

PASSAIC VALLEY WATER COMMISSION SPECIAL MEETING OF

NOVEMBER 20, 2017

(OPEN SESSION)

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

GERALD G. FRIEND, President

JEFFREY LEVINE, Vice President

IDIDA RODRIGUEZ, Treasurer

DAVID BLUMENTHAL, Secretary

RIGO SANCHEZ

ROBERT L. VANNOY    **(Absent)**

JOSEPH KOLODZIEJ    **(Absent)**

A L S O        P R E S E N T :

JOSEPH A. BELLA, Executive Director

GEORGE T. HANLEY, Counsel    **(Absent)**

YAACOV BRISMAN, Assistant Counsel

YITZ WEISS, Comptroller

LOUIS AMODIO, Administrative Secretary

1 MR. AMODIO: Okay. Call the meeting to  
2 order.

3 PRESIDENT FRIEND: Call the meeting to  
4 order.

5 MR. AMODIO: Commissioner Vannoy will not  
6 be here and Commissioner Kolodziej will not be  
7 here.

8 I have not heard from Commissioner Levine,  
9 so we will go on the roll.

10

11 (Roll call was taken, all Commissioners  
12 present respond in the affirmative. Commissioners  
13 Kolodziej and Vannoy are absent. Commissioner  
14 Levine is not present yet)

15

16 MR. AMODIO: You have a quorum.

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

25

1 (Commissioner Levine is present at 10:05  
2 a.m.)

3  
4 MR. AMODIO: Commissioner Levine is here.  
5 Please stand.  
6 Commissioner Levine, would you please.

7  
8 (Pledge of Allegiance)

9  
10 MR. AMODIO: I'll let Mr. Weiss take over.

11 MR. WEISS: Commissioners, you have in  
12 front of you two resolutions. One is the approval  
13 of the budget for 2018. We discussed the details  
14 at length. I'm happy to answer anymore questions  
15 anybody has.

16 The second resolution you have in front of  
17 you is the budget submission resolution. It needs  
18 to be approved separately.

19 First we got to approve it and then we can  
20 do the budget submission resolution.

21 If you want some quick highlights.

22 According to our five-year plan, we  
23 originally planned for a five percent increase for  
24 2018. We're actually going to cut that back to a  
25 two percent increase.

1 We are ramping up our working capital.

2 Our operating reserve was at 50 days for  
3 2017. We're increasing that for 55 days for 2018.

4 Our debt coverage ratio projected is  
5 significantly higher than what the minimum is  
6 required, which is excellent.

7 Budgeted figures for health insurance or  
8 active retired employees is down by a little over  
9 15 percent in 2018 from 2017.

10 And we're planning to put in \$27 million  
11 in capital, which will be paid out of cash and  
12 fund balance.

13 Those are the highlights.

14 COMMISSIONER RODRIGUEZ: Yitz, I'm going  
15 to, it's too late now, but next year I think you  
16 might give this some thought, before you get ready  
17 to submit the budget, I think giving us those kind  
18 of highlights and I mean, it was a crazy year,  
19 election year, everybody got busy, holidays and  
20 what have you, but this is something we should go  
21 over like, you know -- it's originally, it was due  
22 when? In October?

23 MR. WEISS: Yes.

24 COMMISSIONER RODRIGUEZ: Right. So by  
25 September we should have this and we should have

1 the highlights and look at everything, because  
2 even myself I got it last week, you know. I think  
3 it was last, yeah, last Sunday, and to look over  
4 everything. And I did have some questions in  
5 terms of what we budgeted, actuals, things like  
6 we're budgeting and then some budgets were like a  
7 million dollars over the actual.

8 But that's my recommendation for next year  
9 is to get it done by September. Have a meeting,  
10 but bring those highlights where we made progress,  
11 where we're lacking, and what we need to do to  
12 improve.

13 COMMISSIONER SANCHEZ: My thing is this.  
14 I have a couple of questions. Basically, we're  
15 doing this based on projection, which is the right  
16 thing to do.

17 Based on past history, how close have we  
18 been to our projection based on some of the other  
19 budgets that we did based on projections, how  
20 close to the projected number?

21 MR. WEISS: Good question. So we actually  
22 came in, we're looking like we're coming in  
23 significantly under budget as far as our expenses  
24 for 2017.

