



**MINUTES OF THE MEETING OF  
HUMAN RESOURCES AND LABOR RELATIONS COMMITTEE  
JANUARY 10, 2024  
(via Microsoft Teams)**

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**COMMITTEE MEMBERS PRESENT**

1. Steven Shofar, Chairperson
2. Tara Jackson, Principal, Prince George's County
3. Rachna Bhatt, Principal, District of Columbia

**DC WATER STAFF**

1. David L. Gadis, Chief Executive Officer and General Manager
2. Marc Battle, Chief Legal Officer and Executive Vice President Legal and Government Affairs
3. Matt Brown, Chief Financial Officer and Executive Vice President, Finance, Procurement and Compliance
4. Joy Dorsey, Chief People Officer and Executive Vice President
5. Wayne Griffith, Chief Administrative Officer and Executive Vice President
6. Jeff Thompson, Chief Operating Officer and Executive Vice President
7. Michelle Rhodd, Secretary to the Board

The Human Resources and Labor Relations Committee meeting was called to order by Chairperson Steven Shofar at 11:02 AM. The meeting was held via Microsoft Teams. Board Secretary Michelle Rhodd called the roll.

**I. ACTION ITEM (JOINT USE)**

Joel Grosser, Director of Procurement, Goods and Services informed the Committee that he was presenting a Fact Sheet for Accenture to continue work on the Human Capital Strategy Development (HCM) project in the amount of \$475,000. Mr. Grosser went on to explain that ordinarily a \$475,000 contract would not rise to the level of a fact sheet. However, the new contract in addition to the original contract increases the sum of the HCM project to over \$1,000,000 – which triggers committee review and Board approval.

Following Mr. Grosser's presentation, the Committee agreed to seek Board approval for the Joint Use Action.

Mr. Shofar thanked Mr. Grosser for his service to the Authority over the years and wished him a good retirement. Dan Bae, Vice President Procurement and Compliance also shared his thanks and appreciation. Committee members and staff gave their thanks.

## **II. UNION TOPICS**

### *Paid Parental Leave*

Mr. Shofar informed the Committee that as the Authority was involved in litigation related to this matter, the agenda item will be discussed in executive session with Barbara Milton, AFGE 631 Union President.

Jonathan Shanks, AFGE 872 Union President explained that his members experienced harm as a result of this matter and asked for the opportunity to address the impact on his members. Mr. Shanks was advised to send a statement to the Committee in an email via the Board Secretary.

### *Engineer PE License*

Ms. Milton expressed concern about changes to engineer working divisions without finalization job descriptions to address licensing exemptions, including that of the civil engineer techs. Ms. Milton stated that a copy of the finalized job descriptions was requested from DC Water, but none was received.

George Spears, VP Labor Relations and Compliance stated that legal counsels represent both the Union and the Authority, and there is a difference in opinion about the exemptions. The Union was given an initial draft of the positions that will be impacted by the change, and an updated version will be provided in the near future. Communication with the Union has taken place to address areas that may change, and communication will be ongoing as they move forward.

Ms. Milton responded that a letter was received by the Union's legal counsel stating that negotiations would be ongoing, but they have not received updates. In the proposed positions, one change included engineers no longer doing inspections but observing inspections. In order to establish compliance, job descriptions are needed. Mr. Shofar noted that the job descriptions will be sent soon, according to Mr. Spears.

### *Job Classification and Compensation Review*

Ms. Milton stated that the Union distrusts DC Water's administration at the moment, especially after the email from Chief Executive Officer and General Manager David Gadis stating that paid parental has been negotiated with all unions except AFGE 631 members. Ms. Milton went on to explain that a guarantee that current employees won't be demoted in the job reclassification process was requested but denied, creating a lot of concern amongst the union members.

Mr. Spears stated that given the Authority's track record, including maintaining staff during Covid despite strong financial concerns, there isn't a need for alarm as the Authority will be applying the same approach in reclassifying jobs. A guarantee cannot be given that people won't be demoted, but the knowledge and experience of the current staff members are critical to DC Water. Those in the positions being considered will be consulted about their positions as decisions are made.

#### *DC Water Fleet Management Concerns*

Mr. Shanks expressed concern that the Fleet Director did not have the necessary resources to manage a 24-hour operation. He suggested hiring more staff to decrease the turnaround for vehicle approval and work could be done more efficiently. He encouraged the Authority to treat this as a top priority to allow the fleet to work efficiently. Additional and new vehicles could also help address the delays in response.

Wayne Griffith, Chief Administrative Officer, thanked Mr. Shanks for his comments on Fleet Management and his work with the team. Mr. Griffith explained that there have been significant transitions with the recent relocation of the Fleet facility, and it is expected that the response time will improve over time. A new fleet contracting model was implemented six months ago that led to dramatic improvements in fleet operations. Thanks to the Board's direction, additional funds were being directed towards investing in the fleet. Leasing options were also previously pursued when there was a gap in need and supply.

Mr. Shanks noted that even with those efforts in place, a lot of the operations are done in the field, so shortening the time it takes to reach the field is integral to performance.

Mr. Shofar asked if the amount of time vehicles were out, was documented. Mr. Griffith stated he would review the matter and provide information to the Committee about the contracts and potential KPIs. Mr. Gadis stated that contracts could be provided, and if there was an overlap, then vehicles would be rented. It is a top priority to address the fleet concerns. With the storms over the last several days, units were used to prevent any water issues in the area, but it did take additional units away for the time being.

#### *Employee Scheduled Leave Discussion*

Michelle Rhodd, Board Secretary informed the Committee that this matter was settled and did not need to be discussed at this time.

### **III. EXECUTIVE SESSION**

The Committee moved into Executive Session, pursuant to the Open Meeting Amendment Act of 2010, to plan, discuss, or conduct specific collective bargaining negotiations under D.C. Official Code § 2-575(b)(5).

#### **IV. ADJOURN**

The meeting adjourned the meeting at 11:56 AM.