



# UNION COUNTY UTILITIES AUTHORITY

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RESOLUTION NO.: 85-2023

DATE: December 20, 2023

## RESOLUTION OF THE UNION COUNTY UTILITIES AUTHORITY ADJUSTING THE ANNUAL SALARIES OF CERTAIN AUTHORITY STAFF

APPROVED AS TO FORM:  
Bianka Vargas  
Clerk of the Authority

APPROVED AS TO SUFFICIENCY OF FUNDS  
 YES  NO  NONE REQUIRED  
UNION COUNTY UTILITIES AUTHORITY

By: *Bianka Vargas*

By: *John C. [Signature]*

|                                   | PRESENT | ABSENT | AYE | NAY | ABSTAIN | MOTION | SECOND |
|-----------------------------------|---------|--------|-----|-----|---------|--------|--------|
| <b>Eastman, Treasurer</b>         | ✓       |        | ✓   |     |         |        | ✓      |
| <b>Figueiredo</b>                 | ✓       |        | ✓   |     |         |        |        |
| <b>Jackus</b>                     | ✓       |        | ✓   |     |         |        |        |
| <b>Holder</b>                     | ✓       |        | ✓   |     |         |        |        |
| <b>Kahn</b>                       | ✓       |        | ✓   |     |         | ✓      |        |
| <b>McManus, Secretary</b>         | ✓       |        | ✓   |     |         |        |        |
| <b>Rachlin</b>                    |         | ✓      |     |     |         |        |        |
| <b>Scutari, Vice Chairperson</b>  | ✓       |        | ✓   |     |         |        |        |
| <b>Szpond, Chairperson</b>        | ✓       |        | ✓   |     |         |        |        |
| <b>Alma, Alternate No. 1</b>      |         | ✓      |     |     |         |        |        |
| <b>Scott-Bey, Alternate No. 2</b> | ✓       |        | ✓   |     |         |        |        |

**RESOLUTION OF THE UNION COUNTY UTILITIES AUTHORITY  
ADJUSTING THE ANNUAL SALARIES AND REAFFIRMING THE HEALTH INSURANCE  
CONTRIBUTION OF CERTAIN AUTHORITY STAFF**

**WHEREAS**, the County of Union, New Jersey (the "County") has developed the Union County District Solid Waste Management Plan (the "Plan") in accordance with the New Jersey Solid Waste Management Act, N.J.S.A. 13:1E-1 et seq. (the "Act"), for the purpose of managing the disposal and/or recycling of solid waste generated or disposed of in the County; and

**WHEREAS**, the County Board of County Commissioners has designated the Union County Utilities Authority (the "Authority"), in accordance with the Act, as the implementing agency for the Plan; and

**WHEREAS**, the Authority is authorized by the Municipal and County Utilities Authorities Law, N.J.S.A. 40:14B-1, et seq., to appoint and employ, in pertinent part, a secretary executive director, managerial personnel, technical advisors and experts, professional employees and such other employees as it may determine necessary for its effective operations, and in pertinent part, to determine their qualifications, duties and compensations; and

**WHEREAS**, in carrying out its role, it is in the Authority's best interest to retain experienced personnel to develop and implement an effective and comprehensive solid waste enforcement program, to coordinate the enforcement program with the other operational programs at the County and the Authority, to implement the Plan, and to maintain the efficient operation of the Union County Resource Recovery Facility; and

**WHEREAS**, the Authority has in its employ certain employees who have performed and who continue to perform their respective duties in a diligent and effective manner; and

**WHEREAS**, the Authority's Chairman, the Acting Executive Director, and the Personnel, Procurement & Insurance Committee recommend that the Authority recognizes the employees listed herein below for their efforts and services to the Authority.

**NOW THEREFORE BE IT RESOLVED**, by the Board of Commissioners of the Union County Utilities Authority as follows:

- 1) The above recitals are incorporated herein as if fully set forth at length.
- 2) The Board hereby increases by 3.00% the annual salary of all employees not covered by the Teamsters Local #125 Collective Bargaining Agreement, effective as of January 1, 2024.
- 3) The Board hereby reaffirms the existing policy that all employees not covered by the Teamsters Local #125 Collective Bargaining Agreement shall continue to be required to contribute toward their employee health benefits in an amount equal to one and one-half percent of the employee's base salary. This policy shall be further memorialized in the Authority's Employee Handbook and Personnel Policies and Procedures Manual.