Presented and Adopted: October 29, 2025
SUBJECT: Approval to Purchase Land and Subsequently Proceed with the Property Acquisition, Sales Contract for Land in Maryland

#25-58
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 29, 2025, upon consideration of a joint-use matter, decided by a vote of seven (7) in favor and one (1) opposed to execute the Approval to Purchase Land and Subsequently Proceed with the Property Acquisition, Sales Contract for Land in Maryland.

Be it resolved that:

The Board of Directors hereby authorizes the CEO and General Manager to execute the Approval to Purchase Land and Subsequently Proceed with the Property Acquisition, Sales Contract for Land in Maryland. DC Water's Department of Resource Recovery developed Class A EQ biosolids product called Bloom and established a market for it. Demand for Bloom fluctuates seasonally, with lower sales in winter and higher demand in spring. To address these cycles, the department seeks inventory management and storage solutions, with dedicated land proposed for storage and processing. This initiative supports business growth and enhances the sustainability and resilience of DC Water and its partners. The funding for this action is not-to-exceed $2,500,000.00 and will be provided by revenue from the biosolids program.

This Resolution is effective immediately.

Michelle Rhodd
Secretary to the Board of Directors

Presented and Adopted: October 29, 2025
SUBJECT: Approval of CEO and General Manager's Performance Evaluation, Bonus, and Amendments to Employment Agreement

#25-59
RESOLUTION
OF THE
BOARD OF DIRECTORS
OF THE
DISTRICT OF COLUMBIA WATER AND SEWER AUTHORITY

The Board of Directors ("Board") of the District of Columbia Water and Sewer Authority ("DC Water" or "Authority") at the Special Board meeting held on October 29, 2025, upon consideration of a joint use matter, decided by a vote of seven (7) in favor and one (1) opposed, to take the following action with respect to the performance evaluation, bonus, and amendments to the Employment Agreement with the Chief Executive Officer (CEO) and General Manager.

WHEREAS, pursuant to Resolution #23-53, dated October 5, 2023, the Board approved a 3-year contract extension for the Employment Agreement for the period of October 1, 2023 through September 30, 2026 between the Authority and Mr. Gadis with an annual base salary of $347,525; and

WHEREAS, pursuant to Resolution #24-68, dated October 3, 2024, the Board approved a 5% bonus and a 3% increase of the annual base salary for Mr. Gadis to $357,950.75, effective October 1, 2024; and

WHEREAS, on July 7, 2025, August 28, 2025, September 4, 2025, September 19, 2025, September 22, 2025 and October 27, 2025, the Evaluation Committee met to conduct the performance evaluation of Mr. Gadis for the period of October 1, 2024 to September 30, 2025, and, based on the results of the performance evaluations, consider a bonus for Mr. Gadis; and

WHEREAS, the Evaluation Committee determined Mr. Gadis met the performance goals for Fiscal Year 2025 and continued to effectively manage the operations of DC Water; and

WHEREAS, based on Mr. Gadis' performance and achievement for the Authority, the Evaluation Committee recommended the Board approve a 2-year contract extension of the Employment Agreement for the period of October 1, 2026 through September 30, 2028 between the Authority and Mr. Gadis, effective October 29, 2025; and

WHEREAS, based on Mr. Gadis' performance and achievement for the Authority, the Evaluation Committee recommended the Board approve a 7% bonus of $24,846.55, effective October 1, 2025; and

WHEREAS, based on Mr. Gadis' performance and achievement for the Authority, the Evaluation Committee recommended the Board approve a 8% performance bonus, for Fiscal Years 2026-2028, with particular details including but not limited to Key Performance Indicators and metrics to be agreed upon between the Board Chair and Mr. Gadis and the payout of the bonus to occur no later than October 15 or each year; and

WHEREAS, based on Mr. Gadis' performance and achievement for the Authority, the Evaluation Committee recommended the Board approve a deferred compensation arrangement, whereby beginning in Fiscal Year 2026 and for each subsequent Fiscal Year through Fiscal Year 2028, 10% of Mr. Gadis' current base salary, $35,795.08 shall be deferred, with the three years of deferred compensation becoming available to Mr. Gadis at the close of Fiscal Year 2028; and

NOW THEREFORE BE IT RESOLVED THAT:

1. The Board approves the General Manager's Performance Evaluation for David L. Gadis for the period of October 1, 2024 through September 30, 2025.

2. The Board approves a 7% bonus, based on Mr. Gadis' Fiscal Year 2025 annual base salary, equaling $24,846.55, which shall be paid immediately.

3. The Board approves a 8% performance bonus, for Fiscal Years 2026-2028, with particular details including but not limited to Key Performance Indicators or metrics to be agreed upon between the Board Chair and Mr. Gadis and the payout of the bonus to occur no later than October 15 or each year.

4. The Board approves the amendments to the Employment Agreement and authorizes the Board Chair to execute a 2-year contract extension of the amended Employment Agreement to extend the period to October 1, 2026 through September 30, 2028 between the Authority and Mr. Gadis.

5. The Board approves a deferred compensation arrangement, whereby beginning in Fiscal Year 2026 and for each subsequent Fiscal Year through Fiscal Year 2028, 10% of Mr. Gadis' current base salary, $35,795.08 shall be deferred, with the three years of deferred compensation becoming available to Mr. Gadis at the close of Fiscal Year 2028.

6. The Board requires Mr. Gadis to implement the conditions for continued employment and expectations for Fiscal Year 2026.

This resolution is effective immediately.

