

Board of Directors

323rd Meeting of the Board of Directors

Tuesday, October 7, 2025 / 9:30am

This meeting will be available for viewing through a livestream: https://dcwater.com/watch-board-meetings

- I. Call to Order Unique Morris-Hughes, Chairperson
- II. Roll Call Michelle Rhodd, Board Secretary
- III. Approval of the September 4, 2025 Meeting Minutes
- IV. Chairperson's Overview
- V. Committee Reports
 - 1. Human Resources & Labor Relations Committee w/Union Presidents (Jed Ross)
 - 2. Environmental Quality and Operations Committee (Sarah Motsch)
 - 3. Evaluation Committee (Unique Morris-Hughes)
 - 4. Finance and Budget Committee (Anthony Giancola)
- VI. CEO and General Manager's Report (David L. Gadis)
- VII. Consent Item (Joint Use)
 - Approval to Exercise and Fund Option Year 6 of Contract No. 17-PR-HCM-44, Vision Insurance, National Vision Administrators, LLC – Resolution No. 25-48 (Recommended by the Human Resources and Labor Relations Committee 09-10-25)
 - Approval to Exercise and Fund Option Years 4 and 5 of Contract No. 10121, Repair and Rehabilitation of Various Process Assets, Electric Motor & Contracting. – Resolution No. 25-49 (Recommended by the Environmental Quality and Operations Committee 09-18-25)
 - Approval to Exercise and Fund Option Year 4 of Contract No. 10161, AVEVA SCADA Software Licenses and Support, Insource Software Solutions, Inc. – Resolution No. 25-50 (Recommended by the Environmental Quality and Operations Committee 09-18-25)
 - Approval to Add Additional Funding to Option Year 2 of Contract No. 10436, Janitorial Services, Phoenix Services, LLC – Resolution No. 25-51 (Recommended by the Environmental Quality and Operations Committee 09-18-25)

- Approval to Execute the Award of One Base Year and Three Option Years of <u>Contract No. 10539</u>, Annual Maintenance of Electrical Control Equipment (Low <u>Voltage</u>, MC Dean Inc. – Resolution No. 25-52 (Recommended by the Environmental Quality and Operations Committee 09-18-25)
- Approval to Execute Change Order No. 01 of Contract No. 220080A, Major Sewer Assessment, Arcadis, District of Columbia – Resolution No. 25-53 (Recommended by the Environmental Quality and Operations Committee 09-18-25)
- Approval to Execute Change Order No. 04 of Contract No. 220010, Inspection and Cleaning for Local Sewers, RedZone Robotics, Inc. – Resolution No. 25-54 (Recommended by the Environmental Quality and Operations Committee 09-18-25)
- Approval to Fund Direct Purchase of Critical Equipment for the Rehabilitation and Replacement of Digesters 1, 2 & 4 Mixers, OVIVO USA LLC – Resolution No. 25-55 (Recommended by the Environmental Quality and Operations Committee 09-18-25)
- Approval to Execute Change Order No. 02 of Contract No. 200090, Headworks Influent and Effluent Structures Rehabilitation, Ulliman Schutte Construction, LLC Resolution No. 25-56 (Recommended by the Environmental Quality and Operations Committee 09-18-25)
- Approval to Exercise Option Year 5 of Contract No. 10395, Rolling Owner Controlled Insurance Program (ROCIP) V and VI – Safety Services, Safety Management Group – Resolution No. 25-57 (Recommended by the Finance and Budget Committee 09-25-25)
- VIII. Consent Item (Non-Joint Use)

There are no items requiring action

This meeting is governed by the Open Meetings Act. Please address any questions or complaints arising under this meeting to the Office of Open Government at opengovoffice@dc.gov.

¹The 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 certain matters, including but not limited to: matters prohibited from public disclosure pursuant to a court order or law under D.C. Official Code § 2-575(b)(1); terms for negotiating a contract, including an employment contract, under D.C. Official Code § 2-575(b)(2); obtain legal advice and preserve attorney-client privilege or settlement terms under D.C. Official Code § 2-575(b)(4)(A); collective bargaining negotiations under D.C. Official Code § 2-575(b)(5); facility security matters under D.C. Official Code § 2-575(b)(8); disciplinary matters under D.C. Official Code § 2-575(b)(10); third-party proprietary matters under D.C. Official Code § 2-575(b)(11); train and develop Board members and staff under D.C. Official Codes § 2-575(b)(12); adjudication action under D.C. Official Code § 2-575(b)(13); civil or criminal matters or violations of laws or regulations where disclosure to the public may harm the investigation under D.C. Official Code § 2-575(b)(14); and other matters provided under the Act.

Upcoming Committee Meetings | via Microsoft Teams

• October 8th @ 9:30 am Governance Committee

October 16th @ 9:30 am
 Environmental Quality and Operations Committee

October 23rd @ 9:30 am
 Finance and Budget Committee

October 23rd @ 11:00 am
 Audit and Risk Committee

October 28th @ 9:30 am
 DC Retail Water and Sewer Rates Committee

Next Board of Directors' Meeting | In-person

November 6, 2025 @ 9:30 am



322ND BOARD OF DIRECTORS MEETING MINUTES OF THE MEETING SEPTEMBER 4, 2025

(Via Microsoft Teams)

DIRECTORS PRESENT

District of Columbia Members

- 1. Unique Morris-Hughes, Principal, Chair
- 2. Rachna Bhutani Bhatt, Principal
- 3. Anthony Giancola, Principal
- 4. Howard Gibbs, Principal
- 5. Richard Jackson, Principal
- 6. Jedd Ross, Principal
- 7. Alex McPhail, Alternate
- 8. Jimmy Ortiz, Alternate
- 9. Rob Hawkins, Alternate

Montgomery County Members

- 1. Jon Monger, Principal
- 2. Fariba Kassiri, Principal
- 3. Jeff Seltzer. Alternate
- 4. Amy Stevens, Alternate

Fairfax County Member

1. Christopher Herrington, Principal

DC WATER STAFF

- 1. David Gadis, Chief Executive Officer and General Manager
- 2. Marc Battle, Chief Legal Officer and EVP, Government and Legal Affairs
- 3. Matthew Brown, Chief Financial Officer and EVP, Finance, Procurement, and Compliance
- 4. Kirsten Williams, Chief Administrative Officer and EVP
- 5. Michelle Rhodd, Secretary to the Board

The 322nd meeting of the District of Columbia Water and Sewer Authority's Board of Directors was called to order by Chair Dr. Unique Morris-Hughes at 9:35 a.m. The meeting

was held via Microsoft Teams and streamed live at dcwater.com. Board Secretary Michelle Rhodd called the roll, and a quorum was established.

I. SWEARING IN OF NEW BOARD MEMBER

The meeting opened with the swearing in of new board member Robert Hawkins.

II. APPROVE MINUTES

Board Chair Dr. Unique Morris-Hughes asked for a motion to approve the minutes of the meeting held on July 3, 2025.

Upon a motion duly made, the Board of Directors approved the minutes of the July 3, 2025, meeting as presented.

III. CHAIRPERSON'S OVERVIEW

Dr. Morris-Hughes began her remarks by accepting the resignation of Montgomery County Principal Board member Jon Monger, effective September 5. She thanked Mr. Monger for his commitment to DC Water and his engagement in the work of the Board and its committees. Members of the Board shared their appreciation and best wishes for Mr. Monger, who expressed gratitude to the team and Dr. Morris-Hughes' leadership.

Dr. Morris-Hughes advised that the meeting would include two executive sessions, with one to occur immediately after the CEO's report and the second after the approval of the consent agenda items.

IV. COMMITTEE REPORTS

Meetings of the Evaluation Committee Report Reported by Unique Morris-Hughes

The Evaluation Committee met on July 11, August 28, and September 3, 2025, to discuss personnel matters pursuant to the Open Meetings Amendment Act of 2010 § 2-575(b)(10). Additional meetings are planned, and a more substantive update to the Board will follow.

Meeting of the Environmental Quality and Operations Committee Report Reported by Howard Gibbs for Sarah Motsch The Environmental Quality and Operations Committee met on July 17, 2025.

First, Nicholas Passarelli, Vice President, Wastewater Treatment Operations, briefed the Committee on the performance of the Blue Plains Advanced Wastewater Treatment Plant. All parameters were within the national pollution discharge elimination standard permit limits. The tunnel systems and wet weather treatment captured 266 million gallons with no overflows. On-site energy generation was 24% of the average consumption. A total of 16,234 wet tons of biosolids was sold as Bloom, and the remaining 90,388 wet tons were managed through land application contracts.

Next, Ryu Suzuki, Director of Sewer and Wastewater Engineering, reported on the High-Priority Program for the Linear Sewer System that has suffered from decades of underinvestment, leading to significant infrastructure deterioration.

In the past two years, nine emergency or high-priority repairs were executed on large trunk sewers partly due to increased identification of risks through the pipe condition assessment program. Following an initial emergency response to stabilize and make the affected area safe, a high-priority project will facilitate an accelerated long-term repair. If there is no emergency but the infrastructure shows signs of severe deterioration, a planned capital project is a third tier of response.

The Committee recommended four joint-use and three non-joint-use action items to the full Board for approval and met in an executive session pursuant to the Open Meetings Amendment Act of 2010 § 2-575(b)(2) to discuss, establish, or instruct the public body's staff or negotiating agents concerning the position to be taken in negotiating the price and other material terms of a contract.

Meeting of the Audit and Risk Committee Report Reported by Christopher Herrington

The Audit and Risk Committee met on July 24, 2025.

The meeting began with an Enterprise Risk Management (ERM) update. The ERM team continues advancing the bottoms-up approach with Authority departments being educated via roadshows on how to identify departmental risks. Staffing challenges since the initial rollout caused some delays, but the team remains on track to meet the current goal for completion by the end of this fiscal year. Departmental roadshows in five of the seven clusters have been completed, and the ERM refresher training course has been mandated for all non-union employees and incorporated into this fiscal year's compliance suite training.

In partnership with the internal auditors, the ERM team will initiate the annual enterprise risk assessment process to identify and prioritize the top risks facing the organization. Surveys and interviews will be conducted in August and September at the director and

vice president level across the different clusters to gain an understanding of existing risk management practices and enterprise risks.

Mr. Herrington reminded the Board that its participation in the process via the Board survey on Authority risks is essential.

Next, internal auditors from Cherry Bekaert provided an internal audit plan update. A total of eight audits, one management assessment, and the FY 2026 risk assessment will be performed this fiscal year.

The first two audits on work order management and safety, as well as the Al policy governance management assessment, are complete. Four high-risk audit findings from the safety audit were discussed.

To the finding that training records are not being maintained, Management noted that the training courses are being conducted and monitored, but the absence of training records does not allow for confirmation of participation. Finding 2 revealed that the training matrix has not been recently updated, and the required safety training entries are not accurate for all positions on the matrix. Finding 3 revealed that there is no user-access monitoring process in place for the safety risk system, and Finding 4 revealed that corrective actions are not monitored to verify their timely resolution.

The strategic plan monitoring audit is in the fieldwork phase to be completed in August. There are currently 10 open high-risk audit findings, one from FY 2017, one from FY 2023, and eight from FY 2025. During the last quarter, four prior audit findings were closed, and 98% of all prior audit findings from FY 2017 and FY 2024 are now closed. Management's target closure rate is 95%.

For FY 2025, Cherry Bekaert has received management action plans for 21 open findings and will begin working with Management to monitor those new findings through closeout.

Mr. Herrington noted that one of the 2017 findings was only recently closed out, which was of concern to Board members, but staff understand these concerns and are taking them seriously.

The meeting concluded with a hotline update. There were nine calls to the Fraud, Waste and Abuse Hotline for the year to date. Two calls recorded represent the same case, and six of the reported cases have been closed. Three of the cases, covering two incidents, remain open pending further investigation.

Meeting of the Strategic Management Committee Report Reported by Richard Jackson

The Strategic Management Committee met on September 2, 2025.

Dr. Matt Ries, Vice President Strategy and Performance, reviewed the Committee's purpose and approach to strategic management at DC Water, noting that the strategic goals and metrics are flexible and can be adjusted as conditions change while the organizational imperatives and themes remain consistent.

Dr. Ries also reviewed results from DC Water's annual Strategic Management Maturity Assessment, which is used by the Authority to quantitatively assess strategic maturity on an annual basis. Committee member Christopher Harrington requested additional information about the maturity scales and standard deviation of the scoring of the eight divisions. Dr. Ries will provide that information to the committee.

Dr. Ries concluded his briefing with reference to the FY 2024 Blueprint 2.0 annual report, stating that he anticipates engaging the Board in FY 2026 for the next iteration of the strategic plan for release when the Blueprint 2.0 timeframe is completed at the end of FY 2026.

Committee member Anthony Giancola noted a desire to tie future strategic goals to the capital improvement program (CIP) and to provide input for the organization's priorities. Committee member Committee member Jeff Seltzer also requested further information about resource constraints to help with strategic plan analysis. Dr. Ries noted that this type of input about how the Board engages and what information they are looking for will be helpful in developing the Board's input process for the next strategic plan.

The Committee met in executive session and reached consensus to advance contract No. 10541 to the full Board for approval.

Mr. Herrington asked about the 5-15 reports submittal completion rates and the number of reportable goals for each imperative as reported in the annual report. Dr. Ries noted that these numbers have improved in FY 2025 and will reflect a gradual increase in strategic management maturity.

In response to Mr. Herrington's observations about narratives and associated metrics, Dr. Ries acknowledged that the annual report has a combination of qualitative descriptions and quantitative metrics

V. CEO AND GENERAL MANAGER'S REPORT

CEO and General Manager David Gadis began his report by highlighting an August 7, 2025, meeting with Washington Aqueduct leadership, including Baltimore District Commander Colonel Pera, General Manager Rudy Chow, and Chief of Staff Trina

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Littlejohn, to explore ways to further improve operational coordination and efficiency and discuss the Authority's needs as a wholesale customer with exclusive dependency for water supply to the District of Columbia. Additionally, time was spent collaborating and calibrating the needed investments to ensure service delivery and reliability and to explore ways to address the vulnerability of having dependency on the Aqueduct's treatment plants.

On August 14, 2025, Mr. Gadis participated in an interview with a team from Deloitte and the *Wall Street Journal*'s *Sustainability Journal* and *Risk and Compliance Journal*, which reach a combined 100,000 subscribers. Board Chair Dr. Unique Morris-Hughes also contributed to the Authority's response with a separate interview held on August 12, 2025, covering the Board's role in sustainability and ERM strategies. Topics included major initiatives such as Clean Rivers, the need for a second source of drinking water, and preparations for potential threats such as cyberattacks.

On July 29, 2025, the third Stakeholder Alliance meeting since the group was reactivated was held under the leadership of Schannette Grant, Vice President, Stakeholder Engagement and Marketing and Communications. Adam Baron, Program Manager for Hazard Mitigation and Administration, provided an overview of DC Water's hazard mitigation planning efforts. The Alliance also received a presentation from Dr. Rabia Chaudhry, Director of Water Supply Resilience Strategy and Performance, on water resilience and why a second source is so critical.

Mr. Gadis noted that there was an audible reaction from Alliance members when he shared that Washington, DC, is the only major metropolitan city in the United States without a second source of drinking water.

The week of August 16, 2025, kicked off employee town hall meetings hosted by People and Talent in collaboration with the Office of Marketing Communications. Management shared updates and addressed key topics such as recent leadership changes, the FY 2026 budget outlook, and the results of our employee engagement survey.

Mr. Gadis then shared some good news on the Authority's revenue bonds and reviewed the process for closing the bonds. Matt Brown, Chief Financial Officer and EVP, Finance, Procurement and Compliance and the finance team attended the bond closing on August 12, 2025, to sign off on bond purchase agreements that will generate \$325 million in revenue bonds for DC Water. Of these, \$150 million are green bonds for the Clean Rivers Project, and the remaining \$175 million is for general CIP projects. The team was also able to refinance old revenue bonds at a lower rate, saving about \$7 million over the next 20 years.

Mr. Herrington asked when the results of the employee engagement would be available. Amber Jackson, Chief People Officer and Executive Vice-President, People and Talent, replied that the report would shared with Mr. Gadis and then the board members through the Human Resources and Labor Relations Committee.

Mr. Giancola expressed disappointment with how vacancy rates are reported in the CEO's report, which used active recruitment vacancies to determine a rate of 6.7% for July when the real vacancy rate is about 12.67%. He asked whether a clarifying footnote could be added. Mr. Gadis replied that he will continue to work to ensure transparency in how vacancy rates are reported.

In response to a comment from Mr. Giancola, Mr. Gadis further discussed the lack of awareness about Washington's dependency on a single source of water, noting that many of the Authority's assets are not visible to customers and there is an assumption that water will always be available from the tap.

Following the CEO's Report, the Board moved into an executive session at 10:14 a.m. to discuss, establish, or instruct the public body's staff or negotiating agents concerning the position to be taken in negotiating the price and other material terms of a contract pursuant to the Open Meetings Act of 2010 § 2-575(b)(2).

The Board reconvened in open session at 10:35 a.m. to take action on the Consent Items.

VI. CONSENT ITEMS (JOINT USE)

- Approval to Add Funding to Option Year Seven and Exercise and Add Funding to Option Year Eight of Contract No. 16-PR-PRO-451 Uniform Services, Cintas Corporation – Resolution No. 25-40 (Recommended by the Environmental Quality and Operations Committee 07-17-25)
- 2. Approval to Exercise and Fund Option Year Seven of Contract No., 19-PR-DET-221 Capital Project Contract Management Software, Oracle America, Inc. **Resolution No. 25-41** (Recommended by the Environmental Quality and Operations Committee 07-17-25)
- Approval to Execute the Award of Three Base Years of Contract No. 105231 Grit Disposal Services, Waste Management of Virginia – Resolution No. 25-42 (Recommended by the Environmental Quality and Operations Committee 07-17-25)
- Approval to Execute the Award of Construction Contract No. 2501901 Heavy Sewer Cleaning and Inspection, Doetsch Environmental Services – Resolution No. 25-43 (Recommended by the Environmental Quality and Operations Committee 07-17-25)
- Approval to Extend a Land Purchase Offer and Subsequently Proceed with the Property Acquisition, Sales Contract for Unimproved Land in Loudoun County and/or Fairfax County – Resolution No. 25-44 (Pending Board Recommendation 09-04-25)

Upon a motion duly made the Board of Directors voted to approve Joint Use Resolutions No. 25-40 through 25-44 as presented.

