

AGENDA

Denver Board of Water Commissioners

Video Conference: <http://zoom.us/join>, Meeting ID: 998 2398 7643 - Passcode: 868653 or

Dial in (669) 900-6833 - Meeting ID: 998 2398 7643 - Passcode: 868653

Wednesday, August 26, 2020 9:00 a.m.

I. INTRODUCTORY BUSINESS

A. Call to Order and Determination of Quorum

B. Public Comment and Communications

At this point in the agenda, the Board may allow members of the public to address the Board on any item of interest within the jurisdiction of the Board, and not on the agenda for action. Speakers wishing to address a specific Action Item will be invited to address the Board when the item is being considered. Three minutes are allowed for each person unless the President determines otherwise.

1. Distributor Communications
2. Citizen Advisory Committee Communications

C. Ceremonies, Awards, and Introductions

II. ACTION ITEMS

A. Consent Items

Items listed below are considered routine and may be enacted by one motion and vote. If any Board member desires discussion beyond explanatory questions, or corrections to the Minutes, the President may order that item to be considered in a separate motion and vote.

1. High Line Canal Management Agreement – Contract 504561 and Lease of Little Dry Creek Property – Contract 504562 with the High Line Canal Conservancy
2. Approval of 2021 Medical, Dental and Vision Rates for Employees and Retirees
3. Approval of Denver Water 2021 Pay Plan
4. Third Amendment to Magpie Human Safety Systems – Contract 503864

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

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



B. Individual Approval Items

- | | | |
|--|---------------|-----------|
| 1. Adoption of Appendix K to Summit County's Local All-Hazard Mitigation Plan | Jason Taussig | 5 minutes |
| 2. Inter-governmental Agreement between Denver Water and Metro Wastewater Reclamation District - Contract 504571 | Jim Lochhead | 5 minutes |

III. POLICY MATTERS

- | | | |
|---|----------------|------------|
| A. Northwater Treatment Plant Update | Pete McCormick | 15 minutes |
| B. Lead Program Update | Alexis Woodrow | 10 minutes |

IV. EXECUTIVE UPDATE

- A. CEO Update**
- B. CFO Update**
 - 1. Monthly Financial Update
- C. Operations Update**

V. BRIEFING PAPERS & REPORTS

- A. Briefing Paper**
- B. Report**

VI. ADJOURNMENT

VII. TRUSTEE MATTERS

I. ACTION ITEMS

1. Meeting as Trustee: Minutes from July 8, 2020 Trustee Meeting
2. Meeting as Trustee: Actuarial Services Agreement - Contract 504453 Aneta Rettig

II. INFORMATION ITEMS

1. Meeting as Trustee: The Employees Retirement Plan – Callan’s 2Q 2020 Performance Report Alex Browning 5 minutes
2. Meeting as Plan Sponsor: 401(k) Plan and 457 Plan - Ellwood 2Q 2020 Performance Report
3. Meeting as Trustee and or Plan Sponsor: 2Q Performance Report and Due Diligence Report for DB Plan, 401(k) Plan and 457 Plan

VIII. EXECUTIVE SESSION

The Board may adjourn the regular meeting and reconvene in executive session on topics authorized by D.R.M.C Sec. 2-34.

- A. Confidential Report

DENVER BOARD OF WATER COMMISSIONERS

Meeting Date: August 26, 2020

Board Item: II-A-1

High Line Canal Management Agreement Contract 504561 and Lease of Little Dry Creek Property Contract 504562 with the High Line Canal Conservancy

Action by Consent

Individual Action

Purpose and Background:

Since 2015, the Board has been working with a non-profit organization, the High Line Canal Conservancy ("Conservancy"), to transition the High Line Canal from its original use as an irrigation ditch to an enhanced recreation and stormwater community asset. The Conservancy seeks to harness private donations and partner with local public and recreation organizations, to provide a long-term funding model that will advance community amenities and public works projects. The Conservancy's efforts to date have produced a Framework Plan, endorsed by the Board in 2019. The plan lays the groundwork for perpetual vegetation and trail maintenance standards, recreation and safety enhancements and guidelines for stormwater uses in the canal channel. The Conservancy has also taken on much of the public outreach for projects along the canal, community outreach for awareness, support of project funding, and facilitation of canal maintenance transition from Denver Water crews to local jurisdictions.

Contract 504561 will formalize additional responsibilities that Denver Water desires to transition to the Conservancy, such as overseeing Denver Water contracts with local jurisdictions and agencies to manage the recreation activities and stormwater along the canal. The Conservancy will also be authorized to continue the implementation of the Framework Plan, with an emphasis in creating a formal governance structure with local partners and advancing fundraising for the continued operation and maintenance of the canal.

Denver Water has historically housed a Source of Supply crew at the approximately 26-acre property known as Little Dry Creek, located at approximately Orchard Road and University Boulevard, to manage operations of the High Line Canal. The site is bounded by the High Line Canal and includes one office building and two storage structures. Due to reduced responsibilities along the High Line Canal, and consolidation of operations within the Source of Supply section, the crew has relocated to Denver Water's Kessler facility. The Lease Contract 504562 provides the Conservancy occupation of five acres of Little Dry Creek property and the three structures as compensation for providing the services described in Management Agreement Contract 504561. This Lease allows the Conservancy to efficiently perform the duties in the Management Agreement, reduce overhead expense by using the structures as a headquarters and create a presence on a vacant piece of Denver Water property.

Budget and Schedule:

There is no budgetary impact for these contracts.

S/MWBE Information:

Small/Minority and Women-owned Business Enterprise goals are not applicable for this item.

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

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



Recommendation:

It is recommended that the Board approve Contracts 504561 and 504562 with the High Line Canal Conservancy for High Line Canal Management and Lease of the Little Dry Creek property for the contract period August 26, 2020 through January 15, 2025.

Approvals:

- | | |
|---|--|
| <input checked="" type="checkbox"/> James S. Lochhead, CEO/Manager | <input type="checkbox"/> Brian D. Good, Chief Administrative Officer |
| <input type="checkbox"/> Julie Anderson, Chief of Staff | <input type="checkbox"/> Mike King, Chief External Affairs Officer |
| <input type="checkbox"/> Jessica R. Brody, General Counsel | <input checked="" type="checkbox"/> Robert J. Mahoney, Chief Engineering Officer |
| <input checked="" type="checkbox"/> Angela C. Bricmont, Chief Financial Officer | <input checked="" type="checkbox"/> Thomas J. Roode, Chief Operations Officer |

DENVER BOARD OF WATER COMMISSIONERS

Meeting Date: August 26, 2020

Board Item: II-A-2

Approval of 2021 Medical, Dental, and Vision Rates for Employees and Retirees

Action by Consent

Individual Action

Purpose and Background:

Denver Water is self-insured for medical and dental costs, which means that the total cost of claims is paid by Denver Water contributions, employee/retiree contributions, and employee/retiree out-of-pocket payments. As part of the annual process to establish employee and retiree contributions for plan coverage, the previous plan year performance is reviewed.

The cost of claims to the medical plan has been flat over the last 12-month period and the actuarial estimate for costs in 2021 decreased from estimates for 2020. As a result, Denver Water is recommending a 7% reduction in the estimated employer contribution for 2021 which results in an incremental change in the employer/employee plan contribution split. The current contribution split is 85%/15%. The recommended reduction to the employer contribution results in an 84%/16% contribution split which is more closely aligned with the 80%/20% employer/employee contribution split prevalent in the market. Denver Water's contribution to medical plan costs would be approximately \$14.1 million, and the employee/retiree contribution would be approximately \$2.7 million, distributed by plan type and tier selection as depicted in the attached 2021 Medical, Dental and Vision rates document.

The cost of claims to the dental plan has been favorable over the last 12-month period. Denver Water is recommending the Board maintain the current 62%/38% employer/employee plan contribution split for 2021. Denver Water's contribution would be approximately \$610,000, and the employee/retiree contribution would be approximately \$371,000, distributed by tier selection as depicted in the attached 2021 Medical, Dental and Vision rates document.

There are no vendor changes for medical and dental benefits in 2021, but Denver Water is recommending activation of a new prescription drug benefit. If approved by the Board, Cigna's Patient Assurance Program would be effective Jan. 1, 2021 offering certain insulins at \$25 for a 30-day supply. The program is designed to expand and promote better health by making more high cost essential medications affordable and will include additional branded diabetes medications for customers using a non-insulin product to help manage their blood sugar.

