

METRO WATER RECOVERY

Finance Committee Meeting

Agenda

Thursday, October 8, 2026

7:30 a.m.

Boardroom

Administration Building

Roll Call

Public Comment

Action Items

Tab No.

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| 1. | Consideration of Annual Compensation Recommendations (O/F/E/Bd) | 1 |
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Chief Executive Officer's Proposal:

Authorize the Chief Executive Officer to:

- Approve a 2027 Merit Pool equal to 3.5 percent of 2026 year-end salaries for eligible employees, totaling approximately \$1,752,831. (Employees are eligible if they are employed on both October 1, 2026 and December 31, 2026 and are not temporary/seasonal/interns or in a journeyman apprenticeship training program with a different pay program.)
- Approve a 2.6 percent adjustment to the Field and Technician Salary Structure for 2027.
- Approve a 2.9 percent adjustment to the Management and Professional Salary Structure for 2027.
- Approve a 2.4 percent adjustment to the Science and Engineering Salary Structure for 2027.
- Approve a 2.0 percent adjustment to the Treatment and Transmission Salary Structure for 2027.

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| 2. | Consideration of Annual Benefits Recommendations (O/F/E/Bd) | 2 |
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Chief Executive Officer's Proposal:

1. Approve the employer contribution percentage rates, which are unchanged from the 2026 percentage contribution, for Metro Water Recovery employee medical insurance, effective January 1, 2027 through December 31, 2027, 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 and family coverage.

Tab No.

2. Approve the employer contribution percentage rate ranges, which are unchanged from the 2026 percentage contribution, for Metro Water Recovery employee dental insurance, effective January 1, 2027 through December 31, 2027, as follows:
 - Contribute 75 percent of the cost for employee-only coverage.
 - Contribute 65 percent of the cost for two-person coverage and family coverage.
3. **Consideration of Third-Party Security Services (O/F/E/Bd)** 3

Chief Executive Officer's Proposal:

 1. Authorize the Chief Executive Officer to enter into a one-year contract with Citadel Security.
 2. Enter into additional contract periods, not to exceed a total five-year term, if it is determined by the Chief Executive Officer to be in the best interest of Metro Water Recovery.
4. **Consideration of Northern Treatment Plant Secondary Clarifier Mechanisms Replacement (PAR 1466) Work Authorization 2, Engineer Amendment, and Appropriation (O/F/E/Bd)** 4

Chief Executive Officer's Proposal:

 1. Authorize the Chief Executive Officer to enter into Work Authorization 2 (WA2) with Ulliman Schutte Construction, LLC in the amount of \$4,946,888 to provide construction services for the Northern Treatment Plant Secondary Clarifier Mechanisms Replacement (PAR 1466) (Project).
 2. Authorize the Chief Executive Officer to amend the Professional Services Agreement with Carollo Engineers in the amount of \$652,700 to provide construction and post construction services for the Project.
 3. Appropriate \$6,990,000 from the Fixed Asset Replacement Fund for this purpose.
5. **Consideration of Intergovernmental Agreement with City and County of Denver Sanderson Gulch Common Interceptor Relocation (O/F/E/Bd)** 5

Chief Executive Officer's Proposal:

Authorize the Chief Executive Officer to enter into an Intergovernmental Agreement with the City and County of Denver to relocate a portion of Metro Water Recovery's Sanderson Gulch Common Interceptor in the vicinity of West Florida Avenue and Sanderson Gulch.

Tab No.

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| 6. | Consideration of Amendment to Energy Services Agreement and Appropriation (O/F/E/Bd) | 6 |
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Chief Executive Officer's Proposal:

1. Ratify Amendment 6 to the Energy Services Agreement with ENGIE Denver Metro LLC modifying the termination payment provisions to align with the progress schedule of the Robert W. Hite Treatment Facility Biogas Utilization Project (PAR 1395).
2. Appropriate \$826,326 (100 percent) from the General Fund Capital Project Account for this purpose.

Information Items

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| 1. | Ditch Companies Litigation Refresh (O/F/E) | |
| 2. | Warehouse Maintenance Services Building Renovations (PAR 1472) Request for Selection Committee Members for CMAR Contractor (O/F/E) | 7 |
| 3. | Renewable Natural Gas Commodity Brokerage Services – Request for Selection Committee Members (O/F/E) | 8 |
| 4. | Investment Advisor Services – Request for Selection Committee Members (O/F/E) | 9 |
| 5. | Metro Water Recovery Meet the Team – Enterprise Architecture (O/F/E) | 10 |
| 6. | Status of Capital Improvement Projects Report (O/F/E) | 11 |
| 7. | Current Activities/Operational Performance Report (O/F/E) | 12 |
| 8. | Upcoming Events (O/F/E) (<i>Separate Attachment</i>) | |

Individual Director Comments

Other Information

MC:lmn