

JOINT MEETING NEWS

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Joint Meeting Receives Operations and Environmental Performance Award

Executive Director **Samuel McGhee** (third from left) and **Joseph Bonaccorso**, CME Associates (far left) accept the award on behalf of the staff and management of Joint Meeting at the National Association of Clean Water Agencies annual conference in Los Angeles, California on February 13, 2012. Also pictured (left to right) are David J. Samuel, CME Associates; Philip Friess, Sanitation Districts of Los Angeles County, Awards Chair; David Williams, East Bay Municipal Utility District, Association President; and Ken Kirk, Executive Director, National Association of Clean Water Agencies. See page 3 for more on the award.

Upcoming Events

May 14-18, 2012. NJWEA 97th Annual Conference and Exhibition, Bally's Hotel and Casino, Atlantic City, NJ.

July 15-18, 2012. National Association of Clean Water Agencies (NACWA) 42nd Annual Summer Conference, Philadelphia, PA. Topic is Transformational Leadership — Changing the Game for the Next 40 Years of Clean Water.

September 29-October 3, 2012. Water Environment Federation (WEFTEC) 85th Annual Conference, New Orleans, LA.



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

2012 Joint Meeting Board of Directors

Officers

Ronald C. Rice
Chairperson, Newark
Theodore R. Green
Vice Chair/Secretary, East Orange
Thomas C. McDermott,
Treasurer, Millburn

Members

Angela R. Garretson, *Hillside*
Lebby C. Jones, *Irvington*
Kathleen M. Leventhal, *Maplewood*
Tanya Torres, *Roselle Park*
Howard Levison, *South Orange*
Dave A. Bomgaars, *Summit*
James M. Florio, *Union*
Patricia Spango, *West Orange*

Executive Director

Samuel T. McGhee

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Employee News

Congratulations to the new arrivals. Laboratory Technician **Julio Cabrera** and his wife Claudia welcomed the arrival of a new baby girl, Juliana, born on January 11. She weighed in at 6 pounds, 8 ounces. Maintenance Administrative Clerk **Malika Johnson** welcomed her little boy, Ethan, to the world on February 6. Ethan weighed 6 pounds, 12 ounces.

We were saddened to hear of the loss of our former colleague **Clyde Lauderdale**. Clyde was an important part of the Joint Meeting family for over 13 years until he retired in 2010. Our thoughts and prayers are extended to Clyde's family.

Congratulations to Assistant Superintendent **Francis Bonaccorso** for receiving the Leroy Forman Award from the New Jersey Water Environment Association (NJWEA). The award is presented annually by the NJWEA to a member for originality, significance, comprehensiveness, effort and the certification of a research and application of in-plant studies of operational processes. Fran will be presented with this award at the NJWEA annual conference May 17, 2012 in Atlantic City.

Environmental Officer **Brian Reddy** will be leaving Joint Meeting to pursue his legal studies at Seton Hall Law School on a full-time basis. Brian has been with us since January of 2001 and has done a great job. We wish Brian all the best in his legal career.

Additional staff news: **Eugene Rivera** and **Thomas Shanks** have both successfully passed the testing for Maintenance Mechanic and have started in their new positions. Boiler Supervisor **Glen Schoenig** has been promoted to Mechanical Maintenance Supervisor, replacing **Glenn Connolly**. **Ron Helco** has been promoted from Maintenance Mechanic to Boiler Supervisor, replacing **Glen Schoenig**. We are happy to welcome **Joseph Branche** to the Joint Meeting family. Joe is assigned to the Site Services Department.

Recent Retirements

Glenn Connolly, Mechanical Maintenance Supervisor, has announced that he will be leaving Joint Meeting to enjoy a well-deserved retirement beginning April 2012. He has been with Joint Meeting for over 37 years, all of them in the Mechanical Maintenance Department. Glenn began his career as a Maintenance Mechanic, was appointed Lead Mechanic and then, ultimately, to Mechanical Maintenance Supervisor where he has served for the last seven years. Glenn is well regarded by his staff, as well as other employees of Joint Meeting. He has brought



Enjoying the retirement party for **Glenn Connolly** (center) were Joint Meeting distinguished alumni (left to right) **Nelson Fairchild**, **Vinny Corsentino**, **Alex Durand**, **Jack Kennedy** and **Andrew Morek**.

a level of professionalism and dedication to his job that can serve as an inspiration to others. Glenn was the guest of honor at a retirement party held on March 30, 2012. The turnout, not surprisingly, was fantastic and included family, friends, colleagues and distinguished retired alumni.

