

NORTHWEST BERGEN COUNTY UTILITIES AUTHORITY

Northwest Bergen County Utilities Authority

PLEASE TAKE NOTICE the Northwest Bergen County Utilities Authority does hereby notify the public that the Work Session and the Regular Meeting scheduled for Wednesday, December 17, 2025 at 7:00 p.m. will be held at the Authority's offices located at 30 Wyckoff Avenue, Waldwick, New Jersey. The agenda will include but not be limited to commissioner reports, the payment of regular bills, resolutions, and any other items which may come before the board. Formal action will be taken. The agendas will be placed on the Authority website, nbcua.com, at least 48 hours prior to the meeting.

Northwest Bergen County
Utilities Authority

NORTHWEST BERGEN COUNTY UTILITIES AUTHORITY

AGENDA REGULAR MEETING December 17, 2025

1. Meeting called to Order
2. Open Public Meetings Act Statement
3. Roll Call
4. Chairman's Remarks
5. Approval of Minutes
 - a. Regular Meeting – November 26, 2025
6. Public Comments (any subject)
7. Consideration for approval of list of Resolutions attached dated December 17, 2025
8. Report of Committees:
 - a. Finance Committee
 - b. Personnel Committee
 - c. Insurance Committee
 - d. Operating Committee
 - e. Strategic Plan Subcommittee
 - f. Buildings and Grounds Committee
9. Report of Treasurer
10. Report of General Counsel
11. Report of Consulting Engineer
12. Report of Executive Director
13. Report of Authority Engineer
14. Report of Superintendent
15. Old Business
16. New Business
17. Public Comments (on subjects 4 through 16)
18. Adjournment

NORTHWEST BERGEN COUNTY UTILITIES AUTHORITY

REGULAR MEETING

December 17, 2025

RESOLUTIONS

- | | |
|---------|--|
| 85-2025 | Approval of Payment of Vouchers, Payroll, Tax Deposits and Pensions and Benefits |
| 86-2025 | Adoption of 2026 Budget |
| 87-2025 | Authorization to Adjust Connection Fee |
| 88-2025 | Authorization to Renew a Shared Services Agreement with The Borough of Saddle River |
| 89-2025 | Authorization to Renew a Shared Services Agreement with The Borough of Upper Saddle River |
| 90-2025 | Authorization to Approve a Sewer Connection Application with Claremont Properties Acquisitions, LLC for the 425 Island Road, Ramsey, New Jersey Sewer Connection |
| 91-2025 | Appointment of Secretary to the Board |
| 92-2025 | Approval of Personnel Actions |
| 93-2025 | Authorization to Renew an Agreement with Wind River Environmental, LLC Generated at the Earthcare Beacon, NY Facility |
| 94-2025 | Authorization to Renew an Agreement with Veolia Water New Jersey, Inc. |
| 95-2025 | Adoption of License Incentive Policy for Non-Collective Bargaining Employees |
| 96-2025 | Approval of Personnel Actions |

NORTHWEST BERGEN COUNTY UTILITIES AUTHORITY

RESOLUTION

No. 85-2025

Date: December 17, 2025

**APPROVAL OF VOUCHERS, PAYROLL TRANSFERS, PAYROLL TAX DEPOSITS AND
PENSIONS & BENEFITS TRANSFERS**

WHEREAS, the Northwest Bergen County Utilities Authority has received vouchers in claim for payment of materials supplied and/or rendered; and

WHEREAS, the said vouchers have been reviewed and the amount indicated on each voucher has been determined to be due and owing; and

WHEREAS, the Northwest Bergen County Utilities Authority has made payroll transfers, payroll tax deposits and Pensions & Benefits transfers for the month of November 2025 and Health Benefits and Dental Benefits transfers for December 2025; and

WHEREAS, the Commissioners of the Authority have reviewed the vouchers, payroll transfers, payroll tax deposits, Pensions and Benefits, and Health and Dental Benefits transfers listed on the attached reports and have found them to be in order.

NOW, THEREFORE, BE IT RESOLVED, by the Commissioners of the Northwest Bergen County Utilities Authority, that all vouchers, payroll transfers, payroll tax deposits, Pensions & Benefits and Health and Dental Benefits transfers listed and reports attached hereto, dated December 17, 2025

ACCOUNT: Payroll Account
Net Payroll: \$214,311.59

ACCOUNT: Tax Deposit Account
Total: \$92,393.99

ACCOUNT: Health Benefits Contribution Employer
Total Transfer: \$154,116.25

ACCOUNT: Health Benefits Contribution Employee
Total: \$5,744.24

ACCOUNT: Dental Benefits
Total Transfer: \$3,707.66

ACCOUNT: PERS and Contributory Insurance
Total Transfer: \$28,815.11

NORTHWEST BERGEN COUNTY UTILITIES AUTHORITY

RESOLUTION

No. 85-2025

Date: December 17, 2025

**APPROVAL OF VOUCHERS, PAYROLL TRANSFERS, PAYROLL TAX DEPOSITS AND
PENSIONS & BENEFITS TRANSFERS**

ACCOUNT:	Operating Account
Total:	\$557,402.54
ACCOUNT:	General Improvement Account
Total:	\$197,166.76

BE IT FURTHER RESOLVED that the formal action(s) of the Commissioners of the Northwest Bergen County Utilities Authority embodied herein are expressly contingent upon and subject to N.J.S.A. 40:14B-14(b).

