

**MARCH 23, 2011**

The Regular Meeting of the Hanover Sewerage Authority, County of Morris and State of New Jersey, was held on Wednesday, MARCH 23, 2011 at 8:32 in the evening, prevailing time, at the Municipal Building, 1000 Route 10, Whippany, New Jersey.

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

ABSENT: None

**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

**PRESENTATIONS**

The Executive Director spoke about the retirement of Russ Johnson and Joe Makowski. They were presented with plaques to reflect their contributions over the years to HSA.

**COMMUNICATIONS**

**1. MARAZITI FALCON HEALEY**

- a. 02/25/2011 Letter re: Legal Opinion Regarding Title

**2. HATCH MOTT MACDONALD**

- a. 03/07/2011 Letter re: Rehabilitation of Pond Liners
- b. 03/07/2011 Letter re: Rehabilitation of Pond Liners
- c. 03/07/2011 Letter re: Rehabilitation of Pond Liners
- d. 03/07/2011 Bid Contract re: Rehabilitation of Pond Liners

**3. NJUAJIF**

- a. 01/27/2011 Report re: Loss Control Report

**4. STATE OF NEW JERSEY**

- a. 03/11/2011 Letter re: NJDPES Fees
- b. 03/16/2011 Letter re: TWA Cedar Knolls Mews
- c. 03/16/2011 Letter re: Cedar Knolls Mews TWA Extension Request
- d. 03/17/2011 Letter re: TWA Airport Executive Park

**5. PROOF OF PUBLICATION**

- a. 02/18/2011 Daily Record re: 2011 Meeting Schedule
- b. 02/24/2011 Hanover Eagle re: 2011 Meeting Notice
- c. 02/24/2011 Hanover Eagle re: Resolution No. 4-11 Professional Services
- d. 02/24/2011 Hanover Eagle re: Resolution No. 5-11 Professional Services

**RESOLUTIONS**

Member Galacki moved to close the session to speak about annual merit increase issues.

Member O'Hare seconded, roll call was unanimous to close meeting at 9:25 pm.

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

**RESOLUTION NO. 34-11**

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 23<sup>rd</sup> day of March, 2011 as follows:

- 1) Salaries and wages for the various employees of the Hanover Sewerage Authority shall be adjusted based upon the ratings received on 2010 end of year evaluations.
- 2) Percent increases shall be as follows:

<b>Evaluation Score</b>	<b>Percent Increase</b>
120 or greater	3.5

115 to less than 120	3
110 to less than 115	2.5
105 to less than 110	2
100 to less than 105	1.5
95 to less than 100	1
90 to less than 95	0.5
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, 2011, but prior to the adoption of this Resolution shall receive retroactive salary adjustments effective January 1, 2011 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: March 23, 2011

HANOVER SEWERAGE AUTHORITY  
COUNTY OF MORRIS  
STATE OF NEW JERSEY

ATTEST:

Member O'Brien seconded; there was unanimous roll call approval.

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

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

**RESOLUTION NO. 35-11**

WHEREAS, the Authority desires to update its Salary Guide for calendar year 2011.

NOW, THEREFORE, BE IT RESOLVED by the Hanover Sewerage Authority, in the County of Morris and State of New Jersey, on this 23rd day of March, 2011 as follows:

- 1) 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.
- 2) Salary Guides for 2011 shall be as follows:

**SALARY GUIDE 2011 A**

<b>GROUP</b>	<b>MIN</b>	<b>MAX</b>
<b>I</b>	\$ 25,100	\$ 47,735
<b>II</b>	\$ 27,105	\$ 51,604
<b>III</b>	\$ 29,459	\$ 56,064
<b>IV</b>	\$ 31,939	\$ 60,884
<b>V</b>	\$ 34,546	\$ 65,926
<b>VI</b>	\$ 37,104	\$ 70,978
<b>VII</b>	\$ 39,507	\$ 75,708
<b>VIII</b>	\$ 42,548	\$ 81,638
<b>IX</b>	\$ 45,990	\$ 88,349
<b>X</b>	\$ 49,951	\$ 96,040
<b>XI</b>	\$ 53,507	\$ 103,090
<b>XII</b>	\$ 57,612	\$ 111,031
<b>XIII</b>	\$ 61,878	\$ 119,463
<b>XIV</b>	\$ 66,446	\$ 128,473
<b>XV</b>	\$ 71,957	\$ 139,285

