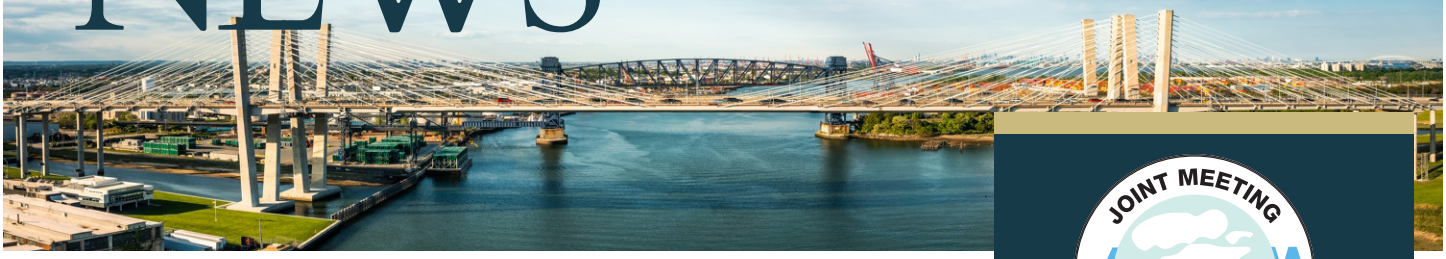
DECEMBER 2025 VOLUME 28, ISSUE 2

JOINT MEETING NEWS OF ESSEX AND UNION COUNTIES



MAIN PLANT SITE WALL PROJECT



Main Plant Site Wall – Reach 7/7A, South Fence Line of Site (September 2024)

Significant progress has been made on the Phase III "Main Plant Site Wall" Project now sitting at an estimated 55% complete. A majority of the wall has been completed along the North and South perimeters of the plant adjacent to the Elizabeth River and Bayway respectively while work at the plant's main entrance and construction of the new Guardhouse is set to begin early in December. Currently the Project is slated to finish in January 2027.

The Phase 1 "Effluent Pump Station" Project is now estimated to be at 75% complete. A majority of the structural work for the new building has been finalized as the focus turns to installation and startup of new equipment. The Project currently has a completion date of May 2026.

The Army Corps of Engineers (ACOE) project is now underway and is expected to be completed by late July 2026. This Pumping Station project will fully rehabilitate the existing facility that manages stormwater flow through the Joint Meeting sewer system.

A Newsletter of the Joint Meeting of Essex and Union Counties, a Wastewater Treatment Plant Serving Eleven Member Municipalities:

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

Also serving:

- Elizabeth
- New Providence
- Livingston
- Orange

2025 Joint Meeting Board of Directors

East Orange	Bergson Leneus
Hillside	Lisa Bonanno
Irvington	Charnette Frederic *Treasurer*
Maplewood	Mayor Nancy J. Adams
Millburn	Mayor Annette Romano
Newark	Anibal Ramos Jr. *Vice Chairperson/ Secretary*
Roselle Park	Joseph E. Petrosky Alt. Gregory Johnson
South Orange Village	Mayor Sheena Collum
Summit	Delia Hamlet
Union	Joseph M. Florio *Chairperson*
West Orange	Joe Krakoviak

Executive Director
Hanifa Z. Johnson

www.jmeuc.com

MAIN PLANT SITE WALL PROJECT



Effluent Pump Station – Overview of Construction (September 2024)

With a total cost of $7.9 million, the project includes replacing outdated equipment and upgrading the structure of the pumping station. Improvements will feature three new stormwater pumps and discharge piping, replacement of two existing sluice gates, and installation of two additional gates.

The work also includes upgrades to the stormwater influent piping, replacement of inlet gratings, a new seal water service, and a modern electrical power system for the station. In addition, as part of the Main Wall Project, a new surge tank has been installed to support the renovated facility.

The $15.25 million Cogeneration Upgrade Project is moving forward and is scheduled for completion in late November 2026. This important upgrade will power the new Effluent Pumping Station, two proposed Stormwater Pumping Stations, and the existing Biosolids Facility.

