

**BERGEN COUNTY UTILITIES AUTHORITY
WORK SESSION**

December 18, 2025

Monthly Work Session Meeting Minutes

The meeting was called to order by Chairman Phillips at 6:00 PM.

The Proof of Work Session Notice calling the December 18, 2025 Work Session was read into the record by Paul Kaufman, Esq., (covering for Interim Board Secretary).

BEFORE: The Honorable Commissioners of the Authority
Ronald Phillips, Chairman
Louis J. DeLisio, Vice Chairman
Bruce Bonaventuro, Commissioner
Matthew Capilli, Commissioner
Bryan Drumgoole, Commissioner (Telephonically)
Peter C. Massa, Jr., Commissioner
Diane T. Testa, Commissioner (Telephonically)
Jon Warms, Commissioner

The meeting was opened to the public. No one from the public wished to speak.

Review of December 18, 2025 Meeting Agenda

Chairman Phillips reviewed the December 18, 2025 Meeting Agenda and solicited comments or questions from the Commissioners. Chairman Phillips discussed the FEMA Project.

Administrative Reports:

Executive Director Robert Laux:

Director Laux announced approval received to advertise Bids for FEMA/Sandy Improvement Projects.

Director Laux reminded and expressed appreciation to the Board members for their support of the BCUA's Employee Holiday Luncheon to be held December 22nd.

Director Laux informed of state approval of the 2026 budget and acknowledged the efforts of Treasurer/CFO Christopher Balducci and the Authority's Audit and Accounting consulting firm, Lerch, Vinci & Bliss, LLP, for completion of the Budget and Rate Hearing process. The Annual Public Rate Hearings were held on December 18th.

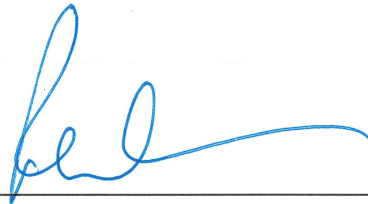
Director Laux reported on implementation of the Boards Annual Safety Incentive Reward Program as set forth in the memorandum distributed to the Board Members.

Treasurer/Chief Financial Officer Christopher Balducci relied upon his written report as submitted.

Director of Engineering Dominic DiSalvo relied upon his written report as submitted.

Director of Water Pollution Control Michael Cammett relied upon his written report as submitted.

Motion to adjourn the Work Session was made, seconded and unanimously carried.



Paul Kaufman, Esq.
Interim Board Secretary