

PASSAIC VALLEY WATER COMMISSION MEETING OF

FEBRUARY 18, 2015

(OPEN SESSION)

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

CHRYSTAL A. CLEAVES, President

RIGO SANCHEZ, Vice President

MENACHEM BAZIAN, Treasurer

THOMAS P. DeVITA, Secretary

GLORIA KOLODZIEJ

JEFFREY LEVINE

RUSSELL GRADDY

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

JOSEPH A. BELLA, Executive Director

GEORGE T. HANLEY, Counsel

JAMES G. DUPREY, Director of Engineering

YITZ WEISS, Comptroller

LOUIS AMODIO, Administrative Secretary

1 MR. AMODIO: Roll call.

2

3 (Roll call was taken, all Commissioners
4 present respond in the affirmative. Commissioners
5 Levine and Kolodziej are not present yet)

6

7 MR. AMODIO: The time is 12:03.

8 You have a quorum.

9 All of the requirements of the Open Public
10 Meetings Act have been met. Notices have been
11 furnished to all Commissioners; City Clerks of
12 Paterson, Passaic, and Clifton; North Jersey
13 Herald News; The Record - Passaic County edition
14 and the Commission's Executive Staff with a copy
15 posted at the main bulletin board at the Clifton
16 facility.

17

18 (Whereupon, Commissioner Kolodziej is
19 present at 12:04 p.m.)

20

21 (Whereupon, Commissioner Bazian leads the
22 Pledge of Allegiance and there's a moment of
23 silence for the victims of Denmark)

24

25 PRESIDENT CLEAVES: Welcome, Mr. Litneris

1 Miss DeRoche, to our regular meeting. Thank you
2 for coming.

3 MR. AMODIO: Miss DeRoche, if you'd like
4 to...

5 MS. DeROCHE: You don't do the meeting --

6 MR. AMODIO: No, we do the public first.

7 MS. DeROCHE: Hi, I'm Gena DeRoche. I
8 live in Paterson.

9 I notice there was a Help Wanted ad placed
10 by the Passaic Valley Water Commission Human
11 Resources Department for an assistant personnel
12 position with a minimum of ten years of human
13 resources experience. Despite the fact that there
14 are about a quarter of million unemployed New
15 Jerseyans, only 18 candidates applied.

16 After a review of the 18 resumes, our
17 Commissioners voted this past January 21st to
18 award this position.

19 Did they award -- I'm sorry -- did you
20 award the position to a candidate who met your
21 advertised job requirements? No.

22 Did you award the position to a candidate
23 with ten years of required human resources
24 experience? No.

25 Did you award the position to a candidate

1 whose work experience was in a related field? No.

2 Did you award salary commensurate with the
3 candidate's relevant experience? No.

4 Yet, our Commissioners awarded this
5 position to someone you considered to be the most
6 qualified candidate. Someone who lacks six of the
7 ten years of required human resources experience.
8 Someone who possesses no human resources
9 experience in a related field. Someone whose
10 resume states that they have only two and a half
11 years of prior HR experience and someone whose HR
12 experience was at a hospice program, of all
13 things.

14 Despite the candidate's failure to meet
15 minimum job requirements, the annual salary you
16 awarded was, I can't believe this, it's sort of
17 like The Three Stooges movie, \$52,000 a year.

18 Once this information became public, the
19 Commission was asked to provide the 18 resumes,
20 without names of course, to the Paterson Times.
21 Why, you ask. Could it be because our esteemed
22 Commissioners hired Clarissa Torres, daughter of
23 Joey Torres, the mayor of Paterson?

24 Not an insignificant factor here is the
25 fact that Mayor Torres will be the one to

1 reappoint or terminate the terms of three of our
2 current Commissioners, namely, Crystal Cleaves,
3 Jeffrey Levine, and Russell Graddy.

4 COMMISSIONER GRADDY: Graddy.

5 MS. DeROCHE: Graddy.

6 COMMISSIONER GRADDY: Thank you.

7 MS. DeROCHE: One ponders if Jim
8 Gallagher, the current Director of Human
9 Resources, lacks the most basic HR competency. Or
10 more likely, was Mr. Gallagher given clear
11 direction, perhaps not in so many words, to hire
12 the mayor's daughter.

13 How better to influence any mayor than to
14 pluck the emotional heartstrings of a father who
15 wishes to see his young daughter succeed, despite
16 her complete failure to meet minimum job
17 requirements.

18 This raises questions about a lack of
19 accountability by all Commissioners, plus the
20 Human Resources Director, with regard to your
21 individual professional integrity, your ability to
22 properly handle potential conflict of interest
23 issues, reasonable application of compensation
24 systems, and how to best serve the public interest
25 in your hiring decisions. This decision likely

1 represents the tip of the iceberg as to how this
2 Commission functions and should be no less than a
3 clarion wake-up call to the public.

4 PRESIDENT CLEAVES: Thank you.

5 MS. DeROCHE: My pleasure.

6 PRESIDENT CLEAVES: Mr. Linteris.

7 MR. LINTERIS: Good afternoon. My name is
8 Bill Linteris, representing Passaic County Board
9 of Realtors.

10 I have no statement today. I just want to
11 be here and followup and find out where we are on
12 the timeout and I do notice on the agenda that
13 there are some areas to move forward and my
14 question is, other than that, or if you just want
15 to expand upon that or give a brief overview, that
16 will be great. But just overall how we're moving
17 forward and what we may be able to do and meet
18 with you in the future to keep the process moving.

19 Thank you.

20 PRESIDENT CLEAVES: That will be addressed
21 in today's agenda.

22 MR. LINTERIS: Thank you.

23 MR. AMODIO: No one else from the public?

24 COMMISSIONER KOLODZIEJ: I'll make a
25 motion to close the public hearing.

1 COMMISSIONER BAZIAN: Second.

2 MR. AMODIO: On the roll.

3

4 (Roll call was taken, all Commissioners
5 present respond in the affirmative. Commissioner
6 Levine is not present yet)

7

8 MR. AMODIO: Moving onto committee
9 reports.

10 PRESIDENT CLEAVES: Personnel committee.

11 MR. AMODIO: Before we go further, I do
12 want to mention that there was one add on to the
13 agenda, the County of Passaic Police Academy
14 request. So that will be on the agenda.

15 And just one clarification, Requests For
16 Actions item (a), that is a three-year contract
17 not a two year.

18 Personnel.

19 COMMISSIONER GRADDY: Madam President, we
20 got three new hires that we recommended that we
21 should hire today. I have personally gone through
22 the applications and some resumes of these three
23 individuals and I don't see no reason why we
24 shouldn't move forward with them.

25 COMMISSIONER BAZIAN: I'm sorry, you don't

1 see any reason why we should or shouldn't?

2 COMMISSIONER GRADDY: Should not, should
3 not.

4 PRESIDENT CLEAVES: Commissioner
5 Kolodziej.

6 COMMISSIONER KOLODZIEJ: I just want to go
7 on record. These are replacements for existing
8 vacancies. Correct? These are not new positions?

