



**329TH BOARD OF DIRECTORS MEETING
MINUTES OF THE MEETING
APRIL 7, 2026
(Via Microsoft Teams)**

DIRECTORS PRESENT

District of Columbia Members

1. Unique Morris-Hughes, Principal, Board Chair
2. Anthony Giancola, Principal
3. Howard Gibbs, Principal
4. Jed Ross, Principal
5. Alexander McPhail, Alternate (for Principal Member Rachna Bhatt)
6. Jimmy Ortiz, Alternate, (for Principal Member Richard Jackson)

Prince George's County Members

1. Kevin Stephen, Principal

Montgomery County Members

1. Fariba Kassiri, Principal
2. Jennifer Macedonia, Principal
3. Amy Stevens, Alternate
4. John Markovs, Alternate

Fairfax County Members

1. Christopher Herrington, Principal
2. Sarah Motsch, Alternate

DC WATER STAFF

1. David Gadis, CEO and General Manager
2. Gregory Hope, Interim Chief Legal Officer & EVP
3. Lola Oyeyemi, Interim Chief Financial Officer & EVP
4. Matthew Brown, Chief Operating Officer and EVP
5. Kirsten Williams, Chief Administrative Officer & EVP
6. Michelle Rhodd, Secretary to the Board

The 329th 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 9:40 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. APPROVAL OF THE MINUTES

Dr. Morris-Hughes asked for a motion to approve the minutes of the March 5, 2026, Board of Directors meeting.

Upon a motion made the Board of Directors approved the minutes of the meeting on March 5, 2026, as presented.

II. CHAIRPERSON'S OVERVIEW

Dr. Morris-Hughes acknowledged women's history month and highlighted the contributions of the exceptional women on the DC Water Board. The Women in Water event was scheduled for March but will be held in April due to a scheduling challenge.

Board members Rachna Bhatt, Principal, District of Columbia and Jimmy Ortiz, Alternate District of Columbia have been reappointed to the Board and will be sworn in on April 8, 2026.

The independent investigation into the Potomac Interceptor (PI) collapse is proceeding. Dr. Morris-Hughes emphasized that the Authority is not taking the investigation lightly, noting the Authority's commitment to provide accountability, transparency, and action throughout the repair and rehabilitation process.

The virtual public hearing on DC Water's proposed water and sewer rates will be held on May 14, 2026. Dr. Morris-Hughes acknowledged that discussing rate increases can be challenging for residents facing economic pressures and affirmed the Board's commitment to a process that is accessible, transparent, and open to community feedback.

Board members will next visit the Washington Aqueduct as part of the board facilities tour series.

The 2026 Mayor Marion S. Barry Summer Youth Employment Program is open for registration. Dr. Morris-Hughes encouraged employers to sign up to be host sites for summer interns.

Some Board members have requested a hybrid option for Board meeting attendance. Dr. Morris-Hughes will issue a survey to learn more about the Directors' meeting preferences.

III. COMMITTEE REPORTS

Meeting of the Human Resources and Labor Relations Committee Reported by Jed Ross

The Human Resources and Labor Relations met on March 11.

Amber Jackson, Chief People Officer and EVP, delivered the HR report. DC Water participated in the Howard University Green Job Career Fair to enhance the Authority's employer brand and engage environmental science students. Recruitment efforts are ongoing for the Chief Information Officer and Chief Financial Officer roles at DC Water. The monthly HR report now includes expanded vacancy statistics, recruitment metrics, and information on learning and development activities. Ms. Jackson also reported on the Authority's well programs.

Team Blue Wave received widespread support after its national recognition at the Water Environment Federation Conference in Chicago. HR is currently focusing on expanded support for operation teams to promote stress management, emotional intelligence, and self-care.

The leadership team continues to maintain collaboration and communication with union partners, including proactive outreach during January and February's severe weather events. Workers' compensation costs continue to be high due to these events. The Authority continues to use temporary alternative duty programs to support employees returning to work after injuries, which has reduced leave costs.

Meeting of the Retail Water and Sewer Rates Committee Reported by Howard Gibbs

The Retail Water and Sewer Rates Committee met on March 18.

Syed Khalil, Vice President of Rates and Revenue, shared the financial report for the period ending February 28, 2026. Year-to-date revenue was 0.3 percent below budget. The Water System Replacement Fee had the largest positive variance, with Other Revenue also exceeding projections. Residential, Commercial, Multifamily, District Government, and DC Housing Authority revenues were below budget.

Delinquent accounts increased both in terms of the dollar value and the number of accounts. The Multifamily category accounts for 48 percent of the 90-day delinquent balance.

The Committee received a presentation from independent consultants Raftelis on updating the System Availability Fee (SAF), which has been unchanged since 2018 despite the increasing value of DC Water's infrastructure. Currently, builders of new developments are not covering their proportionate system costs. The SAF is designed so growth pays for itself, with fees determined by system capacity, meter size, and projected usage. Affordable housing units are not assessed by the SAF, and proportional discounts are given to mixed developments.

The proposed SAF increase is approximately 48 percent. Despite this adjustment, DC Water will continue to operate within the range of comparable utilities in the region, ensuring cost recovery while remaining competitive.

Current SAF revenue is \$4 million annually, which is projected to increase to approximately \$5.9 million. This strengthens the Authority's ability to fund capital through Paygo and reduces reliance on long-term debt.

*Meeting of the Environmental Quality and Operations Committee
Reported by Christopher Herrington*

The Environmental Quality and Operations Committee met on March 19.

Nicholas Passarelli, Vice President of Wastewater Treatment Operations, reported that the Anacostia River Tunnel System captured 128 million gallons in March with no overflows. On-site energy generation was 23 percent of average treatment plant consumption for the month. There were 9,089 tons of biosolids produced, with 24 percent sold through the Blue Drop Bloom program and the remainder land applied through land application contracts.

