



**DISTRICT OF COLUMBIA  
WATER AND SEWER AUTHORITY**

Board of Directors

*Governance Committee*

**Tuesday, May 10, 2022**

**9:00 a.m.**

**Microsoft Teams** meeting  
**Join on your computer or mobile app**  
[Click here to join the meeting](#)  
**Or call in (audio only)**  
[+1 202-753-6714,,317027046#](#)  
Phone Conference ID: 317 027 046#

**AGENDA**

- 1. Call to Order** ..... **Joe Leonard, Chairperson**
- 2. Roll Call** ..... **Linda Manley, Board Secretary**
- 3. Blue Drop – Q2 Update**.....**Thomas L. Kuczynski, President Blue Drop**
- 4. Water Works Program Update** ..... **Korey R. Gray, Director  
Compliance and Business Development**
- 5. Executive Session \*** ..... **Joe Leonard, Chairperson**
- 6. Adjournment** ..... **Joe Leonard, Chairperson**

<sup>1</sup>The DC Water Board of Directors may go into executive session at this meeting pursuant to the District of Columbia Open Meetings Act of 2010, if such action is approved by a majority vote of the Board members who constitute a quorum to discuss certain matters, including but not limited to: matters prohibited from public disclosure pursuant to a court order or law under D.C. Official Code § 2-575(b)(1); terms for negotiating a contract, including an employment contract, under D.C. Official Code § 2-575(b)(2); obtain legal advice and preserve attorney-client privilege or settlement terms under D.C. Official Code § 2-575(b)(4)(A); collective bargaining negotiations under D.C. Official Code § 2-575(b)(5); facility security matters under D.C. Official Code § 2-575(b)(8); disciplinary matters under D.C. Official Code § 2-575(b)(9); personnel matters under D.C. Official Code § 2-575(b)(10); third-party proprietary matters under D.C. Official Code § 2-575(b)(11); train and develop Board members and staff under D.C. Official Codes § 2-575(b)(12); adjudication action under D.C. Official Code § 2-575(b)(13); civil or criminal matters or violations of laws or regulations where disclosure to the public may harm the investigation under D.C. Official Code § 2-575(b)(14); and other matters provided under the Act.

# Blue Drop Governance Committee Update

FY22 - Q2

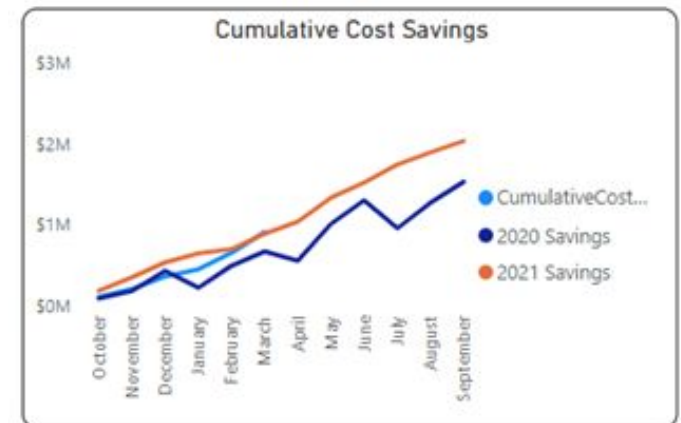
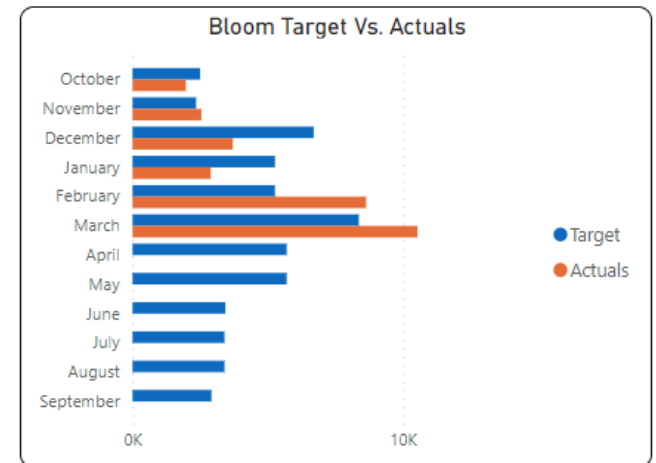


# Bloom Update

FY22 Bloom sales goal is 55,000 tons.