25 COMMISSIONER SANCHEZ: What about income?

1 MR. WEISS: Income coming in under budget  
2 also.

3 COMMISSIONER SANCHEZ: Some of the numbers  
4 seem to be a little low. Overtime seems to be a  
5 little low. We always spend a little more than  
6 that. I also see the budget for legal is a little  
7 bit low. Some of the numbers I think should be  
8 conservative based on the amount of money that  
9 we're spending every year. Is that something  
10 you're comfortable with?

11 MR. WEISS: I'm very comfortable with  
12 these numbers, yeah. I'm very comfortable with  
13 these. We've been coming in consistently under  
14 budget as far as our expenditures. Some of that  
15 is because we have to plan for the worst case  
16 scenario, for example, chemicals. We don't know  
17 what kind of a year it's going to be. So we have  
18 to plan what the max is going to be and then if we  
19 have an average year then --

20 COMMISSIONER RODRIGUEZ: I get that, but  
21 even places like salaries, right, we've come way  
22 under in some places. And to me, I want to make  
23 sure that our human capital is at capacity, that  
24 we're not selling ourselves short. If we need  
25 laborers or we need, whatever it is that we need,

1           that we have that, that we're not, you know. I  
2           mean, chemicals, right, those are like variables,  
3           you never know what's going to happen, you know,  
4           the way the climate is changing.

5                     But I think, to me, I think the most  
6           important piece is IT, of course. I mean, when I  
7           left, I know that Menachem was working really,  
8           really diligently on making sure we had an inhouse  
9           person. That's important, for security, for  
10          having somebody on board.

11                    I mean, another thing I was thinking too,  
12          even in Customer Service having someone sitting  
13          behind a computer everyday. I think we need to  
14          start looking at innovative ways that we can get  
15          people on tablets moving around instead of  
16          station, because while they're stationed, you  
17          know, I see a lot of things online that, you know,  
18          these people, they should be working, not doing  
19          that. So that is another thing.

20                    And to me, again, it just goes -- you're  
21          talking about the overtime. I think we do have a  
22          problem. It's because people don't want to do it  
23          because of those 16 hour shifts and then having to  
24          come back to work. I think that's being resolved.

25                    I'm also going to be a stickler about

1           this, we need to look at our human capacity. A  
2           human resources thing has to be done to make sure  
3           all our directors are being given the proper, you  
4           know, help that they need to run and operate  
5           those, because these are just numbers and, you  
6           know, I don't know the overall how we're operating  
7           and if we're coming under salaries. I mean, a  
8           half million dollars and things like that, we need  
9           to re-appropriate those dollars and get the people  
10          in here that are going to do the job that we need  
11          to get done here.

12                    COMMISSIONER SANCHEZ: My thinking is,  
13           Joe, I know you and, you know, I congratulate you  
14           guys, because in terms of water treatment, you're  
15           always looking ahead of the curve. But I think IT  
16           is one component in terms of operating, not in  
17           terms of water treatment, because you are  
18           wonderful with that, but in terms of operation,  
19           how we operate and how we function. I think  
20           that's something we should spend some time and  
21           effort and kind of have a plan for that particular  
22           sector, which we need to incorporate this entity.

23                    The other thing is, Yitz, I don't know how  
24           the number plays out, I see \$16 million towards  
25           overpaying our debt. I think that's a

1 conservative number. That's a great number. I  
2 don't know how we compare to other facilities,  
3 other public entities. I think 16 percent to pay  
4 down the debt, I think it's a great number, but I  
5 don't know how we're doing, how do we compare  
6 these numbers to other public entities.

7 MR. WEISS: We haven't compared to other  
8 entities, but we do get rated by the rate  
9 agencies. The rating agency just increased us  
10 recently. We're a double A 3. So they've been  
11 very comfortable both with our five year plan and  
12 our projections and results.

13 MR. BELLA: They consider that moderate.

14 COMMISSIONER SANCHEZ: My third  
15 observation is that the trend is less consumption  
16 but yet we're getting more money, so my thinking  
17 is, I don't know if -- I mean, two percent is a  
18 great increase, but maybe you can do less. I  
19 don't know. I mean, I'm just looking at every  
20 corner to see what we can do.

