



RWSA BOARD OF DIRECTORS
Minutes of Regular Meeting
January 23, 2024

A regular meeting of the Rivanna Water and Sewer Authority (RWSA) Board of Directors was held on Tuesday, January 23, 2024 at 2:15 p.m. at Rivanna Administrative Building, (2nd Floor Conference Room), 695 Moores Creek Lane, Charlottesville, VA 22902.

Board Members Present: Mike Gaffney (participating remotely), Jeff Richardson, Lauren Hildebrand, Gary O’Connell, Ann Mallek, Brian Pinkston, Samuel Sanders.

Board Members Absent: None.

Rivanna Staff Present: Bill Mawyer, Lonnie Wood, Jennifer Whitaker, David Tungate, Betsy Nemeth, Andrea Bowles, Jacob Woodson, Deborah Anama, Leah Beard, George Cheape.

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

1. CALL TO ORDER

Mr. Sanders called the January 23, 2024, regular meeting of the Rivanna Water and Sewer Authority to order at 2:39 p.m.

Mr. Pinkston moved to allow Mr. Gaffney to remotely participate in the meeting. The motion was seconded by Mr. Richardson and passed 6-0-1, with Mr. Gaffney abstaining from the vote.

Mr. Gaffney stated that he could not attend the meeting since he was located in Cape Coral, Florida.

2. AGENDA APPROVAL

Mr. Pinkston moved to approve the agenda. The motion was seconded by Mr. O’Connell and passed unanimously (7-0).

3. MINUTES OF PREVIOUS BOARD MEETING

a. Minutes of Regular Board Meeting on December 12, 2023

Mr. Pinkston moved the Board to approve the minutes of the December 12, 2023 meeting. The motion was seconded by Mr. Richardson and passed unanimously (7-0).

4. RECOGNITIONS

There were no recognitions.

5. EXECUTIVE DIRECTOR’S REPORT

47 Mr. Mawyer stated he was pleased to introduce their new Human Resources Manager, Leah
48 Beard. He stated that Ms. Beard came to them from the UVA Credit Union and held a master's
49 degree in public administration from Old Dominion University. He stated that they were thrilled
50 to have Leah join their team as the Human Resources Manager.

51
52 Mr. Mawyer stated that he would also introduce George Cheape. He stated that Mr. Cheape had
53 been with Rivanna for five and a half years as an Engineering Construction Inspector, and was
54 recently promoted to be the Safety Manager. He stated that the previous safety manager left to
55 join the Virginia Health Department, and Mr. Cheape was selected as the new Safety Manager
56 through a competitive interview process. He stated that Mr. Cheape would serve both the Water
57 and Sewer and the Solid Waste Authorities. He stated that Mr. Cheape was an elected official in
58 Nelson County, serving on the school board.

59
60 Mr. Mawyer stated that they celebrated the holidays in December with a team-building lunch
61 event. He stated that several of their water treatment facilities received the Water Fluoridation
62 Quality Award from the Virginia Department of Health's Office of Drinking Water. He stated
63 that they received an award for the Crozet, North Rivanna, Observatory, and Scottsville Water
64 Treatment Plants for meeting the criteria set by the health department.

65
66 Mr. Mawyer stated that three operators obtained higher state licenses. He stated that Daniel
67 Hunter passed his Class 2 Wastewater Operator License, Schuyler Deal passed his Class 3
68 Wastewater Operator License, and Seth Marshall passed his Class 1 Water Operator License,
69 which was the highest level for a Water Operator in the state. He stated that they congratulated
70 all three individuals for their achievements.

71
72 Mr. Mawyer stated that the State Water Control Board was considering new regional water
73 supply regions across the state, and proposed to include Albemarle and Charlottesville in a
74 region with Louisa, Greene, Buckingham and Fluvanna Counties. He stated that the current
75 water supply plan was approved in 2018 for Albemarle County, Charlottesville, the Albemarle
76 Service Authority and town of Scottsville.

77
78 Mr. Pinkston asked if they had considered the potential implications of this for the organization.

79
80 Mr. Mawyer stated that the Board was provided a presentation on long-range planning in June
81 2023, which suggested that regionalism might become a topic in the future. He stated that he was
82 unaware of the reason for this proposed change to the water supply regions. He stated that they
83 did not know what the State Water Control Board had in mind regarding regionalism. He stated
84 that their community water supply plan included reservoirs and pipelines to support only the
85 Albemarle/Charlottesville/Scottsville community. He stated that he could not imagine a major
86 shift away from this approach. He stated that when discussing the future with others, he referred
87 to the "big box" approach where smaller localities need to connect with larger ones to afford
88 utilities such as water and wastewater services. He stated that whether this approach would be
89 emphasized in regionalism remains to be seen.

90
91 Mr. O'Connell stated that he would assume this was happening all around the state.

92

93 Mr. Mawyer stated yes.

94

95 Mr. O’Connell asked if the connection between localities was related to their watershed
96 locations.

97

98 Ms. Whitaker stated that the plans were moderately connected to watersheds.

99

100 Mr. Mawyer stated that the budget schedule was approaching. He stated they had met with the
101 Board subcommittee, which included Mr. O’Connell and Ms. Hildebrand, to discuss the
102 proposed FY 25 - 29 capital improvement plan. He stated that next month, they would meet with
103 the subcommittee again to review the proposed operating budget. He stated that in February, they
104 would present the capital improvement plan to the Board, and in March, they would present the
105 operating budget. He stated that a public hearing would be held in May when the total budget
106 would be considered for approval.

107

108 Mr. Mawyer stated that although drought was not a significant issue at present, rainfall levels
109 were about 35% below normal in 2023. He stated that over the three-year period of 2021, 2022,
110 and 2023, they were about 16% below normal. He stated that recent rainfall had been substantial.

111

112 Mr. Mawyer stated that all reservoirs were now 100% full except for Ragged Mountain and
113 Sugar Hollow. He stated that Ragged Mountain was approximately 96% full. He stated that they
114 had been transferring water from Sugar Hollow Reservoir to Ragged Mtn Reservoir since
115 December 9. He stated that by summer, they planned to have all reservoirs filled. He stated that
116 Sugar Hollow Reservoir was not full because a pneumatic connector malfunction caused the dam
117 bladder to deflate last week and allowed about 5 feet of water to be released from the reservoir.
118 He stated that the bladder was re-inflated on the same day it deflated, which occurred on January
119 17, 2024.

120

121 Mr. O’Connell asked if the deflation happened immediately. Mr. Mawyer stated that the
122 deflation occurred within about 45 minutes.