9 COMMISSIONER GRADDY: They're not new
10 positions. I discussed that with Mr. Bella.

11 COMMISSIONER KOLODZIEJ: That's important
12 to me. Thank you.

13 PRESIDENT CLEAVES: Commissioner Bazian.

14 COMMISSIONER BAZIAN: I just wanted to
15 make sure, just to piggyback with Commissioner
16 Kolodziej although I was going to ask the question
17 anyway.

18 COMMISSIONER KOLODZIEJ: I know you were.

19 COMMISSIONER BAZIAN: Yitz, in our budget
20 we had assumed that we would fill any unopened
21 positions in the beginning, as I recall.

22 MR. WEISS: Yes.

23 COMMISSIONER BAZIAN: I just want make
24 sure that's explicitly mentioned.

25 PRESIDENT CLEAVES: Anymore for personnel?

1 MR. AMODIO: Finance.

2 COMMISSIONER BAZIAN: Finance committee
3 was unfortunately unable to meet this month, so I
4 don't have a report from the meeting.

5 The budget is done and submitted.

6 We're keeping an eye on overtime.

7 You have those spreadsheets that we've
8 been working on?

9 COMMISSIONER SANCHEZ: I have one
10 question. I'm sorry, it might be out of... How
11 are we doing with the main breaks with this
12 weather? Because one of the Commissioners, we've
13 spoken and this system we get most of the breaks,
14 so overtime, I was looking at it and I asked Joe
15 what was the reason. We analyzed it and we have
16 several breaks, water breaks. So our crews are
17 working overtime.

18 MR. BELLA: What's driving the overtime
19 now, particularly, this time of year, is we broke
20 the record. If you'll remember in, I guess it was
21 January, or not even January, it was in December,
22 I said: So far so good, we're not having a lot of
23 overtime and main breaks and that kind of thing.

24 From that period of time, I think it was
25 early January till now, we've actually broken a

1 record. January broke the record for main breaks
2 by, I believe, eight main breaks over last year
3 which we broke the record last year. And so, you
4 know, I think we had 57 was the total for this
5 year and that's pretty astounding. And with that
6 many main breaks, almost all of them, I think all
7 but eight are fixed by our crews.

8 It was because of the weather. Again, I
9 explained to you one of the things that caused
10 main breaks is just not the cold weather, it's the
11 change in temperature.

12
13 (Whereupon, Commissioner Levine is present
14 at 12:15 p.m.)

15
16 MR. BELLA: And what happened this year is
17 we had relatively warm weather the beginning of
18 the year and there was a lot of main breaks. Then
19 we had that sudden drop off, the water temperature
20 dropped, dropped like seven or eight degrees in
21 the course of a week and that's when it started.
22 We were just getting two or three a day, some days
23 we were getting four or five. So that was
24 happening.

25 The other thing is snow removal is a big

1 issue too, because we have to keep the facilities
2 running with the plant and all our outlying areas
3 have to be plowed. We got quite a few miles of
4 roads that we have to plow and salt and shovel and
5 that kind of thing. So there's a driver to that.

6 And this year we went from zero to 60 in
7 no time whatsoever.

8 Our guys are doing a wonderful job, by the
9 way, keeping up with it.

10 PRESIDENT CLEAVES: Commissioner Sanchez,
11 does that answer your question?

12 COMMISSIONER SANCHEZ: It does. I just
13 want to clarify. I brought up the issue because I
14 was looking at overtime and was like, wait, what's
15 going on here.

16 And one thing that I'd like to emphasize
17 is that some of these guys that start at entry
18 level, they do that kind of work and in this kind
19 of weather doing that job, it's not an easy task.
20 And I wanted to commend these guys for going out,
21 any time, at any hour, just getting it done. It's
22 not easy. I see these guys doing the work.

23 MR. BELLA: Very impressive.

24 COMMISSIONER SANCHEZ: It is.

25 PRESIDENT CLEAVES: Commissioner Bazian.

1 COMMISSIONER BAZIAN: Thank you.

2 So if I may? One of the things that the
3 finance committee is going to go look at in 2015,
4 every year we felt there was some issues and
5 hopefully, we deal with them and then move onto
6 other issues.

7 The overtime is actually composed of two
8 things. It's composed, of course, of emergency
9 work, water main breaks, and things like that; but
10 some of it is also project work. And one of the
11 things that I had asked for, and I know Yitz is
12 working on, is a breakdown so we could get an idea
13 because we want to control our overtime costs.

14 I noted at the end of last year, if memory
15 serves correctly, in January, the overtime for
16 last year, the difference in actual dollars
17 between 2014 and 2013 was very small. It was a
18 negligible difference, but the number of hours was
19 significantly higher and that raised some
20 questions, just given how the numbers came out
21 and, you know, doing the oversight that we're
22 required to do. That's why we're here. So we're
23 trying to get more information so we can analyze
24 it better and see where we can manage the
25 overtime, manage it better than perhaps it can be

1 or has been in the past.

2 PRESIDENT CLEAVES: Commissioner.

3 COMMISSIONER KOLODZIEJ: Items that I
4 wanted to get on the record that we spoke about in
5 finance was we set policies which are very
6 important. We're the overview; they're the
7 day-to-day. And one of the policies that we set
8 is that the department head must signoff on the
9 overtime and notify Mr. Bella that that overtime
10 is given.

11 And from what we could see at finance,
12 it's working fine. So I think that's important
13 too.

14 Nobody is authorizing overtime just for
15 the heck of padding someone's salary. So we will
16 continue to make sure that our policy does work
17 and we set ourselves a goal for 2015 to continue
18 to keep overtime where we think it should be.

19 PRESIDENT CLEAVES: Thank you.

20 MR. AMODIO: IT.

21 COMMISSIONER BAZIAN: We were going to
22 have a meeting yesterday, unfortunately, we had an
23 issue with getting people together.

24 We're keeping an eye, of course, on the
25 implementation of the new customers information

1 systems and I believe Yitz, according to Joe's
2 report, you'll be giving some information to the
3 Board on that, get an update on that?

4 And, of course, I know Jim is working on
5 some technology and issues that he's bringing
6 before the committee, so we should have more
7 information.

8 PRESIDENT CLEAVES: Thank you.

9 MR. AMODIO: Joe, would you like Yitz to
10 show them now or wait?

11 MR. BELLA: Yes. We could do it under
12 Comptroller's report or whatever you want to do or
13 stay with the order.

14 He has a little report to do for you on
15 the new software and that kind of thing.

16 COMMISSIONER BAZIAN: If I may? There's
17 one thing I noticed under IT in Joe's report. The
18 new website that we put together, that the Water
19 Commission put together, is now under the
20 management of the Water Commission.

21 One of the things with setting up the web
22 site initially was that the web site should be
23 something that we could maintain inhouse using
24 something that techies call it CMS. Using that
25 innovates us to add our content which was not

1 something that was easy to do before, even though
2 we're doing it inhouse.