FRANK KELAHER, CHAIRMAN

NORTHWEST BERGEN COUNTY UTILITIES AUTHORITY

RESOLUTION

No. 85-2025

Date: December 17, 2025

**APPROVAL OF VOUCHERS, PAYROLL TRANSFERS, PAYROLL TAX DEPOSITS AND
PENSIONS & BENEFITS TRANSFERS**

RECORDED VOTE:

	Bonagura	Biale	Jordan	Lo Iacono	Tombalakian	Kelaher	
Offered							
Seconded							
Aye							
Nay							
Absent							
Abstain							
Recuse							

I hereby certify that this is a true copy of a resolution adopted by the Board of Commissioners of the Northwest Bergen County Utilities Authority December 17, 2025.

JOHN J. DANUBIO.
INTERIM BOARD SECRETARY
DATE: December 17, 2025

Northwest Bergen County Utilities Authority

Resolution 86-2025

Date: December 17, 2025

**2026 ADOPTED BUDGET RESOLUTION
FISCAL YEAR: January 1, 2026 to December 31, 2026**

WHEREAS, the Annual Budget and Capital Budget/Program for the Northwest Bergen County Utilities Authority for the fiscal year beginning January 01, 2026 and ending December 31, 2026 has been presented for adoption before the governing body of the Northwest Bergen County Utilities Authority at its open public meeting of December 17, 2025; and

WHEREAS, the Annual Budget and Capital Budget as presented for adoption reflects each item of revenue and appropriation in the same amount and title as set forth in the introduced and approved budget, including all amendments thereto, if any, which have been approved by the Director of the Division of Local Government Services; and

WHEREAS, the Annual Budget presented for adoption reflects Total Revenues of \$17,633,238.00, Total Appropriations, including any Accumulated Deficit, if any, of \$17,633,238.00, and Total Unrestricted Net Position utilized of \$0.00; and

WHEREAS, the Capital Budget as presented for adoption reflect Total Capital Appropriations of \$14,765,000.00 and Total Unrestricted Net Position Utilized of \$1,950,000.00; and

NOW, THEREFORE BE IT RESOLVED, by the governing body of the Northwest Bergen County Utilities Authority at an open public meeting held on December 17, 2025 that the Annual Budget and Capital Budget/Program of the Northwest Bergen County Utilities Authority for the fiscal year beginning January 01, 2026 and ending December 31, 2026 is hereby adopted and shall constitute appropriations for the purposes stated; and

BE IT FURTHER RESOLVED, that the Annual Budget and Capital Budget/Program as presented for adoption reflects each item of revenue and appropriation in the same amount and title as set forth in the introduced and approved budget, including all amendments thereto, if any, which have been approved by the Director of the Division of Local Government Services.

FRANK KELAHER, CHAIRMAN

Northwest Bergen County Utilities Authority

Resolution 86-2025

Date: December 17, 2025

2026 ADOPTED BUDGET RESOLUTION
FISCAL YEAR: January 1, 2026 to December 31, 2026

RECORDED VOTE:

	Bonagura	Biale	Jordan	Lo Iacono	Tombalakian	Kelaheer	
Offered							
Seconded							
Aye							
Nay							
Absent							
Abstain							
Recuse							

I hereby certify that this is a true copy of a resolution adopted by the Board of Commissioners of the Northwest Bergen County Utilities Authority December 17, 2025.

JOHN DANUBIO
INTERIM BOARD SECRETARY
DATE: December 17, 2025

NORTHWEST BERGEN COUNTY UTILITIES AUTHORITY

RESOLUTION

No. 87-2025

Date: December 17, 2025

AUTHORIZATION TO ADJUST CONNECTION FEE

WHEREAS, after a public hearing on December 6, 2006, as set forth in the Resolution adopted on said date, the Northwest Bergen County Utilities Authority (the “Authority”) determined that it would be in the best interest of the public and the local government units it serves to institute a connection fee program in the manner prescribed by N.J.S.A. 40:14B-23, and to adopt the necessary amendments to the Authority’s Rules, Regulations and Standards required to implement the connection fee program; and

WHEREAS, at the hearing on December 12, 2024, the Authority determined that the cost of the connection fee for the year 2025 would be \$5,757.00 per service unit as calculated in the 2025 Sewer Connection Fee Rate Study prepared by Wielkotz & Company, LLC; and

WHEREAS, the firm of Wielkotz & Company, LLC, the auditor for the Authority, has prepared a report entitled “2026 Sewer Connection Fee Rate Study Update” (hereinafter sometimes referred to as the “Report”) for the Authority, with the assistance of the Authority staff, on the proper amount for a connection fee payable by an individual or party making a new connection to the System for the year 2026, in accordance with the formula set forth in N.J.S.A. 40:14B-22, for the privilege of making the connection (“2026 Sewer Connection Fee Rate Study Update”); and