Current sales total is 30,294 tons through March or 55%

- Evaluating off-site storage, blending and curing options for Bloom to address supply/demand challenges
  - Farm discussion are ongoing with sellers and county.
- Fuel costs are up an average of 10% in the DMV area impact on total savings to Blue Plains has been nominal through March due to higher margin sales
- March sales total was a new monthly record, February was 3<sup>rd</sup> highest monthly sales total
- Distributed Bloom with Washington Youth Garden at a school garden coordinator event and Miner Elementary via FoodCorps. UDC update.
- Costs are down 15% and savings are up 26%, while we've increased marketed tons by 144% compared to the same time period last year.
- **SOLD OUT** for April and May



# HQO Events

Interest in HQO Events remains extremely strong.  
The Bridal Expo was a huge success.

Confirmed Events	FY22 Held	FY22 Confirmed	FY22 Pending Deposits	FY23 Booked
Paid Events	11	16	10	2
Community Events	4	2	0	0



Welcome Lovesha Graham, our new Events Manager



# Other Revenue Update

Renewable Energy Credit - FY2022 goal is \$2,000,000

- Processed \$1,089,560 in sales so far in FY22 or 54% of goal

Cell Towers - FY2022 goal is \$245,000

- Collected \$160,826 in FY22 or 64% of goal
- Continued working with T-Mobile on two new locations at an estimated value of \$30,000 per site per year

- Renewed Ovivo agreement effective February 2022 annual minimum value of \$100,000

IP Goal for FY22 is \$650,000

- Receipts for FY22 are \$697,197 or 107% of goal



# Wendy's Wonderful World of Water

- Sold 223 copies in FY22
- Distributed about 300 free copies to local non-profits, classrooms and DC libraries
- Sold 25 items of branded merchandise in FY22
- Overall net sales are \$2,794
  - 10% of all sales donated to SPLASH





District of Columbia Water and Sewer Authority  
David L. Gadis, CEO and General Manager



# ***FY 22 Status Update***

*Presented to the*

**Governance Committee**

*Dr. Joseph Leonard, Chairperson*

***May 10, 2022***



District of Columbia Water and Sewer Authority  
David L. Gadis, CEO and General Manager

# *DC Water Works Program*



## Program Overview

In 2016, DC Water established its Water Works Program designed to empower local and District residents to establish a meaningful employment on DC Water construction and service projects.

### Program Elements

- New Hire Goals: Seventy-Five percent (75%) of new jobs created by contracts or procurements entered into by DC Water with contractors will be filled by local residents.
- Job/Candidate Referral Process
- Job Readiness and Skills Training Program
- Community Outreach
- Comprehensive Monitoring and Reporting





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# DC Water Works Program

## Program Overview

### Wrap Around Support

Supported by the District Department of Employment Services (DOES)



CASE MANAGEMENT



COUNSELING  
(INDIVIDUAL & FAMILY)



