



**DISTRICT OF COLUMBIA  
WATER AND SEWER AUTHORITY**

**BOARD OF DIRECTORS**

**GOVERNANCE COMMITTEE**

**MEETING MINUTES  
JANUARY 14, 2015**

**Committee Members**

Ellen Boardman, Chairperson  
Alan Roth  
Edward Long  
Rachna Butani

**D.C. Water Staff**

George Hawkins, General Manager  
Randy Hayman, General Counsel  
Linda Manley, Board Secretary

Chairperson Boardman convened the meeting at 9:04 a.m.

The Chairperson requested Korey Gray, Compliance Officer, to address Agenda Item # 2 –DC Water Works! Employment Programs Update. Mr. Gray advised that his report would focus on the details of the pilot programs, addressing question posed by the Board members at the November Governance Committee meeting.

Capital Paving and Fort Meyer are the two DC Water contractors that are participating in the Work Force Training Pilot Program. The Program's ultimate goal is to prepare participants for employment after completion of the training. Trainees receive a number of certifications, obtain field training, and are paid while they undergo training. Upon completion of their time in the program, the trainees will be employable by their current employer or may take their experience elsewhere. Mr. Gray stated that \$322,000 was allocated for the Pilot Program, which included 4,600 man hours at the overall hourly cost per worker of \$35.00. Because these are Davis-Bacon projects, prevailing wages are in effect. These workers are classified as Laborers. The rate for the laborers is \$28.30 per hour, which includes a basic hourly rate and fringe benefits. Additionally, \$6.70 goes toward the added training for certifications and field training, totaling \$35.00/hour per worker.

The Chairperson asked for a clarification of what if any of these training certifications or classes is provided directly by the employer and how much is provided through the Laborers' Training program. Mr. Gray showed a slide that broke down the actual training courses that indicated what was provided by the Laborers' Union, and others that were provided by DC Water's pilot program. He further indicated that the Laborers' Union can provide these training courses so long as the contractor is signatory to a collective bargaining agreement with the Union, which is the case with Capital Paving and Fort Meyer. Mr. Gray advised that D.C. Water would have to work with non-union firms as well in the future who would not be signatory.

The Chairperson asked how DC Water tracked D.C. residency. Mr. Gray advised that contractors submit monthly reports with this information.

Mr. Roth asked if there is a sense whether this project is succeeding or failing or just not effective. Mr. Gray stated that DC Water is doing the close-out review now and will present a final analysis for the Committee's review.

Mr. Gray provided an overall update for FY 2015 and the employment picture for D.C. Water's contractors. Contractors are actively encouraged when they come on board to hire locally through the interim Water Works! Program. They submit an employment plan to let D.C. Water know what their employment opportunities will be and they track overall employment figures from all contracts. The statistics were for goods and services opportunities, non-major construction projects and major construction projects. The data can be found on D.C. Water's website in the materials submitted with the agenda and other meeting materials for the January 14, 2015 meeting.

The last update by Mr. Gray concerned the job centers and their activities. There are three centers—Greater Urban League, Anacostia Development Corporation, and Blue Plains. From October through December 2014 there was a total of 179 visitors, 70 callers, and a subsequent number of applications for construction. Mr. Gray reported that they are now also tracking for goods and services. Mr. Long stated that the job centers are great and that D.C. Water should look at expanding them and adding more. Ms. Butani wanted to know if people come and take the applications so that they can report to the unemployment office that they are trying to find work. She wanted to know if they saw this because her company has people who come in and get applications and state that they have to take them to the unemployment office to keep getting benefits. Mr. Gray stated that they are trying to get data on how many are actually looking for work and how to pair them with actual opportunities. They do not want to have a great number of people interested but no one coming out with jobs. This program should be tailored and effective for the applicant, D.C. Water, and the contractor. He indicated that they want the applicants to have some type of skill set that matches the work. They want them to get good jobs and real job opportunities. Ms. Butani wants to get follow-up on people once they come in and apply. They should have an understanding of the types of jobs in which they were interested and for which they are qualified. Mr. Gray said that it is important to educate the applicant and to give them the requirements to apply. They do not want to lead the people on without results. Although most people may come in for construction jobs, Mr. Gray said that they try to encourage them to also consider goods and services opportunities. All the jobs are full-time. He stated that educating them about all of the jobs available is important.

The Chairperson provided background on Agenda Item # 3 –Proposed Amendments to the Procurement Manual - and stated that General Counsel Randy Hayman's update on the Proposed Amendments to the Procurement Manual is an amalgamation of some of the work that the Committee started in 2013 as well as additional changes she requested. The Chairperson noted that she was not requesting that the Committee immediately make recommendations to submit this to the Board. The recommendations should be further considered to make sure the bases are covered and that the Committee members be given additional time to weigh in on items that are missing or that need enhancement. The Chairperson expressed her hope and expectation that at the March meeting the Committee will finalize the proposed changes and recommend them to the Board for approval.