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**RSWA BOARD OF DIRECTORS**  
**Minutes of Regular Meeting**  
**January 23, 2024**

A regular meeting of the Rivanna Solid Waste Authority (RSWA) Board of Directors was held on Tuesday, January 23, 2024, at 2:00 p.m., Rivanna Administration Building (2<sup>nd</sup> Floor Conference Room), 695 Moores Creek Lane, Charlottesville, VA, 22902.

**Board Members Present:** Mike Gaffney (participating remotely), Jeff Richardson, Jim Andrews, Brian Pinkston, Lance Stewart, Samuel Sanders, Steven Hicks

**Board Members Absent:** None

**Rivanna Staff Present:** Bill Mawyer, Phil McKalips, David Rhoades, Lonnie Wood, Betsy Nemeth, Deborah Anama, Jacob Woodson, Leah Beard, George Cheape

**Attorney(s) Present:** Valerie Long (participating remotely)

***1. CALL TO ORDER***

Mr. Richardson convened the January 23, 2024 regular meeting of the Board of Directors of the Rivanna Solid Waste Authority at 2:00 p.m.

**Mr. Andrews moved that the Board allow Mr. Gaffney to participate remotely in the meeting. The motion was seconded by Mr. Sanders and passed unanimously (6-0).**

Mr. Gaffney stated that he was located in Cape Coral, Florida.

Mr. Mawyer noted that Valerie Long, counsel to the Board, was also participating remotely, but they did not require a vote to allow her participation.

***2. AGENDA APPROVAL***

**At 2:05 p.m., Mr. Andrews moved that the Board approve the agenda as presented. The motion was seconded by Mr. Pinkston and passed unanimously (7-0).**

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

*a. Minutes of the Regular Meeting of the Board on November 14, 2023*

**At 2:05 p.m., Mr. Pinkston moved that the Board approve the minutes of the November 14, 2023 Board meeting. The motion was seconded by Mr. Andrews and passed unanimously (7-0).**

***4. RECOGNITION***

There were no recognitions.

***5. EXECUTIVE DIRECTOR'S REPORT***

48  
49 Mr. Mawyer gave a warm welcome to Steven Hicks, the newly appointed City Public Works  
50 Director and Rivanna Solid Waste Board Member. He stated that the day before, he had the  
51 privilege of giving Steven a tour of the Ivy MUC and McIntire Recycling Center. He stated that it  
52 was good to get to know Steven better and officially welcome him to their Board. He stated that he  
53 also wanted to congratulate their distinguished Board members, Mr. Andrews, who was now the  
54 newly elected Chair of the Albemarle Board of Supervisors, and Brian Pinkston, who was elected as  
55 the Vice Mayor of City Council.

56  
57 Mr. Mawyer stated that this year's Board was particularly distinguished. He congratulated and  
58 thanked them for rejoining for another year. He stated that he also wanted to recognize one of their  
59 new employees and introduced Leah Beard, Rivanna's Human Resources Manager. Ms. Beard had  
60 come to Rivanna from the UVA Credit Union and the UVA Medical School. He stated that she  
61 possessed a master's degree in public administration.

62  
63 Mr. Mawyer stated that he would like to introduce George Cheape. He stated that George had  
64 recently been promoted from his position as a construction inspector to become their Safety  
65 Manager. He stated that Liz Coleman, their former safety manager, left them and went to the health  
66 department. He stated that they were pleased that Mr. Cheape was available to become their new  
67 Safety Manager for solid waste and water and sewer. He stated that George had been with them for  
68 five and a half years. He stated that Mr. Cheape held a distinguished position as an elected official  
69 in Nelson County on the School Board.

70  
71 Mr. Mawyer reported that they continued to receive an increasing amount of refuse at Ivy. He stated  
72 that currently they handled approximately 200 tons per day, which was a significant five-fold  
73 increase from the 40 tons per day in 2019. He stated that the red graph at the top of the slide  
74 illustrated this trend, as the tonnage was increasing with each year. He stated that the disposal  
75 contractor transferred this waste each day to a private landfill in Henrico County.

76  
77 Mr. Mawyer stated that they received a \$7,500 grant from the Department of Environmental Quality  
78 for recycling education. He stated that they used these funds to create gift packs for first to third  
79 grade students, which they distributed during school visits to RSWA facilities. He stated that  
80 tomorrow, 55 schoolchildren would visit Ivy for a tour and receive gift bags as part of their  
81 experience.

82  
83 Mr. Mawyer stated that they celebrated the holiday season with a team-building event in December.  
84 He stated that they held this event in this conference room and enjoyed a nice lunch together. He  
85 stated that a student from the Darden Business School proposed an idea for an app called Simply  
86 Scraps. He stated that the idea was that users of the app could bring scraps of compost to McIntire  
87 or Ivy and earn points that were redeemable at restaurants in Charlottesville.

