



## DISTRICT OF COLUMBIA WATER AND SEWER AUTHORITY

Board of Directors

*Governance Committee*

**Tuesday, November 8, 2022**

**9:00 a.m.**

### Microsoft Teams

Join on your computer or mobile app

[Click here to join the meeting](#)

Meeting ID: 263 612 608 706

Passcode: gRSeFv

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**Or call in (audio only)**

[+1 202-753-6714,,388532894#](#)

Phone Conference ID: 388 532 894#

### AGENDA

1. Call to Order .....Joe Leonard, Jr., Ph.D., Chairperson
2. Roll Call .....Alfonzo Kilgore Stukes, Acting Board Secretary
3. **Blue Drop FY22 Year End Update** ..... Thomas Kuczynski, President, Blue Drop
4. **DC Water Works Annual Update** .....Korey Gray, Vice President  
Contract Compliance and Business Development
5. Executive Session \* .....Joe Leonard, Jr., Ph.D., Chairperson
6. Adjournment .....Joe Leonard, Jr., Ph.D., Chairperson

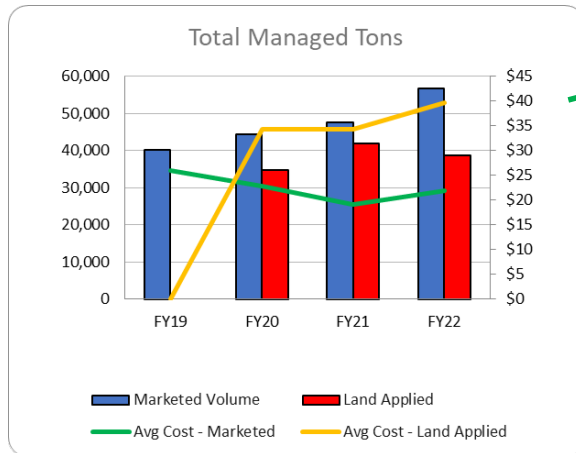
\* The DC Water Board of Directors may go into executive session at this meeting pursuant to the District of Columbia Open Meetings Act of 2010, if such action is approved by a majority vote of the Board members who constitute a quorum to discuss: matters prohibited from public disclosure pursuant to 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.

# Blue Drop Governance Committee Update

FY22— A Year in Review

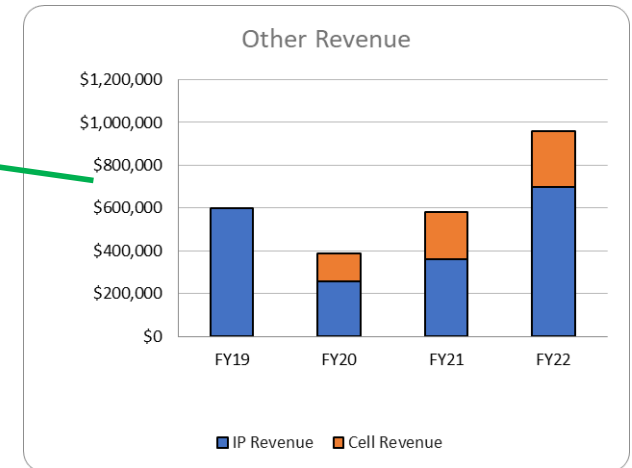


# Historical Perspective

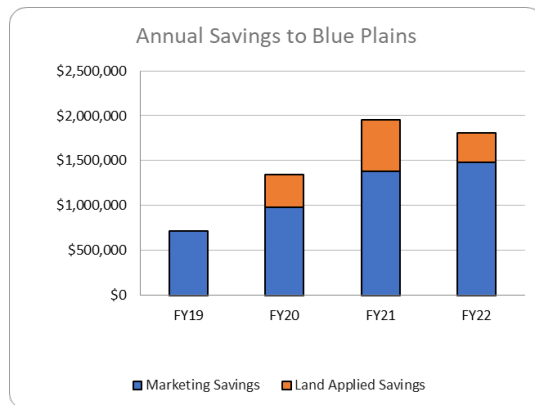


Increase in Volumes Marketed since FY19  
**41%**

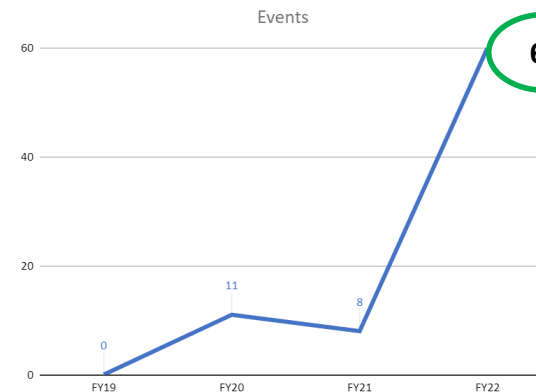
To Date Total Other Revenue  
**\$2,528,629**



**\$8,355,086**



To Date Total Savings  
**\$5,826,457**



What else needs to be said!



