

Tuesday, May 19, 2026 – 6:00 p.m.

Regular Board of Directors Meeting Agenda

In-person: AlexRenew Environmental Center (1800 Limerick St)
Ed Semonian Boardroom, Room 600

Virtual: [Join Virtually on Microsoft Teams](#)

If you wish to provide public comment or a written statement, please contact Lorna Huff, Board Executive Assistant, at (703) 721-3500 ext. 2260 or lorna.huff@alexrenew.com in advance of the meeting. If you need an interpreter, translator, materials in alternate format or other accommodation, contact the Board Executive Assistant at least three business days prior to the meeting. A recording of the meeting will be posted on alexrenew.com following its conclusion.

| No. | Time | Item | Presenter | Action |
|-----|-----------|---|-----------|-------------|
| 1. | 6:00 p.m. | Call to Order | Chair | |
| 2. | 6:02 p.m. | Approval of Agenda | Chair | Motion |
| 3. | 6:05 p.m. | Public Comment Period | Chair | |
| 4. | 6:10 p.m. | Consent Agenda | Chair | Motion |
| | | a. Minutes from April 21, 2026 meeting (Tab 1) | | |
| 5. | 6:15 p.m. | Board Administrative Items | Chair | Information |
| | | a. Board Calendar (Tab 2) | | |
| | | b. Finance and Audit Committee | | |
| | | c. Governance Committee | | |
| 6. | 6:20 p.m. | New Business | CEO | |
| | | a. Update on RiverRenew Commissioning (Tab 3) | | Information |
| | | b. AlexRenew's 2026 Safety Month (Tab 4) | | |
| | | c. AlexRenew's 2026 Compensation Study (Tab 5) | | |
| | | d. Upcoming RiverRenew Outreach and Communications (Tab 6) | | |
| | | e. Review and approval of Resolution Authorizing an Extension of the Line of Credit Financing (Alex Only) (Tab 7) | | Motion |
| | | f. Review and approval of change order for Contract 25-015 for Building L Elevator (Tab 8) | | Motion |
| 7. | 7:50 p.m. | AlexRenew Monthly Report (Tab 9) | CEO | Information |
| 8. | 8:00 p.m. | Adjourn | Chair | Motion |

Times shown are approximate start times and serve as guidelines.

Minutes of the 939th Meeting
AlexRenew Board of Directors
6:00 p.m., Tuesday, April 21, 2026

On Tuesday, April 21, 2026, the AlexRenew Board of Directors held its regular meeting in the Ed Semonian Board Room at 1800 Limerick Street, and broadcast via Microsoft Teams, with the following present:

Members: Mr. John Hill, Chair
Mr. James Beall, Vice Chair
Ms. Becky Hammer, Secretary-Treasurer
Mr. Mark Jinks, Member
Dr. Moussa Wone, Member

Staff: Mr. Justin Carl, General Manager/CEO
Ms. Amanda Waters, General Counsel/Deputy GM
Ms. Caitlin Feehan, Chief Administrative Officer
Mr. Lake Akinkugbe, Director of Finance
Mr. Matt Robertson, Director of Communications
Mr. Ryan Payne, RiverRenew Program Manager
Mr. Kevin Pulong, Engineering Manager
Mr. Ross Dennis, IT Support
Ms. Lorna Huff, Executive Assistant to the Board and CEO

Fairfax County
Representative: Mr. Bill Barrack, Director
Wastewater Planning and Monitoring Division

City Representative: Mr. Lu Zhang,
T&ES/Sanitary Infrastructure Division

Consultants: Mr. Rick Vincent, Schnabel Engineering

Guest Speaker: Ms. Anna Killius, Executive Director
Chesapeake Bay Commission (CBC)

1. Call to Order

The Chair called the meeting to order at 6:00 p.m.

2. Approval of Agenda

Motion by Mr. Jinks. Second by Mr. Beall. Passed unanimously.

3. Public Comment Period

No public speakers. Comment period is closed.

4. Consent Agenda

Minutes: March 17, 2026

Motion by Ms. Hammer. Second by Mr. Beall. Passed unanimously.

5. Continuing Education – Ms. Anna Killius, Executive Director, Chesapeake Bay Commission (CBC)

Mr. Carl introduced Ms. Killius, indicating that the presentation was part of continuing education for the Board as requested by the Governance Committee. Ms. Killius's presentation provided an overview of CBC, including its composition, history, and mission. Her presentation also included detail on the recently revised Chesapeake Bay Watershed Agreement, highlighting specific goals and targets of interest to the Board.

Members discussed a variety of topics related to the CBC's present and future activities. The Chair and members thanked Ms. Killius for her presentation.

6. Board Administrative Items

a. Board Calendar

Mr. Carl highlighted upcoming events from the calendar, including the April 22 Virtual Base Charge Change Meeting, the April 26 Ellen Pickering Award presentation, and the May 16 Public Hearing on the FY2027 Operating and Capital Budget and Rate Recommendation.

b. Finance and Audit Committee – covered under Unfinished Business in the agenda.

c. Governance Committee – April 13, 2026

Mr. Beall noted the Board's annual governance training, CliftonStrengths composition matrix, and demonstration of "Board Papers" software, as discussed at the April 13 meeting. The Chair requested a motion from the Governance Committee to transition to paperless meetings using the "Board Papers" software.

Motion by Mr. Beall. Second by Ms. Hammer. Passed unanimously.

7. Unfinished Business

a. Consideration of Draft FY2027 Operating and Capital Budget; Resolution of Intent to Adopt and Change Certain Rates, Fees and Charges; and Set Public Hearing for Saturday, May 16, 2026.

The Chair recognized Mr. Akinkugbe who reviewed the changes from the prior version of the Draft FY2027 Operating and Capital Budget. The changes include an increase as a result of the Compensation Study in support of the Board Compensation Philosophy which will be reviewed at the May Board meeting; addition of capital costs in FY2027 for rehabilitation of Potomac Interceptor, which may extend into FY2027 given the current schedule/timing of work; reclassification of funding in operating reserves into biosolids disposal expenses to respond to regulatory changes; and updating RiverRenew to account for work shifted from FY2026 to FY2027.

Mr. Akinkugbe noted that the Board needs to approve the Resolution of Intent to Adopt and Change Certain Rates, Fees, and Charges, the FY2027 Operating and Capital Budget, and set the Public Hearing for Saturday, May 16, 2026, at 9:30 a.m. There being no additional discussion, the Chair requested a motion from the Finance and Audit Committee.

Motion by Mr. Jinks. Second by Dr. Wone. Passed unanimously.

8. New Business

a. Presentation on Amendment No. 2 for Headworks Renewal Project

Mr. Piong provided a presentation on updating the Board on the Headworks Renewal Project and providing an overview of Amendment No. 2, which was under review by the Board as the following agenda item. Mr. Piong noted that the previously approved Amendment No. 1 authorized the contractor to purchase equipment that has long lead times for delivery. Amendment No. 2 includes the construction and installation of equipment purchased under Amendment No. 1.

b. Review and Approve Amendment No. 2 for Headworks Renewal Project

Following the presentation above, Mr. Piong walked through the memorandum provided for the Board to approve Amendment No. 2 for the Headworks Renewal project, which has a cost of \$18,820,274 that includes the CEO's delegated authority.

There being no additional questions or comments, the Chair requested a motion to approve. Motion by Mr. Beall. Second by Dr. Wone. Passed unanimously.

c. Presentation on Proposed Change Orders to RiverRenew Tunnel Project

Mr. Payne provided a presentation reviewing upcoming changes to the RiverRenew contract including an overview of a service agreement to support the accelerated state-mandated schedule and rehabilitation of a section of the Potomac Interceptor at Jones Point Park.

d. Review and Approve Change Order to Contract 19-079 (RiverRenew Tunnel Project) for Potomac Interceptor

Mr. Piong then reviewed the scope of the change order to Contract 19-079, which includes replacing approximately 150-feet of the 42-inch interceptor to mitigate risk associated with a sag identified during a previous condition assessment. The project is expected to be completed in four months at a cost of approximately \$3.5 million.

Members asked questions and discussed the project, and impact to the Tunnel Project. There being no additional discussion, the Chair requested a motion to approve. Motion by Mr. Beall. Second by Mr. Jinks. Passed unanimously.

9. Monthly Report

Mr. Carl highlighted Section 1.5 of the monthly report, indicating that staff published a Request for Proposals for manufacturers of biosolids thermal drying systems to support the Biosolids Diversification Project in March. Board review is anticipated for July.

General Assembly Update

Ms. Waters reported on two labor bills passed by the 2026 General Assembly and returned by the Governor with amendments: HB 1263/SB 378, which would repeal Virginia's ban on public-sector collective bargaining and create a Public Employee Relations Board, was amended by the Governor to narrow the scope and delay local-government coverage to January 1, 2030; and HB 1207/SB 2, which would create a state-administered paid family and medical leave insurance program, was amended to add a private-plan approval pathway allowing an equivalent employer plan in lieu of the state program. The General Assembly reconvenes April 22 to accept, modify, or override the Governor's amendments, with final resolution on both bills possible as late as May 25, 2026.

Delinquencies and LEAP Dashboard

Mr. Robertson reported a decrease of 33 delinquent accounts month over month and a decrease of

\$11,947; 49 accounts were disconnected for non-payment in March; and staff distributed \$8,448 in LEAP disbursements to 12 customers.

Community Engagement

Mr. Robertson provided an update on community engagement throughout the previous month, which included:

- AlexRenew holding its first of three virtual meetings for the proposed base charge change on March 19;
- Staff members attending Career Day at Jefferson Houston Elementary and Mount Vernon Community School Science Night; and
- AlexRenew welcoming approximately 564 visitors to the 6th floor Environmental Center.

RiverRenew Dashboard

Mr. Carl provided an update on RiverRenew activities in March, which included a mini ribbon cutting at Duke Street Pocket Park and continued progress on the permanent brick for the superstructure's façade.

PhaseForward Dashboard

Mr. Carl provided an update on PhaseForward activities in March, which included installation of solids settling equipment for the Process Optimization project to enhance the removal of suspended solids.

Adjourn:

Motion by Mr. Jinks. Second by Mr. Beall. Passed unanimously.

The meeting adjourned at 8:35 p.m.

Approved:

Becky Hammer
Secretary-Treasurer

AlexRenew Board of Directors Calendar

| May 2026 | | | | | | | June 2026 | | | | | | | July 2026 | | | | | | |
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| 17 | 18 | 19 | 20 | 21 | 22 | 23 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 | 28 | 29 | 30 | | | | | 26 | 27 | 28 | 29 | 30 | 31 | |
| 31 | | | | | | | | | | | | | | | | | | | | |

| August 2026 | | | | | | | September 2026 | | | | | | | October 2026 | | | | | | |
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| 23 | 24 | 25 | 26 | 27 | 28 | 29 | 27 | 28 | 29 | 30 | | | | 25 | 26 | 27 | 28 | 29 | 30 | 31 |
| 30 | 31 | | | | | | | | | | | | | | | | | | | |

Legend

- Board of Directors Meeting
- AlexRenew Observed Holidays
- Board Committee Meeting
- AlexRenew Events
- Conference
- HOA, Civic Association, and Commission Meetings
- Community/Business Events

- May**
- 1: City of Alexandria's Building Safety Month Kick-off
 - 2: ChamberALX CareerCon
 - 5: Base Charge Change Public Meeting
 - 14: City Council Breakfast
 - 15: Bike to Work Day
 - 15: COG CBPC Meeting
 - 16: Public Hearing
 - 19: Regular Meeting
 - 25: Memorial Day
 - 27: AFCA Meeting
- June**
- 16: Regular Meeting
 - 17: Alexandria Pride
 - 19: Juneteenth
 - 24: AFCA Meeting
- July**
- 1: Beginning of Fiscal Year 2027
 - 3: July 4 (Observed)
 - 17: COG CBPC Meeting
 - 21: Regular Meeting
 - 27: Anniversary of AlexRenew Operations (1956)
- August**
- No meetings
- September**
- 7: Labor Day
 - 15: Regular Meeting
 - 18: COG CBPC Meeting
 - 30: AFCA Meeting
 - TBD: ALX Chamber Legislative Reception
- October**
- 20: Regular Meeting
 - 22: AlexRenew Wellness Fair
 - 24: Eco-City Alexandria
 - 24: Spooky Mad Science
 - 28: AFCA Meeting
 - TBD: Governance Committee Fall Meeting

AlexRenew Board of Directors Calendar

| November 2026 | | | | | | | December 2026 | | | | | | | January 2027 | | | | | | |
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| 15 | 16 | 17 | 18 | 19 | 20 | 21 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 | 27 | 28 | 29 | 30 | 31 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | | |
| 29 | 30 | | | | | | | | | | | | 31 | | | | | | | |

| February 2027 | | | | | | | March 2027 | | | | | | | April 2027 | | | | | | |
|---------------|----|----|----|----|----|----|------------|----|----|----|----|----|----|------------|----|----|----|----|----|----|
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| 28 | | | | | | | 28 | 29 | 30 | 31 | 25 | 26 | 27 | 28 | 29 | 30 | | | | |

Legend

- Board of Directors Meeting
- AlexRenew Observed Holidays
- Board Committee Meeting
- AlexRenew Events
- Conference
- HOA, Civic Association, and Commission Meetings
- Community/Business Events

| |
|---|
| November |
| 11: Veterans Day |
| 17: Regular Meeting |
| 20: COG CBPC Meeting |
| 25: AFCA Meeting |
| 26/27: Thanksgiving |
| TBD: Finance and Audit Committee Meeting |
| December |
| 15: Regular Meeting |
| 24/25: Christmas |
| TBD: AFCA Meeting |
| January |
| 1: New Years Day |
| 18: Martin Luther King Jr. Day |
| 19: Regular Meeting |
| TBD: AFCA Meeting |
| TBD: COG CBPC Meeting |
| February |
| 16: Regular Meeting |
| TBD: Board Retreat |
| TBD: AFCA Meeting |
| March |
| 16: Regular Meeting |
| TBD: Finance and Audit Committee Meeting |
| TBD: City Manager's Breakfast |
| TBD: Chamber ALX General Assembly Breakfast |
| TBD: Utility Management Conference |
| TBD: COG CBPC Meeting |
| TBD: AFCA Meeting |
| April |
| 20: Regular Meeting |
| TBD: Governance Committee Meeting |
| TBD: Del Ray GardenFest |
| TBD: AFCA Meeting |



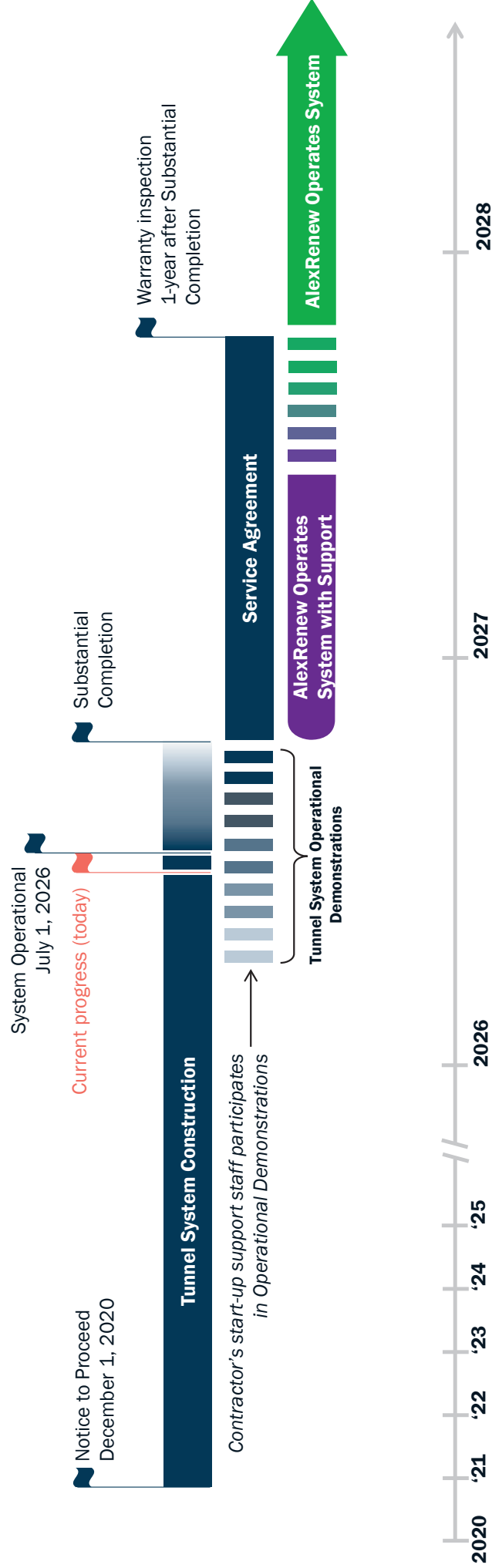
AlexRenew

RIVERRENEW COMMISSIONING UPDATE

BOARD OF DIRECTORS MEETING | MAY 19, 2026



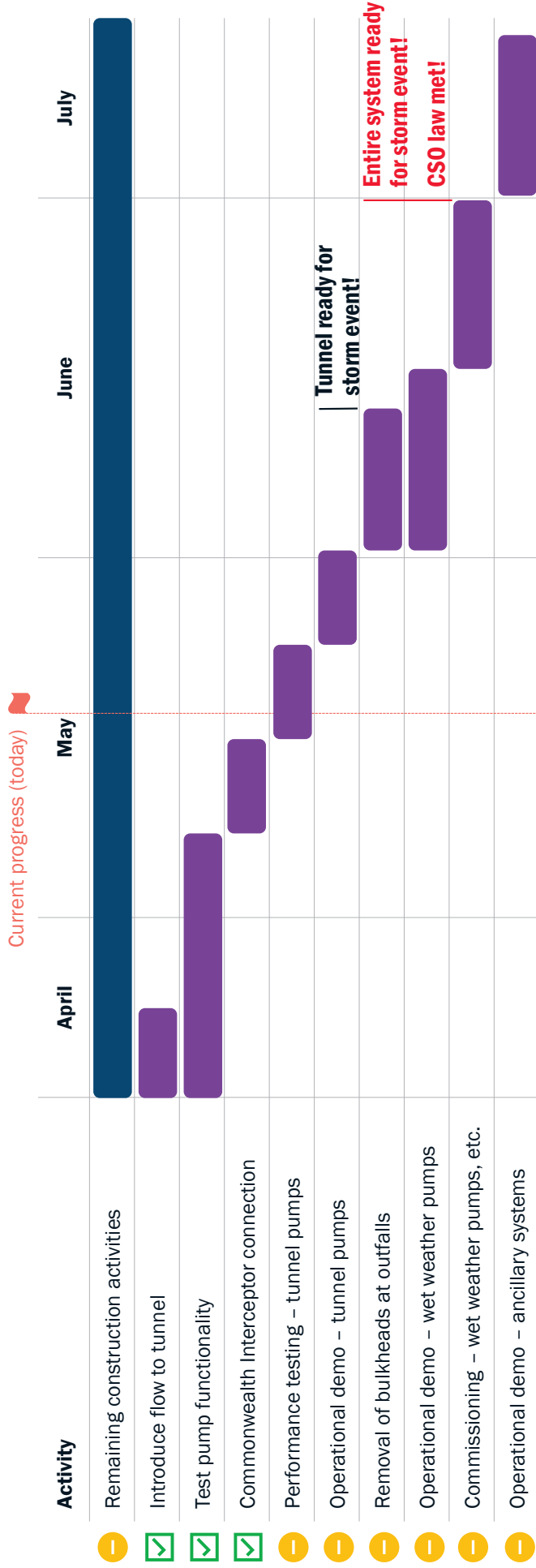
General RiverRenew Schedule: 2020-2028



The Final Countdown

As of May 19, 2026, 42 days remain until the statutory deadline of the CSO law. As construction activities wind down, operational work is ramping up. Over the next several weeks, crews will be testing major systems and equipment to comply with the July 1, 2026 statutory deadline.