The 2021 wellness cash incentive will remain at \$15 monthly if the Cigna online health and biometric assessment is completed.

There will be no vendor change for vision benefits. Denver Water is however recommending the employee rates for the vision plan be reduced by \$1.00 to \$3.00 per month depending on tier selection.

Budget and Schedule:

Denver Water's estimated contributions to medical and dental rates are \$14.1 million and \$610,000 respectively. These amounts will be included in the 2021 budget development process.

Recommendation:

It is recommended the Board approve the 2021 Medical, Dental and Vision Contributions described in the attached rate document and the activation of the Cigna Patient Assurance Program.

Attachment: 2021 Medical, Dental and Vision Rates Document

Approvals:

- | | |
|---|---|
| <input checked="" type="checkbox"/> James S. Lochhead, CEO/Manager | <input type="checkbox"/> Brian D. Good, Chief Administrative Officer |
| <input checked="" type="checkbox"/> Julie Anderson, Chief of Staff | <input type="checkbox"/> Mike King, Chief External Affairs Officer |
| <input checked="" type="checkbox"/> Jessica R. Brody, General Counsel | <input type="checkbox"/> Robert J. Mahoney, Chief Engineering Officer |
| <input checked="" type="checkbox"/> Angela C. Bricmont, Chief Financial Officer | <input type="checkbox"/> Thomas J. Roode, Chief Operations Officer |

DENVER WATER 2021 MONTHLY MEDICAL, DENTAL AND VISION RATES

FULL-TIME:				
		Employee	DW	Total
Medical High Plan	Single	\$159	\$526	\$685
	EE + 1	\$292	\$1,078	\$1,370
	Family	\$433	\$1,622	\$2,055
Medical Low Plan	Single	\$100	\$533	\$633
	EE + 1	\$172	\$1,093	\$1,265
	Family	\$252	\$1,645	\$1,897
Medical Basic Plan	Single	\$36	\$561	\$597
	EE + 1	\$51	\$1,144	\$1,195
	Family	\$68	\$1,724	\$1,792
Vision	Single	\$6	\$0	\$6
	EE + 1	\$8	\$0	\$8
	Family	\$14	\$0	\$14
Delta Dental PPO plus Premier Plan	Single	\$15	\$33	\$48
	EE + 1	\$23	\$54	\$77
	Family	\$35	\$66	\$101

DENVER WATER 2021 MONTHLY MEDICAL, DENTAL AND VISION RATES

PART-TIME 50%:				
		Employee	DW	Total
Medical High Plan	Single	\$433	\$252	\$685
	EE + 1	\$836	\$534	\$1,370
	Family	\$1,258	\$797	\$2,055
Medical Low Plan	Single	\$255	\$378	\$633
	EE + 1	\$472	\$793	\$1,265
	Family	\$715	\$1,182	\$1,897
Medical Basic Plan	Single	\$65	\$532	\$597
	EE + 1	\$109	\$1,086	\$1,195
	Family	\$161	\$1,631	\$1,792
Vision	Single	\$6	\$0	\$6
	EE + 1	\$8	\$0	\$8
	Family	\$14	\$0	\$14
Delta Dental PPO plus Premier Plan	Single	\$21	\$27	\$48
	EE + 1	\$32	\$45	\$77
	Family	\$51	\$50	\$101

DENVER WATER 2021 MONTHLY MEDICAL, DENTAL AND VISION RATES

PART-TIME 75%:				
		Employee	DW	Total
Medical High Plan	Single	\$296	\$389	\$685
	EE + 1	\$565	\$805	\$1,370
	Family	\$846	\$1,209	\$2,055
Medical Low Plan	Single	\$176	\$457	\$633
	EE + 1	\$322	\$943	\$1,265
	Family	\$485	\$1,412	\$1,897
Medical Basic Plan	Single	\$51	\$546	\$597
	EE + 1	\$78	\$1,117	\$1,195
	Family	\$114	\$1,678	\$1,792
Vision	Single	\$6	\$0	\$6
	EE + 1	\$8	\$0	\$8
	Family	\$14	\$0	\$14
Delta Dental PPO plus Premier Plan	Single	\$19	\$29	\$48
	EE + 1	\$27	\$50	\$77
	Family	\$44	\$57	\$101

**DENVER WATER 2021
MONTHLY MEDICAL, DENTAL AND VISION RATES**

RETIREES				
		Retiree	DW	Total
Medical High Plan	Single	\$563	\$452	\$1,015
	EE + 1	\$1,118	\$908	\$2,026
	Family	\$1,681	\$1,361	\$3,042
Medical Low Plan	Single	\$502	\$434	\$936
	EE + 1	\$1,004	\$868	\$1,872
	Family	\$1,505	\$1,303	\$2,808
Medical Basic Plan	Single	\$449	\$436	\$885
	EE + 1	\$893	\$875	\$1,768
	Family	\$1,342	\$1,310	\$2,652
Vision	Single	\$6	\$0	\$6
	EE + 1	\$8	\$0	\$8
	Family	\$14	\$0	\$14
Delta Dental PPO plus Premier Plan	Single	\$48	\$0	\$48
	EE + 1	\$77	\$0	\$77
	Family	\$101	\$0	\$101

DENVER WATER 2021 MONTHLY MEDICAL, DENTAL AND VISION RATES

SPOUSE / DEPENDENTS OF RETIREE				
		Spouse / Dependents	DW	Total
Medical High Plan	Single	\$900	\$115	\$1,015
	EE + 1	\$1,797	\$229	\$2,026
	Family	\$2,696	\$346	\$3,042
Medical Low Plan	Single	\$857	\$79	\$936
	EE + 1	\$1,714	\$158	\$1,872
	Family	\$2,571	\$237	\$2,808
Medical Basic Plan	Single	\$815	\$70	\$885
	EE + 1	\$1,624	\$144	\$1,768
	Family	\$2,439	\$213	\$2,652
Vision	Single	\$6	\$0	\$6
	EE + 1	\$8	\$0	\$8
	Family	\$14	\$0	\$14
Delta Dental PPO plus Premier Plan	Single	\$48	\$0	\$48
	EE + 1	\$77	\$0	\$77
	Family	\$101	\$0	\$101

**DENVER WATER 2021
MONTHLY MEDICAL, DENTAL AND VISION RATES**

COBRA				
		COBRA Participant	DW	Total
Medical High Plan	Single	\$699	\$0	\$699
	EE + 1	\$1,397	\$0	\$1,397
	Family	\$2,096	\$0	\$2,096
Medical Low Plan	Single	\$646	\$0	\$646
	EE + 1	\$1,290	\$0	\$1,290
	Family	\$1,935	\$0	\$1,935
Medical Basic Plan	Single	\$609	\$0	\$609
	EE + 1	\$1,219	\$0	\$1,219
	Family	\$1,828	\$0	\$1,828
Vision	Single	\$6	\$0	\$6
	EE + 1	\$8	\$0	\$8
	Family	\$14	\$0	\$14
Delta Dental PPO plus Premier Plan	Single	\$48	\$0	\$48
	EE + 1	\$77	\$0	\$77
	Family	\$101	\$0	\$101

DENVER BOARD OF WATER COMMISSIONERS

Meeting Date: August 26, 2020

Board Item: II-A-3

Approval of Denver Water 2021 Pay Plan

Action by Consent

Individual Action

Purpose and Background:

Denver Water maintains a Board-adopted schedule of pay grades, each consisting of a pay range with minimum, midpoint, and maximum pay rates. This "Pay Plan" includes a list of job codes by occupational group and the pay grade to which each job is assigned.

As part of the comprehensive review of the Total Rewards package in 2020, Denver Water retained Aon Consulting, Inc. to evaluate its employee compensation and benefit programs and overall total rewards competitiveness. One component of the evaluation focused on the structure and competitiveness of the Pay Plan.

Aon found that pay ranges are generally aligned with the market median, but minor adjustments could be made to improve competitive alignment. Specifically, the pay ranges assigned to the Engineering/Scientific/ Professional Services (ESP) occupational group are ~7 percent below the market, and an adjustment for 2021 is warranted.