# Bloom - How We Got Here

FY22 Bloom sales goal was 55,000 tons; total sales were 56,675 or 103%

2019:

- Hired sales staff
- Built incentive comp plan
- Launched blended products

2020:

- Set goals by market
- Developed outreach program

2021:

- Built additional blending storage facility
- Purchased spreader for farm program
- Conducted webinar series

2022:

- Re-organized Bloom Team and promoted April
- Beat our goal for the first time!
- Increased sales 40% since 2019



# HQO Events – A Blast

Interest in HQO Events continues to exceed expectations.

FY22 Events - 60

FY22 attendance - 8,898

FY22 largest event - 700 attendees

FY23 booked events - 32

2020

- Created 360 virtual tour of HQO
- Launched events program

2021

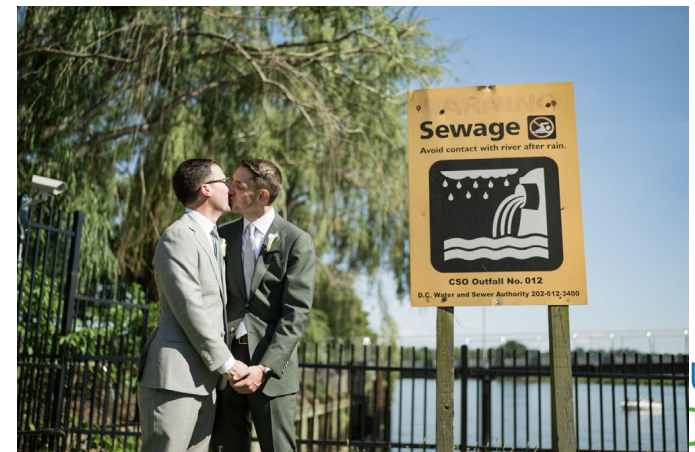
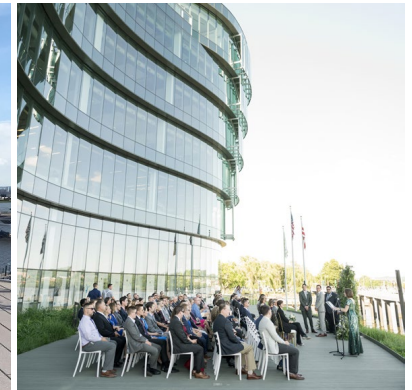
- Relaunched events program post pandemic
- Held first wedding event

2022

- Hired Events Manager
- Redesigned website
- Added valet parking option

2023

- Evaluating full-time event coordinator



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op



# Other Revenue Update

Renewable Energy Credit - FY2022 goal is \$2,000,000

- Processed \$3,313,187 in sales so far in FY22 or 165% of goal

Cell Towers - FY2022 goal is \$245,000

- Collected \$263,548 in FY22 or 108% of goal
- Continued working with T-Mobile on Blue Plains site
- Continued working with Dish Network on Good Hope Road site

IP Goal for FY22 is \$650,000

- Receipts for FY22 are \$697,197 or 107% of goal



# Wendy's Wonderful World of Water

- Sold 256 copies in FY22
- Distributed about 300 free copies to local non-profits, classrooms and DC libraries
- Sold 28 items of branded merchandise in FY22
- Published 3<sup>rd</sup> installment of the Wendy series
- Overall net sales are \$3,441
  - 10% of all sales donated to SPLASH

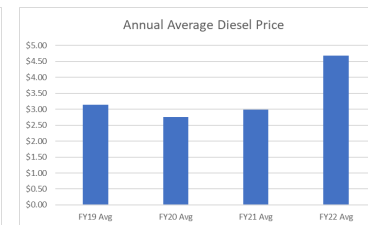
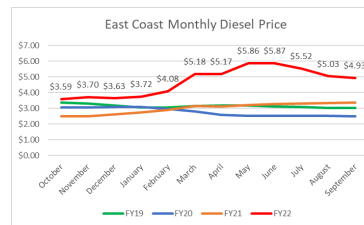


# Where Do We Go From Here?

Category	FY22 Goal	FY22 Actual	Success	FY23 Goal
Bloom Volume	55,000 tons	56,675 tons	103%	58,000 tons
Blue Plains Savings	\$1.9 million	\$1.8 million	94.7%	\$2 million
Cell Tower Revenue	\$245,000	\$263,548	107.5%	\$282,000
HQO Events	40	60	150%	50
IP Sales	\$650,000	\$697,197	107%	\$665,000
Other Revenue	\$2 million	\$3.3 million	165%	\$3.7 million

Exceeded all goals with the exception of Blue Plains savings.

Savings calculated based on FY19 average disposal cost of \$48 per ton, current WSSC disposal cost is \$53 per ton. Average annual diesel price is 50% higher than FY19 base.







