continued to uphold its standing contract with WUCA, an alliance of twelve of the nation's largest drinking water utilities committed to providing leadership and collaboration on climate change issues affecting the country's water agencies. Of note, AMWA helped new staff leadership oversee and share results from six funded projects focused on climate resilience, such as developing guidance on the latest climate modeling and incorporating **equity** into **climate adaptation**. AMWA also expanded its efforts to help the Alliance establish strategic outreach and partnership across the federal enterprise and water sector, providing insights to both NOAA and FEMA on resilience strategies, and sharing WUCA resources with partners in other water sector nonprofits and associations.

Under an additional contract partnership with WUCA, AMWA also worked in 2024 on developing guidance on how public drinking water utilities can benefit from the clean energy investment incentives created through the **Inflation Reduction Act**. The project will culminate in 2025 in the dissemination of guidance on eligible projects and how to claim credits, at least one utility case study, and an informational webinar for the AMWA and WUCA communities.

**T**hroughout 2024 AMWA provided important perspectives on the needs and best practices of large publicly-owned drinking water utilities by serving on various working groups that aimed to foster sustainability and resilience across the water sector:



A Water Research Foundation (WRF) project advisory committee (PAC) effort on developing an Environmental, Social, and Governance framework for water utilities;



Monitoring EPA's efforts from its Climate Finance Working Group;



A leadership and business case for climate adaptation project led by Xylem and McKinsey; and



A working group, led by the Alliance for Water Efficiency and the Pacific Institute, focused on developing updated guidance and strategies for balancing decreasing water demand with financial resilience.



# **KNOWLEDGE SHARING**





## ▶ WEBINARS

AMWA expanded its knowledge-sharing initiatives in 2024 through a dynamic lineup of webinars, providing members with valuable insights into water sector trends, regulatory changes, and innovative solutions.

With over **400** attendees, the **CDM Smith** and AMWA co-sponsored **"Breaking Down PFAS: Complying with the New PFAS Regulations"** examined the PFAS Final Rule on the heels of its release. Fairfax Water, Orange County Water District, and Town of Cary in North Carolina staff highlighted issues to consider before implementation and provided best practices for communicating with the public about the emerging contaminant.

**"Practical Applications of INSIGHT in Utilities"** showcased the value of AMWA's exclusive member utility financial database and dashboard. Minneapolis Water Treatment and Distribution Services staff shared an in-depth case study on using INSIGHT data to enhance budgeting, analyze data, communicate with constituents, and promote operational efficiencies. **Raftelis** also provided an overview of updates to the 2024 INSIGHT survey. Both presentations demonstrated how INSIGHT equips members with actionable data to drive informed decision-making.

**Structural Technologies** and the **Design-Build Institute of America** hosted **"Design-Build Delivery: Water Industry Perspective"** with AMWA to provide municipal and utility leaders with valuable insights into design-build delivery for water projects. Featuring sector experts, the session explored how design-build delivery impacts asset management for immediate and long-term needs, shared best practices, and addressed challenges in implementation.

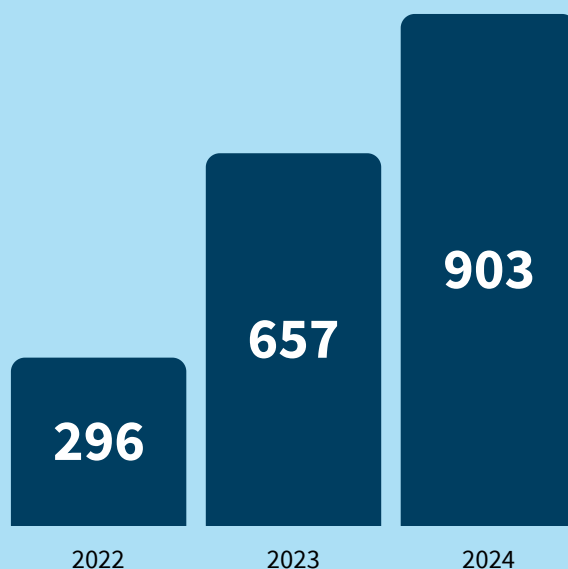
View all past broadcasts at [www.AMWA.net/webinars](http://www.AMWA.net/webinars).

