



**DISTRICT OF COLUMBIA
WATER AND SEWER AUTHORITY**

Board of Directors

**Human Resources and Labor
Relations Committee**

Wednesday, January 13, 2021
11:00 am

Microsoft Teams meeting

[Click here to join the meeting](#)

Or call in (audio only)

+1 202-753-6714

ID: 535 366 069#

1. Call to Order... Adriana Hochberg, Chairperson

2. Roll Call..... Linda Manley, Board Secretary

3. Union TopicsUnion Presidents

Barry Carey, AFSCME 2091
Michelle Hunter, NAGE R3-06
Barbara Milton, AFGE 631
Jonathan Shanks, AFGE 872
Calvert Wilson, AFGE 2553

- A. Notification to Presidents of Benefits and Process changes affecting the terms and conditions of employment for Union employees
- B. Positive COVID-19 Cases at DC Water
- C. Union concerns about Concentra for CDL Employees
- D. DC Water Management response to the Board about its Workers' Compensation program
- E. Open Discussion

4. Action Items..... Ron Lewis, Benefits Manager

A. [Contract No. 16-PR-HCM-28 – Delta Dental of the District of Columbia](#)

- B. [Contract No. 16-PR-HCM-26 - Connecticut General Life Insurance Company \(CIGNA\)](#)
- C. [Contract No. 19-PR--08- Kaiser](#)
- D. [Amendments for Contribution Plans](#)
 - a. Plan 457(b)
 - b. Plan 401a

5. Executive Session* Adriana Hochberg, Chairperson

6. Adjournment Adriana Hochberg, Chairperson

1 The 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: matters prohibited from public disclosure pursuant to a court order or law under D.C. Official Code § 2-575(b)(1); contract negotiations under D.C. Official Code § 2-575(b)(2); legal, confidential or privileged matters under D.C. Official Code § 2-575(b)(4)(A); collective bargaining negotiations under D.C. Official Code § 2-575(b)(5); facility security 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); proprietary matters under D.C. Official Code § 2-575(b)(11); train and develop members of a public body and staff under D.C. Official Codes § 2-575(b)(12); decision in an adjudication action under D.C. Official Code § 2-575(b)(13); civil or criminal matters where disclosure to the public may harm the investigation under D.C. Official Code § 2-575(b)(14), and other matters provided in the Act.

**DISTR. ICT OF COLUMBIA WATER AND SEWER AUTHORITY
BOARD OF DIRECTORS CONTRACTOR FACT SHEET**

ACTION REQUESTED

**GOODS AND SERVICES MODIFICATION TO ADD FUNDING
Dental Insurance Plans
(Joint Use-Indirect)**

Approve the funding for the contract renewal period for Dental Preferred Provider Organization (DPPO) plan in the amount of \$573,851.00.

CONTRACTOR/SUB/VENDOR INFORMATION

| PRIME: | SUBS: | PARTICIPATION: |
|--|--------------|-----------------------|
| Delta Dental of the District of Columbia One Delta Drive Mechanicsburg, PA 17055 | N/A | N/A |

DESCRIPTION AND PURPOSE

| | |
|----------------------------------|-------------------------|
| Original Contract Value: | \$1,659,225.40 |
| Original Contract Dates: | 01-01-2017 - 12-31-2019 |
| No. of Option Years in Contract: | 2 |
| Option Year 1 Value: | \$578,000.00 |
| Option Year 1 Dates: | 01-01-2020—12-31-2020 |
| Option Year 2 Extension: | 01-01-2021—12-31-2021 |
| Additional Funding: | \$573,851.00 |

Purpose of the Contract:

Contract to provide a Dental Preferred Provider Organization (DPPO) benefits to employees hired after October 1, 1987 or later. Dental Health Maintenance Organization (DHMO) services are provided under a separate contract.

Contract Scope:

DC Water has a continuing need to provide its employees with dental insurance benefits. This contract will offer comprehensive dental coverage to employees and their families.

Spending Previous Year:

| | |
|-------------------------------|---|
| Cumulative Contract Value: | 01-01-2017 - 12-31-2020: \$2,237,225.40 |
| Cumulative Contract Spending: | 01-01-2017 - 12-31-2020: \$2,131,769.00 |

Contractor's Past Performance:

According to the COTR, the Contractor's quality of services; timeliness of responses; conformance to DC Water's policies, procedures and contract terms; and invoicing all meet expectations.

