



PASSAIC VALLEY WATER COMMISSION

RESOLUTION #22-EXE-11

RESOLUTION OF PASSAIC VALLEY WATER COMMISSION

DATE OF ADOPTION: NOVEMBER 30, 2022

Factual Contents certified to by Louis Amodio, Administrative Secretary. Approved as to Form and Legality on basis of facts set forth by Yaacov Brisman, General Counsel. Entering Executive Closed Session in accordance with Open Public Meetings Act, R.S. 10:4-6 et seq. Pursuant to the Open Public Meetings Act,

COMMISSIONER: GERALD FRIEND offers the following Resolution for adoption:

WHEREAS, Section 8 of the Open Public Meetings Act, c. 231, P.L. 1975, permits the exclusion of the public from a meeting in certain circumstances; and

WHEREAS, the public body is of the opinion that such circumstances presently exist:

NOW, THEREFORE, BE IT RESOLVED, by the Commissioners of Passaic Valley Water Commission:

1. The public shall be excluded from discussion of the hereinafter-specified subject Matters; Contracts, Security, Negotiations, Personnel, Law and: other matters as may be discussed *in camera*.
2. It is anticipated at this time that the above-stated subject matters will be ratified During public meeting following or as soon thereafter as the reason for discussion no Longer exists.
3. This Resolution shall take effect immediately.

Second by COMMISSIONER: **RUBY N. COTTON** Time: 10:02 AM


RECORD OF COMMISSION VOTE ON FINAL PASSAGE

	AYE	NAY	ABSTAIN	ABSENT
FRIEND, G.	X	—	—	—
DEPADUA, C.	—	—	—	X
LEVINE, J.	X	—	—	—
COTTON, R	X	—	—	—
VAN RENSA LIER, R.	X	—	—	—
KOLODZIEJ, J.	X	—	—	—
SANCHEZ, R.	X	—	—	—

Adopted at a meeting of Passaic Valley Water Commission.



 President
 RIGO SANCHEZ



 Secretary
 RUBY N. COTTON

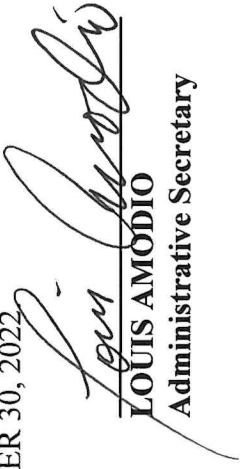
This Resolution, when adopted, must remain in the custody of the Administrative Secretary.



PASSAIC VALLEY WATER COMMISSION

CERTIFICATION

I, LOUIS AMODIO, Administrative Secretary of the Passaic Valley Water Commission in the County of Passaic, and the State of New Jersey do hereby certify that the foregoing Resolution is a true copy of a legal quorum of the Original Resolution duly passed and adopted by a majority of the full membership of the Passaic Valley Water Commission at its meeting of NOVEMBER 30, 2022.


LOUIS AMODIO
Administrative Secretary

RESOLUTION: 22-121

RESOLUTION OF PASSAIC VALLEY WATER COMMISSION

DATE OF ADOPTION: NOVEMBER 30, 2022

Introduced by Commissioner: GERALD FRIEND

Seconded by Commissioner: RON VAN RENSAIJER

WHEREAS, the Collective Bargaining Agreement (“CBA”) between PVWC and the CWA (Blue Collar and Supervisory units) expired on December 31, 2021; and

WHEREAS, PVWC and CWA (Blue Collar and Supervisory units) have engaged in collective bargaining and entered into a Memorandum of Agreement (“MOA”) for a 4-year term, effective January 1, 2022 – December 31, 2025; and

WHEREAS, CWA membership has ratified the MOA.

NOW THEREFORE, BE IT RESOLVED, by PVWC, in the County of Passaic, New Jersey:

- 1.** PVWC approves the terms and conditions of the MOA, attached hereto as Exhibit A.
- 2.** That appropriate officials and employees of the PVWC be and are hereby directed to perform such acts and execute such documents as are necessary to implement the terms and intentions of this Resolution as set forth hereinabove.

RECORD OF COMMISSION VOTE ON FINAL PASSAGE

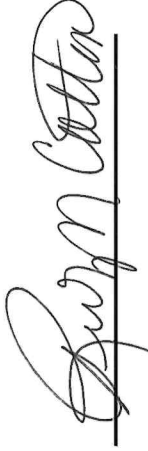
	AYE	NAY	ABSTAIN	ABSENT
FRIEND, G.	<u>X</u>	—	—	—
DePADUA, C.	—	—	—	<u>X</u>
LEVINE, J.	<u>X</u>	—	—	—
SANCHEZ, R.	<u>X</u>	—	—	—
VAN RENSA LIER, R.	<u>X</u>	—	—	—
COTTON, R.	<u>X</u>	—	—	—
KOLODZIEJ, J.	<u>X</u>	—	—	—

Adopted at a meeting of Passaic Valley Water Commission.



President

RIGO SANCHEZ




Secretary

RUBY COTTON

This Resolution, when adopted, must remain in the custody of the Administrative Secretary.

CERTIFICATION

I, LOUIS AMODIO, Administrative Secretary of the Passaic Valley Water Commission in the County of Passaic, and the State of New Jersey do hereby certify that the foregoing Resolution is a true copy of the Original Resolution duly passed and adopted by a majority of the full membership of the Passaic Valley Water Commission at its meeting of November 30, 2022.



LOUIS AMODIO
Administrative Secretary

**MEMORANDUM OF AGREEMENT
BETWEEN
THE PASSAIC VALLEY WATER COMMISSION
AND
CWA 1032 (BLUE AND WHITE COLLAR UNIT)
& (SUPERVISORY UNIT) November 15, 2022
Contract Period: January 1, 2022 through
December 31, 2025**

This Agreement, made this 15th day of November, 2022, between the Passaic Valley Water Commission (herein referred to as the "PVWC") and the CWA Local 1032 (herein referred to as "CWA"). The parties agree to the following changes to the Collective Negotiation Agreement subject to ratification by the parties.

ARTICLE 2 – UNION RIGHTS AND PRIVILEGES

Add the following sentence to Section 4 as follows: "No more than five (5) union representatives may attend collective negotiations meeting with PVWC Administration during the workday. One (1) union representative can attend a meeting with PVWC Administration during the workday to discuss grievances and if a grievance affects more than one department up to two (2) unit representatives can attend said meeting. If there is a need for additional representatives, prior approval must be sought from the Executive Director."

ARTICLE 3 – MANAGEMENT RIGHTS

Fix typo: No. 5 is a continuation of the previous line.

ARTICLE 6 – WORK WEEK AND OVERTIME

- (a), Section 2: Modify the first paragraph to read as follows: "The regular work week for hourly employees assigned to the office, laboratory, clerical position, shall be Monday through Friday, seven (7) hours per day, five (5) days per week, with a one (1) hour unpaid lunch break."
- (b), Section 3: Modify as follows: "The regular work week for all other employees except shift employees, shall be eight (8) hours per day, with a one-half (1/2) hour unpaid lunch break, five (5) days per week, Monday through Friday."

(c) Section 13 (i): Modify first sentence as follows: “Any employee who is required to perform any work in the field on any day when he or she would normally be off-duty...”

ARTICLE 8 -PROBATIONARY PERIOD

- (a) Revise Article title to: “Working Test Period.”
- (b) Replace references to “probationary” or “provisional” with reference to “working test period” throughout this section and the contract.
- (c) Add new sentence to Section 1 as follows: “Employees in the working test period will be evaluated to determine whether they shall be retained in permanent service. The working test period may be modified by mutual agreement between PVWC and the CWA.”

ARTICLE 15 – CLOTHING ALLOWANCE

Section 2 – Effective January 1, 2023 the shoe allowance shall be increased to \$500.00 and shall be payable in the first pay of each new year.

ARTICLE 16 – WAGES

Effective January 1, 2022 – \$3,250.00 for all employees hired prior to January 1, 2022 (to be paid in the last pay of 2022);

Effective January 1, 2023 – \$3,250.00 for all employees;

Effective January 1, 2024 – 3.25% increase for all employees;

Effective January 1, 2025 – 3.25% increase for all employees.

Effective January 1, 2023 – reduce steps from six (6) to five (5).

Effective January 1, 2023 – establish an annual \$2600.00 stipend (\$100.00 to be paid during each pay period) for the social media assignment.

ARTICLE 17 – COLLEGE AND LICENSE BENEFITS

Section 1 – Effective January 1, 2023, the College stipends shall be increased as follows: +\$500 Ph.D.; +\$400 MA; +\$300 BA; and +\$200 AA.

Section 2 – Effective January 1, 2023, all license stipends shall be increased by 50% and there shall be a welder certification stipend of \$1,000.00 annually.

