

**RESOLUTION RE: FINANCIAL INCENTIVES TO ELIGIBLE EMPLOYEES
SELECTING EITHER THE OMNIA OR HIGH-DEDUCTIBLE
LOW PLAN FOR CALENDAR YEAR 2026**

WHEREAS, the Sussex County Municipal Utilities Authority (hereinafter, the AUTHORITY) offers a comprehensive Employee Health Benefits Program to all Full-Time eligible Employees; and

WHEREAS, the Authority has experienced unprecedented increases in Health Benefit costs associated with the AUTHORITY's membership in the NJ State Health Benefits Program (SHBP); and

WHEREAS, the Authority has retained the services of a Health Benefits Consultant (HBC) to provide review and analytical services as the AUTHORITY strives to attain stability in the cost for both the Employees and Authority related specifically to medical and prescription benefit costs; and

WHEREAS, the HBC provided analysis on the savings that could be realized by both the Employee and the AUTHORITY if a covered Employee were to choose the Omnia or High-Deductible Low Plan as part of the Open Enrollment process for Calendar Year 2026; and

WHEREAS, the Executive Director and HBC presented options for consideration to the Board of Commissioners and specifically, the following financial options were determined to be most advantageous for both the participating Employees and the AUTHORITY.

NOW, THEREFORE BE IT RESOLVED, the Board of Commissioners of the Sussex County Municipal Utilities Authority hereby authorizes the following Incentives for Employees to consider and select as part of the upcoming Open Enrollment Process.

OMNIA Plan:

\$2,500 annually* for a Single enrollment and

\$5,000 annually* for Employee/Spouse, Parent/Child(ren) and Family

**To be provided in quarterly payments at the conclusion of each Quarter.*

High-Deductible LOW Plan:

\$2,700 annually* for a Single enrollment

\$5,400 annually* for Employee/Spouse, Parent/Child(ren) and Family

**To be deposited into a qualified HSA in early January of the Plan Year.*

BE IT FURTHER RESOLVED, the Commissioners also authorize the HBC and appropriate AUTHORITY Administration to meet with the Active eligible Employees and provide the specific informational documentation to assist the Employees in understanding the different Plan Offerings and the benefits associated with the two (2) Incentives being offered; and

BE IT FURTHER RESOLVED, the changes noted above shall become effective upon the passage of this Resolution, in accordance with the timeframes outlined above and in accordance with the administrative implementation; and

BE IT FURTHER RESOLVED, a certified copy of this Resolution shall be maintained on file and shall also be forwarded Professional Insurance Associates, a Division of World Insurance Associates, LLC, 429 Hackensack Street, P.O. Box 818 Carlstadt, NJ 07072, Health Benefits Consultant to the AUTHORITY.

Certified as a true copy of the
resolution as adopted by the authority
at their Regular Meeting held on
Wednesday, September 17, 2025.


Andrea Cocula, Secretary

RESOLUTION AUTHORIZING EXECUTIVE SESSION

WHEREAS, this Authority is authorized, pursuant to N.J.S.A. 10:4-12 to exclude the public from that portion of this meeting for purposes of discussing specific matters as permitted by N.J.S.A. 10:4-12; and,

WHEREAS, this Authority intends to discuss certain matters which are deemed confidential pursuant to N.J.S.A. 10:4-12, in Executive Session:

WHEREAS, at this time the Authority cannot determine the time when the discussion to be held in Executive Session will be made public but will disclose the minutes of the Executive Session when the need for confidentiality no longer exists.

NOW, THEREFORE, be it resolved by the Sussex County Municipal Utilities Authority that this meeting shall be adjourned to an Executive Session (closed session) and the public will be excluded in order that the Authority may discuss the items listed below, and upon reconvening this public meeting the Chairman will announce, if possible, the time when and the circumstances under which the discussion conducted in Executive Session will be disclosed to the public. This resolution is authorized and allowed by and pursuant to N.J.S.A. 10:4-13.

