



**DISTRICT OF COLUMBIA
WATER AND SEWER AUTHORITY
Board of Directors
Human Resources and Labor Relations Committee**

Wednesday, September 11 2019
11:00 a.m.

1. Call to Order... ..Emile Thompson
Chairperson

2. Union TopicsUnion Presidents
Barry Carey, AFSCME 2091
Michele Hunter, NAGE R3-06
Barbara Milton, AFGE 631
Jonathan Shanks, AFGE 872
Calvert Wilson, AFGE 2553
 - A. Hiring of EVP of People and Talent
 - B. Commercial Driver’s License Requirement
 - C. Authority’s Medical Director for CDL Certifications

3. Performance Metrics Presentation Keith Lindsey
Executive Vice President,
People & Talent (Interim)

4. Executive Session * Emile Thompson
Chairperson

5. Adjournment Emile Thompson
Chairperson

* 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)(1); legal, confidential or privileged matters under D.C. Official Code § 2-575(b)(4); 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); 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.

PEOPLE AND TALENT: THE GATEWAY TO A LEARNING ORGANIZATION



PEOPLE, PLACE, AND PAY



Smartly Reducing Transactions Allows Us To Be More Focused Strategically With Operations



Strategic Program: Employee Experience

Objective: To support and engage a workforce that is aligned with our vision to provide superior service to our customers.





Employee Experience

- ❑ Driving performance through education on developing SMART goals that align to organizational strategic initiatives.
 - 98% of union performance evaluations completed March, 2019
 - Development and implementation of 9 Advancing Blue Performance Management Classes. Additional classes in development.
- ❑ 10 new instructor led trainings created and are available for all employees. 20% of employees participate in at least 1 ILT per month. 15% of employees participate in self paced online training per month via DC Water's LMS Dive In.
- ❑ Leaders Teaching Leaders: CEO meets with Line of Sight participants- front-line management Engagement
- ❑ Leading Blue Leadership Training: 3rd cohort in progress; 360's provided
- ❑ Leading Blue: Completed 7 Line of Sight mandatory training for Foremen, Supervisors and Managers, includes "special" program for Program Mangers; quarterly peer mentoring sessions provide on-going peer support and continued networking
- ❑ Succession Plan Pilot successfully launched
 - 76 critical positons identified (62 leadership and 14 operational)
 - 86 High performers identified
- ❑ 5K Tuition increased to 10K for rising leaders to complete their Bachelors degree; tuition assistance utilization increased 250% (51 – 163 participants)
- ❑ Currently assessing compensation and benefits richness—do we have the best packages for our people.



FY 2020