ARTICLE 18 – INSURANCE BENEFITS

Medical Benefits

A. Revise to read as follows: “The Passaic Valley Water Commission shall provide medical insurance in accordance with the New Jersey State Health Benefit Program (“NJSHBP”) or an **equivalent plan**, to all employees who are employed with the Passaic Valley Water Commission pursuant to plan requirements, except as noted below. The Passaic Valley Water Commission has the right to change insurance carriers and/or no longer participate in the NJSHBP at any time during the term of this Agreement so long as the benefits provided are equal to or greater than the benefits currently provided.”

ARTICLE 19 – SICK LEAVE UPON RETIREMENT OR DEATH OF AN EMPLOYEE

Section 1. Add the following: “All employees hired on or after May 21, 2010 shall only be entitled to a payment of one-half of their unused sick leave up to a maximum of \$15,000.00.”

ARTICLE 21 – SICK LEAVE

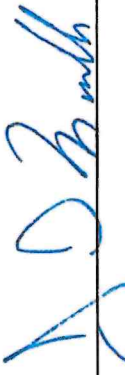
Section 10, Modify as follows: “Employees who are absent fewer than five (5) days in a calendar year and take five (5) or fewer paid sick days shall be entitled to

MISCELLANEOUS MATTERS

- Replace all references to Personnel Director with either Department Head or Executive Director.

- Add a new Section that employees have the right to review their personnel file upon appropriate and timely requests to the Executive Director. Employees shall review personnel on the employees' time.
- Add that the PVWC will comply with the Workplace Democracy Enhancement Act.
- Pending overtime and COVID-19 grievance arbitration (AR-2022-375; AR-2022-357; and AR-2022-358) shall be dismissed with prejudice and the Authority will award the employees on the attached chart with the compensatory time amount contained in the chart to be used or cashed out up to a maximum of forty (40) hours per calendar year. Each affected employee who elects to receive the compensatory time set forth on the attached chart will have to sign a full Release acknowledging that they have been fully compensated for all overtime in accordance with the Fair Labor Standards Act and New Jersey Wage and Hour laws.

THE PASSAIC VALLEY
WATER COMMISSION



Executive Director

11/15/22
Dated:

CWA 1032
BLUE & WHITE COLLAR UNIT



11-15-2022
Dated:

RESOLUTION: 22-122

RESOLUTION OF PASSAIC VALLEY WATER COMMISSION

DATE OF ADOPTION: NOVEMBER 30, 2022

Introduced by Commissioner: GERALD FRIEND

Seconded by Commissioner: RON VAN RENSA LIER

WHEREAS, PVWC and CWA (Blue Collar and Supervisory units) have engaged in collective bargaining and entered into a Memorandum of Agreement ("MOA") for a 4-year term, effective January 1, 2022 – December 31, 2025; and

WHEREAS, PVWC has historically granted its non-aligned employees (Department Heads, and employees not otherwise covered by a collective bargaining agreement) the same salary increases and other financial benefits granted to employees in the CWA (Blue Collar and Supervisory units).

NOW THEREFORE, BE IT RESOLVED, by PVWC, in the County of Passaic, New Jersey:

- 1.** In accordance with the terms of the MOA, PVWC will also grant all non-aligned employees the following annual salary increases, retroactively effective to January 1, 2022 through December 31, 2025.
 - a) 2022 – \$3,250.00
 - b) 2023 – \$3,250.00
 - c) 2024 – 3.25%

d) 2025 – 3.25%

2. The stipend for holding or obtaining any college degree or licensure, as defined by the Supervisors Collective Bargaining Agreement, shall be raised as follows: (i) Ph.d. - \$500.00; (ii) MA - \$400.00; (iii) BA - \$300.00; (iv) AA - \$200.00.

RECORD OF COMMISSION VOTE ON FINAL PASSAGE

	AYE	NAY	ABSTAIN	ABSENT
FRIEND, G.	<u>X</u>	—	—	—
DePADUA, C.	—	—	—	<u>X</u>
LEVINE, J.	<u>X</u>	—	—	—
SANCHEZ, R.	<u>X</u>	—	—	—
VAN RENSALIER, R.	<u>X</u>	—	—	—
COTTON, R.	<u>X</u>	—	—	—
KOLODZIEJ, J.	<u>X</u>	—	—	—

Adopted at a meeting of Passaic Valley Water Commission.