MENTORSHIP



TRANSPORTATION  
SUPPORT



EDUCATION & SPECIAL  
SERVICES



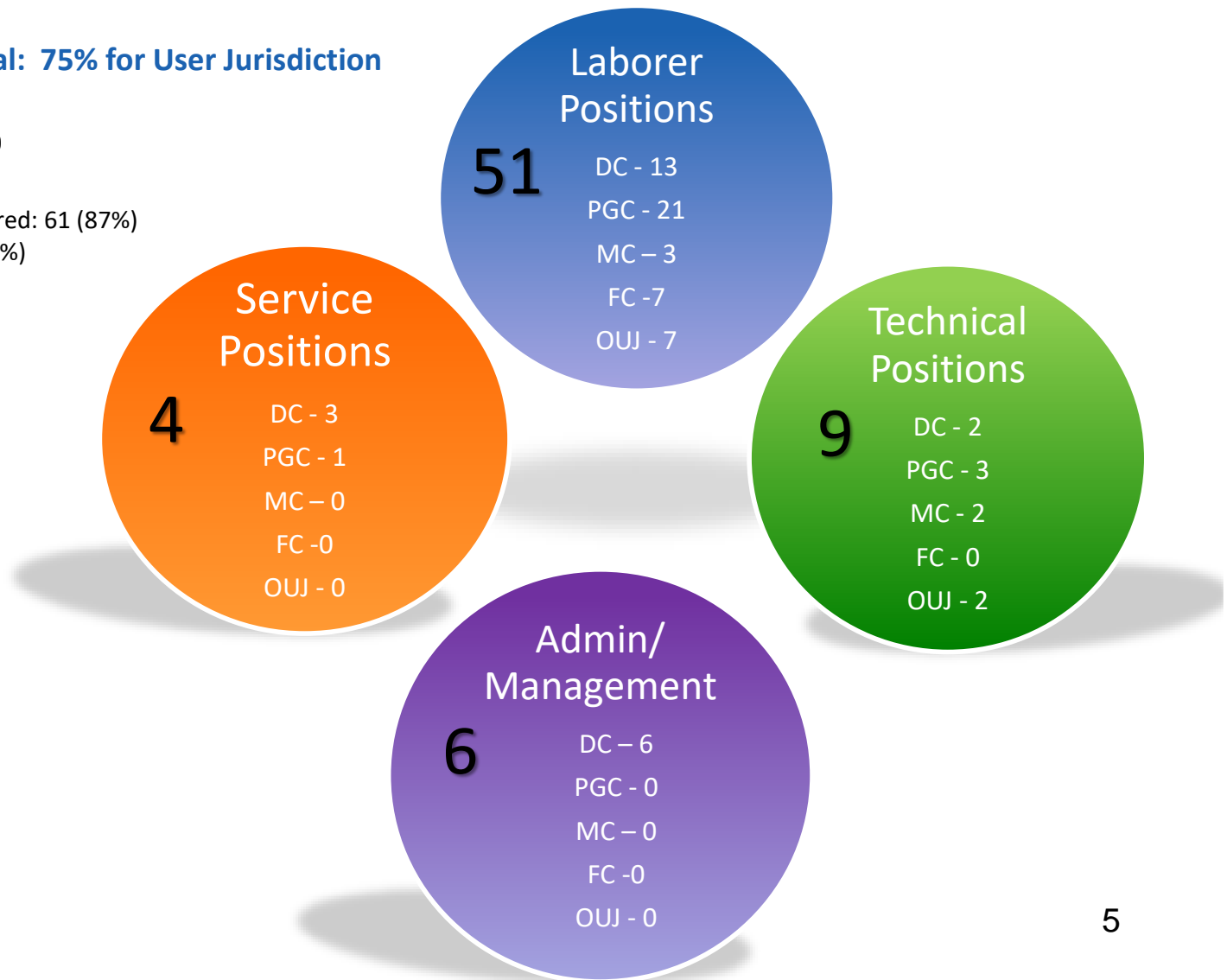
CHILDCARE SUPPORT



## New Opportunities filled through Water Works (October 1, 2021 – March 30, 2022)

### DC Water Works New Hire Goal: 75% for User Jurisdiction

- Total Number of Positions Filled: 70
- Total User Jurisdiction Residents Hired: 61 (87%)
  - Total DC Residents Hired: 24 (34%)
- Total Outside User Jurisdiction: 9