VII. CONSENT ITEMS (NON-JOINT USE)

- Approval to Amend the Memorandum of Understanding between DC Water and the District of Columbia Department of Transportation to Extend the Current Term and Increase the Contract Amount Lead Free DC Permitting Services – Resolution No. 25-45 (Recommended by the Environmental Quality and Operations Committee 07-17-25)
- Approval to Exercise Option Year 3 of Contract No. 10118, Excavation Spoils
 Disposal Services, Rodgers Brothers Custodial Service Resolution No. 25-46
 (Recommended by the Environmental Quality and Operations Committee 07-1725)
- Approval to Execute the Award of Contract No. 10541, Water Supply Resilience Strategic Advisory Services, ARUP – Resolution No. 25-47 (Recommended by the Strategic Management Committee 09-02-25)

Board member Alex McPhail commented on Resolution No. 25-47, noting it is unusual to see this type of contract in connection with lead service line replacement and the contract is for a large value. He asked about how many people the contract employs, what the terms of reference are for the team, how the Authority evaluates their work, whether the contractors provide reports, and what the qualifications are of the individuals hired to fulfill the contract. Does the District Department of Transportation (DDOT) have any financial interest in the contract? How was the price determined, and can the people working with the contractors provide some feedback on the contractors' work?

Mr. Brown replied that the contract is based on a memorandum of understanding (MOU) negotiation with the DDOT modeled on the approach used in the Clean Rivers program. There is a long-standing MOU in place with DDOT to provide the third-party reviews for that program at a cost of between \$300,000 and \$400,000 a year. Mr. Brown noted additional complexity with the Lead Free DC Program as there are locations where every household in the District has lead service lines, which requires extensive permitting. The relationship with DDOT aims to provide certainty to complete the program on time and reduce the risk and associated costs of implementing the program.

He noted that the contract is a time and materials contract with no fixed fee and that the original amount included in the MOU of just under \$1 million has had zero expenditures. The MOU also allows DDOT to enter into a multi-year agreement in order to hire people to work on a dedicated basis for DC Water's projects. It includes provision for access to

the blocks for a longer period of time to allow block closures from 7:00 a.m. to 7:00 p.m., enabling the work to be performed efficiently.

About 15 to 20 people will be hired for the contract. The cost includes staff and management of the consultant hired by DDOT, as well as mileage for inspectors and operational time. Performance on the contract will be assessed through the timeliness of reviews, and the MOU specifies monthly meetings to monitor the consultant's work. Staff will primarily be inspectors trained in road restoration and permit reviews. No work has been performed on the contract to date. Mr. Brown also confirmed that DDOT was not receiving compensation to manage the contract.

Mr. Brown noted that the contract value is \$25 million over five years, and any overages must be approved by the Board.

Upon a motion duly made the District of Columbia members of the Board of Directors voted to approve the Non-Joint Use Resolution No. 25–45 through 25-47 as presented.

Following the votes on the Consent Items, the Board moved into executive session at 10:50 a.m. to discuss a personnel matter under D.C. Official Code § 2-575(b)(10).

VIII. ADJOURN

The Board reconvened in open session at 11:29 a.m. and, hearing no further business, the meeting adjourned at 11:31 a.m.

Michelle Rhodd Secretary to the Board of Directors



MINUTES OF THE MEETING HUMAN RESOURCES AND LABOR RELATIONS COMMITTEE SEPTEMBER 10, 2025

(via Microsoft Teams)

COMMITTEE MEMBERS PRESENT

- 1. Jed Ross, Principal, Chair, District of Columbia
- 2. Howard Gibbs, Principal, Vice Chair, District of Columbia
- 3. Jeffery Seltzer, Alternate, Montgomery County
- 4. Robert Hawkins, Alternate, District of Columbia

OTHER BOARD MEMBERS PRESENT

1. Unique Morris-Hughes, Principal, District of Columbia

DC WATER STAFF

- 1. David L. Gadis, Chief Executive Officer and General Manager
- 2. Marc Battle, Chief Legal Officer and EVP, Government and Legal Affairs
- 3. Kirsten Williams, Chief Administration Officer and EVP
- 4. Michelle Rhodd, Board Secretary
- 5. Amber Jackson, Chief People Officer and EVP, People and Talent
- 6. Shawn Brown, Vice President, Employment, Labor, and HR Compliance

UNION PRESIDENTS

- 1. Kevin Poge, AFSCME 2091
- 2. Michelle Hunter, NAGE, R3-06
- 3. Jermaine Quattlebaum, AFGE 631
- 4. Jonathan Shanks, AFGE 872
- 5. Ray Huffman, AFGE 2553

The DC Human Resources and Labor Relations Committee meeting was called to order by Chairperson Jed Ross at 9:31 AM. Board Secretary Michelle Rhodd called the roll.

Committee Chair Jed Ross advised that a communication would be sent to the union presidents to outline expectations for providing context on agenda items, including the

name of the person who would speak to each item and some details about the item. He noted that this information will ensure the most efficient meeting possible and provide the Committee and Management with an opportunity to gather information and prepare a response.

I. UNION TOPICS

Failure to Implement Union Sick Leave Code

Jonathan Shanks, President AFGE 872, noted that a test of the sick leave code had been completed and Shawn Brown, Vice President, Employment, Labor, and HR Compliance, had advised that the code was to be implemented by June or July 2025. At the most recent meeting with Mr. Brown, the union was notified that the code update was delayed and under review by the legal team.

Mr. Shanks stated that employees were being penalized by the sick leave scheduling system, which requires sick leave to be identified as scheduled or unscheduled leave. As no one knows when they will be sick, AFGE 872's request was to have all sick leave coded as unscheduled. He inquired why the change had been delayed by a legal review.

Mr. Ross explained that in the District of Columbia, sick leave can be either unscheduled or scheduled. Scheduled sick leave refers to cases where an employee has a doctor's appointment or a planned surgery. Therefore, both time reporting codes are used by the District and supported by the Comprehensive Merit Personnel Act.

Mr. Shanks stated that only one code is required for union employees as there is a provision to schedule sick leave for appointments with doctors under the union contract. Due to the inclusion of the additional code, workers are penalized because if an employee has taken sick leave and also works overtime, the overtime hours are converted to regular time as the sick leave is not accounted for in the working hours.

Mr. Brown confirmed that the code test was held in May of 2025 and was successful. Since that time, it has become apparent that there is a significant impact on overtime calculation. There is a further question about whether the change violates the Master Compensation Agreement and if it is a fiscally responsible step. These uncertainties require coordination with legal to research the implications and determine whether the code change is an appropriate step. He noted that the issue is in a holding pattern until this research is completed.

In response to an inquiry by Mr. Ross, Mr. Brown estimated that the legal review may be done within a month. Mr. Brown will consult with legal and provide an estimated timeline.

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Mr. Ross set a goal of providing additional timeline information to the unions within the next two weeks.

Lack of Advance Notice on Policy Changes

Mr. Shanks asked that the union be provided with advance notice of policies that will be sent for review as well as a redlined copy of the updated policies to make it easier to locate and review the changes. He noted that the most recent set of policies sent for review could not be opened.

Mr. Ross asked for more details on the issue, including whether the request applied to specific policies or certain policy categories. He also requested that the union compile a history of policies sent to the unions at the same time that the notification was issued to all employees, and those policies for which the union had wanted advanced notice and redlined files. Committee member Howard Gibbs asked what length of notice period was requested.

Jermaine Quattlebaum, Union President AFGE 631, noted that seven policies had been recently identified by the Authority for updates, three of which his union had located on their own. The others were sent to the union but were not redlined. AFGE 631 had provided input on the updated policies and some of the union's suggestions were incorporated in the update, indicating that the union's input was of value.

Mr. Ross asked the People and Talent team and Mr. Brown to consider how much advance notice they can provide and how to ensure redlined copies are provided to highlight changes. Mr. Brown affirmed that providing advance notice is Management's responsibility. The updated policies were provided to the unions on June 10, 2025, and were sent multiple times. Extensions were provided to allow more time to review the policies and submit written comments and questions. He advised that the Authority is not required to provide an opportunity for bargaining on issues that do not impact employees' working conditions. He affirmed that the Authority is committed to providing advance notice of policy changes to the unions.

Mr. Shanks stated that the union has the right to bargain on anything affecting its membership in a negative way. Mr. Ross agreed that Management cannot unilaterally decide which matters affect working conditions.

Mr. Ross noted there may be an opportunity to establish a policy about policy changes that codify the best way to provide notice and receive feedback in order to ensure reasonable expectations and an efficient process. He also advised stating up front which items Management feels are bargaining items, which policies are being provided in advance for the union's awareness, and the expected timeframe for responses. He

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affirmed that if Management does not identify an issue as a bargaining item, the unions retain their right to assert that an item should be open for bargaining.

Failure to Meet Regarding Healthcare and Other Benefits

Mr. Ross noted that a lack of context on the agenda item limited opportunities to research the matter before the meeting.

Mr. Shanks explained that the collective agreement allows the unions an option to meet to discuss not only rate changes, but also opportunities to improve existing benefits.

Mr. Ross asked whether this issue was raised at the Labor Management meeting about six weeks ago. Mr. Shanks confirmed that it was.

Mr. Brown explained that there are no updates to bring to the union as there is no new rate sheet to share at this time. Once the rate sheet is received, a meeting with the union presidents will be set. He noted that last year, the benefits meeting was held on September 18, 2025, and this year was on target for a similar timeline.

Mr. Shanks stated that the meeting timeline was problematic as it was too close to open season, at which point the benefits are finalized, and does not provide time to add suggestions to improve benefits.

Mr. Ross asked the unions to compile their benefits concerns over the last year and provide a written report with details of these concerns.

Amber Jackson, Chief People Officer and Executive Vice-President, People and Talent, encouraged the unions to raise all concerns about benefits as they arise, without waiting for the open enrollment period. She also advised that in many cases, it is not possible to demand changes to benefits that are included in packages offered by third-party vendors. However, any employee concerns could be discussed with the vendor to seek a solution as issues arise.

Mr. Shanks noted that as rates have been increasing and benefits have been decreasing, employees have expressed a wish to have more input into the program.

Mr. Ross suggested holding a presentation for the union presidents where the brokers can explain the general process and what happens with entities of the size of the Authority and the impact of market trends on benefits packages.

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Mr. Ross stated that once the unions provide a report on their concerns with benefits, the broker and the People and Talent can analyze the report and provide a response.

Interference with Union Representation

Mr. Shanks noted that Management is not supposed to interfere with union representation, but has blocked a union representative from attending neutral party hearings and fitness-for-duty hearings on behalf of workers. He noted that the selected representative was no longer working with the Authority but had been assisting with neutral party hearings for 17 years and was authorized by AFGE 872 to represent workers as a consultant in these hearings.

Mr. Ross noted that allowing outside representation is tricky, especially where hearings include private health or personal information. He advised that it may be important to have written agreements from members to approve this of representation. He inquired whether the unions had filed any written requests with respect to the selected representatives. Mr. Shanks stated they had not, as they were awaiting a response from the HR Committee. Mr. Ross stated that he would consult with the management team to obtain a response on where outside consultants can provide union representation.

Mr. Quattlebaum also discussed a recent hearing for an employee where there was a language barrier, and the employee requested a union representative at the hearing. When former union president Barbara Milton arrived at Blue Plains to provide representation, she was not permitted access and the security guard refused to open the gate to allow her to turn her car around, forcing her to back into traffic. Mr. Quattlebaum noted that Ms. Milton had previously been permitted access to the building. He also noted that four first-time offenders were facing proposed termination, which was not typical of prior years.

Mr. Brown stated that neutral party hearings are wholly internal processes that can only be attended by the person appointed to hear the case, an elected union official, and the employee. Individuals who are not employed by the Authority or elected to the union cannot attend these meetings. However, he affirmed that union representation by elected union officials is always permitted for employees who request it. He noted that where an elected union official could not attend to represent an employee during a neutral party meeting, another DC Water employee who is a union member could do so.

With respect to Mr. Quattlebaum's concerns, Mr. Brown noted that the matter would be discussed further during the executive meeting.

Mr. Shanks stated that Management should not be permitted to choose who can attend on behalf of the union. Mr. Shanks and Mr. Quattlebaum also asked that their appointed

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union representatives be provided with direct email responses to their inquiries with respect to employee cases.

Leave Issues in Customer Service

Mr. Shanks discussed a matter wherein leave was being denied for some workers even when it had been requested up to three months in advance, and cases wherein leave was later granted but classified as unscheduled, which could have a negative impact on the employees if they were deemed to have too much unscheduled leave.

Mr. Ross advised employees to track all leave requests to document any problems that arise.

Ms. Jackson confirmed that Management is aware of the issue, noting that Kirsten Williams, Chief Administrative Officer and EVP, has met with her director who provided clear guidance on putting methodology in place to avoid the unscheduled leave issue whenever possible. She noted that she would obtain a written explanation from Ms. Williams on the instructions Ms. Williams has received from the director.

Mr. Ross advised that if the issue continues to arise after the process has been updated, it should be brought back to the Committee.

II. HR REPORT UPDATE

Ms. Jackson highlighted work on the Authority's wellness program and strong engagement from employees. The HR Report included details of wellness activities since the meeting.

DC Water, in partnership with the DOES Pathway to Public Service program, has hired a recent college graduate as an apprentice in the strategy performance cluster.

CEO and General Manager David Gadis thanked the People and Talent group and the Marketing Communication team for recent town halls that were a great opportunity to hear from the employee base and discuss morale.

III. ACTION ITEM (JOINT USE)

John T. Pappajohn, Director of Procurement, Goods and Services, presented the action item, a joint use contract for vision insurance from National Vision Administrators, LLC. Insurance coverage is for all DC Water employees as part of the employee benefits program. The contract was originally awarded via an open market solicitation in late 2017 for services beginning in January 2018. The request is to exercise Option Year 6 and add \$120,000 to the contract to provide vision coverage through the end of December 2026.

Minutes of the September 10, 2025, Human Resources and Labor Relations Committee

Meeting

Page 6 of 7

An RFP will be issued in FY 2026 for a new contract.

In response to a question from Mr. Gibbs, Mr. Pappajohn explained that the program provides vision insurance to all employees for eye exams and glasses.

The Committee agreed to recommend the action item to the full Board for approval.

IV. EXECUTIVE SESSION

The Committee met in executive session to discuss the terms for negotiating a contract under D.C. Official Code § 2-575(b)(2).

V. ADJOURNMENT

The meeting adjourned at 11:30 AM.

Follow-up Actions:

- Shawn Brown will consult with legal and provide an estimated timeline for the legal review of the union sick leave code update. Mr. Ross set a goal of providing additional timeline information to the unions within the next two weeks.
- Unions are to compile a history of policies sent to the unions at the same time that notification to all employees was issued, and those policies for which the Union had wanted advanced notice and redlined files.
- 3. Unions are to compile their benefits concerns over the last year and provide a written report with details of these concerns.
- 4. Jed Ross will consult with the management team to obtain a response on where outside consultants can provide union representation for employees.
- Amber Jackson will obtain a written explanation from Kirsten Williams on the instructions Ms. Williams has received from the director on avoiding the unscheduled leave issue.



MINUTES OF THE MEETING ENVIRONMENTAL QUALITY AND OPERATIONS COMMITTEE September 18, 2025

(via Microsoft Teams)

COMMITTEE MEMBERS PRESENT

- 1. Sarah Motsch, Chairperson, Alternate, Fairfax County
- 2. Howard Gibbs, Vice-Chairperson, Principal, District of Columbia
- 3. Richard Jackson, Principal, District of Columbia
- 4. Alexander McPhail, Board Member

DC WATER STAFF PRESENT

- 1. Marc Battle, Chief Legal Officer and EVP, Government and Legal Affairs
- 2. Matthew Brown, Chief Financial Officer and EVP, Finance, Compliance and Procurement and Interim Chief Operating Officer
- 3. Nicholas Passarelli, Vice President, Wastewater Treatment Operations
- 4. Moussa Wone, Vice President Engineering and Clea Rivers, Chief Engineer
- 5. Michelle Rhodd, Secretary to the Board

The Environmental Quality and Operations Committee meeting was called to order by Sarah Motsch, Chairperson at 9:30 AM. The meeting was held via Microsoft Teams. Michelle Rhodd, Secretary to the Board called the roll.

I. BPAWTP PERFORMANCE UPDATE

Nicholas Passarelli, Vice President, Wastewater Treatment Operations, reported that Blue Plains met all NPDES permit requirements for August 2025, treating an average daily flow of 257 million gallons (MGD) with a peak flow of 286 MGD recorded on August 1, 2025. August was a very dry month as only 0.2 inches of rain was recorded hence, 0MG was captured in the tunnel with 0 overflows. For August, 25% of electricity used at Blue Plains was generated onsite, achieving power savings of \$2,643,600 for FY2025 through June 2025.

Committee member Howard Gibbs raised the question of whether the facility is recouping costs through bloom sales and avoided power purchases, stressing the importance of

knowing if it is paying for itself. Mr. Passarelli said that the Resource Recovery group has relevant data and will present it at the next meeting.

Biosolids production totaled 12,123 tons, with 1,404 tons sold through Blue Drop's Bloom program amounting to a year-to-date total of 47,016 tons sold as Bloom against the annual goal of 70,000 tons for FY2025. Additionally, 10,700 tons of biosolids were applied to land.

II. CLEAN RIVERS QUARTERLY UPDATE

Seth Chard, Senior Manager of Clean Rivers Projects, reported that the Anacostia Tunnel system is fully operational, capturing nearly 19 billion gallons of CSO and 11,846 tons of debris through July 2025. Construction is ongoing for the Potomac River Tunnel and Rock Creek Green Infrastructure Project C, while early work for the Piney Branch Tunnel has been awarded, with tree removal and roadway relocation scheduled for this fall.

At West Potomac Park, starter tunnel excavation is underway, Tunnel Boring Machine (TBM) components are being delivered, and coordination continues with the adjacent Desert Storm Memorial. Additional work includes shaft construction at CSO 20 and 22 and ventilation vault pile installation at CSO 28. The Piney Branch Tunnel was selected in lieu of a storage tank to minimize park impacts and avoid the need for a dewatering system.

Mr. Gibbs asked whether trees removed for the Piney Branch Tunnel would be replaced. Mr. Chard confirmed that an extensive replacement plan is included, coordinated with NPS to maintain open space near the CSO 49 shaft. Not all trees can be replaced onsite, and alternatives are being developed for the remainder.

On Rock Creek Project C, 43 permeable alleys are planned; 6 have been completed and 3 are under construction. Clean Rivers timelines were also reviewed: Anacostia River controls are in service; Potomac River Tunnel construction continues through 2030; Rock Creek C will be completed in 2027; Rock Creek D in 2030; and Piney Branch Tunnel will begin active construction in 2025 with completion in 2029.

An overview of the Potomac Interceptor rehabilitation program was also provided. This 54-mile trunk sewer, built in the 1960s, has no redundancy and carries significant risk if compromised. Current work includes 800 LF of high-priority slip lining, polymer rehab of 10,800 LF near Lock 10, and completion of an emergency Cabin John culvert repair following a July 31 storm that caused severe scouring and pipe exposure.

III. CIP QUARTERLY UPDATE

Moussa Wone, Chief Engineer and Vice President of Engineering and Clean Rivers, delivered the quarterly Capital Improvement Program update, reporting that a waiver submitted on September 3, 2025 was denied by DDOT and options are being considered. Of the \$650M baseline, \$366M has been spent, with projections to reach \$520M (80%) by year-end. Clean Rivers spending is below baseline due to contractor quality issues, and sewer spending is lower from program changes, delays, and unused contingencies, which represent savings. Of 52 KPIs, 9 are complete and 31 fall outside threshold, largely due to project bundling under collaborative delivery; the KPI framework will be updated. Ms. Motsch commended the pace of sewer inspections, noting significant progress that will support capital planning.

