

PASSAIC VALLEY WATER COMMISSION MEETING OF

JULY 8, 2020

(OPEN SESSION)

C O M M I S S I O N E R S P R E S E N T:

JOSEPH KOLODZIEJ, President

JEFFREY LEVINE, Vice President

RONALD VAN RENSALIER, Treasurer

GERALD G. FRIEND, Secretary

RIGO SANCHEZ **(ABSENT)**

ROBERT L. VANNOY

RUBY COTTON

A L S O P R E S E N T:

JAMES G. DUPREY, Business Administrator

JOSEPH A. BELLA, Executive Director

GEORGE T. HANLEY, Counsel

YAACOV BRISMAN, Assistant Counsel

YITZ WEISS, Comptroller

LOUIS AMODIO, Administrative Secretary

1 MR. AMODIO: Okay. We're live,
2 Commissioner Kolodziej. If you'd like to call the
3 meeting to order.

4 PRESIDENT KOLODZIEJ: Yes, call the
5 meeting to order.

6 MR. AMODIO: On the roll.

7
8 (Roll call was taken, all Commissioners
9 present respond in the affirmative. Commissioner
10 Sanchez is absent)

11
12 MR. AMODIO: Thank you.

13 The time is 9:43 a.m.

14 You have a quorum.

15 All of the requirements of the Open Public
16 Meetings Act have been met. Notices have been
17 furnished to all Commissioners; City Clerks of
18 Paterson, Passaic, and Clifton; North Jersey
19 Herald News; The Record - Passaic County edition
20 and the Commission's Executive Staff with a copy
21 posted at the main bulletin board at the Clifton
22 facility. Would you please rise.

23 Commissioner Levine.

24

25 (Pledge of Allegiance)

1 MR. AMODIO: Thank you.

2 We're admitting Commissioner Cotton at
3 this moment. Okay.

4 Good morning, Commissioner Cotton.

5 We have no questions from the public.

6 If we could, we could move onto committee
7 reports. Before we start with committee reports,
8 as far as the personnel agenda, open session would
9 be Jaroslaw Adamkiewicz and Krystle Morales
10 request their discussion to be in open. All
11 others are for closed. So we can move forward.

12 Finance.

13 COMMISSIONER VAN RENSALIER: Good morning.

14 Investments are okay. Banks are basically
15 sticking to what they previously agreed to as far
16 as interest rates, basically .1 percent to
17 .05 percent. The billings was light this month.
18 Nothing really unusual.

19 Overtime; overtime is down across the
20 board from this period June 20th through last
21 June, meaning 2019, except for a couple of
22 departments down about 4,500 hours compared to
23 last year.

24 Billing upgrade is in process. Testing is
25 starting this week. As we go forward, testing

1 will mostly be done remotely and later on some of
2 the testing will be done inhouse.

3 That's all I have today.

4 MR. AMODIO: Thank you, Commissioner.

5 Personnel.

6 PRESIDENT KOLODZIEJ: All right. So the
7 personnel committee met twice, actually, once last
8 week and then once again this week and our
9 apologies, it was personnel that was the snag for
10 getting the agendas out on time.

11 We had a discussion about amending or
12 recommending a policy to the full board to
13 standardize the way we approach promotion and
14 merit increases and we will be continuing that
15 discussion at the next committee meeting before we
16 bring the recommendation up for the full board to
17 consider.

18 On this morning's agenda we have two new
19 hires that were delayed for three months at this
20 point and seven of the eight names that appear on
21 this morning's agenda have been either
22 administrative or supervisory recommended as,
23 therefore, increased the duties and/or outstanding
24 performance.

25 We learned that we are going to be

1 returning from the split shifts that we are
2 currently employed and we're going to be moving to
3 split schedules so that people aren't all coming
4 in and leaving at the same time. With the
5 exception of the Maintenance Department, they want
6 to continue the split shifts.

7 We are also continuing to work remotely
8 where that is practical as we continue to assess
9 the physical needs that we have for office space
10 and what we're going to need to do in order to
11 make sure we can have people return safely. Since
12 productivity hasn't really been affected, there is
13 no urgency to rushing people back at this point.
14 We need to make sure we're going to do it right.

15 We have a continuing investigation on an
16 overtime issue that the board is aware of. We
17 learned an associated dollar amount to that issue.

18 We have an investigation that's continuing
19 on an incorrect title that is going out six years
20 now at this point.

21 So we expect to see more information on
22 both of those issues at the next personnel
23 committee meeting.

24 Then the only other thing that we
25 discussed personnel was somehow memorializing our

1 vacation policy. Right now we have the ability to
2 allow employees to carry over their vacation. It
3 needs to be supervisor approved and, obviously,
4 because of the split shifts we are running, we are
5 anticipating that we may see people that are not
6 going to put in for vacation or going to put in
7 for vacation in mass at the end of the year so
8 that they don't lose their policy and the
9 committee thought it might be a good idea to have
10 the board adopt a resolution that makes it
11 blanket, to just let everyone, all our employees,
12 know that based on the pandemic and based on
13 vacation, we'll allow the policy to automatically
14 carry over to the following year with the same
15 rules that are in place about not being able to
16 bank, meaning to use the following year, that sort
17 of stuff.

18 So we could probably discuss that further
19 under Good and Welfare unless anyone wants to
20 discuss that now.

21 MR. AMODIO: Commissioner Kolodziej, if --
22 Joe, I'm sorry, go ahead.

23 MR. BELLA: I was going to say, I agree
24 with allowing them to carry the extra time over
25 because they sacrificed for us and, you know, the

1 way we changed things around, we need to do that.
2 So my recommendation would be allow that, for this
3 time being, allow that to happen.

4 PRESIDENT KOLODZIEJ: Joe, I think maybe
5 to kind of help out the other Commissioners, if
6 you can explain what our vacation policy looks
7 like now.

8 MR. BELLA: They're allowed to carry one
9 year over and, you know, we just do that because
10 sometimes people want to accumulate it because
11 they want to go on a big trip or whatever, you
12 know, they just couldn't get it, so we allow them
13 to do it.

14 Now what we want to do is allow them to
15 carry over more because of the fact that the COVID
16 reorganization has kind of made it difficult for
17 people to take vacations.

18 PRESIDENT KOLODZIEJ: So some of our
19 workers that have been working these split shifts,
20 and this is where the discussion came up for us,
21 you know, if they were one week working on and one
22 week they were off, in order to keep them safe and
23 socially distanced, if it was me and I was in that
24 position, I would look to take a vacation during
25 that week that I was off. So now I've got this

1 extra week's vacation that I'm kind of carrying
2 and the thinking was that if the policy is a use
3 it or lose it, we may wind up with a mad rush in
4 December of people that want to now take off and
5 not lose their vacation time, which they
6 rightfully earned, and the next thing you know we
7 got no one in the department to run the department
8 because everyone's out on vacation.

9 So the concept is that they would be able
10 to move their two weeks over in 2021, which is
11 essentially four weeks, but they would need to use
12 that four weeks during that year. Now we've got a
13 full 12 months to manage people being out as
14 opposed to a condensed six or three months of
15 managing people being out.

16 So that was the thought process behind
17 making the recommendation. As the policy stands
18 now, it all lies with the supervisors and the
19 department heads to make those changes. We
20 thought it might be a good idea for the
21 Commissioners as a whole to make a statement that,
22 as Mr. Bella said, you know, we're looking to try
23 to take care of people who have gone above and
24 beyond the call of duty in terms of risking their
25 health to make sure people still have water.

1 So if there's any questions or any
2 objections to it, I guess now would be a good time
3 to discuss it.

4 All right. Assuming that the people that
5 are on mute are not actually making an objection
6 to it, then what I think would be in order is a
7 motion to prepare a resolution for our next
8 meeting to memorialize this.

9 MR. AMODIO: Can anybody make a motion?

10 COMMISSIONER COTTON: Excuse me, can you
11 hear me?

12 MR. AMODIO: Yes.

13 COMMISSIONER COTTON: My question is, when
14 Mr. Bella said they can carry a year, a year means
15 what, one week? Two weeks? Three weeks? I don't
16 know what a year means.

17 MR. BELLA: It depends on how long you've
18 been here.

19 COMMISSIONER COTTON: Okay. So six weeks
20 they can carry three?

21 MR. BELLA: No, they can carry all six if
22 they want.

23 COMMISSIONER COTTON: Oh, they get six
24 weeks a year.

25 MR. BELLA: No, no. If all the employees

1 that have been on staff, they can get up to five
2 weeks, they can carry that five weeks over. If
3 you're only here a year or two, you can carry two
4 and a half weeks over. So it depends on how long
5 you've been here.

6 COMMISSIONER COTTON: Oh, okay. Okay. So
7 they accumulate in one year three weeks, then they
8 can carry that three weeks.

9 MR. BELLA: That's correct.

10 COMMISSIONER COTTON: Okay. And some
11 people may have eight weeks, but they can carry
12 for that one year.

13 MR. BELLA: The most we get is five weeks
14 anybody. You got to be here more than what, 25
15 years or something like that to get... 25. Isn't
16 it, Lou?

17 MR. AMODIO: I believe that's correct.

18 MR. BELLA: So you got to be here 25
19 years. You can carry those five weeks over and
20 then next year you would have two weeks to take.
21 But really it will make a difference in terms of
22 managing who's in and out.

23 COMMISSIONER COTTON: So it's up to the
24 supervisor then to decide if the employee can
25 carry over. That's what you're saying?

1 MR. BELLA: That's the way it's been, yes.

2 COMMISSIONER COTTON: Okay. And you
3 haven't had no problems with that?

4 MR. BELLA: No, no. We get people
5 sometimes that like, you know, want to go back to
6 where their home is in another country or
7 something like that and visit. They like to
8 accumulate the time and go, so that's one of the
9 reasons.

10 COMMISSIONER COTTON: Okay.

11 PRESIDENT KOLODZIEJ: So, Commissioner
12 Cotton, the policy is in place that we can
13 certainly implement it from an administrative
14 perspective, but the thought process from the
15 committee level was that the Commission as a whole
16 make a statement and early on let our employees
17 know here in July, if you don't get around to
18 taking your vacation, you're not going to get
19 penalized for not taking your vacation over the
20 next six months, we will still look to take care
21 of you. Now I'm sure administratively we would do
22 that anyway or we thought it might be a good idea
23 to let our staff members know that the
24 Commissioners are thinking of them.

25 COMMISSIONER VANNOY: I have a question.

1 Did I just hear you say that it's up to the
2 supervisors to approve the vacation for the
3 employee?

4 PRESIDENT KOLODZIEJ: I believe that's the
5 policy now. You make your request for vacation to
6 your supervisor or department head who would then
7 approve your vacation time, correct.

8 COMMISSIONER VANNOY: What happens if your
9 department head doesn't really like you and they
10 don't want to approve?

11 PRESIDENT KOLODZIEJ: Which is part of the
12 reason, Commissioner Vannoy, why I'm suggesting
13 that we pass a motion at this level to make sure
14 that that does not happen.

15 COMMISSIONER VANNOY: Thank you very much,
16 sir, I appreciate it.

17 COMMISSIONER LEVINE: Hey, Joe.

18 MR. BELLA: Yes.

19 COMMISSIONER LEVINE: Right now aren't
20 they allowed to carry one year anyway right now?

21 MR. BELLA: Yes.

22 COMMISSIONER LEVINE: So what are we
23 trying to do, have them carry two years or are you
24 just trying to memorialize the one year carrying?

25 MR. BELLA: No, we want to give them up to

1 two years for this year and so they can carry it
2 to next year because a lot of them have not taken
3 vacation time because of the way the job is laid
4 out and the fact that they were off every other
5 week.

