



**DISTRICT OF COLUMBIA
WATER AND SEWER AUTHORITY**

BOARD OF DIRECTORS
*Human Resources and Labor Relations
Committee*
February 13, 2013

MEETING MINUTES

Committee Members Present

Kathleen Boucher, Chairperson
Alan Roth
Carla Reid
Howard Croft

DC Water Staff Present

George Hawkins, General Manager
Christopher Carew, Chief of Staff
Randy Hayman, General Counsel
Linda R. Manley, Board Secretary

Union Presidents Present

Jonathan Shanks, AFGE 872
Barbara Milton, AFGE 631

1. Call to Order

Kathleen Boucher called the meeting to order at 9:30 a.m.

2. Union Presidents – Hiring & Promotions Process

- A. Jonathan Shanks inquired about the follow-up status of the agency's hiring and promotions concerns addressed at the September 12, 2012 meeting, which included issues involving its rehire references, internal promotions, and contractor practices. Mr. Hawkins apologized for not being able to provide accurate accounts of his findings, but he, agreed to develop a timeline to present results to the committee.
- B. **Employee Morale** - Barbara Milton reported that the moral of employees is low due to negotiation impasse. She also announced that many union employees have been disheartened by the 3%+ raises awarded to non union employees in January 2013. Chair Boucher reminded the union representatives that the collective bargaining process governs how these issues are resolved. Mr. Hawkins reassured all that its workforce is appreciated and he will continue to promote the building of healthy morale. He also clarified that the 3% raise was an average, and explained DC Water's formula used to calculate the current "pay-per-performance" awards program.

C. **Administration Highlights and Concerns** - Mr. Shanks gave compliments for things that had been done and also pointed out areas that need improvement.

D. **Follow-up Items** - Chris Carew summarized various action items that administration will follow-up on in future meetings:

1. Update of Workplace Violence Policy and General Counsel's view
2. CDL License update
3. Overview of functions of HCM and Labor Relations
4. Impact of acting role and potential promotion
5. Develop a full list of HR/Labor Relations committee items

4. **Executive Session Discussion** – The Committee convened into an executive session at 10:30 a.m. The Committee reconvened into public session at 12:07 p.m. The meeting adjourned at 12:08 p.m.

ACTION ITEMS:

Listed in Section 2.D.