21 I'm glad Commissioner Rodriguez called for  
22 this meeting because I think we should do this.  
23 We need to take some time to go over this.

24 COMMISSIONER RODRIGUEZ: I just, you know,  
25 I think this is good. I think we come in here and

1 we skim through the top of everything. And I  
2 think this is, I keep saying it, because  
3 ultimately the governing body of this entity is  
4 responsible for everything. And, you know, to get  
5 a budget and just to think, you know, me, I'm not  
6 going to just signoff on it. I mean, that's just  
7 who I am, and from the first year I came here,  
8 because I think it's important that we know, not  
9 the matters of day to day, I don't have time for  
10 that anyway. I hardly even come here. But we  
11 need to know things that are going on here and  
12 this is a really, as we end this year, I think  
13 we've had a phenomenal year, you know, to get not  
14 engrossed, but to get engaged at the governing  
15 body level of things that are going on here.

16 Rigo is correct, the water treatment piece  
17 of this entity is second to none. And I know that  
18 because I see utility companies come in front of  
19 us and, you know, I listen to them, I read their  
20 reports, I read their budgets and I'm like, what  
21 the heck are they doing. So in that entity and  
22 the engineering part, but I just think if there's  
23 not room for improvement then we're not really  
24 doing our job.

25 And I think human resources and human

1 capital and IT is definitely a place that needs to  
2 be looked at very, very seriously and very, very  
3 carefully because there's a lot of improvement  
4 that can be done.

5 COMMISSIONER SANCHEZ: What I'd like to  
6 see in the next year, I'd like to see something  
7 towards IT, human resources, how we can improve;  
8 how can we combine. That's what I would like to  
9 see.

10 COMMISSIONER RODRIGUEZ: This is not  
11 taking our director and putting him in IT because  
12 he has no clue about IT.

13 COMMISSIONER SANCHEZ: I don't know how --  
14 it's up to you guys. You guys are good with  
15 coming up with a solution. We need to come up  
16 with something that we could incorporate that.

17 COMMISSIONER LEVINE: Isn't there a  
18 consultant, Rigo, we just hired?

19 COMMISSIONER RODRIGUEZ: We have over 200  
20 employees. You really should have, you really  
21 should have an IT person that troubleshoots; that  
22 knows about programming; that knows a host of  
23 things so that if something goes wrong, they get  
24 in their car, they go up there.

25 COMMISSIONER LEVINE: I'm talking about

1 telling us where to upgrade.

2 COMMISSIONER RODRIGUEZ: You're talking  
3 about a feasibility. I thought Menachem had done  
4 that.

5 COMMISSIONER SANCHEZ: Didn't we do one?

6 MR. BELLA: Actually, we're scheduling  
7 this next year, come in and start to do that.

8 COMMISSIONER LEVINE: And then hire.

9 COMMISSIONER RODRIGUEZ: Who's on the IT  
10 committee?

11 COMMISSIONER BLUMENTHAL: I think  
12 officially I am.

13 COMMISSIONER RODRIGUEZ: Because what has  
14 to happen, and this has been 12 years in the  
15 making for me, what has to happen is not just  
16 about bringing hardware in here and hiring  
17 somebody to come in and train people, it's about  
18 having a real trained professional in here that  
19 understands systems and how they work. And I  
20 thought Menachem had done a feasibility study at  
21 one time. When I left he was working on  
22 something.

23 COMMISSIONER LEVINE: That's what I'm  
24 saying, feasibility tells if we're up to par with  
25 the rest.

1                   COMMISSIONER RODRIGUEZ: I call it a  
2 feasibility study. But just an IT enterprise,  
3 something like that.

4                   MR. WEISS: We did a business process  
5 review.

6                   COMMISSIONER RODRIGUEZ: Yes.

7                   MR. WEISS: And one of the things that  
8 came out of that was the fact that we needed to  
9 upgrade all of our enterprise software. So that's  
10 been in process. It's a multi-year plan. We've  
11 done the billings end of it. We're looking this  
12 year now to do the CMMS and inventory.