President

RIGO SANCHEZ



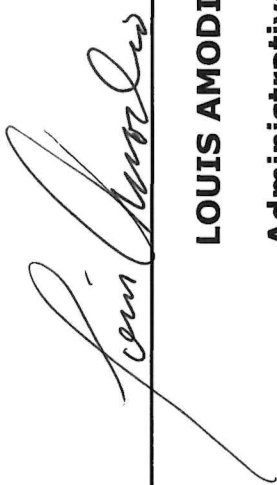
Secretary

RUBY COTTON

This Resolution, when adopted, must remain in the custody of the Administrative Secretary.

CERTIFICATION

I, LOUIS AMODIO, Administrative Secretary of the Passaic Valley Water Commission in the County of Passaic, and the State of New Jersey do hereby certify that the foregoing Resolution is a true copy of the Original Resolution duly passed and adopted by a majority of the full membership of the Passaic Valley Water Commission at its meeting of November 30, 2022.



LOUIS AMODIO

Administrative Secretary

RESOLUTION #22 - 123

RESOLUTION OF PASSAIC VALLEY WATER COMMISSION

Date of Adoption: NOVEMBER 30, 2022

Approved as to form and legality by the Law Department on basis of facts set forth by Yitzchak Weiss, Chief Financial Officer.

Introduced by Commissioner GERALD FRIEND;

Seconded by Commissioner RON VAN RENSA LIER.

Whereas, Jeffrey Baig is retiring from Passaic Valley Water Commission (PVWC) on December, 1 2022, after working at PVWC for over 31 years; and

Whereas, PVWC appreciates all the hard work and effort Mr. Baig expended on behalf of PVWC and their ratepayers; and

Whereas, the New Jersey Division of Pensions and Benefits would like to confirm Mr. Baig's board authorized wages and longevity received since 2017; and

Whereas, a schedule of Mr. Baig's salary since 2017 has been prepared on the New Jersey Division of Pensions and Benefits standard form and attached to this resolution; and

Whereas, the PVWC Board of Commissioners would like to acknowledge the contributions of Mr. Baig throughout his career;

Now therefore, be it resolved, by PVWC, in the County of Passaic, New Jersey:

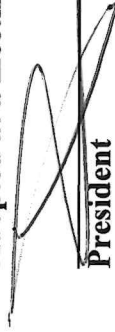
That the Board of Commissioners certifies the accompanying New Jersey Division of Pension and Benefits schedule depicting the salary of Jeffrey Baig since 2017 as correct and Board authorized: and

That the Board of Commissioners expresses its appreciation for service rendered, and good wishes for the future to Mr. Baig upon his retirement.

Record of Commission vote on final passage:

	<u>Aye</u>	<u>Nay</u>	<u>Abstain</u>	<u>Absent</u>
Friend, Gerald	x			
Depadua, Carmen				x
Levine, Jeffrey	x			
Van Rensalier, Ron	x			
Kolodziej, Joe	x			
Cotton, Ruby	x			
Sanchez, Rigo	x			

Adopted at a meeting of Passaic Valley Water Commission:


President


Secretary

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LOUIS AMODIO
Administrative Secretary

Member Name: Jeffrey Baig

MEMBER NUMBER: 2-0902803

Please indicate with an 'X' in the * column, if the amount received by the employee was reported to the Division of Pensions and Benefits.

ITEM	AMOUNT RECEIVED	*	AMOUNT RECEIVED	*	AMOUNT RECEIVED	*
YEAR	2017		2018		2019	
Title	Asst. General Supervisor Water		Asst. General Supervisor Water		Asst. General Supervisor Water	
Base Salary	\$96,258.24		\$111,145.85		\$113,368.77	
Longevity						
Holiday Pay						
Education Pay						
Shift Differential						
Sick Leave						
Terminal Leave						
Overtime						
Other						
Gross Wages	\$96,258.24		\$111,145.85		\$113,368.77	

Completed by Yaxira Lopez

Phone Number 973-237-2040

Signature of Certifying Officer 

Date 11/2/2022

Member Name: Jeffrey Baig

MEMBER NUMBER: 2-0902803

Please indicate with an 'X' in the * column, if the amount received by the employee was reported to the Division of Pensions and Benefits.

