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Augusta Water

Regular Board Meeting, Thursday, November 21, 2024, at 1:30 p.m.

Field Operations Training Room

PRESENT: Andrew C. Middleton, Chairman, North River District  
 Garry R. Gordon, Vice Chairman, Middle River District  
 Harvey Almarode, South River District  
 Allen Dahl, Beverley Manor District  
 Matthew Egeli, Wayne District  
 Michael L. Shull, Riverheads District – *via phone conference due to being out of state*  
 Timothy Simmons, Pastures District  
 Phil Martin, Executive Director  
 Brent Canterbury, Treasurer  
 Jean Marshall, Board Secretary

ABSENT: None

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## CALL TO ORDER

The Chairman called the meeting to order at 1:30 p.m.

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## ADOPTION OF AGENDA

Mr. Gordon moved, seconded by Mr. Egeli to adopt the Agenda of the regular Board meeting as presented.

Vote was as follows:

Yeas:	Middleton, Gordon, Almarode, Egeli, Shull, and Simmons
Nays:	None
Absent:	Dahl

Motion approved.

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## APPROVAL OF MINUTES

Mr. Egeli moved, seconded by Mr. Simmons, to approve the Minutes of the Regular Board Meeting of October 17, 2024, which have been mailed to the members.

Vote was as follows:

Yeas:	Middleton, Gordon, Almarode, Dahl, Egeli, Shull, and Simmons
Nays:	None
Absent:	Dahl

Motion approved.

MATTERS PRESENTED BY THE PUBLIC

No members of the public were in attendance to make comments and no public comments were brought forth by Staff.

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EXECUTIVE DIRECTOR’S HIGHLIGHTS

The Executive Director’s Highlights were included in the Board packet and reviewed with the Board members.

Mr. Martin informed the Board members he attended the Virginia Municipal Drinking Water Association meeting this month. It was noted at the meeting PFAS regulations are expected to be discussed during the 2025 Virginia General Assembly session.

Mr. Martin addressed recent concerns regarding the presence of fluoride in drinking water. He noted while there are a number of governmental agencies who recommend fluoridation in drinking water, there are organizations who do not recommend it.

A comment was received from a citizen via Augusta Water’s Facebook page asking if Augusta Water plans to remove fluoride from the public drinking water, as it contains neurotoxins. Staff replied to the comments by providing the fluoride limitations in drinking water as set by the EPA. Comments issued by VDH after the findings of the United States District Court for the Northern District of California regarding fluoridation were also provided in the reply.

Mr. Shull asked if Augusta Water is required by VDH to add fluoride to the drinking water. Mr. Martin stated fluoride is not required to be added to drinking water, but it is recommended. Mr. Shull suggested a survey be sent to Augusta Water customers asking if their preference would be to have or not have fluoride added to the drinking water.

Dr. Middleton stated the presence of fluoride in drinking water has been a debate for many years. He suggested the topic of fluoridation be put on December’s agenda to be discussed by the Board members.

Mr. Martin introduced Rachel Cannon as the new Project Engineer at Augusta Water. The Board members welcomed her to her new position.

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PROGRESS REPORT

The October Progress Report was included in the Board packet and was reviewed with the Board.

Mr. Martin informed the Board members the grouting has been replaced in clarifier #3 at the Middle River Wastewater Treatment Plant. Legal counsel has suggested a laser scan of the finished product be taken.

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Mr. Martin explained staff has been exploring the possibility of relocating the Brookmill pump station and the force main further downstream from its current location. Staff has had regular communication with Homer Bosserman who owns the property being considered for the relocation. Staff sent Mr. Bosserman an appraisal of the property for the proposed relocation, as well as an offer for the property easement. Mr. Bosserman has decided not to compromise his farmland and will not consider any offers made by Augusta Water. Other possibilities for the relocation are being considered by Staff at this time.

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COMMITTEE REPORTS

PERSONNEL COMMITTEE

Mr. Simmons reported the Personnel Committee met with Mr. Martin and Mrs. Runkle, Director of Human Resources on November 13, 2024 to consider an employee Christmas bonus, the 2025 Holiday Schedule, and a revision to the Personnel Policy.

A. EMPLOYEE BONUS

The Personnel Committee agreed to award a Christmas bonus to employees, based on the following criteria. All full-time employees hired on or before November 30, 2024, and who have not received any written conduct warnings since July 1, 2024 will receive \$1500.00. The Executive Director will be eligible for the bonus, unless otherwise ineligible. All part-time employees working at least 1040 hours between December 1, 2023 and November 30, 2024, and who have not received any written conduct warnings since July 1, 2024 will also receive \$1500.00. All part-time employees working less than 1040 hours between December 1, 2023 and November 30, 2024 and who have not received any written conduct warnings since July 1, 2024 will receive \$750.00. The Christmas bonus will be issued as a direct deposit on December 13, 2024.

This Personnel Committee report constitutes a motion and a second to the full Board for awarding the bonus as presented.

There was no discussion by the Board members.

Vote was as follows:

Yeas:	Middleton, Gordon, Almarode, Dahl, Egeli, Shull, and Simmons
Nays:	None

Motion approved.

B. APPROVAL OF THE 2025 AUGUSTA WATER HOLIDAY SCHEDULE

Mr. Martin stated the Personnel Committee discussed the 2025 Augusta Water Holiday Schedule during their meeting on November 13, 2024.

The Personnel Committee has recommended the following 2025 Augusta Water Holiday Schedule:

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Floating Holiday	Available January 1, 2025
New Year’s Day	Wednesday, January 1, 2025
Martin Luther King, Jr. Day	Monday, January 20, 2025
Good Friday	Friday, April 18, 2025
Floating Holiday	Available May 1, 2025
Memorial Day	Monday, May 26, 2025
Independence Day	Friday, July 4, 2025
Floating Holiday	Available September 1, 2025
Labor Day	Monday, September 1, 2025
Veterans Day	Tuesday, November 11, 2025
Thanksgiving Day	Thursday November 27, 2025
Day After Thanksgiving Day	Friday, November 28, 2025
Christmas Eve (Half-day)	Wednesday, December 24, 2025
Christmas Day	Thursday, December 25, 2025
Day After Christmas	Friday, December 26, 2025

This Personnel Committee report constitutes a motion and a second to the full Board for approval

There was no discussion by the Board members.

Vote was as follows:

Yeas:	Middleton, Gordon, Almarode, Dahl, Egeli, Shull, and Simmons
Nays:	None

Motion approved.

C. REVISION OF PERSONNEL POLICY MANUAL FOR CASH OUT OF VACATION

The Personnel Committee reviewed and supported a change to the Augusta Water Personnel Policy allowing employees having at least 150 hours of accrued annual leave to cash it out. The minimum number of hours the employee can cash out is 20 hours and the maximum number is 40. Employees may cash out their accrued annual leave one time during each calendar year, either in May or in November.

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BOARD COMMENTS

There were no comments made by the Board members.

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ADJOURNMENT

There being no further business, Mr. Dahl moved, seconded by Mr. Egeli to adjourn the meeting at 2:00 p.m.

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Vote was as follows:

Yeas:	Middleton, Gordon, Almarode, Dahl, Egeli, Shull, and Simmons
Nays:	None

Motion approved.

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Board Secretary

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Chairman