IV. LEAD FREE DC QUARTERLY UPDATE

William Elledge, Director of Capital Water Program and Lead Free DC, presented the Lead Free DC update. Since 2019, 9,856 service lines have been replaced (23% complete), with 36% verified non-lead, 43% suspected non-lead, and 20% known or suspected lead or unknown. Four KPIs are on track while three are underperforming, attributed to postponed bid packages tied to federal funding uncertainty and a temporary contractor pause in June—July. Work resumed in August 2025, and production is ramping up. The Lead Pipe Replacement Assistance Program (LPRAP) is now back above target, and the program is on track to reach 10,000 replacements.

Committee member Alexander McPhail asked whether private side replacement is fully covered or capped at a set amount.; Mr. Elledge clarified that the average \$4,600 private side cost is fully funded, with no out-of-pocket expense for homeowners. He also reviewed major cost drivers—restoration requirements, permit fees, brass replacements, participation rates, and unknown materials—emphasizing test pits as key to cost accuracy and compliance with upcoming federal rules.

Additional updates included \$1M in DDOT coordination savings, over 50,000 community touchpoints, and the success of the Community Activator program, which placed 10 residents in full-time roles. He closed by sharing positive customer feedback and noting that small diameter water main work will reach about 70% of its goal this year, with targets expected in FY26–FY27.

V. AFM FAILURE AT PONDS

Ryu Suzuki, Director of Wastewater Engineering, presented an update on the recent emergency repair of the Anacostia Force Main following a sinkhole discovered on July

20, 2025. He described the pipeline's criticality (6.25 miles, 11 feet in diameter, with no redundancy) and the challenges of working under live flow conditions. The project required around-the-clock coordination among DC Water staff, contractors, consultants, and WSSC, with daily communication protocols established to manage flows. Within a week, containment systems were in place to handle wet weather events up to 120 million gallons per day, and debris was removed using specialized equipment. Repair work proceeded under narrow 2–5 hour shutdown windows, culminating in a clamshell steel pipe installation, reinforcement with rebar and concrete, and completion of the final pour in early September.

Mr. Suzuki noted that approximately 2,000 feet of the force main remain at high risk, and further high-priority repairs are being planned, along with installation of air release valves, future access points, and long-term planning in coordination with WSSC to address the asset's vulnerability.

Dr. McPhail asked whether Environmental Protection Agency (EPA) would fine DC Water for two reported 62,000-gallon overflows into the Anacostia River and if WSSC could share liability. Mr. Suzuki clarified that the discharges occurred at the break site rather than directly into the river and were largely contained by blocking storm drains. EPA has not raised the issue, and he emphasized that the swift response prevented a worst-case scenario of millions of gallons being discharged.

The presentation concluded with acknowledgment of stakeholder coordination and confirmation that further planning is underway for both immediate and long-term risk mitigation.

VI. ACTION ITEMS

The Committee reviewed the following capital contracts and amendments. Each item was discussed in the context of the FY2025 Capital Improvement Program, with emphasis on schedule assurance and maximizing DBE/WBE participation.

Joint Use

- 1. Contract No. 10121- Repair and Rehabilitation of Various Process Assets Electric Motor and Contracting
- 2. Contract No. 10161- Aveva Scada Software Licenses and Support Insource Licenses and Support, Inc
- 3. Contract No. 10436 Janitorial Services Phoenix Services
- 4. Contract No. 10539 Annual Maintenance of Electrical Control Equipment
 MC Dean Inc.

- 5. Contract No. 220080A Major Sewer Assessment Arcadis
- 6. Contract No. 220010 Inspection and Cleaning for Local Sewers RedZone Robotics, Inc
- 7. Contract No. N/A Digestors 1, 2, 4 Mixers Rehabilitation and Replacement Ovivo USA LLC
- 8. Contract No. 200090 Headworks Influent and Effluent Structures Rehabilitation

The Committee recommended all action items to the Board for approval.

VII. OTHER BUSINESS/EMERGING ISSUES

Dr. McPhail requested that the staff provide an update on efforts to reduce unaccounted water in DC. He noted the importance of minimizing losses to ensure long-term water availability and referenced recent discussions with the CEO and the Chief of Staff, who described it as a cross-departmental initiative. Mr. Brown confirmed that multiple teams are engaged in this work and agreed to schedule an update for the committee.

VIII. ADJOURNMENT

The meeting was adjourned at 10:43 am.



SEPTEMBER 19. 2025

(via Microsoft Teams)

COMMITTEE MEMBERS PRESENT

- 1. Dr. Unique Morris-Hughes, Chairperson
- 2. Howard Gibbs, District of Columbia
- 3. Fariba Kassiri, Montgomery County
- 4. Christopher Herrington, Fairfax County

DC WATER STAFF

- 1. David Gadis, CEO and General Manager
- 2. Amber Jackson, Chief People Officer and EVP
- 3. Michelle Rhodd, Secretary to the Board

I. CALL TO ORDER

Chairperson Dr. Unique Morris-Hughes called the Evaluation Committee meeting to order at 9:33 a.m. via Microsoft Teams. Board Secretary Michelle Rhodd called the roll for attendance.

II. EXECUTIVE SESSION

After a motion and majority vote, the Committee moved into an executive session to discuss a personnel matter under D.C. Official Code § 2-575(b)(10)

ADJOURNMENT

The Committee reconvened in open session and hearing no further business, the meeting adjourned the meeting at 10:37 a.m.



SEPTEMBER 22. 2025

(via Microsoft Teams)

COMMITTEE MEMBERS PRESENT

- 1. Dr. Unique Morris-Hughes, Chairperson
- 2. Rachna Bhatt, District of Columbia
- 3. Howard Gibbs, District of Columbia
- 4. Fariba Kassiri, Montgomery County
- 5. Christopher Herrington, Fairfax County

OTHER BOARD MEMBERS PRESENT

- 1. Anthony Giancola, District of Columbia
- 2. Amy Stevens, Montgomery County
- 3. Dr. Jimmy Ortiz, District of Columbia
- 4. Robert Hawkins, District of Columbia

DC WATER STAFF

- 1. David Gadis, CEO and General Manager
- 2. Marc Battle, Chief Legal Officer and EVP
- 3. Amber Jackson, Chief People Officer and EVP
- 4. Michelle Rhodd, Secretary to the Board

I. CALL TO ORDER

Chairperson Dr. Unique Morris-Hughes called the Evaluation Committee meeting to order at 12:17 p.m. via Microsoft Teams. Board Secretary Michelle Rhodd called the roll for attendance.

II. EXECUTIVE SESSION

After a motion and majority vote, the Committee moved into an executive session to discuss a personnel matter under D.C. Official Code § 2-575(b)(10)

ADJOURNMENT

The Committee reconvened in open session and hearing no further business, the meeting adjourned the meeting at 1:24 p.m.



MINUTES OF THE MEETING FINANCE AND BUDGET COMMITTEE SEPTEMBER 25, 2025

(Via Microsoft Teams)

COMMITTEE MEMBERS PRESENT

- 1. Anthony Giancola, Principal, Chair, District of Columbia
- 2. Richard Jackson, Principal, District of Columbia

OTHER BOARD MEMBER PRESENT

1. Unique Morris-Hughes, Principal, District of Columbia

DC WATER STAFF

- 1. David Gadis, Chief Executive Officer and General Manager
- 2. Matthew T. Brown, Chief Financial Officer and Interim Chief Operating Officer
- 3. Marc Battle, Chief Legal Officer and EVP, Government & Legal Affairs
- 4. Kirsten Williams, Chief Administrative Officer and EVP, Administration
- 5. Paul Guttridge, Director, Shared Services and Asset Management
- 6. Pade Zuokemefa, Budget Manager
- 7. Tanya DeLeon, Risk Manager
- 8. Michelle Rhodd, Secretary to the Board

Anthony Giancola, Chair, called the meeting to order at 9:30 AM. The meeting was conducted via MS Teams. Secretary to the Board, Michelle Rhodd, called the roll.

I. MONTHLY REPORT TO THE FINANCE AND BUDGET COMMITTEE

Matthew T. Brown, Chief Financial Officer and EVP Finance, Compliance and Procurement and Interim COO, and Pade Zuokemefa, Budget Manager, presented the Financial Report for the period ending August 31, 2025. Mr. Brown noted that with 92 percent of the fiscal year completed, there are favorable variances overall in revenues, expenditures, and capital disbursements. The development of the Proposed FY 2027 budgets is on-going and the processes for the year-end close are underway. He noted the finance team is closing out purchase orders and ensuring final payments are made.

Dr. Zuokemefa reported that total operating revenues were \$907.9 million or 95.4 percent of the budget, with a year-to-date favorable variance of \$15.7 million, mainly in the

Federal, Wholesale, PILOT/ROW, and Residential, Commercial, and Multi-Family categories. Unfavorable variances were reported in the District Government and DC Housing Authority categories, primarily due to lower-than-expected consumption.

Operating expenditures totaled \$615.6 million, or 78.1 percent of the budget. The personnel category has a favorable variance resulting from the total vacancy rate of 11.9 percent and an active vacancy rate based on positions under recruitment of 6.5 percent. Other categories with favorable variances included Contractual Services due to spending restrictions aimed at complying with the mandated budget reduction; Utilities, due to lower-than-anticipated water usage costs; and Debt Service, due to a lower-than-anticipated variable rate on the Authority's bonds. The unfavorable variances are in Water Purchases, and Supplies & Chemicals resulting from increased costs for critical spare parts.

Dr. Zuokemefa reviewed the capital disbursements, which totaled \$498.1 million, or 69.4 percent of the revised budget, and noted a detailed project performance will be provided later at the meeting. Cash investments, including the Rate Stabilization Fund balance of \$40.6 million, totaled all funds of \$848.9 million. Operating funds interest income earnings to date totaled approximately \$1.4 million for the month of August, bringing the earned year-to-date total to \$13.6 million. Delinquent Accounts totaled \$32.6 million for 11,398 accounts at the end of August 2025, which was a decrease in both dollar value and the number of accounts compared to July 2025.

Developer deposits totaled \$34.78 million in credit balances (liability) and \$11.26 million in debit balances (receivables). In August 2025, 24 developer account refunds were processed, leading to approximately \$763,644 returned.

Committee Chair Anthony Giancola observed that the \$11 million overtime budget for the next fiscal year should address the overage experienced in FY 2025, while stressing the need to ensure adequate staffing to reduce overtime usage. He also commended the Authority's more aggressive investment strategic, which resulted in a new record for annual interest income.

II. CAPITAL IMPROVEMENT PROGRAM QUARTERLY UPDATE

Paul Guttridge, Director, Shared Services and Asset Management, provided the Capital Improvement Program (CIP) update for the third quarter beginning with a review of the Process Facilities Program. Three notices to proceed were issued on contracts to rehabilitate areas of the Blue Plains Advanced Wastewater Treatment Plant (BPAWTP), two of which were Construction Management at Risk (CMAR) contracts, and one of which

Minutes of the September 25, 2025, Finance and Budget Committee Meeting Page **2** of **5**

was a progressive design-build (PDB) contract. Planning studies have been completed in preparation for the PDB procurement for the Collaborative Facilities Upgrade, as well as a long-term plant capacity study for the BPAWTP.

Accomplishments for the Sewer Program includes four contracts approved for the \$200 million Linear Water and Sewer Rehab Master Service Agreement, and proposals received for the \$500 million Anacostia Area Sewer Rehab PDB contract. FY 2025 inspection totals include 43 miles of local sewers, 25 miles of very large sewers, and 1,839 manholes. A new condition assessment and rehabilitation program for about 200 combined sewer flow control structures has been initiated. Mr. Guttridge noted that the control structures are vital to ensure pipes can be isolated when they need repairs.

Next, Mr. Guttridge reviewed the Water Program, noting a Request for Proposal (RFP) was issued in June for the Water Vertical Facilities project and contracts continue to be issued for Small Diameter Water Main replacements. Mr. Guttridge noted that valves are a significant concern to ensure the large mains can be isolated for upcoming condition assessments.

Mr. Giancola inquired about the number of valves that need repair and whether the Authority has a program to exercise the valves and provide preventative maintenance. Mr. Guttridge indicated the Water Distribution System has 1,195 valves of 16-inch diameter and larger. Mr. Brown discussed a priority program in development to replace values and provide regular valve maintenance, which will be included in the upcoming budget.

Mr. Guttridge provided an update to the changes to DDOT's (District Department of Transportation) Public Inconvenience Fee (PIF), which, until June 2025, had been waived for DC Water. The Authority submitted a formal request for a waiver of the fee on September 3, 2025, but the waiver was denied. The impact of the new fee is anticipated to be approximately \$20 million per year for the Lead Free DC program alone and other projects using public space will be affected.

CIP quarterly spending through the end of August 2025 is \$366 million and is projected to reach approximately \$520 million, or 80 percent of the \$650 million baseline, by yearend.

A review of spending performance by service area reveals that the Water Program is ahead of schedule, but the Clean Rivers project spending is less than anticipated due to contractor-responsible quality issues with two recently sunk shafts. Additionally, the

Minutes of the September 25, 2025, Finance and Budget Committee Meeting Page **3** of **5**

Sewer Area spending is less than anticipated as some contingencies were not required to be spent and projects for the Potomac Interceptor were rescheduled. In total, 52 key performance indicators (KPIs) are due in FY 2025. Nine have been completed within the 90-day threshold, and 31 are projected to be completed outside of the threshold by greater than 90 days. The low completion rate is attributed to the bundling of projects under the collaborative delivery model, which resulted in some deadlines being missed. Mr. Guttridge noted that the KPI deadlines would be realigned for the current fiscal year.

Mr. Giancola noted that the CIP completion projection went from 90 percent to 80 percent and questioned if there has been any uptick in spending within the past month. Mr. Guttridge confirmed a recent uptick in August could possibly bring completion estimates closer to projections by year's end. Chair Giancola expressed concern that there may not be adequate staffing for project management and construction management.

III. ROLLING OWNER CONTROLLED INSURANCE PROGRAM (ROCIP) VI AND THE OWNER CONTROLLED INSURANCE PROGRAM (OCIP)

Tanya DeLeon, Risk Manager, provided the ROCIP update and approval request for an additional year of ROCIP Safety Services, beginning with a review of the purpose and intent of a ROCIP. ROCIPs protect DC Water from a financial and reputational perspective, as the team manages coverage, claims, and loss control for construction projects.

Ms. DeLeon highlighted the value of the program for small and disadvantaged businesses. For these vendors, ROCIP removes the insurance barriers that exist under a non-ROCIP program, affording small businesses the same protections as larger contractors without the burden of buying additional insurance. The program currently includes a \$500,000 deductible, a primary limit of \$2 - \$4 million, and an excess general liability limit of \$200 million. Since 2004, the Authority's six ROCIPs and one OCIP have protected over \$6 billion in construction values, over \$945 million in payroll, 29 million man-hours, and \$32 million in avoided costs.

Ms. DeLeon noted that DC Water requires a qualified firm to provide continuous safety support for its ROCIP, OCIP, and Potomac River Tunnel projects, and the contract supplies safety advisors to review construction safety programs and ensure all sites meet Occupational Safety and Health Administration (OSHA) standards.

Ms. DeLeon asked for the Committee's recommendation to the Board for approval of the safety-services-associated Rolling Owner Controlled Insurance Program V and VI, as well as the OCIP – Potomac River Tunnel, in the amount of \$1,033,741.

Minutes of the September 25, 2025, Finance and Budget Committee Meeting
Page **4** of **5**

IV. ACTION ITEM

John Pappajohn, Director, Procurement, Goods & Services reviewed the fact sheet, requesting approval to exercise the option year five of the ROCIP contract with Safety Management Group for \$1,033,741, for the period from November 1, 2025, to November 1, 2026.

The Committee agreed to recommend the approval for ROCIP V and VI Safety Services to the Board for approval.

V. AGENDA FOR THE JULY 2025 COMMITTEE MEETING

Mr. Brown stated that current items for the October 2025 Agenda includes the September Financial Report and FY 2026 Committee Workplan.

VI. ADJOURNMENT

The meeting adjourned at 9:59 AM.

323rd Meeting of the Board of Directors - VI. CEO and General Manager's Report (David L. Gadis)

dCd CEO's Report

OCTOBER 2025





ACCOUNTABILITY TRUST TEAMWORK CUSTOMER FOCUS SAFETY WELL-BEING

CEO's Report

OCTOBER 2025

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ACCOUNTABILITY TRUST TEAMWORK CUSTOMER FOCUS SAFETY WELL-BEING

dc Highlights

Chair Morris-Hughes, and members of the Board, it is my pleasure to present you with the CEO's Monthly Report for October 2025. This report captures the highlights of the team's efforts over the past month, across the five cascading imperatives of the Blueprint 2.0 strategic plan: **Equitable, Sustainable, Resilient, Reliable, and Healthy, Safe and Well**. There are also individual reports from Finance and Procurement; Administrative; Customer Experience; Information Technology; Operations and Engineering; and People and Talent, as well as the monthly update from Internal Audit.



Lead Free DC Community Activators Program - Cohort II Celebration

On September 11, DC Water, in partnership with the District Department of Employment Services (DOES), celebrated the graduation of participants in the Community Activators program. It was my pleasure to speak to the graduates and congratulate this second cohort of program participants. The graduating class also had the opportunity to hear remarks from **Dr. Unique N. Morris-Hughes** (Chair / Board of Directors), who also serves the District as Director of DOES.

The year-long program began for this class in August 2024, and included on-the-job training and mentorships in a variety of disciplines, such as community outreach, lead service line replacement construction, health and safety, customer service, CPR, and digital canvassing, among others. Together, the group canvassed more than 1,000 residences per week, establishing more than 67,000 touchpoints with customers over the past year.

I am proud to report that 100% of our candidates successfully graduated, and all participants are transitioning to full-time employment, with benefits, as Lead Free DC contractors. I must thank Dr. Morris-Hughes and **Korey Gray** (Vice President & Chief Procurement Officer / Finance and Procurement), and their teams for the life-changing work that is happening through DC Water.













photography courtesy of Corryn St. Thomas, DOES

dc Highlights



Commanders, Office of the Mayor Visit HQO to Discuss Stadium, Related Projects



On Tuesday, September 9, the Washington Commanders, and representatives from the Office of Mayor Muriel Bowser visited HQO for a meeting with me, **Kirsten Williams** (Chief Administrative Officer and EVP / OCAO),

Dr. Moussa Wone (Vice President, Clean Rivers / Engineering and Operations), **Marc Battle** (Chief Legal Officer and EVP / Government and Legal Affairs), **Wayne Griffith** (Chief of Staff and EVP, Strategy and Performance) and internal subject matter experts. The early outreach meeting centered

around updates relating to the new multi-purpose stadium and related adjacent development at the former RFK Stadium site.