No LBE/LSBE participation

PROCUREMENT INFORMATION

| | | | |
|---------------------------|--|-------------------------|------------------------|
| Contract Type: | Fixed Unit Price | Award Based On: | Highest Ranked Offeror |
| Commodity: | Services | Contract Number: | 16-PR-HCM-28 |
| Contractor Market: | Open Market with Preference for LBE and LSBE Participation | | |

BUDGET INFORMATION

| | | | |
|----------------------|---------------|-------------------------|-------------------|
| Funding: | Operating | Department: | People and Talent |
| Service Area: | DC Water Wide | Department Head: | Lisa Stone |

ESTIMATED USER SHARE INFORMATION

| User | Share % | Dollar Amount |
|---|--------------|---------------------|
| District of Columbia | 87.73% | \$503,439.00 |
| Washington Suburban Sanitary Commission | 9.22% | \$52,909.00 |
| Fairfax County | 1.76% | \$10,100.00 |
| Loudoun Water | 0.80% | \$4,591.00 |
| Other (PI) | 0.49% | \$2,812.00 |
| TOTAL ESTIMATED DOLLAR AMOUNT | 100 % | \$573,851.00 |

_____/_____
 Lisa Stone Date
 Chief People and Inclusion Officer and EVP

_____/_____
 Dan Bae Date
 VP of Procurement and Compliance

_____/_____
 Matthew T. Brown Date
 CFO and EVP of Finance and Procurement

_____/_____
 David L. Gadis Date
 CEO and General Manager

**DISTRICT OF COLUMBIA WATER AND SEWER AUTHORITY
BOARD OF DIRECTORS CONTRACTOR FACT SHEET**

ACTION REQUESTED

GOODS AND SERVICES MODIFICATION TO ADD FUNDING

**Medical Insurance Plans
(Joint Use-Indirect)**

Approve the funding for the contract renewal period for Preferred Provider Organization (PPO) and Health Maintenance Organization (HMO) medical plans services in the amount of \$7,690,841.75.

CONTRACTOR/SUB/VENDOR INFORMATION

| PRIME: | SUBS: | PARTICIPATION: |
|---|--|-----------------------|
| Connecticut General Life Insurance Company (Cigna) 111 Calvert Street Baltimore, MD 21202 | Social Driver(LSBE) 1030 15 TH Street NW, Suite 1050W Washington, DC 20005 | 2% |

DESCRIPTION AND PURPOSE

| | |
|-----------------------------------|-------------------------|
| Original Contract Value: | \$10,906,116.00 |
| Original Contract Dates: | 01-01-2017 - 12-31-2017 |
| No. of Option Years in Contract: | 4 |
| Option Year 1 Value: | \$10,824,582.00 |
| Option Year 1 Dates: | 01-01-2018 - 12-31-2018 |
| Option Year 1 Modification: | \$1,051,289.65 |
| Option Year 1 Modification Dates: | 11-01-2018 – 12-31-2018 |
| Option Year 2 Value: | \$13,350,000.00 |
| Option Year 2 Dates: | 01-01-2019 - 12-31-2019 |
| Option Year 3 Value: | \$13,480,000.00 |
| Option Year 3 Dates: | 01-01-2020—12-31-2020 |
| Option Year 4 Extension: | 01-01-2021—12-31-2021 |
| Additional Funding: | \$7,690,841.75 |

Purpose of the Contract:

Contract to provide PPO and HMO benefits to employees hired after October 1, 1987 or later.

Contract Scope:

DC Water provides its employees with a choice of medical plan benefits. This contract will offer comprehensive medical coverage to employees and their families.

Spending Previous Year:

| | |
|-------------------------------|--|
| Cumulative Contract Value: | 01-01-2017 – 12-31-2020: \$49,611,987.65 |
| Cumulative Contract Spending: | 01-01-2017 – 12-31-2020: \$44,158,931.40 |

Contractor’s Past Performance:

According to the COTR, the Contractor’s quality of services; timeliness of responses; conformance to DC Water’s policies, procedures and contract terms; and invoicing all meet expectations.

PROCUREMENT INFORMATION

| | | | |
|---------------------------|--|-------------------------|------------------------|
| Contract Type: | Fixed Unit Price | Award Based On: | Highest Ranked Offeror |
| Commodity: | Services | Contract Number: | 16-PR-HCM-26 |
| Contractor Market: | Open Market with Preference for LBE and LSBE Participation | | |

BUDGET INFORMATION

| | | | |
|----------------------|---------------|-------------------------|-------------------|
| Funding: | Operating | Department: | People and Talent |
| Service Area: | DC Water Wide | Department Head: | Lisa Stone |

ESTIMATED USER SHARE INFORMATION

| User | Share % | Dollar Amount |
|---|--------------|-----------------------|
| District of Columbia | 87.73% | \$6,747,175.48 |
| Washington Suburban Sanitary Commission | 9.22% | \$707,095.61 |
| Fairfax County | 1.76% | \$135,358.81 |
| Loudoun Water | 0.80% | \$61,526.73 |
| Other (PI) | 0.49% | \$37,685.12 |
| TOTAL ESTIMATED DOLLAR AMOUNT | 100 % | \$7,690,841.75 |

_____/_____
 Lisa Stone Date
 Chief People and Inclusion Officer and EVP

_____/_____
 Dan Bae Date
 VP of Procurement and Compliance

_____/_____
 Matthew T. Brown Date
 CFO and EVP of Finance and Procurement

_____/_____
 David L. Gadis Date
 CEO AND General Manager

**DISTRICT OF COLUMBIA WATER AND SEWER AUTHORITY
BOARD OF DIRECTORS CONTRACTOR FACT SHEET**

ACTION REQUESTED

GOODS AND SERVICES MODIFICATION TO ADD FUNDING

**Staff Model Health Maintenance Organization (HMO) Services
(Joint Use-Indirect)**

Approve the funding for the contract renewal period for the Staff Model Health Maintenance Organization (HMO) medical plan services in the amount of \$5,663,598.00.

