

**RESOLUTION AUTHORIZING SALARY ADJUSTMENTS  
FOR THE AUTHORITY STAFF**

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**MOTIONED BY:** Velazquez

**SECONDED BY:** Gardiner

**WHEREAS**, the North Hudson Sewerage Authority (hereinafter "Authority") is a public body, duly formed under the Sewerage Authorities law, constituting Chapter 138 of the Laws of New Jersey of 1946, as amended (Chapter 14A of Title 40 of the New Jersey Statutes Annotated) and possesses the powers set forth therein; and

**WHEREAS**, it is the policy of the Authority that salary increases should be related to an employee's performance, job performance reviews will be performed to rank each employee's performance according to his or her relative level of contribution to the Authority; and

**WHEREAS**, salary increases will be based on a 2020 cost of living adjustment of 2.9% and employee reviews as follows:

|                                 |       |
|---------------------------------|-------|
| Unsatisfactory review           | 0.00% |
| Satisfactory review, COLA only  | 2.90% |
| Good review, COLA plus 50%      | 4.35% |
| Superior review, COLA plus 100% | 5.80% |

**WHEREAS**, the Finance Committee has reviewed this policy and unanimously recommends its approval by the Authority Board.

**NOW, THEREFORE, BE IT RESOLVED** that the Authority authorizes the Executive Director to provide salary increases for the Authority staff per these guidelines, effective February 1, 2020.

**DATED: FEBRUARY 20, 2020**

**RECORD OF COMMISSIONERS' VOTE**

|                        | <b>YES</b> | <b>NO</b> | <b>ABSENT</b> |
|------------------------|------------|-----------|---------------|
| Commissioner Soares    | x          |           |               |
| Commissioner Kappock   | x          |           |               |
| Commissioner Marotta   | x          |           |               |
| Commissioner Gardiner  | x          |           |               |
| Commissioner Friedrich | x          |           |               |
| Commissioner Sanchez   |            |           | x             |
| Commissioner Velazquez | x          |           |               |
| Commissioner Roque     | x          |           |               |
| Commissioner White     | x          |           |               |

**THIS IS TO CERTIFY THAT THIS RESOLUTION WAS DULY ADOPTED BY THE NORTH HUDSON BOARD OF COMMISSIONERS ON FEBRUARY 20, 2020.**

  
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**SECRETARY**