



**DISTRICT OF COLUMBIA
WATER AND SEWER AUTHORITY**

**Board of Directors
Human Resources and Labor Relations Committee**

Wednesday, November 9, 2022
11:00 am

Microsoft Teams Meeting
Join on your computer or mobile app
[Click here to join the meeting](#)
Or call in (audio only)
[+1 202-753-6714,884203568#](#)
Phone Conference ID: 884 203 568#

- 1. Call to Order Adriana Hochberg, Chairperson
- 2. Roll Call..... Alfonzo Kilgore Stukes, Acting Board Secretary
- 3. [Apprenticeship Program Update](#) Korey Gray, VP, Compliance & Development
- 4. Benefits Update Ron Lewis, Manager, Benefits
 - a. [Medical Benefit Plan Renewals](#)
- 5. Action Items:
 - Joint Use:
 - a. [Contract No. 16-PR-HCM-26 - Connecticut General Life Insurance Company \(Cigna\)](#)
 - b. [Contract No. 19-PR-DPT-31 - Kaiser Foundation Health Plan of the Mid-Atlantic States, Inc.](#)
- 6. Executive Session* Adriana Hochberg, Chairperson
- 7. Adjournment Adriana Hochberg, Chairperson

Follow-Up Items from Prior Meeting(s)

- 1. Update on Implementation of the Presidential Inauguration Day (Targeted for next HR/Labor Meeting)

1 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: matters prohibited from public disclosure pursuant to a court order or law under D.C. Official Code § 2-575(b)(1); contract negotiations under D.C. Official Code § 2-575(b)(2); legal, confidential or privileged matters under D.C. Official Code § 2-575(b)(4)(A); collective bargaining negotiations under D.C. Official Code § 2-575(b)(5); facility security 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); proprietary matters under D.C. Official Code § 2-575(b)(11); train and develop members of a public body and staff under D.C. Official Codes § 2-575(b)(12); decision in an adjudication action under D.C. Official Code § 2-575(b)(13); civil or criminal matters where disclosure to the public may harm the investigation under D.C. Official Code § 2-575(b)(14), and other matters provided in the Act.



District of Columbia Water and Sewer Authority



DC Water Apprenticeship Program Update

Presented to the
Human Resources & Labor Relations Committee Meeting
Adriana Hochberg, Chairperson



November 9, 2022



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

ABOUT THE DC WATER
APPRENTICESHIP
PROGRAM

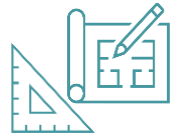
In 2018, DC Water established an Apprenticeship Program designed to empower District of Columbia and local residents to establish a long-term career with DC Water. By creating new employment pipelines, we are helping the economy of the local community to grow organically and nurturing a ratepayer first mindset.

Key Components of a Registered Apprenticeship Program



DC Water Involvement

- Our Registered Apprenticeship program is based on our strengths and workforce needs. We are specifically dedicated to expanding our workforce pipeline.



Structured On-the-job Learning

- Apprentices receive paid "On-The-Job Learning" from an experienced mentor. (Minimum of 2,000 hours per year)



Related Training And Instruction

- Apprentices receive technical education either on-line or at the job site. (Minimum of 144 hours per year)



Rewards for Skill Gains

- Apprentices progressive wage increases as they gain higher level skills.



National Credential

- Upon completion, apprentices receive a nationally-recognized credential.





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

Wrap Around Support

Administered by DC Water Works

Supported by the District Department of Employment Services (DOES)
(Consistent with existing protocols)



CASE
MANAGEMENT



COUNSELING
(INDIVIDUAL &
FAMILY)



MENTORSHIP



TRANSPORTATION
SUPPORT



EDUCATION &
SPECIAL
SERVICES



CHILDCARE
SUPPORT



Monitoring and Reporting



DC Water Teamwork

- Collaboration with Wastewater, Facilities, Pumping & Sewer Ops, Finance, People & Talent.



