



Board of Directors Meeting

May 27, 2025

2:00pm



695 Moores Creek Lane | Charlottesville, Virginia 22902-9016

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www.rivanna.org



BOARD OF DIRECTORS

Regular Meeting of the Board of Directors of the Rivanna Solid Waste Authority

DATE: May 27, 2025

LOCATION: Rivanna Administration Building (2nd Floor Conference Room),
695 Moores Creek Lane, Charlottesville, VA 22902

TIME: 2:00 p.m.

AGENDA

1. **CALL TO ORDER**
2. **AGENDA APPROVAL**
3. **MINUTES OF PREVIOUS BOARD MEETING ON MARCH 25, 2025**
4. **RECOGNITION**
5. **EXECUTIVE DIRECTOR'S REPORT**
6. **ITEMS FROM THE PUBLIC**
Matters Not Listed for Public Hearing on the Agenda
7. **RESPONSES TO PUBLIC COMMENTS**
8. **CONSENT AGENDA**
 - a. *Staff Report on Finance*
 - b. *Staff Report on Ivy Solid Waste and Recycling Center*
 - c. *Staff Report on Administration and Communications*
9. **OTHER BUSINESS**
 - a. *Presentation, Public Hearing, and Consider Vote to Approve: Resolution to Adopt the FY 2025-2026 Rate Schedule and FY 2025 – 2026 Budget*
Lonnie Wood, Finance and Information Technology Division Director

- b. Presentation and Consider Vote to Approve: FY 2025- 2026 Personnel Management Plan
Update: Leah Beard, Human Resources Manager*

10. OTHER ITEMS FROM BOARD/STAFF NOT ON THE AGENDA

11. CLOSED MEETING

12. ADJOURNMENT

GUIDELINES FOR PUBLIC COMMENT AT RIVANNA BOARD OF DIRECTORS MEETINGS

If you wish to address the Rivanna Board of Directors during the time allocated for public comment, please raise your hand or stand when the Chairman asks for public comments.

Members of the public requesting to speak will be recognized during the specific time designated on the meeting agenda for “Items From The Public, Matters Not Listed for Public Hearing on the Agenda.” Each person will be allowed to speak for up to three minutes. When two or more individuals are present from the same group, it is recommended that the group designate a spokesperson to present its comments to the Board and the designated speaker can ask other members of the group to be recognized by raising their hand or standing. Each spokesperson for a group will be allowed to speak for up to five minutes.

During public hearings, the Board will attempt to hear all members of the public who wish to speak on a subject, but it must be recognized that on rare occasion comments may have to be limited because of time constraints. If a previous speaker has articulated your position, it is recommended that you not fully repeat the comments and instead advise the Board of your agreement. The time allocated for speakers at public hearings are the same as for regular Board meetings, although the Board can allow exceptions at its discretion.

Speakers should keep in mind that Board of Directors meetings are formal proceedings and all comments are recorded on tape. For that reason, speakers are requested to speak from the podium and wait to be recognized by the Chairman. In order to give all speakers proper respect and courtesy, the Board requests that speakers follow the following guidelines:

- Wait at your seat until recognized by the Chairman.
- Come forward and state your full name and address and your organizational affiliation if speaking for a group;
- Address your comments to the Board as a whole;
- State your position clearly and succinctly and give facts and data to support your position;
- Summarize your key points and provide the Board with a written statement, or supporting rationale, when possible;
- If you represent a group, you may ask others at the meeting to be recognized by raising their hand or standing;
- Be respectful and civil in all interactions at Board meetings;
- The Board may ask speakers questions or seek clarification, but recognize that Board meetings are not a forum for public debate; Board Members will not recognize comments made from the audience and ask that members of the audience not interrupt the comments of speakers and remain silent while others are speaking so that other members in the audience can hear the speaker;
- The Board will have the opportunity to address public comments after the public comment session has been closed;
- At the request of the Chairman, the Executive Director may address public comments after the session has been closed as well; and
- As appropriate, staff will research questions by the public and respond through a report back to the Board at the next regular meeting of the full Board. It is suggested that citizens who have questions for the Board or staff submit those questions in advance of the meeting to permit the opportunity for some research before the meeting.

The agendas of Board meetings, and supporting materials, are available from the RWSA/RSWA Administration office upon request or can be viewed on the Rivanna website.

Rev. September 7, 2022



RSWA BOARD OF DIRECTORS
Minutes of Regular Meeting
March 25, 2025

A regular meeting of the Rivanna Solid Waste Authority (RSWA) Board of Directors was held on Tuesday, March 25, 2025 at 2:00 p.m. at the Rivanna Administration Building, (2nd Floor Conference Room), 695 Moores Creek Lane, Charlottesville, VA 22902.

Board Members Present: Mike Gaffney, Brian Pinkston, Jim Andrews, Jeff Richardson, Sam Sanders, Steven Hicks, Jeffrey Dumars.

Board Members Absent: None.

Rivanna Staff Present: Bill Mawyer, Phil McKalips, Lonnie Wood, David Tungate, David Rhoades, David White, Leah Beard, Deborah Anama, Jacob Woodson.

Attorney(s) Present: Valerie Long.

1. CALL TO ORDER

Mr. Gaffney convened the March 25, 2025 regular meeting of the Board of Directors of the Rivanna Water and Sewer Authority at 2:00 p.m.

2. AGENDA APPROVAL

Mr. Andrews moved the Board to approve the agenda. Mr. Sanders seconded the motion, which carried unanimously (7-0).

3. MINUTES OF THE PREVIOUS BOARD MEETING ON JANUARY 28, 2025

Mr. Pinkston moved the Board to approve minutes of the previous Board meeting on January 28, 2025. Mr. Andrews seconded the motion, which carried unanimously (7-0).

4. RECOGNITION

There was none.

5. EXECUTIVE DIRECTOR'S REPORT

Bill Mawyer, Executive Director, welcomed Jeffrey Dumars, Director of Facilities and Environmental Services for Albemarle County, to the RSWA Board of Directors. Mr. Dumars stated that he had recently been appointed by the Albemarle Board of Supervisors to the Director position and the RSWA Board. Mr. Mawyer stated that they recently met with Mr. Dumars and gave him a tour of the McIntire and Ivy facilities along with a review of the budget and solid waste organizational features. Mr. Dumars said he appreciated the orientation to RSWA and looked forward to his membership on the Board.

Mr. Mawyer stated that he also wanted to recognize a new team member, David White, who had joined their construction management group as a project engineer. He stated that Mr. White started

just yesterday, and he held a degree in mechanical engineering from North Carolina A&T. He stated that Mr. White was a good fit for their project management team, and they were glad to have him on board.

David White, Project Engineer, thanked Mr. Mawyer for the introduction. He stated that he was happy to be here and looked forward to contributing his work to Rivanna.

Mr. Mawyer stated that to further their strategic plan priority of communication and collaboration, they provided tours to Mountain View Elementary and Scottsville Elementary students at some of their facilities. He stated that their transfer tonnage had been increasing since 2021, with a slight decrease in growth over the past few years, as indicated by the red line for 2023 and the green line for 2024. He stated that however, 2025 was starting at a higher tonnage and they would continue to monitor progress throughout the year. He stated that all was going well at the Solid Waste and Recycling Center.

Mr. Mawyer stated that they had recently hosted a successful special tire collection event at the Southern Albemarle Community Center (SACC), where 38 residents of Albemarle delivered over five tons of tires, which RSWA staff took to Appomattox to be processed by another vendor. He stated that they were poised to launch additional special collection events. He stated that their spring schedule included a special e-waste collection event on Saturday, April 19, for which interested customers must register in advance to bring their electronics to the Ivy SWRC.

Mr. Mawyer stated that they paid an outside vendor to dispose of the electronic waste. He stated that they would host household hazardous waste collection events on Friday and Saturday, April 25 and 26, open to the community, without any fee or the need for registration. He stated that these events were part of their spring special collection schedule.

Mr. Mawyer stated that following a lengthy process that began in 2017 when they leased 17 acres at Ivy SWRC to a vendor representing Dominion Energy, construction of the solar project was moving forward at Ivy. He stated that Dominion had completed significant work on the electric power infrastructure to begin installation of solar arrays at the landfill. He stated that by the end of this year, they expected to have 17 acres of solar cells installed at the Ivy facility.

Mr. Gaffney asked what their income would be and over how many years.

Phil McKalips, Director of Solid Waste Services, stated that this project would bring in approximately \$1,200 per acre/yr over a 20-year period. He stated that the income could continue for 35 years, considering a 25-year initial term with two five-year renewal options.

Mr. Mawyer stated that Dominion had been paying for the leased property since 2017.

6. ITEMS FROM THE PUBLIC

There were none.

7. RESPONSES TO PUBLIC COMMENTS

There were none.

8. CONSENT AGENDA

- 99
100 a. *Staff Report on Finance*
101
102 b. *Staff Report on Ivy Solid Waste and Recycling Center/Recycling Operations Update*
103
104 c. *Staff Report on Administration and Communications*
105
106 d. *Approval to Amend Professional Engineering Services Work Authorization – Northern*
107 *Convenience Center – Draper Aden Associates/TRC*
108

109 **Mr. Sanders moved the Board to approve the Consent Agenda. Mr. Andrews seconded the**
110 **motion, which carried unanimously (7-0).**
111

112 **9. OTHER BUSINESS**
113

- 114 a. *Presentation: Organizational Agreements of the RSWA*
115 *Phil McKalips, Director of Solid Waste*
116

117 Phil McKalips, Director of Solid Waste Services, stated that before Mr. Wood presents the budget,
118 he would like to provide an overview of the structure they operate under through their agreements.
119 He stated that they began in 1990 with the Solid Waste Organizational Agreement, which was
120 followed by a settlement agreement with Ivy neighbors regarding groundwater contamination. He
121 stated that subsequently, they established a Memorandum of Understanding (MOU) with UVA, the
122 City, and the County to address environmental issues at Ivy.
123

124 Mr. McKalips stated that they then entered into local government support agreements, which had
125 various amendments, and the recycling amendment in 2011. He stated that most recently, they have
126 the SACC license agreement, which outlines their relationship with the County for projects like the
127 Southern Albemarle Convenience Center on County-owned property. He stated that this agreement
128 will serve as a model for the Northern Convenience Center.
129

130 Mr. McKalips stated that the Solid Waste Organizational Agreement, which was between the City,
131 County, and RSWA, sets their rules for collaboration. He stated that it expires in June 2030. He
132 stated that we should consider the possibility of renewing this agreement while consolidating other
133 agreements into it to simplify tracking and establish a path forward.
134

135 Mr. McKalips stated that the settlement agreement and release, related to a year 2000 lawsuit with
136 the neighbors over groundwater contamination at the Ivy site, resulted in restrictions on continuing
137 waste disposal operations and ended landfilling at the Ivy SWRC, but functionally resulted in long-
138 term groundwater monitoring obligations for the Authority. He stated that it would also be effective
139 until at least 2030. He stated that the Environmental MOU allocated funding for groundwater
140 remediation at Ivy and was used to address environmental issues.
141

142 Mr. McKalips stated that currently, the University of Virginia pays approximately \$80,000 per year,
143 while the City and County each pay 35.5% and 64.5%, respectively, of the remaining expenses. He
144 stated that this payment includes reimbursement for administrative fees from the RWSA, which are
145 accounted for in the budget. He stated that the Local Government Support Agreement also included
146 administrative reimbursement. He stated that the original agreement included Ivy operations, but the
147 City withdrew from that in 2011. He stated that the first amendment to this agreement was in 2010,

and when the City stopped support in 2011, the County established the Local Government Support Agreement for Recycling Programs.

Mr. McKalips stated that the City and County agreed to support recycling operations, with the City paying 30% and the County paying 70%, and also allowing for administrative charges. He stated that the Ivy MUC Programs Agreement outlined how the County would manage charges to fund Ivy operations once the City withdrew. He stated that the amended and restated Ivy MUC programs agreement was the last of the original programs agreement. He stated that all current agreements were based on the parameters established in the original program agreement. He stated that this agreement also set the parameters for the design and construction of the new transfer station and demolition of the existing one. He stated that it also established how tipping fees could be changed, requiring County approval for requests from the Authority.

Mr. McKalips stated that the Ivy Convenience Center Agreement of 2019 was a one-off agreement established under the same authorization as the previous agreements. He stated that the Southern Albemarle Convenience Center was a change in approach and they returned to the original Solid Waste Organizational Agreement for the Northern Convenience Center. He stated that he believed this model was more suitable for future agreements, and hopefully, one-off agreements would be less frequently used.

Mr. McKalips stated that the SACC license was the most recent agreement. He stated they were using County-owned property to operate the SACC, which would also be the case for the Northern Convenience Center, but they did not have a clear structure outlining RWSA and County obligations regarding that property, should they need to vacate it. He stated that this SACC license model was intended to serve as a guide for future situations, including the Northern Convenience Center because the document was well-organized and easy to understand.

Mr. Richardson expressed his gratitude to Mr. McKalips and his team for their responsiveness in working with County staff to obtain data and performance-related information. He stated that staff had mentioned this to him last week that RWSA staff had been very responsive in working with County staff to obtain data and performance-related information.

b. Presentation and Consider Vote to Approve: Introduction of FY 2025-2026 Budget and Resolution to Adopt the Preliminary Rate Schedule
Lonnie Wood, Director of Finance and Information Technology

Lonnie Wood, Director of Finance and Information Technology, started the presentation by providing a few highlights of the major services provided by the Solid Waste Authority. He stated that one of their largest operations is refuse disposal at the transfer station, where they processed approximately 130 million pounds of municipal solid waste (MSW) and construction and demolition debris (CDD) last year.

Mr. Wood stated that they also managed the closure of the landfill, performed environmental remediation, and offered recycling services at three separate sites to the public and the baling facility. He stated that they provided recycling services for vegetative debris, collecting and processing it for reuse as mulch. He stated that they diverted 20 million pounds of material from landfills through their recycling and vegetative services last year. Mr. Wood stated that they also collected paint at these sites.

197 Highlighting recent achievements, Mr. Wood stated that a significant activity they had undertaken at
198 Ivy was the bulky clean fill program, which began in 2022 and generated approximately \$1.4
199 million in revenue which offset the need for local government support payments. He stated that they
200 recently completed the Southern Albemarle Convenience Center, which was now fully operational.
201

202 Mr. Wood stated that they had been working on solar energy development and were nearing
203 completion of that project. He stated that with Dominion Power, they anticipated that the panels
204 would be installed on the old closed CDD cell within six to 12 months. He stated that they had also
205 procured the construction services for the baling facility, which had been awarded for \$3.84 million
206 by the Board in January.
207

208 Mr. Wood stated that their budget objectives this year included supporting the design and
209 construction of the Northern Area Convenience Center and the Baling facility at Ivy. He stated that
210 they would continue to work on upgrading the scale house, maintenance shop, and office
211 conversion, as well as the charge ticketing system at Ivy. He stated that they had funding in place
212 for long-term planning of the transfer station facilities and would continue to assess and upgrade
213 their equipment as needed.
214

215 Mr. Wood stated that they had funding in place for permit modifications to accommodate long-term
216 remediation management, and there were no new full-time equivalent employees requested in this
217 year's budget. He stated that displayed on the screen was their organizational chart. He stated that
218 the Solid Waste Authority had 28 full-time equivalent employees, and all of those employees
219 represented this Solid Waste division. He stated that the two other divisions
220 (Admin/Communication and Finance/IT) were water and sewer departments, but the Solid Waste
221 Authority shared in the cost of those two departments.
222

223 Mr. Wood stated that next was a high-level view of the budget. He stated that the revenues were
224 staying relatively the same, increasing slightly at \$18,000 to total \$5.6 million. He stated that
225 expenses will increase by approximately \$750,000, totaling \$10.5 million. He stated that the shaded
226 area in the slide showed how local government support would fund the net loss at the authority,
227 which was driven by agreements discussed by Mr. McKalips.
228

229 Mr. Wood stated that the next graph illustrated local government support over the last five years. He
230 stated that County support has increased sharply compared to City support. He stated that this was
231 mainly due to the two new convenience centers that had come online over the last five years. He
232 stated that those two centers have led to the creation of a new cost center for County convenience
233 centers, resulting in an additional \$900,000. He stated that one of the first steps they took was to
234 review their administrative costs before budgeting for various cost centers.
235

236 Mr. Wood stated that they allocated these administrative costs based on the July 2010 Local
237 Government Agreement, which sets the allocation percentages. He stated that revenues for the
238 Administrative Department come primarily from interest on late fees and finance charges. He stated
239 that this would increase by about \$35,000. He stated that expenses would increase by about
240 \$146,000, with \$93,000 of that being the cost shared with the Water Authority. He stated that the
241 cost shared with the Water Authority is \$998,000. He stated that this leaves a net cost of
242 approximately \$1.3 million, and the allocation will be as shown on the slide relative to how it is
243 distributed to various call centers.
244

245 Mr. Wood stated that the two water and sewer departments, Admin/Communications and Finance/
246 IT, were shown on the next chart. He stated that as an example, the salaries for those two

247 departments total approximately \$3 million. He stated that the Solid Waste share of that is \$582,000
248 and so on for the benefits. He stated that these are some of the costs that are also shared between the
249 two authorities through an annual allocation exercise that he conducts.

250
251 Mr. Wood stated that they use metrics such as total employees, particularly for Admin, which
252 includes the HR department. He stated that they also track the total number of invoices processed,
253 the number of checks cut, and the number of POs processed. He stated that these data points help
254 them estimate a cost allocation between the Authorities. He stated that the \$998,000 figure on the
255 previous slide represents an increase of \$93,000, resulting in a combined budget of \$6.3 million for
256 the two departments. He stated that the Solid Waste Authority pays approximately 16% of the total
257 costs. Each month, they bill the Solid Waste Authority for those services.

258
259 Mr. Wood stated that next to review were the cost centers exclusively supported by the County,
260 including the Ivy operations, Ivy Transfer Station, and County convenience centers. He stated that
261 the cost centers were expected to increase by \$461,000 over the next year. He stated that revenues
262 for these cost centers would increase by \$73,000, resulting in a net decrease of \$388,000. He stated
263 that this slide included information to explain and identify the budget impacts.

264
265 Mr. Wood stated that they reduced the bulky clean fill program anticipated revenues, which had led
266 to a decrease in revenues of approximately \$78,000 and a reduction in tires and other material sales
267 of \$47,200. He stated that they had a \$2 tipping fee increase and additional tonnage, which resulted
268 in an increase of \$198,150. He stated that on the expense side, they had seen personnel increases
269 related to administrative costs, and a 3% merit and 2% cost-of-living adjustment which had added
270 about \$104,000 to the budget. He stated that engineering support costs were included to aid in the
271 future planning of the transfer station, which was listed as one of their goals for the year.

272
273 Mr. Wood stated that additionally, they had contract costs for MSW transportation to disposal,
274 including the contract cost per ton to process and transport, dispose, and transport MSW to the
275 Republic Services facility in Henrico. He stated that all other changes accounted for \$21,090 of the
276 total \$388,562 increase.

277
278 Mr. Wood stated that the clean fill material, for example, had seen a significant increase after they
279 created the bulky waste program, which had risen substantially over the last two years before
280 starting to level off and decrease. He stated that grindable, vegetative material was particularly
281 challenging to predict, as it was influenced by economic factors, storm events, and large-scale
282 projects. He stated that compost, which they had discontinued a few years ago, was part of a
283 program with UVA. He stated that tires had also seen a decline, although the reason for this was
284 unclear. He stated that white goods, which should be zero on the slide for FY 2024, were actually
285 included in the MSW stream, as they no longer charged for them separately.

286
287 Mr. Wood stated that the MSW revenue, which also included construction debris, had steadily
288 increased but appeared to be stabilizing. He stated that the cost centers shared by the City and
289 County, including the remediation and recycling programs, would see a decrease in revenue of
290 \$90,000. He stated that the expense for these two cost centers was expected to rise by \$254,000,
291 resulting in a net impact of \$343,902. He stated that the \$90,000 decrease was primarily due to
292 fluctuations in material sales, which were affected by quantity and price per ton.

293
294 Mr. Wood stated that these sales could fluctuate by 40% to 60% in any given year, and they were
295 currently experiencing a downturn. He stated that the increase in personnel costs, administrative
296 costs, and the installation of dry hydrants at Ivy, specifically related to the new baling facility, were

also included in the recycling program's cost center. He stated that they also required new wells, specifically groundwater maintenance wells for remediation purposes.

He stated that the admin allocation had increased, and their depreciation expenses had decreased, resulting in a positive impact on the bottom line. He stated that the engineering support for the permit and cap modifications, also mentioned in their goals, were also included. He stated that the impact of these changes on local support increases for the City and County were included.

Mr. Wood stated that these were some of the tonnages related to the recycling programs. He stated that cardboard remained a strong revenue generator, while mixed paper had seen a decline in tonnage over the past couple of years. He stated that they had consolidated their efforts with mixed paper, and the items listed here did not generate significant revenue. He stated that however, they were relatively stable. He stated that he had included the cost per ton for recycling programs, which was an actual number for 2024 and a projected number for 2025. Mr. Wood stated that the projected cost for 2025 was \$750 per ton.

He stated that next was the Capital Improvement Program. He stated that items in yellow were new, except for the Northern Convenience Center, which was split up differently this year. He stated that items not colored on the chart were approved in last year's CIP. He stated that some of these amounts would carry forward. He stated that the paper sort replacement facility, including the new baler, would be implemented this year and partially next year.

Mr. Wood stated that this program was valued at \$4.4 million over the next five years. He stated that the majority of this funding was allocated to the baling facility and the new facility for the Northern Convenience Center. He stated that displayed on the screen was the rendering of the baling facility and the Northern Convenience Center, which was currently in the planning stages with the County, was estimated to start construction approximately a year from now and would be operational in another year. He stated that the estimated cost was \$1.8 million, which was fully funded by the County.

Mr. Wood stated that one of the other projects here was the administrative office upfits. He stated that the shed used to be a large garage, but it would be converted into offices. He stated that they planned to renovate some offices there and hoped to address the scale house facility, which had been in operation for over 25 years and was in rough shape.

Mr. Wood stated that they were hoping the charge capture system would help speed up the process for customers with an account, allowing them to save their tare weight and potentially increase efficiency. He stated that next were comparisons of the tipping fees for other regional facilities compared to Rivanna. He stated that they were currently at \$58, and they were proposing to increase the MSW and construction debris rates to \$60.

Mr. Wood stated that they were in line with the average of other regional facilities, which may also be increasing their rates next year. He stated that next was their rate schedule, which proposed to keep all rates the same except for MSW and construction debris. He stated that the County approved the Authority's request to raise the fee at their March 19 meeting.

Mr. Wood stated that their budget calendar for today was for the Board to adopt the preliminary rate schedule, which would allow them to advertise in the paper two times in May, according to the Code of Virginia. He stated that they would have a public hearing on the proposed rates on May 27, adopt the rate schedule after the public hearing was closed, as well as the FY 2026 proposed budget.

He stated that today's presentation included the preliminary rate schedule, which staff asked the Board to consider and adopt.

Mr. Richardson asked how they determined the figure of 20 million pounds of waste diverted from a landfill via recycling.

Mr. Wood stated that they monitored the recycled materials they ship to metal facilities, paper mills, and glass facilities. He stated that they tracked all these materials, including a significant amount of vegetative waste, which they scaled in and out. He stated that they either sold or gave away the mulch, which they considered to be reused, rather than recycled. He confirmed they did keep track of these numbers.