3 According to Joe's report, and I was very
4 glad to see this, the Water Commission is going to
5 be training and managing the site inhouse. So I
6 think that's a very good step forward in our
7 direction.

8 And I don't know if everybody here has
9 "Liked" the Passaic Valley Water Commission page
10 on Facebook, if you're Facebook users. I do keep
11 an eye on the activity. Water main breaks and
12 things like that, they're all posted. So it looks
13 like that piece is moving nicely. I'm actually
14 looking forward to Twitter which is the next thing
15 we'll be hitting, hopefully, some time this year.

16 PRESIDENT CLEAVES: If you have some
17 discussion on something regarding IT, we could do
18 it now.

19 MR. WEISS: You want to do it now?

20 PRESIDENT CLEAVES: Yes.

21 MR. WEISS: Just to review really quickly,
22 you'll recall when we started this process a few
23 years back we went through a business process
24 review. The determination was made that we were
25 going to be swapping out all of our enterprise

1 software which started with our CIS software.
2 That's our billing software. That's the
3 cornerstone. That's our cash register here. So
4 it's obviously very important that that's
5 something managed and handled effectively.

6 We decided to go with a best of breed
7 view. So, in other words, we decided that we were
8 picking the best billing software that would suit
9 our needs rather than trying to find some software
10 that was going to be all encompassing and just
11 have to kind of squeeze ourselves into. That was
12 what the determination was.

13 So we're working with, again, just to
14 review, we're working with Advanced, Advanced
15 Utility System. That's the software that we
16 chose. We're working also with Westin
17 Engineering. They're helping us with project
18 management. And a lot of the reason why the
19 implementation is going as well as it is is
20 because they're doing a great job for us. And I
21 can't underemphasize how good of a job the core
22 team that we're working with in terms of our
23 employees. They really have bought into it.
24 They're really engaged in this. And I think the
25 success of this implementation will rest very

1 squarely on their shoulders with all the time and
2 effort they're putting in. So that's very
3 important.

4 I pulled a couple of slides from the last
5 sponsor meeting that we had with Advanced. It's
6 just a couple. I just want to give you a quick
7 overview so that you see where we're up to; where
8 we started from and where we're up to and --

9 COMMISSIONER BAZIAN: Before we get into
10 this, there's some people here who this
11 information is new to.

12 I don't know if it's common knowledge, but
13 the software the Water Commission has been using
14 prior to this was initially put in in 2000, I
15 believe?

16 MR. WEISS: 1999.

17 COMMISSIONER BAZIAN: 1999.

18 The software was running, even back then
19 it was antiquated technology. It was running on
20 an S400, I think.

21 So the purpose of this is to give us
22 better functionality for us, for our customers,
23 lower cost overall and more efficiency.

24 Does that summarize it properly?

25 MR. WEISS: Absolutely. That's great.

1 Thank you.

2 It's just a couple of slides. Again, I
3 don't want to belabor the point, but I think it's
4 important to know what we're looking to accomplish
5 and where we're at in terms of the project.

6 These are all the difference phases of
7 implementation that we're up to. The green bar
8 across the top shows you how close we are to a
9 hundred percent from all of those. The arrows
10 that they have indicate where we were in October
11 and the progress that we made since October. That
12 was from the last meeting to the most recent one
13 which was about a week ago. This is discussions
14 that we had with Joe Bella and just to make sure
15 that everybody is on the same page in terms of
16 where we're going.

17 So we made tremendous progress.

18 Our initial go live date was scheduled for
19 the end of March. So that's a progress that we
20 made so far. This kind of shows us the timeline.

21 We're currently in what they call UAT.
22 It's the User Acceptance Testing. That means that
23 we are doing parallel runs in the new system. We
24 grabbed all the information at the end of last
25 week, Tuesday actually, and we're in the process

1 of inputting all the information for Wednesday,
2 Thursday, Friday so can make sure that everything
3 works in parallel so that the new system processes
4 the bills the way it's supposed to compared to the
5 way the old system actually did process the bills.

6 Again, our initial, in terms of
7 coordinating all the efforts, the biggest
8 challenge that we run into is the fact that we
9 deal with a lot of third-party vendors. So we're
10 dealing with everything ranging from our credit
11 card processing to our... Who else, interface,
12 IVR, that's for the phone system. HD, obviously.
13 Our work orders, which is a separate one. HD
14 accounting, which is another one. Matrix, which
15 is our bill processing. So kind of coordinating
16 all the outside vendors in the interfaces --

17 MR. BELLA: GIS.

18 MR. WEISS: I'm sorry?

19 MR. BELLA: GIS.

20 MR. WEISS: GIS, that's another one.

21 So coordinating everybody to get everybody
22 on the same page to keep us on a timeline has been
23 a challenge. So for that reason it looks like at
24 this stage of the game we're probably going to be
25 pushing off our go live. Instead doing it the end

1 of March, we're going to be pushing it off to the
2 end of April.

3 We had a high level discussion with Joe
4 Bella on this and he agreed that it's much more
5 important to make sure that we get all our i's
6 dotted and our t's crossed. We're putting a
7 tremendous amount of effort and a lot of money
8 into this system. We want to make sure it's going
9 to do exactly what it's going to do for us. If
10 that means that we got to delay the implementation
11 by a little bit, then it's going to be worthwhile.

12 We'll probably be coming back to you. Our
13 estimated cost, because of the additional time, is
14 probably going to end up costing about \$60,000
15 more. It's a \$1.75 million project. That's just
16 for the software itself. So it's roughly three
17 and a half percent. We'll have details on that
18 for you for next month.

19 But, again, the idea was we wanted to make
20 sure we had the proper -- we didn't want to go
21 live, you know. We wanted to make sure that the
22 implementation was going to succeed.

23 We also are building in a little bit of
24 extra training. We found that some of our end
25 users were having a little bit of difficulty.

1 Actually, I meant to bring in a tablet to
2 show you. All of the guys in the field are going
3 to be using tablets. We're going to be going
4 wireless for this phase and for service orders.
5 So there's some training involved and we want to
6 make sure that our end users are up to date.

7 The ones that are inhouse are doing very,
8 very well with the system. I think once people
9 had an opportunity to use it and to play around
10 with it, they can see how the functionality is
11 going to help them on a day-to-day basis.

12 The guys in the field, they just don't use
13 the technology as often. It's a little bit of a
14 learning curve. So we're going to be building a
15 little bit of extra training for them. That's
16 part of the reason for the delay as well.

17 MR. BELLA: The other thing with the GIS
18 system, the interface there, we want to have this
19 all dovetailed together so that the information
20 flows freely between the systems and it gives us
21 another level of ability to see what's going on on
22 the customer base.

23 MR. WEISS: That's it, unless anybody has
24 any questions.

25 COMMISSIONER BAZIAN: Given that we're

1 pretty close to implementation, we're going to be
2 implementing this by April, could you just spend a
3 moment and let everybody know what the next step
4 is?

