PRINCE WILLIAM WATER

Calvin D. Farr, Jr., P.E., General Manager/CEO

B. Paul O'Meara, Jr. Chair
Paul Colangelo, Jr., Vice Chair
Marlo Thomas Watson, Secretary/Treasurer
Jim Almond, Member
Dean E. Dickey, Member
Charles A. Grymes, Member
K. Jack Kooyoomjian, Ph.D., Member
Thomas J. Smith, P.E., Member

MINUTES OF BOARD OF DIRECTORS MEETING OF SEPTEMBER 11, 2025

Board Members Present: Paul Colangelo, Jr., Dean E. Dickey (via MS Teams), Charles A. Grymes, K. Jack Kooyoomjian, Ph.D., B. Paul O'Meara, Jr., Thomas J. Smith, Marlo Thomas Watson.

Staff: Calvin D. Farr, Jr., Don Pannell, Ari Nelson, Hari Kurup, Shailaja Poluru, Brian Sipes, Lyle Beefelt, Samer Beidas, Ian Sansoni, Kathy Bentz, Mamoud Kamara, Audrey Arnold, Michelle Miranda, Navdeep Nara, Najee Alleyne, Jim Turner, Jay Vaghani, Tony Piccione, Doug Shoop, Jeanetta Williams, April Bean, and Kim Murray.

Legal Counsel: Mark Viani/Bean Kinney & Korman, P.C.

Guests: Patrick Bracken and Patrice Glasthal/The Segal Co.

Board Members Absent: Jim Almond.

---

1. CALL TO ORDER and GENERAL MATTERS

Chair Colangelo called the meeting to order at 3:58 PM.

Chair Colangelo requested a moment of silence in honor of the remembrance of September 11, 2001.

Chair Colangelo shared this is his last meeting as Chair of Board and expressed gratitude to the staff and members for their support over the past two years.

Mr. Dickey joined the meeting via MS Teams (via telephone) at 3:59 PM from Michigan for personal reasons.

Mr. Farr shared that Prince William County (the County) held their annual 9/11 remembrance ceremony today to honor the 22 county residents who lost their lives on September 11, 2001; Prince William Water flags remain at half-staff in memory of the nearly 3000 lives lost on 9/11.

Mr. Farr announced that this is Kim Murray's last board meeting as executive assistant to the general manager and clerk to the board, with her retirement date set for October 3rd, marking her 12-year anniversary with Prince William Water. A retirement celebration is planned for September 25th and a commendation for her dedication and exceptional years of service will be presented at the January Board Meeting. It has been a great pleasure working with her.

Chair Colangelo thanked Ms. Murray for her years of service.

a) Consideration of Approval of Minutes of June 12, 2025, Board Meeting

Chair Colangelo asked if there were any edits to the minutes from the June 12, 2025, Board Meeting; hearing none, the minutes were approved as presented.

b) Consideration of Announcements by Staff

i. Mr. Farr expressed belated happy birthday wishes to Mr. Smith, Mr. Almond and Mrs. Thomas Watson.

ii. At Places: Mr. Farr noted the following items at Board Members' places: (1) "Swag Bag" from the 2025 Water Academy; (2) Photo of the new signs at the Joyce P. Eagles Operations Center and the Wellington Operations Center; (3) FY2025 Business Accomplishments Report; (4) 2025 Water Quality Reports; and (5) 2025 Total Compensation Study and Paid Parental Leave Benefit presentations.

c) Public Comment Time

No one signed up to address the Board.

2. PRESENTATIONS

a) Presentation: 2025 Total Compensation Study and Paid Parental Leave Benefit.

Mrs. Shailaja Poluru, Director of People and Talent, introduced representatives from the Segal Group, Mr. Patrick Bracken and Patrice Glasthal, who presented the findings of the total compensation study, which included an overview of the study methodology, survey process, and key findings. Discussion held.

Mrs. Poluru proposed a new Paid Parental Leave Benefit for employees. The new benefit offers up to six weeks (225 hours) of paid parental leave for birth, adoption, or foster placement. Discussion held. Mrs. Thomas Watson asked for additional information about the policy when both parents work at Prince William Water. Ms. Poluru explained and will provide additional information to the Board.

