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6. ABC Hearing

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REVISED
Township of West Orange
CONFERENCE MEETING AGENDA
Council Chambers – 66 Main Street
Tuesday, July 19, 2022
Meeting No. 13

This is to inform the general public that this meeting is being held in compliance with Section 5 of the Open Public Meetings Act, Chapter 231, Public Law 1975. The annual notice was emailed to the Star Ledger and filed in the Township Clerk's office on November 24, 2021, and published in the West Orange Chronicle on December 2, 2021.

Roll Call – Councilwoman Casalino, Councilwoman Matute-Brown, Councilman Rutherford, Councilwoman Williams, Council President McCartney, Mayor Parisi

6:30 P.M

- **Swearing In of New Tax Collector – Kathy Longo**
- **Mayor's Proclamation – Disability Pride Awareness Month – July 2022**
- **Council Liaison Announcements**
- **Public Meeting – 7:00 p.m.**

PUBLIC MEETING AGENDA

**Township of West Orange
66 Main Street – 7:00 p.m.
July 19, 2022 – Meeting No. 13**

This is to inform the general public that this meeting is being held in compliance with Section 5 of the Open Public Meetings Act, Chapter 231, Public Law 1975. The annual notice was emailed to the Star Ledger and filed in the Township Clerk's office on November 24, 2021, and published in the West Orange Chronicle on December 2, 2021.

Statement of Decorum

**In all matters not provided for in subsection 3-15.1 and except upon consent of the Council President, each person addressing the Council pursuant to this subsection shall be required to limit his or her remarks to five (5) minutes, and shall at no time engage in any personally offensive or abusive remarks. The chair shall call any speaker to order who violates any provision of this rule.
(1972 Code § 3-15.2)**

Roll Call – Councilwoman Casalino, Councilwoman Matute-Brown, Councilman Rutherford, Councilwoman Williams, Council President McCartney, Mayor Parisi

- 1. Pledge of Allegiance**
- 2. Public Comment**
- 3. *Consent Agenda**
- 4. *Approval of Minutes of Previous Meeting – June 28, 2022 Public Meeting**
- 5. *Report of Township Officers – None**
- 6. Reading of Petitions and Communications and Bids - None**
- 7. *Bills**
- 8. *Resolutions**

PUBLIC HEARING and Adoption of the 2022 Municipal Budget

- a. 171-22 Resolution Authorizing the Municipal Budget to be Read by Title Only (Clerk)**
- b. 172-22 Resolution to Adopt the 2022 Municipal Budget (Gross)**
- c. 173-22 Resolution Temporarily Suspending the Acceptance of Applications for Local Support of Proposed Cannabis Businesses (Legal-Moon)**
- d. 174-22 Resolution Rejecting/Denying the Application Submitted by Feels of Green LLC Seeking a Resolution of Local Support to Operate a Proposed Cannabis Business within the Township of West Orange (Legal-Moon)**
- e. 175-22 Resolution for the New Jersey Department of Community Affairs American Rescue Plan Firefighter Grant (Gross)**
- f. 176-22 Resolution Authorizing the Appointment of Tax Collector – Kathy Longo (Gross)**
- g. 177-22 Resolution Authorizing the Issuance of Raffle Licenses (Clerk)**
- h. 178-22 Resolution Authorizing the Tax Collector to Participate in the Electronic Tax Sale (K. Longo)**

- i. 179-22 Resolution Authorizing the Issuance of a Duplicate Tax Sale Certificate Pursuant to N.J.S.A. 54:6-52.1(K. Longo)**
- j. 180-22 Resolution Authorizing Execution of Professional Services Agreement to Retain Mark Hendricks as Appraiser for West Orange Office Executive Park (Legal-Trenk)**
- k. 181-22 Resolution Authorizing Execution of Professional Services Agreement with Renaud DeAppolonio, LLC (Legal-Trenk)**
- l. 182-22 Resolution Regarding Addendum to License Agreement With Regard to Parking at 10 Rooney Circle (Legal-Trenk)**
- m. 183-22 Resolution Authorizing the Collector of Taxes to Refund Payment to the Listed Taxpayer Due to a Duplicate Payment of 2022 Annual Sewer Charge (K. Longo)**
- n. 184-22 Resolution Approving Settlement of Litigation between Kevin Malanga v. Township of West Orange, et al. (Legal-Trenk)**
- o. 185-22 Resolution Authorizing an Executive Session to Discuss a Matter of Litigation Specifically Kevin Malanga v. Township of West Orange, et al. (Legal-Trenk)**
- p. 186-22 Resolution Authorizing Execution of the Addendum to the Agreement of Sale - Malanga (Legal-Trenk)**
- q. 187-22 Resolution Authorizing Budget Amendment No. 1 (Gross)**
- r. 188-22 Resolution Authorizing a Professional Services Contract to PS&S to Provide Professional Land Surveying Services for Ginny Duenkel Pool Improvements in the Amount of \$10,300.00. (Lepore)**
- s. 189-22 Resolution Authorizing the Collector of Taxes to Refund Payment to the Listed Tax Payer due to Veteran Exemption (K. Longo)**
- t. 190-22 Resolution Authorizing the Collector of Taxes to Rebate Payment to the Listed Taxpayer Pursuant to Final Judgment by the Tax Court of New Jersey (K. Longo)**
- u. 191-22 Resolution Authorizing Change Order No. 1, for the Project MA-2020 Arverne Road, Crestmont Road (portion) and Westover Terrace (portion) Improvement Project with Cifelli & Son General Contracting, 81 Franklin Avenue, Nutley, NJ 07110 in the Amount of \$44,515.18 (Lepore)**
- v. 192-22 Resolution Authorizing an Emergency Appropriation in the Amount of \$46,989.86 to Pay Shauger Property Services for Emergency Sewer Construction to the Township's Old Short Hills Road Pump Station (Lepore)**
- w. 193-22 Resolution Authorizing Execution of Assumption Agreement with KemperSports (Legal-Trenk)**
- x. 194-22 Resolution Authorizing an Award of Contract to Mobility Coach, 198 Renshaw Avenue, East Orange, NJ 07107, with a Base Bid in the amount of \$399,516.00 for a 12-month period Beginning August 1, 2022 and Ending July 31, 2023, at a Monthly rate of \$25,013.00 and a Bid of \$42,336.00 for Alternate No. 3 for a Total Amount of \$441,852.00. (Lepore)**
- y. 195-22 Resolution for the Township of West Orange to Authorize a Three-Year Average in the 2022 Municipal Clerk (Prochilo)**
- z. 196-22 Resolution Authorizing the Execution of a Purchase and Sale Agreement With Estate of Donald J. Carroll For Property Designated as Block 64, Lots 3, 25 and 27 (Legal-Trenk)**
- aa. 197-22 Resolution Amending the Open Space Fund Assessment for 2022 (Gross)**

9. Ordinances on Second and Final Reading

- a. **2687-22** Calendar Year 2022 Ordinance to Exceed the Municipal Budget Appropriation Limits and to Establish a CAP Bank (N.J.S.A. 40A: 4-45.14) (Gross/Prochilo)
- b. **2688-22** An Ordinance Creating a Reclassification and Salary Schedule of Certain Township of West Orange Employees Setting Forth Their Titles, Classification and Salary Ranges and Adopting a Salary Guide and Establishing the Employee's Status as a Township Employee and Under the Guidelines of the New Jersey Department of Personnel (Gross)
- c. **2689-22** Bond Ordinance Providing for Various 2022 Capital Improvements, by and in the Township of West Orange, in the County of Essex, State of New Jersey, Appropriating \$10,448,104 Therefor and Authorizing the Issuance of \$9,950,572 in Bonds or Notes of the Township to Finance Part of the Cost Thereof (Gross)
- d. **2690-22** Bond Ordinance Providing for Capital Improvements and Equipment Acquisitions for Various Parks, by and in the Township of West Orange, in the County of Essex, State of New Jersey (the "township"); Appropriating \$4,500,000 Therefor and Authorizing the Issuance of \$4,285,714 Bonds or Notes of the Township to Finance Part of the Cost Thereof (Gross)
- e. **2691-22** Bond Ordinance Providing for Phase III of the Local Unit's Allocable Share of the Flood Mitigation Facilities Project of the Joint Meeting of Essex and Union Counties, by and in the Township of West Orange, in the County of Essex, State of New Jersey (the "local unit"); Appropriating \$4,865,000 Therefor and Authorizing the Issuance of \$4,865,000 Bonds or Notes to Finance the Cost Thereof (Gross)

10. Ordinances on First Reading

- a. **2692-22** An Ordinance Amending and Supplementing Chapter 7, Traffic, Subsection 7-29.1, Speed Limits, General of the Revised General Ordinances of the Township of West Orange to Establish a Speed Limit of 25 miles Per Hour on Mt. Pleasant Avenue, from Prospect Avenue to Jones Place, a County Road, Subject to the Consent of the Essex County Commissioners (Lepore)

11. Pending Matters/New Matters/Council Discussion

12. ABC Hearing

- a. **694-22** Hearing on Renewal for Plenary Retail Consumption, Distribution and Club Licenses for the 2022-2023 License Term (Clerk) **Resolution Subject to Change as Additional Licensees Pay their Fees**

13. Adjournment

The Council President may at his/her discretion modify with consent the order of business at any meeting of the Council if he/she deems it necessary and appropriate.

(1972 Code § 3-8; Ord. No. 726-84; Ord. No. 1157-93; Ord. No. 2128-07 § II)

Agenda is subject to change.

ZOOM INSTRUCTIONS:

<https://us06web.zoom.us/j/85761357724?pwd=eXk1ZEExK0RHVzNPYXRaMVl5L3dvdz09>

Passcode: 486331

Dial in 1 646 931 3860

Next Meeting Date(s): August 9, 2022

Township of West Orange Resolution to Read Budget by Title

WHEREAS, N.J.S.A. 40A:4-8 is amended to read as follows:

The budget shall be read, in full, or it may be read by its title, if

1. At least one week prior to the date of the hearing and at the hearing, a complete copy of the approved budget,
 - a. shall be made available for public inspection, and
 - b. shall be made available to each person upon request, and
2. The governing body shall, by resolution passed by not less than a majority of the full membership, determine that the budget shall be read by its title and declare that the conditions set forth in subsection (1) of this section have been met.

After closing the hearing, the governing body may adopt the budget, by title without amendments, or may approve amendments as provided in N.J.S.40A:4-9 before adoption.

Karen J. Carnevale, R.M.C.
President
Municipal Clerk

Susan McCartney, Council

Adopted: July 19, 2022

SECTION 2 - UPON ADOPTION FOR YEAR 2022

Be it Resolved by the **COUNCIL MEMBERS** of the **TOWNSHIP**
of **WEST ORANGE**, County of **ESSEX** that the budget hereinbefore set forth is hereby
adopted and shall constitute an appropriation for the purposes stated of the sums therein set forth as appropriations, and authorization of the amount of:

- (a) \$ 60,862,253.28 (Item 2 below) for municipal purposes, and
(b) \$ - (Item 3 below) for school purposes in Type I School Districts only (N.J.S.A. 18A:9-2) to be raised by taxation and,
(c) \$ - (Item 4 below) to be added to the certificate of amount to be raised by taxation for local school purposes in
Type II School Districts only (N.J.S.A. 18A:9-3) and certification to the County Board of Taxation of
the following summary of general revenues and appropriations.
(d) \$ 556,125.57 (Sheet 43) Open Space, Recreation, Farmland and Historic Preservation Trust Fund Levy
(e) \$ - (Sheet 44) Arts and Culture Trust Fund Levy
(f) \$ 2,212,554.02 (Item 5 Below) Minimum Library Tax

RECORDED VOTE
(Insert last name)

Ayes

Nays

Abstained

Absent

1. General Revenues

SUMMARY OF REVENUES

Surplus Anticipated	08-100	\$	3,024,764.40
Miscellaneous Revenues Anticipated	13-099	\$	33,700,298.92
Receipts from Delinquent Taxes	15-499	\$	1,955,171.72
2. AMOUNT TO BE RAISED BY TAXATION FOR MUNICIPAL PURPOSED (Item 6(a), Sheet 11)	07-190	\$	60,862,253.28
3. AMOUNT TO BE RAISED BY TAXATION FOR <u>SCHOOLS IN TYPE I SCHOOL DISTRICTS ONLY:</u>			
Item 6, Sheet 42	07-195	\$	-
Item 6(b), Sheet 11 (N.J.S.A. 40A:4-14)	07-191	\$	-
TOTAL AMOUNT TO BE RAISED BY TAXATION FOR SCHOOLS IN TYPE I SCHOOL DISTRICTS ONLY		\$	-
4. To Be Added TO THE CERTIFICATE FOR THE AMOUNT TO BE RAISED BY TAXATION FOR <u>SCHOOLS IN TYPE II SCHOOL DISTRICTS ONLY:</u>			
Item 6(b), Sheet 11 (N.J.S.A. 40A:4-14)	07-191		
5. AMOUNT TO BE RAISED BY TAXATION MINIMUM LIBRARY TAX	07-192	\$	2,212,554.02
Total Revenues	13-299	\$	101,755,042.34

RESOLUTION

WHEREAS, pursuant to the New Jersey Cannabis Regulatory, Enforcement Assistance, and Marketplace Modernization Act in 2021 (the “State Statute”) and the N.J.A.C. 17:30-5.1(g) of the regulations promulgated by the New Jersey Cannabis Regulatory Commission (the “Commission”) applicants for a state license to operate a cannabis business within the State of New Jersey must include in its application “proof of local support for the suitability of a cannabis business’s proposed location indicating that the intended location is appropriately located or otherwise suitable for activities related to the operations of the proposed cannabis business” (“Local Support”); and

WHEREAS, on July 13, 2021, the Township Council for the Township of West Orange (the “Township”) adopted Ordinance 2647-21 (the “Cannabis Ordinance”) which establishes both the zoning requirements and the Township’s licensing requirements for Licensed Cannabis Entities which seek to operate within the Township; and

WHEREAS, on July 13, 2021, the Township Council also adopted resolution 188-21 authorizing the establishment of a Taskforce and Advisory Committee regarding Cannabis Businesses for the Township (the “Taskforce”) to assist and advise with the implementation of the Township’s regulations governing cannabis related businesses within the Township; and

WHEREAS, the Township through the Taskforce has accepted application for resolutions of Local Support from applicants seeking to operate a cannabis related business within the Township; and

WHEREAS, the Township Council has adopted four (4) resolutions of Local Support to applicants who now have pending applications for licenses from the Commission (the “Commission Applicants”); and

WHEREAS, the Township seeks to suspend the consideration of new applications for

resolutions of Local Support until such time as the determination of the pending applications before the Commission for the Commission Applicants have been completed.

NOW THEREFORE, BE IT RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, that the Township will suspend the acceptance of new applications for resolutions of Local Support pending the outcome of the applications of the Commission Applicants; and be it further

RESOLVED, that notice shall be posted on the Township website advising that the Township has temporarily suspended the consideration of application for resolutions of Local Support; and be it further

RESOLVED, that a copy of this Resolution shall be made available in the Clerk's office in accordance with applicable law.

Karen J. Carnevale, R.M.C.
Township Clerk

Susan McCartney
Council President

Adopted: July 19, 2022

RESOLUTION

WHEREAS, following the adoption of the Jake Honig Compassionate Use Medical Cannabis Act in 2019 and passage of the 2020 ballot issue amending the New Jersey Constitution to legalize the possession, cultivation, processing and sale of retail marijuana, the State of New Jersey adopted the New Jersey Cannabis Regulatory, Enforcement Assistance, and Marketplace Modernization Act in 2021 (the “State Statute”); and

WHEREAS, the State Statute created the New Jersey Cannabis Regulatory Commission (the “Commission”) and established a framework for the application and issuance of a state license for the operation of cannabis related business licensed by the State of Jersey (“Licensed Cannabis Entities”) which includes the requirement that an applicant for a state license provide proof of local support as to the suitability of the proposed location for a proposed cannabis related business; and

WHEREAS, On August 19, 2021, pursuant to N.J.S.A. 24:6I-34(d)1a of the State Statute, the Commission established regulations further governing the application and issuance of a state license for Licensed Cannabis Entities (the “Commission Regulations”); and

WHEREAS, N.J.A.C. 17:30-5.1(g) of the Commission Regulations requires the applicant for a State License to include in its application “proof of local support for the suitability of a cannabis business’s proposed location indicating that the intended location is appropriately located or otherwise suitable for activities related to the operations of the proposed cannabis business” (“Local Support”); and

WHEREAS, on July 13, 2021, the Township Council for the Township of West Orange (the “Township”) adopted Ordinance 2647-21 (the “Cannabis Ordinance”) which establishes both the zoning requirements and the Township’s licensing requirements for Licensed Cannabis Entities which seek to operate within the Township; and

WHEREAS, on July 13, 2021, the Township Council also adopted resolution 188-21 authorizing the establishment of a Taskforce and Advisory Committee regarding Cannabis Businesses for the Township (the “Taskforce”) to assist and advise with the implementation of the Township’s regulations governing cannabis related businesses within the Township; and

WHEREAS, on or about March 3, 2022, **Feels of Green LLC (the “Applicant”)** has submitted a request for Local Support from the Township for a proposed cannabis retail business with the proposed location at **284 Main Street (the “Location”)** by way of an application to the Taskforce (the “Application”); and

WHEREAS, the Taskforce did not recommend the Applicant for a Resolution of Local Support and instead recommended other applicants; and

WHEREAS, the Applicant requires a formal resolution from the Township Council rejecting its Application in order to terminate its lease agreement for the Location which was contingent upon its ability to proceed with the operation of cannabis retail business.

NOW THEREFORE, BE IT RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, that consistent with the recommendation of the Taskforce, the Township formally **REJECTS** the Application for a resolution of Local Support for the proposed location of the Applicant’s proposed cannabis related business; and be it further

RESOLVED, that a copy of this Resolution shall be made available in the Clerk’s office in accordance with applicable law and shall be forwarded to the Applicant.

Karen J. Carnevale, R.M.C.
Township Clerk

Susan McCartney
Council President

Adopted: July 19, 2022

**July 19, 2022
RESOLUTION**

Whereas, the Township of West Orange desires to apply for and obtain a grant from the New Jersey Department of Community Affairs American Rescue Plan Firefighter Grant for approximately \$71,918 to carry out a project to obtain 22 sets of turnout gear for the West Orange Fire Department.

Be it therefore RESOLVED,

- 1) that the Township of West Orange does hereby authorize the application for such a grant; and,
- 2) recognizes and accepts that the Department may offer a lesser or greater amount and therefore, upon receipt of the grant agreement from the New Jersey Department of Community Affairs, does further authorize the execution of any such grant agreement; and also, upon receipt of the fully executed agreement from the Department, does further authorize the expenditure of funds pursuant to the terms of the agreement between the Township of West Orange and the New Jersey Department of Community Affairs.

Be it further RESOLVED, that the persons whose names, titles, and signatures appear below are authorized to sign the application, and that they or their successors in said titles are authorized to sign the agreement, and any other documents necessary in connection therewith:

(signature)

ROBERT D. PARISI

(type or print name)

MAYOR

(title)

(signature)

(type or print name)

(title)

CERTIFICATION:

I, Karen J. Carnevale, the Municipal Clerk, of the Township of West Orange hereby certify that at a meeting of the Governing Body held on July 19, 2022 the above RESOLUTION was duly adopted.

AFFIX GOV'T, CORPORATE OR NOTARY SEAL

(Signature of Municipal Clerk)

RESOLUTION APPROVING THE APPOINTMENT OF TAX COLLECTOR

WHEREAS, N.J.S.A. 40A:9-142 requires that every Municipal Tax Collector shall hold office for a term of four (4) years, or, in the case of a vacancy for the remainder of the unexpired term; and

WHEREAS, the Township of West Orange has a vacancy in the Tax Collector position, a term which expires December 31, 2025; and

WHEREAS, it is the desire of the Governing Body that Kathy Longo be appointed as Tax Collector for the Township of West Orange, commencing July 1, 2022 for the remainder of the unexpired term; and

BE IT RESOLVED by the Governing Body of the Township of West Orange, New Jersey that Kathy Longo is hereby appointed as Tax Collector of the Township of West Orange for the remainder of the unexpired term commencing July 1, 2022 as per N.J.S.A. 40A:9-142; and

BE IT FURTHER RESOLVED by the Governing Body of the Township of West Orange, New Jersey that the compensation for this appoint be consistent with the salary ordinance in effect for the position of Tax Collector during the period of the unexpired term.

Karen J. Carnevale, R.M.C.
Municipal Clerk

Susan McCartney
Council President

Adopted: July 19, 2022

RESOLUTION

WHEREAS, the following charitable organization(s) have applied for a Raffle License which raffle is to be conducted within the Township of West Orange,

NOW THEREFORE, BE IT RESOLVED by the Township Council of *the Township of West Orange, that the Municipal Clerk is hereby authorized to* issue a license to conduct a raffle by the following organization (s) at the place (s) and time(s) set opposite their respective name(s):

<u>Organization</u>	<u>Type of Event/Date</u>	<u>Place</u>	<u>RL No.</u>
Advocates for Children of NJ	On-Premise Merchandise August 7, 2022	9 Cherry Lane	7778
Fathers Club Seton Hall Prep	Off Premise 50/50 Monthly – Sept. 2022 – June 2023	120 Northfield Avenue	7779

**Karen J. Carnevale, R.M.C.
Municipal Clerk**

**Susan McCartney
Council President**

Adopted: July 19, 2022

RESOLUTION

WHEREAS, NJSA 54:5-19.1 authorizes electronic tax sales pursuant to rules and regulations to be promulgated by the Director of the Division of Local Government Services, and

WHEREAS, the Director of the Division of Local Government Services has approved NJ Tax Lien Investors/Real Auction.com to conduct electronic tax sales, and

WHEREAS, an electronic tax sale is innovative and provides a greater pool of potential lien buyers, thus creating the environment for a more complete tax sale process, and

WHEREAS, the Township of West Orange wishes to participate in an electronic tax sale.

NOW THEREFORE, BE IT RESOLVED, by the Township Council of the Township of West Orange, New Jersey, that the Tax Collector is hereby authorized to participate in the electronic tax sale and submit same to the Director of the Division of Local Government Services if necessary.

Karen J. Carnevale, R.M.C.
Municipal Clerk

Susan McCartney
Council President

Adopted: July 19, 2022

**RESOLUTION AUTHORIZING THE ISSUANCE OF A
DUPLICATE TAX SALE CERTIFICATE PURSUANT TO
N.J.S.A. 54:6-52.1**

WHEREAS, the Tax Collector of this municipality has previously issued a Tax Sale Certificate to Trystone Capital Assets, LLC which certificates are dated December 10, 2021 covering premises commonly known and referred to as Block 113.02 Lot 83 as set out on the municipal tax map then in use which certificate bears number #21-036 Block 155.22 Lot 42.01 C0178 as set out on the municipal tax map then in use which certificate bears number #21-070.

WHEREAS, the purchaser of the aforesaid tax sale certificate has indicated to the Tax Collector that they have lost or otherwise misplaced the original tax sale certificate and have duly filed the appropriate Affidavit of Loss with the Tax Collector, a copy of which is attached hereto.

NOW THEREFORE, be it resolved by the Mayor and Governing Body of the Municipality of the Township of West Orange that the Tax Collector of the municipality be and is hereby authorized, upon receipt of the appropriately executed and notarized Loss Affidavit, to issue an appropriate duplicate tax sale certificate to the said purchaser covering the certificate lost as previously described all in accordance with the requirements of Chapter 99 of public Laws of 1997.

BE IT FURTHER RESOLVED that a copy of this Resolution and the Loss Affidavit be attached to the duplicate certificate to be issued to said purchaser and that said duplicate certificate shall be stamped or otherwise have imprinted upon it the word "Duplicate" as required by law.

Karen J. Carnevale, R.M.C.
Municipal Clerk

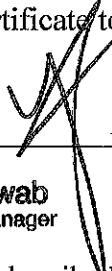
Susan McCartney
Council President

Adopted: July 19, 2022

REQUEST FOR DUPLICATE CERTIFICATE BY LIENHOLDER
AFFIDAVIT OF LOST TAX SALE CERTIFICATE
PURSUANT TO CHAPTER 99 OF PUBLIC LAWS OF 1997

I, Trystone Capital Assets, LLC, whose mailing address is P.O. Box 1030, Brick, NJ 08723, being of full age, being duly sworn according to law, upon my oath, depose and say:

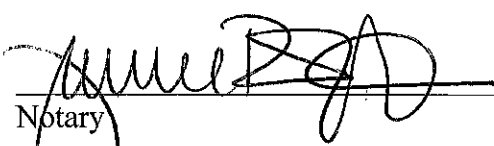
1. I am the true and lawful owner of Tax Sale Certificate #21-036, issued by the Township of West Orange, Essex County, NJ, constituting a municipal lien on property known as Block 113.02, Lot 83, 21 Ridgehurst Road, assessed to Joseph Joselien & Magalie Joselein.
2. This Tax Sale Certificate was not recorded in the Office of the Essex County Register.
3. I remain the owner of said certificate and have not sold, assigned, transferred or otherwise hypothecated said certificate.
4. I make the affidavit to induce the municipality to authorize the issuance of a Duplicate Tax Sale Certificate to me.



Ike Schwab
Portfolio Manager

Sworn and subscribed to before me this

28th day of June 2022.



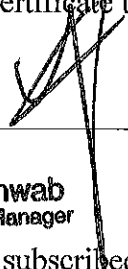
Notary

JAIME L. RAFFERZEDER
NOTARY PUBLIC OF NEW JERSEY
Commission # 50006614
My Commission Expires 11/28/2024

REQUEST FOR DUPLICATE CERTIFICATE BY LIENHOLDER
AFFIDAVIT OF LOST TAX SALE CERTIFICATE
PURSUANT TO CHAPTER 99 OF PUBLIC LAWS OF 1997

I, Trystone Capital Assets, LLC, whose mailing address is P.O. Box 1030, Brick, NJ 08723, being of full age, being duly sworn according to law, upon my oath, depose and say:

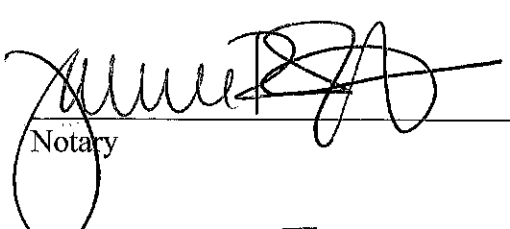
1. I am the true and lawful owner of Tax Sale Certificate #21-070, issued by the Township of West Orange, Essex County, NJ, constituting a municipal lien on property known as Block 155.22, Lot 42.01, Qualifier C0178, 27 Clarken Drive, assessed to James D Rafael.
2. This Tax Sale Certificate was not recorded in the Office of the Essex County Register.
3. I remain the owner of said certificate and have not sold, assigned, transferred or otherwise hypothecated said certificate.
4. I make the affidavit to induce the municipality to authorize the issuance of a Duplicate Tax Sale Certificate to me.



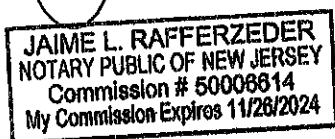
Ike Schwab
Portfolio Manager

Sworn and subscribed to before me this

28th day of June 2022.



