



VANTAGE POINT

2025 Fall AEA Annual Meeting and Conference

**November 17 & 18, 2025
Caesars, Atlantic City**





VANTAGE
POINT

AEA Annual Meeting and Conference

November 17 & 18, 2025

Caesars, Atlantic City

Available credits

TCH: 1 w/ww - Monday: 6w/ww - Tuesday

CEUs: listed under each presentation

Monday, November 17

4:00p.m. | Palladium B | Welcome



Peggy Gallos, AEA

Marc Pfeiffer, Rutgers University

4:15 p.m. | Keynote Speaker: The Science and Practice of Systems Thinking: Tools for Today's Environmental Leaders



Dr. Laura Cabrera, Cornell University

Learn what Systems Thinking is, why it matters for today's water, wastewater, and solid waste challenges, and how you can use it to strengthen decision-making in your authority or utility. Discover how the root of complex issues—whether it's aging infrastructure, regulatory pressures, or community trust—lies in their underlying structure, which can be made clear and manageable. Walk away with practical tools and case examples showing

how simple systems thinking habits can help environmental leaders build resilient organizations, engage stakeholders, and deliver reliable services to the communities they serve.

17770-1 - CMFO 1.0 OM and Anc. Subj., CCFO 1.0 OM and Anc. Subj., CPWM 1.0 Mgt., RMC 1.0 Pro. Dev., QPA 1.0 Office Admin./Gen. Dut.

5:15 p.m. | EPDA Certificate Presentations

6:00 p.m. - 7:30 p.m. | Palladium C | Networking Reception

Tuesday, November 18

7:00 a.m. | Palladium C | Continental Breakfast

8:15 a.m. | Annual Business Meeting



Brian Brach, AEA 1st Vice President

AEA 1st Vice President Brian Brach will conduct the annual business meeting including the election of officers and directors.

Proposed slate below will be voted on.

President - Brian Brach, Manasquan River RSA

1st President - Ron Anastasio, Somerset Raritan Valley SA

2nd Vice President - Brian Valentino, Western Monmouth UA

Treasurer - Joann Mondsini, Rockaway Valley RSA

Past President - Justin Flancabaum, Lakewood MUA

Authority Member Director

Ryan Krause, SMRSA

Josh Palombo, Cape May County MUA

Associate Member Director

Jim Cosgrove, One Water Consulting

Bill Gettings, Hazen and Sawyer

Thank you to Tom Laustsen of PVSC for his service on the Board.

Voting Procedures

AEA membership is by organization. Our bylaws state that each member organization shall have a voting delegate. The voting delegate is the main contact person listed in the AEA directory. This is usually the executive director -- or could be a commissioner, superintendent. For associate members, it is the person who is our primary liaison, a partner, a vice president, as indicated to us when you join. Those of you who are voting delegates have a yellow ribbon indicating this attached to your badges. If you have that ribbon, you are eligible to vote.

9:00 a.m. | Utility Security



*Kevin C. Wulforth, Supervisory Intelligence Analyst –
FBI Newark Field Office*

This presentation will highlight the physical and cyber threats to the water and wastewater critical infrastructure sector, including a definition of the “Insider Threat”, insider threat case studies, the potential impact of the insider threat, preventative actions to identify and mitigate the insider threat, China and Russia strategic goals and how these goals lead to cyber threats against the water sector, cyber threat case studies, and preventative actions to prevent cyber intrusions.

