



**DISTRICT OF COLUMBIA
WATER AND SEWER AUTHORITY**

Board of Directors

Governance Committee

March 9, 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](#).....Meena Gowda, Acting General Counsel
4. Emerging Issues Chairperson
5. Agenda for Upcoming Committee Meeting (TBD).....Chairperson
6. Adjournment.....Chairperson



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, March 9, 2016



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 non-major construction employment data for FY 16, as of January 31, 2016

- Total Number of Active Projects: 42
 - One (1) new projects became active since previous report.
 - Since the last report, the total number of positions on Goods and Service projects increased by 13.
 - There were seven (7) transfers.
 - There were (6) new hires.

	As of November	As of January	Increase Of
Total	541	554	13
User Jurisdiction Workforce	343	351	8
DC Workforce	111	115	4
Total New Hires	0	6	6
User Jurisdiction New Hires	0	4	4
DC New Hires	0	1	1



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 January 31, 2016

In FY 16 (October 31, 2015 – January 31, 2016), there were:

- Forty Two (42) Active Projects
- 554 contractor job positions on Goods and Service contracts.
 - 351 positions (63.4%) were filled (transfers and new hires) by residents within DC Water’s User Jurisdiction.
 - 115 positions (20.5%) were filled (transfers and new hires) by District of Columbia residents.
 - Goods and Services new hires: 6
 - 4 new hires were from the DC Water User Jurisdiction

	# of Positions	%
➤ User Jurisdiction	351	63.4%
○ DC	115	20.8%
○ PGC	105	19.0%
○ MC	56	10.1%
○ FC	68	12.3%
○ LC	7	1.3%
➤ OTH MD	83	15.0%
➤ OTH VA	64	11.6%
➤ Outside User Jurisdiction	56	10.1%
Total	554	



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 January 31, 2016

- Total Number of Active Projects: 26
 - Four (4) new projects became active since the last report.
 - Since the last report, the total number of positions on non major construction projects increased by 156.
 - There were one hundred fifty three (153) transfers.
 - There were three (3) new hires.

	As of November	As of January	Increase Of
Total	1161	1317	156
User Jurisdiction Workforce	844	973	129
DC Workforce	162	202	40
Total New Hires	0	3	3
User Jurisdiction New Hires	0	3	3
DC New Hires	0	1	1



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 January 31, 2016

In FY 16 (October 31, 2015 – January 31, 2016), there were:

- Twenty Six (26) Active Projects
- 1,317 contractor job positions on Non-Major Construction contracts.
 - 973 positions (73.9%) were filled (transfers and new hires) by residents within DC Water’s User Jurisdiction.
 - 202 positions (15.3%) were filled (transfers and new hires) by District of Columbia residents.
 - Non-Major Construction new hires: 3
 - 3 new hires were from the DC Water User Jurisdiction

	# of Positions	%
➤ User Jurisdiction	973	73.9
○ DC	202	15.3%
○ PGC	486	36.9%
○ MC	132	10.02%
○ FC	149	11.31%
○ LC	4	.3%
➤ OTH MD	137	10.4%
➤ OTH VA	66	5.0%
➤ Outside User Jurisdiction	141	10.7%
Total	1,317	



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 for FY 16, as of January 31, 2016

- Total Number of Active Projects: 14
 - No new active projects since last report.
 - Since the last report, the total number of positions on the Major Projects increased by 489.
 - There were four hundred eighty nine (479) transfers.*
 - There are ten (10) new hires.

	As of November	As of January	Increase Of
Total	2973	3462	489
User Jurisdiction Workforce	1407	1568	161
DC Workforce	338	391	53
Total New Hires	0	10	10
UJ New Hires	0	10	10
DC New Hires	0	2	2

* There were 221 “new” transfers on three (3) Clean Rivers Projects through Local Labor Unions. Although the workers were new to the respective contractors on the DC Water project, for the purposes of this report, they are considered transfers. Of these transfers, 104 (47%) were residents of the User Jurisdiction, including 37 (17%) who were residents of the District of Columbia.



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 January 31, 2016

In FY 16 (October 31, 2015 – January 31, 2016), there were:

- Fourteen (14) Active Projects
- 3,462 contractor job positions on Major Construction contracts.
 - 1,568 positions (45%) were filled (transfers and new hires) by residents within DC Water’s User Jurisdiction.
 - 391 positions (11%) were filled (transfers and new hires) by District of Columbia residents.
 - Major Construction new hires: 10
 - 10 new hires were from the DC Water User Jurisdiction

	# of Positions	%
➤ User Jurisdiction	1,568	45.3%
○ DC	391	11.3%
○ PGC	583	16.8%
○ MC	204	5.9%
○ FC	316	9.1%
○ LC	74	2.1%
➤ OTH MD	683	19.7%
➤ OTH VA	684	19.8%
➤ Outside User Jurisdiction	527	15.2%
Total	3,462	



FY 2015 Contractor New Hires

DC Water Job Center Highlights

New Hires through DC Water’s Job Center (October 2015- January 31, 2016)

Contractor	Positions Hired	Resident Location	New Hires Reported
PC Construction	Carpenter	Fairfax, VA	1
PC Construction	Skilled Laborer	Prince Georges County	1
	Skilled Laborer	Montgomery County	2
	Skilled Laborer	Fairfax County	3
	Skilled Laborer	Fairfax County	1
PC Construction	Equipment Operator	Fairfax County	1
REI/Drayco – Non DC Water Projects	CDL Class B Driver	Washington, DC	1
	CDL Class B Driver	Prince George’s County	1
American Contracting and Environmental Services	Pipefitter Apprentice	Washington, DC	1
	Pipefitter Apprentice	Prince Georges County	1
	Laborer	Prince Georges County	1
	Millwright Apprentice	Fairfax County	1
Total New Hires Reported			15



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Update on Permanent Program Framework



DC WaterWorks Program

Program Development Guided and Supported by representatives of multiple sectors including:

DC Water Permanent Employment Program Task Force

Agencies

- DC Apprenticeship Council
- DC Department of Employment Services
- DC Department of Small and Local Business Development
- DC Department of Transportation
- US Department of Labor
- US General Services Administration - Saint Elizabeth's Project

Organizations

- District of Columbia /NOVA Job Corps
- Goodwill of Washington, DC
- National Utility Contractors Association, DC Chapter
- PipeWorks Training and Consulting
- Strive DC

Multiple interactions with Project Contractors

- Surveys to construction and Service firms
- Group Meetings with Project Contractors



DC WaterWorks Program

Status:

- Draft of the Program continues to be developed
- Internal Review of Program
- Governance Committee Review of Program
- Stakeholder Review
- Formal Presentation of the Program to the Governance Committee
- Outreach
- Implementation of the Program

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

Proposed Revisions to Policy Regarding Speaking Engagements

Original Policy:

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.

Former Proposed Revision (presented to the Governance Committee on 1.13.2016):

- 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.

Current Proposed Revision:

- 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 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

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