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**RWSA BOARD OF DIRECTORS
Minutes of Regular Meeting
June 23, 2015**

A regular meeting of the Rivanna Water & Sewer Authority (RWSA) Board of Directors was held on Tuesday, June 23, 2015 at 2:15 p.m. in the 2nd floor conference room, Administration Building, 695 Moores Creek Lane, Charlottesville, Virginia.

Board Members Present: Mr. Ken Boyd, Mr. Tom Foley, Mr. Mike Gaffney – presiding, Mr. Maurice Jones, and Mr. Gary O’Connell.

Board Members Absent: Ms. Kathy Galvin and Ms. Judith Mueller.

Staff Present: Ms. Victoria Fort, Mr. Tom Frederick, Rich Gullick, Ph. D., Ms. Katie Karaffa, Ms. Teri Kent, Mr. Doug March, Mr. Phil McKalips, Mr. Scott Schiller, Ms. Andrea Terry, Ms. Jennifer Whitaker, Mr. Lonnie Wood, and Mr. Jay Young.

Also Present: Mr. Kurt Krueger – RWSA Counsel, members of the public, and media representatives.

1.0 Call to Order

The regular meeting of the RWSA Board of Directors was called to order by Mr. Gaffney on Tuesday, June 23, 2015 at 2:20 p.m., and he noted that a quorum was present.

2.0 Minutes of Previous Board Meeting

a. Minutes of the Regular Meeting of the Board on May 26, 2015

Mr. O’Connell moved that the Board of Directors approve the minutes of the regular meeting of the Board held on May 26, 2015. Mr. Jones seconded the motion. The motion passed by a vote of 5-0. Ms. Galvin and Ms. Mueller were absent from the meeting and the vote.

3.0 Recognitions

a) Resolution of Appreciation to Mr. Ricky Jones, Water Treatment Plant Operator

Mr. Frederick stated that Mr. Ricky Jones was a 30-year veteran employee and a Grade One Licensed Water Plant Operator in the Commonwealth of Virginia, the highest ranked category obtainable. He stated that Mr. Jones had spent many years working at the Crozet Water Treatment Plant, among other facilities.

Mr. Gaffney read the following resolution into the record:

**RIVANNA WATER & SEWER AUTHORITY BOARD OF DIRECTORS
Resolution of Appreciation for Richard A. Jones**

WHEREAS, Mr. Jones has served in a number of positions since 1985; and

WHEREAS, Mr. Jones has served as Class I Water Operator of the Rivanna Water & Sewer Authority since July 2010, having secured his Class I licenses in 2000; and

WHEREAS, over the same period of 30-years, Mr. Jones has demonstrated leadership in the Water treatment field and has been a valuable resource to the Authority, its customers, and its employees; and

WHEREAS, Mr. Jones's understanding of the Authority's overall operation and specifically its water treatment operations has positively impacted the Authority, its customers, and its employees; and

WHEREAS, the Rivanna Water & Sewer Authority Board of Directors is most grateful for the professional and personal contributions Mr. Jones has provided to the Rivanna Water & Sewer Authority, its customers and its employees; and

NOW, THEREFORE, BE IT RESOVLED that the Rivanna Water & Sewer Authority Board of Directors recognizes, thanks and commends Mr. Jones for his distinguished service, efforts and achievements as a member of the Rivanna Water & Sewer Authority, and presents this Resolution as a token of esteem, with its best wishes in his retirement.

BE IT FURTHER RESOLVED that this Resolution be entered upon the permanent Minutes of the Rivanna Water & Sewer Authority.

Mr. Foley moved to approve the resolution as presented. Mr. O'Connell seconded the motion, which passed by a vote of 5-0. Ms. Galvin and Ms. Mueller were absent from the meeting and the vote.

b) Recognition to Victoria Fort for Obtaining Professional Engineer's License

Mr. Frederick recognized Victoria Fort, civil engineer, for recently obtaining her professional engineer's license.