17770-2 - CMFO 0.5 IT, CCFO 0.5 IT, CTC 0.5 IT, CPWM 0.5 IT, RMC 0.5 IT, QPA 0.5 IT

9:45 a.m. | NJWEA Roadmap for Improvement – Analysis and Recommendations for Improvement on the Public Wastewater Operator S Licensing Exam Low Passing Rate



*Robert Fischer, PS&S Chairman NJWEA Long Range Planning
Committee*

It is critical to the continued successful operation and maintenance of public wastewater facilities that there be a cadre of well trained and licensed operators. In New Jersey in calendar year 2024 the passing rate on the Public Wastewater S licensing examination was approximately 33%. When the attrition rate of S4 operators is considered, it isn’t hard to imagine an industry that is facing a crisis. The New Jersey Water Environment Association Long Range Planning Committee has identified this issue as the top priority of one of its Strategic Plan Initiatives and has determined to make it an ongoing priority into the future. This presentation will discuss the investigation conducted by the NJWEA in 2024 to identify the causative factors for the low passing rate on the Public Wastewater Operator S Licensing Examination. The presentation will provide the analysis, findings, and recommendations in what the NJWEA calls the “Roadmap for Improvement”.

17770-3 - CMFO 1.0 OM and Anc. Subj., CCFO 1.0 OM and Anc. Subj., CPWM 1.0 Mgt., RMC 1.0 Pro. Dev., QPA 1.0 Office Admin./Gen. Dut.

10:30 a.m. | License Operator Rule Update



Kristen Tedesco, NJDEP

The speaker will have a Q&A on the status of the pending operator license regulations.

11:00 a.m. | SRF Funding: What's Left in the Tap?



David Zimmer, IBank



Marc Pfeiffer, Rutgers

This presentation will be an engaging coffee-table style conversation between David Zimmer and moderator Marc Pfeiffer, as they delve into the current landscape of State Revolving Fund (SRF) financing. This session will offer insights from both the federal and state perspectives—exploring what's happening with earmarks, how New Jersey has and will continue to navigate funding challenges and implement strategic approaches to secure and maximize SRF resources. Gain a clearer understanding of what funding remains available and what lies ahead for infrastructure investment.

17770-4 - CMFO 0.5 Budgeting, CCFO 0.5 Budgeting, CPWM 0.5 Mgt., RMC 0.5 Finance, QPA 0.5 Office Admin./Gen. Dut.

**11:45 a.m. | Making Waves: Willingboro H2Opportunity Pre-Apprenticeship
“A Blueprint for Sustainable Workforce Development”**



Pat Lindsay-Harvey, Willingboro MUA



Diallyo Diggs, Willingboro MUA

Discover how the Willingboro Municipal Utilities Authority was inspired by the strong success of their seven-year internship, to create the nation's first federally approved water industry pre-apprenticeship for high school students—and why it's making national waves. Facing a shrinking, aging workforce and a critical need for diversity, we built a hands-on, career-launching pipeline that connects the community through Willingboro high school students to in-demand, high-paying jobs they never knew existed. From classroom to fieldwork, H2Opportunity is redefining workforce development and offering a blueprint to create a diverse, skilled, and future-ready team of water professionals.

17770-5 - CMFO 0.5 OM and Anc. Subj., CCFO 0.5 OM and Anc. Subj., CPWM 0.5 Mgt., RMC 0.5 Pro. Dev., QPA 0.5 Office Admin./Gen. Dut.

12:30 p.m. | Lunch – Palladium C

1:45 p.m. | **Emergency Preparedness - Fire Service Resource Emergency Deployment Act**



Rich Mikutsky, NJ Division of Fire Safety

Bruce Tynan, NJ Division of Fire Safety

The presentation will focus on the Fire Service Resource Emergency Deployment Act and the deployment of fire service resources throughout NJ to facilitate a safe and efficient response to any emergency incident that requires the immediate deployment of fire service resources.

17770-6 - CMFO 0.5 OM and Anc. Subj., CCFO 0.5 OM and Anc. Subj., CPWM 0.5 Mgt., RMC 0.5 Pro. Dev., QPA 0.5 Office Admin./Gen. Dut.

