



RWSA BOARD OF DIRECTORS
Minutes of Regular Meeting
January 25, 2022

A regular meeting of the Rivanna Water and Sewer Authority (RWSA) Board of Directors was held on Tuesday, January 25, 2022 at 2:15 p.m. via Zoom.

Board Members Present: Mike Gaffney, Jeff Richardson, Lauren Hildebrand, Gary O’Connell, Ann Mallek, Brian Pinkston.

Board Members Absent: Samuel Sanders, Jr.

Rivanna Staff Present: Bill Mawyer, Lonnie Wood, Deborah Anama, Betsy Nemeth, David Tungate, John Hull, Michelle Simpson, Jennifer Whitaker.

Attorney(s) Present: Valerie Long.

1. CALL TO ORDER

Mr. Gaffney called the January 25, 2022, regular meeting of the Rivanna Water and Sewer Authority to order at 2:30 p.m.

2. STATEMENT FROM THE CHAIR

Mr. Gaffney read the following statement aloud:

“This is Mike Gaffney, Chair of the Rivanna Water and Sewer Authority. I would like to call the January 25, 2022 meeting of the Board of Directors to order.

“Notwithstanding any provision in our Bylaws to the contrary, as permitted under the City of Charlottesville’s Continuity of Government Ordinance adopted on March 25, 2020, Albemarle County’s Continuity of Government Ordinance adopted on April 15th, 2020, and revised effective October 1, 2020 and Chapter 1283 of the 2020 Acts of the Virginia Assembly effective April 24, 2020, we are holding this meeting by real time electronic means with no Board member physically present at a single, central location.

“All Board members are participating electronically. This meeting is being held pursuant to the second resolution of the City’s Continuity of Government Ordinance and Section 6 of the County’s revised Continuity of Government Ordinance. All Board members will identify themselves and state their physical location by electronic means during the roll call which we will hold next. I note for the record that the public has real time audio-visual access to this meeting over Zoom as provided in the lawfully posted meeting notice and real time audio access over telephone, which is also contained in the notice. The public is always invited to send questions, comments, and suggestions to the Board through Bill Mawyer, the Authority’s Executive Director, at any time.”

Mr. Gaffney called the roll.

47 Ms. Lauren Hildebrand stated she was located at 305 4th Street Northwest in Charlottesville, VA.

48

49 Ms. Ann Mallek stated she was located at her home in Earlysville, Albemarle County.

50

51 Mr. Gary O’Connell stated he was located at the ACSA offices at 168 Spotnap Road.

52

53 Mr. Brian Pinkston stated he was located at his residence in Charlottesville, VA.

54

55 Mr. Jeff Richardson stated he was located at the County Office Building at 401 McIntire Road in
56 Charlottesville, VA.

57

58 Mr. Mike Gaffney stated he was located at 3180 Dundee Road in Earlysville, VA.

59

60 Mr. Gaffney stated the following Authority staff members were joining the meeting electronically:
61 Bill Mawyer, Lonnie Wood, David Tungate, Jennifer Whitaker, John Hull, Betsy Nemeth, Michelle
62 Simpson, and Deborah Anama.

63

64 Mr. Gaffney stated they were also joined electronically by Ms. Valerie Long, Counsel to the
65 Authority.

66

67 **3. MINUTES OF PREVIOUS BOARD MEETING**

68 *a. Minutes of Regular Board Meeting on December 14, 2021*

69

70 Mr. Gaffney asked if there were any comments, questions, or changes to the Board minutes.

71

72 **Mr. Richardson moved that the Board approve the minutes of the December 14, 2021**
73 **meeting. The motion was seconded by Mr. O’Connell and passed unanimously (4-0). (Mr.**
74 **Sanders was absent. Mr. Pinkston and Ms. Mallek abstained from the vote.)**

75

76 **4. RECOGNITIONS**

77 There were no recognitions.

78

79 **5. EXECUTIVE DIRECTOR’S REPORT**

80 Mr. Mawyer stated two employees earned their CDL Class A driver’s license through the DMV.
81 He stated they worked hard, studied, and put forth a lot of effort to do so. He stated this is part of
82 the Authority’s “grow our own” CDL group because they are hard to find and hire. He stated
83 they appreciate Mr. Tony Fusco and Mr. Josh Powell, who are both in the Maintenance group.

84

85 Mr. Mawyer stated a Water Operator gained his Class I water license. He stated Mr. Jodi
86 Schwake works at the Crozet Water Treatment Plant and has been with Rivanna for five and a
87 half years.

88

89 Mr. Mawyer stated Rivanna appreciates the efforts that these three gentlemen put forth to
90 improve their credentials, which also helps Rivanna.

91

92 Mr. Mawyer stated Rivanna participates in the Department of Labor Registered Apprenticeship

93 Program, and there are a number of employees listed who are taking technical classes and
94 training through PVCC, Valley Vo-Tech or CATEC. He stated Rivanna is growing its own and
95 helping staff improve their credentials so that they can be qualified to take on additional
96 responsibilities for Rivanna. He stated they appreciate all the efforts that Josh Powell, Tyrone
97 Hughes, David Jefferies, Matt Walker, Blake Shifflett, Steve Minnis, Tony Fusco, Richard
98 McElfresh, and Brian Baird (registered Master Electrician), and Kenny Lawhorne (Journeyman
99 maintenance mechanic).

100
101 Mr. Mawyer stated Rivanna recognizes the thousands of hours that it takes to gain some of these
102 credentials and appreciates the effort staff puts forward.

103
104 Mr. Mawyer stated there was good news about the drinking water –all the reservoirs are full. He
105 stated 2021 ended with a precipitation deficit of almost 8 inches (a 20% deficit), but 2022 is off
106 to a wet start, and the hope is that this continues. He stated Rivanna will continue to monitor
107 stream flow and reservoir levels.

108
109 Mr. Mawyer stated Rivanna has completed its draft 2023-2027 Capital Improvement Program.
110 He stated this was reviewed with the subcommittee, which is Mr. O’Connell and Ms.
111 Hildebrand. He stated it totals about \$205 million, and the details will be presented to the full
112 Board in February.

113
114 Mr. Mawyer stated Rivanna continues to try to get all the easements in place for the South Fork
115 Rivanna Reservoir to the Ragged Mountain Reservoir Water Line. He stated the map on the
116 screen shows black lines that represent easements obtained, and the green line is on a private
117 farm that Rivanna is trying to coordinate with to acquire the easement. He stated the blue line
118 near “St. Anne’s Belfield” is property owned by the University Foundation, and Rivanna is
119 working with them to get that easement in place.

120
121 Mr. Mawyer stated a small black section below the red marker on the map is a section on which
122 Rivanna hopes to start construction in the summer that would cross under Route 250, go under
123 Garth Road and the railroad track. He stated the next section with the green line is one section of
124 pipe that has already been installed, which is by the edge of the Birdwood Golf Course and was
125 completed several years ago.

126
127 Mr. Mawyer stated moving to the lower part of the map, to the south, there is another section
128 (blue line) that is owned by UVA Foundation, and Rivanna is working with them to acquire that
129 easement. He stated moving to the east, there is a green section that is owned by Regents School,
130 and Rivanna is working with them to grant an easement. He stated the yellow line to the right is
131 VDOT property, and Rivanna has an agreement and understanding with them of where they need
132 to go under VDOT facilities. He stated VDOT does not grant easements.

133
134 Mr. Mawyer stated the orange line is owned by UVA, going around Observatory Mountain and
135 connecting to the Observatory Treatment Plant. He stated Rivanna is working with UVA to
136 acquire that easement.

137
138 Mr. Mawyer stated Rivanna has accomplished quite a bit, with a ways to go, and they will have a

139 full court press this calendar year to get all of the easements completed and consider the timing
140 of when they build this project.

141
142 Mr. Mawyer stated Rivanna thought they had finished the exterior lighting project at Moores
143 Creek they have been working on for the last two years, at least from a design and construction
144 standpoint. He stated this was in response to some of the safety concerns on campus, as well as
145 having not been in compliance with the Albemarle County Zoning Ordinance on lighting. He
146 stated the new fixtures installed were quite bright around the aeration basins.

147
148 Mr. Mawyer stated Rivanna will replace the fixtures around the aeration basins. They are
149 working with a consultant who will help with the financing of that effort to put in fixtures that
150 are less bright and that still comply with the County's ordinance. He stated there were some
151 comments from the neighborhood about how bright the lights were, so Rivanna is turning about
152 half of them off at night to keep the light level down in the neighborhood, as well as on
153 Monticello Mountain, until they can get the correct fixtures installed. He apologized for the
154 issue, adding that they have it in hand to get it corrected, and it is moving forward.

155
156 Mr. Mawyer stated he provided quarterly updates to the City Council and the Albemarle Board
157 of Supervisors last week about Rivanna's ongoing projects and plans for the future for both the
158 Solid Waste Authority and the Water and Sewer Authority.

159
160 Mr. Gaffney asked if there were questions or comments.

161
162 Mr. Pinkston stated he wanted to make sure they closed the loop on the lighting concerns that
163 were raised. He stated there were obviously a number of emails that came through, and though
164 he could not claim to have fully read or thought through every comment that was made, the
165 public would like some assurance that this has been listened to and heard and that the consultant
166 has a good plan going forward. He asked if they were confident that the revised specifications for
167 the lighting will be acceptable.

168
169 Mr. Mawyer replied Rivanna is confident that the new lighting fixtures will meet the Albemarle
170 County ordinance, which limits the light level to 0.5 footcandles at the perimeter of the property.
171 He stated they are putting shields on the fixtures and mounting them in the horizontal position to
172 have full downlighting. They are hopeful this will resolve any issue with the neighborhood. He
173 stated this is a bit subjective as far as resolving neighborhood concerns, but they will be
174 compliant with the County requirements while at the same time, meeting their own lighting and
175 safety requirements.

176
177 Mr. Mawyer stated the aeration basin is like a football field, and it is filled with millions of
178 gallons of wastewater all the time. He stated operators are working around those basins 24/7/365,
179 under all conditions including rain and snow, and Rivanna wants to make sure the basins are
180 safely lighted so that the staff is in a safe work environment.

181
182 Mr. Mawyer stated the estimate is three to six months to complete the replacement due to the
183 current supply chain challenges of getting fixtures and other construction materials delivered. He
184 stated they hope it is towards three months, but it could be longer if the new light fixtures are not

185 readily available.

186

187 Mr. Pinkston asked if his understanding was correct that Rivanna had turned some lights off.

188

189 Mr. Mawyer replied this was correct. He stated they have 20 light poles surrounding the aeration
190 basins, and they have turned about half of them off at night. He stated this will reduce light levels
191 until they can get the correct fixtures installed.

192

193 Mr. Gaffney asked if he was correct in saying that the consultants who chose the lights that were
194 incorrect are paying for the new lighting to correct the issue.

195

196 Mr. Mawyer replied this was correct.

197

198 Mr. Gaffney stated he would assume that the consultants are making every possible outcome
199 where they do not have to purchase a third set of lights.

200

201 Mr. Mawyer agreed. He stated the consultants have a lighting model they use that calculates how
202 much light will be on the ground depending on what fixture is used and at what height the fixture
203 is mounted. He stated the model works fine, but the consultants did not set one of the parameters
204 in the model correctly, and this led to the incorrect fixture. He stated that as Mr. Gaffney pointed
205 out, he thinks the consultants will be very careful to run their model correctly this time.

206

207 Ms. Mallek stated she thinks Albemarle County has great experience with its ordinance and if the
208 ordinance is actually followed, and the fully cutoff shielded lights aimed the right way are put in,
209 it will be very dark outside. She stated they have had great experience even with very high poles
210 at softball fields in neighborhoods where she has to get out her flashlight to find her car because
211 it is so dark within 10 feet of the edge of the field. She stated she would expect the same thing to
212 happen here. She stated there may be some elevation difference between where the houses are
213 and where the lights are that will be a problem where hopefully, the consultants will take extra
214 care to think about that.

215

216 Ms. Mallek stated she looked forward to hearing more, and County staff can provide many good
217 experiences with the Musco lighting company and others. She stated there are probably multiple
218 providers and that she was sure they could make it work.

219

220 Mr. Mawyer thanked Ms. Mallek, adding that Rivanna is working with the County's Zoning staff
221 to review this new fixture.

222

223 **6. ITEMS FROM THE PUBLIC**

224 Mr. Gaffney opened the meeting to the public. He asked speakers to identify their name and
225 where they live, and to keep in mind the three-minute time limit.

226

227 Mr. Hull stated there were three people with comments.

228

229 Ms. Kimber Hawkey, a Charlottesville resident, stated she is on the board of her neighborhood
230 association, which is why she was contacted by a few concerned citizens. She stated however,

231 she was speaking as a concerned citizen regarding the problematic way that the Rivanna Water
232 and Sewer Authority has apparently chosen a southern route for the new Central Water Line.