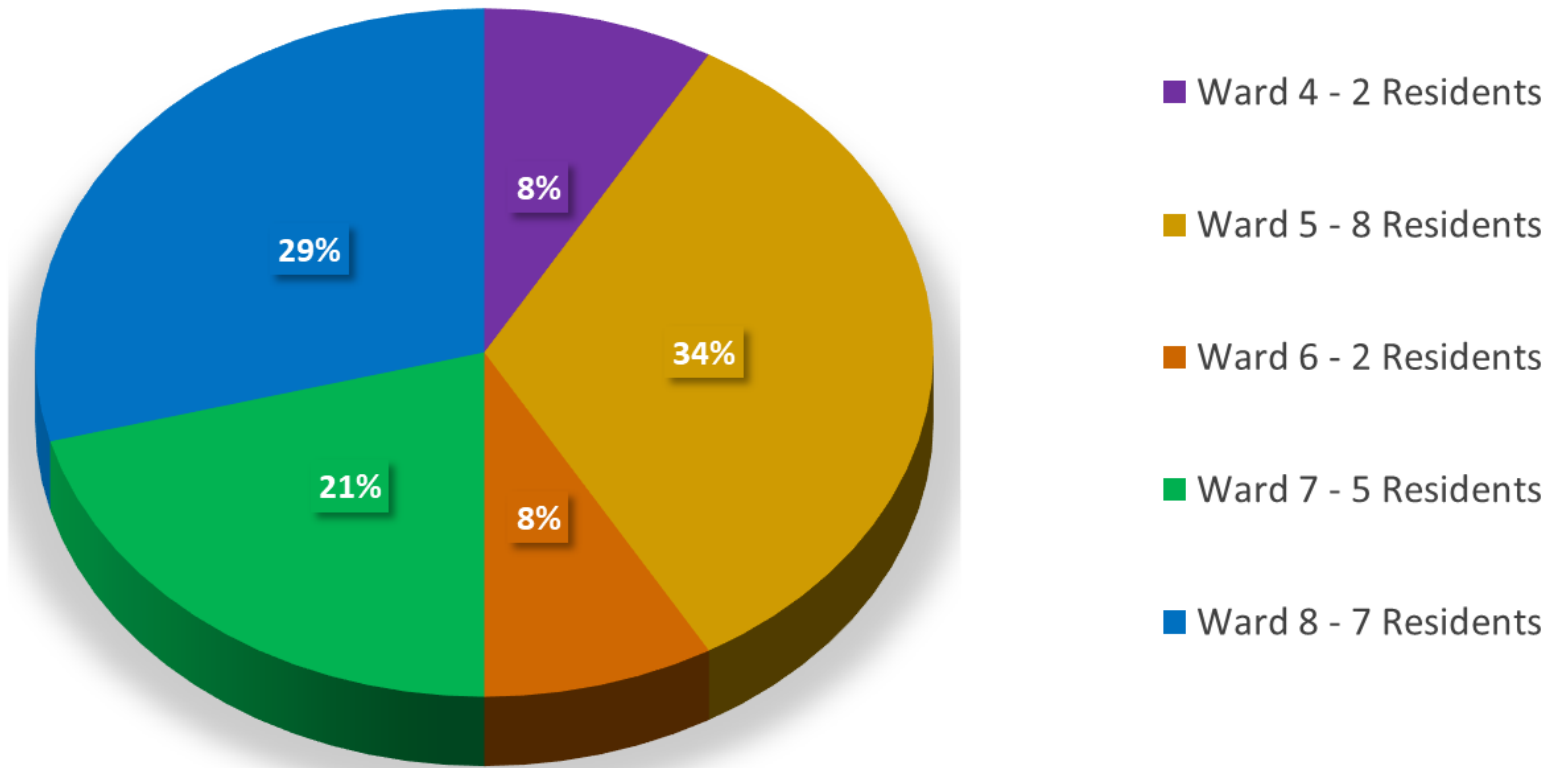


## New Opportunities filled through Water Works (October 1, 2021 – March 30, 2022)

### DC Resident Hires by Ward

Total DC Resident Hires: 24

DC Resident Hires By Ward





## Strategic Partner Referrals

DC Water Works maintains a set of Strategic Partners consisting of: Government agencies, community-based organizations, private contractors and union-affiliated groups that act as referral partners for contractor employment and training opportunities.