2:30 p.m. | **Implementing Enterprise GIS Asset Management Programs for Utility Management Western Monmouth UA**

Suzanne Zitzman, Colliers Engineering



This presentation will highlight how a regional utility authority has implemented an organization-wide asset management system using Enterprise Geographical Information Systems (eGIS). The presenters will highlight the high-level process of implementing such a program, and how workflows for field & office staff are identified and integrated into the asset management program. A web-based asset management system integrates spatial and non-spatial data from the field and office into one centralized program,

allowing utility owners to efficiently manage their assets and operations. They will discuss the uses of an asset management system to evaluate the condition and risk of failure of assets, as well as scheduling preventative maintenance.

17770-7 - CMFO 0.5 OM and Anc. Subj., CCFO 0.5 OM and Anc. Subj., CPWM 0.5 Mgt., RMC 0.5 Pro. Dev., QPA 0.5 Office Admin./Gen. Dut.

3:15 p.m. | **Break**



3:30 p.m. | PFAS Settlement Discussion



Diane Alexander, Maraziti Falcon

Brad Carney, Maraziti Falcon

This presentation will update attendees on the proposed 3M and DuPont Judicial Consent Orders and how they affect members. They will also hear about the efforts AEA is taking to convey our concerns to the appropriate people.

17770-8 - CMFO 1.5 OM and Anc. Subj., CCFO 1.5 OM and Anc. Subj., CPWM 1.5 Mgt., RMC 1.5 Pro. Dev., QPA 1.5 Office Admin./Gen. Dut.

4:45 p.m. | Door Prizes

ABOUT OUR PRESENTERS



**VANTAGE
POINT**

Diane Alexander has advised public and private sector clients regarding local government, environmental, infrastructure and resiliency-related issues and has successfully litigated matters involving

a wide variety of environmental laws and regulations concerning water, wastewater, stormwater and air permitting issues, as well as water and wastewater planning, compliance, user fee and connection fee issues. She participated in the Stakeholders Group convened by the New Jersey Department of Environmental Protection to revise the NJPDES Regulations, Planning

Rules and Surface Water Quality Standards. She participated in the drafting of legislation relevant to connection fees and the creation of stormwater utilities. Ms. Alexander also served a six-year term on the Board of Directors of the Association of Environmental Authorities of New Jersey (and loved every single minute of it).

Dr. Laura Cabrera (B.S., M.P.A., Ph.D., Cornell) is the Board Chair and Professor at the Systems Thinking Standards Institute (STSI)[™], where she leads the development of global systems thinking standards. She is also Co-Founder and CEO of Cabrera Research Lab and teaches at Cornell University, where she directs the Graduate Certification Program in Systems Thinking, Modeling, and Leadership. With over 25 years

Continues on next page

OUR PRESENTERS

of experience in research and education, Dr. Cabrera has contributed extensively to public policy, systems science, and practical applications of systems thinking. She is the co-author of six books, including *Connect the Dots* and *Systems Thinking Made Simple*, and serves as co-editor of the *Journal of Systems Thinking*.

Brad Carney, Esq. is a Partner at the law firm of Maraziti Falcon, LLP. Mr. Carney advises a variety of public entities regarding construction projects and defends his clients regarding construction claims for differing site conditions, equitable adjustments, change order disputes, delay, disruption, loss of productivity, liquidated damages, extended engineering costs and warranty claims. He has represented a variety of public clients in connection with Green Acres diversion and disposal matters, including Green Acre temporary construction agreements necessary for replacement of aging infrastructure. Mr. Carney is an experienced litigator representing the firm's clients in federal and state courts, alternative dispute resolution and before administrative agencies.

Diallyo Diggs, JD, MBA serves as vice chairman and commissioner of the Willingboro Municipal Utility Authority, bringing diverse leadership experience as former director of finance and interim executive director since 2016. He co-authored the MUA's Pre-Apprenticeship Program with Chairwoman Patricia Lindsay-Harvey, launching it in January 2025 and successfully training 20 participants for water and wastewater operator careers. Diggs holds degrees from Florida A&M University (BA), The College of William and Mary (JD), and the University

of North Carolina (MBA), along with AEA EDPA certification. His presentation will share proven strategies for collaborative workforce development programs in the utilities sector.