3. ACTION MATTER

a) 2025 Total Compensation Study:
i) Approval of the FY2026 Salary Scale Adjustment
ii) Approval of a Paid Parental Leave Benefit

Motion: Mr. O'Meara
Second: Mrs. Thomas Watson
Ayes: O'Meara, Thomas Watson, Colangelo, Dickey (via MS Teams), Grymes, Kooyoomjian, Smith
Absent: Almond

4. CONSENT AGENDA

a) Commend – John "Randy" Trainham
b) Approval of Agreement SA-2601 with William B. Hopke, Co., Inc. for Construction of the Gainesville 36-in Discharge Main Project
c) Belmont Sewage Pumping Station, L17 Project:
   i) Approval of Change Order No. 01 and No. 02 to Agreement SA-2407 with Archer Western Construction, LLC for the Belmont Sewage Pumping Station, L17 Project
   ii) Approval of SA-1905 Change Order No. 01 to Task Order No. 38 with GHD Inc. for Construction Administration and Construction Management Services for the Belmont Sewage Pumping Station, L17 Project

Motion: Mr. O'Meara
Second: Mrs. Thomas Watson
Ayes: O'Meara, Thomas Watson, Colangelo, Dickey (via MS Teams), Grymes, Kooyoomjian, Smith
Absent: Almond

Referring to the change orders for Archer Western Construction, Mr. Dickey sought confirmation of contract language updates previously aimed at addressing concerns related to undiscovered underground conditions and incomplete record documents. Mr. Pannell explained that contractual language is included for designers to verify site conditions, but the scope of investigations was limited in this case. He acknowledged that a more extensive investigation would have been beneficial and agreed on the necessity to assess early on whether a site may require more thorough discovery due to higher potential for unknown elements.

Dr. Kooyoomjian commented on a clause in Task Order No. 38 with GHD Inc. and emphasized the importance of proactive communication with the community in the areas surrounding key projects.

Mr. Smith commented that some community meetings are not well attended. Mr. Pannell clarified that the task order's reference to community outreach pertains to the consultant providing Prince William Water staff with information to support Prince William Water standard operating procedures (SOP) and outreach efforts. He offered to provide the Board more information on the outreach provided as part of the SOP at a future meeting.

5. GENERAL MANAGER'S REPORT

a) Mr. Farr thanked several Board Members for touring the new warehouse facility that is under construction at the Wellington Operations Center (Wellington). Staff appreciated the opportunity to share the new space with Board Members.

b) Mr. Farr shared the 2025 Water Quality Reports have been released, reflecting Prince William Water continued to meet or exceed state and federal regulatory requirements in calendar year 2024. The reports are available on the website and customers received a bill insert with QR codes to access the reports in English or Spanish.

c) Mr. Farr reported Dr. Stanley Grant, Director of the Occoquan Watershed Monitoring Laboratory (OWML), has confirmed that they do not produce a monthly report. However, on a similar subject, the 2025 Annual Report for OWML's research project on the causes—and solutions—of rising sodium concentrations in the Occoquan Reservoir, funded by the National Science Foundation has been released.

d) Mr. Farr provided a summary of the 2025 Water Academy report.

e) Mr. Farr highlighted the Community Outreach team's success in partnering the Prince William County Libraries, Prince William Community Foundation and Prince William County Schools.

f) Mr. Farr covered key updates on Prince William Water's activities in partnership with the US Water Alliance.

g) Mr. Farr reported the Virginia Section of the AWWA WaterJAM conference was held this week in Virginia Beach. He shared his pride in Prince William Water being prominently featured. Prince William Water staff shared their expertise from the keynote opening session to the Viriginia Utility Capital Improvement Program Forum to eight educational presentations across many divisions in the organization. In addition, for the first time in many years, the Prince William Water team from H.L. Mooney Advanced Water Reclamation Facility (Mooney) participated in the Wastewater Operations Challenge and was invited to compete at the upcoming WEFTEC conference next month.

h) Mr. Farr noted staff celebrated Virgina Drinking Water and Wastewater Professionals Appreciation Day with the annual Ice Cream Social on June 30, 2025.

i) Mr. Farr mentioned key staffing updates and reported the annual performance review cycle concluded last month.

j) Mr. Farr referred to the FY2025 Business Accomplishments report at Board Member's places. He noted the report captures the results of key performance indicators, annual business goals, and many other accomplishments by areas of excellence. Mr. Farr highlighted several accomplishments in each area of excellence and thanked the leaders and staff for their outstanding work.

k) Mr. Farr shared that a church in Haymarket has requested a permanent pump and haul permit. Staff anticipates bringing the item to the Board for approval after the Prince William Board of County Supervisors have endorsed the pump and haul permit.

l) Mr. Farr referred to the flyer provided in the Board packages announcing the Annual Trick or Treatment event to be held on October 25th, from 10 AM to 2 PM at Mooney.

m) Mr. Farr announced the 2025 Continuous Improvement & Innovation Exhibition and Awards Expo will be held before the November 13, 2025 Board Meeting. More details to be provided next month.

n) Mr. Farr noted a closed meeting is needed this evening.