Pay range structures are considered competitive if their midpoints vary from the market median no more than +/- 10 percent. Denver Water uses the midpoint of each pay range as the primary point of reference for decisions about pay. To improve the alignment of the ESP pay ranges with the market and to ensure decisions about pay are based on a market-based competitive pay structure, Denver Water is recommending Board approval of the 2021 Pay Plan (attached) which includes a 5 percent adjustment to ESP pay ranges.

Budget and Schedule:

There is no immediate budget impact for this item. However, base pay for employees assigned to positions in the ESP occupational group will be evaluated in Q1 of 2021 to determine impacts of the structure adjustment on competitive placement of base salaries within the pay range. Denver Water estimates \$23,692 would be required to restore the competitive position (i.e. -10% of midpoint) of base salaries for 16 employees within the pay ranges.

Recommendation:

It is recommended that the Board approve the 2021 Pay Plan which includes a 5 percent adjustment to pay ranges in the ESP occupational group.

Approvals:

- | | |
|---|---|
| <input checked="" type="checkbox"/> James S. Lochhead, CEO/Manager | <input type="checkbox"/> Brian D. Good, Chief Administrative Officer |
| <input checked="" type="checkbox"/> Julie Anderson, Chief of Staff | <input type="checkbox"/> Mike King, Chief External Affairs Officer |
| <input checked="" type="checkbox"/> Jessica R. Brody, General Counsel | <input type="checkbox"/> Robert J. Mahoney, Chief Engineering Officer |
| <input checked="" type="checkbox"/> Angela C. Bricmont, Chief Financial Officer | <input type="checkbox"/> Thomas J. Roode, Chief Operations Officer |

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

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



PAY RANGE STRUCTURE

2021

2021 Pay Ranges by Occupational Group Full-time

As of 1/1/2021

Exec/Mgmt/Prof Services

		<u>Minimum</u>	<u>Mid-Point</u>	<u>Maximum</u>
EMP01	Hourly Rate	\$24.38	\$29.26	\$34.13
	Monthly Rate	\$4,225.87	\$5,071.73	\$5915.87
	Annual Rate	\$50,710	\$60,861	\$70,991
EMP02	Hourly Rate	\$26.63	\$32.21	\$37.79
	Monthly Rate	\$4,615.87	\$5,583.07	\$6,550.27
	Annual Rate	\$55,390	\$66,997	\$78,604
EMP03	Hourly Rate	\$29.04	\$35.44	\$41.83
	Monthly Rate	\$5,033.60	\$6,142.93	\$7,250.53
	Annual Rate	\$60,403	\$73,715	\$87,007
EMP04	Hourly Rate	\$31.68	\$38.96	\$46.25
	Monthly Rate	\$5,491.20	\$6,753.10	\$8,016.67
	Annual Rate	\$65,894	\$81,037	\$96,200
EMP05	Hourly Rate	\$34.62	\$43.63	\$52.64
	Monthly Rate	\$6,000.80	\$7,562.53	\$9,124.27
	Annual Rate	\$72,009	\$90,750	\$109,492
EMP06	Hourly Rate	\$37.79	\$48.00	\$58.22
	Monthly Rate	\$6,550.27	\$8,320	\$10,091.47
	Annual Rate	\$78,603	\$99,840	\$121,098
EMP07	Hourly Rate	\$41.25	\$52.82	\$64.38
	Monthly Rate	\$7,150	\$9,155.47	\$11,159.20
	Annual Rate	\$85,800	\$109,866	\$133,911
EMP08	Hourly Rate	\$45.87	\$59.16	\$72.45
	Monthly Rate	\$7,950.80	\$10,254.40	\$12,558
	Annual Rate	\$95,409	\$123,053	\$150,696
EMP09	Hourly Rate	\$50.24	\$65.05	\$79.86
	Monthly Rate	\$8,708.27	\$11,275.34	\$13,842.40
	Annual Rate	\$104,499	\$135,304	\$166,109
EMP10	Hourly Rate	\$55.05	\$71.56	\$88.08
	Monthly Rate	\$9,542	\$12,403.73	\$15,267.20
	Annual Rate	\$114,504	\$148,845	\$183,207
EMP11	Hourly Rate	\$60.55	\$78.72	\$96.89
	Monthly Rate	\$10,495.33	\$13,644.80	\$16,794.27
	Annual Rate	\$125,944	\$163,738	\$201,531

2021 Pay Ranges by Occupational Group Full-time

As of 1/1/2021

Eng/Scientific/Prof Services

		<u>Minimum</u>	<u>Mid-Point</u>	<u>Maximum</u>
ESP01	Hourly Rate	\$25.89	\$31.07	\$36.25
	Monthly Rate	\$4,4880.08	\$5,385.42	\$6,282.75
	Annual Rate	\$53,857	\$64,625	\$75,393
ESP02	Hourly Rate	\$28.22	\$34.15	\$40.08
	Monthly Rate	\$4,892.17	\$5,918.75	\$6,947.00
	Annual Rate	\$58,706	\$71,025	\$83,364
ESP03	Hourly Rate	\$30.84	\$37.61	\$44.37
	Monthly Rate	\$5,345.33	\$6,518.33	\$7,691.42
	Annual Rate	\$ 64,144	\$ 78,220	\$92,297
ESP04	Hourly Rate	\$33.62	\$41.34	\$49.07
	Monthly Rate	\$5,827.67	\$7,166.25	\$8,504.92
	Annual Rate	\$69,932	\$85,995	\$102,059
ESP05	Hourly Rate	\$36.75	\$46.32	\$55.88
	Monthly Rate	\$6,370.00	\$8,028.08	\$9,686.08
	Annual Rate	\$76,440	\$96,337	\$116,233
ESP06	Hourly Rate	\$ 40.13	\$ 50.96	\$ 61.79
	Monthly Rate	\$ 6,956.00	\$ 8,833.33	\$ 10,710.75
	Annual Rate	\$ 83,472	\$ 106,000	\$ 128,529
ESP07	Hourly Rate	\$43.76	\$56.03	\$68.30
	Monthly Rate	\$7,585.75	\$9,711.58	\$11,839.17
	Annual Rate	\$91,029	\$116,539	\$142,070
ESP08	Hourly Rate	\$48.67	\$62.77	\$76.88
	Monthly Rate	\$8,435.75	\$10,880.00	\$13,326.08
	Annual Rate	\$101,229	\$130,560	\$159,913
ESP09	Hourly Rate	\$53.31	\$69.03	\$84.76
	Monthly Rate	\$9,240.17	\$11,965.58	\$14,691.08
	Annual Rate	\$110,882	\$143,587	\$176,293
ESP10	Hourly Rate	\$58.41	\$75.93	\$93.44
	Monthly Rate	\$10,124.67	\$13,160.50	\$16,196.25
	Annual Rate	\$121,496	\$157,926	\$194,355
ESP11	Hourly Rate	\$64.25	\$83.52	\$102.78
	Monthly Rate	\$11,136.58	\$14,476.33	\$17,816.00
	Annual Rate	\$133,639	\$173,716	\$213,792

2021 Pay Ranges by Occupational Group Full-time

As of 1/1/2021

Field Technician Support

		<u>Minimum</u>	<u>Mid-Point</u>	<u>Maximum</u>
FTS01	Hourly Rate	\$13.22	\$15.86	\$18.51
	Monthly Rate	\$2,291.47	\$2,749.07	\$3,208.40
	Annual Rate	\$27,498	\$32,989	\$38,501
FTS02	Hourly Rate	\$14.42	\$17.45	\$20.48
	Monthly Rate	\$2,499.47	\$3,024.67	\$3,549.87
	Annual Rate	\$29,993	\$36,296	\$42,599
FTS03	Hourly Rate	\$15.72	\$19.34	\$22.95
	Monthly Rate	\$2,724.80	\$3,352.27	\$3,978
	Annual Rate	\$32,697	\$40,227	\$47,736
FTS04	Hourly Rate	\$17.16	\$21.30	\$25.44
	Monthly Rate	\$2,974.40	\$3,692	\$4,409.60
	Annual Rate	\$35,692	\$44,304	\$52,916
FTS05	Hourly Rate	\$18.75	\$23.63	\$28.51
	Monthly Rate	\$3,250	\$4,095.87	\$4,941.73
	Annual Rate	\$39,000	\$49,150	\$59,301
FTS06	Hourly Rate	\$20.48	\$26.01	\$31.54
	Monthly Rate	\$3,549.87	\$4,508.40	\$5,466.93
	Annual Rate	\$42,598	\$54,101	\$65,604
FTS07	Hourly Rate	\$22.36	\$28.61	\$34.86
	Monthly Rate	\$3,875.73	\$4,959.06	\$6,042.40
	Annual Rate	\$46,508	\$59,509	\$72,509
FTS08	Hourly Rate	\$24.81	\$32.02	\$39.23
	Monthly Rate	\$4,300.40	\$5,550.13	\$6,799.87
	Annual Rate	\$51,604	\$66,602	\$81,599
FTS09	Hourly Rate	\$27.21	\$35.24	\$43.27
	Monthly Rate	\$4,716.40	\$6,108.27	\$7,500.13
	Annual Rate	\$56,596	\$73,299	\$90,002
FTS10	Hourly Rate	\$29.81	\$38.75	\$47.69
	Monthly Rate	\$5,167.07	\$6,716.67	\$8,266.27
	Annual Rate	\$62,004	\$80,600	\$99,196

