

**Louisa County Water Authority
Board of Directors
February 11, 2026**

MEMBERS PRESENT: Mr. Robert Hardy, Vice-Chairman; Mr. David Kies; Mr. Robert Morgan; Mr. Byron Wilson

MEMBERS ABSENT: Mr. Judson Foster, Chairman; Mr. Tom Filer; Mr. Jimmy Snyder

OTHERS PRESENT: Ms. Pam Baughman, General Manager; Mr. Nathan Harkrader, Deputy General Manager; Mr. Cody Langridge, Water Operations Manager; Mr. Manning Woodward, Louisa County Board of Supervisors

A. Call to Order

Chairman Foster called the meeting to order at 6:05 pm.

1. ADOPTION OF THE AGENDA

Vice-Chairman Hardy asked if there were any additions or changes to the agenda. Hearing none, Mr. Kies made a motion to approve the agenda as presented. The motion was seconded by Mr. Morgan and carried 4-0 among the members present.

B. Presentations

C. Citizen Information

D. Consent Agenda

2. APPROVAL OF THE MINUTES:

A. JANUARY 14, 2026 – REGULAR BUSINESS MEETING

3. TREASURER'S REPORT:

A. O & M REPORT / CAPITAL REVENUE & EXPENDITURE REPORT – JANUARY 2026

B. APPROVAL OF DISBURSEMENTS – JANUARY 2026

C. CONSTRUCTION FUND – JANUARY 2026

D. SECOND QUARTER STATEMENTS:

- a. SECOND QUARTER SUMMARY STATEMENT OF REVENUES
- b. SECOND QUARTER SUMMARY STATEMENT OF EXPENSES
- c. SECOND QUARTER DETAILED STATEMENT OF REVENUES
- d. SECOND QUARTER DETAILED STATEMENT OF EXPENSES

E. INVESTMENTS

F. REGIONAL SEWAGE EXPENSE AND REVENUE

G. PAID CONNECTION FEES: NORTHEAST CREEK

H. PAID CONNECTION FEES: ZION CROSSROADS

The General Manager informed the Board that the December water and sewer bill payment from the Town of Louisa has not been received. The current receivable balance for connection fees is \$255,648, down from last month's balance of \$266,374 after payments received in January 2026. (Payments received: \$9,892 F/L Housing Foundation and \$834 Busada upsizing.)

Mr. Kies made a motion to approve the Consent Agenda and Treasurer's Report. The motion was seconded by Mr. Morgan and carried 4-0 among the members present.

E. Old Business

4. AMAZON

A. MEETING MINUTES – JANUARY 8, 2026

5. RIGHT-OF-WAY CLEARING

The Board reviewed the progress made on the right-of-way clearing and use of the skid steer.

F. New Business

6. LOUISA REGIONAL WASTEWATER TREATMENT PLANT SCADA UPGRADE

The Louisa Regional Wastewater Treatment Plant is five years old. This upgrade provides the capability of email reports, adds up password protection for up to ten users and updates the HMI to the latest firmware. Additionally, it provides a way for data to be stored on flash drives and printed documents as well as cloud-based data storage. The total cost for the LRWWTP upgrade is \$4,000.

The balance of the costs, \$20,023, is for critical inventory for the new Zion Crossroads WWTP SCADA system and adding password protection for up to ten users.

7. NORTHEAST CREEK WATER TREATMENT PLANT NANOFILTRATION SYSTEM

The Board was informed that while doing a clean in place (CIP) on the Nanofiltration System, twenty-five of the new filters were destroyed. Staff borrowed the Town of Louisa's camera and upon further investigation it was discovered that the direct line between the CIP tank and the nanofilters was lined with chemicals and sand. The chemicals and sand broke off the pipe wall and ended up destroying some of the nanofilters. Wigen has recommended that the ductile iron pipes be replaced with C900. Staff were able to salvage enough nanofilters to get one filter skid up and running. Nanofilters have been ordered and are expected to be received on February 12, 2026. Pipe replacement options are being investigated.

8. ELECTRIC TRANSMISSION LINE INQUIRY

The Board was informed that a company tasked with developing a "superhighway" electric grid reached out to inquire about setting a pole in the Northeast Creek Dam spillway. Dependent on the Board's approval, they were told that traversing the spillway would probably not be an issue, but any type of structure within the spillway would be prohibited. They indicated that they would be in touch if additional information was needed.

9. FY2027 PRELIMINARY BUDGET

The Board reviewed the Preliminary Budget. The General Manager informed the Board that meetings with managers will be taking place in the coming weeks to work on more firm expenditure figures. The County is planning on 4% increases for staff and are anticipating a 10% increase in health insurance costs. Changes in retirement and life insurance costs are unknown. Additionally, electric costs, chemical costs and equipment / material costs continue to rise.

Work on budgets will continue. Another preliminary budget will be added as a discussion item on the March 2026 agenda.

G. Reports

H. General Manager's Report

- The Louisa Regional Wastewater Treatment Plant influent pumps will be picked up this week and sent to the manufacturer for repairs.
- **January levels:** At the end of January 2026, the static well levels are up on average by .12 feet from the December 2025 levels. From January 2025 to January 2026, the well levels are up on average by 1.28 feet.

The Department of Environmental Quality drought map shows emergency conditions for precipitation and groundwater, normal conditions for reservoirs and no data for streamflow.

The US Drought Map indicates moderate to severe drought conditions across eastern Louisa County and severe drought conditions across western Louisa County.

This week, DEQ has elevated Louisa County's drought status to the highest drought level.

- Disinfection byproducts sampling will take place during the week of February 9, 2026.
- The current past due balance is down to \$11,066.08 from the past due balance provided in the General Manager's Report, which reported the past due balance of \$47,151.52.

● James River Water Project – February update – All of the piles have been driven at the pump station site. The piers for the suspended slab are under construction currently. The slab will be approximately 15’ above ground or a little above the 100-year floodplain. The casing is through the Rivanna River, and the end walls are under construction. The 42” ductile iron pipe will be fed through the casing pipe, 5’ below the riverbed and 12’ below the surface of the Rivanna River. Wetlands permits have been obtained and connecting pipes will begin when the weather breaks; to make these connections, the wetlands will need to be bored. The CSX crossing will require two jack and bores, one for the waterline and the second for an electric line.

● Legislative Update:

- a. Collective bargaining – HB 1263 would apply to authorities that have union employees.
- b. PFAS Monitoring – SB 138 would require DEQ to enforce quarterly monitoring of industrial users through pretreatment programs. If sample results are low after two rounds of testing; frequency of sampling could be reduced.
- c. Ban of PFAS compounds in biosolids – SB 386 would eliminate land disposal of biosolids if any PFAS compounds are found. PFAS compounds are considered “forever chemicals” and “in everything chemicals”. Alternate forms of disposal would be required (incinerate).
- d. Main PFAS bill – HB 1443 – has various tiers for PFAS land disposal. 50+ results would be prohibited, 25-50 results would trigger increased monitoring, and less than 25 results would be business as usual.
- e. PFAS self-reporting – HB 935 - would require industrial users to self-report through pretreatment programs.
- f. Procurement -HB 1046 / SB 324 – would require safety procedures for contractors, eliminates the apprentice requirements.
- g. Public Utilities payment increases – HB242 – would restrict rate increases to annual increases.
- h. Utilities governed by SCC – HB 422 – would restrict rate increases to every three years.
- i. Wages – SB518 / HB 569 – would require utilities to ensure contractors and subcontractor working for a public utility are paying a prevailing wage rate.
- j. Water distribution Systems – HB 1149 – would grant better access for lead pipe inspections. This bill failed, but there continues to be ongoing discussions to take the bill off the table and get it passed.

● On February 18, 2026, The General Manager is meeting with Jarrett Talley with the Virginia Department of Health – Office of Drinking Water and Bo Bundrick, CTE with Louisa County School system to discuss the possibility of starting our apprenticeship program in the new CTE Building currently under construction.

● On March 10, 2026, the General Manager will be attending the Women’s History Month: A celebration of Women in Water in Washington, DC.

● John Deere conducted an audit on our tractor purchased for the Louisa Regional WWTP and found a discrepancy. We will be receiving a check in the amount of \$1,925 from them to correct the discrepancy.

I. Committees

J. Short Notice Items

K. Closed Session

Mr. Foster joined via phone.

10. 3711(A)1) TO DISCUSS AND CONSIDER PERSONNEL MATTERS; INCLUDING THE DISCIPLINE, APPOINTMENT, ASSIGNMENT, PERFORMANCE AND SALARIES OF SPECIFIC APPOINTEES AND EMPLOYEES.

11. 3711(A)8) CONSULTATION WITH LEGAL COUNSEL REGARDING A SPECIFIC LEGAL MATTER REQUIRING THE PROVISION OF LEGAL ADVICE BY SUCH LEGAL COUNSEL.

Mr. Kies made a motion to close regular open meeting and immediately reconvene in closed session. The motion was seconded by Mr. Wilson and carried 5-0 among the members present.

RETURN TO OPEN MEETING

Vice-Chairman Hardy read the following statement, “I will now poll members to certify that, to the best of your knowledge, only public business matters lawfully exempted from the open meeting requirements under the Virginia Freedom of Information Act, and as identified in the motion for which the closed meeting was convened, were discussed, and considered by the Board. If any member believes that the Board varied from the purpose stated for the closed meeting, please state so and the reason prior to casting the vote.” A roll call vote was requested with the following results:

Mr. Foster	YES
Mr. Hardy	YES
Mr. Filer	ABSENT
Mr. Kies	YES
Mr. Morgan	YES
Mr. Snyder	ABSENT
Mr. Wilson	YES

The motion carried 5-0 among the members present.

Mr. Wilson made a motion to give full-time staff a gross-up bonus with a net amount of \$250 and part-time staff a gross-up bonus with a net amount of \$50 for their hard work and dedication during recent equipment failures during the holiday season and the recent snowstorm preparation, work-through and recovery. The bonus checks will be separate from regular pay checks and include a note of appreciation and thanks for recent personal sacrifices and efforts. The motion was seconded by Mr. Morgan. Further discussion ensued regarding the structure of the bonus. Upon completion of the discussion of the bonus structure, the motion was restated and carried 3-2 among the members present.

Mr. Kies made a motion for the General Manager to begin staff augmentation discussed in closed session. The motion was seconded by Mr. Morgan and carried 5-0 among the members present.

Next meeting date - The next business meeting is scheduled for March 11, 2026. The meeting will be held at the County Administration Building at 6:30 pm.

M. Adjournment

THERE BEING NO FURTHER BUSINESS, Mr. Wilson made a motion to adjourn at 7:44 pm. The motion was seconded by Mr. Kies and carried 5-0 among the members present.

BY ORDER OF:

Mr. Robert Hardy
Vice-Chairman
LOUISA COUNTY WATER AUTHORITY.