



**DISTRICT OF COLUMBIA
WATER AND SEWER AUTHORITY**

Board of Directors

Governance Committee

January 13, 2016

9:00 a.m.

1. Call to Order..... Chairperson
2. [DC Water Works! Employment Programs Update](#).....Korey Gray, Compliance Officer
3. [Conflict of Interest/Financial Disclosure Form/Standards of Conduct](#).....Randy Hayman, General Counsel
4. Emerging Issues Chairperson
5. Agenda for Upcoming Committee Meeting (TBD).....Chairperson
6. Executive Session To discuss legal, confidential and privileged matters pursuant to Sections 2-575(b)(8) of the D.C. Official Code*
7. Adjournment.....Chairperson

1 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.



District of Columbia Water and Sewer Authority
George S. Hawkins, CEO and General Manager



PROGRAMS UPDATE

Presented to the

Governance Committee

Ellen Boardman, Chairperson

Wednesday, January 13, 2016



District of Columbia Water and Sewer Authority
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FY 2016 DC Water Contractor Employment Data



FY 2016 DC Water Goods and Services Employment Data

Goods and Services Contracts: Agreements whereby a contractor/consultant supplies a good (tangible product) time, effort, and/or expertise (e.g., outside contractors, janitorial services, security and fleet services excluding professional services, legal, financial & AE)

The following data summarizes the Goods and Services employment data (Cumulative) for FY 16, as of November 30, 2015

In FY 16 (October 31, 2015 – November 30, 2015), there were:

- Forty One (41) Active Projects
- 541 contractor job positions on Goods and Service contracts.
 - 343 positions (63.4%) were filled (transfers and new hires) by residents within DC Water’s User Jurisdiction.
 - 111 positions (20.5%) were filled (transfers and new hires) by District of Columbia residents.
 - Goods and Services new hires: 0
 - 0 new hires were from the DC Water User Jurisdiction

	# of Positions	%
➤ User Jurisdiction	343	63.4%
○ DC	111	20.5%
○ PGC	103	19.0%
○ MC	55	10.0%
○ FC	68	12.5%
○ LC	6	.1%
➤ OTH MD	81	14.9%
➤ OTH VA	64	11.8%
➤ Outside User Jurisdiction	53	9.7%
Total	541	



FY 2016 DC Water Non-Major Construction Projects Employment Data

The following data summarizes the non-major construction employment data (Cumulative) for FY 16, as of November 30, 2015

In FY 16 (October 31, 2015 – November 30, 2015), there were:

- Twenty two (22) Active Projects
- 1,161 contractor job positions on Non-Major Construction contracts.
 - 844 positions (72.7%) were filled (transfers and new hires) by residents within DC Water’s User Jurisdiction.
 - 162 positions (14%) were filled (transfers and new hires) by District of Columbia residents.
 - Non-Major Construction new hires: 0
 - 0 new hires were from the DC Water User Jurisdiction

	# of Positions	%
➤ User Jurisdiction	794	68.4%
○ DC	162	14.0%
○ PGC	445	38.3%
○ MC	113	9.7%
○ FC	122	10.5%
○ LC	2	.2%
➤ OTH MD	121	10.4%
➤ OTH VA	57	4.9%
➤ Outside User Jurisdiction	139	12.0%
Total	1,161	



FY 2016 DC Water Major Construction Projects Employment Data

(e.g., Clean Rivers, Enhanced Nitrogen Removal, Tunnel Dewatering Pump Stations and Biosolids Management)

The following data summarizes the major construction employment data (Cumulative) for FY 16, as of November 30, 2015

In FY 16 (October 31, 2015 – November 30, 2015), there were:

- Fourteen (14) Active Projects
- 2,973 contractor job positions on Major Construction contracts.
 - 1,407 positions (47%) were filled (transfers and new hires) by residents within DC Water’s User Jurisdiction.
 - 338 positions (11%) were filled (transfers and new hires) by District of Columbia residents.
 - Major Construction new hires: 0
 - 0 new hires were from the DC Water User Jurisdiction