123

124 Mr. Mawyer stated that they had concluded their collaboration with the City and the Albemarle
125 County Service Authority for the Imagine a Day Without Water program, and had received many
126 interesting artworks from local students. He stated that the theme was to “tell us your action to
127 save water”.

128

129 Mr. Mawyer stated that he would report on the Rivanna wastewater pump station issues that
130 occurred on January 9. He stated that they had a media release and had informed the Board of the
131 situation, but he would provide more information. He stated that there were two large pump
132 stations at Moores Creek, which were the Moores Creek Pump Station and the Rivanna Pump
133 Station. He stated that the yellow area shown on the map represented the norther areas of the
134 City and County served by the Rivanna Pump Station, which was their largest wastewater
135 pumping station, serving approximately 60% of the urban area.

136

137 Mr. Mawyer stated that the Rivanna Pump Station was built in 2017. He stated that it had a
138 capacity to pump 53 million gallons per day and served the primary purpose of lifting

139 wastewater about 100 feet vertically to the headworks and the beginning of the treatment process
140 facilities. Mr. Mawyer stated that the pump station did not perform treatment; instead, it
141 transferred wastewater from lower to higher levels. He stated that by observing the bird's-eye
142 view of the site, he pointed out that there was a wet well in the center of the pump station. He
143 stated that water entered the facility from the north through a 60 inch pipe arrow and flowed into
144 the wet well before passing under the pumping area of the two dry pumping rooms. He stated
145 that the 2 pump rooms were designed to be dry.

146

147 Mr. Mawyer stated that on January 9, there was a failure that caused the dry areas to become
148 submerged, and they remained so to this day as they attempted to pump them out. He stated that
149 they had to maintain service as approximately 6 million gallons of wastewater arrived at the
150 station on an average day; however, during rainfall, this amount increased significantly. He
151 stated that regarding the flow control gates in the wet well, a picture from 2017 was provided to
152 show what the gates and wet well covers looked like when they were built. He stated that the
153 series of gates could be seen in the image provided.

154

155 Mr. Mawyer stated that there were three channels at the bottom of the wet well that enabled them
156 to control flow. He stated that it entered through a 60-inch pipe. He stated that at the top of the
157 page, there was a flow gate that was designed to control flow into the wet well. He stated that
158 one of the issues they discovered was that when they realized the station was taking on water and
159 attempted to close that gate, it would not fully close. He stated that this had been part of their
160 challenge as they were unable to stop the incoming flow.

161

162 Mr. Mawyer stated that another image from 2017 showed what the pump rooms normally look
163 like. He stated that the spaces were tall, and the pipes extended vertically in the space to lift
164 wastewater from its initial elevation to a higher elevation at the headworks. He stated that next
165 was a view of the pump room again, displaying the vertical piping because they were going to
166 show the water level where it currently was on that piping.

167

168 Mr. Mawyer stated that they had two pump rooms, each containing three wastewater pumps. He
169 stated that two of the pumps were capable of pumping 13 million gallons a day individually, and
170 the smaller one pumped 7 million gallons. He stated that the different pumping capacities served
171 a purpose, which was that if there was low flow in the pump station, the smaller pump operated,
172 and the larger pumps would activate if the flow in the pump station increased. He stated that they
173 had variable frequency drives on these pumps, allowing them to operate at different speeds to
174 pump differing volumes of wastewater.

175

176 Mr. Mawyer stated that as more wastewater entered the station, the pumps increased their speed.
177 He stated that when the smaller pump reached its capacity, it stopped, and the larger one took
178 over. He stated that if the flow increased further, up to 13 million gallons, additional pumps in
179 series were activated based on the water inflow. He stated that their supervisory control and data
180 acquisition (SCADA) system provided an elaborate computer-controlled orchestration of which
181 pump was active and at what capacity.

182

183 Mr. Mawyer stated that they had six pumps in total, and after the submergence event, they could
184 see the vertical piping and the pumps were submerged. He stated that in one of the pump rooms,

185 the wastewater had risen to such an extent that their consultant used a camera on a pole to
186 capture the image. He stated that the red and white dots shown in the photo indicated the gates'
187 position. He stated that water should not have reached that height in the wet well; however, by
188 January 10, it had. He stated that the station was filled with wastewater.

189
190 Mr. Mawyer stated that to address this issue, they decided to build a temporary bypass system.
191 He stated that they initially utilized the equipment they had immediately available and installed a
192 smaller system with the pumping capacity of about 10 million gallons per day. He stated that on
193 the trailer in the photo, they could see temporary piping being transported by trucks and tractors
194 to facilitate its installation. He stated that they excavated on the entrance side of the building
195 where a large wastewater pipe exited the pump station. He stated that part of the bypass involved
196 placing a pump in the wet well and running a pipe around the building before connecting it to the
197 permanent piping that exits the structure.

198
199 Mr. Mawyer stated that on January 13, they brought in the manifold for installation. He stated
200 that to tie into that pipe, they disassembled it, raised it to ground elevation, and added a
201 connector at ground level. He stated that their staff, along with various contractors, worked
202 around-the-clock in the harsh cold to build this connection. He stated that they had already made
203 progress on the project. He stated that there were two temporary pipes connected from the wet
204 well to the permanent underground piping leading to the headworks.

205
206 Mr. Mawyer stated that they could not handle 50 million gallons initially with this system, and
207 could only manage around 10 to 15 million gallons per day. He stated that larger temporary
208 pumps were brought in by a contractor, Godwin Pumps, along with the necessary controls for
209 these pumps. He stated that staff was assembling temporary bypass piping in the snow and cold
210 conditions, requiring a crane to handle the large pumps which were lowered into the wet well. He
211 stated that the large pipes emerging from the wet well indicated the scale of this equipment.

212
213 Mr. Mawyer stated that a photograph taken on January 19 showed the vertical chimney pipe
214 connected to a temporary pump placed within the wet well. He stated that the initial challenge
215 involved removing the channel covers in the wet well to allow installation of larger pumps
216 below the covers. He stated that the large pipes to the right of the pump station were 36 inches in
217 diameter. He stated that water was pumped out through the system.

218
219 Mr. Mawyer stated that the water flowed via a pipe located to the right of the pump station,
220 which consisted of 36-inch pipes. He stated that to reach the manifold at the bypass connection
221 point, a larger connector must be installed. He stated that wastewater was pumped into the
222 backwash basin, a circular structure, and then flowed to the Moores Creek Pump Station. He
223 stated that from there, it was pumped to the headworks.

224
225 Mr. Mawyer stated that previously, water was introduced into the permanent force main and the
226 backwash basin, ultimately reaching the Moores Creek Pumping Station. He stated that
227 unfortunately, for approximately one day, water had to be pumped into Moores Creek near that
228 location to facilitate sufficient wastewater removal from the pump station to enable the
229 installation of larger pumps. He stated that it was specifically from January 18 at 11:59 a.m. until
230 2:00 p.m. the following day, January 19. He stated that approximately 6.2 million gallons were

231 pumped into Moores Creek during this 26-hour period.