Periodic check-ins

- Conduct site visits
- Provide referrals for external support for apprentices
- Complete Apprentice Progress form and annual reviews



Time & Attendance

- *Monthly:*
- Collect attendance records
- Record and report classroom participation
- Assemble the hours worked for DOES reports



Communicate with DOES

- Send regular updates to DOES
- Coordination of onsite visits as appropriate



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

**DC WATER
APPRENTICESHIP PROGRAM
(COHORT 2)**

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



APPRENTICESHIP STANDARDS COHORT 2

FACILITIES

Building and Grounds Maintenance Worker

Apprenticeship: 2 Years

Sample Classroom Courses Include:

- Landscape Management
- Irrigation System Components and Maintenance
- Special Purpose Cleaning Chemicals

Painting

Apprenticeship: 3 Years

Sample Classroom Courses Include:

- Ladders, Scaffolds, Lifts, and Fall Protection
- Protecting Adjacent Surfaces
- Sealants and Repair/Fillers
- Coatings, Brushing and Rolling

PUMPING AND SEWER OPERATIONS

Utility Systems Operations

Apprenticeship: 5 Years

Sample Classroom Courses Include:

- Wastewater Collection systems
- Lift Stations
- Equipment Maintenance
- Flow Measurement
- Preliminary Treatment

Utility Services

Apprenticeship: 2 Years

Sample Classroom Courses Include:

- Catch Basin Cleaning
- Cured in Place Pipe Maintenance and Monitoring
- National Association of Sewer Service Companies (NASSCO) Certification
 - Pipeline Assessment
 - Manhole Assessment
 - Lateral Assessment

WASTEWATER OPERATIONS

Maintenance Service Worker Maintenance

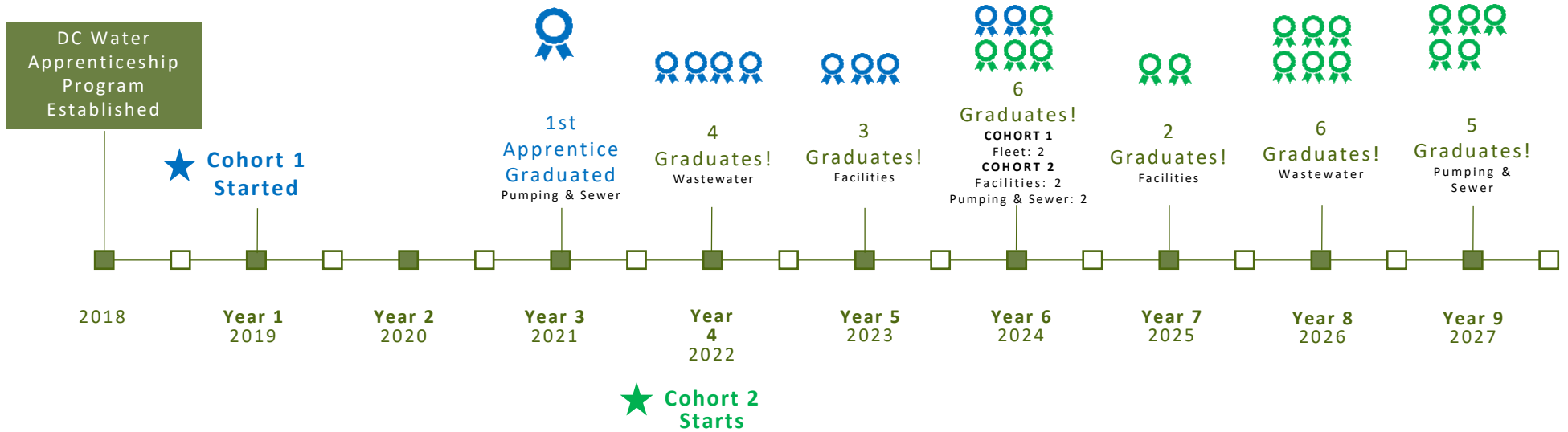
Apprenticeship: 4 Years

Sample Classroom Courses Include:

- Electrical Wiring
- Brazing and Welding
- Heating Systems
- Electrical Applications
- Applied Math



APPRENTICESHIP PROGRAM INCLUDING THE PROPOSED EXPANSION COHORTS 1 & 2 (25 APPRENTICES ACROSS 10 TRADES)





2023 Medical Benefit Plan Renewals

November 09, 2022

Healthy, Safe, and Well



2023 Medical Plan Renewals

Both Cigna and Kaiser continue to provide medical insurance that enables employees and dependents to be protected with preventative coverage, pharmaceutical coverage and mental health inpatient and outpatient coverage. Both Plans support our wellness campaigns.

Cigna

- Cigna initially proposed a 17.00% renewal rate increase.
- Aon (DC Water's Independent consultant) suggested a 10% increase was reasonable.
- Cigna's best and final offer was for a 5.5% increase = **Savings: \$1,928,988**



2023 Medical Plan Renewals

Carrier	Plan	2023 Initial Renewal	2023 Revised Renewal	Aon Projections	Final Renewal
Cigna	OAP In Network	17%	N/A	10.0%	5.5%
Cigna	OAP	17%	N/A	10.0%	5.5%
Kaiser	HMO	-5.0%	NA	-3.6	-5.0%

Cigna

- The position taken last year in strong objection to rate increases remains. The final Cigna proposal is approximately **\$1,928,988** less than it would have been if DC Water accepted the proposed increase of 17.0 %
- Cigna premiums will increase approximately \$77,3479. Most of this increase is paid by DC Water. Employees' portion is 23% or \$177,900

Kaiser

- Kaiser's premiums will **decrease** approximately \$300,187
- Most of this increase paid by DC Water. Employees' portion is 23% or \$69,043.

*No Plan design changes to either carrier



2023 Medical Plan Cost Share Change

Vendor/Plan	Enrollment	2022			2023			% Change	Employee Difference
		Bi-Weekly Employee Cost	Bi-Weekly Employer Cost	Current	Bi-Weekly Employee Cost	Bi-Weekly Employer Cost	Renewal	Dollar Difference	
Medical Plan - CIGNA Network Plan (HMO)									
DC Water Employees									
Individual	75	\$99.71	\$333.82	\$433.53	\$105.17	\$352.10	\$457.27	5.5%	\$ 5.46
Employee + 1	53	\$209.88	\$702.64	\$912.52	\$221.37	\$741.10	\$962.47	5.5%	\$ 11.49
Family	109	\$300.02	\$1,004.41	\$1,304.43	\$316.44	\$1,059.39	\$1,375.83	5.5%	\$ 16.42
Medical Plan - CIGNA Open Access Plus (PPO)									
DC Water Employees									
Individual	117	\$107.08	\$358.48	\$465.56	\$112.94	\$378.10	\$491.04	5.5%	\$ 5.86
Employee + 1	82	\$225.89	\$756.25	\$982.14	\$238.26	\$797.65	\$1,035.91	5.5%	\$ 12.37
Family	132	\$323.10	\$1,081.70	\$1,404.80	\$340.79	\$1,140.91	\$1,481.70	5.5%	\$ 17.69
Medical Plan - Kaiser Permanente HMO Select									
DC Water Employees									
Individual	123	\$76.00	\$254.44	\$330.44	\$72.20	\$241.72	\$313.92	-5.0%	\$ (3.80)
Employee + 1	82	\$152.01	\$508.89	\$660.90	\$144.41	\$483.45	\$627.86	-5.0%	\$ (7.60)
Family	142	\$220.40	\$737.87	\$958.27	\$209.38	\$700.97	\$910.35	-5.0%	\$ (11.02)
Dental Plan - CIGNA DHMO									
DC Water Employees									
Individual	133	\$0.00	\$5.16	\$5.16	\$0.00	\$5.16	\$5.16	0.0%	Rate through 2024
Employee + 1	119	\$0.00	\$10.42	\$10.42	\$0.00	\$10.42	\$10.42	0.0%	Rate through 2024
Family	153	\$0.00	\$20.76	\$20.76	\$0.00	\$20.76	\$20.76	0.0%	Rate through 2024
Dental Plan - CIGNA DPPO									
DC Water Employees									
Individual	185	\$7.02	\$7.02	\$14.04	\$7.02	\$7.02	\$14.04	0.0%	Rate through 2024
Employee + 1	160	\$13.65	\$13.65	\$27.30	\$13.65	\$13.65	\$27.30	0.0%	Rate through 2024
Family	295	\$23.66	\$23.66	\$47.32	\$23.66	\$23.66	\$47.32	0.0%	Rate through 2024
Vision Plan - National Vision Administrators (NVA)									
DC Water Employees									
Composite	1087	\$0.00	\$4.02	\$4.02	\$0.00	\$3.86	\$3.86	-3.98%	