☐ (1) Any matter which, by express provision of federal law or State statute or rule of court shall be rendered confidential or excluded from the provisions of subsection a. of this section.

The general nature of the subject to be discussed per N.J.S.A. 10:4-13(a):

☐ (2) Any matter in which the release of information would impair a right to receive funds from the Government of the United States.

The general nature of the subject to be discussed per N.J.S.A. 10:4-13(a):

☐ (3) Any material the disclosure of which constitutes an unwarranted invasion of individual privacy such as any records, data, reports, recommendations, or other personal material of any educational, training, social service, medical, health, custodial, child protection, rehabilitation, legal defense, welfare, housing, relocation, insurance and similar program or institution operated by a public body pertaining to any specific individual admitted to or served by such institution or program, including but not limited to information relative to the individual's personal and family circumstances, and any material pertaining to admission, discharge, treatment, progress or condition of any individual, unless the individual concerned (or, in the case of a minor or incompetent, his guardian) shall request in writing that the same be disclosed publicly.

☐ (8) Any matters falling within the attorney-client privilege, to the extent that confidentiality is required in order for the attorney to exercise his ethical duties as a lawyer.

The general nature of the subject to be discussed per N.J.S.A. 10:4-13(a):

☒ (9) Any matter involving the employment, appointment, termination of employment, terms and conditions of employment, evaluation of the performance of, promotion or disciplining of any specific prospective public officer or employee or current public officer or employee employed or appointed by the public body, unless all the individual employees or appointees whose rights could be adversely affected request in writing that such matter or matters be discussed at a public meeting.

The general nature of the subject to be discussed per N.J.S.A. 10:4-13(a):

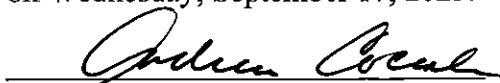
Personnel Matters

☐ (10) Any deliberations of a public body occurring after a public hearing that may result in the imposition of a specific civil penalty upon the responding party or the suspension or loss of a license or permit belonging to the responding party as a result of an act or omission for which the responding party bears responsibility.

The general nature of the subject to be discussed per N.J.S.A. 10:4-13(a):

NOW, THEREFORE, be it further resolved by the Sussex County Municipal Utilities Authority that pursuant to N.J.S.A. 10:4-13(b) the time when and the circumstances under which the discussion conducted in closed session of the public body can be disclosed to the public is when the need for confidentiality no longer exists.

Certified as a true copy of the
Resolution adopted by the Authority
at their Regular Authority Meeting held
on Wednesday, September 17, 2025.


Andrea Cocula, Secretary

2026 AUTHORITY BUDGET RESOLUTION

#25-121

SUSSEX COUNTY MUNICIPAL UTILITIES AUTHORITY (SCMUA)

FISCAL YEAR: FROM: DECEMBER 1, 2025 TO: NOVEMBER 30, 2026

WHEREAS, the Annual Budget and Capital Budget for the Sussex County Municipal Utilities Authority (SCMUA) for the fiscal year beginning December 1, 2025 and ending, November 30, 2026 has been presented before the governing body of the SCMUA at its open public meeting of September 17, 2025; and

WHEREAS, the Annual Budget as introduced reflects Total Revenues of \$27,162,800, Total Appropriations, including any Accumulated Deficit if any, of \$30,742,800 and Total Unrestricted Net Position utilized of \$3,580,000; and

WHEREAS, the Capital Budget as introduced reflects total Capital Appropriations of \$2,448,800 and Total Unrestricted Net Position planned to be utilized as funding thereof, of \$0; and

WHEREAS, the schedule of rates, fees and other charges in effect will produce sufficient revenues, together with all other anticipated revenues to satisfy all obligations to the holders of bonds of the Authority, to meet operating expenses, capital outlays, debt service requirements, and to provide for such reserves, all as may be required by law, regulation or terms of contracts and agreements; and

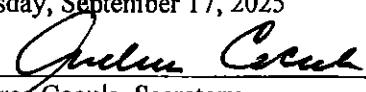
WHEREAS, the Capital Budget/Program, pursuant to N.J.A.C. 5:31-2, does not confer any authorization to raise or expend funds; rather it is a document to be used as part of the said Authority's planning and management objectives. Specific authorization to expend funds for the purposes described in this section of the budget, must be granted elsewhere; by bond resolution, by a project financing agreement, by resolution appropriating funds from the Renewal and Replacement Reserve or other means provided by law.

