# RESOLUTION

Offered by Commissioner DaPuzzo

Second by Commissioner DePhillips

Date January 7, 2014

# CONSENT RESOLUTION

# RESOLVED,

BE IT RESOLVED, that the following Consent Resolution herewith listed having been considered by the Commissioners of this Authority be and are hereby passed and approved.

02-2014	Approval of vouchers, payroll and tax deposits
03-2014	2014 Service Charges
04-2014	Designation of Public Agency Compliance Officer for 2014
05-2014	Authorization for Purchasing Agent to purchase goods or services from approved New Jersey State Contract Vendors for 2014
06-2014	Appointment of Board Secretary, Alison Gordon
07-2014	Appointment of Administrative Assistant, Alison Gordon
08-2014	Regular Employment – Jason Gascon, Maintenance Mechanic
09-2014	Regular Employment – Nuno Nunes, Maintenance Mechanic
10-2014	Temporary Employment – Michael Rucki, O&M Helper
11-2014	Temporary Employment – Melissa Oratio, Office Secretary
12-2014	Title Change for Joseph Oravetz to Plant Operator
13-2014	Retention of Labor Counsel – Jeffrey Ziegelheim, Esq.

VICE - CHAIRMAN

**SECRETARY** 

AYES: Commissioners DaPuzzo, DePhillips, Kasparian, Kelaher, Plumley,

Salazer

**Roll Call:** 

**NAYES: None** 

# RESOLUTION

Offered by Commissioner DaPuzzo

No. 02-2014

Seconded by Commissioner DePhillips

Date January 7, 2014

APPROVAL OF VOUCHERS, PAYROLL TRANSFERS, PAYROLL TAX DEPOSITS
AND PENSIONS & BENEFITS TRANSFERS

RESOLVED,

WHEREAS, the Northwest Bergen County Utilities Authority has received vouchers in claim for payment of materials supplied and/or rendered; and

WHEREAS, the said vouchers have been reviewed and the amount indicated on each voucher has been determined to be due and owing; and

WHEREAS, the Northwest Bergen County Utilities Authority has made payroll transfers, payroll tax deposits and Pension & Benefits transfers for the month of December 2013 and Health and Dental Benefits transfers for January 2014; and

WHEREAS, the Commissioners of the Authority have reviewed the vouchers, payroll transfers, payroll tax deposits, Pension and Benefits, and Health and Dental Benefits transfers listing on the attached reports and have found them to be in order.

# NOW, THEREFORE, BE IT

**RESOLVED**, by the Commissioners of the Northwest Bergen County Utilities Authority, that all vouchers, payroll transfers, payroll tax deposits, Pension & Benefits and Health and Dental Benefits transfers listed and reports attached hereto, dated January 7, 2014 be and they hereby are approved for payment from the proper accounts as follows:

ACCOUNT: PAYROLL ACCOUNT

NET PAYROLL: \$ 195,040.15

ACCOUNT: TAX DEPOSIT ACCOUNT

TOTAL: \$ 86,537.01

ACCOUNT: HEALTH BENEFITS CONTRIBUTION EMPLOYER

**TOTAL TRANSFER:** \$ 102,091.92

ACCOUNT: HEALTH BENEFITS CONTRIBUTION EMPLOYEE

TOTAL: \$ 1.911.71

# RESOLUTION

Offered by:

Commissioner DaPuzzo

No. 02-2014 p. 2

Seconded by: Commissioner Kelaher

Date: January 7, 2014

ACCOUNT:

**DENTAL BENEFITS** 

TOTAL TRANSFER:

4,148.57

**ACCOUNT:** 

PERS AND CONTRIBUTORY INSURANCE

TOTAL TRANSFER:

\$ 25,573.96

ACCOUNT:

DCRP - EMPLOYEE - DEC.

TOTAL TRANSFER:

22.92 \$

ACCOUNT:

DCRP - EMPLOYER - DEC.

