

Presented and Adopted: April 19, 2016

Subject: Approval to Support Mayor's Order – Ban on Official District Government Travel to the State of Mississippi

**#16-31
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 ("the DC Water") at the Board meeting held on April 19, 2016 decided, in a joint use matter, by a vote of ten (10) in favor and none (0) opposed, to take the following action with respect to District of Columbia Mayor's Order 2016-058 banning official District government travel to the State of Mississippi.

WHEREAS, the state of Mississippi recently enacted House Bill 1523, the *Protecting Freedom of Conscience from Government Discrimination Act*, also known as the *Religious Liberty Accommodations Act* (the "Act"), which allows businesses and non-profit groups to use religious beliefs as justification in refusing to provide services to people on the basis of their sexual orientation or gender identity;

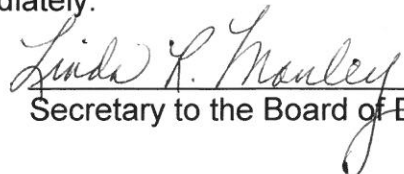
WHEREAS, the Act permits and preserves discrimination against the lesbian, gay, bisexual, transgender and questioning (LGBTQ) community;

WHEREAS, on April 8, 2016, the Mayor of the District of Columbia issued Mayor's Order 2016-058 prohibiting officers and employees of the District of Columbia from authorizing traveling in an official capacity to Mississippi until the Act is permanently enjoined, repealed, or amended by prohibiting any form of discrimination against LGBTQ communities or community members;

WHEREAS, the Board has long been supportive of equal treatment under the law, and voted in 2009 to extend health and welfare benefits to domestic partners of DC Water employees;

NOW THEREFORE BE IT RESOLVED THAT:

1. The Board of Directors directs the General Manager to support the Mayor's Order by issuing a directive to staff prohibiting any authorization of official travel on DC Water business to the State of Mississippi until further notice.
2. This resolution shall be effective immediately.


Secretary to the Board of Directors

Presented and Adopted: April 19, 2016

Subject: Approval of the General Manager's Salary Increase and Bonus

**#16-32
RESOLUTION
OF THE
BOARD OF DIRECTORS
OF THE
DISTRICT OF COLUMBIA WATER AND SEWER AUTHORITY**

The Board of Directors (the "Board") of the District of Columbia Water and Sewer Authority ("DC Water"), at its meeting on April 19, 2016, upon consideration of a joint-use matter decided by a vote of ten (10) in favor and none (0) opposed to take the following action with respect to the General Manager's salary, car allowance, annual leave and bonus.

WHEREAS, the Board has evaluated the General Manager's performance for the period beginning October 1, 2014 thru September 30, 2015; and

WHEREAS, the Board has determined that a 3% increase in the salary for the General Manager's services, retroactive to January 1, 2016 is appropriate; and

WHEREAS, the Board has determined that the General Manager has met the performance criteria for a bonus award and is eligible for payment of a bonus of 15% based on his Fiscal Year 2015 salary, effective immediately; and

WHEREAS, the Board has determined that the General Manager's performance warrants payment to the General Manager, the cash value of a maximum of 40 hours of annual leave not taken by the end of each year in which such leave is earned, pursuant to the employee leave buyback program if the General Manager makes such election; and

WHEREAS, the Board has determined that it is appropriate to increase the General manager's annual car allowance by \$3,000 to \$11,000.

NOW THEREFORE BE IT RESOLVED THAT:

1. The Board rates the General Manager's performance as superior for the period of October 1, 2014 thru September 30, 2015.
2. The Board approves increasing the General Manager's annual salary by 3%, retroactive to January 1, 2016.
3. The Board approves payment of a bonus of 15%, based on the General Manager's current salary, which shall be paid immediately in accordance with the payroll schedule.

4. The General Manager's car allowance is increased by \$3,000 to a maximum of \$11,000.
5. The Board authorizes payment to the General Manager the cash value of up to 40 hours of annual leave earned but not taken by the end of the year in which the leave was earned, pursuant to the employee leave buyback plan if the General Manager elects that such payment be made.

This resolution is effective immediately.


Secretary to the Board