



Region 2000 Services Authority
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Date: May 28, 2025; 2:00 PM

Location: CVPDC Offices
828 Main Street, 12th Floor.
Lynchburg, Virginia 24504

Meeting Minutes

Members Present:

Greg Patrick, City of Lynchburg
Frank Rogers, Campbell County
Candy McGarry, Nelson County
Susan Adams, Appomattox County

Staff Present:

Alec Brebner
Sandy Dobyms
Patti Lassiter
Clarke Gibson
Larry Hall (virtual)

Others:

Brent Perdue, Burns & McDonnell (virtual)
Allison Eccarius, Burns & McDonnell (virtual)
William (Bill) Hefty, legal counsel (virtual)
Jon Hardie, Campbell County Supervisor (virtual)

1. Welcome

At 2:03 p.m., Chairman Greg Patrick welcomed and thanked everyone for coming to the special meeting to discuss personnel retention and compensation study options and recommendations.

2. Personnel Retention and Compensation Study..... Chair & Staff

The chairman asked Alec to steer the meeting through the presentations and options. Alec introduced Brent Perdue and Allison Eccarius from Burns and McDonald, who developed the Retention and Compensation Study.

Brent gave a brief recap of the labor retention and compensation study by Burns and McDonnell for the Region 2000 Service Authority. The components include:

1. Operations overview
2. Retention strategies
3. Market adjustment scenarios
4. Retention costs analysis
5. Cost comparisons and financial impacts
6. Action items discussion

The consultants reported a clear need to improve worker retention with the landfill closing in 2029. Employees are concerned about job stability and career growth. Since the last Region 2000 board meeting, three employees—two landfill operators and one environmental

technician—resigned, highlighting the urgency of this issue. The landfill cannot operate without skilled staff, and currently, only two operators have over two years of experience.

For labor retention strategies, the consultants considered the following:

- Salary market adjustments with additional scenarios
- Annual bonuses - Sign-on bonuses for recruitment
- Increased health insurance coverage
- Education reimbursement stipends
- Sick pay payout incentives
- A final bonus package for employees who stay until closure

Mr. Perdue explained the need to discuss confidential compensation information.

3. Closed SessionChair

Greg asked for a motion for the Region 2000 Services Authority board to enter into closed session to discuss the salaries of specific employees of the Authority for retention and compensation pursuant to Virginia Code §2.2-3711.A.1. Susan made the motion, and Candy seconded it. The motion passed 4-0. Members of the public participating remotely were excused, and the board entered into closed session at 2:30 p.m.

At 3:30 p.m., Susan moved that the board return to open session pursuant to Section 2.2-3712.D and certify that only those business matters lawfully identified in the motion to go into closed session and exempt from the open meeting requirements of the Freedom of Information Act were heard, discussed, or considered in a closed session. Candy seconded the motion. The chairman took a roll-call vote. All four members of the Authority board voted in the affirmative in a roll call vote. The motion passed, and open session resumed.

Greg asked for a motion to approve a personnel retention and compensation study effective July 1, 2025, which includes salary increases of 10-30% for all Region 2000 employees, a retention bonus program over four years, double time pay for extended landfill work, and healthcare stipends increasing from \$500 in 2026 to \$2,000 in 2029. Greg further asked that such a motion also include a sick leave payout of \$20 per accrued sick leave, capped at \$5,000. Candy made the motion; Susan seconded it. The motion passed on a 3-1 vote with Frank opposed.

4. AdjournmentChair

Candy McGarry moved for adjournment, and Susan Adams seconded it. All were in favor, and the meeting ended at 3:41 p.m.

2/2/26
Date Approved


Signature Attest