**DISTRICT OF COLUMBIA WATER AND SEWER AUTHORITY
BOARD OF DIRECTORS CONTRACTOR FACT SHEET**

ACTION REQUESTED

**GOODS AND SERVICES CONTRACT EXTENSION
Medical Insurance Plans
(Joint Use-Indirect)**

Approval to exercise option year 5 of the Preferred Provider Organization (PPO) and Health Maintenance Organization (HMO) medical plans in the amount of \$10,500,000.00.

CONTRACTOR/SUB/VENDOR INFORMATION

PRIME: Connecticut General Life Insurance Company (Cigna) 111 Calvert Street Baltimore, MD 21202	SUBS: Social Driver 1030 15 TH Street NW, Suite 1050W Washington, DC 20005 CBE	PARTICIPATION: LSBE - 0.2%
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DESCRIPTION AND PURPOSE

Original Contract Value:	\$10,906,116.00
Original Contract Dates:	01-01-2017 - 12-31-2017
Number of Option Years in Contract:	5
Prior Modification OY1-OY4:	\$63,515,077.65
Prior Modification OY Dates:	01-01-2018 – 12-31-2022
Option Year 5 Value:	\$10,500,000.00
Option Year 5 Dates:	01-01-2023 – 12-31-2023

Purpose of the Contract:

Contract to provide PPO and HMO benefits to employees hired after October 1, 1987 or later.

Contract Scope:

DC Water provides its employees with a choice of medical plan benefits. This contract will offer comprehensive medical coverage to employees and their families.

Spending Previous Year:

Cumulative Contract Value:	01-01-2017 - 12-31-2022:	\$74,421,193.65
Cumulative Contract Spending:	01-01-2017 - 09-30-2022:	\$64,904,644.12

Contractor's Past Performance:

According to the COTR, the Contractor's quality of services; timeliness of responses; conformance to DC Water's policies, procedures and contract terms; and invoicing all meet expectations.

PROCUREMENT INFORMATION

Contract Type:	Good and Services	Award Based On:	Highest Ranked Offeror
Commodity:	Medical Services	Contract Number:	16-PR-HCM-26
Contractor Market:	Open Market with Preference for LBE and LSBE Participation		

BUDGET INFORMATION

Funding:	Operating	Department:	People and Talent
Service Area:	DC Water Wide	Department Head:	Lisa Stone

ESTIMATED USER SHARE INFORMATION

User	Share %	Dollar Amount
District of Columbia	70.33%	\$7,384,650.00
Washington Suburban Sanitary Commission	22.20%	\$2,331,000.00
Fairfax County	4.75%	\$498,750.00
Loudoun Water	2.35%	\$246,750.00
Other (PI)	0.37%	\$38,850.00
TOTAL ESTIMATED DOLLAR AMOUNT	100.00%	\$10,500,000.00