During the meeting, DC Water provided an overview of the Authority's infrastructure and input on the water and wastewater-related needs to support the development. The Mayor's representatives provided an overview of the stadium project, and the overall masterplan vision for the surrounding neighborhoods.

The meeting provided a formal introduction to the team working to deliver the stadium, and helpful discussions around expediting permit requests and the possibility of establishing a dedicated Authority liaison to coordinate with the team, and the Office of the Mayor.

In another Commanders collaboration, team legends Chris Samuels and Josh Morgan attended the Authority's Employee Appreciation Tailgate event on September 17, thanks to the work of **Lisa Barton** (Senior Executive Coordinator to the CEO / OCEO), and her event committee, led by **Dustin Rawls** (Executive Assistant I / OCAO). **Schannette Grant** (Vice President, Stakeholder Engagement / Marketing and Communications) also contributed significantly to event preparations, and I am grateful for the team's work.



ACE26 Planned in District; DC Water Selected as Host Utility

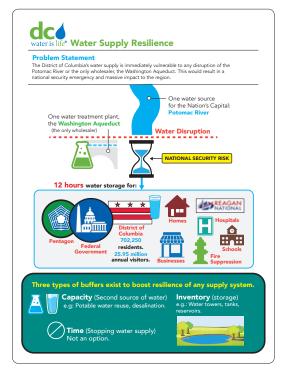
I am thrilled to announce that DC Water is the host utility for the American Water Works Association (AWWA) Annual Conference Expo (ACE) 2026, to be held at the Walter E. Washington Convention Center June 21-24, 2026. Billed as one of the largest gatherings of water community professionals in the world, ACE brings together those in the water sector for educational sessions, competitions (including our own Team Blue Wave), networking, and an exhibit hall. The ACE26 conference theme is Water Heroes, recognizing and honoring the challenges the water community faces, and the daily actions water professionals take to protect their communities.

My team, led by Ms. Williams, has already begun coordinating and planning for this conference, and I will be sure to share additional updates in the weeks and months ahead.

dC Highlights



Water Supply Resilience Task Force visits Northern Virginia water reuse programs



On Sept. 5, DC Water's internal Water Supply Resilience Task Force visited one of the nation's longest-running water reuse programs to meet with utility partners, academic researchers, and reuse experts.

The delegation included staff from Procurement, Legal, Wastewater Operations, Engineering, Marketing and Communications, Strategy and Performance, and Water Operations. The visit began at the Upper Occoquan Sewer Authority (UOSA), which supplies 1 million customers in Northern Virginia through an indirect potable reuse system. UOSA has operated successfully for 47 years, treating wastewater with activated carbon before discharging into the Occoquan Reservoir, the source for Fairfax Water's Griffith Water Treatment Plant.



The day concluded with presentations and tours at the Occoquan Watershed Monitoring Laboratory (OWML), run by Virginia Tech, which provides a model of multi-stakeholder collaboration for water supply resilience. Special

thanks to **Dr. Rabia Chaudhry** (Director, Water Supply Resilience) for coordinating this valuable set of site visits.



Repairs Complete on Anacostia Force Main

I am pleased to share that DC Water has successfully completed emergency repairs on a critical section of the Anacostia Force Main (AFM). The AFM has been under repair following a failure near Anacostia Avenue and Ponds Street Northeast in July 2025. With repairs complete, our attention now turns to rehabilitating other vulnerable segments of the 6.25-mile pipeline to ensure long-term reliability and resilience. The Anacostia Force Main is a vital piece of regional infrastructure, conveying approximately one-third of WSSC Water's wastewater flow to DC Water's Blue Plains Advanced Wastewater Treatment Facility. The pipeline has no redundancy, which means there is no way to reroute the wastewater if a break occurs nor enough storage to hold up to 200 million gallons per day of flow that may go through the force main during wet weather. The collapse of the pipe in July underscored the urgency of addressing this vulnerability. The initial emergency response and nearly two months of repair involved careful coordination between WSSC Water, National Park Service, and DC Water. The final step to encase the repaired pipe with 72 cubic yards (144 tons) of concrete was completed, allowing it to withstand the pressure inside.

In the meantime, DC Water and WSSC Water are evaluating long-term options, which could include building a second parallel pipe or other alternatives to replace or rehabilitate the existing pipe. This option would allow for periodic inspections and maintenance and also eliminate high points where the pipe rises and falls. These high points trap air, causing the pipe to wear down faster.

dc. Divisions

The CEO report includes service level based key performance indicators. These are indicators for which the teams have established or confirmed response and resolution times in which to perform the related work. This is assisting us in identifying productivity and resource needs as well as benchmarking ourselves against other utilities. It is important to note that where teams may not meet the Service Level Targets set for a specific metric, it does not mean the work is not getting accomplished. The teams are doing a tremendous job and continue to strive to meet high performance expectations.

The data in the CEOs Monthly Report reflects the most recent information available at the time of production and printing.



Financial Metrics

Metric	Target	May-25	June-25	July-25	Aug-25
Operating Cash Balance (Millions \$)	\$329.1	\$422.1	\$383.5	\$377.1	\$363.5
Delinquent Account Receivables (%) †	3.30%	4.38%	4.40%	4.18%	4.12%
On-time Vendor Payments (%) ****	97%	97%	97%	97%	96%
Investment Earnings Data (Millions \$)	\$9.5	\$9.7	\$10.9	\$12.2	\$13.6
Core Investment Yield Data (%) - Merrill Lynch 1-3 Year Treasury Index *		4.0%	3.8%	4.0%	3.7%
Core Investment Yield Data (%) - Actual Monthly Yield ††	3.82%	4.5%	4.4%	4.5%	3.6%
Short Term Investment Yield Data (%)- Merrill Lynch 3-Month Treasury Index *		4.3%	4.3%	4.3%	4.1%
Short Term Investment Yield Data (%) - Actual Monthly Yield ††	4.06%	3.8%	3.8%	3.9%	4.1%
Days of Cash on Hand** and ***	282**	418	381	372	358***

Notes:

Metrics Explanations:

Finance Highlights

FY 2025 Financial Performance

As of the end of August 2025, with 92 percent of the fiscal year completed, DC Water is on track with its budget. Total operating revenues were \$907.9 million or 95.4 percent of the revised budget. The year-to-date operating revenues were 1.8 percent or \$15.7 million above the year-to-date revised budget. The higher receipts are partly due to higher CRIAC in the Residential, Commercial and Multi-family categories as compared to the revised budget. The receipts also include the Blue Drop contribution of the District's share of \$4.9 million.

Total operating expenditures were \$615.6 million or 78.1 percent of the revised budget and capital disbursements were \$498.1 million or 69.4 percent of the revised budget. There is an uptick in Operations and Maintenance costs mainly for critical spare parts required for operations and water purchases based on water consumption during the summer peak months.

^{****} On time payment % decreased to 96% due to some untimely invoice approvals

^{*} Represent annual Treasury Index targets developed and provided by the Authority's investment advisor

^{** 322} days is the 282 days of cash is the Board policy requirement plus the Rate Stabilization Fund.

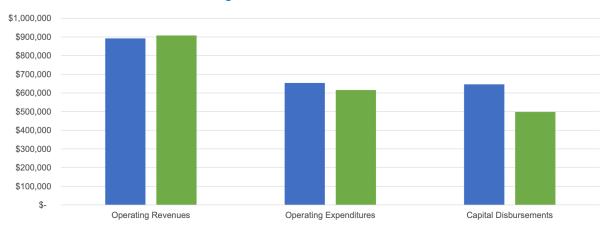
^{***322} days is the 282 days of cash is the Board policy requirement plus the Rate Stabilization Fund. As part of the March 2022 debt issuance, the Authority is required to spend bond proceeds to reimburse itself for capital expenditures from the concentration account within three years. Finance reimbursed \$105 million before the three year requirement date (March 2022 to March 2025).

[†] Delinquent account receivables as a percentage of 12-month rolling average retail revenue. The delinquent account receivables increased due to the impact of COVID-19.

^{††} Investment earnings lag the benchmarks. We are in a rising interest rate environment. As lower yielding investments are sold and reinvested, performance is expected to improve.



FY 2025 Year to Date Performance Budget vs. Actuals (\$000's)



■YTD Budget ■YTD Actual

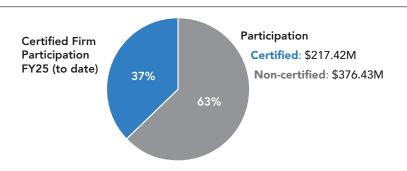
Annual Budget Process

The development of the Proposed FY 2027 Budget is underway with the Budget Kickoff held on August 13th to provide the focus, targets, process improvements, deliverables and timelines. The Budget Office held weekly Budget Cafes through early September, to provide detailed guidance to, and address specific questions, from departments.

This budget cycle includes the development of two-year rate proposals for FY 2027 and FY 2028, the ten-year Capital Improvement Program and Financial Plan. The Budget Workshop and Committee reviews are planned for January 2026 and Board adoption in March 2026, which will be followed by the public outreach, hearing and engagement activities for the rate making process.

Procurement and Business Development

No new awards approved by the Board in August. As of this report, the total value of the eligible procurement actions approved by the Board in FY '25 totaled \$593.85 million. Of this total, the planned certified firm participation is \$217.42 million (in prime and subcontracting opportunities).



Highlights

Certified Firm Participation

- So far in FY '25, 116 certified firms won awards (contracts and subcontracts) on DC Water projects. DC Water continues to be on pace to meet its construction and services goals for certified business utilization.
- Twenty-one firms won their first (sub)contract with DC Water.
- Nine new Mentor-Protege relationship was established on DC Water projects.

Process Improvement

- G&S Produced 61 POs; M&M Produced 209 POs in August.
- In August, MM processed a total of 303 purchase orders for 712 items. MM received 806 line items during the month and issued 963 items to work orders during the month.
- Through August MM is averaging 350 purchase orders for 845 items while receiving an average of 940 items and issuing 1,210 items, all on monthly basis.

Outreach and Engagement

• Continued our "Vendor Day" contractor engagement efforts. During this reporting period, meetings were held with nine new and existing contractors interested in capital procurement and Goods and Service opportunities.



Procurement and Business Development - continued

Upcoming Business Opportunities: All current and planned solicitations are available at **dcwater.com/procurement**. Those upcoming in the next three months are shown below.

Goods and Services:

Project Title	Description	Solicitation Type	Contract Type	Contract Term	Estimated Total Contract Value	Inclusion Program	Planned Solicitation Month and Year
Belt Press Overhaul Project	Equipment Upgrade and Installation for 10 belt presses	Request For Information	Master Service Agreement	1 year	\$1-\$5M	TBD	September, 2025
Boat Repair	Marine Vessel Maintenance and Repair Services	Request For Quote	Contract	1 year	< \$1M	DBE/WBE	September, 2025
Fleet Management Information System	Fleet Management Information System for the management of the DC Water Fleet	Request For Proposal	Master Service Agreement	5 years	\$1-\$5M	DBE/WBE	September, 2025
Fleet Vehicle Procurement for 2026 vehicles	Fleet vehicle purchases for 2026 to support DC Water departments with new or replacement vehicles	Request For Proposal	Master Service Agreement	1 year	\$1-\$5M	DBE/WBE	September, 2025
ROCIP VI and OCIP Insurance Premiums	Insurance Broker that provides coverage for capital construction contractors and subcontractors	Request For Proposal	Master Service Agreement	3 Years Base + Option Years	>\$1M	DBE/WBE	September, 2025
Emergency Alerting System	Emergency Alerting Systems for DC Water employees and residents. Outage and Incident Reporting Platform	Request For Proposal	Master Service Agreement	5 years	\$1-\$5M	DBE/WBE	September, 2025
Electric Energy Services and Electricity Generation and Transmission	Qualified firm to provide on-going need for retail electricity services	Request For Proposal	Master Service Agreement	3 Year Base + Option Years	>\$1M	DBE/WBE	September, 2025
Uniforms	Work Uniforms and Accessories	Request For Proposal	Master Purchase Agreement	5 years	\$1-\$5M	DBE/WBE	November, 2025
IT Application Development Services	Multiple awards of MSAs for Task Order based development services	Request For Proposal	Master Service Agreement	3-year Base + Option years	\$1-\$5M	DBE/WBE	November, 2025

procurement continued



Procurement and Business Development - continued

Capital Projects:

Planned Solicitation	Project Title / Description	Solicitation Type	Contract Type	Estimated Contract / Program Value	Inclusion Program
Aug-25	Small Diameter Water Main (SDWM) Replacement - 19A: ~ 4.20 miles of small diameter water mains ranging from four inch to twelve inches and associated valves and appurtenances.	Competitive Task Order	Construction MSA for Qualified Contractors	\$14M - \$16M	DBE/ WBE
Sep-25	Small Diameter Water Main (SDWM) Replacement - 19C: ~ 3.55 miles of small diameter water mains ranging from four inch to twelve inches and associated valves and appurtenances.	Competitive Task Order	Construction MSA for Qualified Contractors	\$14M - \$16M	DBE/ WBE
Sep-25	Green Infrastructure Maintenance Contract: The purpose of the contract is to maintain DC Water- constructed Green Infrastructure (GI) facilities installed pursuant to the Long-Term Control Plan Consent Decree and other facilities installed to comply with District stormwater regulations as part of Clean Rivers construction projects.	RFQ/RFP	Cost Reimbursement Maintenance Services	TBD	DBE/ WBE
Sep-25	230030.15 Lead Service Line Replacement Contract: Construction Package 22: This Task Order will support the LFDC Capital Improvement Project and Emergency Repair Replacement (CIPERR) program for both the private and public side work	Competitive Task Order	Construction MSA for Qualified Contractors	TBD	DBE/ WBE
Oct-25	Small Diameter Water Main (SDWM) Replacement - 19B: ~ 3.55 miles of small diameter water mains ranging from four inch to twelve inches and associated valves and appurtenances.	Competitive Task Order	Construction MSA for Qualified Contractors	\$14M - \$16M	DBE/ WBE

- procurement continued

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Procurement and Business Development - Capital Projects continued

Oct-25	Small Diameter Water Main (SDWM) Contract 3: small diameter water mains 12-inches in diameter and smaller. Project includes public and private side lead service lines, valves, hydrants, various appurtenances, and restoration of public and private space. Design-Builder will need to provide various public outreach efforts associated with the project.	RFQ/RFP	Progressive Design Build (PDB)	\$66M - \$71M	DBE/ WBE
Oct-25	On-Demand Operations Support (New MFU) MSA Contract This procurement will solicit qualified contractors for multiple contracts to perform miscellaneous upgrades to sewer, wastewater, and water facilities, including but not limited to process equipment, piping systems, electrical, mechanical, instrumentation and controls. Some of the major items of work include response to high priority, critical, and emergency work and other specialized services.	RFQ	Construction MSA	TBD	DBE/ WBE
Nov-25	Collaborative Facilities Upgrades (CFU) PDB - Multi Award: This procurement will solicit qualified Progressive Design Build (PDB) contractors for multiple contracts. A single RFQ will identify a short list of qualified providers followed by RFP(s) for technical proposals. The scope of the contracts includes various upgrades to vertical sewer facilities, vertical stormwater facilities, and upgrades to infrastructure within the Blue Plains Advanced Wastewater Treatment Plant to enhance reliability, resilience and operational integrity. Each contract will have a specified, assigned scope of work for specific facilities, with additional contract capacity reserved for on-demand, urgent, and emergency work.	RFQ/RFP	Progressive Design Build (PDB)	Up to \$500M	DBE/ WBE

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Procurement and Business Development - Capital Projects continued



As of this report, DC Water Contractors have filled 63 new positions in FY 2025. Forty of those positions, or 82 percent, have been filled by local residents. The table highlights the total new hires for FY 2025.

Location	# of New Hires
District of Columbia	19
Prince George's County	23
Montgomery County	2
Fairfax County	8
Loudoun County	0
Outside the User Jurisdiction	11

DC Water Works Summer Internship Program

• The Summer internship program concluded in August. In all seven District and local youths (aged 17 – 24) participated in this summer's cohort. In total, all seven participants successfully completed the program. Moreover, one participant is continuing with DC Water as part of a year-round training initiative in the Department of Sewer Services. Two other participants will be returning to DC Water after the holiday break as part of DC Water's High School Internship and Workforce Development initiative. Special thanks to **Brent Christ** and his team, **Kevin Jhingory** and his team, **Ramana Kanchetty** and his team, and **Selina Allen** and her team for their support in making this internship a success.

DC Water Lead Free Activators Program

• In August, the second Lead Free DC Activators cohort completed their year-long training in partnership with the District Department of Employment Services (DOES). For this cohort, 12 District residents participated in the workforce development training program. Out of this cohort, 11 participants graduated from the program, with all of the graduates obtaining employment. This includes, Mr. **Jayden Daniels**, the first participant from the DC Water High School Internship pilot program which started in Fall 2024.

Of the eleven graduates:

- Nine were hired by Lead Free DC contractors
- One transitioned to DC Water Sewer Services as a pre-apprentice, and
- One other participant started a career in early childcare.

Special thanks to Chief Administrative Officer, EVP **Kirsten Williams, Sharon Talley, William Elledge** and the DC Water Works Team, the Lead-Free DC Team, and the District Department Employment Services' Office of State Initiatives for their leadership and support in making this cohort a success.

Also, DC Water and the District Department of Employment Services has agreed to stand up a third Cohort for the LFDC activators in FY 26, for up to 11 participants.

"The Activator Program didn't just give me a job – it gave me a chance to grow. It gave me structure, purpose, and a way to do something that matters."

- Mr. Hasan Johnson, Lead Free DC Program Activator 2026 Graduate



Fleet, Facilities, Safety, Security and Emergency Management

Administration Metrics

Metric	Target	Jul-25	Aug-25
SECURITY: Security Camera operational uptime	90%	96%	96%
SECURITY: Smart card readers operational uptime	90%	96%	97%
SECURITY: Percent of security investigations completed within 21 days	95%	100%	100%
FACILITIES: Preventive Maintenance Completion Rate	90%	96%	98%
FACILITIES: Service Request Completion Rate	90%	92%	91%
FLEET: Priority One Vehicles In-Service	90%	88%	84%
FLEET: Technician Resource Allocation	50-90%	60%	56%
FLEET: Technician Productivity	81%	77%	78%
SAFETY: DC Water Employee Recordable Incident Rate (RIR) (FY)	< 2.5	2.38	2.54
SAFETY: DC Water Employee Lost Time Incident (LTI) (FY)	< 1.1	1.69	1.72
SAFETY: Contractor/ROCIP Recordable Incident Rate (RIR) (FY)	< 2.4	1	1.1
SAFETY: Contractor/ROCIP Lost Time Incident (LTI) (FY)	< 1.0	0.2	0.4

Fleet Metric 1: Priority One Unit Availability measures the percentage of units available to meet the organization's operational mission. The target is 90 percent. In August, 84 percent of Priority One vehicles were available for operation.