	# of Positions	%
➤ User Jurisdiction	1,407	47.3%
○ DC	338	11.4%
○ PGC	526	17.7%
○ MC	190	6.4%
○ FC	282	9.5%
○ LC	71	2.4%
➤ OTH MD	512	17.2%
➤ OTH VA	569	19.1%
➤ Outside User Jurisdiction	485	16.3%
Total	2973	



District of Columbia Water and Sewer Authority
George S. Hawkins, General Manager

FY 2015 WaterWorks Highlights

American Contracting & Environmental Services

Monday, October 19, 2015

Employment Update:

- Four (4) new hires
 - One (1) Permanent Employee
 - Three (3) Apprentices



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FY 2015 DC Water Contractor Employment Data



FY 2015 DC Water Contractor Employment Data

Total Contractor Workforce Figures

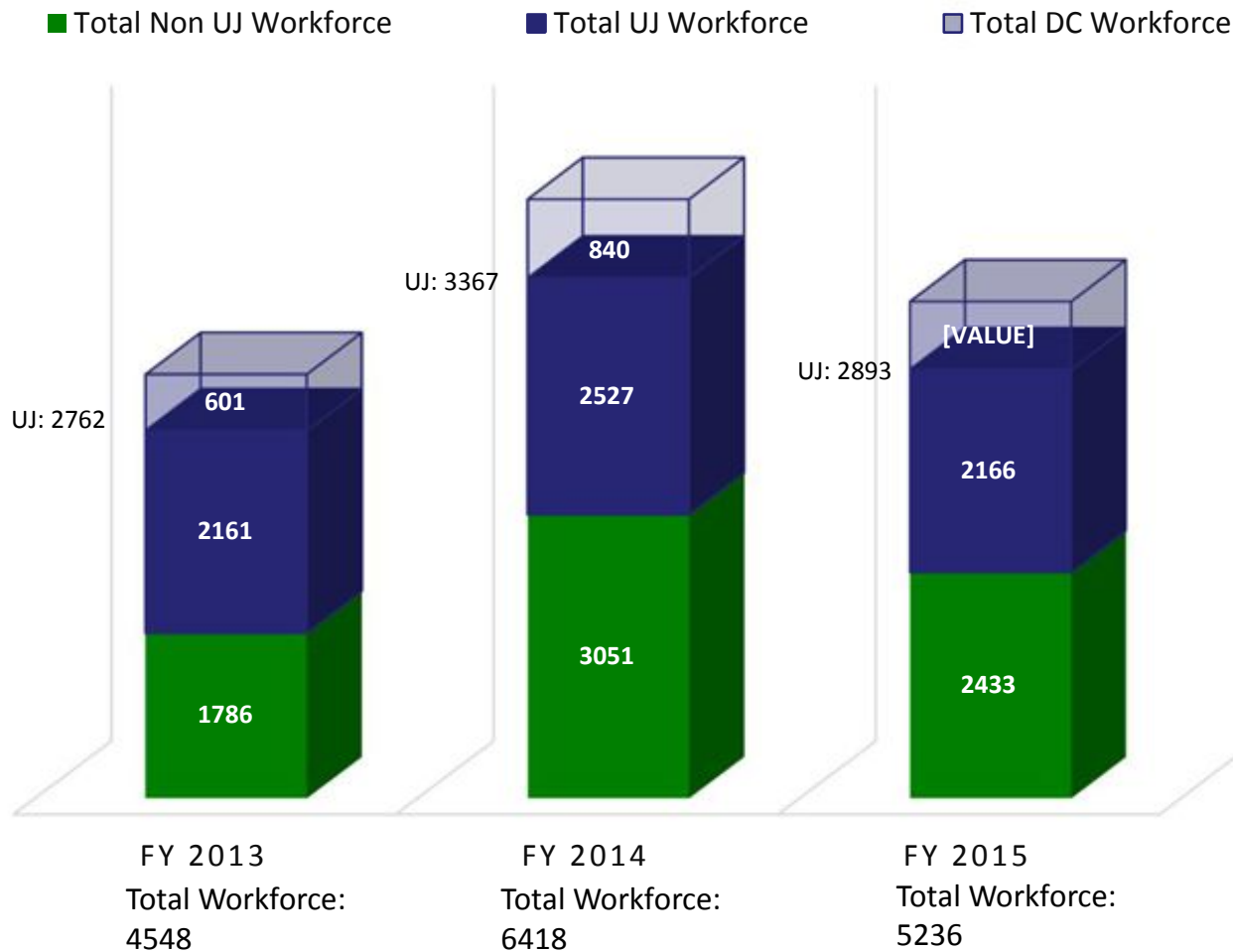
	Active Projects in FY 2015	Total Workforce	Total UJ Workforce	%	Total District Residents	%
Major Projects	14	2973	1407	47.3%	338	11.4%
Non-Major Construction	38	1630	1109	68.0%	264	16.2%
Goods and Services	46	633	377	59.6%	125	19.7%
Totals	98	5236	2893	55.3%	727	13.9%