232
233 Mr. Mawyer stated that it was unfortunate, and they maintained full contact with DEQ, keeping
234 them informed, as well as the Health Department. He stated that they contacted Fluvanna County
235 downstream and Lake Monticello. He stated that Moores Creek flowed to the Rivanna River
236 which flowed to the James River, and was the water supply for Lake Monticello. He stated that
237 although 6 million gallons of wastewater may be significant, at this time there were about 420
238 million gallons flowing in the Rivanna River at the Palmyra gauge, and about 4.5 billion gallons
239 flowing in the James River.

240
241 Mr. Mawyer stated that to emphasize the significance of their discharge into Moores Creek
242 without minimizing the importance, he stated that such situations are relative. He stated that
243 when considering the City of Richmond's response to large storms, they released hundreds of
244 millions of gallons of wastewater into the James River due to their combined sewer system. He
245 stated that this system combined rainwater and sewage in a single pipe, overwhelming their
246 wastewater treatment plant during heavy precipitation. He stated that the City was currently
247 addressing this issue with a multi-billion dollar program, receiving assistance from the state.

248
249 Mr. Pinkston asked if it was correct that roughly 6 million gallons were released in the course of
250 the day.

251
252 Mr. Mawyer stated yes, it was 6.2 million gallons over a 26-hour period.

253
254 Mr. Pinkston asked if that was the total number of gallons.

255
256 Mr. Mawyer answered yes. He stated that as of yesterday, they still had water in the dry pump
257 spaces. He stated that the vertical piping, some of which could be seen in the pump rooms, still
258 had water. He stated that they needed to get the larger pumps installed as part of their ongoing
259 efforts. He stated that then, they could drain the entire facility and complete a thorough
260 investigation into the root causes of the submergence.

261
262 Mr. Mawyer stated that they must determine if the piping had ruptured in the pump room
263 allowing water to enter. He stated that they knew that one gate malfunctioned, but it did not fully
264 explain how water reached the dry area. He stated that they did not know if there was a pipe
265 break or if the controls were ineffective, causing pumps to operate improperly.

266
267 Mr. Mawyer stated that they suspected the Rivanna River contributed to the excess water by
268 flowing into manholes in Riverview Park. He stated that as soon as they could access the pump
269 rooms for inspection, they would have a clearer understanding of the situation and identify
270 necessary repairs. He stated that they could not determine in the pump room whether the pumps
271 were blown out or if the piping had ruptured. He stated there were anecdotal stories regarding
272 this issue.

273
274 Mr. Mawyer stated that the pumps were not intended to be submerged in water, but some of
275 them operated for several days, at least intermittently after that, which was remarkable. He stated
276 that they had one that would run, and it created a large swirl in the visible wastewater, which led

277 them to believe there might be a leak in the piping. He stated that it appeared as if the water was
278 either recirculating or coming directly out of the pipe. He stated this was anecdotal information;
279 they did not know for certain yet. He stated that once the pump station could be dewatered and
280 inspected, they would have a clearer understanding of what happened.

281

282 Mr. Pinkston asked if water from the river entered the manholes and contributed to
283 overwhelming the system.

284

285 Mr. Mawyer stated that there was a large 60-inch sewer line that went into the Rivanna Pump
286 Station, and this line followed the Rivanna River through Riverview Park. He stated that on the
287 map displayed, the white area between the green park was where the tunnel was located. He
288 stated that between the pump station and the tunnel, the system proceeded through Riverview
289 Park and continued northward to Darden Towe Park. He stated that it then followed the yellow
290 area shown earlier, almost reaching Greene County.

291

292 Mr. Mawyer stated that numerous connections linked these areas together. He stated that the
293 major interceptor passed through this region as well, and each round yellow symbol represented
294 a sewer manhole. He stated that in the center image on Riverview Park, water from the river
295 could be seen on the walking path. He stated that their manholes were situated near that path. He
296 stated that they had data indicating that the river level rose by 18 feet.

297

298 Ms. Whitaker stated that the river was measured at the South Rivanna gauge. She stated that at
299 the time the photograph was taken, the height was 8 feet. She stated that they knew the South
300 Rivanna River was 10 feet higher than what was shown in the photograph. She stated that the
301 normal flow was typically three to five feet.

302

303 Mr. Mawyer stated that the photograph on the far right, featuring a star, depicted their sewer
304 manhole. He stated that it had been surcharging and overflowing. He stated that when flow was
305 restricted at the pump station, it caused backups in the pipe, leading to discharge from the
306 manholes. He stated that alternatively, if the infiltration north of the manhole was excessive, this
307 could also result in overflow. He stated that river or other streams might infiltrate or inflow into
308 the sewer system, causing surcharges and overflows.

309

310 Mr. Mawyer stated that these issues were still occurring at least for a certain period and that there
311 were instances of overflow happening. He stated that during future large flows entering the pump
312 station, intermittent overflow might occur from the manhole in Riverview Park. He stated that
313 the temporary bypass system was implemented to maintain the process treatment as wastewater
314 continued to arrive every minute. He stated they aimed to keep the process moving forward and
315 address any backflow.

316

317 Mr. Mawyer stated that they had five reported overflow locations. He stated that these instances
318 were reported to the Virginia Department of Environmental Quality. He stated that it was
319 unfortunate that there was flooding in the parks, but that was what happened when a sewer
320 system was overwhelmed. He stated that designing a single system large enough for both
321 rainwater and wastewater would be challenging.

322

323 Mr. Sanders asked if Parks and Recreation had been notified.

324
325 Mr. Mawyer stated yes, both Parks and Rec and the Utilities Department worked to put up
326 barriers so people would avoid the flooded trails in Riverview Park. He stated that their media
327 release also indicated there had been overflows in the parks. He stated that they expected the 10
328 million gallon per day system to be completed and operational by the end of the week. He stated
329 that towards the end of the following week, specifically on February 4 or thereabouts, they aimed
330 to have the 50 MGD system in place.

331
332 Mr. Mawyer stated that if a significant rainstorm occurred and washed them out, it might impact
333 their progress. He stated that nevertheless, it was their hope and plan until they could restore the
334 pump station. He stated that once they had the spaces in the pump station dewatered and
335 completed the 50 MGD bypass system, they would be able to assess the situation inside the
336 pump station and initiate the restoration process. He stated that following the assessment, in
337 February and March, they would focus on testing equipment, inspecting for damages, and
338 identifying any non-damaged components.