233
234 Ms. Hawkey stated she was a bit surprised as she had heard nothing about it, which is part of the
235 problem as it appears to be a behind-closed-doors decision that was made without any public
236 outreach or involvement. She stated this has been brought to her attention, as well as the fact that
237 it appears that the southern route was chosen when it is a longer, more expensive route, and it
238 does not appear to necessarily benefit the south as the goal appears to link the north side of town
239 and Pantops. She stated the question is why this is being pushed upon the neighbors to the south
240 when it benefits the north of town and the County.

241
242 Ms. Hawkey stated this also appears discriminatory on a lot of grounds. She stated the
243 presentation refers to neighborhoods to the north, but it does not mention the same affected
244 neighborhoods to the south. She stated the south has established neighborhoods, parks, schools,
245 and back access to UVA Hospital that will be disrupted. She stated the two places that the line
246 crosses the tracks to the south are well-trafficked areas, so this would cause significant traffic
247 jams. She stated the project does not seem to coordinate with the reconstruction of the Belmont
248 Bridge, which would seem logical as a cost-saver.

249
250 Ms. Hawkey stated the southern route has more impacted neighborhoods than the alternatives,
251 and it disproportionately impacts vulnerable populations as it passes by some public housing
252 areas.

253
254 Ms. Hawkey stated the big question is why there has been no outreach to the affected neighbors,
255 and the public seems to be excluded from this decision. She asked that this be put forth to the
256 public for discussion and to City Council.

257
258 Ms. Hawkey thanked the Board for their time, adding that she is impressed with all that they do.
259 She stated it is very interesting to hear it all.

260
261 Mr. Bill Emory (1604 East Market Street) stated he lives a half-mile north of the Moores Creek
262 Administration Building. He stated he is proud to live in a community served by an authority that
263 does such an excellent job of removing nutrients from the wastewater, and he is delighted with
264 the quality of the drinking water that comes out of his tap.

265
266 Mr. Emory stated the RWSA is a recognized leader in environmental stewardship and, as such,
267 he would like to suggest an area where he feels there is room for improvement at the Moores
268 Creek facility. He stated that back in 2020, he was pleased to hear that the RWSA was
269 redesigning the Moores Creek site lighting. He stated in the same way that Robert Booker and
270 Associates provided the expertise necessary to keep the smell plume onsite, he assumed that the
271 lighting design engineers would keep light onsite and adjust the intensity of that light to be
272 suitable for the tasks at hand.

273
274 Mr. Emory stated that during the night, there is a need to control the light added to the outdoor
275 environment. He stated some people want it dark for sleeping, stargazing, or privacy. He stated

276 when this need for darkness conflicts with other people’s need for light, the control of light
277 becomes critical.

278
279 Mr. Emory stated he is not an engineer, but he recognizes poorly designed lighting when he sees
280 it. He stated the lighting at Moores Creek produces glare, and the site is, in his opinion, over lit.
281 He stated he would submit that the lighting redesign at Moores Creek is not up to RWSA’s
282 standard of environmental leadership, nor to the standard of care they have shown in the past to
283 neighbors.

284
285 Mr. Emory stated he knows that technology allows for area lighting intensity to be adjusted
286 automatically on an as-needed basis. He stated he wonders if such technology is being employed
287 in the new plan.

288
289 Mr. Emory stated he feels strongly that children living adjacent to Moores Creek and Monticello
290 deserve to see the stars, and people living adjacent to the Moores Creek site should not have to
291 deal with light trespass or sky glow from the facility. He stated it is his hope that RWSA will ask
292 Hazen to have their plans reviewed and modified by engineers specializing in light design and
293 that Hazen will cover the associated costs. He stated the Authority and rate payer shouldn’t have
294 to bear the costs of a flawed plan.

295
296 Mr. Emory stated the redesign would feature light pollution sensitivity, addressing light trespass
297 issues while providing for the safety of the mechanics and operators, the security of the facility,
298 best equipment location and function, and economics. He stated such an evaluation should be
299 carried out by a firm whose engineers are members of the Illuminating Engineering Society. He
300 stated he sent the Board an email earlier that day that listed Hazen’s 40 specialties, and lighting
301 was not amongst them.

302
303 Mr. Gaffney stated before moving onto the next speaker, he would request that Mr. Emory return
304 after all the lighting has been changed to give the Board feedback as to how it looks once it is
305 done.

306
307 Ms. Dede Smith (City resident) stated she would speak about the Central Water Line on the
308 agenda. She stated the Central Water Line is described as the third of the “three-legged stool” for
309 the Community Water Plan. She stated for those (like herself) who are veterans of the
310 Community Water Plan, the Board would recall that when Rivanna was planning those other two
311 “legs,” there were countless community meetings – at least 14 for the choice of where the
312 expanded reservoir would go. She stated now, with this third leg, the golden question is where
313 the 24-inch pipe will go, yet not a single community forum has been organized, and not a single
314 neighborhood association has been contacted. She stated City Council was not even told about
315 the decisions being made that impact their constituents.

316
317 Ms. Smith stated this has been planned entirely behind closed doors in a city that prides itself on
318 community involvement. She stated as far as who lost in that situation, the southern border runs
319 through the highest concentration of Black and Brown neighborhoods in Charlottesville, in a city
320 that prides itself on equity.

321

322 Ms. Smith stated what makes this so much worse is the fact that the choice of the Southern
323 Corridor makes no sense. She stated it is already well-connected to Observatory. She stated it is
324 the only option as well that does not cross the West Main Water Line – a link identified by
325 Rivanna’s own consultants as a key feature in order to get Observatory water to the north side of
326 Charlottesville, and which will require a spur up Roosevelt Brown Boulevard as well – an
327 important corridor to UVA Hospital.

328
329 Ms. Smith stated the Southern Corridor goes through literally miles of neighborhoods, past two
330 schools, two large urban parks, Mt. Zion Baptist Church, First Street and Sixth Street public
331 housing, and Friendship Court, yet the Southern Corridor gets virtually nothing from this pipe
332 other than the bill. She stated this pipe is being routed south for the benefit of the north side of
333 Charlottesville and the County.

334
335 Ms. Smith stated Rivanna presented their plan in a closed-door, private meeting to UVA and
336 other power brokers in September, but when she asked for information in October, she was told
337 that she had to wait until it was posted. She stated she asked for these maps two months ago, and
338 it appears now that Rivanna did not want the public to see them. She stated even the presentation
339 that day would tell nothing about how the Southern Corridor was chosen, including costs, which
340 have skyrocketed from \$13 million to more than \$30 million in just the last few months.

341
342 Ms. Smith asked the Board to stop and rethink this as it had gone off the rails.

343
344 Mr. Gaffney closed Items from the Public.

345 **7. RESPONSES TO PUBLIC COMMENT**

346
347
348 Mr. Gaffney asked Mr. Mawyer if he had a response.

349
350 Mr. Mawyer stated the speakers were correct that Rivanna had not had a lot of public outreach at
351 that point. He stated the meeting that day with the Board is the first time the Board will have
352 seen the recommended route, and this was to get started with public comment. He stated for the
353 last many months, Rivanna has worked with the City staff and ACSA staff, who have
354 coordinated on their ends. He stated he has had it in his quarterly report to City Council for over
355 a year and, in fact, the week prior, he gave City Council a brief discussion of this project.

356
357 Mr. Mawyer stated they were not saying that today was the end of the opportunity to talk to
358 people about the route. He stated this is a new beginning after Rivanna’s staff and consultants
359 have been able to come up with what they will call a “recommended route.” He stated they are
360 planning to talk with the neighborhoods once they have input from the Board.

361
362 Mr. Mawyer stated there has been a webpage with information on this project since November or
363 December to try to get information out to the neighborhoods. He stated he did a presentation
364 with the Land Use and Environmental Planning Committee (LUEPC) in September to preview
365 the project, as that committee is supposed to preview regional projects to see if there were
366 comments from UVA, City, County, and UVA Foundation partners who are all part of the
367 committee.

368

369 Mr. Mawyer stated they are not trying to keep the project under cover, but it is now at a new
370 phase of communicating what they think the project should be and where it should be located.
371 He stated Ms. Michelle Simpson would do a good job presenting the factors that have been
372 considered and the communications that have taken place to determine the recommended route.

373

374 Mr. Mawyer stated as Mr. Gaffney noted regarding Mr. Emory's comment, the hope is that Mr.
375 Emory would return to take a look after Rivanna finishes its work with the lighting to see what
376 he thinks of it at that time.

377

378 Mr. Gaffney asked other Board members if they wished to comment.

379

380 Mr. Pinkston stated he assumed that after the presentation on the Central Water Line, there
381 would be opportunity to ask questions.

382

383 Mr. Gaffney replied yes.

384

385 Mr. Gaffney closed responses to public comment.

386

387 **8. CONSENT AGENDA**

388

389 *a. Staff Report on Finance*

390

391 *b. Staff Report on Operations*

392

393 *c. Staff Report on Ongoing Projects*

394

395 *d. Staff Report on Wholesale Metering*

396

397 *e. Approval of Cost-of-Living Increase*

398

399 *f. Contract Award - Crozet Interceptor System Odor Control – Evoqua Water*
400 *Technologies, LLC*

401

402 *g. Biosolids Transportation Contract Award*

403

404 *h. Construction Change Order Authorization - Moores Creek AWWRF Lighting*
405 *Improvements Project - Pyramid Electrical Contractors, LLC*

406

407 Mr. Gaffney noted that they would pull Item 8e, "Approval of Cost-of-Living Increase," and
408 move this to Item 9b with the joint session.

409

410 Mr. Gaffney asked the Board if there were any items on the consent agenda they wished to speak
411 to or ask questions about.

412

413 Ms. Mallek stated she was trying to find information that she must have missed when she read
414 the packet. She asked if they would be having more presentation that day about the more
415 granular approach on the map, or if that would be at some time in the future, in February. She
416 stated she would like very much to see things in greater detail than she had been able to do on
417 her laptop.

418
419 Mr. Gaffney asked Ms. Mallek if she was referring to the Central Water Line project.

420
421 Ms. Mallek replied yes.

422
423 Mr. Gaffney stated this would be the first item under “Other Business.”

424
425 **Mr. O’Connell moved that the Board approve the Consent Agenda. Ms. Hildebrand**
426 **seconded the motion, which passed unanimously (6-0). (Mr. Sanders was absent.)**

427
428 **9. OTHER BUSINESS**

429 *a. Central Water Line Project, Michelle Simpson, Sr. Civil Engineer*

430 Ms. Michelle Simpson, Senior Civil Engineer, stated she has been with Rivanna for 17 years and
431 was happy to talk about the Central Water Line project.

432
433 Ms. Simpson stated she would start with an overview of the Urban Water System. She stated as
434 shown on the map on the screen, the areas shown in pink are the urban areas served which
435 include the City of Charlottesville as well as the surrounding County areas, which are served by
436 the Albemarle County Service Authority. She stated there are three water treatment plants that
437 serve the area, including North Rivanna Water Treatment Plant, South Rivanna Water Treatment
438 Plant, and Observatory Water Treatment Plant. She stated the combined capacity of all three
439 plants is about 21 MGD.

440
441 Ms. Simpson provided background information, stating that Rivanna started the Avon to Pantops
442 Water Line Study in 2017, which is a spinoff of the Southern Loop Agreement. She stated that
443 project was put on hold in August of 2018 as Rivanna decided to take a step back and look at a
444 Finished Water Master Plan in a more holistic manner. She stated they started on the Finished
445 Water Master Plan then, with the goal to address operational hydraulic efficiencies in moving
446 water across the distribution system and improve system flexibility. She stated the result of the
447 project was the determination that there was a lack of connectivity across the Urban Service
448 Area, which was primarily caused by gaps in the system.

449
450 Ms. Simpson presented a map, explaining that the yellow line showed all the large-diameter
451 transmissions mains. She stated in the northern and eastern side of the map, one could see that
452 the South Rivanna Water Treatment Plant is well-connected to all the northern and eastern water
453 lines, including Pantops. She stated on the south and west sides of the City, one can see where
454 the Observatory Water Treatment Plant is well-connected to the large-diameter water mains,
455 including the Southern Loop Water Line. She stated one could see a large gap between those
456 yellow lines, along Emmet Street in the City, and in the southern parts of the City, which is a
457 hydraulic gap between the water transmission lines.

458

459 Ms. Simpson stated to connect those gaps, Rivanna started with the Finished Water Master Plan
460 at a high level and with a lot of modeling. She stated they looked at closing those gaps and how
461 it would impact the hydraulic connectivity across the City and in the Service Authority areas.
462 She stated they looked at a Seminole-Emmet connector, adding that on the map shown, the blue
463 lines are transmission mains, and the yellow lines are the proposed lines that they modeled.

464
465 Ms. Simpson stated Rivanna looked into filling in the gap at Seminole-Emmet. She stated
466 looking at the south side of the City, they looked into filling in a gap on Avon Street (shown in
467 pink). She stated in the bottom-right area, the Avon-to-Pantops Southern Loop Line was
468 modeled, and they also modeled a Central Water Line corridor across the center of the City to fill
469 in the gaps in the water lines. She stated the modeling showed them that the water line corridor
470 with the best hydraulic connectivity across the water system was the Central Water Line
471 Corridor.