Robert Fischer has over 35-years' experience in the wastewater field with a strong background in short and long-term planning, budgeting and execution of major projects. He recently directed the \$50M recovery of a major regional wastewater treatment plant following a natural disaster. Other strengths include process troubleshooting, project management and execution and technical training. He has successfully negotiated numerous municipal sewer service and collective bargaining agreements and negotiated several engineering contracts. He helped develop and later led a POTW Industrial Pretreatment Program (IPP) serving as the IPP coordinator. He has served as the president of the New Jersey's largest Water & Wastewater Association and helped establish its first Strategic Plan (New Jersey Water Environment Association). He currently serves as the long-range planning chairman for the NJWEA as well as a member of the House of Delegates for the Alexandria, Va. based Water Environment Federation. He provides technical, administrative, training, and managerial assistance to wastewater clients in New Jersey. Currently he is the senior director of the Water Resources Department. He achieved a Bachelor of Science in Chemical Engineering from the New Jersey Institute of Technology and further attended Rutgers University to achieve a degree in Planning and Public Policy.

Patricia Lindsay-Harvey was appointed in 2020 to the Willingboro Municipal Utility Authority's

Continues on next page

OUR PRESENTERS

Board of Commissioners where she currently serves as chair. She has been an active member in AEA serving on the PFAS, Legislative and the Education and Conference committees. Pat can be seen at AEA's conferences asking thought provoking questions.

Richard Mikutsky was appointed by Governor Philip Murphy in April 2018 as Director / State Fire Marshal of the N.J. Division of Fire Safety. The Division of Fire Safety is the State's central fire service agency responsible for the development and enforcement of the Uniform Fire Code and implementing public education and firefighter training programs. As State Fire Marshal, Mikutsky is the lead State Fire Official in charge of enforcing State fire codes; investigating fire-related injuries, deaths, and crimes; directing fire prevention efforts; and coordinating fire suppression efforts statewide. Prior to becoming Fire Marshal, Mikutsky served as a career firefighter for the Morristown Fire Bureau in Morristown, NJ, where he worked for more than 32 years.

Marc Pfeiffer served as a municipal administrator in several municipalities, and 26 years of service in the State's local government oversight agency, the Division of Local Government Services. At DLGS he served as Deputy Director for 14 years, and periodically as Acting Director until he retired in 2012.

He currently is at the Bloustein School of Planning and Public Policy at Rutgers University where he serves as Assistant Director of the Bloustein Local Government Research Center. Marc has broad experience in many areas of local government policy and administration, including specific expertise in areas such as finance and property taxation, public procurement, shared services

and consolidation, technology management, energy, labor relations, and general government administration. He also has deep experience in the legislative process and as a regulatory officer. He is currently engaged in research concerning the use of technology in local government.

Kristen Tedesco is the Bureau Chief for Water System Engineering at the New Jersey Department of Environmental Protection, where she has dedicated over 20 years of service. A graduate of Lehigh University, she holds both a bachelor's and master's degree in civil engineering, and is a Certified Public Manager through Rutgers University. In her current role, Kristin oversees a team of over 40 professionals focused on critical drinking water programs, including the Drinking Water State Revolving Fund loan program, the licensing of water and wastewater system operators, and the permitting of treatment and water system infrastructure. Notably, she managed the implementation of New Jersey's first Maximum Contaminant Level (MCL) for PFNA, positioning the state as a leader in addressing PFAS contamination. Kristin is committed to advancing water quality initiatives and ensuring compliance with essential regulations to protect public health.

Bruce Tynan serves as the Bureau Chief for the New Jersey Division of Fire Safety. His bureau includes several units: the Office of Fire Department Preparedness, Fire Investigations K9, Training and Certification, Contractor Certification, Community Risk and Reduction, Fire Incident Reporting, and ROIC/Intelligence units. Bruce has worked full-time with DFS since 2004 and part-time since 1998. Before joining the

Continues on next page

OUR PRESENTERS

Division of Fire Safety, he spent 25 years in law enforcement and retired as a police lieutenant. He also volunteers as a firefighter, with 49 years of service, including 13 years as a chief officer.