**TOTAL TRANSFER:** 

12.50 \$

ACCOUNT:

**OPERATING ACCOUNT** 

TOTAL:

\$ 513,569.00

ACCOUNT:

GENERAL IMPROVEMENT ACCOUNT

TOTAL:

\$ 23,359.00

ACCOUNT:

2012 WWT PROJECT ACCOUNT

TOTAL:

\$ 456,826.44

**CHAIRMAN** VICE-

Roll Call:

AYES:

Commissioners DaPuzzo, DePhillips, Kasparian, Kelaher, Plumley

Salazer

NAYES:

NONE

ABSENT:

### RESOLUTION

Offered by: Commissioner DaPuzzo

No. 03-2014

Seconded by: Commissioner DePhillips

Date: Jan. 7, 2014

# 2014 SERVICE CHARGES

RESOLVED,

WHEREAS, the Northwest Bergen County Utilities Authority was established pursuant to New Jersey Statutes Chapter 36A Title 40, and presently is authorized to operate pursuant to N.J.S.A.40:14B-2; and

WHEREAS, the municipalities of Allendale, Ho-Ho-Kus, Midland Park, Ramsey, Waldwick and Wyckoff, on or about March 12, 1965, The Village of Ridgewood on or about July 5, 1972, and the Township of Mahwah, on or about June 25, 1975, entered into Service Contracts with the Northwest Bergen County Utilities Authority whereby the various rights and obligations of the parties concerning operation, establishment and calculation of rates, and method of payments were established; and

WHEREAS, on or about July 15, 1986, the Northwest Bergen County Utilities Authority adopted a Bond Resolution authorizing financing for the continued operation and maintenance of the district sewer system; and

WHEREAS, pursuant to said statutory authorization and Service Contracts, the Northwest Bergen County Utilities Authority adopted a budget for the fiscal year of January 1, 2014 to December 31, 2014, making provision for the payment of \$11,999,923.00, being the amount that the Authority estimates will be required (in addition to other funds on hand applicable for such purposes) to be paid by said municipalities during the current fiscal year January 1, 2014, as and for security of payment of principal and interest on outstanding bonds or other obligations authorized by said statutes and service contracts, and for the cost of operation, depreciation, and repair of the district's sewer system including establishment and maintenance of working capital and reserves; and

WHEREAS, the above stated Statutes and Service Contracts provide that the Authority may prescribe the sum to be charged for the discharge and disposal of sewage though the district sewer system pursuant to N.J.S.A.14:14B-2 and related statutes thereto; and

### RESOLUTION

Offered by: Commissioner DaPuzzo No. 03-2014 p. 2

Seconded by: Commissioner DePhillips \_\_\_\_\_ Date: Jan. 7, 2014

# 2014 SERVICE CHARGES

WHEREAS, by Resolution dated November 3, 1983, the Commissioners determined that, commencing January 4, 1984, and for a period of three years, User Service Charges be calculated based upon a formula which gave equal weight in determining User Service Charges to adjusted metered flow, water connections based on equivalent dwelling units, and water usage; and

WHEREAS, the said Resolution further provided that, effective January 1, 1987, User Service Charges be calculated according to a formula in which 60% of User Service Charges are based on adjusted metered flow, 20% are based on water connections and 20% are based on water usage (the 60-20-20 Formula).

# NOW, THEREFORE, BE IT

**RESOLVED**, that the Authority does hereby calculate the amount of money each of the said municipalities shall be required to pay to the Authority during the 2014 year as follows:

Borough of Allendale	\$ 1,467,086.00
Borough of Ho-Ho-Kus	\$ 620,710.00
Township of Mahwah	\$ 3,615,148.00
Borough of Midland Park	\$ 1,081,967.00
Borough of Ramsey	\$ 2,203,850.00
Village of Ridgewood	\$ 24,091.00
Borough of Waldwick	\$ 1,498,234.00
Township of Wyckoff	<u>\$ 1,488,837.00</u>

TOTAL: \$11,999,923.00

### RESOLUTION

Offered by: Commissioner DaPuzzo

No. 03-2014 p. 3

Seconded by: Commissioner DePhillips

Date: Jan. 7, 2014

# 2014 SERVICE CHARGES

and;

FURTHER RESOLVED, by the Commissioners of the Northwest Bergen County Utilities Authority, that the Secretary be and she hereby is authorized and directed to forward to each of the said municipalities a certified copy of this resolution so that they might make provision for payment to the Authority of the amount certified to be due as set for the above, the total amount due from each municipality being payable in equal quarterly installments due and to be made on or before the 15<sup>th</sup> of February, May, August and November, all in the year 2014 and in accordance with the Service Agreements above mentioned.

