



**DISTRICT OF COLUMBIA
WATER AND SEWER AUTHORITY**

BOARD OF DIRECTORS

*Human Resources and Labor Relations
Committee*

March 26, 2008

MEETING MINUTES

Committee Members

Anthony H. Griffin, Chair
Howard C. Gibbs
Jacqueline Brown, Ph.D.
David J. Bardin, Board Member

WASA Staff

Jerry N. Johnson, General Manager
Linda R. Manley, Board Secretary
Barbara A. Grier, Assistant General Manager
Webster Barnes, Principal Counsel
Katrina Wiggins, Human Resources Director
Stephen L. Cook, Labor Relations Manager
Everett Lallis, Safety and Security Director

Anthony H. Griffin, Chairman, called the Human Resources and Labor Relations Committee (the Committee) to order at approximately 1:40 p.m. The first order of business was to discuss the D.C. Residency Preference resolution, which was referred back to the Committee by the Board for further review. Mr. Griffin asked David Bardin, Board member, to present his recommendations. Mr. Bardin proposed that the resolution be revised to incorporate the following points:

- Note that Congress is now passively reviewing the Jobs for D.C. Residents Amendment Act (Act) of 2007, and the Authority did not provide input regarding the Act.
- Note that Section 213 of the Act is expressly binding upon the Authority instead of the entire Act.
- Express what would be required if the Act becomes law.
- State specifically the requirements of Section 213 applicable to applicants that claim the preference and the consequence for failing to maintain District residency for the specified period.
- Note that although Section 101(b) of the Act does not expressly apply to WASA, staff recommended no less than eight (8) proofs of bona fide residency.
- Note that staff recommended a list of documents that would be acceptable as

proof of bona fide residence is consistent with the list published by the Mayor or his delegate.

- Add a provision that will allow for any other document that the Mayor or his delegate may add.
- Add a provision for a notarized statement to accommodate young residents who may live with parents and other relatives and who cannot provide eight (8) proofs of residency.

Mr. Bardin inquired as to the source of the recommended list of documents and information that can be provided as bona fide proofs of residency. Katrina Wiggins, Human Resources Director, stated that the recommended list is consistent with the District government list of Proofs, Certifications and Documentation of District Residency found at Chapter 3, Part 1 of the DC Personnel Regulations. Dr. Jacqueline Brown, Committee member, questioned the statement on the resolution that approval of this action would be effective immediately. Jerry Johnson, General Manager, explained that the residency preference requirement would be effective only if and when the Act is approved by Congress.

Mr. Johnson cautioned referencing adherence to the Mayor's declarations of acceptable proofs of residency in the resolution because it may cause confusion regarding WASA's independent personnel authority. The Committee discussed whether immediate action had to be taken on the resolution or whether action could be delayed until after the Act has been approved by Congress. Mr. Johnson noted that federal and local officials have indicated an interest in amending the Act as it relate to WASA. The Committee decided to defer the action until the April 29, 2008 meeting. Mr. Bardin requested that staff research how other independent agencies and authorities such as the University of the District of Columbia (UDC), the Convention Authority, the Housing Authority and any other independent agency similar to WASA plan to implement the residency requirement for presentation at the April 29, 2008 Committee meeting.

Everett Lallis, Director, Safety and Security, presented an overview of the status of WASA's Occupational Safety and Health Program. In addition, Mr. Lallis reported on the Authority's performance for the past six (6) years in the areas of incidence rate for injuries and illnesses, lost day injuries, vehicle accident and cost of injuries. Mr. Lallis noted that the slight spike in lost work day injuries and in vehicle accidents during FY 2007 will be addressed by training and proactive injury avoidance activities. Dr. Brown asked if WASA is coordinating with the Council of Governments (COG) with regard to emergency response. Mr. Lallis stated that WASA coordinates and participates with the District, COG and several other regional organizations.

Stephen Cook, Manager, Labor Relations, provided an update on working conditions negotiations with the unions. He reported that the Authority has reached agreement with four (4) of the five (5) unions. The Authority and the four (4) unions are finalizing the contract language for the respective agreements. Mr. Cook stated that an agreement has not been reached with NAGE. The Authority and NAGE have entered mediation.

At approximately 3:35 p.m., Mr. Griffin convened an executive session to discuss personnel matters. The public session reconvened at 4:00 p.m. With no other business, the meeting was adjourned.