88  
89 Mr. Mawyer stated that the program had not started yet, but they would be participating if it came to  
90 fruition. He stated that in their communication and collaboration strategic plan goal, Phil McKalips  
91 and Betsy Nemeth joined forces to create an agreement with WNRN 91.9 to feature public service  
92 announcements on the radio twice a day for special collections and once per day otherwise.

93  
94 Mr. Mawyer stated that their organization aimed to reach out to the community by improving the  
95 visibility of their events through a strategic plan. He stated that they utilized various resources, such  
96 as radio broadcasts, to promote these events. He stated that one significant event was the Spring  
97 Special Collection Days held in April and May, where they accepted a variety of items including

98 electronic waste, household hazardous waste, furniture, mattresses, appliances, and tires on different  
99 days. He stated that this program was free for customers, and both the City and County supported it.

100  
101 Mr. Mawyer stated that last year Mr. Andrews asked about preventing debris on Dick Woods Road  
102 and improving load coverage issues. He stated that to address this, they had created signs that would  
103 be posted at the landfill, reminding haulers to cover their loads. He stated that they also reaffirmed  
104 their commitment to the Adopt-a-Highway program with VDOT, which involved pickups along  
105 Dick Woods Road. He stated that they were ensuring compliance with all VDOT program  
106 regulations. He stated that their efforts had led to progress in resolving this issue.

## 107 108 **6. ITEMS FROM THE PUBLIC**

109 There were none.

## 110 111 **7. RESPONSES TO PUBLIC COMMENT**

112 As there were no items from the public, there were no responses.

## 113 114 **8. CONSENT AGENDA**

115 *a. Staff Report on Finance*

116  
117 *b. Staff Report on Ivy Material Utilization Center/Recycling Operations Update*

118  
119 *c. Staff Report on Administration and Communications*

120  
121 *d. Approval of Contract for Repair and Repaving Asbestos Disposal Area – S.L.*  
122 *Williamson Co.*

123  
124 **At 2:14 p.m., Mr. Andrews moved that the Board approve the Consent Agenda as presented.**  
125 **The motion was seconded by Mr. Pinkston and passed unanimously (7-0).**

## 126 127 **9. OTHER BUSINESS**

128 *a. Presentation and Vote on Approval: Large Clean Fill Program Expansion*  
129 *Phil McKalips, Solid Waste Division Director*

130  
131 Mr. McKalips stated that he would like to present an update on the status of the large clean fill  
132 program and also discuss the future direction for this program. He stated that on the slide was a  
133 photograph that depicted some of the work going on with the large clean fill program. He stated that  
134 on the next slide, the panoramas displayed illustrated the evolution of the clean fill area over time,  
135 reaching its current grade.

136  
137 Mr. McKalips stated that as of January, some capacity remained in the area. He stated that the  
138 current facility area, situated to the north of the landfill disposal cells, was initially designed to  
139 accommodate approximately 290,000 tons of material. He stated that by the beginning of the month,  
140 around 260,000 tons had been received, generating nearly \$900,000 in revenue.

141  
142 Mr. McKalips stated that with roughly 30,000 tons of capacity remaining, additional capacity could  
143 be added by slightly increasing the height to match the road level. He stated that this brought them  
144 up-to-date regarding the usage of this facility until the middle of the next calendar year. He stated  
145 that they had approximately one to one and a half years' worth of continued capacity where they  
146 were currently operating. He stated that the question arose as to what they should do after this  
147 period.

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Mr. McKalips stated that the program had been working well, providing a service to the community. He stated that as a result, they began searching for new areas to expand into at the site. He stated that they identified two potential locations. He stated that one was an existing clean fill area near the transfer station, and the second was a piggyback disposal area. He stated that he would discuss both these options in more detail. He stated that the existing facility had the advantage of using existing roads to access it.

Mr. McKalips stated that both new clean fill areas would require construction of access roads. He stated that the next slide showed an aerial view of the entire development they were discussing. He stated that in the bottom center, one could observe the transfer station, the site entrance, and the existing large clean fill, which had been previously established and had about one year left of capacity. He stated that the other clean fill area had never been filled and would be the first area considered for expansion.

Mr. McKalips stated that they originally thought about bringing the traffic into the site with the transfer station traffic, but it created congestion in an already congested section of roadway at the site. He stated that to effectively utilize this area, he believed installing the Area 1 access road would be necessary. He stated that the area had a capacity of two or three years. He stated that beyond that, there was one significant area yet to be filled, referred to as Area 2.

Mr. McKalips stated that the concept involved piggybacking, which meant constructing on top of existing disposal cells. He stated that this fill area would cover the entire roads and valleys between landfill cells, as demonstrated in the yellow area depicted on the slide. He stated that because that was filling in over the top of the existing roads, they now would not be able to reach the back of the site unless they developed an access road for Area 2.

