

Presented and Adopted: September 21, 2020

**SUBJECT: Approval of the CEO/General Manager's Salary Increase
and Contract Extension**

**#20-71
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 Authority") at the Board meeting held on September 21, 2020, upon consideration of a joint use matter decided by a vote of eleven (11) in favor and none (0) opposed, to take the following action with respect to the CEO/General Manager's salary and contract extension.

WHEREAS, the Board has evaluated the CEO/General Manager's performance for the period beginning October 1, 2019 thru September 30, 2020; and

WHEREAS, David Gadis has met the performance goals of his 2019 contract established with the DC Water Board of Directors and managed the unforeseen challenge of the pandemic caused by COVID 19; and

WHEREAS, David Gadis has provided successful leadership for DC Water for 2020; and

WHEREAS, the change in the base salary, bonus for performance and performance goals set by Mr. Gadis in concert with the Board of Directors by November will be determined on an annual basis over the next three (3) years.

NOW THEREFORE BE IT RESOLVED THAT:

The Board of Directors approves the continued employment for David Gadis as CEO/General Manager of DC Water with:

1. A three year contract extension (October 1, 2020 through September 30, 2023)
2. Annual pay at \$292,128 (2.5%) effective October 1, 2020
3. All other material contract conditions remain the same

This resolution is effective immediately.


Secretary to the Board of Directors