Total Contractor New Hire Figures

	Total New Hires	Total UJ New Hires	%	Total DC Resident New Hires	%
Major Projects	56	50	89.3%	14	25.0%
Non-Major Construction	51	41	80.4%	14	27.5%
Goods and Services	30	26	86.7%	13	43.3%
Totals	137	117	85.4%	41	29.93%



DC WATER CONTRACTOR DATA TOTAL WORKFORCE THREE YEAR REVIEW

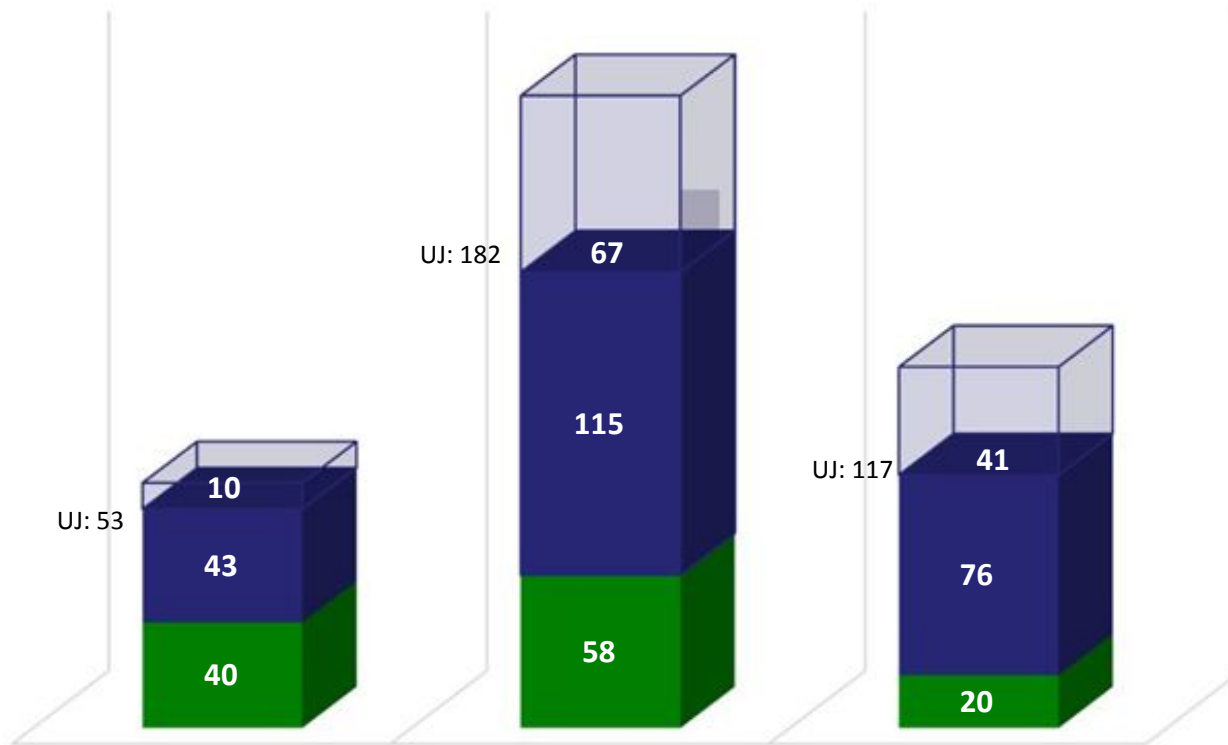


- FY 2013: 2,762 (60%) of the Total Contractor Workforce were residents of DC Water’s User Jurisdiction
13% District Residents
- FY 2014: 3,367 (52%) of the Total Contractor Workforce were residents of DC Water’s User Jurisdiction
13% District Residents
- FY 2015: 2,893 (55%) of the Total Contractor Workforce were residents of DC Water’s User Jurisdiction
14% District Residents