339
340 Mr. Mawyer stated that they anticipated that all the pump motors, as electrical equipment that
341 had been underwater, would have to be replaced. He stated that the pumps themselves may or
342 may not need to be replaced. He stated that the controls or electrical equipment would likely
343 have to be replaced. He stated that after the process of ordering and repurchasing the correct
344 equipment, they would install it. He stated that they hoped to be fully restored by the end of this
345 calendar year.

346
347 Mr. Gaffney asked if Mr. Mawyer could provide an understanding of how their insurance
348 coverage may assist them in this situation, even if they did not know the exact cause.

349
350 Mr. Mawyer stated that they did possess property insurance, and Mr. Wood had been involved
351 with the company. He stated that an adjuster had visited the site and assessed it with Mr. Wood.
352 He stated that the property coverage totaled \$100 million for boilers and machinery. He stated
353 that similar to other insurance claims, they must navigate the evaluation process to determine if
354 there was a suitable claim. He stated that they were optimistic that costs would be eligible for
355 recovery.

356
357 Mr. Mawyer stated that if there was an equipment failure, they had coverage. He stated that there
358 was a possibility of an act of God where a massive storm occurred and overwhelmed the system,
359 and this was where insurance eligibility faced challenges. He stated that on that day, they
360 experienced three inches of rain, which was a significant amount, but not excessive. He stated
361 that they suspected something went wrong or malfunctioned with the equipment and controls.

362
363 Mr. Mawyer stated that they knew one gate did not function properly, and whether the controls
364 were sending incorrect messages to the pumps, or a pump or pipe within the pump room failed
365 and allowed water to flow in would be investigated. He stated there was a heating-cooling duct;
366 however, it was only about one foot by two feet in size, and the water rose high enough that it
367 flowed into the dry side from the wet side through the HVAC duct. He stated that the design
368 engineer from Hazen engineers, who originally designed the system, had been on site.

369

370 Mr. Mawyer stated that to address the crucial question of what went wrong, they had not yet
371 determined the exact cause. He stated that they had several theories and approaches, such as
372 whether the pipe failed, the pump failed, or if the controls failed to provide proper directions to
373 their equipment. He stated that they would be able to ascertain the issue more accurately once
374 they drained the wastewater and gained access to the equipment and so that they could inspect it
375 thoroughly. He stated that they were currently coordinating with their insurance provider, VRSA.
376 He stated that an unfortunate event occurred, and they apologized for it.

377

378 Mr. Mawyer stated that they were responding as quickly and effectively as possible to the
379 situation. He stated that their engineering, maintenance, operator staff and information
380 technology team had been working virtually around the clock, particularly during the first week,
381 to establish a bypass system. He stated that the design engineer had been on-site frequently, and
382 they had also recruited numerous contractors who provided valuable assistance in acquiring
383 temporary pumps from various locations across the country.

384

385 Mr. Mawyer stated that the crane was challenging to secure, but everyone had been helpful. He
386 stated that they would like to acknowledge Woolen Mills, their neighbors, for their
387 accommodating nature as the restoration team accessed the site through a back gate and had
388 equipment stacked and parked there on property owned by Woolen Mills as part of their
389 easement. He stated that they posted an emergency procurement on January 9 to grant them the
390 authority to contract with these companies and compensate them for their assistance.

391

392 Mr. Pinkston asked how much wastewater was in the Rivanna River. He stated that he assumed it
393 was not safe to drink.

394

395 Mr. Mawyer stated that they understood that the Rivanna River Company was having a
396 nighttime sauna and river cooling program, so people would get in the river after being in the
397 sauna. He stated that they called the River Company to advise them against holding the program
398 during this time due to their location between Darden Towe and Riverview Parks.

399

400 Mr. Pinkston asked if most of the water coming out of the pump station was ending up in the
401 river.

402

403 Mr. Mawyer stated no, all of the wastewater was coming through and around the pump station
404 and into the treatment system. But if the system became overloaded with wastewater water due
405 to a storm, there could be an overflow in the park.

406

407 Mr. Pinkston stated that he must have misunderstood. He asked Mr. Mawyer to explain the
408 Rivanna service area depicted in yellow on the wastewater map.

409

410 Mr. Mawyer stated that it was the sewer shed.

411

412 Mr. Pinkston stated that the water from that area went down to the pump station, which was 100
413 feet below where it needed to go in the headworks. He asked how the water got where it needed
414 to go if the pump station was not operational.

415
416 Mr. Mawyer stated that the temporary pumps would achieve that. He stated that they placed a
417 hose in the wet well of the permanent pump station. He stated that as displayed on the slide, there
418 was a crooked pipe emerging from the wet well, and they were looking down into it. He stated
419 that at the base of the pipe, there was a single pump. He stated that to the right of the lower
420 corner, there was another pump, which was submerged but pumped water out of the wet well and
421 around the building into the drainage basin, a round circular basin. He stated that they also could
422 pump wastewater into the manifold with two pipes, leading it into the permanent pipe and to the
423 headworks for treatment.

424
425 Mr. O'Connell asked if there was a separate pipe system in the dry wells to pull that out.

426
427 Mr. Mawyer stated no, not yet. He stated that they were going to do the same thing with the 50
428 MGD system. He stated that it would involve larger pumps and pipes to facilitate moving more
429 water from the wet well and the dry pumping areas.

430
431 Ms. Mallek asked if it was correct that at 2 p.m. the next day, the leak had stopped because they
432 had activated the bypass.

433
434 Mr. Mawyer stated that they had activated the bypass, but it was insufficient to bring down the
435 water level in the pump station. He stated that the wastewater system experienced what was
436 known as the diurnal effect. He stated that this occurred at 6 p.m. when people returned home
437 and engaged in activities such as bathing and washing dishes. He stated that consequently, a high
438 volume of wastewater was typically generated at this time of day.

439
440 Mr. Mawyer stated that the phenomenon repeated itself around 6 a.m. in the morning. These
441 were the diurnal surges they encountered. He stated that at the pump station, water flow rates
442 could be doubled or tripled during these peak flow periods. He stated that they faced their
443 greatest challenges with the smaller 10 mgd bypass system during those surges. He stated that
444 when they completed the 50 million gallon per day pumping system, they would be able to
445 manage all surges up to 50 MGD.

446
447 Mr. Mawyer stated that on an average day, approximately 6 million gallons passed through that
448 pump station. He stated that all of the recent wastewater was directed into the treatment process
449 and treated, except for the 26 hours during which some was intentionally discharged to the creek
450 to lower the water level in the pump station. He stated that this discharge allowed them to access
451 the covers above the gates and replace them with larger pumps as they transitioned into
452 completion of the 50 MGD pumping system.

