



RSWA BOARD OF DIRECTORS
Minutes of Regular Meeting
November 18, 2025

A regular meeting of the Rivanna Solid Waste Authority (RSWA) Board of Directors was held on November 18, 2025 at 2:00 p.m. at the Albemarle County Service Authority, 168 Spotnap Road, Charlottesville, VA 22911.

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

Board Members Absent: None

Rivanna Staff Present: Bill Mawyer, Phil McKalips, Lonnie Wood, David Tungate, Betsy Nemeth, Deborah Anama, Jacob Woodson, Jon Williams, Westley Kern, Daniel Campbell, Leah Beard.

Attorney(s) Present Valerie Long

1. CALL TO ORDER

Mr. Gaffney convened the November 18, 2025 regular meeting of the Board of Directors of the Rivanna Solid Waste Authority at 2:06 p.m.

2. AGENDA APPROVAL

Mr. Andrews moved that the Board of Directors approve the Agenda. Mr. Sanders seconded the motion, which carried unanimously (7-0).

3. MINUTES OF PREVIOUS BOARD MEETING ON SEPTEMBER 23, 2025

Mr. Sanders moved that the Board of Directors approve the minutes. Mr. Andrews seconded the motion, which carried unanimously (7-0).

4. RECOGNITION

a. Resolution of Appreciation for Jim Andrews, RSWA Board Member

Resolution of Appreciation for Mr. Jim Andrews

WHEREAS, Mr. Andrews has served as a member of the Rivanna Solid Waste Authority Board of Directors since January 2022; and

WHEREAS, over that same period Mr. Andrews has demonstrated leadership in solid waste and recycling services and has been a valuable member of the Board of Directors and a resource to the Rivanna Solid Waste Authority; and

WHEREAS, Mr. Andrews' understanding of the solid waste and recycling operations of the Solid Waste Authority has supported a strategic decision-making process that provided benefits to the customers served by the County of Albemarle as well as the community as a whole. During Mr. Andrews' tenure, major initiatives and projects were strategically implemented for the Authority including:

- construction of the Southern Albemarle Convenience Center for collection of recyclable materials and household refuse
- construction of a new Baling Facility at the Ivy Solid Waste & Recycling Center for recyclable materials
- planning for a new Northern Albemarle Convenience Center
- a large clean fill disposal program at the Ivy Solid Waste & Recycling Center
- and a 5-year Strategic Plan to provide direction for the programs of the Authority

NOW, THEREFORE, BE IT RESOLVED that the Rivanna Solid Waste Authority Board of Directors recognize, thank, and commend Mr. Andrews for his distinguished service, efforts, and achievements as a member of the Rivanna Solid Waste Authority, and present this Resolution as a token of esteem with best wishes in his future endeavors.

BE IT FURTHER RESOLVED that this Resolution be entered upon the permanent Minutes of the Rivanna Solid Waste Authority.

Michael Gaffney, Chairman

Jeffrey Dumars

Steven Hicks

Brian Pinkston

Jeff Richardson

Sam Sanders

Mr. Pinkston moved that the Board of Directors adopt the Resolution of Appreciation for Jim Andrews. Mr. Richardson seconded the motion, which carried unanimously (7-0).

Mr. Andrews stated that he was honored to have had the opportunity to work with this Authority, and he would like to extend his gratitude to the dedication of all employees in their recycling efforts, landfill management, and solid waste initiatives. He stated that it had been a pleasure collaborating with staff.

b. Resolution of Appreciation for Brian Pinkston, RSWA Board Member

Resolution of Appreciation for Mr. Brian Pinkston

WHEREAS, Mr. Pinkston has served as a member of the Rivanna Solid Waste Authority Board of Directors since January 2022; and

WHEREAS, over that same period Mr. Pinkston has demonstrated leadership in solid waste and recycling services and has been a valuable member of the Board of Directors and a resource to the Rivanna Solid Waste Authority; and

