

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

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**MOTIONED BY:** Velazquez

**SECONDED BY:** Gardiner

**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; 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**, the Authority has determined to use the Employment Cost Index (Table 11 / Public Administration) of the U.S. Bureau of Labor Statistics as the basis for its Cost of Living Adjustment ("COLA"); and

**WHEREAS**, salary compensation program will be based on COLA and employee reviews as follows:

Unsatisfactory review	No Increase
Satisfactory review	80% of COLA
Good review	90% of COLA
Very Good review	COLA
Excellent	COLA plus 10% of COLA

**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:

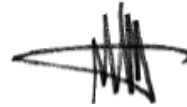
- Section 1. The Executive Director is hereby authorized to provide salary increases for the Authority staff in accordance with the foregoing policy to be effective as of February 1, 2023.
- Section 2. This resolution shall take effect immediately.

**DATED: FEBRUARY 6, 2023**

**RECORD OF COMMISSIONERS' VOTE**

	<b>YES</b>	<b>NO</b>	<b>ABSENT</b>
Commissioner Gardiner	x		
Commissioner Kappock	x		
Commissioner Marotta	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 FEBRUARY 6, 2023.**



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**SECRETARY**