Mr. Gaffney presented a plaque to Ms. Fort recognizing her achievement, and stated that the license was awarded by the Board for Architects, Professional Engineers, Land Surveyors, Certified Interior Designers and Landscape Architects in Virginia.

4.0 Executive Director's Report

Communications Manager and Executive Coordinator

Mr. Frederick introduced Teri Kent as the new Communications Manager and Executive Coordinator for the Rivanna authorities. He stated that Ms. Kent had begun her career as an English teacher, had served as an executive director of a nonprofit organization focusing on sustainable living, and had been a Commercial Outreach Coordinator and a Community Relations Specialist. She would be working with him and the Board on organization communications as well as other duties to include overseeing logistical arrangements for Board of Directors meetings. Mr. Frederick also recognized and thanked Ms. Katie Karaffa for her services in arranging the logistics for Board meetings during an interim period since January 2015.

Sugar Hollow Reservoir

Mr. Frederick stated that the Board had asked staff to present on a monthly basis the status of the Sugar Hollow Reservoir, and whether the RWSA should continue filling the Ragged Mountain Reservoir should Sugar Hollow depress to very low levels. He said that the drop in the level at the Sugar Hollow Reservoir had accelerated; it was at -2.5 feet eleven days earlier, and was now at -5.8 feet. Mr. Frederick stated that if that trend continued, it could drop below -15.0 feet by the time the Board met in July – and if that level would be a concern to the Board, the present meeting should be the time to discuss a strategy to address it.

Mr. Gaffney asked what the typical low point was in a summer.

Mr. Frederick responded that the records he had reviewed indicated that in the past 13 years, the level had reached -16 feet three times, including in 2014. He stated that he had heard anecdotally that it had dropped even lower in 1979 or 1980, but those records had not been available to Mr. Frederick to confirm. Mr. Frederick reported that the Sugar Hollow Reservoir was full in mid-July of 2014, when the authorization was provided to start filling the new Ragged Mountain Reservoir, and by October the Sugar Hollow Reservoir was at -16 feet. He stated that it was not unusual for the Moorman's River flows to be low in the summer months, particularly August and September, and then regain a higher quantity of flow in late fall and early winter, depending on the year and the weather. Mr. Frederick reported that the Ragged Mountain Reservoir was at -12.38 on June 23, 2015, and was slowly rising but the rate of rising had started to decrease with the summer increase in evaporation and water system demand. He stated that the day prior to the Board meeting the urban water usage was above 11 million gallons, which forced the Observatory Water Plant to operate at close to 1.4 million gallons in a day. Mr. Frederick said that the staff had targeted operating the Observatory Water Plant at 0.5 million gallons per day when permitted by average system demand – but if the current weather pattern continued, particularly in the next 60 days the Observatory Water Plant may need to

operate at a higher rate to keep sufficient pressure in the water system and meet the public demand.

Mr. Frederick reported that the Authority had done an extrapolation, as had John Martin, and projected that the Ragged Mountain Reservoir would likely reach -9.2 feet in the first or second week of August, if levels continued to rise at the current rate. He stated that the significance of this was that -9.2 feet would be the point that would change the tier for release of water to the Moorman's River. Today the RWSA was releasing water based on a rule of natural inflow as calculated by a formula in the DEQ permit, up to a maximum of 2 million gallons per day; the next tier of release would be the same natural inflow but up to a new maximum of 10 million gallons per day. Mr. Frederick reported that staff reviewed data of the natural inflow at Sugar Hollow in the previous 10 years on August 1st, and found that in 2 of those 10 years the calculated natural inflow was less than 1 MGD; one year it was between 1 and 2 MGD, and in four years it was between 2 and 3 MGD. He stated that the highest year was 6.7 MGD, so unless there was an unusual event this year, they would not be releasing 10 MGD on August 1. He noted that from looking at the last ten years, moving the maximum from 2 MGD to 10 MGD may or may not change the actual rate of flow released on the date the released moved from the third tier to the fourth tier, based upon whether or not the calculated natural inflow on that date were greater than or less than 2 MGD..