472
473 Ms. Simpson stated the Central Water Line Project objectives were to improve flow, pressure,
474 and redundancy, and effectively convey water from the Observatory Water Plant to the City, the
475 County, and UVA and strengthen the overall Urban Water System.

476
477 Ms. Simpson presented a map, stating that the key components that make the Central Water Line
478 work and make it the most efficient for the system is that it connects points A to B to C, where
479 “A” is the Observatory Water Plant, “B” is the end of the urban 24-inch water line in Downtown,
480 and “C” is the end of the Pantops Water Line at the intersection of East High Street and Long
481 Street.

482
483 Ms. Simpson stated once Rivanna had the overall concept for the Central Water Line, and they
484 knew they had to connect A to B to C, they looked at multiple options to accomplish that goal.
485 She stated the first map on the screen showed the Northern Corridor concept, which is named as
486 such as it is effectively north of Main Street, where Main Street is used as the City center. She
487 stated there are some pros to this alternative, which included being able to upgrade the 16-inch
488 cast iron water main that is in Emmet Street. She stated challenges include many narrow and
489 congested neighborhood streets, a lot of traffic downtown, and that it did not provide the best
490 hydraulic connectivity within the water distribution system.

491
492 Ms. Simpson stated the Middle Corridor Concept is called the “middle concept” because it
493 essentially follows Main Street. She stated early on, Rivanna recognized that there was the
494 potential for the Main Street Streetscape project, and this concept would also take advantage of
495 co-locating with other projects happening in the City. She stated the City project was put on
496 hold, so it is no longer an advantage of the concept. She stated there are many challenges with
497 this concept because although it is the shortest route, there are many heavily trafficked roads in
498 Downtown, presenting many traffic and construction challenges.

499
500 Ms. Simpson stated the Southern Concept would be south of Main Street in the southern part of
501 the City. She stated this concept takes advantage of some of the larger right-of-way-width streets
502 in the City, and it also provides better hydraulic connectivity in the water distribution system
503 than any of the other options. She stated that in the southern corridor, they connect to the existing
504 12-inch water lines in Avon Street and 5th Street (shown in the darker green color on the map

505 that was presented). She stated the concept provides a stronger hydraulic connectivity to the
506 water distribution piping south of the City, which connects to the Southern Loop Water Line and
507 the Avon tank.

508
509 Ms. Simpson stated Rivanna had also originally looked at a railroad concept. She stated this was
510 one of the shortest routes as it followed the railroads from near the Observatory Water Plant all
511 the way to Downtown, to the vicinity of the Belmont Bridge and over to East High Street. She
512 stated in looking at this, there were a lot of challenges with grade due to many slopes around the
513 railroads, and there would be a lot of challenges with permitting this option. She stated for the
514 area in between the first railroad crossing and Downtown, there is a tree buffer in between the
515 homes and the railroad, and because it is such a tight squeeze, a lot of the tree buffer would have
516 to be taken down, so this was another challenge with that option.

517
518 Ms. Simpson stated Rivanna also took a high-level look at a hybrid option (shown in yellow on
519 the map). She stated this option would merge the western half of the project in a northern
520 corridor, going from “A” with a northern corridor route over to “B,” then taking a southern route
521 to “C.” She stated they also looked at a Route 250 Bypass corridor (shown in orange). She stated
522 both of these routes were very long and would be the costliest, and they also had many impacts,
523 especially on the Route 250 bypass traffic.

524
525 Ms. Simpson stated ultimately following multiple workshops and lots of coordination with City
526 utilities, traffic engineer, and the Service Authority, the Southern Corridor was, in coordination
527 with Rivanna’s engineer, deemed the most viable and was selected for further evaluation. She
528 stated after all the high-level looks at all the options that were reviewed previously, Rivanna
529 decided to embark on the Central Water Line Routing Study in 2021, for which a copy is located
530 on Rivanna’s website, <https://rivanna.org>.

531
532 Ms. Simpson stated the routing study was a much deeper dive into all of the options that Rivanna
533 evaluated. She stated they looked at a lot of different criteria including constructability, impacts
534 to traffic, parking, sidewalks, neighborhoods, railroad crossings, utility congestion, easement
535 access, construction costs, opportunities to coordinate with other City projects, and permitting.

536
537 Ms. Simpson stated that as detailed in the routing study, this was broken up into west, middle,
538 and east segments of the City. She pointed out the west segment of the map, noting that Rivanna
539 looked at all the alternatives, and each road was reviewed at a much more granular level. She
540 stated they looked at GIS utility data, and they went out to look at all the roads. She stated they
541 evaluated the widths of all the rights-of-way.

542
543 Ms. Simpson stated Rivanna looked at the different railroad crossing areas, which there were
544 multiple areas they looked at for crossing the railroad, including Piedmont Street, Lewis Street,
545 and Shamrock Road on the west side. She stated the inset charts on the screen demonstrated how
546 they dissected each segment.

547
548 Ms. Simpson stated there were multiple categories used for the evaluation, and the engineer had
549 a ranking system. She stated for all the highest-ranked options, the engineer developed charts and
550 evaluated each option as far as length, cost, impacts, the number of easements that would be

551 needed, and more, which helped the group come up with the recommended alternative.

552
553 Ms. Simpson stated there are also multiple other projects going on whether there are VDOT or
554 City projects, and a few of those were listed on the slide. She stated they did coordinate
555 extensively with the City, and the one project that was able to be incorporated into the Central
556 Water Line Project is the East High Street Water Main and Streetscape Project, so they will be
557 co-locating water lines with the City on that project.

558
559 Ms. Simpson stated the Belmont Bridge is under construction now, and the water line will go
560 under the bridge and cross the railroad at a location outside of the right-of-way of the bridge, so
561 there was no impact or no opportunity to coordinate with that project.

562
563 Ms. Simpson stated they are also coordinating with the Fontaine Streetscape Project, and where
564 Rivanna's water line crosses Fontaine Avenue is being coordinated. She stated these were some
565 of the mutually beneficial projects that were explored.

566
567 Ms. Simpson presented a map of the overall recommended alignment. She stated she actually
568 had a drone video of the alignment. She stated the streets listed on the slide would be easier to
569 see with the drone video that she would show later.

570
571 Ms. Simpson stated currently, Rivanna has started design and is starting surveying, with
572 underground utility exploration to determine if there are any conflicts with existing utilities. She
573 stated this is anticipated over the next three years, and construction is anticipated 2024-2029
574 based on current CIP funding. She stated the overall cost is in the range of \$25 million to \$31
575 million.

576
577 Ms. Simpson presented the drone video, prefacing by saying that it would start at the west side of
578 the City at Stadium Road. She stated the drone zooms down Stadium Road, turning onto
579 Piedmont Avenue, then onto Price Avenue, then onto Lewis Street. She stated it then crosses
580 over Fontaine and comes to the end of Lewis Street, at the railroad crossing. She stated they
581 haven't quite figured out how they will connect with JPA from this location.

582
583 Ms. Simpson stated the video shows how JPA is a nice, wide street with bike lanes, parking
584 lanes, sidewalks, and lots of room to work. She stated the water line then turns onto Cleveland
585 Avenue, which has low traffic and wider roads. She stated it then turns onto Cherry Avenue. She
586 noted that Johnson Elementary and Buford Middle Schools are along this stretch, and Rivanna
587 would be coordinating with the City of Charlottesville Schools as well as the neighborhoods.

588
589 Ms. Simpson stated the drone then turns onto Roosevelt Brown Boulevard, noting that there are
590 several options about getting around the Hampton Inn, whether they go directly to Main Street or
591 go around the Hampton Inn tie-in to the water line at Main Street.

592
593 Ms. Simpson stated the drone then goes back to Cherry, with Tonsler Park on the right. She
594 stated Rivanna would be coordinating with City Parks. She stated it then goes across Elliott, with
595 Oakwood Cemetery on the left, turning onto Sixth Street SE.

596

597 Ms. Simpson noted how the video showed the work on the Belmont Bridge occurring. She stated
598 they would go under the bridge and into some parking lots where there are private businesses.
599 She stated they would cross over to Water Street and/or 10th Street. She stated they have not
600 decided between 10th Street and 11th Street as far as which would be a better option.

601
602 Ms. Simpson stated the drone then goes down East High Street, noting that Rivanna would be
603 co-locating its water line with the City's water line upgrade. She stated the drone then comes to
604 Long Street, and they would be tying in to an existing water pipe at the intersection.

605
606 Ms. Simpson stated this concluded the quick view of the route. She asked if there were any
607 questions.

608
609 Mr. Mawyer asked Ms. Simpson if she could explain the cost changes that have evolved through
610 the project.

611
612 Ms. Simpson replied that the original \$13 million was the budget years ago as just a placeholder.
613 She stated when Rivanna started the Avon-to-Pantops Water Line Study in 2017, that cost was
614 really a starting point for the CIP budget. She stated no engineering evaluation had been done so
615 that is where the number came from.

616
617 Mr. Mawyer asked where we originally envisioned a pipe would be located.

618
619 Ms. Simpson replied that the original project was envisioned from the Avon Street tank in the
620 Mill Creek and Monticello High School area, running relatively in the southeast part of the City,
621 skirting along Moores Creek and then crossing the river into the vicinity of State Farm and the
622 hospital, tying into the Pantops Water Line. She stated this was the vision back then and was a
623 completely different project than it is now.

624
625 Mr. Mawyer stated the \$13 million was based on that original alignment and not the current
626 alignment.

627
628 Ms. Simpson stated this alignment had not been well defined at that point, and it was really just a
629 placeholder. She stated that over time, as they have looked at various options, they realized that
630 the costs would increase to closer to \$20 million to \$25 million, as they refined a more central
631 corridor. She stated as prices have been increasing for pipe and all the other materials, the cost
632 has been adjusted to around \$31 million.

633
634 Mr. Pinkston thanked Ms. Simpson for her presentation.

635
636 Mr. Pinkston stated he enjoyed the presentation and thought it was good. He stated he couldn't
637 keep up with the drone footage, however.

638
639 Ms. Simpson stated the 20-minute version of the video was much easier to follow.

640
641 Mr. Pinkston stated he supposed there was a link someplace that he watches. He stated as he was
642 looking in the package that was submitted, there was a notion in the History section of the

643 projects that talked more about the genesis of it. He mentioned Item 15 in the project report.

644

645 Mr. Pinkston stated this was part of the consent agenda in terms of reporting on projects.

646

647 Ms. Simpson stated this was under Ongoing Projects.

648

649 Mr. Pinkston stated yes. He stated he brought this up because it helps provide some history,
650 particularly for a new person like himself. He asked Ms. Simpson if she could speak about how,
651 in 1987, the County and City developed the Southern Loop Agreement (which laid out two key
652 phases) and what this means.

653

654 Ms. Simpson presented the slide “Finished Water Master Plan Modeling.” She stated that in
655 1987, there was the original Southern Loop Agreement that outlined two phases, the Western and
656 Eastern Branches of the Southern Loop Water Line. She stated the Western Branch was built in
657 1988-89.

658

659 Ms. Simpson stated to the left of the Observatory Water Treatment Plant is the Observatory
660 water storage tank. She stated from the Observatory tank, the water line extends to the south and
661 then to the east. She stated this whole section, in addition to where it ends at the Avon tank, was
662 the original Western Branch Phase of the Southern Loop Water Line.

663

664 Ms. Simpson stated the second phase of the Southern Loop Water Line envisioned connecting
665 the Avon tank to the Pantops area. She stated this part of the agreement was revived with the
666 Avon-to-Pantops evaluation that started in 2017. She stated this was the starting point for how
667 they wanted to connect the western part to the eastern part of the water distribution system. She
668 stated the Avon-to-Pantops project was put on hold in 2018, as Rivanna took a more holistic
669 approach in looking at the entire Urban water system in the Finished Water Master Plan. She
670 stated the modeling showed that the original Avon-to-Pantops water line did not provide the
671 desired hydraulic connectivity improvements.

672

673 Mr. Pinkston asked if this was the light green rectangle on the map shown with the Southern
674 Loop.

675

676 Ms. Simpson replied yes. She stated this was part of the Avon-to-Pantops project, but the
677 modeling showed that this did not provide the connectivity that Rivanna was looking for. She
678 stated ultimately, the Central Water Line Corridor connecting the A, B, and C points in the water
679 line is really what provides the hydraulic connectivity that is needed.

680

681 Mr. Pinkston stated he knew a little bit about hydraulics and looking at the whole network, he
682 assumed this was all plugged into some kind of modeling software. He asked what sort of criteria
683 Rivanna is using or if it is able to be explain simply in terms of what makes better hydraulic
684 connectivity versus another. He asked if it includes reliability, time between failure, or pumping
685 losses, and if Ms. Simpson could speak to this at all.