## WEBINAR ATTENDEES

In 2024, AMWA more than doubled the number of webinars since 2022, garnering over

# 900+

attendees.



# MEMBERSHIP ACCOMPLISHMENTS

Building on a successful membership retention and recruitment year in 2023, AMWA advanced its 2024 plan to sustain momentum. AMWA intentionally invested time and effort into understanding and delivering on its members' core value proposition, yielding a

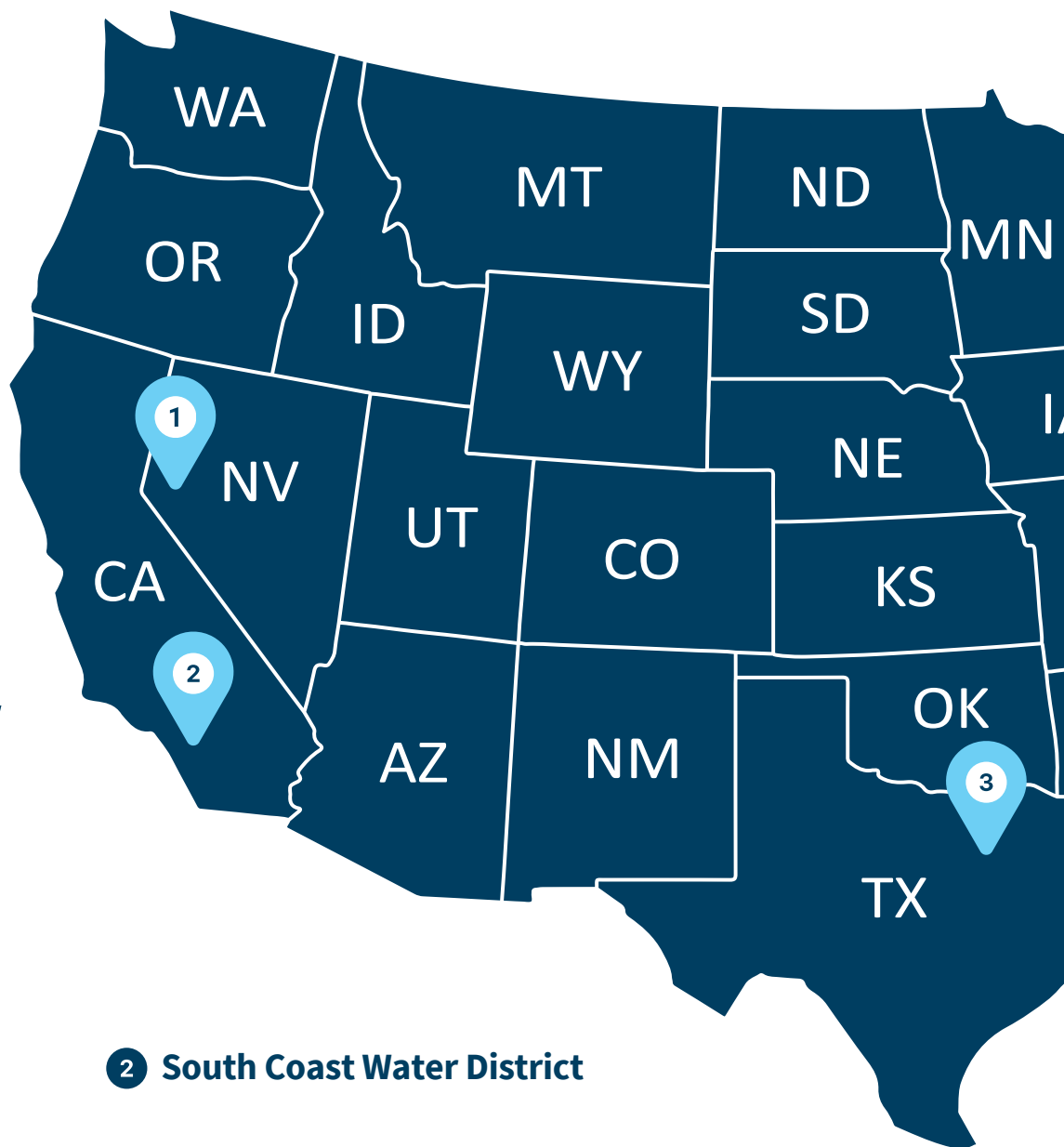
**95% retention rate**

and welcoming

**6 new utility members and 10 new subscriber members:**

- American Flow Control
- Aquasight
- Kiewit Corporation
- M.E. Simpson Co.
- Oncourse Home Solutions
- Ramboll
- SL Environmental Law Group
- Uni-Bell PVC Pipe Association
- Upstream Tech
- Water Collaborative Delivery Association

## 1 Truckee Meadows Water Authority



## 2 South Coast Water District

## 3 Arlington Water Utilities



**4 Albany Department of Water & Water Supply**

**5 Avon Lake Regional Water**



**6 Palm Beach County Water Utilities Department**



## ► ENGAGEMENT

With the implementation of AMWA's strategic plan, the association has increased engagement by executing the following tactics, among others:

- Implemented quarterly briefings to inform members of association progress on key priorities.
- Restructured AMWA's committees to facilitate participation and create a pipeline for future association leaders.
- Addressed specific member needs to demonstrate value better.
- Expanded utility rosters, allowing more system-wide attendance at AMWA events.
- Featured member success stories monthly in the *Water Utility Executive* newsletter.
- Showcased member, subscriber, and staff thought leadership on panels, during interviews, and in articles.
- Visited utility member facilities to learn more about their water system operations.