District of Columbia Water and Sewer Authority  
David L. Gadis, CEO and General Manager



# ***FY 22 Annual Report***

*Presented to the*

**Governance Committee**

*Dr. Joseph Leonard, Chairperson*

***November 8, 2022***



District of Columbia Water and Sewer Authority  
David L. Gadis, CEO and General Manager

## ***DC Water Works Program***



### **Program Overview**

In 2016, DC Water established its Water Works Program designed to empower local and District residents to establish a meaningful employment on DC Water construction and service projects.

### **Program Elements**

- New Hire Goals: Seventy-Five percent (75%) of new jobs created by contracts or procurements entered into by DC Water with contractors will be filled by local residents.
- Job/Candidate Referral Process
- Job Readiness and Skills Training Program
- Community Outreach
- Comprehensive Monitoring and Reporting



District of Columbia Water and Sewer Authority  
David L. Gadis, CEO and General Manager

## ***DC Water Works Program***

### Program Overview

#### Wrap Around Support

Supported by the District Department of Employment Services (DOES)



CASE MANAGEMENT



COUNSELING  
(INDIVIDUAL & FAMILY)



MENTORSHIP



TRANSPORTATION  
SUPPORT



EDUCATION & SPECIAL  
SERVICES



CHILDCARE SUPPORT

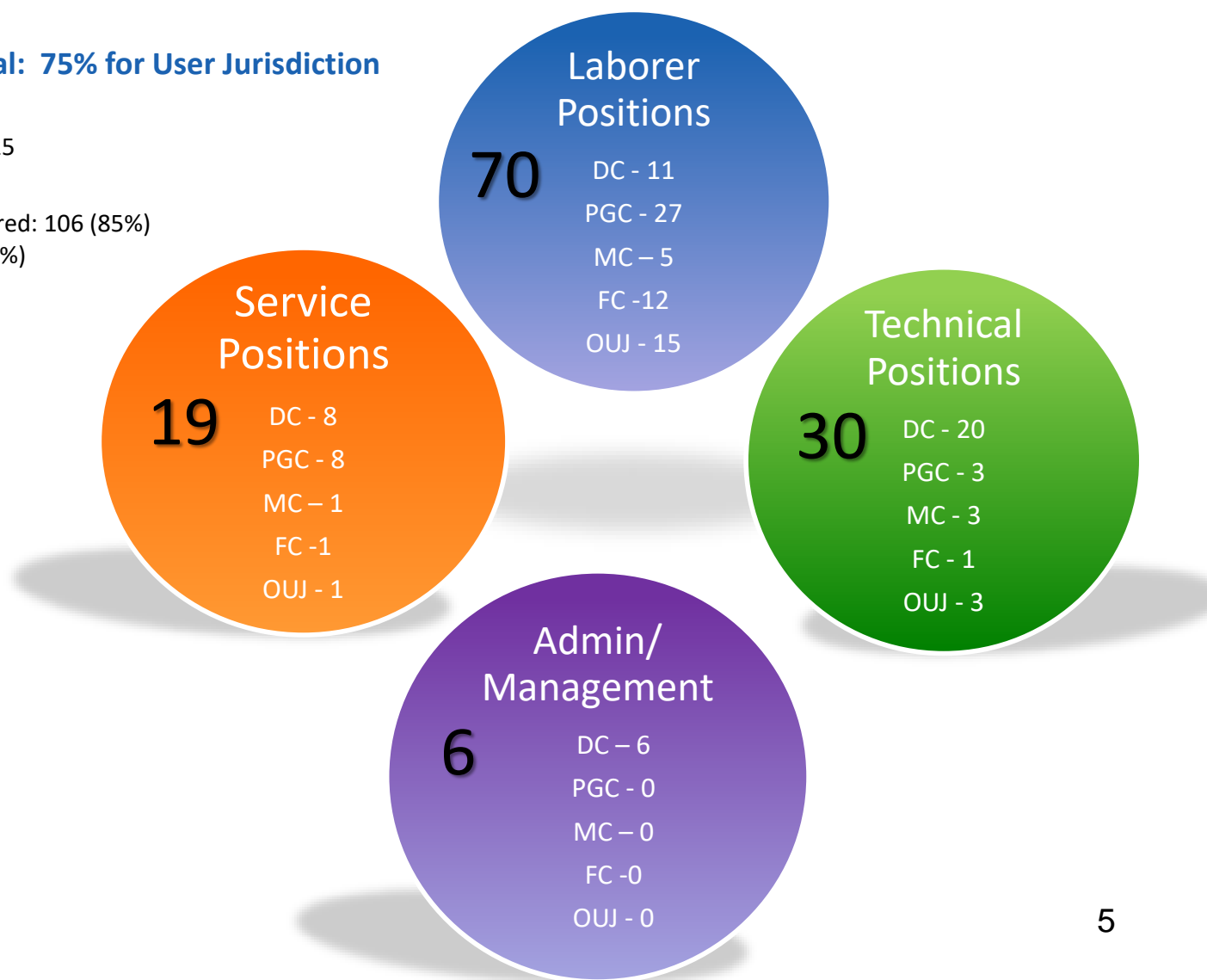


District of Columbia Water and Sewer Authority  
David L. Gadis, CEO and General Manager