Mr. Hicks recalled that during a presentation they had a while ago, it was stated that the remaining lifespan of landfill space in the state was 17 years.

He stated that construction debris was a main contributor to quickly filling landfills. He stated that the tipping fees for construction and demolition waste were comparable to those for domestic residential waste. He stated that he was wondering if there were any strategies that could be implemented to encourage contractors and the construction industry to be more selective in what they disposed of, thereby reducing the amount of waste sent to the landfill. He stated that he was curious about the adequacy of current practices when it came to managing construction and demolition materials versus domestic waste.

Mr. Wood stated that the construction debris and clean fill were likely separated to exclude bricks, mortar, rock, and dirt out of the waste stream, thereby keeping these materials separate from the landfill. He stated that as for the MSW and CDD, he questioned whether they had a sufficient justification for charging a separate fee when they were being processed through the same facility.

Mr. Mawyer stated that sometimes those products arrived in the same vehicle carrying mixed loads. He stated that it was challenging to distinguish one product from another.

Mr. McKalips stated that the logistics of their current operations required that they store equipment in trailers, as they did not have sufficient floor space to keep the CDD separate. He stated that, there were alternative avenues that could potentially save a few dollars, but currently, MSW and CDD was being transported in the same disposal trailers.

Mr. Mawyer asked if Van der Linde Recycling at Zion Crossroads offered an incentive for contractors to bring CDD to them.

Mr. McKalips stated that was an interesting observation. He stated that just last week, Van der Linde Recycling began sending more of their materials to Rivanna. He stated that it appeared that they may be either reaching full capacity or adjusting their operations due to costs.

Mr. Wood stated that they previously had a separate CDD cell, and they charged a lower rate for it to keep it out of the MSW to prevent the landfill from filling up more quickly.

Mr. Andrews stated that the MSW and CDD market determined the clean fill large project, and he was curious about how that setting was established and when the market was adjusted for that particular project. He stated that he also wanted to know how the tonnages compared between the clean fill program and the large-scale program.

397
398 Mr. Wood stated that the bulky clean fill was likely 90% of all clean fill.
399

400 Mr. Mawyer stated they initially set a price of \$3.50 per ton for disposal of clean fill. Only one
401 contractor, Faulconer, had shown interest in opening an account with them. He stated that that they
402 also sold clean fill when Faulconer needed it. He stated that this cooperative approach had led to
403 specific negotiation with interested vendors, rather than a comprehensive market analysis to
404 determine the optimal price for clean fill.
405

406 Mr. Gaffney stated that they were charging a storage fee, essentially.
407

408 Mr. Wood stated that many large contractors preferred to secure a location for their clean fill.
409

410 Mr. Mawyer stated that Faulconer was responsible for providing the necessary manpower and
411 equipment at the site, including grading and environmental and safety measures. He stated that this
412 was factored into the price they were charged.
413

414 **Mr. Pinkston moved that the Board approve the Resolution to adopt the preliminary rate**
415 **schedule including authorization to advertise the preliminary rate schedule for a Public**
416 **Hearing to be held during the regular meeting of the Board of Directors on May 27, 2025. The**
417 **motion was seconded by Mr. Andrews and passed unanimously (7-0).**
418

419 *(Motion and vote to Recess the RSWA Board Meeting)*
420

421 **Mr. Andrews moved the Board to recess the Rivanna Solid Waste Authority meeting. Mr.**
422 **Pinkston seconded the motion, which carried unanimously (7-0).**
423

424 *(Motion and vote to Reconvene the RSWA in a Combined Session with the RWSA)*
425

426 **Mr. Sanders moved the Board to reconvene the Rivanna Solid Waste Authority in a joint**
427 **session with the Rivanna Water and Sewer Authority. Mr. Richardson seconded the motion,**
428 **which carried unanimously (7-0).**
429

430 *c. Presentation and Consider Vote to Approve: Amended and Restated By-Laws*
431 *Lonnie Wood, Director of Finance and Information Technology*
432

433 Lonnie Wood, Director of Finance and Information Technology, stated that this was primarily a
434 housekeeping item. He stated that a full Board attendance was required to make changes to the
435 bylaws. He stated that the agenda item was a proposal to approve the amended and restated
436 bylaws. He stated that the proposed changes aimed to clarify the Executive Director's authority
437 to execute contracts, leases, easements, deeds, and related compensation agreements.
438

439 Mr. Wood stated that the Executive Director's authorization to award procurements was also
440 increased from \$200,000 to \$300,000 to be consistent with purchasing policies and procedures.
441 He stated that this change was in line with the updated purchasing policies and procedures that
442 were implemented in July 2024, which were prompted by changes in the state procurement law.
443 He stated that the proposed by-law revisions were intended to align with the state law changes.
444

Mr. Andrews moved the Board to approve the Resolution to adopt the Amended and Restated By-Laws, effective on March 25, 2025. Mr. Sanders seconded the motion, which carried unanimously (7-0).

d. Presentation and Consider Vote to Approve: FY 2025-2026 Compensation Study and Salary Structure; Leah Beard, Human Resources Manager

Leah Beard, Human Resources Manager, stated that this past fall, they had initiated a request for a compensation study to be completed. She stated that as part of their strategic plan, the workforce development strategy aimed to remain competitive in the market by evaluating their salary structure in conjunction with job titles and functions within each position and aligning it with their overarching goals of retaining engaged employees and recruiting quality talent.

Ms. Beard stated that they had worked with PRM Consulting, a company based in Washington, D.C., which had experience evaluating salaries for numerous organizations in the D.C. area and in Virginia. She stated that PRM worked with them to identify 26 peer organizations within Virginia, which were all authorities, local municipalities, and government utility departments. She stated that PRM requested salary information from these organizations, and 14 had responded, providing a robust data set for comparison.

Ms. Beard stated that the findings indicated we should consider a new salary structure, which involved identifying the median base salaries and pay grades. She stated that our current salary structure includes 27 pay grades, which had been somewhat cumbersome. She stated that they were reducing the salary structure to 17 pay grades and expanding each pay grade to allow greater flexibility for managers to recognize and reward employees within our merit pay system without reaching the top of a salary pay grade. She stated that the new structure would have larger salary ranges.

Ms. Beard stated that staff were now seeking the Board's adoption of the new salary structure, which would require four Water and Sewer employee salaries to be brought to the new minimum, and 10 Solid Waste employees. She stated that the total impact of this change was estimated to be around \$38,000, effective July 1.

Ms. Beard stated that the new salary structure, which consolidated 27 pay grades into 17, with multiple levels within each, would help assess an employee's position within the organization, particularly for those new to the organization based on their experience. She stated that the wider pay bands were designed to reduce and alleviate compression, and the mid-range levels had been based on competitive market data from the study.

Mr. Hicks asked if Ms. Beard could provide an example for where an operator with a CDL would be placed in the salary structure.

Ms. Beard stated that an employee with a CDL would likely fall under pay grade 40 in their current structure and the salary for that position would be between \$44,000 and \$73,000. She stated that in the new salary structure, an employee would likely be a grade 2 with a slightly higher salary range of \$50,000 to \$82,000. She stated that Virginia increased the minimum wage by 3.4% in January to \$12.41/hr.

Ms. Beard stated that they were experiencing lower turnover rates, and were proposing a new salary structure to help retain and recruit employees. She stated that the combined turnover rate

of both Authorities is currently 9.4%, which was a significant improvement from last year's 14.2%. She stated that with the new salary structure, we would continue to be competitive in the market, thereby reducing the likelihood of employees leaving. She stated that turnover costs around \$9,000 per employee.

Mr. Gaffney stated that the additional costs of the new salary structure only applied to existing employees because it only increased Rivanna's budget by \$6,000. Ms. Beard stated that the new salary structure primarily impacted Solid Waste and the unskilled positions within pay grade 1. Those employees would receive an increase to reach the minimum salary within the pay grade. She stated that Water Operators would likely start at pay grade 2, so the impact would primarily be on entry-level positions.

Mr. Mawyer stated that the actual pay increases included 3% for merit and 2% for a COLA as they had discussed with the proposed budget. He stated that this was a new pay scale, and the only increase to any individual was if they were below the minimum salary of the pay grade, which only affected four RWSA employees and 10 RSWA employees.

Mr. Pinkston moved the Board to approve the amended Salary Structure to be effective July 1, 2025. Mr. Andrews seconded the motion, which carried unanimously (7-0).

(Complete and close the RWSA meeting, then complete and close the RSWA meeting)

10. OTHER ITEMS FROM BOARD/STAFF NOT ON THE AGENDA

There were none.

11. CLOSED MEETING

There was no reason to hold a closed meeting.

12. ADJOURNMENT

At 3:48 p.m., Mr. Andrews moved the Board to adjourn the meeting of the Rivanna Solid Waste Authority. Mr. Pinkston seconded the motion, which carried unanimously (7-0).

MEMORANDUM

TO: RIVANNA SOLID WASTE AUTHORITY
BOARD OF DIRECTORS

FROM: BILL MAWYER, EXECUTIVE DIRECTOR

SUBJECT: EXECUTIVE DIRECTOR'S REPORT

DATE: MAY 27, 2025

STRATEGIC PLAN PRIORITY: OPTIMIZATION AND RESILIENCY

Transfers from the Ivy Solid Waste and Recycling Center:

Average daily refuse transfer volume has increased from 144 tons per day in April 2021 to 223 tons per day in April 2025, as shown below:

March 2025

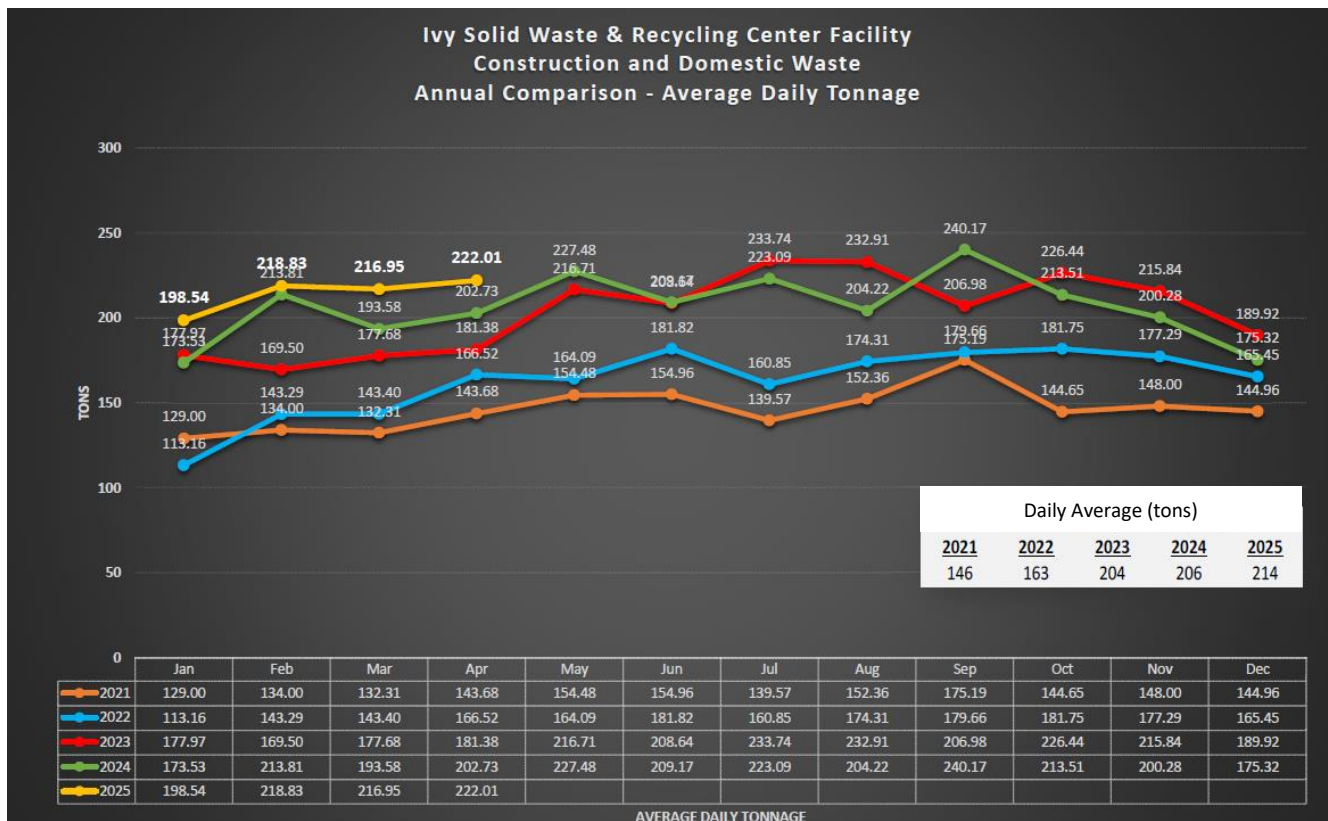
Vehicles
7,833

Avg MSW & CDD Tons/Day
218

April 2025

Vehicles
8,127

Avg MSW & CDD Tons/Day
223



STRATEGIC PLAN PRIORITY: ENVIRONMENTAL STEWARDSHIP

Special Collections – By the Numbers

Spring Special Collections at Ivy SWRC concluded this week with successful free special collections of electronic waste, household hazardous waste, furniture/mattresses, appliances, and tires. Our next special collection dates will be in September and October.

Electronic Waste			Albemarle	Charlottesville
	Saturday	4/19/2025		
	Customers		313	83
Household Hazardous Waste			Albemarle	Charlottesville
	Friday	4/25/2025		
	Customers		453	126
	Saturday	4/26/202		
	Customers		403	139
Special Collections	Furniture/Mattresses	- Pounds Collected	22,500	4,600
	Saturday	5/3/2025		
	Appliances	- Pounds Collected	12,800	3,200
		- Freon units Collected	170	35
	Saturday	5/10/2025		
	Tires	Participating Vehicles	162	21
	Saturday	5/17/2025		

STRATEGIC PLAN PRIORITY: INFRASTRUCTURE AND PLANNING

Solar Panels at ISWRC

Solar Panels are currently being installed on the closed landfill cells leased by Dominion Energy. Construction is expected to be completed by the end of August and operational connection to the grid (when power starts to be commercially produced) in September. Over 12 acres of solar cells will be installed, generating 3 megawatts of power.



Baling Facility Update

Our contractor, R2Build, will begin clearing and sitework in June.

STRATEGIC PLAN PRIORITY: COMMUNICATION AND COLLABORATION

Virginia Solid Waste Authorities



On May 8th, Phil McKalips, Director of Solid Waste, attended the quarterly meeting of the Virginia Regional Solid Waste Authorities held by the Southeastern Public Service Authority (SPSA) which operates in the tidewater area between Virginia Beach and Suffolk County. SPSA reviewed its service area and discussed Special Collections, how members were managing them and what they covered. The ongoing issue of truck, trailer, facility, and landfill fires was also discussed. This is costing the industry a significant amount of money and members have been trying different strategies to minimize their occurrence.

Virginia Recycling Association



Phil McKalips attended the 2025 Virginia Recycling Association's Annual Conference on May 12th -14th in Charlottesville. This conference provided a good opportunity to meet with experts in the field of recycling, learn about new equipment available, network with colleagues, hear new ideas and find better ways to recycle. Though there were many valuable presentations and discussions, two worth highlighting included a presentation on Advanced Waste

Management using Artificial Intelligence driven sorting that has demonstrated over 60% diversion of municipal waste streams. Though currently in operation in Portsmouth, VA at a scale of 50-70 tons per day, plans are underway to scale up to manage several hundreds of tons per day. This may represent a key tool in Virginia's waste management future to extend landfill life and increase recycling. Another presentation from the City of Alexandria provided their experience setting up, piloting, and then implementing a full-scale, opt-in, curbside compostable food waste collection program. This experience seems like a valid approach that could be implemented in the City and urban parts of the County.

Administration Building Update

Staff will move into a temporary trailer at Moores Creek site during the Administration Building renovation project. Board meetings will move off-site beginning June 24, 2025. We appreciate the Albemarle County Service Authority's offer to allow us to hold our Board meetings at their conference room for the next 2 years during our construction.



MEMORANDUM

TO: RIVANNA SOLID WASTE AUTHORITY
BOARD OF DIRECTORS

FROM: LONNIE WOOD, DIRECTOR OF FINANCE AND INFORMATION
TECHNOLOGY

REVIEWED: BILL MAWYER, EXECUTIVE DIRECTOR

SUBJECT: MARCH 2025 FINANCIAL SUMMARY

DATE: MAY 27, 2025

Total operating revenues for the first eight months of this fiscal year totaled \$4,201,600, and total operating expenses were \$7,224,000, which resulted in a \$3,022,300 net operating loss. Funding support for operations and remediation of \$3,196,300 has been received through March, and the Authority has processed 153,315 tons of waste and recycling products. A breakdown of net revenue or cost per ton, including overhead and administrative support costs, is shown below.

	<u>Ivy Operations</u>	<u>Ivy Transfer</u>	<u>Recycling</u>	<u>Total</u>
Tonnage	79,734	37,132	1,316	118,182
Net operating income (loss)	\$ (162,655)	\$ (664,626)	\$ (857,013)	\$(1,684,294)
Net operating income (loss) per ton	\$ (2.04)	\$ (17.90)	\$ (651.23)	\$ (14.25)

Attachments

**Rivanna Solid Waste Authority
Revenue and Expense Summary Report
FY 2025**

For March 2025

	Budget FY 2025	Budget YTD	Actual YTD	Variance \$	Variance %
Revenues					
Ivy Operations Tipping Fees	\$ 1,360,450	\$ 1,020,338	\$ 923,558	\$ (96,779)	-9.49%
Ivy Environmental Revenues	-	-	-	-	
Ivy MSW Transfer Tipping Fees	3,804,850	2,853,638	2,943,173	89,536	3.14%
County Convenience Centers	60,000	45,000	47,845	2,845	6.32%
Recycling Revenues	285,000	213,750	176,782	(36,968)	-17.30%
Other Revenues Administration	80,000	60,000	110,273	50,273	83.79%
Total Revenues	\$ 5,590,300	\$ 4,192,725	\$ 4,201,631	\$ 8,906	0.21%
Expenses					
Ivy Operations	\$ 1,099,541	\$ 824,656	\$ 852,555	\$ (27,899)	-3.38%
Ivy Environmental	1,105,926	829,445	666,826	162,618	19.61%
Ivy MSW Transfer	4,659,079	3,494,309	3,566,352	(72,042)	-2.06%
County Convenience Centers	828,216	621,162	581,585	39,577	6.37%
Recycling Operations	841,582	631,187	595,058	36,129	5.72%
Administration	1,291,034	968,275	961,602	6,674	0.69%
Total Expenses	\$ 9,825,378	\$ 7,369,033	\$ 7,223,977	\$ 145,056	1.97%
Net Operating Income (Loss)	\$ (4,235,078)	\$ (3,176,308)	\$ (3,022,346)	\$ 153,962	4.85%
Other Funding Sources					
Local Government Support	\$ 2,765,841	\$ 2,074,381	\$ 2,074,382	\$ 0	0.00%
Environmental Support	1,469,237	1,101,927	1,121,923	19,995	1.81%
Subtotal	\$ 4,235,078	\$ 3,176,308	\$ 3,196,304	\$ 19,996	0.63%

Net Income (Loss)	\$ -	\$ -	\$ 173,958	\$ 173,958
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Local Support Detail		Annualized Payments		True-up Est.
				Due to / (Due from)
County - Ivy Operations	\$ 41,849	\$ 31,387	\$ 31,387	\$ (110,442)
County - Ivy Transfer	1,156,987	867,741	867,741	31,730
County - Convenience Centers	768,216	576,162	576,162	42,422
County - Recycling	559,152	419,364	419,364	7,385
County - Environmental MOU	896,069	672,052	672,052	-
	<u>\$ 3,422,274</u>	<u>\$ 2,566,705</u>	<u>\$ 2,566,705</u>	<u>\$ (28,905)</u>
City - Recycling	\$ 239,637	\$ 179,728	\$ 179,728	3,165
City - Environmental MOU	493,185	369,889	369,889	-
	<u>\$ 732,822</u>	<u>\$ 549,617</u>	<u>\$ 549,616</u>	<u>\$ 3,165</u>
UVa - Environmental MOU	\$ 79,982	\$ 59,987	\$ 79,982	-
Total Local Support	\$ 4,235,078	\$ 3,176,308	\$ 3,196,304	\$ (25,740)

Rivanna Solid Waste Authority
Fiscal Year 2025 - March 2025
Revenue and Expense Summary Report

FY 2025			Variance \$	Variance %
Budget FY 2025	Budget YTD	Actual YTD		

Ivy Operations

Revenues

Clean fill material	\$ 728,000	\$ 546,000	\$ 499,659	(46,341)	-8.49%
Grindable material	486,000	364,500	344,368	(20,132)	-5.52%
Tires whole	50,350	37,763	7,037	(30,726)	-81.37%
Tires and white good per item	21,100	15,825	27,508	11,683	73.83%
Material Sales	75,000	56,250	44,986	(11,264)	-20.02%

Total Operations Revenues	\$ 1,360,450	\$ 1,020,338	\$ 923,558	\$ (96,779)	-9.49%
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Expenses

Personnel Cost	\$ 377,941	\$ 283,456	\$ 310,008	\$ (26,552)	-9.37%
Professional Services	-	-	-	-	
Other Services and Charges	29,700	22,275	29,455	(7,180)	-32.23%
Communications	18,900	14,175	11,062	3,113	21.96%
Information Technology	25,000	18,750	4,881	13,869	73.97%
Vehicles and Equip. Maintenance	82,000	61,500	103,342	(41,842)	-68.04%
Supplies	4,000	3,000	1,408	1,592	53.07%
Operations and Maintenance	362,000	271,500	242,399	29,101	10.72%
Environmental Remediations	-	-	-	-	
Equipment Replacement	200,000	150,000	150,000	(0)	0.00%

Total Operations Expenses	\$ 1,099,541	\$ 824,656	\$ 852,555	\$ (27,899)	-3.38%
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Allocation of Administration Costs	302,758	227,069	212,832	14,237	6.27%
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Expenses With Admin Allocations	\$ 1,402,299	\$ 1,051,725	\$ 1,065,387	\$ (13,663)	-1.30%
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Net Operating Income (Loss)	\$ (41,849)	\$ (31,387)	\$ (141,829)	(110,442)	351.87%
				(110,442)	

Summary of Local Support					
County	\$ 41,849	\$ 31,387	\$ 31,387	\$ (0)	
	\$ 41,849	\$ 31,387	\$ 31,387	\$ (0)	

Estimated True-up

\$ (110,442)

Rivanna Solid Waste Authority
Fiscal Year 2025 - March 2025
Revenue and Expense Summary Report

Ivy Environmental

Revenues

Forestry Management Revenue

FY 2025			Variance \$	Variance %
Budget FY 2025	Budget YTD	Actual YTD		

\$	-	\$	-	\$	-	-
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Total Operations Revenues

\$	-	\$	-	\$	-	\$	-
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Expenses

