

VIRGINIA:

At a regular meeting of the King George County Service Authority Board of Directors, held on Tuesday, the 7th day of March 2023 at 5:30 p.m. in the Revercomb Building Board Room at 10459 Courthouse Drive, King George, Virginia:

PRESENT:

- Allen R. Parker, Jr., Chairman
- Carrie Cleveland, Vice-Chairman
- Cathy Binder, Member
- Annie Cupka, Member
- James Morris, Member
- Chris Miller, County Administrator/Interim General Manager
- Kelly Lackey, County Attorney

0:00:00.0 Chairman: I now call to order this regular meeting of the King George County Service Authority Board of Directors. First we'll have an invocation by Mr. Morris, followed by the Pledge of Allegiance by Mr. Miller. Please stand as you're able.

0:00:24.5 Jim Morris: Let us pray. Lord, we ask your guidance tonight as we conduct the business of the Service Authority. Help us to make decisions that have a positive outcome on this organization, our citizen and our community, in your name we pray. Amen.

0:00:42.5 ALL: I pledge allegiance to flag of the United States of America and to the republic for which it stands, one nation under God, indivisible, with liberty and justice for all.

0:01:08.3 Chairman: Mr. Miller, are there any amendments to the agenda tonight?

0:01:11.6 Chris Miller: No, sir.

0:01:13.4 Chairman: Moving on to public comment. Is there anybody in the audience that would like to make any public comments? Seeing none, Mr. Dines, is there anybody online?

0:01:24.4 Chris Dines: No. Mr. Chairman.

0:01:26.2 Chairman: With that, we will close public comment. Reports of members of the board, Ms. Binder?

0:01:31.0 Cathy Binder: The only thing I wanna mention is I did reach out to DEQ and I'll be

getting a phone number and email address to Mr. Parker, so they can arrange a time that they can come and it, whether it be a work session or a regular board meeting, and we can ask them questions, but we cannot ask questions about anything that does with our DEQ consent order. It's just about the process of water and wastewater and regulations and permitting and just a Q&A session. Thank you.

0:02:01.0 Chairman: Ms. Cleveland?

0:02:04.4 Carrie Cleveland: Yes. Good evening. Just wanna pass on that there was no positive responses in the James Monroe district on the decision for the water and wastewater contract. A lot of my constituents are very upset saying that the board did not make the decision in their best interest, but rather in the best interest of the county. And I just want to make sure that all of our board members know that we are not working for the county, but we are working for the people that we're representing. It shows another financial mismanagement that was not thoroughly thought through for the foreseeable future. I did have an employee reach out to me. It was very disheartening to see that the employees of the service authority were continuing to advise that they're being mismanaged, not given communication, provided leadership or guidance on what their future is gonna look like. And I also wanted to have Mr. Miller, who is the interim general manager and also the county administrator talk about the economic development particularly if the economic development officer was spoken with and if the raise and rates and the additional contract is going to have any adverse effects on getting any companies to come to King George.

0:03:37.7 Chairman: Ms. Cupka?

0:03:38.6 Annie Cupka: Thank you, Mr. Chair. I too had a question for Mr. Miller. Perhaps during your General Manager's report, What steps have been taken to contact employees if you could let us know since we decided to shift and have Inboden become our service provider, What steps have been made to relay that information to employees? And then do we know... Do we have any idea, Has Inboden contacted any employees yet for interviews? So if you could answer that later, please. Thank you.

0:04:22.3 Jim Morris: Like my colleagues, I've received the email from the employee also; still digesting it. On a different note, kind of a personal experience which might benefit some residents, I had an appliance repairman at my house working on some things. We were discussing a funny taste I was getting through the water and ice in my machine. He believes it was something having to do with whatever they lined the braided water line with. And on his recommendation, we changed it to a poly line and I've noticed a marketable improvement to the taste and quality of my water and ice, so I throw that out at anybody that might be having an issue to consider changing your line. Thank you.