Digitally signed by Lisa Stone
 Date: 2022.11.03 17:00:59 -04'00'

 Lisa M. Stone Date
 Chief People and Inclusion Officer, and EVP, People & Talent

 Dan Bae Date
 VP of Procurement

Dan Bae
 C=US, E=dan.bae@dwater.com,
 O=District of Columbia Water and
 Sewer Authority, OU=VP of
 Procurement & Compliance, CN=Dan
 Bae
 2022.11.04 09:57:59 -04'00'

 Matthew T. Brown Date
 CFO and EVP of Finance and Procurement

 David L. Gadis Date
 CEO and General Manager

**DISTRICT OF COLUMBIA WATER AND SEWER AUTHORITY
BOARD OF DIRECTORS CONTRACTOR FACT SHEET**

ACTION REQUESTED

GOODS AND SERVICES CONTRACT AWARD

**Staff Model Health Maintenance Organization (HMO) Services
(Joint Use-Indirect)**

Approval to exercise option year 3 for Staff Model Health Maintenance Organization (HMO) medical plan services in the amount of \$6,275,000.00.

CONTRACTOR/SUB/VENDOR INFORMATION

PRIME:	SUBS:	PARTICIPATION:
Kaiser Foundation Health Plan of the Mid-Atlantic States, Inc. 2101 East Jefferson Street Rockville, MD 20852	N/A	N/A

DESCRIPTION AND PURPOSE

Original Contract Value:	\$5,342,000.00
Original Contract Dates:	01-01-2020 – 12-31-2020
Option Years in Contract:	4
Option Year 1 Value:	\$5,664,000.00
Option Year 1 Dates:	01-01-2021 – 12-31-2021
Option Year 2 Value:	\$6,176,425.00
Option Year 2 Dates:	01-01-2022 – 12-31-2022
Option Year 3 Value:	\$6,275,000.00
Option Year 3 Dates:	01-01-2023 – 12-31-2023

Purpose of the Contract:

Contract to provide Staff Model Health Maintenance Organization (HMO) medical plan services for employees hired October 1, 1987 or later.

Contract Scope:

DC Water provides its employees with a choice of medical plan benefits. This contract offers comprehensive HMO medical plan coverage to DC Water employees and their families.

Spending Previous Year:

Cumulative Contract Value:	01-01-2020 – 12-31-2022:	\$17,182,425.00
Cumulative Contract Spending:	01-01-2020 – 09-30-2022:	\$16,684,622.18

Contractor's Past Performance:

According to the COTR, the Contractor's quality of services; timeliness of responses; conformance to DC Water's policies, procedures and contract terms; and invoicing all meet expectations.

No LSBE Participation

PROCUREMENT INFORMATION

Contract Type:	Good and Services	Award Based On:	Highest Ranked Offeror
Commodity:	Medical Services	Contract Number:	19-PR-DPT-31
Contractor Market:	Open Market with Preference Points for LBE and LSBE Participation		

BUDGET INFORMATION

Funding:	Operating	Department:	People and Talent
Project Area:	DC Water Wide	Department Head:	Lisa Stone

ESTIMATED USER SHARE INFORMATION

User – Operating	Share %	Dollar Amount
District of Columbia	70.33%	\$4,413,207.50
Washington Suburban Sanitary Commission	22.20%	\$1,393,050.00
Fairfax County	4.75%	\$298,062.50
Loudoun Water	2.35%	\$147,462.50
Other (PI)	0.37%	\$23,217.50
TOTAL ESTIMATED DOLLAR AMOUNT	100.00%	\$6,275,000.00

_____/_____
 Lisa M. Stone Date
 Chief People and Inclusion Officer, and EVP, People & Talent

_____/_____
 Dan Bae Date
 VP of Procurement

_____/_____
 Matthew T. Brown Date
 CFO and EVP of Finance and Procurement

_____/_____
 David L. Gadis Date
 CEO and General Manager