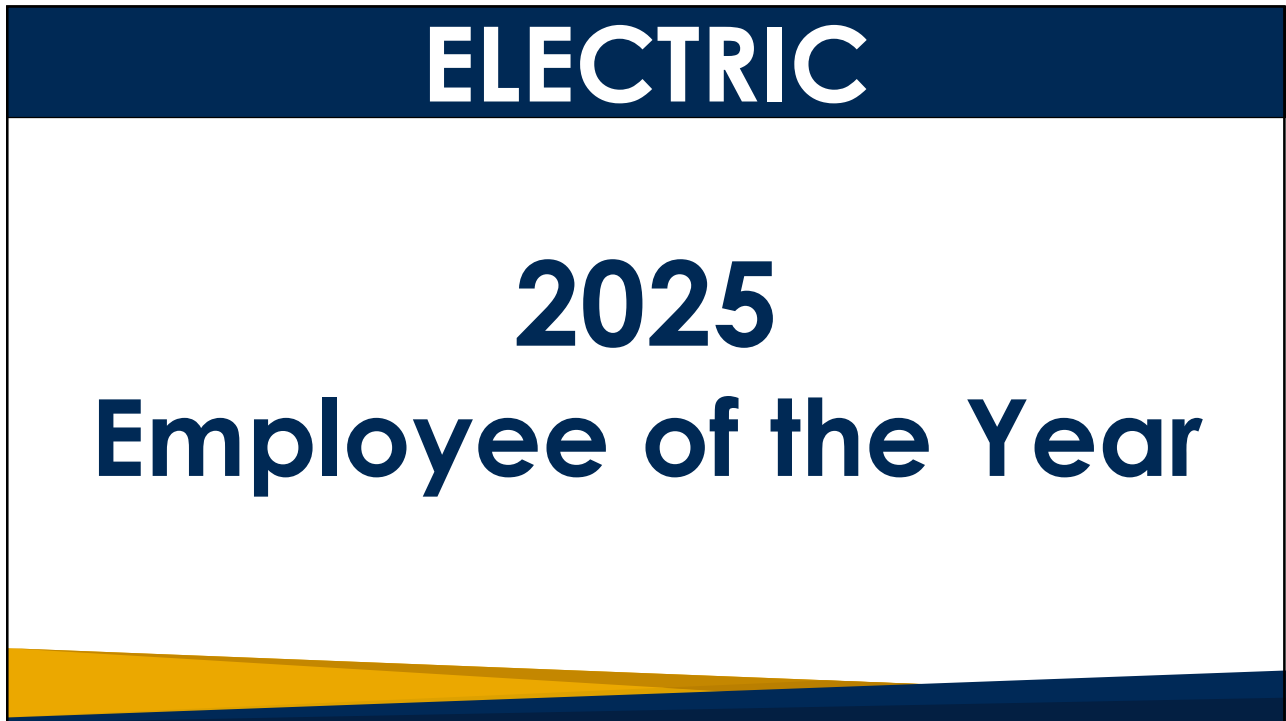




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2

EMPLOYEE OF THE YEAR – 2025



Rudy Villavicencio



4kV-12kV Conversion Program – Instrumental in leading multi-substation distribution circuit upgrade projects to replace legacy 4kV infrastructure—including poles, conductors, and transformers—with standardized 12kV distribution systems. Improved system reliability and distribution capacity, modernized grid infrastructure, and supported long-term load growth initiatives, including electric vehicle adoption and community housing developments.



Cable Replacement Program – Proactively leading the replacement of aging direct-buried underground cable systems with modern cable-in-conduit infrastructure to improve electric grid reliability and operational flexibility. Managing upgrades including pad-mounted switches and vault replacements, resulting in reduced outage frequency, enhanced system operations, and improved accessibility for maintenance and future system expansion.



Northside Electrical Cost Estimates – Collaborated with City staff and consultants to develop conceptual cost estimates for major electric system improvements and infrastructure requirements associated with the Northside Specific Plan development. Scope included undergrounding existing overhead facilities and constructing new distribution circuits, contributing to infrastructure planning efforts totaling more than \$75 million in estimated project costs.



