



SOUTH JERSEY PORT CORPORATION
OFFICIAL BOARD OF DIRECTORS MEETING MINUTES
CAMDEN, NEW JERSEY
SEPTEMBER 30, 2025
12:30 p.m.

Directors Present:	Joseph Maressa, Jr. Esq.	Chairman
	William Higgins	Vice Chairman
	Robert Tighue	Director
	Jonathan Gershen	Director ☎
	Chad Bruner	Director ☎
	Sheila Roberts	Director
	Carl Styles	Director ☎
	James MacFarlane	Director
	Robert DeAngelo	Director
	Eric Martins	Director ☎

Directors Absent:	Richard Alaimo	Chairman Emeritus
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In Attendance:	Jessica O'Connor	Governor's Authorities Unit ☎
	Brendan Dugan	Executive Director & CEO ☎
	Victoria D'Amico	Board Secretary
	Louis Lessig, Esq	Brown & Connery ☎
	Jonathan Atwood	Chief of Staff & External Affairs
	August Knestaut	Dir. of L&R Affairs
	Kevin Duffy	COO
	Neil Grossman	Financial Advisor
	Chris Perks	Director of Engineering
	Richard Altomare	General Mgr. Security
	George Englehardt	Facilities Engineer ☎
	Dennis Culnan	Phoenix ☎
	Chuck O'Leary	Public

*Individuals listed in attendance may or may not have been in attendance during the entire Session but will be so noted in the text of the minutes.

The Board Secretary opened the meeting at 12:30 p.m. with the following statement:

Pursuant to the provisions of the Open Public Meetings Act, Chapter 231, Public laws of 1975, adequate notice of this meeting has been provided. On December 3, 2024, the Board Secretary of the Corporation sent a legal notice with a schedule of Regular Meetings to be held by the South Jersey Port Corporation's Board of Directors, during the calendar year 2025, indicating the time and place to the County Clerks within the seven counties of the Port District and the Secretary of State. A legal notice was sent to the following newspapers: Courier-Post, South Jersey Times and the Burlington County Times.

In addition, the meeting schedule was posted at the Port Corporation's designated Bulletin Board at the main entrance to the Broadway Terminal, its official place for posting and maintaining a schedule of the monthly Board of Director's Meetings for 2025. The meeting schedule was also placed on the Port Corporation's website at www.southjerseyport.com.

Roll call was taken and recorded. **PLEDGE OF ALLEGIANCE RECITED.**

PRESENTATION OF REGULAR MEETING MINUTES – AUGUST 26, 2025

The minutes for the South Jersey Port Corporation Board of Directors regular session meeting held on August 26, 2025, were presented for approval.

A motion was made to approve the August 26, 2025, Board of Directors Regular Open Session Meeting Minutes as presented.

Moved by:	R. DeAngelo
Seconded by:	C. Styles

Abstain:	None
Voting against motion:	None

PRESENTATION OF CLOSED MEETING MINUTES – AUGUST 26, 2025

The minutes for the South Jersey Port Corporation Board of Directors closed session meeting held on August 26, 2025, were presented for approval.

A motion was made to approve the August 26 2025, Board of Directors Regular Closed Session Meeting Minutes as presented.

Moved by:	R. DeAngelo
Seconded by:	C. Styles

Abstain:	None
Voting against motion:	None

PRESENTATION OF SPECIAL OPEN MEETING MINUTES – SEPTEMBER 16, 2025

The minutes for the South Jersey Port Corporation Board of Directors regular session meeting held on September 16, 2025, were presented for approval.

A motion was made to approve September 16, 2025, Board of Directors Special Open Session Meeting Minutes as presented.

Moved by:	R. DeAngelo
Seconded by:	C. Styles

Abstain:	None
Voting against motion:	None

PRESENTATION OF SPECIAL CLOSED MEETING MINUTES – SEPTEMBER 16, 2025

The minutes for the South Jersey Port Corporation Board of Directors closed session meeting held on September 16, 2025, were presented for approval.

A motion was made to approve the September 16, 2025, Board of Directors Special Closed Session Meeting Minutes as presented.