Personnel Cost	\$ 230,426	\$ 172,820	\$ 180,794	\$ (7,974)	-4.61%
Professional Services	40,000	30,000	76	29,924	99.75%
Other Services and Charges	8,200	6,150	5,291	859	13.97%
Communications	5,300	3,975	1,424	2,551	64.17%
Information Technology	-	-	371	(371)	
Vehicles and Equip. Maintenance	22,000	16,500	16,728	(228)	-1.38%
Supplies	-	-	9	(9)	
Operations and Maintenance	220,000	165,000	121,108	43,892	26.60%
Environmental Remediations	270,000	202,500	108,526	93,974	46.41%
Equipment Replacement	310,000	232,500	232,500	0	0.00%

Total Operations Expenses

\$ 1,105,926	\$ 829,445	\$ 666,826	\$ 162,618	19.61%
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Allocation of Administration Costs

363,310	272,483	255,399	17,084	6.27%
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Expenses With Admin Allocations

\$ 1,469,237	\$ 1,101,927	\$ 922,225	\$ 179,702	16.31%
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Net Operating Income (Loss)

\$ (1,469,237)	\$ (1,101,927)	\$ (922,225)	179,702	-16.31%
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Summary of Local Support

County	\$ 896,069	\$ 672,052	\$ 672,052	\$ 0
City	493,185	369,889	369,889	\$ 0
Uva	79,982	59,987	79,982	(19,996)
	\$ 1,469,237	\$ 1,101,927	\$ 1,121,923	\$ (19,995)

Rivanna Solid Waste Authority
Fiscal Year 2025 - March 2025
Revenue and Expense Summary Report

Ivy Transfer Station

FY 2025			Variance \$	Variance %
Budget FY 2025	Budget YTD	Actual YTD		

Revenues

MSW / Construction Debris	\$ 3,701,850	\$ 2,776,388	\$ 2,827,305	\$ 50,918	1.83%
Compostable Material	-	-	-	-	
Service Charges / other revenues	103,000	77,250	115,868	38,618	49.99%
Total Operations Revenues	\$ 3,804,850	\$ 2,853,638	\$ 2,943,173	\$ 89,536	3.14%

Expenses

Personnel Cost	\$ 712,652	\$ 534,489	\$ 564,378	\$ (29,889)	-5.59%
Professional Services	-	-	978	(978)	
Other Services and Charges	52,000	39,000	28,761	10,239	26.25%
Communications	16,600	12,450	26,085	(13,635)	-109.52%
Information Technology	55,000	41,250	1,945	39,305	95.28%
Vehicles and Equip. Maintenance	110,000	82,500	79,161	3,339	4.05%
Supplies	10,000	7,500	4,205	3,295	43.93%
Operations and Maintenance	3,574,327	2,680,745	2,770,839	(90,094)	-3.36%
Environmental Remediations	3,500	2,625	-	2,625	100.00%
Equipment Replacement	125,000	93,750	90,000	3,750	4.00%
Total Operations Expenses	\$ 4,659,079	\$ 3,494,309	\$ 3,566,352	\$ (72,042)	-2.06%
Allocation of Administration Costs	302,758	227,069	212,832	14,237	6.27%
Expenses With Admin Allocations	\$ 4,961,837	\$ 3,721,378	\$ 3,779,184	\$ (57,806)	-1.55%

Net Operating Income (Loss)	\$ (1,156,987)	\$ (867,741)	\$ (836,011)	31,730	-3.66%
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Summary of Local Support					
County	\$ 1,156,987	\$ 867,741	\$ 867,741	\$ -	
City	-	-	-	-	
	\$ 1,156,987	\$ 867,741	\$ 867,741	\$ -	

Estimated True-up	\$ 31,730
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Rivanna Solid Waste Authority
Fiscal Year 2025 - March 2025
Revenue and Expense Summary Report

County Convenience Centers

FY 2025			Variance \$	Variance %
Budget FY 2025	Budget YTD	Actual YTD		

Revenues

Material Sales	\$ 60,000	\$ 45,000	\$ 47,845	\$ 2,845	6.32%
Total Operations Revenues	\$ 60,000	\$ 45,000	\$ 47,845	\$ 2,845	6.32%

Expenses

Personnel Cost	\$ 558,716	\$ 419,037	\$ 452,249	\$ (33,212)	-7.93%
Professional Services	-	-	8,080	(8,080)	
Other Services and Charges	16,300	12,225	10,354	1,871	15.31%
Communications	18,200	13,650	14,326	(676)	-4.95%
Information Technology	-	-	957	(957)	
Vehicles and Equip. Maintenance	155,000	116,250	43,276	72,974	62.77%
Supplies	-	-	22	(22)	
Operations and Maintenance	15,000	11,250	3,572	7,678	68.25%
Environmental Remediations	-	-	-	-	
Equipment Replacement	65,000	48,750	48,750	(0)	0.00%
Total Operations Expenses	\$ 828,216	\$ 621,162	\$ 581,585	\$ 39,577	6.37%
Allocation of Administration Costs	-	-	-	-	
Expenses With Admin Allocations	\$ 828,216	\$ 621,162	\$ 581,585	\$ 39,577	6.37%
Net Operating Income (Loss)	\$ (768,216)	\$ (576,162)	\$ (533,740)	42,422	-7.36%

Summary of Local Support				
County	\$ 768,216	\$ 576,162	\$ 576,162	\$ -
	\$ 768,216	\$ 576,162	\$ 576,162	\$ -

Estimated True-up \$ 42,422

**Rivanna Solid Waste Authority
Fiscal Year 2025 - March 2025
Revenue and Expense Summary Report**

FY 2025				
Budget FY 2025	Budget YTD	Actual YTD	Variance \$	Variance %

Recycling

McIntire & Paper Sort

Revenues

Material Sales & other revenues	\$ 250,000	\$ 187,500	\$ 118,085	\$ (69,415)	-37.02%
Grants	35,000	26,250	58,697	32,447	123.61%

Total Operations Revenues

\$ 285,000	\$ 213,750	\$ 176,782	\$ (36,968)	-17.30%
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Expenses

Personnel Cost	\$ 457,432	\$ 343,074	\$ 365,648	\$ (22,573)	-6.58%
Professional Services	-	-	6,706	(6,706)	
Other Services and Charges	57,100	42,825	33,722	9,103	21.26%
Communications	3,400	2,550	7,414	(4,864)	-190.75%
Information Technology	-	-	758	(758)	0.00%
Vehicles and Equip. Maintenance	129,600	97,200	54,908	42,292	43.51%
Supplies	1,050	788	17	770	97.79%
Operations and Maintenance	93,000	69,750	50,886	18,864	27.04%
Environmental Remediations	-	-	-	-	0.00%
Equipment Replacement	100,000	75,000	75,000	0	0.00%

Total Operations Expenses

\$	841,582	\$	631,187	\$	595,058	\$	36,129	5.72%
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Allocation of Administration Costs

242,207	181,655	170,266	11,389	6.27%
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Expenses With Admin Allocations

\$ 1,083,789	\$ 812,842	\$ 765,324	\$ 47,518	5.85%
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Net Operating Income (Loss)

\$ (798,789)	\$ (599,092)	\$ (588,542)	10,550	-1.76%
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Summary of Local Support				
County	\$ 559,152	\$ 419,364	\$ 419,364	\$ -
City	239,637	179,728	179,728	\$ -
	\$ 798,789	\$ 599,092	\$ 599,092	\$ -

Estimated True-up - County

\$ 7,385

Estimated True-up - City

\$ 3,165

Rivanna Solid Waste Authority
Fiscal Year 2025 - March 2025
Revenue and Expense Summary Report

Administration

Revenues

FY 2025					
Budget FY 2025	Budget YTD	Actual YTD	Variance \$	Variance %	
Interest revenues	\$ 65,000	\$ 48,750	\$ 95,431	\$ 46,681	95.76%
Late Fees	15,000	11,250	14,842	3,592	31.93%
Total Operations Revenues	\$ 80,000	\$ 60,000	\$ 110,273	\$ 50,273	83.79%
Expenses					
Personnel Cost	\$ 196,634	\$ 147,475	\$ 167,474	\$ (19,999)	-13.56%
Professional Services	105,000	78,750	33,175	45,575	57.87%
Other Services and Charges	974,700	731,025	743,324	(12,299)	-1.68%
Communications	5,700	4,275	1,987	2,288	53.53%
Information Technology	8,000	6,000	8,973	(2,973)	-49.55%
Vehicles and Equip. Maintenance	-	-	2,276	(2,276)	
Supplies	1,000	750	1,693	(943)	-125.75%
Operations and Maintenance	-	-	2,700	(2,700)	
Environmental Remediations	-	-	-	-	
Equipment Replacement	-	-	-	-	
Subtotal Before Allocations	\$ 1,291,034	\$ 968,275	\$ 961,602	\$ 6,674	0.69%
Net Operating Income (Loss)	\$ (1,211,034)	\$ (908,275)	\$ (851,328)	56,947	-6.27%

Allocation to Cost Centers (per agreement)

	Allocation %						
Ivy Operations	25%	\$ 302,758	\$ 227,069	\$ 212,832	\$ 14,237	-29.70%	
Ivy Environmental	30%	363,310	272,483	255,399	17,084	-29.70%	
Ivy Transfer	25%	302,758	227,069	212,832	14,237	-29.70%	
County Convenience Centers	0%	-	-	-	-		
Recycling	20%	242,207	181,655	170,266	11,389	-29.70%	
Total Allocation to Cost Centers	100%	\$ 1,211,034	\$ 908,275	\$ 851,328	\$ 56,947	-29.70%	

April 1-30, 2025

Days of

Operation: **26**

Operation: 26				MSW collected at Transfer Station (tons)				Non-MSW
		Vehicles	Count	Citizen-Can	Construction	Domestic	MSW Total	Total Tons
04/01/25	Tuesday	263	308	0.56	76.17	107.15	183.88	63.23
04/02/25	Wednesday	293	300	0.46	124.68	132.39	257.53	397.15
04/03/25	Thursday	269	312	1.77	90.13	165.92	257.82	150.36
04/04/25	Friday	267	301	0.44	78.96	93.40	172.80	159.06
04/05/25	Saturday	343	393	0.47	46.08	75.21	121.76	12.12
04/06/25	Sunday						-	
04/07/25	Monday	197	231	1.48	42.30	221.10	264.88	42.94
04/08/25	Tuesday	270	309	0.35	90.53	125.22	216.10	387.74
04/09/25	Wednesday	303	411	0.50	129.31	131.20	261.01	953.38
04/10/25	Thursday	318	352	1.42	164.43	109.76	275.61	1,081.19
04/11/25	Friday	182	237	0.35	101.81	90.20	192.36	194.45
04/12/25	Saturday	269	322	0.85	17.69	57.23	75.77	8.15
04/13/25	Sunday						-	
04/14/25	Monday	321	357	1.56	94.95	185.65	282.16	1,016.01
04/15/25	Tuesday	321	357	0.36	69.17	119.81	189.34	1,291.58
04/16/25	Wednesday	309	399	0.54	107.07	109.26	216.87	1,009.98
04/17/25	Thursday	368	426	1.25	179.14	172.73	353.12	1,094.74
04/18/25	Friday	360	444	0.59	53.38	147.32	201.29	1,243.80
04/19/25	Saturday	322	369	0.76	32.88	46.47	80.11	48.03
04/20/25	Sunday						-	
04/21/25	Monday	423	464	1.97	112.40	211.83	326.20	1,309.12
04/22/25	Tuesday	330	363	0.60	114.53	122.54	237.67	1,071.49
04/23/25	Wednesday	311	333	0.36	100.11	149.30	249.77	967.51
04/24/25	Thursday	332	400	1.61	91.36	202.58	295.55	998.72
04/25/25	Friday	370	389	0.61	119.83	85.96	206.40	802.12
04/26/25	Saturday	288	334	0.48	23.91	59.43	83.82	16.51
04/27/25	Sunday						-	
04/28/25	Monday	368	432	1.60	113.60	179.88	295.08	978.05
04/29/25	Tuesday	407	460	0.42	106.33	146.69	253.44	1,550.10
04/30/25	Wednesday	323	329	0.43	84.80	158.37	243.60	1,126.70
Total		8,127	9,332	21.79	2,365.55	3,406.60	5,793.94	17,974.23
Average		313	359	0.84	90.98	131.02	222.84	691.32
Median		320	357	0.58	93.16	128.21	240.64	960.45
Maximum		423	464	1.97	179.14	221.10	353.12	1,550.10
Minimum		182	231	0.35	17.69	46.47	75.77	8.15

Material Type & Description

Citizen-Can: Roll-off container at the Ivy MUC Convenience Center-citizens dispose of prepaid trashbags

Construction: Construction/demolition debris (shingles, sheetrock, treated lumber, etc.)

Count: Transactions per item (appliances, hauling fees, service fees, tag-bag stickers, tires)

Domestic: Business/residential general or household waste

MSW: Materials processed/handled at the Transfer Station

Non-MSW: Materials processed/handled on-site

Vehicle: Transactions or vehicles processed in a day

March 1-31, 2025

Days of

Operation: 26

Operation: 26		MSW collected at Transfer Station (tons)						Non-MSW
		Vehicles	Count	Citizen-Can	Construction	Domestic	MSW Total	Total Tons
03/01/25	Saturday	301	334	0.73	(13.72)	46.46	33.47	70.58
03/02/25	Sunday						-	
03/03/25	Monday	283	322	1.81	137.76	209.48	349.05	116.54
03/04/25	Tuesday	355	440	0.53	146.57	121.53	268.63	1,012.65
03/05/25	Wednesday	160	175	0.27	73.28	134.51	208.06	73.80
03/06/25	Thursday	217	376	1.11	71.72	150.37	223.20	239.53
03/07/25	Friday	327	386	0.61	98.56	124.56	223.73	899.62
03/08/25	Saturday	300	377	0.85	16.95	35.64	53.44	28.88
03/09/25	Sunday						-	
03/10/25	Monday	339	405	2.03	73.29	173.36	248.68	675.36
03/11/25	Tuesday	308	382	0.31	123.88	119.53	243.72	569.78
03/12/25	Wednesday	260	280	0.37	75.92	142.95	219.24	357.07
03/13/25	Thursday	315	341	1.47	71.87	180.13	253.47	625.72
03/14/25	Friday	341	337	0.71	86.46	105.79	192.96	1,240.11
03/15/25	Saturday	321	368	0.66	13.28	41.97	55.91	36.55
03/16/25	Sunday						-	
03/17/25	Monday	336	359	1.57	141.30	210.71	353.58	843.55
03/18/25	Tuesday	287	373	0.50	91.45	103.93	195.88	587.31
03/19/25	Wednesday	323	348	0.38	115.41	114.15	229.94	908.39
03/20/25	Thursday	285	365	1.12	101.98	173.19	276.29	354.05
03/21/25	Friday	255	341	0.56	102.13	121.85	224.54	116.61
03/22/25	Saturday	338	409	0.99	15.63	54.97	71.59	26.01
03/23/25	Sunday						-	
03/24/25	Monday	345	382	0.23	130.96	247.93	379.12	437.46
03/25/25	Tuesday	331	364	0.56	119.55	125.19	245.30	797.06
03/26/25	Wednesday	298	360	0.55	105.47	102.73	208.75	636.46
03/27/25	Thursday	285	337	1.07	97.17	159.61	257.85	535.28
03/28/25	Friday	303	325	0.40	117.79	136.95	255.14	326.52
03/29/25	Saturday	314	420	0.88	14.45	46.24	61.57	19.24
03/30/25	Sunday						-	
03/31/25	Monday	306	339	2.61	151.69	176.29	330.59	230.94
Total		7,833	9,245	22.88	2,280.80	3,360.02	5,663.70	11,765.07
Average		301	356	0.88	87.72	129.23	217.83	452.50
Median		307	362	0.69	97.87	124.88	227.24	397.27
Maximum		355	440	2.61	151.69	247.93	379.12	1,240.11
Minimum		160	175	0.23	-13.72	35.64	33.47	19.24

Material Type & Description

Citizen-Can: Roll-off container at the Ivy MUC Convenience Center-citizens dispose of prepaid trashbags

Construction: Construction/demolition debris (shingles, sheetrock, treated lumber, etc.)

Count: Transactions per item (appliances, hauling fees, service fees, tag-bag stickers, tires,

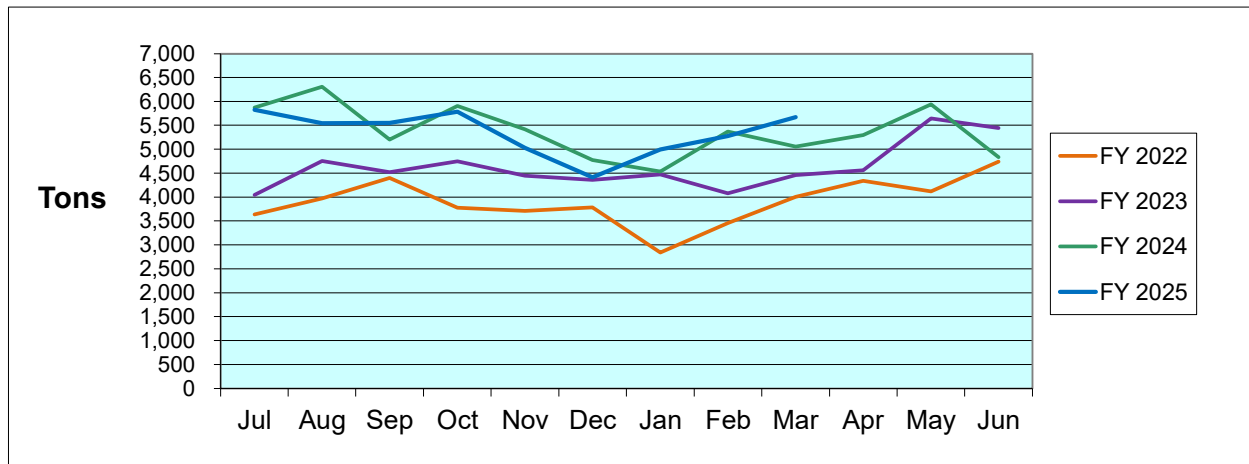
Domestic: Business/residential general or household waste

MSW: Materials processed/handled at the Transfer Station

Non-MSW: Materials processed/handled on-site

Vehicle: Transactions or vehicles processed in a day

Rivanna Solid Waste Authority
Ivy MSW Transfer Tonnages
FY 2022 - 2025





MEMORANDUM

**TO: RIVANNA SOLID WASTE AUTHORITY
BOARD OF DIRECTORS**

**FROM: DAVID RHOADES, SOLID WASTE MANAGER
PHILLIP MCKALIPS, DIRECTOR OF SOLID WASTE**

REVIEWED BY: BILL MAWYER, EXECUTIVE DIRECTOR

SUBJECT: IVY SOLID WASTE AND RECYCLING CENTER REPORT

DATE: MAY 27, 2025

Ivy Solid Waste & Recycling Center (ISWRC) : DEQ Permit 132: 450 tons/day MSW limit

March 2025

- 7,833 vehicles crossed the scales
- The ISWRC transfer station operated for 26 days and received a total of 5,663.70 tons of municipal solid waste (MSW), an average of 217.83 tons per day of operation. The monthly transfer station tonnage figures are attached to this report.
- 11,765.07 tons of non-MSW materials were received
- 17,428.77 tons were received as a combined total tonnage (MSW + non-MSW)

April 2025

- 8,127 vehicles crossed the scales
- The ISWRC transfer station operated for 26 days and received a total of 5,793.94 tons of MSW, an average of 222.84 tons per day of operation. The monthly transfer station tonnage figures are attached to this report.
- 17,974.23 tons of non-MSW materials were received
- 23,768.17 tons were received as a combined total tonnage (MSW + non-MSW)

Spring HHW and Bulky Waste Totals:

Saturday, April 19, 2025: *E-Waste*

A total of 396 vehicles participated, including 313 from the County and 83 from the City.

Thursday, April 24; Friday, April 25; and Saturday, April 26, 2025: *Special Collections*

The Conditionally Exempt Small Quantity Generator (CESQG) Special Collection for business hazardous waste was held on Thursday, April 24, 2025. CESQG collection program is a pre-registration, fee-based program with sign-up information and instructions on the Rivanna.org website. 5 customers participated.

Household Hazardous Waste Day was held over two days from 9 AM to 3 PM on Friday, April 25, and Saturday, April 26, 2025. Wait time averaged about 15 minutes each day. A total of 1,155 City and County residents participated. On Friday, 453 County, 126 City, and 24 Nelson County residents attended. On Saturday, there were 403 County, 139 City, and 10 Nelson County participants.

Saturday, May 3, 2025: *Furniture / Mattresses*

A total of 208 vehicles participated, including 172 from the County and 36 from the City. 22,500 lbs. of furniture and mattresses were collected from the county. 4,600 lbs. of furniture and mattresses were collected from the City.

Saturday, May 10, 2025: *Appliances*

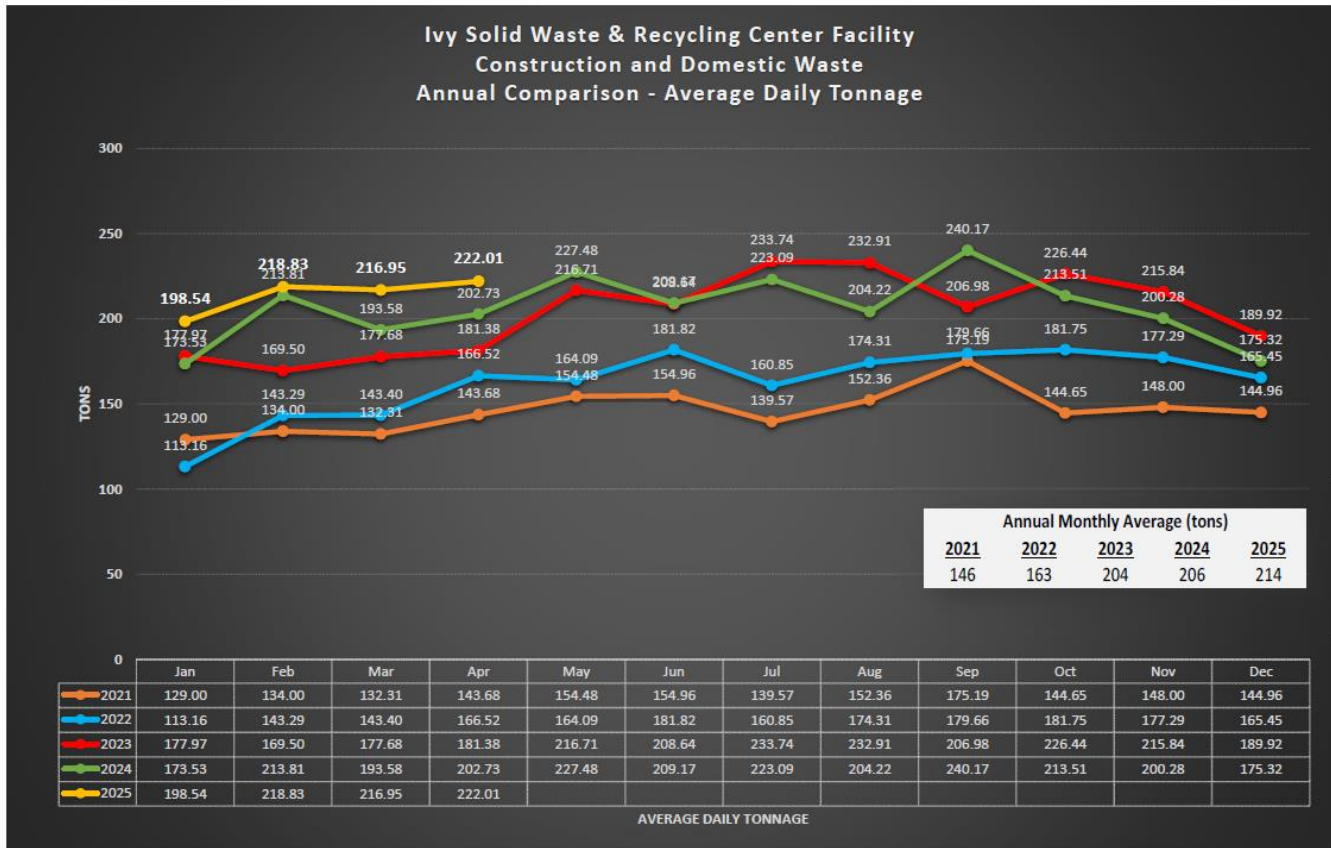
A total of 261 vehicles participated, including 207 from the County and 54 from the City. 12,800 lbs. of appliances and 170 freon units were collected from the County. 3,200 lbs. of appliances and 35 freon units were collected from the City.