Notary



RESOLUTION

WHEREAS, certain tax appeals in 2017 are pending concerning the Properties enumerated herein; and

WHEREAS, Hendricks Appraisal Company, LLC (“Hendricks”) has been asked to conduct two (2) primary types of appraisal reports: (i) Appraisal Report; and (ii) the Restricted Appraisal Report pursuant to a professional services agreement for appraisal services for Tax Year 2017; and

WHEREAS, Hendricks has agreed to provide appraisal services for the tax year 2017, pursuant to the terms and conditions set forth in the agreement annexed hereto as Exhibit “A” for the following properties (“Properties”):

<u>ADDRESS</u>	<u>BLOCK</u>	<u>LOTS</u>
10 Rooney Circle	155	41.02
100 Executive Drive	155	40.02
200 Executive Drive	155	42.02
300 Executive Drive	155	42.01

and

WHEREAS, all fees for such services will be paid in full by West Orange Office Executive Park, LLC (“WOOEP”) former owner of the Properties; and

WHEREAS, this engagement is not done under the fair and open process set forth in the applicable laws;

NOW, BE IT HEREBY RESOLVED, by the Township Council of the Township of West Orange that the Mayor be and is hereby authorized to execute an agreement, in the form annexed hereto, to retain Hendricks to provide appraisal services at the sole cost and expense of

West Orange Office Executive Park, LLC, former owner of the Properties, on the terms and conditions set forth therein; and it is further

RESOLVED that notice of this award shall be available in the Clerk's office in accordance with applicable law.

Karen J. Carnevale, R.M.C.
Municipal Clerk

Susan McCartney
Council President

Adopted: July 19, 2022

RESOLUTION

WHEREAS, West Orange Office Executive Park, LLC (“WOOEP”) formerly owned four (4) properties in the Township known as 100 Executive Drive, 200 Executive Drive, 300 Executive Drive and 10 Rooney Circle (“Properties”); and

WHEREAS, WOOEP agreed that it is solely responsible for any refund concerning the 2017 tax appeals which are pending; and

WHEREAS, Renaud DeAppolonio LLC has agreed to provide professional services for certain pending litigation involving 2017 tax appeals pursuant to the terms and conditions set forth in the agreement annexed hereto as **Exhibit “A”** at WOOEP’s sole cost and expense; and

WHEREAS, this engagement is not done through the open and fair process for professional services; and

WHEREAS, pursuant to pursuant to N.J.S.A. 40A:11-5(1)(a)(i), the proposed professional services contract is subject to an exception to the standard bidding procedures set forth in the Local Public Contracts Law;

NOW, BE IT HEREBY RESOLVED, by the Township Council of the Township of West Orange that the Mayor be and is hereby authorized to execute an agreement, in the form annexed hereto, to retain Renaud DeAppolonio LLC for the enumerated tax appeal services for tax year 2017. Such services shall be paid solely by West Orange Office Executive Park, LLC, former owner; the Municipal Clerk shall be and hereby is authorized to attest to the Mayor’s signature; and it is further

RESOLVED that notice of this award shall be available in the Clerk's office in accordance with applicable law.

Karen J. Carnevale, R.M.C.
Municipal Clerk

Susan McCartney
Council President

Adopted: July 19, 2022

Hendricks Appraisal Company, LLC

SEVEN HUTTON AVENUE, WEST ORANGE, NEW JERSEY 07052 • 973-736-5656-7 • FAX 973-736-2364



**REAL ESTATE
APPRAISALS
& RESEARCH**

MARK E. HENDRICKS, CRE, FRICS, CTA, SCGRE
ANITA M. HENDRICKS, SCGRE
JEFFREY R. HENDRICKS, CTA, SCGRE (RETIRED)

NEW JERSEY STATE CERTIFIED
GENERAL REAL ESTATE APPRAISERS

ROBERT W. HENDRICKS, MAI, CRE, SCGRE
(1923-2000)

May 25, 2022

Robert Renaud, Esq.
Renaud DeAppolonio, LLC
190 North Avenue East
Cranford, New Jersey 07016
rrenaud@rdlawnj.com

**Re: Proposal For Appraisal Services
Tax Year 2017
10 Rooney Circle - Block 155, Lot 41.02
100 Executive Drive - Block 155, Lot 40.02
200 Executive Drive - Block 155, Lot 42.02
300 Executive Drive - Block 155, Lot 42.01
West Orange, New Jersey**

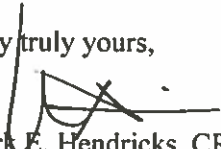
Dear Mr. Renaud:

In accordance with your request, I am pleased to provide the accompanying formal proposal for professional real estate appraisal services in connection with the above captioned properties.

Please review the proposal carefully with your client, and should you find it acceptable, please sign the agreement page and return it to me with the required retainer. Upon receipt, I shall commence the assignment. Please note that I may require some additional information relative to each of the properties and may request this information once the appraisal assignment commences.

I appreciate the opportunity to provide you with professional appraisal services. If you have any questions, please do not hesitate to contact me.

Very truly yours,


Mark E. Hendricks, CRE, FRICS, CTA, SCGRE
Hendricks Appraisal Company, LLC
Real Estate Appraisals, Research & Consulting

MEH:mm
attachments

Standard Proposal For Appraisal & Consulting Assignments

Introduction:

There are two (2) primary types of appraisal reports available, these include the Appraisal Report and the Restricted Appraisal Report. In brief, the Appraisal Report format is a more detailed and comprehensive document. This type of appraisal report will be prepared in a manner that is consistent with the Intended Use of the appraisal. The report will provide a summary of all relevant information, analysis and data utilized in the report and specified under the Scope of Work. In addition, all information relied upon in connection with the preparation of the Appraisal Report will be retained in the appraiser's complete work file for the assignment. The Appraisal Report shall be prepared in compliance with the Uniform Standards of Professional Appraisal Practice.

The Restricted Appraisal shall also be prepared in a manner which is consistent with the stated Intended Use of the report. This type of reporting format shall be limited to the client's use only. The Restricted Appraisal Report will typically contain less detail and supporting documentation relevant to the conclusions and opinions developed by the appraiser and in accordance with the Scope of Work specified. Nonetheless, all documentation relied upon by the appraiser in connection with the preparation of the Restricted Appraisal Report shall be retained in the appraiser's complete work file for the assignment. The Restricted Appraisal Report shall be prepared in compliance with the Uniform Standards of Professional Appraisal Practice (USPAP).

Based on the type of property to be appraised as well as my understanding of the Purpose of the Appraisal, I shall prepare a formal narrative Appraisal Report on each of the subject properties.

Scope of Work:

The following represents the basic Scope of Work which shall be completed in connection with this assignment.

- Physical inspection of the properties and their general neighborhood. It is acknowledged that 100 and 200 Executive Drive were recently demolished and in this regard, the appraiser shall rely upon previous inspections and/or municipal records and information.
- Identification of property along with the specific estate being appraised.
- Detailed description of each individual property and its immediate environment
- Review and discussion of municipal assessment, zoning, flood condition.
- Analysis and discussion regarding the highest and best use of the property.
- Discussion as to an appropriate valuation method(s) to utilize.
- Research and investigation of market data to be utilized in the assignment
- Estimate of Market Value as of the date of inspection.
- Preparation of Appraisal Report in narrative format and certified to the client.
- Submission of completed appraisal report in a pdf (electronic) format. If requested, one (1) hard copy of the report shall be provided.

Standard Proposal For Appraisal & Consulting Assignments

Purpose of the Appraisal - Intended Use & User of the Report:

Based on electronic information conveyed by the client, it is my understanding that the purpose and intended use of the appraisals shall be to provide the client with an estimate of the Market Value in fee simple interest, of each property (real property) in connection with a pending Tax Year 2017 Tax Appeal litigation. The intended users of the reports include the client and his designated and authorized representatives, the Plaintiff Counsel, as well as the Tax Court of New Jersey.

The appraisal report is not to be duplicated (in whole or in part) in any manner (including electronic) and shall not be relied upon by anyone except those noted herein without the written consent and authorization of the Hendricks Appraisal Company, LLC.

Special Conditions - Assumptions:

As two of the subject improvements (100 & 200 Executive Drive) were recently demolished, the appraiser shall rely upon previous inspections and other documents (public and/or municipal) which may be available in the preparation of the appraisal report. In addition to the standard contingent and limiting conditions, the appraisal report shall be prepared under the special assumption and condition that the subject property is unencumbered with any adverse environmental conditions or contamination of any kind.

Estimated Time Requirement:

Based on my current inventory of appraisal assignments, litigation appearances and other commitments, I estimate that forty-five (45) days from acceptance of this proposal shall be required to complete the assignment. This estimate is subject to change due to a wide array of potential delays which may be encountered, including - health (Covid-19 restrictions), delayed or restricted access to the property, or delays in obtaining confirmation regarding the market data to be employed. Nonetheless, every effort shall be made to conform with the estimated completion date.

The appraiser also acknowledges that the currently scheduled exchange date is August 12, 2022 with a trial before the Tax Court of New Jersey set for October 3, 2022.

Submission of Appraisal Reports:

Unless specifically requested otherwise, the appraisal reports shall be provided to the client electronically via pdf. The client shall be responsible for dissemination of the reports to the Plaintiff Counsel and the Tax Court of New Jersey.

Standard Proposal For Appraisal & Consulting Assignments

Properties To Be Appraised & Fee Proposal:

Tax Year 2017 10 Rooney Circle Block 155, Lot 41.02 West Orange, New Jersey	\$ 3,500.00
Tax Year 2017 100 Executive Drive Block 155, Lot 40.02 West Orange, New Jersey	\$ 3,500.00
Tax Year 2017 200 Executive Drive Block 155, Lot 42.02 West Orange, New Jersey	\$ 3,500.00
Tax Year 2017 300 Executive Drive Block 155, Lot 42.01 West Orange, New Jersey	\$ 3,500.00
Total	\$ 14,000.00

Additional Fees & Costs:

In the event the appraiser is requested to attend conferences, meetings, hearings or trials in connection with this assignment, or should the appraiser be requested to provide the client with litigation support (review-analysis of any appraisal reports or documents provided by plaintiff) the appraiser shall be compensated at the rate of \$250.00 per hour.

Retainer Agreement:

Upon acceptance and execution of this proposal and prior to any appraisal work being conducted, a retainer in the amount of \$7,000.00 (50%) of the total appraisal fee will be required. The balance of the appraisal fee shall be due and payable immediately upon receipt of the completed appraisal report documents.

Standard Proposal For Appraisal & Consulting Assignments

Report Certified To:

Unless directed otherwise, the appraisal reports shall be addressed to the following as client:

Township of West Orange
66 Main Street
West Orange, New Jersey 07052

Additional Provisions:

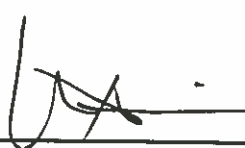
The appraiser acknowledges that the client - Township of West Orange shall not be responsible for the appraisal fee or any additional fees-charges in connection with this assignment. The appraiser has been informed that the appraisal fee, retainer and any additional costs shall be the responsibility of West Orange Office Executive Park, LLC - in accordance with and as specified by the redevelopment agreement (Section 13.5).

The appraiser may require additional information from the client in connection with the preparation of the appraisals. The client shall provide (if available) any and all information requests. The foregoing includes, but is not limited to, any leases, rent rolls, expense statements, or similar data for each of the subject properties.

Agreement:

I, _____, having full authority to enter into this agreement, accept the terms and conditions contained within the accompanying proposal as submitted by the Hendricks Appraisal Company, LLC, and dated herein as of May 25, 2022. This proposal shall remain valid for a period of thirty (30) days.

Date



Mark E. Hendricks, CRE, FRICS, CTA, SCGRE
Hendricks Appraisal Company, LLC
Real Estate Appraisals, Research & Consulting
May 25, 2022

QUALIFICATIONS

MARK E. HENDRICKS, CRE®, FRICS, CTA, SCGRE

Education: Mount Saint Mary's University – B.A. - 1981
Emmitsburg, Maryland

Experience: Actively engaged in real estate valuation, counseling and advisory studies within the State of New Jersey since 1981. Appraisal, counseling and advisory assignments included the following: residential properties, subdivisions, multi-family condominium and townhouse development; commercial properties, retail centers, mixed-use properties, automobile dealerships, neighborhood shopping centers, regional shopping malls; office buildings, corporate facilities, corporate campus, leasing analysis and consulting; apartment properties of all types; industrial properties, warehouse, manufacturing, flex, distribution and terminals; vacant sites including residential, commercial, industrial, waterfront, quarry properties, green acres-open space, conservation and recreational lands; other assignments of a specialized nature include: corporate office-headquarters, power generation facilities; hospitals, schools, golf courses, telecom facilities, easements, partial interests, breweries and insurance loss analysis. These assignments were conducted for both public and private entities and individuals.

Mr. Hendricks is qualified as an expert witness before the Tax Court of New Jersey, the Superior Court of New Jersey, the United States Bankruptcy Courts, County Boards of Taxation, along with local planning and zoning boards. He is also an approved State of New Jersey, Department of Environmental Protection, Green Acres Division, real estate appraiser.

- Professional Territory - Northern New Jersey - Bergen, Essex, Hudson, Middlesex, Morris, Passaic, Somerset, and Union Counties.
- He has served as a Commissioner in Condemnation for the Superior Court of New Jersey.
- Mr. Hendricks served as the municipal Tax Assessor for the Township of Nutley in 2004.

Employment: 1981-1997 – Vice President
Robert W. Hendricks & Company, Inc.

1997-2020 – Principal & CEO
2020-Present - President & CEO
The Hendricks Appraisal Company, LLC
Seven Hutton Avenue
West Orange, New Jersey 07052
(973) 736-5656 – (973) 736-2364 (Facsimile)
email - mhendrickscre@gmail.com

QUALIFICATIONS

MARK E. HENDRICKS, CRE®, FRICS, CTA, SCGRE

Affiliations:

Member - The Counselors of Real Estate – CRE®
Fellow Royal Institute of Chartered Surveyors - FRICS
Affiliate Member - Appraisal Institute
Member IAAO – International Association of Assessing Officers
Member IREM - Institute of Real Estate Management
New Jersey State Certified General Real Estate Appraiser (42RG0923)
New Jersey State Certified Tax Assessor – CTA (#1591)

General Information:

Mr. Hendricks has conducted acquisition appraisals for various large scale eminent domain projects including: the New Jersey Performing Arts Center (NJPAC); Prudential Center Arena; Society Hill Development at University Heights; Essex County Correctional Facility; Honorable Joseph G. Minish Passaic River Waterfront Promenade; Science Park School Project. In addition to acquisition appraisals, he has served as the review appraiser in connection with other large scale developments including: the Riverfront Stadium facility; New Jersey Transit Light Rail Program; Newark Airport Monorail; various public school development and expansion projects.

Other major redevelopment projects predominantly located within the City of Newark included the Home Depot; Victory Gardens development; South Ward Industrial Park; Hartz Mountain Industrial-Waverly Yards; Multiplex Cinema; Newark Entertainment Complex; Bergen Street Redevelopment project; and the Center City (Paterson) development.

Mr. Hendricks has been retained as the real estate appraisal expert and tax consultant for numerous municipalities including: Township of Belleville, Township of Bloomfield, Borough of Chatham, Township of Cedar Grove, Borough of Caldwell, City of East Orange, Township of Fairfield, Borough of Florham Park, Borough of Glen Ridge, Township of Little Falls, Township of Montclair, City of Newark, Borough of North Caldwell, Township of Nutley, City of Orange Township, Borough of Roseland, City of Summit, Township of Verona, Township of West Caldwell, and the Township of West Orange.

In addition to his appraisal, consulting and advisory experience, he has been retained by various communities to review and monitor the Class IV components (apartment-commercial-industrial) of municipal revaluation and reassessment programs. These include the Township of Belleville, Borough of Caldwell, Borough of Glen Ridge, Township of Little Falls, Township of Montclair, Township of Nutley, the Borough of North Caldwell, Township of Fairfield, City of Paterson, Borough of Roseland, Township of Verona, Township of Cedar Grove, the Township of West Caldwell, and the Township of West Orange.

PARTIAL LISTING OF CLIENTS SERVED & MAJOR ASSIGNMENTS

Government:	Financial:
U.S. Department of Commerce	Bank of America
U.S. Department of Justice	Blue Foundry Bank
U.S. Department of Veterans Affairs	Citibank
U.S. Post Office	TD Bank
U.S. Small Business Administration	PNC Bank
U.S. Department of the Interior	Regal Bank
Internal Revenue Service	Glen Rock Savings Bank
	Valley Bank
N.J. Office of the Attorney General	
N.J. Economic Development Authority	Attorneys:
N.J. Department of Environmental Protection	
N.J. Schools Development Authority	DeCotiis, Fitzpatrick, Cole & Gibbons, LLP
N.J. Housing & Mortgage Finance Agency	Lum. Drasco & Positan, LLC
	Connell Foley, LLP
Essex County Board of Chosen Freeholders	McManimon, Scotland & Bauman, LLC
Essex County Parks Commission	McElroy, Deutsch & Mulvaney
Essex County Office of the County Counsel	Scarinci & Hollenbeck, LLC
Essex County Improvement Authority	Riker, Danzig, Scherer, Hyland & Perretti, LLP
	O'Toole Scrivo
Borough of Alpine	DeFrancesco, Bateman, Kunzman, Davis Lehrer & Flaum
Township of Belleville	
Township of Bloomfield	Major Assignments:
Township of Cedar Grove	
Borough of Caldwell	New Jersey Performing Arts Center Site
Borough of Chatham	Prudential Center (NJ Devils Arena) Site
City of Clifton	Essex County Administration & Courts Complex
Township of East Hanover	Newark Riverfront (Bears) Stadium
City of East Orange	N.J. Light Rail Project - Newark
Borough of Florham Park	Anheuser-Busch Brewery
Township of Fairfield	New Jersey Institute of Technology - Various Properties
City of Garfield	Prudential Offices - Newark & Roseland
Borough of Glen Ridge	PSE&G Corporate Headquarters
Township of Little Falls	Gateway Office Complex
Township of Maplewood	East Orange General Hospital
Township of Montclair	Kessler Institute - West Orange Complex
City of Newark	The Mall at Short Hills
Borough of New Providence	Livingston Mall
Borough of North Caldwell	Essex Fells Country Club
Township of Nutley	Essex County Country Club
City of Orange Township	Crestmont Country Club
City of Paterson	Montclair Golf Club
Borough of Roseland	Ridgewood Country Club
City of Summit	Rock Spring Country Club
Township of South Orange Village	White Beeches Country Club
Township of Union	Victory Gardens Redevelopment Site
Township of Verona	Society Hill Newark Site
Township of West Caldwell	Home Depot - Newark Site
Township of West Orange	Home Depot - Paterson Site
	Multiplex Cinema - Newark Site
	Essex County Correctional Facility - Newark Site

AGREEMENT TO PROVIDE LEGAL SERVICES

THIS AGREEMENT, dated June , 2022, is made between the client, **WEST ORANGE OFFICE EXECUTIVE PARK, LLC**, 10 Rooney Circle, West Orange, NJ 07052, referred to as “You” or “Client,” and **RENAUD DEAPPOLONIO LLC**, whose address is 190 North Avenue East, Cranford, New Jersey 07016, referred to as the “Law Firm”,

1. Legal Services to be Provided. You agree that the Law Firm will represent the Township of West Orange in tax year 2017 appeals regarding premises in the Township of West Orange commonly known as 10 Rooney Circle, 100 Executive Drive, 200 Executive Drive, and 300 Executive Drive. The legal work includes all review, research, investigation, correspondence, preparation and defense of the appeals, and any possible settlement thereof.

2. Additional Legal Services. If you need any other services which may or may not be related to the above matter, you and the Law Firm may make a new agreement to provide the other services.

3. Legal Fees. The Law Firm cannot predict or guarantee what your final bill will be. This will depend on the amount of time spent on your case and the amount of other expenses.

A. Initial Payment. The Law Firm will begin work on your case upon receipt of a **\$ 10,000.00** Retainer.

B. Minimum Fee. You agree to pay a minimum of **\$ 0** for legal services regardless of the amount of time actually spent on this case.

C. Hourly Rate. You agree to pay the Law Firm for legal services at the following rates:

<u>Rate Per Hour</u>	<u>Services of</u>
\$ 225.00	All attorneys
\$ 125.00	All paralegals/legal assistants

D. All Services Will be Billed. You will be billed at the hourly rates set forth in paragraph 3C for all services rendered in increments of .1 hours, provided that there will be a minimum .2 hour charge for all services. This includes telephone calls and emails (all charges will bear a minimum charge for 12 minutes), dictating and reviewing letters, drafting legal documents, travel time to and from meetings and court proceedings, legal research, negotiations and any other service relating to this matter.

4. Costs and Expenses. In addition to legal fees, you must pay the following costs and expenses: Experts’ fees, court costs, accountants’ fees, appraisers’ fees, service fees, investigator fees, deposition costs, messenger services, photocopying charges, telephone toll calls, postage and any other necessary expenses in this matter.

The Law Firm may require that expert(s) be retained directly by you. You would then be solely responsible to pay the expert(s).

5. **Bills.** The Law Firm will send you itemized bills from time to time. The Law Firm may require that costs and expenses (see paragraph 4) be paid in advance. All other bills for costs and legal expenses are due upon receipt. You will be charged interest at a yearly rate of 12% on any remaining balance not paid within thirty (30) days from the date of the bill.

6. **Your Responsibility.** You must fully cooperate with the Law Firm and provide all information relevant to the issues involved in this matter. You must also pay all bills as required by this Agreement. If you do not comply with these requirements, the Law Firm may ask the Court for permission to withdraw from representing the Township of West Orange. The Law Firm will also withdraw at your request, provided that the Township of West Orange consents.

7. **No Guarantee.** The Law Firm agrees to provide conscientious, competent and diligent services and at all times will seek to achieve solutions which are just and reasonable to you. However, because of the uncertainty of legal proceedings, the interpretation and changes in the law and many unknown factors, attorneys cannot and do not warrant, predict or guarantee results or the final outcome of any case.

8. **Additional Conditions.** (a) This agreement shall not be effective until and unless Client provides the Law Firm with a retainer in the sum of \$10,000.00, which shall be held by the Law Firm in trust until the tax appeals which are the subject of this agreement have been finally resolved and all legal fees and expenses have been paid, at which time the \$10,000.00 retainer will be returned to the client. Client and the Law Firm agree that the retainer may be applied to the final bill by the Law Firm. Any balance not applied to the bill shall be returned to the client. (b) Client authorizes attorney to sign a retainer agreement with Hendricks Appraisal to provide appraisal services on its behalf in connection with the tax appeals and authorizes the Law Firm to request services from the appraiser, such as preparation for trial, attendance at depositions or trial, or such additional services as are deemed necessary or advisable in the sole discretion of the Law Firm. Client understands and agrees that the Law Firm does not agree to pay the fees of Hendricks Appraisal and that Client is required to do so. (c) This agreement will not be effective until the Township of West Orange adopts a resolution authorizing the Law Firm to represent it in the tax appeals.

Signatures. You and the Law Firm have read and agree to this Agreement. The Law Firm has answered all of your questions and fully explained this Agreement to your complete satisfaction. You have been given a copy of this Agreement.

Law Firm:
RENAUD DEAPPOLONIO LLC

Client:
WEST ORANGE OFFICE EXECUTIVE PARK

Robert F. Renaud, Attorney

By:

RESOLUTION

WHEREAS, the Township of West Orange (the “Township”) has acquired 10 Rooney Circle in the Township (the “Property”); and

WHEREAS, the Property has an expansive parking lot; and

WHEREAS, the Township has begun construction on a new public library with grant funds from the Library Bond Construction Act;

WHEREAS, the Township Council has approved a short-term License Agreement to permit the parking of certain trucks during certain afternoon/evening hours; and

WHEREAS, the Licensee has asked permission to park such vehicles overnight; and

WHEREAS, the Township has received no complaints concerning the existing License Agreement; and

WHEREAS, the License is subject to termination on 10 days’ notice if required for any reason; and

WHEREAS, the parking will not inhibit the progress of the library construction and all ancillary work;

THEREFORE, IT IS HEREBY RESOLVED, that the Township Council for the Township of West Orange that the addendum annexed hereto as Exhibit “A” may be executed by the Mayor and attested to by the Municipal Clerk; and it is further

RESOLVED that a copy of the License Addendum shall be available for inspection and copying in the Municipal Clerk’s office during normal business hours in accordance with applicable law.

Karen J. Carnevale, R.M.C.
Township Clerk

Susan McCartney
Council President

Adopted: July 19, 2022

Remarkable Foods Hospitality, LLC
 42 Jackson Drive
 Cranford, NJ 07016

May 4, 2022

The Township of West Orange
 66 Main Street, Room 111
 West Orange, NJ 07052
 Attn: John Gross, Business Administrator/Chief Financial Controller

Dear Mr. Gross,

This letter is an agreement (the “**Agreement**”) between Remarkable Foods Hospitality, LLC (“**RF**”) and The Township of West Orange (“**Township**”) relating to RF’s use of and access to the parking lot located at 10 Rooney Circle, West Orange, NJ 07052 (the “**Parking Lot**”) on the following terms:

- Purpose – During the Term (defined below), RF and its affiliates shall be permitted to use and access the entire Parking Lot to park its specialized food preparation and delivery vehicles (“**Vehicles**”), commonly known as sprinter vans, which it utilizes as mobile kitchens, and, if needed, to place a port-A-john and dumpster on-site, at its sole cost, in a parking space mutually agreed upon with the Township.
- Term – The “Term” will start on May 4, 2022 (the “**Effective Date**”) and continue on a month-to-month basis until either party gives the other party 10 days’ prior written notice of termination (the “**Term**”), in which case RF will pay all amounts due through the termination date.
- Parking Fee – The aggregate fee to use the Parking Lot as of the Effective Date will be \$3,000 per month (pro-rated for any partial month) during the Term, to be paid monthly in advance. The fee is inclusive of all charges. Upon signing this Agreement, RF will pay the prorated fee due for the first month. the Township will continue to pay all taxes and utility bills during the Term and shall not pass-through any such charges to RF.
- Use of Parking Lot – RF and its affiliates will have the right to use the Parking Lot between the hours of 3:30 PM and 10 PM EST, 7 days per week. RF agrees to maintain the area of the Parking Lot in which its Vehicles are parked, the dumpster and the port-a-john in a neat and sanitary condition throughout the Term to the extent caused by RF or its operations, and to dispose of all trash and debris resulting from its operations.
- Surrender – Upon the expiration or earlier termination of the Term, RF will remove its Vehicles (and port-a-john and dumpster, if applicable) from the Parking Lot.
- Compliance - RF shall abide by the provisions of the Township Code applicable to RF’s particular manner of operations within the Parking Lot.
- Insurance – RF shall maintain at all times while this Agreement is in full force and effect, the following insurance coverage with an insurance company or companies reasonably acceptable to the Township, with limits not less than those shown below. An ACORD certificate of insurance shall be provided to the Township on or prior to commencement of the Term of this Agreement.

- **Commercial General Liability (CGL):** Coverage for liability arising from RF's use and occupancy of the Parking Lot, including, but not limited to, contractual liability, products and completed operations, and personal injury and property damage with limits no less than \$1,000,000 each occurrence/\$2,000,000 aggregate.
- **Automobile Liability:** Coverage for all of RF's owned, non-owned and hired vehicles with limits not less than \$1,000,000 per accident, combined single limits (CSL) or its equivalent.
- **Workers Compensation:** As required by the State of New Jersey and Employers' Liability with limits not less than \$1,000,000 each accident for bodily injury or disease.

The Township of West Orange and its officers, employees, agents, successors and assigns and are included as Additional Insured under the commercial general liability policy. The Commercial General Liability insurance coverage is provided on a primary and non-contributory basis to the Township of West Orange. Where applicable, a waiver of subrogation in favor of the Township of West Orange and its officers, employees, agents, and servants is to be included in those policies of insurance where permitted by law. To the extent permitted by applicable law, the Township shall add a waiver of subrogation in favor of RF on any of its policies of insurance applicable to a liability claim in the Parking Lot to which RF is, or becomes, a party.