So far in FY 22, the Strategic Partners contributed to the placement of 7 individuals on DC Water projects or training programs.

Partner	Number of Placements	Placement Type(s)
District Department of Employment Services (DOES)	1	Laborer – 1
University of the District of Columbia (UDC)	6	Laborer (Green Infrastructure) - 6



## Skills Training Component

### Green Infrastructure Certification Training

Pursuant to the 2015 MOU between DC Water and the District, hiring goals for District residents were established on GI projects in the Rock Creek and Potomac River sewersheds.

#### Green Jobs Goal

- At least 51% of new jobs filled by District residents
- At least 35% of the apprenticeship hours performed by District residents

#### Use of GI Certified District Residents

- A GI Certification Program was developed for: Construction; Inspection; Maintenance
- DC Water partnered with the University of the District of Columbia to train District residents to successfully complete the National Green Infrastructure Program (NGICP) exam.
- Training is up to 10 weeks/ 40 hours per week.
- Trainees receive a weekly stipend.
- 50% Hiring Goal of the NGICP Graduates

#### DC Water Works

- Use of DC Water Works to connect graduates with job optpts



## Program Status (To Date)



- **Status:** Ongoing
- Program formally established in January 2017
- Eleven Training Cohorts completed to date
  - 98 Graduates to date
  - 82 Employed (83% Achievement)
- List of certified individuals found at: <http://ngicp.org/program/list-of-certified-individuals>
- April 25, 2022 – Cohort #12 was seated for training.
  - 17 Participants
  - Planned Completion Date is July 25, 2022
- Cohort #13 Planned for later this summer





District of Columbia Water and Sewer Authority  
David L. Gadis, CEO and General Manager

## Skills Training Component

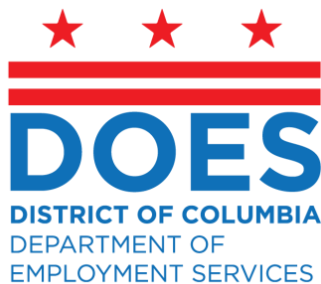
### DC Sustainable Energy Utility

The DC Sustainable Energy Utility (DCSEU) has a workforce development program designed to connect District residents over the age of 18.

- 5-month training period
- Fully sponsored by the District Department of Employment Services (\$20/hr.)
- 85% graduation rate

Status:

- 4 Participants
  - 2 Engineering
  - 1 People and Talent
  - 1 Compliance and Development



### Department of Facilities Training Program

- DC Water's Department of Facilities in partnership with the District Department of Employment Services (LEAP and Project Empowerment) selected 4 District residents for a six month On the Job Training program.
  - Fully sponsored by the District Department of Employment Services
  - Participants have a dedicated mentor from the District Department of Employment Services
  - Participants receive classroom-style training inclusive of:
    - Conflict Resolution
    - Workplace Safety
- Status:
  - 4 Participants
    - One graduate (employed with a DC Water contractor)



District of Columbia Water and Sewer Authority  
David L. Gadis, Chief Executive Officer

**Skills Training Component**



**PLANNED EXPANSION OF DC WATER’S  
APPRENTICESHIP PROGRAM  
(COHORT 2)**

*Six (6) trades identified as part of the proposed expansion  
for 17 additional apprentices.*

