

Presented and Adopted: October 3, 2024

SUBJECT: Approval of CEO and General Manager's Performance Evaluation, Salary Increase, Bonus, and Amendments to Employment Agreement

**#24-68
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 ("DC Water") at the Board meeting held on September 3, 2024, upon consideration of a joint use matter, decided by a vote of nine (9) in favor and none (0) opposed, to take the following action with respect to the performance evaluation, salary increase, bonus, and amendments to the Employment Agreement with the Chief Executive Officer (CEO) and General Manager.

WHEREAS, pursuant to Resolution #23-53, dated October 5, 2023, the Board approved a 3-year contract extension for the Employment Agreement for the period of October 1, 2023 through September 30, 2026 between the Authority and Mr. Gadis with an annual base salary of \$347,525; and

WHEREAS, on July 19, 2024 and August 17, 2024, the Executive Committee met to conduct the performance evaluation of Mr. Gadis for the period of October 1, 2023 to September 30, 2024, and, based on the results of the performance evaluations, consider a salary increase and bonus for Mr. Gadis; and

WHEREAS, the Executive Committee determined Mr. Gadis met the performance goals for Fiscal Year 2024 and continued to effectively manage the operations of DC Water including his positive promotion of DC Water, effective communication through Council Hearings, engagement with the community including the Summer Intern Program, management of a high-performing Senior Executive Team, continuous alignment with Blueprint 2.0, maintenance of high credit and bond ratings, adherence to regulatory compliance and overall management of a complex Capital Improvement Program; and

WHEREAS, based on Mr. Gadis' performance and achievement for the Authority, the Executive Committee recommended the Board approve a 3% base salary increase to \$357,950.75, and a 5% bonus of \$17,376.25, effective October 1, 2024; and

WHEREAS, the Executive Committee recommended specific amendments to the performance evaluation process and goal-setting dates in the Employment Agreement to provide Mr. Gadis more clarity on the evaluation process to be used each year, to provide

additional time for Mr. Gadis to prepare his annual review, and to allow the Executive Committee additional input to setting performance goals for Mr. Gadis.

NOW THEREFORE BE IT RESOLVED THAT:

1. The Board approves the General Manager's Performance Evaluation for David L. Gadis for the period of October 1, 2023, through September 30, 2024.
2. The Board approves a 5% bonus, based on Mr. Gadis' Fiscal Year 2024 annual base salary, equaling \$17,376.25, which shall be paid immediately.
3. The Board approves a 3% increase of the annual base salary for Mr. Gadis as provided in the Employment Agreement to \$357,950.75, which shall be paid in the manner provided in an Employment Agreement, effective October 1, 2024.
4. The Board approves the specific amendments to the Employment Agreement and authorizes the Board Chair to execute the amended Employment Agreement for the period of October 1, 2024, through September 30, 2026, between the Authority and Mr. Gadis.
5. The Board requires Mr. Gadis to implement the conditions for continued employment and expectations for Fiscal Year 2025.
6. Mr. Gadis shall provide proposed Goals for Fiscal Year 2025 to the Board Executive Committee not later than October 30, 2024.

This resolution is effective immediately.

Michelle Rhodd

Secretary to the Board of Directors

Presented and Approved: October 3, 2024

SUBJECT: Approval to Execute Supplemental Agreement No. 01 of Contract No. DCFA #536-WSA, Program Management for CSO Long-Term Control Plan and Other Services, Greeley and Hansen LLC

**#24-69
RESOLUTION
OF THE
BOARD OF DIRECTORS
OF THE
D.C. WATER AND SEWER AUTHORITY**

The Board of Directors (“Board”) of the District of Columbia Water and Sewer Authority (“the Authority”) at its meeting on October 3, 2024 upon consideration of a joint use matter, decided by a vote of nine (9) in favor and none (0) opposed to approve the execution of Supplemental Agreement No. 01 of Contract No. DCFA #536-WSA, Greeley and Hansen LLC.

Be it resolved that:

The Board of Directors hereby authorizes the General Manager to execute Supplemental Agreement No. 01 of Contract No. DCFA #536-WSA, Greeley and Hansen LLC. The purpose of the contract is to provide program management services to assist DC Water in the continuing implementation of its Long-Term Control Plan (LTCP) to control combined sewer overflows to the Anacostia and Potomac Rivers, and Rock and other services. The total amount of this modification is \$40,351,545.00.

This Resolution is effective immediately.