0:05:20.1 Chairman: Thank you, Mr. Morris. To wrap this up with my report. I attended a meeting with the Economic Development on potential future development here. Had some discussions on that with regards to water and wastewater. Also had several discussions in meetings with HR and Mr. Miller about the transition. We did work out and all the board members have been informed. We worked out a bonus to employees consisting of two weeks pay plus some coverage for Cobra because of a transition between benefits. There's a 90 day lag between if I'm understanding correctly, between when Inboden's health insurance starts and when they would... When our employees switch over into Inboden, so they'd be on Cobra. My understanding is that Inboden is

paying for the individual Cobra, but for the family portion, we are giving them money so they can cover the family portion of the Cobra payment, I believe. And then finally, I did get the same email from the individual employee while working through that with Mr. Miller and HR because there's several things going on. So we'll leave it at that. And then with that, we'll move on to the consent agenda.

0:06:54.8 C. Cleveland: I move to accept the consent agenda as written.

0:07:00.2 C. Binder: Second.

0:07:01.5 Chairman: We have a motion made and properly seconded. Is there any discussion? All those in favor?

0:07:03.9 C. Binder: Aye.

0:07:04.4 C. Cleveland

0:07:05.6 A. Cupka: Aye.

0:07:06.4 J. Morris: Aye.

0:07:07.5 Chairman: Chair votes aye motion carries. Report from the County Attorney?

0:07:14.5 Kelly Lackey: The contract with Inboden has been executed. I think everyone's aware it has an April 1st start date and we are continuing our discussions with DEQ regarding the consent order. That's all I have for this evening.

0:07:30.3 Chairman: Thank you, Ms. Lackey. Any questions?

0:07:34.8 C. Binder: Mr. Chair, I just wanna clarify for the audience, How long is the contract? Is it three, five years?

0:07:42.1 K. Lackey: It has an initial term of three years, and then there's optional extensions of an additional 15 years possible, but not...

0:07:50.4 C. Binder: Up to 15?

0:07:50.7 K. Lackey: Yes.

0:07:51.3 C. Binder: All right. Thank you.

0:07:55.4 Chairman: We don't have any presentation reports. Action items we need because of the April 1st start date, there's this period between basically probably what? Two days from now and April 1st where we need to extend the contract to cover Inboden 'cause I think it switches over on the 9th, is that correct, Ms. Lackey?

0:08:19.0 K. Lackey: Yes. It expires on the 9th. So the proposed extension is just to cover March 10th through the 31st before that April 1st start date for the full outsourcing of operations.

0:08:35.3 Chairman: Is there any questions, discussions?

0:08:39.5 C. Cleveland: Mr. Chairman have a question. So is the the 10th through the 31st, is it pro-rated then or are they... Okay, thanks.

0:08:47.3 K. Lackey: Yes, it is pro-rated for the 21 days instead of the 30 or 31 we would normally have in a month.

0:08:55.0 Chairman: Are there any other questions? If not, I'll entertain a motion.

0:09:01.7 C. Cleveland: I move to extend the interim wastewater contractor in charge services through March 31st.

0:09:13.3 C. Binder: Second.

0:09:14.6 Chairman: We have a motion made and seconded. All those in favor?

0:09:18.0 C. Binder: Aye.

0:09:18.5 C. Cleveland: Aye.

0:09:18.6 A. Cupka: Aye.

0:09:18.9 J. Morris: Aye.

0:09:18.9 Chairman: Chair votes, Aye, motion carries. Moving on to discussion items. We voted to get the restructuring committee going, but I think we wanna kind of solidify that. That's sort of why I put it here in the discussion items. We need to make sure who's on the committee. I know Ms. Binder said she'd like to be on it. I'll be on it. I think probably HR and Mr. Miller would be good to have on it. Would anybody else like to be on the committee? But that'll be... I'm kind of talking out of turn for Ms. Binder.

0:10:02.9 C. Binder: That's probably good. We...

0:10:03.6 C. Miller: Yeah, I was gonna suggest that whatever committee work is done is ultimately gonna have to be at the review of the legal counsel because there are things that would be governing a service authority and what happens and things like that.

0:10:20.5 C. Binder: The only other suggestion would have is a timeline on it and not, don't know what everyone... So it would be done by a certain time, not take forever.