Mr. McKalips stated that one could see that the future location of the bailing facility was there. He stated that when they started filling in Area 2, to gain access to the bailing facility, to receive vegetation, and to access the leachate pond, or any other infrastructure on the north side of the site, they would need to utilize the Area 2 access road. He stated that Area 1 was located near the transfer station he had shown them.

Mr. McKalips stated that the location had approximately 240,000 tons of new disposal capacity, which would last for about a year or two depending on current usage rates and potentially a little longer. He stated that the return on investment at the current tipping fee of \$3.50 per ton would be around \$840,000. He stated that as he stated earlier, an additional access road was required to manage traffic flow. He stated that the next slide showed a detailed view of the area, where the transfer station was located down below, and the scale house could be found there.

Mr. McKalips stated that to access this area, one would come in from the existing haul road, turn off onto the landfill, and then meet the disposal area there. He stated that like the current large clean fill program, additional stormwater controls had been incorporated into the design. He stated that they already had approved existing stormwater controls at the site; however, due to this being a large open area of fill, they decided it was best to incorporate additional controls.

Mr. McKalips stated that the next disposal area, which represented the last generation of major clean fill disposal, would piggyback on the existing disposal cells by filling in the valleys between them. He stated that this area had a capacity of approximately 750,000 tons and was estimated to

197 last for seven to ten years. He stated that they were looking into a horizon of 10 to 12 or even 15  
198 years of disposal capacity at Ivy. He stated that this would generate around \$2.6 million in revenue.

199  
200 Mr. Mawyer asked if Mr. McKalips could elaborate on what qualified as clean fill.

201  
202 Mr. McKalips stated that clean fill included soil, blocks, bricks, and asphalt. He stated that it could  
203 contain reinforcing steel but could not be sticking out from the concrete. He stated that it was non-  
204 organic, so it did not include roots or sod. He stated that it was referred to as “inert material” in the  
205 County’s ordinance.

206  
207 Mr. Richardson asked what assumption was made in terms of the fee.

208  
209 Mr. McKalips stated that with their existing fee of \$3.50, it was estimated that there would be  
210 750,000 tons disposed over seven to 10 years, so it would result in approximately \$2.6 million.

211  
212 Mr. Andrews asked if they would address the fee at another point in time.

213  
214 Mr. McKalips stated that Ivy had an existing clean fill program that charged \$10 per ton, making it  
215 unattractive for large construction projects such as the VDOT Diverging Diamond project at  
216 Pantops and some at UVA. He stated that the projects often required significant basement  
217 excavations or area fill projects involving thousands of tons of material. He stated that \$10 a ton was  
218 too expensive for contractors dealing with 20,000 – 40,000 tons of material.

219  
220 Mr. McKalips stated that they tended to avoid the program due to the high cost. He stated that they  
221 considered alternative methods and discovered that it was in the contractors’ best interest to provide  
222 the labor themselves for the grading, as well as maintaining the roads using bulldozers and other  
223 equipment. He stated that it came out to cost between \$3 and \$4.

224  
225 Mr. Mawyer stated that they contracted with them to provide large disposals over a limited period,  
226 generally between six and 12 months.

227  
228 Mr. McKalips stated that they wanted the program to be fairly large, because if it was too small,  
229 they would have contractors coming and going. He stated that it only worked well if there was one  
230 contractor managing this large clean fill area, because it would be solely responsible for the site. Mr.  
231 McKalips stated that on the next slide, the image demonstrated how the large fill area would include  
232 filling the valleys between the cells, resulting in a single, monolithic hill. He stated that it would  
233 extend to the east but not far enough to interfere with Dominion's solar project, which would be  
234 constructed on top of this location if market conditions allow.

235  
236 Mr. McKalips stated that the proposed site would provide additional space for further solar capacity  
237 or other future uses at the site. He stated that because they were filling in the roads, they needed to  
238 find ways to create access to the rear of the site, specifically to the north side. He stated that the plan  
239 was to utilize the existing roads in this area as much as possible and then grade and widen the new  
240 road to connect with their current roads at the back of the site. He stated that they were requesting  
241 the board to approve their plan to expand the large clean fill program.

242  
243 Mr. McKalips stated that they identified two potential approaches, which were updating the existing  
244 agreement and having the contractors build access roads as part of their responsibilities or, if that  
245 process was not supported by the Virginia Public Procurement Act, proceeding with a traditional  
246 design, bid process to build the roads. He stated that the first option would result in no additional

