

April 06, 2015

The Executive Director stated that Commissioner Pascarello was stuck in traffic, but was on the way. Minutes of a meeting of the Secaucus Municipal Utilities Authority held on Monday, April 06, 2015 at 7:20 PM in Conference Room, 1100 Koelle Boulevard, Secaucus, New Jersey 07094. Secretary Schoenrock visited the office prior to the meeting and stated he would be arriving late. Commissioners Cardenas and Valente had emailed prior to the meeting they would not be attending. Meeting was called to order at 7:20 PM by Chairman Fred Vogel.

Pledge of Allegiance/Salute to the Flag
The Open Public Meetings Act was read.

Roll Call:	Fred Vogel	Chairman
	Guy Pascarello	Vice- Chairman
	George Schoenrock	Secretary

Absent: Jorge Cardenas; Michael Valente (Excused)

Also Present: John Napolitano, Counsel; Glenn Beckmeyer, Engineer.

The Minutes of March 02, 2015 meeting were approved on a motion made by G. Schoenrock, second by G. Pascarello. Approved by Roll Call G. Schoenrock Aye; G. Pascarello Aye; F. Vogel Aye; 3-0-0.

The Consent Agenda was moved on a motion made by G. Pascarello, second by F. Vogel.

The Executive Director gave a brief description of each item

RESOLUTION 2015-04A RESOLUTION AUTHORIZING A SANITARY SEWER CONNECTION 46 MEADOWLANDS PARKWAY

WHEREAS, the SECAUCUS MUNICIPAL UTILITIES AUTHORITY (hereinafter "Authority") is a public body, duly formed under the Municipal and County Utilities Authority Law, constituting Chapter 183 of the Laws of 1957, as amended (Chapter 14B of Title 40 of the New Jersey Statutes Annotated) and possesses the powers set forth therein; and

WHEREAS, Hartz Mountain Industries (hereinafter "Applicant") with offices at 400 Plaza Drive, Box 1515; Secaucus, New Jersey, has applied to the Authority to connect the property located at 46 Meadowlands Parkway, Block 52, Lots 4.01, 4.02 and 4.03 to the Authority's sanitary sewer system; and

WHEREAS, the Authority, through its engineer, Beckmeyer Engineering has determined that there exists adequate conveyance capacity to transmit wastewater emanating from such location to the Authority's wastewater treatment plant and that there exists adequate treatment capacity at the Authority's wastewater treatment plant to treat such wastewater; and

NOW, THEREFORE, BE IT RESOLVED, that the application of Hartz to connect to the Authority's sanitary sewer system is hereby approved, subject to the following:

1. Payment – The proposed structure results in a reduction in projected flow from the existing structure, therefore no connection fee is required.
2. The recommendations as set forth in the engineering review by Beckmeyer Engineering, which is attached hereto.
3. This approval is good for two (2) years from the date of issuance.

BE IT FURTHER RESOLVED BY THE MEMBERS OF THE BOARD OF THE SECAUCUS MUNICIPAL UTILITIES AUTHORITY, that the Executive Director is hereby authorized and empowered to take whatever action may be necessary and execute any documents that may be required, on behalf of the Authority, after consultation with legal counsel, to effectuate the purposes of this Resolution.

RESOLUTION 2015-04B RESOLUTION AUTHORIZING A SANITARY SEWER CONNECTION 34 MEADOWLANDS PARKWAY

WHEREAS, the SECAUCUS MUNICIPAL UTILITIES AUTHORITY (hereinafter "Authority") is a public body, duly formed under the Municipal and County Utilities Authority Law, constituting Chapter 183 of the Laws of 1957, as amended (Chapter 14B of Title 40 of the New Jersey Statutes Annotated) and possesses the powers set forth therein; and

WHEREAS, Hartz Mountain Industries (hereinafter "Applicant") with offices at 400 Plaza Drive, Box 1515; Secaucus, New Jersey, has applied to the Authority to connect the property located at 34 Meadowlands Parkway, Block 101, Lot 8 for 62 multi-family units to the Authority's sanitary sewer system; and

WHEREAS, the Authority, through its engineer, Beckmeyer Engineering has determined that there exists adequate conveyance capacity to transmit wastewater emanating from such location to the Authority's wastewater treatment plant and that there exists adequate treatment capacity at the Authority's wastewater treatment plant to treat such wastewater; and

NOW, THEREFORE, BE IT RESOLVED, that the application of Hartz to connect to the Authority's sanitary sewer system is hereby approved, subject to the following:

1. Payment of \$294,462.00 connection fee to the Authority (based on current flow criteria); computed as follows: $(10,950/300\text{gals/ERU} \times 8,068.00/\text{ERU} = 294,482.00^*)$

*Note that the connection fees chargeable for any connection shall be that schedule of fees applicable as of the date of connection, not the date of approval. Connection fees shall be payable in the following manner: one-half due upon Authority approval and the other half due prior to issuance of Certificate of Occupancy.

