

JOINT MEETING NEWS

INSIDE THIS ISSUE
Employee News
Perfect attendance winners
Employee service milestones
Helping our troops
Hurricane Irene

2
3
4
5
5

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A Changing of the Guard

Executive Director **Samuel McGhee** (center) congratulates friends and colleagues on their retirements. Left to right are **Ana Albuquerque**, **Joe Bonaccorso**, **Pat Rufolo** and **Ralph Lamendola**.

We are both happy, as well as saddened, that several of our colleagues have chosen to retire this past spring. As much as we will miss them, we are happy that they will be enjoying their retirement time with their families. All of the retirees have served as valuable assets to the organization and will be sorely missed. The retirees are Deputy Executive Director/Chief Engineer **Ralph Lamendola**, Superintendent **Joseph Bonaccorso**, Assistant Board Secretary/Finance Assistant **Pat Rufolo**, Maintenance Mechanic **Nelson Fairchild**, Assistant Superintendent **Alex Durand** and Administrative Secretary **Ana Albuquerque**.

Upcoming Event

November 14-17, 2011. 96th Annual New Jersey League of Municipalities Conference at the Atlantic City Convention Center, Atlantic City, NJ. Workshops for municipal officials.



A newsletter of the Joint Meeting of Essex and Union Counties, a wastewater treatment plant serving eleven member municipalities:

East Orange
Hillside
Irvington
Maplewood
Millburn
Newark
Roselle Park
South Orange
Summit
Union
West Orange

Also serving:

Elizabeth
Livingston
New Providence
Orange

2011 Joint Meeting Board of Directors

Officers

Kathleen M. Leventhal
Chairperson, Maplewood
Edward A. Brewer, Jr.
Vice Chair/Secretary, Hillside
Ronald C. Rice
Treasurer, Newark

Members

Theodore R. Green, *East Orange*
Lebby C. Jones, *Irvington*
Thomas C. McDermott, *Millburn*
Joseph Accardi, *Roselle Park*
Howard Levison, *South Orange*
Richard J. Madden, *Summit*
James M. Florio, *Union*
Patricia Spango, *West Orange*

Executive Director
Samuel T. McGhee

www.jmeuc.com

Employee News

Joint Meeting recently filled openings in the Operators positions with new graduates of the Operator Trainee program: **Rodney Holman**, **Eric Reaves**, **Anthony Dimino**, **William Moore** and **Ocquan Morris**. Rodney is assigned to Dewatering Team 2; Eric to Primary Team 2; Anthony to Dewatering Team 5; William to Secondary Team 2; and Ocquan will be assigned as a Utility Operator. We congratulate them on completing their training and wish them well in their new assignments.

Other assignment changes include **Miguel Mejia** being assigned to Dewatering Team 2 and **John Petito** being assigned to Dewatering Team 4.

As a result of an opening in Mechanical Maintenance created by the retirement of Nelson Fairchild, **Eugene Rivera** of Site Services has been appointed to fill the position. We wish Eugene the best of luck in his new responsibilities. **Daniel Comerie**, Maintenance Mechanic, was named Lead Mechanic for the department. The position was vacant as a result of Nelson Fairchild retiring. Congratulations to Dan on his new responsibilities.

We are pleased to welcome **Grace Quintero** to the administrative staff. Grace will be taking over for Ana Albuquerque as the Administrative Secretary.

Five individuals have been hired for the September 2011 Operator Trainee program. The new trainees are **Carlos Delacruz**, **Lamar Shell**, **Matthew Bodzioch**, **Krzysztof Kielian** and **Daniel Comerie III**. Carlos is from Passaic, NJ and was recently with Home Care Industries Inc. for 20 years as a Mechanic Operator. Lamar, from Newark, NJ, is a graduate of West Side High School and attended Lincoln Tech in Union, NJ. Matthew is from Linden, NJ and graduated from Kean University this past spring. Krzysztof (Chris), from Hopelawn, NJ, brings a wealth of experience in mechanical maintenance and computer repair. Daniel is from Plainfield, NJ and graduated from Plainfield High School before entering and completing four years in the United States Air Force.

Joining us in the Laboratory are **David Dipner** and **Djavana Menter**. David is a recent graduate of Rutgers University with a major in Environmental Sciences. Many of you will recognize Djavana as a summer intern for the past few years. We now welcome her as a permanent, full-time employee. Additional

news about Djavana: she was recently married to Leonard Harris. Best wishes to the happy couple.