- Executed six member-to-member inquiries to allow members to connect on topics.

# ▶ WATER POLICY CONFERENCE

AMWA's 2024 Water Policy Conference, the **most well-attended to date**, brought water executives together to explore legislative and regulatory issues, emphasizing the need for greater investment in infrastructure, community engagement, and storytelling to communicate the value of water and advance equitable solutions.

Highlights included:

- A memorable keynote address from renowned journalist **Norah O'Donnell**;
- Climate action and lead service line panels;
- A communications strategy presentation; and
- A stellar networking reception at the Botanic Garden.

AMWA's **first-of-its-kind** Environmental Justice (EJ) and Equity Roundtable, hosted by AMWA member DC Water, explored the approaches, strategies, and questions regarding EJ, including collaborating with local governments and officials, improving customer relations through utility programs, and leveraging water services to improve outcomes for disadvantaged communities.

*(From L-R) Sen. Shelley Moore Capito (R-W.Va.), Sen. Alex Padilla (D-Calif.), Professor Allan Lichtman, and EPA Office of Ground Water and Drinking Water Director Jennifer McLain*



*"In a country as wealthy as the United States, no one should worry about ancient pipes or contaminated water sources, especially in disadvantaged communities. Protection is fundamental, as is the right to clean water, and every American needs to be able to afford their water bills. It's the most basic responsibility for policymakers and elected officials," stated **Sen. Alex Padilla (D-Calif.)** during his presentation. "Continue your presence and don't underestimate the impact of your advocacy with my colleagues. This isn't just a concern for blue or red states; it's a fundamental concern for all Americans."*

