

FAIRFAX WATER
Minutes of Work Session
May 21, 2026

At 2:23 p.m. on Thursday, May 21, 2026, a Work Session was held by the Fairfax Water Board at the Griffith Water Treatment Plant, 9600 Ox Road, Lorton, Virginia, with the following in attendance:

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

Staff: Brown, Coneway, Cotten, Creel, Dewhirst, Dooley, Farley, Franklin, Grimes, Hedges, Kingsbury, Love, S. Miller, B. Nguyen, Oates, Prelewicz, Scott

Counsel: John McGranahan, Hunton Andrews Kurth LLP

Others: Lia Santos and David Paul, Mercer, Justin Mattingly, Water Environment Federation

Classification and Compensation Study

Ms. Hedges introduced Lia Santos and David Paul with Mercer to provide an overview of Mercer's recommendations for updates to Fairfax Water's Pay Structure. Mercer recommended that Fairfax Water continue to use both traditional and step structures and expand the use of traditional ranges. Mercer recommended approximately 50% of the jobs (30% of employees) be in a 16 grade traditional structure. Mercer further recommended a step structure for the other 50% of jobs, specifically 4 grades for the Operators and 12 grades for the remaining positions. After the presentation, Ms. Brown and Ms. Hedges provided an overview of next steps, which include the Mercer team returning for a follow-up presentation at the Board's June 4, 2026, Work Session.

Perspectives on Wastewater Reuse

Members heard a presentation from Justin Mattingly with the Water Environment Federation. Mr. Mattingly's presentation provided an overview of national and regional trends in water reuse, with a particular focus on Virginia and the growing role of data centers in driving reclaimed water demand.

Water Supply Overview and Potomac Supplemental Storage

Mr. Prelewicz provided a comprehensive overview of regional water supply challenges, resilience risks, and long-term supplemental storage options for Fairfax Water and partner utilities in the Washington Metropolitan Area.

Strategic Plan 2030 – Implementation Plan

Ms. Brown discussed the Strategic Plan 2030 Implementation Plan, which was provided to Members ahead of the Meeting. Copies were also provided to each Member at their seat. Seeing no further questions and feedback from Members, Ms. Brown confirmed that her team would finalize the implementation plan. Ms. Brown also thanked Ms. Creel and Ms. Rhodes for their efforts related to the creation of Strategic Plan 2030.

Preparation for Joint Meeting with Fairfax County Board of Supervisors

Ms. Hedges provided an overview of the presentation materials created for the June 2, 2026, Joint Meeting between the Fairfax Water Board and the Fairfax County Board of Supervisors. Members provided feedback on the materials which staff will incorporate prior to finalizing them for transmission to County Staff. Ms. Hedges also provided information on the meeting location and provided additional pre-meeting planning details.

Adjournment

There being no further matters, the Work Session was adjourned at 4:54 p.m.



Joseph Cammarata, Secretary