2021 Pay Ranges by Occupational Group Full-time

As of 1/1/2021

Information Technology

		<u>Minimum</u>	<u>Mid-Point</u>	<u>Maximum</u>
IT01	Hourly Rate	\$23.37	\$28.03	\$32.69
	Monthly Rate	\$4,050.80	\$4,858.54	\$5,666.27
	Annual Rate	\$48,609	\$58,302	\$67,996
IT02	Hourly Rate	\$25.72	\$31.10	\$36.49
	Monthly Rate	\$4,458.13	\$5,390.67	\$6,324.93
	Annual Rate	\$53,497	\$64,688	\$75,900
IT03	Hourly Rate	\$28.56	\$34.86	\$41.15
	Monthly Rate	\$4,950.40	\$6,042.40	\$7,132.67
	Annual Rate	\$59,404	\$72,509	\$85,592
IT04	Hourly Rate	\$31.15	\$38.32	\$45.48
	Monthly Rate	\$5,399.33	\$6,642.13	\$7,883.20
	Annual Rate	\$64,792	\$79,706	\$94,599
IT05	Hourly Rate	\$34.09	\$42.94	\$51.78
	Monthly Rate	\$5,908.93	\$7,442.93	\$8,975.20
	Annual Rate	\$70,907	\$89,315	\$107,703
IT06	Hourly Rate	\$37.16	\$47.21	\$57.26
	Monthly Rate	\$6,441.07	\$8,183.07	\$9,925.07
	Annual Rate	\$77,292	\$98,197	\$119,101
IT07	Hourly Rate	\$40.58	\$51.95	\$63.32
	Monthly Rate	\$7,033.87	\$9,004.67	\$10,975.47
	Annual Rate	\$84,406	\$108,056	\$131,706
IT08	Hourly Rate	\$45.10	\$58.18	\$71.25
	Monthly Rate	\$7,817.33	\$10,084.53	\$12,350
	Annual Rate	\$93,808	\$121,014	\$148,200
IT09	Hourly Rate	\$50.34	\$65.17	\$80.00
	Monthly Rate	\$8,725.60	\$11,296.13	\$13,866.67
	Annual Rate	\$104,707	\$135,554	\$166,400
IT10	Hourly Rate	\$55.14	\$71.68	\$88.22
	Monthly Rate	\$9,557.60	\$12,424.53	\$15,291.47
	Annual Rate	\$114,691	\$149,094	\$183,498
IT11	Hourly Rate	\$60.65	\$78.85	\$97.04
	Monthly Rate	\$10,512.67	\$13,667.33	\$16,820.27
	Annual Rate	\$126,152	\$164,008	\$201,843

DENVER BOARD OF WATER COMMISSIONERS

Meeting Date: August 26, 2020

Board Item: II-A-4

Third Amendment Magpie Human Safety Systems Contract 503864

Action by Consent

Individual Action

Purpose and Background:

In 2019 Denver Water engaged a consultant to evaluate the Safety Maturity of Denver Water and provide recommendations to improve overall safety performance.

In February and March of 2020, the Safety Manager and a Safety Specialist issued their resignations. At that time, the Magpie Contract was amended to accommodate additional services to help fill the gap in coverage during the COVID-19 crisis. The scope change included conducting Occupational Health and Safety Gap Analyses, Job Hazard/Safety Analyses, program documentation updates and other safety functions. These functions include COVID-19 safety analysis monitoring, review of the latest emerging research and providing health and safety recommendations related to COVID-19. These services have been a valuable addition to Denver Water's COVID-19 response. As the crisis has continued additional funds are needed to continue these services through the remainder of the contract term.

Budget and Schedule:

This amendment in the amount of \$180,000 brings the total amount of this contract to \$400,000 and the term of the contract is January 1, 2019 through March 31, 2021. The funds for this service/contract will come from the 2020 budget for Safety, which has sufficient funds to pay the \$145,000 estimated to be needed in 2020. The remaining \$35,000 will be budgeted in year 2021.

Selection of Business Partner:

In March 2019, Denver Water issued an RFP for Denver Water's Safety Maturity Index. The RFP was solicited through Rocky Mountain E-Purchasing System (BidNet), Denver Water's website, and known vendors. Denver Water received two proposals and selected Magpie Human Safety Systems based on its understanding of work, experience, proposed pricing, and overall value provided to Denver Water.

S/MWBE Information:

Small/Minority and Women-owned Business Enterprise goals are not applicable for this item.

Recommendation:

It is recommended that the Board approve the Third Amendment for \$180,000 to contract 503864 with Magpie Human Safety Systems for Professional Safety Services for a for a total amended contract amount not to exceed \$400,000.

Approvals:

- | | |
|---|---|
| <input checked="" type="checkbox"/> James S. Lochhead, CEO/Manager | <input checked="" type="checkbox"/> Brian D. Good, Chief Administrative Officer |
| <input type="checkbox"/> Julie Anderson, Chief of Staff | <input type="checkbox"/> Mike King, Chief External Affairs Officer |
| <input type="checkbox"/> Jessica R. Brody, General Counsel | <input type="checkbox"/> Robert J. Mahoney, Chief Engineering Officer |
| <input checked="" type="checkbox"/> Angela C. Bricmont, Chief Financial Officer | <input type="checkbox"/> Thomas J. Roode, Chief Operations Officer |

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

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



DENVER BOARD OF WATER COMMISSIONERS

Meeting Date: August 26, 2020

Board Item: II-B-1

Adoption of Appendix K to Summit County's Local All-Hazard Mitigation Plan

Action by Consent

Individual Action

Purpose and Background:

The purpose of multi-hazard mitigation planning is to reduce or eliminate long-term risk to people and property. In order for state, local, and tribal jurisdictions to be eligible for Federal Emergency Management Agency (FEMA) assistance prior to, during and after a disaster strikes, they must develop all-hazard mitigation plans. Each jurisdiction, along with their supporting stakeholder agencies, must participate in the plan development, identify mitigation projects within their agency's jurisdiction/property, manage and maintain their daily operational commitments, formally adopt the plan and submit the completed plan to FEMA for approval. These all-hazard mitigation plans must be reviewed and updated in 5-year cycles.

In 2012, several local county governments (participating counties below) asked that Denver Water participate in their local planning effort due to the extent of Denver Water's infrastructure located in their counties. Denver Water's Emergency Management Program continues to participate in these local planning efforts to ensure pre- and post-disaster funding opportunities are available should something occur which impacts the water system.

As a local government entity, Denver Water could prepare its own comprehensive all-hazard mitigation plan instead of being a stakeholder in other jurisdictions' plans. The benefits of being a stakeholder include: less expense; greater transparency and awareness of holistic community-based risks; and improved community relationships. Depending on the risks identified, there may also be an opportunity to work with local communities in obtaining grant funding to either further analyze or mitigate risks. As a stakeholder, Denver Water commits staff time to report the status of projects to local communities. There are no additional projects required by this plan, only projects that Denver Water has already committed to.

Denver Water is participating as a stakeholder in the following counties' All-Hazard Mitigation Plans:

- Adams County
- Arapahoe County
- Douglas County
- Denver City & County
- Douglas County
- Jefferson County
- Grand County
- Summit County

Each jurisdiction will require approval by a separate resolution. As the plans become ready, staff will seek a resolution for each plan.