453
454 Mr. Pinkston asked if the 26 hours was potentially impacting the water quality level in the
455 stream.

456
457 Mr. Mawyer stated that it did during the discharge period, but high flows in the stream washed it
458 away. He stated that Mr. Tungate walked along the stream today all the way to the river to check
459 if there was any debris hanging in the trees and so on, and he saw very little; only one five-gallon
460 bucket of debris was collected.

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Mr. O’Connell asked how much time it took for the pumping to reach a point where they could access the pump levels and begin to determine what had occurred with regard to the gates and pumps.

Mr. Mawyer stated that in early February, approximately two weeks from now, they anticipated being able to begin assessing the situation. He stated that the 50 million gallon per day system was expected to be operational by February 4, and this would enable them to lower the water level sufficiently to investigate. He stated they must sanitize and clean the spaces prior to getting anyone in there.

Ms. Mallek stated that after addressing the emergency, they could then consider how to redesign infrastructure based on the lessons learned from water flows and climate change over the past eight years.

Mr. Mawyer stated that he would also like to discuss an issue at the Sugar Hollow Reservoir. He stated that on the slide was a picture of the reservoir, which the City owned. He stated that when it was built, there were steel crest gates on top of the concrete dam. He stated that in 1999, a significant storm caused debris to wash against the gates, rendering them ineffective. He stated that as a result, the reservoir manager had to walk down the walkway and attempt to open those gates to release water during large storms. He stated that it was not a safe or efficient system.

Mr. Mawyer stated that in 1999, an automated inflatable bladder was installed to replace the steel gates. The bladder was replaced approximately two years ago as it had reached the end of its service life. He stated that this bladder inflates to a height of five feet, serving as an alternative to gates for holding back five feet of water in the reservoir, thus increasing water storage capacity. He stated if there was excessive pressure from water attempting to rise over the bladder due to storms or heavy rainfall, it could gradually deflate to reduce the pressure from the water on the concrete dam.

Mr. Mawyer stated that on that particular day, the bladder deflated suddenly because a pipe connection came apart which was part of the pneumatic system responsible for pumping air into and keeping the bladder inflated. He stated that those connectors were flexible due to significant heat and cold changes throughout the year. He stated that for example, on the day it happened, it was 12 or 13 degrees, and this may have contributed to the connector failure.

Mr. Mawyer stated that the fix was implemented the same day; their mechanics reconnected the pneumatic piping and restored the inflation system. He stated they also installed a post support beneath the pneumatic piping to stabilize it as they believed that it might have swayed horizontally and contributed to the connector's separation.

Mr. Mawyer stated that their engineering group had devised a plan for the system manufacturer and design consultant to conduct a thorough review and provide recommendations. He stated that they aimed to prevent such occurrences in the future. He stated that yesterday, their crew inspected the Mormons River below the dam for any potential damage. He stated that VDOT promptly inspected the roads and bridges affected by the event to ensure their integrity. He stated

507 they also had added another device to the connector to prevent horizontal movement.

508
509 Ms. Mallek stated that she was glad to hear the description of the bladder taking the place of the
510 gates, as there were concerns among neighbors. She stated that some people would have liked to
511 have commented today if they had the availability for online public comment. She stated it had
512 become more of a water retention and less of a give-and-take with the river than it was presented
513 to the neighbors back in the 1990s. She stated that they would have more conversations about
514 that going forward, because the upset to the community was that judging by where the new
515 leaves and things were directly east of the pool, they could see how high the water level rose.

516
517 Ms. Mallek stated that it was a miracle no one was on that first bridge. She stated that some may
518 recall Carlton Frasier and Paige Reins who were the ones who crawled along that gate and
519 opened those things by hand in 1995. She stated that it was about to take out the whole dam. She
520 stated that even the vibration of standing on the dam on a good day meant it was no surprise that
521 something would wiggle off the underside.

522
523 **6. ITEMS FROM THE PUBLIC**

524
525 Mr. Bill Emory stated that he resided at 1604 East Market Street in the Woolen Mills
526 neighborhood. He stated that he had resided next to the Moores Creek facility for 36 years. He
527 stated that serving on this Board, they were already aware of the high degree of engineering and
528 administrative excellence within their organization. He stated that the RWSA was exceptional.
529 He stated that he was interested in the Chesapeake Bay, having participated in the public process
530 back in 2010 that created the Total Maximum Daily Load (TMDL).

531
532 Mr. Emory stated that their goal was to restore the bay by 2025, meaning that he would be able
533 to see his feet when standing waist-deep in water. He stated that back in the 1600s, they could
534 see anywhere in the bay regardless of the depth. He stated that the remaining pollutants in the
535 Chesapeake Bay were nitrogen, phosphorus, and sediment. He stated that Rivanna did an
536 excellent job removing these contaminants.

537
538 Mr. Emory stated that he was unsure about which regulatory agency, the DEQ or the EPA, set
539 the allocations for nitrogen and phosphorous; however, Rivanna typically came in at less than
540 half of what they were permitted to discharge. He stated that he had not planned to address the
541 group today, but the City Council received a written report last night and the ongoing strategic
542 plan update, so it seemed like good timing.

543
544 Mr. Emory stated that the Rivanna Pump Station went online in 2017, and it was remarkable how
545 the connection between the pump station and Moores Creek had been facilitated by this facility.
546 He stated that the interceptor pipe was created using a tunnel boring machine. He stated that Mr.
547 Richardson was not on the Board at that time, but many of them were involved, and an
548 impressive machine was used to create the pipe with a diameter that removed 6,000 cubic yards
549 of rock.

550
551 Mr. Emory stated that the pump station was capable of pumping 53 million gallons a day during
552 rain events. He stated that water made its way into sanitary sewers via inflow and infiltration. He

553 stated that as Mr. Mawyer mentioned, from a City Council point of view, it might be a good time
554 to provide Ms. Hildebrand with additional funds to address this. He stated that they had a
555 sanitary sewer and an MS-4 stormwater sewer; however, more attention needed to be given to
556 the sanitary sewer to help homeowners.

557
558 Mr. Emory stated that he recently replaced the terracotta in his yard with 300 feet of hand-dug
559 trenches but there was still a significant amount of terracotta used in the County to drain fields,
560 which overwhelmed the RWSA. He stated that it was unclear how much of this terracotta came
561 from the County and how much came from the City, but it would be helpful to calculate it. He
562 stated that perhaps they could look into it further.

563
564 Mr. Emory stated that on January 9, they experienced three inches of rain for the first time since
565 the completion of the Rivanna Pump Station six years ago. He stated that during this event, the
566 four-foot diameter vertical access pipe on the right bank of the Rivanna, just upstream from the
567 Rivanna River, became surcharged and detached. He stated that then, the Rivanna Pump Station
568 would not function.

