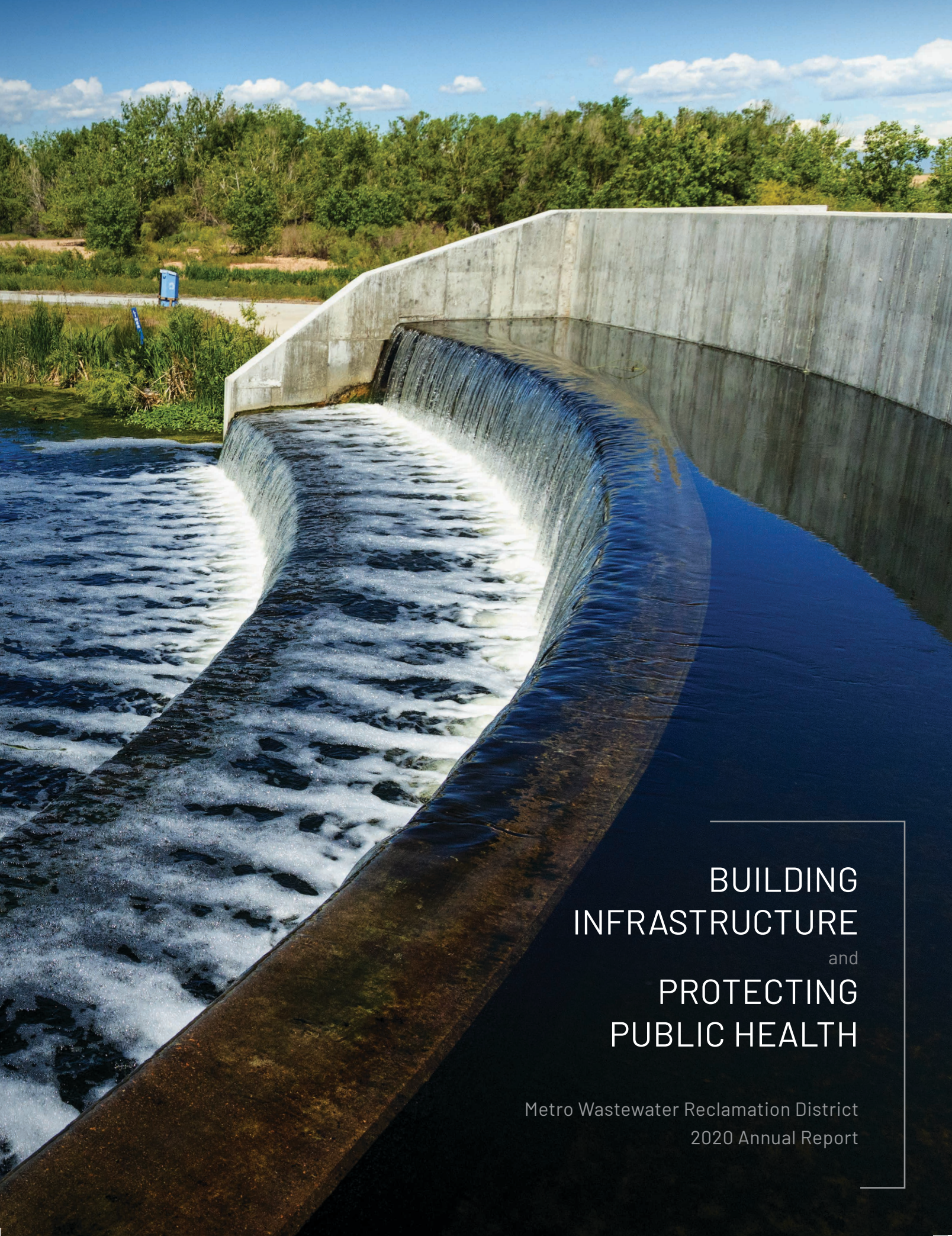
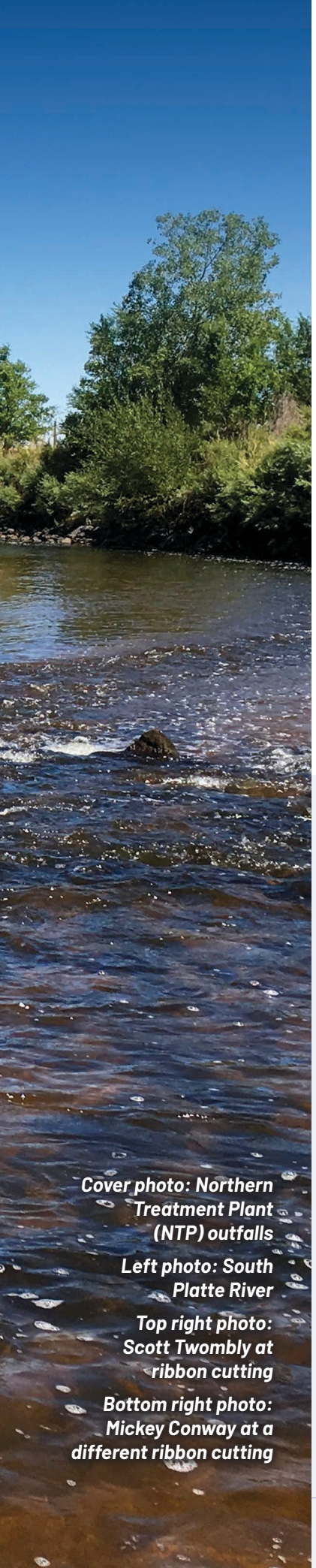


BUILDING INFRASTRUCTURE and PROTECTING PUBLIC HEALTH

Metro Wastewater Reclamation District
2020 Annual Report

CONTENTS



Cover photo: Northern Treatment Plant (NTP) outfalls

Left photo: South Platte River

Top right photo: Scott Twombly at ribbon cutting

Bottom right photo: Mickey Conway at a different ribbon cutting

CHAIRMAN'S MESSAGE

BUILDING CLEAN WATER INFRASTRUCTURE

While much of the world was put on pause in 2020, the Metro Wastewater Reclamation District (District) maintained its essential operations while continuing to plan, design, and build critical clean water infrastructure.