Michelle Rhodd
Secretary to the Board of Directors

Presented and Approved: October 3, 2024

SUBJECT: Approval to Award Three Base Years and Two Option Years of Contract No. DCFA #550-WSA, Process Facilities Management (PFPM), Stantec Consulting Services, Inc.

**#24-70
RESOLUTION
OF THE
BOARD OF DIRECTORS
OF THE
D.C. WATER AND SEWER AUTHORITY**

The Board of Directors (“Board”) of the District of Columbia Water and Sewer Authority (“the Authority”) at its meeting on October 3, 2024 upon consideration of a joint use matter, decided by a vote of nine (9) in favor and none (0) opposed to approve the Award of Three Base Years and Two Option Years of Contract No. DCFA550-WSA, Stantec Consulting Services, Inc.

Be it resolved that:

The Board of Directors hereby authorizes the General Manager to execute the Award of Three Base Years and Two Option Years of Contract No. DCFA #550-WSA, Stantec Consulting Services, Inc. The purpose of this contract is to provide management services to implement Capital Improvements Program (CIP) for the DC Water vertical facilities including Blue Plains AWTP, sewer and stormwater pumping stations; and to provide comprehensive support to DC Water throughout the project lifecycle, from initial planning stages to construction closeout, ensuring seamless coordination and execution of the CIP. The total amount of this contract is not-to-exceed \$90,000,000.

This Resolution is effective immediately.

Michelle Rhodd
Secretary to the Board of Directors

Presented and Approved: October 3, 2024

SUBJECT: Approval to Extend Contract No. 10039 for a Three-Year Term (IT Software Maintenance Renewal), Geographic Information System (GIS) Software Maintenance Enterprise Agreement, Environmental Systems Research Institute, Inc.

**#24-71
RESOLUTION
OF THE
BOARD OF DIRECTORS
OF THE
D.C. WATER AND SEWER AUTHORITY**

The Board of Directors (“Board”) of the District of Columbia Water and Sewer Authority (“the Authority”) at its meeting on October 3, 2024 upon consideration of a joint use matter, decided by a vote of nine (9) in favor and none (0) opposed to approve the extension of Contract No. 10039, Environmental Systems Research Institute, Inc.

Be it resolved that:

The Board of Directors hereby authorizes the General Manager to execute the extension of Contract No. 10039, Environmental Systems Research Institute, Inc. The purpose of this contract is to leverage continued use of Geographic Information System software to visually present various operational assets including water mains, sewer-stormwater systems, pipes, hydrants, valves etc. on a map to support DC Water daily operations. The total of this modification is \$1,327,500.00 through August 13, 2027.

This Resolution is effective immediately.

Michelle Rhodd
Secretary to the Board of Directors

Presented and Approved: October 3, 2024

**SUBJECT: Approval to Exercise Option Year 2 of Contract No. 10279,
Security Systems, Pavion (d/b/a Enterprise Security
Solutions)**

**#24-72
RESOLUTION
OF THE
BOARD OF DIRECTORS
OF THE
D.C. WATER AND SEWER AUTHORITY**

The Board of Directors (“Board”) of the District of Columbia Water and Sewer Authority (“the Authority”) at its meeting on October 3, 2024 upon consideration of a joint use matter, decided by a vote of nine (9) in favor and none (0) opposed to approve the execution of Option Year 2 of Contract No. 10279, Pavion (d/b/a Enterprise Security Solutions).

Be it resolved that:

The Board of Directors hereby authorizes the General Manager to execute Option Year 2 of Contract No. 10279, Pavion (d/b/a Enterprise Security Solutions). The purpose of this contract is to provide maintenance and on-call and emergency repair services to ensure the continued proper, safe and reliable operation of access control, alarm and video surveillance systems utilized at DC Water facilities. The total amount for option year 2 is \$1,647,000.00.

This Resolution is effective immediately.

Michelle Rhodd

Secretary to the Board of Directors

Presented and Approved: October 3, 2024

SUBJECT: Approval to Execute Extension No. 4 of Contract No. 20-PR-CFO-30, ROCIP IV Insurance Services, AON Risk Insurance Services

**#24-73
RESOLUTION
OF THE
BOARD OF DIRECTORS
OF THE
D.C. WATER AND SEWER AUTHORITY**

The Board of Directors (“Board”) of the District of Columbia Water and Sewer Authority (“the Authority”) at its meeting on October 3, 2024 upon consideration of a joint use matter, decided by a vote of nine (9) in favor and none (0) opposed to approve the execution of Extension No. 4 of Contract No. 20-PR-CFO-30, AON Risk Insurance Services.