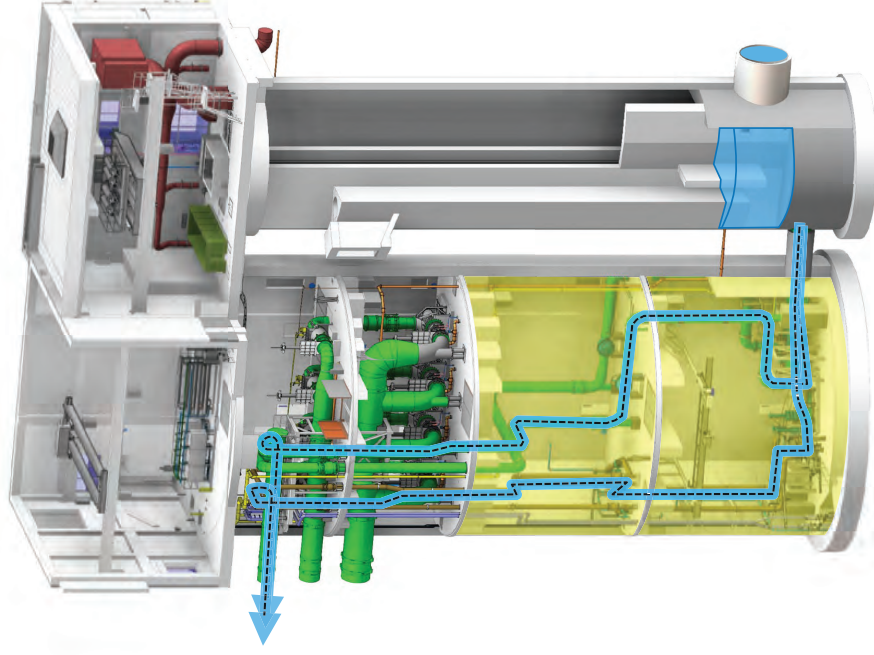
42 DAYS **5** HOURS **59** MINUTES **21** SECONDS



Tunnel Dewatering Pumping Station

Key milestones:

- Pumps tested to confirm functionality
- Pumps “bumped” to visually confirm rotation
- Pumps operated through range of speeds



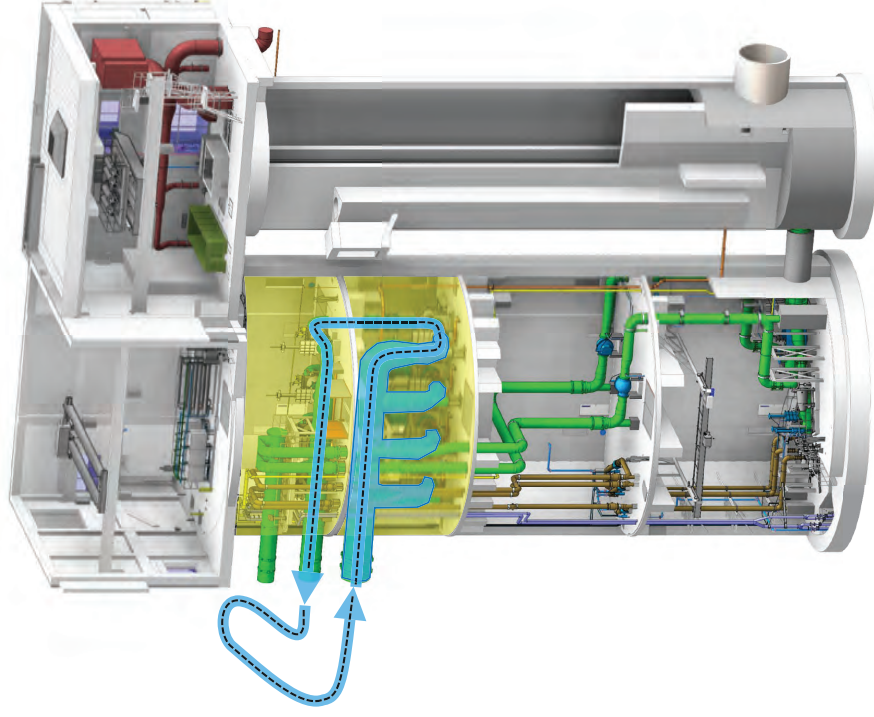
Functional Testing of Tunnel Dewatering Pump #2 (20 MGD)

Functional Testing of Solids Handling Pump #2 (5 MGD)

Wet Weather Pumping Station

Key milestones:

- Pumps tested to confirm functionality
- Pumps “bumped” to visually confirm rotation
- Pumps operated through range of speeds



Wet Weather Pumps were operated independently and simultaneously

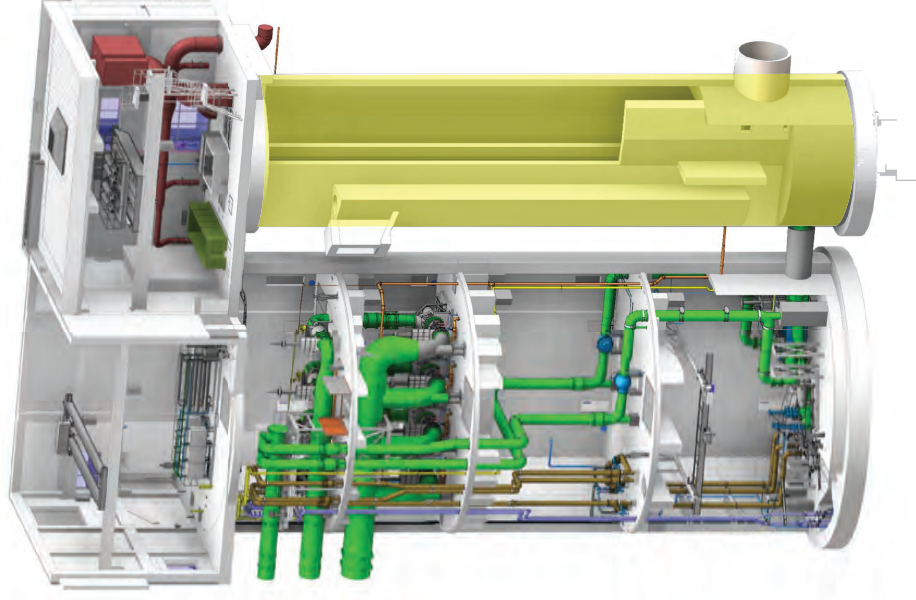


Three pumps operating simultaneously at full speed circulated approximately 120 MGD of flow

Screening Shaft

Key milestones:

- Screening shaft and tunnel filled with filter effluent
- Screening shaft instrumentation installed and operating
- Deep raker system testing is ongoing
- System expected to be ready for operational demonstrations

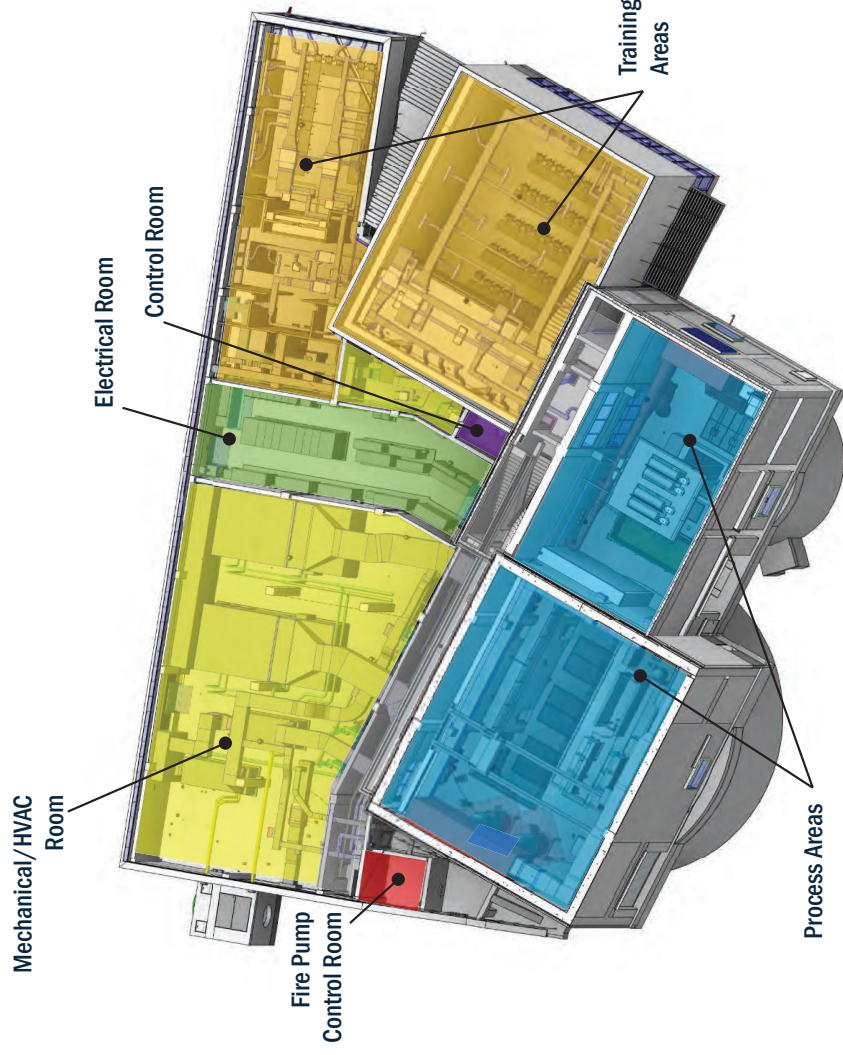


Screen room with overhead clam and rake system



View looking down into the flooded screening shaft

Superstructure



Key milestones:

- Functional testing of major electrical equipment and hydraulic system (concurrent with pumps)
- Superstructure envelope nearing completion
- Superstructure building mechanical/electrical systems are nearing completion
- Interior finishes starting soon (drywall, doors, etc.)



Crews install the waterproofing membrane for the green roof

Key Takeaways

- Functional testing of the pumps is complete
- Rake and clamshell testing is ongoing
- Operational Demonstrations starting imminently
- Pumping station connections to existing plant infrastructure are ready for flow
- Team is prepared to pull bulkheads and introduce live CSO flow in June
- On track to be operational prior to July 1, 2026



The team celebrates the commissioning of Tunnel Dewatering Pump #1 on April 30, 2026



AlexRenew



AlexRenew

2026 SAFETY MONTH

BOARD OF DIRECTORS MEETING | MAY 19, 2026

Ensure everyone goes home safe every day

AlexRenew's safety philosophy includes five fundamental commitments.

- Communicate expectations about personal safety
- Provide resources so that teams can perform their duties in the safest possible manner
- Celebrate safety successes
- Understand, communicate, and discipline safety
- Make proactive changes to ensure that every employee goes home safe every day



AlexRenew Safety Program

Our Safety Culture is built on these seven core elements





JUNE IS NATIONAL

SAFETY MONTH

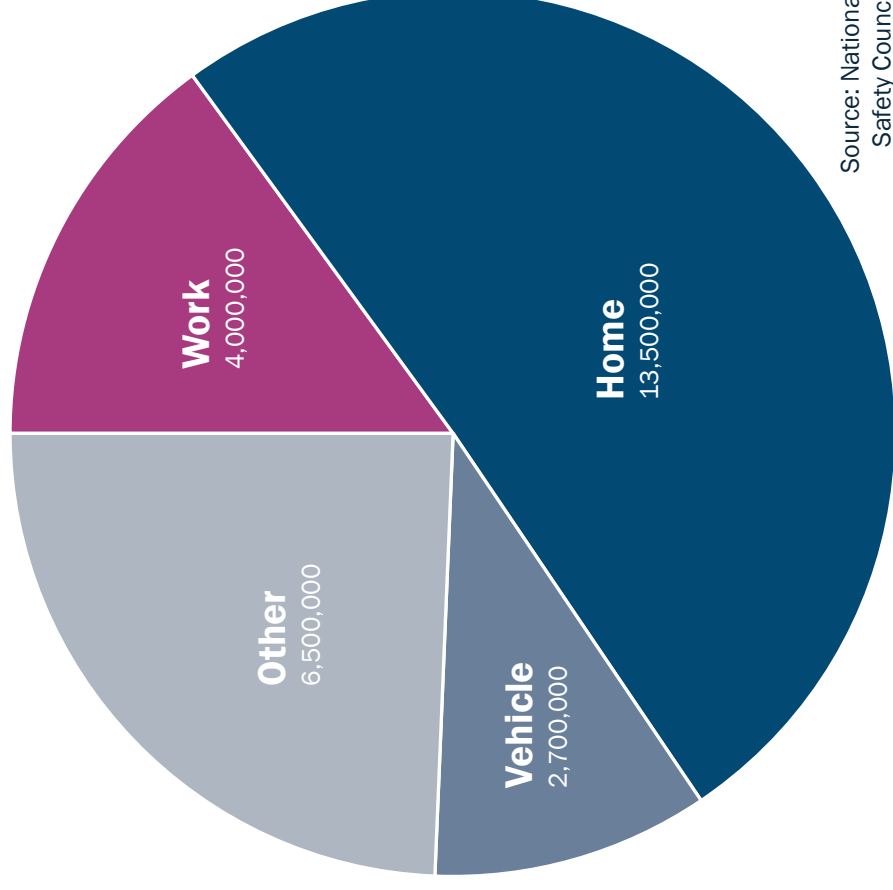
2026

SAFETY BEYOND THE SHIFT



Only 1 in 6 employee injuries occur in the workplace

Employees are more likely to experience an accident outside of the workplace. According to the National Safety Council, in 2024, there were approximately 4 million work related medically consulted injuries. In comparison - there were approximately 23 million medically consulted injuries that were not work related. For every one (1) injury that required medical consultation in the workplace, almost six (6) happened outside the workplace.



Source: National Safety Council

Building a 24/7 Safety Mindset

Safety Beyond the Shift

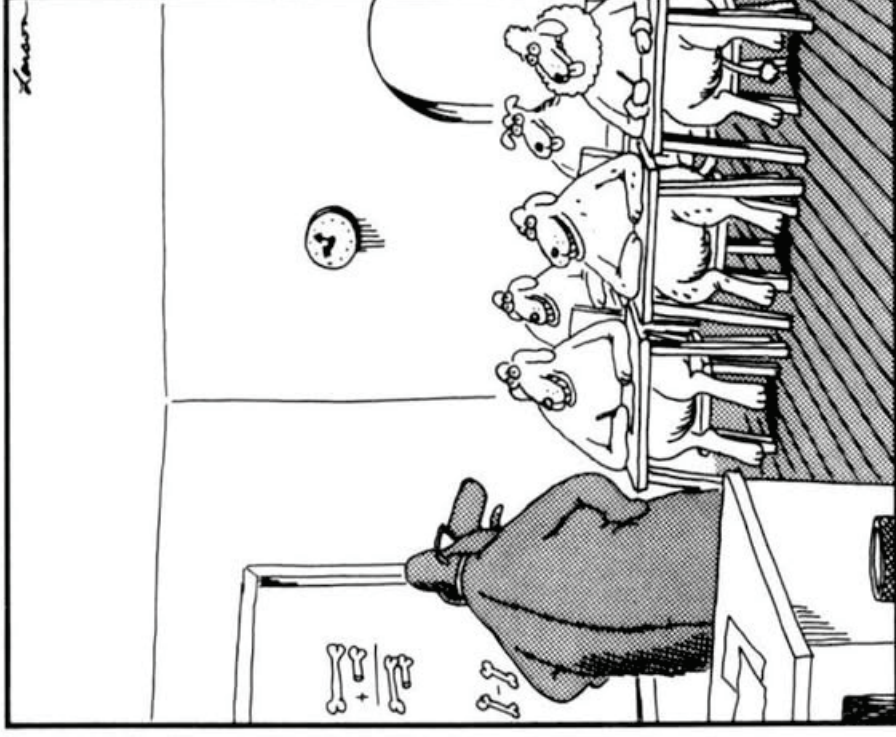
AlexRenew's Safety Beyond the Shift Program is designed to support safe behavior at home, build consistent habits, and further develop our safety culture.

- Reduces off-the-job injuries
- Increases safety competency on and off the clock
- Engages friends and family in the safety journey
- Strengthens engagement, improving employee wellbeing, resilience, and readiness
- Reinforces a positive safety culture focused on protecting each other
- Supports strategic goals of operational excellence, thriving workforce, and commitment to the community

Board Homework: Three-spot Safety Scan

With a family member or friend:

- Pick three (3) common spots at home
- For each spot ask:
 - What could hurt someone here?
 - Who is most at risk?
 - What is one easy fix we can implement today?
- Implement one (1) fix for each spot
- Volunteer to share your results at the regular Board meeting in June



"Well, here we go again. ... Did anyone here not eat his or her homework on the way to school?"



AlexRenew



AlexRenew

2026 COMPENSATION STUDY SUMMARY

BOARD OF DIRECTORS MEETING | MAY 19, 2026

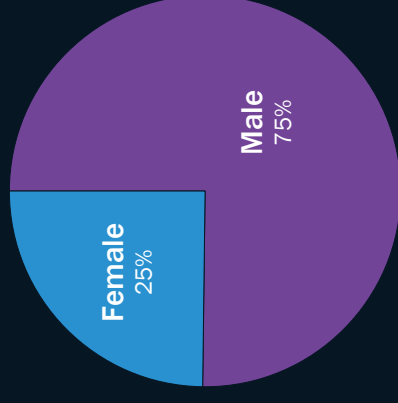
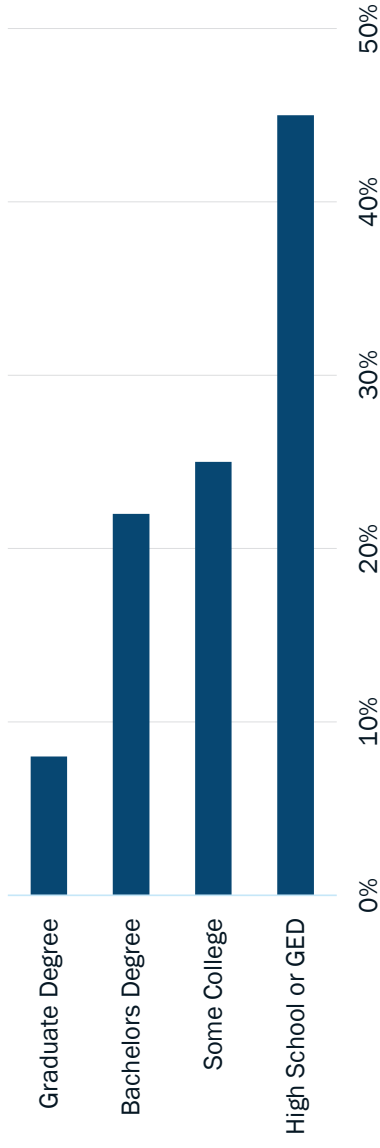
AlexRenew Workforce Summary

Those 140 wastewater professionals reflect a wide range of experience levels, educational backgrounds, genders, and generations.