Vinny Makfinsky, Laboratory Supervisor, has decided to begin his retirement effective May 1, 2012. He joined Joint Meeting in June of 1981 as an Operator Trainee. After gaining knowledge from an Operator's perspective, Vinny became a Lab Technician. He enjoyed the Lab work environment and served as a Lab Technician until his promotion to the position of Lab Supervisor. We will miss the fishing trips that Vinny coordinated for the staff and their family members as well as his 32 years of dedicated service to the Joint Meeting.

Tony Bongiorno, Maintenance Mechanic, was an integral part of the Joint Meeting family and the Mechanical Maintenance Department for almost 28 years when he retired in February 2012. Tony began his career in July of 1984 as a Boiler Operator and moved into the position of Maintenance Mechanic in 1989. Over the years, he has helped new employees acclimate to the department and helped maintain the efficiency and quality of work.

We will miss all of you and wish you well in your future endeavors.

Correction: In the prior issue of Joint Meeting News, Fall 2011, we incorrectly reported that **Pat Rufolo** was retiring after 36 years of service. Pat actually retired after 40 years at Joint Meeting. We regret our error.

Perfect Attendance

During calendar year 2011, three employees had a perfect attendance record. Their records included no sick or absent days due to illness or injury and no occasions of lateness. The employees and their departments are:

Adewale Akinokun, Pre-Treatment
George Garcia, Dewatering, Team 1
Craig Halloran, Operations

Craig Halloran has reached this goal for six consecutive years. It is with a combination of a good work ethic, dedication to his job, good health and good luck that Craig has been able to extend his record all of these years.

The management of Joint Meeting wants to express its thanks for the accomplishment put forth by these three employees. They will receive special recognition as well as an opportunity to select a gift from our catalog as just a token of our appreciation for their fine efforts. In addition, each of the above individuals with three or more consecutive years of perfect attendance will receive an additional personal day for 2012. It is our hope that other employees will strive to follow these examples.

Fifteen employees have achieved a perfect attendance record for the 3rd Quarter of 2011. Those individuals achieving a record of no lateness, no sick time and no absences are:

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
Robert Leskin, Boiler Operations
Jairo Nunez, Sludge Handling, Team 5
Jessie Ordner, Dewatering, Team 4
Manny Roman, Dewatering, Team 3
Bob Surman, Collections Systems
Pete Vlasakakis, Site Services
Millicent Walker, Laboratory

Seventeen employees have achieved a perfect attendance record for the 4th Quarter of 2011. Those individuals achieving a record of no lateness, no sick time and no absences are:

Julio Cabrera, Laboratory
Dan Comerie, Mechanical Maintenance

Anthony Dimino, Dewatering, Team 5
Morgan Frierson Jr., Primary, Team 5
George Garcia, Dewatering, Team 1
James Gibson, Site Services
Harby Guerrero, Sludge Handling, Team 4
Adris Hariprasad, Boiler Operations
Oscar Javier, Electrical
Carlos Jimenez, Secondary, Team 3
Rudy Johnson, Security
Kaz Kowalski, Site Services
Jessie Ordner, Dewatering, Team 4
John Petito, Dewatering, Team 4
Roscoe Scott, Sludge Handling, Team 2
Thomas Shanks, Site Services
Zygmunt Szczesny, Electrical

Congratulations to all of these employees for their excellent attendance records.