5 MR. WEISS: Yes, thank you. I meant to
6 say that also.

7 The next step after this is going to be
8 our work order system.

9 Again, we're breaking things down into
10 bite size chunks. So the CIS system, because it's
11 the cornerstone of our business, because it's our
12 cash register, that was the most important factor,
13 so we want to make sure that we have that so we
14 can send our bills out on time and we can bill and
15 collect. That's very important.

16 The next step after that is going to be
17 work orders. The work orders ties in with our
18 inventory so that all the work that's done in the
19 field and ties back in. And the plan is that any
20 work order system that we bring in, we're going to
21 require them to interface with the CIS system,
22 with the billing system.

23 And then the next step beyond that,
24 obviously, will be accounting, the general ledger,
25 which will be the last piece of the puzzle.

1 COMMISSIONER BAZIAN: Thank you.

2 COMMISSIONER SANCHEZ: Can you do some
3 type of, I would say the material taken out and
4 coming back in, we can do some kind of reconcile
5 on that?

6 MR. BELLA: We do that all the time.

7 COMMISSIONER SANCHEZ: Can we do it?

8 MR. WEISS: You're talking about
9 inventory? Yes, we do that now.

10 COMMISSIONER SANCHEZ: Can we incorporate
11 it into the system?

12 MR. WEISS: Not into this system. This
13 system is just going to be billing; it's not going
14 to be inventory. But the next step in the work
15 order system will have that in it.

16 COMMISSIONER SANCHEZ: I'd like to see
17 that.

18 What about the block and lots?

19 MR. BELLA: Oh, yeah, that's what the GIS
20 system came in from. That's why we had that
21 interface so that these two, the GIS will be in
22 with. In this phase, that's what we're working
23 on. That's one of the things that slowed us down
24 a little.

25 COMMISSIONER SANCHEZ: That's an important

1 component.

2 MR. BELLA: Yes, a very important
3 component.

4 COMMISSIONER BAZIAN: Yitz, remind me,
5 we're now scheduled April. What was the original
6 projected go live date?

7 MR. WEISS: The end of March.

8 COMMISSIONER BAZIAN: That was what we
9 projected way back?

10 MR. WEISS: That was what we projected 14
11 months ago when we first started.

12 COMMISSIONER BAZIAN: So I just want to
13 confirm that was my recollection as well.

14 Just to let you know, I mean, many of you
15 know, this is what I do for a living. I'm a
16 systems professional. A major project like this,
17 it's not uncommon when you have a major project,
18 you have delays of one sort or another. If we're
19 talking about actually getting in at the end of
20 April, speaking from a systems perspective, I
21 consider that to be on time and that's pretty good
22 and that's something if, assuming it happens,
23 right, because now I'm going to hold you to it,
24 but that's something to be commended for. Well
25 done. Assuming it goes and you don't have any

1 problems.

2 MR. WEISS: Thank you.

3 COMMISSIONER BAZIAN: Just remember, if we
4 do have any problems, that's a whole different --

5 MR. WEISS: There's no question we'll have
6 problems, but we'll deal with them as we go.

7 PRESIDENT CLEAVES: Thank you.

8 MR. WEISS: Sure.

9 MR. AMODIO: Legal affairs, there was no
10 meeting?

11 COMMISSIONER DeVITA: No.

12 MR. AMODIO: Special projects.

13 COMMISSIONER KOLODZIEJ: Yes. As
14 Commissioner Sanchez pointed out, we had a meeting
15 last week. I thought it was very productive. The
16 first thing we addressed was the letter from the
17 State, Fred Sickels, in regard to the next step.

18 Everyone around this table realizes that
19 we're really out of the equation now. The State
20 is running the show and they called together the
21 representatives of the three owner cities.

22 You have received the letter. You also,
23 thanks to Louis for the wonderful minutes from
24 that meeting in which you can see the
25 representatives of the three owner cities and

1 specifically, the comments that they made.

2 Before us today is a proposal to go out
3 for an RFP in regard to what the State strongly
4 recommends is the next step. Although they can't
5 mandate it, "strongly recommends it" sends a
6 message to me anyway, which is the monies will be
7 set aside to hold public information sessions in
8 which, that probably will come out in the second
9 meeting, in which the public will be able to go to
10 this meeting and on the different stations be able
11 to see the alternatives that are before the
12 Commission as far as how to achieve the end result
13 of the mandating of the deal with our open water
14 reservoirs.

15 So it's my understanding that we will not
16 be involved except to pay for this. If you read
17 the minutes, they will go back to the original
18 study that we did to take out of there the most
19 viable suggestions which were the ones we've been
20 looking at.

21 Plus, I tried to pin down Administration
22 to: Does that include the three alternate sites
23 that we're looking at. The answer was yes. But
24 then again, if the committee, which will be the
25 representatives of the three owner cities, come up

1 with additional things that we have not studied,
2 then I would assume that there would be some
3 recommendation from them as to, you know, possibly
4 what we could do.

5 But in the meantime, in order to cover
6 things that we have done, that we spent money on,
7 that the public deserves to have an opportunity to
8 understand fully, it's my understanding that this
9 step is necessary because it will be done by a
10 professional, independent, you know, not involved
11 with anything that we've done.

12 So if there's any questions...

13 COMMISSIONER DeVITA: I have some
14 questions.

15 We're not going to be duplicating what
16 we've already done, are we?

17 COMMISSIONER KOLODZIEJ: No.

18 COMMISSIONER DeVITA: In other words, we
19 looked at alternate sites, spent a lot of money,
20 this is not going to be doing that again?

21 COMMISSIONER KOLODZIEJ: No. That's going
22 to be giving these people the opportunity to take
23 those suggestions and to flesh them out to the
24 public when they hold these information sessions.
25 Correct, Joe?

1 MR. BELLA: That's true. And if the
2 public comes up with some other ideas, it's also
3 going to be a means to collect any additional
4 ideas in a way that can be codified which will be
5 part of their assignment.

6 COMMISSIONER KOLODZIEJ: And that's part
7 of the scope of work. In addition, we start out
8 with a body of information that we have which
9 we're sharing and the public is going to have an
10 opportunity to present at those informational
11 sessions additional things and that will be
12 brought back. And, again, the State's calling the
13 shots, so they will give us direction.

14 COMMISSIONER DeVITA: I have one more
15 question.

16 This 140,000, hopefully, it's not that
17 much.

18 COMMISSIONER KOLODZIEJ: It's an up to
19 amount, right.

20 COMMISSIONER DeVITA: I looked at the
21 minutes that Louis took and it seems to me that
22 Mayor Torres said that Paterson is willing to
23 contribute something to this. Is that something
24 we're going to discuss? He said: Paterson was
25 "willing to put skin in the game". What does that

1 mean?

2 MR. AMODIO: He did mention, Joe, correct
3 me if I'm wrong, he mentioned another, maybe,
4 property.

5 MR. BELLA: Property and stuff like that
6 which we could look at.

7 COMMISSIONER KOLODZIEJ: Which we did
8 cover at our particular meeting because it was a
9 new piece of property that was directly across the
10 street from the Levine Reservoir. That might
11 become available to Paterson, an abandoned oil
12 depot or something.