Saturday, May 17, 2025: *Tires*

183 vehicles participated, including 162 from the County and 21 from the City.

Transfer Station Update

Our average daily tonnages are generally following seasonal trends, as shown in the following figure.



Outreach

RSWA staff conducted the following communication and outreach activities:

- April 15, 2025 – SACC Tour with 2 Red Hill Elementary Kindergartener classes
- April 21, 2025 – Ivy Solar Development Tour with Dominion and UVA Students
- April 30, 2025 – Ivy Recycling and Transfer Station tour with 2 classes of Greer 1st Graders
- May 1, 2025 – Ivy Recycling and Transfer Station tour with 2 classes of Greer 1st Graders



MEMORANDUM

TO: RIVANNA SOLID WASTE AUTHORITY BOARD OF DIRECTORS

FROM: BETSY NEMETH, DIRECTOR OF ADMINISTRATION AND COMMUNICATIONS

REVIEWED BY: BILL MAWYER, EXECUTIVE DIRECTOR

SUBJECT: ADMINISTRATION AND COMMUNICATIONS REPORT

DATE: MAY 27, 2025

Human Resources

Fiscal year-to-date turnover for the Rivanna Solid Waste Authority, through May 6, 2025, is 17.9%, which includes one retirement, and exceeds our Strategic Plan goal of 15%.

We completed a Request for Proposal for medical benefits, and we have selected Anthem to be our medical insurance carrier again this year. We are excited that we will have annual savings of over 10% on medical premiums in the fiscal year 2026. We are currently in our Open Enrollment period for fiscal year 2026 benefits.

Safety

Our Safety Manager attended the quarterly Local Emergency Planning Committee meeting on April 9, 2025.

We are currently implementing a new authority-wide mobile text alert notification system for emergencies, weather alerts and construction updates for our team.

On April 30, 2025, a trailer caught fire at the ISWRC. The trailer contained trash from the transfer station and was parked in the back parking lot. We believe the fire may have been caused by a discarded lithium battery. Albemarle County Fire Rescue responded and put out the fire. There were no injuries, but the trailer, which was owned by Lucky Dog, was destroyed.

Community Outreach

We welcomed the kindergarten class from Red Hill Elementary School to the Southern Albemarle Convenience Center on April 14, 2025, where they learned about recycling.

We also had the first grade class from Greer Elementary School visit the ISWRC on April 30th and May 1st, where they toured the convenience center and the transfer station.

Our Outreach & Communication Coordinator published several marketing campaigns to increase community participation in the eWaste and Household Hazardous Waste collection days. This year we saw an increase in participation for eWaste of about 10% and the highest Household Hazardous Waste collection participation rate since 2016.

MEMORANDUM

**TO: RIVANNA SOLID WASTE AUTHORITY
BOARD OF DIRECTORS**

FROM: BILL MAWYER, EXECUTIVE DIRECTOR

**SUBJECT: APPROVAL OF THE RESOLUTION TO ADOPT THE RATE SCHEDULE
AND THE BUDGET FOR FISCAL YEAR 2025 - 2026**

DATE: MAY 27, 2025

The proposed Fiscal Year 2025-2026 budget totaling \$10.5 million was reviewed in detail with the Board during the March 25, 2025, meeting, and will be briefly reviewed again today. Fiscal Year 2025 - 2026 will be a dynamic year as we will substantially complete construction of a new Baling Facility for recycled materials at the Ivy SWRC along with installation of solar cells and conversion of the maintenance shop to administrative space. We will also complete the design of a new Northern Convenience Center to be located on the County's Brookhill property, with construction planned for FY 2026-2027. Our Spring and Fall Special Collection Programs for Household Hazardous Waste, eWaste and Bulky Waste will continue to be provided as beneficial services for the community.

To support our essential refuse disposal and recycling services, an FY 2025-2026 budget totaling \$10.5 million is proposed. This budget represents an increase in operating expenses of \$0.75 million (7.6%), largely due to increased costs to process more tonnage through the Transfer Station, maintenance of groundwater monitoring systems, administrative allocations from the RWSA, as well as support for our workforce. Revenues from tip fees, clean fill, recycling, and other sales are estimated to be \$5.6 million, including a \$2/ton increase in the disposal rate for municipal solid waste and construction demolition debris.

The FY 2026 – 2030 Capital Improvement Program includes \$2.9 million for design and construction of the Northern Convenience Center, asphalt paving at the Ivy Convenience Center, as well as repairs to the landfill cap, gas, and leachate management systems. The FY 2026 – 2030 Capital Equipment Replacement Program includes \$1.1 million to replace a yard jockey for the Transfer Station, roll-off containers and compactors for the McIntire Recycling Center, as well as renovation of the Ivy Administrative spaces. These Capital expenses are funded through depreciation charges in the Operating budget, except for the Baling Facility (70% County/30% City) and Northern Convenience Center (100% County) which will be funded separately by the County and City. A 2% cost-of-living allocation for all staff including the Executive Director and a 3% merit performance pool for eligible employees are proposed to support and retain our workforce as we compete for staff in an area with a low 2.2% unemployment rate.

The estimated local support required to provide our programs includes:

- \$4 million from Albemarle County, an increase of \$0.62 million
- \$0.84 million from the City, an increase of \$0.11 million
- and \$79,982 from the University of Virginia (until 2035)

Tipping fees are proposed to increase from \$58 to \$60/ton for municipal and construction debris disposal to support cost increases from our hauling vendor and align with other local landfill fees. This increase has been reviewed with, and is recommended by, the Albemarle County Board of Supervisors in accordance with the “Amended and Restated Ivy Material Utilization Center Programs Agreement Between the County of Albemarle and the Rivanna Solid Waste Authority” established in 2016.

Board Action Requested:

Approve the Resolution to Adopt the attached Rate Schedule and the FY 2025-2026 Budget, with both to be effective on July 1, 2025.

Attachment

**RESOLUTION
TO ADOPT THE RATE SCHEDULE
FOR FISCAL YEAR 2025-2026, EFFECTIVE JULY 1, 2025
BY THE RIVANNA SOLID WASTE AUTHORITY**

WHEREAS, the Rivanna Solid Waste Authority (the “Authority”) Board of Directors has reviewed the proposed Rate Schedule for Fiscal Year 2025-2026; and

WHEREAS, the Authority conducted a public hearing for the proposed Rate Schedule on May 27, 2025, after advertising the actual date fixed for the public hearing in the Daily Progress on May 1, 2025 and May 6, 2025, and

NOW, THEREFORE, BE IT RESOLVED that the Rivanna Solid Waste Authority Board of Directors hereby adopts the accompanying Rate Schedule for Fiscal Year 2025-2026, to be effective on July 1, 2025.

Rate Schedule

[illegible]

RIVANNA



SOLID WASTE AUTHORITY



VALUES

The Rivanna Authorities are committed to the following values:

- Integrity
- Teamwork
- Respect
- Quality

Draft Budget
Fiscal Year 2025 – 2026

Rivanna Solid Waste Authority

FY 2025-2026 Draft Budget

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Prepared May 19, 2025
Adopted **Draft 7**

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Rivanna Solid Waste Authority
Draft Budget FY 2025-2026
Budget Summary

	Adopted Budget FY 2024-2025	Estimated Year-end FY 2024-2025	Draft Budget FY 2025-2026	FY 2025 vs. FY 2026 Variance \$	FY 2025 vs. FY 2026 Variance %
Revenues					
Ivy Tipping Fees	\$ 1,360,450	\$ 1,229,048	\$ 1,245,300	\$ (115,150)	-8.46%
Ivy Environmental Revenues	-	-	-	-	
Ivy MSW Transfer Tipping	3,804,850	3,944,906	4,003,000	198,150	5.21%
County Convenience Centers	60,000	71,788	50,000	(10,000)	-16.67%
Recycling Revenues	285,000	217,449	195,000	(90,000)	-31.58%
Other Revenues - Administration	80,000	153,548	115,000	35,000	43.75%
Total Revenues	\$ 5,590,300	\$ 5,616,739	\$ 5,608,300	\$ 18,000	0.32%
Expenses					
Ivy Operations	\$ 1,099,541	\$ 1,277,755	\$ 1,147,700	\$ 48,159	4.38%
Ivy Environmental	1,105,926	1,018,162	1,233,500	127,574	11.54%
MSW Transfer Ivy	4,659,079	4,764,747	5,021,300	362,221	7.77%
County Convenience Centers	828,216	743,878	823,700	(4,516)	-0.55%
Recycling Operations	841,582	818,505	912,100	70,518	8.38%
Administration	1,291,034	1,270,289	1,437,500	146,466	11.34%
Total Expenses	\$ 9,825,378	\$ 9,893,335	\$ 10,575,800	\$ 750,422	7.64%

Operating Net Income (Loss)	\$ (4,235,078)	\$ (4,276,596)	\$ (4,967,500)	\$ (732,422)	17.3%
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Other Funding Sources & Adjustments

Local Contributions-Operations	\$ 2,765,841	\$ 2,923,411	\$ 3,337,313	\$ 571,472	20.66%
Environmental Support - Local - MOU	1,469,237	1,469,237	1,630,279	161,042	10.96%

Total Local Support*	\$ 4,235,078	\$ 4,392,648	\$ 4,967,592	\$ 732,514	17.30%
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Local Support Detail	Support - FY 2025		Support - FY 2026		
County - Ivy Operations	\$ 41,849	\$ 327,892	\$ 233,030	\$ 191,180	456.83%
County - Ivy Transfer	1,156,988	1,099,026	1,348,906	191,918	16.59%
County - Convenience Centers	768,216	672,090	773,729	5,514	0.72%
County - Recycling	559,152	577,083	687,154	128,002	22.89%
County - Environmental MOU	896,069	896,069	999,941	103,872	11.59%
	<u>\$ 3,422,274</u>	<u>\$ 3,572,159</u>	<u>\$ 4,042,760</u>	<u>\$ 620,486</u>	<u>18.13%</u>
City - Recycling	\$ 239,637	\$ 247,321	\$ 294,495	\$ 54,858	22.89%
City - Environmental MOU	493,185	493,185	550,355	57,170	11.59%
	<u>\$ 732,822</u>	<u>\$ 740,506</u>	<u>\$ 844,850</u>	<u>\$ 112,028</u>	<u>15.29%</u>
UVa - Environmental MOU	\$ 79,982	\$ 79,982	\$ 79,982	\$ -	
Total Local Support*	\$ 4,235,078	\$ 4,392,648	\$ 4,967,592	\$ 732,514	17.30%
Operational Support	\$ 2,765,841	\$ 2,923,411	\$ 3,337,313	571,472	
Environmental Support.	1,469,237	1,469,237	1,630,279	161,042	
	<u>\$ 4,235,078</u>	<u>\$ 4,392,648</u>	<u>\$ 4,967,592</u>	<u>\$ 732,514</u>	

Financial Budgets by Cost Center

Rivanna Solid Waste Authority

Fiscal Year 2025-2026

Rivanna Solid Waste Authority
FY 2025-2026 Draft Budget

FY 2025			FY 2026	Budget ton/\$ Change	Budget % Change
Budgeted FY 2025	Actual for 6 months	Projected 12 months	Draft Budget		

Ivy Operations

Tipping fees & Tonnage Information

Operations Rate / Tipping Fees						
Clean fill material	\$	10.00		\$	10.00	\$ - 0.00%
Bulk Clean fill		3.50			3.50	- 0.00%
Grindable material		54.00			54.00	- 0.00%
Tires whole - per ton		190.00			190.00	- 0.00%
Tires - per item (various rates per item)		-			-	- 0.00%
Freon removal fee per item		17.00			17.00	-
Estimated tonnage						
Clean fill material		35,000	19,155	38,310	30,000	(5,000) -14.29%
Bulk Clean fill		108,000	49,285	98,570	100,000	(8,000) -7.41%
Grindable material		9,000	3,490	6,980	9,000	- 0.00%
Tires whole - per ton		265	33	66	75	(190) -71.70%

Projected Revenues

Revenues						
Clean fill material	\$ 728,000	\$ 364,276	728,552	\$ 650,000	(78,000)	-10.71%
Grindable material	486,000	189,433	378,866	486,000	-	0.00%
Tires whole	50,350	6,326	15,000	14,250	(36,100)	-71.70%
Tires and white good per item	21,100	21,042	42,084	35,000	13,900	65.88%
Material Sales	75,000	32,273	64,546	60,000	(15,000)	-20.00%
Total Operations Revenues	\$ 1,360,450	\$ 613,350	\$ 1,229,048	\$ 1,245,250	\$ (115,200)	-8.47%

Projected Expenses

Personnel Cost	\$ 377,941	\$ 207,436	\$ 402,557	\$ 409,451	31,511	8.34%
Professional Services	-	-	-	-	-	
Other Services and Charges	29,700	22,747	44,193	29,700	-	0.00%
Communications	18,900	7,342	14,684	17,500	(1,400)	-7.41%
Information Technology	25,000	4,222	35,438	34,000	9,000	36.00%
Vehicles and Equip. Maintenance	82,000	56,632	113,264	82,000	-	0.00%
Supplies	4,000	1,122	8,000	10,000	6,000	150.00%
Operations and Maintenance	362,000	229,809	459,618	365,000	3,000	0.83%
Environmental Remediations	-	-	-	-	-	
Equipment Replacement	200,000	100,000	200,000	200,000	-	0.00%
Subtotal Before Allocations	\$ 1,099,541	\$ 629,311	\$ 1,277,755	\$ 1,147,651	\$ 48,111	4.38%
Allocation of Administration Costs	302,758	138,997	279,185	330,628	27,870	9.21%
Total Operations Expenses	\$ 1,402,299	\$ 768,308	\$ 1,556,940	\$ 1,478,280	\$ 75,980	5.42%
Net Surplus or (Deficit)	\$ (41,849)	\$ (154,958)	\$ (327,892)	\$ (233,030)	(191,180)	456.83%

Summary of Local Support Payments						
County	\$ (41,849)	\$ (154,958)	\$ (327,892)	\$ (233,030)	\$ (191,180)	456.83%
City	-	-	-	-	-	
Uva	-	-	-	-	-	
	\$ (41,849)	\$ (154,958)	\$ (327,892)	\$ (233,030)	\$ (191,180)	456.83%

Rivanna Solid Waste Authority
Fiscal Year 2025-2026 Draft Budget
Expense Detail by Department
IVY OPERATIONS

Object Code	Line Item	Current Year Activity			Draft Budget FY 2025-2026	FY 2025 vs. FY 2026 Variance \$	FY 2025 vs. FY 2026 Variance %
		Adopted Budget FY 2024-2025	Six Months Actual 12/31/2024	Projected Yearend 6/30/2025			
10000	Salaries and Benefits						
11000	Salaries	\$ 251,300	\$ 135,745	\$ 271,489	\$ 273,200	\$ 21,900	8.7%
11010	Holiday & Overtime Pay	15,000	6,036	12,072	11,000	(4,000)	-27%
12010	FICA	20,372	10,627	21,255	21,741	1,369	7%
12020	Health Insurance	57,550	29,812	56,367	62,000	4,450	8%
12026	Employee Assistance Program	30	38	77	50	20	67%
12030	Retirement	13,822	6,835	13,670	15,299	1,478	11%
12040	Life Insurance	3,367	1,474	2,948	3,661	293	9%
12050	Fitness Program	200	246	491	300	100	50%
12060	Worker's Comp Insurance	10,000	11,674	14,289	14,500	4,500	45%
	Subtotal	\$ 371,641	\$ 202,486	\$ 392,657	\$ 401,751	\$ 30,111	8%
13000	Other Personnel Costs						
13100	Employee Dues & Licenses	\$ 100	\$ 186	\$ 371	\$ 100	\$ -	0%
13150	Education & Training	2,700	660	1,319	2,700	-	0%
13200	Travel & Lodging	200	-	-	200	-	0%
13250	Uniforms	2,600	3,727	7,455	4,000	1,400	54%
13325	Recruiting and Medical Testing	200	114	228	200	-	0%
13350	Other	500	263	527	500	-	0%
	Subtotal	\$ 6,300	\$ 4,950	\$ 9,900	\$ 7,700	\$ 1,400	22%
	Professional Services						
20100	Legal Fees	\$ -	\$ -	\$ -	\$ -	\$ -	-
20200	Financial & Admin. Services	-	-	-	-	-	-
20300	Engineering Consultants	-	-	-	-	-	-
	Subtotal	\$ -	\$ -	\$ -	\$ -	\$ -	-
	Other Services and Charges						
21100	General Liability/Property Insurance	\$ 3,000	\$ 1,952	\$ 2,602	\$ 3,000	\$ -	0%
21150	Advertising / Communication / Outreach	-	50	100	-	-	-
21250	Administrative Services RWSA	-	-	-	-	-	-
21252	EMS Programs/Supplies	-	-	-	-	-	-
21253	Safety Programs/Supplies	2,000	176	352	2,000	-	-
21300	Authority Dues/Permits/Fees	1,200	25	50	1,200	-	0%
21350	Laboratory Analysis	-	-	-	-	-	-
21400	Utilities	3,500	1,159	2,319	3,500	-	0%
21420	General Other Services	20,000	19,385	38,770	20,000	-	0%
21430	Governance & Strategic Support	-	-	-	-	-	-
21450	Bad Debt Write-Offs	-	-	-	-	-	-
	Subtotal	\$ 29,700	\$ 22,747	\$ 44,193	\$ 29,700	\$ -	0%
22000	Communication						
22100	Radio	\$ -	\$ 94	\$ 188	\$ -	\$ -	-
22150	Telephone & Data Service	16,400	6,363	12,726	15,000	(1,400)	-9%
22200	Cell Phones & Pagers	2,500	885	1,770	2,500	-	0%
	Subtotal	\$ 18,900	\$ 7,342	\$ 14,684	\$ 17,500	\$ (1,400)	-7%
31000	Information Technology						
31100	Computer Hardware	\$ 1,000	\$ 893	\$ 5,000	\$ 10,000	\$ 9,000	900%
31200	Maintenance & Support Services	4,000	219	438	4,000	-	0%
31250	Software Purchases	20,000	3,110	30,000	20,000	-	-
	Subtotal	\$ 25,000	\$ 4,222	\$ 35,438	\$ 34,000	\$ 9,000	36%
32000	Vehicles and Equipment Maint.						
32100	Vehicle Maintenance & Repair	\$ 15,000	\$ 5,499	\$ 10,998	\$ 15,000	\$ -	0%
32150	Equipment Maint. & Repair	50,000	44,696	89,392	50,000	-	0%
32200	Fuel	17,000	6,437	12,874	17,000	-	0%
32300	Trailer Maint. & Repairs	-	-	-	-	-	-
	Subtotal	\$ 82,000	\$ 56,632	\$ 113,264	\$ 82,000	\$ -	0%
33000	Supplies						
33100	Office Supplies	\$ 4,000	\$ 1,122	\$ 8,000	\$ 10,000	\$ 6,000	150%
33150	Subscriptions/Reference Material	-	-	-	-	-	-
33350	Postage	-	-	-	-	-	-
	Subtotal	\$ 4,000	\$ 1,122	\$ 8,000	\$ 10,000	\$ 6,000	150%
41000	Operation & Maintenance						
41100	Facility Maintenance/Repairs/Replacements	\$ 12,000	\$ 62,151	\$ 124,302	\$ 15,000	\$ 3,000	25%
41160	Forestrty Services	-	-	-	-	-	-
41400	Materials, Supplies & Tools	3,000	3,493	6,986	3,000	-	0%
41450	HHW Disposal	-	-	-	-	-	-
41500	Contracted Labor	-	-	-	-	-	-

Rivanna Solid Waste Authority
Fiscal Year 2025-2026 Draft Budget
Expense Detail by Department
IVY OPERATIONS

Object Code	Line Item	Current Year Activity			Draft Budget FY 2025-2026	FY 2025 vs. FY 2026 Variance \$	FY 2025 vs. FY 2026 Variance %
		Adopted Budget FY 2024-2025	Six Months Actual 12/31/2024	Projected Yearend 6/30/2025			
41550	Material Purchases	-	1,225	2,450	-	-	
41650	Wood Grinding	321,000	152,995	305,990	321,000	-	0%
41700	Building Rental	-	-	-	-	-	
41750	Leach Treatment	-	-	-	-	-	
41760	Tire Disposal	26,000	9,945	19,890	26,000	-	0%
Subtotal		\$ 362,000	\$ 229,809	\$ 459,618	\$ 365,000	\$ 3,000	1%
43000	Disposal Contracts						
43100	MSW - Ivy Transfer	\$ -	\$ -	\$ -	\$ -	\$ -	
Subtotal		\$ -	\$ -	\$ -	\$ -	\$ -	
51000	Ivy Remediation						
41350	Ground Water Systems Maintenance	\$ -	\$ -	\$ -	\$ -	\$ -	
41360	Gas Systems Maintenance	-	-	-	-	-	
51101	Settlement Agreement (Air & Groundwater)	-	-	-	-	-	
51110	Compliance Ground Water Well Monitoring	-	-	-	-	-	
51200	Surface Water Monitoring	-	-	-	-	-	
51225	Cap Replacement and Repair	-	-	-	-	-	
51224	O&M Cell 3 and P.Plant place holder	-	-	-	-	-	
51300	Paint Pit Remed. - Gas & Vapor Extraction	-	-	-	-	-	
51649	Full Scale EBR - Monitoring	-	-	-	-	-	
51651	Full Scale EBR - Injection & Reporting	-	-	-	-	-	
51660	Greenhouse Gas Monitoring & Reporting	-	-	-	-	-	
51670	Cobalt MNA Monitoring	-	-	-	-	-	
41900	Closure Costs	-	-	-	-	-	
51800	Contingency	-	-	-	-	-	
Subtotal		\$ -	\$ -	\$ -	\$ -	\$ -	
81000	Equipment						
81200	Rental & Leases	\$ -	-	\$ -	\$ -	\$ -	
	Depreciation	200,000	100,000	200,000	200,000	-	0%
Subtotal		\$ 200,000	\$ 100,000	\$ 200,000	\$ 200,000	\$ -	0%
Total		\$ 1,099,541	\$ 629,311	\$ 1,277,755	\$ 1,147,651	\$ 48,111	4%

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Rivanna Solid Waste Authority
FY 2025-2026 Draft Budget

Ivy Environmental

FY 2025			FY 2026	Budget ton/\$ Change	Budget % Change
Budgeted FY 2025	Actual for 6 months	Projected 12 months	Draft Budget		

Projected Revenues

Revenues

Forestry Management Revenues	\$	-	\$	-	\$	-	\$	-	0.00%
Total Operations Revenues	\$	-	\$	-	\$	-	\$	-	#DIV/0!