2. The recommendations as set forth in the engineering review by Beckmeyer Engineering, which is attached hereto.

3. This approval is good for two (2) years from the date of issuance.

BE IT FURTHER RESOLVED BY THE MEMBERS OF THE BOARD OF THE SECAUCUS MUNICIPAL UTILITIES AUTHORITY, that the Executive Director is hereby authorized and empowered to take whatever action may be necessary and execute any documents that may be required, on behalf of the Authority, after consultation with legal counsel, to effectuate the purposes of this Resolution.

RESOLUTION 2015-04C RESOLUTION AUTHORIZING CONTRACT FOR A CCTV PIPELINE INSPECTION VEHICLE

WHEREAS, the Secaucus Municipal Utilities Authority (hereinafter “Authority”) is a public body, duly formed under the Municipal and County Authority Law, constituting Chapter 183 of the Laws of 1957, as amended (Chapter 14B of Title 40 of the New Jersey Statutes Annotated) and possesses the powers set forth therein; and

WHEREAS, on March 24, 2015 the Authority received the following bids for a contract for a CCTV Pipeline Inspection Vehicle:

<u>BIDDER</u>	<u>One Year</u>
Envirosight, LLC	\$183,611.90

WHEREAS, the Authority has been advised by its Consulting Engineer, Beckmeyer Engineering and its Counsel, Cleary, Giacobbe, Alfieri, Jacobs, LLP, that Envirosight, LLC is the lowest responsive bidder.

NOW THEREFORE BE IT RESOLVED that the Authority hereby awards contract for a CCTV Pipeline Inspection Vehicle to Envirosight, LLC for the bid price of \$183,611.90, payable in accordance with the prices set forth in its bid, which represents a two-year contract, in accordance with the bid specifications.

BE IT FURTHER RESOLVED that this contract is awarded in compliance with the fair and open requirements of N.J.S.A. 19:44a-20.1 et seq.

BE IT FURTHER RESOLVED that the Executive Director is hereby authorized and empowered to take whatever action may be necessary and execute any documents that may be required, on behalf of the Authority, after consultation with legal counsel, to effectuate the purpose of this Resolution.

Consent Agenda approved by Roll Call vote: G. Schoenrock Aye; G. Pascarello Aye; F. Vogel 3-0-0.

Voucher List was moved on a motion made by F. Vogel, second by G. Pascarello.

Voucher List as follows:



Voucher List for Meeting of April 06, 2015

Prepared: 03/26/15

Number	COMPANY	MONEY	CK#	PO#	REASON
1	A&D Wireless	50.00		2015-177	Wireless card for Pump Station Alarm
2	Alamo Insurance Group	2,323.65		2015-156	Risk Mgmt Consultants Fee 2nd Install Reimbursed
3	Alpha Dog	150.00		2015-127	Monthly Maintenance & Monthly Hosting March 2015
4	Beckmeyer Engineering	6,250.00		2015-149	Engineering Services: March 2015
5	Beckmeyer Engineering	3,866.40		2015-172	Work Performed for Approved Contracts (CCTV Bid)
6	Bellaqua	83.75		2015-155	Water
7	Campbell Fire	109.00		2015-118	New Fire Extinguisher
8	Cleary, Jacobbe, Alfieri LLC	4,396.32		2015-152	Legal Services: 2/01/15 to 2/28/15
9	Comcast	110.08	9136	2015-144	Internet Services
10	Coyne Chemical	1,825.46		2015-49	Zetag Polymer
11	Emerald	318.95		2015-123	Latex Gloves
12	ERA	394.80		2014-685	Analytical Services
13	FedEx	48.56		2015-148	Packages
14	Fisher Scientific	1,305.23		2015-94	Lab Supplies
15	Fisher Scientific	168.70		2015-135	Lab Supplies
16	GLEC	242.44		2015-147	HDG Consulting Services
17	Grainger	155.40		2014-77	Shovels
18	Grainger	101.93		2015-120	Hard Hats, Wiring Device
19	Grainger	5.19		2015-146	Hose Cap
20	Home Depot	146.16		2015-97	Supplies
21	Industrial Chem Labs	1,167.11		2015-102	Lift Station Degreaser
22	JCI Chemicals	1,900.00		2015-95	Sodium Hypochlorite
23	JCI Chemicals	1,737.55		2015-168	Sodium Hypochlorite
24	Miracle Chemical Company	1,719.20		2015-145	Sodium Bisulfite
25	Municipal Capital Finance	164.77	9128	2015-131	Copier Lease: Payment #21 3/2015
26	NJ Transit	806.00	9140	2015-166	Annual Occupancy Permit Fee
27	Olympic Glove	88.95		2015-129	Calibration Gas Meter & Pump Filters
28	One Call Concepts	6.10		2015-151	Markouts
29	Persistent Construction	2,750.00		2015-169	Remove & Replace Manhole Cover: N.C. Rd(To Be)
30	PSEG	10,182.56	9135	2015-142	Power:February 2015
31	PVSC	12,672.00		2015-159	Sludge Disposal:02/16/15 to 03/15/2015
32	QC Labs	241.50		2015-150	Analytical Services: 2/17/2015
33	QC Labs	9.45		2015-154	Analytical Services: 2/05/2015

34	R&D Trucking	5,120.00		2015-126	Sludge Removal: February 2015
35	Rapid Pump & Meter	15,572.20		2015-175	Primary Clarifier
36	Regional Comm	516.00		2015-124	Portable Radio and Batteries
37	Scales	10,138.00		2015-38	Replacement Blower 3CDL5L
38	Secaucus Home News	54.60		2015-128	Legal Ad: Contracts Awarded & CCTV Vehicle Adde
39	Secaucus Home News	68.40		2015-173	Legal Ad: Rebid CCTV Vehicle
40	Shred-it	75.00	1503	2015-174	Documents for Destruction (Prior to 2005)
41	Spectraserv	3,440.00		2015-153	Monthly Container Charge: February 2015
42	Staples	176.37		2015-96	Office Supplies
43	Star Ledger	138.72		2015-163	Legal Ad: CCTV Vehicle Addendum
44	State of NJ	37,675.58	TEPS	2015-134	Hospitalization: Active Employees
45	State of NJ	1,218.09	TEPS	2015-133	Hospitalization: Retiree Employees
46	Town of Secaucus	1,615.33		2015-132	Dental Reimbursement: April 2015
47	Union Auto Parts	66.00		2015-117	Antifreeze, Window Washing Fluid
48	United Water	732.35	9137	2015-121	Water
49	USA Blue Book	1,050.85		2015-157	Fragrance Blocks
50	Verizon	171.72	9129	2015-125	Telephones
51	Verizon Wireless	233.28	9138	2015-161	Telephones: 2/13/15-3/12/15
52	WEF	188.00		2015-143	Membership Renewal:S. Bronowich & N. Nielsen
53	WEF	94.00		2015-162	Membership Renewal:John Baer
54	WEX Bank (Sunoco)	505.23	9088	2015-119	Fuel February 2015
TOTAL:		134,346.93			

Roll Call to approve the voucher list as presented. G. Schoenrock Aye; G. Pascarello Aye; F. Vogel Aye; 3-0-0.

New Business: The Executive Director reported that the completion of construction is scheduled for Third Street for the end of April. He stated that he was awaiting formal notification form the contractor on an exact mobilization date so that he could notify the residents. Chairman Vogel stated that in addition to the residents, the Mayor, Town Administrator and Councilmembers should also be notified.

Due to settlement of the roadway on County Avenue over the MUA sanitary sewer, the Executive Director had a firm come in to CCTV this sewer line. The line is in good condition, but the road is in poor condition between Washington Avenue and Wiegands Lane. As County Avenue is a county-owned road, the conditions were reported to the Hudson County DPW and Engineering.

