

**RECORD OF PROCEEDINGS
MINUTES
of the
Board of Water Commissioners**

Denver Water Administration Building
1600 West 12th Avenue
Denver, CO
Board Room, First Floor

Video Conference: <http://zoom.us/join>, Meeting ID: 882 3417 6376, Password: 600590
or Dial-in: (669) 900-6833, Meeting ID: 882 3417 6376

Wednesday, July 12, 2023

Open Session

A duly called Regular Meeting of the Board of Water Commissioners was held Wednesday, July 12, 2023, beginning at 9:00 a.m. in the Board Room and via Zoom Video Conference: <http://zoom.us/join>, Meeting ID: 882 3417 6376, Password: 600590 or via Dial-in: (669) 900-6833, Meeting ID: 882 3417 6376. Members of the Board present during the Regular Meeting were:

Craig Jones, President
Dominique Gómez, First Vice President
Stephanie Donner, Vice President
Tyrone J. Gant, Vice President
Gary M. Reiff, Vice President

Board employees and others present during portions of the meeting were:

J.A. Anderson, Chief of Staff	P. Freeman, Business Operations Manager
A. Bricmont, Chief Financial Officer	C. Gonzales, Internal Sr. Auditor
D. Brinker, <i>Acting</i> Chief Engineering Officer	P. Jensen, Total Rewards Manager
J. Brody, General Counsel	D. Martinelli, Finance Associate Analyst
B.D. Good, Chief Administrative Officer	S. Overby, Business Operations Support
D. Gorgemans, Chief Internal Auditor	J. Potts, Finance Analyst
R. Marsicek, Chief Water Resource Strategy Officer	C. Proctor, Communications Sr. Specialist
T.J. Roode, Chief Operations and	L. Quintana, Administrative Sr. Assistant
	K. Riegler, Attorney Sr.

Denver Water aspires to be the best water utility in the nation.

Integrity :: Vision :: Passion :: Excellence :: Respect



Maintenance Officer	P. Ries, Engineer Sr.
E. Abbott, IT Solution Lead	L. Southard, Business Operations Support
S. Adamkovics, Finance Sr. Analyst	P. Williams, Executive Assistant
B. Akins, Finance Sr. Analyst	A. Witheridge, Scientist Lead
J. Archer, Engineering Manager	A. Woodrow, Lead Program Manager
C. Brummitt, Attorney	K. Brewer
A. Cavallaro, Paralegal Sr.	C. Lane, Platter Canyon Water and Sanitation District
F. Davis, Rates Manager	M. Nelson
C. Easom, Attorney	
K. Forbes, Director Human Resources	

INTRODUCTORY BUSINESS

Commissioner Jones called the meeting to order at 9:03 a.m.

Public Comment and Communications

Commissioner Jones issued an invitation to members of the public to comment to the Board on any matters not included in the meeting Agenda. There was no public comment.

ACTION ITEMS

Upon motion regularly made, seconded and unanimously carried by the Commissioners then present, unless otherwise noted, the Board acted upon the following agenda items:

1. ITEM II-A-1: MINUTES FROM JUNE 7, 2023

Approved the Minutes from the June 7, 2023 Special Board Meeting.

2. ITEM II-A-2: MINUTES FROM JUNE 14, 2023

Approved the Minutes from the June 7, 2023 Board Meeting.

3. ITEM II-A-2: MINUTES FROM JUNE 28, 2023

Approved the Minutes from the June 28, 2023 Board Meeting.

4. ITEM II-B-1: APPROVAL OF DENVER WATER'S 2024 BUSINESS PLAN

Ms. Anderson stated that minor changes informed by the Board's feedback have been integrated into the current proposed 2024 Denver Water Business Plan. The Board's approval of the Plan will kick off the budgeting process for 2024. The Board will review the draft plan again in conjunction with the proposed budget during the November annual budget workshop.

In response to questions from the Board, Ms. Anderson clarified that Denver Water will continue to have goals related to supplier diversity and that staff will continue to track metrics for woman- and minority-owned business contracting as part of the Diversity, Equity and Inclusion (DEI) strategy. Ms. Anderson also noted that staff have developed a robust onboarding and integration for incoming CEO Alan Salazar.

Approved Denver Water's 2024 Business Plan to be used in the development of the 2024 budget and executed over the course of the next one to three years.

5. ITEM II-B-2: APPROVAL OF DENVER WATER PAY PLAN

Ms. Forbes reported on recommended adjustments to pay rate structures for specific occupational groups within Denver Water to closer align with the market. These adjustments are based upon market compensation analysis by Aon Consulting, Inc.

Approved the 2024 Pay Plan.

6. ITEM II-B-3: APPROVAL OF BENEFITS CHANGES FOR 2024 PLAN YEAR

Ms. Forbes described the proposed benefit plan design changes for 2024 that will bring Denver Water's medical, dental, and vision plans in closer alignment with the market. Effective January 1, 2024, these changes include a 4-tier contribution structure to achieve consistency with tier design in the market. There are no proposed 2024 vendor changes.

Ms. Forbes stated that in lieu of participation in Colorado's Paid Family and Medical Leave Insurance (FAMLI) program, the Board has directed staff to expand Denver Water paid leave benefits to more closely align with those provided under FAMLI. Staff has proposed a new form of paid leave (COFAM)

and job protection under the Family and Medical Leave Act (FMLA) after 180 days of employment with Denver Water. These alignment changes will be presented to the Board for approval later this year.

Approved the recommended plan design changes and associated contribution ratios and tiers for medical, dental, and vision benefits described in the attached rate document.

Approved the creation of a new form of paid leave (COFAM), an increase in job protection provided under the FMLA, and increases to wage replacement provided through Denver Water's short-term and long-term disability plans.

POLICY MATTERS


7. ITEM III-A: LEAD REDUCTION PROGRAM


Ms. Woodrow presented the Board with the Lead Reduction Program (LRP) update, a copy of which is attached to and incorporated in these Minutes as Exhibit A. She provided an overview of the LRP Dashboard, highlighting program goals and accomplishments. The project team is on track to surpass its annual regulatory target of 4,477 lead service line (LSL) replacements with over 3,212 lines replaced to date. She added that the team is committed, at a minimum, to maintaining the same rate of replacements in vulnerable communities as compared to the broader service area.

The program's ongoing community outreach efforts, activities, and education continue to raise program awareness and engage the public through various platforms. Customer participation and community partner involvement remain high. Starting this month, staff is taking steps to improve program efficiency by shifting construction schedules and conduct year-round LSL replacements, which will allow for consistent staffing throughout the year and promote cost savings.

ADJOURNMENT

No further business appearing, the Board voted unanimously to adjourn into an Executive Session at approximately 9:27 a.m.

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Secretary

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President