6 COMMISSIONER LEVINE: So someone can
7 actually have almost four months vacation next
8 year though, right? Isn't that a lot?

9 PRESIDENT KOLODZIEJ: No.

10 MR. BELLA: No, theoretically, you can,
11 but most people are much less than that. We have
12 a fairly young workforce now.

13 The other thing is, it's just really fair
14 because they have gone out of their way and a lot
15 of them have not taken vacation and stuff like
16 that for those reasons.

17 The other reason why, if they want to go
18 out of state, they got to come back and quarantine
19 on their own. So they got to use up to two weeks
20 of their vacation time anyway. If you go out of
21 state to a state with a high COVID rate, they have
22 to quarantine for two weeks after the vacation and
23 that's on them.

24 COMMISSIONER LEVINE: A lot of people are
25 also working from home, so if they go on vacation

1 they can work from their house. They're not
2 looking to take it either. They're working
3 wherever they go on vacation, so they're not
4 looking to waste their vacation when they can work
5 anywhere they are. I would have to think also it
6 goes that way. So if some guy carries over 15
7 weeks, he would have to use all 15 weeks next
8 year?

9 MR. BELLA: No. First off, nobody's going
10 to be carrying 15 weeks that I know of because the
11 most you can get, you know, somebody's been here
12 over 25 years can get five weeks vacation. So the
13 most they're going to be able to be allowed to
14 carry over is ten weeks.

15 COMMISSIONER LEVINE: I thought you said
16 you were giving an extra year. Say they have five
17 from the year before and someone has ten weeks
18 right now, they can carry those whole ten weeks
19 over which would make 15 next year.

20 MR. BELLA: No, they can only carry one
21 week's worth over -- one year's over. So the most
22 they can carry or accumulate is ten weeks.

23 COMMISSIONER LEVINE: Isn't that our
24 policy now that they can carry one year over
25 anyway?

1 MR. BELLA: They can carry one year,
2 before they couldn't take this year. So if they
3 brought a year with them from last time, from last
4 year and then now they got this year, next year
5 they can't carry anymore.

6 COMMISSIONER LEVINE: Right, so that's 15
7 weeks. So say last year someone has five weeks
8 and they brought last year's, Joe, they have ten
9 weeks this year now. Now they're going to bring
10 this ten weeks over to next year. It's 15 weeks
11 next year.

12 MR. BELLA: Right, but they can't carry
13 that over to the next year.

14 COMMISSIONER LEVINE: They would have to
15 use all 15 weeks next year, like I said.

16 MR. BELLA: No, they wouldn't. They'd
17 have to use --

18 COMMISSIONER LEVINE: Ten weeks of it.
19 Ten weeks of it next year.

20 COMMISSIONER FRIEND: This carryover will
21 only apply to this year. In other words, next
22 year they would have use their vacation.

23 MR. BELLA: That's correct.

24 COMMISSIONER VANNOY: So if somebody went
25 to a state right now and they came back and they

1 quarantine for two weeks, they went to Florida and
2 they come back, they have to use two weeks of
3 their vacation time?

4 MR. BELLA: Yes.

5 COMMISSIONER VANNOY: Right.

6 COMMISSIONER VAN RENSALIER: Or sick time.

7 Can they also use sick time?

8 MR. BELLA: It's for vacation. We're
9 saying vacation time. If it's --

10 COMMISSIONER VANNOY: No, he's saying can
11 they use their sick time?

12 MR. BELLA: We're saying you got to use
13 your vacation. If they want to use their sick
14 time, I guess that's up to them. But we're saying
15 if you're on vacation, you use vacation.

16 COMMISSIONER VANNOY: Well, they're not on
17 vacation. They're being quarantined. They're not
18 on vacation.

19 MR. BELLA: Well, I don't know, that would
20 be debatable, wouldn't it? If you go to Florida
21 and you come back and now you got to quarantine
22 for four weeks, that's not really being sick.

23 COMMISSIONER VANNOY: It's not being on
24 vacation either, is it?

25 MR. AMODIO: Just a question for Counsel

1 Brisman. Yaacov, are you there?

2 Okay. Question to you. What about the
3 COVID time that people are allowed to take? Does
4 that apply to someone who would be out of state or
5 out of the country and coming back?

6 MR. BRISMAN: So the most recent rules,
7 and they're not even rules, when the governor said
8 that people should quarantine, they're not
9 obligated. It's advice. It's very specific,
10 there are now 19 states. People think it's a
11 requirement. It's not. It's advice and they
12 should do it.

13 In our discussions, there has not been any
14 update as far as I saw it to the COVID time rules
15 to that specific guidance. So the position that
16 we discussed is that people have already made
17 vacation plans to go down to Florida, California,
18 Arizona, one of these places then you should
19 probably allow the COVID time for them to
20 quarantine. But what you don't want people to do
21 is to realize if I make my flight to go to Florida
22 next week and then I have to quarantine, now I'm
23 able to double dip. So I think that's what we
24 were trying to avoid. But, certainly, if somebody
25 does go to one of those places and they're there

1 now and coming back, they should quarantine and
2 they probably would be able to use their COVID
3 days and that's why, you know, you want to
4 discourage people from doing that moving forward.
5 But there's not been any specific guidance from
6 what I saw unless somebody has information, but
7 nothing in the last week or so that directly
8 addresses the governor's advisory statements to
9 use the use of COVID time.

10 COMMISSIONER VANNOY: So what do we have
11 now for COVID time for our employees?

12 MR. BRISMAN: We follow the law. If
13 they're advised by their medical doctor to
14 quarantine, the State of New Jersey has a guidance
15 document that specifies the scenarios. There are
16 ten different scenarios. If your child can't go
17 to camp. It was more prevalent for a school, but
18 there's specific guidance with respect to the use
19 of COVID. There's a fact sheet.

20 MR. AMODIO: To answer that question,
21 Commissioner Vannoy, it is two weeks of pay and
22 Passaic Valley's payroll system and Mr. Weiss can
23 correct me if I'm wrong, has that ability to track
24 that time.

25 COMMISSIONER VANNOY: Okay. So if

1 somebody just came back from Florida or Arizona,
2 wherever, and they come back they can use their
3 two weeks of COVID if they obviously have to be
4 quarantined. Correct?

5 MR. BRISMAN: Correct.

6 COMMISSIONER VANNOY: Right, okay.

7 COMMISSIONER FRIEND: That doesn't apply
8 for the vacation time, right? Or it does?

9 MR. BELLA: Most people are electing to
10 use their vacation time.

11 COMMISSIONER VANNOY: Why wouldn't they
12 take the COVID two weeks? Then they don't lose
13 anything.

14 MR. BELLA: Unless they get sick. Then
15 they got to take their own sick time or vacation
16 time to cover that time.

17 COMMISSIONER VANNOY: Maybe I'm missing it
18 here.

19 I go to Florida. I work for you guys. I
20 go to Florida. I just got back. Now I got to be
21 quarantined for two weeks. I have two weeks of
22 COVID time that I can take with pay. Correct?

23 MR. BRISMAN: If you have not used it
24 prior.

25 COMMISSIONER VANNOY: Absolutely, yeah, I

1 haven't used it prior. So I have two weeks that I
2 can take. So it doesn't make sense for somebody
3 to use their vacation time when they actually have
4 two weeks of COVID time.

5 MR. BELLA: Let me look into that because
6 I believe that in the guidance it says if you did
7 it before that came out, if you had arrangements
8 before it came out, you can use the COVID time.
9 But afterwards you got to use your own time.
10 That's the State guidance, I believe.

11 COMMISSIONER VANNOY: Do we have a date
12 then when it was I guess said that, you know, at
13 this point you shouldn't do this or you shouldn't
14 do that as far as traveling. Is there a date?

15 MR. BELLA: Yeah, whatever the date the
16 guidance came out.

17 COMMISSIONER VANNOY: What is the date?

18 MR. BELLA: I don't recall off the top of
19 my head. I think it's like June 30th or something
20 like that. That's what I'm looking for now.

21 COMMISSIONER FRIEND: I think we need some
22 guidance from Yaacov in terms of the policy
23 because let's say I'm an employee and I decide,
24 okay, I'm going to go to Florida tomorrow and then
25 like you say, I'm gone for a week or ten days and

1 I come back and I have to quarantine, if you
2 voluntarily put yourself into that situation, then
3 I don't think the vacation days should be carried
4 over because you kind of put yourself in a
5 position where you put a detriment to the Passaic
6 Valley Water Commission. It's different if
7 there's a death down there or somebody has to go
8 out of state for that reason, but just to go on a
9 vacation to one of these 19 states and then come
10 back, I think that's another issue. I don't think
11 you should voluntarily put yourself in that
12 position.

13 COMMISSIONER VANNOY: For instance, I'm
14 supposed to leave next week to go to Florida. I
15 cancelled my trip. I'm not going.

16 MR. BRISMAN: To Commissioner Friend's
17 point, when last I met, I'm not so certain about
18 the guidance that Mr. Bella is referring to. I
19 have not seen anything from the State on this
20 issue. But when we discussed this issue in front
21 of me last week, that exactly what Commissioner
22 Friend is what we had come up that we were going
23 to disseminate to the employees to put them on
24 notice to be fair. If they already had a trip
25 planned, then they can use their COVID time. It

1 might not be wise, as Commissioner Vannoy made
2 what I would think is a wise decision, not to put
3 yourself in danger. But if somebody made plans in
4 January to go down, they come back, they
5 quarantine, they use their COVID time. If
6 somebody wakes up now and says, hey, you know
7 what, I can go down to Florida and then get two
8 weeks, you know, we did not want to encourage that
9 kind of behavior.

10 So we had a discussion like that and I
11 believe that something was going to be
12 disseminated to the employees. I don't know if it
13 ultimately was. But I do not see this particular
14 issue addressed by the State in terms of if you go
15 down right now and then come back if you get COVID
16 time or vacation time. We took a position because
17 we felt it was important to take a position. So
18 that's how that went.

19 COMMISSIONER VAN RENSALIER: Mr. Attorney,
20 if I may, I think it's prudent to note that the
21 State guidance also says that employers do not
22 have to approve vacation for their employees to
23 states that have a high COVID rate. They have no
24 obligation to approve a vacation for their
25 employees to those states.

1 MR. BRISMAN: That's exactly correct. So
2 we're talking about two different issues. One is
3 that it was preexisting and number two is that I
4 don't know that we want to be in the position of
5 saying, oh, you're going to visit your family in
6 Florida, we're not going to let you go. But what
7 we can be in a position to say, if you go and you
8 have to quarantine, we're going to burn your time.
9 You want to go to California; you have a sister
10 who's making a wedding there. You want to go,
11 we're not going to not approve it, but we're
12 putting you on warning, if you decided now to go,
13 you're not getting your time. You're going to
14 have to burn your time when you come back for that
15 two-week period. So that's how we wanted to
16 handle that.

17 COMMISSIONER VAN RENSALIER: This mandate
18 was specifically put in place for the front line
19 personnel like fire and police. We can't have
20 fire and police going out of state where, you
21 know, they have these high virus rates and then
22 coming back and not be able to work for another
23 additional 14 days.

24 MR. BRISMAN: That's right. That's right.

25 COMMISSIONER VANNOY: Yaacov, so you said

1 you were talking about it last week, but don't we
2 have to give our employees, like, say: Listen, at
3 a certain point if you try to travel then you're
4 not going to be able to use your COVID time and
5 not get paid, but we had to have a certain date.
6 Did we let our employees know that yet?

