

**MAY 26, 2010**

The Regular Meeting of the Hanover Sewerage Authority, County of Morris and State of New Jersey, was held on Wednesday, May 26, 2010, at 8:38 in the evening, prevailing time, at the Municipal Building, 1000 Route 10, Whippany, New Jersey.

PRESENT: Chairman Schleifer, Members O'Hare, Fariello and O'Brien; Michael C. Wynne, P.E., Executive Director; Silvio Esposito, Treasurer and Christopher Falcon, Esq.

ABSENT: Members Galacki and Sheridan

**STATEMENT OF PRESIDING OFFICER**

Adequate notice of this meeting has been provided in accordance with the Open Public Meeting Act by posting written notice and agenda of the meeting on the Bulletin Board in the Municipal Building, 1000 Route 10, in the Township of Hanover, and by informing the following newspapers:

HANOVER EAGLE/REGIONAL WEEKLY NEWS  
MORRIS COUNTY DAILY RECORD

And by filing same with the Township Clerk.

(Signed) Joseph Schleifer,  
Chairman

The Executive Director asked for a motion to approve the minutes. Member O'Hare moved its adoption. Member Brien seconded, roll call vote was unanimous.

ABSENT: Members Galacki and Sheridan

**APPROVAL of MINUTES**

Regular Meeting – January 27, February 24, March 24 and April 28, 2010  
Organizational Meeting – February 3, 2010

The Executive Director, Michael Wynne, noted that the following correspondence was received:

**1. HATCH MOTT MACDONALD**

- a. 05/17/2010 Memo re: Tiffany Variance
- b. 05/20/2010 Letter re: Contract 37 - Digester Improvements; Payment No. 3

**2. PS&S**

- a. 05/24/2010 Letter re: Contract 36 – HVAC Improvements; Payment No. 10

**3. NJDEP**

- a. 05/06/2010 TWA Approval – Renaissance
- b. 05/24/2010 Letter re: TWA - Renaissance

**4. PROOF of PUBLICATION**

- a. 05/14/2010 Star Ledger – Tiffany Variance

**RESOLUTIONS**

Member O'Brien offered the following resolution and moved its adoption.

Member Fariello seconded; there was unanimous roll call approval.

**RESOLUTION NO. 30-10**

**WHEREAS**, the HANOVER SEWERAGE AUTHORITY wishes to offer all eligible employees the flexible protection of individual insurance plans at no cost to the Authority such as accident/sickness disability insurance, cancer insurance and life insurance; and

**WHEREAS**, the Authority intends to provide an employee benefits plan within the context of Section 125 of the Internal Revenue Code for the benefit of its employees; and

**WHEREAS**, through Carmine Iannacone a principal and district sales coordinator of Coordinated Benefits Associates, Inc., a voluntary benefits company, specializing in supplemental insurance representing Aflac, Allstate, Kanawha and other life insurance companies, can provide assurance that employees will receive individual consultation and enrollment information from consultants of Coordinated Benefits Associates, Inc. on an ongoing basis, and all services will be handled by Coordinated Benefits Associates, Inc.; and

**WHEREAS**, the Hanover Sewerage Authority is amenable to offering all its employees the opportunity to participate in a flexible health benefits program at their own expense.

**NOW, THEREFORE, BE IT RESOLVED**, by the HANOVER SEWERAGE AUTHORITY in the County of Morris and State of New Jersey as follows:

1. Coordinated Benefits Associates, Inc. is authorized to offer to all eligible employees of the Hanover Sewerage Authority at their own expense, flexible health insurance plans through Aflac and other insurance companies.
1. This Resolution shall take effect as provided by law.

DATED: May 26, 2010

HANOVER SEWERAGE AUTHORITY  
COUNTY OF MORRIS  
STATE OF NEW JERSEY

AYES: Chairman Schleifer, Members Fariello, and O'Brien

ABSENT: Members Galacki and Sheridan

Member O'Brien offered the following resolution and moved its adoption.

Member Fariello seconded; there was unanimous roll call approval.

**RESOLUTION NO. 31-10**

BE IT RESOLVED by the Hanover Sewerage Authority, County of Morris and State of New Jersey as follows:

1) In accordance with Resolutions No. 32-10, 33-10, 36-08 and 49-05 **German Garcia's** rate of compensation shall be adjusted as follows:

<i>EFFECTIVE DATE</i>	<i>GROUP</i>	<i>GUIDE</i>	<i>HOURLY RATE*</i>
June 1, 2010	8	A-1	\$34.47

\* Includes license incentive pay for C3 and S4 licenses.  
C3 0.60/hr. S4 0.90/hr.