Also joining our staff is Security Officer **Louis Lawson**. He recently joined us in an effort to complement the security team of **Jeff Kutakoff** and **Rudy Johnson** while the property undergoes improvements to the facility.

Congratulations to **Kaz Kowalski** from the Site Services Department. He is a new grandfather to baby boy Matthew Brice, who weighed in at 7 pounds, 8 ounces and was 21 inches long. Mother Edie and baby are doing well.

Joint Meeting extends a warm welcome to our new colleagues and wishes them the best of luck.

It's always great to see **Jim Paluch**, our Assistant Superintendent for Collections Systems Operations. Jim has been sorely missed while recovering from health issues.



Executive Director **Samuel McGhee** congratulates **Nelson Fairchild** (left) and **Alex Durand** on their retirement. Nelson (38 years) and Alex (36 years) will be joining their colleagues **Joe Bonaccorso** (20 years), **Ralph Lamendola** (22 years), **Pat Rufolo** (36 years) and **Ana Albuquerque** (31 years) as they celebrate their distinguished careers.

New Face at Joint Meeting

Executive Director Samuel McGhee is pleased to introduce **Grace Quintero** as the new Administrative Secretary for the office of the Executive Director. Grace received her Bachelors Degree from Rutgers University and brings more than 30 years of administrative experience in Management and Customer Service.



Grace has hit the ground running after spending some orientation time with Ana Albuquerque. Grace has proven to be a quick learner and has fit in well with the Joint Meeting family.

Joint Meeting welcomes **Grace** and wishes her best of luck in her new position.



Joint Meeting is pleased to present some of its newest employees. Front row, left to right: **Carlos Delacruz** and **Djavana Menter** with **Peter Kaciupski** JMEUC Training Coordinator. Back row, left to right: **David Dipner**, **Krzysztof Kielian**, **Lamar Shell**, **Daniel Comerie III**, and **Matthew Bodzioch**.

Perfect Attendance

Fourteen employees have achieved a perfect attendance record for the 1st Quarter of 2011.

Curtis Brown, Sludge Handling, Team 1
Carlos Cabral, Sludge Handling, Team 4
Carmine Cristiano, Sludge Handling, Team 3
Antonio Diaz, Site Services
George Garcia, Dewatering, Team 1
James Gibson, Site Services
Harby Guerrero, Sludge Handling, Team 4
Ron Helco, Mechanical Services
Jack Howard, Sludge Handling, Team 4
Carlos Jimenez, Secondary Team 3
John Petito, Dewatering, Team 5
Jaime Rivera, Site Services
Manny Roman, Dewatering, Team 3
Ralph Scott, Mechanical Services

Nine employees have achieved a perfect attendance record for the 2nd Quarter of 2011.

Dan Comerie, Mechanical Services
Carmine Cristiano, Sludge Handling, Team 3
Morgan Frierson, Primary, Team 4
George Garcia, Dewatering, Team 1
William Moore, Secondary, Team 2
Jairo Nunez, Sludge Handling, Team 5
George Pelayo, Sludge Handling, Team 2
Ralph Scott, Mechanical Services
Roscoe Scott, Sludge Handling, Team 2

Thirteen employees have achieved a perfect attendance record for the 3rd Quarter of 2011.

Ed Aya, Electrical
Carlos Cabral, Sludge Handling, Team 4
Antonio Diaz, Site Services
Morgan Frierson, Primary, Team 5
George Garcia, Dewatering, Team 1
Harby Guerrero, Sludge Handling, Team 4
Ray Jones, Boiler Operations
Kaz Kowalski, Site Services
Jairo Nunez, Sludge Handling, Team 5
Jessie Ordner, Dewatering, Team 4
Manny Roman, Dewatering, Team 3
Bob Surman, Collections Systems
Pete Vlasakakis, Site Services

Congratulations to the employees for their excellent attendance records. They achieved a record of no lateness, no sick time and no absences for the quarter in which they are listed.

Small Inconvenience for Major Improvements

As you are all aware, the Site Improvement Project, which began in May, has temporarily displaced parking for many employees. The good news is that the improvements will substantially benefit the facility vehicle flow and parking availability. The project is expected to be completed by the end of December 2011. The improvements will include storm water treatment, additional street lighting, new surveillance cameras, a new staging area for chemical deliveries and a new receiving shed. The Security Guard house will also be moved to the right side as you enter the plant. In order to keep traffic flowing unimpeded, a new roadway for vehicular traffic will be constructed to the left of the receiving shed.