In a year that will not soon be forgotten, the District lived out Ralph Waldo Emerson's observation:

> *"Bad times have a scientific value. These are occasions a good learner would not miss."*

Employees and Directors alike continue to be good learners and get the day-to-day work done – while keeping our heads up and always looking for opportunities.

Despite the unique circumstances the District and our communities faced in 2020, we have contributed to incredible achievements – and more are underway.

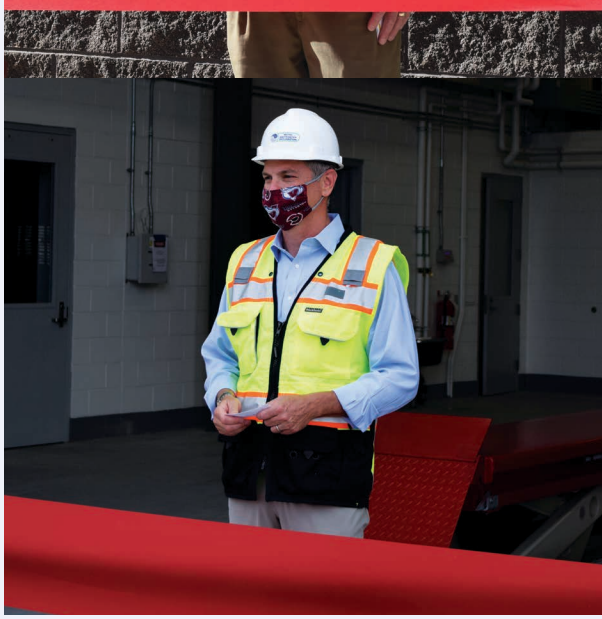
Scott Twombly
Chairman of the Board

DISTRICT MANAGER'S MESSAGE

PROTECTING PUBLIC HEALTH

While following all state health guidelines, the District also achieved its mission of protecting the environment and public health. The District completed 2020 in compliance with environmental regulations and with all capital projects moving forward.

District employees have consistently exceeded my expectations for being productive, for pitching in when needed, and for doing daily and strategic work in the difficult circumstances of 2020. Teams continually find new ways to add value to our communities through effective partnering, clean water expertise, and data.



This glimpse of 2020 shows how it takes a community to deliver on public health – and how our community is able do that every single day, every single minute.

William J. "Mickey" Conway
District Manager

CUSTOMER SERVICE

PARTNERS FOR A CLEAN WATERSHED

The District provides wholesale wastewater treatment to 60 local governments and water and sanitation districts (WSD) and one corporation throughout the Denver metropolitan region. Together, these connectors serve an estimated 2 million people who live and work within the District's 715-square mile service area (depicted below).

Connectors and Customers

Member Municipality

Alameda WSD (Ala)
Applewood Sanitation District (App)
City of Arvada (Arv)
City of Aurora (Aur)
Bancroft-Clover WSD (B-C)
Berkeley WSD (Ber)
City of Brighton (Bri)
Crestview WSD (Cre)
City and County of Denver (Den)
East Lakewood WSD (ELa)
Fruitdale Sanitation District (Fru)
City of Lakewood (Lak)
North Pecos WSD (NoP)
North Table Mountain WSD (NoT)
North Washington Street WSD (NoW)
Northwest Lakewood Sanitation District (NoL)
Pleasant View WSD (Ple)
South Adams County WSD (SoA)
City of Thornton (Tho)
City of Westminster (Wes)
Westridge Sanitation District (Wsr)
Wheat Ridge Sanitation District (Whe)

Special Connector

Adams County
Bear Creek WSD
Bennett Bear Creek Farm WSD
Bow Mar WSD
Castlewood WSD
Cherry Creek Valley WSD
East Jefferson County Sanitation District
City of Edgewater
City of Englewood
City of Glendale
Goldsmith Gulch Sanitation District
Green Mountain WSD
Havana WSD
Hi-Land Acres WSD
Hi-Lin WSD
Hillcrest WSD
Holly Hills WSD
Industrial Park WSD
Lakehurst WSD
Town of Mountain View
North Lincoln WSD
Sheridan Sanitation District No. 2
South Sheridan Water, Sanitary Sewer, and Storm Drainage District
Southwest Plaza Metropolitan District
Southwest Suburban Denver WSD
Willowbrook WSD

Connector to Connector

Bonvue WSD
Cherry Hills North Metropolitan District
Cherry Hills Village Sanitation District
Clear Creek Valley WSD
College Park Sanitation District
Daniels WSD
Devonshire Heights WSD
East Cherry Creek Valley WSD
City of Federal Heights
City of Golden
Mansfield Heights WSD
Ralston Valley WSD

Corporate Connector

Suncor Energy, USA


South Platte River

Sharing the Impacts of COVID-19

Annual Charges Freeze and Grace Periods

The Metro District froze annual charges for service for 2021 to help connectors impacted by the COVID-19 pandemic.

At the request of the Board of Directors for a zero-percent increase in 2021, all departments worked in first quarter 2020 to revise the draft budget. The District also enacted a grace period for interest charges from late payments during 2020, to help shoulder the impacts of the pandemic.

Brandy DeLange
Governmental Affairs Liaison

Connecting the Connectors

The connectors have a new, dedicated Governmental Affairs Liaison, Brandy DeLange, who joined the District in July. In this role, Brandy is developing relationships with connectors to provide better customer service and address ongoing needs and concerns.