Mr. O'Connell asked for clarification as to the full usable storage at Ragged Mountain.

Mr. Frederick responded that the total usable storage was approximately 1.54 billion gallons, and they were at 940 million gallons of usable storage currently at Ragged Mountain – or about the 60% range. He explained that when the water level reached -9.2 feet, they would go to the next tier of Sugar Hollow release at a maximum of 10 MGD. Mr. Frederick stated that he was not sure at what threshold the Board might want to consider discontinuing the transfer of water from Sugar Hollow to Ragged Mountain, and -16 feet had been the lowest level at Sugar Hollow over the last 13 years, occurring in three separate years. He noted that the Board may want to consider halting the transfer at Sugar Hollow at -13 feet, because the reservoir had the potential to drop somewhat further, though at a slower rate, after that decision, based upon the new release rules. Mr. Frederick stated that if the Board decided to halt the transfer but did not want to delay the release going to the next tier – the Board could set an early August date to move to the next tier, as there was nothing in the DEQ permit to prohibit it. He noted that they were at 940 million gallons of useable storage now, and five years ago they were at 463 million gallons of useable storage when the Ragged Mountain Reservoir was full, because the new reservoir is sized for future water system demand that has not yet occurred, there is now sufficient storage to meet the water needs of the community even if a severe drought were to occur over the next few months. He added that if water supply were a threat, he would strongly recommend that the Board not take any action to halt the transfer at Sugar Hollow, but the threat did not presently exist.

Mr. O'Connell asked if the Board had the option to do nothing, and what the consequences of that would be.

Mr. Gaffney stated that in the Board's discussion last month, he did not think they were planning to make a decision at this month's meeting – just asking Mr. Frederick for information, and then going back to the Board of Supervisors and City Council to discuss possibilities.

Mr. Boyd asked if this meant he did not think the Board should even set a threshold today, because it wouldn't be reached until later.

Mr. Frederick stated that he had the same understanding on the Board's previous discussion as Mr. Gaffney had described, with the only difference being that Sugar Hollow had dropped within the past month faster than had anticipated by now from the discussion a month ago – and if it continued to drop at the current pace, it could be at the -15 or -16 feet level before the next Board meeting.

Mr. Gaffney asked what the level of the output pipe was, and how low it would be if the Board simply let the water level fall to the bottom of the useable water supply pool.

Mr. Frederick responded that the lowest intake was at approximately 30 feet below the spillway elevation, and none of the present staff had ever seen the level of Sugar Hollow that low since a landslide that had happened 20 or 30 years ago, so he was not quite sure what one would see if the level were lowered to the bottom of the useable storage pool.

Mr. Gaffney stated that he was not sure what the ecological impact would be and what was below the water level, and whether plants would die.

Mr. Frederick stated that if the area of the reservoir below the useable storage pool, called by engineers the "dead storage" had not filled with silt, the surface of the water would become oxygen-rich when exposed to the atmosphere, which would give the fish in the reservoir a place to survive, unless the population of fish overwhelmed what could survive in the smaller pool. He noted that the one intangible was that the results of the landslide had not been surveyed, so there is no reliable information on what may have filled with sediment. Mr. Frederick then noted that if the Board wanted to wait until next month before making a decision they would need to be comfortable with the possibility of the Sugar Hollow Reservoir falling to at least -15 or -16 feet.

Mr. Frederick said that while it seemed as though the area had received much rain within the last week, the stream flow gauge had not shown a significant increase in flow – which suggested that the ground was very dry and had absorbed much of the rain, limiting the runoff to the river. He stated that typically when dry conditions like this were present, the conditions would remain dry during the summer unless a very significant rainstorm occurred.