Be it resolved that:

The Board of Directors hereby authorizes the General Manager to execute Extension No. 4 of Contract No. 20-PR-CFO-30, AON Risk Insurance Services. The purpose of this contract is to provide payment of insurance audit premiums related to ROCIP IV construction insurance on DC Water’s Capital projects through DC Water’s broker of record. Extension No. 4 provides payment to Chubb Insurance Company, the final settlement for ROCIP IV Insurance Services related to the coverage extension through 2023. The total amount of this payment is \$963,026.00.

This Resolution is effective immediately.

Michelle Rhodd
Secretary to the Board of Directors

Presented and Approved: October 3, 2024

**SUBJECT: Approval to Amend a Participation Project Between
District of Columbia Department of Transportation (DDOT)
and DC Water, S Street Revitalization from 7th Street NW to
Florida Avenue NW**

**#24-74
RESOLUTION
OF THE
BOARD OF DIRECTORS
OF THE
D.C. WATER AND SEWER AUTHORITY**

The Board of Directors (“Board”) of the District of Columbia Water and Sewer Authority (“the Authority”) at its meeting on October 3, 2024, upon consideration of a non-joint use matter, decided by a vote of four (4) In favor and none (0) opposed to approve the amendment of a Participation Project between District of Columbia Department of Transportation (DDOT) and DC Water, S Street Revitalization from 7th Street to Florida Avenue NW.

Be it resolved that:

The Board of Directors hereby authorizes the General Manager to execute the Amendment of a Participation Project between District of Columbia Department of Transportation (DDOT) and DC Water, S Street Revitalization from 7th Street to Florida Avenue NW. The purpose of this contract is to replace small diameter water mains that have experienced failures, or have a history of low water pressure, or water quality issues within the District of Columbia. The total amount of this modification is \$862,000.00.

This Resolution is effective immediately.


Secretary to the Board of Directors

Presented and Approved: October 3, 2024

SUBJECT: Approval to Execute Change Order No. 0005 of Contract No. 200030, Small Diameter Water Main Replacement-16A, Capitol Paving of D.C., Inc.

**#24-75
RESOLUTION
OF THE
BOARD OF DIRECTORS
OF THE
D.C. WATER AND SEWER AUTHORITY**

The Board of Directors ("Board") of the District of Columbia Water and Sewer Authority ("the Authority") at its meeting on October 3, 2024, upon consideration of a non-joint use matter, decided by a vote of four (4) in favor and none (0) opposed to approve the execution of Change Order No. 0005 of Contract No. 200030, Capitol Paving of D.C., Inc.

Be it resolved that:

The Board of Directors hereby authorizes the General Manager to execute Change Order No. 0005 of Contract No. 200030, Capitol Paving of D.C., Inc. The purpose of this contract is to replace small diameter water mains that have experienced failures, or have a history of low water pressure, or water quality issues across various locations within the District of Columbia. The total amount of this modification is \$1,930,885.41.

This Resolution is effective immediately.

Michelle Rhodd
Secretary to the Board of Directors

Presented and Approved: October 3, 2024

SUBJECT: Approval to Add Four Additional Contractors to Contract No. 230020, Small Diameter Water Main Replacement (SDWMR) Program

**#24-76
RESOLUTION
OF THE
BOARD OF DIRECTORS
OF THE
D.C. WATER AND SEWER AUTHORITY**

The Board of Directors (“Board”) of the District of Columbia Water and Sewer Authority (“the Authority”) at its meeting on October 3, 2024, upon consideration of a non-joint use matter, decided by a vote of four (4) in favor and none (0) opposed to approve to Add Four Additional Contractors to Contract No. 230020.

Be it resolved that:

The Board of Directors hereby authorizes the General Manager to execute the approval to Add Four Additional Contractors Contract No. 230020 (See Attachment A). This contract was solicited to qualify contractors with small diameter water main replacement program experience and to establish task order-based construction agreements to address small diameter water mains that have experienced failures, have a history of low water pressure, or have water quality issues. These contractors will be eligible to participate in the competitive bidding process for the program. No adjustment to the original contract valve with this amendment.

This Resolution is effective immediately.

Michelle Rhodd
Secretary to the Board of Directors