**SALARY GUIDE 2011 A**

**Hourly Rates Based 35 Hour Week**

<b>GROUP</b>	<b>MIN</b>	<b>MAX</b>
<b>I</b>	\$ 13.79	\$ 26.23
<b>II</b>	\$ 14.89	\$ 28.35
<b>III</b>	\$ 16.19	\$ 30.80
<b>IV</b>	\$ 17.55	\$ 33.46
<b>V</b>	\$ 18.98	\$ 36.22
<b>VI</b>	\$ 20.39	\$ 39.00
<b>VII</b>	\$ 21.71	\$ 41.60
<b>VIII</b>	\$ 23.38	\$ 44.85
<b>IX</b>	\$ 25.27	\$ 48.54

<b>X</b>	\$	27.45	\$	52.76
<b>XI</b>	\$	29.40	\$	56.65
<b>XII</b>	\$	31.65	\$	61.01
<b>XIII</b>	\$	34.00	\$	65.64
<b>XIV</b>	\$	36.51	\$	70.59
<b>XV</b>	\$	39.54	\$	76.54

**Hourly Rates Based 40 Hour Week**

<b>GROUP</b>		<b>MIN</b>		<b>MAX</b>
<b>X</b>	\$	24.01	\$	46.18
<b>XI</b>	\$	25.72	\$	49.57
<b>XII</b>	\$	27.70	\$	53.38
<b>XIII</b>	\$	29.75	\$	57.43
<b>XIV</b>	\$	31.95	\$	61.78
<b>XV</b>	\$	34.59	\$	66.97

**SALARY GUIDE 2011 A**

<b>GROUP</b>		<b>MIN</b>		<b>MAX</b>
<b>I</b>	\$	25,100	\$	47,735
<b>II</b>	\$	27,105	\$	51,604
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<b>IV</b>	\$	31,939	\$	60,884
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<b>XV</b>	\$	71,957	\$	139,285

## SALARY GUIDE 2011 A

### Hourly Rates Based 35 Hour Week

<b>GROUP</b>	<b>MIN</b>	<b>MAX</b>
<b>I</b>	\$ 13.79	\$ 26.23
<b>II</b>	\$ 14.89	\$ 28.35
<b>III</b>	\$ 16.19	\$ 30.80
<b>IV</b>	\$ 17.55	\$ 33.46
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<b>XV</b>	\$ 39.54	\$ 76.54

### Hourly Rates Based 40 Hour Week

<b>GROUP</b>	<b>MIN</b>	<b>MAX</b>
<b>X</b>	\$ 24.01	\$ 46.18
<b>XI</b>	\$ 25.72	\$ 49.57
<b>XII</b>	\$ 27.70	\$ 53.38
<b>XIII</b>	\$ 29.75	\$ 57.43
<b>XIV</b>	\$ 31.95	\$ 61.78
<b>XV</b>	\$ 34.59	\$ 66.97

## PART-TIME SALARY GUIDE 2011

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

Seasonal/Summer – \$ 8.25 to \$10.00

(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

- 3) The 2011 Salary Guides shall take effect January 1, 2011 and remain in effect until modified.
- 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, 2011, but prior to the adoption of this Resolution shall received retroactive salary adjustments effective January 1, 2011 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.

HANOVER SEWERAGE AUTHORITY  
COUNTY OF MORRIS  
STATE OF NEW JERSEY

DATED: March 23, 2011

ATTEST:

Member O'Brien seconded; there was unanimous roll call approval.

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

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

**RESOLUTION NO. 36-11**

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. 34-11, Resolution 35-11 and Resolution No. 49-05, that the rates of compensation for employees, effective January 1, 2011 shall be as follows:

NAME	GROUP	GUIDE	BASE	WITH INCENTIVES		
			2011 HRLY RATE	Incentive	2011 HRLY RATE	2011 SALARY
Michael Wynne	14	A	N/A	\$ -	N/A	\$ 126,947.62
Peter Tyrrell	12	A	N/A	\$ -	N/A	\$ 106,594.60
Joseph Makowski	9	A-1	\$ 39.81	\$ 0.40	\$ 40.21	\$ 83,645.54
Thomas Camasta	10	A	\$ 45.81	\$ -	\$ 45.81	\$ 95,282.93
Christine Gasparine	8	A-1	\$ 38.43	\$ -	\$ 38.43	\$ 79,930.03
Michele Melendez	9	A-1	\$ 42.27	\$ 0.60	\$ 42.87	\$ 89,168.35

<b>George Pozsonyi</b>	7	A-1	\$ 35.14	\$ 1.50	\$ 36.64	\$ 76,209.74
<b>Frank Sanchelli</b>	7	A-1	\$ 34.61	\$ -	\$ 34.61	\$ 71,994.42
<b>John Korn</b>	7	A-1	\$ 35.12	\$ -	\$ 35.12	\$ 73,047.52
<b>Michael Meduni</b>	7	A-1	\$ 33.95	\$ 1.10	\$ 35.05	\$ 72,895.89
<b>John Adamsky</b>	7	A-1	\$ 35.13	\$ -	\$ 35.13	\$ 73,068.63
<b>Dena Philips</b>	7	A-1	\$ 36.87	\$ -	\$ 36.87	\$ 76,697.92
<b>Devon Tomlinson</b>	7	A-1	\$ 34.61	\$ -	\$ 34.61	\$ 71,991.92
<b>German Garcia</b>	8	A-1	\$ 33.63	\$ 1.50	\$ 35.13	\$ 73,069.15
<b>Vincent Imbimbo</b>	8	A-1	\$ 33.32	\$ 1.00	\$ 34.32	\$ 71,392.67
<b>Joseph Natale</b>	7	A-1	\$ 27.33	\$ 1.00	\$ 28.33	\$ 58,917.66
<b>Stanley Moskal</b>	7	A-1	\$ 27.53	\$ 0.60	\$ 28.13	\$ 58,504.06
<b>Mark Salgado</b>	5	A-1	\$ 24.29	\$ -	\$ 24.29	\$ 50,515.30
<b>John Quinn</b>	3	A-1	\$ 24.79	\$ -	\$ 24.79	\$ 51,570.17
<b>Mark Stokes</b>	4	A-1	\$ 21.02	\$ -	\$ 21.02	\$ 43,722.95
<b>Maria D'Amore</b>	3	A-1	\$ 28.22	\$ -	\$ 28.22	\$ 58,696.35
<b>Lauren Abrams</b>	6	A	\$ 33.85	\$ -	\$ 33.85	\$ 61,598.08

NOTE: Employees in Group 10 and lower are paid on an hourly basis. References to annual salary are based on scheduled weekly work hours for fifty-two (52) weeks.

Employees in Group 12 and higher are paid an annual salary on a calendar year basis.

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: March 23, 2011

ATTEST:

Member O'Brien seconded; there was unanimous roll call approval.

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

Member Galacki moved to open the meeting to the public at 9:26 pm. Member O'Hare seconded, unanimous roll call. The meeting opened to the public at 9:25 p.m. and the agenda was resumed.

Member O'Hare offered the following resolution and moved its adoption:

**RESOLUTION NO. 31-11**

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

- 1) **German Garcia's** position shall be changed to Operations Foreman.
- 2) In accordance with Resolutions No. 34-11, 35-11, 36-08 and 49-05 Mr. Garcia's rate of compensation shall be adjusted \$2.00 as follows:

<i>EFFECTIVE DATE</i>	<i>GROUP</i>	<i>GUIDE</i>	<i>HOURLY RATE*</i>
April 1, 2011	9	A-1	\$37.13

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

- 3) The above position change and salary adjustment are effective for a six month probationary period. Continuation in the position and at the salary rate shown shall be contingent upon successfully completing the probationary period.

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

DATED: March 23, 2011

HANOVER SEWERAGE AUTHORITY  
STATE OF NEW JERSEY

ATTEST:

Member O'Brien seconded; there was unanimous roll call approval.

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

Member O'Hare offered the following resolution and moved its adoption:

**A RESOLUTION COMMENDING RUSSELL K. JOHNSON ON HIS RETIREMENT**

WHEREAS, Russ has been employed by Hatch, Mott, MacDonald and its predecessor Killam Associates since 1972; and

WHEREAS, Russ has worked on many Hanover Sewerage Authority projects, and;

WHEREAS, during Russ' tenure the Authority's Treatment Plant was expanded to 4.61 MGD and upgraded beyond Level 4 of advanced treatment and collection system has expanded to its current length of 85 miles with more than 2,000 manholes; and

WHEREAS, the Authority has achieved a record of performance which has not been exceeded by any other facility in New Jersey; and

WHEREAS, Russ worked on industrial pretreatment projects through the 1990's; and

WHEREAS, Russ has been the Authority's primary contact at Hatch, Mott, MacDonald since 2000; and

WHEREAS, Russ has been a major contributor to all of the Authority's success over the years; and

WHEREAS, Russ is retiring from full-time employment effective March 25, 2011; and

WHEREAS, it is the desire of the Hanover Sewerage Authority to recognize publicly the years of dedicated service he has provided.

NOW, THEREFORE, BE IT RESOLVED by the Hanover Sewerage Authority, County of Morris and State of New Jersey, that the thanks and appreciation of the Hanover Sewerage Authority be extended to

**RUSSELL K. JOHNSON**

for more than twenty years of dedicated service to the Hanover Sewerage Authority and Township of Hanover.

BE IT FURTHER RESOLVED that sincere wishes for the enjoyment of more leisurely hours be extended to the entire Johnson family.

DATED: March 23, 2011

HANOVER SEWERAGE AUTHORITY  
COUNTY OF MORRIS  
STATE OF NEW JERSEY

ATTEST:

Member O'Brien seconded; there was unanimous roll call approval.

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

Member O'Hare offered the following resolution and moved its adoption:

**RESOLUTION NO. 33-11**

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

- 4) **John Adamsky's** job duties shall be changed to include the Safety Officer Responsibilities described in the Superintendent's memo of March 21, 2011.
- 5) In accordance with Resolutions No. 34-11, 35-11, 36-08 and 49-05 Mr. Adamsky's rate of compensation shall be adjusted 0.75¢ as follows:

<i>EFFECTIVE DATE</i>	<i>GROUP</i>	<i>GUIDE</i>	<i>HOURLY RATE</i>
April 1, 2011	7	A-1	\$35.88

- 6) The above change in duties and salary adjustment are effective for a six month probationary period. Continuation in the position and at the salary rate shown shall be contingent upon successfully completing the probationary period.

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

DATED: March 23, 2011

HANOVER SEWERAGE AUTHORITY  
STATE OF NEW JERSEY

ATTEST:

Member O'Brien seconded; there was unanimous roll call approval.

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

Member Galacki moved the following reports be accepted and filed as received; Member Fariello seconded; there was unanimous approval.

**REPORTS**

Plant Operations Report – dated February 17 – March 16, 2011  
Plant Operations Weekly Meetings – dated February 17 – March 16, 2011

Hatch Mott MacDonald Report – dated March 18, 2011  
Collection System Status Report – dated February 17 – March 16, 2011  
Treasurers Report – dated February 28, 2011  
Superintendents Report # 692 – dated February 2011  
IPP Report - dated February 18 – March 11, 2011  
High Flow Report – dated March 6, 2011  
High Flow Report – dated March 11, 2011

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

<b><u>REVENUE FUND 110</u></b>	\$108,847.60
<b><u>REVENUE FUND 111</u></b>	\$288,589.38
<b><u>REVENUE FUND 201</u></b>	\$ 179.88
<b><u>PLANT EXPANSION FUND 301</u></b>	\$300,062.72
<b><u>PLAN REVIEW FUND 401</u></b>	\$ 396.81
<b><u>PAYROLL</u></b>	\$ 179,892.37

**OTHER BUSINESS**

**OPEN TO PUBLIC**

**ADJOURNMENT**

Respectfully submitted,

Michael C. Wynne, P.E.  
Executive Director