Old Business:

Legal:

**SECAUCUS MUNICIPAL UTILITIES AUTHORITY
ENGINEERS REPORT
FOR THE MONTH OF MARCH 2015**

The following is a list of the main activities as provided by this office to the Authority for the above-mentioned month:

- Toscana has been issued a Notice of Violation of \$10,000 for discharge violation of TSS and CBOD₅ on December 30, 2014 that exceeded the limits as set in the new “Agreement.” Toscana was also notified that as per the “Agreement”, they have violated two out of the three allowable significant discharges within a 90 day period. If another significant discharge is recorded by March 30, 2015 an automatic violation of \$100,000 will be issued. Also, five (#5) times the discharge had exceeded the allowable pH of 9.0 but within the significant range of 10.80, these will be issued a Violation of \$1,000 each, one (#1) time the discharge had exceeded the significant pH of 10.81, this will be issued a Violation of \$5,000 each, and two (#2) times the discharge had fallen below the significant pH of 4.79, this will be issued a Violation of \$5,000 each, for an additional Violation of \$20,000. The pH Notices will be distributed this week. All notices have been delivered with Toscana responding visa their attorney.
- Primary Clarifier Tanks #4 and 5. (**Prior work description can be found in previous months Engineering Reports**) Additional work will be required on the scum pipe at the perimeter of Tank #2 and on the concrete tanks themselves at various locations. The proposal for the Scum Pipe on Tank #2 is for \$15,980.00. We are reviewing the proposals from the contractor on the Concrete work. Change Order #1 in the amount of \$15,980.00 has been approved and sent to the contractor to begin. The contractor began the work on the Scum Pipe beginning the week of January 19, 2015. Work during the week of January 26 has stopped due to the weather. The Scum pipe was found to be corroded to a point of structural failure, there a Change Order #2 in the amount of \$19,890.00 has been submitted, and with prior notice from the Commissioners, has been preliminarily approved and awarded to the contractor. Designed a scope of work for the repair of the concrete stairs on the side of the Primary Clarifier. Preparing to contact contractor to get proposals for the work. Submitted scope of work to repair concrete and stair nosing on the primary clarifiers.
- Starting reviewing specifications for new post aeration blowers. Also, reviewing the possibility of changing speed of blowers to reduce power consumption. It has been decided to leave the existing blowers but to adjust the speed to reduce energy costs. A quote on utilizing a VFD to control the blower speed is being reviewed.
- Received proposed plans for a small pump station and 1,170 lf. of 1.25” dia force main from the Frank R. Lautenberg Station to the SMUA gravity sewer in North Drive. Started review and requested further information. Received further information, but not all requested, and are reviewing. Received further information and in review process. Reviewing calculations on Hydrogen Sulfide production within the lengthy force main and determining

if the hydrogen sulfide will affect the integrity and the odor of the sewer system and safety and wellness of the SMUA workers. Submitted engineer's review.

- Reviewed site plan for Sanitary Sewer Connection Application for 34 Meadowlands Parkway. Requested further information.
- Reviewed site plan for Sanitary Sewer Connection Application for 46 Meadowlands Parkway. Requested further information.
- Received and reviewing revised plans for 734 County Ave. Requested information and requirements for approval. Owner has been calling, however engineer's review letter has not been rectified. Developer has asked for connection approval for the connection, however, the contractor did NOT notify the SMUA of the proposed work, the engineers review letter had never been rectified, the work was not installed as per the Developer's Engineer's plans, nor the connection or work witnessed by the SMUA. This office requested a video from the Contractor of the system. The first video was of a very poor quality, but depicted many issues with the installation. This office requested another video of a different method to improve the quality, however, that video only substantiated our original findings. At this time this office can not approve the connection.
- Redesign concrete work for elevating sludge building opening to extend up beyond Mill Creek flood stage. Waiting on proposals. Work has been completed. Waiting on gates and doors to finish the project.
- Attended another meeting with the Hudson County Mitigation Plan in Kearny, NJ. SMUA to receive \$100,000 for the installation of a new generator to the bypass pumps and for the conversion of the existing generator to dual fuel. Starting looking into the Generator conversion to N.G. and new Generator at bypass pump station. Contacting Gas Co. to see if gas supply is sufficient at our location and the method of bringing the supply to the generator. PS&S will be submitting the application of the proposed work for approval. I am still waiting on information from the manufacturer on the required gas supply and pressure required. Information received and submitted to PSEG for their investigation on supply availability. PSE&G requested further information which has been submitted to them. Submitted to PSEG natural gas consumption of the facilities boilers and the proposed dual fuel convertor for the generator. PSE&G is reviewing. Met with PSEG officials at the facility to discuss main line pressures and service installation.
- Reviewing application for MLB Network located at 40 Hartz Way. Submitted engineers review.
- Met representative with "Rent the Runway" about a new connection. Waiting on application and requested information. Received information on old water bills and plans, reviewing information.
- Started looking into a design to supply sanitary services to the Coast Guard Building. It will be proposed to install 350 gal holding tanks alongside the