0:10:29.6 Chairman: Yeah. So I'm looking to try to get this fired up and get some kind of direction worked out within the next two months, probably by the end of April would be to at least have kind of a framework to somebody so we can start, because I know there's gonna be discussions with the board of supervisors besides just us our board to get everything worked out so I'd like to have something that people can look at and discuss by the end of April.

0:10:58.4 C. Binder: So April 30th then would be the... Then the only thing I'm sure also we would have to take whatever we ended with and consult DEQ because of consent order concerns.

0:11:10.4 Chairman: So does that seem reasonable? If so, we can work on setting dates. I'll send an email out to everybody. We can work on setting dates to meet and go kind of throw some ideas out there, and see what things look like.

0:11:25.1 C. Miller: Yeah, I don't, from our standpoint, from Derrick and myself and whoever else may be involved from staff. We can certainly work with that.

0:11:38.1 Chairman: All right. I'll send an email so we can get some dates on the calendar to go over stuff.

0:11:42.1 C. Binder: Okay. That works.

0:11:45.4 Chairman: All right. Moving on. Is there anything else that anybody wants to discuss on with regard to that? Alright, we'll move to then the General Manager's report. Mr. Miller.

0:11:55.8 C. Miller: Well, thank you Mr. Chair. So let me I guess talk about the process that has happened since you all voted on the 21st to accept the Inboden contract. I'll come back to these items. And Mr. Parker referenced that there was a determination to provide a transition bonus that all employees that stay with the Service Authority through the 31st of this month will qualify for, that includes, as Mr. Parker indicated, two weeks' notice or I mean, two weeks funding of their salary and then also there would be the ability to cover any of the gap that happens with health insurance. And so all employees have been informed of this. They all, either through a meeting that both Mr. Mestler and I had individually with each of the employees at the wastewater plants and then we had a separate meeting with the employees that are in the water division. We had that meeting. These took place on Thursday, and those people that were not able to be there because either they were sick or they were off that day, Mr. Mestler has communicated to them and has provided the information. Each of them received a written document that explained what the situation would be. Clearly, the other aspect of this is we provided Inboden obviously a list of all the contact information for all of our employees. It's my understanding that Inboden was here today. They were using the boardroom to interview people. We have not had any conversation that said, you have to interview these people or whatever. We've just turned it over to them. I would assume that they may be started with the wastewater employees and then to solidify that group that's a larger group than the water side of it. And then I assume that they'll be interviewing the people that are from the water folks that they might be interested in.

I think that Ms. Lackey, I believe provided you with some information about there was thoughts that perhaps they were offering a lower salary than what even our existing employees were making. And that is not accurate, that there is no salary information that's posted on a job site that Inboden has. They didn't post any kind of a job, a salary. And so that's what maybe some people are maybe misunderstanding. The plan is to obviously work with them and to help them with the transition process, but we are certainly not micromanaging who they are hiring, we're offering our employees as resources, and we would obviously hope that they would hire as many of those as they can. They've indicated from the wastewater side that obviously they see that there are a number of employees that they have a great amount of familiarity with. And so they can kind of start from that point, and they have verbally indicated to us that their starting salary is much better than what we were paying our entry level workers. So I think that again, this is the process that's unfolded but we

have we have had several conversations with employees and let them understand how this process would be working and provide whatever information Derrick's department will be working with employees if they choose not to continue on with Embolden, or if they're not selected to go with Embolden, we will work with them as a resource to help with any offboarding. In terms of directing them towards other jurisdictions, if that's where they want to go, being a resource. That's what the HR departments are usually about, and that's what we want people to understand that we're here for them as well. So I hope that answers some of the questions about the process. Now, I think Ms. Cleveland had a question about the Economic Development prospects and perhaps the impact of the contract to have the water and the wastewater operations contracted out. That's essentially what you're asking?

0:17:02.9 Cleveland: I just mean the increased financial burden of it.

