



PUBLIC WORKS CHRYSALIS AWARD

2026 NOMINATION RULES

Chrysalis (chrys·a·lis) *noun*: a preparatory or transitional state

The APWA Northern California Chapter is proud to recognize the efforts of those in the public and private sector who exemplify the best in public works practices. The Chrysalis Award is created by our own Chapter and is in its fifth year of the Staff Appreciation/Employee Recognition Awards Program. The Award:

- Promotes the concept that length of career does not necessarily indicate leadership abilities or potential for service.
- Recognizes the more junior level public works professionals (less than 10 years of experience) who have an unquenched thirst and lively energy to be the BEST at what they do.
- Applauds that in addition to their roles as public works professionals, they find the time to give back to their profession and the community through, for instance, professional and community-based groups and/or programs.
- Acknowledges that they go the extra mile at work and often take on leadership roles in their own organizations.

Candidates to be considered for the Chrysalis Award don't necessarily meet the eligibility requirements of the Emerging Leader, Staff/Manager/Leader of the Year Award categories but their proactive attitudes and actions deserve the recognition. **They are in the preparatory or transitional state to become the best at what they do.** It is a local, Chapter-based award. The Chapter Staff Appreciation Awards Evaluation Committee will select the top nominee in this category.

Forms are due by 5pm, Friday, August 7, 2026

Eligibility

APWA NorCal Staff Appreciation Committee members are not eligible during the time they serve on the Committee. The rules for eligibility include:

- Eligibility is open to those who are or aren't members of APWA.
- An eagerness to not only provide value at their jobs – they also give back to the community/professional associations.
- Employment in either the public or private sector, staff or managerial level.
- Demonstrate desire to become a leader in their public works field.
- Self-nomination is not accepted. Nominations may not be submitted to more than one category in the 2026 Staff Appreciation Awards program. **Nominations made within any previous year's competition may not be submitted again within the same award category.**
- Must be based out of an office within the geographic footprint of the APWA NorCal Chapter (Del Norte, Humboldt, Mendocino, Lake, Sonoma, Napa, Solano, Marin, Contra Costa, Alameda, and San Francisco counties).

Criteria

The candidate should have accomplished one or more of the following:

- **Contributions and Self-Motivation:** Contributed in some significant manner to his/her public agency or company. Contributions show lots of initiative and self-motivation.
- **Community and Profession:** The individual's time spent away from work helps to advance the cause of the public works profession and/or the community.
- **Leadership:** The individual demonstrates outstanding leadership.
- **Customer Service:** The individual promotes a high level of customer service.

Please include one photograph of the nominee, as a separate file but within the same email as the nomination package. (Failure to provide a photograph will not be counted against you nor the nominee.)

Scoring of the Nomination Forms

Each completed Nomination Form will be reviewed and scored by an independent review panel consisting of selected past presidents of the Chapter and the current Special Events Director who have volunteered their time to do so. Scoring will be based on each candidate's ability to meet the eligibility and criteria as previously noted on this form, completeness of addressing each question/section noted on the nomination form, and how clearly the narrative is communicated.

Questions?

Address any questions to Nicole Witt, APWA NorCal Chapter Administrator, at chapteradmin@northernca.apwa.org , or (510) 932-3203.

Supporting Documentation Instructions

Address the following areas in as much detail as possible. Please answer these questions in this order. Your answers must accompany the nomination form.

1. **Contributions and Self-Motivation:** Describe how the nominee contributed in some significant manner to his/her Company or Public Agency and how the candidate was self-motivated in doing so. Give examples.
2. **Community and Profession:** Describe how the nominee spends time away from work to help advance the cause of the public works profession and/or the community. Give examples.
3. **Leadership:** Describe how the nominee demonstrates outstanding leadership. Give examples.
4. **Customer Service:** Describe the nominee's dedication to providing excellent customer service and/or a high degree of satisfaction among customers internal and external to the organization. Give examples.
5. **Uniqueness:** Describe what makes your candidate uniquely qualified to receive this award. Give examples.

30 word (max) description of the nominee for use during the Awards presentation:

Instructions for submission:

1. Rename this form "2026_ChrysalisAwardNomination_NomineeLastName_FirstName.doc"
2. Complete the form as thoroughly as possible and address each of the areas as noted previously on this form. *Please attach additional pages if needed, no more than 2 pages.*
3. Upload Submission: <https://www.dropbox.com/request/hk3d114iac1uoetrbyfi>

Forms are due by 5pm, Friday, August 7, 2026



PUBLIC WORKS CHRYSALIS AWARD

2026 NOMINATION FORM

(Northern California Chapter Award)

ABOUT YOUR NOMINEE	
Name:	
Title/Position:	
Agency/Employer:	
Address:	
Phone:	Email:
Meets Award's Eligibility Requirements YES: <input type="checkbox"/> NO: <input type="checkbox"/>	
APWA Member: YES: <input type="checkbox"/> NO: <input type="checkbox"/> APWA Member#	
ABOUT THE NOMINEE'S SUPERVISOR	
Name:	
Title/Position:	
Agency/Employer:	
Address:	
Phone:	Email:
ABOUT YOU (if someone different from the nominee's supervisor is submitting)	
Your Name:	
Title/Position:	
Agency/Firm:	
Address:	
Phone:	Email:

Supporting Documentation:

Address the following areas in as much detail as possible. Please answer these questions in this order. Your answers must accompany the nomination form.

1. **Contributions and Self-Motivation:** Describe how the nominee contributed in some significant manner to his/her Company or Public Agency and how the candidate was self-motivated in doing so. Give examples.
-

2. **Community and Profession:** Describe how the nominee spends time away from work to help advance the cause of the public works profession and/or the community. Give examples.
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3. **Leadership:** Describe how the nominee demonstrates outstanding leadership. Give examples.

4. **Customer Service:** Describe the nominee's dedication to providing excellent customer service and/or a high degree of satisfaction among customers internal and external to the organization. Give examples.

5. **Uniqueness:** Describe what makes your candidate uniquely qualified to receive this award. Give examples.

30 word (max) description of the nominee for use during the Awards presentation:
