Agenda Item: 1	Call the Meeting to Order
Presenter(s):	Chairman
End Time:	
End Time:	6:00 pm
Agenda Item: 2	Roll Call
Presenter(s):	Chairman
Present:	Mr. Thayer, Mr. Taylor, Mr. D. Miller, Mr. Campbell, Mr. Hutton, Mrs. C. Miller and Mr. Hutchinson
Absent:	None
End Time:	6:00 pm
Agenda Item: 3 communication	Prayer and Pledge of Allegiance
Presenter(s):	Mr. Campbell opened the meeting in prayer and led the Pledge of Allegiance.
Beginning Time:	6:01 pm
End Time:	6:02 pm
Agenda Item: 4 communication	Approval of the Agenda
Presenter(s):	Chairman
Beginning Time:	6:02 pm
Potential Conflict(s) of Interest and Abstention(s):	None
Actual Motion:	Approve the Amended Agenda as presented.
Motion By:	Mrs. C. Miller
Second By:	Mr. Thayer
Voting: Ayes:	7
Nays:	0
Abstain:	0
End Time:	6:03 pm
Agenda Item: 4 communication	Closed Meeting
Presenter(s):	Commissioner
Beginning Time:	6:03 pm
Potential Conflict(s) of Interest and Abstention(s):	None

On the Record:		None
Actual Motion:		Motion to Adjourn to Closed Meeting
Motion By:		Mr. D. Miller
Second By:		Mr. Hutchinson
Voting:	Ayes:	7
	Nays:	0
	Abstain:	0
End Time:		6:04 pm

WASHINGTON COUNTY SERVICE AUTHORITY BOARD OF COMMISSIONERS

Closed Meeting November 22, 2021

Mr. D. Miller moved that the Board of Commissioners of the Washington County Service Authority adjourn to Closed Meeting in accordance with the Virginia Freedom of Information Act for

1. Code of Virginia Section 2.2-3711 Paragraph (A) (1) Personnel
Discussion and consideration of prospective candidates for employment for the position of Operations
Management and;

2. Code of Virginia Section 2.2-3711 Paragraph (A) (1) Personnel
Discussion and consideration of the disciplining of a specific public employee of the Washington
County Service Authority.

In addition to the Board of Commissioners the presence of Thomas Dene, WCSA General Counsel and Rusty Little, WCSA Deputy General Manager was requested.

Motion: Mr. D. Miller Second: Mr. Hutchinson

Vote: 7-0

Agenda Item: 5	Return to Open Meeting
COMMUNICATION	
Presenter(s):	Commissioner
Beginning Time:	7;13 pm
Potential Conflict(s) of	None
Interest and Abstention(s):	
On the Record:	None
Actual Motion:	Motion to return to Open Meeting.
Motion By:	Mr. Hutton
Second By:	Mrs. C. Miller
Voting: Ayes:	7
Nays:	0
Abstain:	0
End Time:	7:14 pm

Return to Public Meeting

Mr. Hutton moved that the Board return to Open Session. Second: Mrs. C. Miller; Vote: 7-0

Certification of Closed Meeting

Mr. D. Miller moved that the Board adopt the following resolution:

Whereas, the Board of Commissioners of the Washington County Service Authority 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, Section 2.2-3712 Paragraph D of the Code of Virginia requires a certification by this Authority that such Closed Meeting was conducted in conformity with Virginia law;

And

Now, therefore, be it resolved that the Board of Commissioners of the Washington County Service Authority hereby certifies that to the best of each member's knowledge, (1) 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 (2) only such public business matters as were identified in the motion convening the Closed Meeting were heard, discussed or considered by the Board.

AYE by Mr. Thayer, Mr. Taylor, Mr. D. Miller, Mr. Campbell, Mr. Hutton, Mrs. C. Miller and Mr. Hutchinson

Agenda Item: 7 communication	Public Query and Comment
Presenter(s):	Chairman
Beginning Time:	7:14 pm
Potential Conflict(s) of	None
Interest and Abstention(s):	
Speakers:	Josiah Dewey spoke via phone regarding his grievance.
Discussion:	
Actual Motion:	Motion to deny Josiah Dewey's grievance.
Motion By:	Mr. Hutton
Second By:	Mrs. C. Miller
Voting: Ayes:	7
Nays:	0
Abstain:	0
End Time:	7:22 pm

Agenda Iter		Approval of the Consent Agenda	:
Presenter(s)):	Chairman	
Beginning 7	ime:	7:22 pm	
Potential Co Interest and	onflict(s) of Abstention(s):	None	
Discussion:		None	
On the Reco	ord:	None	
Actual Mot	ion:	Motion to approve the Consent Agenda.	
Motion By:		Mr. D. Miller	
Second By:		Mr. Thayer	
Voting:	Ayes:	7	

Nays:	0	
Abstain:	0	
End Time:	7:23 pm.	
Agenda Item: 9 communication	Legal Counsel Report and Update	
Presenter(s):	Thomas Dene	
Beginning Time:	7:23 pm	
Potential Conflict(s) of Interest and Abstention(s):	None	
Discussion:	Mr. Dene had no report for open meeting.	
Actual Motion:	None	
Motion By:		
Second By:		
Voting: Ayes:		
Nays:		
Abstain:		
End Time:	7:23pm	
Agenda Item: 10 communication	General Manager Report and Update	
Presenter(s):	Rusty Little	
Beginning Time:	7:23 pm	
Potential Conflict(s) of Interest and Abstention(s):	None	
Discussion:	 Mr. Little reported on: Interviews for the Operations Manager Position Board Retreat Cancelation 	
On the Record:	None	
Actual Motion:	None	
Motion By:		
Second By:		
Voting: Ayes:		
Nays:		
Abstain:		
End Time:	7:24 pm	
Agenda Item: 11 communication	Operations Manager Report and Update	
Presenter(s):	Drew Langston	

			<u>.</u>		
Begin	ning Ti	ime:	7:24 pm		
Potent	tial Co	nflict(s) of	None		
Intere	st and	Abstention(s):			
Discus	ssion:		Mr. Langston gave an update on water and	l wastewater operations.	
On the	e Reco	rd:	None		
Actua	l Motio	n:	None		
Motio	n By:				
Secon	d By:				
Voting	g:	Ayes:			
		Nays:			
		Abstain:			
End T	ime:		7:29 pm		

Agenda Item		Engineering Report / Construction Projects Update	
Presenter(s):		Ryan Kiser	
Beginning T	ime:	7:29 pm	
Potential Co Interest and	nflict(s) of Abstention(s):	None	
Discussion:		Mr. Kiser updated the Board on the following projects:	
		Hidden Valley Road Phase 2	
		Abingdon Water Storage Tank Improvements	
		• Line Replacement at Exit 14	
		Galvanized Line Phase 3	
		Water Line Extension Projects for 2021	
		Mill Creek Chlorine Contact Tank Replacement	
		Route 58 Storage Tank Demolition	
		Smyth Chapel Improvements Project	
		Lee Hwy Corridor Sewer Project	
		Mendota Road and Mary's Chapel Road Project	
		Office Improvements – Thompson and Litton	
		Private Development Projects	
		Interest from Russel County to purchase WCSA water.	
On the Reco	rd:	On behalf of the residents of Hidden Valley, Mr. Taylor thanked the Board	
		and staff for the completion of the Hidden Valley project.	
Actual Motion	on:	Reject the bids for Route 58 Water Storage Tank Demolition Project and	
		authorize WCSA to re-bid the project.	
Motion By:		Mr. Taylor	
Second By:		Mr. Hutchinson	
Voting:	Ayes:	7	
	Nays:	0	
	Abstain:	0	

Actual Motion:	Motion to allow permission to advertise the Mendota Road and Mary's
	Chapel Road Project.
Motion By:	Mr. D. Miller
Second By:	Mr. Taylor
Voting: Ayes:	7
Nays:	0
Abstain:	0
End Time:	7:51 pm

Agenda Item: 13	Financial Report and Update
FINANCIAL VIABILITY	
Presenter(s):	Rusty Little
Beginning Time:	7:51 pm
Potential Conflict(s) of	None
Interest and Abstention(s):	
Discussion:	Mr. Little reported on:
	Financial Statements
	Audit
	New Amazon Business Account
	Master Card Platform for small purchases
	CIS System Conversion
On the Record:	None
Actual Motion:	None
Motion By:	
Second By:	
Voting: Ayes:	
Nays:	
Abstain:	
End Time:	7:55 pm

Agenda Item: 14	Human Resource Report and Update
Presenter(s):	Shawn Blevins
Beginning Time:	7:55 pm
Potential Conflict(s) of Interest and Abstention(s):	None
Discussion:	Shawn Blevins discussed the following: OSHA Compliance HR Strategic Plan

On the l	Record:	Mr. Hutchinson expressed his appreciation with OSHA.	to Mr. Blevins for being proactive
Actual I	Motion:	None	
Motion	By:		
Second :	By:		
Voting:	Ayes:		
	Nays:		
	Abstain:		
End Tin	ne:	8:04 pm	

Agenda Item: 15	Consideration of a Bonus and Gift Card for WCSA Employees
Presenter(s):	Rusty Little/Shawn Blevins
Beginning Time:	8:04 pm
Potential Conflict(s) of Interest and Abstentia	of None
Discussion:	For more than 30-years, except for one year (2003), the Board, as part of its employee recognition program, has a gracious tradition of considering a cash gift for WCSA's full- and part-time employees. About 22 years ago, except for one year (2003), the Boards tradition changed to include not only a cash gift but an employee luncheon. In 2009, that gift was increased from \$200 to \$300 after taxes, along with a barbeque lunch. In 2011, in addition to the luncheon, the Board increased the cash gift. The following summary of Board Meeting of the sum summary of Board Meeting of the following summary of Board Meeting of the following summary of Board Meeting of the following summary of Board Meeting of the sum summary of

• 2013—in addition to the luncheon, the Board authorized the following format that in 2016 changed with respect to the amounts:

Part-time employees < 1 year \$150

> 1 year \$250

Fulltime employees < 1 year \$150

1-5 years - \$250

6-10 years - \$150 + \$25/year 11-15 years - \$150 + \$30/year 16-20 years - \$150 + \$35/year

21-25 years - \$150 + \$40/year (capped at \$900)

- 2014—see above format
- 2015—see above format
- 2016—see above format
- 2017—see above format
- 2018—see above format
- 2019—see above format
- 2020— in addition to the luncheon, the Board authorized the following format and amounts (after taxes):

<1 year	\$165.00	
1-5 years	\$275.00	
6-10 years	\$27.50	Per year of service + \$165
11-15 years	\$33.00	Per year of service + \$165
16-20 years	\$38.50	Per year of service + \$165
21-25 years	\$44.00	Per year of service + \$165

Capped at \$990

Part-time < 1 yr.--\$165

Part-time > 1 yr.--\$275

Currently, WCSA has 75 fulltime and 1 part-time employees. Following the 2020 format, the \$25 gift card for a turkey or ham in lieu of the luncheon and cash gift would cost about \$53,000 (\$50,000 cash including taxes and \$3,000 for the gift cards including taxes).

Different Board Members have commented that their thoughts are based, in part, on what other utilities are doing while others Board Members have thought more about how we are performing. Accordingly, we offer the following information for your review:

Comment		Magl	Entros
Company	Bonus	Meal	Extras
John Flanagan	\$750 / employee	Catered Subway	None
Water Authority		meal on site.	
Town of	\$40 per year of	Catered lunch at	None
Abingdon	service.	the Coomes	
		Center with years	
		of service awards	
		presentation.	
BVU	Discretionary	Catered meal on	None
	Performance	site.	
	Bonus up to 5.0%		

Town of Chilhowie	\$350 / employee	On site catered \$50 Food City Christmas dinner. Gift Card and Jacket with Town seal.
Virginia Highlands Airport Authority	Bi-annual bonus based on fuel sales or about \$90/employee	Christmas Banquet at local restaurant None

In the past year, WCSA continues to strive to get better. We humbly outline some of our accomplishments, near misses or ongoing efforts for the Boards consideration:

- 1. Water Quality.
 - a. Attained the VDH Gold Award for the eleventh year in a row. This means water produced is at least three times better than the standards require.
 - b. Achieved satisfactory disinfection byproduct results in the systems served by WCSA source water.
- 2. Safety. Ensuring employees go home in as good or better condition than when they arrived is the top priority for accidents, in our line of work, they do sometimes happen. The question is, why did they happen and what can we do going forward to prevent them. The table below is a summation of the report found in your Board Book each month. For perspective, the two 2020 "Vehicle Accidents", involved cracked windshields due to the truck being struck by tree limbs while traveling down a road.

	OSHA		No-Fault
	Recordable	Vehicle	Vehicle
	Accidents	Accidents	Accidents
2019	5	0	3
2020	1	2	1
Jan - Sept 2021	6	2	0

OSHA recordable accidents are defined as, an injury or illness, if it results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness. You must also consider a case to meet the general recording criteria if it involves a significant injury or illness diagnosed by a physician or other licensed health care professional, even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness.

3. COVID-19—since the onset of the coronavirus (2020), WCSA and its staff have had to make countless adjustments to keep each other safe and to continue the essential services that we provide. Examples include dividing the workforce into two teams, A and B and working 12-hour shifts, one

	person per vehicle, wearing of face coverings, additional sanitization measures, additional (verbal and written) communication with staff, adopting and training on standards issued by the Virginia Department of Labor and Industry, applying for and administering COVID relief funds for past due customers and more. This has been a tremendous undertaking for WCSA staff. 4. Capital Projects—over the course of the past year, WCSA has had more capital under construction than perhaps at any other time. Galvanized Line Phase 3 and Abingdon Water Storage Tanks, Meter Replacement and other projects make up some \$40 million. This was a team effort among Engineering, Meter (including approximately eight part-time meter technicians), Maintenance, and Operations. This does not include more than \$30 million dollars in capital that was under design, which includes Lee Highway Corridor, Mendota Road, Mary's Chapel Road, Chlorine Contact Tanks and several other water line extension projects, our customer information system, continued payroll system conversion and addition of a work order management
	 5. Funding—after years of engagement with at least four separate funding agencies, WCSA was fortunate to receive 100% grant funding for the Mendota Road and Mary's Chapel totaling \$7.1 million dollars. 100% grant for water or sewer projects is unheard of. Had these projects been financed, an estimated \$1.9 million dollars of interest could have been due. Additionally, WCSA was able to secure \$90,000 in grant from Mount Rogers Planning District Commission for the Mill Creek Chlorine Contact Tanks project. 6. Galvanized Line Project—to extend our funding and save money, WCSA took on the bidding, construction and post construction phase engineering and inspection services saving WCSA at least \$210,000 in engineering fees. Ryan Kiser, WCSA Manager of Engineering, along with a team of Resident project Representatives that included Rick Boyd, Steve Barton, Steve Sproles, Larry Thomas, Derrick Hawkins, Jason Mitchell, and Colton
	 Dickson made this possible. 7. Through the procurement process during 2021, WCSA was able to reduce its property and liability premiums without a reduction in coverage which results in savings of \$9,700 for the 2022 fiscal year. 8. Health Insurance. Since converting to a level funded health insurance plan, WCSA has received a total aggregate refund since 2018 of \$865,987 which does not include the Plan year ending 09/30/2021.
On the Record:	Mr. Campbell said employees are the best asset we have and he feels strong we (the Board) go forward (with the recommendation).
Recommendation:	Mr. Taylor spoke in favor of the recommendation. Consider the bonus based on last year's structure, and in lieu of a holiday luncheon, provide a \$25 gift card to each employee for a turkey or ham.
Proposed Motion:	I move that the Board approve a bonus based on last year's structure, and in lieu of a holiday luncheon, provide a \$25 gift card to each employee for a turkey or ham.

Actual Motion	1:	Motion to approve a bonus based on last year's structure, and in lieu of a
		holiday luncheon, provide a \$25 gift card to each employee for use toward
		Thanksgiving or Christmas dinner.
Motion By:		Mr. Hutchinson
Second By:		Mr. Thayer
Voting:	Ayes:	7
	Nays:	0
	Abstain:	0
End Time:		8:10 pm

Agenda Item: 16	Consideration of Amendment to the 2020-2021 Budget Resolution from June
FINANCIAL VIABILITY	28, 2021 (Bennett Increase to \$20,000)
Presenter(s):	Rusty Little
Beginning Time:	8:10 pm
Potential Conflict(s) of Interest and Abstention(s):	None
Background:	The approved FY 2020/2021 budget included \$10,000.00 for engineering services related to water. WCSA currently has \$4,120 billed from Bennett Associates and a total project cost of \$12,400. There could possibly be some additional engineering costs during the fiscal year.
Discussion:	None
On the Record:	None
Recommendation:	Management kindly recommends the Board consider approving the
Proposed Motion:	Motion to approve the 2021-2022 budget amendment to increase water's engineering fees to \$20,000 from the original budgeted amount of \$10,000.
Actual Motion:	Motion to approve the 2021-2022 budget amendment to increase water's engineering fees to \$20,000 from the original budgeted amount of \$10,000.
Motion By:	Mr. D. Miller
Second By:	Mrs. C. Miller
Voting: Ayes:	7
Nays:	0
Abstain:	0
End Time:	8:12 pm