7 MR. BRISMAN: That would be a question
8 better said to the Administration. I don't know
9 if that was distributed or not.

10 MR. BELLA: I believe it was,
11 Commissioner. We sent an email out to all the
12 department heads and they were supposed to be
13 posted.

14 COMMISSIONER VANNOY: When you say you
15 *believe* it was and it was *supposed* to be, if it
16 got done or not, if somebody didn't see it, it's
17 not fair to them, you know.

18 MR. BELLA: That's right. If they didn't
19 see it, they don't know it, and they weren't
20 notified, but...

21 MR. BRISMAN: Let's just followup then.
22 If Administration can just followup with the
23 department heads to just make sure, because it
24 was, you know, it was something that we wanted to
25 distribute widely.

1 COMMISSIONER VANNOY: Right. If they go
2 at this point they should be on their own merit
3 because they know the situation. So people who
4 did it prior to, they should not be held
5 responsible for that because, obviously, we didn't
6 have this in place.

7 MR. AMODIO: Commissioners, if I may, I'm
8 being told and it could be, if Mr. Weiss would
9 weigh in, I'm being told that the COVID time is
10 70 percent of your pay. It works just like
11 disability. Is that correct, Mr. Weiss?

12 MR. WEISS: I believe the rules are very
13 complicated. That's part of it, yes. They're
14 allowed to supplement with existing time. It's
15 much more time complicated than that. The truth
16 is I would defer to our counsel for specifics on
17 how we should or shouldn't be using it and I'm
18 sure he's going to need time to go through to give
19 an answer.

20 MR. BELLA: By the way, notice did go out.
21 They sent it out from Personnel and we sent it
22 directly to the department heads.

23 COMMISSIONER VANNOY: When was that sent
24 out?

25 MR. BELLA: I don't know the exact date.

1 I think it was either last week or Monday. I'm
2 not sure.

3 COMMISSIONER VANNOY: Okay.

4 MR. BELLA: It might have been even before
5 that though.

6 It would be effective the time of
7 notification, really.

8 COMMISSIONER VANNOY: All right. So we're
9 also saying now that whoever took the COVID, they
10 get 70 percent of their pay, not a hundred
11 percent?

12 MR. BELLA: That's the way it works. Plus
13 I think we get reimbursed for some of that, right,
14 from FEMA?

15 COMMISSIONER VANNOY: Well, has anybody
16 been out on two weeks COVID yet, any of our
17 employees?

18 MR. WEISS: Yes, we have employees that
19 are using it.

20 COMMISSIONER VANNOY: And they only got
21 paid 70 percent? Yes? No? Maybe so?

22 MR. BRISMAN: It's a question for payroll.
23 I don't recall seeing that. I'll check that for
24 you, Commissioner Vannoy. I have not looked at
25 how much they get paid. I just looked if they're

1 entitled to their time. If nobody's sure, I will
2 check.

3 COMMISSIONER VANNOY: Thank you. I
4 appreciate that.

5 COMMISSIONER LEVINE: What if they did get
6 paid, what if they did get paid full time for
7 their COVID? They're only supposed to get
8 70 percent. Are we going to get that money back
9 or how does that work now?

10 COMMISSIONER VANNOY: If you did that for
11 one, you should be doing it for all.

12 COMMISSIONER FRIEND: How many employees
13 have put in a request for vacation for the next 30
14 days? Do we know that?

15 MR. BELLA: Not off the top of our head.
16 We would have to go to each department head.

17 COMMISSIONER FRIEND: I mean, is it one?
18 Is it five? Is it 10 or?

19 MR. BELLA: I really can't tell you. It
20 depends on, you know, the individual department
21 heads and when they approve it and how many people
22 they have out. That kind of thing. I mean, we
23 could call up and ask them but I'm guessing it's
24 in the, you know, 20, 30 range.

25 COMMISSIONER FRIEND: That many.

1 COMMISSIONER VANNOY: Let me say what I
2 would like. I would like to know how many people
3 went out on COVID and took their two weeks and if
4 they did get paid 70 percent or if they did get
5 paid a hundred percent. So that would be the
6 first thing that I would like to know.

7 MR. BRISMAN: Commissioners, obviously, I
8 can't give you the number of employees. I just
9 looked it up now and it depends on why you're
10 taking the COVID leave.

11 Just very briefly, you get paid regular
12 rate if you're under a stay-at-home order, if
13 you've been advised by your doctor to self
14 quarantine, or if you're symptomatic and you're
15 trying to get a test done.

16 You get up to two thirds of your regular
17 rate if you are caring for someone who is under
18 quarantine or stay-at-home order. So, basically,
19 you're a parent or a guardian or you have elderly
20 people or you are caring for a child who is
21 schooled or camp, childcare provider is
22 unavailable.

23 So you could also get paid family leave of
24 two thirds for other reasons. So there are
25 various scenarios and that's where that number

1 came in.

2 Certainly, if there's a question about a
3 particular person, somebody raises a question as
4 to how much they should be paid or complains that
5 they weren't paid correctly, you know, that would
6 certainly be brought I'm sure to legal and we
7 would review it. But depends on the scenario.

8 COMMISSIONER VANNOY: And what scenario
9 was it when they come back from a state with a
10 high COVID rate when we tell them they have to
11 stay home and quarantine for 14 days, what
12 scenario is that?

13 MR. BRISMAN: That scenario, as I
14 explained earlier, Commissioner, that I have not
15 seen specifically addressed. That's why we took a
16 position and we said in fairness to employees and
17 in fairness to the Commission and the ratepayers,
18 if you already had a trip planned, we're going to
19 give you COVID time. You're going to quarantine;
20 you'll get paid.

21 If you didn't have a trip planned and now
22 you want to *double dip*, potentially, we're putting
23 you on notice, you have to take vacation time.

24 Now, will guidance come out that will say
25 different; I don't know. But with the facts that

1 we have now, we took a position that we felt was
2 fair to the employees and fair to the Commission.

3 COMMISSIONER FRIEND: I think we're off
4 the discussion that was started about whether or
5 not we're going to permit the employee to carry
6 forward any vacation time because of the fact that
7 they've been working and not taking vacation. Now
8 we're talking about what happens if they're out
9 because of COVID and what have you.

10 I think the motion should be or the
11 resolution should be, yes, we're going to permit
12 them to take the vacation time if they don't use
13 it. As far as these other issues that we've been
14 talking about, comply with the laws period. I
15 mean, we've gotten far off of what the original
16 discussion was.

17 PRESIDENT KOLODZIEJ: Sounds like we have
18 a motion from Commissioner Friend.

19 Is there a second to that motion?

20 COMMISSIONER VAN RENSALIER: Second.

21 MR. AMODIO: On the roll.

22 COMMISSIONER VANNOY: What was that motion
23 for again?

24 MR. AMODIO: There was a motion,
25 resolution to memorialize to carry over vacation

1 time.

2 COMMISSIONER VANNOY: Yes, yes.

3
4 (Roll call was taken, all Commissioners
5 present respond in the affirmative. Commissioner
6 Sanchez is absent)

7
8 MR. AMODIO: One question, who will be
9 preparing this resolution?

10 COMMISSIONER VAN RENSALIER: You.

11 MR. AMODIO: Me? I will defer to Counsel
12 Brisman.

13 MR. BRISMAN: I will be more than happy to
14 prepare the resolution.

15 MR. AMODIO: Thank you.

16 Anything else for personnel?

17 PRESIDENT KOLODZIEJ: No, that concludes
18 the personnel committee report.

19 MR. AMODIO: Special projects.

20 PRESIDENT KOLODZIEJ: Special projects had
21 to meet once in order to get the job done, unlike
22 personnel.

23 We reviewed 15 contracts. Nine of them
24 appear on this morning's agenda. They have a
25 certain degree of urgency to them. That's the

1 reason why you see them on here. We're looking to
2 get the balance put on at our next meeting.

3 Of note is that we are rejecting and going
4 out to rebid on oxygen. The way the State
5 statutes are established, because we didn't
6 receive any responsive bids, if we go out and bid
7 a second time and do not receive any responsive
8 bids we would then be able to negotiate with any
9 party that was interested providing service.

10 Right now there's a little bit of a disconnect
11 between what our language says and what a lot of
12 the suppliers are talking about in terms of what
13 they're comfortable and they all seem to be
14 uniform. So we're thinking we'll send out our
15 bids exactly the way we had last time and then
16 we'll open up discussion and make a decision as to
17 what would best meet the needs at the most
18 reasonable cost for the water commission.

19 The other item on the agenda is that every
20 five years the State reviews the bid threshold and
21 then revises the number. This is the year that
22 they do that. They have moved the bid threshold,
23 if you have a licensed qualified purchasing agent,
24 they moved the bid threshold from \$40,000 to
25 \$44,000 and we have a resolution on this morning's

1 agenda to move that threshold to \$44,000 as
2 allowable by the State.

3 That pretty much concludes special
4 projects.

5 MR. AMODIO: Thank you.

6 Any questions?

7 Executive Director's report.

8 MR. BELLA: The biggest issue we have now
9 is reconstituting the forces. We have it planned
10 for July 20th where we're going to bring everybody
11 back to their normal hours. However, we intend to
12 stagger their start times so we don't have the
13 whole crew in common areas, such as showers and
14 locker rooms and lunch rooms and that kind of
15 thing all at one time and give us enough time to
16 get in there and clean in between. So there's
17 some of the precautions we're doing.

18 We're doing task hazard analysis for each
19 one of them, which we're required to do by OSHA,
20 for each group. How we're going to protect our
21 employees, that's all being done as we speak, most
22 of them are done.

23 The one issue that we're having now, just
24 popped up in the last day or two is the fact that
25 in our policy it says we're not going to do .95 on

1 the R value for transmission rates and New Jersey
2 just popped over 1, it's like 1.02. So we're
3 going to be watching that and see what's going on.
4 That denotes that there's now community spread,
5 just popping up and people don't know where
6 they're getting it from. So we're working on that
7 and there'll be a series questionnaires and that
8 kind of thing that they'll have to fill out.
9 Every person will have to get tested every morning
10 when they come in. We're trying to keep them
11 separated from, you know, where they're not
12 together. So, anyway, those are the preparations
13 we're doing.

14 All the other projects, our big
15 construction projects are moving forward very
16 nicely.

17 Getting ready to design the big Paterson
18 water transmission and distribution system upgrade
19 rehab. In general, things are going well.

20 Wholesale is, and Yitz will talk more
21 about this, I'm sure, wholesale is doing very
22 well. It's all setting the losses in retail,
23 which are not real big to start off with, but
24 clearly, you know, it's pretty good. We're
25 actually above our -- last year or last month was

1 greater than what it was a year ago. So that's a
2 good sign actually.

3 COMMISSIONER FRIEND: While you are
4 talking about wholesale, Joe, I notice on the
5 agenda about Ridgewood. Do we supply them now or
6 is this something new?

7 MR. BELLA: No, we don't.

8 COMMISSIONER FRIEND: We don't supply to
9 them?

10 MR. BELLA: We do not.

11 The second or third month that I started
12 here in 1984, Wendel took me to Ridgewood and we
13 were trying to put a deal together because we were
14 trying to reassure them that our water quality was
15 good enough for Ridgewood and it's finally come to
16 fruition now. It took awhile, but we got them.

17 COMMISSIONER FRIEND: Where do they get
18 their water from now?

19 MR. BELLA: Wells. And the wells are
20 becoming contaminated with PFOA and PFOS and that
21 kind of thing. So they're having problems. Plus,
22 they're having allocation issues. They're right
23 up against their allocation all the time. So they
24 need to get water from someplace else and we're a
25 logical place to get it.