VICE- CHAIRMAN

Roll Call:

AYES: Commissioners DaPuzzo, DePhillips, Kasparian, Kelaher, Plumley

Salazer NAYES: NONE

### RESOLUTION

Offered by: Commissioner DaPuzzo

No. 04-2014

Seconded by: Commissioner DePhillips

Date: Jan. 7, 2014

DESIGNATION OF PUBLIC AGENCY COMPLIANCE OFFICER

RESOLVED,

WHEREAS, the Law Against Discrimination, Public Law 1973, Chapter 127, requires affirmative action in the performance of contracts which receive funding from the State of New Jersey; and

WHEREAS, recent amendments to the regulation implementing the Law Against Discrimination require that every public agency annually designate an officer or employee to serve as the Public Agency Compliance Officer who shall be responsible for ensuring the agency's compliance with the applicable regulation and who shall perform liaison and assistance functions as may be requested by the Affirmative Action Office of the Department of the Treasury of the State of New Jersey; and

WHEREAS, the Northwest Bergen County Utilities Authority is a public agency as defined by the regulations;

NOW, THEREFORE, BE IT

**RESOLVED,** by the Commissioners of the Northwest Bergen County Utilities Authority that Robert Genetelli be and he is hereby designated as the Public Agency Compliance Officer for the period January 1, 2014 through December 31, 2014.

VICE- CHAIRMA

Roll Call:

AYES: Commissoners DaPuzzo, DePhillips, Kasparian, Kelaher, Plumley

Salazer
NAYES: NONE

RESOLUTION

Offered by Commissioner DaPuzzo

No. 05-2014

Seconded by Commissioner DePhillips

Date: January 7, 2014

# RESOLUTION AUTHORIZING CONTRACTS WITH CERTAIN APPROVED STATE CONTRACT VENDORS FOR CONTRACTING UNITS PURSUANT TO N.J.S.A.40A:11-12a

### RESOLVED,

WHEREAS, the Northwest Bergen County Utilities Authority, pursuant to N.J.S.A.40A:1-12a and N.J.A.C.5:34-7.29(c), may by resolution and without advertising for bids, purchase any goods or services under the State of New Jersey Cooperative Purchasing Program for any State contracts entered into on behalf of the State by the Division of Purchase and Property in the Department of the Treasury; and

**WHEREAS**, the Northwest Bergen County Utilities Authority has the need on a timely basis to purchase goods or services utilizing State contracts; and

WHEREAS, the Northwest Bergen County Utilities Authority intends to enter into contracts with the attached Referenced State Contract Vendors through this resolution and properly executed contracts, which shall be subject to all the conditions applicable to the current State contracts;

# NOW, THEREFORE, BE IT

**RESOLVED,** that the Northwest Bergen County Utilities Authority authorizes the Purchasing Agent to purchase certain goods or services from those approved New Jersey State Contract Vendors on the attached list, pursuant to all conditions of the individual State contracts; and

**BE IT FURTHER RESOLVED,** that the governing body of the Northwest Bergen County Utilities Authority pursuant to N.J.A.C.5:30-5.5(b), the certification of available funds, shall either certify the full maximum amount against the budget at the time the contract is awarded, or no contract amount shall be chargeable or certified until such time as the goods or services are ordered or otherwise called for prior to placing the order, and a certification of availability of funds is made by the Chief Financial Officer; and

**BE IT FURTHER RESOLVED,** that the duration of the contracts between the Northwest Bergen County Utilities Authority and the Referenced State Contract Vendors shall be from January 1, 2014 to December 31, 2014.

### RESOLUTION

Offered by

Commissioner DaPuzzo

No. 05-2014 p. 2

Seconded by Commissioner DePhillips

Date: January 7, 2014

# RESOLUTION AUTHORIZING CONTRACTS WITH CERTAIN APPROVED STATE CONTRACT VENDORS FOR CONTRACTING UNITS PURSUANT TO N.J.S.A.40A:11-12a

IT IS HEREBY CERTIFIED that this is a true copy of a Resolution adopted by the Northwest Bergen County Utilities Authority upon a roll call vote of all Commissioners of the Authority eligible to vote at a regular meeting held on January 7, 2014.