247 cost since the contractor would be compensated through the capacity of large clean fill and return to  
248 paying the tipping fee of \$3.50 per ton.  
249  
250 Mr. Andrews asked if they were still deciding between the two options.  
251  
252 Mr. McKalips stated that our legal Counsel was looking at details regarding whether or not they  
253 could accomplish this through special condition portions of the large clean fill agreement that  
254 currently existed.  
255  
256 Ms. Long stated that they were still investigating the matter, but they believed it was possible to  
257 include it. She stated that they wanted to spend more time working with Mr. McKalips and Mr.  
258 Mawyer to ensure everything complied.  
259  
260 Mr. McKalips stated that they acknowledged it was a nontraditional path to move forward, but there  
261 were many benefits to doing it having the contractor managing the clean fill site to build the access  
262 road to the site.  
263  
264 Ms. Long stated given that the newly proposed fill areas were not otherwise accessible without  
265 these roads, their opinion was that it was consistent with the requirement for participants to have an  
266 access road.  
267  
268 Mr. Andrews asked how the contractors were compensated.  
269  
270 Mr. Mawyer stated that they currently paid us \$3.50 per ton. He stated that the contractor was  
271 responsible for completing all the grading and compaction tasks. He stated that if we incorporated  
272 an additional access road into the Clean Fill Agreement, it would require further consideration to  
273 reduce that cost, or they would allocate space for them at the clean fill site at no cost in order to  
274 compensate for building the road.  
275  
276 Mr. Gaffney stated that since the first clean fill area was completed on existing roads, and these  
277 areas were zero-sum, as opposed to them doing it at their cost, whether it be through billing  
278 everyone afterwards or otherwise, they would still aim to net \$3.50 per ton in the long run.  
279  
280 Mr. Mawyer stated that was correct. He stated that whether an area was allocated with a reduced or  
281 zero cost, that would help offset the expense of building the road. He stated that otherwise, the  
282 \$3.50 per ton price beyond that area would remain unchanged. He stated that in a separate area  
283 within that space, they could receive a reduced rate based on the estimated cost of the road and the  
284 requirements following collaboration with the County and other relevant entities regarding road  
285 expenses. He stated that they would balance the two costs and the revenues.  
286  
287 Mr. Andrews asked if it was correct that there was only one hauler at a time.  
288  
289 Mr. McKalips stated yes, that was the intent of the program.  
290  
291 Mr. Andrews asked if that meant that when this was taking place, there would probably be one  
292 hauler who ran it.  
293  
294 Mr. Mawyer stated that they publicly solicited for any contractor to apply for one of these  
295 agreements. He stated that in the past two years, there had only been one applicant. He stated that  
296 there was not an overwhelming demand for this opportunity because it involved a large quantity of

297 10,000 tons to be delivered over a short period of time; consequently, few contractors were  
298 interested in such a program.

299  
300 Mr. McKalips stated that the last applicant was Curtis Construction, and they ended up placing all  
301 their excess clean fill at the 118 interchange. He stated that they were among the parties who  
302 approached them and managed to secure a better cost with VDOT for that fill.

303  
304 Mr. Andrews asked if it included asphalt and other materials.

305  
306 Mr. McKalips stated that it was whatever materials they had in the road construction project.

307  
308 Mr. Richardson asked if Mr. McKalips was requesting the Board to approve the staff's next steps  
309 with the large clean fill program.

310  
311 Mr. Mawyer stated that there were two sites, Area 1 and Area 2, and they would work out with  
312 Counsel to ensure they were following the public procurement process and funding process  
313 correctly before asking the Board to make any decision.

314  
315 Mr. Andrews asked how frequently the rates were set.

316  
317 Mr. McKalips stated that they reviewed and updated the rates annually, posting and re-advertising  
318 them as necessary. He stated that in March, they would have a budget proposal and in May the  
319 Board would be asked to approve the rates. He stated that if they decided the design-build process  
320 was the best way to go and the County was the sole recipient and payer of revenues and costs for  
321 this program because it fell within the Operations cost center, so any associated costs could warrant  
322 a reassessment to whether an adjustment was necessary.

323  
324 Mr. Stewart stated that Mr. McKalips had contacted him a few weeks ago about the concept, and  
325 during their discussion, they explored it generally. He stated that he had raised questions about the  
326 appearance or potential appearance of impropriety regarding the method of directly contracting with  
327 that entity, and recommended consultations with attorneys to ensure compliance with Virginia  
328 Public Procurement requirements.

329  
330 Mr. Stewart stated that those who frequently handle large-scale construction projects understood  
331 that this was a complex world to navigate. He stated that he expressed some concerns, and Mr.  
332 Mawyer had conducted due diligence on this matter. He stated that this morning they exchanged  
333 emails regarding cash flow obligations to the county, timing, and he was supportive of this concept.

334  
335 Mr. Stewart stated that he was concerned about certain details concerning the method of project  
336 delivery and the financial impact and rollout over time that needed further evaluation. He stated that  
337 as a result, his view was that this board might consider requesting staff to reach a definitive point  
338 where they return with a more refined recommendation in terms of both project delivery and the  
339 upfront costs, if any, and revenue impacts to Albemarle County over the next few years.

340  
341 Mr. Mawyer stated that they agreed with Mr. Stewart's recommendation. He stated that the first  
342 consideration was for the board to support expanding the large clean fill program, and then they  
343 could return to the board with the precise method of funding and procurement.