WHEREAS, Mr. Pinkston's understanding of the solid waste and recycling operations of the Solid Waste Authority has supported a strategic decision-making process that provided benefits to the customers served by the City of Charlottesville as well as the community as a whole. During Mr. Pinkston's tenure, major initiatives and projects were strategically implemented for the Authority including:

- construction of the Southern Albemarle Convenience Center for collection of recyclable materials and household refuse
- construction of a new Baling Facility at the Ivy Solid Waste & Recycling Center for recyclable materials
- planning for a new Northern Albemarle Convenience Center
- a large clean fill disposal program at the Ivy Solid Waste & Recycling Center
- and a 5-year Strategic Plan to provide direction for the programs of the Authority

NOW, THEREFORE, BE IT RESOLVED that the Rivanna Solid Waste Authority Board of Directors recognize, thank, and commend Mr. Pinkston for his distinguished service, efforts, and achievements as a member of the Rivanna Solid Waste Authority, and present this Resolution as a token of esteem with best wishes in his future endeavors.

BE IT FURTHER RESOLVED that this Resolution be entered upon the permanent Minutes of the Rivanna Solid Waste Authority.

Michael Gaffney, Chairman

Jim Andrews

Jeffrey Dumars

Steven Hicks

Jeff Richardson

Sam Sanders

Mr. Sanders moved that the Board of Directors adopt the Resolution of Appreciation for Brian Pinkston. Mr. Dumars seconded the motion, which carried unanimously (7-0).

Mr. Pinkston stated he appreciated the dedication and professionalism displayed by the Authority and the organizations involved. He stated that although it may not always be visible, the impact was significant. He stated that he had been consistently impressed by the caliber of work being done in Charlottesville and Albemarle, and he believed this represented the best of their community.

5. EXECUTIVE DIRECTOR'S REPORT

Mr. Mawyer recognized Leah Beard, who was selected as the new Director of Administration and Communications, replacing Betsy Nemeth, who was retiring. He stated that Ms. Beard had been with them for two years and had extensive experience in Human Resources along with two degrees, including a Bachelor's Degree in Art/Education and a Master's Degree in Public Administration. He stated that although Ms. Beard was an RWSA employee, she would support the RSWA as joint administrative staff.

107 Mr. Mawyer stated they also celebrated Employee Appreciation a week ago at Ivy SWRC with
108 staff. They presented service awards to Kierra Ward (5 years) and Phil McKalips (10 years).

109 Mr. Mawyer stated that Ms. Beard and Ms. Alisa Cooper also received Workers Compensation
110 training that was very beneficial. He stated the Finance team attended the Virginia Government
111 Finance Officers Association conference in Charlottesville the previous week, gaining more
112 education and networking opportunities. He stated that networking at these conferences was
113 particularly valuable in meeting people and establishing contacts.

114 Mr. Mawyer stated that they continued to increase transfer tonnage at Ivy, with an average over
115 307 tons per day in September. He stated that it was attributed to renovation work at UVA. He
116 stated that tonnage continued to grow year-over-year, and it had almost doubled since 2021.

117 Mr. Mawyer stated they received a grant of \$7500 from the Virginia DEQ for a litter recycling
118 program. He stated they celebrated America Recycles Day on November 15th. He stated they had
119 recycling centers at the McIntire, Ivy and the Southern Albemarle facility, and they looked
120 forward to the new Northern Area Convenience Center opening in the future.

121 Mr. Mawyer stated they completed Special Collection days for household hazardous waste and
122 other items, with over 1,000 vehicles coming through in two days, resulting in 30,000 pounds of
123 furniture and mattresses, 25,000 pounds of appliances, and 113 deliveries of tires, all from
124 residents.

