District of Columbia Water and Sewer Authority

# Board of Directors

## Human Resources and Labor Relations Committee w/ Union Presidents

January 14, 2026 / 9:30am

**Microsoft Teams meeting**
Click here to join the meeting
Meeting ID: 84 808 315 399 79 Passcode: DN2s7zj6

Call in (audio only) +1 202-753-6714,,262971187#
Phone Conference ID: 262 971 187#

I. **Call to Order** _____ Jed Ross, Chairperson

II. **Roll Call** _____ Michelle Rhodd, Board Secretary

III. **Union Topics** _____ Union Presidents
Kevin Poge, AFSCME 2091
Michelle Hunter, NAGE R3-06
Jermaine Quattlebaum, AFGE 631
Jonathan Shanks, AFGE 872
Ray Huffman, AFGE 2553

1. Reorganization within Engineering; including moving employees' work locations and putting them under different supervisors without giving the union advance notice ***(Jermaine Quattlebaum)***
2. DC Water's Failure to Implement the "Union Sick Leave" Code ***(Barbara Milton and Jonathan Shanks)***
3. Interference with Union Representation ***(Jermaine Quattlebaum and Jonathan Shanks)***
4. Non-union employees were treated much better than union employees when their 2025 bonus check and related information was issued ***(Kevin Poge and Jermaine Quattlebaum)***
5. FAQ for wage overpayment was not given to union employees ***(Jermaine Quattlebaum)***

IV. **HR Report Update** _____ Amber Jackson, Chief People Office & EVP

V. **Executive Session*** _____ Jed Ross, Chairperson

VI. **Adjournment** _____ Jed Ross, Chairperson

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)(9); personnel 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.

District of Columbia Water and Sewer Authority

# Board of Directors

## Human Resources and Labor Relations Committee Meeting – Executive Summary January 14, 2026 / 9:30am

### Human Resources Update

DC Water's Enterprise Human Capital Strategy focuses on attracting, developing, and retaining talent to fulfill its mission. The strategy includes initiatives in various areas such as compensation, succession planning, performance management, and talent acquisition. Below are updates on a variety of People & Talent topics that have occurred since the last report.

**I. Employee Engagement**

The event was coordinated by Toymeika Dingle (Senior Program Manager, Business Analysis/Marketing & Communications) and the Stars of Water Planning Committee, with returning hosts Ellen Bryan and Reese Waters leading the evening's program.

CEO and General Manager David L. Gadis delivered remarks spotlighting major organizational milestones, including progress on critical environmental infrastructure and the replacement of DC Water's 10,000th lead service line through the Lead Free DC initiative. He also extended appreciation to employees across all departments, Board members, union leadership, sponsors, and essential operations staff who continued serving customers during the celebration.

A highlight of the evening was Stantec's generous $15,000 donation to DC Water's SPLASH fund, reinforcing the Authority's commitment to supporting customers in financial need. The gala also introduced new employee-driven honors, such as the Rising Tide Award, live audience recognitions, and the debut of Change 1 Thing safety awards.

The night concluded with the CEO/General Manager's Award presented to Hillard Black (Maintenance Mechanic, Facilities) and Adam Baron (Program Manager, Hazard Mitigation) for their exceptional leadership and service. The event marked another successful year of celebrating Team Blue and set the stage for DC Water's 10th annual Stars of Water Gala in 2026.

**II. Wellness Report**

Achievements & Metrics:
In November, we offered an abbreviated wellness calendar (seven sessions offered) for the month given the holiday and had a 15% engagement rate for the month. We also offered an abbreviated wellness calendar in December, (six sessions offered) and had a 13% engagement rate for the month.
The Annual Physical Campaign wrapped on December 5th, and we had 118 participants this year compared to the 139 participants last year. The Health Risk Assessment Campaign also wrapped up on December 5th, and we had 52 participants compared to 104 participants last year.

Looking Ahead:

Our 2026 Wellness Program is designed to support the whole person—physically, mentally, emotionally, and financially—while creating more opportunities for connection, accessibility, and meaningful engagement throughout the year. Building on the success of our existing offerings, we are expanding the program to include new, innovative experiences that meet employees where they are and encourage sustainable well-being.

- Some Returning Activities in 2026
    - Workout classes
    - Financial Wellness Classes & Individual Sessions
    - Annual Screening Day
    - Self-Care Day Workshop
    - Flu Shot Clinic
    - Open Enrollment Health Fair
    - Meeting Wellness Moments
- New in 2026
    - In person yoga once a month
    - Wellness on Wheels
    - Random Acts of Kindness Week
    - Additional Wellness activities to come

**III. Talent Acquisition Partnership with Lincoln Tech**

DC Water has numerous positions that require specific licenses, certifications, and experience, that can be a challenge to fill at times. Some of our most hard-to-fill roles are within the Process Engineering group, specifically, their Instrumentation roles. The primary recruitment challenges for these roles are based on salary (for higher level positions), along with the lack of a large industrial workforce in the Washington, DC area. To bridge this gap and retain institutional knowledge, Talent Acquisition has partnered with Lincoln Tech, with the support from our Process Engineering team and Sr. Recruiter, Jennifer Lam.

Lincoln Tech offers skilled trade programs to their students, with areas of focus on skills that we need and can utilize at DC Water for our specialized, niche roles. Process Engineering currently has an entry-level Instrumentation Technician that we will partner with Lincoln Tech to fill – this will not exclude applicants outside of Lincoln Tech, as we will fill according to our standard, recruitment process. However, this partnership will provide Lincoln Tech's graduating students with a career opportunity with DC Water and create a sustainable talent pipeline for us as positions become available or created.

**IV. People and Talent Series: Glimpse at the Day in the Life – Ride Along**

P&T is taking an exciting step toward strengthening relationships across our organization with our new initiative where we experience the work happening in the field firsthand. Through these ride-alongs, P&T will gain valuable insight into the daily activities, challenges, and workflows that shape our operations. By observing these processes up close, we can deepen our understanding of the realities our colleagues face and ensure that the support we provide is practical, meaningful, and aligned with their needs.

The goal is simple yet powerful: to connect what we learn in the field to our own responsibilities, identify opportunities for improvement, and discover ways to positively impact employees' lives. These experiences help us build trust, foster collaboration, and create solutions that truly make a difference.

To date, team members from Benefits and Talent Acquisition have joined Pumping Operations and Water Quality crews in the field, gaining an up-close look at the essential work that keeps our systems running. These initial ride-alongs have already sparked meaningful conversations and fresh ideas for how we can better support our frontline teams.

Ultimately, *Glimpse at the Day in the Life* is about partnership—working together to ensure every employee feels supported, valued, and empowered to succeed. When we understand each other's roles and challenges, we strengthen our organization.