344  
345 Mr. Pinkston asked if it was necessary for them to incorporate this requirement into the resolution  
346 they would approve.

347  
348 Mr. Richardson stated that they were considering expanding the large clean fill program. He stated  
349 that the final details regarding the process would be presented to the Board at a later date.

350  
351 **At 2:36 p.m., Mr. Pinkston moved to approve the large clean fill expansion. The motion was**  
352 **seconded by Mr. Stewart and passed unanimously (7-0).**

353  
354 *(recess RSWA in a JOINT SESSION with the RWSA)*

355  
356 **At 2:37 p.m., Mr. Andrews moved to recess the meeting of the Rivanna Solid Waste Authority**  
357 **Board. The motion was seconded by Mr. Pinkston and passed unanimously (7-0).**

358  
359 **At 3:34 p.m., Mr. Andrews moved to reconvene the Rivanna Solid Waste Authority Board.**  
360 **The motion was seconded by Mr. Sanders, which passed unanimously (7-0).**

361  
362 *a. Presentation: Employee Healthcare and retirement Benefits Overview*  
363 *Betsy Nemeth, Director of Administration and Communications*

364  
365 Ms. Nemeth stated that she would provide an overview of employee healthcare and retirement  
366 benefits. She stated that they worked with an insurance broker named One Digital from  
367 Charlottesville. She stated that they handled their medical, dental, and vision providers. She  
368 stated that they also collaborated with their medical providers when issuing requests for  
369 proposals. She stated that One Digital reworked these proposals based on previous experiences.

370  
371 Ms. Nemeth stated that the company also assisted them with additional health care benefits such  
372 as flexible spending accounts, health reimbursement accounts, and the administrators for their  
373 COBRA program, which was required by law. She stated that for health care, specifically  
374 medical insurance, they used Anthem. She stated that they had been using Anthem for about  
375 eight years. She stated that there were two plans, which were HealthKeepers Health Savings  
376 Account plan and HealthKeepers Point of Service (POS) plan.

377  
378 Ms. Nemeth stated that the first plan was a high deductible one with deductibles of \$3,000 for  
379 employee-only coverage, \$6,000 for employee, spouse, employee, and children, and \$6,000 for  
380 employee and family. She stated that the second POS plan had lower deductibles, which were  
381 \$1,000 for employee-only coverage and \$2,000 for employee plus whomever their dependents  
382 were. She stated that a health savings account was provided to all employees participating in the  
383 HSA plan, and Rivanna contributed to employees' accounts each July.

384  
385 Ms. Nemeth stated that the contributions depended on the type of coverage; an employee  
386 received \$1,000, while an employee and spouse received \$1,500. She stated that in addition to  
387 the health savings account plan, which had a high deductible, there was a health reimbursement  
388 arrangement on the back end. She stated that this arrangement was only provided for employee-  
389 only participants due to IRS requirements. She stated that when reaching their deductible  
390 amount, she stated they would reimburse employees up to \$1,000, covering the range from  
391 \$2,000 to \$3,000 in total expenses.

392  
393 Ms. Nemeth stated that unfortunately, the IRS did not allow them to provide this arrangement for  
394 employees with dependents on the plan. She stated that they offered Flexible Spending Accounts  
395 for participants in the HealthKeepers POS plan. She stated that a Flexible Spending Account  
396 allowed an employee to make a pre-tax deduction into the account, which could be used to pay



397 for healthcare expenses. She stated that this fiscal year, RWSA would contribute about \$1.4M  
398 and RSWA about \$0.3M for employee health insurance.

399  
400 Ms. Nemeth stated that they got a renewal in the month of March, and she expected premiums to  
401 go up. She stated that they provided dental and vision insurance through Ameritas. She stated  
402 that the cost of dental coverage depended on the number of individuals being covered, such as  
403 employee-only or employee with spouse/family. She stated that Rivanna offered complimentary  
404 vision benefits for all employees and their dependents, should they have any. She stated that  
405 presented on the next slide were their medical insurance costs.

406  
407 Ms. Nemeth stated that in the first column it showed what employees paid per month based on  
408 their chosen plan and coverage. She stated that the second column displayed the contributions  
409 made by Rivanna, followed by the total premiums. She stated that the information on the next  
410 slide presented Albemarle County's two plans, City of Charlottesville's three plans, and their  
411 own. She stated that all these entities fell within a similar range regarding employee costs.

412  
413 She stated that the Rivanna Authorities participated in the Virginia Retirement System, which  
414 was a mandatory requirement for all employees working there. Ms. Nemeth stated that  
415 employees could not opt out of participation. She stated that the mandatory contribution was 5%  
416 of their credible contribution, calculated as hourly rate multiplied by 40 hours per week and 52  
417 weeks per year. She stated that Rivanna Water and Sewer currently contributed 8.39% to each  
418 employee's credible contribution in the Virginia Retirement System, while the Solid Waste  
419 Authority contributed 4.86%. She stated that those numbers changed every two years, and she  
420 was slightly surprised that she did not have an update on her desk at the moment.