Projected Expenses

Personnel Cost	\$	230,426	\$	121,317	\$	231,374	\$	235,675	\$	5,248	2.28%
Professional Services		40,000		76		152		75,000		35,000	
Other Services and Charges		8,200		3,446		5,051		8,200		-	0.00%
Communications		5,300		160		320		1,150		(4,150)	-78.30%
Information Technology		-		371		742		-		-	#DIV/0!
Vehicles and Equip. Maintenance		22,000		12,924		25,848		23,500		1,500	6.82%
Supplies		-		-		-		-		-	
Operations and Maintenance		220,000		120,896		241,793		285,000		65,000	29.55%
Environmental Remediations		270,000		101,442		202,884		345,000		75,000	
Equipment Replacement		310,000		155,000		310,000		260,000		(50,000)	-16.13%
Subtotal Before Allocations	\$	1,105,926	\$	515,632	\$	1,018,162	\$	1,233,525	\$	127,598	11.54%
Allocation of Administration Costs		363,310		166,797		335,022		396,754		33,444	9.21%
Total Operations Expenses	\$	1,469,237	\$	682,429	\$	1,353,185	\$	1,630,279	\$	161,042	10.96%
Net Deficit	\$	(1,469,237)	\$	(682,429)	\$	(1,353,185)	\$	(1,630,279)	\$	(161,042)	10.96%

Local Support Payments - Environmental MOU						
County	\$	896,069	\$	896,069	\$	999,941
City		493,185		493,185		550,355
UVa		79,982		79,982		79,982
	\$	1,469,237	\$	-	\$	1,630,279
					\$	161,042
						10.96%

Rivanna Solid Waste Authority
Fiscal Year 2025-2026 Draft Budget
Expense Detail by Department
IVY ENVIRONMENTAL

Object Code	Line Item	Current Year Activity			Draft Budget FY 2025-2026	FY 2025 vs. FY 2026	
		Adopted Budget FY 2024-2025	Six Months Actual 12/31/2024	Projected Yearend 6/30/2025		Variance \$	Variance %
10000	Salaries and Benefits						
11000	Salaries	\$ 142,850	\$ 77,220	\$ 154,440	\$ 150,600	\$ 7,750	5.4%
11010	Holiday & Overtime Pay	15,000	3,434	6,867	8,000	(7,000)	-47%
12010	FICA	12,076	6,045	12,091	12,133	57	0%
12020	Health Insurance	33,700	16,959	32,065	35,400	1,700	5%
12026	Employee Assistance Program	30	22	44	40	10	33%
12030	Retirement	7,857	3,888	7,776	8,434	577	7%
12040	Life Insurance	1,914	839	1,677	2,018	104	5%
12050	Fitness Program	200	140	279	250	50	25%
12060	Worker's Comp Insurance	10,000	10,023	10,638	12,000	2,000	20%
	Subtotal	\$ 223,626	\$ 118,569	\$ 225,878	\$ 228,875	\$ 5,248	2%
13000	Other Personnel Costs						
13100	Employee Dues & Licenses	\$ 100	\$ 56	\$ 111	\$ 100	\$ -	0%
13150	Education & Training	2,800	375	751	2,800	-	0%
13200	Travel & Lodging	200	-	-	200	-	0%
13250	Uniforms	2,700	2,120	4,241	2,700	-	0%
13325	Recruiting and Medical Testing	500	48	96	500	-	0%
13350	Other	500	149	298	500	-	0%
	Subtotal	\$ 6,800	\$ 2,748	\$ 5,496	\$ 6,800	\$ -	0%
	Professional Services						
20100	Legal Fees	\$ -	\$ -	\$ -	\$ -	\$ -	
20200	Financial & Admin. Services	-	-	-	-	-	
20300	Engineering Consultants	40,000	76	152	75,000	35,000	
	Subtotal	\$ 40,000	\$ 76	\$ 152	\$ 75,000	\$ 35,000	
	Other Services and Charges						
21100	General Liability/Property Insurance	\$ 800	\$ 524	\$ 699	\$ 800	\$ -	0%
21150	Advertising / Communication / Outreach	1,000	-	-	1,000	-	0%
21250	Administrative Services RWSA	-	-	-	-	-	
21252	EMS Programs/Supplies	-	-	-	-	-	
21253	Safety Programs/Supplies	-	100	200	-	-	
21300	Authority Dues/Permits/Fees	3,400	1,492	1,492	3,400	-	0%
21350	Laboratory Analysis	-	-	-	-	-	#DIV/0!
21400	Utilities	3,000	1,330	2,659	3,000	-	0%
21420	General Other Services	-	-	-	-	-	#DIV/0!
21430	Governance & Strategic Support	-	-	-	-	-	
21450	Bad Debt Write-Offs	-	-	-	-	-	
	Subtotal	\$ 8,200	\$ 3,446	\$ 5,051	\$ 8,200	\$ -	0%
22000	Communication						
22100	Radio	\$ -	\$ 53	\$ 107	\$ -	\$ -	
22150	Telephone & Data Service	5,150	-	-	1,000	(4,150)	-81%
22200	Cell Phones & Pagers	150	106	213	150	-	0%
	Subtotal	\$ 5,300	\$ 160	\$ 320	\$ 1,150	\$ (4,150)	-78%
31000	Information Technology						
31100	Computer Hardware	\$ -	\$ 371	\$ 742	\$ -	\$ -	
31200	Maintenance & Support Services	-	-	-	-	-	#DIV/0!
31250	Software Purchases	-	-	-	-	-	
	Subtotal	\$ -	\$ 371	\$ 742	\$ -	\$ -	
32000	Vehicles and Equipment Maint.						
32100	Vehicle Maintenance & Repair	\$ 5,500	\$ 869	\$ 1,739	\$ 5,500	\$ -	0%
32150	Equipment Maint. & Repair	3,500	7,579	15,158	5,000	1,500	43%
32200	Fuel	12,000	3,662	7,323	12,000	-	0%
32300	Trailer Maint. & Repairs	1,000	814	1,628	1,000	-	0%
	Subtotal	\$ 22,000	\$ 12,924	\$ 25,848	\$ 23,500	\$ 1,500	
33000	Supplies						
33100	Office Supplies	\$ -	\$ -	\$ -	\$ -	\$ -	
33150	Subscriptions/Reference Material	-	-	-	-	-	
33350	Postage	-	-	-	-	-	
	Subtotal	\$ -	\$ -	\$ -	\$ -	\$ -	
41000	Operation & Maintenance						
41100	Facility Maintenance/Repairs/Replacements	\$ 30,000	27,669	55,339	60,000	30,000	100%
41160	Forestrty Services	11,000	-	-	11,000	-	
41400	Materials, Supplies & Tools	22,000	4,446	8,891	22,000	-	0%
41450	HHW Disposal	155,000	81,057	162,113	190,000	35,000	23%
41500	Contracted Labor	-	-	-	-	-	

Rivanna Solid Waste Authority
Fiscal Year 2025-2026 Draft Budget
Expense Detail by Department
IVY ENVIRONMENTAL

Object Code	Line Item	Current Year Activity			Draft Budget FY 2025-2026	FY 2025 vs. FY 2026 Variance \$	FY 2025 vs. FY 2026 Variance %
		Adopted Budget FY 2024-2025	Six Months Actual 12/31/2024	Projected Yearend 6/30/2025			
41550	Material Purchases	-	-	-	-	-	-
41650	Wood Grinding	-	-	-	-	-	-
41700	Building Rental	-	-	-	-	-	-
41750	Leach Treatment	2,000	7,725	15,450	2,000	-	0%
41760	Tire Disposal	-	-	-	-	-	-
Subtotal		\$ 220,000	\$ 120,896	\$ 241,793	\$ 285,000	\$ 65,000	30%
43000	Disposal Contracts						
43100	MSW - Ivy Transfer	\$ -	\$ -	\$ -	\$ -	\$ -	-
Subtotal		\$ -	\$ -	\$ -	\$ -	\$ -	-
51000	Ivy Remediation						
41350	Ground Water Systems Maintenance	\$ 6,500	\$ -	\$ -	\$ 81,500	\$ 75,000	1154%
41360	Gas Systems Maintenance	40,000	9,092	18,183	40,000	-	0%
51101	Settlement Agreement (Air & Groundwater)	13,000	5,217	10,433	13,000	-	0%
51110	Compliance Ground Water Well Monitoring	85,000	40,910	81,820	85,000	-	0%
51200	Surface Water & Water Supply Monitoring	18,000	5,805	11,610	18,000	-	0%
51225	Cap Replacement and Repair	-	-	-	-	-	-
51224	O&M Cell 3 and P.Plant place holder	-	-	-	-	-	-
51300	Paint Pit Remed. - Gas & Vapor Extraction	-	-	-	-	-	-
51649	Full Scale EBR - Monitoring	50,000	22,420	44,839	50,000	-	0%
51651	Full Scale EBR - Injection & Reporting	35,000	12,513	25,025	35,000	-	-
51660	Greenhouse Gas Monitoring & Reporting	-	-	-	-	-	#DIV/0!
51670	Cobalt MNA Monitoring	14,000	5,487	10,974	14,000	-	0%
41900	Closure Costs	-	-	-	-	-	-
51800	Contingency	8,500	-	-	8,500	-	0%
Subtotal		\$ 270,000	\$ 101,442	\$ 202,884	\$ 345,000	\$ 75,000	28%
81000	Equipment						
81200	Rental & Leases	\$ -	\$ -	\$ -	\$ -	\$ -	-
	Depreciation	310,000	155,000	310,000	260,000	(50,000)	-16%
Subtotal		\$ 310,000	\$ 155,000	\$ 310,000	\$ 260,000	\$ (50,000)	-16%
Total		\$ 1,105,926	\$ 515,632	\$ 1,018,162	\$ 1,233,525	\$ 127,598	12%

Current year budget and yearend estimates				Draft
MOU PAYMENT BASIS:				
Base Expenses	\$ 1,105,926	\$ -	\$ 1,018,162	\$ 1,233,525
Adminstrative allocation	363,310	-	335,022	396,754
	\$ 1,469,237	\$ -	\$ 1,353,185	\$ 1,630,279
Use of Reserves	\$ -	\$ -	\$ -	\$ -
UVA FIXED PER AGREEMENT	79,982	-	79,982	79,982
Forestry Revenues	-	-	-	-
COUNTY 64.5%	896,069	-	896,069	999,941
CITY 35.5%	493,185	-	493,185	550,355
	\$ 1,469,237	\$ -	\$ 1,469,237	\$ 1,630,279
Deficit / Use of Reserves	\$ -		\$ 116,052	

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Rivanna Solid Waste Authority
FY 2025-2026 Draft Budget

FY 2025			FY 2026	Budget ton/\$ Change	Budget % Change
Budgeted FY 2025	Actual for 6 months	Projected 12 months	Draft Budget		

Ivy Transfer Station

Tipping fees & Tonnage Information

Operations Rate / Tipping Fees						
MSW / Construction Debris	\$ 58.00		\$ 60.00	\$ 2.00	3.45%	
Compostable material	-		-	-		
Service charge (\$1 county, \$10 non-county)	-		-			
Estimated tonnage						
MSW / Construction Debris	63,825	32,140	64,280	65,000	1,175	1.84%
Compostable material	350	-	-	350	-	0.00%

Projected Revenues

Revenues						
MSW / Construction Debris	\$ 3,701,850	\$ 1,892,501	\$ 3,785,002	\$ 3,900,000	\$ 198,150	5.35%
Compostable material	-	366	-	-	-	
Service charges / other revenues	103,000	79,952	159,904	103,000	-	0.00%
Total Operations Revenues	\$ 3,804,850	\$ 1,972,819	\$ 3,944,906	\$ 4,003,000	\$ 198,150	5.21%

Projected Expenses

Personnel Cost	\$ 712,652	\$ 378,369	\$ 729,961	\$ 747,130	\$ 34,478	4.84%
Professional Services	-	-	-	70,000	70,000	
Other Services and Charges	52,000	21,054	30,989	52,000	-	0.00%
Communications	16,600	19,021	38,043	21,100	4,500	27.11%
Information Technology	55,000	1,945	3,890	55,000	-	0.00%
Vehicles and Equip. Maintenance	110,000	45,183	90,366	110,000	-	0.00%
Supplies	10,000	3,366	6,732	10,000	-	0.00%
Operations and Maintenance	3,574,327	1,872,383	3,744,767	3,827,548	253,221	7.08%
Environmental Remediations	3,500	-	-	3,500	-	0.00%
Equipment Replacement	125,000	60,000	120,000	125,000	-	0.00%
Subtotal Before Allocations	\$ 4,659,079	\$ 2,401,322	\$ 4,764,747	\$ 5,021,277	\$ 362,198	7.77%
Allocation of Administration Costs	302,758	138,997	279,185	330,628	27,870	9.21%
Total Operations Expenses	\$ 4,961,838	\$ 2,540,319	\$ 5,043,932	\$ 5,351,906	\$ 390,068	7.86%
Net Deficit	\$ (1,156,988)	\$ (567,500)	\$ (1,099,026)	\$ (1,348,906)	\$ (191,918)	16.59%

Summary of Local Support Payments						
County	\$ (1,156,988)	\$ (567,500)	\$ (1,099,026)	\$ (1,348,906)	\$ (191,918)	16.59%
City	-	-	-	-	-	
Uva	-	-	-	-	-	
	\$ (1,156,988)	\$ (567,500)	\$ (1,099,026)	\$ (1,348,906)	\$ (191,918)	16.59%

Rivanna Solid Waste Authority
Fiscal Year 2025-2026 Draft Budget
Expense Detail by Department
MSW TRANSFER OPERATIONS - IVY

Object Code	Line Item	Current Year Activity			Draft Budget FY 2025-2026	FY 2025 vs. FY 2026 Variance \$	FY 2025 vs. FY 2026 Variance %
		Adopted Budget FY 2024-2025	Six Months Actual 12/31/2024	Projected Yearend 6/30/2025			
10000	Salaries and Benefits						
11000	Salaries	\$ 449,600	\$ 243,040	\$ 486,079	\$ 472,000	\$ 22,400	4.98%
11010	Holiday & Overtime Pay	40,000	10,807	21,614	30,000	(10,000)	-25%
12010	FICA	37,454	19,027	38,054	38,403	949	3%
12020	Health Insurance	113,000	53,376	100,921	118,700	5,700	5%
12026	Employee Assistance Program	75	69	137	150	75	100%
12030	Retirement	24,728	12,237	24,475	26,432	1,704	7%
12040	Life Insurance	6,025	2,639	5,279	6,325	300	5%
12050	Fitness Program	450	440	880	800	350	78%
12060	Worker's Comp Insurance	27,000	27,991	35,036	35,000	8,000	30%
	Subtotal	\$ 698,332	\$ 369,626	\$ 712,475	\$ 727,810	\$ 29,478	4%
13000	Other Personnel Costs						
13100	Employee Dues & Licenses	\$ 120	\$ 175	\$ 350	\$ 120	\$ -	0%
13150	Education & Training	8,000	1,181	2,362	8,000	-	0%
13200	Travel & Lodging	200	-	-	200	-	0%
13250	Uniforms	5,000	6,674	13,347	10,000	5,000	100%
13325	Recruiting and Medical Testing	500	240	480	500	-	0%
13350	Other	500	473	947	500	-	0%
	Subtotal	\$ 14,320	\$ 8,743	\$ 17,486	\$ 19,320	\$ 5,000	35%
	Professional Services						
20100	Legal Fees	\$ -	\$ -	\$ -	\$ -	\$ -	-
20200	Financial & Admin. Services	-	-	-	-	-	-
20300	Engineering Consultants	-	-	-	70,000	70,000	-
	Subtotal	\$ -	\$ -	\$ -	\$ 70,000	\$ 70,000	-
	Other Services and Charges						
21100	General Liability/Property Insurance	\$ 8,000	\$ 5,199	\$ 6,933	\$ 8,000	\$ -	0%
21150	Advertising / Communication / Outreach	2,000	784	1,567	2,000	-	0%
21250	Administrative Services RWSA	-	-	-	-	-	-
21252	EMS Programs/Supplies	-	-	-	-	-	-
21253	Safety Programs/Supplies	19,000	315	630	19,000	-	0%
21300	Authority Dues/Permits/Fees	9,000	7,653	7,653	9,000	-	0%
21350	Laboratory Analysis	-	-	-	-	-	-
21400	Utilities	11,000	3,478	6,956	11,000	-	0%
21420	General Other Services	3,000	3,625	7,249	3,000	-	0%
21430	Governance & Strategic Support	-	-	-	-	-	-
21450	Bad Debt Write-Offs	-	-	-	-	-	-
	Subtotal	\$ 52,000	\$ 21,054	\$ 30,989	\$ 52,000	\$ -	0%
22000	Communication						
22100	Radio	\$ 100	\$ 168	\$ 336	\$ 100	\$ -	-
22150	Telephone & Data Service	15,500	18,519	37,037	20,000	4,500	29%
22200	Cell Phones & Pagers	1,000	335	669	1,000	-	0%
	Subtotal	\$ 16,600	\$ 19,021	\$ 38,043	\$ 21,100	\$ 4,500	27%
31000	Information Technology						
31100	Computer Hardware	\$ 3,000	\$ 1,289	\$ 2,578	\$ 3,000	\$ -	0%
31200	Maintenance & Support Services	12,000	656	1,312	12,000	-	0%
31250	Software Purchases	40,000	-	-	40,000	-	-
	Subtotal	\$ 55,000	\$ 1,945	\$ 3,890	\$ 55,000	\$ -	0%
32000	Vehicles and Equipment Maint.						
32100	Vehicle Maintenance & Repair	\$ 25,000	\$ 13,826	\$ 27,652	\$ 25,000	\$ -	0%
32150	Equipment Maint. & Repair	45,000	19,833	39,666	45,000	-	0%
32200	Fuel	40,000	11,524	23,048	40,000	-	0%
32300	Trailer Maint & Repairs	-	-	-	-	-	-
	Subtotal	\$ 110,000	\$ 45,183	\$ 90,366	\$ 110,000	\$ -	0%
33000	Supplies						
33100	Office Supplies	\$ 10,000	\$ 3,366	\$ 6,732	\$ 10,000	\$ -	0%
33150	Subscriptions/Reference Material	-	-	-	-	-	-
33350	Postage	-	-	-	-	-	-
	Subtotal	\$ 10,000	\$ 3,366	\$ 6,732	\$ 10,000	\$ -	0%
41000	Operation & Maintenance						
41100	Facility Maintenance/Repairs/Replacements	\$ 45,000	\$ 49,376	\$ 98,753	\$ 45,000	\$ -	0%
41160	Forestrty Services	-	-	-	-	-	-
41400	Materials, Supplies & Tools	15,000	13,087	26,175	15,000	-	0%
41450	HHW Disposal	-	-	-	-	-	-
41500	Contracted Labor	-	-	-	-	-	-

Rivanna Solid Waste Authority
Fiscal Year 2025-2026 Draft Budget
Expense Detail by Department
MSW TRANSFER OPERATIONS - IVY

SW TRANSFER OPERATIONS - IVY		Current Year Activity				vs.	vs.
Object Code	Line Item	Adopted Budget FY 2024-2025	Six Months Actual 12/31/2024	Projected Yearend 6/30/2025	Draft Budget FY 2025-2026	FY 2026 Variance \$	FY 2026 Variance %
41550	Material Purchases	-	-	-	-	-	-
41650	Wood Grinding	-	-	-	-	-	-
41700	Building Rental	-	-	-	-	-	-
41750	Leach Treatment	-	-	-	-	-	-
41760	Tire Disposal	-	-	-	-	-	-
Subtotal		\$ 60,000	\$ 62,464	\$ 124,928	\$ 60,000	\$ -	0%
43000	Disposal Contracts						
43100	MSW - Ivy Transfer	\$ 3,514,327	\$ 1,809,920	\$ 3,619,839	\$ 3,767,548	\$ 253,221	7%
Subtotal		\$ 3,514,327	\$ 1,809,920	\$ 3,619,839	\$ 3,767,548	\$ 253,221	7%
51000	Ivy Remediation						
41350	Ground Water Systems Maintenance	\$ -	\$ -	\$ -	\$ -	\$ -	-
41360	Gas Systems Maintenance	-	-	-	-	-	-
51101	Settlement Agreement (Air & Groundwater)	-	-	-	-	-	-
51110	Compliance Ground Water Well Monitoring	-	-	-	-	-	-
51200	Surface Water Monitoring	-	-	-	-	-	-
51225	Cap Replacement and Repair	-	-	-	-	-	-
51224	O&M Cell 3 and P.Plant place holder	-	-	-	-	-	-
51300	Paint Pit Remed. - Gas & Vapor Extraction	-	-	-	-	-	-
51649	Full Scale EBR - Monitoring	-	-	-	-	-	-
51651	Full Scale EBR - Injection & Reporting	-	-	-	-	-	-
51660	Greenhouse Gas Monitoring & Reporting	-	-	-	-	-	-
51670	Cobalt MNA Monitoring	-	-	-	-	-	-
41900	Closure Costs	3,500	-	-	3,500	-	0%
51800	Contingency	-	-	-	-	-	-
Subtotal		\$ 3,500	\$ -	\$ -	\$ 3,500	\$ -	-
81000	Equipment						
81200	Rental & Leases	\$ 5,000	\$ -	\$ -	\$ 5,000	\$ -	-
	Depreciation	120,000	60,000	120,000	120,000	-	0%
Subtotal		\$ 125,000	\$ 60,000	\$ 120,000	\$ 125,000	\$ -	0%
Total		\$ 4,659,079	\$ 2,401,322	\$ 4,764,747	\$ 5,021,277	\$ 362,198	8%

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Rivanna Solid Waste Authority
FY 2025-2026 Draft Budget

County Convenience Centers

FY 2025			FY 2026	Budget ton/\$ Change	Budget % Change
Budgeted FY 2025	Actual for 6 months	Projected 12 months	Draft Budget		

Projected Revenues

Revenues

Material sales	\$	60,000	\$	35,894	\$	71,788	\$	50,000	\$	(10,000)	-16.67%
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Total Operations Revenues

\$	60,000	\$	35,894	\$	71,788	\$	50,000	\$	(10,000)	-16.67%
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Projected Expenses

Personnel Cost	\$	558,716	\$	302,364	\$	587,850	\$	603,429	\$	44,714	8.00%
Professional Services		-		1,334		2,668		-		-	
Other Services and Charges		16,300		6,985		11,630		16,300		-	0.00%
Communications		18,200		9,466		18,932		19,000		800	
Information Technology		-		957		1,914		-		-	
Vehicles and Equip. Maintenance		155,000		25,566		51,132		105,000		(50,000)	-32.26%
Supplies		-		-		-		-		-	
Operations and Maintenance		15,000		2,376		4,752		15,000		-	0.00%
Environmental Remediations		-		-		-		-		-	
Equipment Replacement		65,000		32,500		65,000		65,000		-	0.00%