Michelle Rhodd

Secretary to the Board of Directors

Presented and Adopted: October 29, 2025
SUBJECT: Approval of DC Water Actions to Address Water Supply Resilience

#25-60
RESOLUTION
OF THE
BOARD OF DIRECTORS
OF THE
DISTRICT OF COLUMBIA WATER AND SEWER AUTHORITY

The District members of the Board of Directors ("Board") of the District of Columbia Water and Sewer Authority ("DC Water") at the Board meeting held on November 6, 2025, upon consideration of a non-joint use matter, decided by a vote of six (6) in favor and none (0) opposed to take the following actions to address water supply resilience.

WHEREAS, the Council of the District of Columbia created DC Water pursuant to the *Water and Sewer Authority Establishment and Department of Public Works Reorganization Act of 1996* ("Enabling Legislation"). D.C. Code 34-220.01 et seq.; and

WHEREAS, the Enabling Legislation states, "[n]otwithstanding any other provisions of this chapter, the general purpose of the Authority is to plan, design, construct, operate, maintain, regulate, finance, repair, modernize, and *improve water distribution* and sewage collection, treatment, and disposal systems and services, and to encourage conservation." (*emphasis* added) D.C. Code § 34-2202.02(c); and

WHEREAS, the Enabling Legislation grants DC Water the power to "undertake any public project, acquisition, construction, or any other act necessary to carry out its purposes…" D.C. Code § 34-2202.03(13); and

WHEREAS, the Enabling Legislation grants DC Water the power to "do all things necessary or convenient to carry out the powers expressly provided…" in the Enabling Legislation. D.C. Code § 34-2202.03(30); and

WHEREAS, the mission of DC Water is to provide high quality potable water services in a safe, environmentally friendly, and efficient manner and is committed to ensuring its services are provided in an equitable manner to all customers; and

WHEREAS, DC Water provides retail potable water service to more than 700,000 residents and 27 million annual visitors in the District of Columbia and portions of Virginia and Maryland, including services to the nation's most iconic landmarks and critical facilities including: the White House, the United States Capitol, the Pentagon, Regan National Airport, the Supreme Court, and 177 sovereign embassies; and

WHEREAS, a September 2024 report commissioned by the ICPRB outlined that a significant disruption in DC's water supply form threats like infrastructure failures or natural disasters could result in a loss of $15 billion in gross regional product (GRP); and

WHEREAS, on July 3, 2024, DC Water issued a Boil Water Advisory to all customers in the District of Columbia, including the Pentagon, Arlington National Cemetery and Reagan National Airport, due to a drop in water supply from the Washington Aqueduct. The precautionary notice advised all customers to boil water first before drinking it due to water of unknown quality; and

WHEREAS, the DC Water Board of Directors have discussed water supply resilience in a strategic context over several years including the:

- November 2019 Board retreat,
- November-December 2023 Joint Board Meeting,
- October 2024 Joint Board Meeting,
- May 2025 Board retreat,
- June 2025 Board meeting,
- July 2025 Stakeholder Alliance,
- September 2025 Strategic Management Committee,
- September Board meeting where a non-joint use Water Supply Resilience Strategic Advisory Services contract award was approved unanimously, and
- October 2025 New Board Member Orientation; and

WHEREAS, the DC Water Board of Directors met on October 29, 2025 to consider the proposed actions to address water supply resilience to explore solutions in response to the Authority and region's water supply resilience challenges; and

WHEREAS, the CEO and General Manager presented actions highlighting that one hundred percent of DC Water's raw water supply is sourced from the free-flowing Potomac River following treatment by the Washington Aqueduct, a division of Baltimore District of the US Army Corps of Engineers (USACE); and

WHEREAS, the Washington Aqueduct has two water treatment facilities, Dalecarlia and McMillan Water Treatment Plants, capable of supplying DC Water's entire customer base, and Falls Church (operated by Fairfax Water) and Arlington, Virginia but only Dalecarlia could supply the entirety of the District's water demands on an average day; and

WHEREAS, DC Water's distribution network has limited capacity to store finished water in the event of disruption to the Potomac River or the water treatment facilities operated by the Washington Aqueduct; and

WHEREAS, improved water supply resilience for DC Water and its customers will require a combination of additional storage, an additional source of water, and additional water treatment processes to mitigate the vulnerabilities already described; and

WHEREAS, DC Water operates Blue Plains, the world's largest advanced wastewater treatment plant on behalf of regional wastewater partners, producing highly treated water which presents an opportunity for an additional source of water for the region through water reuse; and

WHEREAS, the water sector's understanding and acceptance of water reuse as an important tool to address water supply resilience has developed significantly in recent decades leading to potable water reuse being regulated and enabled in fifteen states; and

WHEREAS, there is an unmet regional need to address water supply resilience in the short to medium term despite regional efforts underway to enhance resilience through shared, regional storage solutions more than thirty years into the future.

NOW, THEREFORE, BE IT RESOLVED:

To address concerns about the resilience of DC Water's potable water supply, the Board of Directors authorizes the CEO and General Manager to execute the following actions:

1. Engage and collaborate with regional water supplier partners to explore opportunities and investments in shared solutions to water supply resilience.

2. Lead a regional response to short to medium term water supply needs through exploration of water reuse and its potential to enhance resilience.

3. Apply up to $21,000,000 of seed funding from DC Water's Capital Budget over the next three years to explore, pilot, and scale technologies and approaches to address the resiliency challenges by creating a highly purified reuse water system.

This resolution is effective immediately.

Michelle Rhodd

Secretary to the Board of Directors