Kevin C. Wulforth currently serves as a Supervisory Intelligence Analyst with the Federal Bureau of Investigation, Newark NJ Field Office. He leads a team of Intelligence Analysts and Staff Operations Specialists that conduct intelligence analysis outreach to public and sector partners, and also conducts threat intelligence research and analysis to WMD investigations. He has served in the FBI since 2004, and prior to joining the FBI he was a manager in the Change Management Practice of the Accenture Metro New York Office from 1996 to 2004. He is a subject matter expert on foreign intelligence services and cyber actors targeting critical research and technology information.

David Zimmer serves as the executive director of the New Jersey Infrastructure Bank, the State's construction financing Authority which partners with the NJDEP and the NJDOT to provide low-interest rate loans to government units and authorities for environmental and local transportation infrastructure projects respectively. During his tenure, Mr. Zimmer has focused on introducing several new successful loan programs to broaden the reach and depth of financing

program options and worked to overhaul the I-Bank's credit policy to bring transparency and clarity to borrowers. He has also improved the efficiency and effectiveness of the I-Bank by overseeing the development of two modern, web-based loan management systems that have greatly reduced paperwork and minimized time and administrative costs for project sponsors. Mr. Zimmer is a Chartered Financial Analyst and holds a master's degree in business administration with a concentration in finance from the University of Notre Dame and a Bachelor of Civil Engineering degree from the University of Dayton.

Suzanne Zitzman GISP is the Discipline Leader of GIS Asset Management Services at Colliers Engineering & Design. She has over 39 years of GIS/GPS project management, enterprise GIS system design and mapping experience for federal, state, county and local government and utility authorities. She has managed and implemented asset management programs for local government and utility authorities throughout the U.S., utilizing enterprise GIS and GPS technology. She studied GIS at Rutgers University, Center for Urban Policy Research Bloustein School of Planning & Public Policy, where she acquired her Geomatics Certification, and holds a GIS professional certification. ✨

THANK YOU FOR YOUR KNOWLEDGE
AND PARTICIPATION IN THE
AEA ANNUAL MEETING AND CONFERENCE!

Thank You to Our Sponsors for Supporting the AEA Annual Meeting and Conference



LUNCH SPONSOR



BEVERAGE SPONSORS



CHARGING STATION SPONSOR



DOOR PRIZE SPONSORS



RECEPTION SPONSORS

CLEARY | GIACOBBE | ALFIERI | JACOBS LLC **Hazen**

Hawkins DELAFIELD & WOOD LLP GARDEN STATE LABORATORIES, INC.



About the Environmental Professional Development Academy

The Environmental Professional Development Academy (EPDA) of the Association of Environmental Authorities has completed its first decade of delivering world-class leadership and operational certification to front-line professionals in the public environmental sector. Over this time, the EPDA has trained more than 250 aspiring environmental agency supervisors, managers, directors, and executives, delivering a baseline of knowledge in administrative, financial, operational, and human resources functions across the State of New Jersey. The EPDA has won most of the world's top environmental sector awards for excellence including the OneWater Award, the National Environmental Achievement Award, and the Water Resources Utility of the Future Today Award. The Academy model, curriculum, and (in some cases) course materials have been imitated, copied, replicated, or (in some cases) stolen wholesale by environmental, public works, and professional public management agencies and associations across the nation including some of the world's leading water associations. Variations on the EPDA model are now found around the world.

The Academy was forged through the leadership of then-AEA President Michael Ruppel (South Monmouth Regional SA) through the AEA's Professional Development Committee under then-Chairman Brian Brach (Manasquan River Regional SA). Direct development of the EPDA was entrusted to Academy Director Brian Valentino (Western Monmouth UA) under the guidance of the Academy Steering Committee led by Apryl Roach (Franklin Township SA) who strived to instill the values and importance of succession planning and the transfer of generational knowledge.