13 So we had asked Administration to go back
14 to the mayor and find out exactly what, so that we
15 stay ahead of the curve. We don't want any
16 surprises. So we had directed them at that
17 meeting, correct, Commissioner Sanchez and
18 Commissioner Graddy, to go back to the mayor and
19 find out exactly what property, the size of it,
20 you know, just if it would be viable.

21 COMMISSIONER DeVITA: So we're going to be
22 looking at alternate sites within Passaic Valley?

23 COMMISSIONER KOLODZIEJ: No, no, we're
24 done doing that. We're done doing that.

25 The State is now saying: Come on owner

1 cities, tell us which viable solutions that we're
2 looking at, which include our original ones plus
3 the three other properties we spent money to vet.
4 And then the mayor came up with a new property.
5 So maybe that will be something that we can look
6 at.

7 But in the meantime, that's what this
8 informational session is for, is that members of
9 the public, if they have something that we
10 overlooked or anybody else overlooked, it will
11 become an item that will then go back to the
12 State.

13 And I'm assuming that they will come back
14 to us and say, you know, maybe this sounds viable.
15 And I'm sure it will have a price tag to it like
16 this does, but that's all right. It's called due
17 diligence.

18 So I don't think anybody's objecting to
19 this. It's just a matter of we want to be sure
20 that we looked at everything we possibly can look
21 at and then they'll be back before us for a final
22 decision.

23 And I had asked for the timeline. It
24 seems that they're giving us, because they want
25 the warmer weather and the ability to attract as

1 many people as possible, that these sessions will
2 probably go on till probably October. And then by
3 the end of the year, it's, again, this is coming
4 through Joe, we have not had anybody speak to us
5 directly, that by the end of the year the State
6 will give us a new timetable for meeting
7 deadlines. But that will be after all of this
8 collection process, after all of this is vetted.

9 COMMISSIONER DeVITA: We don't have any
10 new deadlines yet?

11 COMMISSIONER KOLODZIEJ: No, no new
12 deadlines. It sounds to me like they're looking
13 at the end of the year, because these sessions
14 will be completed, it looks like to me, October,
15 maybe November. And then they will have that body
16 of information and based on the body of
17 information, it's my understanding that the State
18 will be giving us a new timeline for compliance.

19 I listen good, right, Joe?

20 All right. So this will be on the agenda.
21 It's obviously something we must do.

22 MR. AMODIO: Any other questions?

23 Move on.

24 COMMISSIONER KOLODZIEJ: Just one other
25 thing that I think is important because we did

1 cover that at special improvement is the project
2 that's going to go on at the plant. I guess it
3 was someplace in here I read about "antiquated".
4 So the pump station, the changing of those major
5 things over the course of time which will
6 eventually save us additional money. I mean,
7 we're spending money where money needs to be spent
8 to bring our facility up to date.

9 MR. BELLA: One of the things we're doing
10 at the plant now, we're in the planning stages,
11 the pump station itself has equipment that was put
12 in there in 1935 or even before that, '32. And a
13 lot of them are starting to go. The valves are,
14 you know, 75, 80 years old, heavily used.

15 So we're going to plan over the next two
16 to three years, four years we're going to replace
17 most of those valves. It's a big job and it's
18 going to be a lot of work. It has to be done
19 during certain times of the year, that kind of
20 thing. So we're in the process of planning that.

21 We've already done some of that work
22 previously and it's probably about 30 valves that
23 we'll be changing, big ones. These are all
24 36-inch, 24-inch valves. So it's going to be a
25 lot of work. But it's something that we have to

1 do to keep that place viable, you know, because we
2 expect that that will be there for at least
3 another hundred years so we have to be ready for
4 that next century.

5 COMMISSIONER KOLODZIEJ: The bottom line
6 here is, it's the capital improvements which is
7 something that comes before the special
8 improvements committee, we have to prioritize
9 this. And it's money well spent. And using
10 Commissioner Bazian's ears, are the money that's
11 set aside to do this. Automatically, I think
12 it's: Do we have to bond? Do we have to bond?
13 But the point is: We planned for this. So the
14 money is there to be able to do this. So from the
15 financing point, it's another home run. So thank
16 you, Joe. That brings us up to date.

17 MR. AMODIO: Anything further?

18 Joe, any other reports you'd like to give?

19 MR. BELLA: No. I pretty much spoke about
20 everything that I needed to speak about.

21 MR. AMODIO: If we can move on.

22 COMMISSIONER BAZIAN: I'm sorry?

23 PRESIDENT CLEAVES: Commissioner Bazian.

24 COMMISSIONER BAZIAN: Yes, ma'am. Thank
25 you, Madam President.

1 So, in other words, that was the Executive
2 Director's report?

3 COMMISSIONER KOLODZIEJ: No, that was
4 special improvements projects. We were busy.

5 COMMISSIONER BAZIAN: But I do have a
6 couple of questions, if I may?

7 You mentioned in your report about
8 shutdown of the plant but it doesn't mention how
9 long the plant is down for shutdown. Can you give
10 us an idea how long for shutdown?

11 MR. BELLA: All under 24 hours. These are
12 just things like tie ins.

13 The next meeting we're going to do a full
14 presentation on those four-gauge projects that we
15 did at the plant; the evaporators, the sludge
16 line, what's the other one... The caustic soda
17 tanks. And so we'll give you a full report. And
18 some of those things require us to shut the plant
19 down and some electrical work that needs to done;
20 just maintenance. We're going to do maintenance
21 on the electrical switchgear and that kind of
22 thing. We'll have more in March. That might be
23 about three days and that's going to be a long
24 repair. But then after that we should be okay.
25 Most of the shutdowns in the plant have been, in

1 the past, were electrical.

2 And the other thing is this: I want to
3 tell you this one project we did was a \$1.2
4 million project to change over from water bath to
5 evaporators for liquid oxygen to make ozone to gas
6 to ambient air like you see at the hospitals.
7 That really made a difference because the water
8 bath, the water temperature being so cold, the
9 liquid oxygen, which is like 280 degrees below
10 zero would flash freeze the water and shut the
11 plant down. So this has really been a big, really
12 saved us a lot of time and energy in overtime.

13 COMMISSIONER BAZIAN: Thank you, Joe.

14 Next question: In your report you
15 mentioned some ongoing compliance issues, one of
16 which, of course, is the LT2 which is, I'm not
17 referring to, but you just mentioned ongoing but
18 no --

19 MR. BELLA: Right now what that all is is
20 information gathering. We're in the information
21 gathering phase on those issues. And at the end
22 of that time, that tells us whether we're going to
23 make, you know, what we have to comply to.

24 So we're gathering the information. We
25 submit it to the EPA and that puts us into certain

1 categories of how to treat the water and that kind
2 of thing. That's ongoing and we're collecting
3 that information. That has to do with the
4 treatment process itself and the source water. So
5 those are things that we've done every, I think
6 it's every eight years we have to do these, or six
7 years. It's a series of tests on the raw water,
8 what they call "bins", what bins we are for
9 treatment.