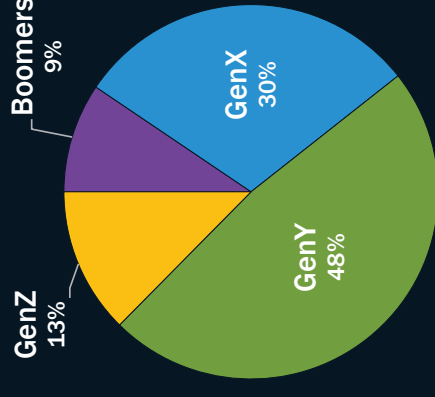
Average Years of Service: **7.3**

Average Age: **43**

Education



Gender Representation



Generation Representation

AlexRenew Workforce Commute

Each day, our employees travel to AlexRenew from across the region, including Virginia, Maryland, Delaware, and Washington, D.C.

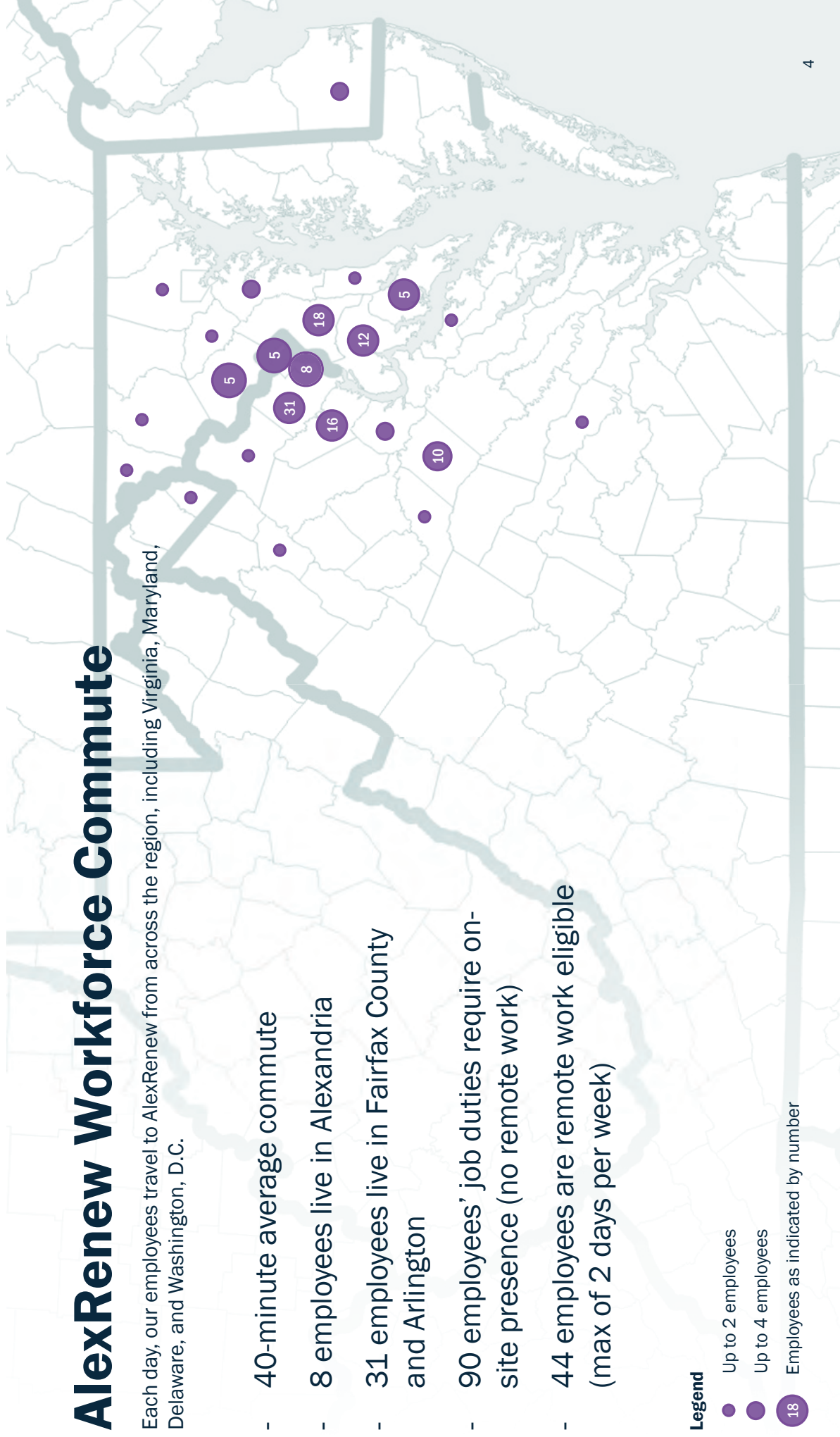
- 40-minute average commute
- 8 employees live in Alexandria
- 31 employees live in Fairfax County and Arlington
- 90 employees' job duties require on-site presence (no remote work)
- 44 employees are remote work eligible (max of 2 days per week)

Legend

● Up to 2 employees

● Up to 4 employees

18 ● Employees as indicated by number



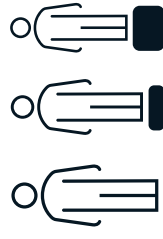
AlexRenew Compensation Philosophy

AlexRenew's Compensation Policy provides a framework to attract, engage, and retain a diverse workforce to support AlexRenew's mission and guide decisions that affect employee compensation. AlexRenew's compensation philosophy is designed to meet four key objectives:



Transparency

- Employee compensation satisfaction survey
- Compensation communications plan
- Self-service for benefits



Equity and fairness

- Salary ranges and career paths
- Competitive salary ranges at 100% of average market pay
- Cost-of-living salary adjustments



Compensation Study

- Completed every two (2) years to be competitive in the primary market
- Review pay rates for comparable jobs to benchmark positions
- Target employee salaries at a comp-a-ratio between 90% and 110%



Recognition

- Merit increases as a function of pay-for-performance
- Incentives to reward extraordinary performance
- Career development increases to recognize attainment of career levels and milestones

AlexRenew Benefits

As part of employee compensation, AlexRenew offers competitive health benefits – including health insurance, retirement, and life insurance – to support an employee’s overall well-being and long-term financial security.



Medical Insurance

- High-deductible plan
- Contribute 68% of deductible through health savings account
- Cover 90% of employee monthly premium

Vision/Dental

- PPO type plans
- Cover 100% of employee premium for vision
- Cover 83% of employee premium for dental

Retirement Plans

- Virginia Retirement System defined benefit & Hybrid defined contribution 457b & 401a
- Empower 457b & 401a, defined contribution and employer matching

Flexible Spending

- Dependent care, employee pre-tax for childcare
- Commuter spending

Other AlexRenew Benefit Programs

AlexRenew offers other benefits related to supporting wellness, continuing education, and professional growth to support career growth.

Legal Assistance, Financial Planning & Identity Theft

Discounted costs for legal and financial services



Mental Health Assistance

Counseling support on personal and work-related challenges

Lifestyle Spending Account

Reimbursement account for everyday wellness expenses

Wellness Program

Year-round activities to incentivize and promote employee wellness

Tuition Assistance

Support for degree seeking employees, up to the annual IRS maximum

Paid Family Leave

Six weeks paid family leave for paternity and care of spouse, child, and parent

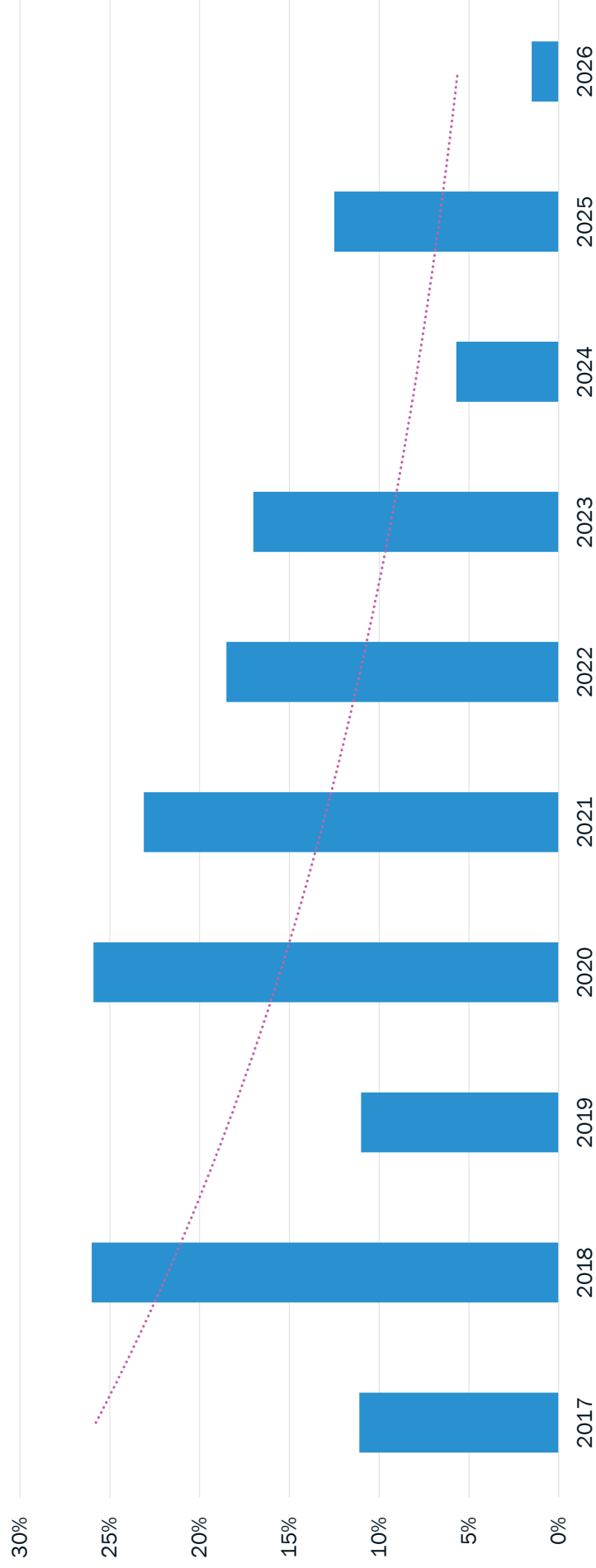
Professional Development

Training and resources to increase employee knowledge and skills

AlexRenew Retention

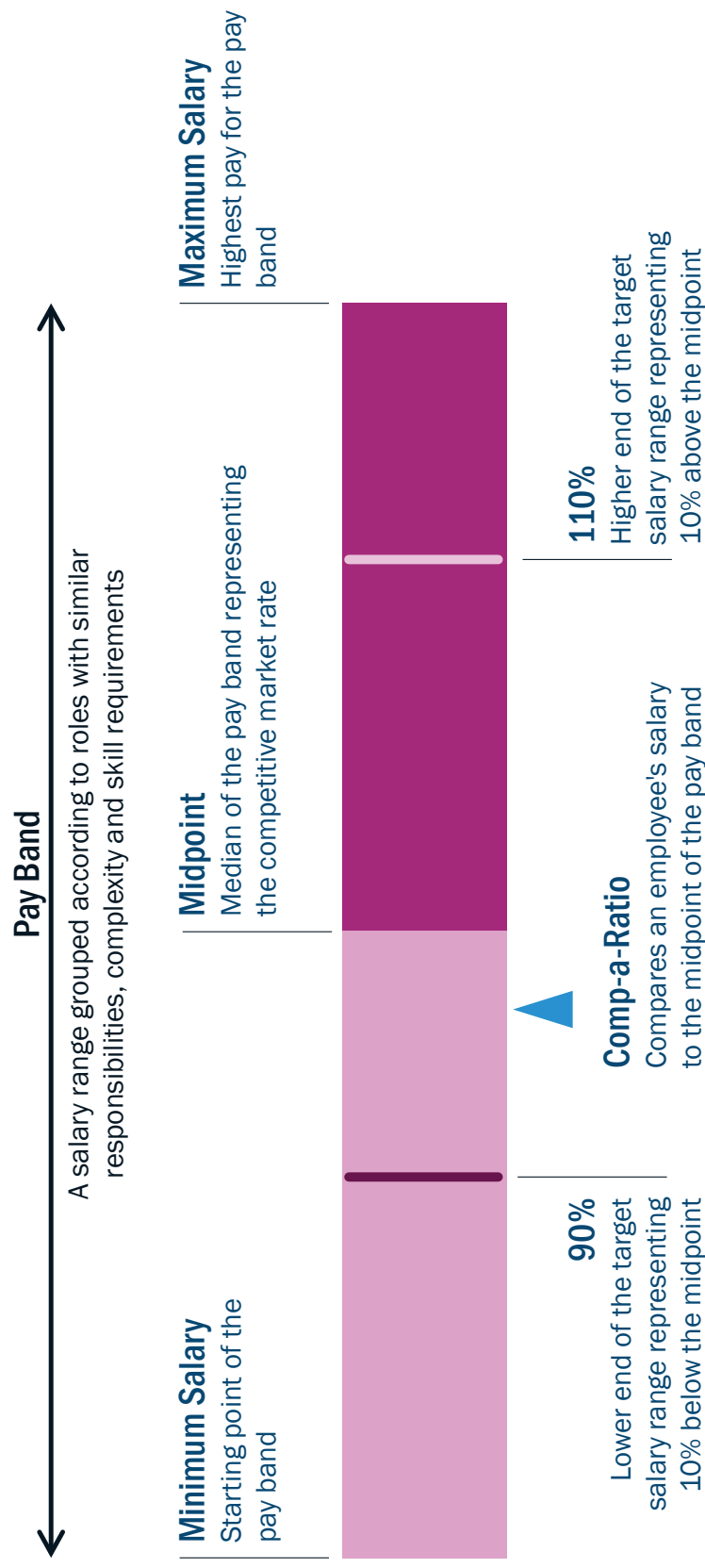
With a greater focus on programs around retaining talent – including salaries and benefits – AlexRenew has seen an increase in retention over the last several years. The graph below excludes part-time interns and retirements.

Calendar Year-to-Date Turnover (%)



Overview of AlexRenew Pay Bands

The pay band structure consists of defined salary ranges assigned to job levels designed to ensure internal equity and external market competitiveness.



Compensation Study Strategy

The Compensation Study strategy provides the basis to collect market benchmark data by industry, geographic location, company size, and determine appropriate target market position by job group.

| Job Group | Local/National | Industry | Size | Market Position |
|----------------------|---|------------------------------|---|-----------------|
| Executives | National | Public Sector/All Industries | \$50 - \$100M Rev Private \$75 - \$100 Operating Public | 50th percentile |
| Directors | | | | |
| Managers | Greater Washington DC Metro/Mid-Atlantic | | | |
| Professionals | | | | |
| Hourly | Greater Washington DC Metro | | | |
| | | | All Sizes | |

Compensation Study Survey Sources

The 2026 Compensation Study included the review of seven (7) published survey sources and a survey of AlexRenew's peers.

2026 Custom Peer Group Survey Participants

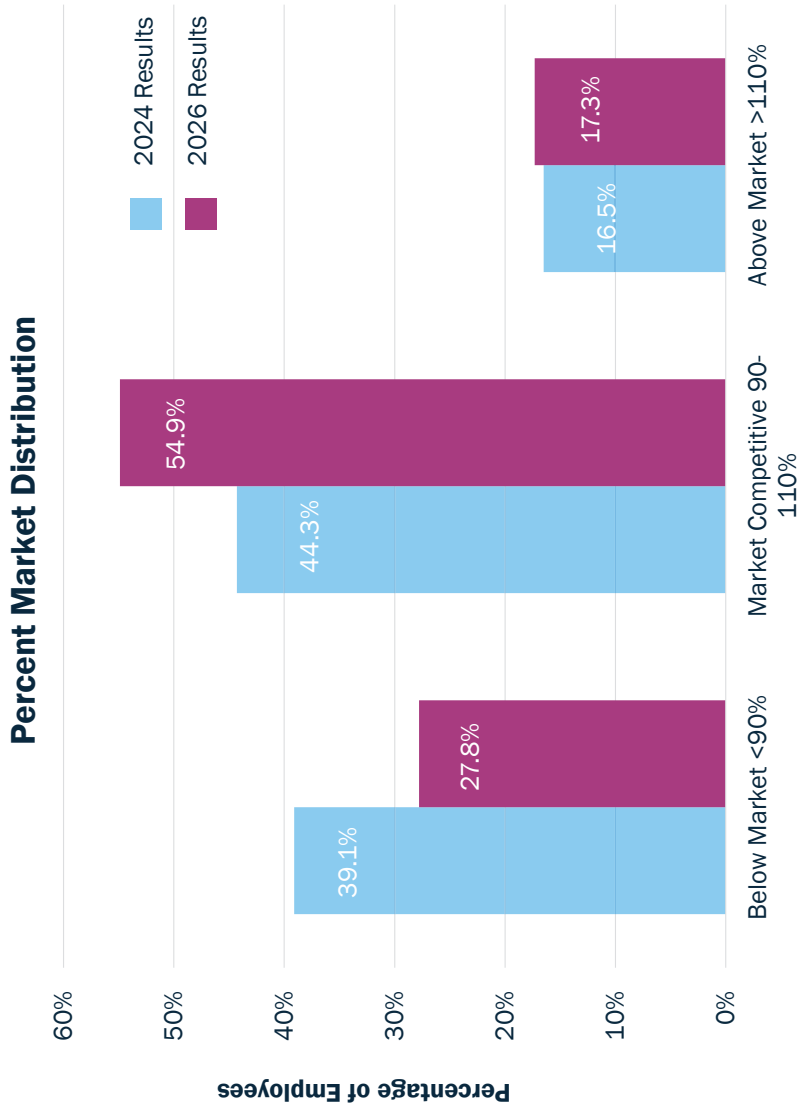


- 2026 Custom Peer Group Compensation Survey
- 2025 American Waterworks Association Salary Survey of Large Water & Wastewater Utilities
- CompAnalyst, Job Analyzer
- CompData Benchmark Surveys
- Economic Research Institute
- Mercer Benchmark Reports
- Willis Towers Watson Salary Survey
- Gallagher National Compensation Survey