125 Mr. Mawyer stated they received an award from the United Way Day of Caring program for
126 their "Impact in Habitat Restoration" initiative. He stated the award was for the oyster shell
127 program, where they collected shells at McIntire, transported them to Ivy to dry and cure, and
128 then bagged them with assistance from community organizations. He stated they then took the
129 shells to the VCU facility at the Rice Center where they are reseeded and planted in the bay. He
130 stated that a single oyster could clean over 50 gallons of raw water per day. He stated that David
131 Rhoades, Solid Waste Manager, and Wesley Kern, Communications and Outreach Coordinator,
132 accepted the award on behalf of the Authority.

133 Mr. Mawyer stated the eighth annual pumpkin smash at McIntire yielded over 3,000 pounds of
134 pumpkins, nearly double what they received last year, indicating a growing program that has
135 been well-received by the community. He stated that in line with their strategic plan's priority of
136 infrastructure and planning, they had new photos of the baling facility, showing concrete
137 placement. He stated the facility was under construction and was expected to be open by mid-
138 year in 2026.

139 Mr. Mawyer stated that the solar farm at Ivy was substantially complete with Dominion Energy
140 scheduled to generate electricity next month.

141 Mr. Mawyer stated that they had met with the budget subcommittee, Mr. Hicks, and Mr. Dumars
142 twice to review the draft budget, which they would present to the Board in March. He stated that
143 the preliminary budget for next year was approximately \$11.7 million.

144 **6. ITEMS FROM THE PUBLIC**

145 There were none.

146 **7. RESPONSES TO PUBLIC COMMENTS**

147 There were none.

148 **8. CONSENT AGENDA**

149 *a. Staff Report on Finance*

150 *b. Staff Report on Ivy Solid Waste and Recycling Center*

151 *c. Staff Report on Administration and Communications*

152 *d. Approval of Board Meeting Schedule for Calendar Year 2026*

153 *e. Approval of the Holiday Schedule for Calendar Year 2026*

154 **Mr. Andrews moved that the Board of Directors approve the Consent Agenda. Mr.**
155 **Pinkston seconded the motion, which carried unanimously (7-0).**

156 **9. OTHER BUSINESS**

157 *a. Presentation: Enhanced Employee Safety with "OK Alone" System*

158 Daniel Campbell, Director of Operations and Environmental Services, stated he would be
159 discussing an optimization initiative that began a few months ago. He stated he was asked to
160 investigate lone worker safety verification for both authorities. He stated the operational
161 optimization goal, as outlined in the strategic plan, focused on efficiency, reliability, and safety.
162 He stated that they were transitioning from a traditional two-way radio safety verification
163 program to a technology-based system. He stated the new system would enhance the worker
164 safety program for employees who worked alone.

165 Mr. Campbell stated that each Authority had employees who worked completely alone, stationed
166 at various facilities, including the Southern Albemarle Area Convenience Center, the McIntire
167 Recycling Center, and the Meade Avenue Baling Facility. He stated that, currently, the lone
168 worker safety verification was done using two-way radios. He explained that when the Moores
169 Creek Administrative Office was open, administrative staff conducted radio checks every two
170 hours with workers. He stated they would check in, confirm their start time, and then log the
171 safety check in Microsoft Teams. He stated that every two hours, they radio checked with the
172 workers to ensure they were okay and everything was in order.

173 Mr. Campbell stated that if there was no response, they tried a few times and then reached out to
174 the manager to report the missed safety check. He stated the process was in place 24/7, and at the
175 end of the day, when the Moores Creek Administrative Office closed, the duties were transferred

176 to Operators at the South Rivanna Water Treatment Plant, who continued to check with lone
177 workers in both authorities.

178 Mr. Campbell stated he would discuss the transition to OKALONE. He stated that when they
179 began researching the program, they were looking for an option that met their specific needs. He
180 stated the situation was unique, and he even spoke with the Virginia Department of Health about
181 other water and wastewater utilities that had employees working alone.

182 Mr. Campbell stated they had determined OKALONE was the best fit because it could be
183 installed on the existing RWSA cell phones, and it did not require additional hardware. He stated
184 the software was fully customizable, allowing them to build the program exactly as they needed
185 it. Additionally, OKALONE offered third-party employee monitoring, which they could use if
186 they wanted to outsource the monitoring process.