10 COMMISSIONER BAZIAN: Next issue:

11 Regarding the meter reading contract, the three
12 year as corrected, one of the things you mentioned
13 last month that we were going to automated meter
14 reading, search engine meters. We're doing Lodi
15 to serve as a test?

16 MR. BELLA: Yes, that's our oldest.

17 COMMISSIONER BAZIAN: So the contract, is
18 this a fixed price contract or is this a take as
19 we need? Because one of the things we're looking
20 at is as we install these that our need for an
21 outside meter reader is going to go down.

22 MR. BELLA: That's correct.

23 COMMISSIONER BAZIAN: So that's a max
24 cost, not...

25 MR. BELLA: It's take or pay. You take

1 most of those kind of contracts.

2 COMMISSIONER BAZIAN: Okay. Excellent.

3 Do you anticipate that we'll actually
4 spend that or do you think that we're going to,
5 you know, assuming that the Lodi test works out
6 that we would --

7 MR. BELLA: Remember, we're going to phase
8 that in over the whole system, you know. It's
9 going to be three or four years. So it's hard to
10 predict exactly how fast because there's going to
11 be ramp up and mobilization, that kind of thing in
12 the beginning. But assuming with Lodi the test
13 goes well and we're okay, then we go out to bid
14 for the entire system and we decide how, depending
15 on the capital availability, manpower
16 availability, that kind of thing.

17 COMMISSIONER BAZIAN: And the final
18 question. This is what happens when you read this
19 stuff the night before, you write all this stuff
20 down.

21 Who is the Jeep for?

22 MR. BELLA: The Jeep?

23 COMMISSIONER BAZIAN: The Jeep.

24 MR. BELLA: Oh, for the laboratory because
25 there's a lot of, in our systems up county,

1 there's a lot of places where they go to get
2 into --

3 COMMISSIONER BAZIAN: So they need
4 four-wheel drive?

5 MR. BELLA: Yes.

6 COMMISSIONER DeVITA: Question.

7 PRESIDENT CLEAVES: Commissioner DeVita.

8 COMMISSIONER DeVITA: This is a utility,
9 this is not just an SUV?

10 MR. BELLA: No, it's a vehicle for --

11 COMMISSIONER DeVITA: Like transport.

12 MR. DUPREY: It's going to drag the
13 standby generators out to remote sites and also to
14 deliver chemicals for emergencies.

15 MR. BELLA: It's just a day-to-day, you
16 know, if we have to pick up materials and bring
17 them out to sites and that kind of thing.

18 COMMISSIONER SANCHEZ: How are we doing
19 this? Leasing versus just buying it?

20 MR. BELLA: We tend to keep them a long
21 time, so leasing usually doesn't work for us and
22 there's no tax advantage.

23 COMMISSIONER KOLODZIEJ: I have a
24 question.

25 PRESIDENT CLEAVES: Commissioner

1 Kolodziej.

2 COMMISSIONER KOLODZIEJ: Commissioner
3 Bazian and I have debated your reports before. He
4 doesn't think it needs to go into so much detail;
5 I personally like it, even though sometimes I
6 don't understand it. I can always call and ask
7 you a question.

8 But the most interesting part of that is
9 usually fleshing out the big projects, but also
10 the compliance issue. I read that part diligently
11 to see if we're out of compliance.

12 One of the things that caught my attention
13 was the salt issue. And, of course, the salt
14 issue is a result of not anything we're doing
15 wrong, but all the runoff from what's happening
16 out in there and it made me think that once we
17 deal with this open finished water reservoirs of
18 ours, that should not be a problem anymore because
19 there'll be no way for that runoff from that to
20 get into our water.

21 MR. BELLA: Well, the salt, there is that
22 problem. But the real problem is what's coming
23 into the treatment plant from our watershed and we
24 have to watch that very carefully like we're
25 watching the weather carefully today. We were

1 talking about, in fact, this afternoon after the
2 meeting I'll be up at the plant and we'll be
3 talking about our strategy how to deal with, once
4 we get this runoff, we're expecting some rain and
5 warmer weather, and so you'll start to see those
6 levels start to come up and how we're going to
7 deal with that.

8 COMMISSIONER KOLODZIEJ: So we're
9 proactive when those conditions exist because,
10 obviously, it's a seasonal thing. So much of our
11 business is seasonal, both income and how we treat
12 the water that, you know, it's just reassuring to
13 me that we're staying ahead of the curve and being
14 proactive.

15 MR. BELLA: We're dependent on the rain;
16 we're dependent on the weather.

17 PRESIDENT CLEAVES: Commissioner Bazian.

18 COMMISSIONER BAZIAN: I'm sorry, Joe.
19 There's one thing that caught my eye. As you
20 know, one of the pages I tend to go to right away
21 just given my accounting background is the Table
22 of Delinquent Accounts.

23 Today, and this may not be unique to this
24 month but it just caught my eye this month, I
25 notice that the total amount of delinquent and the

1 aging columns do not necessarily add up to each
2 other. For example, I'm not going to mention the
3 name necessarily because it's irrelevant, but
4 there's one company over here from Passaic where
5 we're showing a total amount of delinquent --
6 that's the wrong one. I'm sorry, from Elmwood
7 Park. It's almost at the bottom of the page. It
8 says: Total Delinquent Amount 15,894.34, but the
9 only delinquent amount, at least on aging, is
10 \$125.19. So I don't understand the numbers.

11 What I'd like to ask if you could just
12 take a look at those numbers and just make sure
13 that there wasn't an error made on this month's
14 report and going forward because I rely on this
15 very heavily to ask questions.

16 MR. BELLA: Okay.

17 COMMISSIONER BAZIAN: Thank you.

18 PRESIDENT CLEAVES: Anymore discussion?

19 MR. AMODIO: We'll move on. We have three
20 requests:

21 First request: Permission to advertise
22 Contract #15-B-27- "Furnish and Deliver Utility
23 Vehicle and Appurtenances".

24 Next we have request: Permission to
25 advertise requests for proposals for Project

1 15-P-56 "Professional Services For Public Outreach
2 and Participation for the Levine Water Storage
3 Improvements".

4 And the third, which was added lastly,
5 request from the County of Passaic Police Academy
6 for use of the reservoir on three different
7 occasions.

8 Questions?

9 Motion?

10 COMMISSIONER KOLODZIEJ: So moved.

11 MR. AMODIO: By Commissioner Kolodziej.

12 COMMISSIONER SANCHEZ: Second.

13 MR. AMODIO: Second by Commissioner
14 Sanchez.

15 On the roll.

16

17 (Roll call was taken, all Commissioners
18 respond in the affirmative)

19

20 MR. AMODIO: Thank you.

21 Move onto the Controller's Report.

22 MR. WEISS: Cash on hand is \$14 million.

23 Our accounts payable is at 2.9 million.

24 Our accounts receivable is 13.7 million.

25 Our 30 days or less accounts receivable is

1 at 12.8 million which is about 94 percent is a
2 little lower than normal, but normal for this time
3 of the year.