building to store wastewater until the SMUA can collect with the VacTruck. for disposal at the Koelle Blvd facility. Checking on NJMC and NJDEP permitting requirements. Will start investigating the proposal to install a gravity line from the new facility to the existing trunk line within Meadowlands Parkway. Preparing information to go to Verizon for utility crossing clearances. Met with Persistent to review options with the installation of the sewer lateral. Waiting on Persistent for proposal for work. Received a proposal from Persistent. Performed test pits to try to redesign to a lower cost

- Receiving proposals to replace section or force mains within the pump station at Castle Road. Requested additional information from the low bidder.
- Reviewing options and proposals to replace the Sodium Hypochlorite lines from the Chlorine Storage building to the Chlorine Contact Tanks.
- Started researching the information to prepare specifications on a CCTV Sewer Pipe Truck. Waiting on Commissioners approval to go out to bid. Specification package has been advertised and is out to bid. One bid was received. Bid was open and is in attorney review. Bid was rejected due to insufficient paper work. Bid was rebid with one bidder responding. Bid was reviewed by this Office, the Town Purchasing Agent and the Authority Attorney. The bid will be presented to the Commissioner with a recommendation to approve at the next meeting.
- Responded to an emergency repair on Third Street between Pandolfi Ave and the terminus. Line was CCTV and was found to be a Clay Pipe that is in bad condition. Pipe is cracked, joints out of alignment, and sections missing causing backups. It is the recommendation of this office to replace the existing clay pipe with new PVC pipe. A quote has been received from Persistent to replace the pipe.
- CCTV was also performed on Minnie Place, First Street, Second Street, and Fourth Street. Fourth Street had been replaced with PVC pipe already and is in no need of work. However, the remaining streets are of similar condition of Third Street and are being reviewed for future repair work. A further detailed report will be presented by the next meeting.

Beckmeyer Engineering, P.C.
Glenn M. Beckmeyer, P.E.,P.P.,CME
Authority Engineer
March 31, 2015

The engineer also reported on the status of the dual-fuel convertor for the emergency generator and a meeting that took place with representatives of PSE&G. The initial cost figures, based on this information substantially exceed the available grant money. He will continue to work on this project.

The Executive Director stated that the developer of the property located at 734 County Avenue had come in and paid the first half of the remaining connection fee for this property. Mr. Patel signed off on the agreement of conditional approval and informed the Director that he had already repaired some of the issues noted in the agreement. He further stated that he had televised the line once more and that this report had been forwarded to the Authority Engineer. Mr. Beckmeyer stated that he had not seen this new report. Mr. Bigler asked him to contact the applicant's engineers to see if they had received a new report.

**OPERATIONS REPORT – March 2015
Submitted April 6, 2015**

KOELLE BOULEVARD FACILITY

- 1) The estimated average daily flow for the month was 3.18 MGD. Maximum daily flow was 5.4559 MG. Estimated Total Flow for the month was 97.1913 MG.
- 2) The Serpentine Tank was drained and cleaned.
- 3) Routine maintenance and grounds keeping was performed.
- 4) A Gardner Denver sludge blower failed. A new blower was purchased and is now in operation.
- 5) The roots Sludge aeration blower was sent out to be rebuilt at Scales Inc... The blower is back on site and is operational.
- 6) The water feed line for the screenings press was repaired. The line had frozen during the cold weather.
- 7) Quotes are being generated for concrete repair in various locations at the Plant.

PUMP STATION # 1 Village Place

- 1) The average daily flow for the month was 1.191 mgd.
- 2) All pumps cleaned and maintained on a regular basis.
- 3) Routine maintenance and grounds keeping was performed.
- 4) The motor started for pump number one failed. A new starter was purchased and was installed .The pump is now operational...