421  
422 Ms. Nemeth stated that the change would be effective as of July 1, and they hoped to receive  
423 notification regarding the change this month. She stated that the Authorities are also required to  
424 provide VRS participants life insurance equal to two times each employee's annual salary. She  
425 stated that the funding was provided by the Rivanna Authority. She explained that VRS had three  
426 distinct plans: one for participants who began before July 1, 2010, and had at least five years of  
427 service prior to January 1, 2013; a second plan for those with less than five years of service by  
428 January 1, 2013; and a third hybrid plan she would explain in more detail later.

429  
430 Ms. Nemeth stated that approximately 30% of their employees currently participate in Plan 1.  
431 She stated that Plan 1 was a defined benefit plan or pension plan. She stated that when they  
432 retired, they began receiving their pension. She stated that the pension was determined by years  
433 of service, the average of their highest 36 consecutive months of compensation, and a retirement  
434 multiplier of 1.7. She stated that if an employee retired after 30 years of service, they would  
435 receive approximately 51% of their average salary during those 36 months.

436  
437 Ms. Nemeth stated that anyone who joined VRS between July 1, 2010, and December 31, 2013,  
438 or if they were hired before July 1, 2010, but did not have five years of service as of January 1,  
439 2013, participated in Plan 2. She stated that only 6% of their employees were part of Plan 2, so  
440 the eligibility window was quite narrow. She stated that similar to Plan 1, it was a defined benefit  
441 plan, which meant it was a pension plan. She stated that the pension was based on years of  
442 service as well.

443  
444 Ms. Nemeth stated that they extended the period from three years to five years and implemented  
445 a retirement multiplier of 1.65. She stated that consequently, an individual with 30 years of  
446 service retiring would receive a pension equivalent to 49.5% of their average salary during their

447 highest-five-year period. She stated that the hybrid plan was introduced by the Virginia  
448 Retirement System on July 1, 2014.

449  
450 Ms. Nemeth stated that this plan was more complex than the other two options, but 64% of their  
451 employees were participating in it. She stated that the plan combines a defined benefit plan,  
452 which was a pension, and a defined contribution plan, where employees contribute to a 401(a)  
453 account. She stated that the pension was based on years of service, the average of an employee's  
454 highest 60 consecutive months of compensation, and a retirement multiplier of 1%. She stated  
455 that previously, individuals retiring after 30 years of service received a pension equal to 30% of  
456 their highest five-year salary average.

457  
458 Ms. Nemeth stated that in addition, they were eligible to save an extra 4% of their credible  
459 compensation in a hybrid 457 retirement account. She stated that the hybrid retirement plan also  
460 required that the Rivanna Authorities pay for short term and long-term disability insurance. She  
461 stated that VaCo served as their short-term disability insurance company for this purpose, and  
462 the program was administered through Anthem Life. She stated that the same organization  
463 handled the employees' medical insurance needs.

464  
465 Mr. Mawyer stated that over time, all of their employees would be a part of the hybrid plan,  
466 unless VRS changed the structure.

467  
468 Ms. Nemeth stated that most people retiring were out of Plan 1, but it depended on the date of  
469 when someone joined the VRS.

470  
471 Mr. Stewart stated that there was a significant difference between the Rivanna Solid Waste  
472 Authority employees and Water and Sewer Authority employees regarding their employer's  
473 contributions to the VRS. He stated that the disparity amounted to approximately 4%. He asked  
474 what the driver behind this was.

475  
476 Ms. Nemeth stated that it was because the RWSA had hired a large number of additional  
477 employees, which led to increased investments.

478  
479 Mr. Mawyer stated that VRS set those premiums.

480  
481 Mr. Wood stated that in the early 2000s, the Solid Waste Authority had 20 to 30 employees. He  
482 stated that over time, the employee base decreased, so that employer liability on the retirement  
483 side went down. He stated that as new employees were added, the investment base increased. He  
484 stated that right now, Rivanna Solid Waste Authority was unique because they had a net  
485 investment balance rather than a net liability. He stated that this indicates a positive net asset  
486 value. He stated that almost every other political subdivision had a net pension liability.

487  
488 Mr. Andrews stated that on the employee's side, it was primarily determined by years of service  
489 and date of employment.