## New Opportunities filled through Water Works (October 1, 2021 – September 30, 2022)

### DC Water Works New Hire Goal: 75% for User Jurisdiction

- Total Number of Positions Filled: 125
- Total User Jurisdiction Residents Hired: 106 (85%)
  - Total DC Residents Hired: 45 (36%)
- Total Outside User Jurisdiction: 19



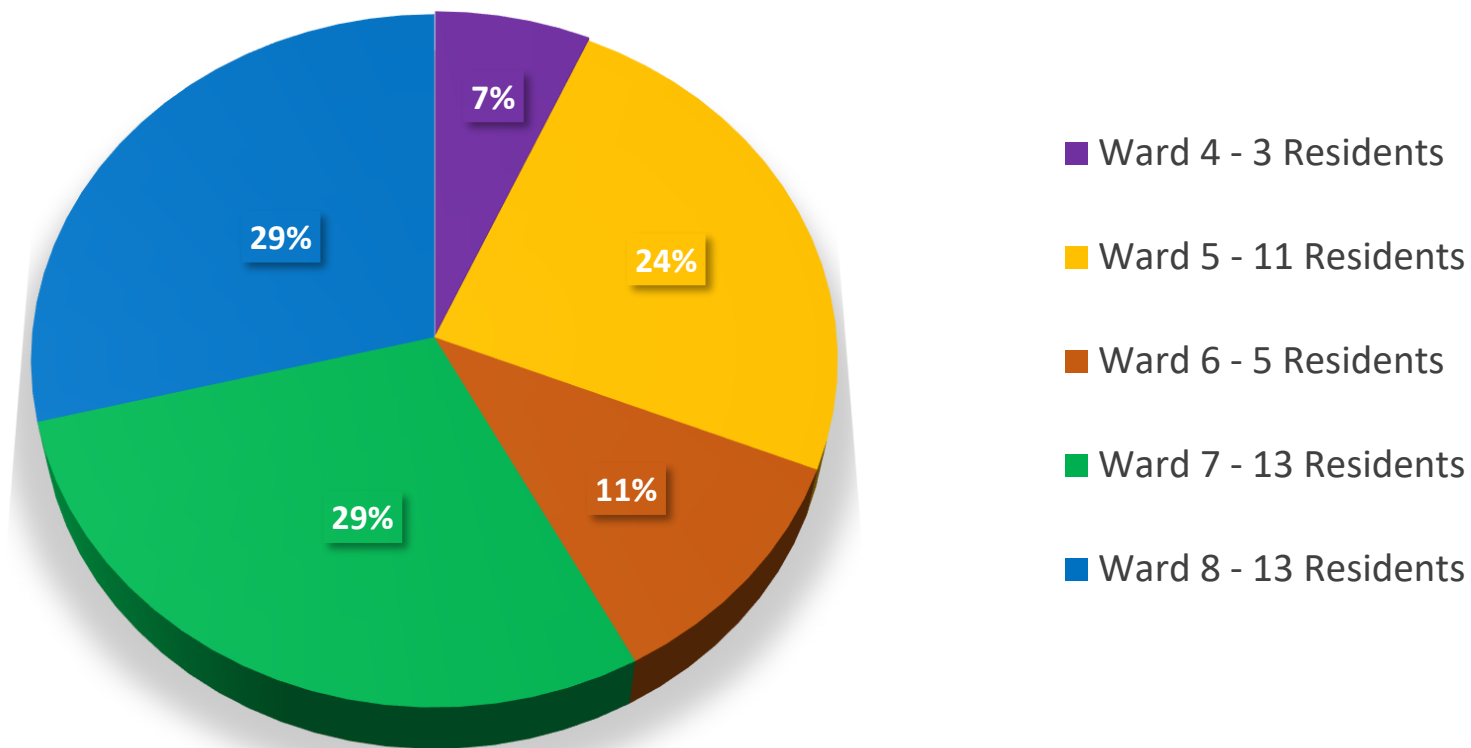


District of Columbia Water and Sewer Authority  
David L. Gadis, CEO and General Manager

## New Opportunities filled through Water Works (October 1, 2021 – September 30, 2022)

**DC Resident Hires by Ward**  
Total DC Resident Hires: 45

**DC Resident Hires By Ward**





District of Columbia Water and Sewer Authority  
David L. Gadis, CEO and General Manager

## Strategic Partner Referrals

DC Water Works maintains a set of Strategic Partners consisting of: Government agencies, community-based organizations, private contractors and union-affiliated groups that act as referral partners for contractor employment and training opportunities.

In FY 22, the Strategic Partners contributed to the placement of 13 individuals on DC Water projects or training programs.