- **Governing Law and Venue.** This Agreement shall be governed by and construed in accordance with the laws of the State of New Jersey. Any claims or disputes arising under this agreement will be adjudicated in the Superior Court of New Jersey and venued in Union County.
- **Entire Agreement.** This Agreement is the entire understanding and agreement between RF and the Township with respect to RF's use of the Parking Lot and supersedes all prior verbal and written agreements.

IN WITNESS WHEREOF, the parties hereto have, either individually or by their duly authorized representative, set their hands and seals the day and year first above written.

Attest:

[Insert Name]

Attest:

Karen J. Carnevale, R.M.C.

Remarkable Foods Hospitality, LLC

By: _____
[Insert Name]
[Insert Title]

The Township of West Orange

By: _____
John Gross, Business Administrator/
Chief Financial Officer

Remarkable Foods Hospitality, LLC
42 Jackson Drive
Cranford, NJ 07016

June 20, 2022

The Township of West Orange
66 Main Street, Room 111
West Orange, NJ 07052
Attn: John Gross, Business Administrator/Chief Financial Controller

Dear Mr. Gross,

Please accept the following as an Addendum to the Letter Agreement (the “**Agreement**”) between Remarkable Foods Hospitality, LLC (“**RF**”) and The Township of West Orange (“**Township**”) relating to RF’s use of and access to the parking lot located at 10 Rooney Circle, West Orange, NJ 07052 (the “**Parking Lot**”):

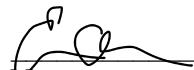
The terms and conditions of the May 4, 2022 Agreement shall remain in full force and effect with the exception of Use of Parking Lot and Parking Fee which shall be amended as follows:

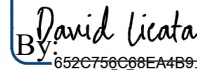
- Use of Parking Lot – RF and its affiliates will have the right to use the Parking Lot **24 hours**, 7 days per week. RF agrees to maintain the area of the Parking Lot in which hits Vehicles are parked, the dumpster and the port-A-john in a neat and sanitary condition throughout the Term to the extent caused by RF or its operations, and to dispose of all trash and debris resulting from its operations.
- Parking Fee – The aggregate fee to use the Parking Lot as of the Effective Date will be **\$5,000** per month (pro-rated for any partial month) during the Term, to be paid monthly in advance. The fee is inclusive of all charges. Upon signing this Agreement, RF will pay the prorated fee due for the first month. The Township will continue to pay any taxes and utility bills during the Term and shall not pass-through any such charges to RF; it being understood that RF is not using any of the utilities at the building located at 10 Rooney Circle. Effective Date shall be defined as June 23, 2022.
- Township Council Approval – This Agreement is subject to Township Council approval. If the Agreement is not approved, this Agreement shall be null and void except that RF shall pay the pro rata portion of the additional \$2,000 per month from the Effective Date until notification of disapproval of this addendum.

IN WITNESS WHEREOF, the parties hereto have, either individually or by their duly authorized representative, set their hands and seals the day and year first above written.

Remarkable Foods Hospitality, LLC

Attest:


Name Erica Downie

DocuSigned by:

By: 652C750C88EA4B9...
Name and Title David Licata

CFO
The Township of West Orange County

Attest:

Karen J. Carnevale, R.M.C.

By: Robert D. Parisi, Mayor

**RESOLUTION AUTHORIZING THE COLLECTOR OF TAXES
TO REFUND PAYMENT TO THE LISTED TAXPAYER DUE TO A
DUPLICATE PAYMENT OF 2022 ANNUAL SEWER CHARGE**

WHEREAS, certain West Orange property owner has made a duplicate payment for the 2022 annual sewer charge;

WHEREAS, the Tax Collector of the Township of West Orange has indicated that such Taxpayers or their mortgage company are entitled to refunds to the extent of such overpayments;

NOW, THEREFORE, BE IT RESOLVED by the Township Council of the Township of West Orange that the Tax Collector and the Treasurer of the Township of West Orange be and they are hereby authorized, empowered and directed to cause to be paid to the taxpayers on the attached list sums in full and final satisfaction of the overpayment of the 2022 annual sewer charge.

<u>Block</u>	<u>Lot</u>	<u>Name & Address</u>	<u>Amount</u>
155.11	6	Bryan & Gina Andes 21 Lancaster Terrace West Orange, NJ 07052	\$355.06
159.11	48	J. Castle & Frank Galgano 43 Sheridan Avenue West Orange, NJ 07052	\$352.96
TOTAL:			\$708.02

Karen J. Carnevale, R.M.C.
Municipal Clerk

Susan McCartney
Council President

Adopted: July 19, 2022

I hereby certify funds are available from: _____
Account No./Amount

John Gross, Chief Financial Officer

RESOLUTION

WHEREAS, Kevin Malanga filed certain litigation against the Township of West Orange captioned Kevin Malanga v. Township of West Orange and Karen J. Carnevale, as Municipal Clerk asserting violations of the Open Public Records Act (“OPRA”) (the “Litigation”); and

WHEREAS, the Litigation involved approximately thirty (30) emails by and between the Township’s attorneys and certain consultants who were hired with regard to the potential redevelopment of the existing library site; and

WHEREAS, the Superior Court of New Jersey, Law Division granted summary judgment in favor of the Township and dismissed Mr. Malanga’s litigation with prejudice; and

WHEREAS, Mr. Malanga appealed the Trial Court determination to the Superior Court of New Jersey, Appellate Division, Docket No. A-2287-19; and

WHEREAS, on May 3, 2022, the Appellate Division issued a thirty (30) page Opinion which reversed the Trial Court’s Order granting the Township summary judgment and remanded for further proceeding; and

WHEREAS, the time and expense of further litigation does not warrant the continued dispute process; and

WHEREAS, the Township attorney has negotiated with Mr. Malanga’s counsel a global settlement of the Litigation for a payment of \$15,000 which constitutes legal fees which Mr. Malanga’s counsel can seek under OPRA; and

WHEREAS, the Township Law Department recommends approval of the settlement without any admission of wrongdoing or otherwise;

NOW HEREBY BE IT RESOLVED, BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE that the Township be and is hereby authorized to enter into the settlement with the Township receiving a limited release and the payment of \$15,000 to Mr. Malanga's counsel, the Law Offices of Walter M. Luers, Esq. and dismissal of the Litigation and all claims therein with prejudice and without costs.

BE IT FURTHER RESOLVED that the Limited Release and all other documents shall be available for inspection during normal business hours and in accordance with all applicable statutes.

Karen J. Carnevale, R.M.C.
Municipal Clerk

Susan McCartney
Council President

Adopted: July 19, 2022

LIMITED RELEASE

This Release and Settlement Agreement is made and entered on this 19th day of July, 2022 by **KEVIN MALANGA** for himself and his heirs, executors, administrators, successors and assigns (hereinafter individually and collectively referred to as "RELEASOR" or "YOU"):

1. For good and valuable consideration received and/or to be received as set forth below, the parties hereby knowingly and voluntarily release and forever discharge **THE TOWNSHIP OF WEST ORANGE, its employees, agents and/or representatives, including but not limited to KAREN CARNEVALE, Individually and as Municipal Clerk for the Township of West Orange**, and any and all of their respective heirs, executors, administrators, successors and assigns, (hereinafter individually and collectively referred to as the "RELEASEES")¹ from any and all claims, demands, causes of action, and liabilities of any kind (upon any legal or equitable theory, whether contractual, common law, statutory, federal, state, local or otherwise, and including, but not limited to, any claims for attorney's fees, costs and disbursements of any kind) whether known or unknown, which RELEASOR now has, ever had, or hereafter may have, against RELEASEES based on any actual or alleged act, omission, transaction, practice, conduct, event or other matter occurring up to and including the date of this Release that arises out of RELEASOR'S February 12, 2019 OPRA request to RELEASEES and RELEASEES' responses to that OPRA request and any other OPRA requests made by RELEASOR through the Effective Date² of this Limited Release and all claims that were asserted in the matter captioned KEVIN MALANGA v. TOWNSHIP OF WEST ORANGE and KAREN CARNEVALE in her official capacity as Municipal Clerk and Records Custodian of

¹ Hereinafter, RELEASOR AND RELEASEES shall be defined collectively as "Parties".

² Effective Date shall be defined as the date upon which the Township Council approves this Limited Release.

the Township of West Orange, filed with the Superior Court of New Jersey, Law Division, Essex County, bearing Docket No. ESX-L-002761-19, and the appeal of that matter bearing docket number A-002287-19 (hereinafter referred to as the “Civil Action”).

2. **Representation.** RELEASOR represents that he has no pending OPRA requests that are outstanding or give rise to any claims against the RELEASEES.

3. **Settlement Proceeds.** Provided that RELEASOR has executed and returned to Trenk Isabel Siddiqi & Shahdanian OC (hereinafter referred to as “RELEASEE’S COUNSEL”), this Release and the Stipulation set forth in Paragraph 4 below, no later than thirty (30) days after the filing of the Stipulation of Dismissal with prejudice concerning the Civil Action, the RELEASEES shall deliver to Walter M. Luers, Esq., Law Offices of Walter M. Luers, LLC³, 59 Whitenack Road, Basking Ridge, New Jersey 07920 (hereinafter referred to as “RELEASOR’S COUNSEL”), a check made payable to RELEASOR in the amount of \$15,000.00 (fifteen thousand dollars and zero cents) (the “SETTLEMENT PROCEEDS”) in full satisfaction of all claims against all Parties. RELEASOR and RELEASOR’S COUNSEL warrant and represent that payment to Law Offices of Walter M. Luers, LLC is authorized by RELEASOR’S COUNSEL and that this payment shall resolve all claims of counsel fees and costs by RELEASOR and RELEASOR’S COUNSEL and Cohn Lifland Pearlman Herrmann & Knopf, LLP.

4. **Production of Records:** Upon filing of the Stipulation of Dismissal, RELEASORS shall produce to RELEASEES unredacted copies of all of the emails that were the subject of the Civil Action.

³ RELEASOR and his counsel represent and warrant that no other law firm or attorney has a claim with regard to the matters being released herein.

5. **Dismissal with Prejudice.** (a) RELEASOR shall execute the Stipulation of Dismissal dismissing the Civil Action with prejudice and without costs annexed hereto as Exhibit “A”. Upon Township Council approval of this RELEASE and full execution of same, the Parties agree that RELEASEES shall be authorized to file a Stipulation of Dismissal concerning the Civil Action and the pending Civil Action shall be dismissed with prejudice.

6. **Open Public Records Act.** The Parties recognize that the provisions of the Open Public Records Act shall apply to this Agreement.

7. **Township Council Approval.** This Release and Settlement Agreement is subject to approval by the Township Council of the Township of West Orange.

8. **No Admission.** The consideration provided, or to be provided, hereunder is not an admission of liability of any violation of any state, local or federal law by the RELEASOR, but instead is made to avoid the burden, expense, delay and uncertainties of litigation. RELEASEES expressly disclaim and deny any and all liability to RELEASOR. RELEASOR does not purport to be the prevailing party in this litigation. RELEASOR acknowledges and agrees that all allegations against the RELEASEES remain disputed, inconclusive and denied. There has been no finding by any court or agency that RELEASEES have violated any law.

9. RELEASOR agrees that, should any provision of this Release and Settlement Agreement require interpretation or construction, that the entity interpreting or construing this Release shall not apply a presumption against one party by reason of the rule of construction that a document is to be construed more strictly against the party who prepared the document. To the extent not preempted by federal law, this Release and Settlement Agreement and any claim or dispute arising out of or related to this Release and Settlement Agreement or the transactions

contemplated hereby, whether in contract, tort or otherwise, shall be governed by and construed in accordance with the laws of the State of New Jersey.

10. Should any provision of this Release and Settlement Agreement be declared or be determined by any court of competent jurisdiction to be illegal or invalid, the validity of the remaining parts, terms or provisions shall be affected thereby, and said illegal or invalid part, term, or provision shall be deemed not to be part of this Release.

11. This RELEASEE constitutes the complete agreement and understanding between RELEASOR and RELEASEES regarding the Civil Action and may be amended only in a writing signed by RELEASOR and RELEASEES. RELEASOR acknowledges that no representative of the RELEASEES has made any representation or promise concerning the terms or conditions of this Release and Settlement Agreement, other than those expressly set forth in this Release and Settlement Agreement. RELEASOR further acknowledges and agrees that this Release and Settlement Agreement shall supersede and replace previous contracts and Releases, if any, between RELEASOR and the RELEASEES (whether written or oral) which, as of the date of this Release and Settlement Agreement, shall have no further force or effect.

12. RELEASOR represents and warrants that no other person or entity has or has had any interest in the claims, demands, obligations, or causes of action referred to in this Release and Settlement Agreement; and that RELEASOR has the sole right and exclusive authority to sign this Release and Settlement Agreement and pay the sums specified in it; and that RELEASOR has not sold, assigned, transferred, conveyed or otherwise disposed of any of the claims, demands, obligations or causes of action referred to in this Release. RELEASOR further represents and warrants that no other lawyer, law firm or professional has been involved in the pursuit of these matters other than the Law Offices of Walter M. Luers, LLC and agrees that to

the extent any other lawyer, law firm or other professional seeks fees and expenses, RELEASOR shall indemnify RELEASEES from any such claims.

13. The RELEASOR agrees to cooperate fully and sign any and all supplementary documents and take all additional actions necessary to give full force and effect to the terms of this Release and Settlement Agreement.

14. **Waiver of Fee Recovery.** Except as set forth herein, both RELEASOR and RELEASEES waive any and all rights to recover attorney's fees or costs.

15. **Entire Agreement.** This Release and Settlement Agreement constitutes the entire agreement by and among the Parties. This Release and Settlement Agreement shall not be modified or altered except in writing signed by the Parties. This Release and Settlement Agreement may not be changed orally. This Release and Settlement Agreement is the result of a negotiated settlement and may not be construed as having been prepared by the Parties.

16. **Jurisdiction and Governing Law.** The Superior Court of New Jersey, Law Division, Essex Vicinage shall have exclusive jurisdiction to adjudicate matters arising out of or in connection with this Release and Settlement Agreement. The Parties hereby consent to the jurisdiction of such court and waive any right they may otherwise have to challenge the appropriateness of the forum. This Release and Settlement Agreement shall be governed exclusively by and construed exclusively in accordance with the laws of the State of New Jersey.

IN WITNESS WHEREOF, the RELEASOR, intending to be legally bound, has executed this Release and Settlement Agreement consisting of seven (7) pages this _____ day of July, 2022.

[continued on the next page]

KEVIN MALANGA

STATE OF NEW JERSEY)
)
COUNTY OF _____) SS:

On the _____ day of July, in the year 2022, before me personally came **KEVIN MALANGA**, to me known, who, being by me duly sworn, did depose and say that he is the person described in and who executed the foregoing Release.

Attorney or Notary Public of the
State of New Jersey

**JOINDER BY LAW OFFICES OF WALTER M. LUERS, LLC AND
COHN LIFLAND PEARLMAN HERRMANN & KNOPE, LLP**

With regard to the Civil Action, the Law Offices of Walter M. Luers LLC (“Luers”) and Cohn Lifland Pearlman Herrmann & Knopf, LLP (together, “Firms”) waive and release any claim for legal or other fees and expenses. The Firms represent and warrant that to the best of their knowledge, information and belief no other attorney or other professional has been involved in the pursuit of this matter.

LAW OFFICES OF WALTER M. LUERS, LLC

By: _____
Walter M. Luers

COHN LIFLAND PEARLMAN
HERRMANN & KNOPE LLP

By: _____
Walter M. Luers
A Member of the Firm

STATE OF NEW JERSEY)
) SS:
COUNTY OF _____)

On the _____ day of July, in the year 2022, before me personally came **WALTER M. LUERS**, to me known, who, being by me duly sworn, did depose and say that he is the person described in and who executed the foregoing Release.

Attorney or Notary Public of the
State of New Jersey

COHN LIFLAND PEARLMAN

HERRMANN & KNOFF LLP

Walter M. Luers, Esq., No. 034041999

Attorneys for Plaintiff

Park 80 West - Plaza One

250 Pehle Avenue, Suite 401

Saddle Brook, New Jersey 07663

(201) 845-9600

Our File No. 41072-1

KEVIN MALANGA,

Plaintiff-Appellant,

v.

TOWNSHIP OF WEST ORANGE AND
KAREN J. CARNEVALE IN HER
CAPACITY AS MUNICIPAL CLERK AND
RECORDS CUSTODIAN OF THE
TOWNSHIP OF WEST ORANGE,

Defendants-Appellants.

SUPERIOR COURT OF NEW JERSEY

APPELLATE DIVISION

DOCKET NO. A-002287-19

Civil Action

Sat Below:

HON. BRIDGET A. STECHER, J.S.C.

Docket No. Below:

ESX-L-2761-19

PLAINTIFF'S APPENDIX

(PA001 to PA069)

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Opinion, <u>Montez v. Town of Morristown</u> , MRS-L-300-20	Pa042
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Philadelphia Community Legal Services Survey	Pa068

**NOT FOR PUBLICATION WITHOUT THE
APPROVAL OF THE APPELLATE DIVISION**

This opinion shall not "constitute precedent or be binding upon any court." Although it is posted on the internet, this opinion is binding only on the parties in the case and its use in other cases is limited. R. 1:36-3.

**SUPERIOR COURT OF NEW JERSEY
APPELLATE DIVISION
DOCKET NO. A-2287-19**

KEVIN MALANGA,

Plaintiff-Appellant,

v.

TOWNSHIP OF WEST ORANGE
and KAREN J. CARNEVALE in
her official capacity as Municipal
Clerk and Records Custodian of
the Township of West Orange,

Defendants-Respondents.

Submitted October 12, 2021 - Decided May 3, 2022

Before Judges Fasciale and Vernoia.

On appeal from the Superior Court of New Jersey, Law
Division, Essex County, Docket No. L-2761-19.

Walter M. Luers, attorney for appellant.

Trenk Isabel, PC, attorneys for respondents (Richard D.
Trenk, on the brief).

PER CURIAM

Plaintiff Kevin Malanga filed a verified complaint claiming defendants Township of West Orange and Karen J. Carnevale, in her official capacity as the Township's municipal clerk and custodian of records, violated the Open Public Records Act (OPRA), N.J.S.A. 47:1A-1 to - 13, and his common law right of access to government records by denying his request for unredacted copies of thirty-three emails. The Township claimed the emails are protected from disclosure under the attorney-client privilege and the advisory, consultative, and deliberative exception to the definition of government records under OPRA. Plaintiff appeals from a December 27, 2019 order granting defendants summary judgment dismissal of the complaint and denying his cross-motion for summary judgment. We reverse in part the court's order granting defendants summary judgment, vacate in part the court's order granting defendants summary judgment, affirm the court's order denying plaintiff's cross-motion for summary judgment, and remand for further proceedings.

I.

We glean the following undisputed material facts from the parties' respective statements of material fact submitted in accordance with Rule 4:46-2(a) and (b) in support of their respective summary judgment motions.¹

Plaintiff is a resident and property owner in the Township. The Township "is a 'public agency'" under OPRA. See N.J.S.A. 47:1A-1.1 (defining "public agency" in part to include "any political subdivision of the State"); see also Fair Share Hous. Ctr. Inc. v. N.J. State League of Municipalities, 207 N.J. 489, 504 (2011) (noting municipalities are "political subdivisions" of the State). "The law firm of McManimon, Scotland & Baumann, LLC, through its attorneys, Richard D. Trenk, Esq.,] . . . Mark Y. Moon, Esq.,] . . . and Tiena M. Cofoni, Esq.,] . . . act[ed] as" the Township's counsel at all times pertinent to plaintiff's claims. Defendant Karen "Carnevale is the [m]unicipal [c]lerk of the Township and, in that capacity, is the designated records custodian of the Township for purposes of OPRA." See N.J.S.A. 47:1A-1.1 ("Custodian of a government

¹ Plaintiff admitted each of the facts in defendants' statement of material facts supporting their summary judgment motion. Defendants admitted three of the seven assertions of fact set forth in plaintiff's counterstatement of material facts that was submitted in opposition to defendants' motion and in support of plaintiff's cross-motion. In our view, the disputed facts are not material to the disposition of the issues presented on appeal.

record' or 'custodian' means in the case of a municipality, the municipal clerk").

In separate resolutions adopted by the Township Council on November 27, 2018, and January 8, 2019, the Township directed the West Orange planning board (planning board) "to conduct a preliminary investigation . . . to determine whether [the Township's public library] should be designated as an area in need of redevelopment" pursuant to the Local Redevelopment and Housing Law, N.J.S.A. 40A:12A-1 to -89. See N.J.S.A. 40A:12A-5 (outlining the criteria under which "[a] delineated area may be determined to be in need of redevelopment").

In the November 27, 2018 resolution, the Township authorized the planning board to retain Heyer, Gruel & Associates (HGA) — a professional planning firm — to prepare a report concerning whether the Township library "met the criteria of an area in need of redevelopment."² "Jack Baree . . . and Susan Gruel . . . are professional planners employed by HGA."

² The record on appeal does not include the Township Council's November 27, 2018 resolution authorizing the planning Board to retain HGA to prepare the report. The transcript of the November 27, 2018 Township council meeting includes a discussion of the resolution and, during the meeting, the Township's attorney Richard D. Trenk explains the Township is permitted to authorize the planning board to hire HGA to provide the planning board with the "tools to"

In a March 12, 2019 resolution, the planning board noted HGA had been "engaged to conduct a study and make recommendations as to whether the [library] met the criteria as an area in need of redevelopment." The planning board's resolution further stated HGA "conduct[ed] a study and prepare[d] a report dated February 6, 2019," and that, based on the report and testimony provided by Susan Gruel, the planning board recommended the Township Council designate the library as an area in need of development.

One week later, the Township Council adopted a March 19, 2019 resolution explaining it had directed the planning board to conduct a preliminary investigation as to whether the library was an area in need of redevelopment and finding HGA had presented its study to the planning board "for its consideration in determining whether the [library] should be designated an [a]rea in [n]eed of [d]evelopment." The Township Council's March 19, 2019 resolution further stated the planning board had completed its investigation, conducted a hearing, and recommended the Township Council find the library was an area in need of redevelopment, and that the Township Council accepted the planning board's recommendation.

perform its function of considering, and making a recommendation, whether the library was an area in need of redevelopment.

Following the issuance of the HGA report, but prior to the planning board's March 12, 2019 resolution and the Township Council's March 19, 2019 resolution, plaintiff submitted an OPRA request to the Township seeking "[a] copy of all reports pertaining to the designation of the . . . library as an area in need of redevelopment," and "[a] copy of all letters, emails, memoranda, and any other forms of correspondence for the period January 1, 2018[,] to February 11, 2019[,] pertaining to the designation of the . . . library as an area in need of redevelopment."

In a February 25, 2019 letter to plaintiff, the Township clerk's office "produced 124 pages of documents." The letter also advised plaintiff "that certain communications do not constitute 'government records' as defined under OPRA as they are confidential and/or privilege[d] under the [a]ttorney-[c]lient privilege and/or advisory, consultative and deliberative exception under OPRA." The letter provided plaintiff with a list of thirty-two emails the Township claimed were either privileged or within an exception from the disclosure required under OPRA.

On appeal defendants claim there are thirty-three emails at issue.³ Thirty of the emails were exchanged between HGA representative Baree and counsel for the Township. Two of the emails were exchanged between counsel for the Township, with copies sent to Baree.⁴ The remaining email is between Mark Y. Moon, one of the Township's attorneys, planning board chairman Ron Weston,

³ In the February 25, 2019 letter to plaintiff, the Township included a list of thirty-two emails it claimed were exempt from disclosure under OPRA. The list included eight emails dated November 19, 2018. In his complaint and cross-motion, plaintiff sought a judgment requiring disclosure of the thirty-two emails listed in the Township's letter. In their motion for summary judgment, defendants sought an order dismissing plaintiff's complaint seeking production of the thirty-two emails identified in the Township's February 25, 2019 letter. On appeal, however, defendants' confidential appendix identifies and provides thirty-three emails it claims are exempt from disclosure and for which we should affirm the court's summary judgment order. The emails provided in the confidential appendix include nine emails dated November 19, 2018, and it therefore appears the Township included for the first time on appeal an additional November 9, 2018 email it contends is exempt from disclosure. Given the general descriptions of the emails included in the February 25, 2019 letter, it is not possible to determine which November 19, 2018 email included in the confidential appendix was not presented to the motion court and was added by defendants on appeal. In any event, because we reverse in part the court's order granting defendants' motion and remand for further proceedings, we need not address the particulars of each of the emails. As we explain, any issues concerning exemptions or privileges applicable to the emails must be addressed anew by the trial court on remand.

⁴ Two December 12, 2018 emails are exchanged between the Township's attorneys Mark Y. Moon and Richard D. Trenk. Copies of the emails were sent to HGA representative Barre.

and planning board attorney Pat Dwyer, with copies of the email also sent to Jack Sayers, the Township Administrator, Carnevale, and Richard D. Trenk.⁵

Plaintiff filed a complaint and order to show cause "challenging the withholding of the [c]onfidential [c]ommunications" and asserting claims under OPRA and the common law right of access to public records. Plaintiff sought a judgment requiring the Township to "disclose to [p]laintiff copies of the [confidential] communications . . . requested," and ordering the Township to pay "[p]laintiff[s] costs and reasonable attorneys' fees."

The Township filed an answer to the complaint and subsequently moved for summary judgment. Plaintiff filed a cross-motion for summary judgment. The Township later submitted the emails it claimed are privileged and exempt from disclosure to the court for its in camera review.⁶

The court heard oral argument on the motions and later issued a written statement of reasons and order granting the Township's summary judgment motion and denying plaintiff's cross-motion. The court found the emails "are

⁵ The email from Mark Y. Moon to Weston and Dwyer is dated February 6, 2019.

⁶ The summary judgment record does not reflect whether defendants provided the motion court with the thirty-two emails referenced in the Township's February 25, 2019 letter to plaintiff or the thirty-three emails defendants included in their confidential appendix on appeal.

protected by both the attorney client privilege and the [advisory, consultative and deliberative] exception[s] to the OPRA statute." The court found "HGA was retained as a consultant by the Township Council and [p]lanning [b]oard specifically to investigate the merits of designating the [library] as an area in need of redevelopment . . . and that in that role, . . . Baree was a necessary intermediary who communicated with the Township and [p]lanning [b]oard attorneys on these issues." Thus, the court reasoned the emails "revealed only communications between the counsel and a necessary intermediary." The court granted defendants summary judgment on plaintiff's OPRA and common law right of access claims.

Plaintiff appeals from the court's December 27, 2019 order granting the Township's motion for summary judgment and denying his cross-motion.

II.

We conduct a de novo review of a court's order granting or denying a summary judgment motion, "applying the same standard as the trial court." Abboud v. Nat'l Union Fire Ins. Co., 450 N.J. Super. 400, 406 (App. Div. 2017). This standard mandates the granting of summary judgment "if the pleadings, depositions, answers to interrogatories[,] and admissions on file, together with the affidavits, if any, show that there is no genuine issue as to any material fact

challenged and that the moving party is entitled to a judgment or order as a matter of law." R. 4:46-2(c).