CONTRACTOR/SUB/VENDOR INFORMATION

| PRIME: | SUBS: | PARTICIPATION: |
|---|--|-----------------------|
| Kaiser Foundation Health Plan of the Mid-Atlantic States, Inc. 2101 East Jefferson Street Rockville, MD 20852 | CI Designs (LSBE) 8740 Cherry Lane, #27 Laurel, MD | 17.7% |
| | Columbia Enterprises, Inc. (LSBE) 1018 7 th Street, SE Washington, DC 20003 | 11.1% |
| | ADC Mgt Solutions (LSBE) 1315 Irving Street, NW Washington, DC 20010 | 1.8% |
| | Capital Construction Group, LLC (LSBE) 3321 12 th Street, NE, Suite 3 Washington, DC 20017 | 1.8% |
| | Lanier Electronics Group, Inc. (LSBE) 16000 Trade Zone Avenue, #401 Upper Marlboro, MD 20774 | .06% |

DESCRIPTION AND PURPOSE

| | |
|----------------------------------|-------------------------|
| Original Contract Value: | \$5,342,000.00 |
| Original Contract Dates: | 01-01-2020 – 12-31-2020 |
| No. of Option Years in Contract: | 4 |
| Option Year 1 Extension: | 01-01-2021 – 12-31-2021 |
| Additional Funding: | \$5,663,598.00 |

Purpose of the Contract:

Contract to provide Staff Model Health Maintenance Organization (HMO) medical plan services for employees hired October 1, 1987 or later.

Contract Scope:

DC Water provides its employees with a choice of medical plan benefits. This contract offers comprehensive HMO medical plan coverage to DC Water employees and their families. DC Water originally awarded a contract to Kaiser effective January 1, 2015. The contract was effective through December 31, 2019. A new solicitation was issued for staff model HMO services effective January 1, 2020. Kaiser was the successful offeror for the new solicitation. Therefore, the existing contract was renewed.

Spending Previous Year:

Contract Value: 01-01-2020 – 12-31-2020 – \$5,342,000.00
 Spending: 01-01-2015 – 12-31-2020 – \$4,559,232.63

Contractor’s Past Performance:

According to the COTR, the Contractor’s quality of services; timeliness of responses; conformance to DC Water’s policies, procedures and contract terms; and invoicing all meet expectations.

PROCUREMENT INFORMATION

| | | | |
|---------------------------|---|-------------------------|------------------------|
| Contract Type: | Fixed Unit Price | Award Based On: | Highest Ranked Offeror |
| Commodity: | Services | Contract Number: | 19-PR-DPT-31 |
| Contractor Market: | Open Market with Preference Points for LBE and LSBE Participation | | |

BUDGET INFORMATION

| | | | |
|----------------------|---------------|-------------------------|-------------------|
| Funding: | Operating | Department: | People and Talent |
| Project Area: | DC Water Wide | Department Head: | Lisa Stone |

ESTIMATED USER SHARE INFORMATION

| User – Operating | Share % | Dollar Amount |
|---|----------------|-----------------------|
| District of Columbia | 87.73% | \$4,968,675.00 |
| Washington Suburban Sanitary Commission | 9.22% | \$522,184.00 |
| Fairfax County | 1.76% | \$99,679.00 |
| Loudoun Water | 0.80% | \$45,309.00 |
| Other (PI) | 0.49% | \$27,751.00 |
| TOTAL ESTIMATED DOLLAR AMOUNT | 100.00% | \$5,663,598.00 |

_____/_____
 Lisa Stone Date
 Chief People and Inclusion Officer and EVP

_____/_____
 Dan Bae Date
 VP of Procurement and Compliance

_____/_____
 Matthew T. Brown Date
 CFO and EVP of Finance and Procurement

_____/_____
 David L. Gadis Date
 CEO and General Manager



HR / Labor Committee January 13, 2021
Benefits-People and Talent

Requesting Board Approval on Action Item D

- Approve amendments to the DC Water 457(b) plan document to keep it consistent with changes previously presented and passed by the board.
- Implement Roth 457(b)



HR / Labor Committee January 13, 2021
Benefits-People and Talent

Requesting Board Approval on Action Item D

- Approve amendments to the DC Water 457(b) plan document to allow for an employer contribution for the position of the General Manager. This amendment updates the plan document consistent with DC Water's practice.



HR / Labor Committee January 13, 2021
Benefits-People and Talent

Requesting Board Approval on Action Item D

- Approve amendments to DC Water 401(a) retirement plan.
- This amendment allows for participants to take a loan from the plan whether the employee is active or inactive.