0:17:08.2 C. Miller: So in most of the Economic Development prospects that we are looking at that are contacting the county, several are indicating that first of all, they wouldn't be utilizing the service authority's existing resources because the service authority's existing resources don't allow for the large scale type economic development operations that we are being contacted about. And so what we're trying to do is work with those perspective Economic Development opportunities and get them to be a partner in perhaps expanding the service of the Service Authority. So it would not be an impact to existing rate payers if one, if a company came here that didn't utilize water and sewer of the Service Authority, that would not be an impact to existing rate payers. And then if an economic development project came that wanted to be on water and sewer, we would approach them with the idea of them helping build us out to service them, 'cause the Service Authority's capacity, as you understand is limited, is constrained in the wastewater side specifically because you have five plants, two of which are gonna come offline, so you'll ultimately, in about five years or more, you will have only three plants to operate. So there's a limit to that capacity unless it is assisted in a public-private type partnership. The second part of that from the water standpoint is obvious. The ability of the Service Authority to service existing customers is already restrained by the fact that you have limits on how much you can tap of the existing groundwater resources that you have. So each well site that we have is under a pretty strict limitation of what usage you can have. So we have to look at public-private partnerships to possibly come in and build out our existing service. Then you have to then trigger the other aspect of this, that if there's an opportunity, public and private opportunity to have an expansion to surface water, then the Service Authority would clearly be looking at that. And that would be a thing that we would not obviously be passing on to residents, that you would want that to be paid for by the prospect or their rates would help contribute to paying whatever debt is associated with that. So that part of it is I think, crucial to understand.

I think another, maybe another way of also looking at it is, from the standpoint of attractiveness of this county to Economic Development prospects, I think that the idea that you're gonna now achieve a lot more professionalism and at a quicker rate with your water and your wastewater, and this is not a reflection on the existing services. These gentlemen and these ladies have done a great job for us. But I think that we know that we were kind of a... We were having a difficult time dealing with DEQ and I think this focus of contracting out the water and wastewater operations is a step in the right direction to get yourself in a better situation with DEQ, which then leads to a more attractive set of utility services that you can offer to an economic development prospect, if that makes sense. I guess I'm just saying, I think this will only help us in that area. Does that answer your question, Ms. Cleveland?

0:21:34.4 C. Cleveland: It may be helpful for... What is his name, the Economic Development Officer?

0:21:39.2 C. Miller: Mr. Minor.

0:21:41.3 Cleveland: What's his name again?

0:21:43.3 C. Miller: Mr. Nick Minor.

0:21:44.9 C. Cleveland: Yes, Mr. Minor. To come and talk to us about some of the things that you talked about with the public-private partnership and how that may help the county and the Service Authority, because in the meantime, the burden lays on these clients of the Service Authority and then we'll continue until we have some sort of expansion.

0:22:04.2 Chairman: Well, I'll chip in 'cause I've been in some of these things. There's some of the proposed opportunities that are coming up have some interesting ways that we could make more money for the Service Authority. One of them... Well, a couple of them are looking at helping get us on surface water, but there's also the possibility to sell them the affluent back off the plant in Hopyard. So sell them basically the treated sewage water. Instead of dumping it in the river, we'd sell it back to them at a reduced rate, which is an economic stream for us that we can't tap right now. So that... For their purposes that they're looking at, they can use that cleaned sewage water for their processes and we can make money on that. And that's, there's interesting prospects that'll allow us to do that in several locations that that's a possibility. That would also help us with our permitting 'cause we wouldn't be dumping as much effluent into the rivers if we're selling it back off. And it helps us with our permits and even our expansion of capacity. So there's a couple of interesting things that are in the proposal phase that would, one, generate new revenue streams and then two, help us in a number of other aspects with permitting and whatnot. So, yeah, there's several interesting opportunities that are sitting out there that we won't be supplying the bulk untreated water for some of the stuff, but we can supply, "non potable" water, coming off the treatment plants for several of the projects. So that would be an interesting opportunity to make more money on something right now we just dump in the river.