Moved by:	R. DeAngelo
Seconded by:	C. Styles

Abstain:	None
Voting against motion:	None

OPERATING BILLS

The Operating Unpaid Bill list for the period 8/1/2025–8/31/2025 was presented for approval.

A motion was made to adopt Resolution 2025-09-0126 for the approval of the Operating Unpaid Bill list for the period 8/1/2025-8/31/2025.

Moved by:	S. Roberts
Seconded by:	J. Gershen

Voting for Motion:	All
Voting against motion:	None

ADVANCE PAYMENT LIST

The Advance Payment Bill List for the period 8/1/2025–8/31/2025 was presented for approval.

A motion was made to adopt Resolution 2025-09-0127 for the approval of the Advance Payment Bills for the period 8/1/2025-8/31/2025.

Moved by:	S. Roberts
Seconded by:	J. MacFarlane
Abstain:	J. MacFarlane (DRS& Fazzio)
Voting against motion:	None

CREDIT LIST

The Credit List for the period ending August 31, 2025, was presented for approval.

A motion was made to adopt Resolution 2025-09-0128 for the approval of the Credit List for the period ending August 31, 2025.

Moved by:	J. MacFarlane
Seconded by:	R. Tighue
Voting for Motion:	All
Voting against motion:	None

CHANGE ORDERS- (FOUR)**RESOLUTION 2025-09-0129: APPROVAL OF CHANGE ORDER NO. 12 TO TRACKS UNLIMITED, LLC FOR RAIL REHABILITATION AT BALZANO MARINE TERMINAL**

The contract for Rail Track Rehabilitation at the Balzano Terminal was awarded to the low bidder, Tracks Unlimited, LLC, of Mountainside, NJ, in June 2023 by SJPC Board Resolution Number 2023-06-0052 in the amount of \$6,656,968.00.

The scope of work for this project included removal of existing rail track, excavation for the new track alignment and the associated rehabilitation of drainage system infrastructure in the vicinity of the new track alignment.

The SJPC Board had previously approved eleven Change Orders by Resolution Numbers 2023-12-0110, 2024-01-0005, 2024-02-0026, 2024-04-0052, 2024-06-0072, 2024-07-0079, 2024-08-0101, 2024-09-0117, 2025-01-0006, 2025-06-0091 and 2025-07-0097.

This change order includes the final increase in the soil removal allowance to remove accumulated excess unsuitable regulated excavated material, additional final paving beyond the

contract limits at Berth 3 to resolve local water ponding, and a credit for rebar locks utilized for the deck reconstruction areas.

Final inspection was carried out, all punch list items addressed, and this rail improvement contract is now complete.

The Original Contract Amount	\$ 6,656,968.00
Change Order Number 1	\$ 150,799.00
Change Order Number 2	\$ 75,971.00
Change Order Number 3	\$ 25,859.00
Change Order Number 4	\$ 40,767.00
Change Order Number 5	\$ 176,156.60
Change Order Number 6	\$ 63,100.00
Change Order Number 7	\$ 109,311.34
Change Order Number 8	\$ 71,015.54
Change Order Number 9	\$ 225,000.00
Change Order Number 10	\$ 196,000.00
Change Order Number 11	\$ 65,000.00
Change Order Number 12	\$ 30,202.29
Adjusted Contract Amount	\$ 7,886,149.77

A motion was made to approve Resolution 2025-09-0129 to approve Change Order Number 12 to Tracks Unlimited, LLC in the amount of \$30,202.29, bringing the final contract amount from \$7,855,947.48 to \$7,886,149.77.

Moved by:
Seconded by:

R. DeAngelo
C. Styles

Voting for Motion:
Voting Against Motion:

All
None

RESOLUTION 2025-09-0130: APPROVAL OF CHANGE ORDER NO. 1 TO KOCKS KRANBAU GmbH, BREMEN, GERMANY TO REPLACE THE SLEW BEARINGS AND PLANETARY GEAR IN THE KOCKS CRANE AT THE BROADWAY MARINE TERMINAL

The contract for the replacement of the slew bearings and planetary gear for the Kocks crane at the Broadway Terminal was awarded to the low bidder, Kocks Kranbau GmbH, Bremen, Germany in the amount of \$139,504 in March 2024 by Resolution Number 2024-03-0040. The purchase order 1275 for parts was issued in April 2024, and the purchase order 1538 for labor was issued in May 2024.