Ecudemio Gutierrez II, Director of Occupational Safety, presented the annual safety report with a review of safety trends from 2021 through 2025 and opportunities for continued improvement. The report reviewed the safety recognition program, which has recognized employees and leaders for promoting workplace safety and led to the identification and elimination of over 100 hazards.

All findings from the 2025 safety audit are closed except one that awaits final policy updates pending labor relations feedback.

IV. CEO AND GENERAL MANAGER'S REPORT

CEO and General Manager David L. Gadis began by requesting a moment of silence for former Board member Terry Bellamy, who recently passed away. In addition to serving

on the Board, Mr. Bellamy sat on several DC Water committees and was Director of the District Department of Transportation.

Emergency repairs on the damaged section of the PI were completed nearly three weeks ago, after crews worked for 55 days around the clock. Activity at the site has transitioned from an emergency response to the long-term rehabilitation of the pipe and surrounding environment. Over the next eight to nine months, 2,900 linear feet of the PI will be slip lined to reinforce the system. Initial cleaning and temporary stabilization are already complete in high impact areas. The Authority also met directly with residents from the District, Maryland, and Virginia, and held two virtual meetings with environmental organizations to share updates and concerns about the PI.

After approval from the Wholesale Customer Board to resume evaluation and advanced water treatment options, a formal response was sent to the Washington Aqueduct supporting advanced water treatment to meet new regulations for PFAS limits and improve regional water quality. The statement emphasized integrating advanced wastewater treatment and maintaining infrastructure for system reliability, as well as developing a secondary water source through initiatives such as Pure Water DC. It also noted the need for significant capital investment and aligning decisions with affordability and governance. Given the significant share of the aqueduct-related cost borne by DC Water ratepayers, Mr. Gadis noted that DC Water will continue to engage collaboratively with regional partners to ensure decisions support long term reliability, resilience, and financial sustainability.

On March 16, DC Water refinanced its series 2026 bonds, saving about \$54 million over 20 years and reducing annual debt servicing by nearly \$2.9 million.

On March 26, the DC Council Committee on Transportation and Environment held a public hearing on Bill 26-0443, the DC Water Billing Disconnection Modernization Amendment Act. The discussion focused on amnesty programs and protections for tenants of master-metered buildings. Kirsten Williams, Chief Administrative Officer and EVP, provided testimony on how the bill would shift the cost burden to paying customers. She also emphasized DC Water's commitment to protecting its most vulnerable customers and discussed how the bill creates unnecessary and significant operational, financial, and legal challenges for the Authority.

In the last month, DC Water initiated its 2026 cohort for Leading Blue, a key initiative in the Authority's succession planning and employee development strategy. Through this year-long program, participants engage in leadership modules and undertake a capstone project presenting their proposed solutions to the senior executive team in order to demonstrate the application of their learning to organizational challenges.

On March 7, DC Water volunteers supported the DC Math Counts competition. Board member Howard Gibbs leads the program, which encourages middle school students to strength their math skills and explore opportunities in STEM fields. Board member Anthony Giancola also supported the event.

Mr. Giancola shared the following observations on the CEO's report:

- The number of priority one fleet vehicles available for operation was 81 percent in February, which falls short of the 90 percent metric.
- Signups and distributions for the Authority's Customer Assistance Program are lower than expected and additional outreach may be warranted.
- The employee vacancy rate remains at 13.5 percent five months into the fiscal year. The goal for the year is 10 percent and the budget assumes only a 5 percent vacancy rate.
- The one open high-risk audit finding reported lacks a target closure date.

He also asked board member Christopher Herrington to prepare an update on the slow pace of spending for the Capital Improvement Program (CIP), and to note whether any other federal agencies are delaying projects.

Mr. Gadis thanked Mr. Giancola for his observations and stated that the fleet vehicle availability was lower in February due to challenging weather conditions throughout the month. He asked Mr. Herrington to address CIP spending issues in a future meeting.

Board member Jed Ross acknowledged the work of the procurement team in preparation for the upcoming risk management vendor review and next year's insurance solicitation.

V. CONSENT ITEMS FOR APPROVAL (JOINT USE)

There were no joint-use items requiring action.

VI. CONSENT ITEMS FOR APPROVAL (NON-JOINT USE)

1. Approval to Publish the Notice of Proposed Rulemaking to Amend the System Availability Fee (SAF) – **Resolution No. 26-23** (Recommended by the DC Retail Water and Sewer Rates Committee 03-18-26)
2. Approval to Execute Amendment No. 2 of Contract No. DCFA-559, Lead Free DC – Construction Management and Chain of Custody Coordination Services, CorGroup, LLC – **Resolution No. 26-24** (Recommended by the Environmental Quality and Operations Committee 03-19-26)

**Upon a motion made the Board of Directors voted to approve
Joint-Use Resolutions Nos. 26-23 and 26-24 as presented.**

VII. EXECUTIVE SESSION

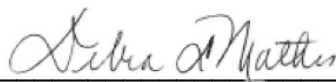
After a motion and majority vote, the Board moved into executive session at 10:21 a.m. to obtain legal advice and preserve attorney-client privilege or settlement terms under D.C. Official Code § 2-575(b)(4)(A).

VIII. ADJOURN

The Board reconvened in open session at 12:47 p.m. and, hearing no further business, the meeting adjourned at 12:48 p.m.

Follow-Up Actions:

1. Dr. Morris-Hughes will issue a survey on Board meeting format preferences.
2. Mr. Herrington will prepare an update on spending for the Capital Improvement Program for an upcoming meeting of the Board.



Debra L. Mathis
Acting Secretary to the Board of Directors