

Prince William County Service Authority
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Service Authority

B. Paul O'Meara, Jr., Chairman
Paul Colangelo, Jr., Vice Chairman
Harry W. Wiggins, Secretary-Treasurer
Jim Almond, Member
Dean E. Dickey, Member
Joyce P. Eagles, Member
K. Jack Kooyoomjian, Ph.D., Member
Marlo Thomas Watson, Member

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

MINUTES OF BOARD OF DIRECTORS MEETING OF JULY 14, 2022

Board Members Present : Paul Colangelo, Jr., Dean E. Dickey, Joyce P. Eagles, K. Jack Kooyoomjian, Ph.D., B. Paul O'Meara, Jr., and Harry Wiggins (via telephone).

Board Members Absent : Jim Almond, Marlo Thomas Watson.

Staff : Calvin D. Farr, Jr., Sandra Hardeman, Hari Kurup, Astrid Nelson, Don Pannell, Lake Akinkugbe, Lyle Beefelt, Samer Beidas, Kathy Bentz (virtual), Michael Fox, Debbie Maxwell, Tony Nguyen, Tony Piccione, Brian Sipes, Aziza Kamal, Mikyong Rodgers, April Bean and Kim Murray.

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

Guests : Angela and John White.

1. CALL TO ORDER and GENERAL MATTERS

Chairman O'Meara called the meeting to order at 6:47 PM.

a) Consideration of Approval of Minutes of June 9, 2022 Board Meeting

Chairman O'Meara asked if there were any corrections to the Minutes of the June 9, 2022 Board Meeting; hearing none, the minutes were approved as presented.

b) Consideration of Announcements by Staff

i. Mr. Farr wished happy birthday to Mr. Almond and Mrs. Thomas Watson.

ii. At Places: Mr. Farr noted the 2022 Water Academy rain jackets provided to Board Members at their places.

c) Citizens' Time

There were no citizens attending who signed up to speak.

2. COMMENDATION

a) Commend: Angela C. White

The Chairman requested a motion to approve the resolution.

Motion: Dr. Kooyoomjian moved that the Prince William County Service Authority Board of Directors does hereby commend Mrs. Angela C. White for her dedication and exceptional service to the customers of the Prince William County Service Authority and the citizens of Prince William County and conveys its best wishes for her future happiness.

Second: Mr. Dickey

Ayes : Kooyoomjian, Dickey, Colangelo, Eagles, O'Meara

Absent : Almond, Thomas Watson, Wiggins

Mr. Wiggins joined the meeting at 6:50 PM via telephone (from Arizona for personal reasons).

Mr. Farr welcomed Mrs. White and her husband, John. Mr. Farr read Mrs. White's resolution. Board Members congratulated her on her retirement.

b) Presentation: Recruitment and Retention: Workplace of Choice – Sandra Hardeman, Chief People and Talent Officer

Mrs. Hardeman provided a presentation to Board Members on recruitment and retention at the Service Authority. Discussion was held. Dr. Kooyoomjian advised he is interested in age and gender profiles as well; Mrs. Hardeman offered to share that information with the Board. Mr. Colangelo asked that Board Members be provided a copy of the presentation. Mr. Dickey asked if employees are satisfied with their compensation. Mrs. Hardeman noted staff is working with The Segal Group to conduct a comprehensive review of 65 job titles. Staff has done some benchmarking as they post positions to ensure the Service Authority is aligned where possible. Staff also solicits feedback from employees who leave the organization. Mrs. Hardeman emphasized the Service Authority is benefit rich; she noted that Human Resources staff needs to do a better job of marketing the benefits and advising employees of the value of the entire compensation package. Mr. Farr added he has received positive feedback from employees he's met with at various Service Authority facilities.

Mr. Wiggins asked the status of progress made with Latino populations. Mrs. Hardeman explained staff has made a small increase in hiring in the Latino population; staff is investigating how they can increase exposure. Mr. Wiggins noted CASA (Central America Solidarity Association) is opening an office in Woodbridge; he suggested staff speak with them. Dr. Kooyoomjian discussed opportunities for technical recruiting. Board Members thanked Mrs. Hardeman for the information and congratulated her on the presentation.

3. GENERAL MANAGER'S REPORT

a) Mr. Farr provided a brief COVID update. He explained the reports will be less frequent going forward, as there is less to report. He will keep the Board updated on any significant impacts or developments. Mr. Farr explained how staff is managing supply chain issues – keeping projects on schedule and watching the situation closely.

b) Ice Cream Socials were held June 30 to recognize Virginia's Drinking Water & Wastewater Professionals' Appreciation Day. Mr. Farr thanked Mrs. Eagles for attending the social at the H.L. Mooney Advanced Water Reclamation Facility ("Mooney").

c) Employee Engagement Activities scheduled for this summer include a Doughnuts and Coffee event on July 20 and Kona Shaved Ice food truck visits on August 31.

d) Mr. Farr provided brief statistics regarding the 2022 Water Academy attendees. This was the first in-person Water Academy event since the pandemic began. Participants shared complimentary remarks on the program. Mr. Farr commended Ms. Kathy Bentz and the Communications team on another successful event.

e) Mr. Farr noted he and Ms. Bentz met with Supervisor Andrea Bailey on July 7. They discussed projects in the Potomac District and ways the Service Authority can support disadvantaged communities. Supervisor Bailey asked that the Service Authority look for future partnership opportunities.

f) Mr. Farr advised that staff and Ross Strategic consultants are updating the Board's Vision based on feedback at the Board Vision Work Session in May. The draft should be ready for Board review in July.

