

Minutes of the 940th Meeting
AlexRenew Board of Directors
6:00 p.m., Tuesday, May 19, 2026

On Tuesday, May 19, 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
Ms. Wendy Callahan, Chief Human Resources Officer
Mr. Ryan Payne, RiverRenew Program Manager
Mr. Kevin Pulong, Engineering Manager
Mr. Alex Rigby, Safety and Security Manager
Mr. Jonah Parks, IT Support

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

City Representative: Erin Bevis-Carver, Division Chief
T&ES/Sanitary Infrastructure Division

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

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

5. Board Administrative Items

a. Board Calendar

Mr. Carl. highlighted several upcoming events from the calendar. Between June and August,

AlexRenew will be conducting inspections of its interceptors. Staff is finalizing the schedule for the locations. Staff will have a table at the City of Alexandria's Pride Event next month on June 27.

b. Finance and Audit Committee - No Report.

c. Governance Committee - No Report.

6. New Business

a. Update on RiverRenew Commissioning. The Chair recognized Mr. Payne who reported that RiverRenew is on track to be operational by July 1, 2026. Mr. Payne highlighted the following key takeaways: the pumps have been tested to confirm functionality; rake and clamshell testing is ongoing; Operational Demonstrations starting imminently; pumping station connections to existing plant infrastructure are ready for flow; and the Team is prepared to pull bulkheads and introduce live CSO flow in June.

b. AlexRenew's 2026 Safety Month. Mr. Rigby provided an informational presentation on AlexRenew's 2026 Safety Month, which focuses on "Safety Beyond the Shift." The presentation highlighted AlexRenew's safety culture, the importance of building 24/7 safety habits, and efforts to reduce injuries both on and off the job. Mr. Rigby invited Board members to participate in a three-spot home safety scan and share results at the June meeting.

c. AlexRenew's 2026 Compensation Study. Ms. Callahan presented the results of the 2026 Compensation Study, which found that 77% of AlexRenew salaries are market competitive, an improvement from 65% in the 2024 survey. AlexRenew's average comp-a-ratio is 105%, indicating that overall compensation is slightly above market.

To align with the Board's Compensation Policy, a total salary adjustment of \$200,000 was included in the Fiscal Year 2027 budget to address the 36 employee salaries requiring adjustment to reach market competitiveness. Ms. Callahan also reported that AlexRenew's salary structure was redesigned by tightening range spreads to 50% for the first six pay bands and standardizing a 9% midpoint differential across all pay bands.

Going forward, Ms. Callahan recommended continuing a full compensation study every two years, with an abbreviated market review in the alternating years.

d. Upcoming RiverRenew Outreach and Communications. Mr. Robertson provided an update on RiverRenew communications and outreach as the program enters its final stretch. The presentation highlighted ongoing efforts to communicate construction progress, celebrate the upcoming system launch, explain long-term community and environmental benefits, and support transparent CSO reporting through updated signage, webpages, maps, and dashboards.

Mr. Robertson also discussed continued brand-strengthening efforts, media engagement, and social media performance, noting that outreach will build on the success of RiverRenew to reinforce AlexRenew's role in environmental protection and community service.

- e. Review and approval of Resolution Authorizing an Extension of the Line of Credit Financing. Mr. Akinkugbe presented a recommendation to renew AlexRenew's existing line of credit with Bank of America, which expires on June 30, 2026. The staff recommendation is to reduce the line from \$120 million to \$30 million and extend the maturity date to June 30, 2028. Mr. Akinkugbe noted that the revolving line provides interim financing flexibility for capital expenditures, if needed, as RiverRenew nears completion and other major capital improvements proceed. The annual cost will decrease from \$276,000 to \$69,000 and is included in the proposed Fiscal Year 2027 Budget.

Upon motion duly made by Mr. Beall and seconded by Dr. Wone, the Board unanimously approved the Resolution authorizing the \$30 million line of credit.

- f. Review and approval of change order for Contract 25-015 for Building L Elevator. Mr. Pilon presented a request to approve a change order to Contract 25-015 with Nichols Contracting Incorporated for the Buildings L and G Elevator Replacement Project. Staff explained that the newly installed Building L elevator was damaged by an unanticipated glycol leak and must be replaced to restore reliable access for biosolids, odor control, maintenance, and sampling operations.

Funding can be accommodated within the Fiscal Year 2026 and proposed Fiscal Year 2027 capital budgets. Mr. Pilon noted that insurance claims have been filed to offset costs if recovery is available.

Mr. Pilon requested a motion authorizing the CEO to execute an \$880,545 change order.

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

7. Monthly Report

General Assembly Update

Ms. Waters reported that the Governor vetoed HB 1263/SB 378, the public-sector collective bargaining legislation, after the General Assembly rejected the Governor's proposed amendments. She also noted that the General Assembly has not yet resolved the state budget impasse, which has no direct operational impact on AlexRenew but may affect state-funded programs AlexRenew interacts with. Mr. Carl reported that on May 6, staff attended an event where the Governor signed HB1443 (PFAS/Biosolids) into law, along with other related measures.

Delinquencies and LEAP Dashboard

Mr. Robertson reported 750 accounts delinquent 60+ days (down 44 month-over-month); Total owed: \$777,879 (up \$7,801 month-over-month); 384 accounts on payment plans, covering \$602,004 (77%) of the total owed; ~56% of delinquency value is residential. There were 57 accounts disconnected for non-payment in April. Staff distributed \$3,284 in LEAP disbursements to 5 customers.

RiverRenew Dashboard

Mr. Carl noted that the cash flow on page 4 was updated to reflect the changes we communicated to the Board last month.

Adjourn:
Motion by Ms. Hammer. Second by Mr. Jinks. Passed unanimously.

The meeting adjourned at 7:51 p.m.

Approved:



Becky Hammer
Secretary-Treasurer