Partner	Number of Placements	Placement Type(s)
District Department of Employment Services (DOES)	5	Administrative – 1 Technical – 4 (Apprentices)
District of Columbia Infrastructure Academy (DCIA)	4	Technical – 4 (Apprentices)
District of Columbia Sustainable Energy Utility (DCSEU)	4	Administrative – 1 Technical – 3





## District of Columbia Water and Sewer Authority David L. Gadis, CEO and General Manager

### Skills Training Component

#### Green Infrastructure Certification Training

Pursuant to the 2015 MOU between DC Water and the District, hiring goals for District residents were established on Green Infrastructure (GI) projects in the Rock Creek and Potomac River sewersheds.

##### Green Jobs Goal

- At least 51% of new jobs filled by District residents
- At least 35% of the apprenticeship hours performed by District residents

##### Use of GI Certified District Residents

- A GI Certification Program was developed for: Construction; Inspection; Maintenance
- DC Water partnered with the University of the District of Columbia to train District residents to successfully complete the National Green Infrastructure Certification Program (NGICP) exam.
- Training is up to 10 weeks/ 40 hours per week.
- Trainees receive a weekly stipend.
- 50% Hiring Goal of the NGICP Graduates

##### DC Water Works

- Use of DC Water Works to connect graduates with job opportunities



### Program Status



- April 25, 2022 – Cohort #12 was seated for training.
  - 6 Participants Passed the NGICP Exam (Graduated)
- Of the Graduates:
  - Three decided to enroll at UDC Full Time
  - Two are Employed (Non - GI Employers)
  - One is still Unemployed (as of September 30)

#### Program Overall

- Twelve Training Cohorts completed to date
  - 104 Graduates to date
  - 87 Employed (83% Achievement)
- List of certified individuals found at:  
<http://ngicp.org/program/list-of-certified-individuals>





District of Columbia Water and Sewer Authority  
David L. Gadis, CEO and General Manager

## Skills Training Component

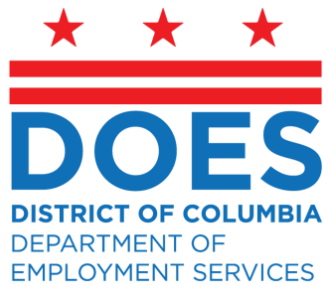
### DC Sustainable Energy Utility

The DC Sustainable Energy Utility (DCSEU) has a workforce development program designed to connect District residents over the age of 18.

- 5-month training period
- Fully sponsored by the District Department of Employment Services (\$20/hr.)
- Goal - 85% graduation rate

Status:

- 5 Participants
  - 3 Engineering
  - 1 People and Talent
  - 1 Compliance and Development



### Department of Facilities Training Program

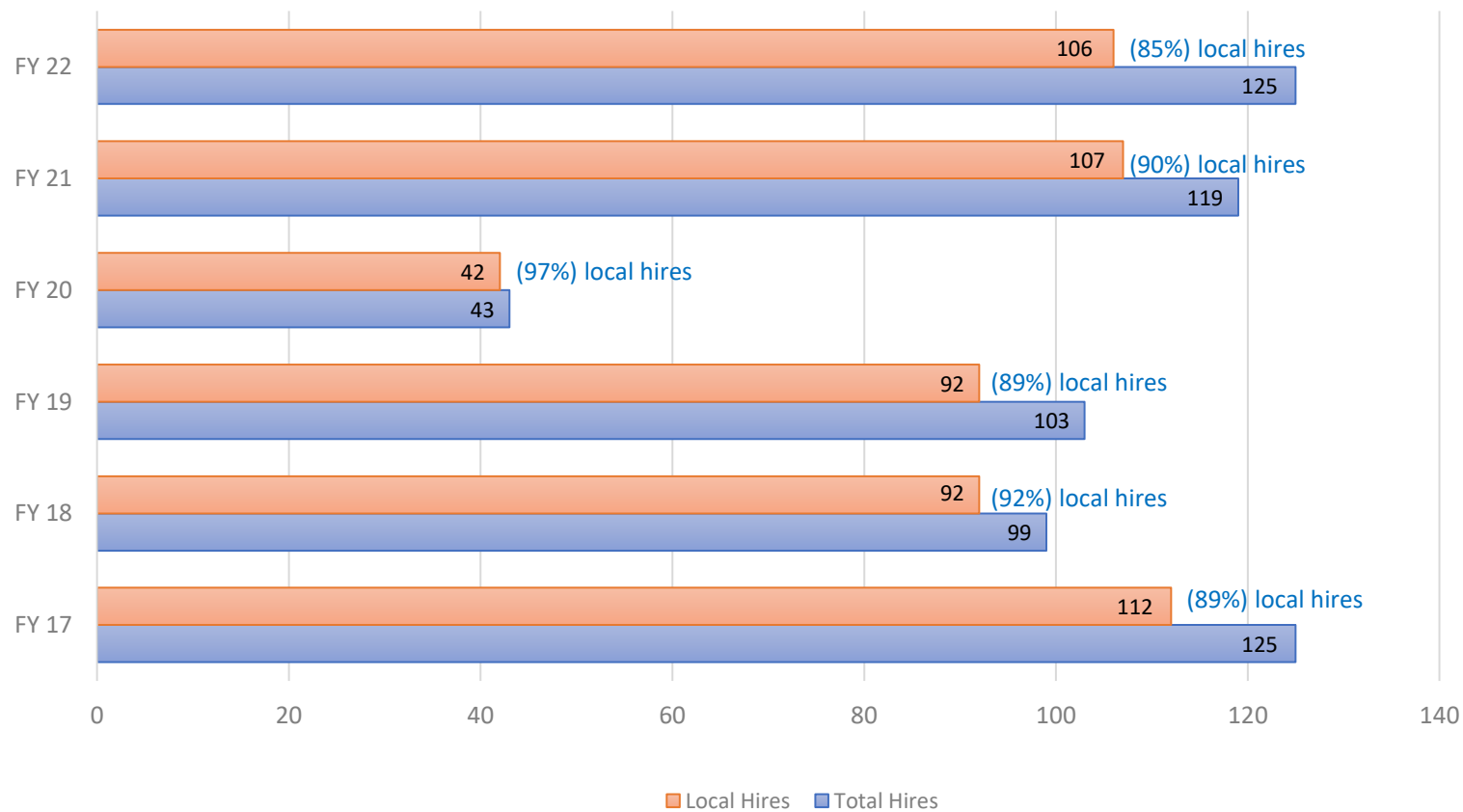
- DC Water's Department of Facilities in partnership with the District Department of Employment Services selected 4 District residents for a six month On the Job Training program.
  - Fully sponsored by the District Department of Employment Services
  - Participants have a dedicated mentor from the District Department of Employment Services
  - Participants receive classroom-style training inclusive of:
    - Conflict Resolution
    - Workplace Safety
- Status:
  - 4 Participants
    - One graduate (employed with a DC Water contractor)