The project includes adding two new engine generators and updating the existing Co-Generation Facility to connect them with the current system. It also involves building a new substation at the Sludge Dewatering Facility and installing new medium-voltage connections to the Co-Generation grid.



ACOE Storm Water Pump Station (October 2025)



COGEN Facility

MESSAGE FROM THE EXECUTIVE DIRECTOR



Hanifa Z. Johnson
Executive Director

As we close out the year and look ahead to 2026, I want to extend my sincere appreciation to every member of the Joint Meeting Team. Your commitment, expertise, and resilience continue to strengthen our operations and support the communities we serve.

This year brought significant milestones, new challenges, and meaningful progress across every department. Whether contributing through operational excellence, project support, compliance initiatives, maintenance reliability, safety leadership, or administrative coordination, each of you played an essential role in advancing our mission.

I am grateful for the professionalism, teamwork, and adaptability demonstrated throughout the organization. Your dedication, whether working behind the scenes or out in the field, drives our success and upholds the standard of service expected by our member communities.

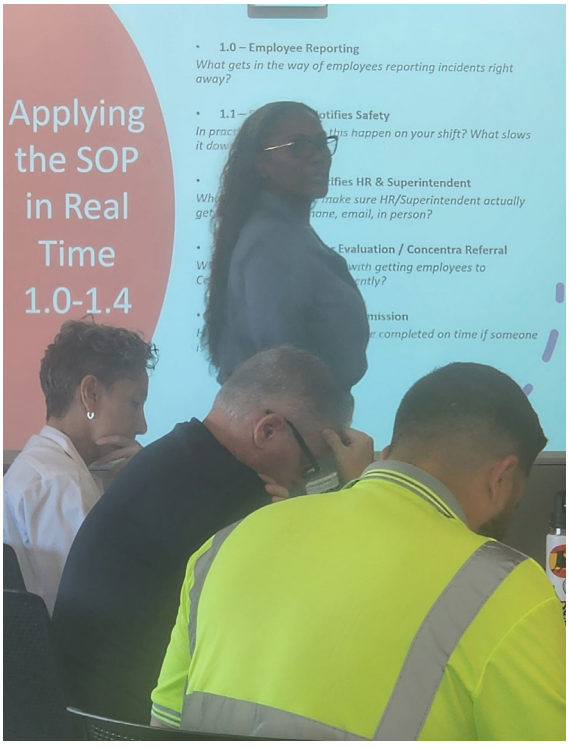
Thank you for your meaningful contributions. I look forward to the progress we will make together in the year ahead.

Warm regards,

Hanifa Z. Johnson

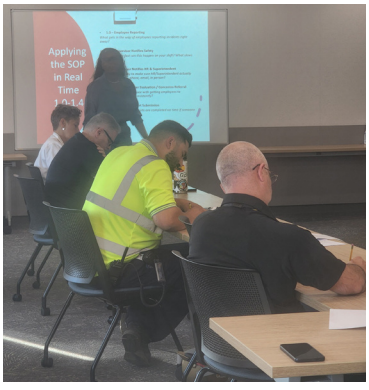
EXECUTIVE DIRECTOR

TRAINING & DEVELOPMENT HIGHLIGHTS



On September 17, 2025, the Joint Meeting held a leadership training session for all Managers, Assistant Managers, and Supervisors to review the updated Incident/Accident Reporting & Witness Statement SOP. The session reinforced key expectations around timely incident reporting, effective communication, accurate documentation, and overall safety accountability across departments. Participants discussed real-time challenges, clarified responsibilities at each step of the process, and explored practical ways to strengthen consistency and follow-through in the field.





JMEUC EMPLOYEE NEWS

DEPARTMENT SPOTLIGHT: INFORMATION TECHNOLOGY

The Information Technology Department has had a highly productive year, advancing critical system upgrades, strengthening cybersecurity measures, and supporting major infrastructure projects across the Joint Meeting. Their work continues to enhance operational efficiency, increase system reliability, and ensure the security of our digital environment.