187 Mr. Campbell stated the established process for a missed check-in was outlined as follows:
188 When an employee arrived at work, they would clock in and start their shift, and if two hours
189 passed and they did not check in, the system would automatically send an email and a text
190 message, stating that they had missed their check-in with OKALONE. He stated that if 10 more
191 minutes passed and they still had not checked in, the system would call them and send another
192 text message.

193 Mr. Campbell stated that if the employee still had not been reached after 30 minutes, the system
194 would reach out to the manager and supervisors to inform them that the employee had failed to
195 check in. He stated the program was installed on more than 100 phones, covering both
196 authorities. He stated the system was simple to use and intuitive, and they had established
197 administrative procedures and instructional videos for workers and monitors. He stated the
198 program allowed employees to check in, start their shift, and end their shift, as well as request
199 help.

200 Mr. Campbell stated it also featured a "shake for help" option and a "man down" feature, which
201 alerted management staff if a phone had been inactive for more than 60 minutes. He stated that
202 the employee could initiate an emergency response to their supervisor with the click of a button.
203 He stated that the system provided the employee's last known location through GPS, only when
204 logged in and working. He stated that established monitors were in place for each group, and the
205 system could be easily expanded to include additional employees.

206 Mr. Campbell stated that currently, the radio check system took about three and a half hours of
207 labor per week, costing approximately \$5,500 per year. He stated that by moving to OKALONE,
208 they could optimize labor and reduce costs. OKALONE costs about \$112 per employee per
209 month, or \$4,000 per year, resulting in a savings of \$1,500 per year.

210 Mr. Andrews asked how the system worked if a cellphone battery died.

211 Mr. Campbell stated that a couple of features in their program for both authorities were worth
212 mentioning. He stated that they had the connectivity feature, which displayed the status of the
213 phone, battery life, and the connection quality. He stated that they also had the low connectivity
214 feature option, which allowed for emergency alerts to be sent even with minimal cell signal. He
215 stated that they had not eliminated the two-way radios, so facilities could still use them to contact

216 workers. He stated that the dashboard also included a check-in feature, which allowed monitors
217 to update an employee's status in the case their phone battery was dead.

218 Mr. Richardson stated that he appreciated the staff's efforts in running the numbers on cost
219 optimization. He asked if the \$1,500 in savings per year was for each employee or an aggregate
220 amount.

221 Mr. Campbell stated that was the savings per year for the whole Authority, and he had separate
222 figures for RWSA.

223 Mr. Richardson stated he was wondering if there was an overriding factor regarding workers'
224 compensation or a state law that was driving the optimization. He asked if implementing the
225 program would impact insurance rates.

226 Mr. Campbell stated that in his 16 years of experience in public utilities, every utility had had
227 some form of safety check verification, particularly for water treatment plants when they were
228 operating at night. He stated that many cities had police departments that could be contacted for
229 verification or fire departments. He stated he would have to defer to Ms. Beard or Mr. Wood
230 about specifics regarding worker's compensation or insurance premiums.

231 *b. Presentation: The Future of Solid Waste Programs*

232 Mr. Mawyer stated that over the past several years, he had discussed the future of solid waste
233 programs. He noted there are six waste disposal cells at the Ivy landfill, three of which were
234 unlined. He stated that most of the challenges they faced in the future with solid waste could be
235 anticipated. He stated they would experience capacity issues with the landfills, as well as
236 contaminants, particularly emerging contaminants like PFAS. He stated sustainability would
237 remain a key aspect of their operations. He stated they must also contend with regulations from
238 Federal and State agencies, technological advancements, and affordability of programs.