13                   COMMISSIONER RODRIGUEZ: I'm not even  
14 talking about. That is part of the business. But  
15 I'm talking about having someone here, someone  
16 here that can really --

17                   COMMISSIONER LEVINE: Evaluate.

18                   COMMISSIONER RODRIGUEZ: Evaluate, not  
19 even -- yeah, evaluate, you know. When I go on  
20 social media and I see people at 10:00 that should  
21 be working on social media, you know, to me I have  
22 a problem with that. And when I get it I just,  
23 you know, I let them know. And I'm not saying  
24 that I even -- but I just go back, you know,  
25 there's just simple things like that. I just

1 think the whole IT here, I said it for many years.  
2 But that's not for this meeting; that's just a  
3 recommendation.

4 PRESIDENT FRIEND: Okay.

5 COMMISSIONER RODRIGUEZ: No, no, because  
6 there are systems that you put in place to track  
7 that, you know, in terms of the efficiencies of  
8 labor. Okay. The good thing about that is if  
9 something happens, you can go back and track what  
10 that person was doing, you know, because of the  
11 liabilities --

12 COMMISSIONER SANCHEZ: Can I say  
13 something?

14 COMMISSIONER RODRIGUEZ: Go ahead.

15 COMMISSIONER SANCHEZ: Can I say  
16 something? I don't know what a solution is, but I  
17 know that definitely we need to go into that.

18 COMMISSIONER RODRIGUEZ: Yes.

19 COMMISSIONER SANCHEZ: IT and see what we  
20 need, whether we need somebody, whether we need to  
21 do a study. Whatever it is, come back and let us  
22 know.

23 Is that the feeling of the Commission that  
24 we want to go that direction and get on board and  
25 implement human capital and being more efficient?

1 COMMISSIONER RODRIGUEZ: Yes.

2 PRESIDENT FRIEND: Is there a way to block  
3 the computers so that they can't go on social  
4 media during the day?

5 MR. BELLA: She's talking about us going  
6 out on social media?

7 COMMISSIONER RODRIGUEZ: No, it's a larger  
8 conversation. But I'm just using that as an  
9 example. Technology, I'm just looking at, you  
10 know, if we have, let's say, stations. Let's say  
11 Customer Service, I'm thinking that and not next  
12 year, but how do we get people on tablets so  
13 they're not just sitting, you know, like that.  
14 I'm just talking about it's health and wellness  
15 and all that stuff. That's me thinking.

16 COMMISSIONER SANCHEZ: I have somebody go  
17 up to there to do meter reading, when he goes  
18 there's no meter, there's no reading. He does a  
19 work order from a particular location and doesn't  
20 have, that type of thing.

21 MR. WEISS: We actually have that. We are  
22 doing that right now. We have all our guys in the  
23 field have tablets.

24 COMMISSIONER RODRIGUEZ: Exactly. You  
25 know, I just thought and this is just, because I

1 had a friend who had to have two surgeries, right,  
2 in the lower back. And I basically told her, I  
3 said, if you're going back to work, you need --  
4 she works, she schedules appointments for, you  
5 know, breast cancer patients. And I said: You  
6 got to go back, you need to have them give you a  
7 tablet where you can get up and walk around with a  
8 head piece if you have to answer the phone, you  
9 know. And she gets up and walks around. Listen,  
10 she probably has to work more, but you can answer  
11 more calls, you know. You can take care of more  
12 customers. And that's just an idea. That's an  
13 idea, because I went back there one day and I  
14 said, you know, these folks can be more efficient.  
15 But that's just an idea. That's just me.

16 MR. BELLA: Well taken.

17 COMMISSIONER RODRIGUEZ: And the tablets.

18 MR. BELLA: We're always looking for --

19 COMMISSIONER RODRIGUEZ: For innovative.

20 MR. BELLA: Sometimes we buy equipment in  
21 the back that really increases efficiency. A  
22 guy's digging a hole. There's no reason not to  
23 look at those same kind of things sitting in the  
24 office.

25 PRESIDENT FRIEND: Rigo had mentioned

1 about legal fees. What is the status with our  
2 issue with North Jersey?

3 MR. BELLA: We're, you know, doing  
4 everything we have to do. We're waiting for them  
5 to send us a letter saying what the final and then  
6 we're going to respond to them.

