

METRO WATER RECOVERY

Executive Committee Meeting

Agenda

Tuesday, October 14, 2025

11:30 a.m.

Boardroom

Administration Building

Roll Call

Public Comment

Action Items

Tab No.

1. **Consideration of Annual Compensation Recommendations (O/F/E/Bd)**

1

Chief Executive Officer's Proposal:

Authorize the Chief Executive Officer to:

- Approve a 2026 Merit Pool equal to 3.5 percent of 2025 year-end salaries for eligible employees, totaling approximately \$1,684,000. (Employees are eligible if they are employed on both October 1, 2025 and December 31, 2025 and are not temporary/seasonal/interns or in a journeyman apprenticeship training program with a different pay program.)
- Approve a 3.0 percent adjustment to the Field and Technician Salary Structure for 2026.
- Approve a 2.2 percent adjustment to the Management and Professional Salary Structure for 2026.
- Approve a 2.0 percent adjustment to the Science and Engineering Salary Structure for 2026
- Approve a 1.5 percent adjustment to the Treatment and Transmission Salary Structure for 2026.

2. **Consideration of Annual Benefits Recommendations (O/F/E/Bd)**

2

Chief Executive Officer's Proposal:

1. Approve the employer contribution percentage rate ranges, which are unchanged from the 2025 percentage contribution, for Metro Water Recovery employee medical insurance, effective January 1, 2026 through December 31, 2026, as follows:
 - Contribute from 82 to 98 percent of the cost for employee-only coverage.
 - Contribute from 76 to 91 percent of the cost for two-person coverage.
 - Contribute from 76 to 91 percent of the cost for family coverage.
2. Approve the increased employer contribution percentage rate ranges for Metro Water Recovery employee dental insurance, effective January 1, 2026 through December 31, 2026, as follows:

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- Increase the employer contribution to 75 percent of the cost for employee-only coverage.
 - Increase the contribution to 65 percent of the cost for two-person coverage.
 - Increase the contribution to 65 percent of the cost for family coverage.
3. Add one level of vacation accrual for employees reaching 20+ years of service. The accrual rate is recommended to increase from 168 to 180 hours per year starting on January 1, 2026. This change is anticipated to assist with recruiting and retention. The impact will be increased by time off valued at \$46,000, based upon current headcount and salaries.
3. **Consideration of Uniform and Mat Rental Services Agreement (O/F/E/Bd)** 3
- Chief Executive Officer's Proposal:**
- Authorize the Chief Executive Officer to enter into a one-year agreement with Cintas Corporation for uniform and mat rental services and enter into additional contract periods, not exceeding a total of five years, if it is determined by the CEO to be in the best interest of Metro Water Recovery.
4. **Consideration of Platte River Interceptor System Rehabilitation (PAR 1461) Construction Services Agreement and Appropriation (O/F/E/Bd)** 4
- Chief Executive Officer's Proposal:**
1. Authorize the Chief Executive Officer to enter into a Construction Services Agreement with Insituform Technologies, LLC in the amount of \$21,983,397 to provide construction services for the work on the Platte River Interceptor System Rehabilitation Project (PAR 1461) (Project).
2. Appropriate \$24,400,000 (100 percent) from the Fixed Asset Replacement Fund for this Project.
5. **Consideration of METROGRO Farm Road Improvements (PAR 1463) Job Order Contracting Agreement and Appropriation (O/F/E/Bd)** 5
- Chief Executive Officer's Proposal:**
1. Authorize the Chief Executive Officer to enter into a Job Order Contracting (JOC) Agreement with Castle Rock Construction Company of Colorado, LLC for a not-to-exceed amount of \$14,250,000 to provide construction services through issuance of individual Work Authorizations for the METROGRO Farm Roads Improvement (PAR 1463) (Project).
2. Authorize the CEO to execute future Work Authorizations within the not-to-exceed upper limit of the JOC Agreement for this Project.
3. Authorize the CEO to enter into future amendments to the Task Order with Burns & McDonnell Engineering Company, Inc. for this Project.

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| 4. | Appropriate \$15,000,000 from the General Fund Capital Project Account for this purpose. | |
| 6. | Consideration of Northern Treatment Plant Secondary Clarifier Mechanisms Replacement Project (PAR 1466) Construction Manager-at-Risk Agreement and Appropriation (O/F/E/Bd) | 6 |

Chief Executive Officer's Proposal:

1. Authorize the Chief Executive Officer to enter into a Construction Manager-at-Risk Agreement with Ulliman Schutte Construction, LLC in the amount of \$200,000 to provide preconstruction and procurement services for the Northern Treatment Plant Secondary Clarifier Mechanisms Replacement Project (PAR 1466) (Project).
2. Appropriate \$225,000 from the Fixed Asset Replacement Fund Capital Project Account for this purpose.

Information Items Presented/Discussed at Standing Committees

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| 1. | External Lab Contracts (O/F/E) | 7 |
| 2. | Innovation Quarterly (O/F/E) | 8 |
| 3. | Metro Water Recovery Meet the Team – Lab Research Team (O/F/E) | 9 |
| 4. | Status of Capital Improvement Projects Report (O/F/E) | 10 |
| 5. | Current Activities/Operational Performance Report (O/F/E) | 11 |
| 6. | Financial Reports (O/F/E) | 12 |
| 7. | Upcoming Events (O/F/E) <i>(Separate Attachment)</i> | |

Action Items *(Continued)*

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| 7. | Consideration of Compensation Procedure for Board-Appointed Positions
<i>(This discussion will be held in executive session) (O/F/E/Bd)</i> | 13 |
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Chief Executive Officer's Proposal:

Adopt the proposed Compensation Procedure for Board-Appointed Positions as attached to the memorandum.

Information Items for the Executive Committee

1. Sewer Backup Issue (E)
2. AI Collaboration Opportunity (E)

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Individual Director Comments

Other Information

MC:rak/lmn