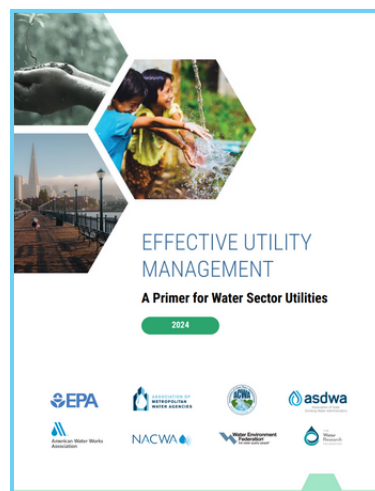


# ► UTILITY MANAGEMENT

## EFFECTIVE UTILITY MANAGEMENT

AMWA, in partnership with EPA and other water organizations, released an updated version of the **Effective Utility Management: A Primer for Water Sector Utilities** in August 2024. Built on the **Ten Attributes of an Effectively Managed Utility (EUM)** and **Five Keys to Management Success**, this modernization equips water utilities with a framework to tackle challenges like aging infrastructure, evolving technology, rising costs, and regulatory requirements. Updates reflect shifts in the water workforce, environmental conditions, and organizational culture.

To further explore implementation of the EUM framework, AMWA featured a conference panel that included Holly Rosenthal of Phoenix Water Services Department, Kenneth Waldroup of Cape Fear Public Utility Authority, Anna Bryan-Borja of Austin Water, and Aditya Ramamurthy of Kennedy Jenks. The presenters discussed how to leverage EUM strategies to enhance customer engagement, satisfaction, and organizational performance.



## USING NEW PERSPECTIVES TO ILLUMINATE AFFORDABILITY ISSUES WHEN BUILDING RATE CASES

Since 2001, Black & Veatch has assessed water and wastewater rates among the 50 largest cities in the country. In a white paper, based on the publication and written for AMWA members, Senior Managing Director Ann Bui highlighted the **affordability challenges** utilities face when building rate cases to fund critical **water infrastructure investments**. With aging systems, rising operational costs, and complex regulatory demands driving rate increases, Bui advocates for alternative metrics, such as industry-specific inflation indices and EPA affordability targets, to better justify these adjustments.

Her insights underscore the importance of showcasing the exceptional value of water services, delivered at less than a penny per gallon, to gain public and stakeholder support.



## 2024 WATER & WASTEWATER LEADERSHIP CENTER

The 2024 Water & Wastewater Leadership Center, an intensive 10-day executive program, convened at the UNC Chapel Hill Kenan-Flagler Business School in May to rave reviews.

RECOMMENDED TO PEERS

4.8

APPLICABLE TO MY WORK

4.8

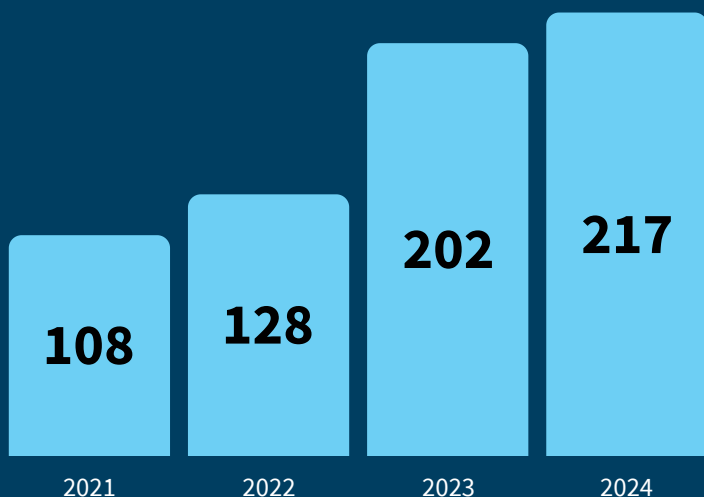
EXCELLENT LEARNING ENVIRONMENT

4.9



## **EXECUTIVE MANAGEMENT CONFERENCE**

### ATTENDANCE BY-THE-NUMBERS



AMWA's 2024 Executive Management Conference (EMC) in vibrant Miami, Florida, **set a new record for attendance**, bringing together over 200 water executives from across the country, October 20-23. With engaging presentations on topics such as permitting and affordability, dynamic panel discussions on **best practices in utility management**, and **unparalleled networking opportunities**, the conference showcased innovative strategies and solutions for the sector's most pressing challenges. The energy and collaboration among attendees reinforced AMWA's commitment to information exchange.