7 PRESIDENT FRIEND: Okay.

8 MR. BELLA: They'll send us a letter.

9 MR. BRISMAN: Mr. President, if I may,  
10 we're in public session. We're not in executive  
11 session so I don't think we should discuss it.

12 PRESIDENT FRIEND: All right. The other  
13 question I had is, I see the newspaper all the  
14 time about the towns where people are retiring and  
15 the towns don't have sufficient funds to pay them  
16 out their sick time and vacation time, whatever  
17 they accumulated over the years, and I think  
18 Paterson or one of the communities is even going  
19 out to bond for it.

20 COMMISSIONER RODRIGUEZ: Yes, we did.

21 PRESIDENT FRIEND: Where do we stand in  
22 terms of our funds, like, how many retirements do  
23 we have projected in the next year or 24 months?  
24 Do we have the funds to pay that if that should  
25 happen?

1 MR. BELLA: Commissioners, we don't have  
2 contracts where people are getting paid their  
3 entire sick time for the entire time that they've  
4 been here and all that other stuff.

5 COMMISSIONER LEVINE: He's talking about  
6 pensions, I think. He's talking about their  
7 healthcare benefits.

8 MR. BELLA: We don't pay that. We pay  
9 half --

10 COMMISSIONER RODRIGUEZ: People take three  
11 months off when they have all these sick days  
12 accumulated, so you pay it one way or another.  
13 I'm not rebutting what you're saying, Joe.

14 MR. BELLA: We're not taking, you know, we  
15 don't take that kind of a hit, because we, you  
16 know.

17 PRESIDENT FRIEND: Do we have limits?

18 COMMISSIONER RODRIGUEZ: We don't take it  
19 capital wise. Let me give you an example, John  
20 Kelly who -- I can't --

21 MR. BRISMAN: I was about to jump in.

22 COMMISSIONER RODRIGUEZ: Forget about it.  
23 Forget about it.

24 MR. BRISMAN: I think what Mr. Bella is  
25 trying to say is we don't cut big checks for

1 accumulated days. What some employees do --

2 COMMISSIONER RODRIGUEZ: They take 90  
3 days, 120 days.

4 MR. BRISMAN: Recently, a recent  
5 situation, we will not discuss any individual, but  
6 a relatively recent situation brought to light  
7 that we have to monitor that, especially, in the  
8 case of people that have large numbers of  
9 accumulated days. And that's something, as I  
10 said, a recent situation really brought that more  
11 to the forefront. So going forward we'll be  
12 monitoring that. But we don't have those  
13 situations where somebody accumulated 90 sick  
14 days, you know, we cut them a check for tens of  
15 thousands of dollars.

16 COMMISSIONER RODRIGUEZ: We don't pay it  
17 out in cash. We pay it out with time. What  
18 happens is when an individual has all these  
19 responsibilities that they need to get taken care  
20 of, that goes to the back burner, okay, it piles  
21 up and then we have to pay overtime or whatever it  
22 is. So we don't pay it in full like that, but the  
23 company, the organization suffers.

24 COMMISSIONER SANCHEZ: And we have  
25 employees that their whole life is a vacation --

1 PRESIDENT FRIEND: What is the average  
2 number of employees --

3 MR. BRISMAN: That was a joke.

4 COMMISSIONER SANCHEZ: No, it's not a  
5 joke. We have employees that they goof around,  
6 that's it. It's not a joke.

7 PRESIDENT FRIEND: What is the average  
8 number of employees that retire in a year? How  
9 many retired this year?

10 COMMISSIONER RODRIGUEZ: I think  
11 personnel --

12 MR. BRISMAN: Mr. Gallagher would be in a  
13 better position to answer that question.

14 COMMISSIONER RODRIGUEZ: I think the  
15 personnel committee should really ask Mr.  
16 Gallagher that question and put a report together  
17 and who's eligible to retire.

18 COMMISSIONER SANCHEZ: This year was going  
19 to be a big year, my thinking or last year? This  
20 year coming up? A lot of people going to retire,  
21 I think, Yitz, this year?