The original quote from Kocks Crane estimated the parts cost to be \$58,104, and the final cost for the parts increased to \$66,600. This change order addresses the increased costs of the parts.

Original Purchase Authorization	\$ 139,504
Change Order No 1	\$ 8,496
Adjusted Purchase Authorization	\$ 148,000

A motion was made to approve Resolution 2025-09-0130 to approve Change Order Number 1 to Kocks Kranbau GmbH, Bremen, Germany, in the amount of approximately \$8,496.00, bringing the total purchase authorization amount from \$139,504 to \$148,000.

Moved by: R. Tighue
Seconded by: S. Roberts

Voting for Motion: All
Voting Against Motion: None

RESOLUTION 2025-09-0131: APPROVAL OF CHANGE ORDER NO. 1 TO KOCKS KRANBAU, BREMEN, GERMANY FOR THE PURCHASE TWO NEW 250 HP 500V DC HOIST MOTORS FOR THE KOCKS CRANE AT THE BALZANO MARINE TERMINAL

The contract for the purchase of two new hoist motors for the Kocks crane at the Balzano Terminal was awarded to the low bidder, Kocks Kranbau GmbH, Bremen, Germany in the amount of \$82,100 per motor, or \$164,200 for two, in January 2024 by Resolution 2024-01-0012. The purchase order 1020 was issued in March 2024 and half the payment was made.

The original quote from Kocks Crane did not include the shipping, and the purchase payment in Euros is subject to market fluctuations in the exchange rate at the time of payment. This change order addresses the increased costs associated with shipping (5,600.00 USD, or 5,314.40 Euros), and the fluctuation of the exchange rate at the time of final payment.

Original Purchase Authorization	\$ 164,200
Change Order No 1	\$ 17,000
Adjusted Purchase Authorization	\$ 181,200

A motion was made to approve Resolution 2025-09-0131 to approve of Change Order Number 1 to Kocks Kranbau, Bremen, Germany, in the amount not to exceed \$17,000.00, bringing the total purchase authorization amount from \$164,200.00 to \$181,200.00.

Moved by: R. DeAngelo
Seconded by: S. Roberts

Voting for Motion: All
Voting Against Motion: None

RESOLUTION 2025-09-0132: APPROVAL OF CHANGE ORDER NO. 2 TO HARRING FIRE PROTECTION FOR THE ANNUAL FIRE CODE INSPECTIONS AND REPAIRS AS REQUIRED BY FIRE MARSHALL ANNUAL INSPECTIONS

Building fire sprinkler systems are required to be inspected yearly by NJDCA - Bureau of Fire Safety, in accordance with NFPA 25. In addition, fire extinguishers require yearly inspection and servicing in accordance with NFPA 10.

SJPC publicly advertised for these services in accordance with Resolution 2023-01-0008. The firm of Haring Fire Protection, LLC, of Folsom, New Jersey was the low bidder and was awarded the contract by Resolution Number 2023-08-0078 in the low bid amount of \$55,239.00.

The contract provided for an initial term of one (1) year with the Board's option to extend the contract for up to (2) two additional one-year terms. By Resolution Number 2024-10-0132, the SJPC Board authorized renewal for a second year under the terms of the original contract, for the same amount, \$55,239.00.

This year's contract has had one previous change order for additional work as approved by Board Resolution Number 2025-03-0043.

Recently, a new inspector for the NJDCA Bureau of Fire Safety has been assigned and is making his annual inspections at both terminals which has led to a number of mandated repairs being identified.

These necessary repairs will cost \$ 48,846 as detailed in the attached documentation.

Original Contract Amount	\$ 55,239
Change Order Number 1	\$ 16,600
Change Order Number 2	\$ 48,846
Adjusted Contract Amount	\$ 120,685

A motion was made to approve Resolution 2025-09-0132 to approve change order to the Haring contract for mandated repairs in the amount of \$ 48,846, bringing the total contract amount to \$120,685.

