



**DISTRICT OF COLUMBIA
WATER AND SEWER AUTHORITY**

BOARD OF DIRECTORS

*Human Resources and Labor Relations
Committee*

January 10, 2008

MEETING MINUTES

Committee Members

Dr. Jacqueline F. Brown
F. Alexis H. Roberson
Howard C. Gibbs

WASA Staff

Jerry N. Johnson, General Manager
Barbara A. Grier, Assistant General Manager
Avis M. Russell, General Counsel
Katrina J. Wiggins, Human Resources Director
Linda R. Manley, Board Secretary

Dr. Jacqueline F. Brown (Acting Chair) called the meeting to order at 9:00 a.m. The General Manager, Jerry N. Johnson, reported that an agreement had been reached with the Labor Unions regarding compensation on December 14, 2007.

The compensation agreement provides for:

- A four (4) year agreement – October 1, 2007 through September 30, 2011.
- General Wage Increase
 - FY 2008 3.45%
 - FY 2009 3.75%
 - FY 2010 3.80%
 - FY 2011 4.00%
- Wages total 15% over 4 years.

In addition, overtime eligibility changed from all over 40 hours to all over shift, beginning October 11, 2009 and the matching contribution for the 457 increased from 3% to 5%. Finally, a joint committee was created to explore possible enhancements to the current defined contribution plan. The General Manager reported that all of the Unions have ratified the Compensation Agreement.

The Committee recommended advancing the Compensation Agreement to the Board for approval. Dr. Brown acknowledged the presence of Union Presidents Barbara Milton, Local 631 and Jonathan Shanks, Local 872. Mr. Johnson reported that working conditions negotiations were completed with two (2) unions, Local 631 and Local 2553. Negotiations are ongoing with the other locals. Mr. Bardin (Board Member) stated that he was pleased with the settlement but encouraged the unions and management to consider Gain Sharing possibilities at some later date.

The General Manager reported that the first quarterly Labor Management Meeting was held on January 9, 2008 and he and the Union presidents had a good discussion. He reported that the Union presidents expressed their opposition to the DC Residency Act. The Committee requested an update on WASA's implementation of the Act at the next Human Resources and Labor Relations Committee Meeting.

Having no further business to conduct, the meeting was adjourned at 9:30 a.m.