490  
491 Mr. Mawyer stated that the choice was how much the Authority funded for the health insurance.  
492 He stated that he was unsure of what the Authority used to do, but when he started there in 2016,  
493 the family plan cost about \$800 per month. He stated that he declined to join it and stayed on his  
494 wife's insurance through Henrico County. He stated that they had shifted some of that cost from  
495 the employee to the Authority, so that premium was now about \$400 for the family plan. He  
496 stated that although that amount still remained higher than the City or the County, it was much

497 better than \$800. He stated that they held premiums for their employees even if Anthem raised  
498 its premiums, Rivanna would absorb the increase and would not ask employees to pay more.  
499

500 Mr. Andrews asked if they had considered spousal employers for coverage.  
501

502 Ms. Nemeth stated that they did not require them, and they could still take a spouse on their plan  
503 even if the spouse could get coverage through their employer.  
504

505 Ms. Mallek asked if they had an interval in which they put out the RFP for Anthem.  
506

507 Ms. Nemeth stated that they did it every four years unless they believed they could get better  
508 rates by continuing with Anthem. She stated that they would be notified of the new rates for the  
509 next fiscal year in March, and if they felt the costs were too high, they could go on the market.  
510 She stated that the issue was that if they went to market, they had to share those high numbers, so  
511 she would likely not receive great proposals in return. She stated that if she declined to share  
512 those numbers, the other entities would assume the renewal was terrible and propose increased  
513 rates anyway.  
514

515 Mr. Wood stated that the Authority was different from the City and the County in this way. He  
516 stated that the City and County were self-insured, which allowed them to have control over their  
517 claims data. He stated that in contrast, the Authority did not have control over their data. He  
518 stated that during the last bidding process, they only received one bid because only one company  
519 had access to the necessary data.  
520

521 Mr. Richardson asked how many people were covered by their plan.  
522

523 Ms. Nemeth stated that it was most of the employee population, amounting to 110 individuals.  
524

525 Mr. Richardson asked if dependents were in addition to that.  
526

527 Ms. Nemeth stated yes, in that case it would be over 200 people.  
528

529 Mr. Mawyer stated that family plans were ones with significant expenses for the Authorities.  
530

531 Ms. Nemeth stated that there were 14 families on the HSA plan and 7 on the POS plan, so 21  
532 family plans in total. She stated that in comparison, the monthly cost for an employee on the  
533 family high-deductible HSA plan was \$360, while it was \$454 for the POS plan. She stated that  
534 70 employees were enrolled in the employee-only health plan option. She stated she was  
535 comfortable suggesting that this difference in cost may be a factor in the employees' decision,  
536 and this had a benefit for the organization.  
537

538 Mr. Mawyer asked what the monthly employee premium was.  
539

540 Ms. Nemeth stated that for the HSA plan, the payment was \$5 per month, and on the POS plan,  
541 they paid \$35 per month.  
542

543 Ms. Mallek stated that the family would not be covered in that instance. She stated that it was a  
544 significant advantage for employees with families to have the insurance.  
545

546 Ms. Nemeth stated that in some cases, she suspected that family coverage at other employers

547 might be higher than the one provided by the current employer. She stated that if a spouse was  
548 insured under another employer's plan, it could potentially be more expensive. She stated that  
549 insurance could be challenging.

550

551 *b. Presentation: Strategic Plan Update*

552 *Betsy Nemeth, Director of Administration and Communications*

553

554 Ms. Nemeth stated that their vision is to serve the community as a recognized leader in  
555 environmental stewardship by providing exceptional water and solid waste services. She stated  
556 that their mission is their knowledgeable and professional team serving the Charlottesville,  
557 Albemarle, and UVA communities by providing high-quality water and wastewater treatment,  
558 refuse, and recycling services in a financially responsible and sustainable manner.

559

560 Ms. Nemeth stated that she wanted to share this information but would not read it aloud. She  
561 stated that their values were defined during their new strategic plan. She stated that prior to the  
562 2023 plan, they had integrity, teamwork, respect, and equality. She stated that there were five  
563 priorities: communications and collaboration, environmental stewardship, workforce  
564 development, optimization and resiliency, and planning and infrastructure.

565

566 Ms. Nemeth stated that she would provide an update on communications and collaboration.  
567 Employee volunteering had been a focus since the approval of volunteer time off as a benefit for  
568 employees last July. She stated that they were pleased to report that many individuals  
569 participated in various community service events this year, such as Toy Lift. She stated that their  
570 goal was to continue driving these efforts during the current calendar year.

571

572 Ms. Nemeth stated that regarding education, as depicted in the picture, she knew Mr. Mawyer  
573 had mentioned that a group of students would be visiting the Ivy facility tomorrow. She stated  
574 that on the slide was a picture of the kindergarteners who visited them a couple of months ago.  
575 She stated that community awareness campaigns, such as Imagine a Day Without Water, often  
576 emphasized the importance of various resources, such as water. She stated that the winners had  
577 been announced for that contest, and they were currently planning the next event, "Fix a Leak."

578

579 Ms. Nemeth stated that regarding communications, they added a page on the website dedicated  
580 to PFAS, as they felt it was essential for people to understand this topic that has gained  
581 significant attention recently. She stated that the web page was approximately three pages long  
582 and provided a comprehensive layperson's overview of PFAS.