VICE- CHAIRMAN

SECKETARI

Roll Call:

AYES: Commissioners DaPuzzo, DePhillips, Kasparian, Kelaher, Plumley

Salazer NAYES: NONE

# REFERENCED STATE CONTRACT VENDORS

Commodity/Service	<b>Vendor</b>	State Contract No.
General Office Supplies	Staples, Inc.	M-0052 (exp. 7/31/14)
Custodial/Maintenance Supplies	Grainger, Inc.	M-0002 (exp. 2/28/14)
Fire Extinguisher Maintenance	FYR Fyter Sales	T0576 (exp. 5/31/15)
Laboratory Supplies	T-0983 - Hach Chemical T-0115 - Fisher Scientific T-0115 - J&H Berge T-0115 - VWR Scientific	85091 (exp. 9/30/16) 75827 (exp. 12/31/14) 75819 (exp. 12/31/14) 75846 (exp. 12/31/14)

### RESOLUTION

Offered by

Commissioner DaPuzzo

No. 06-2014

Seconded by Commissioner DePhillips

Date: January 7, 2014

# APPOINTMENT OF SECRETARY TO THE NORTHWEST BERGEN COUNTY UTILITIES AUTHORITY – ALISON GORDON

RESOLVED,

WHEREAS, the Northwest Bergen County Utilities Authority (the "Authority") operates a wastewater treatment facility located in Waldwick, New Jersey; and

WHEREAS, the Authority requires the services of a Secretary and may appoint same pursuant to N.J.S.A. 40:14B-18; and

WHEREAS, the Commissioners of the Authority have included in the budget of the Authority the necessary appropriation assuring the availability of funds required to compensate for the services that the Secretary appointed here shall render; and

WHEREAS, the Commissioners of the Authority deem it to be in the best interest of the Authority and the municipalities it serves to appoint Alison Gordon as Secretary to the Authority, at an annual salary of \$5,000.00 for a term of three (3) years, commencing as of the date of this resolution.

# NOW THEREFORE, BE IT

**RESOLVED,** by the Commissioners of the Northwest Bergen County Utilities Authority that Alison Gordon, residing at 1206 Fieldstone Terrace, Wyckoff, New Jersey, be and is hereby appointed Secretary to the Northwest Bergen County Utilities Authority, at an annual salary of \$5,000 and for a term of three years.

SECRETARY

Roll Call:

AYES: Commissioners DaPuzzo, DePhillips, Kasparian, Kelaher

VICE-CHAIRMAN

Plumley, Salazer

**NAYES: NONE** 

Absent: Chairman Chewcaskie, Commissioner Gabbert

### RESOLUTION

Offered by Commissioner DaPuzzo

No. 07-2014

Seconded by Commissioner DePhillips

Date: January 7, 2014

### APPOINTMENT - ADMINISTRATIVE ASSISTANT

RESOLVED,

WHEREAS, there presently exists a need for Administrative Assistant; and

WHEREAS, the Executive Director has reported to the Commissioners of the Northwest Bergen County Utilities Authority that the Personnel Committee concurs with his recommendation to appoint Alison Gordon as Administrative Assistant, effective January 2, 2014, subject to a ninety (90) day probationary period at a salary of \$65,000 per year; and

WHEREAS, Alison Gordon has been employed by the Northwest Bergen County Utilities Authority as Office Secretary and has fulfilled her responsibilities in an exemplary manner; and

WHEREAS, the Commissioners concur with the recommendations made by the Personnel Committee and the Executive Director and believe such appointment to be of the best interest of the Authority and the municipalities served by it;

NOW, THEREFORE, BE IT

**RESOLVED,** by the Commissioners of the Northwest Bergen County Utilities Authority that Alison Gordon be appointed Administrative Assistant, subject to a ninety (90) probationary period, at a salary of \$65,000 per year effective January 2, 2014.

VICE- CHAIRMAN

Roll Call:

AYES: Commissioners DaPuzzo, DePhillips, Kasparian, Kelaher, Plumley,

Salazer

**NAYES: None** 

### RESOLUTION

Offered by Commissioner DaPuzzo

No. 08-2014

Seconded by Commissioner DePhillips

Date: January 7, 2014

REGULAR EMPLOYMENT - MAINTENANCE MECHANIC

RESOLVED,

WHEREAS, by Resolution dated October 1, 2013, Jason Gascon was transferred by the Northwest Bergen County Utilities Authority to the position of Maintenance Mechanic subject to a ninety (90) day probationary period; and

WHEREAS, Jason Gascon has successfully completed his probationary period on December 15, 2013, and it is recommended he be retained as a regular employee; and

WHEREAS, it is the desire of the Commissioners of the Northwest Bergen County Utilities Authority to retain the services of Jason Gascon as Maintenance Mechanic effective December 15, 2013.

