

FAIRFAX WATER
Minutes of Work Session
June 4, 2026

At 5:31 p.m. on Thursday, March 5, 2026, a Work Session was held by the Fairfax Water Board at the Fairfax Water offices at 8570 Executive Park Avenue, Fairfax, Virginia, with the following in attendance:

Members: Allin, Begovich, Cammarata, Colleton, Day, Dotson, Ginyard-Jones, Griffin, Roberson, Rubin

Wholesale Customer Representatives: Bahceci (absent)

Staff: Brown, Cotten, Chu, Dewhirst, Dooley, Farley, Franklin, Goldberg, Grimes, Hedges, Long, Love, Lucas, McMillan, S. Miller, Moody, B. Nguyen, Oates, Prelewicz, Sager, Scott, Spittle

Counsel: John McGranahan, Hunton Andrews Kurth LLP

Others: Lia Santos, Ali Boehnlein, and David Paul (Mercer), Rick Hitzemann and Jon Mitchell (E-Source), William McNamara (CISA), Jeff Brown, Lynn Wile, and Chris Dommert (HDR, Inc.)

Classification and Compensation Study

Ms. Brown introduced Ms. Santos, Ms. Boehnlein and Mr. Paul from Mercer to present an overview of Fairfax Water's Classification and Compensation Study. Mercer reviewed the study process to-date. The presentation reiterated recommended pay structures (i.e., a combination of traditional salary ranges and step plans), competitive market positioning options, and investment scenarios for implementation. The presentation outlined investment scenarios for the market target 60th, 65th and 75th percentile. After discussion with the Board, Ms. Brown confirmed that the study would be discussed further at a future Board meeting.

AMI Evaluation

Ms. Oates introduced Mr. Long to present an update on the AMI Pilot, highlighting strong performance in automated meter reading, major reductions in manual meter-reading labor, proactive leak detection, and improved customer engagement through an AMI portal. Ms. Oates then introduced Mr. Hitzemann and Mr. Mitchell from E-Source to present the results of the AMI Feasibility Study, outlining current operational challenges with manual and AMR meter reading, and the strategic and financial benefits of deploying a full AMI system.

Customer Survey

Ms. Hedges introduced Ms. Miller to present an overview of the upcoming 2026 Customer Survey. Ms. Miller highlighted key findings from the last survey, conducted in 2021, and explained how the 2026 survey will use consistent questions to measure progress. Ms. Miller also outlined the survey timeline, focus group plans, and promotional strategy, noting that results will be shared with the Board in the fall.

Closed Session

Mr. Cammarata moved, with a second by Mr. Day, that the Board go into closed session pursuant to Virginia Code Section 2.2-3711(A)19, for discussion of plans to protect public safety as it relates to terrorist activity or specific cybersecurity threats or vulnerabilities and briefings by staff members, legal counsel, or law-enforcement or emergency service officials concerning actions taken to respond to such matters or a related threat to public safety; or discussion of information subject to the exclusion in subdivision 2 or 14 of § 2.2-3705.2 where discussion in an open meeting would jeopardize the safety of any person or the security of any facility, building, structure, information technology system or software program; or discussion of reports or plans related to the security of any governmental facility, building or structure, or the safety of persons using such facility, building, or structure specifically relating to proposed public trails on the Griffith water treatment plant property and physical security at Fairfax Water facilities.

Upon conclusion of the closed session, the open session resumed, whereby Mr. Cammarata moved, with a second by Mr. Day, certifying, in accordance with Section 2.2-3712 of the Virginia Freedom of Information Act that, to the best of each Member's knowledge, (i) only public business matters lawfully exempted from open Meeting requirements under Chapter 37 of Title 2.2 of the Virginia Code, and (ii) only such public business matters as were publicly identified in the motion by which the just concluded closed Meeting was convened, were heard, discussed, or considered by Fairfax Water in closed session. This motion was approved, with the following Members voting in the affirmative by roll-call vote: Ms. Ginyard-Jones, Mr. Dotson, Mr. Day, Mr. Cammarata, Chairman Allin, Mr. Roberson, Mr. Rubin, Mr. Griffin, Ms. Colleton. Mr. Begovich departed the Meeting during Closed Session and as such, was unable to vote on the motion.

Adjournment

There being no further matters, the Work Session was adjourned at 8:47 p.m.



Joseph Cammarata, Secretary