Brandy is publishing *The Connector*, a new quarterly newsletter for connectors that includes regular updates on regulatory and policy issues impacting them and updates on District/Connector partnerships.

Legislative Advocacy

Brandy also is working with subject matter experts to elevate the District's presence at the Colorado General Assembly in two ways:

- Increasing engagement in legislative conversations and policy matters that could impact the District
- Developing robust relationships with legislators and other policy makers

Advocating for legislation is key to being good stewards of the District's financial resources and the environment.

Free Heat Recovery Assessments for Developers

The District is getting the word out to connectors and developers that heat can be recovered from the pipes through which wastewater flows.

7 developers contacted the District in 2020 to explore this green energy source

At the request of the Board, employees developed a guidance document and a brochure to explain the technology to developers and offer assessments for their projects. Recovering heat at the source of hot water – the buildings – provides a renewable energy source that can reduce a city's carbon footprint.

Replacing Aging Infrastructure with **Green Technology**

The District is working with Denver to update some of the oldest pipe in its system and with National Western Center partners to meet sustainability goals for their new redevelopment project.

Built in the 1930s, the Delgany Common Interceptor will be moved underground to allow access to the South Platte River from the new National Western Center.

Heat recovery technology will be a key feature of the redevelopment. The thermal energy conveyed through the Delgany Common Interceptor will provide heating and cooling for nearly 90 percent of the buildings planned for the site.

This renewable energy source helps Denver meet environmental goals for the city and site. It also helps the District advance a technology that will help meet South Platte River temperature standards.

Lab Support Specialist Anna Scopp prepares a sample of wastewater influent.

Tracing COVID-19 in Communities

The Metro District and 20 other Front Range wastewater utilities have been working with the Colorado Department of Public Health and Environment (CDPHE) and local universities to build an in-state program for wastewater-based epidemiology in Colorado.

Collectively serving more than half of Colorado's population, these utilities are sampling their wastewater flows to measure the amount of SARS-CoV-2 ribonucleic acid (RNA) coming into their facilities. This sampling gives an earlier reflection of the virus' spread in a community than single patient testing and reporting.

CDPHE's online dashboard displays this information and correlates it to published COVID-19 related health statistics in the same population.

INCREASING COLLABORATION

Built to collaborate, the District ramped up cooperation within the organization in 2020, as well as across the region.

The Board of Directors moved to virtual meetings in April, to continue their work of approving expenditures and interagency agreements and establishing policy.

Appointed by one of 22 Member Municipalities, Directors are listed below according to tenure and municipality (as abbreviated on page 2).

Pedestrian bridge at NTP

Directors by the Numbers

20+ YEARS

- Kathryn Jensen (NoT)
- John Dingess (Aur)
- Amerigo Svaldi (NoW)
- Philip Burgi (Whe)

10–19 YEARS

- Ronald Younger (Den)
- Charlie Long (Tho)
- Craig Kocian (Arv)
- Martin Majors (Fru)
- Nadine Caldwell (Aur)
- Dan Mikesell (Aur)
- Peter Baertlein (Den)
- Barbara Puls (Den)
- Mark Hunter (Lak - retired)
- Philip Cipri (Ber - retired)

36
Directors on Board

1–9 YEARS

- Andrew Johnston (Den)
- David Councilman (Ple)
- Scott Twombly (Tho)
- Ronald Sanchez (Cre)
- Robert Duncanson (Den)
- Kim Schoen (Bri)
- Dennis Towndrow (NoP)
- Joan Iler (Wsr)
- Bill Ray (Arv)
- Christopher Pacheco (Den)
- Michael Sapp (Den)
- Peter Spanberger (Den)
- Mary Beth Susman (Den)
- Stephen Gay (Wes)
- Janet Kieler (Den)
- Del Smith (B-C)
- Jo Ann Giddings (Aur)
- Sarah Niyork (SoA)
- Greg Sekera (Lak)
- Steve Pott (App)
- Bob LeGare (Aur)

<1 YEARS

- Deborah Crisp (ELa)
- John Chavez (Ber)
- Laura Kroeger (Lak)

18
Directors on Finance Committee

18
Directors on Operations Committee

66
resolutions

85
total meetings

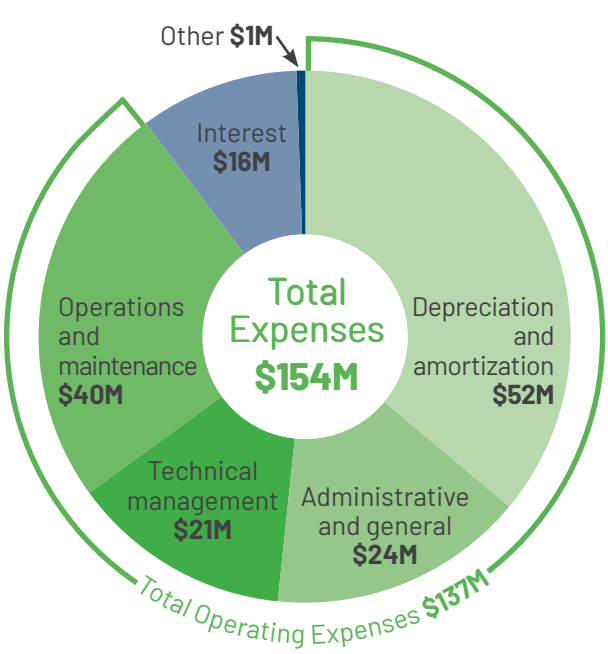
2020 YEAR-END SUMMARY

Directors and employees work closely together as stewards of the District's financial resources. Total operating expenditures came in below budget in 2020.

Detailed financial information is available in the District's Comprehensive Annual Financial Report, available on the website.

Bonds for Second Creek Interceptor and Other Capital Projects

The Board of Directors approved the use of bonds to help fund the new Second Creek Interceptor, with a $167 million construction cost, as well as other capital projects. Per District philosophy and historical practice, bonds are used to fund facilities built to accommodate future growth.