We also review de novo a court's decision concerning the applicability of OPRA and its exemptions. In re N.J. Fireman's Ass'n Obligation, 230 N.J. 258, 273-74 (2017); see also K.L. v. Evesham Twp. Bd. of Educ., 423 N.J. Super. 337, 349 (App. Div. 2011) ("We . . . conduct [a] plenary review of the trial court's legal conclusion that a privilege exempts the requested records from disclosure."). We "apply a . . . deferential standard of review when a court conducts an in camera review of documents and balances competing interests in disclosure and confidentiality in connection with a common-law-based request to inspect public records." N. Jersey Media Grp., Inc. v. Twp. of Lyndhurst, 441 N.J. Super. 70, 89 (App. Div. 2015). "However, 'to the extent [the appellate court] can be said to be reviewing essentially a legal determination, [it] can review the documents which'" are being requested. Id. at 89-90 (alterations in original) (quoting Shuttleworth v. City of Camden, 258 N.J. Super. 573, 588 (App. Div. 1992)).

In enacting OPRA, the New Jersey "Legislature . . . declare[d] it to be the public policy of this State that . . . government records shall be readily accessible for inspection, copying, or examination by the citizens of this State,

with certain exceptions, for the protection of the public interest, and any limitations on the right of access . . . shall be construed in favor of the public's right of access." N.J.S.A. 47:1A-1. "In keeping with that goal of transparency," Paff v. Galloway Twp., 229 N.J. 340, 352 (2017), OPRA defines a "government record" as

[a]ny paper, written or printed book, document, drawing, map, plan, photograph, microfilm, data processed or image processed document, information stored or maintained electronically or by sound-recording or in a similar device, or any copy thereof, that has been made, maintained or kept on file in the course of his or its official business by any officer, commission, agency or authority of the State or of any political subdivision thereof.

[Id. at 352-353 (quoting N.J.S.A. 47:1A-1.1).]

The public's right to access government records is not absolute. See N.J.S.A. 47:1A-1.1; N.J.S.A. 47:1A-9. OPRA excludes various types of information from the definition of government record, see N.J.S.A. 47:1A-1.1, and courts "must always maintain a sharp focus on the purpose of OPRA and resist attempts to limit its scope, absent a clear showing that one of its exemptions or exceptions incorporated in the statute by reference is applicable to the requested disclosure." Tractenberg v. Township of West Orange, 416 N.J.

Super. 354, 378-79 (App. Div. 2010) (quoting Asbury Park Press v. Ocean Cnty. Prosecutor's Office, 374 N.J. Super. 312, 329 (Law Div. 2004)).

OPRA expressly exempts from its definition of "government record" "inter-agency or intra-agency advisory, consultative, or deliberative material," and "any record within the attorney-client privilege." N.J.S.A. 47:1A-1.1. Here, defendants claimed, and the court found, the requested emails were exempt under OPRA because they fell within these two statutory exemptions.⁷ We address the claimed exemptions, and their application to the emails at issue, in turn.

"The attorney-client privilege has been codified in New Jersey, by both statute and rule, the terms of which are identical." Paff v. Div. of Law, 412 N.J. Super. 140 150 (App. Div. 2010). "To qualify for the privilege, a party must show that there was a confidential communication 'between [a] lawyer and his [or her] client in the course of that relationship and in professional confidence[.]'" Tractenberg, 416 N.J. Super. at 375 (third alteration in original) (quoting N.J.R.E. 504(1)); N.J.S.A. 2A:84A-20(1). "Confidential communications are only those 'communications which the client either

⁷ We limit our discussion to the exemptions relied on by defendants in the February 25, 2019 letter to plaintiff and asserted by defendants before the motion court.

expressly made confidential or which he could reasonably assume under the circumstances would be understood by the attorney as so intended." Ibid. (quoting State v. Schubert, 235 N.J. Super. 212, 221 (App. Div. 1989)). "[A] mere showing . . . the communication was from client to attorney does not suffice, but the circumstances indicating the intention of secrecy must appear." Ibid. (alterations in original) (quoting Schubert, 235 N.J. Super. at 220-21). Further, "[t]he attorney-client privilege is not restricted to legal advice, though '[t]he privilege is limited to those situations in which lawful legal advice is the object of the relationship.'" Rivard v. Am. Home Prods., Inc., 391 N.J. Super. 129, 154 (App. Div. 2007) (second alteration in original) (quoting In re Gonnella, 238 N.J. Super. 509, 512 (Law Div. 1989)).

"The purpose of the attorney-client privilege is 'to encourage clients to make full disclosure to their attorneys.'" Tractenberg, 416 N.J. Super. at 375 (quoting Macey v. Rollins Env't Servs. (N.J.), Inc., 179 N.J. Super. 535, 539 (App. Div. 1981)). "The policy underlying this privilege is to promote full and free discussion between a client [and his or her] attorney [I]t is essential that a client be able to protect his [or her] discussions with his [or her] attorney from disclosure." Paff, 412 N.J. Super. at 150 (second and third alterations in original) (quoting Macey, 179 N.J. Super. at 539). However, "[s]ince the

recognition of the privileged communication between attorney and client rests in the suppression of the truth[,] the privilege should be strictly construed in accordance with its object. The privilege is an anomaly and ought not to be extended." Id. at 150-51 (quoting In re Selser, 15 N.J. 393, 405-06 (1954)). Thus, "[t]he determination whether a communication between a client and an attorney is protected must be made 'on the basis of the purposes for which the privilege exists and the reasons for its assertion in the context of the particular case.'" In re Custodian of Recs., Crim. Div. Manager, 420 N.J. Super. 182, 187 (App. Div. 2011) (quoting Fellerman v. Bradley, 99 N.J. 493, 502 (1985)).

It is well-established "that the [attorney-client] privilege is fully applicable to communications between a public body and an attorney retained to represent it." Paff, 412 N.J. Super. at 152 (alteration in original) (quoting In re Grand Jury Subpoenas Duces Tecum Served by Sussex Cnty., 241 N.J. Super. 18, 28 (App. Div. 1989)). Further, the privilege is not limited to communications made directly between an attorney and client; the privilege "also extends to 'the necessary intermediaries and agents through whom the communications are made.'" Tractenberg, 416 N.J. Super. at 376 (State v. Kociolek, 23 N.J. 400, 413 (1957)). "[A] client's privileged communications are 'permanently protected from disclosure by [itself], or the legal advisor, or by the

agent of either confidentially used to transmit the communications" State v. Davis, 116 N.J. 341, 361 (1989), superseded by constitutional amendment on other grounds, N.J. Const. art. I, ¶ 12, as stated in State v. Cruz, 163 N.J. 403, 411 (2000). "Such 'necessary intermediaries' have been held to include a psychiatrist retained by defense counsel, arson experts hired by defense counsel, a handwriting expert employed by defense counsel, and an engineering firm hired as a consultant for litigation assistance." Tractenberg, 416 N.J. Super. at 376 (citations omitted).

Plaintiff argues the emails at issue are not privileged "because the attorneys for [d]efendant Township did not have an attorney[-]client relationship with the [p]lanning [b]oard," which plaintiff asserts "retained [HGA]." Plaintiff claims that "because no attorney-client relationship existed between [the Township's] attorneys and the [p]lanning [b]oard," the Township's counsel's "communications with [HGA] could not be privileged." Plaintiff also correctly notes "[a]lmost all of the [confidential communications — thirty-one out of thirty-two emails —] were between [HGA] and [d]efendant Township's lawyers, not the [p]lanning [b]oard's lawyer."

The burden of proving a communication is protected by the attorney-client privilege rests with "the person . . . asserting the privilege." Hedden v. Kean

Univ., 434 N.J. Super. 1, 12 (App. Div. 2013). Thus, in the first instance defendants had the burden of establishing the emails constituted privileged attorney-client communications for those communications to fall within the OPRA exemption.

Based on our de novo review of the summary judgment record, we are not convinced the undisputed material facts established defendants were entitled to a judgment as a matter of law that the emails constitute privileged attorney-client communications. None of the emails at issue are between the Township's attorneys and their client, the Township. Thus, none of the emails are a direct communication between the Township, as the client, and its counsel. Instead, all but one of the emails is between the Township's counsel and HGA. And the remaining email is between the Township's counsel and the planning board's chairman and the planning board's counsel.

Nonetheless, defendants argue all the emails fall within the attorney client privilege because HGA is a necessary intermediary for the Township's communications with the Township's counsel. The Township's argument is premised on the factual contention that HGA acted as the Township's agent when it was retained to provide the study and report as to whether the Township Library fell within an area in need of redevelopment. That is, defendants argue

the communications constituted attorney client communications because they were between the Township's counsel and the Township's agent, HGA, which served as a necessary intermediary for the Township in its communications with its counsel.

The summary judgment record does not support defendants' claim. There is no evidence establishing as a matter of undisputed fact that HGA served as an agent, or necessary intermediary, of the Township, and the record suggests that was not the case. The summary judgment record is devoid of any evidence the Township retained HGA to serve as its agent or intermediary. To the contrary, the transcript of the Township Council November 27, 2018 meeting reflects the Township authorized the planning board to appoint HGA to serve as its expert to conduct a study that the planning board would utilize, and later did utilize, to make its recommendation to the Township about whether the library was an area in need of development. As the Township's attorney explained at the November 27, 2018 meeting, the Township Council authorized the planning board's use of HGA as a "tool" for the planning board to utilize in making its determination whether to recommend that the Township Library is an area in need of redevelopment.

The Township's counsel could not properly also function as counsel for the planning board, In re Opinion 452, 87 N.J. 45, 51 (1981); N.J.S.A. 40:55D-24, and there is no evidence the Township's attorneys did so here. The summary judgment record establishes the attorneys from McManimon, Scotland & Baumann, LLC law firm represented the Township only, and the planning board was separately represented by different counsel, Pat Dwyer. Thus, to the extent HGA was retained as the planning board's expert, the record summary judgment record does not support a determination that HGA served as a necessary intermediary for the purposes of engaging in privileged communications between the Township's counsel and its client, the Township.

For those reasons, we conclude defendants failed to sustain their burden of demonstrating the undisputed facts established they were entitled to judgment as a matter of law on their claim the emails are protected by the attorney client privilege because its email exchanges with Baree were with a necessary intermediary. The motion court found HGA served as a necessary intermediary for the Township and the planning board because "HGA was retained as a consultant by the Township Counsel and the [p]lanning [b]oard," but, as noted, the summary judgment record does not support that finding such that it can be determined as a matter of law the emails constituted privileged attorney client

communications between the Township's counsel with a necessary intermediary of the Township. We therefore reverse the court's summary judgment determination the emails exchanged between the Township's counsel and HGA are exempt from disclosure under OPRA, as well as plaintiff's common law entitlement to disclosure of public records, based on the attorney client privilege.

As noted, there is a single email – sent at 3:31 p.m. on February 6, 2019 – between the Township's counsel and the chairman of the planning board and the planning board's counsel. We discern no basis to conclude that email constitutes an attorney client privileged communication because the planning board was not, and could not properly have been, the Township's counsel's client. See In re Opinion 452, 87 N.J. at 51. Additionally, the Township does not argue, and there is no evidential support for a finding, the planning board chairman and counsel constituted necessary intermediaries of the Township such that the email constitutes a privileged attorney client communication on that basis. We therefore also reverse the court's determination the email constitutes

a privileged attorney-client communication because it was exchanged with a necessary intermediary of the Township.⁸

We further note that the two emails exchanged between the Township's attorneys Mark Y. Moon and Richard D. Trenk are copied to Baree. For the reasons we have explained, the summary judgment record does not permit a finding as a matter of law that those emails, which counsel for the Township shared with a third-party Baree, are protected by the attorney-client privilege because he was a necessary intermediary for the Township. We therefore reverse the court's summary judgment award finding the thirty-three emails constitute attorney-client communications based on its legal conclusion the emails were exchanged between the Township's attorneys and necessary intermediaries of the Township.⁹

⁸ We do not consider or address whether the email might otherwise be privileged under the "[t]he common interest exception to a waiver of confidential attorney-client communications or work product due to disclosure to third parties [that] applies to communications between attorneys for different parties if the disclosure is made due to actual or anticipated litigation for the purpose of furthering a common interest," O'Boyle v. Borough of Longport, 218 N.J. 168, 198-99 (2014), or any other privilege or exemption. Defendants have never asserted the email, or any others, fall within those privileges.

⁹ As noted, our determination is limited to a finding the summary judgment record does not support a determination that, as a matter of law, the emails are privileged attorney-client communications with a necessary intermediary of the

The court also found the emails were exempt from disclosure under OPRA because they constituted "inter-agency or intra-agency advisory, consultative, or deliberative material." See N.J.S.A. 47:1A-1.1. The "exemption has been construed to encompass the deliberative process privilege, which has its roots in the common law." Ciesla v. N.J. Dep't of Health and Human Servs., 429 N.J. Super. 127, 137 (App. Div. 2012). "[T]he deliberative process privilege . . . allow[s] the government to 'withhold documents that reflect advisory opinions, recommendations, and deliberations comprising part of a process by which [its] decisions and policies are formulated.'" Ibid. (fourth alteration in original) (quoting In re Liquidation of Integrity Ins. Co., 165 N.J. 75, 83 (2000)).

"[T]he deliberative process privilege is governed by a two-prong test." Libertarians for Transparent Gov't v. Gov't Recs. Council, 453 N.J. Super. 83,

Township's attorneys' client, the Township. On remand, subject to any defenses that may be available to plaintiff, the Township is not precluded from presenting evidence establishing that as a matter of fact and law the emails are privileged communications on that basis, or any other basis supporting a finding the emails are protected from disclosure by the attorney-client privilege or any other privilege or exemption available under OPRA or in response to a request for public records under the common law right of access to public records. See, e.g., O'Boyle, 218 N.J. at 186-88 (discussing the common interest rule, joint defense agreements, and the work product doctrine as bases supporting a finding that communications between attorneys and third parties are protected from disclosure under the attorney-client privilege).

89 (App. Div. 2018). For a document to fall within the privilege, the court must find that the document is both "(1) 'pre-decisional,' meaning it was 'generated before the adoption of an agency's policy or decision;' and (2) deliberative, in that it 'contain[s] opinions, recommendations, or advice about agency policies'" or decisions. Id. at 89-90 (alteration in original) (quoting Educ. Law. Ctr. v. Dep't of Educ., 198 N.J. 274, 286 (2009)). "To satisfy the second prong, the document must be shown to be closely related to 'the formulation or exercise of . . . policy-oriented judgment or [to] the process by which policy is formulated.'" Id. at 91 (alterations in original) (quoting Ciesla, 429 N.J. Super. at 138).

Here, although the record does not establish the Township retained HGA as its agent at the November 27, 2018 meeting or at any time prior to February 6, 2019, the date of the exchange of the last of the thirty-three emails at issue, it is undisputed that on November 27, 2018, the Township Council decided to appoint HGA to serve as the planning board's expert and agent. Thus, the seventeen emails exchanged prior to a 2:29 p.m., November 27, 2018 email between Mark Y. Moon and Baree, were exchanged prior to the Township's November 27, 2018 decision appointing HGA as the planning board's agent and

expert.¹⁰ Those emails therefore satisfy the pre-decisional prong of the standard for the deliberative process privilege. Libertarians for Transparent Gov't, 453 N.J. Super. at 90.

Similarly, the record shows eight emails were exchanged concerning the Township Council's consideration of an amended resolution authorizing the planning board to consider and determine whether the library was an area in need of redevelopment. The emails consist of a consecutive series of communications, the first of which was exchanged at 3:34 p.m. on December 12, 2018, and the last at 12:00 p.m. on December 20, 2018. Those emails are therefore pre-decisional – exchanged prior to any decision by the Township's Council concerning the revised resolution – under the deliberative process privilege standard. See Ibid.

There are eight additional emails for which the summary judgment record does not permit a finding the information exchanged was as part of a decision-making or deliberative process. Those emails include exchanges at 2:29 p.m. and 2:31 p.m. on November 29, 2018, and at 4:13 p.m. on December 11, 2018.

¹⁰ The confidential appendix includes seventeen emails that were exchanged prior to the Township Council's adoption of the resolution appointing HGA as the planning board's expert and agent. The last of those emails was exchanged at 1:12 p.m. on November 27, 2018.

In addition, there are five emails, the first of which was exchanged at 2:41 p.m. on January 17, 2019, and the last of which was exchanged at 2:52 p.m. on February 6, 2019, that appear to concern the HGA's redevelopment study, and resolutions concerning the Township's referral to the planning board. The summary judgment record, however, does not demonstrate whether those emails are related to any pre-decisional, advisory, deliberative or consultative process of the Township. As a result, the summary judgment record does not permit a determination those eight emails satisfied the first prong of the deliberative process privilege standard. We therefore reverse the court's order granting defendants summary judgment on plaintiff's claim he is entitled to access to those eight emails under OPRA and his common law right of access to public records based on the Township's claim they are protected by the advisory, deliberative, or consultative privilege.

For the twenty-five emails that appear to satisfy the first-prong of the deliberative process privilege, the motion court did not make any findings of fact or conclusions of law addressed to the second prong of the standard. That is, the court did not consider or make any findings whether the pre-decisional emails "contain opinions, recommendations, or advice about agency policies[.]" Educ. Law Ctr., 198 N.J. at 286, or if the emails are related to the "formulation

or exercise" of a policy or decision-orientated judgment or the process by which the policy or decision was formulated, Ciesla, 429 N.J. Super. at 138.

Although we review the motion court's summary judgment order de novo, "our function as an appellate court is to review the decision of the trial court, not to decide the motion tabula rosa." Est. of Doerfler v. Federal Ins. Co., 454 N.J. Super. 298, 302 (App. Div. 2018); see also R. 1:7-4(a). Therefore, with regard to the twenty-five emails for which the summary judgment record establishes defendants satisfied only the pre-decisional prong of the deliberative process privilege standard, we vacate the court's order granting defendants summary judgment dismissing plaintiff's claimed entitlement to those emails under OPRA and the common law right of access and remand for the court to separately consider each of the emails and make findings and conclusions of law as to whether the summary judgment record supports a determination the emails satisfy the second prong of the deliberative process privilege standard as a matter of law.¹¹

¹¹ To the extent the court finds that the summary judgment record permits a determination that any of the twenty-four emails are privileged under the deliberative process privilege as a matter of law, the court shall also consider, decide, and make appropriate findings as to whether the summary judgment record permits a determination as to whether plaintiff is entitled to disclosure of the otherwise privileged emails based "upon a showing that the need for the

We also observe the motion court recognized plaintiff asserted a cause of action for access to the emails under the common law right of access to public records. The court made no findings concerning the claim because it concluded the emails were otherwise privileged.

"The common law right can reach a wider array of documents than" those available under OPRA. Educ. Law Ctr., 198 N.J. at 302. A person seeking public records under the common law right of access "must explain why he seeks access to the requested documents" and the person's interest in obtaining the documents "must be balanced against the State's interest in preventing disclosure." O'Boyle, 218 N.J. at 196 (quoting Educ. Law Ctr., 198 N.J. at 302).

"[T]o determine whether the common law right of access applies to a particular set of records, a court must follow a three-step test." Id. at 196. The court must first "determine whether the documents in question are 'public records.'" Ibid. (quoting Atl. City Convention Ctr. Auth. v. S. Jersey Publ'g Co.,

materials overrides the government's interest in confidentiality." Educ. Law Ctr., 198 N.J. at 287; see also ibid. (explaining a litigant may obtain documents otherwise privileged under the deliberative process privilege by demonstrating a compelling need, which is determined by considering "(1) the relevance of the evidence; (2) the availability of other evidence; (3) the government's role in the litigation; and (4) the extent to which disclosure would hinder frank and independent discussion regarding contemplated policies and decisions" (quoting Integrity Ins. Co., 165 N.J. at 85-86)).

135 N.J. 53, 59 (1994)). "Second, the party seeking disclosure must show that he has an interest in the public record. More specifically, if the plaintiff is seeking 'disclosure of privileged records,' . . . he [or she] must show [a] 'particularized need.'" Ibid. (citation omitted) (quoting Wilson v. Brown, 404 N.J. Super. 557, 583 (App. Div. 2009)). To "determine[e] whether a party has articulated a particularized need," ibid., courts must analyze: "1) the extent to which the information may be available from other sources, 2) the degree of harm the litigant will suffer from its unavailability, and 3) the possible prejudice to the agency's investigation," id. at 196-97 (quoting McClain v. Coll. Hosp., 99 N.J. 346, 351 (1985)). Finally, "once the plaintiff's interest in the public record has been established, the burden shifts to the public entity to establish that its need for non-disclosure outweighs the plaintiff's need for disclosure." Ibid.

This final step "requires the court to 'balance the plaintiff's interest in the information against the public interest in confidentiality of the documents, including a consideration of whether the demand for inspection is premised upon a purpose [that] tends to advance or further a wholesome public interest or a legitimate private interest.'" Drinker Biddle & Reath LLP v. N.J. Dep't of Law & Pub. Safety, Div. of Law, 421 N.J. Super. 489, 500 (App. Div. 2011) (quoting S. N.J. Newspapers, Inc. v. Twp. of Mt. Laurel, 141 N.J. 56, 72 (1995)). "Where

'reasons for maintaining a high degree of confidentiality in the public records are present, even when the citizen asserts a public interest in the information, more than [the] citizen's status and good faith are necessary to call for production of the documents.'" Ibid. (alteration in original) (quoting S. N.J. Newspapers, Inc., 141 N.J. at 72). The pertinent factors for courts to consider in determining the balance under the third prong are:

(1) the extent to which disclosure will impede agency functions by discouraging citizens from providing information to the government; (2) the effect disclosure may have upon persons who have given such information, and whether they did so in reliance that their identities would not be disclosed; (3) the extent to which agency self-evaluation, program improvement, or other decision making will be chilled by disclosure; (4) the degree to which the information sought includes factual data as opposed to evaluative reports of policymakers; (5) whether any findings of public misconduct have been insufficiently corrected by remedial measures instituted by the investigative agency; and (6) whether any agency disciplinary or investigatory proceedings have arisen that may circumscribe the individual's asserted need for the materials.

[Loigman v. Kimmelman, 102 N.J. 98, 113 (1986).]

"Against these and any other relevant factors should be balanced the importance of the information sought to the plaintiff's vindication of the public interest."

Ibid.

The motion court found the emails were privileged but then did not consider or make any findings as to whether plaintiff demonstrated a particularized need for the documents and otherwise satisfied his burden of establishing an entitlement to the documents under the common law right of access standard. See O'Boyle, 218 N.J. at 196. As a result, the court did not consider or determine whether there were issues of material fact precluding a determination of plaintiff's common law right of access claim or supporting defendants' argument plaintiff could not sustain the claim as a matter of law. Again, it is not our role to decide those issues for the first instance on appeal, see Est. of Doerfler, 454 N.J. Super. at 302, and we therefore vacate the court's order granting summary judgment to defendants on plaintiff's common law right of access claim, and remand for the court to reconsider its decision and make findings of fact and conclusions of law, see R. 1:7-4(a), supporting its determination based on the summary judgment record presented.

Because a determination of the validity of plaintiff's claims must be first made by the trial court, we do not reach plaintiff's claim he is entitled to an award of attorneys' fees and costs based on defendants' alleged failure to honor their legal obligation to produce the requested emails. Any award of counsel fees shall abide the disposition of plaintiff's claims on remand. Due to the extant

factual and other issues related to the disposition of defendants' summary judgment motion, we are also convinced the summary judgment record presents issues of material fact precluding plaintiff's cross-motion. We therefore affirm the court's denial of plaintiff's cross-motion.

Our determinations are based solely on the summary judgment record presented. We do not offer an opinion on the merits of the parties' claims or arguments that may only properly be decided based on a complete review of the evidence and fact findings and conclusions of law founded on a complete record.

Affirmed in part, vacated in part, and remanded for further proceedings in accordance with this opinion. We do not retain jurisdiction.

I hereby certify that the foregoing
is a true copy of the original on
file in my office.



CLERK OF THE APPELLATE DIVISION

Law Offices of Walter M. Luers, LLC

67 Beaver Avenue, Suite 18

Annandale, NJ 08801

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INVOICE

Invoice # **735**
 Invoice Date May 04, 2022
 Matter # A-2287-19 (Team 02)
 Due Due Upon Receipt
 Case/Matter Malanga v West
 Orange_Appeal

Bill To:

Kevin Malanga, Esq.

Date	Description	Staff	Rate	Hours	Amount
Feb 10, 2020	Rev'd eCourts email. Notice of AD Appeal filed by WML. Conf'd w/WML.		\$100.00	0.1	\$10.00
Feb 10, 2020	Review file; prepare and file appeal; WML email filed appellate documents to client.		\$450.00	1.2	\$540.00
Feb 11, 2020	Transcript fee - Deposit		\$150.00	Expense	\$150.00
Feb 12, 2020	Rev'd eCourts email re: transcript AD and conf'd w/WML. (.1) Rev'd eCourts email-Notice of Docketing filed. Saved and reviewed and docketed due dates. (.2)		\$100.00	0.3	\$30.00
Feb 12, 2020	Filing Fees		\$250.00	Expense	\$250.00
Feb 27, 2020	Transcript fee - balance		\$25.89	Expense	\$25.89
Mar 28, 2020	Receipt and review of notice from WML Appellate Division; update docket.		\$450.00	0.1	\$45.00
May 13, 2020	Work on brief. WML		\$450.00	6.0	\$2,700.00
May 14, 2020	Prepare and file brief and appendix. WML		\$450.00	8.5	\$3,825.00
May 19, 2020	Attention to providing paper copies WML of filed brief and appendix to Court.		\$450.00	0.5	\$225.00
Jun 10, 2020	Review motion filed by defense WML counsel; exchange emails with defense counsel; email to client.		\$450.00	0.3	\$135.00
Jun 11, 2020	Rev'd eCourts email. Motion filed by AD Defendant/Respondent. Saved and forwarded to FT to save to the network. Conf'd w/WML re: briefing schedule. Emailed client.		\$100.00	0.3	\$30.00

Jun 12, 2020	Attention to motion to file <i>WML</i> documents under seal; emails to defense counsel; file letter consenting to motion.	\$450.00	0.3	\$135.00
Jun 12, 2020	Rev'd eCourts email - note to defense <i>AD</i> counsel from the Court.	\$100.00	0.1	\$10.00
Jun 12, 2020	Rev'd additional eCourts email - <i>AD</i> motion answer filed by <i>WML</i> .	\$100.00	0.1	\$10.00
Jun 19, 2020	Rev'd eCourts email. Order on <i>AD</i> Motion and Scheduling Order filed by the Court. Saved and forwarded to FT to save. Docketed due dates for briefs. Emailed client.	\$100.00	0.3	\$30.00
Jul 12, 2020	File review. <i>WML</i>	\$450.00	0.1	\$45.00
Jul 20, 2020	Read brief and appendix filed by <i>WML</i> Defendants.	\$450.00	0.2	\$90.00
Jul 20, 2020	Rev'd eCourts email. Brief and <i>AD</i> Appendix filed by Defendants. Verified that same is saved to the network. Conf'd w/ <i>WML</i> and emailed B&A to client.	\$100.00	0.2	\$20.00
Jul 28, 2020	Careful reading of Defendant's brief. <i>WML</i> Prepare and file reply brief.	\$450.00	1	\$450.00
Jul 31, 2020	Rev'd eCourts email. Saved the reply <i>AD</i> brief filed by <i>WML</i> and emailed to client.	\$100.00	0.2	\$20.00

Your retainer balance prior to this invoice : \$0.00. Your current retainer balance as of 05/04/2022 is \$0.00.

Total Fees	\$8,350.00
Total Expenses	\$425.89
Subtotal	\$8,775.89
Past Due Balance	\$0.00
Total	\$8,775.89

NOT TO BE PUBLISHED WITHOUT
THE APPROVAL OF THE COMMITTEE ON OPINIONS

GANNETT SATELLITE
INFORMATION NETWORK, LLC D/B/A
ASBURY PARK PRESS,

Plaintiff,

v.

TOWNSHIP OF NEPTUNE,

Defendant.

SUPERIOR COURT OF NEW JERSEY
MONMOUTH COUNTY
LAW DIVISION, CIVIL PART
DOCKET NO. L-2616-17

Decided: May 13, 2019

Thomas J. Cafferty, attorney for plaintiff (Gibbons P.C., attorneys).

Jonathan F. Cohen, attorney for defendant (PLOSIA COHEN LLC, attorneys).

Robert A. Honecker, attorney for amicus curiae Monmouth County Chiefs of Police Association (Ansell Grimm & Aaron P.C., attorneys).

Vito A. Gagliardi, Jr., attorney for amicus curiae New Jersey State Association of Chiefs of Police (Porzio Bromberg and Newman P.C., attorneys).

THORNTON, A.J.S.C.

I.

This matter comes before the court on defendant and intervenors' motion for reconsideration. Plaintiff's request for access to Philip Seidle's internal affairs records based on the Open Public Records Act, N.J.S.A. 47:1A-1 to -13 ("OPRA") was denied by this court, but access was granted under the common law. Because defendant and intervenors failed to offer controlling decisions or evidence that the court overlooked, failed to appreciate, or misinterpreted, the motion is denied.

II.

The relevant facts are undisputed. On August 1, 2018, this court granted access to the internal affairs records of Philip Seidle, a former police officer, who murdered his ex-wife while he was employed by the Neptune Township Police Department. Not only was Mr. Seidle employed as an officer when he committed this horrific crime in broad daylight and in front of his young daughter, he committed the crime using his work issued service weapon.

As the court's opinion reveals, access to the records was denied based on N.J.S.A. 47:1A-9. The court went far beyond defendant's briefs and arguments, and reviewed OPRA's legislative history in concluding that the Legislature provided the "*imprimatur* of statutory authority" on the Attorney General's Internal Affairs Policies and Procedures ("IAPP"), which provide internal affairs records with the cloak of confidentiality. However, after reviewing over 600 pages of records *in camera*, and considering the factors articulated by the Court in Loigman v. Kimmelman, 102 N.J. 98, 113 (1986), this court concluded that the public's interest in access outweighed the public's interest in confidentiality to these records.

The court *sua sponte* took judicial notice of the June 30, 2016 report issued by the Monmouth County Prosecutor's Office ("MCPO") entitled "MONMOUTH COUNTY PROSECUTOR'S OFFICE INTERNAL REVIEW OF LAW ENFORCEMENT RESPONSE TO THE KILLING OF TAMARA SEIDLE ON JUNE 16, 2015." The report, dated June 30, 2016, received significant media coverage. The court reasoned that the interest in confidentiality of the Seidle records was far less compelling, because the Prosecutor already waived confidentiality when he disclosed details regarding a majority of the incidents included in Philip Seidle's internal affairs file. As the court's opinion reveals, the Prosecutor disclosed details of eight domestic violence incidents that occurred over the course of two decades. He also revealed that Mr. Seidle had psychotherapy and was referred for several fitness for duty evaluations. Finally, he disclosed that over the course of twenty years,

twenty-one calls were made to the Neptune Township Police Department by Philip and Tamara Seidle, and their children. The MCPO declined to intervene in this matter, but the court can only assume that with the knowledge and consent of the Attorney General, the Prosecutor concluded that the public's demand for answers in this case outweighed the important interests that favor confidentiality.

In addition to the report issued by the MCPO, the court noted that Philip Seidle waived any compelling interests in privacy when he provided information included in his file to plaintiff. This information, including details of his medical treatment and disciplinary record, was used in an article published by plaintiff.

III.

In support of the motion, defendant claims the court failed to apply the waiver standard to the facts in the case and overlooked whether the MCPO had a right to disclose information in Seidle's file to the public. Defendant also claims the "court's decision to award legal fees under the common law without argumentation or analysis was incorrect and should be amended." Lastly, defendant claims the Custodian of Records acted reasonably in denying the request, even though he failed to address the claim for common law right of access.

The *amici curiae* contend the court "failed to afford the Attorney General's policy determination significant deference when undertaking the common law balancing test" and relied on general policy considerations outlined in a law review article. They also express concern that disclosure of Philip Seidle's records "could potentially impact the manner in which such investigations are conducted now and in the future."

In opposition, plaintiff asserts *amici's* contention that the court failed to afford proper deference to the IAPP is "demonstrably false." They correctly observe that the court "extensively discussed the Attorney General's Policy throughout the Opinion and expressly recognized that '[o]ne

seeking access to Internal Affairs Records bears a heavy burden to establish that its interest in disclosure outweighs the compelling policy reasons that militate in favor of confidentiality.” More importantly, plaintiff notes that neither *amici* nor defendant provide any analysis regarding the specific records at issue, and simply offer broad and general policy considerations to support their arguments for confidentiality.

IV.

A motion to reconsider may be granted when the court overlooks “matters or controlling decisions,” fails to “appreciate the significance of competent evidence,” or is presented with “new or additional information...which it could not have considered on the first application.” Cummings v. Bahr, 295 N.J. Super. 374, 382-83 (App. Div. 1996). In addition, reconsideration should be used sparingly and was not designed to provide a litigant with “repetitive bites at the apple.” D’Atria v. D’Atria, 242 N.J. Super. 392, 403 (Ch. Div. 1990). In practice, a motion to reconsider must “state with specificity the basis on which it is made, including a statement of the matters or controlling decisions which counsel believes the court has overlooked or as to which it has erred.” Cummings, 295 N.J. Super. at 382 (citing R. 4:49-2).

A prevailing party who challenges a denial of access under the common law, and can establish a “causal nexus between the litigation and the production of the requested records,” may be entitled to attorney’s fees. Mason v. City of Hoboken, 196 N.J. 51, 79 (2008); see also Stop & Shop Supermarkets Co., LLC v. Cty. of Bergen, 450 N.J. Super. 286, 292 (2017) (citing Mason, 196 N.J. at 79, and holding that “under the common law right of access, litigants must make the same showing” as a prevailing party under OPRA to recover attorney’s fees.) This approach differs from the “‘American Rule,’ under which a prevailing party cannot recover attorney’s fees from the loser.” Mason, 196 N.J. at 71 (citing Rendine v. Pantzer, 141 N.J. 292 (1995)).

“When fee shifting is permissible, a court must ascertain the ‘lodestar’; that is, the ‘number of

hours reasonably expended by the successful party's counsel in the litigation, multiplied by a reasonable hourly rate.” Garreaux v. DNV Concepts, Inc., 448 N.J. Super. 148, 159 (App. Div. 2016) (quoting Litton Indus., Inc. v. IMO Indus., Inc., 200 N.J. 372, 386 (2009)). “To compute the lodestar, the trial court must first determine the reasonableness of the hourly rates charged by the successful party's attorney in comparison to rates ‘for similar services by lawyers of reasonably comparable skill, experience and reputation’ in the community.” Id. (quoting Rendine, 141 N.J. at 337). “After evaluating the hourly rate, the trial court must then determine the reasonableness of the hours expended on the case.” Id. at 159-60 (citing Furst v. Einstein Moomjy, Inc., 182 N.J. 1, 22 (2004)). “Whether the hours the prevailing attorney devoted to any part of a case are excessive ultimately requires a consideration of what is reasonable under the circumstances’ and should be informed by the degree of success achieved by the prevailing party.” Id. at 160 (quoting Furst, 182 N.J. at 22-23).

V.

Defendant's argument that the Monmouth County Prosecutor was without authority to disclose information in Mr. Seidle's file is without merit. Defendant offers no authority or decisions to rebut this court's comprehensive opinion that details the authority of the Prosecutor, as the chief law enforcement officer in Monmouth County, to disclose the records in question. Even counsel for the Monmouth County Chiefs of Police Association, a former First Assistant County Prosecutor himself, acknowledged that the Prosecutor had the authority to disclose the information.

Any suggestion that the court failed to consider the policy reasons that favor confidentiality, is more indicative of defendant and *amici's* attempt to reargue an issue already decided, than it is of their proper use of a motion for reconsideration. Both defendant and *amici* fail to apply the balancing test with reference to the specific records at issue and instead offer broad policy interests that support confidentiality.

Finally, defendant claims that the court erred on the issue of counsel fees, and asserts that “no reported Appellate Division (or even lower court) decision has been cited by either party which would permit this Court to depart from the American Rule, and award counsel fees under the common law, and without statutory authority.” Counsel further argues that the court failed to “conduct meaningful analysis before abrogating the American Rule to award attorney’s fees under the common law[.]” He goes so far as to state that “[a]t a minimum, this Court was required to provide more analysis than a few sentences at the end of its opinion in order to avoid the ‘loud guffaw or involuntary gasp’ of the Appellate Division on review.” Aside from being simply wrong on the law, the substance and tone of counsel’s characterizations goes far beyond the standards of professional advocacy. Apparently counsel’s research failed to reveal the reported Appellate Division decision in Stop & Shop that cited Mason, and concluded that “a prevailing party in a lawsuit...that was brought to enforce his or her access rights” may be entitled to counsel fees under the common law if records are disclosed after the entry of a court order granting access. Stop & Shop, 450 N.J. Super. at 292.

VI.

Plaintiff’s counsel submitted an affidavit of services and the parties briefed the issue of counsel fees. There is no question that the rates charged by Mr. Cafferty and the associates in his firm are reasonable.¹ Gibbons, P.C. is one of the most distinguished law firms in New Jersey and Mr. Cafferty’s experience and reputation in the area of First Amendment and public access law is beyond reproach. As his letter brief reveals, he has been counsel of record in nearly one hundred reported cases, thirty-five before the New Jersey Supreme Court. He served on various Supreme Court Committees and has helped shaped policy with statewide significance. He also provides proof that C.J. Griffin, a partner with Pashman, Stein, Walder and Hayden, charges \$515 per hour. The court

¹ Those hourly rates are: \$524 for Mr. Cafferty; \$396 for Ms. Lowy; \$340 for Ms. James-Weir; \$325 for Ms. Howells; \$310 for Ms. Ball; \$220 for Ms. Hayter, and \$210 for Ms. Taylor.

notes that Mr. Cafferty was admitted to practice law in 1972 and Ms. Griffin has been practicing law since only 2009.

Defendant asserts that the “claimed hourly rate...of \$325 for Charlotte Howells, who has been practicing law for some 5 years, is as high as the highest hourly rate ever awarded by a New Jersey Court to experienced OPRA attorneys in a New Jersey case that Defendants [sic] were able to find.” This assertion is puzzling, considering both Mr. Cafferty’s brief and attachments reveal Mr. Cafferty was awarded \$425 an hour in a Somerset County matter nearly a decade ago.² Defendant also asks the court to consider the hourly rates, between \$265 and \$315, awarded to Walter Leurs. There is no question that Mr. Leurs, who has appeared before this court, is professional, competent, and well versed in the intricacies of OPRA and the common law right of access. However, like Ms. Griffin, he is not nearly as experienced as Mr. Cafferty.

Regarding the number of hours expended, defense counsel submitted two briefs that total nearly twenty pages. Unfortunately, defendant’s submissions lack any analysis regarding how many hours should have been performed on a particular task. However, a careful review by this court reveals that the total number of hours was excessive. As noted previously, Mr. Cafferty is one of the most experienced First Amendment lawyers in New Jersey. Likewise, his associates have worked with him in this specialized area of law for years. Consequently, one would expect that they would be able to complete a task in fewer hours than counsel who are relatively unfamiliar with this area of law.

The work performed by plaintiff’s counsel can be grouped into several areas: 1) preparation of the complaint; 2) plaintiff’s response to defendant’s opposition and motion to dismiss; 3) the consent order that was prepared to allow Mr. Cohen to review Mr. Seidle’s letter to plaintiff; 4) waiver,

² Gannett Satellite Information Network, Inc. d/b/a/ Gannett New Jersey Newspapers/Courier-News v. Borough of Raritan, Civil Action No. SOM-L-1798-09.

based on the MCPO's report and the APP article; 5) defendant's motion to seal, and 6) defendant's motion for reconsideration.³

The number of hours billed to file the complaint and respond to defendant's opposition and motion to dismiss are reasonable. One hundred one (101) hours were originally billed for these tasks, and counsel seeks an award of less than half of that amount.

Gibbons P.C. billed nineteen (19) hours to review and finalize a consent order to release privileged information to Mr. Cohen. The Court notes that these fees were incurred because Mr. Cohen insisted on reviewing the letter Mr. Seidle wrote to the Asbury Park Press ("APP"). Mr. Cohen suggested that his review of the letter was necessary to confirm that the APP accurately reported what they were told by Mr. Seidle. This request appeared to be unreasonable because there was never a suggestion that the article was inaccurate. However, nineteen (19) hours to draft and/or review the consent order appears excessive and the court will reduce the hours billed for Ms. Lowy by seven (7).

Over seventy-five (75) hours were billed to brief the waiver issue. The court notes that the APP reported on the MCPO report in June of 2016 and it is unclear why plaintiff failed to address the issue of waiver in the original briefs. The legal bills submitted by plaintiff indicate the lawyers had many conversations with Paul D'Ambrosio, Director of News and Investigations for the APP and it would appear that Mr. D'Ambrosio should have addressed this issue when he initially consulted with counsel. The court finds that the number of hours billed to address waiver is excessive. This work could have been easily performed in approximately forty-six (46) hours total, thirty-two (32) for Ms. Lowy and thirteen and four-fifths (13.8) for Mr. Cafferty.

³ Plaintiff's counsel explains that when a task included work on both the common law and OPRA, plaintiff seeks fees for only 1/3 of the total amount charged. In addition, counsel explains that "[i]f [an] entry did not relate to the common law issues, [it] was redacted, no fees were requested and a '0' balance was reflected for each such entry in the right-hand column of each invoice." "If 100% of the time entry was requested, the entry related to the common law claims."

Fifty-four (54) hours were billed to address defendant's motion to seal. The court notes that but for defendant's actions, these expenses would not be incurred. Specifically, defendant sought to rely on Mr. Seidle's letter to the APP in its brief on the issue of waiver. The letter was not probative to the issue of waiver and as a result, defendant caused the court as well as plaintiff's counsel to waste countless hours to address a motion that was not relevant to the ultimate issues before the court. However, the number of hours billed for this task amounts to nearly seven full days of work. Twenty-one (21) hours for Ms. Lowy, and eight and one-tenth (8.1) hours for Mr. Cafferty should have been plenty of time to complete this task.

Finally, over one hundred and twenty (120) hours were billed to complete the motion for reconsideration. The court acknowledges that this motion, like the motion to seal, was improvidently filed. However, the equivalent of three weeks to address this motion is excessive for an experienced group of attorneys. The court is confident that this task could have been accomplished in forty (40) hours by Ms. Lowy and twenty-five (25) hours by Mr. Cafferty.⁴

For these reasons expressed in this section of the court's opinion, fees are awarded in the amount of \$85,665.13, and costs of \$472.99.

VII.

For the above stated reasons, defendant's motion for reconsideration is denied.

⁴ Defendant complains that plaintiff's fees are excessive, but must take responsibility for filing motions that caused plaintiff to incur fees. The motion for reconsideration was simply a poor attempt to re-argue issues that were already decided, after affording the parties liberal opportunities to brief and argue the issues before the court. Defendant has every right to appeal this court's decision, but the motion for reconsideration caused plaintiff to incur a significant amount of fees. The work performed on this motion amounts to nearly half of the fees awarded.

PREPARED BY THE COURT:

	:	
KELLY MONTES,	:	SUPERIOR COURT OF NEW JERSEY
	:	LAW DIVISION - CIVIL PART
	:	MORRIS COUNTY
<i>Plaintiff,</i>	:	
	:	Docket No. MRS-L-300-20
	:	
	:	<u>Civil Action</u>
v.	:	
	:	
	:	
TOWN OF MORRISTOWN and	:	
MARGOT KAYE, in her Official	:	
Capacity as Records Custodian	:	ORDER
for the Town of Morristown,	:	
	:	
<i>Defendants.</i>	:	
	:	

THIS MATTER, having been brought before the Court by Plaintiff, Kelly Montes', application for attorney's fees and costs, through her attorney, CJ Griffin, Esq.; and opposition having been filed by Defendants, Town of Morristown and Margot Kaye, in her Official Capacity as Records Custodian for the Town of Morristown, through their attorney, Vijayant Pawar, Esq.; and the Court having considered all submissions; and for good cause shown; and for the reasons set forth in the accompanying Statement of Reasons;

IT IS, on this 22nd day of May, 2020;

ORDERED, that Plaintiff's application for attorney's fees and costs is **granted, in part**; and it is further

ORDERED, that Plaintiff's counsel is hereby entitled to recover attorney's fees in the total amount of \$6,000.90.

A handwritten signature in black ink, consisting of a large, stylized 'S' followed by a horizontal line and a small flourish.

HON. STUART A. MINKOWITZ, A.J.S.C.

Opposed

The Court has served a copy of this Order and the accompanying Statement of Reasons on all parties via eCourts.

**Kelly Montes v. Town of Morristown and Margot Kaye, in her Official Capacity as
Records Custodian for the Town of Morristown**

MRS-L-300-20

STATEMENT OF REASONS

I. BACKGROUND AND PROCEDURAL HISTORY

This matter comes before the Court on Plaintiff, Kelly Montes', motion to pay counsel fees, filed on April 22, 2020, against Defendants, Town of Morristown and Margot Kaye, in her Official Capacity as Records Custodian for the Town of Morristown ("Kaye"). The underlying matter stems from an alleged violation of the Open Public Records Act ("OPRA"). Plaintiff contends that Defendants wrongly withheld body-worn camera ("BWC") footage of the traffic stop of Plaintiff's boyfriend after she submitted an OPRA request. See Complaint.

Plaintiff filed a Verified Complaint and Order to Show Cause on February 5, 2020. The Court granted the Order to Show Cause that same day and scheduled the initial return date on the Order to Show Cause for March 18, 2020. In a letter, dated March 4, 2020, defense counsel informed the Court that Defendants had already provided Plaintiff with the information sought in her OPRA request. On April 14, 2020, the Court denied Plaintiff's first motion to pay counsel fees, without prejudice, because Plaintiff's counsel had not provided proof of any retainer agreement. The instant motion to pay counsel fees followed, on April 22, 2020. On April 29, 2020, Defendants filed opposition. On May 4, 2020, Plaintiff filed a reply.

II. LEGAL ANALYSIS

a. OPRA Standard

Under OPRA, a "government record" is,

any paper, written or printed book, document, drawing, map, plan, photograph, microfilm, data processed or image processed document, information stored or maintained electronically or by sound-recording or in a similar device, or any copy thereof, that has been made, maintained or kept on file in the course of his or its

official business by any officer, commission, agency or authority of the State or of any political subdivision thereof, including subordinate boards thereof, or that has been received in the course of his or its official business by any such officer, commission, agency, or authority of the State or of any political subdivision thereof, including subordinate boards thereof.

[N.J.S.A. 47:1A-1.1].

OPRA applies to all records which are required by law to be made, maintained or kept on file by a public body; this definition of “public records” should be strictly construed. Daily Journal v. Police Dept. of City of Vineland, 351 N.J. Super. 110 (App. Div. 2002). If a document is a public record, the public has an absolute right to access it under OPRA, unless specific exceptions apply. Williams v. Atlantic City Public Schools, 329 N.J. Super. 308 (App. Div. 2000), certif. denied, 165 N.J. 488. Public agencies have the burden of demonstrating that disclosure of a document is inappropriate. N.J.S.A. 47:1A-6. Should a custodian fail to respond to an OPRA request within seven business days after receiving it, “the failure to respond shall be deemed a denial of the request.” N.J.S.A. 47:1A-5(i)(1).

In addition, “[a] requestor who prevails in any proceeding shall be entitled to a reasonable attorney’s fee.” N.J.S.A. 47:1A-6. “[A] plaintiff may qualify as a prevailing party, and thereby be entitled to a fee award, by taking legal action that provides a ‘catalyst’ to induce a defendant’s compliance with the law.” Smith v. Hudson Cnty. Register, 422 N.J. Super. 387, 394 (App. Div. 2011). A requestor may be awarded attorney’s fees even if the OPRA request is fulfilled pursuant to a settlement, so long as the relief resulted from the litigation. Teeters v. Div. of Youth & Family Servs., 387 N.J. Super. 423, 433-34 (App. Div. 2006), certif. den., 189 N.J. 426 (2007). However, when determining whether the requested lodestar amount is appropriate, “[t]he trial court should conduct a qualitative analysis that weighs such factors as the number of documents received versus

the number of documents requested, and whether the purpose of the OPRA was vindicated by the litigation.” New Jerseyans for a Death Penalty Moratorium v. N.J. Dep’t of Corr., 185 N.J. 137, 155 (2005). Therefore, the court should reduce the lodestar amount if the plaintiff only achieves limited success as compared to the relief sought in the OPRA action. See Rendine, 141 N.J. at 336. A simple calculation of the percentages of documents obtained should not be used when determining how to reduce the lodestar; rather, the Court should consider a number of relevant factors in this “qualitative analysis” to determine if the requestor achieved a high degree of success. New Jerseyans, 185 N.J. at 154-55.

b. Fee Agreements

Generally, agreements between attorneys and clients regarding the attorney-client relationship—including retainer agreements—are enforceable, provided the agreements satisfy both the general requirements for contracts and the requirements of professional ethics. Cohen v. Radio-Electronics Officers Union, 146 N.J. 140, 155 (1996). The attorney bears the burden of establishing the fairness and reasonableness of the transaction. Id. A court should construe an agreement between an attorney and a client “as a reasonable person in the circumstances of the client would have construed it.” Id.

When contracting for a fee, therefore, attorneys must fulfill their fiduciary obligations to the client. This includes explaining the basis and rate of the fee at the outset and advising the client of potential conflicts, the scope of representation, and the implications of the agreement. Id. at 156. Rule of Professional Conduct 1.5(b) provides that, where an attorney has not regularly represented the client, the attorney must communicate, in writing, the basis or rate of the fee before or within a reasonable time after commencing the representation. The purpose of the writing requirement is to avoid misunderstandings and fraud. Starkey v. Estate of Nicolaysen, 172 N.J. 60, 69 (2002).

c. Determining Whether a Fee is Fair and Reasonable

“The most useful starting point for determining the amount of a reasonable fee is the number of hours reasonably expended on the litigation multiplied by a reasonable hourly rate,” a calculation known as the lodestar. Rendline v. Pantzer, 141 N.J. 292, 324 (1995). When determining whether the lodestar is fair and reasonable, a court should be guided by the Rules of Professional Conduct 1.5, which focuses on:

- (1) the time and labor required, the novelty and difficulty of the questions involved, and the skill requisite to perform the legal service properly;
- (2) the likelihood, if apparent to the client, that the acceptance of the particular employment will preclude other employment by the lawyer;
- (3) the fee customarily charged in the locality for similar legal services;
- (4) the amount involved and the results obtained;
- (5) the time limitations imposed by the client or by the circumstances;
- (6) the nature and length of the professional relationship with the client;
- (7) the experience, reputation, and the ability of the lawyer or lawyers performing the services;
- (8) whether the fee is fixed or contingent.

[R.P.C. 1.5(a)].

In relevant part, R. 4:42-9(b) requires that, “all applications for the allowance of fees shall be supported by an affidavit of services addressing the factors enumerated by RPC 1.5(a). The affidavit shall also include a recitation of other factors pertinent in the evaluation of services rendered, the amount of allowance applied for, and an itemization of disbursements for which reimbursement is sought.” R. 4:42-9(b).

In addition, “New Jersey has long recognized the catalyst theory” with regards to the award of attorney’s fees. Mason v. City of Hoboken, 196 N.J. 51, 73 (2008). Plaintiffs are entitled to attorney’s fees if they can demonstrate “(1) a factual causal nexus between plaintiff’s litigation and the relief ultimately achieved; and (2) that the relief ultimately secured by plaintiffs had a basis in law.” Id. at 76 (internal quotation marks and citation omitted).

d. Whether Plaintiff is the Prevailing Party

The parties first disagree as to whether Plaintiff is the prevailing party. Here, Plaintiff filed an OPRA request on January 13, 2020, seeking to obtain both the dash camera and body-worn camera (“BWC”) footage of her boyfriend’s traffic stop that occurred on January 6, 2020. See Ver. Compl., Exhs. A, B. On January 23, 2020, seven (7) business days after Plaintiff filed her request, Kaye emailed Plaintiff that she was in receipt of her OPRA request, and that the disc containing the footage was ready to be picked up. Id., Exh. B. However, later that same day, Kaye followed up to state that she had “neglected to include a denial to your request for the body worn video,” which was “denied pursuant to N.J.S.A. 47:1A-1.1, et seq. as a Criminal Investigatory Record.” Id. Following further inquiries by Plaintiff as to how the criminal investigatory record exception applied to her request, on January 29, 2020, Kaye informed Plaintiff that her “OPRA request has been satisfied,” and declined to elaborate as to why this exception applied. Id.

On February 5, 2020, Plaintiff’s counsel filed a Verified Complaint and Order to Show Cause for relief under OPRA, which the Court granted that same day. Griffin Cert. ¶ 4. On February 6, 2020, defense counsel spoke with Plaintiff’s counsel to say that he wished she had contacted him before filing the Verified Complaint because, due to a new unreported Appellate Division decision, Richard Rivera, LLC v. Twsp. of Bloomfield, 2020 N.J. Super. Unpub. LEXIS 55 (January 9, 2020), the Town would be providing BWC footage to all requestors. Pawar Cert.

¶¶ 3, 5. Defense counsel also stated that the Town's records custodian had already released BWC footage to another requestor. Id. ¶ 4. Plaintiff's counsel allegedly stated that she still expected to be paid as the prevailing party, even though defense counsel advised that the change in policy was not the result of the instant lawsuit, but rather due to this recent decision. Id. In a follow-up email, Plaintiff's counsel wrote, in relevant part, that,

[a]s I stated on the call, our position is that you should release the BWC video immediately as it does not pertain to a criminal investigation (it's a traffic ticket) and is required by law to be maintained per the AG Directive, and therefore the criminal investigatory records exemption that the Clerk cited does not apply. Given that you stated that you do not object to the disclosure of the BWC, I believe that you should have the police department release it to Ms. Montes immediately and then we can limit our arguments to whether or not my firm is entitled to attorneys' fees for this matter. I am also happy to try to settle those fees.

[Griffin Cert. ¶ 5].

Plaintiff's counsel claims that she did not receive a reply to this email. Id. ¶ 6. On February 7, 2020, Defendants were served with the Verified Complaint and, three (3) minutes later, the Morristown Police Department sent Plaintiff an email from "Evidence.com," producing the BWC video. Id. ¶¶ 7-8; Exh. C. Plaintiff claims that she is the "prevailing party" under OPRA because she received the requested BWC footage after she filed and served the OPRA complaint. See N.J.S.A. 47:1A-6.

First, the Court must determine whether the Town lawfully denied the portion of Plaintiff's OPRA claim relating to the BWC footage. Although Plaintiff received the dash camera footage within seven (7) business days, her request for BWC footage was denied on January 23, 2020, when Kaye indicated that the Town could not produce the BWC footage based on the criminal

investigatory records exception under OPRA. In order to find a basis to deny access to records under the criminal investigatory records exception, “the court must find both that they pertain to an investigation *and* that their release would be inimical to the public interest.” Courier News v. Hunterdon Cnty. Prosecutor’s Office, 358 N.J. Super. 373, 380 (App. Div. 2003) (emphasis in original) (quoting Asbury Park Press v. Lakewood Twp. Police Dep’t, 354 N.J. Super. 146, 158 (Law Div. 2002)). In Courier News, the Court rejected the Prosecutor’s Office’s contention that a 911 tape that was more than one year old, that was evidence in a matter that had yet to be adjudicated, fell within the criminal investigatory exception and instructed the Prosecutor’s Office to immediately release the record of the 911 call at issue to the plaintiff. The Court found that,

[a]cceptance of defendant’s argument would seal every government record associated with a criminal investigation until a trial has been completed and all potential appeals have been exhausted. Such a prospect would directly contravene the citizen’s right of access to government records embodied in OPRA.