1 COMMISSIONER FRIEND: They have no outside
2 supplier? Because I seem to remember --

3 MR. BELLA: They do.

4 COMMISSIONER FRIEND: I thought it was
5 Ridgewood that they had an outside supplier and
6 they were arguing over the rate or the amount that
7 was owed at that time.

8 MR. BELLA: They also buy a fairly small
9 amount of water from SUEZ. But for their system
10 and the fact that we're cheaper than SUEZ and that
11 kind of thing, we're a good place and we have a
12 really good reputation for water quality and that
13 kind of thing, reliability. They had a whole
14 study done wherever they would try to get the
15 water and it was us.

16 MR. DUPREY: In addition to that, there's
17 the minimal annual purchase. It's about 300
18 million gallons a year and at our wholesale rate
19 that's about \$859,000 per year for each year in a
20 15-year contract. It also has a ten-year
21 extension. And the amount of capital improvements
22 we have to put in are going to be less than one
23 year, give or take, you know, of their minimum
24 purchase. So it's a very good deal for PVWC.

25 MR. BELLA: It's a really good expansion

1 as retail consumption goes down, we're offsetting
2 that. So we don't have stranded capital. This
3 has been our strategy for years and years.

4 COMMISSIONER FRIEND: I don't have a
5 problem with it. Like I say, something in the
6 back of my mind indicated they had an issue with
7 whoever was supplying them the water in the past.

8 MR. BELLA: It might be.

9 MR. DUPREY: Just one last thing, by the
10 way, the capital monies that we put in, if they
11 don't do their share of their capital work, we get
12 our capital reimbursed. So we don't have stranded
13 capital in the construction.

14 MR. AMODIO: If I may, this was listed
15 under closed session, so I guess we could remove
16 that discussion now at this point?

17 MR. DUPREY: Yes.

18 MR. AMODIO: Okay. One less thing we have
19 to discuss.

20 COMMISSIONER VANNOY: Hey, Joe, you said
21 everybody's coming back to work on the 20th?

22 MR. BELLA: Yes. But we're still watching
23 the R value for this because we might have to be
24 careful. If this starts to really rise, we're
25 going to have to hold off.

1 COMMISSIONER VANNOY: When you say
2 *everybody*, are you talking about Customer Service?

3 MR. BELLA: No, all outdoor operations.

4 MR. AMODIO: And the lab.

5 MR. BELLA: And the lab.

6 The lab, the reason why we're allowing
7 that is because the air circulation and air
8 handling in the lab is much more extensive than
9 you would have in any normal indoor operation.
10 That's all designed to keep air exchanges and that
11 kind of thing at very high levels. It's not
12 because of bugs or viruses, but because of
13 chemical uses and stuff like that.

14 COMMISSIONER VANNOY: Okay. So all
15 outdoor people?

16 MR. BELLA: Yes.

17 MR. AMODIO: Actually, Commissioner
18 Vannoy, it was the three departments that were
19 working one week on/one week off. Those are the
20 ones that are coming back. Correct, Joe?

21 MR. BELLA: Yes.

22 COMMISSIONER VANNOY: That was
23 Maintenance, Distribution, and who was the third?

24 MR. AMODIO: The lab.

25 MR. BELLA: The lab.

1 COMMISSIONER VANNOY: The lab. Okay.

2 COMMISSIONER LEVINE: The department heads
3 and supervisors are coming back too that were out?

4 MR. BELLA: Yep.

5 COMMISSIONER VANNOY: The department heads
6 should be back at work. If we have workers back
7 at work, department heads should be at work.

8 MR. BELLA: Yes, that's going to be.

9 COMMISSIONER VANNOY: Department heads
10 have their own offices, they should not be worried
11 too much because they already have their own
12 offices.

13 MR. BELLA: Yeah, they're all coming back.
14 They've all been back, really most.

15 COMMISSIONER VANNOY: Well, that's not
16 true, Joe. They're not all been back.

17 MR. BELLA: Most I'll say.

18 COMMISSIONER LEVINE: What's the plan for
19 bringing back the rest of the department heads and
20 stuff, Joe?

21 MR. BELLA: Well, the plan is, is when
22 there is viable vaccines or we have some
23 therapeutic agent to get them back or we have to
24 completely redesign the offices to get better air
25 in. It is clearly call centers and offices with

1 cubicles are one of the largest spreaders of the
2 virus.

3 COMMISSIONER LEVINE: The department heads
4 have their own offices, Joe.

5 MR. BELLA: I'm not talking about
6 department heads; I'm talking about the individual
7 people. The department heads can come back. It's
8 not a problem, especially, if you don't have that
9 many people.

10 COMMISSIONER LEVINE: When are we
11 anticipating that, the department heads coming
12 back and the other departments? They have their
13 own offices. They can come back.

14 COMMISSIONER FRIEND: Joe, you're talking
15 about a vaccine, that may be months away.

16 MR. BELLA: Yes.

17 COMMISSIONER FRIEND: We're in the year
18 2020.

19 MR. BELLA: I'm not talking about the
20 department heads, I'm talking about the call
21 centers.

22 COMMISSIONER FRIEND: I'm talking about
23 even the employees. Most places are bringing
24 employees back and they're making the required
25 partitions or what have you in order to, and

1 requiring them to wear face masks and things of
2 that nature. But I would think too many companies
3 are going to be operating remotely up until the
4 end of the year or into the year 2021.

5 MR. BELLA: Actually, in my survey of
6 other water utilities, they're doing exactly what
7 we're doing. They're bringing back their outdoor
8 people and in staggered shifts, that kind of
9 thing.

10 COMMISSIONER LEVINE: Joe --

11 MR. BELLA: Hold on, let me finish. May I
12 finish?

13 COMMISSIONER LEVINE: Yeah, go ahead.

14 MR. BELLA: The indoor call centers and
15 offices where there's cubicles are bringing them a
16 lot less. The science is very clear on this issue
17 and I do not recommend it. You can get a lot of
18 people sick fast or you can end up getting a lot
19 of people quarantined real fast.

20 COMMISSIONER FRIEND: Joe Kolodziej, what
21 is your town doing in terms of bringing back their
22 employees?

23 PRESIDENT KOLODZIEJ: Maplewood has
24 brought back employees after we have addressed the
25 office issues. Ventilation was issued.

1 Partitions were issued. Additional hand
2 sanitizing.

3 We've limited the public's access to the
4 building still.

5 We're running split shifts with the DPW.

6 We have isolated vehicles for the police
7 department.

8 The fire department is going through
9 additional deep cleanings because of the nature of
10 their 24-hour shifts and also the nature of
11 decontaminating their uniforms and equipment after
12 each ambulance run.

13 So, I mean, we've done a lot of work over
14 the last two months to get us to where we are now.

15 We still have work to do with our jitney
16 service, so that's not going to come online until
17 September. We're syncing our jitney service with,
18 we sent out a questionnaire to our community and
19 the majority of our residents who work in
20 Manhattan are either not going back to work until
21 October 1st or they're not reporting back to work
22 until January 1st, so that's the reason why we're
23 looking to take a little additional time with
24 what's going on with our jitneys and what other
25 transits do with the train station.

1 MR. BELLA: We're watching it. If it
2 looks like, you know, if we get down, the R value
3 starts to come back down and is very low, then
4 we'll consider it. We're watching it. We're
5 doing it based on something that's reproducible,
6 has some validity, science. Not just -- the other
7 thing is, I'm going to tell you, Commissioner,
8 like in our call center, our productivity went way
9 up. It really did. I mean, I'm not saying that
10 should be the end of it, but it went up. People
11 were fielding more calls and that kind of thing.

12 COMMISSIONER VANNOY: Where are we at with
13 putting partitions, as far as that goes?

14 MR. BELLA: I'm sorry?

15 COMMISSIONER VANNOY: Where are we at with
16 our partitions by Customer Service or any other
17 places that we're putting up partitions at? Where
18 are we at with that?

19 MR. BELLA: I believe they're ordered, but
20 I still think they're inadequate. It's not good
21 enough.

22 COMMISSIONER LEVINE: Joe, Joe --

23 MR. BELLA: You got too many people in too
24 small of a place.

25 COMMISSIONER LEVINE: Joe, I know friends

1 and people they're full working at the Madison
2 Water System. SUEZ almost has everybody back.

3 MR. BELLA: Not at call centers.

4 COMMISSIONER LEVINE: I know the
5 department heads. A lot of my friends are
6 managers and all of the department heads, even in
7 the call centers are there. I mean, I just went
8 through this with some of my friends over there.

9 MR. BELLA: I just talked to a guy from
10 American and I talked to the guy that runs SUEZ
11 and they said they're not bringing them back until
12 they really --

13 COMMISSIONER LEVINE: The department
14 heads? You're talking about just one department,
15 call centers you're talking about.

16 MR. BELLA: The call centers. The
17 accounting departments. I mean --

18 COMMISSIONER LEVINE: The department heads
19 aren't there either?

20 MR. BELLA: No, no, they're coming in.

21 COMMISSIONER LEVINE: Our department heads
22 aren't coming in either. They have their own
23 offices. I mean, people should start setting
24 precedence and start bringing the people back.
25 The department head for every department should be

1 in. Supervisors, they have their own offices.

2 MR. BELLA: I don't have a problem with
3 that. I just don't want to bring the whole gang
4 in at one time.

5 COMMISSIONER LEVINE: Maybe do it slowly.

6 COMMISSIONER VANNOY: Joe, I'm with you
7 about bringing Customer Service people back early
8 because I do believe that is where it will spread.
9 It is kind of close.

10 Department heads, I agree they should be
11 back.

12 But I'm all for not bringing back those
13 workers who are in close quarters until we
14 actually have something in place that we feel
15 comfortable about.

16 So just, for the record, I know other
17 people want it, but I'm...

18 COMMISSIONER FRIEND: Joe, the people who
19 are in close quarters, maybe half the staff can
20 work on Monday, Wednesday, and Friday one week and
21 the other half Tuesday, Thursday and then the
22 following week they switch.

23 I mean, when you indicated not until
24 there's a vaccine, I don't know anybody talking
25 about not bringing people back until there's a

1 vaccine. The colleges are opening up. The
2 schools are probably going to be opening up with
3 guidelines, with procedures in effect that will
4 protect people. I don't want to expose anybody,
5 but I think, you know, if we're going to be the
6 only one who's not bringing people back, I don't
7 think we're going to look well. I think we have
8 to spend money to put up partitions, Plexiglass,
9 whatever it may be, let's do it. But I just don't
10 think the office staff, you know, remaining on,
11 you know, remote.

12 MR. BELLA: Back into the community spread
13 thing here, that means if we don't get a hold of
14 it soon, we'll be back on a second wave shortly,
15 in the next four weeks or so. We got to wait and
16 see until we see what's going on here. The
17 science is clear. I'm not going to be in a
18 position where we bring everybody back and we end
19 up with a lot of people.

20 Now, the partitions and that kind of thing
21 are fine, but the transmission in those kind of
22 places are not generally directly face to face
23 kind of thing. It's the area gets filled up with
24 higher concentrations of virus and over long
25 periods of time people breathe that, that's enough

1 to get them sick.

2 So, please, let me do what I need to do
3 and, understand, I would like to get them back and
4 frankly, there's no reason other than the science
5 not to bring them back. I have no problem with it
6 except for the science. Let's work together and
7 figure out what's going on here and see what's
8 going to happen. I mean, you see how fast things
9 turned around. We were .6 on the R value, then we
10 are .78, then we were .99, and now we're 1.2 all
11 in a matter of a week. We've got to be careful,
12 Commissioners.

13 COMMISSIONER LEVINE: I think we need a
14 plan, Joe.

15 MR. BELLA: We have a plan. We sent it
16 out to you, Commissioner. There it is.

17 COMMISSIONER LEVINE: No, no, a plan when
18 we're going to open. At least get the department
19 heads.

20 COMMISSIONER VANNOY: How are you going to
21 have a plan if we don't know what's going on yet?

22 COMMISSIONER LEVINE: No, like we're
23 bringing the department heads back. We're keeping
24 the Customer Service home.

25 MR. BELLA: Oh, we did that. We sent it

1 out to you, Commissioners. We sent it out to you.
2 That's why I said -- you know, we were starting to
3 get to the point where we were starting to get
4 more comfortable. Now all of a sudden it went up,
5 that number. So we need to watch that.

6 You got to understand something else, it's
7 not only just about that. These also can be OSHA
8 violations. We bring them back too soon without
9 the proper test, hazard analysis and people start
10 to get sick, we can end up with an OSHA violation.

11 So trust me, if we can get back to normal,
12 I would be more than happy to put it back there,
13 but I want to do it in a good, logical scientific
14 way. This is not an emotional issue; this is the
15 real deal. It's not political. This is the real
16 deal. We're faced with a real enemy and this is
17 what we have to do and I will bring them back as
18 soon as we possibly can.

19 COMMISSIONER VANNOY: This is your
20 decision though, right? Correct?

21 MR. BELLA: I believe so.

22 COMMISSIONER VANNOY: So, listen, and I'm
23 fine with it.

24 MR. BELLA: Okay. I will do it,
25 Commissioner. You have my word. I will make sure

1 that we will get people back as fast as we can.

2 COMMISSIONER VANNOY: I appreciate you
3 looking out for our workers and their safety.

4 MR. AMODIO: Okay. Next is Controller's
5 Report.

6 COMMISSIONER COTTON: Can you hear me?

7 MR. AMODIO: Yes.

8 COMMISSIONER VANNOY: We can hear and see
9 you.

10 COMMISSIONER COTTON: Okay. Thank you.

11 I want to say, so you're saying that all
12 the Customer Service ladies are all working from
13 home?

14 MR. BELLA: Yes.

15 COMMISSIONER COTTON: Because, you know, I
16 know you probably have been bombarded from the
17 citizens of Paterson looking for their sewer, not
18 sewer, looking for their water volume, how much
19 was used from 2017, 2018, 2019. So I was
20 wondering, how were people getting those?

21 MR. BELLA: They get it right there.
22 Commissioner, it's exactly like they're in the
23 office. They can see everything. They can do
24 everything. When the phone rings, it goes
25 directly to their... It's exactly like they're in

1 the office.

2 COMMISSIONER COTTON: Okay. So then --

3 MR. BELLA: They can give you all that,
4 yes. We did take note of that. We were getting a
5 lot because of the new sewer bills are going out,
6 so they've been on top of that.

7 COMMISSIONER COTTON: Right, yeah, because
8 the rates are based on the water usage that they
9 use. I was just wondering how they were getting
10 it.

11 MR. BELLA: That's how they do it.

12 COMMISSIONER COTTON: All right. Thank
13 you.

14 MR. AMODIO: Okay. Nothing further, we
15 can now move on to the Comptroller's report.

16 MR. WEISS: Cash on hand is 15.1 million.
17 Accounts receivable is at 18.6 million,
18 18.7.

19 Accounts payable is 6.1 million.

20 As Joe mentioned, our cash flow is
21 actually very strong. Our cash flow this past
22 month was better than it was last year for this
23 past month.

24 Joe mentioned about wholesale. There has
25 been an uptake in wholesale sales. I haven't seen

1 a really big dip in terms of retail sale, so cash
2 flow, we're doing very well cash flow wise so far.
3 We're still watching it. We're still monitoring
4 it. We're planning for the worst, but we're
5 seeing good stuff.

6 Just to clarify one thing Commissioner Van
7 Rensalier mentioned, he did a great job covering
8 the stuff that he did at the finance committee
9 meeting, most of the banks that are out there are
10 paying very, very little in interest. Most of
11 them are paying somewhere between .05 percent and
12 .1 percent. That's what a lot of them are paying.
13 The ones that are sticking with the rates that
14 they originally quoted us are the two banks. One
15 is giving 1.66, the other one is giving us 1.45.
16 That's excellent. That's significantly higher
17 than what's available out there. The only reason
18 we get that, first of all, it's because they were
19 honorable enough to stick to what they agreed to.
20 Second of all, because of the relationships that
21 we built with them over the years.

22 So I can't over emphasize how important
23 that is that we've been able to do that.

24 The upgrade for the billing has started or
25 they're going to be starting testing again this

1 week and so far things are progressing.

2 That's all I have.

3 COMMISSIONER FRIEND: Who's doing the
4 upgrade on the billing, Yitz? Who's doing the
5 upgrade?

6 MR. WEISS: Billing, Finance, and Customer
7 Service.

8 COMMISSIONER FRIEND: All current
9 employees?

10 MR. WEISS: Correct.

11 MR. AMODIO: Any further questions?

12 Okay. If I could have a motion to go to
13 closed session.

14 COMMISSIONER VAN RENSALIER: Move it.

15 MR. AMODIO: Do I have a second?

16 COMMISSIONER FRIEND: Second.

17 MR. AMODIO: Commissioner Van Rensalier
18 offers the following Resolution for adoption:

19 Whereas, Section 8 of the Open Public
20 Meetings Act permits the exclusion of the public
21 from a meeting in certain circumstances; and

22 Whereas, the public body is of the opinion
23 that such circumstances presently exist;

24 Now, therefore, be it resolved by the
25 Commissioners of Passaic Valley Water Commission:

1 1. The public shall be excluded from
2 discussion of the hereinafter specified subject
3 matters; the general nature of the subject matters
4 being: Financial, Insurance, Personnel,
5 Contracts, Negotiations, Security, Law, and other
6 matters as may be discussed in camera.

7 2. It is anticipated at this time that
8 the above-stated subject matters will be ratified
9 during public meeting following or as soon
10 thereafter as the reason for discussion no longer
11 exists.

12 3. This resolution shall take effect
13 immediately.

14 Second by second by Commissioner Friend.

15 On the roll.

16
17 (Roll call was taken, all Commissioners
18 present respond in the affirmative. Commissioner
19 Sanchez is absent)

20
21 MR. AMODIO: The time is 10:43 a.m.

22 If you give us one moment, we will stop
23 live stream.

24
25 ***

1 MR. AMODIO: We're all on. We're going
2 live.

3 Roll call.

4

5 (Roll call was taken, all Commissioners
6 present respond in the affirmative. Commissioners
7 Sanchez and Vannoy are absent)

8

9 MR. AMODIO: You have a quorum.

10 The time is 12:37.

11 We'll move on to the Consent Agenda.

12 We have minutes of Passaic Valley Water
13 Commission in camera session and regular public
14 meeting held on June 10th, 2020.

15 Do I have a motion?

16 COMMISSIONER LEVINE: Motion.

17 MR. AMODIO: Motion by Commissioner
18 Levine.

19 Do I have a second?

20 COMMISSIONER COTTON: Second.

21 MR. AMODIO: Thank you, Commissioner
22 Cotton.

23 On the roll.

24

25 (Roll call was taken, all Commissioners

1 present respond in the affirmative. Commissioners
2 Sanchez and Vannoy are absent)

3

4 MR. AMODIO: Thank you very much.

5 Next, does the Chair accept, receive, and
6 file miscellaneous purchase order reports for the
7 period of June 6, 2020, to July 2nd, 2020?

8 PRESIDENT KOLODZIEJ: Yes.

9 MR. AMODIO: Thank you, sir.

10 Moving on, we have Resolutions. Would the
11 board like to do one roll call on these or would
12 they like to separate them out?

13 COMMISSIONER LEVINE: Separate them.

14 MR. AMODIO: Separate them out. Okay.
15 This does not include the energy one, Jeff, by the
16 way.

17 COMMISSIONER LEVINE: Okay.

18 MR. AMODIO: So do you still want to
19 separate them out?

20 COMMISSIONER LEVINE: Well, I have
21 questions on some of them. If you want me to ask
22 the questions first, I'll ask the questions first.

23 MR. AMODIO: Please do.

24 COMMISSIONER LEVINE: All right. On *b*,
25 the resolution of PVWC approving, why is the

1 increase the bid threshold going to \$44,000?

2 PRESIDENT KOLODZIEJ: As I explained
3 during the special projects report, the State
4 every five years adjusts the bid threshold if you
5 have a licensed qualified purchasing agent and
6 this is the year that they do it. They moved it
7 from \$40,000 to \$44,000. Since we had it at the
8 ceiling for all these years, it made sense to make
9 the recommendation to continue to keep it at the
10 ceiling, so the recommendation is to follow the
11 State and go to \$44,000.

12 COMMISSIONER LEVINE: Okay. That makes
13 sense.

14 The other question I had. Contract *f*, *g*,
15 and *h*, the three for the engineering and water
16 main repairs, were all those RFP'd out? Were
17 there other bids on these? How were these given
18 out?

19 MR. DUPREY: Yeah, *f* and *g*, those are just
20 regular bids. You know, we went out to bid. We,
21 you know, the whole nine yards. They're just
22 typical bids for working the distribution system.

23 COMMISSIONER LEVINE: What about *h*?

24 MR. DUPREY: Let's see, which one is *h*?

25 The same thing with the Professional

1 Services. That's a little different because
2 that's construction administration services and,
3 you know, we had received a number of responses.
4 They were reviewed in the Engineering Department.
5 They were ranked and the lowest, you know, the
6 lowest price. And also, you know, they got the
7 most points was Crew Engineers in the amount of --

8 COMMISSIONER LEVINE: Don't we get to see
9 that stuff? What bids, how they ranked it, stuff
10 like that?

11 MR. AMODIO: Commissioner Levine, if I
12 may? It's in your agenda packet and it is in that
13 resolution. It's page 6. It is Mr. Duprey's memo
14 to the Commissioners. It gives a summary,
15 background, and then the evaluation with the score
16 and the dollar amounts.

17 COMMISSIONER LEVINE: I mean, my agenda's
18 probably at the office.

19 PRESIDENT KOLODZIEJ: So at the risk of
20 sounding repetitive, because we gave this
21 information during the special projects committee
22 report, all of these items that are on the agenda
23 were reviewed at the special projects committee
24 and all three members voted to move it forward for
25 full board approval.

1 COMMISSIONER LEVINE: All right.

2 MR. AMODIO: Any further questions?

3 Do I have a motion to move?

4 Would someone like to make a motion?

5 COMMISSIONER VAN RENSALIER: Move it.

6 MR. AMODIO: Thank you, Commissioner Van

7 Rensalier.

8 Would someone like to second it?

9 COMMISSIONER COTTON: Second.

10 MR. AMODIO: Thank you, Commissioner

11 Cotton.

12 On the roll.

13

14 (Roll call was taken, all Commissioners
15 present respond in the affirmative. Commissioners
16 Sanchez and Vannoy are absent)

17

18 MR. AMODIO: Motion approved.

19 (Whereupon, the following Resolutions were
20 approved:

21 a. Emergency Resolution-Emergency
22 Procurement of Water Quality Flushing/Sampling
23 Equipment for PVWC's Distribution System-Vendor,
24 A.P. Certified Testing of Ringwood, NJ in the
25 amount of \$173,374.10.

1 b. Resolution of PVWC approving the
2 Increase of PVWC's Bid Threshold from \$40,000.00
3 to \$44,000.00.