WHEREAS, the connection fee per service unit as calculated in the Report is \$5,939.00; and

WHEREAS, on December 17, 2025, in accordance with the requirements of N.J.S.A. 40:14B-22, the Authority conducted a public hearing on the proposed adjustment of the connection fee prescribed by N.J.S.A. 40:14B-23; and

WHEREAS, the Authority, having considered, at the public hearing held on December 17, 2025: (i) 2026 Sewer Connection Fee Rate Study Update; and (ii) the statements of those attending the public hearing; and has determined that it would be in the best interest of the Authority to adopt an adjustment to the connection fee charge implemented for the year 2026; and

WHEREAS, the Authority has determined that the cost of the connection fee will be \$5,939.00 per service unit for 2026.

NOW, THEREFORE, BE IT RESOLVED by the Commissioners of the Northwest Bergen County Utilities Authority, as follows:

1. The Authority hereby establishes an adjustment to the connection fee of \$5,939.00 per service unit for 2026, effective as of January 1, 2026, until amended.
2. The Executive Director is hereby authorized to take any and all steps necessary for the implementation of the adjustment of the connection fee.

NORTHWEST BERGEN COUNTY UTILITIES AUTHORITY

RESOLUTION

No. 87-2025

Date: December 17, 2025

AUTHORIZATION TO ADJUST CONNECTION FEE

3. The formal action(s) of the Commissioners of the Northwest Bergen County Utilities Authority embodied herein are expressly contingent upon and subject to the provisions of N.J.S.A. 40:14B-14(b).

FRANK KELAHER, CHAIRMAN

RECORDED VOTE:

	Bonagura	Biale	Jordan	Lo Iacono	Tombalakian	Kelaher	
Offered							
Seconded							
Aye							
Nay							
Absent							
Abstain							
Recuse							

I hereby certify that this is a true copy of a resolution adopted by the Board of Commissioners of the Northwest Bergen County Utilities Authority December 17, 2025.

JOHN DANUBIO
INTERIM BOARD SECRETARY
DATE: December 17, 2025

NORTHWEST BERGEN COUNTY UTILITIES AUTHORITY

RESOLUTION

No. 88-2025

Date: December 17, 2025

**AUTHORIZATION TO RENEW A SHARED SERVICES AGREEMENT WITH THE
BOROUGH OF SADDLE RIVER**

WHEREAS, the State of New Jersey encourages local units to enter into agreements for the joint provision of municipal services; and

WHEREAS, the State of New Jersey authorizes entering into such agreements for shared services pursuant to NJSA 40A:65-1 et. seq.; and

WHEREAS, the Northwest Bergen County Utilities Authority (the “Authority”) and the Borough of Saddle River (the “Borough”) had entered into an Shared Services Agreement on January 1, 2025 for a duration of one (1) year with a termination date of December 31, 2025 for the Authority to act as the New Jersey Licensed Operator for the Borough; and

WHEREAS, the Borough has adopted its Resolution No. 186-25 authorizing entering into a new shared services agreement with the Authority to receive the same services as previously provided; and

WHEREAS, the Authority desires to enter into this agreement with the Borough for a duration of one (1) year subject to the terms and conditions set forth in said agreement.

NOW THEREFORE BE IT RESOLVED by the Commissioners of the Northwest Bergen County Utilities Authority the following:

1. The Authority shall enter into a Shared Services Agreement on January 1, 2026 with the Borough of Saddle River for a duration of one (1) year to act as the New Jersey Licensed Sewer Operator for the Borough.

NORTHWEST BERGEN COUNTY UTILITIES AUTHORITY

RESOLUTION

No. 88-2025

Date: December 17, 2025

**AUTHORIZATION TO RENEW A SHARED SERVICES AGREEMENT WITH THE
BOROUGH OF SADDLE RIVER**

2. The Chairman of the Authority and the Executive Director be and are hereby authorized on behalf of the Authority to execute the Shared Services Agreement with the Borough of Saddle River annexed hereto and made a part thereof.
3. That the formal action(s) of the Commissioners of the Northwest Bergen County Utilities Authority embodied herein are expressly contingent upon and subject to N.J.S.A. 40:14B-14(b).

FRANK KELAHER, CHAIRMAN

RECORDED VOTE:

	Bonagura	Biale	Jordan	Lo Iacono	Tombalakian	Kelahr	
Offered							
Seconded							
Aye							
Nay							
Absent							
Abstain							
Recuse							

I hereby certify that this is a true copy of a resolution adopted by the Board of Commissioners of the Northwest Bergen County Utilities Authority December 17, 2025.