The Project Team, consisting of **Steve Dowhan**, **Nathan Rogers**, **Mike Richardson** and **John McNamara**, has done a terrific job by working diligently with the contractors to ensure they stay on schedule in order to limit the time of inconvenience to the employees. In the photo below, the Site Improvement Project is seen before (top) and during the project improvement work.



Celebrating Milestone Years of Service

Congratulations to the following dedicated employees for their years of hard work and for reaching service milestones:

20 YEARS

Ralph Scott, Mechanic

Roman Wisniewski, Maintenance Manager

15 YEARS

Thomas Ksepka, Mechanic

Toni Wyczesany, Electrician

10 YEARS

Robert Leskin, Boiler Operator

5 YEARS

Adris Hariprasad, Boiler Operator

Ryan Gerhard, Wastewater Operator

Roscoe Scott, Wastewater Operator

Mechanical Maintenance Supervisor **Glenn Connolly** is currently holding the record for years of service to Joint Meeting. He has been with us for 37 years.

Contacts for Unionized Employees

Teamsters Local 641

714 Rahway Avenue

Union, New Jersey 07083

908-686-8898

Teamsters Welfare Fund (New Address)

Dental/Vision/Prescription

140 Sylvan Avenue-Suite 303

Englewood Cliffs, New Jersey 07632

201-592-6800

**Division of Pension and Benefits
Automated Information System
Available 24 hours a day/7 days a week
609-777-1777**

The NEW Automated Information System provides you with more information than ever before. In addition to getting information about your account, you can now process requests such as applying for a pension loan, getting a retirement estimate, changing your retired tax withholding amounts, or requesting letters such as a statement of account and mortgage verification information — all right over the phone!

You must have a touch-tone telephone to use the Automated Information System.

You can also obtain the same information and process these applications by accessing the **Member Benefits Online System (MBOS)**. To access MBOS, visit the web site at

www.state.nj.us/treasury/pensions

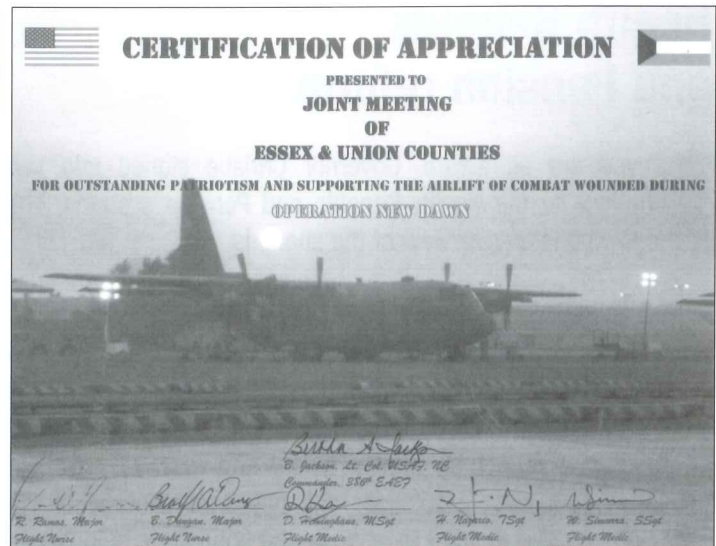
click on the **Register for MBOS** link and follow the instructions.

Goodnight Irene

The impact of Hurricane Irene on August 27th and 28th proved that this was one of the most significant storms New Jersey has ever had to endure. The storm also challenged the resources of the Joint Meeting. The facility, which normally processes 60 million gallons per day, was forced to try to manage 200 million gallons as a result of the storm.

Once again, we were successful due to the efforts of our terrific staff — not only the staff who were normally assigned, but also those who came in for extra duty, and, in many cases, leaving their homes also affected by the storm. The employees from Operations, Site Services, Mechanical Maintenance and Laboratory all went above and beyond the call of duty.

On behalf of Executive Director Samuel McGhee and the Joint Meeting Board of Directors, thank you to all of the staff who assisted during this crisis.