**DC WATER CONTRACTOR DATA
NEW HIRES
THREE YEAR REVIEW**

■ Total Non UJ New Hires ■ Total UJ New Hires ■ Total DC New Hires



- FY 2013: 53 (57%) of the Total Contractor New Hires were residents of DC Water’s User Jurisdiction
11% District Residents
- FY 2014: 182 (76%) of the Total Contractor New Hires were residents of DC Water’s User Jurisdiction
11% District Residents
- FY 2015: 117 (85%) of the Total Contractor New Hires were residents of DC Water’s User Jurisdiction
30% District Residents

FY 2013

Total New Hires:
93

FY 2014

Total New Hires:
240

FY 2015

Total New Hires:
137



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FY 2015 DC Water Prevailing Wage Compliance Review



FY 2015 Prevailing Wage Compliance Review

- DC Water Compliance Officers Conducted:
 - Twenty One (21) Initial Compliance Orientations (Trainings)
 - Two (2) Re-Orientations

- Two hundred and twenty three (223) Site Visits

- Twenty Eight (28) Compliance Reviews/ Eleven (11) Investigations

- Helped Recover \$139k in wage restitutions for contractor employees



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FY 2015 DC Water Certified Business Participation



FY 2015 Certified Business Enterprise Review

FY 2015 Participation Summary

Total Awards* in FY 2015 - \$345,580,250

Total Certified Firm Participation - \$117,722,648 (Combined LSBE, MBE, WBE)

Review is divided into (4) sections:

- I. LSBE Program - Discretionary Awards (Preference Points)
Small Purchases, Large Goods and Services, Non EPA Construction
Total Discretionary Awards - \$98,537,467
LSBE Participation - \$29,431,971 (30% LSBE Participation)
- II. LSBE Program – Exempt Awards
Micro/Purchase Card Purchases, Sole Source Awards, Legal, Financial, Benefits, Other Exempt Awards
Total Awards - \$25,673,061
LSBE Participation – \$5,997,735 (23% LSBE Participation)
- III. Non-Discretionary/ EPA Eligible Awards
Total Awards - \$151,343,244
M/WBE Participation - \$56,305,462 (37% M/WBE Participation)
- IV. EPA Fair Share Objective Awards
Total EPA Awards - \$70,026,478
M/WBE Participation - \$26,037,480 (37% M/WBE participation)

* For the purposes of this report, awards include modifications and other supplemental agreements occurring in FY 2015.

DC WATER
STANDARDS OF CONDUCT POLICY
(Non-Union Employees)

Proposed Revisions to Policy Regarding Speaking Engagements

Current Provision:

1.3.9 Gratuities, Gifts, Favors and Other Compensation

- 1.3.9.5 When an employee participates as a speaker to present information on behalf of the Authority at a conference or similar event, the employee may accept an offer of free attendance at the event on the day of the employee's appearance when provided by the sponsor of the event, provided that the employee's participation shall be authorized in writing and in advance of the event by the employee's supervisor.

Proposed Revisions:

- 1.3.9.5 When an employee participates as a speaker to present information on behalf of the Authority at a conference or similar event, the employee may accept an offer of free attendance at the event on the day of the employee's appearance, including reimbursement or payment for transportation, lodging, meals, and related expenses, if made by the sponsor of the event and the benefit is not in any manner, directly or indirectly, provided or paid by any vendor conducting business or seeking to conduct business with the Authority. Except for the General Manager, the employee's participation shall be authorized in writing and in advance of the event by the employee's supervisor.