4 c. Contract No. 20-B-15 "Subsurface
5 Exploratory Investigation for Determination of
6 Lead Service Line" Recommendation to award a two
7 (2) year contract to Montana Construction Corp.,
8 Inc., of Lodi, NJ in the amount of \$6,944,920.00.

9 d. Contract No. 20-B-25 "Maintenance of
10 HVAC Equipment and Systems" Recommendation to
11 award a two (2) year contract to Power Services
12 Company, Inc., of Cedar Grove, NJ in the amount of
13 \$264,350.00.

14 e. Contract No. 20-B-32 "Furnish and
15 Deliver Valves for Wanaque and Verona Pumps"
16 Recommendation to reject and re-bid.

17 f. Contract No. 20-B-37 "Emergency Water
18 Main Repairs" Recommendation to award a two (2)
19 year contract to Montana Construction Corp., Inc.
20 of Lodi, NJ in the amount of \$3,669,434.00.

21 g. Contract No. 20-B-38 "Replacement of
22 Water Main Appurtenances" Recommendation to award
23 a two (2) year contract to CRJ Contracting Corp.
24 of Somerville, NJ in the amount of \$8,048,770.00.

25 h. Project No. 20-P-80 "Professional

1 Engineering Construction Phase Services for Lead
2 Service Line Replacement" Recommendation to award
3 to Crew Engineers, Inc. of Butler, NJ in the not
4 to exceed amount of \$1,616,930.00.

5 i. Contract No. 20-B-5 (Re-Bid) "Liquid
6 Oxygen" Recommendation to reject and re-bid.

7 j. Emergency Resolution-Emergency Repairs
8 to PVWC's Residuals Thickening Tanks-Vendor, US
9 Tank Painting, Inc. of Millstone, NJ in the amount
10 of \$221,800.00)

11
12 MR. AMODIO: Next item is New Business.

13 Summary of disbursements and payrolls
14 through July 8, 2020, in the amount of
15 \$6,758,914.51.

16 Would the Treasurer like to make a motion?

17 COMMISSIONER VAN RENSALIER: So move.

18 MR. AMODIO: Thank you, Commissioner Van
19 Rensalier.

20 Do I have a second?

21 COMMISSIONER COTTON: Second.

22 MR. AMODIO: Thank you, Commissioner
23 Cotton.

24 On the roll.
25

1 (Roll call was taken, all Commissioners
2 present respond in the affirmative. Commissioners
3 Sanchez and Vannoy are absent)

4
5 MR. AMODIO: Thank you.

6 Moving on. Recommendations from closed
7 session.

8 I will start with the resolution that was
9 just discussed in closed that is Contract 20-B-24
10 "Electrical Energy Supply For All Accounts."

11 Recommendation is to award a 24-month
12 contract to Constellation New Energy of Baltimore,
13 Maryland in the amount of \$6,860,385 as discussed
14 in camera.

15 Any questions?

16 Do I have a motion?

17 COMMISSIONER VAN RENSALIER: Move it.

18 MR. AMODIO: Thank you, Commissioner Van
19 Rensalier.

20 Second.

21 COMMISSIONER COTTON: Second.

22 MR. AMODIO: On the roll.

23
24 (Roll call was taken, all Commissioners
25 present respond in the affirmative. Commissioners

1 Sanchez and Vannoy are absent)

2

3 COMMISSIONER FRIEND: Reluctantly, yes.

4 MR. AMODIO: Thank you.

5 Gentlemen, Mr. Fowler, Mr. Parr, we will
6 get this to you as soon as possible. We're not
7 going to be able to get signatures on them today,
8 if that's okay.

9 MR. DUPREY: No, you have to, Lou. They
10 have to.

11 MR. AMODIO: Okay. Well, then I'm going
12 to need Commissioner Kolodziej and Commissioner
13 Friend to either come in or we have to set
14 something up to get this signed.

15 COMMISSIONER FRIEND: Can't they take a
16 copy that you can email to them?

17 MR. AMODIO: Yes, but I still need your
18 signature and Commissioner Kolodziej's.

19 COMMISSIONER FRIEND: Yeah, but I mean, if
20 you email them to Joe and I, we can sign it and
21 get the original back to you.

22 MR. AMODIO: Sounds good.

23 Brandon, that's okay?

24 MR. DUPREY: Is that the right approach?

25 MR. FOWLER: We will need signed copies,

1 yes.

2 We can notify the suppliers and the
3 position will get hedged in the absence of a
4 signature I'm virtually certain. But that said,
5 we will need signed docs today and the
6 instructions should be with it.

7 PRESIDENT KOLODZIEJ: I think the question
8 is, can we send the signature pages emailed over
9 to me where I would sign it and scan it back,
10 which will then get emailed over to Commissioner
11 Friend who would then sign it and scan it back.
12 Then you would have a document that has both
13 signatures, but it's not a wet signature.

14 MR. FOWLER: I will check on that. I
15 believe that that's going to be adequate. I'll
16 check on that and let the staff know if that is
17 not the case, but I expect that should be fine.

18 MR. AMODIO: I will certify the resolution
19 once that's done, Brandon.

20 MR. FOWLER: Okay.

21 MR. AMODIO: And I'll put our stamp on it
22 and we could brush it over with a pencil so you
23 can see.

24 PRESIDENT KOLODZIEJ: We can always
25 provide the wet signature afterwards, but we can

1 provide a document that has signatures today and
2 if it's required that it needs to be wet, we'll
3 get that taken care of also.

4 MR. FOWLER: I will contact Constellation
5 and make sure that that's acceptable. If not,
6 I'll work through Craig on staff in order to get
7 this stuff processed.

8 MR. AMODIO: Commissioner Friend and
9 Commissioner Kolodziej, Gregg is going to prepare
10 the resolution if Jim Duprey hasn't already and
11 send it to you to sign.

12 If not, Jim, we'll have Gregg take care of
13 that immediately?

14 MR. DUPREY: Yeah, I mean, he has the base
15 document --

16 MR. AMODIO: Yeah, he knows what to put
17 in.

18 So, Commissioner Kolodziej, Friend, you
19 will receive it from Gregg Lucianin shortly.

20 PRESIDENT KOLODZIEJ: You're probably
21 going to need do it sequentially, otherwise,
22 you'll get back a document that has my signature
23 on page --

24 MR. AMODIO: We'll send it to you first
25 and then Commissioner Friend and back to me and

1 Gregg will get it to Brandon.

2 MR. DUPREY: Lou, would it go quicker if I
3 filled in the Resolution?

4 MR. AMODIO: He has it already filled in.
5 He already has it filled in.

6 MR. DUPREY: Okay. Good.

7 MR. AMODIO: Jim, if you have to get off
8 the meeting to do it then we'll have Gregg just
9 take care of it now.

10 MR. DUPREY: Yeah, I would have to get off
11 the meeting.

12 MR. AMODIO: All right. Gregg will take
13 care of it.

14 Thank you, Gregg.

15 Okay. Moving on. We handled the issue of
16 the Beirut Restaurant.

17 We have left Resolution Authorizing Water
18 Supply Agreement with the Village of Ridgewood.

19 Any questions?

20 No questions. Okay.

21 Do I have a motion?

22 COMMISSIONER VAN RENSALIER: Move it.

23 MR. AMODIO: Thank you, Commissioner Van
24 Rensalier.

25 Do I have a second, Commissioner Cotton?

1 COMMISSIONER COTTON: Yes, thank you.

2 MR. AMODIO: Thank you.

3 On the roll.

4

5 (Roll call was taken, all Commissioners
6 present respond in the affirmative. Commissioners
7 Sanchez and Vannoy are absent)

8

9 MR. AMODIO: Thank you.

10 We will prepare the documents to be sent
11 back.

12 Last item from closed session is the
13 Personnel agenda.

14 Any questions?

15 COMMISSIONER LEVINE: Yeah, I want to
16 discuss the Krystle Morales because, you know, we
17 were going to do an evaluation of where these
18 ranges came from. I mean, I understand she's
19 taking over a position. She's still working from
20 home and we don't have an evaluation, a comparison
21 to other places that we were looking for for the
22 range changes. So, I mean, I just want to discuss
23 that, where the range should be, I mean, where
24 we're going with that. That's what we agreed on
25 and we were going to have an evaluation just to

1 make sure the range wasn't just pulled out of the
2 sky, you know, where we were getting these ranges
3 from.

4 MR. DUPREY: You want me to take that one?

5 PRESIDENT KOLODZIEJ: Yes.

6 MR. DUPREY: Okay. The point here was
7 that this individual was taking over another
8 individual's duties and responsibilities and we
9 felt that a \$7,000 increase in her pay would be
10 commensurate.

11 This is a very unusual, unique situation
12 so it probably wouldn't lend itself to, even if
13 you can come up with those bell shaped curves from
14 other locations, somebody doing their work plus
15 somebody else's work, you know, it probably
16 wouldn't be represented on a, you know, on some
17 typical bell shaped curve for this particular
18 situation.

19 So we were just looking at the overall
20 aspect of it and we felt that the person that
21 she's taking over their duties for was making over
22 \$92,000 a year and her current salary, as you can
23 see from the agenda, is \$69,610. So by giving her
24 a \$7,000 increase, it would bring her up to
25 \$76,610, which is still well below the person

1 whose duties she's taking over in addition to her
2 own.

3 So we felt it was just a reasonable and
4 fair recognition of her additional duties and
5 responsibilities.

6 COMMISSIONER COTTON: I have a question.
7 So, in other words, then this Krystle lady, she's
8 going to be the assistant supervisor for billing
9 and the assistant supervisor for collections, two
10 different departments, right?

11 MR. AMODIO: No.

12 MR. BELLA: They're the same department,
13 they're just different functions within.

14 COMMISSIONER COTTON: Do we have a
15 supervisor of billing and do we have a supervisor
16 of collections or we have the same person?

17 MR. BELLA: She's going to be promoted to
18 that position.

19 MR. DUPREY: Yeah, right now she's
20 currently in a provisional assistant position and
21 then eventually when she reaches the appropriate
22 point, because you don't promote when they're
23 still in provisional mode, she reaches the
24 appropriate point, she would take over as the
25 supervisor of billing and collections. But right

1 now it's just recognizing her additional duties
2 and responsibilities that she's taken on now and,
3 you know, in her continuing provisional assistant
4 supervisor of billing and collections position.

5 COMMISSIONER LEVINE: So why does her
6 range change by \$15,000 then? From \$69,000 she
7 goes to \$84,000. It's a \$15,000 range change.
8 Why wouldn't the top of range now be at the 77 or
9 76 and then we evaluate it later on when we happen
10 to know for her new title what a comparison would
11 be?

12 MR. DUPREY: Commissioner, if you want we
13 can take that 84,8 and just turn it back to
14 76,610, if that would...

15 COMMISSIONER LEVINE: Then we can evaluate
16 later on if we want to see if she's in the right
17 range instead of just making a range up with
18 \$15,000 more. The person that was making 92 was
19 there 30 years in that position.

20 PRESIDENT KOLODZIEJ: The number of years
21 is not relevant, it's what the function of the
22 position does that is relevant.

23 COMMISSIONER LEVINE: She was in that
24 position for 30 years.

25 PRESIDENT KOLODZIEJ: If we're following

1 the concept that this is provisional, then the
2 range that we should actually drop would've been
3 the range of what that person is who wasn't
4 provisional. In theory, this should be 92 and
5 change, whatever that number is. So the fact that
6 we're coming in lower to begin with and we're
7 waiting on HR to come up with the assessment that
8 we want in terms of ranges so that we can look at
9 this from a holistic perspective and for all of
10 our positions.