Mr. Jones asked Mr. Frederick to talk about the effect of stopping the transfer of flow from Sugar Hollow on the installation of the floating pedestrian bridge at Ragged Mountain, and asked if there was any way to estimate how long the installation would be delayed.

Mr. Gaffney responded that his estimation would be that the delay would equal however long the transfer were stopped – by example stopping the transfer for two months would delay installing the floating bridge by two months.

Mr. Frederick stated that the recommendation was that the level at Ragged Mountain be at -4 feet when the bridge were installed, a two month halting of the transfer could mean the difference between installing the bridge in November or installing in the January or February time period.

Mr. Jones noted that at one point there had been mention in a memo that it would be better to install it in the fall.

Mr. Frederick responded that the effort to install the bridge would be easier when the ground above the reservoir were dry, as opposed to for example covered with snow, but with more effort the installation could occur any time of year.

Mr. Boyd asked if there would be any cost in delaying it.

Mr. Frederick stated that he was not aware of any, as they had already received a price for installation, but there may be underlying conditions assumed in the contractor's bid and this specific issue had not been discussed with the contractor.

Mr. O'Connell asked if this situation had been anticipated when the water supply agreement was put together and the permitting was approved.

Mr. Frederick responded that the issue we were discussing today had been anticipated, and the models showed that the fluctuation of Sugar Hollow would be greater under the interim condition after the Ragged Mountain Reservoir had expanded but before the South Fork pipeline was built – with wider swings in the water levels at Sugar Hollow. He stated that the models showed that there would be times when all usable storage would be used – all 324 million gallons – and the model was predicated on the use of every drop of that storage. Mr. Frederick noted that it was also discussed publicly, but his observation has been that the concept may not have fully registered in the minds of some until he illustrated this concept graphically last month.

Mr. O'Connell asked if there “had been any work done on that variation at Sugar Hollow”, because his personal knowledge in fishing there over the years was that water levels had varied— at least 15 to 20 feet. He stated that the stream would almost dry up at times, and asked if anyone knew what the impact would be to aquatic life.

Mr. Frederick responded that in a typical situation, even with lower water levels there would still be a small pond within the reservoir footprint that would aerate at the surface, with dry land around the normal shoreline where the water had been when levels were higher. He stated that the staff did not have data on this because funds had not been obligated to perform a bathometric study, and there was some uncertainty where the bottom was, given the landslide. Mr. Frederick suggested that the Department of Game and Inland Fisheries (DGIF) could be contacted if unusual conditions were observed while water was transferred, and if a potential environmental threat such as a fish kill were considered likely, the water transfer could be halted.

Mr. O'Connell noted that there were lakes and reservoirs around the country that fluctuated this much or more, and said that there seemed to be many competing interests depending on one's

perspective. He asked for clarification that there was nothing in DEQ's permit specifying the rate at which the Ragged Mountain Reservoir had to be filled.

Mr. Frederick responded that there were explicit terms in the permit that when Ragged Mountain reached certain levels they would change the tiers – which is where the -9.2 feet was coming from – but he did not find anything in the language as to how quickly Ragged Mountain had to be raised. He stated that DEQ probably intended to give RWSA that discretion, in order to properly meet the goals of providing the community's water needs, but probably did not intend for RWSA to unreasonably delay the implementation of the higher release tiers, and there was nothing stated in the permit against local discretion to move to the next tier of inflow earlier than reaching the required water level.

Mr. Gaffney stated that there was some concern that the Sugar Hollow decisions were being made for the benefit of fishermen, but that was not the case as the Board was concerned about the ecological viability of the Sugar Hollow Reservoir overall. He noted that he would be comfortable having DGIF make the decisions prior to the RWSA Board meeting next month.

Mr. Foley stated that he would like to get more information as to whether there would be an ecological impact such as fish kill prior to next month's Board meeting.

Mr. O'Connell stated that the other issue was how they would handle this discussion publicly, as it was in the Executive Director's Report and not an agenda item for the Board – and some people felt that this was a really big deal and were feeling that the permit was requiring them to act in a certain way, so perhaps a public hearing approach would be warranted. He stated that he had not had a discussion of it with his Board other than recent emails.