239 Mr. Mawyer stated that our community was fortunate to have a stable economy, driven by the
240 presence of UVA. He stated they were also experiencing a growing population, with significant
241 increases predicted between 2020 and 2050. He stated that according to Weldon Cooper's
242 projections, Albemarle's population was expected to rise by 36%, while Charlottesville's would
243 increase by 24%. He stated they also considered the City's rezoning strategies to increase and
244 improve housing, as well as education, research, and manufacturing initiatives led by the UVA
245 and the UVA Foundation. Mr. Mawyer stated that these initiatives would contribute to an
246 increase in construction, which was a significant contributor to solid waste. He stated that over
247 20% of debris nationwide came from construction and demolition debris. He stated that in
248 Albemarle and Charlottesville, they had transitioned away from landfilling waste and now
249 utilized a transfer station to manage refuse.

250 Mr. Mawyer stated that currently, their waste was transported to the Old Dominion Landfill in
251 Henrico County. He stated that nationally, statistics indicated that 4.9 pounds of trash per person
252 per day was generated, and there were approximately 10,000 landfills in the country, but only
253 3,000 remained active. He stated that the VDEQ estimated there were 20 years of landfill
254 capacity remaining in the state, and the Old Dominion Landfill in Henrico was expected to reach
255 capacity in about 15 years.

256 Mr. Mawyer stated the refuse transfer strategy had been highly successful. He stated that the
257 number of vehicles crossing the scales at Ivy had a notable increase since 2018, when they built
258 the new transfer station. He stated that in 2019, they had reduced the MSW charges from \$66 to
259 \$54 per ton, resulting in an increase in tonnage at Ivy. He stated that the number of vehicles
260 continued to increase, from approximately 40,000 vehicles per year to over 80,000 vehicles per
261 year.

262 Mr. Mawyer stated that the Southern Albemarle Convenience Center had been built, and they
263 were now at the threshold of starting the Northern Albemarle Convenience Center. He stated that
264 they were also constructing a baling facility at Ivy to increase recyclable material baling. He
265 stated that at Meade Avenue, they currently had one baling machine, but they would have two at
266 the new facility in Ivy. He stated that for sustainability, they partnered with Dominion Energy to
267 install a solar farm at the Ivy facility.

268 Mr. Mawyer stated that e-waste data was extensive, with 62 million tons generated annually. He
269 stated that according to 2022 statistics, only 17% of e-waste was recycled. He stated they were
270 implementing a lithium battery program to capture problematic batteries that created fires. He
271 stated they were soliciting a special facility to house these batteries. He noted that electronic and
272 battery waste were growing components of the landfill streams.

273 Mr. Mawyer stated that paper and cardboard were the most recycled products, while plastics
274 were one of the least and a growing challenge. He stated that only 9% of plastics were being
275 recycled, and the statistics showed 9 million tons of plastic entered the ocean every year and 35
276 billion plastic water bottles were being disposed of annually.

277 Mr. Mawyer stated that the Great Pacific Garbage Patch, a floating island of garbage twice the
278 size of Texas was a significant concern. He stated that plastics posed a health risk, and finding
279 solutions was becoming increasingly complex. He stated that artificial intelligence was being
280 used to help sort waste, with companies like AMP Robotics and the Recycling and Disposal
281 Solutions Company in Portsmouth pioneering this technology. He stated they were exploring the
282 possibility of implementing robotics at the transfer station and baling facility to reduce
283 landfilling and increase recycling.

284 Mr. Mawyer stated they coordinated with the Southeastern Public Service Authority (SPSA) in
285 the Hampton Roads area, and they had developed a steam-to-energy facility that was no longer in
286 service. He stated that SPSA was currently transporting 1,000 tons of daily trash to their landfill
287 in Suffolk, which was expected to reach capacity by the end of next year. As a result, they had
288 contracted with a company using AMP Robotics for \$450 million to install a robotic system to
289 help sort their refuse and extend the life of the landfill. He stated that SPSA were applying for a
290 landfill expansion to create the necessary capacity through 2060. He stated the robotics system
291 would help extend the life of the facility if approved.