4 We have our auditors coming the first week
5 of March to start the audit.

6 We had received a letter back from the New
7 Jersey of Division of Banking, Division of
8 Investment authorizing us, again, to continue with
9 our investment strategy. So we are going to
10 continue with that as we have last year. We've
11 been very successful with that.

12 MR. AMODIO: Any questions?

13 Hearing none.

14 Can I have a motion for closed session?

15 COMMISSIONER KOLODZIEJ: So moved.

16 COMMISSIONER GRADDY: Second.

17 PRESIDENT CLEAVES: Second by Commissioner
18 Graddy.

19 MR. AMODIO: WHEREAS, Section 8 permits
20 the exclusion of the public from a meeting in
21 certain circumstances;

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 the
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 we have
6 Summary/Aging reports; Prismatic settlement;
7 Beirut Restaurant. Personnel we have new hires:
8 Lindsey Kelly; Andra Shearn; and Eric Beltre.
9 There's nothing under Administration. And any
10 other matter as may be discussed in camera.

11 2. It is anticipated at this time that
12 the subject matters will be ratified during public
13 meeting following or as soon thereafter as reason
14 for discussion no longer exists.

15 3. This Resolution shall take effect
16 immediately.

17 Second by Commissioner Graddy.

18 On the roll.

19
20 (Roll call was taken, all Commissioners
21 present respond in the affirmative. Commissioner
22 Bazian stepped out of the room)

23
24 MR. AMODIO: Time is 12:52.

25 Please close the doors.

1 ***

2
3 MR. AMODIO: Roll call.

4
5 (Roll call was taken, all Commissioners
6 respond in the affirmative)

7
8 MR. AMODIO: Thank you.

9 The time is 1:09.

10 You have a quorum.

11 Moving on. Minutes of Passaic Valley
12 Water Commission in camera and regular public
13 meetings held January 21st, 2015.

14 Do I have a motion?

15 COMMISSIONER BAZIAN: Move it.

16 MR. AMODIO: By Commissioner Bazian.

17 COMMISSIONER KOLODZIEJ: Second.

18 MR. AMODIO: By Commissioner Kolodziej.

19 On the roll.

20
21 (Roll call was taken, all Commissioners
22 respond in the affirmative)

23
24 MR. AMODIO: Next: Does the Chair accept,
25 receive, and file miscellaneous purchase orders

1 placed by Linda Beckering, Purchasing Agent, for
2 the period of January 12, 2015 to February 3rd,
3 2015?

4 Madam Chair, do you accept?

5 PRESIDENT CLEAVES: Yes, I do.

6 MR. AMODIO: Thank you.

7 Requests for Action: We have Contract
8 #14-B-10 "Water Meter Reading and Related
9 Services" Recommendation to award a three-year
10 contract to --

11 COMMISSIONER SANCHEZ: Lou, I'm sorry, can
12 you do what you can do in one so we don't have to
13 do one by one?

14 MR. AMODIO: Is that okay with everybody?

15 PRESIDENT CLEAVES: Yes.

16 MR. AMODIO: Back to Contract #14-B-10
17 "Water Meter Reading and Related Services"
18 Recommendation to award a two-year contract to
19 Severn Trent Environmental Services, in the amount
20 of \$1,612,900.

21 Next we have --

22 MR. HANLEY: I'm sorry, did you get to
23 Bituminous?

24 MR. AMODIO: Not yet.

25 MR. HANLEY: Let me know when you do.

1 MR. AMODIO: I'm there.

2 Go ahead.

3 MR. HANLEY: Madam Chair, I don't have a
4 problem with the contract the way it's being
5 awarded which is to the second numerical. The
6 lowest bidder has defects in their bid. All I
7 want to do is make it clear because it wasn't
8 explicit in the memo. So I want to give Mr.
9 Duprey an opportunity to put that on the record
10 exactly the specifics of the defects.

11 MR. DUPREY: There were two items for
12 winter mix, what we call winter mix. And the
13 bidder didn't bid on those. And being that we're
14 in winter, it's considerably important for us to
15 get that right away that's why we're requesting it
16 be approved. And George requested that I amend
17 the memo to, you know, just to discuss that aspect
18 and that's why.

19 So if could award the contract and, you
20 know, contingent upon me amending the memo to
21 reflect that.

22 COMMISSIONER DeVITA: Wasn't that
23 contained in the bid?

24 MR. DUPREY: It's all in there.

25 MR. HANLEY: It's in the chart, but it was

1 not in the Resolution and it wasn't in his memo,
2 so I wanted to make it clear on the record.

3 COMMISSIONER DeVITA: I remember seeing it
4 in the chart.

5 MR. DUPREY: Yeah, if they want to do
6 that, I'll amend the memo and attach it.

7 COMMISSIONER DeVITA: That makes sense.

8 PRESIDENT CLEAVES: No problem.

9 MR. AMODIO: Are you done, Counsel?

10 COMMISSIONER DeVITA: George, are you
11 done?

12 MR. HANLEY: I'm done.

13 MR. AMODIO: Next: Contract #15-B-10 as
14 described by Counsel, "Bituminous Materials"
15 Recommendation to award a two-year contract to
16 Tilcon New York in the amount of \$317,110.

17 Next: We have a Resolution authorizing a
18 Shared (Cooperative) Services Agreement USDA for
19 Canada Goose Management in the amount of \$11,\$605.

20 Next: We have a Resolution authorizing
21 State contract procurement of one 2015 Jeep
22 Patriot four-wheel drive for PVWC's Laboratory
23 Department purchased from Hertrich Fleet Services
24 in the amount of \$20,494.

25 Do I have a motion?

1 COMMISSIONER SANCHEZ: So moved.

2 MR. AMODIO: By Commissioner Sanchez.

3 Second.

4 COMMISSIONER SANCHEZ: By Commissioner
5 Bazian.

6 MR. AMODIO: On the roll.

7

8 (Roll call was taken, all Commissioners
9 respond in the affirmative)

10

11 COMMISSIONER BAZIAN: Only because
12 Commissioner Sanchez seconded for me, yes.

13 MR. AMODIO: We have New Business.
14 Summary of disbursements and payrolls through
15 February 18th, 2015, in the amount of
16 \$4,877,198.86.

17 Do I have a motion?

18 COMMISSIONER LEVINE: So move.

19 MR. AMODIO: Motion by Commissioner
20 Levine.

21 COMMISSIONER KOLODZIEJ: Second.

22 MR. AMODIO: Second by Commissioner
23 Kolodziej.

24 COMMISSIONER SANCHEZ: I abstain on
25 Montana, the rest yes.

1 COMMISSIONER BAZIAN: Yes. Abstain on
2 Dell.

3 COMMISSIONER DeVITA: Yes. Abstain
4 Rachles Michele.

5
6 (Roll call was taken, all Commissioners
7 respond in the affirmative)

8
9 MR. AMODIO: Recommendations from
10 Executive Session.