686

687 Ms. Simpson replied that one of the main challenges they had is moving water around the Urban
688 water system. She presented a slide, noting that in the big network, the spaghetti-shaped piece on

689 the lower-left section of the map was the Observatory Water Treatment Plant, Observatory tank,
690 and the Avon tank. She stated those tanks are well connected to the Observatory Water Plant.
691 She stated the South Rivanna Water Plant on the other leg is well connected to the Pantops tank
692 (shown on the far right of the map). She stated Rivanna has a hard time moving water between
693 the tanks and essentially across the system.

694
695 Ms. Simpson stated that when Rivanna has to move water during a hot day, or on a peak water
696 demand day, or if there is a fire flow, or if a major water line is shut down, or a water line breaks,
697 these gaps in the system make it very challenging to move water between tanks or between the
698 plants. She stated building the Central Water Line provides a lot of extra connectivity between
699 all the major water lines, and it gives Rivanna much more operational flexibility and efficiency
700 so they can move water and make changes as needed.

701
702 Mr. Pinkston stated this was very helpful and interesting. He stated going back to the piece about
703 the history, in 1987, the first phase of this water line project went from the Observatory water
704 storage tank to the Avon water storage tank.

705
706 Ms. Simpson stated yes.

707
708 Mr. Pinkston stated there had been some plan to go all the way around the bottom-righthand side
709 of the City, up to Pantops, and after Rivanna had done further modeling, the consensus of experts
710 and engineers was that it makes more sense to go through the City.

711
712 Ms. Simpson replied yes, to go through the central portion of the City and improve the
713 connectivity of those three main water lines. She stated things changed over time, and from 1987
714 to present, the location of where growth and water demands occurred are different than those
715 envisioned in 1987.

716
717 Mr. Pinkston stated this was very helpful.

718
719 Ms. Mallek stated she appreciated all the detail with the bigger picture, and it was helpful. She
720 stated she was reaching back into her memory regarding the Water Supply Plan discussions of 15
721 to 20 years ago, and she remembered there was a concern for the southern half of the City that
722 there was not sufficient redundancy if there was a failure and that large sections of the City
723 would have no water because there was no way to bring water from some other place. She asked
724 if she had this completely backwards or if this was an actual fact.

725
726 Ms. Simpson asked if it was relative to the finished water supply or the raw water supply.

727
728 Ms. Mallek stated it was the finished water supply that she was asking about and not having taps
729 run dry if they had something major break somewhere.

730
731 Ms. Jennifer Whitaker stated Ms. Simpson had done a fantastic job explaining a difficult concept
732 of how the system operates and is connected. She stated Ms. Mallek was right that one of the
733 concerns during the water supply process is that they have South Rivanna Water Treatment
734 Plant, which only has access to water in the South Rivanna Reservoir and Sugar Hollow, and this

735 water can really only go in the network of pipes that Ms. Simpson pointed out to the north and to
736 the east of the Urban system. She stated they have the Observatory Water Treatment Plant,
737 which gets water from Ragged Mountain Reservoir, and it goes into the pipes that go to the south
738 and the west of the Urban system.

739
740 Ms. Whitaker stated that because of the poor connectivity in the Urban water distribution system,
741 during those stress events (e.g., fires, one plant needs to be shut down for maintenance, a line
742 breaks), it becomes almost impossible to move water from one part of the Urban water system to
743 the other, which then makes the use of the raw water supply and the treatment capacity that they
744 are building right now very limited.

745
746 Ms. Whitaker stated Rivanna built these beautiful water treatment plants and reservoirs that
747 allow their operators to meet lots of different redundant situations, but they are tying their hands
748 because our facilities are not well connected. She stated frankly, there is just a tiny network of
749 pipes that runs between these different sections. She stated there have been situations where they
750 struggled to move water from one side of town to the other on a very hot day or under stress
751 conditions.

752
753 Ms. Whitaker stated that by building this pipe, it not only improves finished water connectivity,
754 but it allows Rivanna to fully utilize the treatment plants in all situations, and it allows them to
755 fully utilize the raw water from reservoirs in different situations as well. She stated it frees their
756 Operations staff to be able to provide the best water under many, many more conditions without
757 having to go to extreme measures. She stated she hoped this answered the question.

758
759 Ms. Mallek thanked Ms. Whitaker and stated that this helped to straighten it out in her mind. She
760 stated it sounded like there were benefits to everyone who is on the ground, though there had
761 been a concern about why they were getting the pipe if they were not going to get any benefit.
762 She stated it sounded like there is considerable benefit for the residents, however, in that whole
763 section who might have nothing.

764
765 Mr. O'Connell asked Ms. Whitaker if she could talk about how, since they have enlarged the
766 Ragged Mountain Reservoir that serves the Observatory Plant, the expansion is going on and
767 how the new Central Water Line will take advantage of that expansion as otherwise, it would
768 not.

769
770 Ms. Whitaker replied that currently, the pipes that are around Observatory Water Treatment
771 Plant have a hydraulic limitation on how much water they can convey out of the Observatory
772 Water Treatment Plant. She stated Rivanna built an expanded Ragged Mountain Reservoir, and
773 they are in the process of designing and building a new piping connection to the Observatory
774 Water Treatment Plant so that they will be able to bring 10 MGD from the reservoir to the plant.
775 She stated the treatment plant is being expanded, so they can increase from 7 MGD now to 10
776 MGD in the future and then, this Central water pipe will allow them to fully utilize the 10 MGD
777 into the system. She stated without it, they will be limited on how much water they would be
778 able to get out of the plant and into the distribution system at any given time.

779
780 Ms. Whitaker stated if one were to envision opening up the pipe to allow+ water to escape,

781 currently, there is a hydraulic bottleneck at the Observatory Treatment Plant.

782
783 Mr. O'Connell stated this creates improvements for both City and County customers. He asked if
784 the whole system would be improved and not just the northern part or some other section.

785
786 Ms. Whitaker replied this was correct. She stated it will allow Rivanna to use the full capacity of
787 both water treatment plants, meaning that under stress events, they will be able to use the full
788 hydraulic capacity at all times throughout the Urban Water System.

789
790 Mr. Gaffney asked Ms. Simpson and Ms. Hildebrand if they could provide more detail as to how
791 the City has participated in the studies and the evolution of what is being presented to the Board.

792
793 Ms. Hildebrand replied that it was herself and the utilities engineering manager who participated
794 in multiple meetings with ACSA staff and engineers from the beginning of the project
795 (conception) to where they are today, and to give input. She stated as they were looking through
796 alternative routes, they included input from the City's traffic engineer to have him ensure what
797 they were seeing was accurate, as he has more insight into streets and roadways as they look at it
798 from a utilities standpoint. She stated the traffic engineer was brought in, as the alternatives were
799 developed, to give input on the impact of this project on traffic in the various corridors under
800 consideration.

801
802 Ms. Hildebrand stated what they discovered is that no route is ideal, but they had to keep in mind
803 what they were trying to achieve with hydraulic connectivity to the south, trying to connect all
804 the lines that Rivanna has currently through the City. She stated this proved to be somewhat
805 challenging when looking at the various routes and what route achieves the greatest benefit.

806
807 Mr. Gaffney asked if there were other comments or questions from the Board.

808
809 Mr. O'Connell asked Mr. Mawyer about next steps.

810
811 Mr. Mawyer replied that Rivanna was providing the presentation that day, which was the
812 Board's first view of the recommended route. He stated if the Board is comfortable with this
813 route, then staff's intent would be to continue with the more detailed design and the sub-surface
814 investigations to determine where existing utilities are underground so that they can get a better
815 idea of where exactly the new pipe might be located.

816
817 Mr. Mawyer stated they have identified the street, with Cherry Avenue as an example, but the
818 question is where the pipe will go in Cherry Avenue (the left side, right side, or down the
819 middle), which is somewhat dependent on the conflicts they determine from the sub-surface
820 investigation. He stated there could also be conflicts at the surface from structures which might
821 be in the way.

822
823 Mr. Mawyer stated this was staff's plan, and the hope was that if the Board is comfortable with
824 what was presented that day, staff would continue with this investigation and the more detailed
825 design. He stated they plan to get out to the neighborhoods along the route and give them
826 information to let them know what they are doing, but as their schedule indicates, they are

827 several years away from starting construction. He stated the next steps are to get the Board's
828 concurrence, and if Mr. Pinkston has comment or the Council would like Rivanna to do any
829 further neighborhood informational presentations, Rivanna would be glad to.

830
831 Mr. Pinkston asked the team if they could speak more about the Preston Avenue route as
832 opposed to the Cherry Avenue route, in terms of high-level reasons why the Preston Avenue
833 route (going north up Emmet, then catching Grady and taking Preston) and being sensitive to the
834 issue of where the pipe is being routed in historically impacted neighborhoods.

835
836 Mr. Pinkston stated that as he looked at the drone footage and as he is familiar with those roads,
837 Cherry Avenue certainly has more space to work in. He asked if this was one of the main
838 criterion Rivanna was using when they thought about cost and how they will build this.

839
840 Mr. Mawyer replied yes.

841
842 Mr. Pinkston stated he was just trying to get a sense in terms of one of the challenges that was
843 noted, which is the narrow and congested neighborhood streets and traffic. He stated to Ms.
844 Hildebrand that it sounded like when the traffic engineer looked at this, they provided some input
845 as to which would be easier to actually do the install.

846
847 Mr. Mawyer stated this was correct – that it was about constructability and to be able to work on
848 the pipeline in the street while they maintain traffic. He stated there has to be a certain amount of
849 width in the street to be able to complete a job in this manner. He stated they like to avoid total
850 shutdowns of a street where they can. He added this is a five-mile-long piping project, but they
851 will clearly shut down just small segments of that length as they complete it, and the contractor
852 would work through it in a phased manner. He stated they would not have all five miles impacted
853 at the same time.

854
855 Mr. Mawyer stated constructability, narrow streets, and the impact on neighborhoods are issues
856 that the traffic engineer and Ms. Hildebrand, along with City and Rivanna's staff are all sensitive
857 to.

858
859 Ms. Simpson reiterated that this northern corridor does not have strong connectivity to the
860 southern part of the City where the Southern Loop is located. She stated the map showed south
861 of Main Street in darker green lines, which are all larger City lines that have stronger
862 connectivity down to the Southern Loop line and to the Avon tank. She stated the Northern
863 Corridor does not provide that benefit of strong connectivity to the Avon tank.

864
865 Mr. Pinkston stated to recap, the route that Rivanna, experts, consultants, and engineers is
866 suggesting is the one that they feel will have the most net benefit on connectivity of the options
867 presented. He asked if this was correct.

868
869 Ms. Simpson replied yes.

870
871 Mr. Mawyer stated as Ms. Hildebrand mentioned, it merges different criteria of connectivity,
872 constructability, impact to traffic and the neighborhoods, and comes up with this as the

873 collective, integrated, recommended route.

874

875 Mr. Pinkston stated they looked at the overall Central Water Line concept compared to the other
876 ones, and he asked now that they are drilling into northern versus southern, if the sense was still
877 that the route being taken gives them the best overall flexibility with the water system.

878

879 Mr. Mawyer replied yes. He stated to Mr. Gaffney's question, if the Board is satisfied with this
880 information and the recommended route, staff could move forward. He stated if the Board has
881 suggestions or other communications that staff could address, they would be glad to do so. He
882 stated they have all of this information on their webpage, and they will put the drone videos on
883 the webpage. He stated they welcome comments from the public or others.

884

885 Mr. Pinkston asked Ms. Hildebrand what the normal process is in terms of notifying the public
886 and getting input.

887

888 Ms. Hildebrand replied that this is a rather big project. She stated when they do smaller
889 replacement projects, they reach out directly to the neighborhood that is affected to make sure
890 residents are all informed and their questions are answered. She stated this project is different in
891 that it affects multiple neighborhoods, but she would suggest that they get with those
892 neighborhood associations that are affected by the route to make sure they understand the project
893 and the complexity and to give some input.

894

895 Mr. Pinkston asked if when RWSA does projects within the City, they liaise with City staff to do
896 the management of it.

897

898 Mr. Mawyer replied yes. He stated they start with City Council, and they partner at
899 neighborhood meetings with City staff. He stated this is so the residents feel they are talking
900 directly to their representatives as well as to Rivanna staff.

901

902 Ms. Hildebrand stated she had envisioned they would partner on this, even though Rivanna is
903 taking the lead on the management of this project.

904

905 Mr. Mawyer added that they had talked about the 1987 Southern Loop Agreement, and they are
906 currently working on an amendment to that agreement that will say they are no longer going to
907 take the pipe from Avon and around the south side to Pantops but rather, they are going through
908 the Central Corridor. He stated they will amend the agreement and the funding formula for the
909 project. He stated he has been working with Mr. O'Connell and Ms. Hildebrand on this for a
910 while.