District of Columbia Water and Sewer Authority  
David L. Gadis, CEO and General Manager

## Employment Opportunities Filled Through DC Water Works

75% Annual Local Hiring Goal





District of Columbia Water and Sewer Authority  
David L. Gadis, CEO and General Manager





District of Columbia Water and Sewer Authority  
David L. Gadis, CEO and General Manager

## ABOUT THE DC WATER APPRENTICESHIP PROGRAM

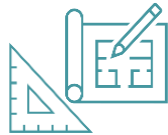
In 2018, DC Water established an Apprenticeship Program designed to empower District of Columbia and local residents to establish a long-term career with DC Water. By creating new employment pipelines, we are helping the economy of the local community to grow organically and nurturing a ratepayer first mindset.

### *Key Components of a Registered Apprenticeship Program*



#### DC Water Involvement

- Our Registered Apprenticeship program is based on our strengths and workforce needs. We are specifically dedicated to expanding our workforce pipeline.



#### Structured On- the-job Learning

- Apprentices receive paid "On-The-Job Learning" from an experienced mentor. (Minimum of 2,000 hours per year)



#### Related Training And Instruction

- Apprentices receive technical education either on-line or at the job site. (Minimum of 144 hours per year)



#### Rewards for Skill Gains

- Apprentices progressive wage increases as they gain higher level skills.



#### National Credential

- Upon completion, apprentices receive a nationally-recognized credential.





District of Columbia Water and Sewer Authority  
David L. Gadis, CEO and General Manager

## Wrap Around Support

Administered by DC Water Works

Supported by the District Department of Employment Services (DOES)  
(Consistent with existing protocols)



CASE  
MANAGEMENT



COUNSELING  
(INDIVIDUAL &  
FAMILY)



MENTORSHIP



TRANSPORTATION  
SUPPORT



EDUCATION &  
SPECIAL  
SERVICES



CHILDCARE  
SUPPORT





District of Columbia Water and Sewer Authority  
David L. Gadis, CEO and General Manager

## Monitoring and Reporting



### DC Water Teamwork

- Collaboration with Wastewater, Facilities, Pumping & Sewer Ops, Finance, People & Talent.