More than a dozen EPDA graduates have been promoted to the Executive Directorships of their agencies. Dozens more have been promoted to higher ranks of management and leadership across

the sector and around the nation, in both public and private agencies.

As the first decade of the Academy's overwhelming success approached, Academy Director Valentino informed the AEA Board and Academy Steering Committee that he wanted to be sure the Academy itself stayed relevant and true to its own teaching objectives. As such, a slow movement began to transition the Academy Directorship and curriculum to a new generation of leaders equally committed to the values, vision and mission of the Academy but charged with keeping the content and approach fresh.

The next cadre of learners will join EPDA Cohort 2026:01 in the Spring of 2026 under the leadership of EPDA alumnus

Timothy VanPelt. Tim is currently the Director of Environmental Compliance at Western Monmouth Utilities Authority, holds an S4 License from NJDEP and is a Certified Environmental Authority Supervisor (CEAS). Tim will be working with Brian Valentino and Apryl Roach (who will remain as the Administration and Human Resources track coordinators, respectively), and Scott DiBenedetto (Western Monmouth UA,) who will transition into the Finance track coordinator post as Bernie Bujak (South Monmouth RSA, Ret.) continues to expand his post-retirement plans. In addition to his new role as Academy Director, Tim will also assume the Field Operations track coordinator role from Michael Ruppel (South Monmouth RSA, Ret.) as he, too, expands his retirement activities.

"The development and success of the Environmental Professional Development Academy is one of the most rewarding accomplishments of my career thus far," said Brian Valentino. "I am ecstatic that Tim will carry the Academy forward into a bright future and continue to expand the knowledge and professionalism of our sector across the state and around the world."

Congratulations to the 2025 EPDA Cohort

Mercedes Abreu, Rahway Valley SA
Kevin Acker, Evesham MUA
Stephen Adams, Morris County MUA
Matthew Bodzioch, Ocean County UA
Dylan Catanese, Township of Ocean SA
Mike Cruoglio, Western Monmouth UA
Dario DaCosta, PVSC
James DiNardo, Bayshore RSA
Stephen Fincham, Middlesex County UA
Ian Habich, Ocean County UA
Dave Hague, Western Monmouth UA
Joseph Kenna, Atlantic County UA
Ryan Mahoney, Atlantic County UA

Ryan Miller, Evesham MUA
Christopher Muccie, Eatontown SA
Fran Nudelman, Western Monmouth UA
Ryan O'Steen, Middlesex County UA
Darshana Patel, Linden Roselle SA
Himanshu Prajapati, PVSC
Robert Ruland, Township of Ocean SA
Michael Simmons, Morris County MUA
Jordan Springer, PVSC
Bob Veith, Evesham MUA
Steve Verrengia, PVSC
Tina Zavolas, Eatontown SA



Submit a Nomination for
2026 Wave Awards
Nominations materials
available starting in
December at www.aeanj.org
Deadline for submissions
Friday, Feb. 27, 2026

New! New! New!

The 2026 AEA Spring Utility
Management Conference will be
a single, day-long event.

Join AEA to hear great speakers
and celebrate achievement at the
Wave Awards Luncheon
on Thursday, April 23, 2026
at the Heldrich in
New Brunswick, N.J.





Thank you to the AEA Education and Conference Committee for putting together a timely and informative conference program.

The committee members are:

Bill Gettings, chair, Alexa Alverio, Ron Anastasio, Brian Brach, Bernie Bujak, Tom Horn, Manuel Ponte, Dr. Apryl Roach, John Scheri, and Brian Valentino.

The committee was supported by

AEA staff, Peggy Gallos, executive director, and Karen Burris, office manager, and by Lorna O'Hara and Tammi Kleszics from Princeton Public Affairs Group.

Chairs:

Brian Brach, 1st Vice President
Ron Anastasio, 2nd Vice President



Association of Environmental Authorities | www.aeanj.org