6. ATTORNEY'S TIME

Mr. Viani confirmed a closed meeting is needed for two matters under Code of Virginia § 2.2-3711A1, Personnel and § 2.2-3711A19, Security. After the closed session, the Board will have elections.

Chair Colangelo requested a motion to authorize a closed meeting to discuss items under Code of Virginia § 2.2-3711A1, Personnel and § 2.2-3711A19, Security.

Motion: Mrs. Thomas Watson
Second: Mr. O'Meara
Ayes: Thomas Watson, O'Meara, Colangelo, Dickey (via MS Teams), Grymes, Kooyoomjian, Smith
Absent: Almond

7. ADMINISTRATIVE REPORTS

Chair Colangelo asked if Board Members had any comments or questions on the Administrative Reports; there were none. Mr. Beefelt provided a presentation of the Fourth Quarter FY25 financials.

8. CONSIDERATION OF MATTERS PRESENTED BY MEMBERS

Mr. Dickey congratulated staff on the amazing accomplishments for FY25. He requested the OWML produce a periodic report on Water Quality in the Occoquan Reservoir. Mr. Farr noted staff can make the request for the report through the collaborative partnership with other stakeholders. Mr. Dickey expressed his sincere gratitude for Ms. Murray's support and wished her all the best in her retirement.

Mr. Grymes thanked the staff for their feedback on the status of developing a Memorandum of Understanding with the Prince William Department of Parks and Recreation. Regarding the I-66 project, Mr. Grymes asked about potential interference with the existing trail from Manassas Battlefield to Mayhew Park and stressed the need to inform the public about any trail closures. He also sought clarification on assigning 40% to the replacement fund for the Gainesville 36-inch Discharge Main project instead of allocating more to the expansion fund. Mr. Pannell shared a brief explanation on project funding determination. He noted that the Gainesville project involves adding redundancy under the railroad tracks to avoid a single point of failure, with the new pipe sized to accommodate growth and provide reliability if the existing pipe fails.

Mr. Smith thanked everyone for the updates and enjoyed reading the FY25 Accomplishments Report. He inquired if projects are delayed due to the Board recess and if there is potential for remote voting. Mr. Farr responded that staff coordinates closely with the Chair and have the ability to request a meeting if needed.

Mr. O'Meara extended a request for Mr. Pannell to share his thanks to staff that addressed a recent rate payer matter. The rate payer has repeatedly expressed their appreciation for the customer service they received. He also thanked Ms. Murray for all her help during his time on the Board and hopes her next chapter is happy and filled with a lot of rewarding experiences.

Mrs. Thomas Watson thanked staff for the tour of Wellington and congratulated the Community Outreach team for their success. She expressed her appreciation for the amazing customer service from Ms. Murray and shared best wishes in her retirement.

Dr. Kooyoomjian shared his appreciation for Ms. Murray and her dedication and commitment to serving the Board. He wished her all the best in her retirement. He also praised the staff at Wellington for the pride they have in their work and his appreciation for the tour. Dr. Kooyoomjian congratulated Mr. Farr on his assignment to the Chair of the Board of Directors for the US Water Alliance. He also praised the staff for the Platinum 16 Peak Performance Award, noting the significance of being in the top one percent (1%) in the nation. Additionally, he expressed his appreciation for the IT Roadmap and the AI pilot model and being a

Workplace of Choice. Dr. Kooyoomjian requested staff work closely with the County and all the affected parties for the alternate trail routes for the Spinnaker Court project.

Mr. O'Meara thanked Mr. Colangelo for his last two years of leadership.
Mr. Colangelo thanked Ms. Murray for her hard work and contributions at Prince William Water and in the community. He also praised the Wellington staff and all the staff for the work they do every day.

Mrs. Thomas Watson expressed her appreciation to Mr. Colangelo and his service as Board Chair. She also highlighted Dr. Kooyoomjian was selected by Prince William Conservation Alliance to be honored for this year's Hosen Award.