Compensation Study Results: % Market Distribution

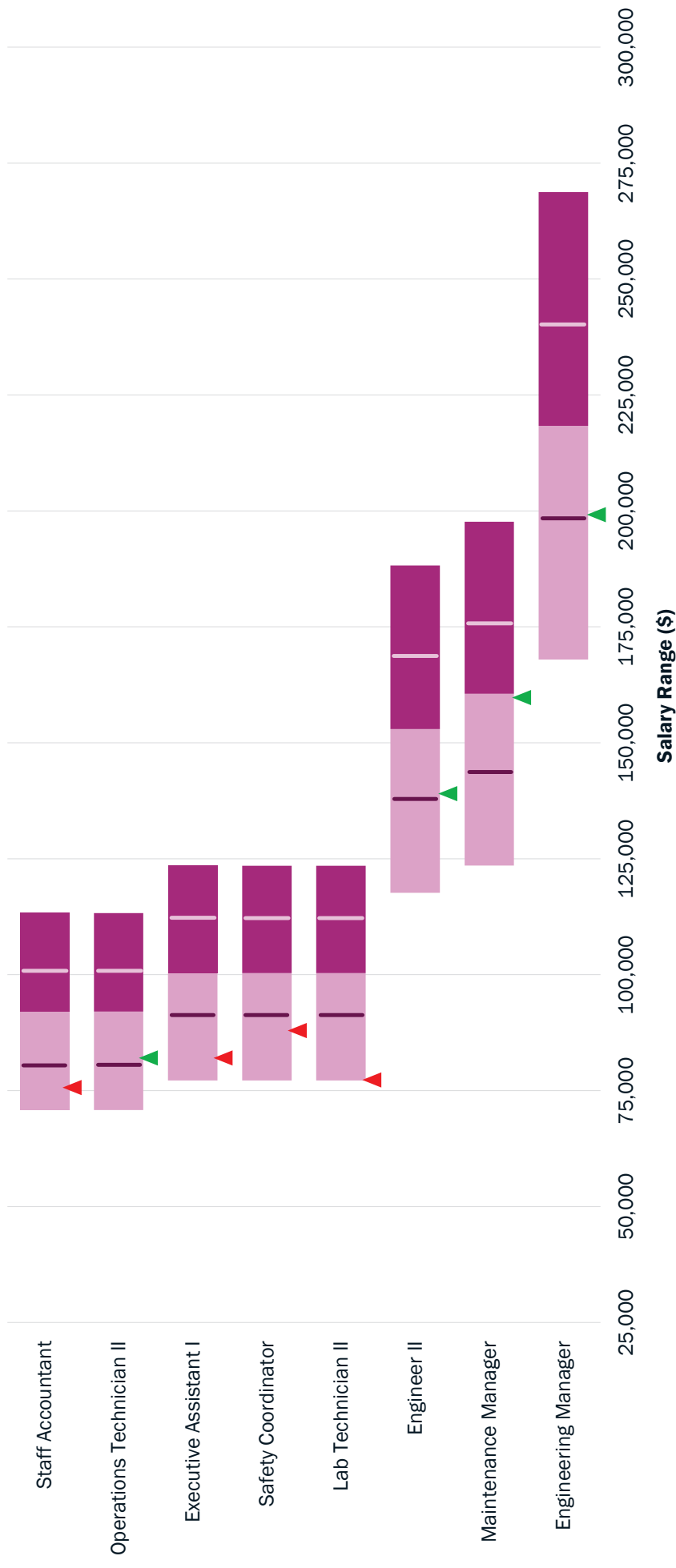
While this year's Compensation Study shows improvement since 2024, the result of changes in the market has caused 28% of salaries to be below market. Conducting studies more frequently could help close gaps as the market shifts.

- The average comp-a-ratio for AlexRenew salaries is 105%
- 77% of salaries are market competitive
- 11% of salaries have become market competitive since 2024, indicating an improved market position
- 28% of salaries fell below market, indicating a need to perform annual benchmarking



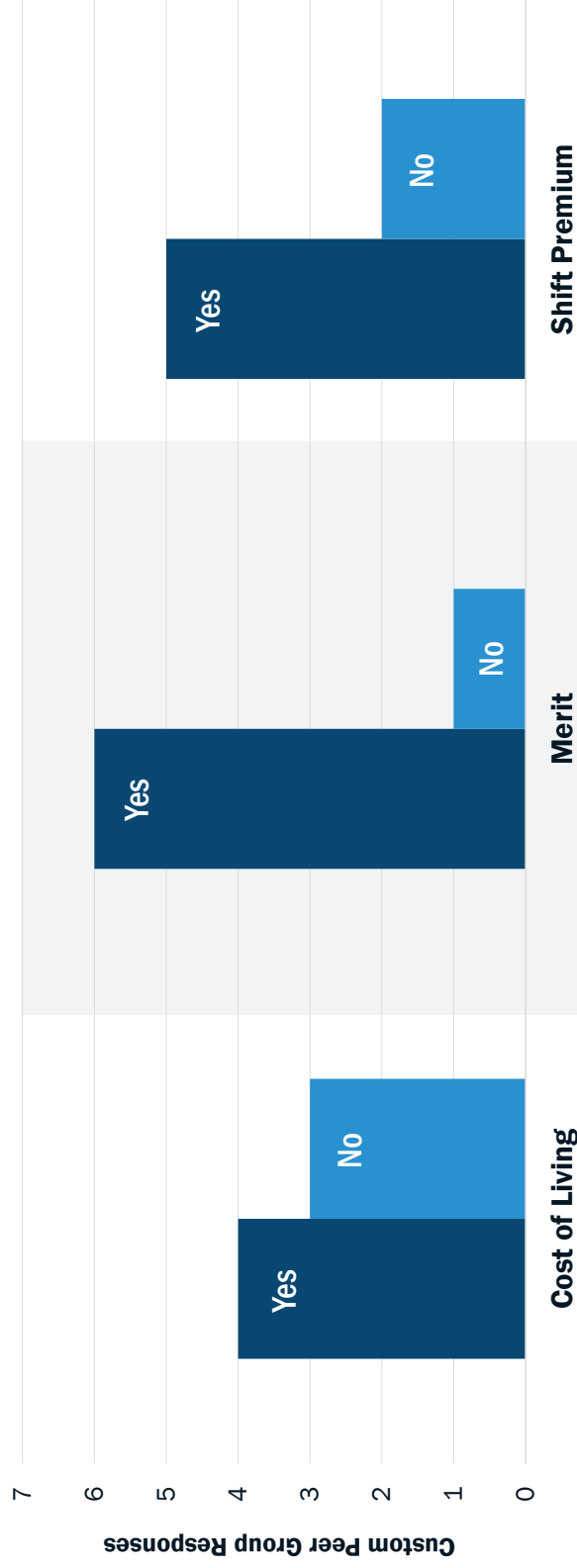
Compensation Study Results: Pay Band Adjustments

The compensation study recommended pay band adjustments across the organization with some pay band adjustments resulting in salaries that are below AlexRenew's comp-a-ratio.



Compensation Study Results: Pay Practices

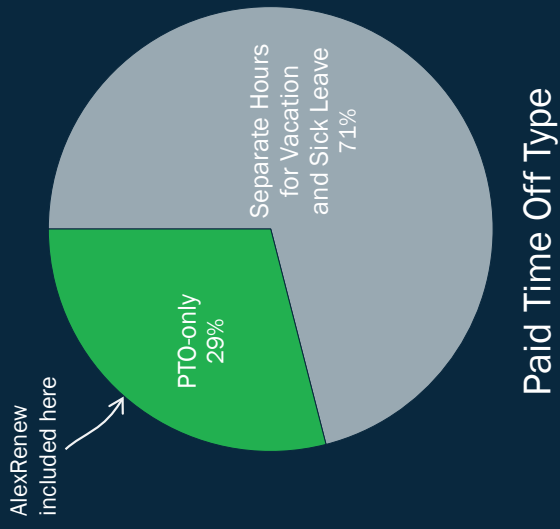
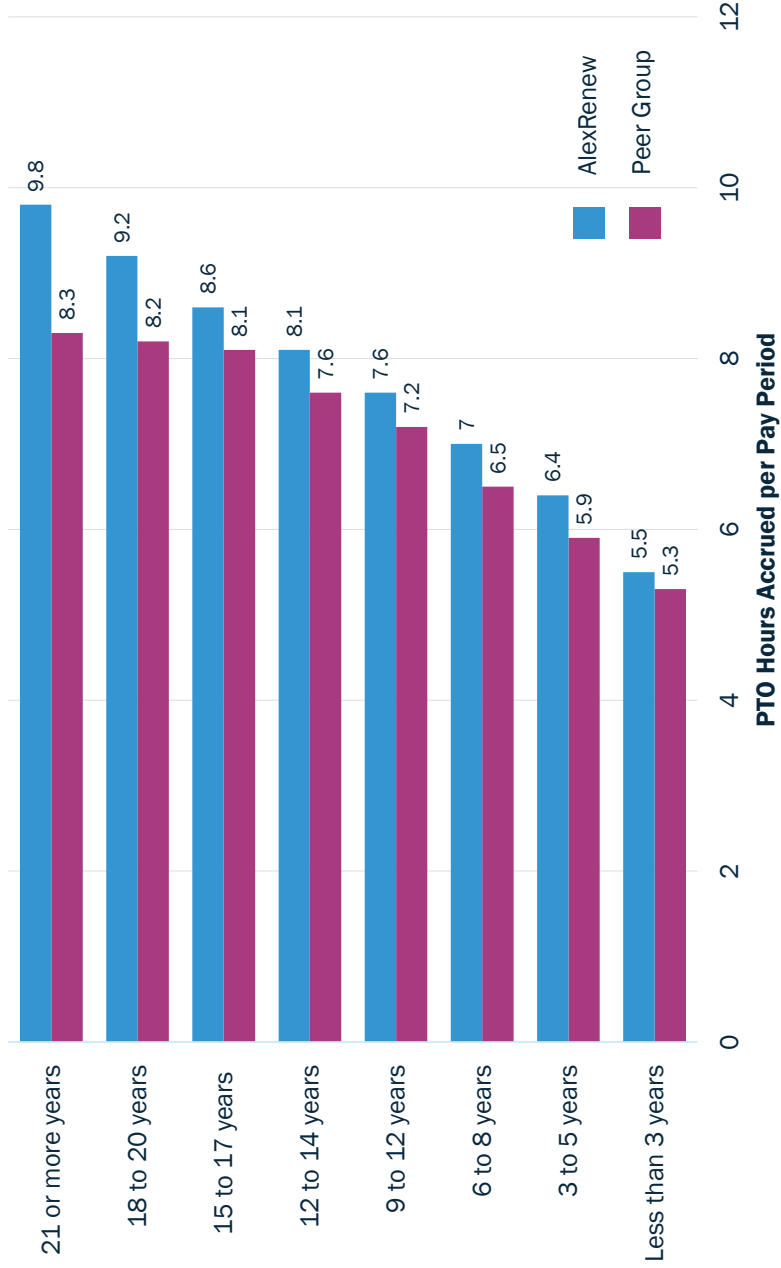
In comparison to the peer group Compensation Study, AlexRenew's pay practices are consistent for cost of living and merit increases. AlexRenew recently updated its shift premium to promote retention on night shift.



| | Average Increase in 2026 | Average Budget Increase in FY2026 | Average Budget Increase FY2027 | Average (\$/hr) |
|------------|--------------------------|-----------------------------------|--------------------------------|-----------------|
| Peer Group | 3.56% | 4.01% | 3.96% | \$1.52 |
| AlexRenew | 3.80% | 3.80% | 3.80% | \$5.00 |

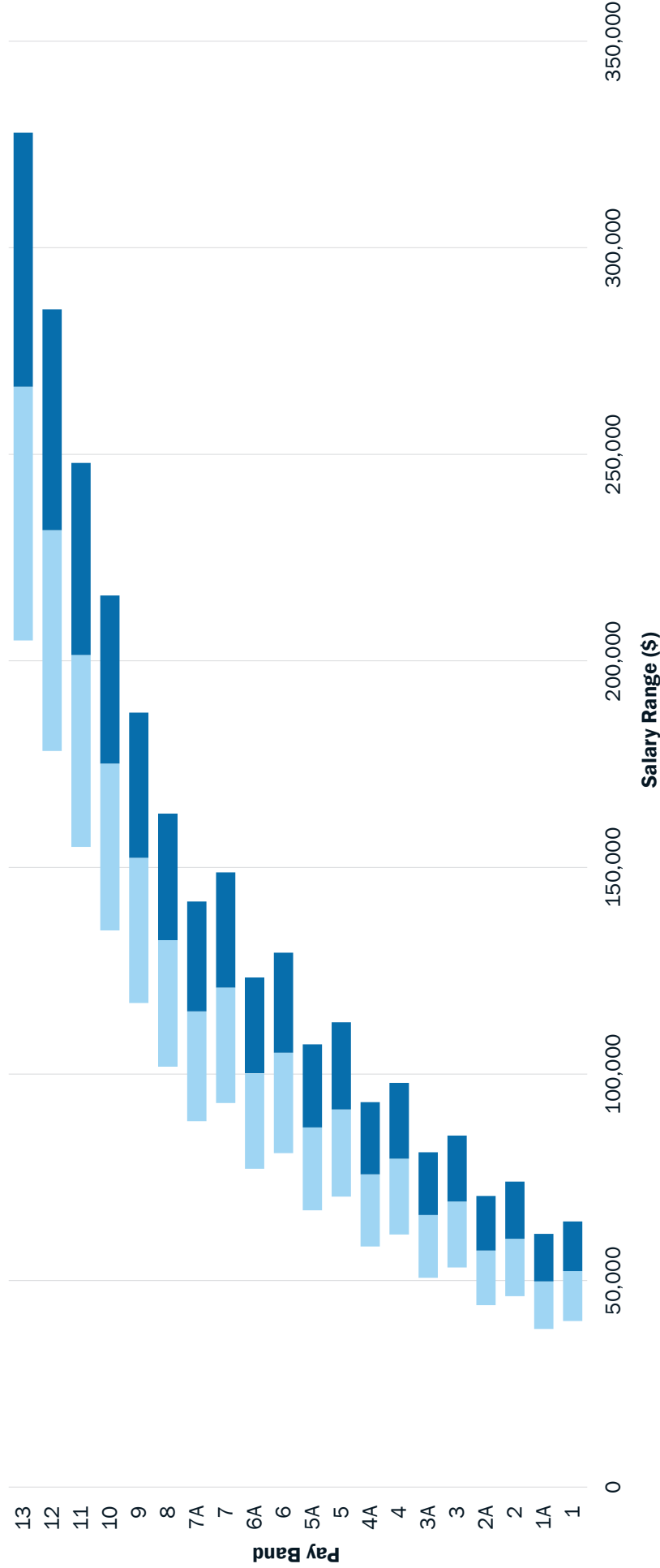
Compensation Study Results: Paid Time Off

AlexRenew's paid time off accruals are consistent with other peer group members.



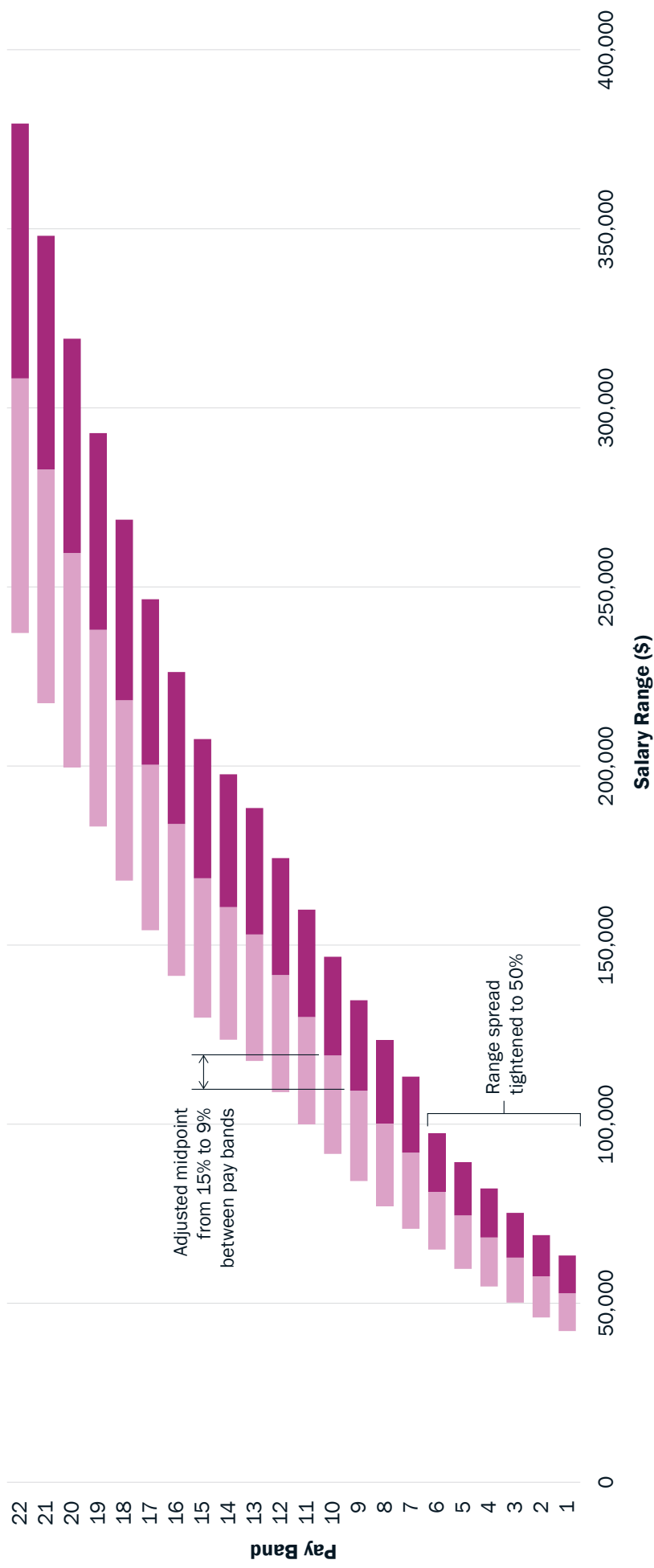
Old Salary Structure

AlexRenew's current pay band structure was established following the COVID-19 pandemic to differentiate between employees who were remote-work eligible and employees whose roles required an on-site presence.



New Salary Structure

Based on recommendations from the Compensation Study, the proposed salary structure is recommended to reduce range spreads for pay bands where career ladders are more defined and reduce midpoint range to align with best business practices.



Key Takeaways

- The cost of labor in Alexandria is 17.3% above the national average
- The 2026 Compensation Study showed that AlexRenew salaries are market competitive.
 - The average comp-a-ratio for AlexRenew salaries is 105% – indicating on average that overall compensation is slightly above market
 - 77% of staff salaries are market competitive (up from 65% at the 2024 survey)
 - 23% of salaries require adjustment to be market competitive
- To align with the Board Compensation Philosophy a total salary adjustment of \$200,000 was made to the Fiscal Year 2027 budget
- AlexRenew’s salary structure was redesigned to tighten range spreads to 50% for the first six (6) pay bands and standardize a 9% midpoint differential across all pay bands
- Staff recommend reviewing and performing the salary benchmarking on an annual basis



AlexRenew



BUILDING ON THE LEGACY OF RIVERRENEW

BOARD OF DIRECTORS MEETING | MAY 19, 2026



RiverRenew Outreach

Strategic Approach

AlexRenew has four upcoming phases for RiverRenew outreach.