Subtotal Before Allocations

\$	828,216	\$	381,548	\$	743,878	\$	823,729	\$	(4,486)	-0.54%
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Allocation of Administration Costs

	-		-		-		-		-	
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Total Operations Expenses

\$	828,216	\$	381,548	\$	743,878	\$	823,729	\$	(4,486)	-0.54%
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Net Deficit

\$	(768,216)	\$	(345,654)	\$	(672,090)	\$	(773,729)	\$	(5,514)	0.72%
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Summary of Local Support Payments

County	\$	(768,216)	\$	(345,654)	\$	(672,090)	\$	(773,729)	\$	(5,514)	0.72%
City		-		-		-		-		-	
Uva		-		-		-		-		-	
	\$	(768,216)	\$	(345,654)	\$	(672,090)	\$	(773,729)	\$	(5,514)	0.72%

Rivanna Solid Waste Authority
Fiscal Year 2025-2026 Draft Budget
Expense Detail by Department
COUNTY CONVENIENCE CENTERS

Object Code	Line Item	Current Year Activity			Draft Budget FY 2025-2026	FY 2025 vs. FY 2026 Variance	
		Adopted Budget FY 2024-2025	Six Months Actual 12/31/2024	Projected Yearend 6/30/2025		FY 2026 Variance \$	FY 2026 Variance %
10000	Salaries and Benefits						
11000	Salaries	\$ 369,000	\$ 199,146	\$ 398,292	\$ 394,100	\$ 25,100	6.80%
11010	Holiday & Overtime Pay	15,000	8,855	17,710	20,000	5,000	33%
12010	FICA	29,376	15,591	31,182	31,679	2,303	8%
12020	Health Insurance	99,700	43,736	82,694	103,200	3,500	4%
12026	Employee Assistance Program	50	56	112	100	50	100%
12030	Retirement	20,295	10,027	20,055	22,070	1,775	9%
12040	Life Insurance	4,945	2,163	4,325	5,281	336	7%
12050	Fitness Program	-	360	721	550	550	
12060	Worker's Comp Insurance	12,400	15,342	18,584	18,500	6,100	49%
	Subtotal	\$ 550,766	\$ 295,277	\$ 573,676	\$ 595,479	\$ 44,714	
13000	Other Personnel Costs						
13100	Employee Dues & Licenses	\$ -	\$ 143	\$ 287	\$ -	\$ -	
13150	Education & Training	1,500	968	1,936	1,500	-	0%
13200	Travel & Lodging	100	-	-	100	-	0%
13250	Uniforms	6,000	5,468	10,937	6,000	-	0%
13325	Recruiting and Medical Testing	150	124	248	150	-	0%
13350	Other	200	384	768	200	-	0%
	Subtotal	\$ 7,950	\$ 7,087	\$ 14,175	\$ 7,950	\$ -	
	Professional Services						
20100	Legal Fees	\$ -	\$ -	\$ -	\$ -	\$ -	
20200	Financial & Admin. Services	-	-	-	-	-	
20300	Engineering Consultants	-	1,334	2,668	-	-	
	Subtotal	\$ -	\$ 1,334	\$ 2,668	\$ -	\$ -	
	Other Services and Charges						
21100	General Liability/Property Insurance	\$ 4,500	\$ 3,511	\$ 4,682	\$ 4,500	\$ -	0%
21150	Advertising / Communication / Outreach	800	-	-	800	-	0%
21250	Administrative Services RWSA	-	-	-	-	-	
21252	EMS Programs/Supplies	-	-	-	-	-	
21253	Safety Programs/Supplies	1,000	258	516	1,000	-	0%
21300	Authority Dues/Permits/Fees	-	-	-	-	-	
21350	Laboratory Analysis	-	-	-	-	-	
21400	Utilities	10,000	506	1,011	10,000	-	0%
21420	General Other Services	-	2,710	5,420	-	-	
21430	Governance & Strategic Support	-	-	-	-	-	
21450	Bad Debt Write-Offs	-	-	-	-	-	
	Subtotal	\$ 16,300	\$ 6,985	\$ 11,630	\$ 16,300	\$ -	
22000	Communication						
22100	Radio	\$ 3,000	\$ 138	\$ 276	\$ 3,000	\$ -	0%
22150	Telephone & Data Service	12,200	9,054	18,108	15,000	2,800	
22200	Cell Phones & Pagers	3,000	274	548	1,000	(2,000)	
	Subtotal	\$ 18,200	\$ 9,466	\$ 18,932	\$ 19,000	\$ 800	
31000	Information Technology						
31100	Computer Hardware	\$ -	\$ 957	\$ 1,914	\$ -	\$ -	
31200	Maintenance & Support Services	-	-	-	-	-	
31250	Software Purchases	-	-	-	-	-	
	Subtotal	\$ -	\$ 957	\$ 1,914	\$ -	\$ -	
32000	Vehicles and Equipment Maint.						
32100	Vehicle Maintenance & Repair	\$ 30,000	\$ 8,639	\$ 17,278	\$ 30,000	\$ -	0%
32150	Equipment Maint. & Repair	30,000	7,484	14,968	30,000	-	0%
32200	Fuel	90,000	9,443	18,886	40,000	(50,000)	-56%
32300	Trailer Maint & Repairs	5,000	-	-	5,000	-	0%
	Subtotal	\$ 155,000	\$ 25,566	\$ 51,132	\$ 105,000	\$ (50,000)	
33000	Supplies						
33100	Office Supplies	\$ -	\$ -	\$ -	\$ -	\$ -	
33150	Subscriptions/Reference Material	-	-	-	-	-	
33350	Postage	-	-	-	-	-	
	Subtotal	\$ -	\$ -	\$ -	\$ -	\$ -	
41000	Operation & Maintenance						
41100	Facility Maintenance/Repairs/Replacements	\$ 10,000	\$ 425	\$ 850	\$ 10,000	\$ -	0%
41160	Forestry Services	-	-	-	-	-	
41400	Materials, Supplies & Tools	5,000	1,951	3,902	5,000	-	0%
41450	HHW Disposal	-	-	-	-	-	
41500	Contracted Labor	-	-	-	-	-	

Rivanna Solid Waste Authority
Fiscal Year 2025-2026 Draft Budget
Expense Detail by Department
COUNTY CONVENIENCE CENTERS

		Current Year Activity			Draft Budget FY 2025-2026	FY 2025 vs. FY 2026 Variance \$	FY 2025 vs. FY 2026 Variance %
Object Code	Line Item	Adopted Budget FY 2024-2025	Six Months Actual 12/31/2024	Projected Yearend 6/30/2025			
41550	Material Purchases	-	-	-	-	-	-
41650	Wood Grinding	-	-	-	-	-	-
41700	Building Rental	-	-	-	-	-	-
41750	Leach Treatment	-	-	-	-	-	-
41760	Tire Disposal	-	-	-	-	-	-
	Subtotal	\$ 15,000	\$ 2,376	\$ 4,752	\$ 15,000	\$ -	-
43000	Disposal Contracts						
43100	MSW - Ivy Transfer	\$ -	\$ -	\$ -	\$ -	\$ -	-
	Subtotal	\$ -	\$ -	\$ -	\$ -	\$ -	-
51000	Ivy Remediation						
41350	Ground Water Systems Maintenance	\$ -	\$ -	\$ -	\$ -	\$ -	-
41360	Gas Systems Maintenance	-	-	-	-	-	-
51101	Settlement Agreement (Air & Groundwater)	-	-	-	-	-	-
51110	Compliance Ground Water Well Monitoring	-	-	-	-	-	-
51200	Surface Water Monitoring	-	-	-	-	-	-
51225	Cap Replacement and Repair	-	-	-	-	-	-
51224	O&M Cell 3 and P.Plant place holder	-	-	-	-	-	-
51300	Paint Pit Remed. - Gas & Vapor Extraction	-	-	-	-	-	-
51649	Full Scale EBR - Monitoring	-	-	-	-	-	-
51651	Full Scale EBR - Injection & Reporting	-	-	-	-	-	-
51660	Greenhouse Gas Monitoring & Reporting	-	-	-	-	-	-
51670	Cobalt MNA Monitoring	-	-	-	-	-	-
41900	Closure Costs	-	-	-	-	-	-
51800	Contingency	-	-	-	-	-	-
	Subtotal	\$ -	\$ -	\$ -	\$ -	\$ -	-
81000	Equipment						
81200	Rental & Leases	\$ -	-	\$ -	\$ -	\$ -	-
	Depreciation	65,000	32,500	65,000	65,000	-	0%
	Subtotal	\$ 65,000	\$ 32,500	\$ 65,000	\$ 65,000	\$ -	-
Total		\$ 828,216	\$ 381,548	\$ 743,878	\$ 823,729	\$ (4,486)	

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Rivanna Solid Waste Authority
FY 2025-2026 Draft Budget

Recycling (McIntire & Papersort)

Projected Revenues

Revenues

Material sales & Other Revenues	\$	250,000	\$	89,376	\$	158,752	\$	150,000	\$	(100,000)	-40.00%
Grants		35,000		58,697		58,697		45,000		10,000	28.57%

Total Operations Revenues	\$	285,000	\$	148,073	\$	217,449	\$	195,000	\$	(90,000)	-31.58%
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Projected Expenses

Personnel Cost	\$	457,432	\$	245,078	\$	473,022	\$	528,996	\$	71,564	15.64%
Professional Services		-		4,950		9,900		-		-	
Other Services and Charges		57,100		24,610		47,531		65,100		8,000	14.01%
Communications		3,400		3,872		7,744		3,400		-	0.00%
Information Technology		-		758		1,516		10,000		10,000	
Vehicles and Equip. Maintenance		129,600		32,488		94,975		118,600		(11,000)	-8.49%
Supplies		1,050		-		-		50		(1,000)	-95.24%
Operations and Maintenance		93,000		37,908		83,816		86,000		(7,000)	-7.53%
Environmental Remediations		-		-		-		-		-	
Equipment Replacement		100,000		50,000		100,000		100,000		-	0.00%

Subtotal Before Allocations	\$	841,582	\$	399,664	\$	818,505	\$	912,146	\$	70,564	8.38%
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Allocation of Administration Costs		242,207		111,198		223,348		264,503		22,296	9.21%
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Total Operations Expenses	\$	1,083,789	\$	510,862	\$	1,041,853	\$	1,176,649	\$	92,860	8.57%
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Net Deficit	\$	(798,789)	\$	(362,789)	\$	(824,404)	\$	(981,649)	\$	(182,860)	22.89%
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Summary of Local Support Payments

County - 70%	\$	(559,152)	\$	(253,952)	\$	(577,083)	\$	(687,154)	\$	(128,002)	22.89%
City - 30%		(239,637)		(108,837)		(247,321)		(294,495)		(54,858)	22.89%
Uva - 0%		-		-		-		-		-	
	\$	(798,789)	\$	(362,789)	\$	(824,404)	\$	(981,649)	\$	(182,860)	22.89%

Rivanna Solid Waste Authority
Fiscal Year 2025-2026 Draft Budget
Expense Detail by Department
RECYCLING

Object Code	Line Item	Current Year Activity			Draft Budget FY 2025-2026	FY 2025 vs. FY 2026 Variance \$	FY 2025 vs. FY 2026 Variance %
		Adopted Budget FY 2024-2025	Six Months Actual 12/31/2024	Projected Yearend 6/30/2025			
10000	Salaries and Benefits						
11000	Salaries	\$ 292,700	\$ 157,691	\$ 315,383	\$ 351,600	\$ 58,900	20.12%
11010	Holiday & Overtime Pay	20,000	7,012	14,024	15,000	(5,000)	-25%
12010	FICA	23,922	12,345	24,691	28,045	4,123	17%
12020	Health Insurance	75,100	34,632	65,481	78,900	3,800	5%
12026	Employee Assistance Program	40	45	89	70	30	75%
12030	Retirement	16,099	7,940	15,880	19,690	3,591	22%
12040	Life Insurance	3,922	1,712	3,425	4,711	789	20%
12050	Fitness Program	250	285	571	380	130	52%
12060	Worker's Comp Insurance	17,000	17,804	22,256	22,200	5,200	31%
	Subtotal	\$ 449,032	\$ 239,466	\$ 461,798	\$ 520,596	\$ 71,564	16%
13000	Other Personnel Costs						
13100	Employee Dues & Licenses	\$ 100	\$ 113	\$ 227	\$ 100	\$ -	0%
13150	Education & Training	4,000	766	1,533	4,000	-	0%
13200	Travel & Lodging	100	-	-	100	-	0%
13250	Uniforms	4,000	4,330	8,660	4,000	-	0%
13325	Recruiting and Medical Testing	-	98	196	-	-	#DIV/0!
13350	Other	200	304	608	200	-	0%
	Subtotal	\$ 8,400	\$ 5,612	\$ 11,224	\$ 8,400	\$ -	0%
	Professional Services						
20100	Legal Fees	\$ -	\$ -	\$ -	\$ -	\$ -	
20200	Financial & Admin. Services	-	-	-	-	-	
20300	Engineering Consultants	-	4,950	9,900	-	-	
	Subtotal	\$ -	\$ 4,950	\$ 9,900	\$ -	\$ -	
	Other Services and Charges						
21100	General Liability/Property Insurance	\$ 3,900	\$ 2,534	\$ 3,379	\$ 3,900	\$ -	0%
21150	Advertising / Communication / Outreach	15,000	1,381	2,762	15,000	-	0%
21250	Administrative Services RWSA	-	-	-	-	-	
21252	EMS Programs/Supplies	-	-	-	-	-	
21253	Safety Programs/Supplies	4,000	1,284	2,569	4,000	-	
21300	Authority Dues/Permits/Fees	-	5	10	-	-	
21350	Laboratory Analysis	-	-	-	-	-	
21400	Utilities	12,200	2,615	5,230	12,200	-	0%
21420	General Other Services	22,000	16,791	33,581	30,000	8,000	36%
21430	Governance & Strategic Support	-	-	-	-	-	
21450	Bad Debt Write-Offs	-	-	-	-	-	
	Subtotal	\$ 57,100	\$ 24,610	\$ 47,531	\$ 65,100	\$ 8,000	14%
22000	Communication						
22100	Radio	\$ 100	\$ 109	\$ 218	\$ 100	\$ -	
22150	Telephone & Data Service	2,000	2,925	5,850	2,000	-	0%
22200	Cell Phones & Pagers	1,300	838	1,676	1,300	-	0%
	Subtotal	\$ 3,400	\$ 3,872	\$ 7,744	\$ 3,400	\$ -	0%
31000	Information Technology						
31100	Computer Hardware	\$ -	\$ 758	\$ 1,516	\$ -	\$ -	
31200	Maintenance & Support Services	-	-	-	10,000	10,000	
31250	Software Purchases	-	-	-	-	-	
	Subtotal	\$ -	\$ 758	\$ 1,516	\$ 10,000	\$ 10,000	
32000	Vehicles and Equipment Maint.						
32100	Vehicle Maintenance & Repair	\$ 50,600	\$ 11,371	\$ 42,742	\$ 50,600	\$ -	0%
32150	Equipment Maint. & Repair	30,000	11,985	23,971	30,000	-	0%
32200	Fuel	33,000	9,131	18,263	22,000	(11,000)	-33%
32300	Trailer Maint & Repairs	16,000	-	10,000	16,000	-	0%
	Subtotal	\$ 129,600	\$ 32,488	\$ 94,975	\$ 118,600	\$ (11,000)	-8%
33000	Supplies						
33100	Office Supplies	\$ 50	\$ -	\$ -	\$ 50	\$ -	0%
33150	Subscriptions/Reference Material	1,000	-	-	-	(1,000)	-100%
33350	Postage	-	-	-	-	-	
	Subtotal	\$ 1,050	\$ -	\$ -	\$ 50	\$ (1,000)	
41000	Operation & Maintenance						
41100	Facility Maintenance/Repairs/Replacements	\$ 18,000	\$ 9,843	\$ 19,686	\$ 18,000	\$ -	0%
41160	Forestrty Services	-	-	-	-	-	
41400	Materials, Supplies & Tools	10,000	5,453	10,906	10,000	-	0%
41450	HHW Disposal	-	-	-	-	-	
41500	Contracted Labor	-	-	-	-	-	#DIV/0!

Rivanna Solid Waste Authority
Fiscal Year 2025-2026 Draft Budget
Expense Detail by Department
RECYCLING

Object Code	Line Item	Current Year Activity			Draft Budget FY 2025-2026	FY 2025 vs. FY 2026 Variance \$	FY 2025 vs. FY 2026 Variance %
		Adopted Budget FY 2024-2025	Six Months Actual 12/31/2024	Projected Yearend 6/30/2025			
41550	Material Purchases	25,000	9,112	18,224	18,000	(7,000)	-28%
41650	Wood Grinding	-	-	-	-	-	-
41700	Building Rental	40,000	13,500	35,000	40,000	-	0%
41750	Leach Treatment	-	-	-	-	-	-
41760	Tire Disposal	-	-	-	-	-	-
Subtotal		\$ 93,000	\$ 37,908	\$ 83,816	\$ 86,000	\$ (7,000)	-8%
43000	Disposal Contracts						
43100	MSW - Ivy Transfer	\$ -	\$ -	\$ -	\$ -	\$ -	-
Subtotal		\$ -	\$ -	\$ -	\$ -	\$ -	-
51000	Ivy Remediation						
41350	Ground Water Systems Maintenance	\$ -	\$ -	\$ -	\$ -	\$ -	-
41360	Gas Systems Maintenance	-	-	-	-	-	-
51101	Settlement Agreement (Air & Groundwater)	-	-	-	-	-	-
51110	Compliance Ground Water Well Monitoring	-	-	-	-	-	-
51200	Surface Water Monitoring	-	-	-	-	-	-
51225	Cap Replacement and Repair	-	-	-	-	-	-
51224	O&M Cell 3 and P.Plant place holder	-	-	-	-	-	-
51300	Paint Pit Remed. - Gas & Vapor Extraction	-	-	-	-	-	-
51649	Full Scale EBR - Monitoring	-	-	-	-	-	-
51651	Full Scale EBR - Injection & Reporting	-	-	-	-	-	-
51660	Greenhouse Gas Monitoring & Reporting	-	-	-	-	-	-
51670	Cobalt MNA Monitoring	-	-	-	-	-	-
41900	Closure Costs	-	-	-	-	-	-
51800	Contingency	-	-	-	-	-	-
Subtotal		\$ -	\$ -	\$ -	\$ -	\$ -	-
81000	Equipment						
81200	Rental & Leases	\$ -	-	\$ -	\$ -	\$ -	-
	Depreciation	100,000	50,000	100,000	100,000	-	0%
Subtotal		\$ 100,000	\$ 50,000	\$ 100,000	\$ 100,000	\$ -	0%
Total		\$ 841,582	\$ 399,664	\$ 818,505	\$ 912,146	\$ 70,564	8.4%

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Administration

Projected Revenues

Revenues

Interest	\$ 65,000	\$ 65,558	\$ 131,116	\$ 100,000	\$ 35,000	53.85%
Late fees	15,000	11,216	22,432	15,000	-	0.00%

Total Operations Revenues

\$ 80,000	\$ 76,774	\$ 153,548	\$ 115,000	\$ 35,000	43.75%
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Projected Expenses

Personnel Cost	\$ 196,634	\$ 107,111	\$ 209,938	\$ 237,614	\$ 40,980	20.84%
Professional Services	105,000	11,114	32,228	105,000	-	0.00%
Other Services and Charges	974,700	498,555	996,159	1,080,200	105,500	10.82%
Communications	5,700	1,757	3,514	5,700	-	0.00%
Information Technology	8,000	8,098	16,196	8,000	-	0.00%
Vehicles and Equip. Maintenance	-	2,276	4,552	-	-	-
Supplies	1,000	1,151	2,302	1,000	-	0.00%
Operations and Maintenance	-	2,700	5,400	-	-	-
Environmental Remediations	-	-	-	-	-	-
Equipment Replacement	-	-	-	-	-	-

Total Operations Expenses

\$ 1,291,034	\$ 632,763	\$ 1,270,289	\$ 1,437,514	\$ 146,480	11.35%
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Net Deficit

\$ (1,211,034)	\$ (555,989)	\$ (1,116,741)	\$ (1,322,514)	\$ (111,480)	9.21%
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Allocation to Cost Centers (per agreement)

	Allocation %						
Ivy Operations	25%	\$ 302,758	\$ 138,997	\$ 279,185	\$ 330,628	\$ 27,870	9.21%
Ivy Environmental	30%	363,310	166,797	335,022	396,754	33,444	9.21%
Ivy Transfer	25%	302,758	138,997	279,185	330,628	27,870	9.21%
County Convenience Centers	0%	-	-	-	-	-	-
Recycling	20%	242,207	111,198	223,348	264,503	22,296	9.21%
Total Allocation to Cost Centers	100%	\$ 1,211,034	\$ 555,989	\$ 1,116,741	\$ 1,322,514	\$ 111,480	9.21%

Rivanna Solid Waste Authority
Fiscal Year 2025-2026 Draft Budget
Expense Detail by Department
ADMINISTRATION