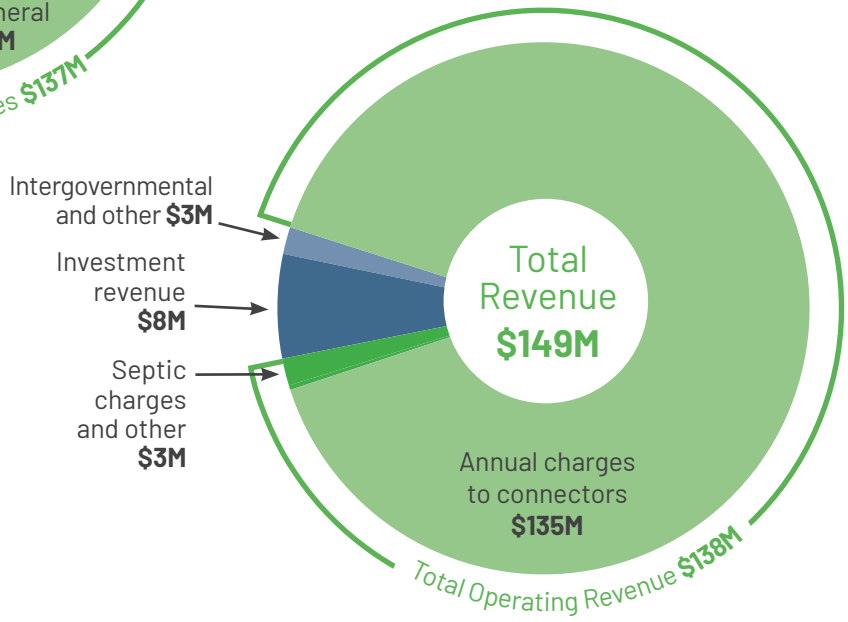
2020 Ending Net Position

$992M

5% net increase from 2019

Sewer Connection Charge (tap fee) revenues

$52M



Aeration basins at the Robert W. Hite Treatment Facility (RWHTF)

HOW DO YOU DESIGN A PIPELINE TO CONNECT COMMUNITIES?

The District completed construction of the NTP in 2016 for people living and working in the northern part of the service area. The South Platte Interceptor was built at the same time to convey flows north to the NTP from connectors such as Thornton.

Built with public input, these facilities are ready to connect to the largest pipeline ever built in the District's 60-year history - the Second Creek Interceptor.

1 Bring in the **Stakeholders** and the **Neighbors**

The new Second Creek Interceptor will connect portions of Aurora, Brighton, Commerce City, Denver, and Adams County to the NTP.

Stakeholders from these communities and the District prioritized this infrastructure in the *Sand Creek and Second Creek Basins Regional Master Plan* in June 2017. District teams have moved this new infrastructure project forward for the past three years.

Environmental and Permitting

20
approving agencies

8
environmental studies

NTP outfalls and process buildings

2 Bring in the **Designers** and **Constructors**

Collaboration among the designer (HDR), constructor (Garney), stakeholders, and neighbors is key to a successful pipeline route.

Design of the Second Creek Interceptor was completed in 2020, construction begins in 2021, and the pipe is scheduled to connect to the South Platte Interceptor in 2024.

Relying mostly on gravity to minimize energy use and greenhouse gases, the pipeline will avoid developed areas and traffic corridors where possible.

3 **Bring Cooperation** to Get It Constructed

District project teams worked simultaneously – and virtually – to leverage the work of one another.

The District's Permitting/ Environmental, Land Acquisition/ Right of Way, Design/Construction Management at Risk (CMAR), Communications, and Legal teams worked together throughout the year. They ultimately obtained approval and funding from the Board in October to construct the Second Creek Interceptor over the next four years.

Communication and Public Outreach

6 virtual public hearings

600+ postcards mailed

Land Acquisition and Right of Way

95 parcels

67 property owners

Design and CMAR

17 miles long

178 manholes

BUILDING INFRASTRUCTURE

The District constructs and rehabilitates infrastructure to meet three types of needs: capacity, condition, and regulatory compliance.

Rapid growth within the service area and environmental regulations have kept the District in a state of intense construction for almost two decades, especially at the RWHTF.

Transmission System – Designing, Constructing, and Rehabilitating

A rigorous condition assessment and preventive maintenance program prioritizes interceptor system (pipe, manholes, and other structures) rehabilitation projects to maintain the integrity of the Transmission System.

Facilities were designed and constructed in 2020 for this system, to bring and monitor flows from connector neighborhoods to the District's two treatment facilities.

Built and Installed

20 new flow metering stations

27 associated new flow monitoring devices

Identified for 2021-2023 Rehabilitation

35,000 linear feet of pipe segments

45 manholes

Designed for 2021-2024 Construction

17 mile interceptor (see pages 8-9)

RWHTF West Stage 5 aeration basins

"District staff, the leadership team, and particularly [District Project Managers] did a tremendous job of managing and maintaining the progress of our very heavy capital project construction load through the challenges of 2020…"

- Mitch Costanzo, Deputy Manager and Director of Engineering

RWHTF – Building while Operating

Six major construction projects were underway during 2020 on the nearly 170-acre RWHTF, which serves most of the service area. These are shown on the map and listed below with their project drivers and capital costs.

1 South Headworks and Grease Processing Improvements

Capacity, aging assets, safety, operability

$56M

2 Nuisance Struvite and Dewaterability Improvements

Regulatory compliance

$11M

3 Digester Complex Rehabilitation

Aging assets

$26M

4 Solids Processing Building Improvements

Capacity, aging assets, operability

$75M

5 Blower No. 8 Replacement

Aging assets, new technology testing

$699K

6 RWHTF Support Facilities Upgrade

Capacity, aging assets not up to code, safety

$45M

OPERATIONAL EXCELLENCE

Operational excellence in 2020 was grounded in protecting employees and contractors from exposure to the COVID-19 virus while achieving strategic goals.