The Final Stretch

Engage the community during the final phases of the projects.

Project Completion

Celebrate when the system is live and ready to manage flows.

Legacy and Benefits

Share the legacy and benefits of this monumental environmental initiative.

Brand Strengthening

Continue to build on AlexRenew's reputation as a community partner.

The Final Stretch of RiverRenew

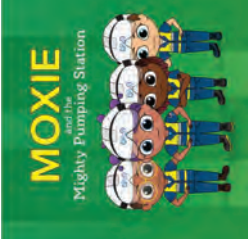
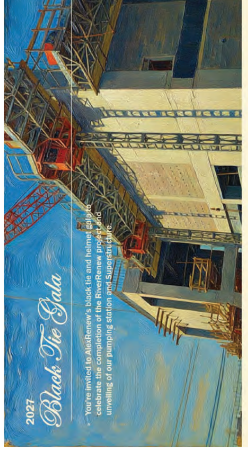
- Providing important updates through social media, news releases, email, and web stories:
- » Share major milestones: critical equipment installation, system testing, public spaces, etc.
 - » Feature content with personnel explaining the critical components of RiverRenew.
 - » Highlight community and environmental benefits of the project.



Celebrating System Launch!

- » System Online
- » Team Celebration
- » First Wet Weather Event
- » Black Tie Celebration (Spring 2027)
- » 2027 Calendar
- » Expanded Book Series
- » STEM Events and Materials
- » Tours and Presentations
- » Community Presentations

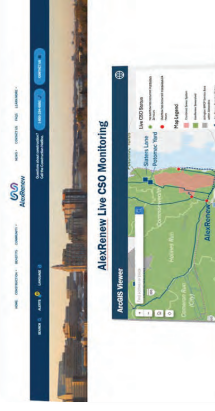
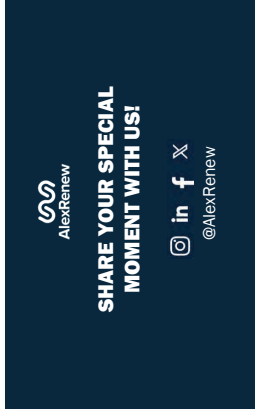
OUTREACH EXAMPLES



Legacy and Benefits

- » “Torpedo Factory” Video
- » Additional digital signage throughout EC
- » Informational Signage
- » CSO Reporting Page
- » Benefits Dashboard
- » Listserv

OUTREACH EXAMPLES



What's under your feet?

Infrastructure designed to protect our waterways and serve our community.

RiverRenew, a once-in-a-generation environmental initiative, was designed to capture and convey millions of gallons of combined sewage that would otherwise enter our waterways. You're standing directly in front of a critical piece of that infrastructure: **the Pendleton Street Diversion Facility**.

CONCRETE BRIDGE IS A PART OF THE INFRASTRUCTURE AND BRIDGE IS THE MAIN PART OF THE FACILITY. THE BRIDGE IS THE PART OF THE FACILITY THAT IS THE MOST VISIBLE TO THE COMMUNITY. THE BRIDGE IS THE PART OF THE FACILITY THAT IS THE MOST VISIBLE TO THE COMMUNITY. THE BRIDGE IS THE PART OF THE FACILITY THAT IS THE MOST VISIBLE TO THE COMMUNITY.

PROJECT BENEFITS
<4 months construction
120 million gallons of combined sewage diverted
100% of the time

“Torpedo Factory” Video

Sharing the story of RiverRenew with the community



**Torpedo
Factory**

40,000 visitors
each month



Video will be available online and in the educational lobby and sixth floor space.

Informational Signage

Sharing project benefits across Alexandria

- » Pendleton Promenade
- » Jones Point Park
- » Old Town businesses and restaurants
- » Signage at Limerick Field

AlexRenew

SHARE YOUR SPECIAL MOMENT WITH US!





@AlexRenew

AlexRenew

WHAT'S BENEATH YOUR FEET?




Alexandria's legacy combined sewer system was designed to overflow to nearby waterways on rainy days. AlexRenew's diversion facility constructed below the promenade will reduce these overflow occurrences from 7.0 to less than 4 each year. The promenade will also provide a new walking path between our community and a healthier Potomac River.

Signs for Oronoco Bay Park (up to 50,000 pedestrians visit per month)

AlexRenew

Your Flush travels 11,377 feet to AlexRenew for treatment



Learn more about the journey

What's under your feet?



Infrastructure designed to protect our waterways and serve our community. RiverRenew, a once-in-a-generation environmental initiative, was designed to capture and convey millions of gallons of combined sewage that would otherwise enter our waterways. You're standing directly in front of a critical piece of that infrastructure: the **Pendleton Street Diversion Facility**.

PROJECT BENEFITS
 <4 million gallons of combined sewage captured annually
 Sets the stage for a far more sustainable future for the Potomac River

Stickers for Old Town businesses

Sign for Jones Point Park (15,000 pedestrians visit per month)

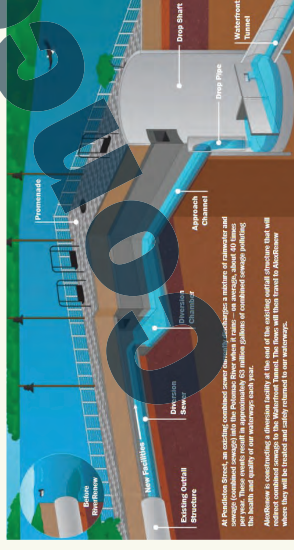
What's under your feet?

Infrastructure designed to protect our waterways and serve our community.

RiverRenew, a once-in-a-generation environmental initiative, was designed to capture and convey millions of gallons of combined sewage that would otherwise enter our waterways. You're standing directly in front of a critical piece of that infrastructure: the **Pendleton Street Diversion Facility**.

At RiverRenew, an advanced once-in-a-generation environmental initiative, was designed to capture and convey millions of gallons of combined sewage that would otherwise enter our waterways. You're standing directly in front of a critical piece of that infrastructure: the **Pendleton Street Diversion Facility**.

Combined sewage is a mixture of rainwater and sewage that overflows to the Potomac River, Hunting Creek, and Hoofers Run on rainy days. These overflows take place at four existing outfall locations around Alexandria. RiverRenew developed a system of tunnels, outfalls on the Potomac River, and a new diversion facility to achieve cleaner, healthier waterways for Alexandrians.



PROJECT BENEFITS

<4 million gallons of combined sewage captured annually

Sets the stage for a far more sustainable future for the Potomac River

Sign for Oronoco Bay Park (up to 50,000 pedestrians visit per month)

Community CSO Reporting Webpage

AlexRenew will provide an online dashboard for the community with updates on the occurrence of CSO events.

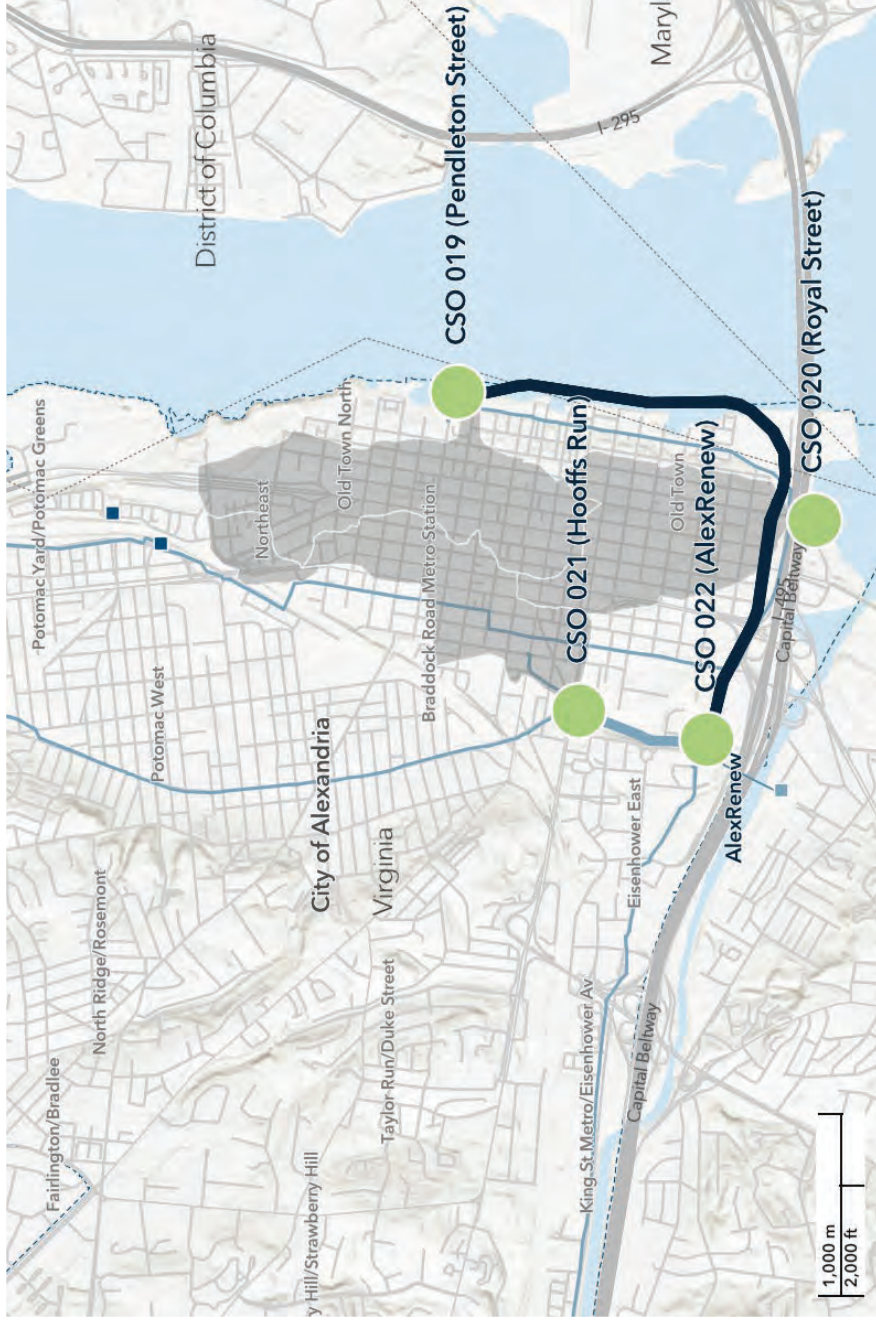
Demonstrates permit compliance and highlights benefits for program:

- » Combined sewage captured (MGD)
- » Overflow events prevented
- » Trash captured (thousands of pounds)
- » Water quality benefits

These important updates will be shared in AlexRenew's email newsletter, across its social media pages, customer bill inserts, and on AlexRenew.com.



Community CSO Reporting Map



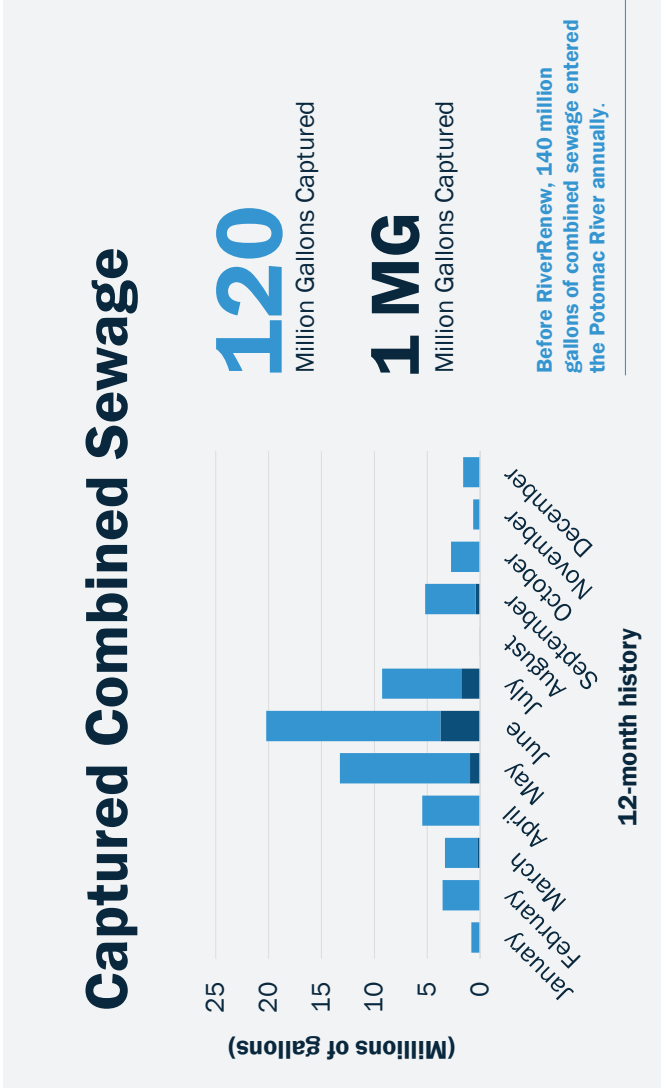
Live CSO Status:

- No overflow has occurred in the last 24 hours
- Overflow has occurred in the last 24 hours

Map Legend:

- Combined sewer area
- Waterfront Tunnel
- Commonwealth Interceptor
- AlexRenew Pumping Station

Community CSO Reporting Dashboard



As wildlife returns to Hooffs Run, we'll continue to share images on this dashboard.

1,000 pounds of Trash and debris prevented from entering the Potomac

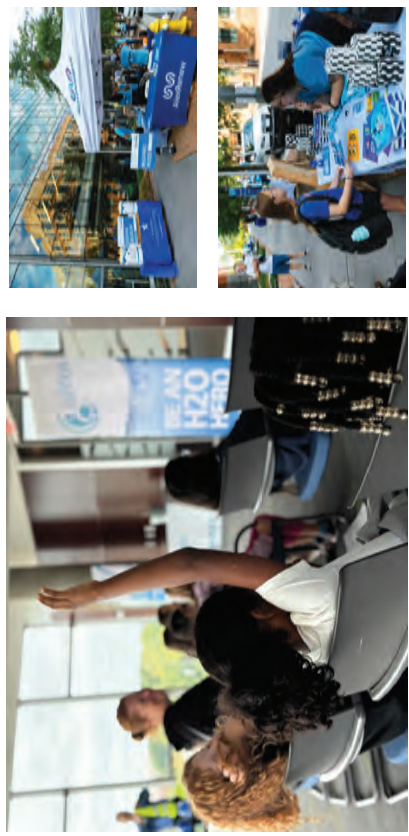
Total Impact After RiverRenew.

- 56** Overflow events prevented
- 250** Million Gallons of Combined Sewage Captured

Brand Strengthening

- » Digital Presence
- » Community Engagement
- » Key Partnerships
- » Media Landscape
- » Lessons Learned

ALEXRENEW STRENGTHS



Sustained Social Media Engagement

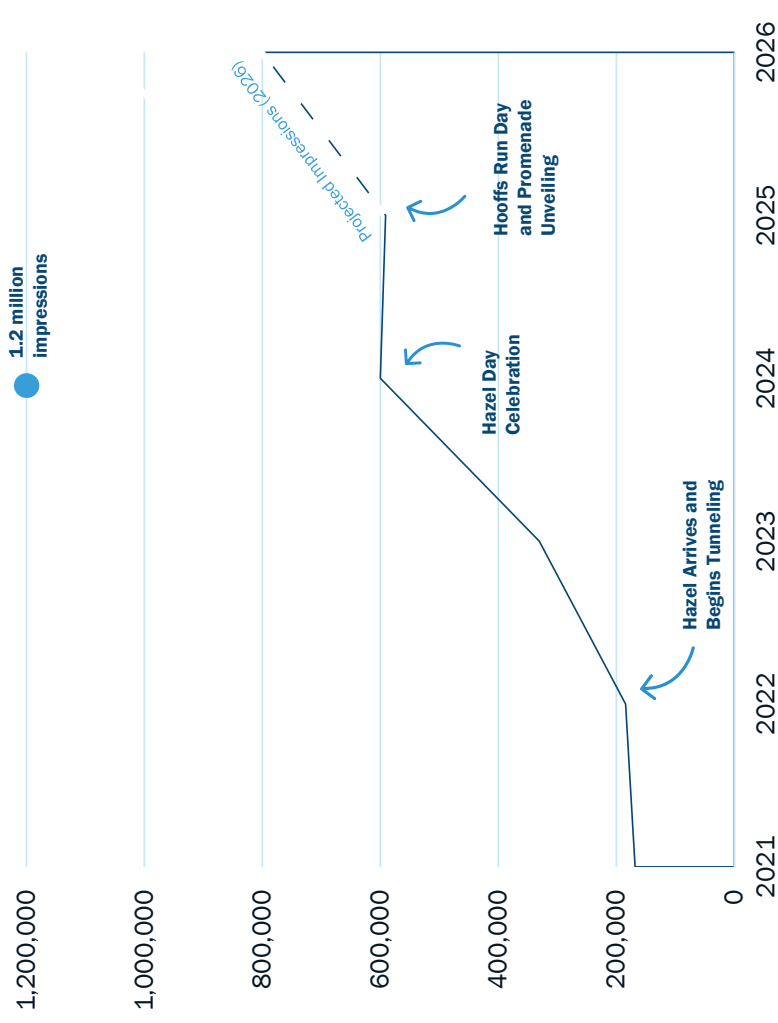
Five-year trends

- » 2.5X Followers
- » 3X Annual Impressions

RiverRenew Metrics (2026)

- » 200,000 post impressions
- » 50,000 video views
- » 16,000 engagements (clicks, likes, shares, comments.)
- » 8 media pickups, resulting in several hundred thousand viewers

Impressions across all platforms (2021-2026)



Building on the success of RiverRenew

As we continue to serve a critical role in our community, AlexRenew will strengthen the reputation we've earned through RiverRenew with future projects, communications, and outreach.



COMMUNITY ENGAGEMENT

Social media, STEM events, open house, plant tours, sixth floor and lobby displays, new website.



City Council, elected officials, AFCA, ChamberALX, Alexandria Soccer Association, ACPS, SAG, etc.

NEWS MEDIA

Additional media interest, improved brand reputation, strengthened relationships



LESSONS LEARNED

Approaching future projects, initiatives, and events with the lessons learned from RiverRenew





AlexRenew



Board of Directors
John Hill, Chair
James Beall, Vice Chair
Rebecca Hammer, Sec'y-Treas
Mark Jinks
Moussa Wone

Chief Executive Officer
Justin Carl, PE

General Counsel
Amanda Waters

MEMORANDUM

TO: AlexRenew Board of Directors

FROM: Justin Carl, General Manager and CEO

DATE: May 19, 2026

SUBJECT: *New Business, Alex Only*
Review and approve resolution to extend the line of credit financing

Issue

AlexRenew has an existing line of credit financing (line) with Bank of America, N.A., that serves as a valuable tool to help AlexRenew meet financial policy requirements. The line expires on June 30, 2026 and requires renewal and extension of the maturity date.