911

912 Mr. Gaffney asked Mr. Mawyer what he was looking to the Board for at that time.

913

914 Mr. Mawyer replied that if the Board did not have suggestions for changes, Rivanna would take
915 this as an endorsement of the recommended route and move forward to coordinate with Ms.
916 Hildebrand on neighborhood meetings so they can start getting the information out more broadly
917 to residents who may feel like they do not know about the project. He stated this would be the
918 plan.

919
920 Ms. Mallek stated from what she knows now and what they know now, this seemed like a good
921 time to share this level of information with the impacted neighborhoods in ways that were
922 described. She stated as they discover more detail as they do these next phases of investigations,
923 they may learn things that they may not want to know but will have to deal with. She stated she
924 was okay with where they were and the plan to be able to share the information they have now.
925 She stated there is nothing scarier to the public than having big, empty places on the map and not
926 having information to share with them. She stated this presentation helped the Board to
927 understand what was going on.

928
929 Mr. O'Connell stated to Mr. Mawyer that it seemed like he had a good set of next steps.

930
931 Mr. Mawyer stated this was how they would proceed.

932
933 Mr. Pinkston asked Mr. Gaffney if there was a need for a vote.

934
935 Mr. Gaffney replied that there did not appear to be. He asked Ms. Long if there was any reason
936 they would need to vote on this. He stated it is a project that the Board approved in 2017, and he
937 believed this was taking that to the next step to go to the neighborhoods and move forward with
938 some of the engineering.

939
940 Ms. Long replied that her opinion was that no vote was needed, and she would note that on the
941 agenda, the item was advertised as a presentation as opposed to listed for action. She stated she
942 would not recommend a vote, but this could certainly be put on a future agenda if the Board
943 wished to do so, to allow more time for discussion or public input. She stated given it has already
944 been approved by the Board, however, this was not necessary.

945
946 Mr. Mawyer stated Rivanna would talk with the neighborhoods, then come back to the Board
947 with an update in the future, once ready.

948
949 Mr. Gaffney stated this was a great idea. He asked to bring the RSWA Board of Directors back
950 to order so they could have a joint session.

951
952 *(reconvene RSWA for a JOINT SESSION with the RWSA)*

953
954 **At 3:55 p.m., Mr. Pinkston moved to reconvene the Rivanna Solid Waste Authority Board.**
955 **Mr. Andrews seconded the motion, which passed unanimously (6-0). (Mr. Sanders was**
956 **absent.)**

957
958 Mr. Mawyer asked that the Strategic Plan Update presentation be given first.

959
960 *c. Presentation: Strategic Plan Update; Deborah Anama, Executive Assistant*

961
962 Ms. Deborah Anama stated she would give a brief Strategic Plan update. She stated Rivanna is
963 currently in Year 4 of their FY 2018-2023 Strategic Plan, which is their guiding document. She
964 stated the Rivanna Water and Sewer Authority and Solid Waste Authority are committed to the
965 following values: integrity, teamwork, respect, and quality. She stated their vision is to serve the

966 community and be a recognized leader in environmental stewardship by providing exceptional
967 water and solid waste services. She stated their mission has remained the same.

968
969 Ms. Anama stated there are six goal teams: Workforce Development, Operational Optimization,
970 Communication and Collaboration, Environmental Stewardship, Solid Waste Services, and
971 Infrastructure and Master Planning.

972
973 Ms. Anama stated the goal teams are about two-thirds of the way through the fourth year, and the
974 strategies being worked on at the moment include Workforce Development is conducting
975 training needs assessments and enhancing training programs. She stated they have expanded
976 leadership coaching programs at PVCC as well as licensing through the state with the
977 apprenticeship programs. She stated the next steps include working with PVCC for additional
978 leadership training and also offering a CDL training at PVCC.

979
980 Ms. Anama stated Workforce Development has also completed a compensation and
981 classification study, which was completed in December of 2021. She stated they also reviewed
982 benefit offerings during the peer survey. She stated the next steps are to adopt the
983 recommendations from the study, issue a proposal for the healthcare offerings, and review
984 performance evaluations.

985
986 Ms. Anama stated the Operational Optimization goal team is continually evaluating, prioritizing,
987 and improving key business and operational processes, including a sampling program for better
988 data to trend and analyze the GAC backwash project. She stated polymer dosing has been
989 installed and is ready to be tested. She stated there is a good deal of progress on the lab
990 certification for TKN on the SEAL instrument, and there is improved oxygen control in the
991 Scottsville Wastewater Plant.

992
993 Ms. Anama stated the next steps would be to work with assessing the lab results and improving
994 with the GAC backwash, as well as continuing to work with the instruments and polymer dosing.

995
996 Ms. Anama stated an additional strategy that the Operational Optimization goal team is working
997 on is always to protect the workforce and the public through continually growing Rivanna's
998 culture of safety. She stated safety upgrades have been made at the Glenmore influent pump,
999 which increase air exchanges and make it safer for staff to work. She stated security cameras
1000 have been added to Observatory, and there will be more cameras added to South Rivanna.

1001
1002 Ms. Anama stated the team continues to work on safety and complete training, and they review
1003 the safety manual annually.

1004
1005 Ms. Anama stated that the Communication and Collaboration goal team has been working on
1006 creating and maintaining internal communications, as well as switching and migrating
1007 documents from Laserfiche to DocLink. She stated they are also publishing a newsletter and will
1008 be continuing working on implementing DocLink.

1009
1010 Ms. Anama stated an additional strategy for the Communication and Collaboration goal team is
1011 creating and implementing a comprehensive public outreach plan. She stated they created

1012 project-specific webpages and community events such as “Imagine a Day Without Water” with
1013 the City and the ACSA. She stated they will continue to plan and schedule project and facility
1014 videos, and they will continue maintenance of the website and social media to share information
1015 with the public.

1016
1017 Ms. Anama stated a third strategy with the Communication and Collaboration team is to enhance
1018 internal and external communication and have conducted virtual facility tours of water treatment
1019 plants. She stated they will continue to livestream the Board meetings. She stated they have
1020 researched continuing to be able to offer the meetings virtually once they resume in person.

1021
1022 Ms. Anama stated the next steps are to continue to work with peer work groups with the City, the
1023 County, and Public Works.

1024
1025 Ms. Anama stated the Environmental Stewardship goal team has three strategies they are
1026 currently working on. She stated they are increasing internal environmental engagement. She
1027 stated staff participated in United Way Day of Caring, and they continue to work with the
1028 Rivanna Review newsletter. She stated they also developed an internal sustainability working
1029 group. She stated the next steps are to continue to look at opportunities such as stream cleanups
1030 or tree plantings.

1031
1032 Ms. Anama stated providing regional leadership in environmental stewardship is another strategy
1033 the team is working toward. She stated they are continuing stormwater partnership with the
1034 James River Consortium, as well as a tour of the wetland mitigation site with James River. She
1035 stated they participated in the County stream study and climate action study. She stated the team
1036 will continue to look for opportunities for collaboration.

1037
1038 Ms. Anama stated another strategy is that the team is evaluating potential opportunities for
1039 additional environmental activities with Rivanna Water and Sewer facilities. She stated they
1040 continue to develop the Buck Mountain Property Management Plan and coordinate with the
1041 neighbors. She stated as next steps, they are evaluating the potential for silviculture and solar at
1042 Buck Mountain, and they are evaluating the potential for solar at the Rivanna Water and Sewer
1043 facilities.

1044
1045 Ms. Anama stated Solid Waste Services completed a customer appreciation event at Ivy MUC,
1046 increased public awareness in working toward establishing translations on signs in Spanish for
1047 Spanish-speaking customers. She stated they also added a visual buffer in the entryway at Ivy
1048 and started a new tactic to evaluate the service fee structure. She stated these are the tactics along
1049 the strategies of the community needs and service levels in partnership with UVA, local
1050 governments, and best-in-practice service practices.

1051
1052 Ms. Anama stated other activities with Solid Waste Services include working with Nelson
1053 County on glass collection and working with the City and County on the vegetative waste service
1054 fee that was discussed earlier. She stated they increased the permitted tonnage and operating
1055 hours at Ivy.

1056
1057 Ms. Anama stated next steps are continuing the designs for Keene Convenience Center and the

1058 new paper sort facility, expanding the vegetative waste collection and processing, and
1059 developing the Large Project Clean Fill program.

1060
1061 Ms. Anama stated Infrastructure and Planning is the sixth goal team. She stated they are
1062 implementing an authority-wide asset management program. She stated the Technical Asset
1063 Management Plan is complete, and the team is working on implementing updates to the facility
1064 geodatabase and completion of workshops associated with the software integration. She stated
1065 they have begun Phase 3 to complete the asset registry for use in Cityworks.

1066
1067 Ms. Anama stated the next steps will be to continue with Cityworks and anticipate going live in
1068 the summer. She stated they would take the results of the asset management plan and review it
1069 against the Strategic Asset Management Plan.

1070
1071 Ms. Anama stated another team strategy is that they are working on developing and maintaining
1072 long-term master plans for all critical assets. She stated they have completed the analysis at
1073 Moores Creek and performed follow-up for analysis there for more recent flow data collected,
1074 and they are continuing with the master plan needs at Glenmore and at the Stone Robinson
1075 Wastewater Treatment Plant.

1076
1077 Ms. Anama stated the next steps would be to finalize the master plan for Glenmore and Stone
1078 Robinson, perform an amendment to the Moores Creek Master Plan, and update the matrix
1079 gathered from the annual gap assessment.

1080
1081 Ms. Anama asked the Board if they had any questions.

1082
1083 Mr. Gaffney stated they are about to complete the five-year Strategic Plan period and asked if
1084 they are doing a second five years.

1085
1086 Mr. Mawyer replied yes. He stated they will start shortly with another RFP to get a consultant to
1087 facilitate the process for Rivanna, with the intent that by the end of the calendar year, they would
1088 have the second five-year Strategic Plan in place. He stated they started around May of 2018, so
1089 they may be a little ahead. He stated in the present calendar year, they plan to get a consultant to
1090 create the second five years of the Strategic Plan.

1091
1092 Ms. Mallek stated Ms. Anama briefly mentioned the work with Nelson County on glass
1093 collection. She asked if there was a brief update or if the Board would be getting one in another
1094 month or so.

1095
1096 Mr. Mawyer replied that Mr. McKalips has been coordinating with Greene, Nelson, and others to
1097 create enough volume to have a successful glass collection program. He stated they have a
1098 vendor who picks up glass at Ivy, but they could have a better service and program if they had
1099 more volume. He stated Mr. McKalips is working on that, and they will have a more detailed
1100 update likely in March.

1101
1102 *b. Presentation: Classification and Compensation Study; Lonnie Wood, Director of Finance*
1103 *& Administration and Betsy Nemeth, Human Resources Manager*

1104 Mr. Lonnie Wood, Director of Finance & Administration, stated that every three to five years,
1105 the authorities conduct a compensation study, which Ms. Betsy Nemeth (HR Manager) would
1106 give the Board a brief presentation on how that was conducted and the results of it.
1107

1108 Mr. Wood stated February of 2018 was the last time they had presented to the Board and they
1109 had approved the recommendations of a similar compensation study, making this about four
1110 years ago. He stated this is a management best practice that keeps the compensation plan
1111 competitive, updated, and modern. He stated it meets Rivanna's strategic goals of retaining and
1112 attracting highly skilled workers.
1113

1114 Mr. Wood stated the recommendations resulting from this agenda item do not increase employee
1115 pay, with the exception of maybe two or three employees who are brushing against the bottom of
1116 the pay scale. He stated it does not have a budget impact this year or next year. He stated it is a
1117 separate item from the cost-of-living increase that Mr. Mawyer would review next.
1118

1119 Mr. Wood stated Rivanna views this as a strategic, big-picture item as opposed to a tactical issue,
1120 where the cost-of-living increase was to deal with a specific issue. He asked Ms. Nemeth to give
1121 her presentation.
1122

1123 Ms. Betsy Nemeth, Human Resources Manager for the Rivanna Authorities, stated this was
1124 under the Workforce Development Strategic Plan goal of attracting, developing, and maintaining
1125 a professional, highly skilled, dedicated, and versatile team.
1126

1127 Ms. Nemeth stated the study began in May of 2021, and Rivanna selected Evergreen Solutions,
1128 LLC to do a classification and compensation for both authorities (Water & Sewer and Solid
1129 Waste). She stated the goals they had were to review the current classification and compensation
1130 system to ensure internal equity, to do a survey of local peers and utility peer organizations to
1131 ensure external equity, and to maintain competitiveness in the local labor marketplace.
1132

1133 Ms. Nemeth stated the consultants' assessment of current conditions resulted in points including
1134 that Rivanna currently has an open-range pay plan with 25 pay grades spanning from Grade 10 to
1135 Grade 250. She stated the difference between the minimum and maximum for each individual
1136 grade is 66%, and there is a 5% difference between each pay grade. She stated 60% of Rivanna's
1137 employees' salaries currently fall below the midpoint of their pay grades.
1138

1139 Ms. Nemeth stated in August, there was a market survey. She stated listed on the screen were the
1140 organizations that surveys were sent out to. She stated those in blue on the slide were the ones
1141 who actually answered and sent data back to Rivanna, so there were four organizations that
1142 chose not to participate.
1143

1144 Ms. Nemeth presented the survey results. She stated Rivanna's pay scale is 4.4% below market
1145 minimums, with minimums being entry-level salaries. She stated they are 3.6% below market
1146 midpoints, with midpoints being what people are paid who are fully proficient at their job. She
1147 stated it is 3.8% below the market maximum, with maximums being those paid to people with
1148 long tenure, who have a lot of experience and are highly performing employees. She stated they
1149 did add to the survey a survey on benefits, and to summarize, Rivanna is competitive with their

1150 peers. She stated there were nine peers who responded to this part of the survey.