Budget and Schedule:

There is no budgetary impact for this item. Any/all projects are currently held under specified program areas.

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

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



Recommendation:

It is recommended that the Board approve the attached resolution approving Annex K of Summit County's All-Hazard Mitigation Plan.

Approvals:

- | | |
|---|---|
| <input checked="" type="checkbox"/> James S. Lochhead, CEO/Manager | <input checked="" type="checkbox"/> Brian D. Good, Chief Administrative Officer |
| <input type="checkbox"/> Julie Anderson, Chief of Staff | <input type="checkbox"/> Mike King, Chief External Affairs Officer |
| <input checked="" type="checkbox"/> Jessica R. Brody, General Counsel | <input type="checkbox"/> Robert J. Mahoney, Chief Engineering Officer |
| <input type="checkbox"/> Angela C. Bricmont, Chief Financial Officer | <input type="checkbox"/> Thomas J. Roode, Chief Operations Officer |

TITLE: RESOLUTION ADOPTING APPENDIX K OF THE SUMMIT COUNTY MULTI-HAZARD MITIGATION PLAN 2020

ADOPTED AND APPROVED ON AUGUST 26, 2020 BY THE CITY AND COUNTY OF DENVER ACTING BY AND THROUGH ITS BOARD OF WATER COMMISSIONERS

H. Gregory Austin, Board President

James S. Lochhead, CEO/Manager

WHEREAS, Summit County requested that the City and County of Denver, acting by and through its Board of Water Commissioners (“Denver Water”), as a property owner in Summit County, participate in mitigation planning prescribed by the Disaster Mitigation Act of 2000 by assisting in the preparation of Summit County’s Multi-Hazard Mitigation Plan; and

WHEREAS, Denver Water recognizes the threat that natural hazards pose to people and facilities within Summit County; and

WHEREAS, undertaking hazard mitigation actions will reduce the potential for harm to people and property from future hazard occurrences; and

WHEREAS, the Colorado Department of Emergency Management and the Federal Emergency Management Agency (FEMA) Region VIII officials have reviewed the Summit County Multi-Hazard Mitigation Plan and approved it contingent upon official adoption of the participating governing body; and

WHEREAS, Denver Water desires to comply with the requirements of the Disaster Mitigation Act and to augment its emergency planning efforts by formally adopting Annex K, where it specifically references Denver Water within the Summit County Multi-Hazard Mitigation Plan; and

WHEREAS, Denver Water, in conjunction with Summit County Government, recognizes the FEMA approval of the Summit County Multi-Hazard Mitigation Plan, which inventories the threat that natural hazards pose to people and property within that community; and

Adopted by the Board on August 26, 2020

WHEREAS, an adopted Multi-Hazard Mitigation Plan is required as a condition of future funding for mitigation projects under multiple FEMA pre- and post-disaster mitigation grant programs; and

WHEREAS, Denver Water has facilities within the Planning Area, and participated in the mitigation planning process to prepare this Multi-Hazard Mitigation Plan; and

NOW, THEREFORE, BE IT RESOLVED: The City and County of Denver, acting by and Through its Board of Water Commissioners, hereby adopts Annex K of the Summit County Multi-Hazard Mitigation Plan.

Adopted by the Board on August 26, 2020

Page 2 of 2

Annex K: DENVER WATER

K.1 Community Profile

Denver Water proudly serves high-quality water and promotes its efficient use to 1.4 million people in the city of Denver and many surrounding suburbs. Established in 1918, the utility is a public agency funded by water rates and new tap fees, not taxes. It is Colorado’s oldest and largest water utility.

Dillon Dam, located in Summit County, is a critical part of the Denver Water collection system, however, Summit County is not a part of the Denver Water’s service area. Refer to the countywide maps in Chapter 3 and in Annex A.

K.2 Hazard Identification and Profiles

Representatives of Denver Water identified the hazards that affect the Denver Water’s properties in Summit County and summarized their geographic location, probability of future occurrence, potential magnitude or severity, and planning significance specific to Denver Water properties and its facilities (see Table K-1). In the context of the countywide planning area, there are no hazards that are unique to Denver Water.

Table K-1 Denver Water—Hazard Summary

Hazard Type	Geographic Location*	Probability*	Magnitude*	Hazard Rating
Avalanche	Isolated	Highly Likely	Limited	Low
Dam Incidents	Small	Unlikely	Catastrophic	Medium
Drought	Large	Likely	Critical	High
Earthquake	Large	Occasional	Limited	Low
Erosion/Deposition	Small	Likely	Limited	Low
Flood	Small	Likely	Critical	High
Hazardous Materials Release	Isolated	Unlikely	Catastrophic	Medium
Landslide, Mudflow/Debris Flow, Rock Fall	Isolated	Occasional	Critical	Medium
Lightning	Small	Likely	Critical	Medium
Pest Infestation (Forest and Aquatic)	Large	Likely	Critical	High
Severe Winter Weather	Large	Highly Likely	Critical	Medium
Wildfire	Medium	Highly Likely	Catastrophic	High
Wildlife-Vehicle Collisions	Small	Likely	Negligible	Low
Windstorm	Large	Likely	Limited	Low

*See Section 3.2 for definitions of these factors

Information on past events for each hazard can be found in Section 3.2 Hazard Profiles in the body of this document.



K.3 Vulnerability Assessment

The intent of this section is to assess Denver Water’s vulnerability separately from that of the planning area as a whole, which has already been addressed in Section 3.3 Vulnerability Assessment in the main plan. For more information about how hazards affect the County as a whole, see Chapter 3 Risk Assessment.

Denver Water’s Asset Inventory in Summit County

Table K-2 lists critical facilities and other community assets identified by Denver Water as important to protect in the event of a disaster.

Table K-2 Denver Water—Critical Facilities and Other Community Assets

Name of Asset	Hazard Specific Info/Comments
Dillon Dam	Dam Failure, Drought, Earthquake
Robert’s Tunnel	Earthquake

Source: Denver Water

Vulnerability by Hazard

This section examines assets at risk to hazards ranked that vary from the risks facing the entire planning area and estimates potential losses. Denver Water’s exposure to most hazards in Summit County does not differ significantly from that of the County as a whole, but the focus of vulnerability assessment is on those hazards that have the potential to impact the District’s water infrastructure.

Dam Incidents

Dillon Dam is a critical part of the Denver Water’s Collection System and is used for storage. The dam was not constructed as a “flood control dam”. The dam is classified as a high hazard dam that has the potential to impact Silverthorne and other downstream areas. The likelihood and impacts of an incident at Dillon Dam are discussed in Section 3.2.2. Failure of the dam is unlikely but would have extensive consequences both in terms of economic losses to Denver Water, as well as the loss of the water resource for a period of time. Outside of potential effects to Denver Water infrastructure, failure of the dam would also result in damage to downstream communities and property and potential loss of life. Dillon reservoir could also be impacted by failure of dams in the Blue River and Tenmile watersheds. Depending on the type or severity of the incident, this could result in water quality impacts and possibly lead to spillway flows or concerns for the integrity of the Dillon Dam.

High Flow Releases from Dillon Dam (> 10-year recurrence)

One of the more significant hazards to the public would be high flow releases out of Dillon Dam due to large natural inflows due to heavy snow and/or inclement weather, though it is highly unlikely there would be more released than what is coming in naturally.



The downstream floodplain in the Town of Silverthorne and Summit County is highly developed, and Denver Water has witnessed flooding impacts around the 10-year recurrence interval discharge (high probability, significant magnitude). Denver Water has invested time working with the Town of Silverthorne and Summit County to inform the communities of these risks, including significant public outreach efforts related to high flows.

Flood

The Planning Area below the dam, is prone to high flows along the rivers from heavy snowmelt runoff and intense rainfall. When significant runoff rain and events occur, Denver Water is responsible for managing Dillon Dam to maintain reservoir capacity, including releasing water to relieve pressure on the dam structure. This could result in high flows in communities such as Silverthorne, which have become highly developed in the floodplain downstream of Dillon Dam.