Recommendation

Staff respectfully request the Board approve the attached Resolution for a line of credit of \$30 million with a maturity date of June 30, 2028. The line was most recently amended in 2024, with a limit of \$120 million.

Budget and Funding

The cost of the line is \$69,000 annually and is included in the proposed Fiscal Year 2027 Budget. Comparatively, the previous line at \$120 million carried an annual cost of \$276,000.

Discussion

The line is revolving, meaning that as the outstanding balance (or a portion thereof) is repaid, new funds can be drawn under the line, up to the \$30 million. The rate on the line is variable and is based upon market conditions. The rate has averaged 2.7 percent since inception. The line is structured as subordinate debt under AlexRenew's Master Indenture of Trust.

The line was originally procured in January 2020 to act as an emergency backup funding source for the \$615 million RiverRenew program. The original amount that could be drawn under the line was \$30 million. In 2024, as RiverRenew's became wholly dependent on federal funding through the Water Infrastructure Finance and Innovation Act loan, the line was increased to \$120 million. This provided funding certainty to bring the RiverRenew program to completion during a period where AlexRenew experienced several government shutdowns and a federal funding freeze.

As RiverRenew nears completion, AlexRenew is advancing several major capital improvements to upgrade its wastewater treatment facility over the next six (6) years. Funding for these projects is available through \$50 million in green bonds issued by AlexRenew in 2024 and subsequent future bond sales. Capital spending to support these capital improvements ranges between \$30 and \$60 million over the next six (6) fiscal years.

Given the ongoing spending on RiverRenew and the projected timing of the green bonds' use, staff recommend extending the line and decreasing the available credit limit from \$120 million to \$30 million. This ensures continued access to interim financing for ongoing capital expenditures, if necessary. Any balance on the line would be repaid with debt proceeds.

This action supports our strategic goal of Commitment to the Community.

ACTION TAKEN

Approved:

Disapproved:

Approved with Modification:

Modification(s):

CITY OF ALEXANDRIA, VIRGINIA, SANITATION AUTHORITY
RESOLUTION APPROVING MODIFICATIONS TO A LINE OF CREDIT

Resolution: 26-001

WHEREAS, the City of Alexandria, Virginia, Sanitation Authority d/b/a AlexRenew ("**AlexRenew**") is a public body politic and corporate of the Commonwealth of Virginia (the "**Commonwealth**") created pursuant to the Virginia Water and Waste Authorities Act, Chapter 51, Title 15.2 of the Code of Virginia of 1950, as amended (the "**Act**");

WHEREAS, the Board of Directors of AlexRenew (the "**Board**") previously authorized and AlexRenew previously entered into a \$120 million line of credit financing to finance the costs of capital projects on an interim basis, which expires on June 30, 2026;

WHEREAS, the Board desires to decrease the amount available under the line of credit for advances and to renew the availability period under the line of credit for two additional years (June 30, 2028), subject to the terms of this Resolution;

WHEREAS, AlexRenew's obligations under the line of credit are and will be evidenced by, among other things (i) Line of Credit Notes, Subordinate Series (or amendments to the existing notes, each a "**Note**") and (ii) a financing, credit or other such agreement (or an amendment to the existing financing agreement, each a "**Financing Agreement**") between AlexRenew and the line of credit lender; and

WHEREAS, each Note is and will be subordinate debt ("**Subordinate Debt**") under the Master Indenture of Trust dated as of March 15, 1999 (as supplemented and amended, the "**Master Indenture**"), between AlexRenew and U.S. Bank National Association, as successor trustee (the "**Trustee**"), and a supplemental indenture dated on or about the date of issuance of the Note between AlexRenew and the Trustee (or an amendment to an existing supplemental indenture, each a "**Supplemental Indenture**"), and each Note is and will be secured by a pledge of the net revenues (as more particularly defined in the Master Indenture, the "**Net Revenues**") derived by AlexRenew from the ownership and operation of its sewage disposal and sewer systems (as more particularly defined in the Financing Agreement, the "**System**"), subject to the terms of the Master Indenture regarding the status of Subordinate Debt.

NOW, THEREFORE, IN FURTHERANCE OF THE PUBLIC PURPOSE FOR WHICH THE CITY OF ALEXANDRIA, VIRGINIA, SANITATION AUTHORITY WAS CREATED, BE IT RESOLVED THAT:

1. Authorization of Note and Use of Proceeds. The Board hereby determines that it is in the best interest of AlexRenew to authorize a decrease in the amount of its line of credit financing to no more than \$30,000,000, which is and will be evidenced by one or more Notes and Financing Agreements. The Board hereby finds that the line of credit financing will promote the health, safety, welfare, morals and propriety of the citizens served by AlexRenew and will promote the governmental purposes of the Act. Accordingly, the Board hereby authorizes the extension of the line of credit financing in accordance with the terms of this Resolution. Each Note shall be known as the "City of Alexandria, Virginia, Sanitation Authority, Line of Credit Note, Subordinate

Series" or such other designation as the Chief Executive Officer may approve. The Board hereby covenants that the proceeds from each Note shall be used, together with other available funds, if any, to pay or refinance the costs of capital projects of AlexRenew and the costs of issuing each Note. The Board hereby authorizes AlexRenew to borrow, repay and reborrow amounts under each Financing Agreement and each Note on a revolving credit basis subject to the terms thereof and this Resolution. The Board authorizes the Chief Executive Officer to enter into future extensions of and amendments to the line of credit financing and new line of credit financings with other financial institutions from time to time, so long as such extensions and amendments and new lines of credit are not inconsistent with the intent of this Resolution and comply with the parameters in paragraph 2, including extensions and amendments that decrease the amount available under the line of credit financing.

2. Details of Note. (a) Each Note shall be issued (or reissued as the case may be) to or at the direction of the lender on terms that the Chief Executive Officer shall determine; provided, however, that the maximum principal amount of all outstanding Notes shall not exceed \$30,000,000 and the maturity date of any Note (including any renewal options) shall not be later than June 30, 2028.

(b) Subject to the parameters in subsection (a), the Board hereby authorizes the Chief Executive Officer to approve the final terms of each Note, such as the maturity date and amounts, redemption provisions, make-whole provisions, prices, interest rates and interest provisions, and any elections under the Internal Revenue Code of 1986, as amended (the "**Code**").

3. Authorization of Financing Agreement. The Board hereby authorizes the Chief Executive Officer to determine the final form of each Financing Agreement; provided that the form is not inconsistent with this Resolution, subject to the parameters in paragraph 2. The Board hereby authorizes the Chief Executive Officer to execute each Financing Agreement.

4. Pledge of Net Revenues and Subordinate Debt. (a) Each Note shall be a limited obligation of AlexRenew and, except to the extent payable from the proceeds of the issuance of a Note or the income, if any, derived from the investment thereof, is payable exclusively from the Net Revenues of the System. AlexRenew hereby renews its pledge of the Net Revenues to pay the principal of and premium, if any, and interest on each Note pursuant to the terms of the Master Indenture and each Financing Agreement. The Board hereby determines that each Note shall be issued as Subordinate Debt under the Master Indenture. The Board hereby acknowledges that as Subordinate Debt each Note will be secured equally and ratably with any outstanding Subordinate Debt and will be secured on a subordinate basis to AlexRenew's Bonds (as defined in the Master Indenture) and Parity Indebtedness (as defined in the Master Indenture) and any Bonds or Parity Indebtedness issued in the future, subject to Section 2.1(b) of the Master Indenture.

(b) Neither the Commonwealth of Virginia nor any of its political subdivisions, including AlexRenew, shall be obligated to pay the principal of or interest on any Note or other costs incident to it except from the revenues and any other money or property pledged for such purpose, and neither the faith and credit nor the taxing power of the Commonwealth of Virginia or any of its political subdivisions, including AlexRenew, is pledged to the payment of the principal of or interest on each Note or other costs incident to it. The issuance of each Note does

not directly, indirectly or contingently obligate the Commonwealth of Virginia or any of its political subdivisions, including AlexRenew, to levy any taxes for the payment of any Note.

5. Form of Note. The Board hereby authorizes and directs the Chief Executive Officer to determine the final form of each Note; provided that the form is not inconsistent with this Resolution, subject to the parameters in paragraph 2. The Board hereby authorizes the Chair or the Chief Executive Officer to execute each Note. The Board hereby authorizes and directs the Secretary-Treasurer to affix the seal of AlexRenew to the executed Note and to attest the seal and then to deliver each Note to or at the direction of the Lender upon payment of the first principal advance thereunder.

6. Supplemental Indenture. The Board hereby authorizes and directs the Chief Executive Officer to determine the final form of each Supplemental Indenture; provided that the form is not inconsistent with this Resolution, subject to the parameters in paragraph 2. The Board hereby authorizes the Chief Executive Officer to execute each Supplemental Indenture.

7. Tax Compliance Agreement. Such officers of AlexRenew as may be requested are authorized and directed to execute and deliver a non-arbitrage certificate and tax compliance agreement (the "**Tax Compliance Agreement**") in a form to be approved by the officers of AlexRenew executing such document, whose approval shall be evidenced conclusively by the execution and delivery thereof.

8. Arbitrage Covenants. AlexRenew covenants that it shall neither take nor omit to take any action the taking or omission of which will cause each Note to be "arbitrage bonds" within the meaning of Section 148 of the Code, or otherwise cause interest on a Note to be includable in the gross income of the registered owner thereof under existing law, to the extent any advance under the line of credit is intended to be tax-exempt. Without limiting the generality of the foregoing, AlexRenew shall comply with any provision of the Tax Certificate that may require AlexRenew at any time to rebate to the United States any part of the earnings derived from the investment of the gross proceeds of each Note, unless AlexRenew receives an opinion of nationally-recognized bond counsel that such compliance is not required to prevent interest on a Note from being includable in the gross income for federal income tax purposes of the registered owners thereof under existing law. AlexRenew shall pay any such required rebate from legally available funds.

9. Evidence of Approval. The approval or determination of all of the details and provisions of each Note, each Financing Agreement and all other documents executed under the authority of this Resolution shall be evidenced conclusively by the execution and delivery of each Note, each Financing Agreement and such other document by the officer or officers authorized hereby.

10. Further Actions; Authorized Representative. The Board hereby authorizes and directs the Chair and the Chief Executive Officer and such officers and agents of AlexRenew as may be designated by either of them to take such further actions as they deem necessary regarding, the line of credit financing and the execution, delivery and performance of the documents related thereto. All such actions previously taken by such officers and agents are ratified and confirmed. The Board hereby designates the Chair and the Chief Executive Officer as AlexRenew's authorized

representatives for purposes of each Financing Agreement. The authorization granted in this Resolution to the Chair, Chief Executive Officer, Secretary-Treasurer may be carried out by the Vice Chair (in the case of the Chair), the Chief Administrative Officer (in the case of the Chief Executive Officer), and the Assistant or Acting Secretary (in the case of the Secretary-Treasurer), or such other officer as any of the named officers may designate in writing. When this Resolution authorizes the Chair or the Chief Executive Officer to act, it shall be sufficient for either the act.

11. Filing of Resolution. The Board hereby directs counsel to AlexRenew to file a certified copy of this Resolution with the Circuit Court of the City of Alexandria, Virginia, pursuant to Section 15.2-5126 of the Code of Virginia of 1950, as amended.

12. Effective Date. This Resolution shall take effect upon adoption.

Adopted _____, 2026

Secretary-Treasurer

Monthly Report

April 2026

This report represents a summary of AlexRenew’s progress toward its strategic goals – Operational Excellence, Thriving Workforce, Strategic Partnerships, Environmental Sustainability, and Commitment to the Community for April 2026.

1 Operational Excellence

Performance of AlexRenew’s operations is reviewed and evaluated monthly to oversee operational excellence and the proactive steps to meet current and future challenges.

1.1 Water Resource Recovery Facility (WRRF) Performance

Precipitation for April 2026 was 1.55 inches of rain and trace amounts of snow, which is less than the monthly average precipitation of 3.21 inches of rain for the month.

AlexRenew met all Virginia Pollutant Discharge Elimination System (VPDES) effluent parameters for April 2026 as outlined in Table 1.1.

Table 1.1. Summary of VPDES Permit VA0025160 Effluent Parameters

| | Average Flow | Carbonaceous Biochemical Oxygen Demand | Total Suspended Solids | Ammonia (as N) | Total Phosphorus | Dissolved Oxygen | Total Nitrogen | Total Nitrogen Load | Total Phosphorus Load |
|-----------------|--------------|--|------------------------|------------------------|------------------------|------------------|-----------------------|---------------------|-----------------------|
| | MGD | Monthly Average (mg/L) | Monthly Average (mg/L) | Monthly Average (mg/L) | Monthly Average (mg/L) | Minimum (mg/L) | Annual Average (mg/L) | Year-to-Date (lb) | Year-to-Date (lb) |
| Permit | 54.0 | 5.0 | 6.0 | Seasonal (1) | 0.18 | 6.0 | 3.0 | 493,381 | 29,603 |
| Reported | 30.6 | <QL | 1.4 | <QL | 0.06 | 8.5 | 2.4 | 74,173 | 2,547 |

Notes: (1) Ammonia seasonal limit for April – October: 1.0 mg/L

1.2 Capital Improvement Program

Specific projects within AlexRenew’s Capital Improvement Program (CIP) are highlighted monthly to support operational excellence.

In June 2025, the Board approved four (4) Job Order Contracts (JOC) to support AlexRenew’s ongoing construction and maintenance needs. To date in Fiscal Year 2026, a total of \$9.9 million of work has been issued under the contracts through individual task orders. Table 1.2 summarizes the status of JOC task orders issued in Fiscal Year 2026.

Table 1.2. Summary of JOC Task Orders issued in Fiscal Year 2026

| Facility | Number of Task Orders | Value |
|---|------------------------------|--------------------|
| WRRF Headworks Systems | - | \$- |
| WRRF Biological Treatment Systems | 3 | \$1,010,000 |
| WRRF Solids Treatment Systems | 5 | \$1,000,000 |
| WRRF Tertiary Treatment Systems | 5 | \$3,290,000 |
| WRRF Disinfection Systems | - | \$- |
| WRRF Miscellaneous – HVAC, Electrical, Building, etc. | 13 | \$4,410,000 |
| Pumping Stations | - | \$- |
| Interceptors | 1 | \$230,000 |
| Environmental Center | - | \$- |
| Total | 27 | \$9,940,000 |

1.3 RiverRenew

Updates on RiverRenew are outlined in the RiverRenew Dashboard.

1.4 PhaseForward

Updates on PhaseForward are outlined in the PhaseForward Dashboard.

1.5 Additional Capital Projects

In February 2026, AlexRenew issued a request for information (RFI) to begin the procurement process for financial and procurement enterprise resource planning (ERP) software. AlexRenew uses an ERP to manage finance and procurement processes, e.g., accounting, invoicing, and purchasing. The purpose of the RFI is to gain an understanding about the state of the market to support the development of a future request for proposal (RFP). AlexRenew received 23 responses to the RFI, which are being used to develop the RFP that is currently anticipated to be published in June 2026. A contract is anticipated for Board review in December 2026.

In March 2026, AlexRenew issued an RFP seeking qualified manufacturers of biosolids thermal drying systems to support the Biosolids Diversification project. The successful respondent from the RFP will assist in the design and furnishment of the biosolids thermal drying system to be installed through the Biosolids Diversification project contractor. AlexRenew received one (1) proposal on April 14, with a contract anticipated for Board review in July 2026.

1.6 Basic Ordering Agreement Task Orders

In December 2024, the Board approved five (5) basic ordering agreements (BOA) to support AlexRenew’s planning, design, and implementation of projects as part of AlexRenew’s CIP. Table 1.3 summarizes the status of BOA task orders issued in Fiscal Year 2026.

Table 1.3. Summary of BOA Task Orders issued in Fiscal Year 2026

| Type/Facility | Number of Task Orders | Value |
|---|-----------------------|--------------------|
| WRRF Headworks Systems | 1 | \$120,000 |
| WRRF Biological Treatment Systems | 0 | \$- |
| WRRF Solids Treatment Systems | 0 | \$- |
| WRRF Tertiary Treatment Systems | 2 | \$1,270,000 |
| WRRF Disinfection Systems | 0 | \$- |
| WRRF Miscellaneous – HVAC, Electrical, Building, etc. | 7 | \$1,130,000 |
| Pumping Stations | 0 | \$- |
| Interceptors | 2 | \$500,000 |
| Environmental Center | 1 | \$230,000 |
| Plans, Studies, and Training | 8 | \$2,220,000 |
| Professional Services Support | 8 | \$1,560,000 |
| Total | 29 | \$7,030,000 |

1.7 Sole Source and Emergency Contracts

There were no sole source or emergency contracts executed in April.

2 Thriving Workforce

Efforts toward the thriving workforce strategic goal are highlighted monthly to report progress in investing in our staff and fostering a culture of belonging.

On April 22, several staff members participated in this month’s onsite strength and conditioning class, designed to encourage staff to remain fit, healthy, and active throughout the year. Staff also celebrated National Administrative Professionals Day on April 22.

AlexRenew celebrated National Apprenticeship Week from April 26 through May 2. Members of the current class and previous graduates were recognized for their many contributions and the important role they play in workforce development at AlexRenew.

Sustainability Manager, Mallory Orme, was named to the 40 under 40 class of 2026 by the Alexandria Chamber of Commerce – the award ceremony will be this summer.

Since March 16, 2026, AlexRenew has logged 27,531 hours without a recordable incident.

3 Strategic Partnerships

AlexRenew continues to foster strategic partnerships that promote watershed-level thinking through collaboration and advocacy.

AlexRenew staff presented three (3) times to VDEQ throughout April, sharing upcoming reclaimed water initiatives on April 16; providing a RiverRenew update on April 21 at the agency’s headquarters in Richmond; and finally presenting an overview of the Regional Biosolids Study on April 29.

On April 17, staff provided a presentation and tour of AlexRenew’s treatment plant and new Pumping Station to the LeadershipALX class of 2026. On April 26, AlexRenew and the City of Alexandria’s

Environmental Policy Commission (EPC) presented the 2026 Ellen Pickering Environmental Excellence Award to Russell Bailey during the Del Ray GardenFest. On April 27, AlexRenew hosted the City of Alexandria’s Archives and Records Center for a tour of the plant.

AlexRenew staff attended the City of Alexandria’s Building Safety Month on May 1, meeting with community members and providing information on AlexRenew’s ongoing projects.

3.1 2026 Virginia General Assembly Session

The Virginia General Assembly held a reconvened session on April 22 to consider the biennial budget and address the Governor’s bill amendments and vetoes. Since that date, the Governor has signed several bills into law, while some legislation that was considered during the reconvened session is currently awaiting the Governor’s action.

On May 6, staff attended an event where the Governor signed HB1443 (PFAS/Biosolids) into law, along with other related measures.

The Governor’s action on bills relevant to AlexRenew is outlined in Table 3.1 (SB denotes Senate Bill, HB denotes House Bill).