BE IT FURTHER RESOLVED that a copy of this Resolution be transmitted to the Treasurer for his records and necessary action.

DATED: May 26, 2010

HANOVER SEWERAGE AUTHORITY  
STATE OF NEW JERSEY

ATTEST:

AYES: Chairman Schleifer, Members Fariello, and O'Brien

ABSENT: Members Galacki and Sheridan

Member O'Brien offered the following resolution and moved its adoption.

Member Fariello seconded; there was unanimous roll call approval.

**RESOLUTION NO. 32-10**

WHEREAS, the Authority desires to implement merit based pay increases for calendar year 2010.

NOW, THEREFORE, BE IT RESOLVED by the Hanover Sewerage Authority, in the County of Morris and State of New Jersey, on this 26<sup>th</sup> day of May, 2010 as follows:

- 1) Salaries and wages for the various employees of the Hanover Sewerage Authority shall be adjusted based upon the ratings received on 2009 end of year evaluations.
- 2) Percent increases shall be as follows:

<b>Evaluation Score</b>	<b>Percent Increase</b>
115 or greater	4
110 to less than 115	3.5
105 to less than 110	3
100 to less than 105	2.5
95 to less than 100	2

90 to less than 95	1
less than 90	0

- 3) Any employee not receiving an increase shall be subject to a mid-year review at which time they may be eligible for an increase for the balance of the year.
- 4) Only those employees currently on the payroll of the Authority at the time of adoption of this Resolution shall receive retroactive salary adjustments, except those employees who have retired from service on or after January 1, 2010, but prior to the adoption of this Resolution shall receive retroactive salary adjustments effective January 1, 2010 through the date of retirement. No other exceptions shall be made.
- 5) A copy of this Resolution shall be distributed to all current employees and the Authority Treasurer.

DATED: May 26, 2010

HANOVER SEWERAGE AUTHORITY  
COUNTY OF MORRIS  
STATE OF NEW JERSEY

ATTEST:

AYES: Chairman Schleifer, Members Fariello, and O'Brien

ABSENT: Members Galacki and Sheridan

Member O'Brien offered the following resolution and moved its adoption.

Member Fariello seconded; there was unanimous roll call approval.

**RESOLUTION NO. 33-10**

WHEREAS, the Authority desires to update its Salary Guide for calendar year 2010.

NOW, THEREFORE, BE IT RESOLVED by the Hanover Sewerage Authority, in the County of Morris and State of New Jersey, on this 26th day of May, 2010 as follows:

- 6) Salaries and wages for the various positions of employment within the Hanover Sewerage Authority shall fall within the range of the minimum and maximum amounts delineated on Salary Guides A and A-1.

7) Salary Guides for 2010 shall be as follows:

**Hanover Sewerage Authority: Salary Guide 2010 A**

<b>GROUP</b>	<b>MIN</b>	<b>MAX</b>
<b>I</b>	\$ 25,100	46,121
<b>II</b>	\$ 27,105	\$ 49,859
<b>III</b>	\$ 29,459	\$ 54,168
<b>IV</b>	\$ 31,939	\$ 58,825
<b>V</b>	\$ 34,546	\$ 63,697
<b>VI</b>	\$ 37,104	\$ 68,577
<b>VII</b>	\$ 39,507	\$ 73,148
<b>VIII</b>	\$ 42,548	\$ 78,878
<b>IX</b>	\$ 45,990	\$ 85,362
<b>X</b>	\$ 49,951	\$ 92,792
<b>XI</b>	\$ 53,507	\$ 99,604
<b>XII</b>	\$ 57,612	\$ 107,276
<b>XIII</b>	\$ 61,878	\$ 115,423
<b>XIV</b>	\$ 66,446	\$ 124,128
<b>XV</b>	\$ 71,957	\$ 134,575

**Guide A - Hourly Rates Based 35 Hour Week**

<b>GROUP</b>	<b>MIN</b>	<b>MAX</b>
<b>I</b>	\$ 13.79	\$ 25.34
<b>II</b>	\$ 14.89	\$ 27.39