11 But the range isn't attached to how long a
12 person's been here, it's attached --

13 COMMISSIONER LEVINE: It is, because it
14 goes up every year.

15 PRESIDENT KOLODZIEJ: No, you're confusing
16 longevity, Jeff, with what a position --

17 COMMISSIONER LEVINE: No, cost of living,
18 it goes up two percent, the range changed. When
19 she first started this position, the girl making
20 92, the range wasn't 92, Joe.

21 PRESIDENT KOLODZIEJ: I understand. So
22 the fact that this is less than 92, Jeff, if
23 anything, we should be changing this to 92, not at
24 84 based on your logic.

25 COMMISSIONER LEVINE: I don't agree with

1 that -- no, it's not my logic. You're telling me
2 what my logic is, Joe.

3 She's at 92 because of cost of living
4 increases, because she's been in the position, she
5 had raises.

6 PRESIDENT KOLODZIEJ: How long in the
7 position is not relevant, Jeff. The cost of
8 living is relevant. So if you're going to say
9 that the cost of living is what's important, then
10 we should change the number to 92, not 84.

11 COMMISSIONER LEVINE: No, did she have
12 raises in between from when she first started --

13 PRESIDENT KOLODZIEJ: It's not about a
14 person's -- a range is not about a person, Jeff,
15 it's about a position.

16 COMMISSIONER LEVINE: How do you know if
17 that position is even correct, the range, Joe?

18 PRESIDENT KOLODZIEJ: We don't, because
19 we've been waiting for Gallagher to come up with
20 numbers that we asked for two months ago. So
21 we'll deal with that by September. He was given a
22 deadline at the personnel committee level. So
23 we'll deal with it then. As it stands now --

24 COMMISSIONER LEVINE: 92, who knows if
25 that's even correct.

1 COMMISSIONER KOLODZIEJ: Perhaps that's
2 why we're sticking with 84 then, yes?

3 COMMISSIONER LEVINE: No --

4 COMMISSIONER COTTON: Let me ask you, how
5 long has Krystle been here?

6 MR. BELLA: 18, 20 years, a long time.

7 COMMISSIONER COTTON: 18 years.

8 MR. WEISS: She's been here for 13 years.

9 COMMISSIONER FRIEND: I'm going to have to
10 sign off. I have a 1:00 conference call.

11 Lou, did you get my message? I'm going to
12 have to sign off, I have a 1:00 conference call
13 with a judge.

14 MR. AMODIO: Okay.

15 COMMISSIONER VAN RENSALIER: Can he stay
16 for the Personnel?

17 PRESIDENT KOLODZIEJ: It sounds to me if
18 we don't make a motion in four minutes, Jerry's
19 leaving us. Let's make a motion.

20 MR. AMODIO: Commissioner Friend, we're
21 making a motion on the Personnel.

22 Do I have a motion?

23 COMMISSIONER FRIEND: I'll move it.

24 MR. AMODIO: Commissioner Friend.

25 Commissioner Van Rensalier, would you like

1 to second?

2 COMMISSIONER VAN RENSALIER: Yes, second.

3 MR. AMODIO: On the roll.

4 COMMISSIONER LEVINE: No, on the hires and
5 no, on the Krystle Morales range. The rest is
6 fine.

7

8 (Roll call was taken, all Commissioners
9 present respond in the affirmative. Commissioners
10 Sanchez and Vannoy are absent)

11

12

13 MR. AMODIO: Motion approved as written.

14

15 (Whereupon, the following items from
16 Personnel were approved:

17 Increments and Increases in TORs

18 a. Cynthia Reinhardt-Vizzini as Senior
19 Clerk Typist/Public Works Inspector.

20 Current Title: Senior Clerk Typist/Public
21 Works Inspector.

22 Current Salary: \$67,778.00.

23 Current Range: \$16,480.20 - \$67,778.44.

24 Proposed Salary: \$69,098.00 (TOR).

25 Proposed Range: \$40,000.00 - \$69,098.00.

1 b. Laura Spagnola-Vargas as Keyboarding
2 Clerk 2.

3 Current Title: Keyboarding Clerk 2.

4 Current Salary: \$64,638.00.

5 Current Range: No Current PVWC Range for
6 this title.

7 Proposed Salary: \$65,865 (TOR).

8 Proposed Range: \$40,000.00 - \$65,865.00.

9 c. Krystle Morales as Provisional
10 Assistant Supervisor of Billing and Collections.

11 Current Title: Provisional Assistant
12 Supervisor of Billing and Collections.

13 Current Salary: \$69,610.00.

14 Current Range: \$38,000.00 - \$74,843.00.

15 Proposed Salary: \$76,610.00.

16 Proposed Range: \$38,000.00 - \$84,843.00.

17 d. Charles A. Mills, Jr. as Water
18 Repairer 2.

19 Current Title: Water Repairer 2.

20 Current Salary: \$66,831.00.

21 Current Range: \$17,472.00 - \$69,685.00.

22 Proposed Salary: \$68,258.00.

23 Proposed Range: No change.

24 e. Joseph Aldighieri as Project
25 Coordinator Construction.

1 Current Title: Project Coordinator

2 Construction.

3 Current Salary: \$87,165.00.

4 Current Range: \$54,995.00 - \$90,454.00.

5 Proposed Salary: \$88,262 (1 increment).

6 Proposed Range: No change.

7 f. Yaacov Brisman as Legal Assistant.

8 Current Title: Legal Assistant.

9 Current Salary: \$74,423.00.

10 Current Range: No current PVWC range for
11 this title.

12 Proposed Salary: \$81,000.00 (TOR).

13 Proposed Range: \$50,000.00 - \$81,000.00.

14 g. Javier Velasquez as Senior Water

15 Treatment Plant Operator.

16 Current Title: Senior Water Treatment

17 Plant Operator.

18 Current Salary: \$82,507.00.

19 Current Range: \$38,000.00 - \$90,076.00.

20 Proposed Salary: \$84,245 (1 increment).

21 Proposed Range: No change.

22 h. Thomas Coates as Senior Water Treatment

23 Plant Operator.

24 Current Title: Senior Water Treatment

25 Plant Operator.

1 Current Salary: \$82,301.00.

2 Current Range: \$38,000.00 - \$90,076.00.

3 Proposed Salary: \$84,245.00 (1 increment).

4 Proposed Range: No change.

5 II. New Hires.

6 i. Christopher Cummings, Jr.

7 Proposed Title: Laborer 1 (Distribution).

8 Proposed salary: \$38,000.00.

9 Proposed Range: \$38,000.00 - \$63,979.00.

10 j. Jaroslaw Adamkiewicz.

11 Proposed Title: Senior Engineer Civil
12 (Engineering).

13 Proposed Salary: \$85,067.00.

14 Proposed Range: \$85,067.00 - \$94,909.00)

15

16 MR. AMODIO: That's it from closed
17 session.

18 We have Good and Welfare.

19 MR. AMODIO: Jerry is signing off.

20 PRESIDENT KOLODZIEJ: So under Good and
21 Welfare I have three items for us.

22 MR. AMODIO: First item.

23 PRESIDENT KOLODZIEJ: The first item would
24 go with Commissioner Levine.

25 I think he voted against the new hires

1 because he feels until everyone is back that we
2 shouldn't be hiring any new individuals, so it
3 sounds like he's had a change of heart from the
4 last meeting when he voted to bring in summer
5 help. So I would like him to give him the
6 opportunity to make a motion to rescind the summer
7 help.

8 COMMISSIONER LEVINE: The summer help
9 isn't new hires, it's hires that have been there
10 every year, Joe.

11 PRESIDENT KOLODZIEJ: You're saying it's
12 the same person every year?

13 COMMISSIONER LEVINE: I mean, every year
14 we hire.

15 PRESIDENT KOLODZIEJ: Every year we have
16 summer help, but not every year we hire the same
17 kid for ten years in a row.

18 COMMISSIONER LEVINE: I mean, I have the
19 same kid from last year. I have the same person
20 as last year.

21 PRESIDENT KOLODZIEJ: Okay. I just wanted
22 to check on the logic. Thank you.

23 COMMISSIONER LEVINE: Mine is the same
24 person as last year. My logic is it's a
25 continuing, you know, like an annual birthday.

1 We've done it every year for something. I'm not
2 bringing new people in. It was never part of the
3 organization, never anything to do with water.
4 This has been an ongoing tradition for water. If
5 we're going to end that, we may as well end all
6 promotions.

7 PRESIDENT KOLODZIEJ: I'm just saying that
8 your logic --

9 COMMISSIONER LEVINE: My logic is not to
10 bring anybody right now --

11 PRESIDENT KOLODZIEJ: You were against
12 bringing people in, that's all.

13 COMMISSIONER LEVINE: I'm against bringing
14 new people in until we have our place running. I
15 didn't want to increase and say, hey, let's bring
16 in 15 summer hires.

17 PRESIDENT KOLODZIEJ: Let me understand
18 this correctly then. So you're saying that unless
19 the summer help are the same exact people from
20 last summer, they would be considered new people
21 and they shouldn't be hired. Is that what you're
22 saying?

23 COMMISSIONER LEVINE: No, I said mine was.

24 PRESIDENT KOLODZIEJ: I understand that.
25 I'm just trying to follow your logic here.

1 COMMISSIONER LEVINE: My logic was it's a
2 tradition that we do for the cities right now, for
3 all three cities to bring people in from it, so we
4 shouldn't ruin the tradition. The people are
5 going to work outside right now. Joe Bella put
6 all these restrictions. So if they want to put
7 all these restrictions on the new hires, that they
8 work under tents and they work under things, then
9 yeah, if that's what you feel that need be, let's
10 do it. But right now I don't think we should
11 bring new people into the organization when the
12 department heads of these people that are going to
13 be conducting them aren't even there, some of
14 them.

15 MR. BELLA: They're there.

16 COMMISSIONER LEVINE: Some of the
17 department heads are not there.

18 MR. BELLA: They're there. I don't know
19 of any department heads that are not showing up.

20 COMMISSIONER LEVINE: Is Yitz in work?

21 MR. BELLA: He's right there.

22 COMMISSIONER LEVINE: I'm saying all the
23 time. What about -- I don't know all the
24 departments, you can go through all the
25 departments. Every department head's working full

1 time, not full time, but back in --

2 PRESIDENT KOLODZIEJ: For the sake of
3 moving on, because it sounds like we're going to
4 get circular here. Jeff, you haven't really
5 changed your mind and the logic is --

6 COMMISSIONER LEVINE: I want to see us
7 more operating. I'm not against hiring, I want to
8 see us more operating. I want to see us more
9 operating before we put new hires on.

10 PRESIDENT KOLODZIEJ: Right, got it.

11 COMMISSIONER LEVINE: It's not like that,
12 Joe. It's a tradition, the summer help. You
13 translate how you want to translate it. And we
14 knocked it down from three to one. And if you
15 want to put it, my summer help is the same as last
16 year.

17 PRESIDENT KOLODZIEJ: Okay. So anyone
18 else who's submitting a name that's not the same
19 as last year can't be employed, is that what
20 you're saying?

21 COMMISSIONER LEVINE: No, that was part of
22 a tradition for the Passaic Valley Water
23 Commission. We didn't add a new tradition, Joe.
24 We added a single tradition.

25 PRESIDENT KOLODZIEJ: No, no, I'm not

1 interested in tradition. I was just interested in
2 your logic and it seemed to be different than what
3 you implied last month. That's okay. It's not
4 really relevant.

5 COMMISSIONER LEVINE: I don't think it
6 was. I don't think it was.

7 PRESIDENT KOLODZIEJ: We have two other
8 items we need to discuss under Good and Welfare.
9 One is that we're going to be scheduling ethics
10 training in September, I believe, Louis. Correct?