g) Mr. Farr mentioned he participated in a podcast (in April) titled "21st Century Water." Staff sent the audio link to Board Members earlier this week; he hoped Board Members had a chance to listen and he welcomed their comments/feedback.

h) Mr. Farr reported he is serving on a panel at the AWWA (American Water Works Association) Transformative Issues Symposium next month. The panel will discuss workforce development strategies along with why and how the principles of Diversity, Equity, and Inclusion can enhance these strategies.

i) Mr. Farr is also participating on the Equity Panel at the Future of Water Summit in August.

j) Mr. Farr noted the Service Authority is a new member of the U.S. Water Alliance. The Alliance and its member organizations work together to educate the nation about the value of water and to advance policies and programs that effectively manage water resources. Staff believes membership in the organization will advance the Service Authority's mission, provide access to new resources, and help elevate water as a national priority.

k) Mr. Farr announced the team at Mooney won the Virginia Water Environment Association's (VWEA) Facility Maintenance Award for 2022. The award recognizes outstanding performance, professionalism, and dedication specific to the maintenance of wastewater treatment equipment and processes. He attributed special credit to Aaron Weatherspoon, who leads the plant's maintenance department and submitted the application.

Look ahead for August:

l) Mr. Farr recommended the Board not have a meeting in August (unless an emergency arises). The regular monthly reports will be mailed (or emailed) to Board Members.

m) Mr. Farr advised a closed meeting is needed.

4. ATTORNEY'S TIME

Mr. Viani noted a closed meeting is needed under Code of Virginia § 2.2-3711A7, Litigation.

Chairman O'Meara requested a motion to authorize a closed meeting to discuss items under Code of Virginia § 2.2-3711A7, Litigation.

Motion: Mr. Dickey
Second: Mr. Colangelo
Ayes : Dickey, Colangelo, Eagles, Kooyoomjian, O'Meara
Absent : Almond, Thomas Watson, Wiggins (remote connection dropped)

5. ADMINISTRATIVE REPORTS

Mr. Akinkugbe provided a brief presentation on the May 2022 Monthly Financial and Operational Report. Discussion was held.

Mr. Wiggins' remote connection resumed.

Mr. Wiggins requested an update on capital improvement project (CIP) WST-110 (Water Storage Tank Rehabilitation Program). Mr. Pannell reported the tank identified in the CIP report needed to be back online by July 1, 2022. The schedule concerns noted in the report were related to delivery and supply chain delays on the specialty valves. He noted the delay was not due to the contractor's performance. Staff is pleased with the quality of the work.

6. CONSIDERATION OF MATTERS PRESENTED BY MEMBERS

Mr. Dickey congratulated Mrs. White on her retirement; he shared his appreciation for her work over the years and wished her all the best. He also referenced Mr. Farr's recent memo regarding his changing the titles for Ms. Nelson and Mr. Pannell. Mr. Dickey believes it is the General Manager's prerogative to make those changes. He reminded the Board that they did vote a while ago to do away with the Chief Operations Officer position. He said he will not ask the Board to take a vote [on the new titles] because it is not necessary; he hopes, without objection, that the current Board says, "Thanks for the information."

Mrs. Eagles recommended all Board Members attend the Service Authority's Water Academy program; staff does a great job.

Mr. Colangelo shared his appreciation to Mr. Farr for making necessary leadership decisions; he has established a great leadership team and Mr. Colangelo looks forward to what the future holds as the leadership team builds the business.

Dr. Kooyoomjian thanked staff for the updated organizational chart. He asked if something will be done with the English Country Gardens property. Chairman O'Meara anticipates having it be an agenda item at the Board's September meeting. Dr. Kooyoomjian mentioned the Battery Heights tank property in Dumfries; Mr. Pannell provided a brief update on a meeting with the developer of the new casino and a member of the Historical Commission regarding transferring some of the casino property for parking spaces to visit the historic property near the tank; he will share further information with the Board. Chairman O'Meara noted the county archaeologist, Mr. Justin Patton, toured the property with the group; he encouraged staff to include him in discussions. He had a lot of ideas for the property and for having access to the site. Mr. Wiggins added that Town of Dumfries Mayor Wood and the Town Council will have more information on the development. Dr. Kooyoomjian noted the chairman of the Historical Commission may be of assistance as well.

Chairman O'Meara noted there will be no August Board meeting unless a need arises. He will ask Policy Committee members for their thoughts about the draft Code of Ethics Policy.

Mr. Dickey would like the Board to recognize the afore-mentioned VWEA maintenance award at Mooney. He asked Mr. Farr to share the Board's congratulations on winning the award.

7. CLOSED MEETING

Chairman O'Meara announced a closed meeting at 8:26 PM to discuss items under Code of Virginia § 2.2-3711A7, Litigation.

Upon conclusion of the closed meeting at 8:39 PM, and in compliance with the Freedom of Information Act, a motion was made by Mr. Dickey and seconded by Mrs. Eagles 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 § 2.2-3711A7, Litigation.

CERTIFICATION FOR CLOSED MEETING

WHEREAS, the Prince William County Service Authority 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 County Service Authority Board of Directors that such closed meeting was conducted in conformity with Virginia law;


NOW, THEREFORE, BE IT RESOLVED that the Prince William County Service Authority 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: Dr. Kooyoomjian
Second: Mrs. Eagles
Ayes : Kooyoomjian, Eagles, Colangelo, Dickey, O'Meara, Wiggins (remote)
Absent: Almond, Thomas Watson

8. ADJOURNMENT

There being no further business, the meeting adjourned at 8:40 PM.

Mr. Wiggins disconnected his call at 8:40 PM.



Harry W. Wiggins
Secretary/Treasurer