Fleet Metric 2: Priority 1 Assignment ensures the technician resources are being allotted appropriately to the immediate service and repair of our priority one units. In this period 56 percent of the technician hours were allocated to Priority 1 vehicles, (Prior month 59 percent). The target is at least 50 percent support to support the goal of minimizing Priority 1 unit downtime. The change in this metric also illustrates the service increase to Priority 2 & 3 units. This metric has been uniquely created to reflect the alignment of the Fleet operation and contract compliance with the repair and maintenance contractor.

Metric 2 measures the percentage of time assigned to service/repair priority one units. Rather than a specific target, there is an accepted tolerance (range) defined to ensure that technicians will spend at least half of their time and up to 90 percent of their scheduled time on the repair and maintenance of priority one units. This means technicians are clocked in and actively servicing/repairing Priority One units which take precedence over vehicles that have less operational impact. It underscores Fleet's ability to establish priority scheduling for servicing/repairing critical fleet assets and the staff time projected to address our highest priority units. The Board metric aligns with the contractor's performance metric that has a financial penalty when the contractor falls outside of this rage, upper and lower, and the goal is not met.

Fleet Metric 3: Productivity tracks technicians on productive versus nonproductive activities, which may be defined as lunch, breaks, and on-site but unassigned duties while clocked in. In this period 78 percent of the technician hours were classed as productive, (Prior month 77 percent). This variation can be explained that anything above 81 percent implies that technicians may be working through breaks/lunch, etc. Taking scheduled breaks is a mandatory, safety requirement, especially when operating heavy machinery. Any drop may be interpreted as idle, non-productive time, and potential lack of supervision. The target is 81 percent ensuring the balance of productive work vs necessary breaks etc.

While focusing on routine maintenance, 73 units were brought in for unscheduled service resulting in oil and filter changes, battery and safety checks, fluid top offs and repair of seasonal equipment. Fleet responded to 50 roadside assistance calls and 42 fuel requests. Additionally, 10 units were sent to auction, **generating \$74,336 in revenue.**



To boost awareness of our DC Water Cares Assistance programs, we:

- Delivered 11490 flyers via Lead-Free DC Activators.
- Emailed customers about the Leak Assessment and Repair Program.
- Promoted assistance during customer calls and emails.

Customer Assistance Programs (CAP)

Program	FY2024 Enrolled	FY2024 Dollars	August Enrolled	August Dollars	# FY25 Enrolled	FY2025 Dollars	FY2025 Budget
CAP +	0	\$0	67	\$191,783	2,134	\$1,339,728	\$1,700,000
CAP I	4,411	\$2,586,698	44	\$138,947	1,830	\$1,082,685	\$3,000,000
CAP II	360	\$160,586	5	\$12,692	233	\$89,633	\$300,000
CAP III	29	\$4,714	2	\$697	52	\$5,061	\$5,570
Non Profit CRIAC Relief	185	\$997,487	6	\$88,443	137	\$695,871	\$900,902

Residential Leak Assessment and Repair Programs (RLAAP and RLRAP)

As we approach the end of the fiscal year, the team is actively preparing documentation for the upcoming cycle to minimize downtime and ensure a smooth transition. While program funding has not yet been fully exhausted, the services provided have been deeply appreciated by our customers, highlighting the value and impact of this initiative. We are excited to continue our support through the Residential Leak Repair Assistance Program and help more residents protect their homes and reduce water costs.

RLAAP & RLRAP Program Participation Update as of 8/31/2025

Program	Eligible	RLAAP Paid Assessments	Paid Assessment Cost	RLRAP Paid Repairs	Paid Repair Costs
CAP+	344	108	\$81,000	32	\$29,825
CAP	277	101	\$75,750	38	\$33,260
CAP2	31	9	\$6,750	4	\$3,150
Total	652	218	\$163,500	74	\$66,235

Funding Update as of 8/31/25:

DC Water funds the Leak Assessment - Leak Assessment Program remaining balance - \$336,500

DC Government funds the Leak Repair - Leak Repair Program remaining balance - \$58,765



Key Performance Indicators

Metric	Target/ Service Level	June 25	July 25	Aug 25
% of bills issued on time (w/in 5 days)	97%	99%	99.3%	99.12%
% unbilled	< 2%	0.5%	0.2%	0.5%
Estimated bills as a percent of meters read	< 4.5%	4.8%	4.87%	4.88%
# of bill investigations (Disputes)	trend only	206	196	212
(NEW) % Bill Investigations/Dispute Resolution <= 30 Days	80%	95%	90%	90%
% of calls answered in 60 Seconds (Call Center) (revised)	75%	56%	54%	82%
Monthly call volume served (Call Center)	trend only	10,459	12,196	10,971
Average Wait Time (minutes) (revised)	<0:50	1:25	1:55	:37
Abandon rate	3%	6%	6%	2%
Emergency dispatch <= 10 Min (ECC)	> 92%	100%	100%	100%

Although the team continues to work diligently toward meeting performance metrics, the joint target shared by Customer Care and Meter Operations was not achieved during this period:

• Estimated Bills as a Percentage of Meters Read: The result was 0.38 percent below the target. In response to system challenges, the Meter Operations team is implementing initiatives to enhance AMI performance, relocate meters outdoors, and encourage customer compliance.

The Payment Plan Incentive Program participant and payment distribution:

Payment Plan Incentive Program				
Adjustment Year No. Accounts that Received Credits* Adjustments				
FY 2024	470	\$122,307		
FY 2025	2250	\$601,461		

FY 2025 Payment Plan Incentive Program				
Adjustment Month	No. Accounts that Received Credits	Adjustments		
Jul-25	228	\$56,722		
Aug-25	257	\$64,171		
Sep-25	172	\$47,284		
FY25 Distribution	2250	\$601,461		

^{*}This is the total number of distributions. (New accounts with no previous credits - 116.)



Information Technology

IT Monthly Report

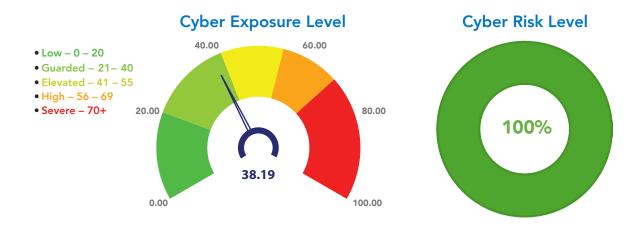
Metric	Target	June 25	July 25	August 25
Number of tickets submitted	Trend only	1045	1183	883
Number of open tickets	Trend only	35	70	29
SLA Compliance Rate	96%	98.14%	99.50%	97.60%
Number of active projects	Trend only	15	14	12
Number of completed projects	Trend only	3	3	4
On schedule performance	90%	93%	92.86%	91.67%
On budget performance	90%	100%	100%	91.67%
Cyber Awareness Training Compliance	97%	97%	96%	95%

Cyber Security Risk Profile

August Highlights:

Cyber Exposure Level: The current exposure level is 38.19, indicating a Guarded risk level. This suggests a general risk of increased hacking, viruses, or other malicious activities. While the potential for malicious cyber activities exists, no known exploits have been identified, or known exploits have been identified but have not caused significant impact.

Cyber Risk Level: This indicates that 100 percent of the assessed systems were classified as having a Low - Medium Risk. This level of risk suggests that while there is some potential for harm or negative impact, it is minimal. Although risks are present, they are not severe and can typically be managed with standard precautions and controls.





Operations and Engineering

Water Services, Sewer and Pumping Operations, Wastewater Treatment, Engineering, DC Clean Rivers

Key Performance Indicators

Metric	Target/Service Level	May-25	June-25	July-25	Aug-25
Wastewater Operations					
NPDES Permit Compliance , percent number of days	100%	100%	100%	100%	100%
Air Permit Compliance, percent number of days	100%	100%	100%	100%	100%
Biosolids Class A Exceptional Quality (EQ) Compliance, percent number of days	100%	100%	100%	100%	100%
Tunnel Dewatering Compliance, percent of events tunnel dewatered within 59 hours of end of rainfall	100%	100%	100%	100%	100%
Renewable Electrical Energy Generated On Site, percent of total use at Blue Plains AWTP	>20%	25%	24%	23%	25%
Reactive Maintenance , percent of total maintenance hours	<20%	29%	28%	34%	30%
Critical Asset Availability , percent of total critical assets at the Blue Plains AWTP	>95%	97%	96%	96%	96%
Sewer Op	erations				
Combined Sewer System (CSS) structures (all outfalls, regulators, tide gates) inspections	100%	100%	100%	100%	100%
* Municipal Separate Stormwater System (MS4) requirement to clean all catch basins in the MS4 Permit Area at least once annually (Jul 01- Jun 30)	14,700	11,428	14,766	14,280	382
* Inspection of catch basins in the CSO Anacostia tributary area at least twice per year (Jan 1- Dec 31)	11,400	1,438	1,501	2274	2911
* NPDES Permit to Clean and Inspect 85% of 10,700 CSS Area C/B (Jan 1- Dec 31)	9,095	335	414	1645	1871
Miles per month Sewer Cleaning and Inspection to meet 1,400 Miles of Small Diameter (<12 inches) in 10Yr Cycle	>12	7.8	17	8.2	7.8
Sewer Backup (Investigation to Resolution) Within 24 Hours Excluding Line Breaks	>95%	100%	100%	100%	100%
Number of SSOs	Report	5	3	4	4
SSOs to Body of Water	Report	3	1	2	4
SSOs per 100 miles of pipe (YTD) (AWWA 2021 Utility Benchmarking Report)	2	1.59	1.82	2.1	2.4
SSOs per 100 miles of pipe (Water Body) (YTD)	Information Only	0.5	0.6	0.76	0.98
Combined Sewer System Overflows	0	0	0	0	0

^{*} Month-to-Month Cumulative Total for Catch Basin Inspection and Cleaning

Key Performance Indicators continued -

ACCOUNTABILITY TRUST TEAMWORK CUSTOMER FOCUS SAFETY WELL-BEING 15



Operations and Engineering

Water Services, Sewer and Pumping Operations, Wastewater Treatment, Engineering, DC Clean Rivers

Key Performance Indicators continued

Metric	Target/Service Level	May-25	June-25	July-25	Aug-25	
Pumping	Pumping Operations					
Firm Pumping Capacity Maintained	100%	100%	100%	100%	100%	
Reactive Maintenance	<20%	23%	11%	21%	22%	
Critical Asset Availability	>95%	98%	98%	98%	98%	
Water (Operations					
Safe Drinking Water Compliance	100%	100%	100%	100%	100%	
Total Fire Hydrants Replaced	>21/Month	21	7	29	24	
Approved Hydrant Flow Tests (Non-Winter Months)	>180	114	119	112	198	
Fire Hydrant Operational Rate	99%	99.86%	99.89%	99.92	99.91%	
Priority 5 Emergency Water Service work orders completed w/in 24 hrs	>90%	100%	100%	100%	100%	
Water Quality Complaint Resolution (within 48 hours)	>90%	96%	93%	86%	84%	
Water Main Breaks	<28/Month	33	19	25	26	
Water Main Break Rate /100 Miles (National Average is 25)	25	49.95	49.49	47.34	47.57	
% of Hydrant Leaks in inventory that are not leaking	>90%	99%	99%	99%	99%	
Permit	Operations					
Overall On-time completion of Permit Reviews	90%	99%	98%	99%	99.5%	
Lead	Free DC					
Lead Service Line Replacements	100%*	96%	69%	53%	67%	
Material Verifications	100%*	105%	61%	79%	35%	
Right-of-Entry Authorizations	100%*	114%	104%	78%	84%	
Payment Time	30 Days	21.6	23.4	23.5	26.7	
Public Events & Presentations	N/A	8	14	14	9	

^{*} Target is to complete 100% of the planned activity in each month

Explanation of Missed Targets

Wastewater Operations Reactive Maintenance (<20 percent)

In July, we observed an increase due to grit related work linked to the Anacostia Force Main (AFM) Failure as well as an emergency that occurred with the Nitrification Blower #4. DC Water has adopted a manufacturing industry best practice benchmark of less than 20 percent reactive maintenance hours as a percentage of total maintenance hours. To our knowledge, there is no similar benchmark used in the public water utility sector. Blue Plains manages around 45,000 assets within our asset management/maintenance management system, and this stringent industrial benchmark is tracked as a marker for continuous improvement. Over the last four fiscal years, we have observed a descending trend in the percentage of total reactive maintenance hours, measured at an annual average, at the Blue Plains Advanced Wastewater Treatment Plant. The goal is to remain on the reduction path towards a benchmark that is appropriate for Blue Plains

Water Quality & Technology (Non-Winter Months)

In August, Water Quality & Technology conducted hydrant testing one week after the initial flushing. Results showed that seven sites did not meet the target water quality levels. A second round of flushing was performed, successfully bringing three sites into compliance. Of the four remaining sites, three are dead-ends or near pressure zone boundaries and are now scheduled for routine flushing.

Lead Service Line Replacements

LFDC completed 287 LSRs in August. Authorization to resume work on two paused contracts was issued 7/29. While production increased as a result, time spent rescheduling appointments and re-engaging construction crews prevented production rates from achieving the goal.



DC Water Capital Improvement Program

Water, Sewer, Blue Plains, Lead Free DC and DC Clean Rivers



- LFDC completed 287 LSRs in August. Authorization to resume work on two paused contracts was issued 7/29.
- Two new construction packages are in their final procurement phase.
- Collaboration on shared paving opportunities has resulted in \$925K savings to date.
- Seven attendees from DC Water and DOEE participated in an informative site visit focused on the LSR process. The site visit featured a full lead service line replacement and offered a comprehensive, real-time view of the process, from initial excavation to final pipe installation including concrete cuts and a POE inspection.
- In August, outreach operations resulted in over 21,700 touchpoints with over 14,000 in-person engagements.
- LFDC participated in nine stakeholder engagement presentations in August; Including five community events, two CBO Engagement Events, one Agency Briefing and one Advocacy Group Engagement.



The LSR Process site visit with DC Water and DOEE included real-time explanation of each construction step.



Northeast Boundary Tunnel (NEBT):

Substantial completion was October 31, 2024. Operational demonstration, well abandonment, and punchlist work are ongoing.

Potomac River Tunnel Contract B - Tunnel System Construction (PRT-B): In construction. Performing work at West Potomac Park (WPP) CSO-020, CSO-022 and CSO-028 work sites. Contractor continues site setup as well as excavation of the underground shaft/tunnel area at WPP in preparation for tunnel excavation utilizing two Tunnel Boring Machines.

Rock Creek Green Infrastructure Project C (RC-C): Construction field work is ongoing. Six facilities have been completed, and three facilities are in active construction (out of 43).

Piney Branch Tunnel (RC-T): Construction Manager at Risk (CMAR) contractor, Clark Construction, is providing preconstruction services that includes development of a Guaranteed Maximum Price (received on 8/29/2025).

Potomac Interceptor High Priority Sliplining Repairs: Sliplining repair from MH-19 downstream (approx. 800 LF). Fort Myer Construction Corporation received Notice to Proceed July 17, 2025.

Potomac Interceptor Cabin John Crossing Culvert Exposure Emergency Repair: Debris removal and stabilization of exposed structures are being carried out in coordination with NPS following recent flooding and pipe exposure. Onsite repairs are being conducted by Anchor Construction Corp.

Potomac Interceptor (PI-01) Lock 10/Cabin John Geopolymer Rehab: Geopolymer rehabilitation of 10,800 LF of pipe from MH-18 to MH-11. In permitting and final preparation for procurement.



DC Water Capital Improvement Program

Water, Sewer, Blue Plains, Lead Free DC and DC Clean Rivers

Featured Project of the Month

Inflatable Dams Interim Project Upgrades / Combined Sewer Overflow Structure (CSO) 14, 15, 15A, 16, 34, and 52

This project was performed under the Miscellaneous Facilities Upgrade (MFU) 7 – Task Order 07, as a lump sum task order. The scope of work focused on upgrading the mechanical, electrical, instrumentation, and controls portion of the inflatable dam infrastructure which were originally installed in 1985 and nearing the end of their service life. This task order supports the overall goal of improving the reliability, safety, and performance of DC Water's overflow control system.

Project Objectives Include:

- Enhancing Safety and Access: Relocate equipment in underground vaults at Structure 14 and 16 to the Main Sewage Pumping Station.
- Improving Reliability: Upgrade systems with redundant (duty/standby) level sensors and blower configurations.
- Modernizing Control: Enhance instrumentation and SCADA integration for better automation and flow control.
- Supporting Infrastructure Longevity: Install watertight access hatches and improve vault accessibility.
- Contract Budget: 6.1 Million / Project Start Date: February 2022 / Substantial Completion: June 2025







Solenoid Valves at Structure 34



Sump Pump Control Panel at Structure 52

Structures

Structure Locations

Structure 14	2nd St SE, ~250 ft north of North Place SE
Structure 15	South Capitol St & E St SE
Structure 15A	Half St & L St SE
Structure 16	East of the Main Pumping Station (Tiber Creek Trunk Sewer)
Structure 34	23rd St NW, just north of Constitution Ave NW
Structure 52	NW of 22nd St NW & M St NW (Slash Run Trunk Sewer)



People and Talent

Highlights & Initiatives

Employee Engagement

- Employee Town Halls
 - Successfully produce three Authority Town Halls across two locations.
 - People & Talent, in collaboration with the Office of Marketing & Communications, hosted Employee Town Halls themed "Embracing Change: Building a Stronger Future Together", fostering open and engaging dialogue.
 - Members of the Senior Executive Team including Wayne Griffith, Amber Jackson, and Matthew Brown shared updates on leadership changes, the FY25 budget, employee engagement survey results, and talent strategy, with a wellness moment included through the Stretch & Flex campaign.
 - The sessions provided a valuable platform for direct employee engagement, thoughtful conversation, and appreciation for the teams who organized and supported the events.
- Wellness: Self-Care Day Workshop
 - Attendance rose by 23 percent, with 211 employees participating in wellness activities like meditation, massages, and succulent planting.
 - Feedback was overwhelmingly positive, highlighting strong employee appreciation and engagement with the wellness program.
 - Overall wellness participation for August reached 26 percent, reflecting continued interest in health and well-being initiatives.









Talent Acquisition

- DC Water hired Zamiyaa Moody as a Business Analyst in Strategy & Performance through the Pathways to Public Service program, which connects recent HBCU graduates with roles in DC Government and DC Water.
- Andre' Montgomery (Senior Recruiter) participated in the July 30 interview event and, along with Amber Jackson (EVP of People & Talent), spoke at the August 25 POWER Orientation Lunch to inspire new apprentices.
- The partnership with the Department of Employment Services (DOES) supports professional development and reflects DC Water's commitment to public service and talent cultivation.



People and Talent

People and Talent Metrics

People and Talent has developed Cluster specific score cards measuring various items across talent management, employee / labor relations, compliance and employee engagement. The metrics are aligned with BluePrint 2.0, the Authority's strategic initiatives and the HCM Strategy.