Key Achievements

- **System Modernization:** The team is actively upgrading employee computers from Windows 10 to Windows 11, providing enhanced performance, improved security, and a more efficient user experience.
- **Strengthened Network Protection:** Significant upgrades were completed on the Sonic Firewall and radio repeater, resulting in stronger network security and more reliable communication across multiple facilities.
- **Operational Continuity:** All upgrades were implemented with minimal interruption to network access, email communication, and daily operations, demonstrating strong planning and execution.
- **Cybersecurity Awareness:** To promote a culture of security across the organization, Sorin implemented the KnowBe4 Cybersecurity Awareness Program, equipping employees with tools to recognize and prevent potential threats.
- **Major Project Support:** During the Main Plant Site Wall Project, Humbertt and Sorin ensured a seamless transition while decommissioning the old fiber-optic connection between the Main Plant and the Dewatering Facility. Their work maintained uninterrupted access to computers, phones, and surveillance systems during all phases of construction.

This year, the IT Department proudly celebrates several significant service anniversaries, recognizing the dedication and long-standing contributions of its team members:

- **Ray Jimenez — 20 Years of Service**
- **Humbertt Mortola — 18 Years of Service**
- **Sorin Astalus — 12 Years of Service**

On June 5th, Ray Jimenez marked an extraordinary milestone of 20 years with the Joint Meeting.

"It's incredible how time flies when you're surrounded by talented, dedicated people who challenge and inspire you every day. Here's to continuing to learn, lead, and make a difference — together."

— Ray Jimenez



L-R: Sorin Astalus, Humbertt Mortola and Ray Jimenez

JMEUC EMPLOYEE NEWS

DEPARTMENT SPOTLIGHT: LABORATORY & INDUSTRIAL PRETREATMENT (IPP)

The Laboratory and Industrial Pretreatment (IPP) teams play a key role in supporting JMEUC's operational performance and regulatory compliance. The Laboratory provides essential testing that guides real-time process control and supports NJPDES permit monitoring, while the IPP team helps maintain consistent influent quality and supports plant protection through industrial monitoring and outreach. Together, these departments contribute significantly to the effectiveness, reliability, and safety of daily operations.

Laboratory Certified for New NJDEP Methods (2024–2025)



Figure 1 – HACH 3900 Spectrophotometer & TNT 835 Nitrate Reagent Vials

New nitrate method offering improved ease of use, enhanced safety, and reduced interference.

Total Chlorine Residual – DPD Spectrophotometric Method



Figure 2 – HACH DR300 & Standards

Provides greater automation, sensitivity, and consistency compared to traditional titration methods.

Enzyme Substrate Method – Standard Method 9223 B



Figure 3 – IDEXX Quanti-Tray Sealer, MPN Table & Quanti-Tray System

Improves efficiency and reduces processing time compared to filtration methods.

ISCO Flow Meter Installation (4th Quarter 2024)



Figure 4 – ISCO Signature Flow Meter

Installed for influent flow-proportional composite sampling; data accessible via Flow Link Cipher.

JMEUC EMPLOYEE NEWS

INTERNSHIP PROGRAM

FY25 NJ Career Accelerator Internship Program

The Joint Meeting of Essex and Union Counties (JMEUC) proudly partnered with the New Jersey Career Accelerator Program for Summer 2025, welcoming a talented cohort of student interns. Over the course of the program, interns gained hands-on experience in critical areas of wastewater operations, administration, and public-sector utility management. Through mentorship and real-world projects, our interns developed new skills, explored career pathways in environmental services, and contributed meaningful solutions to support the Joint Meeting's mission of protecting public health and the environment.

Highlights

- **Final Presentations:** Interns showcased their projects and shared insights into their summer experiences.
- **Skills in Action:** Each intern worked alongside JMEUC professionals, learning the importance of compliance, innovation, and teamwork.
- **Future Workforce Development:** This program reflects our commitment to building the next generation of skilled professionals in the water and wastewater industry.

We thank our FY25 NJ Career Accelerator interns for their hard work, creativity, and dedication. Their contributions made a lasting impact, and we look forward to continuing this program in future years.



OPERATOR IN-TRAINING

Welcome to Our New Operator-in-Training (OIT) Cohort

The Joint Meeting is pleased to welcome our newest Operators-in-Training (OITs) to the organization. The OIT Program is designed to develop the next generation of wastewater professionals through a structured combination of hands-on experience, classroom instruction, and mentorship.

As part of the program, OITs gain exposure to plant operations, safety practices, regulatory requirements, and technical systems that support JMEUC's mission of protecting public health and the environment. We look forward to supporting this cohort as they grow their skills and begin their careers in the water and wastewater industry.

Please join us in welcoming our newest OITs to the Joint Meeting team.



L-R: James Mansfield, Keyshawn Cummings Qawwee McQueen and Anthony Figueroa

JMEUC EMPLOYEE NEWS

WELCOME

• • NEW EMPLOYEES AT JMEUC • •

Genell Crystal Lampley
Chief Administrative and Strategic Officer

Amy Yadira Ribeiro
Lab Assistant

Jazmine J. Leary
Lab Technician

Keyshawn A. Cummings
Waste Water Operator Trainee

Anthony Figueroa
Waste Water Operator Trainee

James N. Mansfield
Waste Water Operator Trainee

Qawwee A. McQueen
Waste Water Operator Trainee

Nylanda Glover
Human Resources Generalist

Eboni Jones
Administrative Office Assistant

CONGRATS!

Folakemi Akinokun graduated from Sayreville High School May 2025. She was admitted to Rutgers University, New Brunswick Fall 2025 Majoring in Civil and Environmental Engineering.



CONGRATS!

Kayla Lampley

Genell Lampley (Chief Administrative & Strategic Officer) is proud to announce that her daughter, Kayla Lampley, has been accepted into the prestigious International Baccalaureate (IB) Program at Science Park High School for the 2025–2026 school year.

The IB Program is a rigorous, college-preparatory track recognized worldwide for its focus on advanced coursework, critical thinking, and global learning. Kayla's acceptance reflects her hard work and academic excellence.

JMEUC EMPLOYEE NEWS

2025 MILESTONES

25 Years
Donald Heminghaus
Nathan Roger
Reneece Porter

20 Years
Raimundo Jimenez
Rudolph Johnson
Stephen Pascucci
Melanie Follmer

15 Years
Ocquan Morris
Antonio Diaz
Thomas Shanks
Malika Johnson

10 Years
James Foy
Oscar Rodriguez
Roger S. Marques
Joseph Wiewiorski
Zachary Liming

5 Years
Darrell Finley
Vincent Scott
James E. Agnew

• • PERSONAL ACHIEVEMENTS • •

PROMOTIONS

Andres Gallego-Sanchez
Promoted to Collection System Manager

Djavana Menter
Promoted to Assistant Laboratory Supervisor

LICENSES

Noah Baumgarten
Passed his S-1 License

Liam Campbell
Passed his S-2 & C-1 License

Anthony Dinardo
Passed his C-1 License

CERTIFICATIONS

Christopher Cristiano
Introduction to Wastewater

John Mulroony
Introduction to Wastewater

Laquan Harris
Introduction to Wastewater

Jahod Howard
Introduction to Wastewater

Xavier Rodriguez
Introduction to Wastewater

Terence May
Introduction to Wastewater

CONGRATULATIONS!

RETIREMENTS

The Following Joint Meeting Employees Retired After Long Careers, Serving Joint Meeting with Both Honor and Distinction for a Combined "102 Years"!

Michael Phillips
General Manager



39 Years
04/08/1986
to
04/30/2025

Carmine Cristiano
Wastewater Operator



35 Years
05/08/1989
to
03/31/2025

James Paluch
Asst Supt Collection Systems



28.5 Years
2/18/2003
to
8/22/2025