



**DISTRICT OF COLUMBIA
WATER AND SEWER AUTHORITY**

BOARD OF DIRECTORS

*Human Resources and Labor Relations
Committee*

January 21, 2009

MEETING MINUTES

Committee Members

Anthony H. Griffin, Chair
Howard C. Gibbs
Kathleen Boucher

Union Presidents

James Ivey, AFSCME 2091
Jonathan Shanks, AFGE 872

WASA Staff

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

Anthony H. Griffin, Chairman, called the Human Resources and Labor Relations Committee (the Committee) to order at 11:10 a.m. and immediately moved to agenda item number 2, Union Presidents.

Mr. Griffin noted that only two of the five presidents, Jonathan Shanks AFGE Local 872 and James Ivey, AFSCME Local 2091 were present. Mr. Griffin then asked Mr. Shanks if the issues in a petition discussed at the October 28, 2008 meeting had been submitted to Jerry N. Johnson, General Manager, for review and action. Mr. Shanks confirmed that the issues had been brought to the attention of Mr. Johnson and that they were being addressed.

Mr. Shanks raised a new concern about safety with respect to potential terrorist threats at the Bryant Street facility entrance and recommended the installation of barriers. Mr. Johnson noted that the facility is safe and safety features were incorporated in the construction of the facility. He reminded Mr. Shanks that he was extended an invitation to tour the Bryant Street facility to review the safety and security features. Mr. Shanks acknowledged that he has not scheduled the tour.

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The next subject was addressed by Mr. Ivey. He stated that the reason that ASFCME Local 2091 did not negotiate a floating holiday in lieu of Emancipation Day was philosophical. The union did not want to diminish the meaning of the holiday by allowing supervisors to approve or deny his member's request for leave to observe Emancipation Day. The union presidents had no other items.

Mr. Griffin moved to the subject of domestic partner benefits. Mr. Johnson indicated that the research was preliminary and staff would come back to the Committee at the next meeting with a recommendation. Michelle Buckmire, Benefits Branch Manager, indicated several steps would have to be taken prior to putting this benefit in place including but not limited to defining who is a qualified domestic partner, deciding what documentation will be required, and what benefits will be offered. She informed the Committee that there are tax implications and will also impact the cost of benefits. Committee member Howard Gibbs questioned how the Authority would recoup funds in the event a domestic partnership was terminated and the Authority was not notified by the employee. Committee member, Kathleen Boucher requested a comparison of such plans offered by other local jurisdictions. Staff will complete the research and address questions raised by Committee members.

The next item considered by the Committee was a floating holiday for nonunion employees. Mr. Johnson informed the Committee that three of the unions negotiated a floating holiday and the nonunion employees are not currently eligible for a floating holiday. Mr. Johnson requested that the Committee recommend to the Board that nonunion employees be granted a floating holiday. Committee member, Kathleen Boucher asked for clarification on the difference between a floating holiday and personal holiday or annual leave. Barbara Grier, Assistant General Manager, explained annual leave is earned and accrued and can be carried over to the next leave year. Personal leave is earned by not using sick leave, posted annually to an employee's leave account and can not be carried over or paid out. The Committee approved the recommendation.

Katrina Wiggins, Human Resources Director, provided an update on the Authority's plans to reduce medical costs. Ms. Wiggins stated that staff would examine cost savings options such as increasing co-pays, increasing deductibles, increasing the use of provider programs i.e., disease management, partnering with other agencies and modifying existing plans, policies and procedures, etc. Ms. Wiggins indicated that staff would report back to the Committee, noting that any changes would be negotiated prior to the 2010 open enrollment.

Having no other business, the committee adjourned at 12:00 noon.