Moved by:
Seconded by:

R. DeAngelo
S. Roberts

Voting for Motion:
Voting Against Motion:

All
None

CONSTRUCTION FUND REQUISITIONS

Staff presented (6) advance construction fund requests in the amount of \$500,548.33 and (2) unpaid construction fund requisitions in the amount of \$3,688.50

A motion was made to adopt Resolution 2025-09-0133 to approve the Construction Fund List for the period ending August 31, 2025.

Moved by:	C. Styles
Seconded by:	J. Gershen
Voting for Motion:	All
Voting against motion:	None

TREASURERS REPORT

For the month of August 2025, SJPC had net income in the amount of \$453,342 which is over budget by \$446,523 for the month. Our (year-to-date) YTD net income remains strong as of August 31st at \$2,420,744 which is over budget by \$2,330,568. The tonnage for August decreased as compared to July which resulted in an 11% decrease in revenue for August as compared to July. For August, Cost of Goods Sold was 71% and Gross profit was 29%. G&A expense was 14% and Net income was 16% of revenue.

COUNSEL'S REPORT

The Counsel's Report will be discussed in closed session.

EXECUTIVE DIRECTORS REPORT

The Executive Director & CEO for the South Jersey Port Corporation reports cargo tonnage for August 2025 was 255,319 s/tons: a 10.8% decrease compared to 286,289 s/tons in August 2024. All terminals combined handled a total of 72,370 s/tons of breakbulk cargo during August 2025; showing a 23.1% decrease compared to August 2024. August 2025 bulk cargo activity for all terminals was 182,949 s/tons: a 4.8% decrease from August 2024. Year to date tonnage for all terminals through August 2025 totaled 2,449,585 s/tons; representing a 11.2% increase compared to 2,202,667 s/tons YTD August 2024.

CAMDEN TERMINALS ACTIVITY

Camden tonnage for August 2025 totaled 241,289 s/tons, a 4.6% decrease when compared to 253,038 s/tons in August 2024. Balzano Terminal tonnage for August 2025 was 153,583 s/tons; a 7.1% decrease compared to 165,339 s/tons in August 2024. Broadway Terminal tonnage for August 2025 at 87,706 s/tons is just ahead of the 87,669 s/tons in August 2024.

Camden steel imports in August 2025 were 55,595 s/tons showing a 21.1% decrease from 70,475 s/tons in August 2024. There were 3,741 s/tons of wood products in August 2025 showing a 41.5% decrease compared to 6,390 s/tons in August 2024.

There were 42,487 s/tons of recycled metals in August 2025 compared to 97,067 s/tons in August 2024: representing a 56.2% decrease. August 2025 furnace slag imports at 56,385 s/tons compares to 52,590 s/tons August 2024 showing a 7.1% increase. There were 27,580 s/tons of Grancem in August 2025 compared to 26,516 s/tons in August 2024: representing a 4% increase.

PAULSBORO TERMINAL ACTIVITY

Paulsboro Marine Terminal handled 13,035 s/tons of steel cargo in August 2025, showing a 24.2% decrease compared to 17,188 s/tons in August 2024. There were 7 lay berth vessel days for August 2025.

SALEM TERMINAL ACTIVITY

Export sand at 995 s/tons for August 2025 shows a 93.8% decrease compared to 16,062 s/tons in August 2024.

OTHER TERMINAL ACTIVITY

SJPC's marine terminals handled 19 ships in August 2025, compared to 26 in August 2024. The number of ship days (i.e., the number of days a ship is loading or unloading at its terminals) for August 2025 were 44.5 compared to 71 days in August 2024.

The Executive Director also updated the Board on the following topics:

Use of Buildings F1 and F2 for Steel

Upon the surrender of control by Lyons and Sons of the F Building warehouses back to SJPC, the buildings were cleaned of cocoa residue, and SJPC started moving steel coils into the buildings for storage on Saturday August 16th. The additional space has been much needed to create additional indoor storage capacity for steel arriving by ship. The steel customers are being billed for the additional handling and storage charges.

Chamber of Commerce of Southern New Jersey

CCSNJ has asked SJPC to host their upcoming Transportation and Infrastructure Committee meeting on Friday, October 17th, from 8:30-10:30 AM. They have invited Assemblyman Bill Moen to join for a fireside chat on the recent announcement of investment in transportation networks in South Jersey.