Metric	Target	June-25	July-25	Aug-25
Vacancies	N/A	136	144	153
FTEs	N/A	1144	1136	1129
*Vacancy Rate ¹	6%	6.2%	6.7%	6.7%
Temporary Alternative Duty Program (TAD) ²	50% of WC claims eligible for TAD program	83%	84%	86%

^{*}Reflects recommended position eliminations in the approved FY26 Budget. This formula is currently under review.

Metric	Q1	Q2	Q 3
Self-Identified Veterans (Active)+++	28	29	26
Female Workforce (Active)++++	22.8%	22.9%	22.8%

Key Performance Indicators (KPI Benchmark)

KPI Definition	Business Relevance
*1 Vacancy Rate = 1 – (Filled Positions / Total Headcount); then converted into a percentage Total Headcount = Budgeted Headcount – Vacancies Greater than 180 Days Old	This KPI measures the organization's vacancy rate related to vacancies that are in the process of being filled (i.e., under management review before recruitment -OR- under recruitment).
² Percentage of Workers' Compensation claims eligible for placement into TAD program	The more claims eligible for TAD program will reduce overall Workers' Compensation costs and claim exposure for the Authority, leading to realized financial savings.

Annual Turnover Metrics					
Year	2020	2021	2022	2023	2024
Involuntary (Dismissal, Medical Disqualification)	0.58%	1.01%	0.78%	1.97%	1.92%
Voluntary (Resignation, Retirement)	4.08%	4.15%	5.77%	5.55%	5.93%
Other (Death)	0.25%	0.55%	0.10%	0.09%	0.26%
Total Turnover Rate	4.92%	5.71%	6.65%	7.61%	8.11%

NOTE: AWWA Turnover Benchmark: 7%



People and Talent

Key Performance Indicators by Cluster

Cluster	Metric	Jul-25	Aug-25
	Total cost of tuition assistance/ reimbursement	\$17,160.75	\$17,069.29
	Total # of employees participating in tuition assistance/reimbursement	6	8
	Total # of employees seeking associates degree	0	1
Learning &	Total # of employees seeking a bachelor's degree	2	1
Development	Total # of employees seeking a master's degree	2	5
	Total # of employees seeking a doctorate degree	0	0
	Total # of employees seeking a certification	2	1
	Total # of employees participating in external training	2	0
	Hires	4 (2 external, 2 internal)	3 (1 external, 2 internal)
Talent Acquisition	Positions Under Recruitment*	68 (only 29 of 68 positions are moving through the recruitment process during the hiring freeze)	71 (only 37 of 71 positions are moving through the recruitment process during the hiring freeze)
	Separations	10	8
Separations	Term Reasons	 7 voluntary (resignations) 3 involuntary (2 dismissals, 1 medical disqualification) 	• 4 voluntary (resignations) • 4 involuntary (dismissals)
Benefits – Retirement	457(b) Pre-Tax	875 Employees Participated	872 Employees Participated
Plan Participation	457(b) Roth	126 Employees Participated	125 Employees Participated



Government and Legal Affairs

Government Affairs Highlights

Meeting with Assistant City Administrator in Person:

On July 31, the Government Affairs team convened a productive meeting with the Assistant City Administrator (ACA), Mr. Gadis, and his Senior Executive Team. This session was part of our regular quarterly discussions with the ACA, though it was specifically requested that this meeting be held in person. In response, the Government Affairs team invited Mr. Gadis and his team to visit our headquarters.

The meeting addressed several key topics, including updates on the Lead-Free DC program, the Brass Removal Bill, and the ongoing development of the RFK site. We also discussed the status of multi-family disconnections. Additionally, the team provided updates on FY 2026 priorities and the unfortunate Anacostia Force Main incident.

Meeting with Maryland State Senator Love:

On August 4, the Government Affairs team participated in a meeting with Maryland State Senator Love, the original sponsor and introducer of the PFAS Regulation bill in Maryland. The bill, introduced last year, aimed to establish a threshold limit for PFAS (Per- and Polyfluoroalkyl Substances) and PFOA (Perfluorooctanoic Acid) concentrations in biosolids that are land-applied. Although the bill did not pass last year, Senator Love plans to reintroduce the legislation in the current session.

The meeting was productive, allowing Government Affairs to share key concerns with the Senator. She also agreed to send the draft of the new bill to DC Water for review.

General Litigation includes cases filed by and against DC Water. DGLA tracks all ongoing litigation and provides quarterly updates.*

	1st Quarter FY 2025	2nd Quarter FY 2025	3rd Quarter	FY 2025 YTD
Cases Managed	35	32	33	42
New Cases	3	3	4	10
Cases Closed	6	3	10	19
Amount Demanded of DC Water in Closed Cases	\$1,184,637.55	\$2,950,000.00	\$4,227,500.00	\$8,362,137.55
Amount Paid by DC Water in Closed Cases	\$80,000.00	\$15,000.00	\$126,500.00	\$221,500.00

^{*}This data is current as of 6/30/25.



Government and Legal Affairs

Revenue Recovery Cases

Currently, DGLA is managing 173 open foreclosure cases and 105 active bankruptcy cases, in addition to the receiverships discussed below.

FY 25 Receivership Review*

Active Receiverships Appointed by Court	11 (ongoing)
Payment Plans Established	27
Pending Hearing to Appoint Receivership	0

^{*}Receivership data is updated quarterly. This data is current as of 6/30/25.

Freedom of Information Act

DGLA manages requests from the public for information as required by the DC Freedom of Information Act (FOIA). FOIA requests received in August 2025 related to various environmental issues, procurement, and records for specific properties.

FOIA Data

Open Requests	77
Requests Opened this Month	10
Requests Closed this Month	2

Other Legal Matters

Type of Legal Matter	# Reviewed/ Processed
Contracts	6
Agreements	4
Easements	4
Subpoenas	0



Internal Audit CEO Report October 2025

This timeline represents the FY 2025 audit plan and the status of each project. The Cherry Bekaert Internal Audit team is executing the FY 2025 internal audit plan, following up on prior audit findings and monitoring the hotline.

FY2025 Timeline	Oct - 24	Nov – 24	Dec - 24	Jan – 25	Feb – 25	Mar – 25	Apr –25	May-25	Jun –25	Jul –25	Aug –25	Sept – 25	Oct -25	Status
•Work Order Management Audit - Facilities														Completed
•Al Policy Governance Assessment														Completed
•Safety Audit														Completed
Strategic Plan Monitoring Audit														In - Process
•SCADA Penetration Testing (in-person)														In - Process
•Data Governance and Reporting Assessment														Moved FY2026
•Budget Monitoring Audit										Σ				In - Process
Contract Compliance Audit														In - Process
•Third-party Vendor Management Audit														In - Process
•Cloud Security Audit														Not Started
•FY 2026 Risk Assessment		·)	Not Started
•Ongoing Follow-up Procedures														Ongoing
*Ongoing Hotline Monitoring														Ongoing

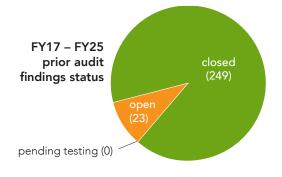
Open Prior Audit Findings

been extended.

Audit Report / Subject	Issue Date	Open
Entity Level Review	10/26/2017	1
Payroll and Timekeeping Audit	7/23/2023	1
Work Order Management Audit - DWO	7/27/2023	1
Fleet Management Audit	10/27/2023	2
Work Order Management Audit	4/11/2025	11
Safety Audit	6/18/2025	8
At least one original remediation target da	total 23	

3 Findings Closed this month:

- 2 FY25 Facilities Work Order Management Audit Findings.
- 1 FY25 Safety Audit Finding.



In total, 92 percent of all prior audit findings from FY17-FY25 are closed. Management's target closure rate is 95 percent.

"Pending Testing" indicates that Management represents that the Action Plan is completed, but Internal Audit has not yet performed testing to validate the status.





FY23-FY24 Open High Risk Prior Audit Findings*

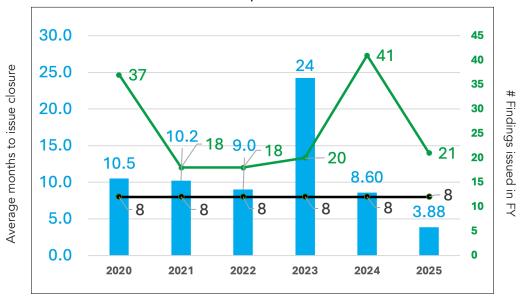
	Audit FY	Issue Date	Audit Report	High Risk Open Finding	Original Target Date	New Target Date	# Extensions
				Policies and Procedures	TBD	9/30/2025	>1
1	2017	10/26/2017	Entity Level Review	Three of the nine policies have been updated and signed as of 5/29/25. Labor relations is engaged in final legal and union review finalized.	v for the final s	ix policies before	they are
				Lack of current policies and procedures	9/1/2024	9/30/2025	1
2	2023 10/26/2023 Fleet Management Audit Fleet has drafted a RACI and 15 Authority wide Fleet policies. Legal provided commentary on the Fleet policies submitted and as a result the department has required extension to allow time to implement edits identified during Legal's review. The extension will allow time for these changes to be made in collaboration with the UnLegal to conduct a final review of the updated policies and standard operating procedures.						
			Work Order Management- Facilities Audit	Non-Compliance of Maximo Standard Operating Procedures (SOPs)	9/30/2025		
		4/15/2025		Unaudited Maximo User Access Listing	11/30/2025		
3	2025			Lack of Current Asset Retirement and Disposal Standard Operating Procedures (SOPs)	3/31/2026		
				Facilities team is currently working towards completing the set action plans.			
				Training records not being maintained	9/30/2026		
				Training matrix not routinely updated	1/31/2026		
				User access not monitored for SRS	12/31/2025		
4	2025	6/18/2025	25 Safety Audit	Lack of monitoring for corrective actions	1/31/2026		
				Safety team is currently working towards completing the set action plans.			

^{*}Note: The audit findings reported above represent open findings through the FY25 Audit Plan year.

Time to closure by fiscal year

The below graph illustrates the average number of quarters from audit finding issuance to audit finding closure year-over year as of August 2025. Management has made significant improvements to achieve timelier audit finding closure as illustrated by the decline from FY23 to FY24

Internal Audit follow up remediation FY20-FY24*



fiscal year

*Management goal is eight months from issue to closure Data before FY2023 was provided by RSM





Presented and Adopted: October 7, 2025
SUBJECT: Approval to Exercise and Fund Option Year 6 of Contract
No. 17-PR-HCM-44, Vision Insurance, National Vision
Administrators, LLC

#25-48 RESOLUTION OF THE BOARD OF DIRECTORS OF THE D.C. WATER AND SEWER AUTHORITY

The Board of Directors ("Board") of the District of Columbia Water and Sewer Authority, ("DC Water") at its meeting held on October 7, 2025, upon consideration of a joint-use matter, decided by a vote of ____ () in favor and ____ () opposed to approve exercising and funding Option Year 6 of Contract No. 17-PR-HCM-44, National Vision Administrators, LLC.

Be it resolved that:

The Board of Directors hereby authorizes the CEO and General Manager to exercise and fund Option Year 6 of Contract No. 17-PR-HCM-44, National Vision Administrators, LLC. This contract is intended to engage a qualified vendor to provide group vision insurance services for all DC Water employees as part of the Employee Benefits Program. The amount of additional funds to be allocated to this contract is \$120,000.00.

This Resolution is effective immediately.	
	Secretary to the Board of Directors

DISTRICT OF COLUMBIA WATER AND SEWER AUTHORITY BOARD OF DIRECTORS CONTRACTOR FACT SHEET

ACTION REQUESTED

GOODS AND SERVICES CONTRACT MODIFICATION

VISION INSURANCE

(Joint use Indirect)

This contract action is to exercise option year 6 and add funds in the amount of \$120,000.00.

CONTRACTOR/SUB/VENDOR INFORMATION					
PRIME: National Vision Administrators, LLC. 1200 Route 46 West Clifton, NJ 07013	SUBS: N/A	PARTICIPATION: N/A			

DESCRIPTION AND PURPOSE

Base Year – Option Year 5 Value: \$939,599.00

Base Year – Option Year 5 Date: 01-01-2018 – 12-31-2025

Option Year 6 Additional Value: \$120,000.00

Option Year 6 Date: 01-01-2026 - 12-31-2026

Purpose of the Contract:

DC Water requires a qualified vendor to provide group vision insurance services for all DC Water employees as part of DC Water's Employee Benefits Program.

Contract Scope:

To provide vision insurance for all DC Water employees as part of the Employee Benefits Program. The vendor will handle enrollment, claims, and customer service, make sure employees have access to a strong provider network, and keep the plan running smoothly with updates and clear communication. An RFP will be issued in fiscal year 2026 and a new award will be made prior to the end of this extension.

Spending Previous Year:

Cumulative Contract Value: 01-01-2018 to 12-31-2025: \$939,599.00 Cumulative Contract Spending: 01-01-2018 to 08-15-2025: \$858,815.00

Contractor's Past Performance:

According to the COTR, the Contractor's quality of products and services, timeliness of deliverables; conformance to DC Water's policies, procedures and contract terms; and invoicing, all meet expectations and requirements.

PROCUREMENT INFORMATION

Contract Type:	Goods and Services	Award Based On:	Highest Ratings
Commodity:	Insurance	Contract Number:	17-PR-HCM-44
Contractor Market:	Open Market		

BUDGET INFORMATION

Funding:	Operations	Department:	People and Talent
Project Area:	DC Water Wide	Department Head:	Amber Jackson

ESTIMATED USER SHARE INFORMATION

User - Operating	Share %	Dollar Amount
District of Columbia	66.11%	\$79,332.00
Washington Suburban Sanitary Commission	24.83%	\$29,796.00
Fairfax County	5.81%	\$6,972.00
Loudoun Water	2.83%	\$3,396.00
Potomac Interceptor	0.42%	\$504.00
TOTAL ESTIMATED DOLLAR AMOUNT	100.00%	\$120,000

9/3/2025

borry Gray

9/3/2025

Amber Jackson CPO and EVP, People & Talent

Date

Korey Gray VP Compliance and Chief Procurement Officer

Date

Matthew Brown

9/4/2025

David L. Gadis

/_10/3/2025

Date

Matthew T. Brown

Date CFO, Interim Chief Operating Officer,

and EVP of Finance Procurement and Compliance

CEO and General Manager

Presented and Adopted: October 7, 2025

SUBJECT: Approval to Exercise and Fund Option Years 4 and 5 of Contract No. 10121, Repair and Rehabilitation of Various Process Assets, Electric Motor & Contracting

#25-49
RESOLUTION
OF THE
BOARD OF DIRECTORS
OF THE
D.C. WATER AND SEWER AUTHORITY

The Board of Directors ("Board") of the District of Columbia Water and Sewer Authorit ("DC Water") at its meeting held on October 7, 2025, upon consideration of a joint-us matter, decided by a vote of () in favor and () opposed to approve exercising and funding Option Years 4 and 5 of Contract No. 10121, Electric Motor & Contracting	se ng
Be it resolved that:	
The Board of Directors hereby authorizes the CEO and General Manager to exercise and fund Option Years 4 and 5 of Contract No. 10121, Electric Motor & Contracting.	

and fund Option Years 4 and 5 of Contract No. 10121, Electric Motor & Contracting. This contract is intended to engage qualified professionals for the inspection, rehabilitation, and replacement of approximately 1,500 critical assets, including pumps, motors, and valves. The scope of services encompasses comprehensive maintenance support for both mechanical and electrical components of the equipment. The combined value for Option Years 4 and 5 amounts to \$5,556,000.00.

This Resolution is effective immediately.	
	Secretary to the Board of Directors

DISTRICT OF COLUMBIA WATER AND SEWER AUTHORITY BOARD OF DIRECTORS CONTRACTOR FACT SHEET

ACTION REQUESTED

GOODS AND SERVICES CONTRACT OPTION YEAR

REPAIR AND REHABILITATION OF VARIOUS PROCESS ASSETS

(Joint Use)

This contract action is to exercise Option Year 4 and Option Year 5 in the amount of \$5,556,000.00.

CONTRACTOR/SUB/VENDOR INFORMATION						
PRIME:	SUBS:	PARTICIPATION:				
Electric Motor & Contracting	M & M Electric Motor Repair, Inc.	DBE 30%				
3703 Cook Blvd. Chesapeake, VA, 23323	Integrity Cartage & Expedited, Inc.	WBE 5%				

DESCRIPTION AND PURPOSE

Base Contract Award Value: \$1,600,000.00 Base Contract Award Dates: 11-01-21 - 10-31-22 Option Year 1 – 3 Value: \$6,400,000.00 Option Year 1 – 3 Dates: 11-01-22 - 10-31-25 Modification Value: \$547,000.00 **Modification Dates:** 05-01-25 - 10-31-25Option Year 4 – 5 Value: \$5,556,000.00 Option Year 4 – 5 Dates: 11-01-25 - 10-31-27

Purpose of the Contract:

This contract provides the services of a qualified Contractor for inspection, rehabilitation and or replacement services for various process assets, including the mechanical and electrical elements of the equipment. DC Water has approximately 1,500 critical assets (i.e., pumps, motors and valves) that require these supporting maintenance services. The Department of Maintenance Services (DMS) and Water and Sewer Operations (WSO) utilize this contract. They have a continuing need for the services throughout DC Water's facilities.

Contract Scope:

The contract provides the following services: inspection; transportation; repairs, rehabilitation, or replacement services for various process assets for DC Water's critical assets. The contract scope covers major overhauls and preventative maintenance necessary to ensure the availability of critical equipment for reliable operations and continuity of service. The increase in the funding requirement is due to Water and Sewer Operations accounting for emergency work for an aging infrastructure including sewer pumps and motors, forecasted projects for FY26:

- Potomac Pump Station Motor and pump repairs
- Anacostia Pump Station Motors and pump rebuild
- Eastside Pump Station Pump repair

Spending Previous Year:

Cumulative Contract Value: 11-01-21 to 10-31-25: \$8,547,000.00 Cumulative Contract Spending: 11-01-21 to 08-15-25: \$8,455,637.00

Contractor's Past Performance:

According to the COTR, the Contractor's quality of products and services, timeliness of deliverables; conformance to DC Water's policies, procedures, and contract terms; and invoicing, all meet expectations and requirements.

PROCUREMENT INFORMATION

Contract Type:	Good and Services	Award Based On:	Best Value		
Commodity:	Maintenance Services	Contract Number:	10121		
Contractor Market:	octor Market: Open Market with goals for DBE/WBE				

BUDGET INFORMATION

Funding:	Capital Equipment	Department:	Department of Maintenance Services (DMS)
Project Area:	Blue Plains	Department Head:	Elkin Hernandez

ESTIMATED USER SHARE INFORMATION

User - Operating	Share %	Dollar Amount
District of Columbia	43.43%	\$1,172,610.00
Washington Suburban Sanitary Commission	42.13%	\$1,137,510.00
Fairfax County	9.21%	\$248,670.00
Loudoun Water	4.44%	\$119,880.00
Other (PI)	0.79%	\$21,330.00
TOTAL ESTIMATED DOLLAR AMOUNT	100%	\$2,700,000.00

BUDGET INFORMATION

Funding:	Capital Equipment	Department:	Water and Sewer Operations (WSO)
Project Area:	DC Water Pump Stations (Anacostia, Eastside, Potomac, Bryant St. Main and O Street)	Department Head:	Chris Collier

ESTIMATED USER SHARE INFORMATION

User - Operating	Share %	Dollar Amount
District of Columbia	43.43%	\$1,240,360.80
Washington Suburban Sanitary Commission	42.13%	\$1,203,232.80
Fairfax County	9.21%	\$263,037.60
Loudoun Water	4.44%	\$126,806.40
Other (PI)	0.79%	\$22,562.40
TOTAL ESTIMATED DOLLAR AMOUNT	100%	\$2,856,000.00

-DocuSigned by:

corcy Gray 9/4/2025

Korey R. Gray Date

VP Compliance and Chief Procurement Officer

Docusigned by:

Matthew T. Brown Date

CFO, Interim COO, and EVP of Finance, Procurement and

Compliance

10/3/2025

David L. Gadis CEO and General Manager Date

Presented and Adopted: October 7, 2025

SUBJECT: Approval to Exercise and Fund Option Year 4 of Contract No. 10161, AVEVA SCADA Software Licenses and Support, Insource Software Solutions, Inc.

#25-50
RESOLUTION
OF THE
BOARD OF DIRECTORS
OF THE
D.C. WATER AND SEWER AUTHORITY

Secretary to the Board of Directors

DISTRICT OF COLUMBIA WATER AND SEWER AUTHORITY BOARD OF DIRECTORS CONTRACTOR FACT SHEET

ACTION REQUESTED

GOODS AND SERVICES CONTRACT MODIFICATION

AVEVA SCADA SOFTWARE LICENSES AND SUPPORT (Joint use Indirect)

This contract action is to exercise option year 4 and add funds in the amount of \$178,021.00

CONTRACTOR/SUB/VENDOR INFORMATION			
PRIME: Insource Software Solutions, Inc. 10800 Midlothian Turnpike Richmond, VA 23235	SUBS: N/A	PARTICIPATION: N/A	

DESCRIPTION AND PURPOSE

Base Year Value: \$110,000.00

Base Year Dates: 01-01-2022 – 12-31-2022

Option Year 1 Value: \$384,632.00

Option Year 1 Dates: 11-01-2022 – 12-31-2023

Option Year 2 Value: \$236,327.00

Option Year 2 Dates: 11-01-2023 – 10-31-2024

Option Year 3 Value: \$235,156.00

Option Year 3 Dates: 11-01-2024 – 10-31-2025

Modification Value: \$6,500.00

Modification Dates: 09-02-2025 – 10-31-2025

Option Year 4 Value: \$178,021.00

Option Year 4 Dates: 11-01-2025 - 10-31-2026

Purpose of the Contract:

Provide AVEVA SCADA application software and support and AVEVA Application server health monitoring for the supervisory control and data acquisition required for monitoring and managing Water and Wastewater Pumping Operations.

Contract Scope:

Provide AVEVA Wonderware annual licenses, premium level software maintenance and upgrades, ThinManager control and security application maintenance, extended platform support, and monitoring the health of SCADA hardware and operating systems and assistance with the resolution of system issues. An RFI will be issued in 2026 to research and identify alternate SCADA application providers.

Spending Previous Year:

 Cumulative Contract Value:
 01-01-2021 to 10-31-2025: \$972,615.00

 Cumulative Contract Spending:
 01-01-2021 to 08-27-2025: \$970,611.00

Contractor's Past Performance:

According to the COTR, the Contractor's quality of products and services, timeliness of deliverables; conformance to DC Water's policies, procedures and contract terms; and invoicing, all meet expectations and requirements.

PROCUREMENT INFORMATION

Contract Type:	Goods and Services	Award Based On:	Sole Source
Commodity:	Software	Contract Number:	10161
Contractor Market:	Operations Monitoring and Control Software		

Funding:	Operating	Department:	IT
Project Area:	DC Water Wide	Department Head:	Nelson Sims

ESTIMATED USER SHARE INFORMATION

User - Operating	Share %	Dollar Amount
District of Columbia	66.11%	\$117,689.68
Washington Suburban Sanitary Commission	24.83%	\$44,202.61
Fairfax County	5.81%	\$10,343.02
Loudoun Water	2.83%	\$5,037.99
Other (PI)	0.42%	\$747.69
TOTAL ESTIMATED DOLLAR AMOUNT	100.00%	\$178,021.00

Docusigned by:

MISON SIMS

, 9/3/2025

Nelson Sims Date
Chief Information Officer (Acting)

DocuSigned by:

korey Gray / 9/4/2025 Korey Gray Date

VP Compliance and Chief Procurement Officer

Matthew T. Brown Date CFO, Interim Chief Operating Officer

CFO, Interim Chief Operating Officer and EVP of Finance and Procurement

David L. Gadis CEO and General Manager Date

10/3/2025

Presented and Adopted: October 7, 2025
SUBJECT: Approval to Add Additional Funding to Option Year 2 of
Contract No. 10436, Janitorial Services, Phoenix Services
LLC

#25-51 RESOLUTION OF THE BOARD OF DIRECTORS OF THE D.C. WATER AND SEWER AUTHORITY

The Board of Directors ("Board") of the District of Columbia Water and Sewer Authority, ("DC Water") at its meeting held on October 7, 2025, upon consideration of a joint-use matter, decided by a vote of ____ () in favor and ____ () opposed to approve additional funding for Option Year 2 of Contract No. 10436, Phoenix Services LLC.

Be it resolved that:

The Board of Directors hereby authorizes the CEO and General Manager to add additional funding to Option Year 2 of Contract No. 10436, Phoenix Services LLC. The purpose of this contract is to engage a qualified contractor to provide janitorial services across all DC Water facilities. The total value of the additional funding to Option Year 2 for the period of November 1, 2025 through May 31, 2027 is \$2,558,511.00.

This Resolution is effective immediately.	
	Secretary to the Board of Directors

DISTRICT OF COLUMBIA WATER AND SEWER AUTHORITY BOARD OF DIRECTORS CONTRACTOR FACT SHEET

ACTION REQUESTED

GOODS AND SERVICES CONTRACT MODIFICATION

JANITORIAL SERVICES (Joint Use Indirect)

This contract action is to add additional funding through option year 2 in the amount of \$2,558,511.00

CONTRACTOR/SUB/VENDOR INFORMATION			
PRIME: Phoenix Services LLC. 101 Executive Drive, Suite H Sterling, VA 20166	SUBS:	PARTICIPATION: DBE 100%	

DESCRIPTION AND PURPOSE

Base Contract Award Value: \$1,041,445.56

Base Contract Award Date: 06-01-2024 – 05-31-2025

Option Year 1-2 Value: 2,193,520.77

Option Year 1-2 Dates: 06-01-2025 – 05-31-2027

Additional Value: \$2,558,511.00

Additional Value Date: 11-01-2025 – 05-31-2027

Purpose of the Contract:

DC Water requires a qualified contractor to provide janitorial services throughout all DC Water locations.

Contract Scope:

Furnish the management, labor, materials, supplies, and equipment necessary to provide janitorial services for office spaces, locker and lunchrooms, the fleet building, trailers, the boat house, welding shops, pumping stations, and blower buildings throughout all DC Water locations. A 10% contingency was added to the original offering to account for unplanned services. DC Water is requesting the additional funds due in order to address requirements associated with District Columbia Displaced Worker Protection Law.

Spending Previous Year:

Cumulative Contract Value: 06-01-2024 to 05-31-2027: \$3,234,967.33 Cumulative Contract Spending: 06-01-2024 to 08-13-2025: \$2,389,332.50

Contractor's Past Performance:

According to the COTR, the Contractor's quality of products and services, timeliness of deliverables; conformance to DC Water's policies, procedures and contract terms; and invoicing, all meet expectations and requirements.

PROCUREMENT INFORMATION

Contract Type:	Fixed Fee	Award Based On:	Highest Ratings
Commodity:	Goods & Services	Contract Number:	10436
Contractor Market:	Limited with 100% DBE participation		

BUDGET INFORMATION	

Funding:	Operating	Department:	Department of Facilities
Project Area:	DC Water Wide	Department Head:	Brent Christ

ESTIMATED USER SHARE INFORMATION

User - Operating	Share %	Dollar Amount
District of Columbia	66.11%	\$1,691,431.62
Washington Suburban Sanitary Commission	24.83%	\$635,278.28
Fairfax County	5.81%	\$148,649.49
Loudoun Water	2.83%	\$72,405.86
Other (PI)	0.42%	\$10,745.75
TOTAL ESTIMATED DOLLAR AMOUNT	100.00%	\$2,558,511.00

Eirsten B. Williams, Esq. 9/8/2025

S2AZEEOBEE20402

Kirsten Williams

Date

Chief Administration Officer and EVP

DocuSigned by:

korey Gray 9/8/2025

Korey Gray VP Compliance and

Chief Procurement Officer

DocuSigned by:

Matthew Brown

Matthew T. Brown Date

CFO, COO (Acting) and EVP of Finance, Procurement and Compliance

CEO and General Manager

10/3/2025

Date

Date David L. Gadis

Presented and Adopted: October 7, 2025

SUBJECT: Approval to Execute the Award of One Base Year and Three Option Years of Contract No. 10539, Annual Maintenance of Electrical Control Equipment (Low Voltage), MC Dean Inc.

#25-52
RESOLUTION
OF THE
BOARD OF DIRECTORS
OF THE
D.C. WATER AND SEWER AUTHORITY

The Board of Directors ("Board") of the District of Columbia Water and Sewer Authority, "DC Water") at its meeting held on October 7, 2025, upon consideration of a joint-use matter, decided by a vote of () in favor and () opposed to approve the Award of One Base Year and Three Option Years of Contract No. 10539, MC Dean Inc.
Be it resolved that:
The Board of Directors hereby authorizes the CEO and General Manager to execute the Award of One Base Year and Three Option Years of Contract No. 10539, MC Dean Inc. This contract provides for labor for annual maintenance of DC Water's low voltage electrical control equipment for the Department of Maintenance Services (DMS) at Blue Plains. The total amount of this contract is \$5,230,700.00.
This Resolution is effective immediately.
Secretary to the Board of Directors

DISTRICT OF COLUMBIA WATER AND SEWER AUTHORITY BOARD OF DIRECTORS CONTRACTOR FACT SHEET

ACTION REQUESTED

GOODS AND SERVICES CONTRACT AWARD

ANNUAL MAINTENANCE OF ELECTRICAL CONTROL EQUIPMENT (LOW VOLTAGE)

(Joint Use)

This contract action is to award a new contract (one base year and three option years) for annual maintenance of electrical control equipment (low voltage) in the amount of \$5,230,700.00.

CONTRACTOR/SUB/VENDOR INFORMATION						
PRIME: SUBS: PARTICIPATION:						
MC Dean Inc. District Fleet DBE 10%						
1765 Greensboro Station Place						
Tysons, VA. 22102						

DESCRIPTION AND PURPOSE

Base Contract Award Value: \$1,248,900.00
Base Contract Award Date: 11-01-25 - 10-31-26

No. of Option Years in Contract: 3

Total Option Years 1-3 Value: \$3,981,800.00 Option Years 1-3 Dates: 11-01-26-10-31-29

Total Number of Proposals: 1

Purpose of the Contract:

This contract provides labor to support annual maintenance of DC Water's low voltage electrical control equipment for the Department of Maintenance Services (DMS) within Blue Plains.

Contract Scope:

The contractor, MC Dean, provides services for preventative maintenance, inspections, troubleshooting, repair, planning, and scheduling of work orders. The contract scope includes installation, replacement of motor control centers, (MCC), cubicles or components, switchgear, duct banks, pull boxes and other field wiring termination devices. The Department of Maintenance Services utilizes the contract.

Supplier Selection:

MC Dean was the only response to the RFP; MC Dean is the incumbent supplier of the services. The supplier has the infrastructure to provide the resources in the required dedicated schedule for the Department of Maintenance Services. Procurement conducted price negotiations with the supplier.

PROCUREMENT INFORMATION

Contract Type:	Good and Services	Award Based On:	Best Value
Commodity:	Maintenance Services	Contract Number:	10539
Contractor Market:	Open Market with goals for DBE/WBE		

RUDGET IN	FORMATION

Funding:	Operating	Department:	Department of Maintenance Services (DMS)
Project Area:	Blue Plains	Department Head:	Elkin Hernandez

ESTIMATED USER SHARE INFORMATION

User - Operating	Share %	Dollar Amount
District of Columbia	41.21%	\$2,155,571.47
Washington Suburban Sanitary Commission	43.08%	\$2,253,385.56
Fairfax County	10.08%	\$527,254.56
Loudoun Water	4.92%	\$257,350.44
Other (PI)	0.71%	\$37,137.97
TOTAL ESTIMATED DOLLAR AMOUNT	100%	\$5,230,700.00

DocuSigned by:

9/4/2025

Korcy Gray Korey R. Gray Date

VP Compliance and Chief Procurement Officer

DocuSigned by:

Matthew T. Brown Date

CFO, Interim COO, and EVP of Finance, Procurement and

Compliance

10/3/2025

David L. Gadis Date

CEO and General Manager

Presented and Adopted: October 7, 2025
SUBJECT: Approval to Execute Change Order No. 01 of Contract No. 220080A, Major Sewer Assessment, Arcadis, District of Columbia

#25-53 RESOLUTION OF THE BOARD OF DIRECTORS OF THE D.C. WATER AND SEWER AUTHORITY

The Board of Directors ("Board") of the District of Columbia Water and Sewer Authority, ("DC Water") at its meeting held on October 7, 2025, upon consideration of a joint-use matter, decided by a vote of _____ () in favor and _____ () opposed to approve to execute Change Order No. 01 of Contract No. 220080A, Arcadis, District of Columbia.

Be it resolved that:

The Board of Directors hereby authorizes the CEO and General Manager to execute Change Order No. 01 of Contract No. 220080A, Arcadis, District of Columbia. This contract provides for annual inspection and condition assessment services for 12 miles of major, large, and very large diameter sanitary and combined sewers. The total value of Change Order No. 01 is 2,686,000.00

This Resolution is effective immediately.

Secretary to the Board of Directors

DISTRICT OF COLUMBIA WATER AND SEWER AUTHORITY BOARD OF DIRECTORS CONTRACTOR FACT SHEET

ACTION REQUESTED

CONSTRUCTION CONTRACT CHANGE ORDER:

Major Sewer Assessment (Joint Use)

Approval to execute Change Order No. 01 for \$2,686,000.00. The modification exceeds the Chief Executive Officer's approval authority.

CONTRACTOR/SUB/VENDOR INFORMATION

PRIME: Arcadis, District of Columbia	SUBS: Wave Civil		PARTICIPATION:
4301 North Fairfax Drive	Alexandria, VA	DBE	12.2%
Suite 530 Arlington, VA 22203	AB Construction Lanham, MD	DBE	7.4%
<u>Headquarters</u>	Arthur Engineering Services Laurel, MD	DBE	6.7%
Highlands Ranch, CO 80129	EBA Engineering Laurel, MD	DBE	1.8%
	SZ PM Washington, D.C.	WBE	1.8%
	TFE Resources Owings Mills, MD	WBE	1.8%

DBE Total = 28.1% and WBE Total = 3.6%

DESCRIPTION AND PURPOSE

Original Contract Value: \$7,000,000

Total of Previous Change Orders: \$0

Current Contract Value: \$7,000,000

Value of this Change Order: \$2,686,000

Total Contract Value, including this CO: \$9,686,000

Original Contract Time: 1,095 Days 3 Years (2 Option Years not Included)

Time extension, this CO:

O Days
Time extension, previous COs

O Days

Option Years Exercised: 365 Days (1 Year)

Contract Start Date (NTP): 08-19-2022
Anticipated Contract Completion Date

(Including Option Years) 08-18-2027

Cumulative CO % of Original Contract: 38.4% Contract completion %: 42.6%

Purpose of the Contract:

This contract provides for annual inspection and condition assessment services for 12 miles of major, large and very large diameter sanitary and combined sewers.

Original Contract Scope:

• Work will be accomplished through a series of definitive Task Orders. Each task order will identify the scope of work, deliverables, compensation, and schedule for performance.

- Project management including coordination with internal and external agencies, preparation of traffic control plans, acquisition of permits, subcontractor management, scheduling & tracking of work, reporting, invoicing, and issues resolution.
- Inspection and assessment of at least 16 miles of major sewers and large diameter sewers including
- Maintenance of traffic.
- Data analysis and recommendations of options for asset rehabilitation or replacement with advantages and disadvantages outlined for each option.

Previous Amendment Scope:

 The previous contract modification entailed exercising one option year to the contract from 8/18/2025 to 8/18/2026.

Current Change Order Scope:

This change order is to add scope and funds to the option year to perform 12 miles of major sewer inspection and assessments as per the provisions of the original contract during FY26 while a new replacement contract is procured. Initiated inspections may continue into FY27.

PROCUREMENT INFORMATION					
Contract Type: Unit Price Award Based On: Best Value					
Commodity: Construction Contract Number: 220080A					
Contractor Market: Open Market					

BUDGET INFORMATION					
Funding: Capital Department: Shared Services & Asset Management					
Service Area:	Sanitary	Department H	ead:	Paul Guttridge	
Project: WQ					

ESTIMATED USER SHARE INFORMATION

User	Share %	Dollar Amount
District of Columbia*	100.00%	\$ 2,686,000.00
Washington Suburban Sanitary Commission	0%	\$ 0.00
Fairfax County	0%	\$ 0.00
Loudoun County & Potomac Interceptor	0%	\$ 0.00
Total Estimated Dollar Amount	100.00%	\$ 2,686,000.00

^{*}Work under this contract will be assigned as needed under specific tasks. It is anticipated that Joint Use work may be assigned during the contract period. As tasks are developed for work associated with specific sewers and costs are developed, the individual users will be notified and billed according to agreed cost-sharing.

Signed by:
9/11/2025

Moussa Wow

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Moussa Wone

Chief Engineer and Vice President

Vice President of Compliance and Chief Procurement Officer

DocuSigned by:

9/11/2025

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Matthew T. Brown

Date

Matthew T. Brown
Chief Financial Officer and Interim
Chief Operating Officer

______<u>/ 10/3/2</u>025

David L. Gadis

Chief Executive Officer and General Manager

Presented and Adopted: October 7, 2025
SUBJECT: Approval to Execute Change Order No. 04 of Contract No. 220010, Inspection and Cleaning for Local Sewers, RedZone Robotics, Inc.

#25-54
RESOLUTION
OF THE
BOARD OF DIRECTORS
OF THE
D.C. WATER AND SEWER AUTHORITY

The Board of Directors ("Board") of the	ne District of Columbia	Water and Sewer Authority,
("DC Water") at its meeting held on (October 7, 2025, upon	consideration of a joint-use
matter, decided by a vote of () i	n favor and ()op	posed to approve to execute
Change Order No. 04 of Contract No.	220010, RedZone Ro	botics, Inc.