*This was my first time attending AMWA's EMC, and I thoroughly enjoyed the experience. The conference provided valuable insights, and I connected with some amazing people. Heather Younger, the keynote speaker, delivered a highly motivational speech to kick off the event.*

—Adam Roberson,  
Water Supply Supervisor, Huntsville Utilities





*Executive Director of Utilities and Infrastructure for the City of Thornton Brett Henry delivered the highest-rated presentation at AMWA's 2024 EMC, earning praise for sharing the City's journey to secure the final permit for the \$500M+ Thornton Water Project. Henry highlighted the power of strategic collaboration, community engagement, and effective storytelling.*



*Miami-Dade County Mayor Daniella Levine Cava and WASD Director Roy Coley kicked off the EMC by welcoming attendees and emphasizing the vital role of water utilities in fostering community health.*





*AMWA 2024 award winners*

## **AWARDS**

AMWA celebrated **12** public drinking water systems with its traditional awards and **35 utilities** with 25 or more years of membership with the association during its 2024 Executive Management Conference in Miami, Florida.

While the association applauds all of the award-winning systems for their commitment to utility management excellence, one utility stood out in particular. As the sole winner of AMWA's 2024 **Environmental Justice (EJ) and Equity Utility Management Award** and a second-time winner of the association's **Sustainable Water Utility Management Award**, Knoxville Utilities Board (KUB) set a powerful example of innovation and commitment. Anchored by strong EJ pillars, KUB demonstrated a commitment to community engagement through robust partnerships. Alongside its focus on effective outreach, the utility prioritizes employee satisfaction, development, and retention by building a diverse workforce reflective of its service area to ensure equitable and sustainable service delivery. Through KUB's advanced Water Quality Laboratory, the system conducts over 100,000 tests annually and exceeds regulatory requirements to ensure excellent water quality.

In addition, AMWA honored **Jim Lochhead**, former head of Denver Water, with the **2024 President's Award** for his commitment and participation in AMWA as a board and committee member, and for visionary leadership in the water sector, including his contributions to climate resilience, water sustainability, and watershed protections.





# 1

## ENVIRONMENTAL JUSTICE AND EQUITY AWARD WINNER

- Knoxville Utilities Board



# 7

## SUSTAINABLE WATER UTILITY MANAGEMENT AWARD WINNERS

- Albuquerque Bernalillo County Water Utility Authority
- Chesterfield County Utilities
- Greenville Water
- Knoxville Utilities Board
- Palm Beach County Water Utilities Department
- Phoenix Water Services Department
- WaterOne

# 5

## GOLD AWARD FOR EXCEPTIONAL UTILITY PERFORMANCE AWARD WINNERS

- City of Thornton Infrastructure Department
- Des Moines Water Works
- Fayetteville Public Works Commission
- Huntsville Utilities
- Pittsburgh Water & Sewer Authority





# 2024 FINANCIAL STATEMENT

AMWA had another strong financial showing in 2024. Association investments, record attendance at both the 2024 Water Policy and Executive Management Conferences, sponsorships, and high membership renewal rates, have kept AMWA in a strong financial position. The association ended the year with total assets up by nearly \$100,000 compared to 2023.

Expenditures on programs decreased slightly in 2024, while the association's investments and cash reserves remain nearly double its expenditures. This financial stability provides sufficient resources to address any potential emergencies or major economic challenges.

AMWA's financial resilience is a result of unwavering member support. The association remains committed to maximizing the returns on its members' investments through increased advocacy efforts and robust programs for its member utilities.