Trade	# of Apprentices	Length of Apprenticeship	Journeyman Title (Upon Graduation)
<b>FACILITIES</b>			
Buildings and Grounds	2	2 Years	Building and Grounds Maintenance Worker (RW 07)
Paint Shop	2	3 Years	Painter (RW 09)
<b>PUMPING AND SEWER OPERATIONS</b>			
Utility Systems Operations	5	5 Years	Utility Systems Operator (RW 11)
Utility Services*	2	2 Years	Utility Service Worker (RW 8)
<b>WASTEWATER OPERATIONS</b>			
Maintenance Services (Mechanical)	3	4 Years	Maintenance Services Worker (Mechanical) (RW 10)
Maintenance Services (Electrical)	3	4 Years	Maintenance Services Worker (Electrical) (RW 10)



## DC WORKFORCE INVESTMENT COUNCIL



## Strategic Initiatives

DC Water serves on the DC WIC Board.

- Updating the District’s Workforce Innovation and Opportunity Act “State Plan”
- Identify and remove barriers to better coordinate, align, and avoid duplication among programs and activities
- Develop strategies to support career pathways
- Develop strategies for outreach and improved access for individuals and employers who could benefit from workforce development system
- Develop a plan for the provision of required youth services
- Update the guidelines for the District’s “Eligible Training Provider List” to include regional organizations.
- Continue supporting the efforts of DCPS and DOES to enhance the school system’s STEM and CTE programs for high schoolers.
  - Create student profiles to help align student’s education with career goals, college, etc. (including pathways for careers with utilities).



**Sue Sample**  
Grade 11 (Based on YOG in Aspen)  
ID# 12345

**97%**  
ISA

**-**  
SAT

**700**  
PSAT

**125**  
Community Service  
Hours

**2.94**  
Weighted GPA

**Sue's HIGH SCHOOL GRADUATION PROGRESS**

You are on track for all 11 subjects required for graduation. Please view page 7 for additional resources and recommended next steps.

One footprint represents .5 credits for all subjects. One footprint represents 12.5 hours for community service.

GRADUATION REQUIREMENTS	1 Year	2 Years	3 Years	4 Years	HERE'S WHAT IT MEANS
<input checked="" type="checkbox"/> <b>Art</b>	1 footprint				You are on track in art for high school graduation. Nice job! Pass your classes to remain on track.
<input checked="" type="checkbox"/> <b>Career &amp; Technical Education</b>	1 footprint	1 footprint	1 footprint	1 footprint	You are on track in career & technical education for high school graduation. Nice job! Pass your classes to remain on track.
<input checked="" type="checkbox"/> <b>Community Service</b>	1 footprint	1 footprint	1 footprint	1 footprint	Well done! You have completed this requirement.
<input checked="" type="checkbox"/> <b>English</b>	1 footprint	1 footprint	1 footprint	1 footprint	You are on track in English for high school graduation. Nice job! Pass your classes to remain on track.
<input checked="" type="checkbox"/> <b>Foreign Languages</b>	1 footprint	1 footprint	1 footprint	1 footprint	Well done! You have completed this requirement.
<input checked="" type="checkbox"/> <b>History</b>	1 footprint	1 footprint	1 footprint	1 footprint	You are on track in history for high school graduation. Nice job! Pass your classes to remain on track.
<input checked="" type="checkbox"/> <b>Math</b>	1 footprint	1 footprint	1 footprint	1 footprint	You are on track in math for high school graduation. Nice job! Pass your classes to remain on track.
<input checked="" type="checkbox"/> <b>Music</b>	1 footprint				You are on track in music for high school graduation. Nice job! Pass your classes to remain on track.


**Sue Sample**  
 Grade 11 (Based on YOG in Aspen)  
 ID# 12345

**97%** ISA  
**—** SAT  
**700** PSAT  
**125** Community Service Hours  
**2.94** Weighted GPA

**Sue's CAREER OPPORTUNITIES IN DISTRICT OF COLUMBIA METRO**

Below you will find information on a third career cluster. If you have a Career Technical Education (CTE) pathway, a table will reflect your progress. If you have Work Based Learning (WBL) a table will display your recorded experiences and other opportunities.