Object Code	Line Item	Current Year Activity			Draft Budget FY 2025-2026	FY 2025 vs. FY 2026	
		Adopted Budget FY 2024-2025	Six Months Actual 12/31/2024	Projected Yearend 6/30/2025		FY 2026 Variance \$	FY 2026 Variance %
10000	Salaries and Benefits						
11000	Salaries	\$ 151,200	\$ 79,555	\$ 159,110	\$ 185,700	\$ 34,500	23%
11010	Holiday & Overtime Pay	-	-	-	-	-	
12010	FICA	11,567	6,007	12,014	14,206	2,639	23%
12020	Health Insurance	14,100	5,849	10,697	14,700	600	4%
12026	Employee Assistance Program	25	7	15	20	(5)	-20%
12030	Retirement	8,316	5,762	11,525	10,399	2,083	25%
12040	Life Insurance	2,026	882	1,764	2,488	462	23%
12050	Fitness Program	-	-	-	-	-	
12060	Worker's Comp Insurance	6,300	4,928	6,570	7,000	700	11%
	Subtotal	\$ 193,534	\$ 102,990	\$ 201,695	\$ 234,514	\$ 40,980	21%
13000	Other Personnel Costs						
13100	Employee Dues & Licenses	\$ 1,000	\$ 695	\$ 1,390	\$ 1,000	\$ -	0%
13150	Education & Training	1,000	180	360	1,000	-	0%
13200	Travel & Lodging	-	-	-	-	-	
13250	Uniforms	-	1,087	2,174	-	-	
13325	Recruiting and Medical Testing	100	-	-	100	-	0%
13350	Other	1,000	2,159	4,318	1,000	-	0%
	Subtotal	\$ 3,100	\$ 4,121	\$ 8,243	\$ 3,100	\$ -	0%
	Professional Services						
20100	Legal Fees	\$ 30,000	\$ 5,842	\$ 11,683	\$ 30,000	\$ -	0%
20200	Financial & Admin. Services	15,000	2,800	15,600	15,000	-	0%
20300	Engineering Consultants	60,000	2,472	4,945	60,000	-	0%
	Subtotal	\$ 105,000	\$ 11,114	\$ 32,228	\$ 105,000	\$ -	0%
	Other Services and Charges						
21100	General Liability/Property Insurance	\$ 2,200	\$ 1,427	\$ 1,903	\$ 2,200	\$ -	0%
21150	Advertising / Communication / Outreach	13,500	7,536	15,073	16,000	2,500	19%
21250	Administrative Services RWSA	905,000	452,600	905,200	998,000	93,000	10%
21252	EMS Programs/Supplies	-	-	-	-	-	
21253	Safety Programs/Supplies	1,000	-	-	1,000	-	0%
21300	Authority Dues/Permits/Fees	35,000	25,234	50,468	45,000	10,000	29%
21350	Laboratory Analysis	-	-	-	-	-	
21400	Utilities	-	-	-	-	-	
21420	General Other Services	10,000	10,857	21,715	10,000	-	0%
21430	Governance & Strategic Support	3,000	900	1,800	3,000	-	0%
21450	Bad Debt Write-Offs	5,000	-	-	5,000	-	0%
	Subtotal	\$ 974,700	\$ 498,555	\$ 996,159	\$ 1,080,200	\$ 105,500	11%
22000	Communication						
22100	Radio	\$ -	\$ -	\$ -	\$ -	\$ -	#DIV/0!
22150	Telephone & Data Service	4,700	1,757	3,514	4,700	-	0%
22200	Cell Phones & Pagers	1,000	-	-	1,000	-	0%
	Subtotal	\$ 5,700	\$ 1,757	\$ 3,514	\$ 5,700	\$ -	0%
31000	Information Technology						
31100	Computer Hardware	\$ 1,000	\$ 7,223	\$ 14,446	\$ 1,000	\$ -	0%
31200	Maintenance & Support Services	2,000	875	1,750	2,000	-	0%
31250	Software Purchases	5,000	-	-	5,000	-	0%
	Subtotal	\$ 8,000	\$ 8,098	\$ 16,196	\$ 8,000	\$ -	0%
32000	Vehicles and Equipment Maint.						
32100	Vehicle Maintenance & Repair	\$ -	\$ 2,276	\$ 4,552	\$ -	\$ -	
32150	Equipment Maint. & Repair	-	-	-	-	-	
32200	Fuel	-	-	-	-	-	
32300	Trailer Maint & Repairs	-	-	-	-	-	
	Subtotal	\$ -	\$ 2,276	\$ 4,552	\$ -	\$ -	
33000	Supplies						
33100	Office Supplies	\$ 1,000	\$ 986	1,972	\$ 1,000	\$ -	0%
33150	Subscriptions/Reference Material	-	100	200	-	-	
33350	Postage	-	65	130	-	-	
	Subtotal	\$ 1,000	\$ 1,151	\$ 2,302	\$ 1,000	\$ -	0%
41000	Operation & Maintenance						
41100	Facility Maintenance/Repairs/Replacements	\$ -	\$ -	\$ -	\$ -	\$ -	
41160	Forestrty Services	-	-	-	-	-	
41400	Materials, Supplies & Tools	-	-	-	-	-	
41450	HHW Disposal	-	-	-	-	-	
41500	Contracted Labor	-	-	-	-	-	

Rivanna Solid Waste Authority
Fiscal Year 2025-2026 Draft Budget
Expense Detail by Department
ADMINISTRATION

		Current Year Activity			Draft Budget FY 2025-2026	FY 2025 vs. FY 2026 Variance \$	FY 2025 vs. FY 2026 Variance %
Object Code	Line Item	Adopted Budget FY 2024-2025	Six Months Actual 12/31/2024	Projected Yearend 6/30/2025			
41550	Material Purchases	-	-	-	-	-	-
41650	Wood Grinding	-	-	-	-	-	-
41700	Building Rental	-	2,700	5,400	-	-	-
41750	Leach Treatment	-	-	-	-	-	-
41760	Tire Disposal	-	-	-	-	-	-
Subtotal		\$ -	\$ 2,700	\$ 5,400	\$ -	\$ -	-
43000	Disposal Contracts						
43100	MSW - Ivy Transfer	\$ -	\$ -	\$ -	\$ -	\$ -	-
Subtotal		\$ -	\$ -	\$ -	\$ -	\$ -	-
51000	Ivy Remediation						
41350	Ground Water Systems Maintenance	\$ -	-	\$ -	\$ -	\$ -	-
41360	Gas Systems Maintenance	-	-	-	-	-	-
51101	Settlement Agreement (Air & Groundwater)	-	-	-	-	-	-
51110	Compliance Ground Water Well Monitoring	-	-	-	-	-	-
51200	Surface Water Monitoring	-	-	-	-	-	-
51225	Cap Replacement and Repair	-	-	-	-	-	-
51224	O&M Cell 3 and P.Plant place holder	-	-	-	-	-	-
51300	Paint Pit Remed. - Gas & Vapor Extraction	-	-	-	-	-	-
51649	Full Scale EBR - Monitoring	-	-	-	-	-	-
51651	Full Scale EBR - Injection & Reporting	-	-	-	-	-	-
51660	Greenhouse Gas Monitoring & Reporting	-	-	-	-	-	-
51670	Cobalt MNA Monitoring	-	-	-	-	-	-
41900	Closure Costs	-	-	-	-	-	-
51800	Contingency	-	-	-	-	-	-
Subtotal		\$ -	\$ -	\$ -	\$ -	\$ -	-
81000	Equipment						
81200	Rental & Leases	\$ -	-	\$ -	\$ -	\$ -	-
	Depreciation	-	-	-	-	-	-
Subtotal		\$ -	\$ -	\$ -	\$ -	\$ -	-
Total		\$ 1,291,034	\$ 632,763	\$ 1,270,289	\$ 1,437,514	\$ 146,480	11%

Rivanna Solid Waste Authority
Fiscal Year 2025-2026 Draft Budget
Expense Detail by Department
Department: All Cost Centers Consolidated

Object Code	Line Item	Current Year Activity			Draft Budget FY 2025-2026	FY 2025 vs. FY 2026	
		Adopted Budget FY 2024-2025	Six Months Actual 12/31/2024	Projected Yearend 6/30/2025		Variance \$	Variance %
10000	Salaries and Benefits						
11000	Salaries	\$ 1,656,650	\$ 892,397	\$ 1,784,794	\$ 1,827,200	\$ 170,550	10%
11010	Holiday & Overtime Pay	105,000	36,143	72,287	84,000	(21,000)	-20%
12010	FICA	134,766	69,643	139,286	146,207	11,441	8%
12020	Health Insurance	393,150	184,364	348,226	412,900	19,750	5%
12026	Employee Assistance Program	250	237	474	430	180	72%
12030	Retirement	91,116	46,690	93,381	102,323	11,207	12%
12040	Life Insurance	22,199	9,709	19,419	24,484	2,285	10%
12050	Fitness Program	1,100	1,471	2,942	2,280	1,180	0%
12060	Worker's Comp Insurance	82,700	87,761	107,372	109,200	26,500	32%
	Subtotal	\$ 2,486,931	\$ 1,328,415	\$ 2,568,179	\$ 2,709,024	\$ 222,093	9%
13000	Other Personnel Costs						
13100	Employee Dues & Licenses	\$ 1,420	\$ 1,368	\$ 2,736	\$ 1,420	\$ -	0%
13150	Education & Training	20,000	4,130	8,260	20,000	-	0%
13200	Travel & Lodging	800	-	-	800	-	0%
13250	Uniforms	20,300	23,407	46,814	26,700	6,400	32%
13325	Recruiting and Medical Testing	1,450	624	1,248	1,450	-	0%
13350	Other	2,900	3,733	7,466	2,900	-	0%
	Subtotal	\$ 46,870	\$ 33,262	\$ 66,524	\$ 53,270	\$ 6,400	14%
	Professional Services						
20100	Legal Fees	\$ 30,000	\$ 5,842	\$ 11,683	\$ 30,000	\$ -	0%
20200	Financial & Admin. Services	15,000	2,800	15,600	15,000	-	0%
20300	Engineering Consultants	100,000	8,832	17,665	205,000	105,000	105%
	Subtotal	\$ 145,000	\$ 17,474	\$ 44,948	\$ 250,000	\$ 105,000	72%
	Other Services and Charges						
21100	General Liability/Property Insurance	\$ 22,400	\$ 15,148	\$ 20,198	\$ 22,400	\$ -	0%
21150	Advertising / Communication / Outreach	32,300	9,751	19,502	34,800	2,500	8%
21250	Administrative Services RWSA	905,000	452,600	905,200	998,000	93,000	10%
21252	EMS Programs/Supplies	-	-	-	-	-	-
21253	Safety Programs/Supplies	27,000	2,134	4,268	27,000	-	0%
21300	Authority Dues/Permits/Fees	48,600	34,409	59,673	58,600	10,000	21%
21350	Laboratory Analysis	-	-	-	-	-	#DIV/0!
21400	Utilities	39,700	9,088	18,176	39,700	-	0%
21420	General Other Services	55,000	53,368	106,736	63,000	8,000	15%
21430	Governance & Strategic Support	3,000	900	1,800	3,000	-	0%
21450	Bad Debt Write-Offs	5,000	-	-	5,000	-	0%
	Subtotal	\$ 1,138,000	\$ 577,398	\$ 1,135,552	\$ 1,251,500	\$ 113,500	10%
22000	Communication						
22100	Radio	\$ 3,200	\$ 562	\$ 1,125	\$ 3,200	\$ -	0%
22150	Telephone & Data Service	55,950	38,618	77,235	57,700	1,750	3%
22200	Cell Phones & Pagers	8,950	2,438	4,876	6,950	(2,000)	-22%
	Subtotal	\$ 68,100	\$ 41,618	\$ 83,236	\$ 67,850	\$ (250)	0%
31000	Information Technology						
31100	Computer Hardware	\$ 5,000	\$ 11,491	\$ 26,196	\$ 14,000	\$ 9,000	180%
31200	Maintenance & Support Services	18,000	1,750	3,500	28,000	10,000	56%
31250	Software Purchases	65,000	3,110	30,000	65,000	-	0%
	Subtotal	\$ 88,000	\$ 16,351	\$ 59,696	\$ 107,000	\$ 19,000	22%
32000	Vehicles and Equipment Maint.						
32100	Vehicle Maintenance & Repair	\$ 126,100	\$ 42,480	\$ 104,960	\$ 126,100	\$ -	0%
32150	Equipment Maint. & Repair	158,500	91,577	183,155	160,000	1,500	1%
32200	Fuel	192,000	40,197	80,394	131,000	(61,000)	-32%
32300	Trailer Maint & Repairs	22,000	814	11,628	22,000	-	0%
	Subtotal	\$ 498,600	\$ 175,068	\$ 380,137	\$ 439,100	\$ (59,500)	-12%
33000	Supplies						
33100	Office Supplies	\$ 15,050	\$ 5,474	\$ 16,704	\$ 21,050	\$ 6,000	40%
33150	Subscriptions/Reference Material	1,000	100	200	-	(1,000)	-100%
33350	Postage	-	65	130	-	-	-
	Subtotal	\$ 16,050	\$ 5,639	\$ 17,034	\$ 21,050	\$ 5,000	31%
41000	Operation & Maintenance						
41100	Facility Maintenance/Repairs/Replacements	\$ 115,000	\$ 149,465	\$ 298,929	\$ 148,000	\$ 33,000	29%
41160	Forestrty Services	11,000	-	-	11,000	-	-
41400	Materials, Supplies & Tools	55,000	28,430	56,860	55,000	-	0%
41450	HHW Disposal	155,000	81,057	162,113	190,000	35,000	23%
41500	Contracted Labor	-	-	-	-	-	#DIV/0!

Rivanna Solid Waste Authority
Fiscal Year 2025-2026 Draft Budget
Expense Detail by Department
Department: All Cost Centers Consolidated

Object Code	Line Item	Current Year Activity			Draft Budget FY 2025-2026	FY 2025 vs. FY 2026 Variance \$	FY 2025 vs. FY 2026 Variance %
		Adopted Budget FY 2024-2025	Six Months Actual 12/31/2024	Projected Yearend 6/30/2025			
41550	Material Purchases	25,000	10,337	20,674	18,000	(7,000)	-28%
41650	Wood Grinding	321,000	152,995	305,990	321,000	-	0%
41700	Building Rental	40,000	16,200	40,400	40,000	-	0%
41750	Leach Treatment	2,000	7,725	15,450	2,000	-	0%
41760	Tire Disposal	26,000	9,945	19,890	26,000	-	0%
Subtotal		\$ 750,000	\$ 456,153	\$ 920,306	\$ 811,000	\$ 61,000	8%
43000	Disposal Contracts						
43100	MSW - Ivy Transfer	\$ 3,514,327	\$ 1,809,920	\$ 3,619,839	\$ 3,767,548	\$ 253,221	7%
Subtotal		\$ 3,514,327	\$ 1,809,920	\$ 3,619,839	\$ 3,767,548	\$ 253,221	7%
51000	Ivy Remediation						
41350	Ground Water Systems Maintenance	\$ 6,500	\$ -	\$ -	\$ 81,500	75,000	1154%
41360	Gas Systems Maintenance	40,000	9,092	18,183	40,000	-	0%
51101	Settlement Agreement (Air & Groundwater)	13,000	5,217	10,433	13,000	-	0%
51110	Compliance Ground Water Well Monitoring	85,000	40,910	81,820	85,000	-	0%
51200	Surface Water Monitoring	18,000	5,805	11,610	18,000	-	0%
51225	Cap Replacement and Repair	-	-	-	-	-	-
51224	O&M Cell 3 and P.Plant place holder	-	-	-	-	-	-
51300	Paint Pit Remed. - Gas & Vapor Extraction	-	-	-	-	-	-
51649	Full Scale EBR - Monitoring	50,000	22,420	44,839	50,000	-	0%
51651	Full Scale EBR - Injection & Reporting	35,000	12,513	25,025	35,000	-	0%
51660	Greenhouse Gas Monitoring & Reporting	-	-	-	-	-	#DIV/0!
51670	Cobalt MNA Monitoring	14,000	5,487	10,974	14,000	-	0%
41900	Closure Costs	3,500	-	-	3,500	-	0%
51800	Contingency	8,500	-	-	8,500	-	0%
Subtotal		\$ 273,500	\$ 101,442	\$ 202,884	\$ 348,500	\$ 75,000	
81000	Equipment						
81200	Rental & Leases	\$ 5,000	\$ -	\$ -	\$ 5,000	\$ -	0%
	Depreciation	795,000	397,500	795,000	745,000	(50,000)	-6%
Subtotal		\$ 800,000	\$ 397,500	\$ 795,000	\$ 750,000	\$ (50,000)	-6%
Total		\$ 9,825,378	\$ 4,960,240	\$ 9,893,335	\$ 10,575,842	\$ 750,464	8%

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Capital Improvement Plan

Rivanna Solid Waste Authority

Fiscal Year 2025-2026

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Rivanna Solid Waste Authority
Fiscal Year 2025-2026 Draft Budget

Capital Improvement Program

	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2026-2030 TOTALS
	Adopted						
Ivy Operations							
Fix and Repave "Mixing Bowl" & Entrance		150,000					150,000
Encore Shop	-	15,000	-			-	15,000
Subtotal	-	165,000	-	-	-	-	165,000
Ivy Transfer Station							
Replace Scale House Facility	100,000	-	-	-	-	-	-
Subtotal	100,000	-	-	-	-	-	-
Ivy Environmental							
Landfill Gas Repair	-	-	-	200,000	-	-	200,000
Asphalt repair on back lot (asbestos)	-						-
Cell 3 Leachate Line Repair	50,000	-					-
Landfill Cap Repairs			300,000	-			300,000
Landfill Gas System - Flare			250,000	-			250,000
Leachate pond improvements	-	-	-	400,000	-	-	400,000
Subtotal	50,000	-	550,000	600,000	-	-	1,150,000
County Convenience Centers							
Northern Convenience Center	165,000	335,000	1,306,300	-	-	-	1,641,300
ICC Road and Parking Lot Resurface					300,000		300,000
Stormwater Improvement ICC		-	250,000	-			250,000
Subtotal	165,000	335,000	1,556,300	-	300,000	-	1,641,300
Recycling - McIntire / Paper Sort							-
Paper Sort Replacement	6,050,000	6,400,000	-				6,400,000
Subtotal	6,050,000	6,400,000	-	-	-	-	6,400,000
Total 5-Year CIP	\$ 6,365,000	\$ 6,900,000	\$ 2,106,300	\$ 600,000	\$ 300,000	\$ -	\$ 9,356,300
Capital Equipment (Schedule on next page)	\$ 640,000	\$ 465,000	\$ 158,000	\$ 395,000	\$ 60,000	\$ -	\$ 1,078,000
Total Capital Spending	\$ 7,005,000	\$ 7,365,000	\$ 2,264,300	\$ 995,000	\$ 360,000	\$ -	\$ 10,984,300

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Capital Equipment Detail								FY 2026-20230 TOTALS
		FY 2025 Adopted	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	
Ivy Operations								
Replace CAT 973		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Replace Vehicle - GMC Pickup (w sno-plow equip)		60,000	-	-	-	-	-	-
Allocated Equipment		26,600	73,000	15,600	71,600	-	-	160,200
Ivy Operations Subtotal		86,600	73,000	15,600	71,600	-	-	160,200
Ivy Transfer Station								
Loader		250,000	-	-	-	-	-	-
Skid Steer		-	-	-	-	-	-	-
Yard Jockey		-	125,000	-	-	-	-	125,000
Allocated Equipment		68,400	214,500	44,400	210,900	-	-	469,800
Ivy Transfer Station Subtotal		318,400	339,500	44,400	210,900	-	-	594,800
Ivy Environmental								
Leachate Pump		-	-	-	-	-	-	-
2007 JD Gator		-	-	-	-	10,000	-	10,000
John Deere 4X2 ATV		-	15,000	-	-	-	-	15,000
Ventrac Mower		-	-	28,000	-	-	-	28,000
Allocated Equipment		45,600	18,000	9,600	15,600	-	-	43,200
Ivy Environmental Subtotal		45,600	33,000	37,600	15,600	10,000	-	96,200
County Convenience Centers								
Break away OCC compactor		-	-	-	-	-	-	-
Allocated Equipment		19,000	7,500	4,000	6,500	-	-	18,000
County CC Subtotal		19,000	7,500	4,000	6,500	-	-	18,000
Recycling - McIntire / Paper Sort								
Bobcat S250		90,000	-	-	-	-	-	-
Compactors		50,000	-	50,000	-	50,000	-	100,000
Roll-off Containers		-	-	-	80,000	-	-	80,000
Replace Trailers		-	-	-	-	-	-	-
Allocated Equipment		30,400	12,000	6,400	10,400	-	-	28,800
Recycling Subtotal		170,400	12,000	56,400	90,400	50,000	-	208,800
Total 5-Year CIP		\$ 640,000	\$ 465,000	\$ 158,000	\$ 395,000	\$ 60,000	\$ -	\$ 1,078,000
								\$ 1,078,000
Allocated Equipment								
	Class	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	TOTALS
New Vehicle - Recycling Asst. Mgr	A	\$ 40,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Office Upfit at Ivy	A	150,000	75,000	-	-	-	-	75,000
Replace Flail Mower - Ventrac	B	-	-	40,000	-	-	-	40,000
Replace Scales	C	-	-	-	-	-	-	-
Replace Vehicle - Chev Colorado	A	-	-	40,000	-	-	-	40,000
Replace Vehicle - 2014 Ram	A	-	-	-	65,000	-	-	65,000
Replace Roll-off truck	B	-	250,000	-	250,000	-	-	500,000
Roll-off containers - Ivy and McIntire split		-	-	-	-	-	-	-
Total Equipment to Allocate		\$ 190,000	\$ 325,000	\$ 80,000	\$ 315,000	\$ -	\$ -	\$ 720,000
Allocation:								
Ivy Operations		26,600	73,000	15,600	71,600	-	-	160,200
Ivy Transfer Station		68,400	214,500	44,400	210,900	-	-	469,800
Ivy Environmental		45,600	18,000	9,600	15,600	-	-	43,200
County Convenience Centers		19,000	7,500	4,000	6,500	-	-	18,000
Recycling		30,400	12,000	6,400	10,400	-	-	28,800
Total Cost Center Allocations		\$ 190,000	\$ 325,000	\$ 80,000	\$ 315,000	\$ -	\$ -	\$ 720,000

Appendices

Rivanna Solid Waste Authority

Fiscal Year 2025-2026

**Rivanna Solid Waste Authority
Fiscal Year 2025-2026 Draft Budget**

General Definitions

MSW	Municipal Solid Waste, a.k.a. non-hazardous household, commercial refuse and construction debris
Operating Revenue Categories:	
Ivy Tipping Fees	Fees for items received at Ivy, either per ton or per item and material sales
Transfer Station Tipping Fees	Fees per ton of MSW and Construction Debris
Environmental	Sale of timber, use of reserves
Recycling Revenues	Material sales primarily from McIntire / Paper Sort collections
County Convenience Centers	Material sales primarily from the County Convenience Center material collections
Other Revenues	Grants, fees for services, and finance charges
Interest	Interest earned on operating and escrow funds
Operating Expenses:	
Ivy Operations	Operations and maintenance costs for all non-Transfer Station services (Yard/Veg waste, Tires, Clean fill, etc.)
Ivy Environmental	Ground water and gas remediation costs
MSW - Transfer	Personnel costs, maintenance, and contract costs for the Transfer Station
County Convenience Centers	Operations of Ivy and Southside convenience centers
Recycling Operations	Operations and maintenance costs for McIntire and Paper Sort
Administration	Administrative costs - mostly shared with RWSA
Tipping Fees:	
Clean Fill Material	Mixed dirt, bricks, concrete, road materials
Bulk Clean Fill Material	Mixed dirt, bricks, concrete, road materials - contracted special rate for large quantity users
Grindable Vegetative Material	Wood waste suitable for chipping
Tires (Split or Whole)	Vehicle & equipment tires
White Goods (Freon & non-Freon)	Large appliances weighed as MSW, per item charge for freon removal if applicable
IVY - MSW TS	MSW tipping fee per ton at Ivy Transfer

Rivanna Solid Waste Authority

Fiscal Year 2025-2026 Draft Budget

Authority Staffing Plan		FY 2026 (FTE) FULL- TIME EQUIVALENT Proposed	FY 2025 Approved FTE	CHANGE FROM FY 2025
Administrative	Director of Solid Waste	1.0	1.0	0.0
Ivy Operations and Environmental	Manager	1.0	1.0	0.0
	Heavy Equipment Operator/Attendant	2.0	2.0	0.0
	Operator/Attendant - Ivy / grounds maintenance	1.0	1.0	0.0
Allocated Positions between Ivy Operations, Ivy MSW and Recycling	<u>Ivy - MUC</u>			
	Assistant Manager	1.0	1.0	0.0
	Operator/Attendant - Ivy	4.0	4.0	0.0
	<u>Ivy - Convenience Center</u>			
	Operator/Attendant	2.0	2.0	0.0
	Operator/Attendant (0.5 shared with McIntire)*	0.0	0.0	0.0
	<u>Southern Convenience Center</u>			
	Operator/Attendant	2.0	2.0	0.0
	<u>Recycling - McIntire / Paper Sort</u>			
	Assistant Manager	1.0	1.0	0.0
	Operator/Attendant - Paper Sort	1.0	1.0	0.0
	Operator/Attendant - McIntire	2.0	2.0	0.0
	Scale Clerks	2.0	2.0	0.0
	Driver/Equipment Operator (allocated to all cost centers)	8.0	8.0	0.0
Subtotal		28.0	28.0	0.0
				0%