Coordinating operations is a strategic goal that paid off in 2020 with uninterrupted service throughout the year at all four of the District's facilities: NTP, RWHTF, Transmission System, and METROGRO Farm.

Picking up Flows at the **NTP**

Flows and loads to the NTP via the South Platte Interceptor were well above the 2019 baseline, with peaks in April and September, as people responded to work-from-home restrictions.

The NTP team also initiated a full-plant evaluation to ensure the plant is ready for flows to double once the Second Creek Interceptor starts operating in 2024.

Liam Cavanaugh at ribbon cutting on the RWHTF

Coordinating Operations

Treatment and Transmission System Operations, Maintenance, and Resource Recovery and Reuse departments combined in 2020 to form a Coordinated Operations group, led by Liam Cavanaugh, a 10-year veteran of the District.

Open communication and increased cooperation among these teams has been the biggest benefit of this move, recommended in a 2019 organizational assessment.

David Tatham and Chris Rowe installing the Fruitdale-Miller flume

Maintaining and Upgrading the **Transmission System**

Transmission System team members kept interceptors, lift stations, and other equipment cleaned and well maintained throughout the service area.

As part of this work, they built a new diversion structure flume early in the year. This team also integrated line locate requests coming to the District with the statewide 811 Call Before You Dig program.

Harvest at the METROGRO Farm

"I've been incredibly impressed by the commitment of our staff to protecting public health during a very difficult situation with the ongoing pandemic. Everyone displayed outstanding integrity and focus on the task at hand...."

- Liam Cavanaugh,
Senior Director of Coordinated Operations

Dryland Farming at the **METROGRO Farm**

The 2020 wheat harvest on the METROGRO Farm yielded 205,000 bushels from 11,560 acres. Lack of moisture, a late freeze, and saw fly infestation had a dampening effect on yields this year.

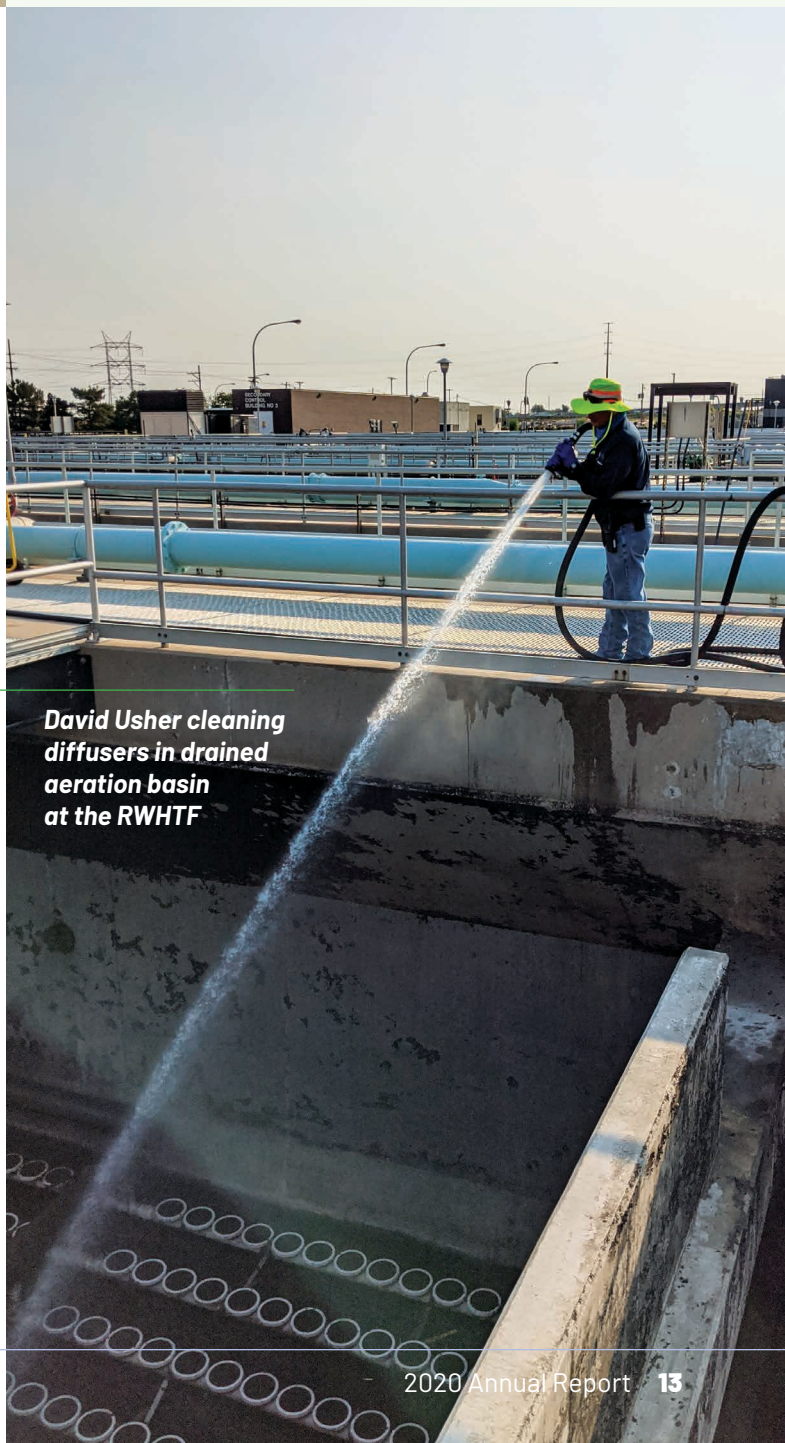
Following the harvest, approximately 15,000 acres of wheat were planted in September.