11 We have New Hires: Andra Shearn -
12 Laborer. Salary of \$35,000; range of \$17,264 to
13 \$57,387.20.

14 COMMISSIONER SANCHEZ: What's the current
15 salary?

16 MR. AMODIO: Thirty-five thousand.

17 COMMISSIONER DeVITA: Lowest is 17.

18 MR. AMODIO: Starting salary is 35,000.

19 COMMISSIONER SANCHEZ: And the other one?

20 MR. AMODIO: Thirty-five thousand.

21 COMMISSIONER SANCHEZ: All right.

22 MR. AMODIO: Eric Beltre, salary of
23 35,000; range of \$17,264 to \$57,387.20.

24 Lindsey Kelly - Keyboarding Clerk. Salary
25 of 32,000; range of \$20,238.40 to \$52,925.60.

1 Do I have a motion?

2 PRESIDENT CLEAVES: I have a question.
3 The two laborers, you said one has a Class A
4 license and the other one doesn't?

5 COMMISSIONER DeVITA: He's applying for
6 it.

7 PRESIDENT CLEAVES: So why are we starting
8 them the same salary if one already has it and the
9 other does not?

10 MR. BELLA: We always start laborers at
11 that salary.

12 COMMISSIONER SANCHEZ: Because regardless
13 of whether they have a license or not, that's how
14 we start them.

15 PRESIDENT CLEAVES: So it's not based on
16 whether or not they have a license or not?

17 MR. BELLA: You know, first off, they have
18 to have a driver's license. We never actually
19 required that of them, but it's a good thing.

20 PRESIDENT CLEAVES: Okay.

21 COMMISSIONER GRADDY: When you hire
22 laborers, I guess, different categories of
23 experience, do you take any of that in
24 consideration?

25 MR. BELLA: Well, for hiring, but

1 generally when we start laborers, they come in at
2 the same salary. We don't change that in between.
3 If they come in and they've already worked for a
4 pipe contractor or something like that, then that
5 will be a consideration, but we rarely get those.

6 COMMISSIONER DeVITA: As a laborer they're
7 all doing the same work.

8 MR. BELLA: Yeah, they're all doing the
9 same work.

10 MR. AMODIO: Any other questions?

11 MR. BELLA: By the way, where that comes
12 into play when they go from laborer to senior
13 repairer. If they don't have their -- or to water
14 repairer. If they don't have their license,
15 they're not going to be as apt to get that
16 promotion.

17 PRESIDENT CLEAVES: Okay.

18 MR. AMODIO: Do I have a motion?

19 COMMISSIONER KOLODZIEJ: So moved.

20 MR. AMODIO: By Commissioner Kolodziej.

21 Do I have a second?

22 COMMISSIONER BAZIAN: Second.

23 MR. AMODIO: By Commissioner Bazian.

24 On the roll.

25

1 (Roll call was taken, all Commissioners
2 respond in the affirmative)

3
4 MR. AMODIO: Is there anything for Good
5 and Welfare?

6 COMMISSIONER DeVITA: Yes. I tried to
7 have a thick skin sitting here in the past for a
8 long time but today when my professional integrity
9 was mentioned and ethics, I kind of took a little
10 outrage over that.

11 I think we all take our job very
12 seriously. I think the personnel committee in
13 going over these applications did a very careful
14 review, no matter who the person was. When you
15 look at the fact that we have people applying for
16 the same job that may be cashiers or teacher's
17 aides and when you go through 18 applications in a
18 very careful and methodical way, not once, but
19 twice, we awarded the job to who we felt was the
20 best qualified out of the applications. I think
21 we did the right thing, no matter who that
22 employee is related to.

23 The fact is she is related to Mayor
24 Torres. She didn't even live in Paterson so we
25 didn't really know in the beginning who she was

1 and it didn't matter. And she should not be
2 penalized because she is related to a political
3 figure. And we didn't think that it was right
4 that she was. We honestly felt that she was the
5 best qualified person for the job, end of story.

6 PRESIDENT CLEAVES: And serving as the
7 personnel Chair at the time, I echo Commissioner
8 DeVita's comments. Because as I stated
9 previously, when I received the applications at
10 home, the first time I went through them did not
11 know who any of the applicants were. I received a
12 second packet and went through the second packet
13 just as well as I did the first packet and I too
14 believe, you know, that, you know, we cannot fault
15 people for who they are related to. If they meet
16 our qualifications, which she has met our
17 qualifications, she deserved a fair shot just as
18 well as everyone else. And just because she has
19 the last name of a political figure does not mean
20 that she cannot do the job that is required, that
21 we were posting for to do.

22 And I think that the committee did do
23 their due diligence in going through each and
24 every application and having a discussion on each
25 and every applicant at our committee meeting and

1 then also bringing it forward to the body and
2 having further discussion.

3 So I did not take offense to the comments
4 that were made, but we are all human and we do
5 have feelings and at the end of the day, our
6 feelings count and matter just as well as the next
7 person.

8 So I commend the committee and I commend
9 this Commission for always doing your due
10 diligence because I think everything that everyone
11 in this room at this table does, they do with
12 integrity and I thank you all for, you know, doing
13 what you do on a daily basis for this Water
14 Commission.

15 COMMISSIONER KOLODZIEJ: I wasn't going to
16 comment, but my good colleague from Clifton, I
17 would like to point out that we all sat through
18 the ethics seminar that we attended and one of
19 those sessions was clearly, clearly on conflict of
20 interest. We see people abstaining from the
21 claims list because you have business dealings
22 with the people you're abstaining from.

23 But when a member of the public doesn't
24 take the time to get the proper information, all
25 they had to do was pick up our minutes from a

1 previous meeting and understand the issue about
2 the three Paterson Commissioners whether you could
3 vote on that or not, the answer from our Legal
4 Department was: Absolutely. There was no
5 conflict of interest.

6 So for somebody who I know who has read
7 our minutes from cover to cover before, you know,
8 to really have to try and make whatever point was
9 trying to be made when it's not based on fact is
10 what I find most offensive.

11 You know, I have a thick skin, but Legal
12 certainly and our ethics seminar certainly puts
13 each one of us into gaging when there's a conflict
14 and when there's not. And absolutely, Paterson,
15 no conflict for you three Commissioners, none
16 whatsoever.

17 MR. AMODIO: Motion to adjourn?

18 COMMISSIONER BAZIAN: Motion to adjourn.

19 MR. AMODIO: By Commissioner Bazian.

20 Second.

21 COMMISSIONER GRADDY: Second.

22 MR. AMODIO: By Commissioner Graddy.

23

24 (Roll call was taken, all Commissioners
25 respond in the affirmative)

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MR. AMODIO: Time is 1:22.

Next meeting is Wednesday, March 18th at
12.

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C E R T I F I C A T E

I, LYNANN DRAGONE, License No. XIO1388, 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 meeting at the time and the date hereinbefore set forth.

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

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

LYNANN DRAGONE, CCR
Certified Court Reporter