Table 3.1. 2026 Virginia General Assembly Bill Tracking

| Bill(s) | Patron(s) | Topic | Summary | Governor’s Action |
|----------------|-------------------------------|-------------------------------|--|--|
| HB1263 / SB378 | Tran, Lopez / Navir, Surovell | Collective Bargaining | Would require public employers to bargain collectively with certified employee unions over wages, hours, and working conditions. Governor proposed amendments in April (including delayed local-government effective date of Jan. 1, 2030); the GA rejected them. The bill now sits on the Governor’s desk in its original form to sign or veto. | Awaiting action – deadline is May 23, 2026 |
| HB5 / SB199 | Convirs-Fowler / Favola | Paid Sick Leave | Mandates paid sick leave for Virginia employees – companion to HB1207/SB2. | Awaiting action – deadline is May 23, 2026 |
| HB1207 / SB2 | Sewell / Boysko | Paid Family and Medical Leave | Creates state-administered paid leave program funded by employer/employee payroll contributions (12 weeks); Governor’s substitute creates a private-plan approval path, which could allow approval of an equivalent employer plan instead of defaulting into the state program. Contributions begin April 1, 2028; benefits begin December 1, 2028. Employer contribution rates will be announced by October 2027. | Signed into law |
| HB1046 / SB324 | Carr / McPike | VPPA | Final substitute replaces apprenticeship mandate with labor-compliance requirements for construction contracts: OSHA training, limited recent labor violations, and new independent-contractor notice/authorization rules for | Signed into law |

| Bill(s) | Patron(s) | Topic | Summary | Governor's Action |
|----------------|----------------|----------------------------------|--|-------------------|
| | | | certain contracts over \$5M. Effective July 1, 2027. | |
| HB1443 / SB386 | Lopez / Stuart | PFAS in Biosolids | Testing and land-application limits on biosolids containing PFOS and PFOA – effective January 1, 2027. | Signed into law |
| SB138 / HB938 | McPike / Clark | PFAS Industrial Monitoring | Requires POTWs to mandate quarterly PFAS discharge monitoring from certain industrial users (scope to be confirmed with VDEQ) and report results to VDEQ. Effective July 1, 2026; notification obligation begins August 1, 2026. | Signed into law |
| HB122 | Keys-Gamarra | PFAS Consumer-Product Regulation | Prohibits manufacture and sale of cosmetic products containing a list of specified chemicals, including PFAS; violations enforceable under VA Consumer Protection Act. No direct impact. | Signed into law |
| HB770 | Herring | Affordability | Authorizes SCC-regulated water and wastewater utilities to offer discounted rates for low-income customers, with cost recovery through rates. No direct impact | Signed into law |
| HB422 | Cole | Affordability | Bars SCC-regulated water or water-and-sewer utilities from filing general base-rate increases more frequently than once every three years, with carveouts. No direct impact. | Signed into law |
| HB898 | Herring | Affordability / Disconnection | Prohibits certain disconnection/reconnection fees and direct SCC oversight of related fee recovery for SCC-regulated electric, gas, water, and wastewater utilities. No direct impact. | Signed into law |

4 Environmental Sustainability

Each month, progress is reported on AlexRenew’s work toward environmental sustainability, with the goal of being good stewards of our resources and minimizing our impact on the environment.

AlexRenew recognized “sustainability month” throughout the month of April with our annual Hooffs Run Steam Cleanup, trivia, sustainability bingo, and a guest presentation from the City of Alexandria’s Climate Action Officer Ryan Freed. The activities helped connect the importance of our work and how our daily practices support environmental protection.

AlexRenew’s use of renewable energy is tracked monthly. This month, plant processes used approximately 3,000,000 standard cubic feet of biogas that was produced onsite in the anaerobic digesters. About 9,530 kilowatt hours of energy were generated from onsite solar panels.

AlexRenew’s use of reclaimed water is tracked monthly. This month, AlexRenew recycled 102 million gallons of water to support our operations.

5 Commitment to the Community

Each month, progress is reported on AlexRenew’s work toward strengthening connections with the public and providing affordable service.

5.1 Financial Update

The performance of AlexRenew’s annual approved budget is reviewed and evaluated monthly to ensure overall organizational financial stability.

Table 5.1 summarizes AlexRenew revenues and expenditures for this period, including the following major takeaways:

- Wastewater Treatment Charge revenues (\$53.0 million) are trending in line with budget;
- Operating and maintenance expenses (\$29.8 million) are trending under budget; and
- Total expenses (\$146.5 million) are currently trending lower than the budgeted expenses primarily due to capital spending. This timing also impacts debt proceed revenues (\$51.5 million), which are lower than budgeted since most capital expenses are funded through debt.

Table 5.1. Revenues and Expenses through April 2026

| Revenues and Expenses | FY2026 Budget (\$) | FY2026 To-Date (\$) | % of Budget To-Date | % of FY2026 Completed | Total FY2026 Projected (\$) |
|---------------------------------|--------------------|---------------------|---------------------|-----------------------|-----------------------------|
| Revenues | | | | | |
| Wastewater Treatment Charge | 64,941,337 | 52,961,830 | 82 | 83 | 65,000,000 |
| Fairfax Operating Charge | 14,662,764 | 12,218,970 | 83 | 83 | 14,700,000 |
| Fairfax Capital Contributions | 59,378,095 | 29,865,043 | 50 | 83 | 45,500,000 |
| Debt Proceeds and Other Sources | 119,336,317 | 51,468,994 | 43 | 83 | 90,000,000 |
| Total Revenues | 258,318,51 | 146,514,837 | 57 | 83 | 215,200,000 |
| Expenses | | | | | |
| Operating and Maintenance | 40,925,755 | 29,840,000 | 73 | 83 | 38,900,000 |
| Parity Debt Service | 20,220,975 | 18,814,837 | 93 | 83 | 20,300,000 |
| IRR (1) | 12,664,560 | 15,000,000 | 118 | 83 | 16,000,000 |
| Capital | 184,507,223 | 82,860,000 | 45 | 83 | 140,000,000 |
| Total Expenses | 258,318,513 | 146,514,837 | 57 | 83 | 215,200,000 |

Notes: (1) Improvement, Renewal, and Replacement is the program for routine investments to maintain and repair equipment. The IRR program funds capital improvements under \$1 million and not part of major upgrade projects.

Table 5.2. Cash Reserves

| Days Cash on Hand | Minimum | FY2026 Annualized | Percentage of Goal |
|---|---------|-------------------|--------------------|
| Operating and Capital Days Cash on Hand | 120 | 123 | 103% |
| Total Days Cash on Hand | 270 | 732 | 369% |

Table 5.3. Debt Service Coverage

| Item | FY2026 Budget | FY2026 Annualized |
|----------------------------|---------------------|---------------------|
| Total Revenues | \$81,304,102 | 82,700,000 |
| Less Operating Expenses | (\$40,925,755) | (\$38,900,000) |
| Net Revenue | \$40,378,347 | \$43,800,000 |
| Annual Debt Service | \$20,220,975 | \$20,300,000 |
| Calculated Coverage | 2.00 times | 2.16 times |

5.2 Status of Customer Delinquencies

Figure 5.1 illustrates active AlexRenew accounts 60 or more days delinquent and total delinquent dollar amount owed over the last three (3) years. Major takeaways for this period include:

- The number of accounts delinquent by more than 60 days was 750, a decrease of 44 accounts month-over-month;
- The total dollar amount owed to AlexRenew from these accounts was \$777,879, an increase of \$7,801 month-over-month;
- 384 accounts are enrolled in payment plans, representing \$602,004 in the total dollar amount (77 percent) owed to AlexRenew; and
- Approximately 56 percent of the delinquency value is from residential accounts.

AlexRenew has continued its communications campaign around the Lifeline Emergency Assistance Program (LEAP). Over this period, five (5) accounts received a total of \$3,284. Additional updates on LEAP are outlined in the LEAP Dashboard.

On behalf of AlexRenew, Virginia American Water disconnected 57 customers for nonpayment of their sewer bill in April. Of the customers who were disconnected, thirty (30) paid their balance in full, fourteen (14) enrolled in a payment plan, twelve (12) accounts were closed, and one (1) applied for a LEAP disbursement. Since July 2024, there have been 552 disconnections, of these, 63 accounts received a total of \$55,693 in LEAP disbursements.

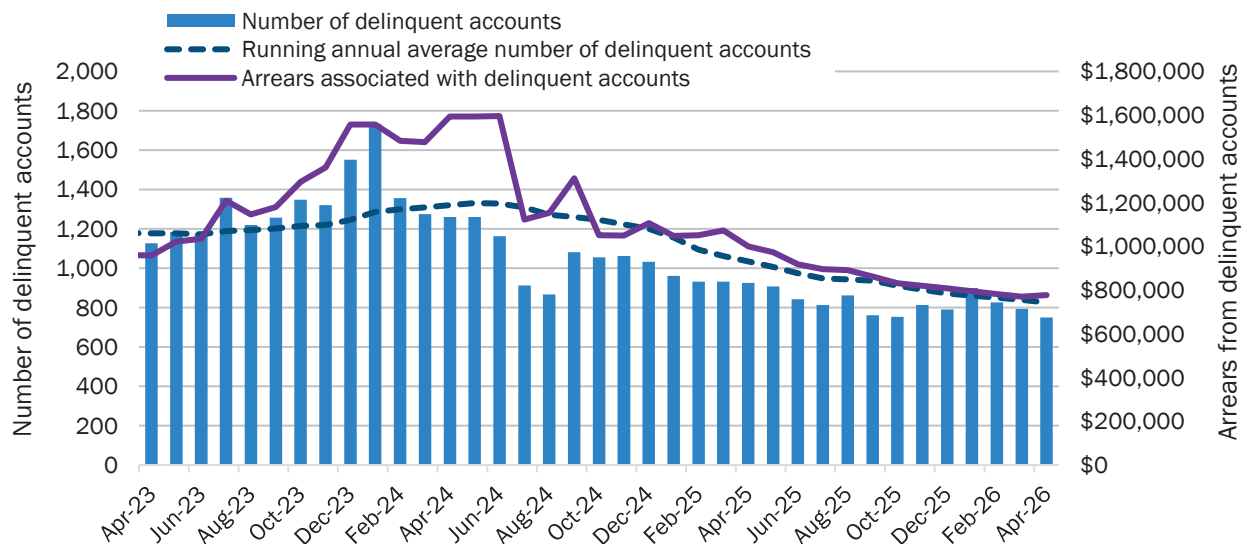


Figure 5.1. Active Accounts 60 or more days Delinquent

5.3 Customer Service and Community Engagement

AlexRenew shares a monthly summary of its community engagement and customer service statistics to highlight its contributions toward its commitment to engagement and trust.

AlexRenew held its second and third of three (3) virtual meetings for the proposed base charge change on April 22 and May 5, respectively.

AlexRenew hosted the Seaport Foundation on a tour of the plant and offered insight into AlexRenew's apprenticeship program to attendees.

Staff continued to promote the commissioning of the new Pumping Station through [press releases](#) and content on our social media channels:

- [Pumping station preview with Ryan](#)
- [Hydraulic power units with Kaushik](#)
- [Tunnel dewatering pumps with Ryan](#)
- [Wet weather pumps with Rich](#)

AlexRenew welcomed an estimated total of 599 visitors from the following organizations that hosted meetings on the 6th floor of the Environmental Center in April: Alexandria Seaport Foundation (40), Alexandria City Public Schools (210), Alexandria Symphony Orchestra (10), Alexandria A Capella Collective (110), Future Port (6), Alexandria Soccer Association (20), Moms Demand Action (30), Alexandria Chamber of Commerce (70), Core Essence (20), City of Alexandria (28), Alexandria Central Rotary Club (20), and Jack and Jill of America (35).

AlexRenew customer service received a total of 773 calls. The average wait time before calls were answered was 10 seconds. Call center staff answered 251 emails.

RiverRenew Board of Directors Dashboard



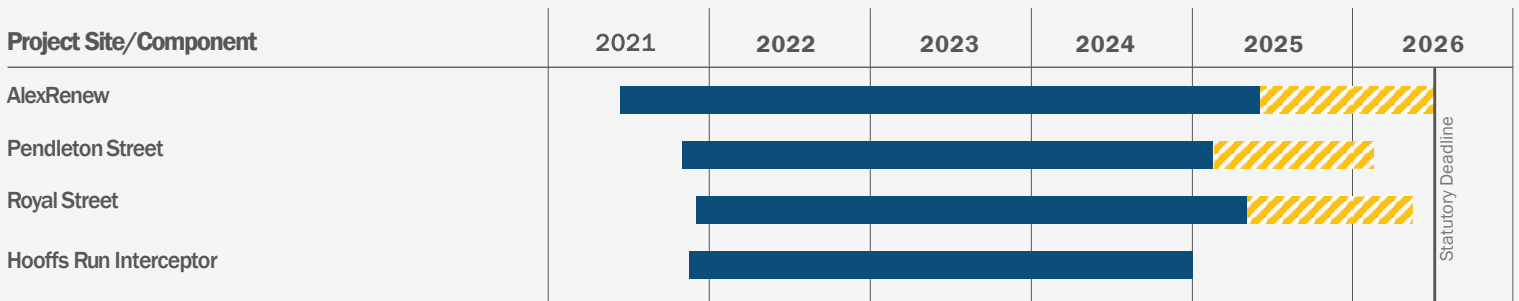
MONTH ENDING: APRIL 30, 2026

RiverRenew is a program owned and implemented by AlexRenew, Alexandria's wastewater treatment authority.

RiverRenew Overview

To improve the waterways that connect us, AlexRenew is implementing RiverRenew to prevent millions of gallons of combined sewage from polluting Alexandria's local rivers and streams each year. Three of the four RiverRenew projects are complete. The remaining Tunnel Project includes the construction of a new tunnel to connect AlexRenew's wastewater treatment plant to the four existing combined sewer outfalls, as illustrated on Page 2 of this dashboard. The phases of construction for the four remaining primary construction sites are illustrated in the schedule below.

RiverRenew Tunnel Project Schedule



■ Original Schedule ■ Time Extension

Summary of Major Tunnel Project Delays

| Date: | Activity: |
|---------|---|
| 12/2021 | Monitoring potential supply chain issues due to ongoing pandemic. |
| 12/2021 | COVID outbreak at tunnel segment mold plant in Slovenia. Manufacturing for tunnel segment molds relocated to Turkey. Anticipated one-month delay on tunnel segment molds. |
| 1/2022 | Concrete for shaft slurry walls delayed due to weather, COVID impacts, shortage of CDL drivers due to Omicron spike, and lack of concrete materials in the Greater Metro D.C. area. Monitoring schedule impacts to critical path. |
| 2/2022 | TBM fabrication and delivery delayed by three weeks. Monitoring schedule impacts to critical path. |
| 4/2023 | Due to the events in January and February 2022 (noted above), the Tunnel Project is currently 60 days behind schedule. The delay will primarily impact scheduled work at the AlexRenew site. |
| 9/2023 | Due to the delays noted above, the Tunnel Project is currently 90 days behind schedule. The delay will primarily impact scheduled work at the AlexRenew site. |
| 3/2024 | Legislation to extend the project's statutory deadline by one year to July 1, 2026, signed into law on 3/8/24 (SB372) and 3/20/2024 (HB71). |
| 12/2024 | Extended contractual deadline to July 1, 2026. |

RiverRenew Tunnel Project Highlights

Overall Project Progress

(Design and Construction)

Actual

92%

Planned

92%

Royal Street Site



Ongoing

- Diversion chamber manholes and risers
- Electrical duct banks and instrumentation

Upcoming

- Site grading and restoration
- Bulkhead removal to allow CSO flow into tunnel system

Pendleton Street Site



Ongoing

- Permanent lighting
- Instrumentation installation

Upcoming

- Bulkhead removal to allow CSO flow into tunnel system
- Final turnover of RiverRenew Plaza to the City

Hooffs Run Site



Upcoming

- Modifications inside the diversion chamber to allow wet weather flow into the Commonwealth Interceptor

AlexRenew Site



Ongoing

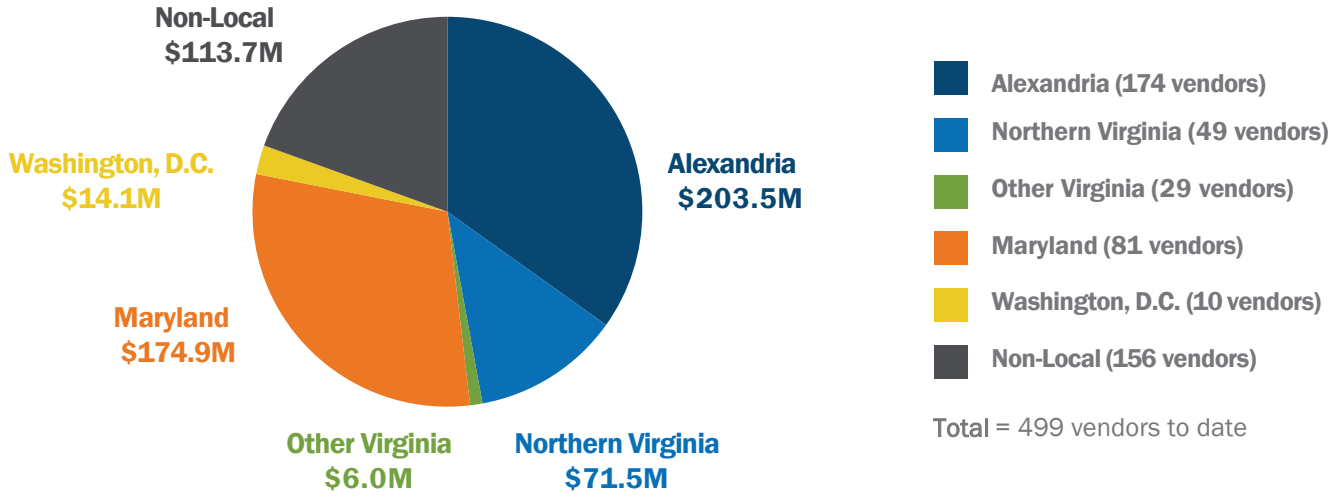
- Superstructure build-out and exterior façade
- Pumping station mechanical, electrical, and plumbing work
- Installation of screen rake and clamshell
- Pump and equipment testing

Upcoming

- Staff training
- Operational demonstrations
- Superstructure interior finishes

RiverRenew Program Costs to Date

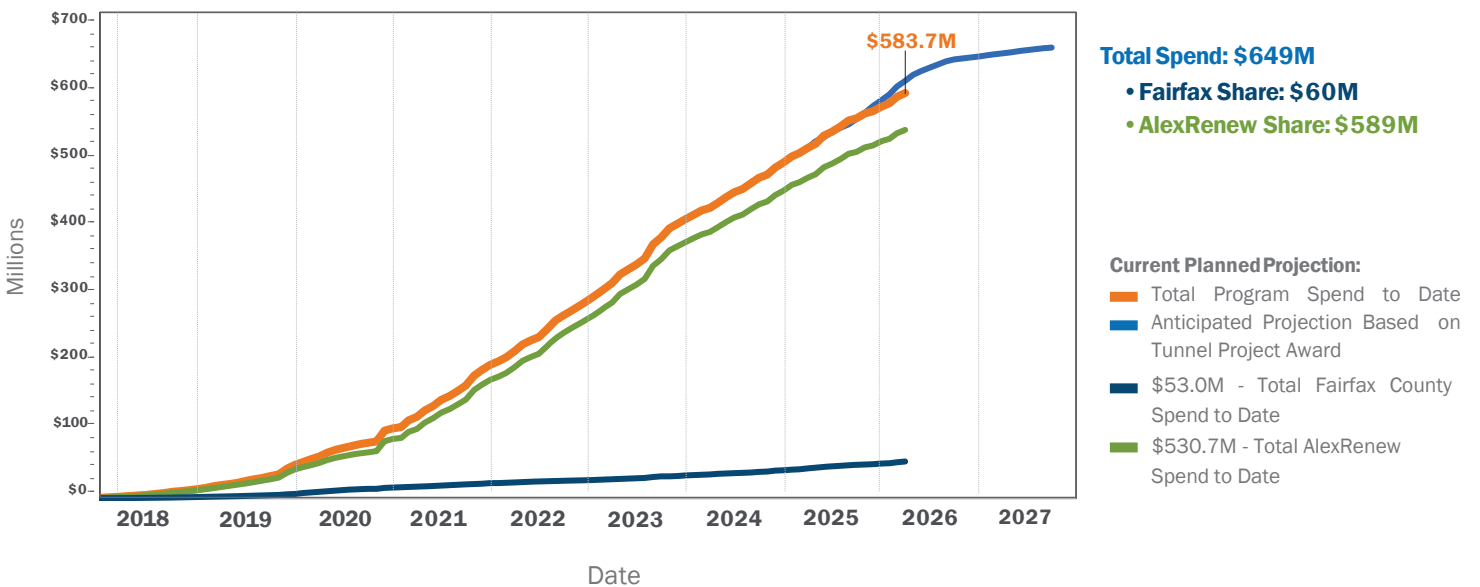
RiverRenew Spend to Date by Locality



RiverRenew Tunnel Project Contracts

| Vendor | Role | Contract Type | Contract No. | Contract Date | Spent to Date (\$ millions) |
|---|--|-----------------------|--------------|---------------|-----------------------------|
| Traylor-Shea Joint Venture | Design-Builder Tunnel System Project | Design-Build | 19-079 | Dec 2020 | \$405.6 |
| Brown and Caldwell | Owner's Advisor | Professional Services | 17-022 | Nov 2017 | \$90.7 |
| EPC | Resident Engineering & Inspection Tunnel System Project | Professional Services | 20-013 | Apr 2020 | \$33.8 |
| Completed RiverRenew Wastewater Projects To Pave the Way for the Tunnel Project | | | | | \$53.6 |

RiverRenew Cash Flow Analysis*



Note: As of April 25, 2026.