Operating while Constructing at the **RWHTF**

Operations and Maintenance team members successfully adjusted their work to accommodate construction of new facilities and upgrades, which in 2020 cut a broad swath across the RWHTF.

In the middle of this construction, these teams cleaned facilities in record time in the North Secondary treatment process:

- 64,800 diffusers in 12 aeration basins - an area the size of 5½ football fields
- 12 matching 130-foot diameter clarifiers



David Usher cleaning diffusers in drained aeration basin at the RWHTF

BUILDING INNOVATION AND MONITORING PUBLIC HEALTH

Innovation looked a little different in 2020 than in 2019. Restricted from onsite experiments and pilot testing, innovation teams turned their energies to (1) commissioning and optimizing processes, (2) working with Colorado health authorities to trace the COVID-19 virus within the District's service area, and (3) standardizing data-driven decision making in all areas of plant operation.

Ultraviolet disinfection at the NTP

Completing and Starting MagPrex™ **Recovering a Finite Resource**

The MagPrex™ reactor started up at the RWHTF in November, designed to recover phosphorus from the biosolids upstream of dewatering.

Pilot testing indicated the strategic benefits of this treatment technology are many:

- Paired with biological removal of phosphorus, provides a sustainable and reliable means of meeting phosphorus permit limits
- Recycles a finite resource, phosphorus, into a fertilizer product
- Prevents rock-like struvite from gumming up the solids processing equipment
- Increases room in the digesters for methane gas production, a by-product reused onsite for heat and energy
- Reduces biosolids dewatering polymer use by 20 to 30 percent
- Reduces biosolids hauling and associated greenhouse gas emissions

Building PAA - **Disinfecting More Safely**

In October, the District received approval to use peracetic acid (PAA) as the permanent disinfectant at the RWHTF. This marked the completion of three years of a full-scale demonstration that indicated PAA:

- Effectively exceeds treatment objectives related to microorganism deactivation
- Significantly reduces the addition of chemicals required for treatment, reducing salts to the low-dilution receiving stream
- Reduces the formation of disinfection by-products

PAA was new to wastewater disinfection in Colorado in 2018. The District worked closely with CDPHE engineers to develop criteria for an alternative technology acceptance for a permit modification.

Acceptance of PAA as an approved disinfectant lays the groundwork for its use by other utilities in Colorado.

MagPrex™ reactor

"Data analytics in wastewater is the new thing. We embraced it....Quarantined at home and armed with computers, the team focused on the collection and increased utilization of data."

- Blair Wisdom,
Director of Technology and Innovation

Mining Human Health Data **Supporting Health Departments**

Wastewater-based epidemiology (WBE) is just one way the District has increased the collection and usage of data to drive decision making.

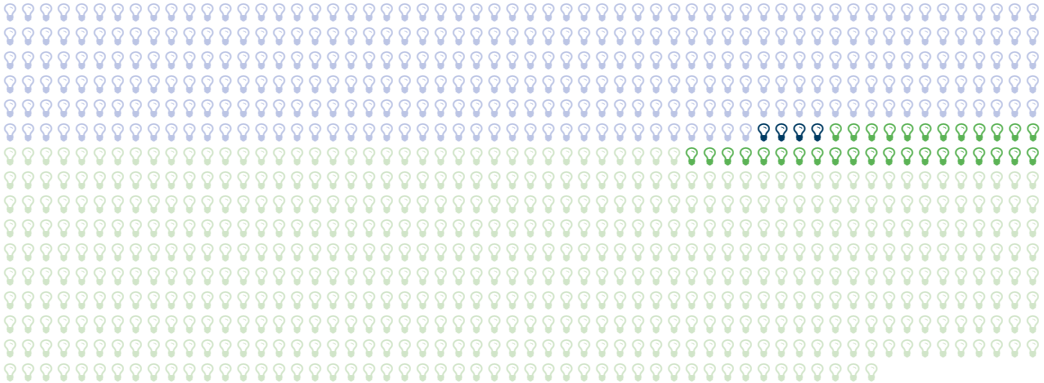
WBE became the talk of the industry as utilities and researchers focused on this underutilized data source. Technology and Innovation and Analytical Services employees dove headfirst into WBE, as the District partnered with utilities, academics, and health officials in the state to trace the COVID-19 virus in the service area (see page 4).

This WBE work mined valuable virus data from sewersheds in Colorado. The District also procured powerful data blending and analytics software. District team members have empowered health officials and District employees by providing access and analysis of real-time information for informed decision making.

Coauthoring the WEF PAA Reference Handbook

Five current employees who worked on the PAA pilot, demonstration, and permitting wrote portions of *Peracetic Acid Disinfection: Implementation Considerations for Water Resource Recovery Facilities*.

Dr. Joshua Goldman-Torres, Ian Myers, Amy Rushton, Edyta Stec-Uddin, and Liz Werth contributed to chapters in this reference handbook. Published in 2020 by the Water Environment Federation (WEF), this handbook is the most comprehensive resource for PAA design, usage, and optimization for wastewater disinfection.



Ideas at Work

Ideas as Work is just one way by which the District promotes innovation in wastewater treatment.

2020
32 ideas submitted
4 awarded

Since 1989
1,669 ideas submitted
336 awarded

BEYOND COMPLIANCE

District teams worked together in 2020 to ensure operations of facilities and equipment resulted in water quality and biosolids that met all environmental permits.