Drought / Water Shortage

The most significant impacts associated with drought and water shortage for Denver Water are those related to water intensive activities such as wildfire protection and municipal usage. Denver Water will utilize their Water Shortage Response Plan during water shortage events. This plan contains progressive stages that can be enacted. These stages contain voluntary and mandatory conservation measures in addition to specific curtailments of water usage for specific industries. Denver Water uses various indicators when deciding to enact restrictions. These indicators include geographical, environmental and economic conditions on the western slope. An important note is restrictions and subsequent reductions in usage will not increase water in streams and waterways in Denver Water's collection system. Revenue shortages, water quality issues and recycled water availability are all potential impacts during water shortage events. In addition, a lack of available water can also lower reservoir levels, which exposes more shoreline to erosion. This can result in increased water treatment costs. During an extraordinary, long-term water shortage event, hydropower availability may be at risk.

Pest Infestation (Forest/Aquatic)

Aquatic infestations of the zebra and quagga mussels have been found in waterways across the western United States. In Summit County they have been found in the past in the Green Mountain Reservoir and have posed a threat to Dillon Reservoir. Both are multiuse reservoirs opened to recreational activities such as boating, which is a leading cause of bringing the invasive mussels into waterways.

While the mussels or aquatic nuisance species haven't been found in Dillon Reservoir, Denver Water pays for boat inspectors who are trained in identifying aquatic nuisance species training to inspect all boats prior to entering the water, especially if from out of state. According to the HMPC in addition to boats kayaks are also a concern for infestation.

In August 2017, the quagga mussel was found in the Green Mountain Reservoir after years of being threatened by the invasive species and monitoring of the reservoir. Since 2017, the Reservoir is considered a 'suspect' reservoir for infestation. Between 2008 and 2017, eight total reservoirs in Colorado were confirmed to have mussel's present including the Willow Creek and Shadow Mountain Lake in neighboring Grand County.



Various beetle epidemics over the years have affected the watershed and contributed to fuel loading for wildfires.

Wildfire

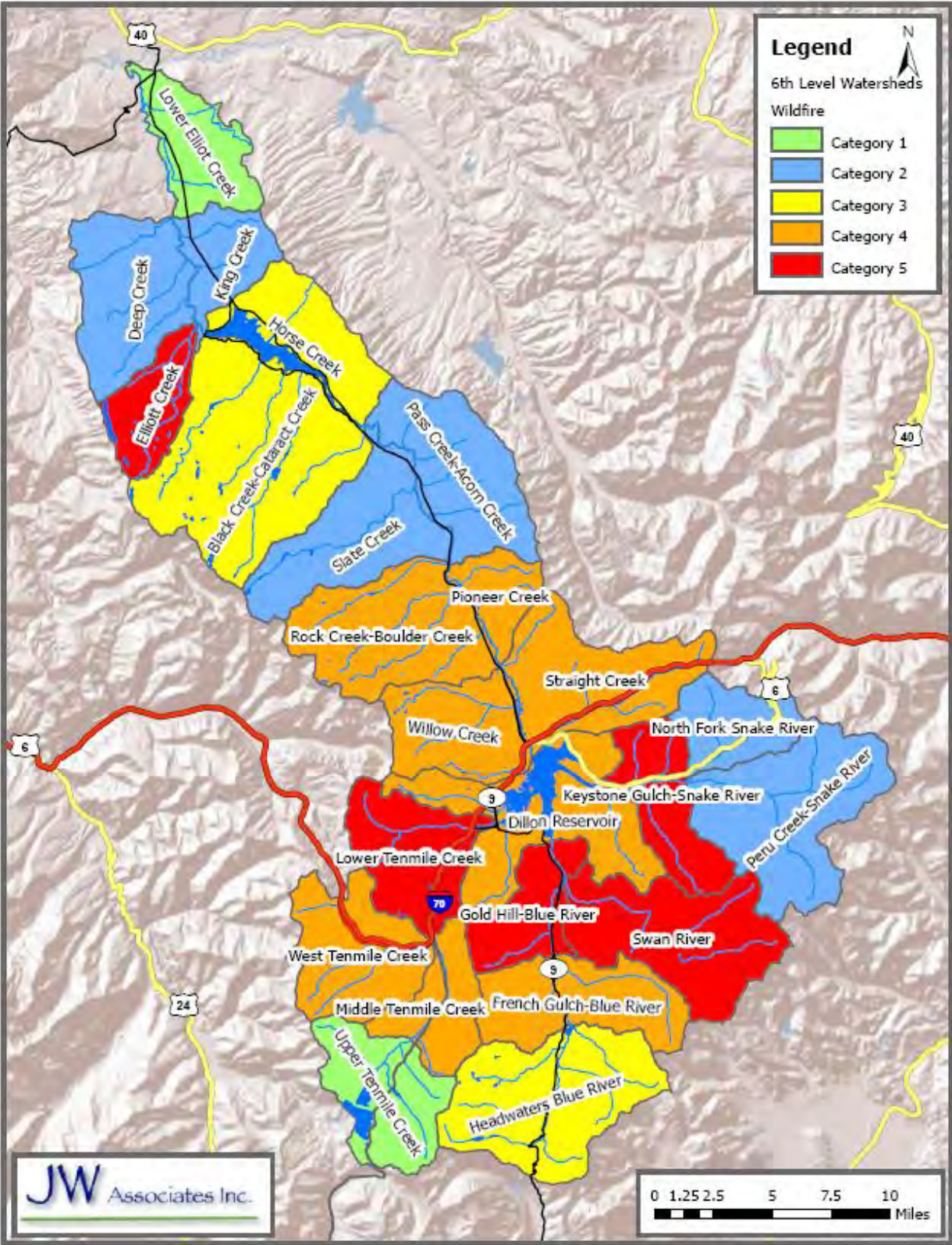
Watersheds and the numerous associated reservoirs in the county could be significantly impacted by high severity wildfire, which could have cascading impacts on water quality and Denver Water infrastructure. For example, the damage to Strontia Springs Reservoir caused by siltation from the 1996 Buffalo Creek Fire took fifteen years to complete and cost Denver Water over \$30 million.

Watersheds on the steep western slope of the Front Range feed directly into reservoirs and are of highest concern for wildfire impacts. The Blue River Wildfire/Watershed Assessment (JW Associates, Inc. 2011) “identifies and prioritizes sixth-level watersheds based on their hazards of generating flooding, debris flows, and increased sediment yields following wildfires that could have impacts on water supplies” (pg. 1). Figure K-1 shows the Blue River watershed wildfire hazard ranking.

Watersheds can be considered as assets in their own right. Consultation with those water supply agencies with facilities, reservoirs, and properties should be included in mitigation discussions, and are in fact required to take part since the passage of Colorado House Bill 09-1162. Further consultation with members of a Burned Area Emergency Response Team may provide further guidance in mitigating and preparing for the effects of wildfire in a watershed.



Figure K-1 Blue River Watershed Wildfire Hazard Ranking



Source: JW Associates, Inc., Blue River Wildfire/Watershed Assessment 2011



Continued growth of Summit County’s population will generally mean an expanded WUI and potential exposure of buildings and people. It is important that CWPPs, EOPs, and other planning documents and regulations remain current to ensure improved community adaptation to the fire prone environment in which they are being built. Denver Water is working with local offices of emergency management, including Summit County, to address wildfire hazards.

Growth and Development Trends

Denver Water does not have authority to manage growth or development within its district outside of Denver Water property. As the population continues to grow in Summit County, but more importantly the Front Range, so too will the demand for water growth and reliance on Denver Water assets, particularly during times of drought.

K.4 Capability Assessment

Capabilities are the programs and policies currently in use to reduce hazard impacts or that could be used to implement hazard mitigation activities. The capabilities assessment is divided into five sections: regulatory mitigation capabilities, administrative and technical mitigation capabilities, fiscal mitigation capabilities, mitigation outreach and partnerships, and other mitigation efforts.

Regulatory Mitigation Capabilities

Regulatory mitigation capabilities include the planning and land management tools typically used by local jurisdictions to implement hazard mitigation activities. Table K-3 lists planning and land management tools typically used by local jurisdictions to implement hazard mitigation activities and indicates those that are in place in Denver Water. Many of the regulatory capabilities used by local jurisdictions are not applicable to Denver Water.