1151
1152 Ms. Nemeth presented the recommendations from Evergreen. She stated one is to increase the
1153 current pay scale by 4% to help with hiring and retention of current employees. She stated there
1154 are three employees in Water & Sewer who would fall below the minimum if they did this, so
1155 the annual costs for this would be about \$6,600. She stated there is no cost to the Solid Waste
1156 Authority.

1157
1158 Ms. Nemeth stated another recommendation is to remove grades 10 and 20 from the pay scale.
1159 She stated one of the requests made by Rivanna was to get them to where they have a minimum
1160 wage of \$15 per hour, or a living wage, and this was deemed the best way to do it.

1161
1162 Ms. Nemeth stated the third recommendation is to regrade certain positions to provide internal
1163 and external equity for all water and wastewater operators, all mechanics, and Solid Waste
1164 drivers and equipment drivers (which are somewhat challenging to recruit for).

1165
1166 Ms. Nemeth stated the next slide showed the current pay scale on the left, and the recommended
1167 pay scale on the right. She noted that grades 10 and 20 were no longer on the recommended pay
1168 scale, which gets them to a minimum wage of \$15 per hour.

1169
1170 Ms. Nemeth presented the specific positions where pay grades have changed. She pointed out
1171 that because they eliminated grades 10 and 20, they had to push some positions up to grade 30,
1172 which caused them to have to push a few other positions for internal equity based on complexity
1173 of the position and the job.

1174
1175 Ms. Nemeth stated staff was asking the Board to approve the recommended pay scale with the
1176 4% increase and the pay grade changes to the specific positions that were listed, to be effective in
1177 February.

1178
1179 Ms. Nemeth asked if there were any questions.

1180
1181 Mr. Gaffney asked if the only change in cost to the Rivanna Authorities between now and the
1182 end of the fiscal year was \$6,600.

1183
1184 Ms. Nemeth replied that this was actually a complete 12-month change, so it was about \$3,300.
1185 She stated that by changing the pay scale, this is the only cost that would be incurred. ‘

1186
1187 Mr. Pinkston asked to again see the list of various positions. He asked if this was what staff was
1188 asking specifically for the Board’s approval on.

1189
1190 Ms. Nemeth replied it was for this slide and the one previous to it, to move the entire pay scale
1191 4% and to regrade the specific positions. She stated on the left-hand side was the current pay
1192 scale, and the one that was recommended by Evergreen was the one on the right. She stated staff
1193 was asking for approval for the recommended pay scale, as well as for the reslotting of the pay
1194 grades for the specific positions.

1195

1196 Mr. Pinkston asked if it were premature to ask about what sorts of impacts this would have on
1197 rates at some point.

1198
1199 Mr. Wood replied that it would not have any impact on the rate. He stated it would not this year
1200 nor the next year.

1201
1202 Mr. Gaffney stated he saw that both Albemarle County and Charlottesville were respondents to
1203 the survey. He asked how this compares with similar jobs in the City and County, and if they are
1204 still comparable to those. He stated he knows they have always strived over many years for pay
1205 grades, pay scales, and salaries to be equivalent to the City and County so that Rivanna
1206 employees are not looking at other jobs within the community that are similar but pay more.

1207
1208 Mr. Wood replied that it was probably a mixture of both because the City and County do not
1209 have water or wastewater operators, so there are no comparables to that. He stated some
1210 positions such as accountants, accounting techs, administrative assistants, and GIS coordinators
1211 will sometimes be a little higher and other times be a little lower. He stated the results of the
1212 survey are averages, so it is not comparing Rivanna just to the four respondents, but to the entire
1213 group.

1214
1215 Mr. Andrews stated he wanted to follow up on Mr. Pinkston's question and asked for an example
1216 of what this means, choosing a category in the range of where there are people who are currently
1217 in the scale and what it means for a director going from a grade 230 to a grade 240 in the future.

1218
1219 Ms. Nemeth replied that this essentially moves up the highest level that the person can go, and it
1220 also moves up the lowest so that they cannot hire below it. She stated there is the Director of
1221 Solid Waste at grade 230, and based on the survey and on internal equity (as there are three other
1222 directors who are at grade 250), the thought process is that this gives Rivanna a little more from
1223 a pay perspective in terms of internal equity around this position as well as around the
1224 complexity of work that is done. She stated it does not affect the director's actual salary and if
1225 this is approved, he does not get a pay raise because of this.

1226
1227 Mr. Wood stated this proposal shifts the pay grade. He stated it does not move as far as pay, but
1228 it gives the person more room to grow because the job has gotten more complex. He stated that
1229 between 2018 and present, Rivanna has rewritten quite a few job descriptions, so part of the
1230 consultant's job is to say that a job description changed from the last time, and 15 more people
1231 have been added to the director's organizational structure. He stated it looks at the complexity of
1232 each position and how it fits on the pay scale. He stated all of these adjustments are addressing
1233 this issue that the consultant came up with.

1234
1235 Mr. Pinkston asked if they could return to the slide that had the bottom-line percentages on it.

1236
1237 Mr. O'Connell asked if the point of this was if they had a vacancy, they are competitive in the
1238 marketplace to attract someone who has the skills to be able to fill that job, plus maintaining
1239 current employees.

1240
1241 Ms. Nemeth replied that it is twofold: to attract people to fill the positions they have, and to

1242 retain the experienced people that they currently have. She stated in a more competitive market
1243 than she has seen in a long time, this is to bring talent into the organization as well.

1244
1245 Mr. Andrews asked if he was correct that this was last adjusted in 2018.

1246
1247 Ms. Nemeth replied that the last time they readjusted positions through a survey was in February
1248 of 2018. She stated they have had some adjustments by the Board in subsequent years based on
1249 the CPI-U and inflation rate.

1250
1251 Mr. Mawyer stated if the Board were ready, two separate motions would be needed – one from
1252 the Solid Waste Board and one from the Water and Sewer Board – to take action on this
1253 recommendation.

1254
1255 Mr. Gaffney asked if there were other comments or questions from the Board.

1256
1257 Mr. O’Connell stated he believed this was a thorough, thoughtful proposal, and it does not have a
1258 budgetary impact. He stated they must stay competitive in the marketplace.

1259
1260 **Mr. Richardson moved that the Rivanna Solid Waste Authority Board accept the**
1261 **recommendations as outlined in the market survey results that were completed and**
1262 **provided. Mr. Andrews seconded the motion, which passed unanimously (6-0). (Mr.**
1263 **Sanders was absent.)**

1264
1265 **Mr. O’Connell moved that the Rivanna Water & Sewer Authority Board approve the**
1266 **recommended pay scale and position changes that would be effective February 1, 2022. Ms.**
1267 **Mallek seconded the motion, which passed unanimously (6-0). (Mr. Sanders was absent.)**

1268
1269 ***10. OTHER ITEMS FROM BOARD/STAFF NOT ON AGENDA***

1270 ***a. Approval of Cost-of-Living Increase (from Consent Agenda)***

1271
1272 Mr. Mawyer stated there was a fair amount of discussion over the past week or so about this, and
1273 as they were monitoring the market and changes in compensation, difficulties recruiting, and the
1274 turnover rate in the fall, while Rivanna does not like to propose midyear changes in the budget,
1275 they thought collectively that with the consumer price index at the highest it has been in 40
1276 years, at 7% from December of 2020 to December of 2021, that this was a reasonable proposal to
1277 bring to the Board to give a 6% cost of living increase, (COLA) to Water & Sewer and Solid
1278 Waste staff.

1279
1280 Mr. Mawyer stated they did look locally, and the City approved a similar 6% increase plus a
1281 \$3,500 bonus for its staff in January. He stated the County approved a 6% increase for its staff in
1282 December. He stated one of Rivanna’s competitors, the Augusta Service Authority, had a 5%
1283 increase for its utility staff in December. He stated the Western Virginia Service Authority had a
1284 10% cost of living increase in October. He stated collectively, he felt this was a reasonable
1285 recommendation.

1286
1287 Mr. Mawyer stated Rivanna has committed that there will be no cost increase to the City,

1288 County, or Service Authority in this current year. He stated they have a 20% turnover rate in the
1289 Solid Waste Authority and an 11% turnover rate in the Water & Sewer Authority, which is for
1290 only half of the fiscal year, so these percentages will likely rise by July. He stated they have
1291 vacancy savings that they would use to offset the increase for the rest of this fiscal year.
1292

1293 Mr. Mawyer stated Rivanna has estimated that the cost to the Solid Waste Authority in FY 23
1294 would be about \$69,000 of its total. He stated they will have about a \$6 million budget in Solid
1295 Waste, of which the County's allocation is estimated to currently be about \$3 million and the
1296 City's allocation estimated to be about \$550,000. He stated they estimate that this COLA will
1297 increase the County's allocation by \$59,000 and the City's allocation by \$10,000.
1298

1299 Mr. Mawyer stated they estimate that in FY 23, the 6% salary increase will increase the
1300 estimated charges to the City by about 1.2%, from 5.6% to 6.8% which, in his estimation, would
1301 add about \$1 per month to the City's water and sewer bill.
1302

1303 Mr. Mawyer stated they have estimated that charges to the Service Authority will increase also
1304 by 1.2%, from 8.3% to 9.5%, which Rivanna estimates would increase the Service Authority's
1305 retail bill by about 65 cents per month, per account.
1306

1307 Mr. Mawyer stated he also understands that the Albemarle County School Board has decided to
1308 approve a 4% increase in March. He stated there are many different data points. He stated the
1309 Social Security Administration approved a 5.99% increase for all retirees in January.
1310

1311 Mr. Mawyer stated Rivanna does not like the concept of adding to their budgets and impacting
1312 their three customers (County, City and Service Authority) midyear, but with the highest
1313 inflation rate in 40 years, and in following the lead of their local partners as well as other
1314 regional utilities in the area, they felt that this was an appropriate recommendation to ask the
1315 Board to consider.
1316

1317 Mr. Mawyer offered to answer any questions.
1318

1319 Ms. Mallek stated she was of two minds, with questions for each. She stated she would like to
1320 have more detail about the specific workforce issues. She stated she does understand completely
1321 that turnover is crippling, and hiring and training is expensive, so avoiding this (albeit at some
1322 cost) is important. She stated without their skilled workforce, their wonderful water is in
1323 jeopardy.
1324

1325 Ms. Mallek stated the other side of her says that all of her training in 20 years has been even
1326 from ancient trainers, including a 90-year-old finance director who worked in the County in the
1327 50s and 60s and summoned her to his kitchen after she was elected in 2007 and laid down the
1328 law with her, that they never use one-time money for salaries and ongoing expenses, and they
1329 never get themselves in such a pickle that they have to borrow money to do payroll.
1330

1331 Ms. Mallek stated these were imprinted strongly on her brain, and she would like to have extra
1332 information provided to help understand those issues.
1333

1334 Mr. Mawyer replied that regarding the workforce issue, Rivanna has licensed water operators
1335 that they are required to have onsite 24/7/365. He stated Class I Operators at the largest plants,
1336 Observatory and South Rivanna, have attained the highest level of certification, training, and
1337 experience and have taken tests to prove their credibility and retain these licenses. He stated if
1338 Rivanna does not have those people, they would be in violation of the Virginia Department of
1339 Health regulations on having qualified, licensed people on the work site. He stated the licensed
1340 person has to be on the site when the plant is operating.

1341
1342 Mr. Mawyer stated similarly, in the wastewater world, the Operator in charge has to be licensed,
1343 but they do not necessarily have to be onsite. He stated if they have a Class I Operator in charge
1344 of Moores Creek, he/she does not have to be there all the time, but they do have to have a Class I
1345 Operator on staff who is in charge of the plant, sign all monthly reports, and be responsible for
1346 what goes on.

1347
1348 Mr. Mawyer stated those are two examples within the workforce where licensing is critical. He
1349 stated as he talked about earlier that day, Rivanna is trying to grow their own and help staff get
1350 licensed because they cannot recruit and hire them very easily. He stated every large utility like
1351 Rivanna is looking for these same skill sets in Virginia and across the country, and Rivanna
1352 needs to be salary-competitive for those people.