Employees routinely strive to go beyond permit compliance to protect the environment in two significant ways:

- **Prioritizing regulatory compliance and operational excellence in everything they do every day**
- **Using in-field monitoring to make sure permits are netting real-world benefits, like healthy fish**

Regulations Met or Exceeded

Air

Clean Air Act – Title V

57 regulated emission sources for RWHTF

Colorado Air Permit

12 regulated emission sources for NTP

Clean water *(surface water)*

Colorado Water Quality Control Act – Colorado Discharge Permit System

19 pollutants with limits for RWHTF

16 pollutants with limits for NTP

Industrial and construction stormwater *(surface water and groundwater)*

Solid and hazardous waste *(surface water and groundwater)*

Biosolids *(groundwater)*

Colorado Water Quality Control Act – Regulation 64, Biosolids Regulation

17 regulated pollutants

Underground and aboveground storage tanks *(groundwater)*

"The District is facing a number of regulatory challenges and I'm encouraged by the successes that we've had in the last year."

- Jennifer Robinett
Director of Environmental Services

Top: South Platte River
Bottom: Yellow perch

Healthy River = Healthy Fish

Water quality scientists and volunteers counted more species and more fish in Segment 15 of the South Platte River during 2020 than in any other year.

Ten fish surveys along a 30-mile stretch of the river - from just upstream of the RWHTF outfalls to downstream of Fort Lupton - indicate the District's clean water efforts are making the river a healthy place for fish to live.

These efforts include new and emerging treatment technologies and a 21-year, six-phase program to construct aquatic life habitat improvements in Segment 15 - such as riffles, spur dikes, and backwater pools - to increase oxygen and other fish-friendly features.

Native fish have not always thrived in the river. In 1971, a U.S. Environmental Protection Agency (EPA) fish survey found only 37 individual fish representing four different pollution-tolerant species at a South Platte River monitoring location close to 120th Avenue. Fast-forward almost 50 years to the District's fish survey site at the same part of the river, and you may observe any of 3,466 individual fish representing 11 different species.

20 Species Observed

Black Crappie
Bluegill
Brook Stickleback
Channel Catfish
Common Carp
Creek Chub
Fathead Minnow
Gizzard Shad
Goldfish
Green Sunfish
Iowa Darter
Johnny Darter
Largemouth Bass
Longnose Dace
Longnose Sucker
Sand Shiner
Smallmouth Bass
Western Mosquitofish
White Sucker
Yellow Perch

25,000

Individual fish counted

90%

of observed fish were native species, including fathead minnows, sand shiners and white suckers

34th

year of surveys

SHARING DATA AND EXPERTISE

District team members engage regulators, legislators, and other utilities by sharing expertise and environmental, financial, and operational data. The District continues to promote new policies and regulations that will achieve their intended real-world protections without adverse community impacts.

Water Quality Discharge Permit at RWHTF

SUCCESS HIGHLIGHTS

Regulation 38 – *Classifications and Numeric Standards for South Platte River Basin, Laramie River Basin, Republican River Basin, Smoky Hill River Basin*

Phosphorus

Compliance Schedule Date January 2023

2020 Progress

- MagPrex™ phosphorus recovery online
- 24 months of credit earned under incentive program
- On track to meet compliance schedule

Temperature

Anticipated Date NTP – 2026, RWHTF – 2030

2020 Progress

- Operating under a temporary modification for temperature and working with EPA and CDPHE on a holistically beneficial approach - which includes sewer heat recovery and in-stream improvements

  Holistic approach avoids building 40 new chillers, each with high energy requirements and greenhouse gas emissions
- Water Quality Control Commission (WQCC) granted the District's request to extend the temporary modification from December 31, 2020 to December 31, 2021
- Technical and alternatives analysis aspects of a Discharger Specific Variance for temperature are under development

2020 fish survey team Allison Philpott, Mark Hofmeister, Jordan Parman, and Brandy Foley (left to right)

Regulatory and **Legislative** Advocacy

2020 HEARINGS AND RULINGS

WQCC Regulation 38 Triennial Review Hearing

District Input Water quality data demonstrating effectiveness of designation in place since 1991

Ruling Retained Effluent-Dominated/Dependent Use Protection designation for South Platte River Segments 15 and 1a - downstream of the RWHTF and NTP, respectively

Ruling averts a proposed *Reviewable* antidegradation designation, which would have changed the discharge permits for both facilities

WQCC Regulations 22 and 61 Updates Hearing

Site Location and Design Regulations for Domestic Wastewater Treatment Works and Colorado Discharge Permit System Regulations

District Input Treatment upgrades, operations and maintenance practices, and technology demonstrations - during hearing and stakeholder participation process

Ruling Updated regulations to build in flexibility for routine system and equipment upgrades and replacements

WQCC Perfluoroalkyl and Polyfluoroalkyl Substances (PFAS) Administrative Hearing for Policy 20-1

District Input Input during hearing and stakeholder participation process - including costs to connectors to clean up industrially manufactured contaminants and PFAS fate and transport data from multiple research studies with the Water Research Foundation

Ruling Adopted Policy 20-1, for interpreting narrative standards for PFAS

Colorado Board of Health Technologically Enhanced Naturally Occurring Radioactive Material (TENORM) Hearing