NOW, THEREFORE, BE IT

**RESOLVED,** that Jason Gascon be retained as a regular employee in the position of Maintenance Mechanic by Northwest Bergen County Utilities Authority effective December 15, 2013.

VICE- CHAIRMAN

SECKETAKI

Roll Call:

AYES: Commissioners DaPuzzo, DePhillips, Kasparian, Kelaher, Plumley

Salazer NAYES: NONE

### RESOLUTION

Offered by Commissioner DaPuzzo

No. 09-2014

Seconded by Commissioner DePhillips

Date: January 7, 2014

REGULAR EMPLOYMENT - MAINTENANCE MECHANIC

# RESOLVED,

WHEREAS, by Resolution dated October 1, 2013, Nuno Nunes was transferred by the Northwest Bergen County Utilities Authority to the position of Maintenance Mechanic subject to a ninety (90) day probationary period; and

**WHEREAS**, Nuno Nunes has successfully completed his probationary period on December 15, 2013, and it is recommended he be retained as a regular employee; and

WHEREAS, it is the desire of the Commissioners of the Northwest Bergen County Utilities Authority to retain the services of Nuno Nunes as Maintenance Mechanic effective December 15, 2013.

# NOW, THEREFORE, BE IT

**RESOLVED**, that Nuno Nunes be retained as a regular employee in the position of Maintenance Mechanic by Northwest Bergen County Utilities Authority effective December 15, 2013.

VICE- CHAIRMAN

Roll Call:

AYES: Commissioners DaPuzzo, DePhillips, Kasparian, Kelaher, Plumley

Salazer NAYES: NONE

### RESOLUTION

Offered by Commissioner DaPuzzo

No. 10-2014

Seconded by Commissioner DePhillips

Date: January 7, 2014

TEMPORARY EMPLOYMENT - O&M HELPER

RESOLVED,

WHEREAS, there presently exists a need for an O&M Helper; and

WHEREAS, it has been recommended by the Executive Director and Superintendent of the Northwest Bergen County Utilities Authority that Michael Rucki be employed as an O&M Helper subject to a ninety (90) day probationary period and acceptable physical examination at a starting salary per year as set forth in the Non-Supervisory Bargaining Agreement; and

WHEREAS, the Commissioners concur with the recommendation made by the Personnel Committee and believe it to be in the best interest of the Authority and municipalities served by it;

# NOW, THEREFORE, BE IT

**RESOLVED,** by the Commissioners of the Northwest Bergen County Utilities Authority that Michael Rucki residing at 307 Prospect Avenue, Apt. 12E, Hackensack, New Jersey 07601, be employed as an O&M Helper effective December 30, 2013 at a starting salary per year as set forth in the Non-Supervisory Bargaining Agreement, subject to the satisfactory completion of a ninety (90) day probationary period and satisfactory physical.

VICE-CHAIRMAN

SECRETARY

Roll Call:

AYES: Commissioners DaPuzzo, DePhillips, Kasparian, Kelaher

Plumley, Salazer

**NAYES: NONE** 

Absent: Chairman Chewcaskie, Commissioner Gabbert

### RESOLUTION

Offered by Commissioner DaPuzzo

No. 11-2014

Seconded by Commissioner DePhillips

Date: January 7, 2014

### TEMPORARY EMPLOYMENT - OFFICE SECRETARY

RESOLVED,

WHEREAS, there presently exists a need to employ an Office Secretary; and

WHEREAS, the Executive and the Personnel Committee concur with the recommendation to employ Melissa Oratio as Office Secretary, subject to a ninety (90) day probationary period, effective January 6, 2014 at a starting salary of \$40,000 per year; and

WHEREAS, the Commissioners concur with the recommendation made by the Personnel Committee and the Executive Director and believe it to be in the best interest of the Authority and municipalities served by it;

# NOW, THEREFORE, BE IT

**RESOLVED,** by the Commissioners of the Northwest Bergen County Utilities Authority that Melissa Oratio residing at 49 Demarest Avenue, Oakland, New Jersey be employed as Office Secretary, subject to the satisfactory completion of a ninety (90) day probationary period effective January 6, 2014 at a starting salary of \$40,000 per year.