ITEM	AMOUNT RECEIVED	*	AMOUNT RECEIVED	*	AMOUNT RECEIVED	*
YEAR	2020		1/1/2021		6/9/2021	
Title	Asst. General Supervisor Water		Asst. Gen Sup Wtr		Gen Sup Wtr	
Base Salary	\$116,202.99		\$128,727.05		\$171,368.05	
Longevity						
Holiday Pay						
Education Pay						
Shift Differential						
Sick Leave						
Terminal Leave						
Overtime						
Other						
Gross Wages	\$116,202.99		\$128,727.05		\$171,368.05	

Completed by Yaxira Lopez

Phone Number 201-237-2040

Signature of Certifying Officer 

Date 11/2/2022

RESOLUTION: 22-124

RESOLUTION OF PASSAIC VALLEY WATER COMMISSION

DATE OF ADOPTION: NOVEMBER 30, 2022

Introduced by Commissioner: GERALD FRIEND

Seconded by Commissioner: RON VAN RENSAALIER

WHEREAS, Mr. James Gallagher, Personnel Director has submitted a letter of retirement, dated November 30, 2022, advising that he will be retiring from the Passaic Valley Water Commission ("PVWC"), effective January 31, 2023; and

WHEREAS, PVWC recognizes Mr. Gallagher's twenty-eight (28) years of service to PVWC; and

NOW THEREFORE, BE IT RESOLVED by the Passaic Valley Water Commission in the County of Passaic, New Jersey:

- 1) PVWC hereby accepts and relies upon the November 30, 2022, irrevocable notice of retirement from James Gallagher, advising of his retirement from PVWC, effective January 31, 2023.
- 2) Effective January 31, 2023, James Gallagher shall be retired from his position as Personnel Director at PVWC.
- 3) This resolution puts PVWC administration on notice to immediately process any and all requests from the State of New Jersey, Division of Pensions and Benefits regarding the retirement of Mr. James Gallagher.

4) This resolution shall take effect immediately.

RECORD OF COMMISSION VOTE ON FINAL PASSAGE

	AYE	NAY	ABSTAIN	ABSENT
FRIEND, G.	<u> X </u>	<u> </u>	<u> </u>	<u> </u>
DePADUA, C.	<u> </u>	<u> </u>	<u> </u>	<u> X </u>
LEVINE, J.	<u> X </u>	<u> </u>	<u> </u>	<u> </u>
SANCHEZ, R.	<u> X </u>	<u> </u>	<u> </u>	<u> </u>
VAN RENSAIJER, R.	<u> X </u>	<u> </u>	<u> </u>	<u> </u>
COTTON, R.	<u> X </u>	<u> </u>	<u> </u>	<u> </u>
KOLODZIEJ, J.	<u> X </u>	<u> </u>	<u> </u>	<u> </u>

Adopted at a meeting of Passaic Valley Water Commission.



President

RIGO SANCHEZ



Secretary

RUBY COTTON

This Resolution, when adopted, must remain in the custody of the Administrative Secretary.

CERTIFICATION

I, LOUIS AMODIO, Administrative Secretary of the Passaic Valley Water Commission in the County of Passaic, and the State of New Jersey do hereby certify that the foregoing Resolution is a true copy of the Original Resolution duly passed and adopted by a majority of the full membership of the Passaic Valley Water Commission at its meeting of November 30, 2022.

A handwritten signature in black ink, appearing to read "Louis Amodio", written over a horizontal line.

LØUIS AMODIO

Administrative Secretary

November 30, 2022

To: Board of Commissioner

Fr: James Gallagher

Re: Retirement

Please accept this letter as my official notice of retirement effective January 31, 2023. Based on advice from my Attorney I am precluded from saying anything else.

Thank you.

Sincerely,

James Gallagher

RESOLUTION: 22-125
RESOLUTION OF PASSAIC VALLEY WATER COMMISSION
DATE OF ADOPTION: OCTOBER 26, 2022

Introduced by Commissioner: CARMEN DEPADUA

Seconded by Commissioner: RUBY N. COTTON

WHEREAS, the Passaic Valley Water Commission ("PVWC") is responsible for providing health insurance benefits for its approximately 230 employees; and

WHEREAS, PVWC is conscious of rising health care costs and seeks to reduce the cost of health insurance benefits for its employees; and

WHEREAS, PVWC is contractually bound to provide "equal to or better" health insurance benefits; and

WHEREAS, in consultation with PVWC's broker of record, Fairview Insurance, PVWC has determined that health insurance provided by CIGNA will result in an anticipated savings of 17%, while maintaining "equal to or better" coverage, as demonstrated by the attached **Exhibit A**; and

WHEREAS, CIGNA also provides additional benefits in the areas of health provider coverage, claims expenses, claims reporting, customer service, and plan customization, as demonstrated by the attached **Exhibit A**; and

WHEREAS, the savings and benefits described herein can best be accessed by utilizing the services of a third-party administrator; and

WHEREAS, PVWC administration interviewed two (2) companies to serve as the third-party administrator and has recommended Insurance Administrator of America for this role.

