



**DISTRICT OF COLUMBIA  
WATER AND SEWER AUTHORITY**

**BOARD OF DIRECTORS**

*Human Resources/Labor Relations  
Committee (Conference Call)*

*August 21, 2007*

**MEETING MINUTES**

**Committee Members**

Anthony Griffin, Chair  
Alexis H. Roberson  
Keith Stone

**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  
Steve Cook, Labor Relations Manager

Anthony Griffin, Chairman, called the Human Resources/Labor Relations Committee (the Committee) to order at approximately 2:40 PM. Jerry N. Johnson, General Manager, presented the written responses to questions pertaining to the recruitment and retention incentives recommended by staff during the July 24, 2007 meeting. The incentives include a signing bonus, dependent care subsidy, housing assistance and home appreciation loan. The Committee found the information responsive. Committee member Alexis Roberson requested clarification regarding the terms for repayment of the home appreciation loan. She also requested information concerning the calculation of the "appreciation" amount that WASA would be eligible to receive. Avis Russell, General Counsel, stated that the repayment terms would be specified in an agreement with the employee. Ms. Russell further stated that the amount of "appreciation" that WASA may be entitled to would be capped by the usury laws of the jurisdiction where the house is purchased.

Committee members Roberson and Stone expressed their support for all of the proposed incentives except for the home appreciation loan. Both Ms. Roberson and Mr. Stone stated that they had reservations about the Authority getting involved in the mortgage loan business. Mr. Griffin suggested that the Committee recommend the home appreciation loan incentive in concept to the Board with the understanding that staff would provide the Board with a briefing on the fully developed program prior to

implementation. Ms. Roberson and Mr. Stone accepted Mr. Griffin's recommendation. Mr. Griffin requested that staff prepare a one-page chart that summarized the proposed incentives for the Board meeting.

Mr. Griffin then moved to the last agenda item, review of the chart detailing the composition of the each of the local unions. Mr. Griffin stated that the information was useful. Stephen Cook, Labor Relations Manager, provided the Committee with an update on the contract negotiations.

The meeting was adjourned at 3:15 PM.