1353
1354 Mr. Mawyer stated similarly, they need other professionals such as a CPA and professional
1355 engineers. He stated these people are highly sought after, difficult to hire, and expensive in the
1356 workplace. He stated they have many other professionals such as HR professionals, and they
1357 have IT staff that are under extreme demand and who are just as critical as they keep Rivanna
1358 going. He stated computers run all of our systems, so without these staff, they are hamstrung.

1359
1360 Mr. Mawyer stated Rivanna has regulatory licensing requirements for many of their core mission
1361 positions, and they need to stay salary-competitive to retain and hire these people.

1362
1363 Mr. Mawyer stated as far as one-time money, Rivanna is using one-time money only in FY 22
1364 from the savings from vacancies. He stated thereafter, those costs would be in the base budget
1365 for charges to the three customers (County, Service Authority and City Utility Department).

1366
1367 Ms. Mallek asked if there were any other changes anticipated in the FY 23 budget that would
1368 provide some cushion for this increase in the base.

1369
1370 Mr. Mawyer replied that they are always looking for opportunities to optimize their systems and
1371 save funds, whether this is in chemicals, electricity, or legal services. He stated they reproced
1372 legal services a year ago, when Mr. Krueger was retiring and Rivanna was looking for a new
1373 firm. He stated they hired a firm whose rates are half of what they were paying. He stated as
1374 soon as the contract year is over at the end of January, he looks forward to reporting to the Board
1375 that they have saved some money in legal services this year and expects this in the future as well.

1376
1377 Mr. Mawyer stated this is a tough time. He stated they reproced transporting biosolids to
1378 McGill Environmental in Waverly, VA and the cost went up. He stated the cost of chemicals
1379 have generally gone up over 4%, and some more than that. He stated this is what people read

1380 about in the papers every day, from chips in cars to food on the shelves – that the supply chain is
1381 a challenge right now, and there is no question that there is pressure and that costs are going up.

1382
1383 Mr. Mawyer stated Rivanna does look for every opportunity to be cost competitive. They
1384 advertise and get multiple prices so that they are getting the best market price for goods, services
1385 and construction. He stated for example, with the biosolids, they had a vendor and were paying
1386 him \$456 to transport per pull to Petersburg, and he wanted to renew at \$750. He stated Rivanna
1387 said no, and they advertised to the public, where they got a new price of \$615. He stated the bad
1388 news was that it was higher than they were paying, but the good news is that it was not as much
1389 as the current vendor at the time wanted to renew.

1390
1391 Mr. Mawyer stated Rivanna tries to use competition to optimize all their processes, bid things
1392 out, and get the best market prices as best they can while staying away from sole-source
1393 procurements. He stated they look at all of their operations, with COVID testing as an example.
1394 He stated they are testing all of their employees that are not vaccinated, and the safety manager
1395 found an in-house testing kit and machine that will hopefully save them about 50% of the costs
1396 of COVID testing. He stated Rivanna tries to capitalize on every opportunity they can to save
1397 money for themselves, which then flows to the County, and to Service Authority and City utility
1398 customers.

1399
1400 Mr. Wood added that he would take a look at some of their bonds coming up in the next year or
1401 two that have a call date and see if there are any good candidates to refinance. He stated he
1402 would like to probably bring to the next Board meeting a summary of the last three years. He
1403 stated Rivanna has refinanced quite a few of their revenue bonds with some substantial savings.

1404
1405 Mr. O’Connell stated he would follow some of Ms. Mallek’s comments and then possibly go
1406 into this in more detail. He stated he thinks this is a proposal that should be included with the
1407 upcoming budget, and he would explain his perspective, adding that he has been in this for a
1408 long time. He stated in raising all this, he recognizes that it is like being between a rock and a
1409 hard place.

1410
1411 Mr. O’Connell stated he clearly understands the need for good pay for the employees, to retain
1412 and recognize employees, and to recognize the good works that go on. He stated Mr. Mawyer
1413 has mentioned a number of things, and the employees are the backbone of water and wastewater
1414 treatment. He stated he very much supports this concept.

1415
1416 Mr. O’Connell stated what is bothering him is the way this is being done and the timing, and he
1417 would state a couple of reasons why. He stated his concern is in the context of future multiyear
1418 very large rate increases. He stated next year is likely to be a 10% wholesale rate increase, with
1419 similar increases over the next four years. He stated from his perspective, this will be sticker
1420 shock for customers. He stated the ACSA is looking for every way they can to try to minimize
1421 that increase, and he thinks this has an impact on that.

1422
1423 Mr. O’Connell stated the 6% increase is outside of the normal budgeting process. He stated one
1424 can make arguments one way or the other about that, but he thinks the most telling one is a
1425 double-whammy cost increase proposed from existing vacancy savings, which are one-time

1426 revenues. He stated like Ms. Mallek, this was drilled into his head 48 years ago, when he started.
1427 He stated they are only covering the cost for half the budget year, and it is not funded with any
1428 ongoing revenue, so it will hit the customer rate doubly hard next year by approving it now and
1429 by having to find new rate revenue to offset an unbudgeted expense.

1430
1431 Mr. O'Connell stated if this were proposed by cutting costs (like not filling a vacancy
1432 permanently or some other actual reduction in cost that is permanent and sustainable), this would
1433 get at his bigger concern of not increasing the need for a future customer rate increase, but this is
1434 not the case. He stated to him, this seems to be bad timing. He stated he thinks this needs to be
1435 part of the normal budget process, which will be proposed within a month (less than 30 days).

1436
1437 Mr. O'Connell stated as stated earlier, he wants to support Rivanna employees, and he was
1438 cautious to raise this because of that, but he thinks they have to put the customers first. He stated
1439 he would support such a pay increase as part of the normal budget process. He stated then, he
1440 and the Board can understand the impact on their customers in the context of rates and the
1441 proposed operating budget, and perhaps make some budget changes or reductions to help better
1442 afford a salary increase. He stated they are not even entertaining that conversation right now.

1443
1444 Mr. O'Connell stated that with this, he could not support the proposal as it was presented using
1445 the one-time revenues at this time.

1446
1447 Mr. Gaffney stated he wanted to qualify something that Mr. O'Connell stated. He stated they are
1448 there as Board members of the Rivanna Water & Sewer Authority and the Rivanna Solid Waste
1449 Authority. He stated when Mr. O'Connell referred to his customers, he was acting as the
1450 Executive Director of ACSA and not Rivanna. He stated Rivanna's customers are ACSA, the
1451 City of Charlottesville, and solid waste customers.

1452
1453 Mr. O'Connell stated that in reality, all the City and County residents that are water users are
1454 customers of the Rivanna Water & Sewer Authority and the retail providers, so it has an impact.
1455 He stated 70% of the Service Authority budget is paid to Rivanna, so it has a huge impact on
1456 customer retail rates, which was his point.

1457
1458 Mr. Gaffney agreed with this point.

1459
1460 Mr. Andrews stated he had a clarifying question. He stated he does appreciate the employees and
1461 the cost of living increases that are happening. He stated Mr. Mawyer did talk about using
1462 existing vacancy savings, and Mr. O'Connell and Ms. Mallek both mentioned the accounting
1463 rules or advice they have been given. He asked what happens to this money if it is not used for
1464 this purpose and if it simply carries over.

1465
1466 Mr. Mawyer replied that it goes into Rivanna's reserve fund, which can be used to reduce rates
1467 or charges for the following year, or they can maintain it in the reserves. He stated particularly
1468 on the Water & Sewer side, they have about \$200 million in debt, and 50% of the operating
1469 budget is in debt service payment. He stated this is not so on the Solid Waste side. He stated
1470 Rivanna's reserve fund is very important to their creditors and bond holders because when they
1471 look at Rivanna's financial credibility, they want to see that there are adequate reserves to

1472 warrant their AA+ bond rating. He stated they would like to be AAA because the higher rating
1473 they have, the lower rates they get, and the less cost they have to pay for borrowed funds.

1474
1475 Mr. Mawyer stated any monies that are not used for expenses during the fiscal year would go
1476 into the appropriate reserves. He stated they have different reserves for water, wastewater, and
1477 solid waste, as well as different cost centers that have different funding formulas for recycling
1478 versus operating the landfill. He stated Rivanna allocates the reserves to those cost centers.

1479
1480 Mr. Mawyer stated Mr. Wood would go through the different reserves with the Board in the near
1481 future. He stated some years, Rivanna is in the negative, and they have to take money out of their
1482 reserves to fund their expenses.

1483
1484 Mr. Pinkston stated he wanted to make sure he understood that Mr. Mawyer was hoping to give
1485 his team a 6% increase for roughly six months using vacancies that have not been filled. He
1486 asked if this was correct.

1487
1488 Mr. Mawyer replied yes.

1489
1490 Mr. Pinkston stated then, going forward into the next fiscal year, Mr. Mawyer would want to
1491 make this permanent and have it fully baked into the rates.

1492
1493 Mr. Mawyer stated this was correct. He stated it would be in the base budget and the new
1494 charges for FY 23.

1495
1496 Mr. Pinkston stated the point that Mr. O'Connell raised, which made sense to him, is that they
1497 are getting out of kilter or out of sequence of how this would normally work. He asked if it was
1498 an option to say that they would give people a 6% cost of living increase from now until the end
1499 of this fiscal year, then revisit the conversation at that point, or would that be too convoluted.

1500
1501 Mr. Mawyer replied that he supposed it could be a bonus. He stated the costs to the two
1502 customers in FY 23 are the same whether they start them in February or whether they start them
1503 in July. He stated it would be the same cost increase to both the City and the Service Authority
1504 because Rivanna is trying to do a good thing in using existing savings, not to add the cost to their
1505 account in the current fiscal year.

1506
1507 Mr. Pinkston stated his point was that if it helps get past the objection that Mr. O'Connell raised
1508 of doing this out of sequence, they could call the six months they are talking about a "bonus" and
1509 say that they will revisit it at the appropriate time. He stated he would think at that point, there
1510 would be a lot of goodwill to go ahead and do it.

1511
1512 Mr. Wood stated one of the issues with the bonus is it does cost more. He stated the 6% is
1513 basically saying, "Here's a 6% annual increase," but they only have to pay it over a five-month
1514 period. He stated if they do a six-month bonus, it is a lot more money.

1515
1516 Mr. Mawyer stated Mr. Pinkston could have meant that it would be prorated for the five months.

1517

1518 Mr. Pinkston stated this is what he meant. He stated whatever the net amount is, they would
1519 distribute it out.

1520
1521 Mr. Wood stated this would be like a 2.7% increase.

1522
1523 Mr. Mawyer agreed that it would be, more or less. He stated this could be an idea from Mr.
1524 Pinkston. He stated this is different than what their City and County colleagues did, where they
1525 gave a full salary increase to their employees, and the City even added a \$3,500 bonus on top of
1526 it. He stated as they look for equity regionally, this was part of the logic of what they came up
1527 with.

1528
1529 Mr. Pinkston stated he was only introducing his idea as a way to meet Mr. O'Connell's concerns.
1530

1531 Ms. Mallek stated while she has raised this issue and does understand the dilemma, she also
1532 understands the other side, which is that this is important for operations to continue. She stated
1533 people will not want to hear this, but she thinks that compared to other places, they have
1534 dramatically lower water fees. She stated while they are higher now than they were 15 years ago,
1535 they were ridiculously low back then, and they were held back on their ability to do systemic
1536 improvements, which have been accomplished in the last 15 years because there was more
1537 reality and therefore appreciation of finished water brought into costs.

1538
1539 Ms. Mallek stated she knows the County has used occasional bonuses when it was appropriate,
1540 but also in the last raises, they made that choice because there was new revenue that was coming
1541 that was going to be ongoing, so they were able to see a future consistency with that increased
1542 revenue and persuade themselves that this was okay to do midyear. She stated these were the
1543 mental gymnastics they were all working with here, and perhaps there were other ways this could
1544 be described (e.g., other operations and the recent suggestion from Mr. Pinkston) as she was very
1545 concerned about not doing anything.

1546
1547 Mr. Richardson stated he had questions for staff, but he noticed that Ms. Hildebrand had her
1548 hand raised. He stated he did not want to jump ahead but wanted to get in the queue.

1549
1550 Ms. Hildebrand stated she and Mr. O'Connell have had several discussions with Mr. Mawyer
1551 about this. She stated she echoed Mr. O'Connell's concerns in looking at City customers and
1552 what the potential impact would be.

1553
1554 Ms. Hildebrand stated she is one of Rivanna's biggest supporters, and she has a utility
1555 background from long ago and loves what she does. She stated she understands the obstacles that
1556 they are up against, but she wants to keep in mind that they need to be thoughtful when, from a
1557 City perspective, Rivanna fees are over 50% of their water and wastewater rates. She stated in
1558 figuring midyear adjustments, it is out of sync from when they normally set rates, and they have
1559 to be thoughtful when they look at potential increases to the water and wastewater rates
1560 associated with City customers. She stated that since Mr. O'Connell put this into perspective
1561 with ACSA, she thought she should put it into perspective when it comes to City customer rates.