Mr. Jones agreed, stating that they should present it to their various boards to ensure they had all the information necessary to interface with the public.

Mr. O'Connell stated that it was ironic that the Moorman's River and Ragged Mountain had levels that were improving, but in a balancing act with Sugar Hollow – and he wanted to be careful they weren't changing the course of where they thought all of this was going to go. He stated that originally they had been talking about two or three years to fill Ragged Mountain, so this seemed to be at an accelerated pace.

Mr. Frederick stated that when RWSA initiated the fill of the new Ragged Mountain Reservoir in July 2014, the time of fill had been disclosed as being variable depending upon weather during the time of fill, but could be viewed through statistical probability with a median of about 14 months, a quicker pace of 9-10 months if the future repeated the wettest year on record, or a much slower pace of 24 months or longer if the future repeated a severe drought. He noted that in June 2015 with the benefit of now looking back 11 months, the pace so far was a little slower than the median, as it had been 11 months now with a likely probability of at least 6 more months.

He stated that his understanding from the Board based on this discussion was that they desired an opinion from DGIF before the Board decided on further action.

5.0 Items from the Public

Mr. John Martin of Free Union addressed the Board and stated that he was glad the conversation about the Sugar Hollow Reservoir had just taken place, as it made everyone better informed. He stated that just prior to the meeting he had shared with the Board an Excel chart showing the fill progression of the Ragged Mountain Reservoir, which had “remained steady and was going well”. Mr. Martin noted that the red line on his chart showed the intersection with the threshold for increased flow in the Moorman’s River, and a future decision to halt the transfer to the Ragged Mountain Reservoir would prevent that reservoir from reaching the threshold for increased flow in the Moorman’s River, and in his mind was a problem. He stated that his understanding was that the reason the Board was considering stopping the transfer was for aesthetic and recreational reasons, but perhaps there were other reasons, and it was important to clearly define that. Mr. Martin said that the situation at the Sugar Hollow Reservoir during the summer was difficult, but was no worse than it had been for the 60 years it had been there – and was actually better now because of increased instream flow in the Moorman’s River. He emphasized that the future for the Moorman’s River and the Sugar Hollow Reservoir was extremely bright, and when the Ragged Mountain Reservoir to South Fork pipeline were built, the only withdrawal from the Sugar Hollow Reservoir would be a release to the South Fork Reservoir in “dire emergencies”, which he believes may never happen. Mr. Martin then suggested that to take the water transfer offline now for some other use was tantamount to “eating the seed corn.” He stated that the water should continue to be transferred to the Ragged Mountain Reservoir, and RWSA should proceed up to the threshold of the additional release at the Sugar Hollow Reservoir – and in his mind it would not be prudent to hold back on the transfer to Ragged Mountain, and would violate the basic framework of the water supply permit. Mr. Martin stated that if the Board really wanted a solution to eliminate the water level problem at Sugar Hollow, the way to achieve the solution was by accelerating construction of the South Fork pipeline. He stated that the longer the project were postponed, the more danger the RWSA could lose “that option” and not be able to fill its Ragged Mountain Reservoir. Mr. Martin stated that there was already a cost allocation agreement negotiated for construction of the South Fork pipeline, and its schedule needed to be advanced.

6.0 Responses to Public Comments

Mr. Gaffney noted that there were no written responses this month to public comments from May 2015, then asked if any Board member or staff wished to respond to the comments Mr. Martin had just delivered.

Mr. Foley stated that if the Board were to discuss the Sugar Hollow Reservoir again next month, he would like any information available from DGIF and to potential impacts to the reservoir’s environment. He asked if they could get some clarity as to whether the permit required “certain things”, and said that if they went before the Board of Supervisors and City Council they would have those questions.