JOHN J. DANUBIO.
INTERIM BOARD SECRETARY
DATE: December 17, 2025

NORTHWEST BERGEN COUNTY UTILITIES AUTHORITY

RESOLUTION

No. 89-2025

Date: December 17, 2025

**AUTHORIZATION TO RENEW A SHARED SERVICES AGREEMENT WITH THE
BOROUGH OF UPPER SADDLE RIVER**

WHEREAS, the State of New Jersey encourages local units to enter into agreements for the joint provision of municipal services; and

WHEREAS, the State of New Jersey authorizes entering into such agreements for shared services pursuant to NJSA 40A:65-1 et. seq.; and

WHEREAS, the Northwest Bergen County Utilities Authority (the “Authority”) and the Borough of Upper Saddle River (the “Borough”) had entered into an Shared Services Agreement on January 1, 2025 for a duration of one (1) year with a termination date of December 31, 2025 for the Authority to act as the New Jersey Licensed Operator for the Borough; and

WHEREAS, the Borough has adopted its Resolution No. 160-25 authorizing entering into a new shared services agreement with the Authority to receive the same services as previously provided; and

WHEREAS, the Authority desires to enter into this agreement with the Borough for a duration of one (1) year subject to the terms and conditions set forth in said agreement.

NOW THEREFORE BE IT RESOLVED by the Commissioners of the Northwest Bergen County Utilities Authority the following:

1. The Authority shall enter into a Shared Services Agreement on January 1, 2026 with the Borough of Saddle River for a duration of one (1) year to act as the New Jersey Licensed Sewer Operator for the Borough.

NORTHWEST BERGEN COUNTY UTILITIES AUTHORITY

RESOLUTION

No. 89-2025

Date: December 17, 2025

**AUTHORIZATION TO RENEW A SHARED SERVICES AGREEMENT WITH THE
BOROUGH OF UPPER SADDLE RIVER**

2. The Chairman of the Authority and the Executive Director be and are hereby authorized on behalf of the Authority to execute the Shared Services Agreement with the Borough of Saddle River annexed hereto and made a part thereof.
3. That the formal action(s) of the Commissioners of the Northwest Bergen County Utilities Authority embodied herein are expressly contingent upon and subject to N.J.S.A. 40:14B-14(b).

FRANK KELAHER, CHAIRMAN

RECORDED VOTE:

	Bonagura	Biale	Jordan	Lo Iacono	Tombalakian	Kelaher	
Offered							
Seconded							
Aye							
Nay							
Absent							
Abstain							
Recuse							

I hereby certify that this is a true copy of a resolution adopted by the Board of Commissioners of the Northwest Bergen County Utilities Authority December 17, 2025.

JOHN J. DANUBIO.
INTERIM BOARD SECRETARY
DATE: December 17, 2025

NORTHWEST BERGEN COUNTY UTILITIES AUTHORITY

RESOLUTION

No. 90-2025

Date: December 17, 2025

RESOLUTION AUTHORIZING THE NORTHWEST BERGEN COUNTY UTILITIES AUTHORITY TO APPROVE A SEWER CONNECTION APPLICATION WITH CLAREMONT PROPERTIES ACQUISITIONS, LLC FOR THE 425 ISLAND ROAD, RAMSEY, NEW JERSEY SEWER CONNECTION

WHEREAS, the Northwest Bergen County Utilities Authority (the “NBCUA”) has previously determined the need for and facilitated the construction of sanitary sewer lines within the Borough of Ramsey (the “Borough”); and

WHEREAS, the NBCUA has previously resolved to construct sanitary sewer lines to assist in the collection and disposal of sanitary and other waste waters arising within the boundaries of the Borough of Ramsey; and

WHEREAS, the NBCUA has received a Sewer Connection Application from Claremont Properties Acquisitions LLC regarding 425 Island Road, Ramsey, New Jersey (proposed multi-family residential development consisting of 70 townhomes) who is desirous of collaborating with the Borough of Ramsey for the connection to an existing Borough of Ramsey sanitary sewer located on Island Road. The proposed connection/extension is designed to provide sanitary sewer service to a proposed multi-family residential development consisting of seventy (70) townhomes. The proposed connection will involve constructing approximately 1,647 linear feet of 8-inch PVC sewer main, twelve (12) manholes, and appurtenances to collect and dispose of sanitary and other wastewater arising within the boundaries of 425 Island Road of the Borough of Ramsey and to be received and serviced by the NBCUA. The application for this connection/extension projects an average daily flow of 14,485 gallons per day (GPD). The existing home to be demolished had an estimated flow of 150 GPD. Based on these projections, the additional estimated flow is 14,335 GPD and sixty-nine (69) additional residential equivalent dwelling unit (“EDU”) will become tributary to the Authority from the Borough of Ramsey, (“Project”); and

WHEREAS, the NBCUA Technical Advisor, Samuel N. Brewer submitted a memorandum November 25, 2025, to the Executive Director and NBCUA’s General Counsel indicating that the Authority currently has sufficient capacity to accept the additional flow from this Project and recommended the approval of the Sewer Connection Application by the Authority;