PUMP STATION # 2 Paterson Plank Road and Turnpike Exit

- 1) The average daily flow for the station was 60,385 g.p.d.
- 2) Routine maintenance and grounds keeping was performed.

PUMP STATION # 3 Henry Street

- 1) *The* average daily flow was 75,839 g.p.d.
- 2) Routine maintenance and grounds keeping was performed.

PUMP STATION # 4 New County Road and Seaview Drive

- 1) Routine maintenance was performed.
- 2) The wet well of the Station was cleaned utilizing the Jet Truck.

PUMP STATION # 5 Wilroy – Secaucus Road

- 1) This station is not in service. Grounds keeping were performed.

PUMP STATION # 6 Castle Road

- 1) Routine Maintenance and ground keeping were performed.

PUMP STATION #7 - Exchange Junction

- 1) Routine maintenance was performed.

COLLECTION SYSTEM:

- 1) The eight (8) INCH SANITARY LINE LOCATED IN Third Street from Pandolfi Ave. needs to be replaced. The Authority Engineer has been notified,
- 2) The Authority cleaned approximately 4402 feet of sanitary sewer lines for the month.

Respectfully Submitted

Brian A. Beckmeyer Sr.
Superintendent

B. Beckmeyer stated the Secaucus MUA was in compliance for the month.

A motion was made at 8:10 pm by G. Pascarello, seconded by F. Vogel to close the public portion of the meeting and enter into Executive Session. All in favor.

RESOLUTION TO ENTER INTO EXECUTIVE SESSION

BE IT RESOLVED by the Board of Commissioners of the Secaucus Municipal Utilities Authority that the Board shall immediately hereinafter continue its meeting in executive session in accordance with the New Jersey Sunshine Law.

The purpose of this Executive Session is

- 1) To discuss Personnel Matters

The matters discussed in Executive session will be disclosed to the Public at such time as action is taken by the Authority or if possible, prior to action being taken if the Authority feels that disclosure can be made without affecting the public interests of the individuals affected.

A motion was made at 8:30 by G. Schoenrock, seconded by F. Vogel to close the executive session and re-open the public portion of the meeting. All in favor: 3-0-0.

A motion was made by G. Pascarello, seconded by F. Vogel to authorize a partial advance payment (1/3rd of the adjusters report) to a resident for damages that will be recouped when the insurance settlement is finalized. All in Favor: 3-0-0.

A motion was made to adjourn the meeting at 8:40 by G. Schoenrock, seconded by G. Pascarello. All in Favor: 3-0-0.

**MINUTES OF EXECUTIVE SESSION
NOT FOR PUBLICATION**

- 1) The Executive Director reported that during the first week in March, there had been a sewer back-up on Hudson Ave. The JIF was notified and of the two homes affected, one had already settled w/the JIF. The second home sustained some damage that exceeded the settlement amount that the JIF approves prior to being presented to the full executive board. He pointed out that insurance considers any claim resulting in damages as a single incident and that the settlement amount is \$10,000.00. The second property sustained reported damages in the amount of \$26,201.93 that included some construction work. As the claim amount exceeded the \$10,000 threshold for settlement and the matter would not be presented to the Executive Board before April 22, 2015, he requested that once the final assessment was determined, that he be authorized to forward 1/3rd of this value to the resident. This payment would be reimbursed to the MUA prior to the settlement release to the homeowner. To be voted on in open session.
- 2) An issue of compensation for CDL drivers who have a tanker endorsement was discussed. The Executive Director stated that when the MUA purchased the Jet Truck, it was with the understanding that the DPW would provide a pool of drivers in the event that the Supervisor of Operations was not available. The DPW union raised the point that the vast majority of CDL drivers did not have the required tanker endorsement to operate the truck and would not operate the vehicle. The Executive Director stated that to increase the amount of available drivers, he was trying to put a compensation package together whereby a bump in salary of an as yet undetermined amount be included in base pay. He further pointed out that the CBA expires 12/31/15 and that he would like to offer a memorandum of understanding so that employees would be compensated at the rate determined by labor negotiations. There would also be a new classification that would limit the amount of employees this would affect. This discussion was tabled until the next meeting.
- 3) Compensation for the Superintendent in regards to Safety Director. The Executive Director was not present for this discussion.