	Consideration of Amendment to the 2020-228, 2021 (Bennett Increase to \$35,000)	2021 Budget Resolution from June
Presenter(s):	Rusty Little	

Beginning Time:	8:12 pm
Potential Conflict(s) of Interest and Abstention(s):	None
Background:	The approved FY 2020/2021 budget included \$14,064 for wastewater engineering services. WCSA currently has \$9,380 billed from Bennett Associates and a total project cost of \$28,000. There could possibly be some additional engineering costs during the fiscal year.
Discussion:	None
On the Record:	None
Recommendation:	Management kindly recommends the Board consider approving the proposed budget amendment as presented.
Proposed Motion:	Motion to approve the 2021-2022 budget amendment to increase waste water engineering fees to \$35,000 from the original budgeted amount of \$14,064.
Actual Motion:	Motion to approve the 2021-2022 budget amendment to increase waste water engineering fees to \$35,000 from the original budgeted amount of \$14,064.
Motion By:	Mr. Hutton
Second By:	Mr. Hutchinson
Voting: Ayes:	7
Nays:	0
Abstain:	0
End Time:	8:13 pm

Agenda Item: 18 FINANCIAL VIABILITY Presenter(s):	Consideration of Amendment to the 2020-2021 Budget Resolution from June 28, 2021 (Taylor's Valley Pumphouse) Rusty Little
Beginning Time:	8:13 pm
Potential Conflict(s) of Interest and Abstention(s):	None
Background:	The approved FY 2020/2021 budget, included \$15,000.00 for improvements of the Taylor's Valley Pumphouse. These funds were not used due to delays in obtaining a Waterworks Construction Permit with the VDH Office of Drinking Water. This permit has now been obtained and Staff requests that the board consider approving a budget amendment of \$15,000.00 for the planned improvements of the Taylor's Valley Pumphouse that are now ready to proceed. The planned improvements are listed below: 1. Removal of Gaseous Chlorine Dosing system 2. Installation of two Sodium Hypochlorite Day Tanks 3. Installation of Bulk Chemical Transfer Plumbing 4. Installation of instrumentation and controls for monitoring and operation

		6. Improvement of Pump-house security (intrusion alarms)
		7. Improvement of Pump-house lighting
Discussion:		None
On the Reco	rd:	None
Recommend	ation:	Management kindly recommends the Board consider approving the proposed budget amendment as presented.
Proposed Mo	otion:	Motion to approve the 2021-2022 budget amendment of \$15,000 for the improvements to the Taylor Valley Pumphouse.
Actual Motio	n:	Motion to approve the 2021-2022 budget amendment of \$15,000 for the improvements to the Taylor Valley Pumphouse.
Motion By:		Mr. Thayer
Second By:		Mr. Hutchinson
Voting:	Ayes:	7
	Nays:	0
	Abstain:	0
End Time:		8:14 pm

Agenda Item:	19	Late Items
COMMUNICATI	ION	
Presenter(s):		Commissioner
Beginning Tin	ne:	8:15 pm
Potential Con	flict(s) of	None
Interest and A	bstention(s):	
On the Record	d :	Mrs. C. Miller asked about the status of the new phone system.
		Mr. Little updated the Board on the recent meeting regarding the new phone
		system.
Actual Motion	1:	None
Motion By:		
Second By:		
Voting:	Ayes:	
	Nays:	
	Abstain:	
End Time:		8:18 pm

Agenda Item: 20 communication	Adjourn
Presenter(s):	Commissioner
Beginning Time:	8:18 pm
Potential Conflict(s) of Interest and Abstention(s):	None
Actual Motion:	Motion to adjourn.

Motion By:		Mr. Taylor
Second By:		Mr. Thayer
Voting:	Ayes:	7
	Nays:	
	Abstain:	
End Time:		8:18 pm

Wayne Campbell, Chairman

Carol Ann Shaffer, Assistant Secretary