569
570 Mr. Emory stated that as the pressure was sufficient to dislodge the 57-inch diameter concrete
571 cap that was on the pipe. He stated he had a video on YouTube where one could see it in action,
572 with water discharging. He stated that he had a few questions regarding this situation since he
573 had not seen any media information about it. He stated that he had written to Tim Gate and to
574 Mr. Mawyer, who responded, but they were quite busy attending to various issues down there.

575
576 Mr. Emory stated that there was not much news coverage about the facility, which was a 40
577 million dollar investment. He asked about the protocol in the event of a sanitary sewer overflow.
578 He asked what the standard operating procedure was for an overflow. He asked if the overflow
579 was monitored during the incident. He stated that considering billions of gallons of fluid were
580 involved, he was not an engineer, but much of the wastewater scoured the area once the river
581 level went down and flowed north, undermining the trail and causing damage to the bank of the
582 river.

583
584 Mr. Emory stated that this was not a minor issue and he wanted to know if the overflow was
585 estimated in terms of gallons discharged. He asked whether the weights of discharged nitrogen
586 and phosphorus were also calculated. He stated that he would ask if they informed the DEQ
587 about these incidents, but he believed Mr. Mawyer had addressed this matter previously. He
588 asked if an incident report was provided and if this information was available to the public. He
589 stated that that a key value in the strategic framework was integrity.

590
591 Mr. Emory stated that RWSA possessed integrity and strived for openness and transparency. He
592 stated that in the future, in the event of a problem, he requested updates because people
593 genuinely cared about this agency. He stated that he had appreciation for Ms. Whitaker's
594 expertise, as they had worked with her for years. He stated that in this case, it seemed like there
595 was a lack of information being shared, which made the situation feel somewhat hidden. He
596 stated that moving forward, he believed clearer communication would be beneficial.

597
598 **7. RESPONSES TO PUBLIC COMMENT**

599 There were none.

600

601 **8. CONSENT AGENDA**

602

603 *a. Staff Report on Finance*

604

605 *b. Staff Report on Operations*

606

607 *c. Staff Report on CIP Projects*

608

609 *d. Staff Report on Administration and Communications*

610

611 *e. Staff Report on Wholesale Metering*

612

613 *f. Staff Report on Drought Monitoring*

614

615 *g. Approval of Engineering Services – Modifications to Reach Additional Pool Level,*
616 *Ragged Mountain Reservoir – Schnabel Engineering*

617

618 *h. Approval to Increase Construction Contingency and Amend Capital Improvement Plan*
619 *– South Rivanna Hydropower Plant Decommissioning Project – English Construction*
620 *Company, Inc.*

621

622 *i. Approval of Engineering Services – North Rivanna Water Treatment Plant*
623 *Decommissioning – Short Elliott Hendrickson Inc.*

624

625 **Mr. Richardson moved that the Board approve the Consent Agenda. Ms. Mallek seconded**
626 **the motion, which passed unanimously (7-0).**

627

628 **9. OTHER BUSINESS**

629

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

631

632 *a. Presentation: Employee Healthcare and retirement Benefits Overview*

633 *Betsy Nemeth, Director of Administration and Communications*

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

639

640 Ms. Nemeth stated that the company also assisted them with additional health care benefits such
641 as flexible spending accounts, health reimbursement accounts, and the administrators for their
642 COBRA program, which was required by law. She stated that for health care, specifically

643 medical insurance, they used Anthem. She stated that they had been using Anthem for about
644 eight years. She stated that there were two plans, which were HealthKeepers Health Savings
645 Account plan and HealthKeepers Point of Service (POS) plan.

646
647 Ms. Nemeth stated that the first plan was a high deductible one with deductibles of \$3,000 for
648 employee-only coverage, \$6,000 for employee, spouse, employee, and children, and \$6,000 for
649 employee and family. She stated that the second POS plan had lower deductibles, which were
650 \$1,000 for employee-only coverage and \$2,000 for employee plus whomever their dependents
651 were. She stated that a health savings account was provided to all employees participating in the
652 HSA plan, and Rivanna contributed to employees' accounts each July.

653
654 Ms. Nemeth stated that the contributions depended on the type of coverage; an employee
655 received \$1,000, while an employee and spouse received \$1,500. She stated that in addition to
656 the health savings account plan, which had a high deductible, there was a health reimbursement
657 arrangement on the back end. She stated that this arrangement was only provided for employee-
658 only participants due to IRS requirements. She stated that when reaching their deductible
659 amount, she stated they would reimburse employees up to \$1,000, covering the range from
660 \$2,000 to \$3,000 in total expenses.

661
662 Ms. Nemeth stated that unfortunately, the IRS did not allow them to provide this arrangement for
663 employees with dependents on the plan. She stated that they offered Flexible Spending Accounts
664 for participants in the HealthKeepers POS plan. She stated that a Flexible Spending Account
665 allowed an employee to make a pre-tax deduction into the account, which could be used to pay
666 for healthcare expenses. She stated that this fiscal year, RWSA would contribute about \$1.4M
667 and RSWA about \$0.3M for employee health insurance.

668
669 Ms. Nemeth stated that they got a renewal in the month of March, and she expected premiums to
670 go up. She stated that they provided dental and vision insurance through Ameritas. She stated
671 that the cost of dental coverage depended on the number of individuals being covered, such as
672 employee-only or employee with spouse/family. She stated that Rivanna offered complimentary
673 vision benefits for all employees and their dependents, should they have any. She stated that
674 presented on the next slide were their medical insurance costs.

675
676 Ms. Nemeth stated that in the first column it showed what employees paid per month based on
677 their chosen plan and coverage. She stated that the second column displayed the contributions
678 made by Rivanna, followed by the total premiums. She stated that the information on the next
679 slide presented Albemarle County's two plans, City of Charlottesville's three plans, and their
680 own. She stated that all these entities fell within a similar range regarding employee costs.

681
682 She stated that the Rivanna Authorities participated in the Virginia Retirement System, which
683 was a mandatory requirement for all employees working there. Ms. Nemeth stated that
684 employees could not opt out of participation. She stated that the mandatory contribution was 5%
685 of their credible contribution, calculated as hourly rate multiplied by 40 hours per week and 52
686 weeks per year. She stated that Rivanna Water and Sewer currently contributed 8.39% to each
687 employee's credible contribution in the Virginia Retirement System, while the Solid Waste
688 Authority contributed 4.86%. She stated that those numbers changed every two years, and she

689 was slightly surprised that she did not have an update on her desk at the moment.