VICE-CHAIRMAN

Roll Call:

AYES: Commissioners DaPuzzo, DePhillips, Kasparian, Kelaher, Plumley

Salazer NAYES: NONE

### RESOLUTION

Offered by Commissioner DaPuzzo

No. 12-2014

Seconded by Commissioner DePhillips

Date: January 7, 2014

TITLE CHANGE FOR JOSEPH ORAVETZ TO PLANT OPERATOR

RESOLVED,

WHEREAS, there presently exists a need for a Plant Operator; and

WHEREAS, it has been recommended by the Executive Director and Superintendent of the Northwest Bergen County Utilities Authority that Joseph Oravetz be transferred from O&M Helper to Plant Operator effective January 3, 2014 subject to a ninety (90) day probationary period; and

WHEREAS, the Commissioners concur with the recommendation made by the Personnel Committee and believe it to be in the best interest of the Authority and municipalities served by it.

NOW, THEREFORE, BE IT

**RESOLVED,** by the Commissioners of the Northwest Bergen County Utilities Authority that Joseph Oravetz be and is hereby appointed Plant Operator effective January 3, 2014, subject to a ninety (90) day probationary period.

VICE- CHAIRMAN

Roll Call:

AYES: Commissioners DaPuzzo, DePhillips, Kasparian, Kelaher, Plumley

Salazer NAYES: NONE

### RESOLUTION

Offered by Commissioner DaPuzzo

No. 13-2014.

Date: January 7, 2014

Seconded by Commissioner DePhillips

### RETENTION OF AUTHORITY LABOR COUNSEL

WHEREAS, on February 5, 2013 a resolution was adopted by the Northwest Bergen County Utilities Authority (hereinafter the "Authority") to award a professional services contract to the firm of Eric M. Bernstein & Associates, LLC ("Bernstein") as Labor Counsel to the Authority; and

**WHEREAS**, the Authority entered into a Professional Services Contract with Bernstein dated February 5, 2013; and

WHEREAS, Jeffrey S. Ziegelheim, Esq. of said firm was assigned to perform specific legal services to the Authority under this contract; and

WHEREAS, these legal services involve cases that are ongoing and where a change in legal representation would be detrimental to the Authority; and

WHEREAS, Mr. Ziegelheim has advised the Authority that he will be terminating his relationship with Bernstein at the end of 2013 and will become of counsel to the firm of Stuart A Alterman and Associates effective January 2, 2014; and

**WHEREAS**, the Authority wishes to continue in a professional relationship with Mr. Ziegelheim so that he may continue to represent the Authority in these cases; and

WHEREAS, Mr. Ziegelheim has agreed to abide by the terms and conditions of the Professional Services Contract between the Authority and Bernstein including an hourly billing rate of \$150 per hour.

**NOW, THEREFORE, BE IT RESOLVED,** by the Commissioners of the Northwest Bergen County Utilities Authority that the Authority hereby retains Jeffrey S. Ziegelheim, Esq. as Labor Counsel for the balance of the term remaining in the Professional Services Contract between the Authority and Bernstein in accordance with the terms thereof.

**BE IT FURTHER RESOLVED,** that the Secretary is hereby directed to cause notice of the award to be published as required by law; and

**BE IT FURTHER RESOLVED**, that this Resolution shall take effect immediately upon adoption subject to N.J.S.A. 40:14B-14(b); and

### RESOLUTION

Offered by

Commissioner DaPuzzo

No. 13-2014.

Seconded by

Cannissioner DePhillips

Date: January 7, 2014

# RETENTION OF AUTHORITY LABOR COUNSEL

IT IS HEREBY CERTIFIED that this is a true copy of a Resolution adopted by the Northwest Bergen County Utilities Authority upon a roll call vote of all members of all Commissioners of the Authority eligible to vote at a meeting held on January 7, 2014.

VICE- CHAIRMAN

SECRETARY

AYES:

Commissioners DaPuzzo, DePhillips, Kasparian, Kelaher, Plumley

Roll Call:

Salazer

NAYES:

NONE

ABSENT: