

**MINUTES OF THE BOARD MEETING
THE SOMERSET RARITAN VALLEY SEWERAGE AUTHORITY
NOVEMBER 24, 2025**

Minute 1 - Opening of Meeting

The Board Meeting of the Somerset Raritan Valley Sewerage Authority was called to order at 7:00 P.M. by Chairman Edward Machala.

Minute 2 - Open Public Meetings Announcement

The Open Public Meeting Announcement was read by the Executive Director, Ronald Anastasio.

Minute 3 - Roll Call

Robert Albano	Present (Teams)	John Murphy	Absent
Pamela Borek	Present (Teams)	Michael Pappas	Absent
Daniel Croson	Absent (Teams)	Philip Petrone	Absent
Gary DiNardo	Present (Teams)	Reinhard Pratt	Present
Vincent Dominach	Present (Teams)	Frank Scarantino	Absent
Michael Impellizeri	Present (Teams)	Edward Machala	Present
Joseph Lifrieri	Present (Teams)		

Authority Staff

Ronald Anastasio, P.E., Executive Director	Present
Sherwin Ulep, P.E., Asst. Executive Director/Manager of Engineering	Present (Teams)
Anthony Tambasco, Plant Superintendent	Present (Teams)
Timothy Wojcicki, Chief Plant Operator	Present (Teams)
Ellie Hoffman, P.E., Regulatory Compliance Engineer	Present (Teams)
Linda Hering, Human Resources Manager	Present
Christian Santiago, Staff Engineer	Present (Teams)
Gerry Zielonka, Maintenance Supervisor	Present (Teams)
Peter Wozniak, Chief Financial Officer	Absent

Professional Staff

Thomas Schoettle, P.E., CDM Smith	Present
Brad Carney, Esq., Maraziti Falcon, LLP	Present

Minute 4 – Pledge of Allegiance

All in attendance saluted the flag.

Minute 5 – Approval of Minutes

1. Board Meeting Open Session Minutes – October 27, 2025

Upon a Motion of Mr. Pratt, Second of Mr. Albano, the Minutes of the October 27, 2025 Meeting (Open Session) were approved by the following Roll Call Vote:

Roll Call Vote:

Robert Albano	Yes	John Murphy	Absent
Pamela Borek	Absent	Michael Pappas	Absent
Daniel Croson	Abstain	Philip Petrone	Absent
Gary DiNardo	Yes	Reinhard Pratt	Yes
Vincent Dominach	Yes	Frank Scarantino	Absent
Michael Impellizeri	Yes	Edward Machala	Yes
Joseph Lifrieri	Yes		

2. Board Meeting Closed Session Minutes – October 27, 2025

Upon a Motion of Mr. Impellizeri, Second of Mr. Lifrieri, the Minutes of the October 27, 2025 Meeting (Closed Session) were approved, by the following Roll Call Vote:

Roll Call Vote:

Robert Albano	Yes	John Murphy	Absent
Pamela Borek	Absent	Michael Pappas	Absent
Daniel Croson	Abstain	Philip Petrone	Absent
Gary DiNardo	Yes	Reinhard Pratt	Yes
Vincent Dominach	Yes	Frank Scarantino	Absent
Michael Impellizeri	Yes	Edward Machala	Yes
Joseph Lifrieri	Yes		

3. Special Board Meeting – October 31, 2025

Upon a Motion of Mr. Albano, Second of Mr. Lifrieri, the Minutes of the October 31, 2025 Special Meeting were approved, by the following Roll Call Vote:

Roll Call Vote:

Robert Albano	Yes	John Murphy	Absent
Pamela Borek	Yes	Michael Pappas	Absent
Daniel Croson	Abstain	Philip Petrone	Absent
Gary DiNardo	Yes	Reinhard Pratt	Yes
Vincent Dominach	Yes	Frank Scarantino	Absent
Michael Impellizeri	Abstain	Edward Machala	Yes
Joseph Lifrieri	Yes		

Minute 6 - Public Hearings - None

Minute 7 – Public Participation – The following employees of the SRVSA were in attendance: Michael Denaster, Maintenance Mechanic and Union Chairman; Michael Ruppert, Maintenance Mechanic Working Leader; Timothy Zimmerman, Liquid Division Assistant Operator; Mark Roll, Liquid Division Floater; Joseph Loughlin, Incineration Division Assistant Operator.

Mike Denaster, head of the Union at the Authority. I have a couple of guys here, with everything that is going on at the moment with negotiations. Even throughout the year, the guys feel like sometimes they don't get their voice heard. So, there is no better time than now. We won't take a lot of your time. They just want to say their thing, and we'll let you guys do your meeting.

Michael Ruppert addressed the Board. I am the Maintenance Foreman here and have been here about 12 years. In the 12 years I've been here, this place has come a long way. We've really made some advancements here. Our staff are going above and beyond at all times. We've accomplished many projects within the facility and have come a long way from what it was to what it is now. I'm very proud of all the employees and the effort they put forth, going above and beyond every day when it comes to things. We pass our tests; everyone is willing to give their extra bit at all times. What we've currently been seeing is with the benefits versus the pay, what we're seeing is that we're equalizing with other jobs out there that are not shift jobs, they are not jobs that require the long hours and days, rotating shifts, working with human waste and the pay has become equivalent with the amount we're putting out for benefits and the amount we're not seeing when we do get a raise because of that. In the past, when you applied for a job here, there were a lot of applicants. We're not seeing that anymore. We recently had somebody come in and apply for the job, got the job, and was here for a week. He was explained that he had to work these hours and work with waste, but then he left. If we are seeing people come, they are drawn in because they see a high dollar amount but then they realize what their actually take home would be and then they don't want to do the job, they don't realize the rotating shifts and what the schedule entails. It has really changed a lot in that sense. We currently still have good people here but I'm concerned as an employee and a crew leader, what's going to happen. Are the current people going to walk, are they going to say I've had enough. You have to remember, when a lot of people are home sleeping, we have people here. When there are holidays, we have people here. Working in the Maintenance Department, I've been called in on Thanksgiving or Christmas. We know that going into this, we know that is part of our job and we are willing to do it but we just feel that the compensation has to justify that at some point. I'm not here to talk numbers with you guys, that's not my thing. I just want to let everybody know that the people who are here are great people. A lot of us are concerned that we're going to lose some good people and we don't want to see that happen. We want to keep going the way we are and keep this place running the way it is and make it better for the future. Everyday we make efforts to make it better for the future. The other thing is that we just want to see that you guys, as a board, know what goes on here and that you care as much about the facility as you do us. Moving forward, we just want to be on the same page. Just remember, we're here 24 hours a day, 7 days a week, 365 and we're going what we can.

Mr. Machala commented that they are aware of what you guys do and appreciate what you do. We know you've worked through Covid, and you are part of that mandatory type function that still has to show up for work every day. Mr. Ruppert stated that with the negotiations going on,

everybody sees different parts of it. That's why we're here tonight, not to cause any trouble. Mr. Machala asked Mr. Ruppert, you cited how outside people are catching up to us. Can you give me an example? Mr. Ruppert stated that in the maintenance field where I work, yes, I get job opportunities all the time for other places where I can make significantly more and benefits would be better compensated. But again, I like working here and like coming here every day. Ron and I talk all the time, and I tell him I like coming here. I don't want to leave but at the end of the day, if I'm not putting money in a savings account because I'm barely getting by, then it's a problem. I dedicate a lot of my time to this place in all aspects. We're involved in everything and it's not just the maintenance that I do. We're involved in the safety, in all operations. If we hear something over the radio, we're there. I pride myself on that and I look at our employees and they're the same way. The problem is with morale dropping because people are worried about paying their bills, I'm concerned about what's going to happen. Am I going to lose my crew that I fought for years to get? Am I going to lose the people who care? Are we going to start to fail tests because people aren't doing their job 100% because their head's not in the game? That's what we're seeing. But a lot of the jobs on the outside, what we're seeing is they become equivalent. When I started working here, this was a high paying job. I came on as a mechanic and I looked at it like; this is where I should be as a mechanic. Now I look at it and say, I can leave here tomorrow and make more money but I really don't want to. I really love the job. I was never in wastewater. But when I started here with my mechanical background, I just became involved in it and now I follow it. I take the opportunity every time we have; to go to another plant and meet with their personnel and see the different operations and that's the type of stuff that's rubbed off. When I started here, you didn't have that. You had the people who were hourlies - I do my time and I leave. Now you have people who care. If I say to somebody at 4:00 when its quitting time, can you stay for 5 minutes and help me load something, no problem. They aren't nickel and diming me saying you owe me 5 minutes, or you owe me that. We don't get that anymore. When break time rolls around and you're in a job, guys are working. They don't say it's my break, I have to stop. That to me, as a crew leader, is very important because I have to report to my supervisor. I have to tell them we're getting this done. As an example, we had a waterline break here and that happens commonly in the winter. Pipes are old. We hit that hard. We go in dig it up and fix it and get it back online. Here, it's not that waterline break. If the water doesn't flow, the incinerator goes down and now we're not processing anything. Then we're loosing heat in the incinerator, which could mean that we have to go to a preheat which is costing you and the taxpayer money. We want to alleviate that as much as we can. We get that waterline fixed in an 8 hour day or if you called in a contractor, by the time the contractor gets their equipment here, they get the mark out done, they start to dig, they bring in their crew and that could end up being a 2 day job which in turn is going to cost the Authority a lot more money than having our people here. When I look at my crew, my crew didn't exist here back in the day. Now they're here and they are fantastic. They all came from areas of industry where they did this, and we're just not finding those people anymore. People aren't coming here and saying I'd like to work there for less money, doing what I do. They are going to go to a Merck or Pfizer or a larger company where they are getting compensated and they say I can make a lot more money there. But now we're getting people who are not qualified. We're getting someone who works on stuff in their home, not somebody who works on industrial piping. I always say the adage here, if you call me and say Mike, we have a 36" line split in half here, we don't say you better call somebody. We run at it and are ready to jump in the hole and dig it up. That's the kind of place I like to be at and the kind of work I like to do. I like to get things accomplished. I'm sure you guys appreciate it at the end of the day because it is costing you a hell of a lot less than it would anywhere else. A lot of times, people in our position don't care about the money aspect but we do. We think about it and we look at it. I encourage you guys to reach out to us or stop by during

the day, come see what goes on. Come on to our jobs because you'd see what you have here. It's not just your average person coming in everyday, pump some grease and leave. We get involved in it a lot. I'm speaking for the maintenance department because that's where I work but again, all the other departments and all the other people, everybody gives their all here. I don't want to see that change. With all the negotiations going on, that is something that I'm fearful of as an employee. I'm not here to threaten or make it sound like it's horrible, I just want it to be known that we have good people and I'd really like to see it go that way. This is a place that I'd like to retire from and I'd like to see others retire.

Mr. Machala stated that we certainly appreciate all your efforts and the description, like you said, sometimes here we just take for granted certain things because things do run smoothly. We don't realize that it may be in the middle of the night and zero degrees and you are working with a broken water main. It is good to bring it to light.

Mr. Pratt commented to Mr. Ruppert that he wanted to compliment him that you presented your position very effectively. Mr. Anastasio stated that he wants the Board to know that he seconds everything that Mike is saying as far as the quality of this crew. When I came here almost 24 years ago, it was a night and day difference from where this crew was to where it is today. Mr. Ruppert stated that when the position came up for me to be the foreman, I put in for a it in a heartbeat. It wasn't about the money because it wasn't much more money at all but it was an idea that I have a future here. I'd rather be at the steering wheel than sitting in the back. I don't like it when things aren't getting done, or when people are sitting around. That's not me. The guys that we're hiring, when the older people retired, they were good people that worked in industry and at the time, the pays were equivalent where you could take a guy, for example Mike Denaster worked for PSE&G for 17 years, he is a great guy for underground work and was a foreman. Our other guy has worked in major pharmaceutical industry doing heating, air conditioning, plumbing, and processing piping. You are taking guys who never ran from work, they ran to it. We're not seeing that anymore. I've had this conversation with Ron when we talked about hiring because it scares me moving forward, because we're not getting the applicants. It's not just this department, other departments too. People aren't coming in here saying I'd love to work 7 days a week, rotating shifts, for that money when I can go work someplace else and make that money or make a little bit less but my benefits are covered. It is quality of life. We're on call 24 hours a day. In my position, I'm not getting paid to be on-call but I'm on call 24 hours a day. If my phone rings at 1:00 in the morning and somebody really has a problem, we talk them through it. In our shop, there is a guy on call every week Monday-Monday. That person covers that entire shift, electrical, plumbing, snow plowing, site maintenance, something out at the meter chambers, we cover all of that and it's covered 24/7. We've had instances where that person comes in and says they need a hand. Next thing I know, I have the whole shop here at 1:00 am doing a piping job in the basement. It doesn't phase our people. Moving forward, I don't know if it's going to be that way and it's scary for me because looking at our industry, the wastewater industry, we're seeing this lack of people to do the jobs. There's always somebody who says they make a lot of money but then they come in and say I have to do this or that. Just today I was showered with wastewater and I'm thinking now I have to shower before I go to that meeting because I'm covered with wastewater. That's happened numerous times. Now you're getting people who get covered with wastewater and they never come back. We expect that coming in here, it's part of the job. Thank you for your time.

Mr. Zimmerman addressed the Board. I am Tim Zimmerman, an Assistant Operator in the wet end. I've been here 2 years. I come from a background of construction. I used to do government

contracting. I was a site supervisor for a company that renovated military bases. I got this job mostly because I started a family. I have two toddlers. I want to be home with them. I can't travel to Kansas or Ohio for months at a time. The first thing I wanted to do was make sure that my qualifications were up to par with what I thought the Authority needed. I've already passed my S1 course, passed the test and am waiting for my license to come back. I'll be taking my C1. I have 31 years before I'm able to retire. I see a lot of guys here who have put in a lot of years. They want to better themselves. We care about the Authority. We love it here, we like the work and we feel like it means something. We service tens of thousands of people and we make sure that they are saved during storms. I am watching raises being eaten up purely by the health insurance. It is frustrating me imagining a future here where I don't see growth. It is aggravating where we put in the effort and we really do care about this place and I don't think I can stress that enough. We do go the extra mile and work the extra hours. Even Mr. Roll wasn't here tonight and I was able to fill-in while I was waiting for the meeting. Just help out the other operators to make sure we have the right coverage and our process doesn't get interrupted. The future that we have here, we need to see that we are able to care for our families. I want this to be my home and my future. You've invested time in me. I've taken the courses and in the fall I know the advanced wastewater course is not available, so I want to take the advanced collections course. I want to get as many things under my belt as I can to make sure I know as much as I possibly can so I can do my job more effectively. It's just getting harder.

Mr. Ulep stated that two months ago, we had an equipment supplier that stopped by the plant and I had to show them the blowers, the aeration basin and we walked through the whole 600 building. What they said was wow, your guys are so good because this place looks great. It's old but it looks great. A lot of places that they go to, people don't care and you can see the care of what these guys are doing just by looking at the buildings and the equipment. I just wanted to piggyback on the fact that they do really care.

Mr. Loughlin addressed the Board. I am Joe Loughlin. A couple of you might recognize me as I used to attend these board meetings. I work in the incineration department now. I worked hard to write this speech because I tend to lose my train of thought and get off track so if the Board could just grant me a couple of minutes to say this and I'll be out of here. It won't be as comfortable of words as my colleagues have said, but I think that these are words that need to be said. This is strictly business, and not personal.

Good evening. My name is Joe Loughlin, and I, along with several colleagues, represent just a handful of the proud workforce that operates this plant-workers who are dedicated, experienced, and committed to the long-term future of this facility.

We are here tonight because we have serious concerns about the direction our "leadership" is taking, the use of public funds, and the future of the employees who keep this plant running. We are tired of being ignored, neglected and voiceless. I am confident that the current state of mind of the workforce is not being properly represented to the board. And tonight, we take a stand.

Since 1958, this authority has continued to improve and innovate. We are the future of this plant. Most of us are young, many of us have growing families and we plan to spend decades building our careers here. We were sold a promising career, with many of us, like myself, leaving good jobs in hopes of bettering the future for ourselves and for our loved ones. I've been a proud worker here for almost 5 years but yet, I'm making less money than when I started and I've watched demoralization spread around this crew like wildfire ever since. The workforce should not be punished nor looked down on for being vocal or for requiring fair compensation

with excellent, affordable insurance plans that allow us to care for our families. My oldest son has level 3 autism, he has sensory processing disorder, he's nonverbal and requires high levels of daily care and therapy. He will probably have to live with me until the day I die. Quality insurance is not just a benefit-it's a necessity for life. We're not just numbers in a budget that can be slashed for anyone's convenience.

I have to ask: Are committed, dedicated employees now considered liabilities simply because we advocate for our families and for a future at this plant worth working towards? A future we were guaranteed when we were so gleefully sold on accepting this position. Many of us are shift workers. We work 7 days in a row, with 2-3 days in between shifts. Every week we work a different shift. One week dayshift, one week evenings, one week midnights, then back to the beginning of the cycle. There are no other public workers who work those hours. We make sacrifices that most don't have to make. We miss milestone events, for a whole week we can't put my children to bed, for a whole week we're not there when they wake up. When we are available for events, we are walking zombies because the human body isn't designed to change its circadian rhythm on a weekly basis. And on top of that, most of us have to work side jobs just to pay the bills. Please don't look at our salaries or overtime and think that we're making good money. The average worker here lives check to check, including working side work which takes us away from our families even more. But please don't mistake these statements about shift work as complaints but rather interpret them as a plea for recognition for our personal sacrifices followed by a willingness to provide proper compensation.

Long tenures in upper management must be closely monitored. There must be a high level of transparency and accountability; especially in positions of power being paid for by taxpayers. Just because a person was chosen for a position at one point, does not mean they are forever qualified to hold that position. Just watch a few sessions of Congress in action. There are many responsibilities when holding the title of Executive Director. Above the standard job responsibilities, this person must be forward-thinking, highly adaptable to the rapidly changing world we live in and willing to fight for the plant's long-term sustainability which includes its workforce. Without naming names, the authority recently took a loss to its management team that has left a lingering sense of doom over the employees. This person didn't start his employment at the plant with an overly impressive resume. Yes, he had natural intelligence and a good work ethic. But he has that rare quality that can't be taught: true leadership ability. In just a couple of years, he climbed the ladder into management. He spent years and years out of his life fighting for the future of this authority, investing his own time and energy with hopes of a payoff for his efforts. Fighting for the men that keep this plant moving forward. The men that are the true backbone that keeps this body alive. And within sight of the finish line, he chose to leave a place that he made his home because from my outside perspective, he didn't feel respected or valued any more. And now, some other lucky public entity has the honor of calling him their Executive Director. A true leader, a true mentor, a true friend.

Worker morale is at an all time low for a reason. I'm sure this is one of the first times in SRVSA history where employees felt the need to confront the board at a meeting. Many employees never see the Executive Director outside of an annual safety lunch; which consists of the workers cooking themselves that lunch and everyone gets to eat in a bacteria-infested workspace. During holiday lunch events, most guys choose not to attend and elect to eat cold leftovers in their germ-infested workspace because it's uncomfortable being in a room with someone who is being fake to your face.

Little engagement with the workforce, little transparency, and no visible respect lead to disengagement by the crew. This isn't just a union issue; we are all public workers, including the management team. Management's role is to support the workforce, protect the future of public service, and to pass on a sustainable plant-not one vulnerable to privatization or mismanagement. Instead, the workforce's physical, mental, spiritual and financial health have been completely disregarded for years, and the infrastructure of the plant is at an all time low. It really seems like the plan is to just not spend any money on maintenance issues, to continue to bandaid mechanical issues and once the shotcaller is sailing happily off into the sunset, we're stuck on the burning island to fend for ourselves.

We are state registered Essential Employees. If you read history at all, then you're aware of the absolute chaos and death that would follow a mass failure of sewage control. Just because we are Essential Employees, that doesn't mean we are going to roll over and be taken advantage of. We are not like past generations. This generation consists of truth seekers, independent journalists, and intelligent citizens with great research tools at our disposal. We have first responders in our crew. I'm involved with local and state politics. I was sharing a table recently with some of our state's best senators and assemblymen and women at a leadership summit.

We are not numbers. And we will continue to make that as clear as possible. We will continue digging into all public records to find answers as to why funds are being spent the way they are; with a disregard for the future of the current workers and a disregard for the future of the structural integrity of this plant. Within the next 3-5 years, our entire management team will be gone. There should be meetings monthly, if not weekly, with a whiteboard in the room planning our future management roles, training prospective in-house employees that are being considered for promotion. Those guys should be taking management classes on their laptops right now preparing for this transition. But again, we're all being steered into a waterfall. We can all see it except the captain steering the boat.

Also, within the next 5-10 years, the world will look completely different than it is now. The world will be learning how to live with the new liforce known as artificial intelligence. The US dollar will be changing over to a decentralized currency. We need a leader who is capable of handling heavy battles on every front. A leader filled with drive, determination and years in front of them to have the motivation to fight these battles and win. The proposed new administrative building should not be the big Capital project that is the primary concern. It seems excessive, unnecessary and disrespectful to the essential workforce. A.I will be taking over non-essential roles, communications will become more virtual, payments will be all electronic. This facility appears to be designed for the comfort of future administrative staff rather than the employees who make the plant function every day. Public funds should prioritize operations infrastructure and the essential workforce-not expensive office space and artwork. There are beautiful office trailers that can be purchased or leased for a fraction of the price of this "essential" capital project.

For transparency and accountability, I am submitting an OPRA request for the Executive Director's current and/or future employment contract covering 2025-2026 and an OPRA request for the last five years of SRVSA's audited financial records, including interest earnings and surplus details. This is all absolutely public record and there is no lawful reason for denial. If my request for access to these public records is denied or unfilled within the seven business days as required by law, I will exercise my right to challenge the decision by either instituting a proceeding in the Superior Court of New Jersey or by filing a complaint with the Government Records Council. With personal time already being spent to attend this meeting tonight, I hope I

am not forced to spend more time fighting for my protected rights to access these public records. And for my colleagues in attendance and for the record, in the Executive Director's current contract, it says he and I quote, "shall be granted the use of an authority owned vehicle for all job-related duties including transportation to and from his home." Now, I must say, that is quite the fringe benefit, including free gas. With healthy raises every year on top of that. And I must say that the Employment Contract that I was able to access online, which was OPRA requested by a member of the public earlier this year, is an absolute disgrace of a contract for a position of that level. The vagueness of the section listed as "Duties of Employee", is completely unacceptable. But one section did catch my eye and quote: "...the Executive Director shall serve the employer faithfully and diligently, in accord with the highest management and professional standards required of this position, according to his best abilities, and will use his utmost endeavors to promote the interests of the employer". That is one of the essential duties for the position and I don't think we would all be here if that duty was being fulfilled.

Mr. Lifrieri commented that that is your position. Mr. Loughlin shouted that he is speaking and thank you. Mr. Lifrieri made another comment that was not decipherable and the other board members urged him to let Mr. Loughlin continue.

Then Mr. Loughlin continued. We are asking the board to ponder on the testimony that you've heard tonight, to advocate for a forward-looking leadership team, and to ensure public funds are used wisely, transparently and in the interest of those who keep this plant running. We are here to protect the future of the plant, to protect the public, to safeguard the families of its employees, and to fight to fulfill the promise we were given when we committed our careers to public service. Thank you for your time and your attention to these urgent concerns. And I wish everyone a safe and happy holiday season. Goodnight.

Mr. Lifrieri also commented goodnight and get lost. Mr. Loughlin asked who was speaking. The remaining Board members were trying to contain the conversations between the two. Mr. Machala and Mr. Anastasio tried to get Mr. Loughlin to come back into the conference room but he would not. Mr. Pratt commented that we can see why he was batting "clean-up".

Mr. Denaster commented that he did not expect that. He knows that Joe gets very passionate. I'm not sure how to recover from that. But, his passion is excessive. I'll swing back to what Tim and Ruppert were saying. We do have a lot of good guys here and what's nice is that they are young. I said to Ron one day, we have a lot of young guys that can put the time in and you saw, when we tried to hire someone for 8 months. You hired Ahmed and he lasted 6 days. I completely understand, this is not caused by you. We know you guys are not making up these insane insurance rates. When we get to that point, I would just like a happy medium. The guys don't expect to make half a million dollars. It is their frustration. Mr. Lifrieri made a comment that writing unpenned letters and complaining about people is not the way to get things done.

Mr. Denaster said he wants to address the letter. To be honest with you, I was as shocked when we heard about it as you. Because we knew we were all coming here but when we heard about the letter, I thought oh all right, somebody went rogue. I had no idea what was on there. We were also equally surprised. I wish somebody didn't go rogue. I understand that it's their speech.

Mr. Anastasio stated that we have been trying to get meetings with the attorneys for the Union. I wanted to kick this off last March because I've been through this before and know it takes time.

We got a meeting in May, waiting 4 ½ months and you guys are as much of a victim of that as we are. Now we're waiting another 10 days. Mr. Denaster stated that he sent a text to Matt (Hobson), did you hear back? So, he reached out to the lawyer and tried to square something away on Monday. So today, Matt still did not hear from him. We have zero luck at the moment this. Mr. Machala commented that we tried to get an early start and here we are all this time wasted. Mr. Denaster said he'd love if he could just sit down and shoot numbers and when we get close, get the lawyers involved. I know that's dicey, but I know it is easy for Matt and me to talk to Ron but it would get dicey with all the legal stuff. It would be cool to get close to a number. But trying to get both lawyers together is tough. Mr. Machala stated that just to address one thing Joe Loughlin brought up, one of his things was not investing in the plant. That is as far from the truth as you can imagine. As you guys are bringing to light, we may not be as familiar with some of the things you do every day, you are not familiar with some of the things we are involved in every day. That is a minor level problem, the admin building. We have a plant that was built in 1958. We are constantly doing major capital improvements that are very expensive and time-consuming. As you are aware, you have to keep the plant functioning throughout all those improvements we're doing. We have very large-scale projects to get everything brought up to date. We emphasize the safety of the plant first by doing the electrical project, which was a priority in terms of safety. We are trying to update all the infrastructure here to make everything newer, more efficient, safer, cleaner.

Mr. Pratt commented that one of the guys stated that in 5 years his salary went down. Is that true? And if so, is it because of the increased healthcare contributions? Yes, it is due to healthcare costs. If the net paycheck is down, we want to know it. Mr. Denaster said there is this thing called Chapter 78. This is the first place I've ever worked at where, with Chapter 78, every time you make more, then they increase the percentage of your contribution. If we didn't have Chapter 78, Ron said we can do 3%. You would actually see 3% but 3% and throw in Chapter 78, that is why we're going backwards. And the healthcare is just getting insane. Mr. Machala recently brought to my attention the scale that is used for healthcare contributions. Most of us work in the private sector. We all feel the pain of healthcare, it is universal. We're paying more for less, the deductibles go up, it's a nightmare. One of the issues is, in my particular company, there is a level of contribution up to say \$50,000, and it is slightly less. Over that it is higher. It is still a very substantial contribution, in the 30% range on average. But I had no idea you guys are bracketed so tightly. I asked Ron, do they at least adjust this bracket for inflation and the answer was no. That's mind boggling. Even the IRS adjusts tax brackets every year for inflation. Like Linda was alluding to, you might get a \$3,000 raise but now that knocks you into the next bracket so that \$3,000 ended up with a wash. That is bizarre and unfortunately, beyond our hands. You think somebody would have made a legislative correction to that, taking into account inflation because that isn't fair.

Mr. Liferieri stated that I have no problem with anybody advocating for themselves for better work conditions or better salaries. That is the American way. We all should do that. What I have a problem with is disparaging other people when you do not know what they do or are in their shoes. That's what pisses me off. Not that you want to advocate for better conditions, I'm all for it. Your Executive Director, your Deputy Director, and all your managers speak very highly of every single one of you guys. I've never heard a cross word coming out of any of them. I worked for public and I've worked for private in my career for the past 60 years. I've worked my way up to a position of authority. By the way, all the commissioners on the board don't get one red cent for doing what we do, and we do a lot. Or maybe you don't think we do a lot. Maybe you should put that in your letter, that commissioners don't do anything either. Another thing, if

you have the “cajónes” to write a letter, sign the damn thing and we’ll talk about it. And acknowledge when you say something anonymously, that is absurd and I find that offensive. Thank you.

Mr. Denaster said to Mr. Lifrieri he agrees with him. The letter, everybody in the union is surprised. Everybody is trying to figure out who. I would prefer that they either sign the letter or just come here and talk amongst everybody to get your peace. I don’t agree with the letter either. And to backtrack to what you said earlier, I agree. A lot of guys wanted to come here and keep it positive and say their peace. We really don’t get a chance to talk to you guys. Mr. Lifrieri said you are always welcome to come in and speak with us. And another thing, my father worked 3 jobs to put me through school, and my siblings. So yes, I’m familiar with that. I’m a blue-collar guy and I worked my way up just like you’re doing and I respect every one of you for doing that. So, this horseshit about this guy doesn’t do nothing and he’s not transparent, that’s a lot of crap.

Ms. Borek spoke and indicated she is relatively new compared to the rest of the audience. If you could let your coworker know that he has access, at this moment, to the audits up until 2023 right on the SRVSA website so he doesn’t have to go through the trouble of OPRA’ing them, and they are linkable. Also, I too am in the State health benefits and they are going up. As an enrollee, you have an opportunity to adjust your choices so in certain circumstances, you can maybe have a little higher deductible to save a little bit on your contribution. I full well understand, appreciate and empathize with all the employees at SRVSA for the burden that State health benefits have put on all of you. I am feeling that as well. You have the “Cadillac” and I know we want to keep the Cadillac myself, but this year I had to make that decision to drop it down. To echo Mr. Lifrieri, I too have multiple jobs. I also teach for a Rutgers and other things for the same reason. Again, I empathize with all the employees at SRVSA and as one of the many people around the table, I want you to know your voices are heard and I apologize to the gentleman still there, Mike, I appreciated the things you had to say as well other gentleman who was here for two years. Mr. Machala stated in regard to the healthcare situation, we know how bad it is and we went through great lengths to make that move so it would benefit both you and us. We held a special meeting to get it done by the end of the year and even though it is not perfect, it is a significant improvement. And just last week, we had the outgoing governor acknowledging what a disaster it is and it is falling apart because of people leaving. Great job taking of it while you were here but now leave it in somebody else’s lap and pretty much acknowledge exactly what we did that the people who were capable of leaving because their members weren’t siphoning off more benefits that they were contributing, are leaving because they can and the ones left are in a calamity. That move will hopefully help us down the road.

Mr. Denaster stated that he just wanted to get some of the guys to talk. They wanted to let you know how passionate they are about being here and they like it and maybe get some of their frustrations out and I would also like to apologize. I didn’t want it to go left like that. That wasn’t my intention to bring that into the room. I wanted it to be positive because I don’t want anything to hurt either end or don’t want to leave a sour taste in anybody’s mouth, thinking you don’t want to work with us because we’re a bunch of animals. I don’t want that and I want to apologize for the way it went left at the end and just say, we understand that it isn’t you guys making these numbers up. The guys figured here’s a time and let you know we’re not trying to get rich but we do enjoy it here and what goes on in their daily life. Mr. Anastasio told Mr. Denaster there are no bad feelings. We know you are under a lot of pressure; Joe’s under a lot of pressure. He’s just expressing it. There are no bad feelings towards him to saying his peace. Mr. Machala stated that we appreciate you coming and sharing your feelings and dedication. It is

much appreciated. We hope we can meet on a more regular basis and iron this out once and for all. I think what happened with the healthcare is a positive first step and hopefully we can work everything else out. Unfortunately, we are still accountable to ratepayers too so we'll try to strike a balance there which is beneficial to everybody and move forward and try to retain you all because we do appreciate you. Let's get the lawyers together. I would suggest you call his boss and say we have to get this done. If we can get it done before the end of the year, we don't want to get into retroactive checks situation. We are eager to talk. Mr. Denaster said we just have no luck with the lawyers. Mr. Machala stated another thing that is extremely frustrating is it's one thing to have trouble scheduling, but when you schedule and can cancel last minute, it seems these things seem a little sketchy. Let's just push on our respective ends and get this worked out. The Board thanked them once again for coming in tonight.

Mr. Pratt asked if Joe's speech is going to go into the minutes? Mr. Anastasio said yes, it is read into the record, and it is part of the open meeting. Mr. Pratt said he raised a lot of points including some safety-related points so that's very important to me and when the time comes, I'd like to follow up on that. Mr. Anastasio stated that we put the plantwide electrical rehab project ahead of the mechanical project for that very goal. We had some 60-year-old switchgear and now everything is new and fresh and up to safe standards. We're happy to talk about all those things. Mr. Lifrieri stated that it's nice to work at a place that is recession proof. No one's going to lose their job because what comes to the plant, it never stops. It just gets more. It's nice to have the stability of a job being recession proof. I worked in both worked in public jobs and private jobs and private jobs will cut you on the drop of a dime if it means 20 cents more in their coffers. Mr. Machala stated that we've spent more than enough time on this topic and we appreciate your comments but we need to move on.

Minute 8 – Consent Agenda – Resolutions for Consideration and Possible Formal Action:

Upon a Motion of Mr. Albano, Second of Ms. Borek, the following Consent Agenda was approved by the following Roll Call Vote:

- 1) **Res. No. 25-1124-1** – Sewer Extension Resolution - Johnson & Johnson Pump Station Replacement; Block 2 Lot 17; Raritan Borough
- 2) **Res. No. 25-1124-2** – Resolution Authorizing the Renewal of a Flood Insurance Policy for the Storm Control Pumping Station
- 3) **Res. No. 25-1124-3** – Resolution Renewing Sludge Cake Disposal Agreement with the Stony Brook Regional Sewerage Authority
- 4) **Res. No. 25-1124-4** – Resolution Authorizing Execution of: (1) Master Agreement By And Between The Somerset Raritan Valley Sewerage Authority And International Data Base Corporation (D/B/A Bidnet); And (2) Bidnet Order Form For One Year Electronic Procurement Platform Subscription
- 5) **Res. No. 25-1124-5** – Resolution Authorizing PCS Pump & Process, Inc. to Provide Instrumentation Calibration Services Through the North Jersey Wastewater Cooperative Pricing System

Roll Call Vote:

Robert Albano	Yes	John Murphy	Absent
Pamela Borek	Yes	Michael Pappas	Absent
Daniel Croson	Yes	Philip Petrone	Absent
Gary DiNardo	Yes	Reinhard Pratt	Yes
Vincent Dominach	Yes	Frank Scarantino	Absent
Michael Impellizeri	Yes	Edward Machala	Yes
Joseph Lifrieri	Yes		

Minute 9 – Board Committees –

A. Personnel Committee: (PETRONE, Machala, Albano, Borek, Lifrieri)

1. Report on the SRVSA – UWUA Local 423 Collective Bargaining Agreement (CBA) Negotiations (**Closed Session – Contract Negotiations & Personnel Matters**)

Mr. Machala indicated that we would go into Closed Session for this matter

Minute 10 – Chairman: Nothing to Report but stated that the SRVSA Holiday Party will be on Friday, December 12th at noon in the Authority Conference Room.

Minute 11 – Reports

A. Executive Director’s Report

1. Update on NJDEP PFAS Monitoring Requirements

Mr. Anastasio stated that there is a memo from me in the beginning of the reports section of your book. Just last Thursday, we received a letter from NJDEP stepping up the PFAS sampling requirements from quarterly to monthly, and there are some other requirements as well and that’s spelled out in the memo and in the letter. So, it looks like the stakes are going up a little bit for PFAS monitoring within our system. I’m sure we’ll talk about that more in the future.

Mr. Carney indicated that it is his understanding that it was sent to every delegated local agency.

Mr. Anastasio stated the on all the capital projects below, we’re making progress on all of them. I would refer you to Sherwin and Christian’s reports and Tom Schoettle’s report, and PS&S’s report as well. They are all in the books.

2. Update on Plantwide Mechanical Rehabilitation Project
3. Update on Main Interceptor Forcemain Rehabilitation Project
4. Update on the Storm Control Pumping Station Flood Mitigation Project
5. Update on the Design of the New Administration Building
6. Discussion regarding the Proposed Judicial Consent Orders (JCO's) Related to PFAS with the 3M Company & DuPont (Closed Session – Pending Litigation & Attorney/Client Privileged)

This item is for Closed Session as well and I don't have anything to add unless there are any questions.

B. Engineer/Consultants – Thomas Schoettle, P.E. (CDM Smith) Engineer's Report for October 2025

C. Attorney – Brad Carney, Esq., Maraziti Falcon, LLP

D. Department Reports:

1. Operations
2. Laboratory
3. Maintenance/Electrical
4. Special Projects

E. Engineering Department Engineer Reports:

1. Capacity Allocation
2. Capacity Assurance
3. Monthly Flow Report
4. Manager of Engineering - Engineer's Monthly Report

Minute 12 - Communications – Standard monthly communication submittals to the State are in the Board Book.

Minute 13 – Res. No. 25-1124-11 - Payroll

Upon the Motion of Ms. Borek, Second of Mr. Albano, the above Resolution was approved by the following Roll Call Vote:

Robert Albano	Yes	Joseph Lifrieri	Yes
Pamela Borek	Yes	John Murphy	Absent
Daniel Croson	Yes	Michael Pappas	Absent
Gary DiNardo	Yes	Philip Petrone	Absent
Vincent Dominach	Yes	Reinhard Pratt	Yes
Michael Impellizeri	Yes	Frank Scarantino	Absent
		Edward Machala	Yes

Minute 14 – Res. No. 25-1124-7 - Bills

Upon the Motion of Mr. Albano, Second of Mr. Impellizeri, the above Resolution was approved by the following Roll Call Vote:

Robert Albano	Yes	Joseph Lifrieri	Yes
Pamela Borek	Yes	John Murphy	Absent
Daniel Croson	Yes	Michael Pappas	Absent
Gary DiNardo	Yes	Philip Petrone	Absent
Vincent Dominach	Yes	Reinhard Pratt	Yes
Michael Impellizeri	Yes	Frank Scarantino	Absent
		Edward Machala	Yes

Minute 15 – Res. No. 25-1124-8 - Adjourn to Closed Session

Resolution Authorizing Closed Session for the Purposes of Contract Negotiations & Personnel Matters Regarding the SRVSA – UWUA Local 423 Collective Bargaining Agreement (CBA) Negotiations and for Anticipated Litigation and Attorney/Client Privileged Discussions Regarding the Proposed Judicial Consent Orders Related to PFAS with the 3M Company and DuPont and Tactics and Techniques Utilized in Protecting the Safety and Property of the Public, Provided Their Disclosure Could Impair that Protection and Attorney/Client Privileged.

Upon the Motion of Ms. Borek, Second of Mr. Impellizeri, the above Resolution was approved by the following Roll Call Vote:

Robert Albano	Yes	Joseph Lifrieri	Yes
Pamela Borek	Yes	John Murphy	Absent
Daniel Croson	Yes	Michael Pappas	Absent
Gary DiNardo	Yes	Philip Petrone	Absent
Vincent Dominach	Yes	Reinhard Pratt	Yes
Michael Impellizeri	Yes	Frank Scarantino	Absent
		Edward Machala	Yes

The Board went into Closed Session at 8:25 p.m.

Minute 16 - Reconvene in Open Session at 8:24 p.m.

Minute 17 – Adjournment of Meeting

Upon a Motion of Mr. Pratt, Second of Ms. Borek, the Meeting was adjourned at 8:25 p.m.

All in Favor Voice Vote:

Robert Albano	Yes	John Murphy	Absent
Pamela Borek	Yes	Michael Pappas	Absent
Daniel Croson	Yes	Philip Petrone	Absent
Gary DiNardo	Yes	Reinhard Pratt	Yes
Vincent Dominach	Yes	Frank Scarantino	Absent
Michael Impellizeri	Yes	Edward Machala	Yes
Joseph Lifrieri	Yes		

NEXT BOARD MEETING WILL BE HELD ON
DECEMBER 15, 2025