690
691 Ms. Nemeth stated that the change would be effective as of July 1, and they hoped to receive
692 notification regarding the change this month. She stated that the Authorities are also required to
693 provide VRS participants life insurance equal to two times each employee's annual salary. She
694 stated that the funding was provided by the Rivanna Authority. She explained that VRS had three
695 distinct plans: one for participants who began before July 1, 2010, and had at least five years of
696 service prior to January 1, 2013; a second plan for those with less than five years of service by
697 January 1, 2013; and a third hybrid plan she would explain in more detail later.

698
699 Ms. Nemeth stated that approximately 30% of their employees currently participate in Plan 1.
700 She stated that Plan 1 was a defined benefit plan or pension plan. She stated that when they
701 retired, they began receiving their pension. She stated that the pension was determined by years
702 of service, the average of their highest 36 consecutive months of compensation, and a retirement
703 multiplier of 1.7. She stated that if an employee retired after 30 years of service, they would
704 receive approximately 51% of their average salary during those 36 months.

705
706 Ms. Nemeth stated that anyone who joined VRS between July 1, 2010, and December 31, 2013,
707 or if they were hired before July 1, 2010, but did not have five years of service as of January 1,
708 2013, participated in Plan 2. She stated that only 6% of their employees were part of Plan 2, so
709 the eligibility window was quite narrow. She stated that similar to Plan 1, it was a defined benefit
710 plan, which meant it was a pension plan. She stated that the pension was based on years of
711 service as well.

712
713 Ms. Nemeth stated that they extended the period from three years to five years and implemented
714 a retirement multiplier of 1.65. She stated that consequently, an individual with 30 years of
715 service retiring would receive a pension equivalent to 49.5% of their average salary during their
716 highest-five-year period. She stated that the hybrid plan was introduced by the Virginia
717 Retirement System on July 1, 2014.

718
719 Ms. Nemeth stated that this plan was more complex than the other two options, but 64% of their
720 employees were participating in it. She stated that the plan combines a defined benefit plan,
721 which was a pension, and a defined contribution plan, where employees contribute to a 401(a)
722 account. She stated that the pension was based on years of service, the average of an employee's
723 highest 60 consecutive months of compensation, and a retirement multiplier of 1%. She stated
724 that previously, individuals retiring after 30 years of service received a pension equal to 30% of
725 their highest five-year salary average.

726
727 Ms. Nemeth stated that in addition, they were eligible to save an extra 4% of their credible
728 compensation in a hybrid 457 retirement account. She stated that the hybrid retirement plan also
729 required that the Rivanna Authorities pay for short term and long-term disability insurance. She
730 stated that VaCo served as their short-term disability insurance company for this purpose, and
731 the program was administered through Anthem Life. She stated that the same organization
732 handled the employees' medical insurance needs.

733
734 Mr. Mawyer stated that over time, all of their employees would be a part of the hybrid plan,

735 unless VRS changed the structure.

736

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

739

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

744

745 Ms. Nemeth stated that it was because they had hired a large number of employees, which led to
746 increased investments.

747

748 Mr. Mawyer stated that VRS set those premiums.

749

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

756

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

759

760 Mr. Mawyer stated that the choice was how much the Authority funded for the health insurance.
761 He stated that he was unsure of what the Authority used to do, but when he started there in 2016,
762 the family plan cost \$800 per month. He stated that he declined to join it and stayed on his wife's
763 insurance through Henrico County. He stated that they had shifted some of that cost from the
764 employee to the employer, so that premium was about \$400 for the family plan. He stated that
765 although that amount still remained higher than the City or the County, it was much better than
766 \$800. He stated that they held rates for their employees that even if Anthem raised a premium,
767 Rivanna would absorb the increase and would not ask an employee to pay more.

768

769 Mr. Andrews asked if they had considered spousal employers for coverage and have to certify it.

770

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

773

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

775

776 Ms. Nemeth stated that they did it every four years unless they believed they could get better
777 rates. She stated that they would be notified of the new rates for the next fiscal year in March,
778 and if they felt the numbers were too high, they could go on the market. She stated that the issue
779 was that if they went to market, they had to share those high numbers, so she would likely not
780 receive great proposals in return. She stated that if she declined to share those numbers, the other

781 entities would assume the renewal was terrible and propose increased rates anyway.

782
783 Mr. Wood stated that the Authority was different from the City in the County in this way. He
784 stated that the City and County were self-insured, which allowed them to have control over their
785 claims data. He stated that in contrast, the Authority did not have control over their data. He
786 stated that during the last bidding process, they only received one bid because only one company
787 had access to the necessary data.

788
789 Mr. Richardson asked how many people were covered by their plan.

790
791 Ms. Nemeth stated that it was most of the employee population, amounting to 110 individuals.

792
793 Mr. Richardson asked if dependents were in addition to that.

794
795 Ms. Nemeth stated yes, in that case it would be over 200 people.

796
797 Mr. Mawyer stated that family plans were where the significant expenses were.

798
799 Ms. Nemeth stated that there were 14 families on the HSA plan and 7 on the POS plan, so 21
800 family plans in total. She stated that in comparison, the monthly cost for an employee on the
801 family high-deductible HSA plan was \$360, while it was \$454 for the POS plan. She stated that
802 70 employees were enrolled in the employee only health plan option. She stated she was
803 comfortable suggesting that this difference in cost may be a factor in the employees' decision,
804 and this had a benefit for the organization.

805
806 Mr. Mawyer asked what the monthly payment amount was.

807
808 Ms. Nemeth stated that for the HSA plan, the payment was \$5 per month, and on the POS plan,
809 they paid \$35 per month.

810
811 Ms. Mallek stated that the family would not be covered in that instance. She stated that it was a
812 significant advantage for employees with families to have the insurance.

813
814 Ms. Nemeth stated that in some cases, she suspected that family coverage at other employers
815 might be higher than the one provided by the current employer. She stated that if a spouse was
816 insured under another employer's plan, it could potentially be more expensive. She stated that
817 insurance could be challenging.

818
819 *b. Presentation: Strategic Plan Update*
820 *Betsy Nemeth, Director of Administration and Communications*

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

826

827 Ms. Nemeth stated that she wanted to share this information but would not read it aloud. She
828 stated that their values were defined during their new strategic plan. She stated that prior to the
829 2023 plan, they had integrity, teamwork, respect, and equality. She stated that there were five
830 priorities: communications and collaboration, environmental stewardship, workforce
831 development, optimization and resiliency, and planning and infrastructure.