**Note:* Schedule and cash flow reflect an anticipated Substantial Completion date in FY2027 and includes costs for the replacement of the Potomac Interceptor, the RiverRenew Service Agreement, and program management costs through project closeout.

RiverRenew Community Outreach



Digital Programming

Digital programming keeps the community connected to RiverRenew with program updates on RiverRenew.com and through AlexRenew's social media pages.

Highlights:

- A [post](#) providing an exciting update: the rake and clamshell system has arrived from India! This system is being installed at the top of the Screening Shaft to capture and remove large debris from the Waterfront Tunnel before flows enter the Pumping Station.



Education

Education initiatives are intended to engage audiences of all ages and help them learn more about RiverRenew and its technical components.

Discover all RiverRenew educational content on Cloe's Corner! RiverRenew.com/cloes-corner

Highlights:

Throughout April AlexRenew [shared a series of educational videos](#) explaining how its new 12-story underground pumping station will function.



Community Days & Events

Community days feature project-specific events to celebrate construction progress on the Tunnel Project and engage the community along the way. Participating in or co-sponsoring **community events** strengthens AlexRenew's relationship with its water and community partners.

Looking Ahead:

- 14th Annual Building Safety Month Kick-Off Event (Hosted by City of Alexandria, with RiverRenew representatives present): **May 1, 2026**

Monthly Construction Spotlight



Putting the Tunnel Dewatering Pumps to the Test

Throughout April, crews installed critical equipment in the 12-story underground pumping station and began system testing. First, electrical equipment was energized, and the valves and gates needed to control flow were confirmed operational. Next, crews filled the Waterfront Tunnel with more than two (2) million gallons of effluent from AlexRenew's treatment plant. Then, in late April, the tunnel dewatering pumps were powered on and tested. For the first time, water from the tunnel was pumped up over 130 feet to the surface before recirculating back down to the screening shaft.

This initial pump test was the first of many that will occur during commissioning, but it represents an important milestone for the RiverRenew program -- a clear step towards bringing the Tunnel System online and delivering a healthier Potomac River.

Building for the Future of Alexandria's Waterways

To learn more, visit www.RiverRenew.com



phaseforward

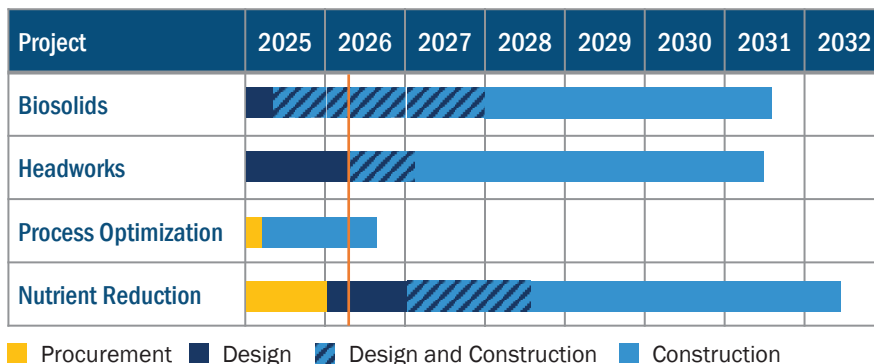
To support our evolving community, AlexRenew is making a significant investments to improve the resiliency of its infrastructure

DASHBOARD | APRIL 2026

The PhaseForward program includes a series of significant upgrades to critical wastewater processes that will allow us to meet evolving regulatory requirements and continue to improve the resilience of our infrastructure. PhaseForward includes four (4) major projects:

- Biosolids Diversification:** Upgrades to meet emerging regulations, increase bioenergy production, and realize alternative beneficial end uses for biosolids
- Headworks Renewal:** Improvements to aging equipment that provides initial screening of debris larger than a pea and settling for solids as small as a grain of sand. New pumping systems to ensure wastewater flows from the community through our wastewater treatment processes
- Process Optimization:** Installation of new equipment to enhance our nutrient removal processes and continue to improve water quality in the Chesapeake Bay and its tributaries
- Nutrient Reduction:** Rehabilitation of processes providing the final settling and filtration of wastewater to further reduce nutrient loads and allow for continued growth in our community

PhaseForward schedule



PhaseForward spending (to date)

| Project | Estimate (1) | Design | Construction | Total | % Local (2) |
|----------------------|---------------|----------------|---------------|----------------|-------------|
| Biosolids | \$355M | \$12.2M | \$4.9M | \$17.1M | 76% |
| Headworks | \$127M | \$10.0M | \$- | \$10.0M | 92% |
| Process Optimization | \$10M | \$2.4M | \$4.1M | \$6.5M | 75% |
| Nutrient Reduction | \$190M | \$2.3M | \$- | \$2.3M | 99% |
| Total | \$682M | \$26.9M | \$9.0M | \$35.9M | 81% |

Notes: (1) Current capital cost estimates (2) % Local spending from Alexandria, Northern Virginia, Maryland, and Washington, DC



BIOSOLIDS



HEADWORKS



PROCESS OPTIMIZATION



NUTRIENT REDUCTION

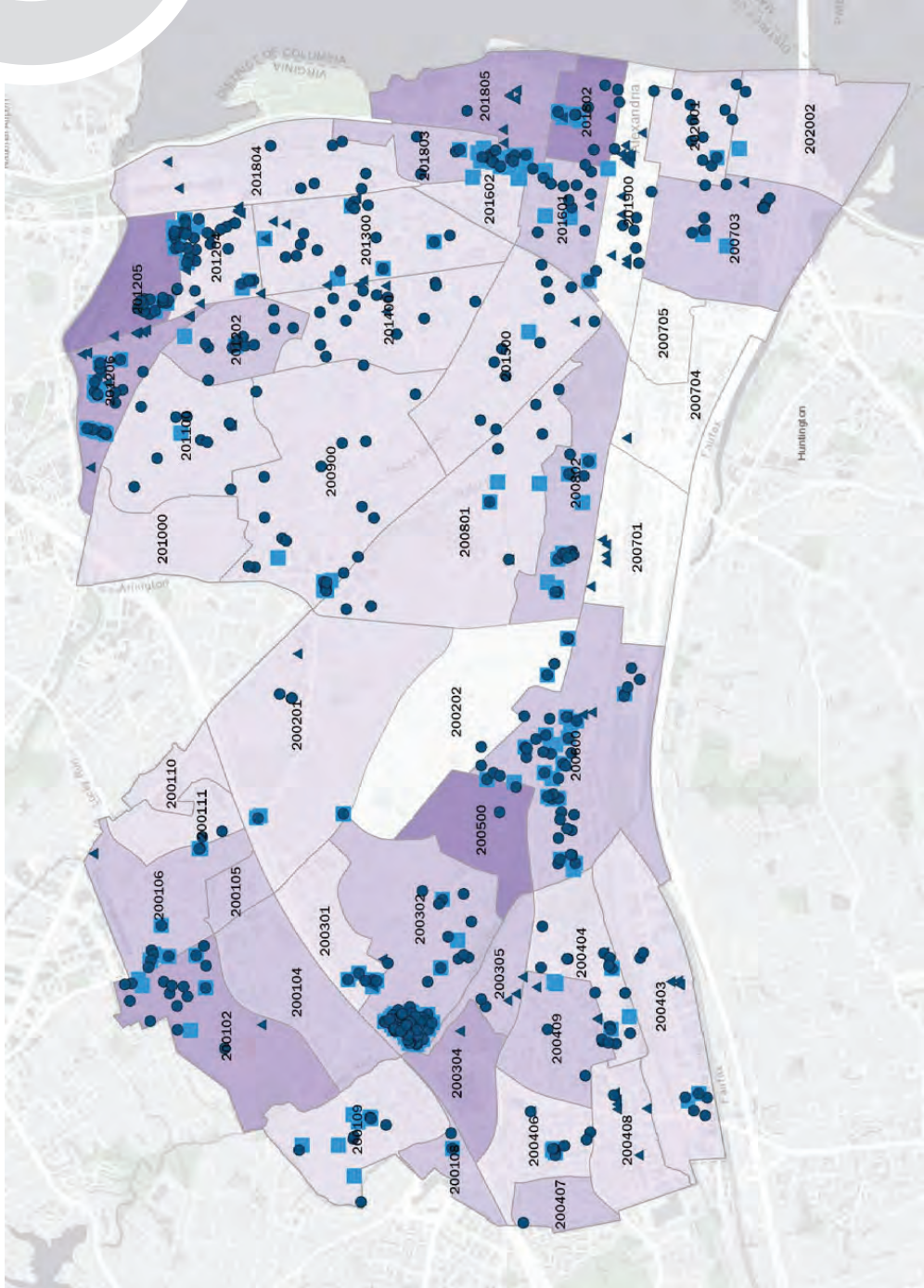


Process Optimization

Following last month's solids settling device installation in the first of two (2) 400,000 gallon process tanks, crews installed the second set of eight (8) more 16-foot-tall solids settling devices within the second process tank. The work included new process piping, electrical connections, and miscellaneous equipment in both tanks. Outside of the tanks, crews continued installing ancillary equipment including screens, pumps, and process air blowers.

Other PhaseForward Projects

Our **Headworks Renewal** staff executed a contract amendment with the contractor to construct improvements to the fine screening system. The design-builder for the **Nutrient Reduction** project continued developing a nutrient reduction process model to support the project design. Our **Biosolids Diversification** contractor pressure-tested the new permanent hot water piping and began installation of valves and instrumentation in preparation for the commissioning of the new heat exchangers.



\$218,529
Remaining



219 Customers Assisted
5 customers assisted this period



601 Service Disconnections for Nonpayment
57 customers disconnected this period

Legend

Percentage of Households Receiving SNAP

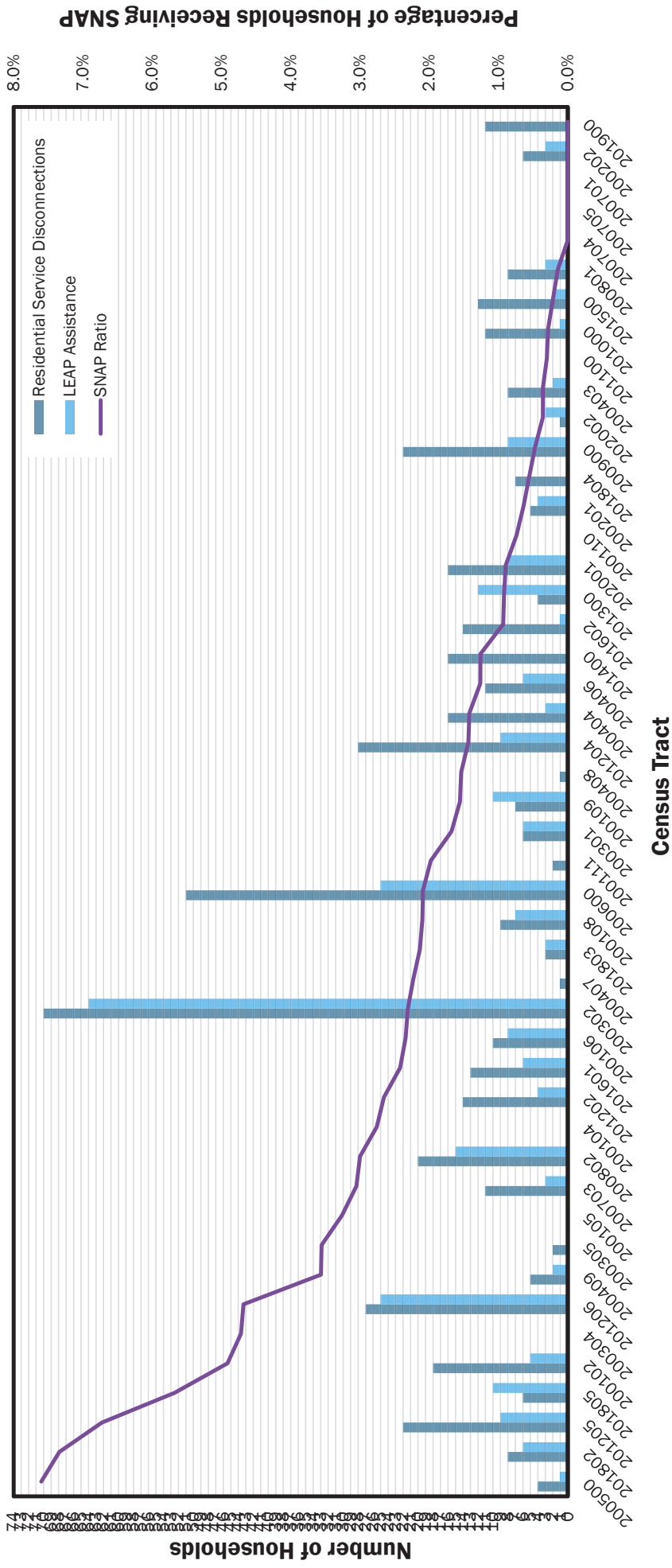
- 0
- 0 - 2.0%
- 2.0 - 4.0%
- 4.0 - 6.0%
- 6.0 - 8.0%

Averages: U.S. (12.5%); Virginia (3.0%); Alexandria (2.2%)

- Residential disconnections
- ▲ Commercial disconnections
- Residential customers receiving LEAP assistance

LEAP Assistance, Service Disconnections, and SNAP Ratio by Census Tract

April 30, 2026

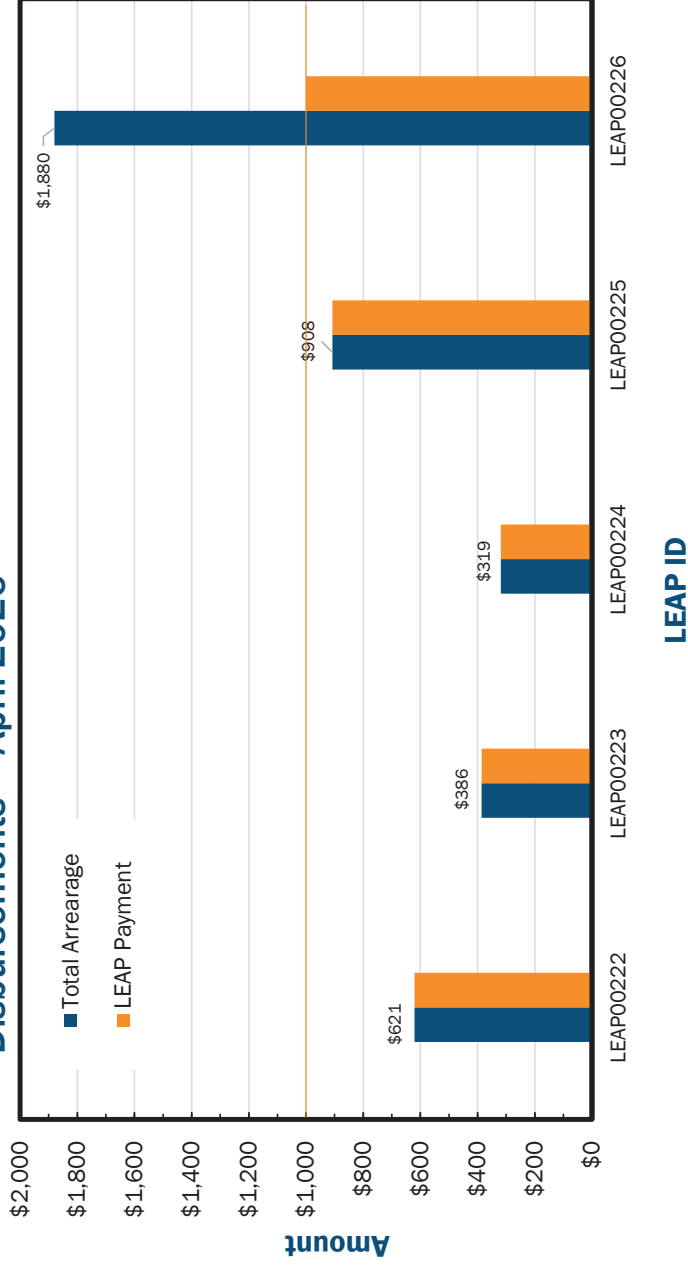


LEAP Disbursements and Remaining Arrearage by Account

April 30, 2026

(April 2026)

Disbursements – April 2026



| Disbursed | Arrearage | % of Arrearage |
|-----------------------|--------------|----------------|
| \$621 | \$621 | 100.00% |
| \$386 | \$386 | 100.00% |
| \$319 | \$319 | 100.00% |
| \$908 | \$908 | 100.00% |
| \$1,000 | \$1,880 | 53.19% |
| Average: \$647 | \$823 | 90.64% |
| Median: \$621 | \$621 | 100.00% |