NOW, THEREFORE BE IT RESOLVED, by the governing body of the SCMUA, at an open public meeting held on September 17, 2025 that the Annual Budget, including all related schedules, and Capital Budget/Program of the SCMUA for the fiscal year beginning, December 1, 2025 and ending, November 30, 2026 is hereby approved; and

BE IT FURTHER RESOLVED, that the anticipated revenues as reflected in the Annual Budget are of sufficient amount to meet all proposed expenditures/expenses and all covenants, terms and provisions as stipulated in the said Authority's outstanding debt obligations, capital lease arrangements, service contracts, and other pledged agreements; and

BE IT FURTHER RESOLVED, that the governing body of the SCMUA will consider the Annual Budget and Capital Budget/Program for adoption on November 26, 2025.

Certified as a true copy of the
Resolution adopted by the Authority
at their Regular Meeting held on
Tuesday, September 17, 2025


Andrea Cocula, Secretary

Governing Body

R. Petillo
T. Madsen
W. Dietz
A. Cocula
K. Meyer
J. Drake
J. Wesley
J. Finkeldie
M. Poggi

	<u>Recorded Vote</u>			
Aye	Nay	Abstain	Absent	
x				
x				
x				
x				
x				
				x
				x
x				

RESOLUTION RE: AMENDING THE SCMUA'S FY2025 SOLID WASTE FACILITY
OPERATING & CAPITAL OUTLAY BUDGETS

WHEREAS, the Sussex County Municipal Utilities Authority (SCMUA) introduced and subsequently adopted its FY2025 Budget on November 27, 2024; and

WHEREAS, due to project status and revised program priorities, the SCMUA has determined it is necessary and proper to amend the Solid Waste Facility Operating and Capital Outlay Budgets to reallocate certain Operating and Capital Outlay expenditures (no increase in overall budget amount); and

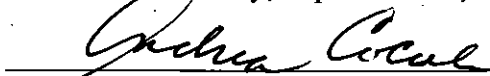
WHEREAS, N.J.A.C. 5:31 – 2.8 provides that all budget amendments shall be approved by resolution.

THEREFORE, BE IT RESOLVED, that the adopted FY2025 SCMUA Solid Waste Operating Budget ending November 27, 2024 be amended as follows:

<u>Expenses</u>	<u>From</u>	<u>To</u>
<u>Operating Budget</u>		
LF2407 - SWAP/SLAP Program	\$20,000	\$ 0
LF3206 - Surface Emission Monitoring	\$10,000	\$ 0
<u>Capital Outlay</u>		
LF3601– Roll - Off Containers	\$20,000	\$ 0
LF3602 - Phase 6B Access Driveway Paving	\$ 0	\$50,000
Total	\$50,000	\$50,000

BE IT FURTHER RESOLVED that two copies of this resolution shall be filed with the Director of the Division of Local Governmental Services.

Certified as a true copy of the
Resolution adopted by the Authority
At their Regular Authority Meeting
Held on Wednesday, September 17, 2025.


Andrea Cocula, Secretary

	Aye	<u>Recorded Vote</u>		
		Nay	Abstain	Absent
K. Meyer	x			
J. Drake				x
R. Petillo	x			
T. Madsen	x			
A. Cocula	x			
W. Dietz	x			
J. Wesley				x
M. Poggi	x			
J. Finkedle	x			