1562
1563 Mr. Richardson asked Mr. Mawyer if he could have the appropriate staff member talk more

1564 about what they are seeing in Rivanna with turnover and what this looks like in terms of how
1565 they are getting the critical functions of the job done right now. He stated for example, Mr.
1566 Mawyer stated earlier that in solid waste, year to date, they are looking at 20%. He stated he did
1567 not give them a full year, but six months, with 20% turnover. He stated that on the water side,
1568 year to date is 11%. He stated the simple math is that if the next six months are just like the first
1569 six, for the year, they would be looking at a 40% turnover in solid waste and about 22% in water.
1570 He asked if his understanding was correct.

1571
1572 Mr. Mawyer replied this was correct.

1573
1574 Mr. Richardson asked if this turnover rate is higher when looking over the last few years. He
1575 asked if they are seeing a spike in turnover based on this current data.

1576
1577 Mr. Wood stated Ms. Nemeth could answer this as she had a chart.

1578
1579 Mr. Wood stated that 2021 was a sort of anomaly because they were in the middle of the
1580 pandemic, and there was not much hiring or people moving around, so last year was extremely
1581 low. He stated he believed the current trend is slightly higher than it was the last three years
1582 before the pandemic.

1583
1584 Ms. Nemeth stated she would agree with that based on the data she had. She stated in Solid
1585 Waste, with the exception of FY 2019, it is already higher than all of the other years, and it will
1586 only go up from there.

1587
1588 Mr. Mawyer recalled that there was 15% turnover for the year in FY 21.

1589
1590 Ms. Nemeth stated that in FY 21, they did not have turnover in Solid Waste. She stated it was
1591 zero. She stated in Water & Sewer, it was 6.4%.

1592
1593 Mr. Mawyer asked about the year before that.

1594
1595 Ms. Nemeth stated the year before that, the turnover in Solid Waste was 16.7% and in Water &
1596 Sewer, it was 15%. She stated the 0% and 6.4% were very much COVID-related.

1597
1598 Mr. Gaffney asked Ms. Nemeth what she was finding out from exit surveys and when they are
1599 hiring new people.

1600
1601 Ms. Nemeth stated she has lost a couple of licensed operators. She stated to start on the Water &
1602 Sewer side, when she loses a licensed operator, she tends to hire a trainee because licensed
1603 operators are not really on the market. She stated they are starting at the beginning with no
1604 license. She stated she does try to find college graduates because it helps from a licensing
1605 perspective and cuts off experience time that is required to sit for a license. She stated on
1606 average, training is six months out from testing for a license to begin with versus a licensed
1607 operator. She stated she has lost a couple of those to higher-paying jobs.

1608
1609 Ms. Nemeth stated she lost a CDL driver in Solid Waste to a higher-paying job. She stated she

1610 was excited that the Board approved the pay scale because she can offer them more money now,
1611 which is important to a CDL driver.

1612
1613 Ms. Nemeth stated she also lost a Solid Waste attendant to a rather significant pay increase as
1614 well (about 20%). She stated she is starting to see things pick up where there are people out there
1615 getting better job offers from other places. She stated there are training expenses at that point.

1616
1617 Ms. Nemeth stated regarding CDL drivers, she has to try to hire a person who has a commercial
1618 driver's license because as of February 7, Rivanna can no longer do its training of commercial
1619 drivers in house. She stated the Federal Motor Carrier Safety Administration now requires them
1620 to take formal training, which will cost Rivanna time and money in working with PVCC. She
1621 stated she is currently working with PVCC to figure this out. She stated these are significant
1622 losses if she cannot replace a driver with another who carries a CDL.

1623
1624 Mr. Gaffney asked if there were other comments from the Board.

1625
1626 Mr. Richardson stated he would make a couple of comments. He stated there was absolutely no
1627 disputing Mr. O'Connell's statement that it is not a good budget practice to look at midyear
1628 adjustments that are ongoing in nature with one-time money. He stated this is absolutely tried
1629 and true.

1630
1631 Mr. Richardson stated what he sees with this discussion topic is what the Board is contemplating
1632 – whether they would support allowing the director to jumpstart the budget process and to make
1633 an adjustment to the base, knowing that with inflation being the highest it has been in 40 years, if
1634 they do not make this decision now, they are just getting further behind as they go towards July.
1635 He stated what the obligation would be to the City and County is if the Board were to make this
1636 decision today, they are obligating themselves that when the budget comes back in FY 23, they
1637 have made this decision ahead of the budget, but it is because the director and his staff feel like
1638 the workforce stabilization issues are too fragile to wait until July.

1639
1640 Mr. Richardson stated the ongoing money in FY 23 would be that if they make the decision
1641 today to plow the money into the base, they are starting the budget process knowing that when
1642 they go into the FY 23 budget, they have already obligated themselves to the 6%. He stated they
1643 would not go back to revisit it and discuss whether they want to continue to do it. He stated the
1644 Rivanna employees would depend on the Board making a 6% adjustment to the pay plan as a
1645 done decision, and as the Board gets into the budget process, Mr. Mawyer and his team would be
1646 coming back to look at anything else in addition to that.

1647
1648 Mr. Richardson stated this is the reason he asked the questions about turnover and recruitment
1649 and asking the HR Manager to give her perspective about how tough it is right now. He stated
1650 what they do not want to do is when the director is trying to keep an eye on this and keep him in
1651 good stead, to wait too late.

1652
1653 Mr. Richardson stated his point was if they delay it to the budget process, when they get to the
1654 budget process, they will be looking at a significant raise to address the inflation over the last
1655 year. He stated this is what the City and County just did. He stated this is what they would be

1656 doing in the budget process and that they would have to address this with worker pay.

1657
1658 Mr. Richardson stated the good news is that there was an entire organizational compensation
1659 study done in 2018, and the organization had the discipline to have another one done four years
1660 later. He stated the numbers that came back that Mr. Mawyer and his team presented, with 3-4%
1661 behind market rate, is very good. He stated he applauds the staff for staying on top of this and
1662 trying to take steps with the Board's support to keep their pay plan competitive and be able to
1663 recruit and retain.

1664
1665 Mr. Richardson stated respectfully to the Board that if they put this off, this will be a very high
1666 priority in the next couple of months. He stated that with the 40-year record of inflation, they
1667 will have to address it more, as the 3-4% behind market could quickly slip to 8-12% behind
1668 market. He stated these are things they have seen in the County over the last six to eight months
1669 – that there is a lot of energy out there with workforce pay in the public sector, and the County
1670 very quickly got alarmingly behind in very key areas. He stated he does not want this to happen
1671 to Mr. Mawyer and his team.

1672
1673 Mr. Richardson stated if the Board does this now, they are obligating themselves to stick to this
1674 in the budget process. He stated if they do not do this now, this is going to be a very high priority
1675 that they address in the budget.

1676
1677 Mr. Gaffney stated he wanted to apologize to Mr. O'Connell because he did not mean anything
1678 negative when he made the statement that he thought in the moment, he was representing the
1679 ACSA Board and not the Rivanna Board. He stated he was actually stating this for many of the
1680 new members who come from either the City or County relationships, and it is important for
1681 everyone to note that they are acting as the Board members for Rivanna. He stated they are
1682 responsible for ensuring that their system is well-staffed, well-maintained, meets all state and
1683 federal requirements, and it is prepared to serve the current and future needs of the community.

1684
1685 Mr. Gaffney stated this is who they are as a Board and what they need to focus on in the
1686 decisions they make. He stated they all obviously reflect on how this affects the organizations
1687 they come from, but he urges the Board members to act in this manner as Board members of
1688 Rivanna.

1689
1690 Mr. Gaffney asked if there were other comments from the Board.

1691
1692 Ms. Mallek stated she was finding herself more and more in favor of doing this, with the
1693 understanding of what Mr. Richardson just stated. She stated the loss of licensure and
1694 recognition by state regulators that they are not having their staff sufficient to do the job is far
1695 more impactful to her than what she is certainly concerned about as far as any rate increase. She
1696 stated she liked the way it was just described as far as getting a jump on the budget process and
1697 understanding that they are committing to this.

1698
1699 Ms. Mallek stated these are truly unusual times, and she thinks they need to balance very
1700 carefully. She stated they cannot always be perfect, but they are taking this on with their eyes
1701 wide open, knowing this is what they have to do to keep their staff. She stated they are important

1702 and essential to the operation. She stated she was glad she asked what she did and learned, as this
1703 is helping her to be stronger in wanting to do this.

1704
1705 Mr. Pinkston echoed and agreed with what Ms. Mallek stated.

1706
1707 Mr. Andrews agreed as well, adding that he had a procedural question. He asked if this is likely
1708 to be two motions. He stated it would be awkward if they did not end up the same way.

1709
1710 Mr. Gaffney stated he was thinking about the same thing, and he had a question for Ms. Long.
1711 He stated they do have to take two separate votes, and he would ask Ms. Long what would
1712 happen if they were at odds with one another.

1713
1714 Ms. Long stated this was a good question. She stated technically, if it were to pass through one
1715 Board, then it would be in effect for that Board and, likewise, not in effect for the other.

1716
1717 Mr. Richardson stated he believed the attorney was spot on and, because of that, they may want
1718 to understand before making a formal motion if either both boards support it or if both boards
1719 want to delay it. He stated he thinks it would be difficult to figure out what to do if one supports
1720 and one does not as it affects the entire staff of Mr. Mawyer's team.

1721
1722 Mr. Gaffney stated he was happy to ask that question if there were no more comments at that
1723 time. He stated not hearing any other comments, he would ask the RSWA Board if there were
1724 members who did not support a motion that may come forward.

1725
1726 Mr. Stewart stated he supported it with the understanding that at a staff-to-staff level, they will
1727 all have work to do over the next two to three months in looking at the upcoming budget and
1728 taking a good, hard look at elective things, opportunities, and creative thinking to try to hold
1729 down the ultimate impact.

1730
1731 Mr. Gaffney stated he would pose the same question to the RWSA Board. He asked if there were
1732 members of the Board who would not support the potential motion to come.

1733
1734 Mr. O'Connell stated he could not support it. He stated he tried to listen hard, but he believed it
1735 needs to wait. He stated they lose the opportunity to look at other parts of the budget to help
1736 support the salary increase by doing it this way.

1737
1738 Ms. Mallek stated there was plenty of opportunity to look at the future budget in the same way
1739 and figure out which bucket needs more or less money. She stated she did not understand that
1740 connection, but she would take it up another time.

1741
1742 Ms. Hildebrand stated she also could not support it.

1743
1744 Mr. Gaffney stated he believed they should ask the question of the remaining RWSA Board
1745 members, to confirm that there was enough to approve it. He stated Ms. Mallek stated yes. He
1746 asked if there were other RWSA Board members who wanted to disclose their opinion.

1747

1748 Mr. Richardson stated he would support the recommendation for Mr. Mawyer to execute this
1749 COLA increase.

1750
1751 Mr. Pinkston stated he would do the same.

1752
1753 Mr. Gaffney stated he believed they were ready for motions, seconds, and votes. He asked if
1754 anyone saw they were not, and he heard no comments.

1755
1756 **Mr. Andrews moved that the RSWA Board approve the cost-of-living increase. Mr.**
1757 **Stewart seconded the motion, which passed unanimously (6-0). (Mr. Sanders was absent.)**

1758
1759 **Ms. Mallek moved that the RWSA Board approve the cost-of-living increase. Mr.**
1760 **Richardson seconded the motion, which passed by a vote of 4-2. (Mr. O'Connell and Ms.**
1761 **Hildebrand opposed.)**

1762
1763 Mr. Gaffney stated he appreciated all the discussion. He stated he knew this was a hard decision,
1764 especially when working on budgets. He stated the budget would be coming up again very soon.

1765
1766 *(Adjournment of RSWA Board)*

1767
1768 Mr. Gaffney asked if there were other items from Board members or staff not on the agenda and
1769 heard none.

1770
1771 **11. CLOSED MEETING**

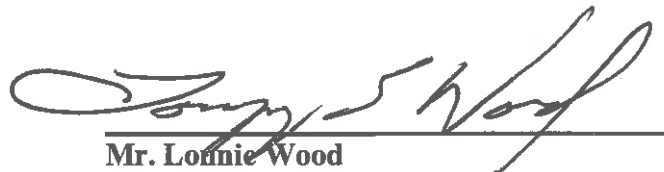
1772 There was no reason for a closed meeting.

1773
1774 **12. ADJOURNMENT**

1775 **At 5:11 p.m., Mr. O'Connell moved to adjourn the meeting of the Rivanna Water and**
1776 **Sewer Authority. Ms. Mallek seconded the motion, which passed unanimously (6-0). (Mr.**
1777 **Sanders was absent.)**

1778
1779 **Respectfully submitted,**

1780
1781
1782
1783
1784
1785
1786



Mr. Lonnie Wood
Assistant Secretary - Treasurer