Citywide LED Conversion – Responsible for overseeing the Citywide LED Conversion Project, including the successful installation of more than 25,000 LED streetlight and intersection safety luminaires to improve energy efficiency, reliability, and public safety. Currently leading the development of plans and specifications for the replacement of approximately 6,000 decorative lighting fixtures while preserving their historic character and existing aesthetic appearance.

3

EMPLOYEE OF THE YEAR – 2025



Ramona Martinez



The Backbone of Electric Field
For many years, Ramona has been the steady force holding the division together ensuring nothing falls through the cracks while independently coordinating complex operations and solving problems daily.



Performs Above and Beyond
Ramona has consistently gone above and beyond throughout her career; independently managing crew scheduling, technical coordination, and high-level decision-making.



Selfless Mentor & Irreplaceable Asset
Has trained countless staff throughout her career. Her knowledge is only surpassed by her integrity and commitment. She has an amazing positive attitude and is a pleasure to work with. She seamlessly collaborates across divisions while protecting RPU's interests.



“Ramona doesn't just do the job; she defines what **excellence** looks like in Electric Field. Thank you for **30+** years of going **above and beyond** every single day.”

4

CUSTOMER ENGAGEMENT

2025 Employee of the Year

5

EMPLOYEE OF THE YEAR – 2025



Andrew Galvan



Always going above and beyond. As the central point-person working on key media and communications for the Customer Engagement team, Andrew works on almost every project the team does. He develops & coordinates everything from flyers to the presentations given at Good Morning Riverside.



Captures the heart of the Customer Engagement team so it shows through in all of RPU's media. Created the 2025 year-in-review recap content video for RPU's Customer Engagement Team. He was instrumental in coordinating RPU's hosting the CMUA ACES Conference and in the delivery of effective content for multiple events throughout the year.



Makes RPU and his team shine. He supports the team developing several award applications for which RPU won and works to develop the messaging on all customer programs.



Exemplifies Servant Leadership. Always valuing the team he is with, he highlights and celebrates everyone's accomplishments and truly supports the Riverside Community. Andrew cares about the community. He was a leader in the development of the RPU braille and large print documentation which received an APPA award for Excellence in Communication.

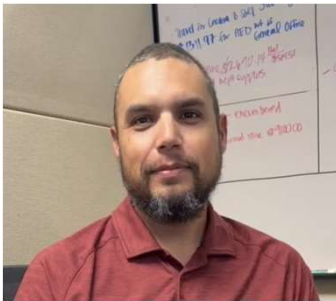
6

BUSINESS SYSTEMS

2025 Employee of the Year

7

EMPLOYEE OF THE YEAR – 2025



Joseph Chavez



Facilitated the RPU department wide effort to close out **3,000+ Electric & Water UWAM Work Orders**. This initiative allowed RPU to ensure financial accuracy and timely reporting.



Instrumental Subject Matter Expert in the **Digital Modernization ERP** project to **upgrade UWAM**. Translated operational needs and workflows for various RPU divisions into clear specs and requirements for the request for proposal.



Set up work order process for **Preventative Maintenance (PM)** asset inspections for Water Field, while also enhancing current business process to **streamline** the approval of **PM Work Orders**.



Configured, tested, and implemented UWAM electric and water work order **fixed asset threshold** increase from \$5K to \$10K.

8

WATER

2025 Employee of the Year

9

EMPLOYEE OF THE YEAR – 2025



**Pasqual
“Wally” Mendivil**



Leadership & Stewardship

Demonstrates consistent leadership and operational stewardship fostering team development and accountability
Leverages 20+ years of experience to mentor staff and maintain high standards of safety and performance



Safety Leadership

Implemented PPE Safety Program, improving compliance and field safety
Supported rollout of Confined Space Entry Program
Established and maintains Fall Arrest Inspection Program



Operational Excellence

Authored 6+ SOPs, improving consistency, safety, and efficiency
Led electrical control panel upgrades, enhancing system reliability
Managed lighting upgrades increasing safety and visibility



Emergency Response

Responded to after-hours emergencies, restoring critical equipment under high-risk conditions
Played key role during peak heat events

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