Rep. Conaway Tour

Staff hosted Rep. Herb Conaway (NJ-3) for a tour of the Camden marine terminals. The Congressman was very curious about port operations and the impacts that recent tariffs have had on cargo volumes.

Events Attended:

- Brendan Dugan and Rose Hope attended the Steel Summit conference in Atlanta from August 25 to 27. Every overseas exporter/US importer at the conference was unable to forecast volumes due to the US tariff trade policies, and this uncertainty was reflected in the conference panels. Despite this issue, the conference was very worthwhile from a customer /potential customer networking perspective. Meetings were held with several key SJPC steel customers and ocean carriers, such as Thyssen Krupp, Duferco, CSN, G2 Ocean, Mercury Resources, Medtrade, and Hyundai, to name a few.

- Staff attended the Southern New Jersey Development Council “Sound Off for South Jersey” with Governor Phil Murphy, at the Westin in Mount Laurel - September 12th
- POPMS Crab Feast – September 12th
- WTA 92nd Annual Banquet – September 24th

ACTION ITEMS:

RESOLUTION 2025-09-0134: APPROVAL TO AWARD A CONSTRUCTION CONTRACT FOR THE REPLACEMENT OF UNDERGROUND FIRE SUPPLY PIPING TO BUILDING Y-2, BROADWAY MARINE TERMINAL, CAMDEN, NJ

REQUEST

Staff is requesting Board approval to award a construction contract for the replacement of the underground fire supply piping to Building Y-2 on the Broadway Marine Terminal, Camden, New Jersey.

BACKGROUND

Pursuant to Board Resolution 2022-10-0123, bid documents were prepared by Remington & Vernick Engineers (RVE) for the replacement of the underground fire main piping supply lines on the Broadway Marine Terminal.

In response to a Notice of Violation by the DCA Division of Fire Safety received on July 24, 2025, the fire water lines to the Y-2 Building need to be repaired on an expedited basis.

The scope of work includes replacement of the underground fire piping between the fire mains and the Building Y-2 valve houses with new ductile iron pipe along with valves, etc., to provide fire suppression water to the warehouse building.

The project was posted on the SJPC website, and ten (10) qualified bidders were notified directly by email. The Prebid site visit was held on August 14, 2025, with representatives of five (5) construction firms attending. One addendum was issued. Bids were publicly opened on September 11, 2025. Four (4) bids were received.

Firm	Bid Amount
RE PIERSON PILESGROVE, NJ	\$ 535,050.50
GEMINI BLACKWOOD, NJ 08012	\$ 558,795.00
BOND MEDFORD, MA	\$ 569,825.00
EARLE FARMINGDALE, NJ 07727	\$ 590,513.13

A motion was made to approve Resolution 2025-09-0134 to approve an award of a construction contract to the low bidder, RE Pierson, of Pilesgrove New Jersey

Moved by: R. DeAngelo
Seconded by: S. Roberts

Voting for Motion: All
Voting Against Motion: None

RESOLUTION 2025-09-0135: APPROVAL TO AWARD A CONSTRUCTION CONTRACT FOR THE N-1 BUILDING ROOF REPAIRS AT THE BROADWAY MARINE TERMINAL

REQUEST

Staff is requesting Board approval to award a construction contract for replacement of the N1-Building roof at the Broadway Marine Terminal.

BACKGROUND

The existing roof, due to its age and state of deterioration, has received numerous local leak repairs over the years. During high wind and rain events in March of this year, the roof incurred further damage exposing the support wood decking. SJPC Maintenance staff were able to construct a series of large patches as a temporary measure to avoid water damage to the cargo in storage below.

As it is no longer feasible to continuously perform temporary repairs to this deteriorated roof system, SJPC plans to replace the entire roof system and remove the clerestory structure. The drainage components of the roof system will also be replaced.

Pursuant to the Board Authorization: RESOLUTION 2025-04-0069: APPROVAL TO ADVERTISE A REQUEST FOR BIDS FOR THE N-1 BUILDING ROOF REPAIRS AT THE BROADWAY MARINE TERMINAL, an Invitation for Bidders (IFB) was advertised to solicit public bids.