Mr. Frederick responded that he could certainly provide a copy of the permit, and in terms of clarity he felt that he had already provided information on what DEQ required, and noted what

discretion the RWSA Board had. He asked that if the Board was asking him to get a further interpretation of one or more DEQ permit conditions, if it could be stated what the specific question would be.

Mr. Gaffney explained that he understood Mr. Foley's comments pertained to clarification that the permit does not specifically require a transfer to Ragged Mountain on a regular basis until Sugar Hollow "ran dry" – and that the Board had discretion to alter the transfer.

Mr. O'Connell stated that another approach was to describe the requirements that were in the permit with respect to what reaching certain water levels at the Ragged Mountain Reservoir triggered with respect to releases from the Sugar Hollow Reservoir to the Moorman's River.

Mr. Gaffney noted that it would be helpful to include in the clarification that the Board had the discretion to release water into the Moorman's River earlier than when prescribed by water levels in the Ragged Mountain Reservoir.

Mr. Frederick believed the above clarifications had already been answered orally by staff and asked if the Board's request was to reduce these answers to writing.

Mr. O'Connell stated that it would be helpful to show the different sections of the DEQ permit and provide individual clarifications, because different people were reading this issue different ways – and some were interpreting the DEQ permit to proscribe the transfer without question.

7.0 Consent Agenda

Mr. Gaffney asked if there were any items that Board members wanted to pull for comments or questions from the Consent Agenda.

- a) Staff Report on Finance*
- b) Staff Report on Operations*
- c) Staff Report on Ongoing Projects*
- d) Cooperative Procurement – Source Water Protection Advisory Committee*
- e) Construction Contract – South Rivanna WTP and Stadium Road Raw Water Pump Station*

Mr. Boyd moved to approve the Consent Agenda as presented. Mr. Jones seconded the motion, which was approved by a vote of 5-0. Ms. Galvin and Ms. Mueller were absent from the meeting and the vote.

8.0 Other Business

- a) Deed and Bill of Sale from Albemarle County Service Authority for Certain Crozet and Scottsville Water Supply and Treatment Facilities*

Mr. Krueger stated that the Service Agreement from 1973 required the City and the Albemarle County Service Authority to transfer its physical assets to the Authority over the course of 10 years, or after the debt on them was paid. He stated that in 1983 RWSA had received a deed and

bill of sale from the City for its assets, and a deed and bill of sale from ACSA for a portion of its assets, but excluding the Crozet and Scottsville plants and assets associated with those operations, because the debt service had not been fully paid on the excluded facilities. After that time the debt had been paid. Mr. Krueger stated that the ACSA had now agreed to transfer the initially excluded assets to the RWSA, and he had prepared a deed that would accomplish the transfer of real property owned at those locations, and a bill of sale that would transfer the personal property. He said that one caveat was that there were maintenance and storage buildings at the back of the Crozet plant that ACSA uses for its operation that the RWSA does not need or use – but may eventually need that area for expansion of the plant based on growth projections. Mr. Krueger stated that ACSA had also negotiated a lease, so once the property was transferred, RWSA would lease back to the ACSA the maintenance buildings. He noted that there was also a small piece of property in Scottsville that included a “standpipe” that was originally designed to be transferred to the RWSA, but ACSA had built its own pump station on the same property and was currently performing an engineering evaluation to determine if the standpipe and pump station needed to continue to operate to provide adequate fire protection for Scottsville. Mr. Krueger stated that if the answer was “no,” then the RWSA and ACSA would permanently remove the standpipe and the pump station from service, and the ACSA would keep the title to the property. In the meantime, the deed now before the Board provided that the RWSA would have full access to the standpipe, which it maintained; and ACSA maintained the pump station. He stated that the Board had the three relevant documents necessary to execute these transactions, and noted that the ACSA Board had already approved them.

Mr. O’Connell stated that the ACSA Board had reviewed and approved this in May and there had been a number of staff reviews, so he was recommending approval by the RWSA Board.