[Id. at 381].

Here, although quasi-criminal case at issue may have been ongoing, there is no evidence to suggest that the BWC footage would not be subject to disclosure as contrary to the public interest. Unlike circumstances in Courier News, there is nothing here to suggest that there would be media coverage that could result in tainting the jury pool. See id. Requiring OPRA requestors to wait until the conclusion of a criminal or quasi-criminal matter in order to retrieve otherwise publicly available records is contrary to the legislative findings of OPRA’s statutory scheme. See N.J.S.A. 47:1A-1. Therefore, the criminal investigatory records exception does not apply here. Indeed, defense counsel essentially conceded that such footage should be disclosed in the February 6, 2020 conversation with Plaintiff’s counsel, when defense counsel stated that the Town had

recently changed its policy in response to the Rivera decision, and would now be “providing all BWC to requestors,” and had already released BWC footage to another OPRA requestor. Pawar Cert. ¶ 4. Therefore, because the BWC footage does not fall under the criminal investigatory records exception and Defendants apparently failed to abide by their own policy as to BWC footage, it was inappropriate for Defendants to deny Plaintiff’s OPRA request for the BWC footage.

Next, the Court must determine whether the Verified Complaint was the catalyst for Defendants producing the BWC footage. The Court notes that municipalities may request additional time to produce records upon responding to a request because OPRA never states that the records themselves must be *produced* within the seven (7) business days or be “deemed denied”; OPRA only requires that the record custodian *respond* within this period of time. See N.J.S.A. 47:1A-5(i). Under OPRA’s statute of limitations, a plaintiff has forty-five (45) days to challenge the denial of a records request. See Mason, 196 N.J. at 68.

Here, the Town responded to Plaintiff’s OPRA request within the seven (7) business day timeframe. However, the Town never informed Plaintiff that it may need more time to determine whether it could fulfill her request for BWC footage, whether due to a change in the Town’s policy or for any other reason. Although, on February 6, 2020, after Plaintiff filed the Verified Complaint, defense counsel informed Plaintiff’s counsel that the Town had changed its policy and would now be “providing all BWC to requestors,” Pawar Cert. ¶ 4, Plaintiff had no way of knowing when, or if, the Town would make good on this promise and provide the BWC footage prior to the expiration of the statute of limitations. Plaintiff had to timely file her OPRA complaint within the forty-five (45) day statute of limitations or risk losing her ability to sue under the statute. Because Plaintiff filed her Verified Complaint prior to any communications from the Town that, notwithstanding

their denial on January 23, 2020, they would comply with her request, and because the Town produced the requested BWC footage a day after they were notified that a Verified Complaint had already been filed, and three minutes after they were served with the papers, the Court must conclude that Plaintiff's "legal action . . . induce[d] [the] defendant's compliance with the law." Smith, 422 N.J. Super. at 394. The Verified Complaint can be considered the "catalyst" for compelling Defendants to produce the BWC footage. Accordingly, as the Verified Complaint was the "catalyst" for Defendants' compliance with OPRA, Plaintiff is the prevailing party and entitled to recover reasonable attorney's fees and costs. See N.J.S.A. 47:1A-6.

e. Plaintiff's Motion for Reasonable Counsel Fees and Costs

Here, Plaintiff's counsel seeks to recover \$8,200.00 in legal fees from Defendants, billed at the rate of \$500.00 per hour over the course of 16.4 hours. Griffin Cert. ¶ 35. Plaintiff's counsel further claims that there are \$515.90 in litigation costs, which include filing fees for the initial Complaint, Order to Show Cause, and fee applications, as well as process server and UPS charges for delivering courtesy copies to the Court. Id. ¶ 36; Exh. H. Accordingly, Plaintiff's counsel seeks a total award in the amount of \$8,715.90. Id. ¶ 37.

Regarding the first factor of RPC 1.5(a), pertaining to the skills required and type, novelty and difficulty of the legal questions involved, the instant action involves an OPRA claim. The Court has already found that Plaintiff was the "prevailing party" in this matter, and therefore Plaintiff's counsel is entitled to recover a reasonable attorney's fee in connection with legal services rendered. N.J.S.A. 47:1A-6. The Court also finds that Plaintiff's filing the instant lawsuit has a causal nexus with her receipt of the requested body camera footage. See Mason, 196 N.J. at 76. Plaintiff received the requested BWC footage on February 7, 2020, after Defendants had previously denied her request for footage, and after Plaintiff had filed her Verified Complaint and

Order to Show Cause to induce compliance, not knowing if or when Defendants would produce this record. Had Plaintiff not commenced the instant litigation, it is unknown whether Defendants would provided her with the BWC footage within the time under the statute of limitations.

However, Plaintiff's counsel claims to have handled many OPRA cases, having founded the firm's OPRA department and authored several OPRA-related articles, so it is unlikely that the instant matter presented novel or complex elements that Plaintiff's counsel would have been unfamiliar with. See Griffin Cert. ¶¶ 14, 24-27. This was a relatively simple and straightforward OPRA matter that did not raise particularly difficult legal questions or substantive issues. Indeed, prior to filing the OPRA complaint, Plaintiff had already compelled Defendants to produce the dash camera footage, leaving only the matter of the BWC footage to be resolved.

Regarding the second factor of RPC 1.5(a)(2), Plaintiff's counsel was not precluded from pursuing other matters on behalf of Plaintiff or other clients while preparing for the instant litigation. Plaintiff's counsel does note, however, that this case was prioritized because OPRA matters are "litigated on an expedited basis," that there had to be schedule adjustments and that the firm had to accommodate Plaintiff's needs. Id. ¶ 29.

As to the third factor, the fee charged for similar services in this locality, Plaintiff's counsel normally bills \$565.00 per hour, but that this rate is routinely discounted to \$500.00 per hour for OPRA matters as a courtesy to the government agency. Id. ¶ 32. Plaintiff's counsel further argues that this rate is reasonable for what large law firms in northern New Jersey charge for skilled OPRA litigators. Ibid. Plaintiff's counsel cites to several cases in which courts found that OPRA fees ranging from \$450.00 to \$524.00 per hour were reasonable rates. Id. ¶¶ 33-34.

As to the fourth factor, the amount of work involved and the results obtained, Plaintiff's counsel considers Plaintiff's receipt of the BWC footage to be an "excellent result, given that Plaintiff's own objection to the records custodian did not result in any change in the Town's position or release of the video." Id. ¶ 13. However, substantively speaking, Plaintiff's counsel did not have to prepare much documentation regarding the merits of the case beyond the initial Verified Complaint and Order to Show Cause, as the main point of contention quickly became the award of attorney's fees and costs.

Under the fifth factor, the time limitations imposed by the client or the circumstances, Plaintiff's counsel notes that OPRA cases must be litigated in an expedited manner. Accordingly, Plaintiff's counsel states that this matter was "immediately prioritized . . . due to the short statute of limitations of 45 days, as well as the fact that the client wanted this lawsuit filed quickly so that she could obtain a copy of the video footage as soon as possible." Id. ¶ 29.

Regarding the sixth factor, the type of professional relationship with the client, Plaintiff's counsel states that Plaintiff is a new client and had not filed an OPRA lawsuit on her behalf before. Id. ¶ 10. Accordingly, Plaintiff's counsel claims that there was time spent gathering information about Plaintiff and her request, explaining how an OPRA case proceeds and outlining the terms of legal engagement. Id. Plaintiff's counsel has also included an engagement letter, signed on January 30, 2020, to memorialize that Plaintiff's counsel would represent her on a fee-shifting basis, and stating that "any and all expenses that are incurred representing you, shall be limited to whatever the court awards (or the agency agreed to pay voluntarily via settlement) pursuant to N.J.S.A. 47:1A-6 or any other rule or statute. If there is no court award of fees and expenses, and no voluntary payment, we will not seek recovery of fees or expenses from you." Id., Exh. B.

Under the seventh factor, the experience and ability of the attorneys, Plaintiff's counsel is an experienced litigator. Plaintiff's counsel purportedly founded the firm's OPRA department and built it from scratch, serves on numerous legal committees, has received allocates and awards, has handled many OPRA matters that resulted in published judicial opinions and has published several OPRA-related articles. Id. ¶¶ 14, 19-27.

The eighth factor addresses whether the fee charged is fixed or contingent. Plaintiff's counsel seeks to recover \$500.00 per hour spent working on this matter. Id. ¶ 32. Plaintiff's counsel agreed to represent Plaintiff in this matter on a strict fee-shifting basis, such that the firm would only collect fees and litigation costs pursuant to OPRA's fee-shifting provision, N.J.S.A. 47:1A-6. Id. ¶ 12; Exh. B. Plaintiff has purportedly not paid any money to the firm regarding this OPRA case, nor is she required to do so under the terms of the retainer agreement. Ibid. The firm has also paid for all associated litigation expenses, such as filing and process server fees, and Plaintiff allegedly has no obligation to pay these fees either. Ibid.

In consideration of the foregoing, and after considering all factors in a "qualitative analysis," the Court finds that Plaintiff's requested \$8,715.90 in attorney's fees and litigation costs should be reduced. New Jerseyans, 185 N.J. at 155. The Court finds that Plaintiff's counsel's fee rate of \$500.00 per hour is acceptable and similar to the hourly rate charged by partners at similar firms in the region. However, the number of hours billed are in excess of those necessary for an attorney well experienced in OPRA law. This was a relatively simple OPRA case that did not involve particularly novel or challenging issues, as there were no hearings or substantive filings other than with regards to the Verified Complaint and the fee applications.

For an attorney well-versed in OPRA matters, some of the more common portions of the filings submitted by Plaintiff's counsel were likely created for other OPRA cases and, therefore,

no additional background research was necessary. Accordingly, the Court finds that the following charges pertaining to the initial pleadings should be reduced by half:

2/4/20: 1.2 hours (\$600.00) billed for “Draft Verified Complaint; Organize exhibits”

2/5/20: 4.0 hours (\$2,000.00) billed for “Discussions with client regarding Verified Complaint and make revisions accordingly; Draft Brief ISO OTSC; Draft Proposed Order; OTSC; Proof all documents and file lawsuit; Communications with client re: process; Email to Records Custodian with complaint”

[Griffin Cert., Exh. D].

In addition, as a seasoned OPRA attorney who lists no less than thirteen (13) OPRA cases in her certification, Plaintiff’s counsel would be familiar with preparing and filing fee applications. Accordingly, the Court also reduces the 3.5 hours (\$1,750.00) charged on 3/16/20 for “Draft Certification of CJ Griffin in support of Fee Application; Motion Brief; Proposed Order; NOM.” Id. Between these three charges, the Court hereby reduces the \$4,350.00 that was originally billed to \$2,175.00. Subtracted from the \$8,715.90 in fees and costs that Plaintiff’s counsel seeks to recover in the instant application, this amounts to a total of \$6,000.90.

The Court finds that \$6,000.90 more accurately reflects the amount of work required for an experienced attorney in the instant matter. Although Plaintiff technically prevailed in this OPRA matter, this case did not present particularly unique or difficult issues. Plaintiff received the relief she requested contemporaneously with when she initiated the case, and the Court welcomed the parties to dismiss the matter after the Court was informed that Plaintiff had received the BWC footage. Considering this context, the Court finds it appropriate to reduce Plaintiff’s counsel’s requested fees, but to allow Plaintiff’s counsel to recover all associated litigation costs, including

the costs associated with filing and serving the fee applications. Accordingly, Plaintiff's counsel's application for attorney's fees and costs as the prevailing party under OPRA is **granted, in part**. Plaintiff's counsel is entitled to recover \$6,000.90 from Defendants.

III. CONCLUSION

For the foregoing reasons, Plaintiff's counsel's application for attorney's fees and costs is **granted, in part**. Plaintiffs are entitled to attorney's fees and costs in the total amount of \$6,000.90. A conforming Order accompanies this Statement of Reasons.

Justin T. Quinn, Esq. (N.J. Bar No. 019822010)
ROBINSON MILLER LLC
One Newark Center, 19th Floor
Newark, New Jersey 07102
(973) 690-5400

Attorneys for Plaintiff
The Evening Journal Association, publisher
of The Jersey Journal

THE EVENING JOURNAL ASSOCIATION, publisher of THE JERSEY JOURNAL Plaintiff, vs. CITY OF BAYONNE and ROBERT F. SLOAN, in his capacity as Custodian of Records for the City of Bayonne, Defendants.	SUPERIOR COURT OF NEW JERSEY LAW DIVISION: HUDSON COUNTY DOCKET NO.: HUD-L-2103-17 Civil Action AFFIDAVIT OF SERVICES
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JUSTIN T. QUINN, of full age, hereby certifies as follows:

1. I am a partner with Robinson Miller LLC, counsel for Plaintiff The Evening Journal Association, publisher of The Jersey Journal (“The Jersey Journal”), and am fully familiar with the facts of this matter.

2. This Affidavit of Services is submitted pursuant to Rule 4:42-9(b) in support of The Jersey Journal’s application under N.J.S.A. § 47:1A-6 for an award of reasonable attorneys’ fees and costs incurred by The Jersey Journal as a prevailing party under the Open Public Records Act (“OPRA”), as well as a civil penalty against Bayonne for having violated OPRA.

3. On May 25, 2017, The Jersey Journal commenced this litigation by filing a Verified Complaint and Order to Show Cause. Part of the relief requested in The Jersey Journal’s Verified

Complaint included a redacted version of Bayonne's settlement agreement with the Walsh plaintiffs. *See* Verified Compl., Prayer for Relief. The Jersey Journal also had requested (as a compromise) a redacted version of the settlement agreement during pre-lawsuit discussions with Bayonne.

4. After filing its lawsuit, The Jersey Journal received a redacted version of the settlement agreement it requested, which Bayonne refused to produce before The Jersey Journal initiated the instant litigation. As a result, The Jersey Journal is a "prevailing party" under OPRA, and is thus entitled to a reasonable attorney's fee pursuant to N.J.S.A. § 47:1A-6.

5. Keith J. Miller, Esq. is a partner of the Firm, who actively participated in this litigation. Mr. Miller's usual and customary hourly rate for services rendered to The Jersey Journal is \$425.00. Mr. Miller's hourly rate is reasonable and commensurate with the hourly rate for attorneys in Northern New Jersey with his level of skill and expertise in public access matters. Mr. Miller has been representing media clients with regard to public access matters since 1993. Among other things, Mr. Miller is a member of the Supreme Court Bench/Bar/Media Committee, a past president of the Media Law Committee of the New Jersey State Bar Association, and a member of the New Jersey Media Lawyers' Association. In addition, Mr. Miller has been named as one of the "Lawyers of the Year" by the New Jersey Law Journal, included on the New Jersey Super Lawyer's List, and listed as one of the "Top Attorneys In New Jersey" by New Jersey Monthly Magazine. Some of Mr. Miller's reported media law decisions include *The Times of Trenton Publishing Corp. v. Lafayette Yard Community Development Corp.*, 183 N.J. 519 (2005); *Newark Morning Ledger Co. v. New Jersey Sports & Exposition Authority*, 423 N.J. Super. 140 (App. Div. 2011); and *Trawinski v. Doe*, --- N.J. Super. ---, 2015 WL 3476553 (App. Div. June 3, 2015).

6. My usual and customary hourly rate for services rendered to The Jersey Journal is \$350.00. I have been a member of the Bar since 2010 and have worked on media-related matters for several years. Before joining the Firm, I was associated with Gibbons P.C., and served as a judicial law clerk to the Honorable Esther Salas, U.S.D.J. I have been recognized as a “Rising Star” by New Jersey Super Lawyers since 2014. I also routinely handle complicated Federal and State litigations, as well as the appeals that stem therefrom. My hourly rate is reasonable and commensurate with the hourly rate for attorneys in Northern New Jersey with my level of skill and expertise in public access matters.

7. My Firm spent a total of 298.4 hours on behalf of The Jersey Journal in connection with this lawsuit under OPRA, itemized in the below chart:

Date	Lawyer	Description of Attorney Services	Time
4/12/17	KIM	REVIEW OPRA REQUEST AND DENIAL; REVIEW AND REPLY TO E-MAILS WITH CLIENT; LEGAL RESEARCH RE OPRA ISSUES	2.00
4/13/17	KJM	REVIEW ADDITIONAL BACKGROUND MATERIALS; REVIEW AND REPLY TO E-MAILS WITH CLIENT; TELEPHONE CALLS WITH CITY LAW DEPARTMENT	1.50
4/21/17	KJM	REVIEW AND REPLY TO E-MAILS WITH CLIENT; TELEPHONE CALLS WITH CITY ATTORNEYS	0.50
4/25/17	KJM	DRAFT LETTER TO BAYONNE RE OPRA DENIAL; REVIEW AND REPLY TO E-MAILS WITH CLIENT; SERVE LETTER FEE SUMMARY	3.00
5/01/17	KJM	REVIEW AND REPLY TO E-MAILS WITH CLIENT RE LITIGATION STRATEGY	0.40
5/02/17	KJM	REVIEW AND REPLY TO E-MAILS WITH CLIENT	0.70
5/04/17	KJM	CONFERENCE CALL WITH CLIENT RE LITIGATION STRATEGY	0.50

3/20/18	JTQ	EXCHANGE OF EMAIL CORRESPONDENCE WITH ADVERSARY RE: WITHDRAWAL OF THIRD CIRCUIT APPEAL; REVIEW BAYONNE'S WITHDRAWAL; EMAIL TO CLIENT RE: SAME AND WITHDRAWING APPLICATION FOR CONTEMPT.	0.40
3/21/18	JTQ	DRAFT, FILE, AND SERVE LETTER WITHDRAWING CONTEMPT APPLICATION.	0.20
4/05/18	JTQ	OUTLINE AND BEGIN DRAFTING BRIEF IN SUPPORT OF APPLICATION FOR FEES.	5.10
4/06/18	JTQ	CONTINUE DRAFTING BRIEF IN SUPPORT OF APPLICATION FOR FEES UNDER OPRA; REVIEW AND FINALIZE SAME; DRAFT AFFIDAVIT OF SERVICES INCORPORATING INVOICES FOR TIME AND DISBURSEMENTS BILLED TO CLIENT; DRAFT ANCILLARY DOCUMENTS FOR FILING WITH THE COURT.	6.00
4/07/18	KJM	REVIEW AND PROVIDE COMMENTS ON FEE APPLICATION BRIEF	0.90

8. It was reasonable and necessary for my Firm to devote 298.4 hours to this lawsuit to pursue and obtain the requested public record, which pertains to a highly newsworthy event involving serious allegations of police brutality.

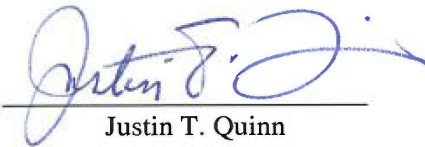
9. As detailed in the letter brief submitted herewith, Bayonne vigorously opposed this lawsuit in each of the five courts this matter appeared. The litigations involved, among other things, extensive legal briefing on the merits and multiple court conferences.

10. My Firm disbursed \$980.73 in this lawsuit. The disbursements consisted of the following amounts: (a) \$300.00 for Superior Court filing fees; (b) \$233.00 for courier costs; (c) \$1.19 for postage costs; (d) \$188.35 for Federal Express costs; (e) \$79.08 for travel expenses; (f) \$39.41 for teleconferencing charges; (g) \$39.70 for transcripts; and (h) \$100.00 for photocopying.

11. My Firm's counsel fees actually and reasonably incurred on behalf of The Jersey Journal in connection with this lawsuit total \$111,655.00 (96.2 hours at \$425.00 per hour and 202.2

hours at \$350.00 per hour), plus disbursements in the amount of \$980.73. Accordingly, I respectfully request an allowance on behalf of The Jersey Journal in the amount of \$112,635.73.

I certify that the foregoing statements made by me are true to my own knowledge. I am aware that if any of the foregoing statements are knowingly false, I am subject to punishment.



Justin T. Quinn

Dated: April 9, 2018



GALE RAFFIELD
A NOTARY PUBLIC OF NEW JERSEY
MY COMMISSION EXPIRES MAY 31, 2021

**SUPERIOR COURT OF NEW JERSEY
HUDSON VICINAGE**

CHAMBERS OF
FRANCIS B. SCHULTZ
JUDGE



WILLIAM J. BRENNAN COURTHOUSE
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City of Jersey City
Department of Law
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Jersey City, New Jersey 07302

April 29, 2019

Re: HUD-L-3888-18

Dear Counsel,

Please allow this letter to serve as the findings of the court regarding the counsel fee award to plaintiff.

The plaintiff seeks \$113,659.45 in counsel fees based upon 191.7 hours of attorney time plus 10.9 hours of paralegal time plus costs as the prevailing party in this "O.P.R.A." matter. Plaintiff correctly points out that counsel fees are not optional, N.J.S.A. 47:1A-6. The hourly rates requested by plaintiff are \$695 per hour for Joseph Fiorenzo, and from \$575 per hour to \$595 per hour for David Cook and Ken Oettle and \$175 - \$195 per hour for paralegal Christine

Principe. The City objects contending that the total hours are not “reasonable” and that the hourly rates are not in conformance with the appropriate legal standards.

The court will apply the “lodestar” which simply means multiplying the number of hours reasonably expended by the reasonable hourly rate. *Walker v. Giuffre* 209 N.J. 124, 130 (2012). The trial court must not accept passively the submissions of counsel but must evaluate carefully and critically the aggregate hours and specific hourly rates advanced by counsel for the prevailing party, *Id* at 131. As to the hourly rate the court is to apply the prevailing market rate in the relevant community and should include an assessment of the experience and the skill of the prevailing party’s attorney and a comparison to the rates prevailing in the community for similar services by comparable attorneys. *Id* at 132. The court must also consider whether plaintiff obtained partial or complete success *Ibid*. On the fee issue the court should also consider the factors enumerated at R.P.C. 1.5 (a) *Litton Industries v. IMO Industries* 200 NJ 372, 386 – 387 (2009). The court may also consider any “public importance” to the issue. *New Jerseyans for a Death Penalty Moratorium v. New Jersey Department of Corrections* 185 NJ 137, 158 (2005).

As to the hourly rate in the “O.P.R.A.” community the plaintiff did not cite hourly rates of any other attorneys. It merely referenced hourly (overall) for partners at other well-known New Jersey firms. The city referred to the hourly rate of attorney Walter Luers (\$335 per hour) who represented a successful “O.P.R.A.” requestor and Peter Verniero’s fee of \$350 per hour for a different but allegedly more challenging matter. That’s all the court has before it as to actual hourly rates.

The term “relevant community” allows for various interpretations. Does it mean the relevant community composed only of competent yeomanlike attorneys. Does it mean the relevant community composed only of those who provide textbook examples of pleading, brief

writing, exhibit production and how to conduct an evidentiary hearing in a factually somewhat complicated "O.P.R.A." matter. Although plaintiff's counsel seems to already know it, the court will find that everything they did in this case was indeed masterfully preformed. These were in fact three separate "O.P.R.A." matters, each with its own subsets but the manner in which it was laid out by plaintiffs counsel made it easier for the court to understand. As mentioned earlier, the experience and skill of the prevailing attorney is a factor. Based primarily on this courts knowledge of the prevailing "O.P.R.A." rates (the failure of plaintiffs counsel to cite specific rates being its only misstep) the court will set the rate at \$500 per hour for each of the attorneys. This is commensurate with the very high level of the product. The next issue in the number of hours.

The city claims that 202.6 hours is high and should be reduced to 51.6 hours, based primarily on other matters involving attorney Walter Luers. The plaintiff, while acknowledging that a great deal of time went into this matter argues that it was never interested in taking this "O.P.R.A." matter "to the limit" but was forced to do so by the city's often and inexplicable behavior. The court agrees with the plaintiff on this point.

Prior to the "O.P.R.A." complaint being filed (and thus not included in this fee application) the plaintiff acted reasonably with the city. It granted three extensions to the city, it modified its requests when asked to do so by the city and it shortened some of the time periods requested. Plaintiff did this because it was told by the city that the city was working on the request. In the end the plaintiff got absolutely nothing and had no choice but to file this "O.P.R.A." action.

The pleadings, briefs and appendices to the litigation were indeed extensive but only because the “pre complaint” aspect of the matter was extensive and had to be included in the various submissions by counsel in the litigation.

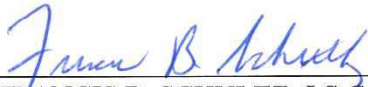
While the city claimed the document requests were overbroad and would interfere with agency operations when it first denied the “O.P.R.A.” request (pre complaint) it seemed to feel that this cursory and conclusionary response was good enough for the court when it came to its “opposition” on the return date on the order to show cause. No certification was provided by the city clerk as to exactly how these requests would substantially interfere with agency operations. No certification was provided at all!

In a technical sense the court could have simply ruled that the city “defaulted” when it came to any factual assertions and since the city bore the burden of proof in this “O.P.R.A.” matter the court would obviously have decided the matter in favor of the plaintiff. This court however, respecting the city’s position enough that it wanted the city to “have its day in court” ordered a formal hearing where the city clerk could testify in support of its position. The hearing revealed that the city made no real effort at all to locate the documents, in spite of several statements to the plaintiff that it indeed was working on the matter. The grand irony is that the court respected the city more than the city respected itself.

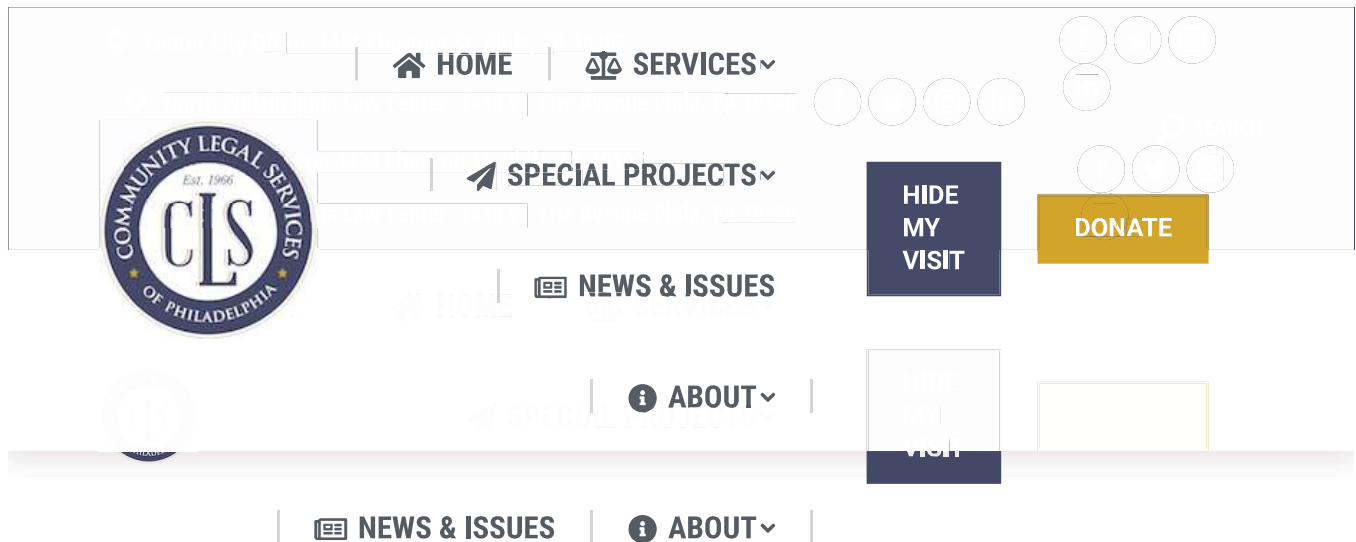
This Judge has reviewed the certification of counsel in support of the application item by item. The frequent use of block billing makes it difficult to know exactly how much time was spent on each issue within the block. Block billing is however not fatal to a counsel fee application. The court also recognizes as compensable the time that was spent on preparing and trying to resolve this matter as ordered by the court. It should be noted that the plaintiff was completely successful on all issues.