Operations and Environmental Performance Award

The National Association of Clean Water Agencies (NACWA), has bestowed yet another award to the staff and management of Joint Meeting for their tireless efforts in Cogeneration. The Cogeneration Facility, which opened in late 2009, is fueled primarily by methane gas that is the by-product of one of the processes of the wastewater treatment. This has resulted in a reduction in the use of hydrocarbon fuels for the production of electricity and heat in running the wastewater facility and thus reduced the facility's environmental carbon dioxide footprint and pollutants discharged in the air.

NACWA's Operations and Environmental Performance Award was presented to those member agencies for outstanding initiatives in wastewater treatment, wastewater conveyance, storm water management, and/or environmental enhancement. The award recognizes an innovative and effective project, system or method relating to wastewater treatment plant or collection system operations developed and successfully implemented by an NACWA member in a cost-effective manner while achieving environmental compliance objectives.

Students Tour Joint Meeting

Approximately 95 students from the Dwyer Academy and Thomas Edison School in Elizabeth toured the wastewater facility on March 23rd. The Joint Meeting staff involved were **Fran Bonaccorso**, **Steve Dowhan**, **Ramon Vara**, **Rick Stafford**, **Pete Kaciupski**, and **Joe Osborn**.

We had another tour on March 30th with students from Middle School #4 in Jersey City and the College Preparedness Group. This tour consisted of approximately 30 students with the same Joint Meeting staff helping. The tours were part of the students' study in general science and environmental science. Educational institutions interested in touring the Joint Meeting facility in Elizabeth should contact Executive Director Samuel McGhee at 908-353-1313.



Top photo, Executive Director **Samuel McGhee** (center) shown with students from the Dwyer Academy and the Thomas Edison School. Bottom photo, **Francis Bonaccorso** (far right) shown with students from Jersey City's Middle School #4 and the College Preparedness Group.

Celebrating Milestone Years of Service

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

30 YEARS

Joel Altman, Assistant Maintenance Manager
Carlos Cabral, Wastewater Operator
Mike Richardson, Project Coordinator II

25 YEARS

Craig Halloran, Shift Supervisor
Raymond Jones, Boiler Operator
Ramon Vara, Operations Manager

20 YEARS

Oscar Javier, Electrician
Edmund Patterson, Electrical Supervisor

15 YEARS

Glen Riscen, Shift Supervisor
Robert Sforza, Purchasing & Procurement Officer

10 YEARS

Wayne Kidd, Wastewater Operator
David Viera, Pre-Treatment Analyst

5 YEARS

Yevgeniya Martynova, Laboratory Technician

Beefsteak Dinner

The North Jersey chapter of the New Jersey Water Environment Association (NJWEA) held its annual Beefsteak Dinner on November 30, 2011. Our own **Francis Bonaccorso** served as the Master of Ceremonies with help from **Ramon Vara**.

The dinner raises money for the chapter and gives members an opportunity to catch up and network. During the dinner, vendors and service companies — such as engineering firms, consultants, and maintenance firms — display their products and services and attendees are encouraged to learn what services are available. It is a good venue for meeting many people and being exposed to multiple service firms at once, as well as promoting fellowship and professional growth.

Payroll Self Service

Joint Meeting was pleased to roll out Phase 1 of the Joint Meeting Employee Self Service (ESS) feature offered through our new payroll provider, Empower (ECI). The ESS permits employees to access their employment, benefit, paycheck and personal information. The ESS also allows Joint Meeting to provide news and announcements to the employees. The ESS is accessible via the Internet and from certain mobile devices.

Some of the features of the ESS include:

1. Company information such as policies, documents and announcements
2. Company events such as Annual Open Enrollment and Training Opportunities
3. Job Postings
4. Updating employee emergency contact information
5. Accessing compensation records, including reviewing and printing previous pay stubs and W-2 (beginning 2011) and Earnings Deductions and tax information
6. Updating employees W-4 and personal information (address, telephone, etc.)