0:24:00.4 C. Miller: But I would be happy to ask Mr. Minor to come to a future meeting and talk about the... How we need to position ourselves as a county from the Service Authority standpoint. I mean, I think it's pretty understood by the Board of Supervisors, and I think we've talked about it here that we are not in a great position as an entity, the Service Authority as an entity to be a resource sometimes to these large scale economic development projects. If you talk to folks in other counties like Spotsylvania County or even Stafford, they've gone out and they've... And even Caroline County, they're building out certain parts of their counties with water and sewer extensions, sewer line extensions so that they can grab that future development. We're kind of in that catch-22 where we can't do that unless we look at public-private type cooperatives. A situation where a developer that's gonna come in builds out or provides the financial resources for us to build it out. That's the only way it works for us. Now, that's kind of the challenge that this county has and the Service Authority has. And so, I'd be happy though to have Mr. Minor come to a future meeting and talk about it.

0:25:20.0 C. Binder: And also, Mr. Minor came with myself several years ago when we went, visited a plant in now Wilmington, North Carolina that does exactly that. They treat it off... They

leach it off a landfill, but they also process the water, and they make it so pure that literally they had to put minerals in it so they don't kill the fish. So, I mean, he was with me when we toured that facility, so I know it is quite possible to do that. And also just wanted to point out, especially for Spotsylvania and Stafford, they are in a different groundwater withdrawal than we are because we're east of 95 and Caroline has a unique position of being half of it in with us, in the withdrawal area that is regulated in 1/2 knot or a little portion knot. So it is a different challenge. We're sort of under different regulations, so we have to proceed with how we build out a little differently. But I do have a question with Mr. Miller about the staff because I was reached out by phone, not an email, but just to make sure that our staff and from HR, even if they have more questions, some staff might need a little more information. They want to just make sure that they're receiving the right information and the correct information. And then that's a good environment to be able to reach out to get their answers.

0:26:34.0 C. Miller: I would encourage any employee countywide, if they have any questions about what their benefits are all about, just contact Derrick Mestler and his office. But specifically with the Service Authority employees, then we're clearly in need of helping them out and we are there for them. And I would encourage any of them to contact us if they're feeling like they haven't heard from Inboden, let us know, we'll provide the list to Inboden and make sure that they're aware of these folks contact information and things like that. But I think that's where it stops after that point. I mean, we can't tell Inboden, you've gotta hire somebody. I mean, I don't think that was something that you were anticipating, we are a resource and Mr. Mestler has been working very closely with this process and has made himself available to all of them, and has either verbal conversations or meetings and, so.

0:27:36.8 C. Binder: Yeah, I just wanna make sure 'cause everybody processes information differently and sometimes people have more than one question, and this is a very challenging time for the employees. They wanna understand what's happening and exactly what their benefits are. And sometimes you mean, I know I do it, sometimes I have to ask a question three or four times in a different way to make sure I fully understand it. So I just wanted to make sure that we got our listening ears on and helpful.

0:28:01.6 Miller: Okay. So let me just quickly go to the items on the General Manager's report. So the DEQ proposed consent order, obviously can't get into the details of that, but I will let you know that Ms. Lackey and I have been reached out to by the folks at DEQ. We're gonna set up a meeting with them. They are obviously, they have a number of things they want to discuss with us, but we are in the process of working through that. Whatever is done, whatever ultimately is arrived at will have to be approved by this board. So we'll definitely be bringing something to you when we get closer to that. But, Walnut Hills, I think we mentioned the last meeting that they are kind of resurfacing, I guess I think they've reorganized some approaches. They've come up with a new plan for that development. And having a meeting on Thursday with the developers, and the development representatives. You understand that there is an existing agreement between the Service Authority and the developers regarding the provision of water and sewer. Again, it's one of those type of an arrangements where, I think there were installation and then there was gonna be rebates back to the developer. That development agreement will have to be most likely modified, which then would require it to come back to the board at some point. So that is something that's looming, but we don't know yet the timing of all that. It's my understanding they are going from essentially 42 units now to a 100 as they're trying to repackage this under some townhome type arrangements. And so, they're working through the rezoning process, but they would be, obviously having to have an

agreement with the Service Authority. And so there would be something that would come back to you on that.

Some of the other residential developments, I think I pointed out, we have one on Indian town that is out there. And that is on Indiantown and Route 3. There is an idea that that's kind of a mixed-use development. I can't remember exactly the number of units, but they are in touch with Mr. Young, our principal engineer, about water and sewer capacity and needs. There is also one on Deer Lane, if you're aware of that. And that is another one that will be coming, ultimately to the Planning Commission and then to the Board of Supervisors. But there would be water and sewer service on that. And that one falls in the Arnold's Corner well system. And so we have to be very careful about the usage there and we're working with them on their capacity needs. It's my understanding there's another one on Comorn, Mr. West I believe is developing another type project there. I think his initial thought was the idea of developing a private well system. And I think that may have changed now. I think that the cost of a well system is a... Kind of coming up with a private well water system is what he indicated. And I think that's now changed. So, just to let you know that. But if you're aware of how the process works right now, and it's one of the things that I've identified as a reason why there has to have that closer relationship between the Service Authority and the county. And that is with the Community Development Department. When they get a rezoning proposal or they get somebody that wants to come in and build something, and if it involves sewer or if it involves Service Authority water or sewer, the Service Authority is in a situation where they can create and have a separate arrangement that's kind of runs at the same... It runs parallel to whatever zoning decisions are made. I think that you ought to make sure that it's more of a unified situation with community development. So that's where we're working closer with community development so that you don't have these separate arrangements that could come months or more after the rezoning is done. It needs to be something that's more all tied together.

So, last item I would just point out is community project information... Today, several staff and I think Ms. Binder, you might have been on there. I don't know if Ms. Cupka was on, but Representative Spanberger's office put together what they call community project. That's the new buzzword that they're using. It used to be called earmarks. And earmarks are good if you get it, not so good when other places get it. But, no, we definitely were a part of that and we've got some good ideas and I'm on a meeting with staff tomorrow, to come together on some ideas that we pursue some projects. There's a very short window and I think we wanna make sure that we've got the best foot forward. So if anybody does have anything you want us to put forward, let me know. I know that there's a lot of restrictions, but there's also a lot of pots of money that fall basically under the way the Congress is organized in terms of the various subcommittees and committees. So like, you have agricultural money, you have economic development initiative money, you might have transportation money and whatnot. And so they organize these project funding opportunities as the silos that they fall under. And so we'll work with their representatives to come up with some grant proposals, if you will. So I'll answer any questions. That's all I have.

0:34:29.3 Chairman: Are there any questions for Mr. Miller?

0:34:33.0 C. Cleveland: Mr. Chairman, I have a question. And this goes back to the discussion on the employees. I tried to jump in there, but we went forward. The employee that did reach out to me from the Service Authority was very concerned as well about the term of the contract, asking questions about the contract in regards to, again, we know the benefits, we brought that up already, but also what happens, how long the term is, what happens after the term. And so when I get these kinds of emails or hear this kind of feedback again, I just wanna make sure that everyone is aware that the communication is clearly not being taken. And I think that there needs to be some sort of

official communication from the county if it hasn't already been done to the, given to the employees so that they understand and know, what their future looks like. I can't imagine that we have an employee that just saw that they're interviewing for a job that may or may not still be in effect after three years. So it's just something that we need to think about and probably talk to. I mean, I would say if it was in my job, I would send an official communication to make sure that we're touching all the different subjects that we know are sensitive to them right now. Also, Mr. Miller, can you just let us know how much the cost is going to be for the extra pay that we're paying the employees?

0:36:04.7 C. Miller: Every employee got an individualized letter, so I don't know what employee that reached out to you who that was. We had a conversation with, like I said, with every employee. Some employees were more concerned with, "Hey, what am I getting? I don't know that I wanna stay around." And then we had some conversations with employees that were more to the line of, I am going to, what's the transition period because Inboden is interested in me, and I'm interested in Inboden, so I wanna know what all that's about. And then we had other employees that we did have one or two employees that asked about the nature of this contract, and I explained to that person or those persons that it was a three-year contract initially, like Ms. Lackey indicated. And then beyond that, What happens after that? I don't have a crystal ball. I would think that, that's a decision for the board to make it in three years. But information has been provided.

I would, I guess because there's some numbers, and I don't know that there's any confidentiality necessarily that's associated with like their social security numbers or anything like that. I would probably have to ask Ms. Lackey how she would want us to distribute that to the board, but happy to provide it because every employee got an individualized letter that spelled out the amount of money based on their pay rate and whatever time they've got that kind of thing, or their situation with employment health insurance. They all got an individualized letter that explained everything. And Derrick indicated that when he met with them that he was available to help them with any VRS or any kind of aspects of this. So I would defer to either, let Mr. Mestler and Ms. Lackey figure out the best way to show you this information if you really wanna see what each individual...

0:38:21.0 C. Cleveland: Yeah, I, I don't need to see what each individual got, but I think that we, the board and our clients need to know how much we're paying extra for the contract. And I think that as we go through this, we need to be mindful of all the extra fees that we are going to be piling up because of the contract that we did. So not individuals, but I think just in total, what does that look like?

0:38:44.0 C. Miller: Sure. Well, we can provide that. And I will tell you that it's budget neutral. Clearly if it was something that was gonna be an imposition to the budget, I would've had to come to you and get that approval. I don't have that individual authority to go beyond what's in the budget. So it's in the budget.

0:39:04.1 Chairman: So I can give you the rough number. It's 55,000 was the rough calculation. I'm sure it's got some decimal points in it and it's like, 54 or something or other, but roughly it's \$55,000 was what the total of all the bonuses added up to.

0:39:29.1 C. Cleveland: And then Mr. Chair, I just wanna make a comment about the communication that was given to the employees. Clearly the communication wasn't... It wasn't received in a way where they feel like they have gotten all the information, if they're reaching out to all the board members. I think in times like this, these employees need somebody to actually reach out to them, maybe have a meeting, provide some sort of leadership to these employees that have

not had leadership for years. It's not fair to them that this is happening and we just need to be understanding that, can you imagine you're losing your job. You don't know what your future's gonna look like. They need leadership right now, and I don't think that they're getting it from what I can see from the feedback that I'm receiving.

0:40:18.6 Chairman: So I'll just comment on that. You got an email from one person, right? We all got the same email from the same one person. I don't put that much stock in one individual. If I start getting lots of individuals saying something, that's one thing. If one individual's not happy, that's... Going through any kind of corporate change in process, you're gonna have some individuals that aren't happy, some that are. So I do wanna make sure we address concerns that were listed in there, but I don't put lots of stock in a single person's comments or point of view.

0:40:55.6 C. Cleveland: I appreciate that, but it's not just one single person because I've also heard that other board members have been communicated with by multiple employees.

0:41:05.4 A. Cupka: Mr. Chair, I actually would like to see a redacted if it's possible, Ms. Lackey, if we are able to have a redacted copy of one employee's letter, take out their name, take out whatever pay or whatever. But I do wanna see what was sent.

0:41:28.8 K. Lackey: Sure. We could either do a redaction or we had a template letter that didn't have any numbers.

0:41:33.0 Chairman: Yeah, I would just send the template letter.

0:41:34.9 A. Cupka: Template is fine, but I would like to see what was sent, please. Thank you.

0:41:38.3 C. Binder: Mr. Chair. I just wanna reiterate, 'cause I mentioned it before because I've had more than one employee reach out to me. I just wanna make sure that we are open again or maybe send a follow up letter with just more information, a Q&A fact sheet and make sure that the employees know that they can come, there's an open door to come and speak to HR or to you Mr. Miller, so that they can get more questions answered. Because not everybody receives information in the same way. And I just wanna make sure that the employees... 'cause it is a very challenging time and they just feel like they haven't gotten all the information and they just, they need a little bit, they need some more and we need to be better about it. We should be better about it.

0:42:29.7 C. Miller: I could ask, Mr. Mestler to just approach and provide an update on that.

0:42:33.5 Derrick Mestler: So one of the things we've tried to do well so far is multiple ways of communicating. So we've done the verbal communication, whether it's Mr. Miller and I going out meeting face-to-face. Those who couldn't meet face-to-face have gotten a phone call and I've spent time with them on the phone. They've got it in writing. Multiple employees have come through HR in the past several days with further questions about benefits and retirement and things like that. In the letter, it does provide ways for them to get in touch with me directly. And I've had multiple different calls from employees, so I'd love to see questions you all are getting. So if you wanna funnel them through Mr. Miller down to me so that we can specifically address those questions because we do have multi avenues and we're here to work with them 'cause we know this is a change. And we are here to get those questions answered. So there are other questions that they're coming to you on. If we can filter them back through Mr. Miller, we'd be happy to address those.

Contact them individually and get them answer as quickly as possible. We're trying to be as available, and hope that we can continue... We will continue to answer.

0:43:49.5 C. Binder: One quick question, Was it a letter you sent out? Can we get a copy of the letter?

0:44:02.6 D. Mestler: It was just asked by...

0:44:06.8 Binder: Well, not just the salary, but like, well, if there was a separate letter. I think it was...

0:44:17.8 Chairman: Yeah. Ms. Lackey is gonna send the draft.

0:44:20.9 C. Miller: Ms. Lackey was gonna send us the template that we put together that won't get into the details of individual employee's information, but it would show you the letter that was sent to everybody.

0:44:31.1 C. Binder: Okay, thank you.

0:44:35.4 Chairman: Any other questions, discussion? All right, moving on to information.

0:44:48.7 C. Cleveland: I move that the King George County Service Authority Board of Directors convene in closed meeting to discuss and consider acquisition of surface water and potential sites for a water treatment plant where discussion in an open meeting would adversely affect the bargaining position or negotiating strategy of the public body and discussion or consideration of investment of public funds where competition or bargaining is involved. Where if made public initially the financial interests of the governmental unit would be adversely affected. Pursuant to State Code Section 2.2-3711(A)(3) and (A)(6). Discussion of legal considerations associated with proposals for the same are also authorized by State Code Section 2.2-3711(A)(8) for consultation with legal counsel concerning specific legal matters requiring the provision of legal advice.

0:45:29.9 C. Binder: Second.

0:45:34.2 Chairman: We have a motion made and seconded. All those in favor?

0:45:37.1 C. Binder: Aye.

0:45:38.6 C. Cleveland: Aye.

0:45:39.8 A. Cupka: Aye.

0:45:40.1 J. Morris: Aye.

0:45:41.7 Chairman: Chair votes, aye. Motion carries, we are in closed session.

[Pause]

0:45:42.0 C. Cleveland: I move that the King George County Service Authority Board of Directors return to public meeting and certify by a vote only public business matters exempted from open meeting requirements by Virginia law and only such public business matters as were identified in the motion convening the closed meeting. The closed meeting were heard, discussed or considered during closed meeting.

0:46:29.9 C. Binder: Second.

0:46:31.2 Chairman: We have a motion made and seconded. Is there any discussion beforehand? Ms. Binder, if you will start us off?

0:46:35.4 C. Binder: So certify.

0:46:37.8 Chairman: Ms. Cleveland?

0:46:39.9 C. Cleveland: Carrie Cleveland so certify.

0:46:41.6 Chairman: Ms. Cupka?

0:46:43.4 A. Cupka: So certify.

0:46:45.6 Chairman: Mr. Morris?

0:46:47.6 J. Morris: James Morris so certify.

0:46:49.4 Chairman: Allen Parker so certifies, we're back in open session.

0:46:52.1 C. Cleveland: I move that we adjourn to March 21st, 2023 at 5:30 in the boardroom.

0:46:59.8 C. Binder: Second.

0:47:02.1 Chairman: Motion's made and seconded. Is there any discussion? All those in favor?

0:47:10.6 C. Binder: Aye.

0:47:11.7 C. Cleveland: Aye.

0:47:12.8 A. Cupka: Aye.

0:47:13.7 J. Morris: Aye.

0:47:14.5 Chairman: Chair votes aye. Motion carries. We are adjourned to March 21st, 2023 at 5:30 PM here in the boardroom.