Combining academic and technical skills, CTE courses prepare students for current and emerging professional career opportunities.



**CAREER INTEREST (CONTINUED)**






YOUR #3 CAREER CHOICE ON YOUR SURVEY WAS:  
**Science, Technology, Engineering and Mathematics**

View "A Day in the Life" videos for Science, Technology, Engineering and Mathematics <http://bit.ly/2AgU3s1> <http://bit.ly/2iXVzZr> <http://bit.ly/2Bdlrav>

	HS Diploma		Associate's Degree		Bachelor's Degree		Master's Degree or Higher	
<b>Sample Jobs</b>	Electricians	Dental Laboratory Technicians	Engineering Technicians	Radiation Therapists	Aerospace Engineers	Natural Sciences Managers	Family & General Practitioners	Architectural & Engineering Managers
<b>Hourly Wage</b>	\$27.38	\$20.48	\$40.88	\$38.77	\$67.11	\$63.63	\$75.67	\$71.80
<b>Median Annual Income for the Industry</b>	<b>\$37,460</b>		<b>\$58,785</b>		<b>\$98,990</b>		<b>\$114,070</b>	
<b>Post-secondary Programs to Consider</b>	Northern VA Comm. College CC of Baltimore County Montgomery College		Montgomery College CC of Baltimore County Northern VA Comm. College		Morgan State University Duke University Norfolk State University		George Washington University Pennsylvania State University U of MD Baltimore County	
<b>Degrees &amp; Certificates to Consider</b>	Social Sciences Eng. Tech. & Eng.-rel. Fields Health Prof. & Rel. Prog.		Health Prof. & Rel. Prog. Eng. Tech. & Eng.-rel. Fields Multi/interdisciplinary Studies		Biological & Biomedical Sci. Social Sciences History		Health Prof. & Rel. Prog. Biological & Biomedical Sci. Mathematics & Statistics	

**CAREER TECHNICAL EDUCATION**

Participant	Concentrator	Completer	Status
			Your pathway is Engineering. CTE classes link course content to real-life work experience. You have completed the participant and concentrator CTE courses. The completer course for your pathway is Engineering III/IV: Honors Aerospace Engineering.

**WORK-BASED LEARNING**

Documented Experiences	# of Events Attended	# of Events Attended
	6	2
Work-Based Learning	Career Exploration	Career Preparation
	Guest speaker Industry Site Visit Job Shadowing Career Expo	Employability Skills Training Internship



District of Columbia Water and Sewer Authority  
David L. Gadis, Chief Executive Officer

UNIVERSITY OF  
THE DISTRICT OF  
COLUMBIA  
  
DAWN INITIATIVE



## Strategic Initiatives

The University of the District of Columbia's Developing America's Workforce Nucleus (DAWN) Initiative is a collaboration of partners brought together to support UDC's initiatives to strengthen the Ward 8 community surrounding the promising, overlooked talent in Anacostia, specifically to support STEM efforts at Anacostia Senior High School.

- CEO and General Manager David Gadis and Chairman Tommy Wells serve on the Leadership Panel.
  - Several DC Water staff support the initiative

### Mission

Create a sustainable pipeline of domestic, diverse, business-ready and entrepreneurship-ready STEM talent, at all levels of the workforce and career ladder, to propel America's economic engine into the future.

### Vision

DAWN will be a proven national model for producing diverse, domestic STEM Talent from a pool of black, brown, and economically-disadvantaged students based on a successful 10-year pilot program in the District of Columbia's Ward 8 Anacostia community. DAWN will help reduce the opportunity divide for underrepresented populations in growing industry sectors like sustainable energy and cybersecurity.