583

584 Ms. Nemeth stated that their environmental stewardship efforts were evident when visitors came  
585 to their location for meetings; the "no mow" sign indicated that they had a diverse wildlife  
586 population. In the picture, she pointed out a turkey, which was one example of the local fauna.  
587 She stated that she was unsure if there were any baby turkeys present at the time, but there were  
588 now adult turkeys in the area.

589

590 Ms. Nemeth stated that community partnerships played an essential role in their work, such as  
591 the collaboration with Virginia Commonwealth University for their oyster shell reseeded  
592 program in the Chesapeake Bay. She stated that they had successfully increased engagement  
593 hours this year and were planning a new Environmental Education Center, currently in the  
594 planning phase. She stated that she believed it would be quite impressive once it was completed,  
595 and she was eager for them to see it.

596

597 Ms. Nemeth stated that resource conservation had been a recent focus for their construction  
598 projects. She stated that the value engineering program had proven beneficial in terms of  
599 environmental stewardship. She stated that during the meeting for the new administrative  
600 building, they discussed resource conservation methods, such as incorporating solar panels and  
601 other sustainable practices into their buildings.  
602

603 Ms. Nemeth stated that regarding workforce development, implementation of their learning  
604 management system through Paychex had been successful in providing HR training and safety  
605 training. She stated that their leadership development program had concluded with directors, and  
606 now they were planning phase two. She stated that professional development was a crucial  
607 aspect of their organization, and she was quite proud of the team's efforts in this regard. She  
608 stated one of their mechanics, David Jeffries, who was attending school at Valley Vocational  
609 Tech, had received multiple certifications.  
610

611 Ms. Nemeth stated that the certificates with transcripts were astonishing and impressive, as they  
612 attended these classes on their own time after work once or twice a week as part of sponsored  
613 apprenticeship programs. She stated that part of completing the apprenticeship involved  
614 attending school, and last semester, at least half of their mechanics were going to school. She  
615 stated that they also had a staffing master plan, which was updated every five years and  
616 continued to expand their staff.  
617

618 Ms. Nemeth stated that she would next discuss optimization and resiliency. She stated that they  
619 had implemented several measures resulting in cost savings. She stated that at Moores Creek, the  
620 sodium hydroxide dosing monitoring with SCADA had saved them \$70,000 over a period of 84  
621 days. She stated that in the water department, they introduced a Zeta meter that optimized alum  
622 use and had saved them \$26,000 in 2023.  
623

624 Ms. Nemeth stated that for safety optimization, they were now making lockout tagout documents  
625 accessible to teams through CityWorks. She stated that this allowed maintenance personnel  
626 working on equipment to easily access the necessary documentation for lockout tagout  
627 procedures instead of searching for a physical paper copy.  
628

629 Ms. Nemeth stated that the Moores Creek permit had been modified to eliminate weekend work  
630 in the lab downstairs, which would save approximately \$93,000 annually in overtime pay. She  
631 stated that regarding planning and infrastructure, in asset management, CityWorks had been fully  
632 implemented, with the system running at 100%. She stated that all work order requests were  
633 being processed through CityWorks and completed successfully.  
634

635 Ms. Nemeth stated that they had completed some preliminary assessments regarding critical  
636 infrastructure in order to reduce disruptions. They are focusing on knowledge sharing and they  
637 had finished all dam safety training, and the necessary documents are available for easy access  
638 via DocLink. She stated that in knowledge acquisition, over the last six months, they had been  
639 tracking and documenting non-HR or safety-related training to establish a baseline. She stated  
640 that their initial baseline was 500 total hours, which would be adjusted as time progressed.  
641

642 Ms. Mallek asked if they had been able to use the learning management system for onboarding  
643 purposes.  
644

645 Ms. Nemeth stated that they had just begun to do so last Friday. She stated that Paychex has an  
646 application system and onboarding system. She stated that they had posted jobs on Paychex so

647 that when someone went to the Rivanna website, there were links, as well as on Indeed. She  
648 stated that when they hired a person through Paychex, all documents would now go to their  
649 email to be electronically signed. She stated that they would likely do onboarding videos in  
650 person, as there were some videos that warranted discussion, such as workplace expectations.

651

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

653

654 There were none.

655

656 **11. CLOSED MEETING**

657 There was no reason for a closed meeting.

658

659 **12. ADJOURNMENT**

660 **At 4:07 p.m., Mr. Andrews moved to adjourn the meeting of the Rivanna Solid Waste**  
661 **Authority. The motion was seconded by Mr. Sanders and passed unanimously (7-0).**

662

663 Respectfully submitted,

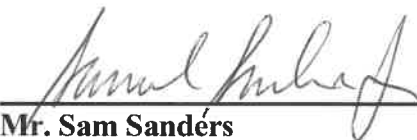
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668



**Mr. Sam Sanders**  
**Secretary - Treasurer**