22 MR. AMODIO: I know a lot of people are  
23 eligible.

24 COMMISSIONER SANCHEZ: But that's rumors.

25 COMMISSIONER RODRIGUEZ: We need to look

1 at what time they have accumulated because it's  
2 the same thing, Mr. President, it's the same  
3 thing. We need to look at, those are the kinds of  
4 things to have checks and balances. If you have  
5 somebody that's eligible and you see that they got  
6 30 days accumulated in sick time or whatever it  
7 is, I don't -- you know, you want to know that  
8 because if they say we're going to retire, we're  
9 not going to give them a check. They're going to  
10 take that 30 days. No, they do, come on, I would.  
11 Let's be frank. If I have 30 days accumulated,  
12 I'm not going to get paid for them before I  
13 retire, I'm not going to take them? Nobody is  
14 leaving money on the table, not these days. It's  
15 okay. I'm not saying they don't deserve it.

16 COMMISSIONER SANCHEZ: We should get a  
17 report on that.

18 PRESIDENT FRIEND: Okay. Any other  
19 questions?

20 MR. WEISS: That's actually part of the  
21 numbers that are submitted to the State with the  
22 budget. They want to know what our accumulated  
23 absences are and that's something reported in our  
24 annual report. The auditors look at that every  
25 year. It's something we track. Employees are

1 eligible if they retire and they have accumulated  
2 vacation time, they're allowed to put in for  
3 vacation time. And if they have accumulated sick  
4 time, as Mr. Bella mentioned, we pay out our  
5 employees 50 percent of the value of their  
6 accumulated sick time up to \$20,000. That's our  
7 maximum.

8 COMMISSIONER RODRIGUEZ: The cities are  
9 doing less than that.

10 MR. WEISS: So we are budgeted for any  
11 payouts that we have to pay.

12 PRESIDENT FRIEND: Any other questions?

13 COMMISSIONER SANCHEZ: 20 or 15?

14 MR. WEISS: 20.

15 COMMISSIONER RODRIGUEZ: I thought the  
16 cities were doing 15.

17 MR. WEISS: Cities are doing 15, ours is  
18 20.

19 COMMISSIONER RODRIGUEZ: Personnel needs  
20 to look at that.

21 PRESIDENT FRIEND: Any other questions on  
22 the budget?

23 Motion to approve it?

24 COMMISSIONER RODRIGUEZ: So move.

25 COMMISSIONER BLUMENTHAL: Second.

1                   COMMISSIONER RODRIGUEZ: Good job, by the  
2 way, you guys.

3                   MR. AMODIO: On the roll.

4                   COMMISSIONER SANCHEZ: Before I vote, I  
5 want to thank you. It's more work to do, but  
6 we're clearing up more issues than ever before, I  
7 think, and I think every Commissioner is more  
8 aware of what they're doing now.

9                   COMMISSIONER RODRIGUEZ: That was the word  
10 I was looking for, not engaged, aware.

11                  MR. BELLA: I agree with Commissioner  
12 Sanchez, you know, a lot has to do with  
13 professionalism on the Board too. You know, the  
14 Board gives us the tools and means to get the job  
15 done and do it the right way.

16                  MR. AMODIO: Roll call.

17

18                                 (Roll call was taken, all Commissioners  
19 present respond in the affirmative. Commissioners  
20 Kolodziej and Vannoy are not present)

21

22                  MR. WEISS: Now we need a second  
23 Resolution for the budget submission.

24                  PRESIDENT FRIEND: Is there a motion to  
25 submit the budget to the State?

1 COMMISSIONER BLUMENTHAL: Move.

2 COMMISSIONER SANCHEZ: Second.

3 MR. AMODIO: On the roll.

4

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

8

9 MR. AMODIO: Thank you.

10 PRESIDENT FRIEND: Any other matters to  
11 come before the Board?

12 COMMISSIONER SANCHEZ: No.

13 COMMISSIONER RODRIGUEZ: No, we're good.

14 COMMISSIONER SANCHEZ: I want to wish  
15 everyone a Happy Thanksgiving.

16 COMMISSIONER RODRIGUEZ: And healthy.

17 COMMISSIONER BLUMENTHAL: Motion to  
18 adjourn.

19 COMMISSIONER RODRIGUEZ: Second.

20 MR. AMODIO: Time is 10:31.

21

22 (Proceedings concluded)

23

24

25

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25

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.

---

LYNANN DRAGONE, CCR  
Certified Court Reporter