832
833 Ms. Nemeth stated that she would provide an update on communications and collaboration.
834 Employee volunteering had been a focus since the approval of volunteer time off as a benefit for
835 employees last July. She stated that they were pleased to report that many individuals
836 participated in various community service events this year, such as Toy Lift. She stated that their
837 goal was to continue driving these efforts during the current calendar year.

838
839 Ms. Nemeth stated that regarding education, as depicted in the picture, she knew Mr. Mawyer
840 had mentioned that a group of students would be visiting the Ivy facility tomorrow. She stated
841 that on the slide was a picture of the kindergarteners who visited them a couple of months ago.
842 She stated that community awareness campaigns, such as Imagine a Day Without Water, often
843 emphasized the importance of various resources, such as water. She stated that the winners had
844 been announced for that contest, and they were currently planning the next event, "Fix a Leak."

845
846 Ms. Nemeth stated that regarding communications, they added a page on the website dedicated
847 to PFAS, as they felt it was essential for people to understand this topic that has gained
848 significant attention recently. She stated that the web page was approximately three pages long
849 and provided a comprehensive layperson's overview of PFAS.

850
851 Ms. Nemeth stated that their environmental stewardship efforts were evident when visitors came
852 to their location for meetings; the "no mow" sign indicated that they had a diverse wildlife
853 population. In the picture, she pointed out a turkey, which was one example of the local fauna.
854 She stated that she was unsure if there were any baby turkeys present at the time, but there were
855 now adult turkeys in the area.

856
857 Ms. Nemeth stated that community partnerships played an essential role in their work, such as
858 the collaboration with Virginia Commonwealth University for their oyster shell reseeded
859 program in the Chesapeake Bay. She stated that they had successfully increased engagement
860 hours this year and were planning a new Environmental Education Center, currently in the
861 planning phase. She stated that she believed it would be quite impressive once it was completed,
862 and she was eager for them to see it.

863
864 Ms. Nemeth stated that resource conservation had been a recent focus for their construction
865 projects. She stated that the value engineering program had proven beneficial in terms of
866 environmental stewardship. She stated that during the meeting for the new administrative
867 building, they discussed resource conservation methods, such as incorporating solar panels and
868 other sustainable practices into their buildings.

869
870 Ms. Nemeth stated that regarding workforce development, implementation of their learning
871 management system through Paychex had been successful in providing HR training and safety
872 training. She stated that their leadership development program had concluded with directors, and

873 now they were planning phase two. She stated that professional development was a crucial
874 aspect of their organization, and she was quite proud of the team's efforts in this regard. She
875 stated one of their mechanics, David Jeffries, who was attending school at Valley Vocational
876 Tech, had received multiple certifications.

877
878 Ms. Nemeth stated that the certificates with transcripts were astonishing and impressive, as they
879 attended these classes on their own time after work once or twice a week as part of sponsored
880 apprenticeship programs. She stated that part of completing the apprenticeship involved
881 attending school, and last semester, at least half of their mechanics were going to school. She
882 stated that they also had a staffing master plan, which was updated every five years and
883 continued to expand their staff.

884
885 Ms. Nemeth stated that she would next discuss optimization and resiliency. She stated that they
886 had implemented several measures resulting in cost savings. She stated that at Moores Creek, the
887 sodium hydroxide dosing monitoring with SCADA had saved them \$70,000 over a period of 84
888 days. She stated that in the water department, they introduced a Zeta meter that optimized alum
889 use and had saved them \$26,000 in 2023.

890
891 Ms. Nemeth stated that for safety optimization, they were now making lockout tagout documents
892 accessible to teams through CityWorks. She stated that this allowed maintenance personnel
893 working on equipment to easily access the necessary documentation for lockout tagout
894 procedures instead of searching for a physical paper copy.

895
896 Ms. Nemeth stated that the Moores Creek permit had been modified to eliminate weekend work
897 in the lab downstairs, which would save approximately \$93,000 annually in overtime pay. She
898 stated that regarding planning and infrastructure, in asset management, CityWorks had been fully
899 implemented, with the system running at 100%. She stated that all work order requests were
900 being processed through CityWorks and completed successfully.

901
902 Ms. Nemeth stated that they had completed some preliminary assessments regarding critical
903 infrastructure in order to reduce disruptions. They are focusing on knowledge sharing and they
904 had finished all dam safety training, and the necessary documents are available for easy access
905 via DocLink. She stated that in knowledge acquisition, over the last six months, they had been
906 tracking and documenting non-HR or safety-related training to establish a baseline. She stated
907 that their initial baseline was 500 total hours, which would be adjusted as time progressed.

908
909 Ms. Mallek asked if they had been able to use the learning management system for onboarding
910 purposes.

911
912 Ms. Nemeth stated that they had just begun to do so last Friday. She stated that Paychex has an
913 application system and onboarding system. She stated that they had posted jobs on Paychex so
914 that when someone went to the Rivanna website, there were links, as well as on Indeed. She
915 stated that when they hired a person through Paychex, all documents would now go to their
916 email to be electronically signed. She stated that they would likely do onboarding videos in
917 person, as there were some videos that warranted discussion, such as workplace expectations.

918

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

920
921 Mr. Pinkston stated that regarding Mr. Emory’s earlier public comment, he would like to know if
922 Mr. Emory thought there was more that could have been done or should be done in regard to the
923 pump station situation. He stated that as he had learned more about it today, he was less
924 concerned, but it was complicated to explain and the focus had been on fixing it, so he was
925 unsure about what the narrative in the public had been.

926
927 Mr. Mawyer stated that there was a media release about a week later. He stated that he
928 acknowledged they likely took too long to do that.

929
930 Mr. Pinkston stated that he felt that the more that could be shared would be beneficial.

931
932 Mr. Mawyer stated that he agreed. He stated that they were staffing the new Administration and
933 Communication division of the organization to do so.

934
935 Ms. Mallek stated that the more direct and prepared with the information they could be, it would
936 result in a better story.

937
938 Mr. Mawyer stated that he understood; there initially was a mistake regarding the flow rate of the
939 pump station in the press and Ms. Nemeth had to contact them to remedy it.

940
941 *(Adjournment of RSWA Board)*

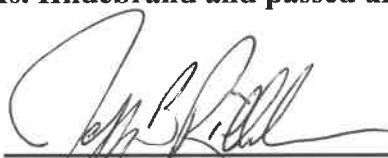
942
943 **11. CLOSED MEETING**

944 There was no reason for a closed meeting.

945
946 **12. ADJOURNMENT**

947 **At 4:08 p.m., Ms. Mallek moved to adjourn the meeting of the Rivanna Water and Sewer**
948 **Authority. The motion was seconded by Ms. Hildebrand and passed unanimously (7-0).**

949
950 Respectfully submitted,



Mr. Jeff Richardson
Secretary - Treasurer