NOW, THEREFORE, BE IT RESOLVED, by Passaic Valley Water Commission, in the County of Passaic, New Jersey:

1. That the Commissioners hereby resolve to use CIGNA as the health insurance provider for PVWC employees, effective January 1, 2023.
 2. That the Commissioners hereby resolve to utilize Insurance Administrator of America as PVWC's third-party administrator for health insurance.
 3. That appropriate officials and employees of the PVWC be and are hereby directed to perform such acts and execute such documents as are necessary to implement the terms and intentions of this Resolution as set forth hereinabove.
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RECORD OF COMMISSION VOTE ON FINAL PASSAGE

	AYE	NAY	ABSTAIN	ABSENT
FRIEND, G.	X	—	—	—
DePADUA, C.	X	—	—	—
LEVINE, J.	X	—	—	—
SANCHEZ, R.	X	—	—	—
VAN RENSALIER, R.	—	—	—	X
COTTON, R.	X	—	—	—
KOLODZIEJ, J.	X	—	—	—

Adopted at a meeting of Passaic Valley Water Commission,



 President
RIGO SANCHEZ



 Secretary
RUBY COTTON

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CERTIFICATION

I, LOUIS AMODIO, Administrative Secretary of the Passaic Valley Water Commission in the County of Passaic, and the State of New Jersey do hereby certify that the foregoing Resolution is a true copy of the Original Resolution duly passed and adopted by a majority of the full membership of the Passaic Valley Water Commission at its meeting of October 26, 2022.



LOUIS AMODIO
Administrative Secretary



Passaic Valley Water Commission Benefit Renewal

2023



Disruption Analysis (Horizon vs Cigna)

IAA Cigna PPO Analysis

Network	Status	# of Claimants	# of Visits	# of Services	# of Providers	Charges	Horizon Paid
Horizon Total Claims		4243	11454	22420	1636	\$ 15,903,773.88	\$ 7,329,740.04
Horizon	In-Network	3565	8835	17114	1301	\$ 11,946,450.26	\$ 5,254,738.64
Cigna	In-Network	3473	8245	15640	1255	\$ 11,580,246.51	\$ 5,140,517.58
Cigna	Out-of-Network	90	588	1464	45	\$ 362,574.75	\$ 112,662.91
Cigna	Excluded	2	2	10	1	\$ 3,629.00	\$ 1,558.15
Horizon	Out-of-Network	678	2619	5306	335	\$ 3,957,323.62	\$ 2,075,001.40
Cigna	Out-of-Network	225	1156	2710	114	\$ 1,570,140.93	\$ 825,887.22
Cigna	In-Network	453	1463	2596	221	\$ 2,387,182.69	\$ 1,249,114.18
Cigna Total In-Network		3926	9708	18236	1476	\$ 13,967,429.20	\$ 6,389,631.76
Cigna Total Out-of-Network		315	1744	4174	159	\$ 1,932,715.68	\$ 938,550.13
Cigna Total Excluded		2	2	10	1	\$ 3,629.00	\$ 158.15



Cost Analysis (Horizon vs Cigna)

Plan	Coverage	Current Premium	Cigna with IAA TPA	Difference	% Change	Annualized Savings (\$\$)	Per Pay Period Save (\$\$)
Active Direct 10	EE	\$ 1,370.29	\$ 1,167.44	\$ (202.85)	-17%	\$ (2,434.20)	\$ (93.62)
	EE+SP/Partner	\$ 2,740.57	\$ 2,334.87	\$ (405.70)	-17%	\$ (4,868.40)	\$ (187.25)
	EE+ Child	\$ 2,452.82	\$ 2,089.72	\$ (363.10)	-17%	\$ (4,357.20)	\$ (167.58)
	Family	\$ 3,823.12	\$ 3,257.16	\$ (565.96)	-17%	\$ (6,791.52)	\$ (261.21)



Recommendation

Move to TPA using the Cigna Network

Why?

- Savings of 17% from current costs
- Increase in In-Network Coverage
- Increase in In-Network Claims Expense
- Better Reporting
- Dedicated Customer Service Team
- Ability to Customize Coverage individually by Employee