To access Empower, do the following (Internet Explorer v 6 or above is required):

1. Type <https://personal.ecipay.com/Prod/Login/> in your browser and press Enter.
2. Enter your 6 digit Employee # (located on your pay stub) including the zeros and Password in the corresponding fields. Example if your number is 71, enter 000071; 352 is 000352 and so forth.
3. The first time into the system, your Password is the last six digits of your Social Security number. You will be asked to change your password.
4. Click the Show Client Code link (this will only be necessary the first time logging in from a particular computer or if your cookies have been deleted).
5. Enter the client code JMEUC.
6. Click Login to access the Home Page.
7. Upon login, the menu on the left side will give you access to different features.

If any employee has difficulty, please call Bob Barry at ext 1253.

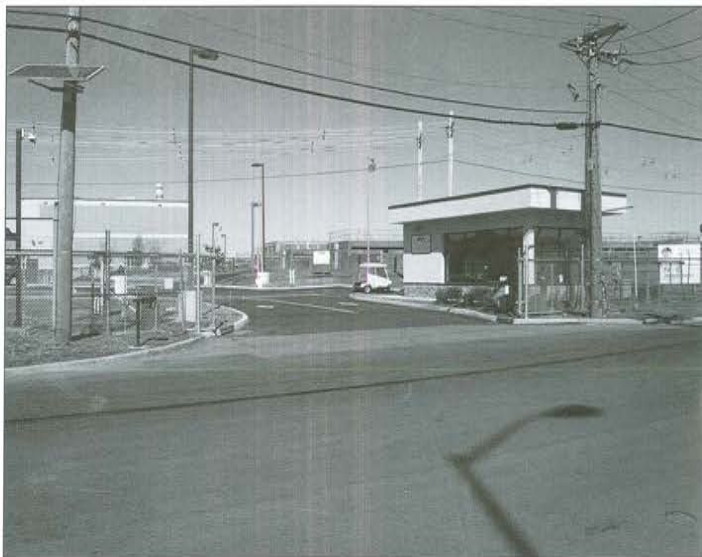
Mission Accomplished!!!

The Site Improvement project, which began in May 2011, has finally been completed. The opening of the main access gate on February 7, 2012 was the final piece of the puzzle.

The changes have substantially improved the facility vehicle flow and parking availability. The improvements include better 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 is now on the right side as you enter the plant. In order to keep traffic flowing unimpeded, a new roadway for vehicular traffic was 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. The support from the staff and management from the Maintenance and I.T. Departments was critical to the successful completion of the project. Their assistance is greatly appreciated.



New Appointments to the Joint Meeting Board

The Joint Meeting Board of Directors announced their new leadership appointments as well as appointments to Committees for the 2012 calendar year.

Ronald C. Rice of Newark has replaced Kathleen Leventhal as Chairperson. **Theodore Green** of East Orange has been appointed Vice Chairperson/ Secretary.

Roselle Park has appointed **Ms. Tanya Torres** to the Joint Meeting Board. She replaces Mayor Joseph Accardi.

Hillside has appointed **Ms. Angela Garretson**, replacing Edward Brewer. Summit has appointed **Dave Bomgaars**, replacing Richard Madden.

Pension and Health Benefits

Pursuant to the legislation passed in 2011 pertaining to employee contributions for pension and health benefits, employees will experience an increase in pension contributions effective pay date July 5, 2012. Employee contributions will increase from 6.5 percent to 6.78 percent.

Also effective pay date July 5, 2012, non-union employees will begin the second year of the four-year phase in for health benefits contributions. The first year represented 25 percent of the allocated percentage. Year two will be 50 percent of the allocated percentage. The percentage is based upon income level and benefit coverage.

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Joint Meeting of Essex and Union Counties

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(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 Sec./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 2012

The Board of Directors committee assignments for the 1st half of 2012 are:

Operations Committee

Chair: Patricia Spango
Dave A. Bomgaars
Howard Levison
Kathleen M. Leventhal

Public Relations Committee

Chair: Joseph M. Florio
Angela R. Garretson
Patricia Spango
Howard Levison

Finance & Budget Committee

Chair: Howard Levison
Thomas C. McDermott
Lebby C. Jones
Joseph M. Florio

Personnel & Procurement Committee

Chair: Kathleen M. Leventhal
Theodore R. Green
Dave A. Bomgaars
Lebby C. Jones