292 Mr. Mawyer stated that emerging contaminants, such as PFAS found in leachate, posed a
293 concern. He stated that leachate was formed when rainwater seeped through unlined cells,
294 carrying contaminants into the soil and water. He stated that even with lined cells, water could
295 occasionally infiltrate, producing leachate. He stated the leachate at Ivy was pumped and stored
296 in a leachate pond, before being transported to the Moores Creek wastewater treatment plant.

297 Mr. Mawyer stated that wastewater was processed, and residuals were dried to create biosolids.
298 He stated that biosolids were transported to McGill Environmental, located south of Richmond.
299 He stated that there was a growing issue with biosolids due to PFAS contamination. He stated
300 the wastewater treatment process did not remove PFAS, and there was no regulatory requirement
301 to do so. He stated this issue could have far-reaching consequences in the future. He stated if
302 PFAS removal from biosolids became a requirement, they would need to address the leachate
303 issue. He stated that one potential solution was to install a PFAS removal system at the Ivy
304 facility before transporting the leachate to the wastewater treatment plant.

305 Mr. Mawyer stated there were innovative technologies available, such as bioreactor landfills,
306 which could reduce refuse and create capacity. He stated that leachate would be added
307 intentionally to facilitate the reaction. He stated that composting and other advanced
308 technologies were also available. Mr. Mawyer stated they coordinated state-wide with a number
309 of organizations, and the benefits of networking with other authorities, particularly larger ones
310 like SPSA, were significant.

311 Mr. Mawyer stated that in summary, landfill capacity will be a state and national issue over the
312 next 20 years. He stated that regulatory requirements, particularly with PFAS, leachate, and bio-
313 solids, would increase the complexity and cost of refuse disposal. He stated that they hoped that
314 technology, similar to what they discussed with OKALONE, would help them find solutions to
315 provide affordable solutions, along with regional partnerships.

316 Mr. Mawyer stated that public awareness and education were crucial, particularly for recycling
317 and what could be recycled, including lithium batteries. He stated that they were launching an
318 initiative to educate the public on keeping batteries out of the waste stream. He stated that their
319 long-term strategic plan, which extended until 2028, would guide their decisions.

320 Mr. Andrews stated that when single-stream recycling was used, it could sometimes result in the
321 loss of recyclability for certain materials that could have been recycled if they were source
322 separated. He asked if the robotic sorting would overcome that issue.

323 Mr. Mawyer stated yes, as the robots were used to sort what could be landfilled and recycled. He
324 stated that staff separated materials at the recycling centers, but the refuse stream at the transfer
325 station was single source.

326 Mr. Gaffney asked if they knew how much trash was generated locally per capita. He asked if
327 they could create a campaign to reduce the per capita generation.

328 Mr. Mawyer stated that to reduce per capita generation, they would probably have to increase
329 education efforts and the number of facilities to make recycling more convenient.

330 Mr. Gaffney stated that one thing that Denmark had implemented was worth considering by the
331 City and County. He stated that they did not allow Amazon packages, which meant no shipments
332 and no boxes.

333 Mr. Gaffney asked how much leachate they produced.

334 Mr. Mawyer stated that they averaged approximately 4,000 gallons per day.

335 Mr. Gaffney asked if removing PFAS would make leachate processing more expensive.

336 Mr. Mawyer stated that it would be more expensive to remove PFAS from leachate or
337 wastewater. He stated that they could use GAC filtering, but they would need to greatly increase
338 the number of GAC vessels to provide adequate treatment capacity.

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

340 There were none.

341 ***11. CLOSED MEETING***

342 There was no reason for a closed meeting.

343 ***12. ADJOURNMENT***

344 **Mr. Pinkston moved that the Board of Directors adjourn the meeting at 2:49 p.m. Mr.**
345 **Richardson seconded the motion, which carried unanimously (7-0).**

346 Respectfully submitted,

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Mr. Jeff Richardson
Secretary - Treasurer