9. CLOSED MEETING

Chair Colangelo announced a closed meeting at 6:08 PM to discuss items under Code of Virginia § 2.2-3711A1, Personnel and § 2.2-3711A19, Security.

Upon conclusion of the closed meeting at 6:29 PM, and in compliance with the Freedom of Information Act, a motion was made by Mr. O'Meara and seconded by Mrs. Thomas Watson to return to an open meeting certifying that to the best of the Members' knowledge, the only matters considered were those that were appropriate to be discussed under Code of Virginia § 2.2-3711A1, Personnel and § 2.2-3711A19, Security.

CERTIFICATION FOR CLOSED MEETING

WHEREAS, the Prince William Water Board of Directors has convened a closed meeting on this date pursuant to an affirmative recorded vote and in accordance with the provisions of the Virginia Freedom of Information Act; and,

WHEREAS, § 2.2-3712 of the Code of Virginia requires a certification by the Prince William Water Board of Directors that such closed meeting was conducted in conformity with Virginia law;

NOW, THEREFORE, BE IT RESOLVED that the Prince William Water Board of Directors hereby certifies that, to the best of each member's knowledge, (i) only public business matters lawfully exempted from open meeting requirements by Virginia law were discussed in the closed meeting to which this certification resolution applies, and (ii) only such public business matters as were identified in the motion convening the closed meeting were heard, discussed or considered in the closed meeting.

Motion:	Mr. O'Meara
Second:	Mr. Smith
Ayes:	O'Meara, Smith, Colangelo, Dickey (via MS Teams), Grymes, Kooyoomjian, Thomas Watson
Absent:	Almond

10. ELECTIONS

Led by general counsel Mark Viani, Board Members followed standard procedures for elections. Mr. Viani explained the process by which the elections would be held.
Mr. Viani opened the floor to nominations for the Office of Chair.

Dr. Kooyoomjian nominated Mr. O'Meara for the Office of Chair.

Hearing no other nominations, Mr. Viani requested a motion to close the floor to nominations for the Office of Chair.

Motion: Mrs. Thomas Watson
Second: Mr. Colangelo
Ayes: Thomas Watson, Colangelo, Dickey (via MS Teams), Grymes, Kooyoomjian, O'Meara, Smith
Absent: Almond

Vote for the Office of Chair: With only one nominee for the Office of Chair, Mr. Viani called for a vote. Mr. Viani noted B. Paul O'Meara, Jr. is elected Chair by acclamation.

Mr. Viani opened the floor to nominations for the Office of Vice Chair.

Mrs. Thomas Watson nominated Mr. Colangelo for the Office of Vice Chair.

Hearing no other nominations, Mr. Viani requested a motion to close the floor to nominations for the Office of Vice Chair.

Motion: Mrs. Thomas Watson
Second: Mr. Smith
Ayes: Thomas Watson, Smith, Colangelo, Dickey (via MS Teams), Grymes, Kooyoomjian, O'Meara
Absent: Almond

Vote for the Office of Vice Chair: With only one nominee for the Office of Vice Chair, Mr. Viani called for a vote. Mr. Viani noted Paul Colangelo, Jr. is elected Vice Chair by acclamation.

Mr. Viani opened the floor to nominations for the Office of Secretary/Treasurer.

Dr. Kooyoomjian nominated Mrs. Thomas Watson for the Office of Secretary/Treasurer.

Hearing no other nominations, Mr. Viani requested a motion to close the floor to nominations for the Office of Secretary/Treasurer.

Motion: Dr. Kooyoomjian
Second: Mr. Colangelo
Ayes: Kooyoomjian, Colangelo, Dickey (via MS Teams), Grymes, O'Meara, Thomas Watson, Smith
Absent: Almond

Vote for the Office of Secretary/Treasurer: With only one nominee for the Office of Secretary/Treasurer, Mr. Viani called for a vote. Mr. Viani noted Marlo Thomas Watson is elected Secretary/Treasurer by acclamation.

Mr. Viani congratulated the officers for the next year (2025-2026): Chair B. Paul O'Meara, Jr.; Vice Chair Paul Colangelo, Jr.; and Secretary/Treasurer Marlo Thomas Watson.

11. ADJOURNMENT

There being no further business, the meeting was adjourned at 6:34 PM.

Mr. Dickey disconnected from MS Teams at 6:35 PM.

B Paul K
for:

Marlo Thomas Watson
Secretary/Treasurer