Be it resolved that:

The Board of Directors hereby authorizes the CEO and General Manager to execute Change Order No. 04 of Contract No. 220010, RedZone Robotics, Inc. This contract will procure contractors to assist DC Water with evaluating local sewers. Under its terms, DC Water anticipates inspecting 180 miles of local sewers between FY22 and FY26. The total value of Change Order No. 04 is \$3,118,538.00.

total value of Change Order No. 04 is \$3,118,538	3.00.
This Resolution is effective immediately.	
	Secretary to the Board of Directors

DISTRICT OF COLUMBIA WATER AND SEWER AUTHORITY BOARD OF DIRECTORS CONTRACTOR FACT SHEET

ACTION REQUESTED

CONSTRUCTION CONTRACT CHANGE ORDER:

Inspection and Cleaning for Local Sewers (Joint Use)

Approval to execute Change Order No. 04 for \$3,118,538.00 The modification exceeds the Chief Executive Officer's approval authority.

CONTRACTOR/SUB/VENDOR INFORMATION

PRIME:	SUBS:	_	PARTICIPATION:
RedZone Robotics, Inc 195 Thorn Hill Rd	Arthur Engineering Services, LL Laurel, MD	C DBE	11.2%
Suite 110 Warrendale, PA 15086	Reviera Enterprises, Inc. Forestville, MD	DBE	11.2%
13000	EBA Engineering, Inc. Laurel, MD	DBE	2.4%
	Sunrise Safety Services, Inc. Glen Burnie, MD	WBE	5.0%
	Traffic Services & Control, LLC Oxon Hill, MD	WBE	5.0%

DBE Total = 24.8% and WBE Total = 10.0%

Redzone Robotics Inc will continue with the Mentor-Protégé relationships with Arthur Engineering, LLC., Sunrise Safety Services Inc., and Traffic Services and Control, LLC., in support of the DBE/WBE utilization for this project.

DESCRIPTION AND PURPOSE

Original Contract Value: \$5,998,550.00

Total of Previous Change Orders: \$2,229,763.16

Current Contract Value: \$8,228,313.16

Value of this Change Order: \$3,118,538.00

Total Contract Value, including this CO: \$11,346,851.16

Original Contract Time: 1,095 Days (3 Years)

Time extension, this CO: 0 Days

Total CO contract time extension: 392 Days (1 Year, 1 month)

Contract Start Date (NTP): 03-09-2022
Anticipated Contract Completion Date: 04-04-2026
Cumulative CO % of Original Contract: 89.2%
Contract completion %: 81%

Purpose of the Contract:

This contract is needed to procure competent contractors to help DC Water with the assessment of local sewers. Under this contract, DC Water plans to inspect a total of 180 miles of local sewers from FY22 to FY26

Original Contract Scope:

Scope of this contract includes:

- Project management including coordination with internal and external agencies,
- Preparation of traffic control plans, and acquisition of permits.
- CCTV inspection of approximately 190,000 linear feet of combined and sanitary sewers.
- Light cleaning and CCTV inspection of approximately 190,000 linear feet of sanitary sewers.
- Combined CCTV/Sonar inspection of approximately 158,000 linear feet of sanitary sewers.
- Sonar inspection of approximately 1,500 linear feet of combined and sanitary sewers.
- Laser/CCTV inspection of approximately 32,000 linear feet of combined and sanitary sewers.

- Multi-Sensor Inspection of approximately 62,000 linear feet of combined and sanitary sewers.
- Inspection of approximately 1,800 manholes and structures.

Previous Change Order Scope:

The previous change order entailed allocating an additional \$2,229,763.16 to complete FY25 inspections as part of prioritization goals

Current Change Order Scope:

 This change order allows the continuation of the original contract scope activities while a new contract is being procured to cover Local Sewer Inspection Activities.

PROCUREMENT INFORMATION				
Contract Type: Unit Price Award Based On: Best Value				
Commodity:	Construction	Contract Number:	220010	
Contractor Market: Open Market				

BUDGET INFORMATION					
Funding:	Capital	Department:	Shared S	Services & Asset Management	
Service Area:	Sanitary	Department H	ead:	Paul Guttridge	
Proiect:	QX				

ESTIMATED USER SHARE INFORMATION

User	Share %	Dollar Amount
District of Columbia*	100.00%	\$ 3,118,538.00
Washington Suburban Sanitary Commission	0%	\$ 0.00
Fairfax County	0%	\$ 0.00
Loudoun County & Potomac Interceptor	0%	\$ 0.00
Total Estimated Dollar Amount	100.00%	\$ 3,118,538.00

^{*}Work under this contract will be assigned as needed under specific tasks. It is anticipated that Joint Use work may be assigned during the contract period. As tasks are developed for work associated with specific sewers and costs are developed, the individual users will be notified and billed according to agreed cost-sharing

Signed by:

MOUSSA WOW 9/11/2025

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Moussa Wone Date

Chief Engineer and Vice President

Matthew T. Brown

Date

Chief Financial Officer and Interim Chief Operating Officer

Chief Operating Officer

Korey R. Gray
Vice President of Compliance
and Chief Procurement Officer

DocuSigned by:

David L. Gadis

10/3/2025 Date

Chief Executive Officer and General Manager

9/11/2025

Date

Presented and Adopted: October 7, 2025
SUBJECT: Approval to Fund Direct Purchase of Critical Equipment for Rehabilitation and Replacement Digesters 1, 2 & 4
Mixers, OVIVO USA LLC

#25-55 RESOLUTION OF THE BOARD OF DIRECTORS OF THE D.C. WATER AND SEWER AUTHORITY

The Board of Directors ("Board") of the District of Columbia Water and Sewer Authority ("DC Water") at its meeting held on October 7, 2025, upon consideration of a joint-use matter, decided by a vote of () in favor and () opposed to approve to function for the purchase of critical equipment for rehabilitation and replacement of Digesters 1, 2 & 4 Mixers, OVIVO USA LLC.
Be it resolved that:
The Board of Directors hereby authorizes the CEO and General Manager to execute funding for direct purchase of critical equipment for rehabilitation and replacement or Digesters 1, 2, & 4 Mixers, OVIVO USA LLC. This procurement is intended for the rehabilitation of the draft tube mixers, including the replacement of defective components to ensure optimal performance of all four digesters at Blue Plains. The total funding for this purchase is not-to-exceed \$5.985,000.00.
This Resolution is effective immediately.

Secretary to the Board of Directors

DISTRICT OF COLUMBIA WATER AND SEWER AUTHORITY BOARD OF DIRECTORS CONTRACTOR FACT SHEET

ACTION REQUESTED

GOODS AND SERVICES CONTRACT

Digesters 1, 2 & 4 Mixers Rehabilitation and Replacement (Joint Use Capital)

Approval to authorize funding, not to exceed \$5,985,000.00, for the direct purchase of critical equipment from the original manufacturer to support the rehabilitation and replacement of digester mixers at Blue Plains.

CONTRACTOR/SUB/VENDOR INFORMATION			
PRIME: OVIVO USA LLC 4246 Riverboat Road Suite 300 Salt Lake City, Utah 84123-2583	SUBS: N/A	PARTICIPATION: N/A	

DESCRIPTION AND PURPOSE

Contract value for Digester 1, 2 & 4: \$ 5,985,000.00

Original Dates: 11-30-2025 – 09-30-2028

Purpose of Purchasing Critical Equipment

Rehabilitation of the 15 draft tube mixers including replacement of defective components/parts to ensure optimal performance of all 4 Digesters installed at Blue Plains.

The anaerobic digestion process requires thorough and complete mixing to ensure uniform temperature, solids distribution and microorganism contact with incoming sludge to increase gas production.

Manufacturer Scope:

- Rebuild of the Draft tube mixers including a complete disassembly of the mixer mechanisms into individual parts and components followed by a thorough assessment of components with intention of identifying the cause of failures then proceed with replacing the defective parts (propellers, shafts, upper and lower bearings, mounting gaskets...) of the mixing assemblies.
- Replacement of any broken upper draft tubes and repair of damaged components including adding a layer of harder material plate near the propeller area.
- Structural assessment and rehabilitation of the lower draft tubes and digester dome covers.

PROCUREMENT INFORMATION

Contract Type:	Goods and Services	Award Based On:	Sole Source
Commodity:	Equipment	Contract Number:	N/A
Contractor Market:	Sole Source		

BUDGET INFORMATION

Funding:	Capital Improvement Project	Department:	Wastewater Operations
Service Area:	Process Facilities	Department Head:	Nicholas Passarelli
Project:	RM		

ESTIMATED USER SHARE INFORMATION

User - Capital	Share %	Dollar Amount
District of Columbia	41.22%	\$2,467,017.00
Washington Suburban Sanitary Commission	45.84%	\$2,743,524.00
Fairfax County	8.38%	\$ 501,543.00
Loudoun Water	3.73%	\$ 223,240.50
Other (PI)	0.83%	\$ 49,675.50
TOTAL ESTIMATED DOLLAR AMOUNT	100.00%	\$5,985,000.00

Chief Engineer and Vice President

korcy Gray 9/11/2025

Korey R. Gray Date

Vice President of Compliance and Chief Procurement Officer

— DocuSigned by:

Matthew T. Brown Date

Chief Financial Officer and Interim

Chief Operating Officer

N- K: 10/3/2025

David L. Gadis Date

Chief Executive Officer and General Manager

Presented and Adopted: October 7, 2025
SUBJECT: Approval to Execute Change Order No. 02 of Contract No. 200090, Headworks Influent and Effluent Structures
Rehabilitation, Ulliman Schutte Construction, LLC

#25-56
RESOLUTION
OF THE
BOARD OF DIRECTORS
OF THE
D.C. WATER AND SEWER AUTHORITY

The Board of Directors ("Board") of the District of Columbia Water and Sewer Auth ("DC Water") at its meeting held on October 7, 2025, upon consideration of a join matter, decided by a vote of () in favor and () opposed to approve execution of Change Order No. 02 of Contract No. 200090, Ulliman Schutte Constru LLC.	t-use e the
Be it resolved that:	
The Board of Directors hereby authorizes the CEO and General Manager to exchange Order No. 02 of Contract No. 200090, Ulliman Schutte Construction, LLC purpose of this contract is to enhance structural integrity and prolong the opera lifespan of the influent and effluent structures at the East and West Headworks facing the total value of Change Order No. 02 is \$3,046,000.00.	. The tional
This Resolution is effective immediately.	
Secretary to the Board of Director	ors

DISTRICT OF COLUMBIA WATER AND SEWER AUTHORITY BOARD OF DIRECTORS CONTRACTOR FACT SHEET

ACTION REQUESTED

CONSTRUCTION CONTRACT CHANGE ORDER:

Headworks Influent and Effluent Structures Rehabilitation (Joint Use)

Approval to execute Change Order No.02 for \$3,046,000.00. The modification exceeds the Chief Executive Officer's approval authority.

CONTRACTOR/SUB/VENDOR INFORMATION				
PRIME:	SUBS:		PARTICIPATION:	
Ulliman Schutte Construction, LLC 14420 Albemarle Point Place Suite 110	Hi-Mark Construction Group Middletown, OH	DBE	37.1%	
Chantilly, VA 20151	BG Industrial Rock Hill, SC	WBE	3.6%	
Headquarters Miamisburg, OH 45342	Í			

DESCRIPTION AND PURPOSE

Original Contract Value:	\$29,006,950.00
Total of Previous Change Orders:	\$ 154,235.00
Current Contract Value:	\$29,161,185.00
Value of this Change Order:	\$ 3,046,000.00
Total Contract Value, including this CO:	\$32,207,185.00

Original Contract Time: 1,111 Days (3 Year, 16 Days)

Time extension, this CO:

0 Days

Total CO contract time extension:

0 Days

Contract Start Date (NTP):

07-19-2024

Anticipated Contract Completion Date:

08-04-2027

Cumulative CO % of Original Contract:

11.03%

Contract Completion %:

16.75%

Purpose of the Contract:

 To restore the structural integrity and extend the service life of the influent and effluent structures at the east and west Headworks facilities.

Original Contract Scope:

• The scope includes urgent resurfacing and repairs of concrete conveyance structures essential for processing flows at the Blue Plains Plant. Also included are gate repairs, installation of new gates and access covers, and improvements of septage receiving stations.

Previous Change Order Scope:

• To provide ductile iron pipe in lieu of reinforced concrete pipe for the West Septage Station 30-inch drain piping.

Current Change Order Scope:

• To restore the structural integrity and extend the service life of the west primary influent and effluent structures to include flow isolation, grit removal, and resurfacing and repairs of concrete conveyance structures essential for processing flows at west primary. Additionally, by performing this work during the same outage period as west headworks influent structures, there is a significant schedule and cost saving to DC Water. Due to the associated operational impacts/risks, an outage of this magnitude happens rarely.

PROCUREMENT INFORMATION				
Contract Type: Fixed Price Award Based On: Lowest responsive, responsible bidder				
Commodity:	Construction Contract Number: 200090			
Contractor Market:	Open Market			

Funding: Capital Department: Wastewater Engineering Service Area: Wastewater Treatment Department Head: Ryu Suzuki Project: BC

ESTIMATED USER SHARE INFORMATION			
User	Share %	Dollar Amount	
District of Columbia	41.22%	\$1,255,561.20	
Federal Funds	0.00%	\$ 0.00	
Washington Suburban Sanitary Commission	45.84%	\$1,396,286.40	
Fairfax County	8.38%	\$ 255,254.80	
Loudoun County & Potomac Interceptor	4.56%	\$ 138,897.60	
Total Estimated Dollar Amount 100.00% \$3,046,000.00			

Signed by:

Moussa Wow.

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Moussa Wone

9/11/2025

/
Date

Chief Engineer and Vice President

—Docusigned by: Korcy Gray

9/11/2025

Korey R. Gray

Date

Vice President of Compliance and Chief Procurement Officer

-DocuSigned by:

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Matthew T. Brown

Chief Financial Officer and Interim

Chief Operating Officer

10/3/2025

David L. Gadis

Date

Chief Executive Officer and General Manager

Presented and Adopted: October 7, 2025
SUBJECT: Approval to Exercise Option Year 5 of Contract No. 10395,
Rolling Owner Controlled Program (ROCIP) V and VI –
Safety Services, Safety Management Group

#25-57
RESOLUTION
OF THE
BOARD OF DIRECTORS
OF THE
D.C. WATER AND SEWER AUTHORITY

The Board of Directors ("Board") of the District of Columbia Water and Sewer Authority
("DC Water") at its meeting held on October 7, 2025, upon consideration of a joint-use
matter, decided by a vote of () in favor and () opposed to approve exercising
Option Year 5 of Contract No. 10395, Safety Management Group.

Be it resolved that:

The Board of Directors hereby authorizes the CEO and General Manager to exercise Option Year 5 of Contract No. f10395, Safety Management Group. This action will enable DC Water to maintain its commitment to providing essential safety services for the ROCIP, OCIP, and Potomac River Tunnel projects. This contract supports Risk Management under Department of Finance, Procurement and Compliance with comprehensive safety services, including safety advisors who assess construction safety programs and ensure OSHA compliance at specific project sites. The total value of Option Year 5 is \$1,033,741.00.

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This Resolution is effective immediately.	
	Secretary to the Board of Directors

DISTRICT OF COLUMBIA WATER AND SEWER AUTHORITY BOARD OF DIRECTORS CONTRACTOR FACT SHEET

ACTION REQUESTED

GOODS AND SERVICES CONTRACT ADDITIONAL FUNDING ROLLING OWNER CONTROLLED INSURANCE PROGRAM V AND VI - SAFETY SERVICES SAFETY MANAGEMENT GROUP, INC. (Joint Use)

Approval to exercise Option Year 5 for Safety Services associated with the Rolling Owner Controlled Insurance Programs (ROCIP) V and VI and Owner Controlled Insurance Program (OCIP) – Potomac River Tunnel (PRT) in the amount of \$1,033,741.00.

CONTRACTOR/SUB/VENDOR INFORMATION			
PRIME: Safety Management Group 8335 Keystone Crossing, Suite 103 Indianapolis, IN 46240	SUBS: N/A	PARTICIPATION: N/A	

DESCRIPTION AND PURPOSE

Base Year Value: \$4,750,720.00

Base Year Dates: 08-01-2020 – 07-31-2021

Option Year 1 – Option Year 4 Value: \$0.00

Option Year 1 – Option Year 4 Dates: 08-01-2021 – 07-31-2025

Prior Modifications Value: \$350,000.00

Prior Modification Dates: 11-01-2023 – 10-31-2025

Option Year 5 Value: \$1,033,741.00

Option Year 5 Dates: 11-01-2025 – 10-31-2026

Purpose of the Contract:

DC Water requires the services of a competent and qualified firm to fulfill DC Water's on-going need for safety services for its ROCIP, OCIP and Potomac River Tunnel projects. This contract will provide the Department of Finance and Risk Management with comprehensive safety services, including safety advisors who will review construction safety programs and ensure compliance with all OSHA rules and regulations for each specific job site.

Contract Scope:

The contract scope includes attending all pre-proposal/bid conferences and advising DC Water participants on the safety requirements. The firm will review all prime contractors and design builder submitted safety programs as well as create training programs for DC Water's staff and construction workers. The safety firm shall analyze and update existing first aid and injury programs as well as provide recommendations to implement the changes. The firm is also responsible for developing and implementing site-specific emergency procedures to ensure that OSHA required training and documentation are on-site for review. A new RFP is planned for release in Fiscal Year 2026 with an award in mid-Year 2026.

Spending Previous Years:

Cumulative Contract Value: 08-01-2020 to 10-31-2025: \$5,100,720.00 Cumulative Contract Spending: 08-01-2020 to 09-01-2025: \$4,388,352.91

Contractor's Past Performance:

According to the COTR, the Contractor's quality of service, timeliness of deliverables, conformance to DC Water's policies, procedures and contract terms, and invoicing, all meet expectations and requirements.

PROCUREMENT INFORMATION

Contract Type:	Goods & Services	Award Based On:	Highest Ranked Offeror
Commodity:	Safety Services	Contract Number:	10395
Contractor Market:	Open Market		

BUDGET INFORMATION

Funding:	Capital	Department:	Finance
Service Area:	DC Water Wide	Department Head:	Ivan Boykin

ESTIMATED USER SHARE INFORMATION

User - Operating	Share %	Dollar Amount
District of Columbia	85.46%	\$883,435.07
Washington Suburban Sanitary Commission	7.67%	\$79,287.93
Fairfax County	2.69%	\$27,807.63
Loudoun Water + PI	4.18%	\$43,210.37
TOTAL ESTIMATED DOLLAR AMOUNT	100%	1,033,741.00

9/12/2025 korey Gray

Korey R. Gray Date

VP Compliance and Chief Procurement Officer

Matthew T. Brown

CFO, Interim COO, and EVP of Finance, Procurement and

Compliance

/ 10/3/2025

David L. Gadis Date

CEO and General Manager