The IFB was posted on the SJPC website, advertised in three papers, and nine (9) firms were notified directly of the opportunity. A Prebid meeting was held on Wednesday, August 6, 2025, with two (2) contractors in attendance. A total of one addendum was issued, and seven (7) bids were received on Thursday, August 28, 2025, as follows:

Firm	Bid Amount
Jottan, Inc. Delran, NJ	\$ 335,828
Reliance Remodeling, LLC Saddlebrook, NJ	\$ 394,500
Union Roofing Contractors, Inc. Philadelphia, PA	\$ 589,400
Winchester Roofing Corp. Gibbsboro, NJ	\$ 629,145
D.A. Nolt, Inc. Berlin, NJ	\$ 690,000
MAK Group, LLC Saddle Brook, NJ	\$ 693,758
Detwiler Roofing, LLC East Earl, PA	\$ 718,510

A motion was made to approve Resolution 2025-09-0135 to approve to award a construction contract for the N-1 Building Roof replacement project to the low bidder, Jottan, Inc. of Delran, NJ, in the Lump Sum Bid Amount of \$335,828.00.

Moved by:

J. MacFarlane

Seconded by:

S. Roberts

Voting for Motion:

All

Voting Against Motion:

None

RESOLUTION 2025-09-0136: APPROVAL OF PRE-QUALIFIED PROFESSIONAL FIRMS TO PERFORM PORT PLANNING SERVICES

REQUEST

Staff is requesting Board approval for a prequalified list of professional firms to perform port planning services for a five year period.

BACKGROUND

In 2020, the SJPC prequalified professional firms to perform port planning services for a five-year period expiring in July 2025. A Request for Qualifications (RFQ) was publicly advertised in June of 2025 to solicit proposals from qualified professional firms that engage in port planning activities such as port land use planning, master plan studies, market analysis, supply chain management, strategic planning, bulk and project cargo, preparation of simulation studies, intermodal rail analysis, auto processing, containerization, and warehousing and break bulk distribution.

Proposals were received on July 31, 2025. The Review Committee, consisting of SJPC staff reviewed the qualifications packages and recommend the following firms:

Martin Associates – Lancaster, PA
AECOM – Philadelphia, PA
Hatch – Brooklyn, NY
WSP - Lawrenceville, NJ
Moffatt & Nichol - Philadelphia, PA
Jacobs – Morristown, NJ

A motion was made to approve Resolution 2025-09-0136 to prequalify the above listed professional firms for performing port planning services for a term of five years beginning October 1, 2025 through September 30, 2030. In the event of a need for these services, a request for proposals would be sent to the pre-qualified firms.

Moved by:
Seconded by:

R. Tighue
J. MacFarlane

Voting for Motion:
Voting Against Motion:

All
None

RESOLUTION 2025-09-0137: APPROVAL TO RENEW TRASH REMOVAL SERVICES CONTRACT

REQUEST

Staff is requesting Board approval to renew the Trash Removal Services contract by exercising the third-year renewal option in the contract.

BACKGROUND

In accordance with a competitive advertisement for services resulting in Resolution 2023-10-0094, the SJPC awarded a contract to Green Guys Recycling Solutions LLC of Deptford, NJ, for trash removal services at the Balzano and Broadway Marine Terminals.

The contract provides for the regular removal of thirty and forty cubic yard containers from the operating piers and berths, and for the removal of three and four cubic yard trash containers to be emptied twice a week.

The contract was issued for one year, with options for the SJPC to extend it for an additional two (2), one (1) year terms. The contract was renewed for the second year (2025) by Resolution No 2024-12-0153.

Staff is recommending to exercise the third-year renewal option at the same terms and conditions as the original award for the 2026 calendar year.

A motion was made to approve Resolution 2025-09-0137 to approve to renew the Trash Removal Services contract with Green Guys Recycling Solutions LLC of Deptford, NJ, by exercising the third year renewal option at the same terms and conditions as the original award.