<b>III</b>	\$	16.19	\$	29.76
<b>IV</b>	\$	17.55	\$	32.32
<b>V</b>	\$	18.98	\$	34.99
<b>VI</b>	\$	20.39	\$	37.68
<b>VII</b>	\$	21.71	\$	40.19
<b>VIII</b>	\$	23.38	\$	43.34
<b>IX</b>	\$	25.27	\$	46.90
<b>X</b>	\$	27.45	\$	50.98
<b>XI</b>	\$	29.40	\$	54.73
<b>XII</b>	\$	31.65	\$	58.94
<b>XIII</b>	\$	34.00	\$	63.42
<b>XIV</b>	\$	36.51	\$	68.20
<b>XV</b>	\$	39.54	\$	73.95

**Guide A - Hourly Rates Based 40 Hour Week**

<b>GROUP</b>		<b>MIN</b>		<b>MAX</b>
<b>X</b>	\$	24.01	\$	44.62
<b>XI</b>	\$	25.72	\$	47.89
<b>XII</b>	\$	27.70	\$	51.57
<b>XIII</b>	\$	29.75	\$	55.49
<b>XIV</b>	\$	31.95	\$	59.69
<b>XV</b>	\$	34.59	\$	64.70

**Hanover Sewerage Authority: Salary Guide 2010 A-1**

<b>GROUP</b>	<b>MIN</b>	<b>MAX</b>
<b>I</b>	\$ 25,762	\$ 47,403

<b>II</b>	\$ 27,829	\$ 51,203
<b>III</b>	\$ 30,240	\$ 55,624
<b>IV</b>	\$ 32,797	\$ 60,471
<b>V</b>	\$ 35,482	\$ 65,432
<b>VI</b>	\$ 38,111	\$ 70,488
<b>VII</b>	\$ 40,571	\$ 75,187
<b>VIII</b>	\$ 43,708	\$ 81,065
<b>IX</b>	\$ 47,249	\$ 87,748

**Guide A-1 Hourly Rates Based 40  
Hour Week**

<b>GROUP</b>	<b>MIN</b>	<b>MAX</b>
<b>I</b>	\$ 12.39	\$ 22.80
<b>II</b>	\$ 13.38	\$ 24.62
<b>III</b>	\$ 14.54	\$ 26.74
<b>IV</b>	\$ 15.77	\$ 29.07
<b>V</b>	\$ 17.06	\$ 31.46
<b>VI</b>	\$ 18.32	\$ 33.89
<b>VII</b>	\$ 19.51	\$ 36.16
<b>VIII</b>	\$ 21.01	\$ 38.98
<b>IX</b>	\$ 22.72	\$ 42.19

**PART-TIME SALARY GUIDE 2010**

Part-Time Clerical – \$13.79 to \$29.71

Seasonal/Summer – \$ 8.25 to \$9.75

(Individuals rehired shall receive an incremental increase of \$.25/hr. for each previous year of service.)

Seasonal/Part Time- Guide A-1, Group III or IV

- 8) The 2010 Salary Guides shall take effect January 1, 2010 and remain in effect until modified.
- 9) Only those employees currently on the payroll of the Authority at the time of adoption of this Resolution shall receive retroactive salary adjustments, except those employees who have retired from service on or after January 1, 2010, but

prior to the adoption of this Resolution shall received retroactive salary adjustments effective January 1, 2010 through the date of retirement. No other exceptions shall be made.

- 10) A copy of this Resolution shall be distributed to all current employees and the Authority Treasurer.

DATED: May 26, 2010

HANOVER SEWERAGE AUTHORITY  
 COUNTY OF MORRIS  
 STATE OF NEW JERSEY

ATTEST:

\_\_\_\_\_

AYES: Chairman Schleifer, Members Fariello, and O'Brien

ABSENT: Members Galacki and Sheridan

Member O'Brien offered the following resolution and moved its adoption.

Member Fariello seconded; there was unanimous roll call approval.

**RESOLUTION NO. 34-10**

BE IT RESOLVED, by the Hanover Sewerage Authority, County of Morris and State of New Jersey, in accordance with Resolution No. 36-08, Resolution No. 32-10, Resolution 33-10 and Resolution No. 49-05, that the rates of compensation for employees, effective January 1, 2010 shall be as follows:

<b>2010 SALARIES WITH INCENTIVES</b>				
<b>NAME</b>	<b>2010 Incentive</b>	<b>2010 HRLY RATE</b>	<b>Hourly Rate &amp; Incentive</b>	<b>2010 SALARY</b>
<b>Makowski, Joseph</b>	\$ 0.40	\$ 39.42	\$ 39.82	\$ 82,826.22
<b>Camasta, Thomas</b>	\$ -	\$ 44.26	\$ 44.26	\$ 92,065.79
<b>Gasparine, Gasparine</b>	\$ -	\$ 37.86	\$ 37.86	\$ 78,756.08
<b>Melendez, Michele</b>	\$ 0.40	\$ 40.84	\$ 41.24	\$ 85,780.86
<b>Pozsonyi, George</b>	\$ 1.50	\$ 34.62	\$ 36.12	\$ 75,127.10
<b>Sanchelli, Frank</b>	\$ -	\$ 34.27	\$ 34.27	\$ 71,285.76
<b>Korn, John</b>	\$ -	\$ 34.60	\$ 34.60	\$ 71,976.32
<b>Menduni, Michael</b>	\$ 1.10	\$ 33.61	\$ 34.71	\$ 72,202.62

<b>Adamsky, John</b>	\$ -	\$ 34.61	\$ 34.61	\$ 71,985.89
<b>Philips, Dena</b>	\$ -	\$ 35.80	\$ 35.80	\$ 74,465.35
<b>Tomlinson, Devon</b>	\$ -	\$ 34.10	\$ 34.10	\$ 70,923.01
<b>Garcia, German</b>	\$ 1.30	\$ 32.97	\$ 34.27	\$ 71,290.44
<b>Imbimbo, Vincent</b>	\$ 1.00	\$ 32.67	\$ 33.67	\$ 70,034.85
<b>Natale, Joseph</b>	\$ 1.00	\$ 26.79	\$ 27.79	\$ 57,810.48
<b>Moskal, Stanley</b>	\$ 0.60	\$ 27.39	\$ 27.99	\$ 58,219.20
<b>Salgado, Mark</b>	\$ -	\$ 23.81	\$ 23.81	\$ 49,532.29
<b>Quinn, John</b>	\$ -	\$ 24.67	\$ 24.67	\$ 51,322.54
<b>Stokes, Mark</b>	\$ -	\$ 20.71	\$ 20.71	\$ 43,068.48
<b>D'Amore, Maria</b>	\$ -	\$ 27.94	\$ 27.94	\$ 58,108.13
<b><u>Abrams, Lauren</u></b>	\$ -	\$ 33.51	\$ 33.51	\$ 60,982.74

NOTE: All listed employees are paid on an hourly basis. References to annual salary are based on scheduled weekly work hours for fifty-two (52) weeks.

BE IT FURTHER RESOLVED that a copy of this Resolution be transmitted to the Treasurer for his records and necessary action.

HANOVER SEWERAGE AUTHORITY  
COUNTY OF MORRIS  
STATE OF NEW JERSEY

DATED: May 26, 2010

ATTEST:

AYES: Chairman Schleifer, Members Fariello, and O'Brien

ABSENT: Members Galacki and Sheridan

**REPORTS**

Chairman Schleifer moved the following reports be accepted and filed as received; Member O'Hare seconded; there was unanimous approval.

ABSENT: Member O'Hare

- Plant Operations Report – dated April 22 – May 19, 2010
- Plant Operations Weekly Meetings – dated April 22 – May 19, 2010
- Hatch Mott MacDonald Report – dated May 21, 2010
- Collection System Status Report – dated April 22 – May 19, 2010
- Superintendents Report #682 – dated April 2010
- Treasurers Report – dated April 30, 2010
- IPP Report – dated April 16 – May 17, 2010

Member O'Hare moved the payment of bills be confirmed and authorized as listed; Member O'Brien seconded; there was unanimous approval.

ABSENT: Members Galacki and Sheridan

<b><u>REVENUE FUND 109</u></b>	\$ 0.00
<b><u>REVENUE FUND 110</u></b>	\$ 266,205.41
<b><u>REVENUE FUND 201</u></b>	\$ 0.00
<b><u>PLANT EXPANSION FUND 301</u></b>	\$ 674,835.73
<b><u>PLAN REVIEW FUND 401</u></b>	\$ 3,238.77
<b><u>PAYROLL</u></b>	\$170,206.48

**OTHER BUSINESS** Chairman Schleifer stated for the record that he was pleased to offer the increase to the staff. He is also pleased to acknowledge the safety award for no loss time injuries in the 2009 timeframe.

**OPEN TO PUBLIC**

**ADJOURNMENT** The meeting adjourned at 8:42 pm

Respectfully submitted,

Michael C. Wynne, P.E.  
Executive Director