Serving Our Country

Our colleague **Don Heminghaus** is currently serving our country in the U.S. Air Force Reserves. Don has been contacting us from his various locations of deployment in the Middle East. He is doing well and is looking forward to returning home. Upon communicating with Don, Pretreatment Manager **Mike Phillips** helped organize an effort to collect and ship items that Don and those serving with him might need.

Mike and his staff took the initiative of providing the Joint Meeting staff with a list of items that are generally in high demand by military personnel deployed overseas. The varied list ranged from baby wipes to beef jerky, and even popcorn. Through the generosity of many of our employees, Mike and his staff were able to collect more than 110 pounds of goods, which were then shipped in three packages to Don and his fellow troops.

Don received the packages in an unexpectedly fast time of one week. Don and the troops were very appreciative and forwarded their "Thank You" to Joint Meeting in the form of the above Certificate of Appreciation. A special note of thanks to all those who contributed to this very worthwhile effort.

Don was a Sewer Maintenance Worker at Joint Meeting before his third deployment this spring. We deeply appreciate his service to our country and wish him a safe tour of duty.

Health Benefits and Pension reform

As you are all aware, Governor Christie signed into law changes to the Health Benefits and Pension systems. The following is an overview of the changes:

Health Benefits

Prior to this new legislation, employees were contributing up to 1.5 percent of their base annual salary. The new program will base your contributions on the provider you chose (NJ Direct 10 or 15, Cigna, or Aetna), annual salary and level of coverage (Family, Single, etc). Employees will pay a percentage of the premium charged to Joint Meeting based upon state guidelines.

For example, if you chose NJ Direct 10 Family coverage and your annual salary is \$50,000, it will cost Joint Meeting \$1,500 per month. Employee cost is a total of 12 percent over four years:

- Year One is 3 percent or \$45.
- Year Two is 6 percent or \$90.
- Year Three is 9 percent or \$135.
- Year Four is 12 percent or \$180.

Changes in salary, coverage or provider may affect contributions. The minimum contribution is 1.5 percent of annual salary. New and additional benefit plans will be offered by the State and are anticipated to be available sometime after January 2012.

Employees not covered by a collective bargaining agreement shall see an increase to their deductions for health benefit contributions effective October 2011. Contributions for benefits for members of the Collective Bargaining Unit will change only pursuant to the terms of the contract. The contribution rate will increase to 1.5 percent effective January 2012.

Pension

Contributions for all employees will be increased from 5.5 percent to 6.5 percent effective pay date October 13, 2011. An additional increase to be phased in over the next seven years will bring the total contribution rate to 7.5 percent. The phased increase from 6.5 percent will be applied equally over a seven-year period beginning July 2012. The contribution rate will increase by 0.14 percent each year until the 7.5 percent contribution rate is reached in July 2018.

Information is also available online at:

www.nj.gov/treasury/pensions/reform-2011.shtml and
www.nj.gov/treasury/pensions/reform-hb-qa.shtml

www.jmeuc.com



Joint Meeting of Essex and Union Counties

Wastewater Treatment Plant
& Administrative Offices
500 South First Street
Elizabeth, NJ 07202
(908) 353-1313
FAX (908) 353-7925

Joint Meeting Administrative Staff

Executive Director
Samuel T. McGhee

*Deputy Executive
Director/Chief Engineer*
Position Vacant

Superintendent
Position Vacant

Director of Admin. and Finance
Anthony Terrezza

Director of Human Resources
Robert Barry

Industrial Pretreatment Manager
Michael Phillips

Sr. Project Manager
Stephen Dowhan

Purchasing Officer
Robert Sforza

Asst. Board Secr./Financial Asst.
Position Vacant

*Asst. Superintendent
Operations/Maint.*
Francis Bonaccorso

*Asst. Superintendent
Collection System*
Jim Paluch

Operations Manager
Ramon Vara

Safety Officer
Richard Stafford

Board Committees 2011

The Board of Directors committee assignments for the 2nd half of 2011 are:

Operations Committee

Chair: Patricia Spango
Ronald C. Rice
Howard Levison
Theodore R. Green

Public Relations Committee

Chair: Howard Levison
Joseph Accardi
Patricia Spango
Joseph M. Florio

Finance and Budget Committee

Chair: Edward A. Brewer, Jr.
Thomas C. McDermott
Lebby C. Jones
Joseph M. Florio

Personnel and Procurement Committee

Chair: Ronald C. Rice
Edward A. Brewer, Jr.
Richard Madden
Lebby Jones