Table K-3 Denver Water—Regulatory Mitigation Capabilities

Regulatory Tool (ordinances, codes, plans)	Yes/No	Comments
General or Comprehensive plan	N/A	
Zoning ordinance	N/A	
Subdivision ordinance	N/A	
Growth management ordinance	N/A	
Floodplain ordinance	N/A	
Other special purpose ordinance (stormwater, steep slope, wildfire)	N/A	
Building code	N/A	
Fire department ISO rating	N/A	
Erosion or sediment control program	N/A	



Regulatory Tool (ordinances, codes, plans)	Yes/No	Comments
Stormwater management program	N/A	
Site plan review requirements	N/A	
Capital improvements plan	Yes	
Economic development plan	N/A	
Local emergency operations plan	Yes	Denver Water Emergency Operations Plan developed in 2012, reviewed and updated on regular basis
Other special plans	Yes	Drought Response Plan Watershed Management Plan Crisis Communications Plan Climate Adaptation Plan Integrated Resource Plan FERC Emergency Action Plans (EAPs) on all dams. EPA Emergency Response Plans (ERPs) treatment and distribution plans. Continuity of Operations Plans Facility Security Plans
Flood insurance study or other engineering study for streams	N/A	
Elevation certificates (for floodplain development)	N/A	
Other		

Administrative/Technical Mitigation Capabilities

Table K-4 identifies the personnel responsible for activities related to mitigation and loss prevention in Denver Water.

Table K-4 Denver Water—Administrative and Technical Mitigation Capabilities

Personnel Resources	Yes/No	Department/Position	Comments
Planner/engineer with knowledge of land development/land management practices	yes	External Affairs	Watershed Scientist
Engineer/professional trained in construction practices related to buildings and/or infrastructure	Yes	Engineering	
Planner/engineer/scientist with an understanding of natural hazards	Yes	External Affairs	Drought planners Watershed Scientist
Personnel skilled in GIS	Yes	IT/GIS	
Full time building official	N/A		
Floodplain manager	N/A		
Emergency manager	Yes	Emergency Management Section	
Grant writer	No		



Personnel Resources	Yes/No	Department/Position	Comments
Other personnel	Yes	Water resource engineers and drought planners	
GIS Data Resources (Hazard areas, critical facilities, land use, building footprints, etc.)	Yes	IT/GIS	
Warning Systems/Services (Reverse 9-11, cable override, outdoor warning signals)	Yes	IT /Local Dispatch Centers	<p>Internal Warning Systems/Services: Everbridge System Controls Denver Water is responsible for managing the water system and will notify first response agencies when emergencies arise</p> <p>External: Local Systems. First Response Agencies are responsible for notifying their populations of impacting emergencies</p>
Other	Yes	Boat Inspectors	Trained inspectors look at each boat and kayak for signs of Aquatic Nuisance Species before they are allowed to enter Dillon Reservoir.

Fiscal Mitigation Capabilities

Fiscal mitigation capabilities are financial tools or resources that Denver Water could or already does use to help fund mitigation activities. Denver Water has received funding for forest management and watershed health improvements through the Colorado State Forest Service and U.S. Forest Service (USFS)

Mitigation Outreach and Partnerships

Denver Water has various outreach and partnerships including public education programs related to water conservation, drought response, water quality, and a very active youth education program focusing on a variety of water-related topics.

Coordination Efforts include:

- Denver Water’s External Affairs division consists of Customer Relations, Communications & Marketing, Government & Stakeholder Relations, Conservation, Treated Water Planning, Demand Planning and Water Resources. This group provides a plethora of planning and outreach with local partners. They provide media relations, social media, marketing, publications, internal communication, stakeholder relations, government relations, community outreach, and website communications for both our combined service area of 1.4 million people and for the communities where Denver Water’s



watersheds and facilities are located. Denver Water is an active participant in the Summit County Wildfire Council and leverages the From Forests to Faucets Partnership with the County's Strong Future Funds administered through the Council.

- Denver Water's Emergency Management, Safety & Security section partners with local OEMs and local law enforcement agencies to work closely on planning, response, recovery and mitigation efforts in order to build a resilient community that can respond to emergencies, to share public safety messages around flood/runoff safety, to create a culture of preparedness and foster an understanding of Denver Water's operations and constraints.

Denver Water uses the following communication and coordination methods to conduct public outreach:

- "Dillon Dam Outflows" community e-newsletter
- Dillon Dam Spring runoff committee
- Dillon Dam Security Taskforce committee
- Direct mail/collateral to at-risk property owners downstream of Dillon (e.g., post cards promoting local EM resources and sign-ups for our e-newsletter).
- TAP stories, videos and infographics across all social media channels, which provide content and opportunities for local partners to adapt for use on their social media channels.
- Partnerships with County Emergency Management and offering content for their annual safety guide
- Presentations to community groups, the annual State of the River event, Emergency Manager's Town Halls, etc.
- Expert interview(s) on local PATV station.
- Proactive media pitches to local publications and websites.

Past Mitigation Efforts

Denver Water has partnered with local emergency management agencies to participate in local emergency management programs – planning (i.e., hazard mitigation planning), training and exercises; response, recovery and mitigation efforts. Denver Water has incorporated the FEMA process for plan development including after-action reviews and improvement items all to enhance the planning, response and mitigation efforts in order to build a resilient utility. Denver Water has partnered with the U.S. Forest Service to improve forest and watershed conditions in parts of Colorado by implementing hazardous fuels treatments and removing hazardous biomass. Forests play a role in protecting areas important to surface drinking water. USFS maps these areas using GIS before working with Denver Water on fuels treatment projects. This effort is part of the From Forests to Faucets Program.

Opportunities for Enhancement

Based on the capability assessment, Denver Water has several existing mechanisms in place that already help to mitigate hazards. There are also opportunities for Denver Water to expand or improve on these policies and programs to further protect the community. Future improvements may include providing training for staff members related to hazards or hazard mitigation grant funding in partnership with the County and Colorado Division of Homeland Security and Emergency Management (DHSEM) or the Colorado Water Conservation Board (CWCB). Additional training opportunities will help to inform staff



and board members on how best to integrate hazard information and mitigation projects into Denver Water policies and ongoing duties. Continuing to train Denver Water staff on mitigation and the hazards that pose a risk to the district will lead to more informed staff members who can better communicate this information to the public. Another opportunity for enhancement includes continued relationship building with county and local government staff to raise awareness of preparedness resources and mitigation techniques in the event of high-water flows.

K.5 Mitigation Goals and Objectives

Denver Water has adopted the hazard mitigation goals and objectives developed by the HMPC and described in Chapter 4 Mitigation Strategy.

K.6 Mitigation Actions

Denver Water identified and prioritized the following mitigation actions based on the risk assessment. Background information on how each action will be implemented and administered, such as ideas for implementation, responsible agency, potential funding, estimated cost, and timeline also are included.



Mitigation Action: Denver Water—1 Update Drought Management Plan

Jurisdiction:	Denver Water
Action Title:	Update drought management plan
Hazard(s) Mitigated:	Drought
Priority:	High
Issue/Background:	Updating the drought management plan will allow Denver Water to identify risks to their infrastructure and critical facilities and reduce the impacts of water shortages.
Ideas for Implementation:	
Responsible Agency:	Denver Water
Partners:	CWCB
Potential Funding:	
Cost Estimate:	Staff time
Benefits: (Losses Avoided)	Reduce drought impacts to people and critical facilities; build resiliency to drought.
Timeline:	Ongoing
Status:	Continue- Not Completed. Action added in 2013



Mitigation Action: Denver Water—2 Public Outreach in Summit County

Jurisdiction:	Denver Water
Action Title:	Public outreach efforts in Summit County
Hazard(s) Mitigated:	Multi-Hazard
Priority:	Low
Issue/Background:	The Denver Water government stakeholder group would like to partner with Summit County stakeholders to rebuild relationships and provide networking and education for the public. Denver Water OEM has additional ideas and information on public education efforts as they related to FERC requirements.
Ideas for Implementation:	Summit County Strategic Comms Plan used to assist with alert/notification, response efforts and overall information sharing.
Responsible Agency:	Denver Water Emergency Management
Partners:	Summit County OEM, participating jurisdictions
Potential Funding:	Denver Water
Cost Estimate:	Staff time, developing and printing public information materials.
Benefits: (Losses Avoided)	Strengthen partnership between Denver Water and Summit County; keep public informed.
Timeline:	Ongoing
Status:	Continue – Not completed. Action added in 2013. Refer to Summit County Strategic Communications Plan to assist with alert/notification, response efforts and overall information sharing.



Mitigation Action: Denver Water—3 GIS Mapping Coordination Project

Jurisdiction:	Denver Water
Action Title:	Develop GIS mapping coordination project to show damages based on dam EAPs, flood maps, and county floodplains
Hazard(s) Mitigated:	Dam Failure
Priority:	Low
Issue/Background:	COEM is in the process of developing a “reference guide” for all 600+ dams in Colorado for local emergency managers to access and use for local planning efforts. Denver Water has inundation maps, included in their AOP for local officials to use in order to develop local notification and evacuation plans.
Ideas for Implementation:	
Responsible Agency:	Denver Water
Partners:	COEM, CO DNR – Division of Water Resources, Summit County
Potential Funding:	Denver Water
Cost Estimate:	Staff time
Benefits: (Losses Avoided)	Improve dam failure notification and evacuation procedures in Summit County; protect life safety
Timeline:	
Status:	Completed. Action added in 2013.



Mitigation Action: Denver Water —4 Watershed Management Program: From Forests to Faucets Partnership

Jurisdiction:	Denver Water
Action Title:	Watershed Management Program: Forests to Faucets Partnership
Hazard(s) Mitigated:	Multi-Hazard, Wildfire, Flood, Drought, Pest Infestation (Forest and Aquatic)
Priority:	High
Issue/Background:	Denver Water has committed funding through the Forests to Faucets Partnership for forest treatments and wildfire risk reduction activities in priority watersheds. This funding is administered and matched by USFS and CSFS as part of the Partnership and can be used on National Forest and non-federal lands.
Ideas for Implementation:	Coordinate with Summit County Wildfire Council
Responsible Agency:	Denver Water
Partners:	USFS and CSFS
Potential Funding:	Denver Water. Approximately \$1 million per year – can vary
Cost Estimate:	Project dependent.
Benefits: (Losses Avoided)	Wildfire risk reduction and forest resiliency in priority watersheds for drinking water supply and community protection.
Timeline:	Partnership/watershed management started in 2010 and timelines goes through 2022
Status:	New in 2020. In progress, began in 2010.



Mitigation Action: Denver Water —5 Runoff Season Public Education and High Flow Awareness

Jurisdiction:	Denver Water
Action Title:	Implement Summit County Runoff Season Safety Strategy Communications Plan
Hazard(s) Mitigated:	Flood
Priority:	Low
Issue/Background:	Through continued education and awareness, we'll contribute to a preparedness culture in Summit County where at-risk property owners better understand Denver Water's operations and constraints, and their place on the flood risk spectrum.
Ideas for Implementation:	Summit County Strategic Communications Plan used to assist with alert/notification, response efforts and overall information sharing.
Responsible Agency:	Denver Water Public Affairs
Partners:	Summit County OEM
Potential Funding:	Denver Water
Cost Estimate:	Project dependent.
Benefits: (Losses Avoided)	Alert, notification to local first response community for emergency action items and information sharing.
Timeline:	Ongoing
Status:	New in 2020



K.7 Implementation and Maintenance

Moving forward, Denver Water will manage their identified mitigation projects through normal business practices, to track progress of projects. Implementation of the plan overall is discussed in Chapter 5 in the Base Plan.

Incorporation into Existing Planning Mechanisms

The information contained within this plan, including results from the Vulnerability Assessment and the Mitigation Strategy, will be used by Denver Water to help inform updates and the development of District plans, programs and policies.

Integration of 2013 Plan into Other Planning Mechanisms

While Denver Water did not directly integrate risk information from the 2013 into existing planning mechanisms, through various planning committees, Denver Water did review and edit the 2013 mitigation plan and have incorporated improvement in this iteration of the Denver Water annex.

Process Moving Forward

Moving forward, Denver Water may use the vulnerability information to help inform updates and understanding of the hazards that pose a risk and the specific vulnerabilities to the jurisdiction in future capital improvement planning for Denver Water area in Summit County.

As noted in Chapter 5 Plan Maintenance, the HMPC representatives from Denver Water will report on efforts to integrate the hazard mitigation plan into local plans, programs and policies and will report on these efforts at the annual HMPC plan review meeting.

Monitoring, Evaluation and Updating the Plan

Denver Water will follow the procedures to monitor, review, and update this plan in accordance with Summit County as outlined in Chapter 5 of the Base Plan. Denver Water will continue to involve the public in mitigation, as described in Section 5.4 of the Base Plan. Denver Water Manager of Emergency Management will be responsible for representing the District in the County HMPC, and for coordination with County staff and departments during plan updates. Denver Water realizes it is important to review the plan regularly and update it every five years in accordance with the Disaster Mitigation Act Requirements.



DENVER BOARD OF WATER COMMISSIONERS

Meeting Date: August 26, 2020

Board Item: II-B-2

Inter-governmental Agreement between Denver Water and Metro Wastewater Reclamation District Contract No. 504571

Action by Consent

Individual Action

Purpose and Background:

In 2012, Denver Water experienced a lead action level exceedance that triggered an evaluation of Denver Water's designated corrosion control treatment method under the Safe Drinking Water Act's Lead and Copper Rule. As a result of this evaluation, the Colorado Department of Public Health and Environment's (CDPHE) Water Quality Control Division designated orthophosphate as the optimal form of corrosion control treatment for Denver Water's water distribution system.

Much of the water supplied by Denver Water is, after use, discharged as wastewater into sanitary sewer systems and transported through Metro Water Reclamation District's (Metro) interceptor system to Metro's Robert W. Hite Treatment Facility for treatment. Metro discharges the treated wastewater as effluent to the South Platte River.

Out of concern for whether there are more effective methods for reducing lead levels in drinking water, and the impacts of phosphate based treatment on wastewater treatment plants and the South Platte River watershed, Denver Water and Metro participated in a stakeholder process to identify alternative treatment techniques that are more efficient at reducing lead levels as compared to orthophosphate treatment.

As a result of this evaluation, Denver Water developed a Lead Reduction Program Plan (LRPP), which is projected to be more effective at reducing lead levels as compared to orthophosphate treatment. On December 16, 2019, the U.S. Environmental Protection Agency (EPA) approved Denver Water's request for a variance to implement the LRPP as an alternative treatment technique under the Safe Drinking Water Act's Lead and Copper Rule.

Denver Water and Metro project that implementation of the LRPP under the variance will be less costly than the implementation of orthophosphate. This will avoid the need for Metro to install wastewater treatment plant upgrades and incur additional operations and maintenance costs to remove phosphorous as documented in the Watershed & Wastewater Stakeholder Summary Report dated September 6, 2019.

In recognition of the overlapping communities served by Metro and Denver Water, the public health and water quality benefits that will be achieved by the LRPP, and the cost-savings realized under the LRPP, Metro desires to contribute financing to support Denver Water's successful implementation of the LRPP.

Budget and Schedule:

The total amount of this contract is \$22,500,000 and the term of the contract is from the date of approval by the Board through December 31, 2035. Beginning January 2021 through 2025, Metro will contribute \$750,000 to Denver Water for implementation of the LRPP; and from 2026 through 2035, Metro will contribute \$1,875,000 to Denver Water for implementation of the LRPP.

These contributions will be budgeted as part of the Lead Program beginning 2021 through 2035.

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

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



Recommendation:

It is recommended that the Board approve the Inter-governmental Agreement with Metro Reclamation District for funding contributions not to exceed \$22,500,000 to the LRPP.

Approvals:

- | | |
|---|---|
| <input checked="" type="checkbox"/> James S. Lochhead, CEO/Manager | <input type="checkbox"/> Brian D. Good, Chief Administrative Officer |
| <input type="checkbox"/> Julie Anderson, Chief of Staff | <input type="checkbox"/> Mike King, Chief External Affairs Officer |
| <input type="checkbox"/> Jessica R. Brody, General Counsel | <input type="checkbox"/> Robert J. Mahoney, Chief Engineering Officer |
| <input checked="" type="checkbox"/> Angela C. Bricmont, Chief Financial Officer | <input checked="" type="checkbox"/> Thomas J. Roode, Chief Operations Officer |