## AS OF DECEMBER 31, 2024, AMWA'S FINANCIAL STANDING:

**Disclaimer:** The figures below are provided by management and are subject to auditor review.

<b>TOTAL CASH</b>	<b>\$1, 346, 784</b>
<b>TOTAL INVESTMENTS</b>	<b>\$3, 669, 472</b>
<b>TOTAL ASSETS</b>	<b>\$5, 404, 352</b>
<b>TOTAL LIABILITIES</b>	<b>\$2, 208, 707</b>
<b>TOTAL NET ASSETS</b>	<b>\$3, 195, 645</b>
<b>TOTAL OPERATING REVENUE</b>	<b>\$2, 995, 540</b>
<b>TOTAL OPERATING EXPENDITURES</b>	<b>\$2, 501, 569</b>
<b>NET OPERATING REVENUE OVER OPERATING EXPENDITURES</b>	<b>\$52, 728</b>



# 2024 BOARD OF DIRECTORS

## PRESIDENT



**Jeff Szabo**  
*Suffolk County Water Authority*

## PAST PRESIDENT



**John Entsminger**  
*Las Vegas Valley Water District*

## VICE PRESIDENT



**Calvin Farr**  
*Prince William Water*

## TREASURER



**Lindsey Rechtin**  
*Northern Kentucky Water District*

## SECRETARY



**Chris Browning**  
*Oklahoma City Water Utilities Trust*



**Julie Anderson**  
*Denver Water*



**Verna Arnette**  
*Beaufort-Jasper Water and Sewer Authority*



**Cathy Bailey**  
*Greater Cincinnati Water Works*



**Tad Bohannon**  
*Central Arkansas Water*



**Jeff Brown**  
*Onondaga County Water Authority*



**Edward Campbell**  
*Portland Water Bureau*



**Shane Chapman**  
*Metropolitan Water District of Southern California*



**Alex Chen**  
*Seattle Public Utilities*



**Randy E. Hayman**  
*Philadelphia Water Department*



**Matthew Jalbert**  
*Northern Region Trinity River Authority of Texas*



**David Johnson**  
*Las Vegas Valley Water District*



**Ghassan Korban**  
*New Orleans Sewerage & Water Board*



**Yann Le Gouellec**  
*Newport News Waterworks*



**Angela Licata**  
*New York City Department of Environmental Protection*



**Rachel Murphy**  
*Contra Costa Water District*



**Will Pickering**  
*Pittsburgh Water*



**Shaun Pietig**  
*WaterOne*



**Holly Rosenthal**  
*Phoenix Water Services Department*



**Director Emeritus John P. Sullivan, Jr.**  
*Boston Water and Sewer Commission*



**Todd Swingle**  
*Toho Water Authority*



**Kenneth Waldroup**  
*Cape Fear Public Utility Authority*



## AMWA STAFF

**Tom Dobbins**

*Chief Executive Officer*

**Antoinette Barber**

*Director, Communications and Utility Management Programs*

**Wingel Caburian**

*Marketing and Events Coordinator*

**Eugenia Cadena**

*Senior Manager, Office Administration and Conferences*

**Jessica Evans**

*Senior Manager, Government Affairs and Sustainability Policy*

**Kaline Gabriel**

*Manager, Regulatory and Scientific Affairs*

**Dan Hartnett**

*Chief Policy Officer*

**Hayden MacLachlan**

*Organizational Assistant*

**Erin Phillips**

*Government Affairs Associate*

**Megan Seymour**

*Manager, Legislative Affairs*

**Heather Talbert**

*Director, Membership Programs*

## CONNECT WITH AMWA

Association of Metropolitan Water Agencies



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Association of Metropolitan Water Agencies







**SAVE THE  
DATE**

**OCTOBER 26-29**

**AUSTIN, TEXAS 2025**  
**EMC**  
EXECUTIVE MANAGEMENT CONFERENCE





ASSOCIATION OF  
METROPOLITAN WATER AGENCIES

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