### Periodic check-ins

- Conduct site visits
- Provide referrals for external support for apprentices
- Complete Apprentice Progress form and annual reviews



### Time & Attendance

- *Monthly:*
- Collect attendance records
- Record and report classroom participation
- Assemble the hours worked for DOES reports



### Communicate with DOES

- Send regular updates to DOES
- Coordination of onsite visits as appropriate



District of Columbia Water and Sewer Authority  
David L. Gadis, Chief Executive Officer

DC WATER  
APPRENTICESHIP PROGRAM  
(COHORT 2)

Trade	# of Apprentices	Length of Apprenticeship	Journeyman Title (Upon Graduation)
<b>FACILITIES</b>			
Buildings and Grounds	2	2 Years	Building and Grounds Maintenance Worker (RW 07)
Paint Shop	2	3 Years	Painter (RW 09)
<b>PUMPING AND SEWER OPERATIONS</b>			
Utility Systems Operations	5	5 Years	Utility Systems Operator (RW 11)
Utility Services*	2	2 Years	Utility Service Worker (RW 8)
<b>WASTEWATER OPERATIONS</b>			
Maintenance Services (Mechanical)	4	4 Years	Maintenance Services Worker (Mechanical) (RW 10)



District of Columbia Water and Sewer Authority  
David L. Gadis, CEO and General Manager

## APPRENTICESHIP STANDARDS COHORT 2

### FACILITIES

#### **Building and Grounds Maintenance Worker**

*Apprenticeship: 2 Years*

Sample Classroom Courses Include:

- Landscape Management
- Irrigation System Components and Maintenance
- Special Purpose Cleaning Chemicals

#### **Painting**

*Apprenticeship: 3 Years*

Sample Classroom Courses Include:

- Ladders, Scaffolds, Lifts, and Fall Protection
- Protecting Adjacent Surfaces
- Sealants and Repair/Fillers
- Coatings, Brushing and Rolling

### PUMPING AND SEWER OPERATIONS

#### **Utility Systems Operations**

*Apprenticeship: 5 Years*

Sample Classroom Courses Include:

- Wastewater Collection systems
- Lift Stations
- Equipment Maintenance
- Flow Measurement
- Preliminary Treatment

#### **Utility Services**

*Apprenticeship: 2 Years*

Sample Classroom Courses Include:

- Catch Basin Cleaning
- Cured in Place Pipe Maintenance and Monitoring
- National Association of Sewer Service Companies (NASSCO) Certification
  - Pipeline Assessment
  - Manhole Assessment
  - Lateral Assessment

### WASTEWATER OPERATIONS

#### **Maintenance Service Worker Maintenance**

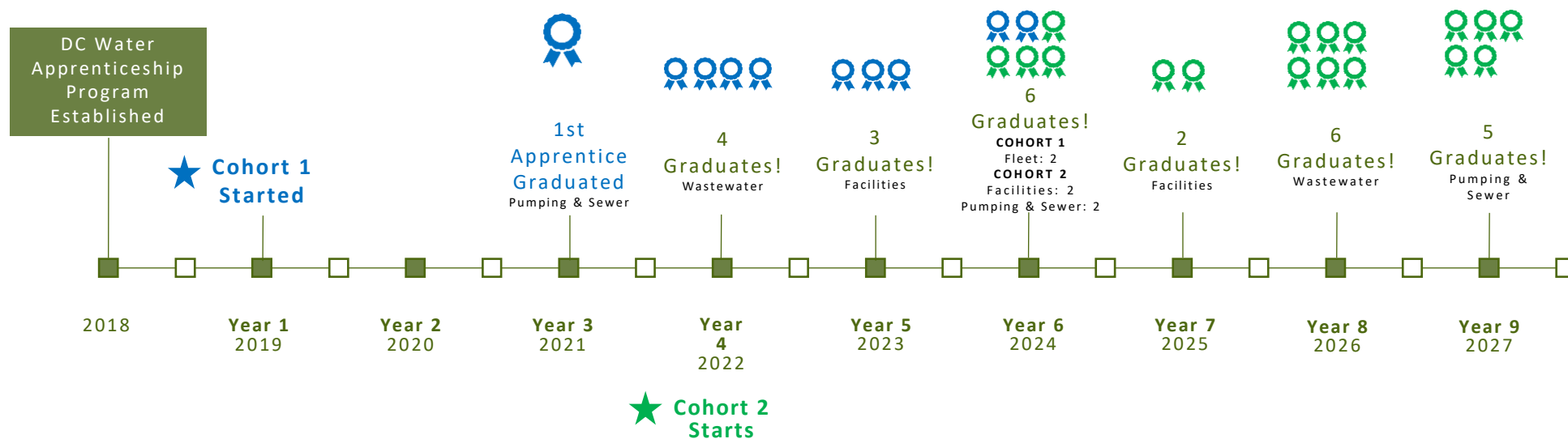
*Apprenticeship: 4 Years*

Sample Classroom Courses Include:

- Electrical Wiring
- Brazing and Welding
- Heating Systems
- Electrical Applications
- Applied Math



## APPRENTICESHIP PROGRAM INCLUDING THE PROPOSED EXPANSION COHORTS 1 & 2 (25 APPRENTICES ACROSS 10 TRADES)



FY 2022 - 2027

DC WATER APPRENTICESHIP PROGRAM – PROPOSED EXPANSION



District of Columbia Water and Sewer Authority  
David L. Gadis, Chief Executive Officer

## Strategic Initiatives

### DC WORKFORCE INVESTMENT COUNCIL



- Updating the District's Workforce Innovation and Opportunity Act "State Plan"
- Identify and remove barriers to better coordinate, align, and avoid duplication among programs and activities
- Develop strategies to support career pathways
- Develop strategies for outreach and improved access for individuals and employers who could benefit from workforce development system
- Develop a plan for the provision of required youth services
- Update the guidelines for the District's "Eligible Training Provider List" to include regional organizations.
- Continue supporting the efforts of DCPS and DOES to enhance the school system's STEM and CTE programs for high schoolers.
  - Create student profiles to help align student's education with career goals, college, etc. (including pathways for careers with utilities).