11 MR. AMODIO: That is correct.

12 PRESIDENT KOLODZIEJ: That implies that
13 we're going to need two meetings in September in
14 order to get this business done because the ethics
15 training is going to last at least an hour and a
16 half. I guess the question is, as long as Jeff is
17 bringing up traditions, for the last two years we
18 have been cancelling our August meeting. I don't
19 know if that's particularly helpful or hurtful to
20 Administration. I would certainly hope they weigh
21 in. But the Commissioners should let us know what
22 their preference would be in terms of a second
23 date in September and whether or not they wish to
24 meet in August.

25 COMMISSIONER LEVINE: Did we cancel last

1 year?

2 MR. AMODIO: Yes.

3 COMMISSIONER LEVINE: The year before we
4 didn't cancel, right?

5 MR. AMODIO: I believe we did.

6 PRESIDENT KOLODZIEJ: Is there any
7 preference from the Commissioners?

8 COMMISSIONER LEVINE: What do you want to
9 set two meetings up, Joe, in September?

10 PRESIDENT KOLODZIEJ: Yes, we're going to
11 need two meetings in September because, otherwise,
12 we're going to wind up with a meeting like we had
13 today. We're going to do an hour and a half of
14 ethics training, which we're required to do. I'm
15 assuming everyone's submitted their financial
16 disclosure statement. If you didn't, you have
17 until the end of the month to do it. One of the
18 questions that they ask on that financial
19 disclosure statement is if you had ethics
20 training. We haven't had it in awhile here so
21 let's give everyone the opportunity to put a yes
22 on that form that needs to go down to the State.

23 COMMISSIONER LEVINE: Can't we do the
24 ethics training on our own?

25 PRESIDENT KOLODZIEJ: No, it needs to be

1 run and certified by the DCA.

2 COMMISSIONER LEVINE: We all have to do it
3 together at one time?

4 PRESIDENT KOLODZIEJ: Yeah, I agree with
5 you, I do, for my licenses, I need to do it all
6 the time and I do them basically self directed,
7 but --

8 COMMISSIONER LEVINE: That's how I do too.

9 PRESIDENT KOLODZIEJ: -- the DCA requires
10 us to do it as a group.

11 MR. AMODIO: At the recommendation from
12 Commissioner Kolodziej, I had reached out to the
13 State Ethics Commission and the woman who runs
14 their training has offered to do training for us
15 in September. She's formally with the Attorney
16 General's Office, so she seems to be very
17 knowledgeable in this area.

18 PRESIDENT KOLODZIEJ: So we have two
19 things that we need to figure out. One, do we
20 want to meet in August or not meet in August?
21 Personally, I'm in favor of meeting in August, but
22 group conscience will rule on that.

23 Two, I would suggest that we all send
24 available dates to Louis in September. Let's keep
25 it to a Wednesday just to make things easy for us

1 and we'll find out which date will work for our
2 ethics training.

3 MR. AMODIO: Anyone want to weigh in?

4 COMMISSIONER COTTON: I'm good with an
5 August meeting.

6 PRESIDENT KOLODZIEJ: Okay.

7 COMMISSIONER LEVINE: I'm fine with an
8 August meeting.

9 PRESIDENT KOLODZIEJ: Okay. So we will
10 schedule an August meeting and then we will send
11 dates to Louis so we can figure out how to do a
12 September ethics training.

13 COMMISSIONER LEVINE: Are we still going
14 to have two meetings in September too; a regular
15 meeting and an ethics meeting?

16 PRESIDENT KOLODZIEJ: Correct. So my
17 guess is the third Wednesday, since we moved our
18 meetings to the second Wednesday, my guess is the
19 third Wednesday may work out best. I know
20 Commissioner Friend was the one that wanted us to
21 move it to the second Wednesday, so that third
22 Wednesday in September may not work for him. We
23 also need to work around any holidays that may be
24 in September.

25 COMMISSIONER LEVINE: You know what, Joe,

1 too, you can also make the call what's on the
2 agenda for August and if you don't see much, if
3 you see we need a meeting, we have a meeting. If
4 we don't --

5 PRESIDENT KOLODZIEJ: If the agenda looks
6 light, I will poll my fellow Commissioners to see
7 what they want to do, absolutely.

8 COMMISSIONER LEVINE: It's your call if
9 you want a meeting. I'm fine with it if we have
10 one. If we don't need one, that's fine too.

11 MR. AMODIO: Well, we have Administration
12 on, maybe they can answer your questions now if
13 you have any as far as what is in the pipeline.

14 MR. DUPREY: I can speak for the
15 engineering related and some of the resolutions
16 and right now we don't have a heck of a lot that
17 would have to go in September. You know, we have
18 a couple of bid contracts. We're going to be
19 opening them up the very end of July, so we can
20 easily wait until September to do those.

21 We have the, you know, two professional
22 services for the risk manager insurance agent and
23 those we wouldn't even get the proposals until
24 August 6th, so we would be awarding that in
25 September.

1 So at least from what we see right now, we
2 don't really need an August meeting for the
3 technical resolutions as we see it right now.

4 MR. AMODIO: We'll ask Mr. Weiss, is there
5 anything with the audit that would need to be done
6 in August?

7 MR. WEISS: No.

8 MR. AMODIO: Anything with budget?

9 MR. WEISS: No.

10 MR. AMODIO: Counsel Hanley, is there
11 anything you see for August?

12 MR. HANLEY: I don't foresee any specific
13 thing.

14 MR. AMODIO: Mr. Bella?

15 MR. BELLA: I don't see anything either.
16 Anything major.

17 MR. AMODIO: So it's up to the
18 Commissioners what they want to do.

19 PRESIDENT KOLODZIEJ: Sounds to me like
20 the Commissioners want to leave it scheduled for
21 now and we'll make a decision in the next couple
22 of weeks. If the agenda doesn't change from what
23 we heard, then it doesn't make much sense to meet.
24 I think, ideally, it would've been nice if we
25 could've got the ethics training done in August

1 and then met in September. Perhaps, we could
2 reach out to other DCA approved ethics courses
3 that we can take and instead of going with who you
4 got lined up for September, find someone that
5 could accommodate us for August.

6 MR. AMODIO: I could do that.

7 One of the reasons they pushed off to
8 September is because of the COVID. They usually
9 come into the facility to do the training, but
10 they're working on doing remote and I guess
11 they're very busy that's why they pushed us to
12 September.

13 COMMISSIONER LEVINE: You can probably
14 reach out to someone else, Lou, can't you?

15 MR. AMODIO: I'm sure. Absolutely.

16 COMMISSIONER LEVINE: That's a good idea,
17 reach out to get the ethics done in August. Then
18 if we want, maybe there would be a light agenda if
19 we have to have it after, if we have to discuss
20 things after the ethics training.

21 PRESIDENT KOLODZIEJ: I think that's a
22 good idea.

23 MR. AMODIO: Okay. So the meeting is
24 scheduled for Wednesday, August 12th at 9:30 a.m.

25 PRESIDENT KOLODZIEJ: Yes. We'll make a

1 decision on that in the next couple of weeks. As
2 it stands right now, that is our next meeting
3 date.

4 COMMISSIONER LEVINE: Commissioner
5 Kolodziej, if the ethics can do it on a different
6 date, can we switch the meeting to that date and
7 just do the meeting after the ethics? It's
8 probably a light agenda.

9 PRESIDENT KOLODZIEJ: Depending on the
10 size of the agenda, I agree with you. We might be
11 able to get both done. Obviously, today's agenda,
12 could you imagine having to do another hour and a
13 half on this meeting for ethics, right. But two
14 meetings ago we were done in an hour and a half
15 and that would be fairly reasonable. So I think
16 as long as we can take a look at what the agenda
17 looks like, we may be able to coordinate doing two
18 things on the same day.

19 COMMISSIONER LEVINE: How long is the
20 ethics training?

21 PRESIDENT KOLODZIEJ: About an hour and a
22 half, my understanding.

23 COMMISSIONER LEVINE: That's not that bad.
24 An hour and a half and then a 45-minute meeting,
25 you know...

1 PRESIDENT KOLODZIEJ: It becomes very
2 manageable, I agree.

3 COMMISSIONER LEVINE: Reach out to people,
4 Lou, and see if you could find some people to do
5 it.

6 MR. AMODIO: You got it. I don't think it
7 will be a problem. I will reach out.

8 PRESIDENT KOLODZIEJ: Anything else under
9 Good and Welfare?

10 COMMISSIONER VAN RENSALIER: I do.

11 There were a number of comments on social
12 media this past week relative to Passaic Valley
13 Water's role in the flooding which occurred a
14 couple of days ago. The crux of the questions
15 were, I guess, are there any measures that could
16 have been taken to mitigate the flooding or
17 actions we could take moving forward which can
18 help alleviate the level of flooding which
19 occurred.

20 Anybody?

21 MR. DUPREY: I'm not sure what flooding
22 we're talking about.

23 COMMISSIONER VAN RENSALIER: From the
24 rain. From the rain a couple of days ago, the
25 significant amount of rain we had. There were a

1 number of areas in Clifton and Passaic and
2 Paterson that were under water. Businesses lost a
3 lot of their inventory. A woman was stuck in the
4 rain in Passaic in her car and ended up in the
5 Passaic River. I mean, the flooding was horrific.
6 I guess the public is suggesting on social media
7 that maybe Passaic Valley Water might have a role
8 in trying to mitigate some of that flooding in the
9 future.

10 MR. BELLA: You know, I don't think our
11 enabling legislation allows us to deal with
12 stormwater runoff. However, you know, it's
13 certainly something that we could look into if we
14 had that ability.

15 Now, typically, what they're doing in many
16 places is sewer, water and storm sewer. But it
17 would be a long stretch.

18 COMMISSIONER VAN RENSALIER: Understood.

19 PRESIDENT KOLODZIEJ: Ron, that just
20 sounds to me more like that's a municipality run
21 thing and a storm sewer system thing than it is --

22 COMMISSIONER VAN RENSALIER: I just wanted
23 to get a sense of where the agency was at on this
24 because there was a lot of comments on social
25 media that really don't know how we operate. I

1 just wanted to know if they had a role.

2 PRESIDENT KOLODZIEJ: They saw too much
3 water and they know we're a water commission.
4 They put 2 and 2 together, but not exactly
5 correctly, but they put 2 and 2 together and
6 thought somehow it was ours, when the truth is it
7 was just a storm sewer system that wasn't capable
8 of handling it.

9 COMMISSIONER VAN RENSALIER: Right. Thank
10 you. That's all I have.

11 MR. AMODIO: Okay.

12 PRESIDENT KOLODZIEJ: If nothing else, a
13 motion to adjourn is in order.

14 MR. AMODIO: Motion.

15 COMMISSIONER VAN RENSALIER: Move it.

16 MR. AMODIO: Commissioner Van Rensalier.
17 Second.

18 COMMISSIONER COTTON: Second.

19 MR. AMODIO: Okay. Any objections?

20 Hearing none, meeting adjourned.

21 The time is 1:12.

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23 (Proceedings concluded)

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C E R T I F I C A T E

I, LYNANN DRAGONE, License No. XI01388, a Certified Court Reporter and Notary Public of the State of New Jersey, certify that the foregoing is a true and accurate transcript of the hearing at the time and the date hereinbefore set forth.

I further certify that I am neither attorney nor Counsel for, nor employed by any of the parties to the action in which this hearing was taken.

I further certify that I am not an employee of anyone employed in this case, nor am I financially interested in this action.

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