The key to good lawyering has always been summed up in one word: preparation. The very fine product of the plaintiff, both on paper and in court, was result of a great deal of time spent on preparation. The court cannot find any item of time that is obviously excessive or unreasonable. The court will accept the 191.7 hours of attorney time at \$500.00 per hour for a total of \$95,850.00 plus the sought paralegal fees and cost.

Counsel for the plaintiff will submit the appropriate Order under the 5 day rule.



FRANCIS B. SCHULTZ, J.S.C.



ATTORNEY FEES

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EXPLANATORY NOTICE TO THE PUBLIC

CLS never charges attorney's fees to its clients, although in some cases clients are asked to pay for court filing fees or other out of pocket expenses.

The attached chart lists the fee schedule used by CLS only in cases in which the law allows for the award of attorney's fees from opposing parties in order to compensate CLS for the legal services provided to its clients.

RANGE OF HOURLY RATES*, Effective July 1, 2018

Attorneys post-law school experience under 2 years	\$200-220
Attorneys 2-5 year's experience	\$230-275
Attorneys 6-10 year's experience	\$280-360
Attorneys 11-15 year's experience	\$375-450
Attorneys 16-20 year's experience	\$475-530
Attorneys 21-25 year's experience	\$550-640
Attorneys more than 25 year's experience	\$650-700
Law Students	\$110-160

Paralegal I and II

\$150-200

Senior and Supervisory Paralegal

\$205-250



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3700

North Philadelphia
Office

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Philadelphia, PA
19140 | 215-227-
2400

Landlord Tenant
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1339 Chestnut St.
10th Floor
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19103



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Would Be Costly,
Unfair, and
Unworkable

February 3, 2022



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Annual Reports Board of Directors
Leadership Council

RESOLUTION TO HOLD A CLOSED SESSION

WHEREAS, the Open Public Meetings Act (N.J.S.A. 10:4. et seq.) provides for the exclusion of the public meetings of the governing body during the discussion of certain matters; and

WHEREAS, prior to the exclusion of the public from a meeting of the Township Council it is required that the Council adopt a Resolution stating the general nature of the subject to be discussed and stating as precisely as possible the time when the minutes of the discussion conducted in closed session can be disclosed to the public; and

WHEREAS, this body is about to consider a matter which falls within the purview of N.J.S.A. 10-4-12, and can properly exclude the public from such discussions; now, therefore, be it

BE IT RESOLVED, that the Township Council of the Township of West Orange, now assembled in public session at its regular meeting of July 19, 2022 enter into a closed session to consider the following matter(s).

- () 1. Discussion of any material, the disclosure of which constitutes an invasion of individual privacy.
- () 2. A collective bargaining agreement or the terms of provisions of same.
- () 3. Techniques or tactic utilized to protect the safety and property of the public provided that their disclosure could impair such protection.
- () 4. An investigation of violations or possible violations of the laws of the State of New Jersey and/or the Township of West Orange Administrative Code.
- (X) 5. Pending or anticipated litigation or contract negotiation in which this body is or maybe a party.
- () 6. A matter falling within the attorney-client privilege to the extent that confidentiality is required in order for the attorney to exercise his ethical duties to this body.
- () 7. Personnel matters.
- () 8. Discussion of any matter which by express provision of Federal law or State statute or rule of Court shall be rendered confidential.
- () 9. Discussion of any matter in which the release of information would impair a right to receive funds from the Government of the United Sates.
- () 10. Discussion of any matter involving the purchase, lease or acquisition of real property with public funds, the setting of banking rates or investment of public funds, where it could adversely affect the public interest if discussion of such matters were disclosed.
- () 11. Deliberations occurring after a public hearing that may result in imposition of a civil penalty or suspension or loss of a license or permit.

More specifically, the Council may discuss in closed session the following topic(s):

Kevin Malanga v. Township of West Orange, et al.

(the general subject matter(s) of discussion shall be indicated by a check mark in the appropriate box and shall be more specifically referred to thereafter to the extent such additional disclosure can be made without compromising the need for confidentiality giving rise to the closed session.

IT IS FURTHER RESOLVED that the minutes of said discussion shall be made public as soon as the matter under discussion is no longer of a confidential or sensitive nature such that the public interest will no longer be served by such confidentiality.

The foregoing resolution was duly adopted by the Township Council of the Township of West Orange at a public meeting held on **July 19, 2022**

Motion:

Second:

Vote

Aye:

Opposed:

Karen J. Carnevale, R.M.C.
Municipal Clerk

Susan McCartney
Council President

Adopted: July 19, 2022

RESOLUTION

WHEREAS, on June 10, 2022, Kevin Malanga filed a new action captioned Kevin Malanga v. Township of West Orange and Township of West Orange Council, Docket No.: ESX-L-003433-22; and

WHEREAS, on July 11, 2022, the Court had a Case Management Conference; and

WHEREAS, West Orange Senior Housing has intervened in the action; and

WHEREAS, Plaintiff's counsel and the Township have discussed certain revisions with regard to the Agreement of Sale which would expedite this matter and resolved the litigation pending before the New Jersey Supreme Court;

NOW HEREBY BE IT RESOLVED, BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE that the proposed Addendum to the Agreement be and is hereby approved.

BE IT FURTHER RESOLVED that the Mayor be and is hereby authorized to execute the Addendum and the Municipal Clerk may attest to the Mayor's signature.

Karen J. Carnevale, R.M.C.
Municipal Clerk

Susan McCartney
Council President

Adopted: July 19, 2022

AMENDMENT TO SALE AND PURCHASE AGREEMENT

Between

Township of West Orange as “**Seller**”

-and-

West Orange Senior Housing, LLC
as “**Purchaser**”

This To The Sale and Purchase Agreement (“**Amendment**”) is made this ____ day of July, 2022 (“**Effective Date**”) between, the Township of West Orange, a public body politic and corporate of the State of New Jersey, having an address at 66 Main Street, West Orange, New Jersey (the “**Seller**”), and West Orange Senior Housing, LLC, having an address of 1 Parker Plaza, Fort Lee, New Jersey, as nominee for an Urban Renewal Entity to be formed (the “**Purchaser**”)

WHEREAS, Purchaser and Seller entered into an Agreement of Sale and Purchase dated April 26, 2022 (the “**Original Agreement**”) for the real property commonly known as the Library property, West Orange, New Jersey, otherwise known as Block 68, Lot 1 on the tax map of the Township of West Orange, and more particularly described on Exhibits A and B attached to the Original Agreement (“**Property**”); and

WHEREAS, Purchaser intends to utilize the Property solely for (i) the construction and operation of age-restricted low and/or moderate-income housing, and (ii) the construction of a 7,500 square foot public use room (“**Project**”); and

WHEREAS, the parties have agreed it is to their mutual benefit to amend the Original Agreement.

NOW, THEREFORE, Seller and Purchaser agree, for good and valuable consideration, as follows:

1. Capitalized terms not otherwise defined herein shall have the meanings assigned to such terms in the Original Agreement, unless the context otherwise requires.

2. The parties agree that the deed restriction encumbering the individual units within the Property restricting their use to low- and moderate-income residential housing shall run in perpetuity. Accordingly, Paragraphs 4 and 5(a)(v) of the Agreement are hereby amended to state the following:

4. Condition Regarding Use of Property. Performance by Seller under this Agreement, including but not limited to conveyance of title to the Property, is conditioned upon the representation by Purchaser that Purchaser will utilize the Property solely for (i) the construction and operation of age-restricted low and/or moderate-income housing, and (ii) the construction of a 7,500 square foot public use room (to serve as a community room, satellite library, or other public use as determined by the Township) (the “**Community Room Use**”). These conditions shall be effectuated by:

a. the preparation of a 99-year deed restriction on the Project restricting all residential units, except one (1) on-site superintendent unit, to occupancy by low- and moderate-income residents in compliance with applicable State and Municipal laws and regulations related to development and marketing of affordable housing units; and

b. the preparation and recording of an easement on, over, in, upon and through the Property reserved for by the Seller for the public benefit for use of the Community Room Use (the “**Easement**”). The Community Room Use and Easement shall be perpetual and recorded as a deed restriction.

5(a)(v). The preparation and execution of a deed restriction that restricts the rent or use of the units as low- and moderate-income residential housing in accordance with Paragraph 4 herein for each residential unit to be recorded with the Closing Deliverables listed in paragraph 7.

3. The parties further agree to negotiate in good faith the following: (i) an easement on, over, in upon and through the Property for the Community Room and for the provision of ingress and egress to and from the Community Room, and (ii) an easement on, over, in upon and

through certain property of the Seller for the purpose of providing egress and ingress to certain parking spaces to be used as part of the Project (“**Parking Space Easement**”). The parties recognize that mutual indemnification provisions shall be provided for in said easement agreements. Accordingly, Paragraph 7 shall be amended and supplemented to state the following:

7. Closing Deliverables. At the Closing, the Seller shall deliver the following to the Purchaser:

- e. an easement on, over, in upon and through certain property of the Seller for the purpose of providing egress and ingress to certain parking spaces to be used as part of the Project (“**Parking Space Easement**”), which shall be negotiated in good faith by the parties and include the following provision:

Indemnification. Each party hereby agrees to indemnify, defend and hold harmless the other Party, its successors and assigns, its officers, contractors, agents, employees, servants or any of them, from and against any and all losses, damages, suits, claims, fines, penalties, costs and expenses whatsoever (including death and defense of any such claims), which it, they or any of them may directly or indirectly suffer, sustain, or be subject to, (or be held liable for) in any way arising from, connected with or growing out of this Agreement, as a result of the negligence of the indemnifying Party, its successors, contractors, assigns and any other users or beneficiaries of this Agreement.

At the Closing, the Purchaser shall deliver the following to the Seller:

- e. the Easement, which shall be negotiated in good faith by the parties and include the following provision:

Indemnification. Each party hereby agrees to indemnify, defend and hold harmless the other Party, its successors and assigns, its officers, contractors, agents, employees, servants or any of them, from and against any and all losses, damages, suits, claims, fines, penalties, costs and expenses whatsoever (including death and defense of any such claims), which it, they or any of them may directly or indirectly suffer, sustain, or be subject to, (or be held liable for) in any way arising from, connected with or growing out of this Agreement, as a result of the negligence of the indemnifying Party, its successors, contractors, assigns and any other users or beneficiaries of this Agreement.

4. The parties desire to amend the Agreement to provide mutual indemnification provisions. Accordingly, the Agreement shall be amended to add an additional paragraph entitled Indemnification, which shall state the following:

19. **Indemnification.** Each party hereby agrees to indemnify, defend and hold harmless the other Party, its successors and assigns, its officers, contractors, agents, employees, servants or any of them, from and against any and all losses, damages, suits, claims, fines, penalties, costs and expenses whatsoever (including death and defense of any such claims), which it, they or any of them may directly or indirectly suffer, sustain, or be subject to, (or be held liable for) in any way arising from, connected with or growing out of this Agreement, as a result of the negligence of the indemnifying Party, its successors, contractors, assigns and any other users or beneficiaries of this Agreement.

5. The parties further agree that Purchaser shall use commercially reasonable efforts to commence construction of the Project within five (5) years of the Effective Date of this Amendment. Accordingly, the Agreement shall be amended to add an additional paragraph entitled Reversionary Interest, which shall state the following:

20. **Reversionary Interest.** The Bargain and Sale Deed with Covenants Against Grantor's Acts conveyed to the Purchase by Seller at the time of closing pursuant to Paragraph 7(a) of this Agreement, shall contain the following provision:

This conveyance is made on the condition that Grantee or Grantee's assigns use commercial reasonable efforts to Commence Construction of the Project within five (5) years of the Effective Date of a certain Amendment to Purchase and Sale Agreement between West Orange Senior Housing, LLC and the Township of West Orange. For purposes of this provision, the term "Commence Construction" shall mean the undertaking of any actual physical construction of any portion of the Project (or applicable phase thereof), including demolition, site preparation, environmental remediation, construction of Improvements or construction or upgrading of infrastructure. All other Capitalized terms not otherwise defined herein shall have the meanings assigned to such terms in the Amendment to Purchase and Sale Agreement, unless the context otherwise requires.

If Grantee or Grantee's assigns fails to use commercial reasonable efforts to commence construction as required above, the property conveyed herein will revert to Grantor.

If the Property reverts to Seller pursuant to the terms contained within the deed and this Paragraph 5, Seller shall, within thirty (30) days of said reversion, refund to Purchaser or Purchaser's assigns the full Purchase Price. The obligation of Seller to refund the Purchase Price pursuant to this Paragraph 5 shall survive Closing.

6. This Amendment may be executed in any number of counterparts, each of which shall be deemed to be original, and all of which together shall constitute one and the same instrument. This Amendment may be transmitted between Purchaser and Seller by facsimile machine or by email transmission. Purchaser and Seller intend that signatures so transmitted constitute original signatures and that this Amendment containing the signatures (original or as so transmitted) of all the parties is binding on Purchaser and Seller.

7. All provisions of the Original Agreement that are not expressly amended herein shall remain in full force and effect. In the event any provisions of the Original Agreement are inconsistent with this Amendment, the provisions of this Amendment shall control.

(Signatures are on the following pages.)

IN WITNESS WHEREOF, each party hereto, being authorized to do so and intending to be legally bound hereby, has duly entered into this Amendment on the date set forth above.

Seller
Township of West Orange

By: _____

Name: Robert D. Parisi
Title: Mayor

Purchaser
West Orange Senior Housing, LLC as
Nominee for West Orange Senior Housing
Urban Renewal, LLC

By: _____
Name: Joseph Alpert
Title: Managing Member

2022 Budget Amendment #1187-22
July 19, 2022

BE IT RESOLVED, that the Township Council of the Township of West Orange, on this 19th day of July 2022, that Budget Amendment #1 to the 2022 Local Municipal Budget of the Township of West Orange be and is hereby introduced on first reading and the Township Clerk is directed to read the title thereof in full.

According to NJSA 40A:4-1, since Amendment #1 does not add a new item of appropriation in an amount in excess of 1% of total appropriations, increase or decrease any item of appropriation by more than 10% or increase the amount to be raised by takes by more than 5%, the amendment does not require advertisement or a new public hearing.

Copies of Amendment #1 are available in the office of the Business Administrator at the Municipal Building, 66 Main St, during the hours of 8:30 AM to 4:30 PM.

Introduced Budget:**CURRENT FUND - GENERAL REVENUES**

	2022 Introduced	2022 Amended #1	Change
CURRESurplus Anticipated	3,007,431.72	3,024,764.40	17,332.68
Total Surplus Anticipated	3,007,431.72	3,024,764.40	17,332.68
3. Miscellaneous Revenues - Section A: Local Revenues (continued)			
Sewer User Charges	7,251,359.33	7,217,055.31	(34,304.02)
Total Section A: Local Revenue	11,136,631.90	11,102,327.88	(34,304.02)
3. Miscellaneous Revenues - Section F: Special Items of General Revenue Anticipated			
ESSEX CARES GRANT	2,529,545.88	15,370.65	(2,514,175.23)
ARP	-	2,514,175.23	2,514,175.23
3. Miscellaneous Revenues - Section G: Special Items of General Revenue Anticipated			
With Prior Written Consent of Director of Local Government Services - Other Special Items:			
Comcast Cable TV	628,208.38	624,072.60	(4,135.78)
Supplemental Sewer Fees	62,302.52	59,941.73	(2,360.79)
Uniform Fire Safety Act	85,510.34	83,811.84	(1,698.50)
Total Section G: Special Items of General Revenue Anticipated with Prior Written			
Consent of Director of Local Government Services - Other Special Items	11,026,048.16	11,017,853.09	(8,195.07)
Summary of Revenues			
1. Surplus Anticipated (Sheet 4, #1)	3,007,431.72	3,024,764.40	17,332.68
3. Miscellaneous Revenues:			
Total Section A: Local Revenues	11,136,631.90	11,102,327.88	(34,304.02)
Total Section G: Special Items of General Revenue Anticipated with Prior Written Consent of Director of Local	11,026,048.16	11,017,853.09	(8,195.07)
Total Miscellaneous Revenues	33,742,798.01	33,700,298.92	(42,499.09)
5. Subtotal General Revenues (Items 1, 2, 3 and 4)	38,705,401.45	38,680,235.04	(25,166.41)
7. Total General Revenues	101,764,838.10	101,739,671.69	(25,166.41)
	-	-	

CURRENT FUND - APPROPRIATIONS

	2022 Introduced	2022 Amended #1	Change
GENERAL GOVERNMENT			
DEPARTMENT OF POLICE			
Salaries and Wages	14,169,244.00	9,165,727.13	(5,003,516.87)
Salaries and Wages-ARP	-	4,978,350.46	4,978,350.46
Total Operations {Item 8(A)} within "CAPS"	66,184,553.51	66,159,387.10	(25,166.41)
Total Operations Including Contingent - within "CAPS"	66,185,553.51	66,160,387.10	(25,166.41)
Salaries & Wages	34,882,286.00	34,857,119.59	(25,166.41)
(H-1) Total General Appropriations for Municipal Purposes within "CAPS"	74,804,537.51	74,779,371.10	(25,166.41)
Essex County CARES	2,529,545.88	15,370.65	(2,514,175.23)
ARP	-	2,514,175.23	2,514,175.23
(L) Subtotal General Appropriations {Items (H-1) and (O)}	99,638,957.09	99,613,790.68	(25,166.41)
9. Total General Appropriations	101,764,838.10	101,739,671.69	(25,166.41)
(H-1) Total General Appropriations for	74,804,537.51	74,779,371.10	(25,166.41)
Total General Appropriations	101,764,838.10	101,739,671.69	(25,166.41)

RESOLUTION

WHEREAS, the Township of West Orange proposes Engineering Services for Ginny Duenkel Pool Improvements; and

WHEREAS, to provide engineering services for design, construction documentation and construction administration services for Ginny Duenkel Pool Improvements the Township requires the services of a professional Engineering firm; and

WHEREAS, the Township Engineer prepared a Request for Proposals dated June 27, 2022 for these professional design services; and

WHEREAS, the Township Engineer solicited a proposal from five professional engineering firms; and

WHEREAS, PS&S, responded to the Request for Proposal; and

WHEREAS, PS&S, have performed similar work for the Township on several projects and their work quality is very good; and

WHEREAS, by letter dated July 12, 2022 the Township Engineer recommended a professional services contract be awarded to PS&S, 3 Mountainview Road, Butler, NJ for Professional Engineering Services associated with Ginny Duenkel Pool Improvements; and

WHEREAS, PS&S responded to the Township's Request for Qualifications for Professional Services for 2022; and

WHEREAS, sufficient funds exist for the services outlined in the proposal of Ginny Duenkel Pool Improvements; and

WHEREAS, the Township Council concurs in the foregoing.

NOW THEREFORE BE IT RESOLVED by the Township Council of the Township of West Orange, New Jersey that a professional services contract be awarded to PS&S to provide professional land surveying services for Ginny Duenkel Pool Improvements in the amount of \$10,300.00.

BE IT FURTHER RESOLVED that a copy of this Resolution be published in the West Orange Chronicle within ten (10) days of its approval as required by State Statute.

Karen J. Carnevale, R.M.C., Municipal Clerk

Susan McCartney, Council President

Adopted: July 19, 2022

I hereby certify funds are available from:

ACCOUNT NO.
2021 Capital Improvements
03 2661 21 0400 180
\$10,300.00

John Gross, Chief Financial Officer



Via Email
July 7, 2022
09022.1011

Mr. Leonard R. Lepore, Municipal Engineer
Municipal Engineer/Director of Public Works
Township of West Orange
25 Lakeside Avenue
West Orange, New Jersey 07052

Education

Energy Utility

Healthcare

Public Works

Real Estate

Re: **Ginny Duenkel Pool Improvements**
PS&S Proposal for Engineering Services

Dear Mr. Lepore:

Science & Technology

Paulus, Sokolowski and Sartor, LLC (PS&S) is pleased to submit this proposal to provide professional engineering services to the Township of West Orange for design, construction documentation, bid review, and construction administration services for certain improvements to the West Orange Ginny Duenkel township pool.

We understand the main pool has a footprint of approximately 9,500 square feet. An adjacent wading pool covers approximately 1,600 square feet but is not subject of this proposal.

1.0 SCOPE OF SERVICES

In accordance with recent correspondence, we understand that the Township desires to have certain improvements made to the Ginny Duenkel Main pool. These improvements include replastering and painting of the pool surface, and replacement of existing deck drains with a new larger drain. PS&S proposes to provide the following professional engineering services in support of this project:

- A. Review of pool construction plans and previous studies/documents associated with prior pool investigations/repairs.
- B. Perform a field visit to confirm/verify existing conditions at the site.
- C. Design and specifications for the replastering and painting of the pool surfaces and the replacement of the existing pool deck drain with a larger drain.
- D. Provide twelve (12) sets of bid documents.
- E. Provide construction administration services including review and processing of contractor submittals (shop drawings, samples, etc.), response to RFI's, and contractor payment requisition submissions. PS&S assumes a total of up to two (2) site visits during the entire construction period anticipated to be two months.

3 Mountainview Road
PO Box 4039
Warren, NJ 07059

t. 732.560.9700

www.psands.com



July 7, 2022

2.0 ASSUMPTIONS AND EXCLUSIONS

We assume the following in our proposal:

1. Structural repairs/modifications to the pool are not anticipated/included.
2. The design/technical specifications are anticipated to be on the drawings, and that book specifications are not required.
3. All Application and Permit fees will be paid by Township of West Orange.
4. Full time or daily site visits during construction period is not required and not included in the proposal.

3.0 SCHEDULE

PS&S will commence work within five (5) days of authorization to proceed and estimates up to three (3) weeks to complete the design, specifications, and bid documents. The bid document review time by the Township of West Orange DPW is not included in the Schedule.

4.0 FEE, TERMS, AND CONDITIONS

PS&S proposes to provide the aforementioned Scope of Services for a **LUMP SUM** fee of **Ten Thousand Three Hundred Dollars (\$10,300.00)** as broken down below. These fees exclude any permit fees, which will be paid directly by the Township of West Orange. These services would be performed in accordance with the terms and conditions of the attached PS&S *Schedule of Charges & Hourly Rates* and *General Conditions of Service* both dated February 1, 2022.

Fee Breakdown	
Phase 010 – Design	\$6,500.00
Phase 020 – Construction Administration	\$2,800.00
Phase 990 – Expenses (printing, mail, mileage)	\$1,000.00
Total	\$10,300.00



July 7, 2022

5.0 AUTHORIZATION

We appreciate the opportunity to prepare this proposal, and we look forward to working with you on this project. Should you find this proposal to be acceptable, please return a signed copy for our files.

Very truly yours,

PAULUS SOKOLOWSKI and SARTOR, LLC

A handwritten signature in blue ink, appearing to read 'Michael P. Cohen'.

Michael P. Cohen, PE, PMP
Sr. Vice President

cc: G. Reichert, PS&S

attach.

PROPOSAL ACKNOWLEDGED AND ACCEPTED:	
CLIENT:	Township of West Orange
SIGNATURE:	
NAME:	
TITLE:	
DATE:	



GENERAL CONDITIONS OF SERVICE

Page 1 of 4

These General Conditions of Service ("General Conditions") and PS&S's Schedule of Charges & Hourly Rates ("Rate Schedule") are attachments to this Proposal. Unless you (the Client) specifically exclude these General Conditions, they along with the Rate Schedule and the Proposal will comprise the agreed terms under which Services will be provided (hereinafter referred to as the "Professional Service Agreement" or "PSA") for the project described in the Proposal (the "Project"). Any Service that you request (or is required) that is not described in the Proposal is considered to be an Additional Service. Additional Services will require a written amendment to the Professional Service Agreement before being performed.

1. CHARGES FOR SERVICES

When PS&S is to be paid on the basis of time expended and expenses incurred on the Project, compensation shall be determined using the hourly rates on the attached Rate Sheet. These rates are effective for six months from February 1, 2022. PS&S reserves the right to increase its rates every six (6) months or amend the Billing Titles featured on the Rate Sheets. However, in no event shall the rates be increased by more than ten percent (10%). If PS&S is to be paid on a fixed-fee or lump-sum basis, compensation shall be paid either on a percentage-of-completion basis, or in accordance with the milestone achievement schedule included in the Proposal.

Billing time for in-person meetings and / or site visits will commence and terminate from portal-to-portal to/from a PS&S office location.

If the Client requests PS&S to provide other Services in addition to those described in the attached Proposal, PS&S requires a written additional service authorization amending this Professional Service Agreement before PS&S will proceed with that work.

Any retainer payment must be returned with one (1) executed copy of this proposal prior to commencement of work and it shall be applied against the final invoice only and not against interim invoices. Should there be any balance due you at the end, it will be returned to you.

Further, it is specially understood and agreed that PS&S's fees are in no way contingent upon the plans or project being approved by any reviewing agency.

2. CHARGES FOR REIMBURSABLE EXPENSES

All Reimbursable Expenses incurred for a Project will be separately billed at actual cost plus fifteen percent (15%). Such expenses include, but are not limited to, costs for: subcontractor(s)/consultant(s); laboratory; reproduction [printing, binding, etc.]; special equipment required for Project execution; Project-required travel; special insurance coverage in excess of or different from PS&S's standard insurance coverage; special mailing and, any other costs particular to Project engagement. Mileage costs will be billed at the rate authorized by the Internal Revenue Service. If rental vehicles are used (at the option of PS&S), the actual rental charges plus fifteen percent (15%) will be billed instead of using the IRS mileage reimbursement rate.

3. TIME FOR PERFORMANCE

Delays created by scheduling of government meetings, or by any failure by the Client to timely respond to requests for input, information, or decisions may extend the Project schedule and require an increase in PS&S's compensation. If PS&S's Services have not been completed by the date established in the Proposal for the completion of Services, through no fault of PS&S, all PS&S Services provided thereafter shall be compensated on an hourly-rate basis using the rates attached, notwithstanding any other compensation amount set forth in the Proposal.

Neither party shall be liable to the other for any delay or failure in performance of any of the obligations under this Agreement to the extent such delay or failure is caused by any pandemic-related impact, fire, flood, earthquake, civil, governmental, or military authority, acts of God, war, terrorist acts, or other similar causes beyond a party's reasonable control and without the fault or negligence of the delayed or non-performing party.

4. PAYMENT

Invoices for all Services: will be issued on a monthly basis; are considered due upon receipt; and, must be paid within 30 days of the invoice date. Interest at one percent (1%) per month (but not exceeding any maximum rate allowed by law) will be charged on any invoice amount not paid within 30 days of the invoice date. All reasonable attorney's fees and costs incurred by PS&S to collect any delinquent amounts shall be added to the amount to be paid by the Client.