District of Columbia Water and Sewer Authority  
David L. Gadis, Chief Executive Officer

# UNIVERSITY OF THE DISTRICT OF COLUMBIA

## DAWN INITIATIVE



## Strategic Initiatives

The University of the District of Columbia's Developing America's Workforce Nucleus (DAWN) Initiative is a collaboration of partners brought together to support UDC's initiatives to strengthen the Ward 8 community surrounding the promising, overlooked talent in Anacostia, specifically to support STEM efforts at Anacostia Senior High School.

- CEO and General Manager David Gadis and Chairman Tommy Wells serve on the Leadership Panel.
  - Several DC Water staff support the initiative

### Mission

Create a sustainable pipeline of domestic, diverse, business-ready and entrepreneurship-ready STEM talent, at all levels of the workforce and career ladder, to propel America's economic engine into the future.

### Vision

DAWN will be a proven national model for producing diverse, domestic STEM Talent from a pool of black, brown, and economically-disadvantaged students based on a successful 10-year pilot program in the District of Columbia's Ward 8 Anacostia community. DAWN will help reduce the opportunity divide for underrepresented populations in growing industry sectors like sustainable energy and cybersecurity.





District of Columbia Water and Sewer Authority  
David L. Gadis, Chief Executive Officer

## DISTRICT OF COLUMBIA INFRASTRUCTURE ACADEMY



## Strategic Initiatives

As a founding member of the DC Infrastructure Academy, DC Water serves on the Utilities/Infrastructure Advisory Committee.

Led by the Department of Employment Services (DOES), the purpose of DCIA is to help fill the workforce gaps in the infrastructure industry in the greater Washington, DC region by training District residents for low-barrier, high-wage infrastructure jobs. In addition to DC Water, DCIA founding partners include: the Department of Energy and the Environment (DOEE), PEPCO, Washington Gas, WMATA, the University of the District of Columbia, and the Department of Public Works.

As a part of its strategic enhancements, the DCIA seeks to further align its training operations by connecting directly with employers (beyond the utilities directly). This includes working with firms in the energy efficiency (solar, wind by wire, and green technologies), transportation, green infrastructure, and logistics sectors.

Currently, DCIA serves as a central location to coordinate training and recruitment related to the infrastructure industries.



District of Columbia Water and Sewer Authority  
David L. Gadis, Chief Executive Officer

## DISTRICT OF COLUMBIA

## INFRASTRUCTURE ACADEMY



## Strategic Initiatives

### ENERGY, CONSTRUCTION AND UTILITY (ECU) PROGRAM OVERVIEW

Prepare local residents for careers in energy and construction with a focus on excavation and backfilling, underground clearances, cover-service lines, and prevention of accidental ignition.

Upon successful completion of the program, graduates can explore potential opportunities as a Service Assistant, Construction Helper, or Mechanic

Program Launch Spring 2023

### DC Infrastructure Academy Construction Industry Conversation

November 30<sup>th</sup> 1:30 PM – 3:30 PM

Town Hall Style meeting between DCIA and the local contracting community

Opportunity to visit the facility, Meet the DCIA team, and Understand the vision of DCIA

This will also be an opportunity to learn from the construction industry and get their input on the training that they would like to see take place at the Academy,

Learn about the opportunities to help provide the training that is meaningful for them, and

Learn how to recruit DCIA Training graduates



District of Columbia Water and Sewer Authority  
David L. Gadis, Chief Executive Officer

## Activities and Recognitions

➤ **November 2021**

- DC Water Recognized as a “Apprenticeship Sponsor of the Year” by the District of Columbia Apprenticeship Council

➤ **April 2022**

- Ward 8 Workforce Development Town Hall

➤ **May 2022 (Infrastructure Week)**

- DC Water Recognized as an “Outstanding Partner” with the DC Infrastructure Academy
- DC Water participated in the DC Infrastructure Academy Partners in Unity Open House on May 17, 2022
- DC Water hosted the DC Infrastructure Academy’s Annual Stakeholder Reception at HQO on May 19, 2022

➤ **June 2022**

- DOES Apprenticeship Job Fair

➤ **July 2022**

- Memorandum of Agreement Between DC Water and DOES to pay the first year costs of the Apprentices signed

➤ **August 2022**

- Washington Metropolitan Area Transit Authority CDL Graduation Ceremony and Job Fair

➤ **September 2022**

- University of the District of Columbia Career Expo