University of the District of Columbia  
Developing America’s Workforce Nucleus Initiative

# Strategic Initiatives

## Program Pillars



**Katherine G. Johnson  
Math Teacher Training  
Institute (MTTI)**

The MTTI will be a teacher recruiting, training, research, and resource hub for the development and dissemination of math theory and practice, based on the Algebra Project (AP) model. Its focus is innovative content development and delivery methods for students in lower-income quartiles. The MTTI will also be the site of UDC/SIAP two-week intensive Summer Teacher Seminars (STS) and two-week Mathematics Laboratories for Teaching.



**360° Assessment**

To build an accurate and psychometrically robust measure of student potential that assesses students’ metacognitive attributes in the context of their individual histories and educational background. The results of the assessment can inform the college admissions decision-making process as well as identify developmental and learning needs of students.



**C<sup>2</sup> Equity Academy  
(Community-to-Career Equity Academy)**

The C<sup>2</sup> Equity Academy connects the public PK-12 feeder system of Ward 8 in DC directly to higher education through seamless STEM focused pipelines with multiple stackable credentials. These credentials range from skilled technical workforce and entrepreneurship certifications to bachelor’s degrees and beyond. The goal is to create a sustainable pipeline of technical, business-ready, and entrepreneurial talent from the vast sources of untapped potential in economically disadvantaged communities.



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David L. Gadis, Chief Executive Officer

# DISTRICT OF COLUMBIA INFRASTRUCTURE ACADEMY



## Strategic Initiatives

As a founding member of the DC Infrastructure Academy, DC Water serves on the Utilities/ Infrastructure Advisory Committee.

Led by the Department of Employment Services (DOES), the purpose of DCIA is to help fill the workforce gaps in the infrastructure industry in the greater Washington, DC region by training District residents for low-barrier, high-wage infrastructure jobs. In addition to DC Water, DCIA founding partners include: the Department of Energy and the Environment (DOEE), PEPCO, Washington Gas, WMATA, the University of the District of Columbia, and the Department of Public Works.

As a part of its strategic enhancements, the DCIA seeks to further align its training operations by connecting directly with employers (beyond the utilities directly). This includes working with firms in the energy efficiency (solar, wind by wire, and green technologies), transportation, green infrastructure, and logistics sectors.

Currently, DCIA serves as a central location to coordinate training and recruitment related to the infrastructure industries.



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## Strategic Initiatives

### Metropolitan Washington Council of Governments (MWCOG)

MWCOG, along with the Living Classrooms Foundation is working on the development training and job creation program for water utilities in the region. As part of its “Region Forward Vision”, the purpose of this initiative is to develop best practices that utilities can adopt that would better support jobseekers in the region – as well as the regional employers. DC Water, along with representatives from AlexRenew, the City of Baltimore, Fairfax Water, Loudoun Water, and WSSC are working on the establishment of an advisory committee supporting MWCOG’s efforts.



### Employ Prince George’s

Employ Prince George's (EPG), is relaunching its COVID-19 **Rapid Re-Employment Grants** (RREG) initiative to help residents in Prince George’s County back to work, while helping businesses reopen, retain talent and build their capacity.

The RREG initiative is part of the County’s overall COVID-19 Workforce Development Recovery Program created to ease the financial burden of onboarding new employees, for local businesses. As part of this effort, DC Water was invited to work with the County and help identify pathways for employment as well as opportunities for certified firms in the region.



District of Columbia Water and Sewer Authority  
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## Upcoming Activities

### May 16 – May 20 Infrastructure Week

#### **DC Infrastructure Academy Open House – May 17, 2022**

In celebration of Infrastructure Week , DC Water will participate in the DC Infrastructure Academy Partners in Unity Open House on May 17, 2022, from 11:30 am – 6:00 pm. DC Water representatives will serve as panelists, including graduates and current trainees. Training partners will also attend to highlight careers in the infrastructure industry.

#### **DC Infrastructure Partners Reception – May 19, 2022, 5:00- 8:00 pm**

DC Water will host the DC Infrastructure Academy’s Annual Stakeholder Reception at HQO. This annual event highlights DCIA’s partners and supporters.