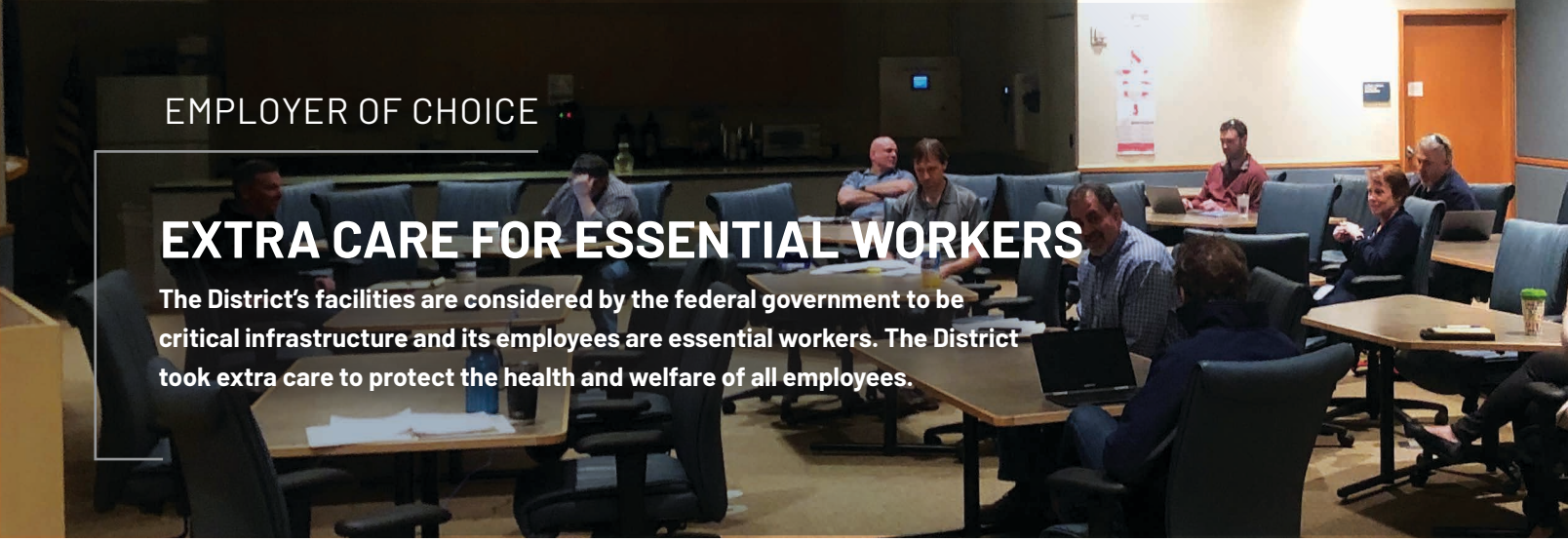
District Input Costs to ratepayers, potential changes to types of discharges accepted under the District's industrial pretreatment program - during hearing and stakeholder participation process

Ruling Clarified language regarding some of the requirements applicable to wastewater treatment utilities

Air Quality Control Commission Hearings for Greenhouse Gas Emissions and Engine Rules

District Input Data to support rulings summarized below for wastewater treatment facilities

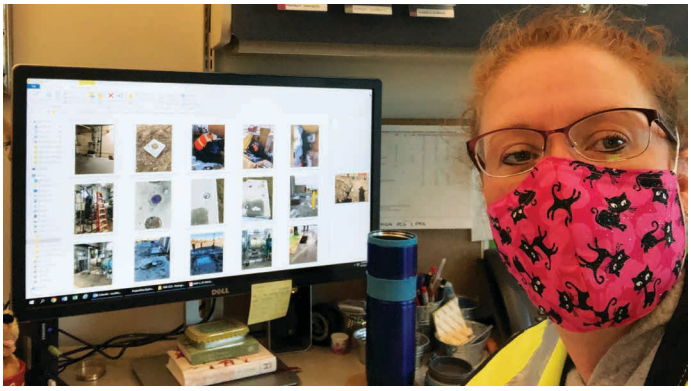
Rulings Allow voluntary-only greenhouse gas emissions reporting and maintain current level of compliance and reporting for engine emissions



EMPLOYER OF CHOICE

EXTRA CARE FOR ESSENTIAL WORKERS

The District's facilities are considered by the federal government to be critical infrastructure and its employees are essential workers. The District took extra care to protect the health and welfare of all employees.



Protecting Employees and Public Health

Most employees responding to a July survey were satisfied with the District's COVID-19 protective measures and communication. The District actively engaged with CDPHE and industry partners to understand and apply executive and public health orders. Work was adjusted in all departments to protect employee and public health.

- Providing work-from-home capabilities for employees able to do their jobs off site
- Requiring health screening before entering District facilities
- Providing personal protective equipment, disinfection supplies, and additional cleaning services on site
- Controlling access to buildings where employees work
- Changing schedules for employees to increase social distancing in work areas
- Canceling facility tours and in-person meetings and conferences
- Adapting payroll, benefits, and policies to meet new laws

Employees like Amy Rushton and the E2 Crew (left, top two) masked up to work at District facilities, and many employees like Orin Padgett and Ed Sturgeon (bottom left, right) worked from home for most of the year.

Senior Management Team meeting at the RWHTF in April before mask mandates

Employee Stats

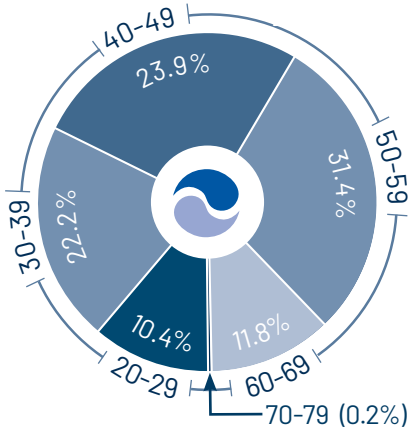
The Metro District remains an employer of choice by skilled and professional talent. A snapshot of the 2020 employee population is below.

423
employees at end of year

77
new hires and promotions

2
Technology and Innovation interns

Employee Ages



ORGANIZATION AWARDS

Certificate of Excellence in Financial Reporting, 33rd consecutive year
Government Finance Officers Association of the United States and Canada

2019 Peak Performance Gold Award for NTP
National Association of Clean Water Agencies

2019 Peak Performance Gold Award for RWHTF
National Association of Clean Water Agencies

Silver Level Workplace Health Achievement Index
American Heart Association

Well-Being Award
Cigna

Certified Healthy Workplace Leader
Colorado Health Links

Denver's Healthiest Employers
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2020 Award for Innovation in Water and Energy
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Environmental Health and Safety Officer

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