Moved by: C. Styles
Seconded by: S. Roberts

Voting for Motion: All
Voting Against Motion: None

RESOLUTION 2025-09-0138: APPROVAL TO ENTER INTO AN ANCILLARY AGREEMENT WITH THE COMMUNICATION WORKERS OF AMERICA AFL-CIO, LOCAL 1040 (NON-SUPERVISORY) AMENDING THE COLLECTIVELY NEGOTIATED AGREEMENT TO ESTABLISH A NEW SHIFT, TEMPORARY SHIFTS AND SALARY INCREASE, ALL REGARDING THE JOB TITLE/CLASSIFICATION OF CAPTAIN IN THE SECURITY UNIT

REQUEST

Staff requests Board approval to enter into an Ancillary Agreement to amend the Collectively Negotiated Agreement that the South Jersey Port Corporation ("SJPC") is party to with the Communications Workers of America AFL-CIO Local 1040 ("Local 1040") concerning SJPC's non-supervisory clerical personnel, crane maintenance foreman and operations supervisors that ends June 30, 2027 (hereinafter the "CNA"), to establish a new shift assignment, and the ability to establish temporary shift assignments, and for a base salary increase, all as it regards the job title/classification of Captain in SJPC's Security Unit.

BACKGROUND

SJPC and Local 1040 are parties to the CNA, which has been in effect since July 1, 2023, and ends on June 30, 2027. Local 1040 is the recognized collective bargaining agent in the CNA for SJPC's non-supervisory personnel, including, but not limited to, SJPC employees with the job title/classification of Captain in SJPC's Security Unit. The SJPC and Local 1040 desire to amend the CNA through an Ancillary Agreement, as follows: 1. Establish a new shift (11:00 am to 8:00 pm) for employees with the job title/classification of Captain in SJPC's Security Unit; and, 2. Establish the right for SJPC's General Manager Security, Public Safety and Emergency Management (hereinafter the "General Manager"), or alternatively, the SJPC's Executive Director, to assign employees with the job title/classification of Captain in SJPC's Security Unit to a temporary shift assignment of no more than sixty (60) calendar days upon one (1) weeks' written notice to the Captain. It will be the General Manager's sole discretion regarding assignment of any

Captain of the Security Unit to the newly created shift assignment. The SJPC and Local 1040 desire then to amend the CNA, as afore said, regarding the shift assignments for SJPC employees with the job tile/classification of Captain through the entry into an Ancillary Agreement to the CNA.

The proposed Ancillary Agreement provides for the creation of the new 11:00 am to 8:00 pm shift, outside of the normal 8:00 a.m. to 5:00 p.m. shift currently provided for in the CNA for any Captain in SJPC's Security Unit. The proposed Ancillary Agreement provides further for the creation of the right of the General Manager, or alternatively the Executive Director, to authorize temporary shift assignments for any Captain in SJPC's Security Unit. These proposed amendments to the CNA are an effort to address the ever-changing requirements for Maritime Security coverage at SJPC's various terminals and facilities. In consideration of the CWA's agreement to modify the work schedule of the Captain of SJPC's Security Unit, which is needed to meet operational needs of the SJPC, and its Security Unit, it is proposed that the CNA be amended further through the Ancillary Agreement to provide that the base salary of and for the job title/classification of Captain in the Security Unit who is assigned to the new shift assignment of 11:00 am to 8 pm be increased by \$2,000.00. Only a Captain assigned to the new 11:00 am to 8:00 pm shift shall receive the increased base salary; as the base salary of any Captain not assigned to the newly created shift shall remain as is currently provided in the CNA. The base salary increase will be retroactive to August 4, 2025.

A motion was made to approve Resolution 2025-09-0138 approve entry by the SJPC into an Ancillary Agreement with Local 1040 to amend the CNA, as follows: 1. Establish a new 11:00 am to 8:00 pm shift assignment for the job title/classification of Captain in SJPC's Security Unit; 2. Establish the ability for the General Manager and/or Executive Director to make temporary shift assignments for the job title/classification of Captain in SJPC's Security Unit for up to sixty (60) calendar days; and, 3. Increase by \$2,000.00 the base salary for only the job title/classification of Captain in SJPC's Security Unit that may be assigned to the new 11:00 am to 8 pm shift assignment, which increase shall be retroactive to August 4, 2025.