NORTHWEST BERGEN COUNTY UTILITIES AUTHORITY

RESOLUTION

No. 90-2025

Date: December 17, 2025

**RESOLUTION AUTHORIZING
THE NORTHWEST BERGEN COUNTY UTILITIES AUTHORITY
TO APPROVE A SEWER CONNECTION APPLICATION
WITH CLAREMONT PROPERTIES ACQUISITIONS, LLC
FOR THE 425 ISLAND ROAD, RAMSEY, NEW JERSEY
SEWER CONNECTION**

NOW THEREFORE BE IT RESOLVED, that the NBCUA Chairman, Interim Executive Director and the NBCUA's General Counsel are authorized to prepare any and all documentation in order to facilitate the sewer connection to service 425 Island Road with the Borough of Ramsey and to report back to the NBCUA Commissioners on the status of same; and the NBCUA shall be responsible for ensuring the intended construction of sanitary sewer lines shall comply with all laws of the State of New Jersey Local Public Contracts Law, N.J.S.A 40A:11-1 *et. seq.*, and all other provisions of the revised statutes of the State of New Jersey.

NOW, THEREFORE, BE IT FURTHER RESOLVED, by the Commissioners of the Northwest Bergen County Utilities Authority as follows:

1. The Authority hereby authorizes the approval of the Sewer Connection Application submitted by Claremont Properties Acquisitions LLC, subject to the following Authority requirements;
2. Construction in conformance with all applicable requirements of the Borough of Ramsey, where applicable.
3. Inspection and approval of the installation of sewers, appurtenances by the Borough of Ramsey, where applicable.
4. Observation and approval by the Authority of infiltration/exfiltration testing, with the Authority to receive two (2) days advanced notice prior to the testing of all newly constructed sewers.
5. Reimbursement to the Authority by the applicant for all engineering expenses incurred by the Authority for inspection and final testing of the sewers and appurtenances.

NORTHWEST BERGEN COUNTY UTILITIES AUTHORITY

RESOLUTION

No. 90-2025

Date: December 17, 2025

**RESOLUTION AUTHORIZING
THE NORTHWEST BERGEN COUNTY UTILITIES AUTHORITY
TO APPROVE A SEWER CONNECTION APPLICATION
WITH CLAREMONT PROPERTIES ACQUISITIONS, LLC
FOR THE 425 ISLAND ROAD, RAMSEY, NEW JERSEY
SEWER CONNECTION**

6. Payment to the Authority by the applicant for all Authority application fees, legal fees, and other application, administrative, technical, and other review expenses relating to the project.
7. Any manhole constructed or modified by reason of this project must be fitted with sewer guards.
8. Water conserving plumbing fixtures shall be installed in the building serviced by this connection.
9. Notification of the Authority when sanitary sewer construction commences.
10. Submission to the Authority for its approval, NJDEP form WQM-005, "Certification for Approval by Local Agency," when the construction of this connection is completed.
11. The Chairman, or his designee, be and hereby is authorized to execute any such documents in connection the Sewer Connection Application.
12. The Northwest Bergen County Utilities Authority shall be responsible for ensuring that all the construction of sanitary sewer lines comply with all laws of the State of New Jersey Local Public Contracts Law, N.J.S.A 40A:11-1 et. seq., and all other provisions of the revised statutes of the State of New Jersey.

BE IT FURTHER RESOLVED that the formal action(s) of the Commissioners of the Northwest Bergen County Utilities Authority embodied herein are expressly contingent upon and subject to N.J.S.A. 40:14B-14(b).

FRANK KELAHER, CHAIRMAN

NORTHWEST BERGEN COUNTY UTILITIES AUTHORITY

RESOLUTION

No. 90-2025

Date: December 17, 2025

**RESOLUTION AUTHORIZING
THE NORTHWEST BERGEN COUNTY UTILITIES AUTHORITY
TO APPROVE A SEWER CONNECTION APPLICATION
WITH CLAREMONT PROPERTIES ACQUISITIONS, LLC
FOR THE 425 ISLAND ROAD, RAMSEY, NEW JERSEY
SEWER CONNECTION**

RECORDED VOTE:

	Bonagura	Biale	Jordan	Lo Iacono	Tombalakian	Kelaheer
Offered						
Seconded						
Aye						
Nay						
Absent						
Abstain						
Recuse						

I hereby certify that this is a true copy of a resolution adopted by the Board of Commissioners of the Northwest Bergen County Utilities Authority December 17, 2025.

JOHN J. DANUBIO
INTERIM BOARD SECRETARY
DATE: DECEMBER 17, 2025

NORTHWEST BERGEN COUNTY UTILITIES AUTHORITY

RESOLUTION

No. 91-2025

Date: December 17, 2025

APPOINTMENT OF SECRETARY TO THE BOARD

WHEREAS, the Northwest Bergen County Utilities Authority (the “Authority”) operates a wastewater treatment facility located in Waldwick, New Jersey; and

WHEREAS, the Authority requires the services of an Interim Secretary to the Board (Interim Secretary) and may appoint same pursuant to N.J.S.A. 40:14B-18 and the NBCUA By-laws; and

WHEREAS, the Commissioners of the Authority have included in the budget of the Authority the necessary appropriation assuring the availability of funds required to compensate for the services that the Interim Secretary appointed here shall render; and

Whereas, John J. Danubio has served as Interim Secretary since January 1, 2025.

