

**RESOLUTION AUTHORIZING AN EMPLOYMENT AGREEMENT WITH
LINDA KISH AS CHIEF FINANCIAL OFFICER AND CHIEF OPERATING OFFICER**

MOTIONED BY: Marotta

SECONDED BY: Friedrich

WHEREAS, The North Hudson Sewerage Authority (the "Authority") is a public body, duly formed under the Sewerage Authorities Law, constituting Chapter 138 of the Pamphlet Laws of 1946, of the State of New Jersey, as amended and supplemented (N.J.S.A. 40:14A-1 et seq.) and possesses the powers set forth therein;

WHEREAS, the Authority adopted Resolution No. 19-085 on October 17, 2019, a copy of which is set forth in Appendix A hereto, authorizing an employment agreement with Linda Kish as Chief Financial Officer;

WHEREAS, the Authority adopted Resolution No. 21-092 on December 16, 2021, a copy of which is set forth in Appendix B hereto, authorizing the creation of Chief Operating Officer and designating Linda Kish as same;

WHEREAS, the Authority has an Employment Agreement with Linda Kish which expires on January 31, 2023, and has determined to extend such term by an additional 5 years; and

WHEREAS, the Finance Committee recommends extending said Employment Agreement until January 31, 2028.

NOW THEREFORE, BE IT RESOLVED BY THE AUTHORITY AS FOLLOWS:

Section 1. The Executive Director shall enter into an Employment Agreement with Linda Kish to serve as Chief Financial Officer and Chief Operating Officer based on the terms set forth in the resolutions referred to in the recitals hereof, with the exception of the term which shall be for a period of 5 years, starting on February 1, 2023 and ending on January 31, 2028.

Section 2. The General Counsel is directed to prepare the foregoing Employment Agreement, and the Executive Director is authorized to execute same.

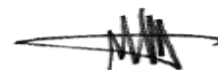
Section 3. This resolution shall take effect immediately.

DATED: DECEMBER 15, 2022

RECORD OF COMMISSIONERS' VOTE

	YES	NO	ABSENT
Commissioner Kappock	x		
Commissioner Marotta	x		
Commissioner Gardiner	x		
Commissioner Friedrich	x		
Commissioner Guzman	x		
Commissioner Velazquez			x
Commissioner Barrera			x
Commissioner Zucconi	x		
Commissioner Assadourian	x		

THIS IS TO CERTIFY THAT THIS RESOLUTION WAS DULY ADOPTED BY THE NORTH HUDSON BOARD OF COMMISSIONERS ON DECEMBER 15, 2022.



SECRETARY

**RESOLUTION AUTHORIZING THE POSITION OF
CHIEF OPERATING OFFICER**

MOTIONED BY: Marotta

SECONDED BY: Guzman

WHEREAS, The North Hudson Sewerage Authority (the "Authority") is a public body, duly formed under the Sewerage Authorities Law, constituting Chapter 138 of the Pamphlet Laws of 1946, of the State of New Jersey, as amended and supplemented (N.J.S.A. 40:14A-1 et seq.) and possesses the powers set forth therein;

WHEREAS, the Authority has determined there to be a need for a Chief Operating Officer responsible for the supervision of the Authority's staff tasked with payroll, billing, pension, and insurance matters, and the execution of special projects as may reasonably be determined and as assigned from time to time by the Executive Director;

WHEREAS, Linda Kish serves the Authority as Chief Financial Officer in an exemplary and dutiful fashion, and has undertaken the additional oversight / management responsibilities of Chief Operating Officer; and

WHEREAS, the Finance Committee recommends that Linda Kish be assigned the title and responsibilities of Chief Operating Officer, in addition to the title and responsibilities of Chief Financial Officer, and compensated an additional \$5,000 annually effective February 1, 2022 with respect to same.

NOW THEREFORE, BE IT RESOLVED BY THE AUTHORITY AS FOLLOWS:

Section 1. The Authority hereby authorizes the creation of the position of Chief Operating Officer, which employee shall possess the qualifications and perform the duties as set forth in the recitals of this resolution.

Section 2. Linda Kish shall be assigned the title and responsibilities of Chief Operating Officer, in addition to the title and responsibilities of Chief Financial Officer, and shall be compensated an additional \$5,000 annually effective February 1, 2022 with respect to same.

Section 3. This resolution shall take effect immediately.

DATED: DECEMBER 16, 2021

RECORD OF COMMISSIONERS' VOTE

	YES	NO	ABSENT
Commissioner Kappock	x		
Commissioner Marotta	x		
Commissioner Gardiner	x		
Commissioner Friedrich	x		
Commissioner Guzman	x		
Commissioner Velazquez	x		
Commissioner Barrera			x
Commissioner White	x		

**THIS IS TO CERTIFY THAT THIS RESOLUTION WAS DULY ADOPTED BY THE
NORTH HUDSON BOARD OF COMMISSIONERS ON DECEMBER 16, 2021.**



SECRETARY

**RESOLUTION AUTHORIZING AN EMPLOYMENT AGREEMENT WITH
LINDA KISH AS CHIEF FINANCIAL OFFICER**

MOTIONED BY: VELAZQUEZ
SECONDED BY: MAROTTA

WHEREAS, The North Hudson Sewerage Authority (the "Authority") is a public body, duly formed under the Sewerage Authorities Law, constituting Chapter 138 of the Pamphlet Laws of 1946, of the State of New Jersey, as amended and supplemented (N.J.S.A. 40:14A-1 et seq.) and possesses the powers set forth therein;

WHEREAS, the Authority, having grown to a \$400 million entity (\$350 million outstanding bonds and \$50 million annual budget) has determined there to be a need to engage a full-time Chief Financial Officer responsible for the Authority's finance function; and

WHEREAS, the current part-time outside consulting firm does not provide sufficient hours to undertake the duties of a CFO including, but not limited to, the following: budgeting, monitoring financials, balance sheet and cash flow management, interface with outside financial advisor and rate consultant, contact with banks, rating agencies and bond holders, oversee the billing department and collection efforts, work with Authority Engineer to develop capital program, and to perform and assist in such supervisory and managerial activities as may reasonably be determined and as assigned to her from time to time by the Executive Director; and

WHEREAS, it would be cost prohibitive to engage an outside consultant for a sufficient number of hours to manage the finance function; and

WHEREAS, Linda Kish has provided part-time outside professional services to the Authority as Chief Financial Officer in an exemplary and dutiful fashion for 15 years, and is now available on a full-time basis to serve as Chief Financial Officer in accordance with New Jersey pension requirements; and

WHEREAS, the Finance Committee recommends that the Authority hire an employee to serve as Chief Financial Officer on a full-time basis and that the Executive Director be authorized to enter into an Employment Agreement with Linda Kish regarding same.

**NOW THEREFORE, BE IT RESOLVED BY THE AUTHORITY AS
FOLLOWS:**

Section 1. The Executive Director shall enter into an Employment Agreement Linda Kish to serve as Chief Financial Officer based on the following terms: Base Salary: \$135,000; Effective Date: December 1, 2019; Expiration Date: January 31, 2023; Eligibility for the Authority's annual merit increase program; and all other customary terms and benefits extended to full time employees of the Authority.

Section 2. The General Counsel is directed to prepare the foregoing Employment Agreement, and the Executive Director is authorized to execute same which will be effective as of December 1, 2019.

Section 3. This resolution shall take effect immediately.

DATED: OCTOBER 17, 2019

RECORD OF COMMISSIONERS' VOTE

	YES	NO	ABSENT
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 OCTOBER 17, 2019.

Emilia White
SECRETARY