			FTE Split		
			RWSA	SWA	
<u>Joint Administrative Staff</u>					
Executive Director	1.0	1.0	0.85	0.15	1.00
Deputy Executive Director	1.0	1.0	0.85	0.15	1.00
Director of Administration	1.0	1.0	0.80	0.20	1.00
Executive Coordinator	1.0	1.0	0.85	0.15	1.00
HR Manager	1.0	1.0	0.78	0.22	1.00
Payroll & Benefits Coordinator	1.0	1.0	0.78	0.22	1.00
HR Assistant					
Communications/Outreach Coordinator	1.0	1.0	0.80	0.20	1.00
Administrative Assistant	1.0	1.0	0.78	0.22	1.00
Safety Manager	1.0	1.0	0.80	0.20	1.00
Director of Finance	1.0	1.0	0.85	0.15	1.00
Finance Manager	1.0	1.0	0.85	0.15	1.00
Senior Accountant	1.0	1.0	0.80	0.20	1.00
Accounting Associate	1.0	1.0	0.85	0.15	1.00
Accounts Payable Technician	1.0	1.0	0.82	0.18	1.00
Accounts Receivable Technician	1.0	1.0	0.20	0.80	1.00
Business System Analyst	1.0	1.0	0.60	0.40	1.00
<u>IT/SCADA</u>					
Information Systems Administrator - Core	1.0	1.0	0.60	0.40	1.00
Information Systems Administrator - ERP	1.0	1.0	0.80	0.20	1.00
Information Systems Administrator - Operation	1.0	1.0	1.00	0.00	1.00
Information Systems Asst. Administrator - Core	1.0	1.0	0.60	0.40	1.00
GIS Coordinator	1.0	1.0	1.00	0.00	1.00
IT Manager	1.0	1.0	0.80	0.20	1.00
IT Systems Analyst - Operations	1.0	1.0	0.80	0.20	1.00
IT Systems Analyst - Operations	1.0	0.0	1.00	0.00	1.00
IT Systems Analyst - ERP/Core	1.0	1.0	0.80	0.20	1.00
Administration and allocation with RSWA	25	24	19.66	5.34	25.00

**Rivanna Solid Waste Authority
Fiscal Year 2025-2026 Draft Budget**

Cost Allocation for Administrative Services Provided by RWSA

	Rivanna Water & Sewer Depts.		FY 2026	FY 2025
	Admin	Finance / IT	SWA Share	SWA Share
Salaries Total Admin.				
<i>SWA share</i>	\$ 255,470	\$ 327,440	\$ 582,910	\$ 535,485
Benefits Total Admin.				
<i>SWA share</i>	78,821	122,567	\$ 201,388	171,640
Other Personnel Costs	10,000	13,654	23,654	18,300
Professional Services	20,790	9,400	30,190	39,050
General Other Services	32,490	1,640	34,130	32,920
Building and Grounds	13,210	-	13,210	11,450
Communications	1,380	10,950	12,330	11,955
Technology	570	91,775	92,345	77,380
Office Supplies and Postage	3,920	2,800	6,720	5,700
Vehicles	450	620	1,070	1,320
	\$ 417,101	\$ 580,846	\$ 997,947	\$ 905,200
Rounded to (Total shared costs to RSWA)			\$ 998,000	\$ 905,000 10.3%
				\$ (93,000)

Rivanna Solid Waste Authority
Material Analysis Report
Waste Tonnages
Fiscal Years 2021-2025

	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (Jul-Dec)	FY 2025 Projected
Ivy Waste Tonnage Categories						
Clean Fill Material	10,160	92,471	180,325	141,837	68,440	136,880
Grindable Vegetative Material	4,052	7,210	7,141	8,673	3,490	6,980
Compost	222	376	-	-	-	-
Pallets	-	-	-	-	-	-
Tires, Whole	288	66	264	212	33	66
White Goods (Non-Freon)	21	8	5	-	-	-
Total Non-MSW	14,743	100,131	187,735	150,722	71,963	143,926
MSW Tonnages						
Ivy MSW TS	41,634	46,773	55,528	64,494	32,142	64,284
Total Ivy MSW	41,634	46,773	55,528	64,494	32,142	64,284
Total	56,377	146,904	243,263	215,216	104,105	208,210

**Rivanna Solid Waste Authority
Historical Material Tonnage Report - Recycling
Fiscal Years 2021-2025**

Fiscal Year 2021	Fiscal Year 2022	Fiscal Year 2023	Fiscal Year 2024	Fiscal Year 2025 (Jul-Dec)
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In U.S. Tons

Fiber Products

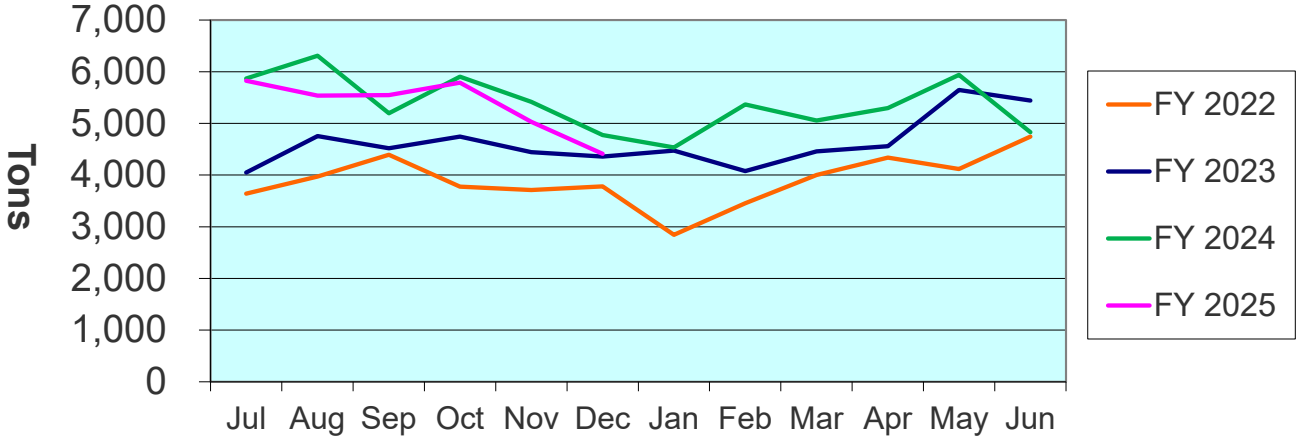
Newspaper, Magazines, Catalogs	-	-	9	1	-
Cardboard (Corrugated)	843	853	860	923	503
Mixed Paper and Phone Books	777	835	651	581	290
File Stock (Office Paper)	22	22	2	1	-
Total Fiber Products	1,642	1,710	1,522	1,506	793

Other Products

Glass	564	590	490	379	211
Metal Cans	92	100	104	112	59
Plastic	146	130	103	121	61
Total Other Products	802	820	697	612	331
Total	2,444	2,530	2,219	2,118	1,124

Rivanna Solid Waste Authority
MSW Transfer Tonnages
FY 2020 - 2023

IVY



**Rivanna Solid Waste Authority
Fiscal Year 2025-2026 Draft Budget**

Cash Reserve Balances

Operating Cash Accounts

December 2024 Ending Balance	\$ 2,358,562
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Capital Cash Reserves

December 2024 Ending Balance	\$ 1,215,866
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Total Discretionary Funds	<u>\$ 3,574,428</u>
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<u>Trust Fund with DEQ</u>	<u>\$ 178,480</u>
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**RIVANNA SOLID WASTE AUTHORITY
ENVIRONMENTAL COSTS PROJECTIONS**

Item	Description	FY 2025 Adopted Budget	FY 2025 as of December 2024	Estimated Yearend FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031-2035 Five year Estimate	TEN YEAR ESTIMATE
1	Groundwater System Maintenance	\$ 6,500	\$ -	\$ -	\$ 81,500	\$ 6,500	\$ 6,500	\$ 6,500	\$ 6,500	\$ 32,500	\$ 140,000
2	Gas System Maintenance support	40,000	9,092	18,183	40,000	50,000	50,000	50,000	50,000	250,000	490,000
3	Ambient Air & Ground Water Monitoring - Settlement	13,000	5,217	10,433	13,000	9,000	9,000	9,000	9,000	45,000	94,000
4	Compliance Ground Water Well Monitoring - Permit related	85,000	40,910	81,820	85,000	75,000	75,000	75,000	75,000	375,000	760,000
5	Surface Water	18,000	5,805	11,610	18,000	15,000	15,000	15,000	15,000	75,000	153,000
6	Cell 3 Cap Replacement	-	-	-	-	-	-	-	-	-	-
7	Cell 3 O&M	-	-	-	-	-	-	-	-	-	-
8	Paint Pit SVE	-	-	-	-	-	-	-	-	-	-
9	Full-Scale EBR - Monitoring	50,000	22,420	44,839	50,000	45,000	45,000	45,000	45,000	225,000	455,000
10	Full-Scale EBR - Injections and Reporting	35,000	12,513	25,025	35,000	10,000	10,000	-	10,000		65,000
11	Cobalt MNA Monitoring	-	-	10,974	-	13,000	13,000	13,000	13,000	65,000	117,000
12	Greenhouse Gas Monitoring and Reporting	14,000	5,487	-	14,000	5,000	5,000	5,000	5,000	25,000	59,000
N/A	Contingency	8,500	-	-	8,500	20,000	20,000	20,000	20,000	100,000	188,500
N/A	Existing Operations & Maintenance (staff, insurance, maint.)	835,926	414,191	815,279	888,525	915,180	942,636	970,915	1,000,042	1,030,043	5,747,341
	Total Estimated Cost	\$ 1,105,926	\$ 515,632	\$ 1,018,162	\$ 1,233,525	\$ 1,163,680	\$ 1,191,136	\$ 1,209,415	\$ 1,248,542	\$ 2,222,543	\$ 8,268,841



Proposed FY 2025–2026 Budget



Presented to the Board of Directors

By Lonnie Wood, Director of Finance & Information Technology

May 27, 2025

Services we provide for our community



Refuse Disposal



Post-closure Landfill Care



Ivy SWRC

Recycling



McIntire Recycling



Southern Albemarle Convenience Center



Transfer Station

Mulch



Vegetative Debris



Ivy Convenience Center



Paint Collection

Budget Objectives

Support design and construction of two new facilities (Baling; NCC)

Upfits – scale house/maint shop/office conversion, Upgrade charge ticketing system

Long-Term planning for Transfer Station Facilities

Equipment replacement

Permit modification to accommodate long-term remediation management

No new positions (FTEs) are requested

Rivanna Solid Waste Authority

FY 2025-2026 Budget

	<u>FY 2025</u>	<u>FY 2026</u>	<u>Change</u>
Revenues	\$ 5,590,300	\$ 5,608,300	\$ 18,000
Expenses	<u>9,825,400</u>	<u>10,575,900</u>	<u>750,500</u>
Total Net Loss	<u>(4,235,100)</u>	<u>(4,967,600)</u>	<u>(732,500)</u>

Local Support

	<u>FY 2025</u>	<u>FY 2026</u>	<u>Change</u>
City	\$ 732,800	\$ 844,850	\$ 112,050
County	3,422,300	4,042,750	620,450
Uva	<u>80,000</u>	<u>80,000</u>	<u>-</u>
Total	<u>\$ 4,235,100</u>	<u>\$ 4,967,600</u>	<u>\$ 732,500</u>

Budget Items Impacting FY 2026 Budget

<u>Budget Item</u>		<u>\$ Change</u>
MSW - \$2.00 Tipping Fee Increase	<i>Rev</i>	198,150
Bulk Clean Fill / Material Sales Ivy	<i>Rev</i>	(125,000)
Recycling Material Sales	<i>Rev</i>	(100,000)
Personnel	<i>Rev</i>	(181,100)
Maint - Ground Water Wells	<i>Expense</i>	(75,000)
Engineering - Transfer Station Future	<i>Expense</i>	(70,000)
Depreciation	<i>Expense</i>	50,000
Dry Hydrants / HHW	<i>Expense</i>	(65,000)
MSW Contract Costs	<i>Expense</i>	(253,300)
Administrative Allocation	<i>Expense</i>	(105,000)
All other changes	<i>Expense</i>	<u>(6,250)</u>
Total Budget Impact FY 2026		<u>(732,500)</u>

Rivanna Solid Waste Authority
Fiscal Year 2025-2026 Draft Budget

Capital Improvement Program							
	FY 2025 Adopted	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2026-2030 TOTALS
Ivy Operations							
Fix and Repave "Mixing Bowl" & Entrance		150,000					150,000
Encore Shop	-	15,000	-			-	15,000
Subtotal	-	165,000	-	-	-	-	165,000
Ivy Transfer Station							
Replace Scale House Facility	100,000	-	-	-	-	-	-
Subtotal	100,000	-	-	-	-	-	-
Ivy Environmental							
Landfill Gas Repair	-	-	-	200,000	-	-	200,000
Asphalt repair on back lot (asbestos)	-						-
Cell 3 Leachate Line Repair	50,000	-					-
Landfill Cap Repairs			300,000	-			300,000
Landfill Gas System - Flare			250,000	-			250,000
Leachate pond improvements	-	-	-	400,000	-	-	400,000
Subtotal	50,000	-	550,000	600,000	-	-	1,150,000
County Convenience Centers							
Northern Convenience Center	165,000	335,000	1,306,300	-	-	-	1,641,300
ICC Road and Parking Lot Resurface					300,000		300,000
Stormwater Improvement ICC		-	250,000	-			250,000
Subtotal	165,000	335,000	1,556,300	-	300,000	-	1,641,300
Recycling - McIntire / Paper Sort							-
Paper Sort Replacement	6,050,000	6,400,000	-				6,400,000
Subtotal	6,050,000	6,400,000	-	-	-	-	6,400,000
Total 5-Year CIP	\$ 6,365,000	\$ 6,900,000	\$ 2,106,300	\$ 600,000	\$ 300,000	\$ -	\$ 9,356,300
Capital Equipment (Schedule on next page)	\$ 640,000	\$ 465,000	\$ 158,000	\$ 395,000	\$ 60,000	\$ -	\$ 1,078,000
Total Capital Spending	\$ 7,005,000	\$ 7,365,000	\$ 2,264,300	\$ 995,000	\$ 360,000	\$ -	\$ 10,984,300

Capacity and Sustainability Projects

- **Northern Albemarle Convenience Center**



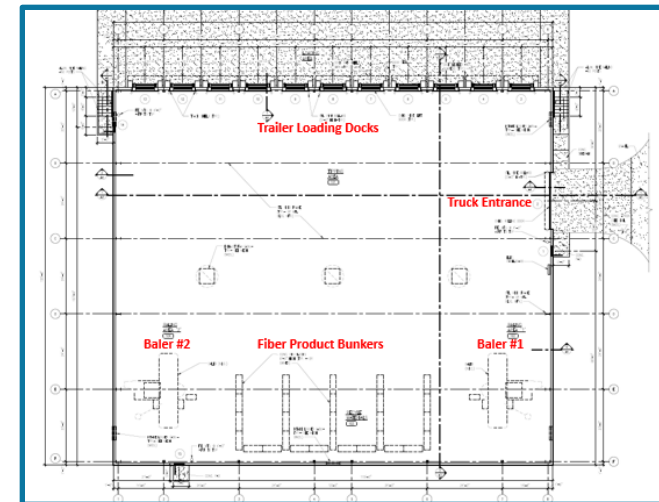
- ❖ Located between Berkmar Dr. and Rio Mills Rd.
- ❖ Accept bagged trash and recycled materials
- ❖ Construction:
 - ❖ 2026 – 2027
 - ❖ \$1.8 M

- **Solar Cells**



- ❖ 17 acres of solar cells on property we lease at the Ivy SWRC
- ❖ Construction: 2025

- **Baling Facility**



- ❖ 17k sf located at Ivy SWRC
- ❖ 11 tractor-trailer bays for recyclables
- ❖ Equipped with 2 baling machines
- ❖ Construction:
 - ❖ 2025 – 2026
 - ❖ \$6.4 M

Scale House & Charge Capture System



Ivy Solid Waste and Recycling Center

Rate Schedule

Tipping Fees (Per Ton):

Clean Fill Material	\$10.00
Clean Fill-Project > than 10,000 tons*	\$3.50
Vegetation/Yard Waste	\$54.00
Domestic Waste(MSW)	~~\$58.00~~ \$ 60.00
Construction Debris(CDD)	~~\$58.00~~ \$ 60.00
Tires	\$190.00

Tipping Fees (Per Item):

Freon Appliances	\$17.00
Passenger Veh. Tire, Off Rim	\$6.00
Passenger Veh. Tire, With Rim	\$13.00
Large Truck Tire, Off Rim	\$17.00
Large Truck Tire, With Rim	\$33.00

Other Charges

Minimum Charge Per Load	\$6.00	Service Fee Per Ticket-	
Compost, Sold (per ton)	\$75.00	Albemarle County Customers	\$1.00
Trash Stickers (each)	\$2.00	Other Customers	\$10.00
Ticket Request (per copy)	\$1.00	Credit Application Fee (each)	\$35.00

* Project requires advanced approval by RSWA and agreement to special terms and conditions

Proposed changes to Tipping Fees requested by County Board of Supervisors on March 19, 2025

Questions?

Actions to be Considered by the Board:

1. Conduct a Public Hearing on the proposed FY 2025-2026 Rate Schedule
2. After receiving any comments, consider:
 - Approval of the Resolution to Adopt the FY 2025 - 2026 Rate Schedule
 - Approval of the FY 2025-2026 Budget

MEMORANDUM

TO: RIVANNA SOLID WASTE AUTHORITY BOARD OF DIRECTORS
RIVANNA WATER & SEWER AUTHORITY BOARD OF DIRECTORS

FROM: BETSY NEMETH, DIRECTOR OF ADMINISTRATION & COMMUNICATIONS
LEAH BEARD, HUMAN RESOURCES MANAGER

REVIEWED BY: BILL MAWYER, EXECUTIVE DIRECTOR

SUBJECT: APPROVAL OF FISCAL YEAR 2025-2026 PERSONNEL MANAGEMENT PLAN UPDATE

DATE: MAY 27, 2025

The Personnel Management Plan (PMP) is the policy guidance of the Authorities to document and communicate labor regulations, management practices, and overall personnel policies approved by the Board. It covers many topics ranging from employee hiring procedures, compensation, and benefits to grievance rights, substance abuse and code of conduct.

Annually, staff reviews and updates the PMP to reflect any recent changes in labor laws and benefits, as well as to provide a review for best practices. Significant changes for FY2026 include:

- Increasing the sick leave payout for retirees from a maximum of \$5000 to \$6500.
- Increasing the bi-weekly sick time accrual from 3.69 hours to 4.62 hours – from 12 to 15 days a year.
- Allowing unlimited annual sick time carry-over for all employees.
- Allowing employees up to 80 hours of paid parental leave.

Below is a summary of the changes proposed for the PMP.

Section D – Compensation Plan & Administration

D.8. Retirement Pay Out – Increases the maximum pay out for accrued sick leave from \$5000 to \$6500. Eliminates the retirement service bonus for VRS Hybrid Plan members. These employees will now receive a pay-out of a percentage of their sick leave accrued.

Section F – Leave Policy and Rules

F.4. – Sick Leave – Increases bi-weekly sick leave accrual from 3.69 to 4.62 hours per pay period, or from 12 to 15 days per year. Removes any limits on sick leave annual carry over, for all employees.

F.7 - Paid Parental Leave – Allows employees to take up to 80 hours of paid leave time for the birth of the employee's child or the adoption of the employee's child.

F.10. – Volunteer Time Off (VTO) – Requires employees to have been employed for a minimum of 6 months before using Volunteer Time Off. Defines the types of organizations for which Volunteer Time Off can be used.

Section G – Disciplinary Policy

G.2. – Unsatisfactory Work Performance or Misconduct – Adds violation of safety policies as an example of misconduct.

Board Action Requested:

Approved the recommended updates to the Personnel Management Plan to be effective on July 1, 2025.

RESOURCES

Reviewed Local Organizations for information regarding
Sick Time Accruals and Paid Parental Leave



Impact

Total Benefits Package for Employees: As part of our *Strategic Plan*, Rivanna maintains a professional and highly qualified workforce to support its infrastructure and operations. We aim to meet retention and recruitment efforts by ensuring competitive pay within our market.

Organization	Sick Time	Paid Parental Leave
Charlottesville City	4.62 hours/pay period	Yes – Up to 2 weeks
Commonwealth of VA	4.62 hours/pay period	Yes – Up to 8 weeks
Virginia Department of Health	4.62 hours/pay period	Yes – Up to 8 weeks
UVA Community Credit Union	Sick & PTO combined 5.54 hours/pay period	Yes – Up to 6 weeks
UVA	Sick & PTO combined 6.77 hours/pay period	Yes – Up to 8 weeks
Sentara	4.92 hours/pay period	Yes – Up to 4 weeks

WHAT IS CHANGING?



Sick Time Accrual

Current Policy:

- Employees earn 3.69 hours of Sick Time each pay period.
- *VRS Plan 1* and *VRS Plan 2* employees can carry over unlimited accrued Sick Time.
- *VRS Hybrid Plan* employees are allowed to carry over a maximum of 480 hours.

Changes:

- Employees will earn **4.62** hours of Sick Time each pay period
- All *VRS Plan* employees will now be able to carry over unlimited accrued Sick Time.

Impact:

Rivanna primarily competes for employee talent with local authorities and government utility departments located in the Virginia.

WHAT IS CHANGING?



Paid Parental Leave

Current Policy:

- The employee needs to complete FMLA paperwork and submit to Human Resources.
- *VRS Plan 1* and *VRS Plan 2* employees utilize any *optional* Short-Term Disability Insurance they may have purchased independently.
- Utilize accrued Sick Time and PTO
- *VRS Hybrid Plan* employees utilize Short-Term Disability Insurance through VRSA
- Utilize accrued Sick Time and PTO

Changes:

- This policy runs concurrently with Family and Medical Leave Act (FMLA) leave, as applicable. The employee will need to complete FMLA paperwork and submit to Human Resources.
- Employees will receive up to 80 hours of *Paid Parental Leave* for the birth or adoption of a new child.
- Eligibility Requirements and Exclusions apply.

WHAT IS CHANGING?



Retirement Pay Out

Current Policy:

- *VRS Plan 1* and *VRS Plan 2* employees are paid a percentage of their Sick Leave Accrual based on tenure, up to a maximum of \$5,000.
- *VRS Hybrid Plan* employees are paid a Retirement Service Bonus instead of the percentage of Sick Leave Accrual.

Changes:

- All *VRS Plan* employees will now receive a pay out of a percentage of their accrued sick leave.
- Increases the maximum pay out for accrued sick leave from \$5,000 to \$6,500.
- Eliminates the retirement service bonus for *VRS Hybrid Plan* members.

WHAT IS CHANGING?



Volunteer Leave

Adding Eligibility Requirements:

- Requires employees to have been employed for a minimum of 6 months before using Volunteer Time Off.
- Defines the types of organizations that Volunteer Time Off can be used for.

Disciplinary Policy

Adding Language:

Adds violation of safety policy as an example of misconduct.

BOARD ACTION REQUESTED

Approve the recommended updates to the Employee *Personnel Management Plan* to be effective on July 1, 2025.

THANK YOU!