Mr. Boyd asked if this was part of the original agreement.

Mr. Krueger responded that this action was generated from the 1973 Service Agreement, and this was the last step in completing the transfers required under that agreement.

Mr. Frederick stated that as introduced in the Board memo regarding expansion of the Crozet water plant facility, what triggered this discussion was negotiation with ACSA to continue to operate the maintenance buildings on that site, previously owned and used by them. He explained that ACSA had asked for a five-year notice to be included in their lease of that property, knowing that the RWSA would be expanding the plant in the future and may take some of the area now being used for those maintenance structures. Mr. Frederick stated that calculations indicated that an expanded facility in Crozet could be necessary as early as 2021, so RWSA was going to do a preliminary engineering evaluation in the next 12 months to show where the new structures on the site would need to be located. He noted that in discussing the plans with ACSA, they agreed that it would better that the expansion occur on the existing site and the maintenance structures be relocated, rather than building a separate water treatment plant in Crozet that would need to be staffed and would be more costly.

Mr. Krueger stated that pursuant to the terms of the 1973 Service Agreement, the County would be joining in the deed to relinquish its rights, because several of the properties were owned by the County before ACSA was formed. He said that the original title work was a “bit sparse”, and

therefore the drafters of the Service Agreement included a provision for the County to join in the deed as stated.

Mr. Gaffney asked if the RWSA Board would be approving it subject to the County's approval.

Mr. Krueger confirmed that was the case.

Mr. O'Connell moved to approve the deed, bill of sale, and lease agreement as presented, and to authorize the RWSA Executive Director to execute the lease agreement and any other transactions required to complete the transactions identified herein. Mr. Jones seconded the motion, which passed by a 5-0 vote. Ms. Galvin and Ms. Mueller were absent from the meeting and the vote.

(b) RWSA Salary Plan: Pay Grade Adjustments for Six Positions and Corresponding Edits to Section E of Personnel Manual (Continued from May 26, 2015)

Mr. Frederick stated that last month the RWSA Board had approved a number of personnel items requested as part of the budget process, and agreed to table until the June Board meeting the decision regarding reassignment of grade of six positions: Chief Engineer, Environment & Safety Manager, Director of Finance and Administration, Director of Operations, HR/Office Manager, and Information Technology Administrator. He stated that these changes were the result of a market survey, to ensure that the RWSA remained competitive with other employers in the job market to ensure retention and hiring of good employees.

Mr. Boyd noted that it was Ms. Mueller who had asked for the delay, and he asked Mr. Jones if he was aware of her thoughts on this.

Mr. Jones responded that he was not certain of her opinion, but clarified that her concerns were related to the comparison with ACSA engineers.

Mr. O'Connell stated that the ACSA had done this evaluation, and the variance depended on which individual position was used in the comparison, but overall there was not much difference.

Mr. Jones agreed.

Mr. Foley stated that the County had performed a similar evaluation and found that these were "on par", adding that the RWSA staff recommendations seemed appropriate given the ranges for similar positions.

Mr. Boyd moved to approve the pay grade adjustments for the six positions as requested by RWSA staff. Mr. Jones seconded the motion, which was approved by a vote of 5-0. Ms. Galvin and Ms. Mueller were absent from the meeting and the vote.

9.0 Other Items from Board/Staff not on Agenda

There were none presented.

10.0 Closed Session

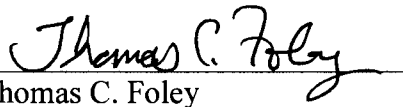
There was no Closed Session held.

11.0 Adjournment

Mr. Jones moved to adjourn the meeting. Mr. Foley seconded the motion, which was approved by a vote of 5-0. Ms. Galvin and Ms. Mueller were absent from the meeting and the vote.

There being no further business, the meeting adjourned at 3:11 p.m.

Respectfully submitted,



Mr. Thomas C. Foley
Secretary - Treasurer