Moved by:

R. DeAngelo

Seconded by:

S. Roberts

Voting for Motion:

All

Voting Against Motion:

None

RESOLUTION 2025-09-0139: APPROVAL TO ESTABLISH EMPLOYEE HEALTH REIMBURSEMENT ACCOUNT (“HRA”) AND AUTHORIZING AMENDMENT OF SIDEBAR AGREEMENTS WITH ALL BARGAINING UNITS REGARDING THE HRA

REQUEST

Staff requests Board approval to establish an employee Health Reimbursement Account (“HRA”) option, implemented through a contract with EB Employee Solutions, LLC, d/b/a as The Difference Card. Staff also seeks Board approval to authorize the Interim-Executive Director, or such other authorized designee, to sign amended Sidebar Agreements with the South Jersey Port Corporation’s (“SJPC”) three (3) bargaining units reaffirming and updating their prior agreement to the HRA option.

BACKGROUND

The State Health Benefits Plan (“SHBP”) has recently allowed members to offer their employees an HRA option. SJPC’s insurance broker, Conner Strong and Buckelew, conducted a publicly advertised Request for Proposals process for HRA Services pursuant to New Jersey law, and applicable rules and regulations, and recommended to SJPC a company called The Difference Card to provide HRA services to and for SJPC employees who enroll in an HRA-eligible health plan.

The Board approved the HRA option for 2025, and is required to re-authorize the contract annually, inclusive of authorizing the amended/updated Sidebar Agreements with each of the three (3) of SJPC’s Bargaining Units.

By enrolling in an HRA-eligible health plan, employees receive the same benefits at a lower premium. SJPC will fund an HRA for each enrolled employee, which the employee can use to pay the difference in employee out-of-pocket expenses between their current plan and the HRA plan, including co-pays, deductibles, co-insurance, prescription costs, and all other out-of-pocket expenses that would not have been incurred under their existing plan. It is SJPC’s intention to offer its employees the opportunity to enroll in the Direct Access/Aetna Freedom 2035 plan with a fully funded HRA in the amount of \$16,960 for each employee regardless of the level of coverage (single, member/spouse, parent/child, family) to be effective January 1st, 2026.

Reducing premium costs will result in potentially significant cost savings to both the employee and the SJPC. All contracts are subject to review and final approval by SJPC’s legal counsel.

The Port is also required by the SHBP to annually obtain approval, via Sidebar Agreements to the various union contracts from the SJPC’s three (3) bargaining Units in order to provide this HRA option. The SJPC and each of its Bargaining Units entered into a Sidebar Agreement in 2024, permitting the HRA option to be offered by SJPC.

The said Sidebar Agreements each require revision concerning the HRA account amount, which has increased for 2026.

A motion was made to approve Resolution 2025-09-0139 to approve contracting with EB Employee Solutions, LLC, d/b/a as The Difference Card, and establish an HRA option for its employees for 2026, the same as it did for its employees in 2025, and to then authorize the Interim Executive Director, or such other authorized designee, to enter into amended and updated Sidebar Agreements with each of the SJPC's three (3) bargaining units unions concerning the HRA option.

Moved by: R. DeAngelo
Seconded by: S. Roberts

Voting for Motion: All
Voting Against Motion: None

INFORMATION ITEMS:

MARKETING COMMITTEE REPORT & PHOENIX/ARTLIP COMMUNICATIONS REPORT

Dennis Culnan presented the monthly Marketing Report. The report was received and filed.

PORT SECURITY UPDATE

Richard Altomare presented his report to the Board. The report was received and filed.

PAULSBORO MARINE TERMINAL PROJECT UPDATE

The report was received and filed.

PUBLIC COMMENTS

The Chairman asked if there were any public comments.

A motion was made to adjourn the Regular Open Meeting at 1:30p.m.

Moved by: R. Tighue
Seconded by: S. Roberts

Voting for Motion: All
Voting Against Motion: None

Following closed session, the Regular Session was reopened at **2:05 pm**.

Moved by: R. DeAngelo

Seconded by: J. Gershen

Voting for Motion: All

Voting Against Motion: None

A motion was made to adjourn the Regular Open Meeting at 2:06pm

Moved by: R. DeAngelo

Seconded by: J. Gershen

Voting for motion: All

Voting against motion: None

I certify that this is a true copy of the Minutes of the South Jersey Port Corporation's Regular Open Session of the Board of Director's Meeting held Tuesday, September 30, 2025.


Victoria D'Amico
Board Secretary

