

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

MOTIONED BY: Marotta

SECONDED BY: Velazquez

WHEREAS, the North Hudson Sewerage Authority (the "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;

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;

WHEREAS, salary increases will be based on a 2021 cost of living adjustment of 1.9% and employee reviews as follows:

Unsatisfactory review	0.00%
Satisfactory review, COLA only	1.90%
Good review, COLA plus 50%	2.85%
Very Good Review, COLA plus 75%	3.33%
Superior review, COLA plus 100%	3.80%; and

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

NOW, THEREFORE, BE IT RESOLVED by the Authority as follows:

Section 1. The Executive Director is hereby authorized to provide salary increases for the Authority staff in accordance with the foregoing policy to be effective as of February 1, 2021.

Section 2. This resolution shall take effect immediately.

DATED: FEBRUARY 1, 2021

RECORD OF COMMISSIONERS' VOTE

YES NO ABSTAIN

- Commissioner Soares
- Commissioner Gardiner
- Commissioner Kappock
- Commissioner Marotta
- Commissioner Friedrich
- Commissioner Guzman
- Commissioner Velazquez
- Commissioner Roque
- Commissioner White

THIS IS TO CERTIFY THAT THIS RESOLUTION WAS DULY ADOPTED BY THE NORTH HUDSON BOARD OF COMMISSIONERS ON FEBRUARY 1, 2021.



SECRETARY