WHEREAS, the Commissioners of the Authority deem it to be in the best interest of the Authority to reappoint John J. Danubio as Interim Secretary to the Authority, at a monthly stipend of \$500.00 per month, effective January 1, 2026.

NOW THEREFORE, BE IT RESOLVED, by the Commissioners of the Northwest Bergen County Utilities Authority that John J. Danubio be and is hereby appointed Interim Secretary to the Board to the Northwest Bergen County Utilities Authority, at a stipend of \$500.00 per month effective January 1, 2026.

BE IT FURTHER RESOLVED that the formal action(s) of the Commissioners of the Northwest Bergen County Utilities Authority embodied herein are expressly contingent upon and subject to N.J.S.A. 40:14B-14(b).

FRANK KELAHER, CHAIRMAN

NORTHWEST BERGEN COUNTY UTILITIES AUTHORITY

RESOLUTION

No. 91-2025

Date: December 17, 2025

APPOINTMENT OF SECRETARY TO THE BOARD

RECORDED VOTE:

	Bonagura	Biale	Jordan	Lo Iacono	Tombalakian	Kelaher
Offered						
Seconded						
Aye						
Nay						
Absent						
Abstain						
Recuse						

I hereby certify that this is a true copy of a resolution adopted by the Board of Commissioners of the Northwest Bergen County Utilities Authority December 17, 2025.

JOHN J. DANUBIO
INTERIM BOARD SECRETARY
DATE: DECEMBER 17, 2025

NORTHWEST BERGEN COUNTY UTILITIES AUTHORITY

RESOLUTION

No. 92-2025

Date: December 17, 2025

APPROVE PERSONNEL ACTION

WHEREAS, the Northwest Bergen County Utilities Authority (the “Authority”) is a public body corporate and politic of the State of New Jersey incorporated pursuant to N.J.S.A.40:14B-1 et seq., and

WHEREAS, pursuant to N.J.S.A.40:14B-18, the Authority may appoint and employ managerial personnel, professional employees, secretaries and other personnel as it may determine are necessary for its efficient operations and may determine their duties and compensation; and

WHEREAS, the Executive Director has recommended that for FY/CY 2026 the Non-Collective Bargaining Unit employees of the Authority shall be provided with a Three (3%) percent increase in base salary together with all benefits as provided to all bargaining unit employees effective January 1, 2026.

NOW, THEREFORE, BE IT RESOLVED, by the Commissioners of the Northwest Bergen County Utilities Authority that for FY/CY 2026 the following Non-Collective Bargaining Unit employees of the Authority shall be provided with a Three (3%) percent increase in base salary together with all benefits as provided to all bargaining unit employees effective January 1, 2026:

NORTHWEST BERGEN COUNTY UTILITIES AUTHORITY

RESOLUTION

No. 92-2025

Date: December 17, 2025

APPROVE PERSONNEL ACTION

BE IT FURTHER RESOLVED that the formal action(s) of the Commissioners of the Northwest Bergen County Utilities Authority embodied herein are expressly contingent upon and subject to N.J.S.A. 40:14B-14(b).

FRANK KELAHER, CHAIRMAN

RECORDED VOTE:

	Bonagura	Biale	Jordan	Lo Iacono	Tombalakian	Kelaheer
Offered						
Seconded						
Aye						
Nay						
Absent						
Abstain						
Recuse						

I hereby certify that this is a true copy of a resolution adopted by the Board of Commissioners of the Northwest Bergen County Utilities Authority on December 17, 2025.

JOHN J. DANUBIO
INTERIM BOARD SECRETARY
DATE: DECEMBER 17, 2025

NORTHWEST BERGEN COUNTY UTILITIES AUTHORITY

RESOLUTION

No. 93-2025

Date: December 17, 225

**RESOLUTION AUTHORIZING THE RENEWAL OF AGREEMENT WITH
WIND RIVER ENVIRONMENTAL, LLC GENERATED AT THE EARTHCARE
BEACON, NY FACILITY**

WHEREAS, Wind River Environmental, LLC, generated at the Earthcare, Beacon, NY sewage treatment facility ("Earthcare Beacon") is a major sewage hauler that has been delivering large volumes of sewage to the Northwest Bergen County Utilities Authority ("Authority") from sewage treatment facilities located in Beacon, New York; and

WHEREAS, the Authority previously entered into an agreement with Earthcare Beacon with an expiration date of December 31, 2025; and

WHEREAS, the Authority wishes to continue doing business with Earthcare Beacon; and

WHEREAS, it is in the Authority's best interests to enter into the attached two (2) year agreement with Earthcare Beacon for the acceptance of waste hauled by Earthcare Beacon.

NOW, THEREFORE, BE IT RESOLVED, by the Commissioners of the Northwest Bergen County Utilities Authority, as follows:

1. The Chairman, Vice Chairman or Executive Director of the Authority is authorized to execute the attached Agreement with Wind River Environmental, LLC., whereby the Authority will accept waste hauled by Wind River Environmental, LLC.
2. The Executive Director of the Authority is authorized to execute such other documents and undertake such other tasks that are reasonably required to carry out and consummate the transactions contemplated by the attached Agreement; and
3. Upon execution, a fully executed and confirmed copy of the Agreement shall be placed on file in the office of the Executive Director and available for public inspection.

NORTHWEST BERGEN COUNTY UTILITIES AUTHORITY

RESOLUTION

No. 93-2025

Date: December 17, 2025

**RESOLUTION AUTHORIZING THE RENEWAL OF AGREEMENT WITH
WIND RIVER ENVIRONMENTAL, LLC GENERATED AT THE EARTHCARE
BEACON, NY FACILITY**

BE IT FURTHER RESOLVED that the formal action(s) of the Commissioners of the Northwest Bergen County Utilities Authority embodied herein are expressly contingent upon and subject to N.J.S.A. 40:14B-14(b).

FRANK KELAHER, CHAIRMAN

RECORDED VOTE:

	Bonagura	Biale	Jordan	Lo Iacono	Tombalakian	Kelaheer	
Offered							
Seconded							
Aye							
Nay							
Absent							
Abstain							
Recuse							

I hereby certify that this is a true copy of a resolution adopted by the Board of Commissioners of the Northwest Bergen County Utilities Authority December 17, 2025.

JOHN J. DANUBIO.
INTERIM BOARD SECRETARY
DATE: December 17, 2025

NORTHWEST BERGEN COUNTY UTILITIES AUTHORITY

RESOLUTION

No. 94-2025

Date: December 17, 2025

**RESOLUTION AUTHORIZING THE RENEWAL OF AGREEMENT WITH
VEOLIA WATER NEW JERSEY, INC.**

WHEREAS, Veolia Water New Jersey, Inc. ("Veolia") is a major sewage hauler that has been delivering large volumes of sewage to the Northwest Bergen County Utilities Authority ("Authority") from sewage treatment facilities located in West Milford, New Jersey; and

WHEREAS, the Authority previously entered into an agreement with Veolia with an expiration date of December 16, 2025; and

WHEREAS, the Authority wishes to continue doing business with Veolia; and

WHEREAS, it is in the Authority's best interests to enter into the attached two (2) year agreement with Veolia for the acceptance of waste hauled by Veolia.

NOW, THEREFORE, BE IT RESOLVED, by the Commissioners of the Northwest Bergen County Utilities Authority, as follows:

1. The Chairman, Vice Chairman or Executive Director of the Authority is authorized to execute the attached Agreement with Veolia Water New Jersey, Inc., whereby the Authority will accept waste hauled by Veolia Water New Jersey, Inc.
2. The Executive Director of the Authority is authorized to execute such other documents and undertake such other tasks that are reasonably required to carry out and consummate the transactions contemplated by the attached Agreement; and
3. Upon execution, a fully executed and confirmed copy of the Agreement shall be placed on file in the office of the Executive Director and available for public inspection.

NORTHWEST BERGEN COUNTY UTILITIES AUTHORITY

RESOLUTION

No. 94-2025

Date: December 17, 2025

**RESOLUTION AUTHORIZING THE RENEWAL OF AGREEMENT WITH
VEOLIA WATER NEW JERSEY, INC.**

BE IT FURTHER RESOLVED that the formal action(s) of the Commissioners of the Northwest Bergen County Utilities Authority embodied herein are expressly contingent upon and subject to N.J.S.A. 40:14B-14(b).

FRANK KELAHER, CHAIRMAN

RECORDED VOTE:

	Bonagura	Biale	Jordan	Lo Iacono	Tombalakian	Kelaheer	
Offered							
Seconded							
Aye							
Nay							
Absent							
Abstain							
Recuse							

I hereby certify that this is a true copy of a resolution adopted by the Board of Commissioners of the Northwest Bergen County Utilities Authority December 17, 2025.

JOHN J. DANUBIO.
INTERIM BOARD SECRETARY
DATE: December 17, 2025

NORTHWEST BERGEN COUNTY UTILITIES AUTHORITY

RESOLUTION

No. 95-2025

Date: December 17, 2025

**ADOPT LICENSE INCENTIVE POLICY FOR NON-COLLECTIVE BARGAINING
EMPLOYEES**

WHEREAS, N.J.S.A. 40:14B-1 provides, *inter alia*, that the Authority may “appoint and employ, such other agents and employees as it may require and determine their duties and compensation”; and

WHEREAS, The Authority requires certain skills and licenses to complete daily operational duties; and

WHEREAS, the Authority provides incentives for non-collective bargaining employees who obtain certain licenses and certifications in accordance with the policies found in the Collective Bargaining Agreement (CBA); and

WHEREAS, the Executive Director recommends establishing a license incentive policy consistent with the CBA, for non-collective bargaining employees; and

WHEREAS, the Authority desires to amend and supplement its existing Authority Policies and Procedures Manual to include this license incentive policy.

NOW THEREFORE BE IT RESOLVED that Section Four of the Authority Policies and Procedures Manual shall and is hereby amended to include this license incentive policy for non-collective bargaining employees as follows:

Non-collective Bargaining employees of the Authority may be eligible for an annual license and trade incentive payment based of the following criteria:

NORTHWEST BERGEN COUNTY UTILITIES AUTHORITY

RESOLUTION

No. 95-2025

Date: December 17, 2025

**ADOPT LICENSE INCENTIVE POLICY FOR NON-COLLECTIVE BARGAINING
EMPLOYEES**

1. Employees holding one or more of the following licenses or certifications for at least one year may, subject to the approval of the Executive Director, be entitled to receive an annual incentive payment in the amounts shown:

- a. Public Wastewater Treatment System License (S) and Public Wastewater Collection System license (C).

C-1	\$1,000	S-1	\$1,000
C-2	\$1,750	S-2	\$1,750
C-3	\$2,500	S-3	\$2,500
C-4	\$4,000	S-4	\$4,000

- b. Sewage Sludge Incinerator License, \$1000.
c. Pipeline Assessment Program Certification, in an amount no more than a S-2 or C-2.
d. Back flow Prevention Certification, \$1000. (based upon assigned responsibilities)
e. Commercial Driver's License \$500 (based upon assigned responsibilities)
f. Plumber or electrician license, not more than a S-3 or C-3 license. (based upon assigned responsibilities)
2. No employee shall accrue more than \$10,000 in incentives.

BE IT FURTHER RESOLVED, the formal action(s) of the Commissioners of the Northwest Bergen County Utilities Authority embodied herein are expressly contingent upon and subject to the provisions of N.J.S.A. 40:14B-14(b).

FRANK KELAHER, CHAIRMAN

NORTHWEST BERGEN COUNTY UTILITIES AUTHORITY

RESOLUTION

No. 95-2025

Date: December 17, 2025

**ADOPT LICENSE INCENTIVE POLICY FOR NON-COLLECTIVE BARGAINING
EMPLOYEES**

RECORDED VOTE:

	Bonagura	Biale	Jordan	Lo Iacono	Tombalakian	Kelaher
Offered						
Seconded						
Aye						
Nay						
Absent						
Abstain						
Recuse						

I hereby certify that this is a true copy of a resolution adopted by the Board of Commissioners of the Northwest Bergen County Utilities Authority on December 17, 2025.

JOHN J. DANUBIO
INTERIM BOARD SECRETARY
DATE: DECEMBER 17, 2025

NORTHWEST BERGEN COUNTY UTILITIES AUTHORITY

RESOLUTION

No. 96-2025

Date: December 17, 2025

RESOLUTION APPROVING PERSONNEL ACTION

WHEREAS, the Authority encourages all employees to obtain licenses and pursue trades that benefit the Authority; and

WHEREAS, The Authority adopted Resolution 95-2025 implementing a license incentive policy for Non-Collective Bargaining Employees.

WHEREAS, the Authority's Superintendent has recommended license incentive and trade incentive payments for all employees who meet the requirements under Resolution 95-2025; and

NOW THEREFORE BE IT RESOLVED by the Authority's Board of Commissioners, that:

1. The aforesaid recitals are incorporated herein as though fully set forth at length.
2. The Authority is hereby authorized to pay Robert Genetelli a license incentive of \$9,000 for holding a S4/C4 license & SSI license.
3. The Authority is hereby authorized to pay Nicholas Fabbriatore a license incentive of \$10,000 for holding a S4/C4 license, SSI License & Backflow Prevention.
4. The Authority is hereby authorized to pay Leonard Van Der Stad a license incentive of \$1,750 for holding a C2 license.
5. The Authority is hereby authorized to pay Christopher O'Reilly a license incentive of \$2,000 for holding a S-1 license & Backflow Prevention license.
6. The Authority is hereby authorized to pay Jason Gascon a license incentive of \$1,000 for holding a Backflow Prevention license.
7. The formal action(s) of the Commissioners of the Northwest Bergen County Utilities Authority embodied herein are expressly contingent upon and subject to the provisions of N.J.S.A. 40:14B-14(b).

NORTHWEST BERGEN COUNTY UTILITIES AUTHORITY

RESOLUTION

No. 96-2025

Date: December 17, 2025

RESOLUTION APPROVING PERSONNEL ACTION

FRANK KELAHER, CHAIRMAN

RECORDED VOTE:

	Bonagura	Biale	Jordan	Lo Iacono	Tombalakian	Kelaher
Offered						
Seconded						
Aye						
Nay						
Absent						
Abstain						
Recuse						

I hereby certify that this is a true copy of a resolution adopted by the Board of Commissioners of the Northwest Bergen County Utilities Authority on December 17, 2025.

JOHN J. DANUBIO
INTERIM BOARD SECRETARY
DATE: DECEMBER 17, 2025