Effective Date: February 1, 2022



PS&S shall not be obligated to deliver any documents for governmental review, deliver any documents or Services for the next Project milestone, sign and seal documents (or any final Construction Documents), nor shall PS&S be obligated to commence providing any Services during the Construction Phase of a Project while any invoice for properly performed Services (or previously delivered document) is overdue and remains unpaid more than 30 days after invoice date. If any undisputed invoiced amounts are not paid within 60 days of invoice date, PS&S may suspend its Services or terminate this Agreement whether on this project or another PS&S engagement. Once Services are suspended for nonpayment, they will be resumed at the discretion of PS&S but only when all unpaid amounts, including accrued interest, are paid in full on all engagements. If PS&S terminates this Agreement for non-payment, the Client shall also be obligated to pay the reasonable costs associated with termination. A suspension of Services shall not preclude PS&S from later electing to terminate this Agreement for continued non-payment of its invoices. Any failure by PS&S to terminate or suspend Services shall not constitute a waiver of, nor be considered a limitation of, these or any other rights and remedies available at law or equity.

If the Client requests PS&S to suspend Project Services for more than 60 days, the Client shall pay PS&S a charge of not more than ten percent (10%) of the amount due for the remaining unperformed Services, as a condition for PS&S to resume the performance of its Services, according to a mutually acceptable revised Project Schedule. Projects with current payment status receive the first commitment of PS&S's resources.

5. TAXES

If applicable, the Client shall pay the cost of any sales, use, excise, value-added or other tax, which is or may become applicable to the Services, in addition to the amount of compensation due to PS&S under this Agreement.

6. STANDARD OF CARE AND PS&S'S RESPONSIBILITIES

PS&S shall perform its Services in a manner consistent with that level of skill and care ordinarily exercised by other professional consultants providing the same or similar Services, under similar circumstances and location that exist at the time of providing the Services. PS&S represents that it is duly qualified to provide the Services that are covered by this Agreement and that it is authorized to enter into and execute this Agreement. No other representation, express or implied, and no warranty or any guarantee is made as part of this Agreement, or in any report, document or other communication provided as part of the Services.

If changes are made by the Client or others that affect the design documentation or Services provided by PS&S, any PS&S liability for such changes and their consequences shall be waived by the Client, and Client shall have sole responsibility and liability for such changes and their consequences, unless PS&S was previously advised in writing of such changes, and allowed the proper time in accordance with applicable professional standards, to evaluate and consent to such changes. Client shall compensate PS&S for the time required to provide the evaluation required due to such changes.

PS&S's Services are provided to meet the applicable standards of care, applicable laws, building codes and regulations ("design requirements") for the submission of a permit application from governmental authorities with jurisdiction over the project. At times, these design requirements may be interpreted differently by certain government inspectors and building officials, resulting in changes to the design documents and the project construction, in some cases after permits and approvals have already been issued. Although these design changes may increase the construction costs of the Project, that does not mean that the design documents were not prepared to meet the applicable design requirements or professional standards. It is therefore expressly understood that any additional construction costs that may result, shall not be the basis for any claim for damages against PS&S; and, any design changes required to satisfy conditions of approval by any regulatory agency shall be billed on a time and materials basis as additional costs.

7. CLIENT'S RESPONSIBILITIES

The Client will provide to PS&S all available information pertinent to or required for the performance of PS&S's Services as described in this Agreement. PS&S will be permitted to rely on the accuracy and completeness of the Client-supplied information unless doing so would be a breach of the standard of care set forth in Section 6 above. The Client will provide PS&S access to all public and private property as necessary for PS&S to perform its Services and give prompt written notice to PS&S whenever the Client becomes aware of anything that could affect the Services.



8. PURCHASE/WORK/TASK ORDERS

If the Client issues a purchase/work/task order or other document related to PS&S's Services, it is agreed that such document is issued for Client's internal accounting purposes only and shall not amend, supplement, modify, or delete any terms or conditions of this Agreement regardless of the language on that purchase/work/task order. If there is any conflict between the terms and conditions of such purchase/work/task order and this Agreement, the terms and conditions of this Agreement shall govern.

9. MUTUAL WAIVER OF CONSEQUENTIAL DAMAGES

PS&S and the Client each waive the right to make any claims against the other for consequential damages arising out of or related to this Agreement.

10. LIMITATION OF LIABILITY

To the fullest extent permitted by law, PS&S's total liability to the Client for any and all injuries, claims, losses, costs, damages, or claim expenses arising out of or related to this Agreement, however caused, shall not exceed the total amount of \$50,000 or the amount of PS&S's fee (whichever is greater).

11. PROJECT CONSTRUCTION AND SITE SAFETY

PS&S shall not be responsible for the means, methods, techniques, procedures, or sequence of construction, nor shall PS&S be held responsible for the safety precautions and programs of the Client's contractor(s) working at the Project Site, or any failure of those contractor(s) to comply with applicable laws, rules, or regulations. To the fullest extent permitted by law, neither PS&S nor any of its employees, consultants, authorized agents or representatives performing Services at the Project Site or elsewhere shall be liable for any injury occurring as part of the construction of the Project or any site work, due to a failure, breach or disregard of construction safety standards, procedures, Site-specific programs, transportation regulations, or industry practices at the construction Project (or Site) by the Client's contractors or others for whom PS&S is not responsible under this Agreement. PS&S shall only be responsible for the adherence and compliance of all PS&S employees, consultants, authorized agents and representatives with the Project-site safety programs and procedures, and the laws and regulations applicable to those for whom PS&S is responsible under this Agreement.

12. HAZARDOUS OR TOXIC MATERIALS

Unless specifically agreed to in the Proposal, which is part of this Agreement, PS&S shall not be responsible to search for, detect, test, investigate or determine the presence of, monitor, remediate, clean up, remove, contain, treat, detoxify or neutralize hazardous, toxic or radioactive materials, mold, or any other pollutant or toxin within or adjacent to the Project or Site, which is the subject of this Agreement.

13. DOCUMENTATION AND ELECTRONIC MEDIA LIMITATIONS

- A. All drawings, specifications and/or other documents created by PS&S ("Documents") are instruments of service prepared for the Project. PS&S, as the author, retains the intellectual property rights in the Documents, subject to the licenses and rights to use granted in this Agreement.
- B. PS&S grants to the Client an unlimited license to make and retain electronic copies of Design Documents but solely in connection with its use on the Project. The Design Documents are not intended or represented to be suitable for use by Client or others to prepare shop drawings, for extensions of the Project at or on land adjacent to the Project Site or at any location other than the Project Site. Client shall not add to, modify or alter nor allow others to add to, modify, or alter the Design Documents including any printed copies of the Documents, unless Client shall have removed all references to "Paulus, Sokolowski and Sartor," "PS&S" and any other references, marks, and the like [including metadata or other electronic tags] that relate in any way to, or can be used to identify PS&S as the author of the Documents.
- C. Client shall indemnify, defend, save and hold PS&S, its subconsultants and each of their partners, officers, shareholders, directors and employees harmless from and against any and all claims, judgments, suits, liabilities, damages, costs or expenses (including reasonable attorneys' fees) arising as the result of: i) Client's failure to comply



with any of the requirements of this Section 13; or ii) any different, unintended use, addition to, modification, alteration, change to or misinterpretation of the Documents by Client, or any party that receives the Documents from the Client (the "User"), without the knowledge and consent of PS&S.

- D. Files provided in electronic media format [text, data, graphics, or other types of information] are furnished only for the convenience of Client and/or its authorized users. Because data stored in electronic media format can deteriorate or be modified inadvertently or otherwise without authorization of the data's creator, the Users shall perform acceptance tests or procedures and provide notice of any issues or irregularities upon receipt of the files. Otherwise, the Users shall be deemed to have accepted the data transferred. PS&S shall not be responsible to maintain Documents stored in electronic media format after acceptance by the Client or its Users.
- E. When transferring documents in electronic media format, PS&S makes no representations as to long-term compatibility, usability, or readability of Documents resulting from the use of software application packages, operating systems, or computer hardware differing from those used by PS&S. Documents that may be relied upon by the Client, or its User(s) are limited to the versions that are signed and sealed by PS&S.
- F. Client accepts that the conversion of the printed versions of Documents into electronic media format or conversion of Documents from the format supplied by PS&S to another format may introduce errors or other inaccuracies. Client and its Users shall confirm the accuracy of the Documents before using them. Client accepts all responsibility for any errors or inaccuracies arising from the conversion of the Documents to another client-selected format, and releases PS&S and its subconsultants from any liability, costs, losses, or damages or expenses arising as the result of conversion errors or inaccuracies.

14. INSURANCE

PS&S will procure and maintain such insurance as will protect it from: claims related to or arising from Workers' Compensation Acts; claims for damages arising from bodily injury, sickness, disease or death of any and all employees or of any person other than such employees; claims or damages arising from injury to or destruction of property including loss of use resulting therefrom; and claims arising out of the performance of our professional services, but only to the extent such claims arise out of the performance of our professional services. A Certificate of Insurance shall be forwarded to the CLIENT if requested upon receipt of signed agreement evidencing our workers compensation policy coverage, general liability policy coverage, automobile liability coverage, excess coverage, professional liability coverage, and pollution liability coverage.

15. OTHER TERMS

This Agreement shall be construed in accordance with, and governed by, the laws of the State of New Jersey excluding any choice-of-law principles, including those of the law of the state where the Project is located that would require the application of the laws of a jurisdiction other than New Jersey.

Each party to this Agreement for itself, its successors and in respect of its property, irrevocably consents and agrees that: i) any legal action or proceeding with respect to this Agreement will be brought in a state or federal court in the State of New Jersey, which shall be the exclusive jurisdiction for all legal matters and any appeals; and ii) irrevocably waives any objection that it may have now or later to the laying of venue of any of the aforesaid actions or proceedings in a location in the State of New Jersey.

If any term of this Agreement or its application to any person or circumstance shall be determined to be invalid or unenforceable, the remaining provisions of this Agreement and/or the application of terms or provisions other than those that are found to be invalid or unenforceable, shall not be affected, and this Agreement shall be valid, binding, and enforceable to the fullest extent permitted by law.



3 Mountainview Road
PO Box 4039
Warren, NJ 07059

Proposal/Contract No: 09022.1011

Date: 7/07/2022

SCHEDULE OF CHARGES & HOURLY RATES

1. CHARGES FOR SERVICES

When PS&S is to be paid on the basis of time expended and expenses incurred on the Project, compensation shall be determined using the hourly rates. These rates are effective February 1, 2022, but may be modified any time six months thereafter by PS&S, depending on market conditions. PS&S reserves the right to add or modify title names within each established billing rate category at any time.

If the Client requests PS&S to provide other Services in addition to those described in the attached Proposal, PS&S requires a written additional service authorization amending this Agreement, before PS&S will proceed with that work.

Billable Hourly Rate	Title
\$ 215	Executive VP, Principal LSRP, SVP; VP
\$ 210	Sr. Director; Sr. Project (Architect, Designer, Engineer, LSRP, Manager, Planner, Scientist, or Surveyor)
\$ 205	Director; Project (Architect, Controls Manager, Designer, Engineer, LSRP, Planner, Scientist, or Surveyor); Project Manager II
\$ 190	Project Manager I; Sr. (Architect, Designer, Engineer, LSRP, Planner, Scientist, or Surveyor)
\$ 170	LSRP; Architect IV, Engineer IV, Planner IV; Designer VI, Scientist VI
\$ 155	Architect III, Engineer III, Landscape Architect III, Planner III, Project Controls III; Architectural Historian V, Designer V, Scientist V
\$ 145	Inspector III, Surveyor III
\$ 140	Architect II, Engineer II, Planner II; Archaeologist IV, CAD Technician IV, Designer IV, Scientist IV
\$ 135	Architect I, Engineer I, Planner I; Project Controls II; CAD Technician III, Designer III, Scientist III
\$ 125	Inspector II, Surveyor II
\$ 120	Architectural Historian II, CAD Technician II, Designer II, Scientist II
\$ 110	CAD Technician I, Designer I, Scientist I
\$ 95	Project Controls I; Admin II
\$ 95	Inspector I, Surveyor I
\$ 75	Technician I, Admin I
When survey field crew time is billed on a crew basis, the following rates apply (portal to portal):	
\$ 240	2-person crew
\$ 315	3-person crew

2. LICENSED SITE REMEDIATION PROFESSIONAL (LSRP) CONDITIONS

When work performed by PS&S includes the services of an Licensed Site Remediation Professional ("LSRP"), the LSRP will use his or her professional judgment to make recommendations as to actions required based upon the LSRP's review of the applicable statutes, regulations and guidance documents. The Client acknowledges that the LSRP's recommendations or issuance of any Response Action Outcome ("RAO") shall not constitute: (i) any acceptance of liability on behalf of PS&S or any LSRP employed by PS&S; (ii) any form of guarantee, indemnity or insurance for any legal liability or obligation of the Client. Further, the Client acknowledges that when PS&S's services hereunder entail the use of professional judgment, PS&S is not providing any guarantee that any other professional reviewing PS&S's work hereunder will not offer different recommendations or reach different conclusions based on that professional's use of his or her judgment. The Client acknowledges that PS&S is not responsible to the Client or any third-party for costs resulting from a different recommendation or different conclusion rendered by another party.

Under the Site Remediation Reform Act, N.J.S.A. 58:10C-1 et seq. ("SRRA"), the New Jersey Department of Environmental Protection (NJDEP) can audit and review an RAO and the Site Remediation Professional Board can review work performed by an LSRP. Further, an RAO can be invalidated if NJDEP determines that the RAO is not protective of human health and the environment. Neither PS&S nor the LSRP shall be held responsible for the invalidation of the RAO, and any services which might be required due to any such invalidation shall be considered an Additional Service.

The State has established mandatory and regulatory time frames to complete certain remediation requirements. If these time frames are not met, fines and potential NJDEP direct oversight could be imposed upon the Client. To the extent provided for in the scope of work, PS&S will advise the Client of deadlines and actions necessary to fulfill the requirements of such time frames. The Client acknowledges that PS&S's provision of such advice will not and does not shift responsibility for compliance with such time frames to PS&S. Further, if the Client delays in approving and proceeding with the recommendations of PS&S's LSRP in meeting these time frames or the Client delays in payment of services rendered by PS&S, which results in a delay to the progress of the project, the Client agrees that PS&S will not be held responsible or liable for any fees, fines, or financial impacts incurred as a result of NJDEP's direct oversight, fines, and fees.

Furthermore, the Client acknowledges that in the context of supporting any conclusions or recommendations made to any third-party or governmental entity, PS&S may be required to release or otherwise publish: data from tests performed on samples taken from the project location; physical observations of the project location; or other technical information obtained by PS&S regarding the physical conditions of the project location, including but not limited to, submissions made by PS&S's LSRP in connection with a project. Client expressly acknowledges that under SRRA, if the LSRP identifies a condition at the Site that, in the professional judgment of the LSRP, is an Immediate Environmental Concern ("IEC") (as defined in the SRRA), the LSRP is obligated to so advise the Client and to call the NJDEP's telephone hotline to advise the NJDEP of such IEC.



TOWNSHIP OF WEST ORANGE

25 LAKESIDE AVENUE, WEST ORANGE, N.J. 07052

DEPARTMENT OF PUBLIC WORKS

ROBERT D. PARISI

Mayor

Tel: (973) 325-4160

Fax: (973) 669-9588

Email: Engineering@westorange.org

LEONARD R. LEPORE

Director, Municipal Engineer

July 12, 2022

Mayor and Township Council
Municipal Building
66 Main Street
West Orange, New Jersey 07052

RE: **AWARD OF PROFESSIONAL SERVICES CONTRACT**
PROFESSIONAL ENGINEERING SERVICES FOR
GINNY DUENKEL POOL IMPROVEMENTS

Mayor Parisi, Council President Susan McCartney and Council Members,

On Thursday, July 7, 2022 the Township received one response to the Request for Proposals issued June 27, 2022 for Engineering Services for Ginny Duenkel Pool Improvements.

A summary of the responses for the project is as follows:

- | | |
|--|-----------------------------|
| 1. PS&S
3 Mountainview Road
Butler, NJ | \$10,300.00 |
| 2. Suburban Consulting Engineers, Inc.
96 US Highway 206, Suite 101
Flanders, NJ 07836 | Not interested at this time |
| 3. CME Associates
1460 Route 9 South
Howell, NJ 07731 | Not interested at this time |
| 4. Greenman- Pedersen Inc.
301 Gibraltar Drive, Suite 2A
Morris Plains, NJ 07950 | Not interested at this time |

5. Crew Engineers, Inc
1250 Route 23 North
Butler, NJ 07405

Not interested at this time

Based on my review of the response from the one firm, I recommend you award a Professional Services Contract to PS&S, 3 Mountainview Road, Butler, NJ 07405 in the amount of \$10,300.00. PS&S responded to the Townships RFQ for 2022 for Professional Services.

Attached, is a Resolution awarding Professional Services Contracts to PS&S, 3 Mountainview Road, Butler, NJ 07405 in the amount of \$10,300.00 for services described in their proposal dated July 7, 2022.

Please contact me if you have any questions. Copies of the RFP and a copy of the response are enclosed.

Very truly yours,

Leonard R. Lepore

Leonard R. Lepore, Municipal Engineer
Director of Public Works

LRL/ZYC/az
cc: John Gross
PS&S

**RESOLUTION AUTHORIZING THE COLLECTOR OF TAXES TO REFUND PAYMENT
TO THE LISTED TAXPAYER DUE TO VETERAN EXEMPTION**

WHEREAS the Assessor has granted a 100% Veteran Disabled exemption to parcels listed below and a letter of eligibility from the Veteran's Administration is on file in the Assessor's office showing the effective date of exemption.

WHEREAS, the owner or its mortgage servicer made payments after the date of exemption and tax refunds are due in the amounts listed below.

NOW, THEREFORE BE IT RESOLVED by the West Orange Township Council that the Collector of Taxes and Treasurer of West Orange, be and they are hereby authorized, empowered and directed to cause to be paid to the homeowners the tax refunds due:

	ADDRESS	9 SKYLINE DRIVE				EXEMPT	4/11/2022
	BLOCK	171				DATE	
	LOT	31					
	QUAL						
	PAYMENTS						
	<u>YEAR</u>	<u>QUARTER</u>	<u>DATE PD</u>	<u>AMOUNT</u>	<u>DAYS</u>	<u>REFUND DUE</u>	
	2022	2	4/8/2022	\$ 6,966.00	79	\$ 6,114.60	
						\$ -	
	DUE					\$ 6,114.60	
	<u>PAYABLE TO:</u>						
	COSMOS TITLE AGENCY, LLC						
	523 AMBOY AVE, 2ND FL						
	WOODBIDGE, NJ 07095						

	ADDRESS	575 EAGLE ROCK AVE			EXEMPT	1/1/2022
	BLOCK	152.18			DATE	
	LOT	1049				
	QUAL					
	PAYMENTS					
	<u>YEAR</u>	<u>QUARTER</u>	<u>DATE PD</u>	<u>AMOUNT</u>	<u>DAYS</u>	<u>REFUND DUE</u>
	2022	1	2/1/2022	\$ 2,030.00	90	\$ 2,030.00
	2022	2	4/25/2022	\$ 2,030.00	90	\$ 2,030.00
	DUE					\$ 4,060.00
	<u>PAYABLE TO:</u>					
	Corelogic Centralized Refunds					
	PO Box 9202					
	Coppell, TX 75019					

	ADDRESS	8 MERRYWOOD DRIVE		EXEMPT	1/1/2022
	BLOCK	76		DATE	
	LOT	1.02			
	QUAL				
	PAYMENTS				
YEAR	QUARTER	DATE PD	AMOUNT	DAYS	REFUND DUE
2022	1	2/1/2022	\$ 4,784.00	90	\$ 4,784.00
2022	2	4/28/2022	\$ 4,784.00	90	\$ 4,784.00
					\$ -
	DUE				\$ 9,568.00
	PAYABLE TO:				
	Corelogic Centralized Refunds				
	PO Box 9202				
	Coppell, TX 75019				

	ADDRESS	45 HIGHWOOD RD		EXEMPT	2/7/2022
	BLOCK	80.02		DATE	
	LOT	23			
	QUAL				
	PAYMENTS				
YEAR	QUARTER	DATE PD	AMOUNT	DAYS	REFUND DUE
2022	1	2/1/2022	\$ 5,932.00	53	\$ 3,493.29 (CORELOGIC)
2022	2	5/4/2022	\$ 5,932.00	90	\$ 5,932.00 (REALSAFE TITLE)
					\$ -
	DUE				\$ 9,425.29
	PAYABLE TO:				
	Corelogic Centralized Refunds				
	PO Box 9202				
	Coppell, TX 75019				
	PAYABLE TO:				
	RealSafe Title, LLC - no address				

	ADDRESS	70 VACCA DRIVE		EXEMPT	3/22/2021
	BLOCK	105		DATE	
	LOT	1			
	QUAL	C0070			
	PAYMENTS				
YEAR	QUARTER	DATE PD	AMOUNT	DAYS	REFUND DUE
2021	3	8/1/2022	\$ 1,758.53	90	\$ 1,758.53
					\$ -
					\$ -
					\$ -
					\$ -
					\$ -
					\$ -
	DUE				\$ 1,758.53
	PAYABLE TO:				
	Corelogic Centralized Refunds				
	PO Box 9202				
	Coppell, TX 75019				

[illegible][illegible]

	ADDRESS	40 REDWOOD AVE		EXEMPT	6/15/2022		
	BLOCK	152.14		DATE			
	LOT	735					
	QUAL						
	PAYMENTS						
YEAR	QUARTER	DATE PD	AMOUNT	DAYS	REFUND DUE		
2022	2	4/24/2022	\$ 3,820.00	15	\$ 636.67		
					\$ -		
					\$ -		
	DUE				\$ 636.67		
	PAYABLE TO:						
	KEARNY BANK						
	120 PASSAIC AVENUE						
	FAIRFIELD, NJ 07004						

Karen J. Carnevale, R.M.C., Municipal Clerk

Susan McCartney, Council President

Adopted: July 19, 2022

I hereby certify funds are available from: _____
Account No.

John Gross, Chief Financial Officer

RESOLUTION AUTHORIZING THE COLLECTOR OF TAXES TO REBATE PAYMENT TO THE LISTED TAXPAYER PURSUANT TO FINAL JUDGMENT BY THE TAX COURT OF NEW JERSEY

WHEREAS, final judgment on tax appeals has been rendered by the Tax Court of New Jersey on the petitions of the taxpayers listed on the attached schedule reducing the assessment.

WHEREAS, such judgment by merit of N.J.S.A. 54:3-27.2 shall be conclusive and binding upon the municipal assessor and taxing district;

NOW, THEREFORE BE IT RESOLVED by the West Orange Township Council that the Collector of Taxes and Treasurer of West Orange, be and they are hereby authorized, empowered and directed to cause to be paid to the said taxpayers the sums in full and final satisfaction to tax rebates due:

ADDRESS	408 METZGER DR			DATE:	6/8/2022
BLOCK	166.15				
LOT	11.04				
QUAL	C0408				
	ASSESSMENT				
YEAR	ORIGINAL	JUDGMENT	DIFFERENCE	TAX RATE	AMOUNT DUE
2021	\$1,360,500.00	\$1,275,000.00	\$ 85,500.00	4.354	\$ 3,722.67
2022	\$1,360,500.00	\$1,275,000.00	\$ 85,500.00		\$ -
			\$ -		\$ -
			\$ -		\$ -
			\$ -		\$ -
			\$ -		\$ -
			\$ -		\$ -
			\$ -		\$ -
			\$ -		\$ -
			\$ -		\$ -
TOTAL					\$ 3,722.67
PAYABLE TO:			Release Check		
			46 days	7/24/2022	
BRACH EICHLER, LLC			60 days	8/7/2022	
101 EISENHOWER PARKWAY					
ROSELAND, NJ 07068					

ADDRESS	404 METZGER DRIVE		DATE:	6/14/2022	
BLOCK	166.15				
LOT	11.04				
QUAL	C0404				
	ASSESSMENT				
<u>YEAR</u>	<u>ORIGINAL</u>	<u>JUDGMENT</u>	<u>DIFFERENCE</u>	<u>TAX RATE</u>	<u>AMOUNT DUE</u>
2021	\$1,401,200.00	\$1,275,000.00	\$126,200.00	4.354	\$ 5,494.75
2022	\$1,360,500.00	\$1,275,000.00	\$ 85,500.00		\$ -
			\$ -		\$ -
TOTAL					\$ 5,494.75
<u>PAYABLE TO:</u>			Release Check		
			46 days	7/29/2022	
BRACH EICHLER, LLC & WILDSTEIN, STEPHEN			60 days	8/12/2022	
101 EISENHOWER PARKWAY					
ROSELAND, NJ 07068					

ADDRESS	55 MOUNTAIN AVE		DATE:	12/8/2021	
BLOCK	104				
LOT	10.02				
QUAL					
	ASSESSMENT				
<u>YEAR</u>	<u>ORIGINAL</u>	<u>JUDGMENT</u>	<u>DIFFERENCE</u>	<u>TAX RATE</u>	<u>AMOUNT DUE</u>
2021	\$596,800.00	\$560,000.00	\$36,800.00	4.354	\$ 1,602.27
TOTAL					\$ 1,602.27
<u>PAYABLE TO:</u>					
SPIOTTI & ASSOCIATES, PC					
PO BOX 30					
MIDLAND PARK, NJ 07432					

Karen J. Carnevale, R.M.C., Municipal Clerk

Susan McCartney, Council President

Adopted: July 19, 2022

I hereby certify funds are available from: _____
Account No.

John Gross, Chief Financial Officer

R E S O L U T I O N

WHEREAS, by Resolution No. 315-21 dated December 14, 2021, the Township Council awarded the Contract MA-2020 Arverne Road, Crestmont Road (portion) and Westover Terrace (portion) Improvement project to Cifelli & Son General Contracting, 81 Franklin Avenue, Nutley, NJ 07110 in the amount of \$873,652.41; and

WHEREAS, the work under this contract included street improvements consisting predominantly of asphalt pavement milling and resurfacing, curb replacement, driveway aprons, ADA accessible curb ramps and minor drainage improvements to three (3) Municipal Streets or parts thereof; and

WHEREAS, supplemental items are needed in the contract for drainage improvements; and

WHEREAS, the asphalt cement and fuel price index are escalating at a high percentage since the project was awarded; and

WHEREAS, the Municipal Engineer by letter dated June 8, 2022 recommends additional funding in the amount of \$159,266.83 to complete the work; and

WHEREAS, by Resolution No. 154-22 dated June 14, 2022 the Township Council approved Change Order No. 1; and

WHEREAS, by letter dated July 8, 2022, the Municipal Engineer recommends approval of the Final Accounting of As Built Quantities for this project in the amount of \$44,515.18 or a 4.31 percent increase over the previously authorized amount; and

WHEREAS, approximately \$8,000.00 of this amount is due to significant increases in the Fuel Price Index and Asphalt Price Index; and

WHEREAS, sufficient funds exist for this additional work; and

WHEREAS, the Township Council concurs in the foregoing.

NOW THEREFORE BE IT RESOLVED by the Township Council of the Township of West Orange that the Final Accounting of As Built Quantities for the project MA-2020 Arverne Road, Crestmont Road (portion) and Westover Terrace (portion) Improvement Project with Cifelli & Son General Contracting, 81 Franklin Avenue, Nutley, NJ 07110 in the amount of \$44,515.18 or a 4.31 percent increase in the adjusted contract amount through Change Order No. 1 is hereby approved bringing the final adjusted contract amount to \$1,077,434.42.

BE IT FURTHER RESOLVED that the Municipal Engineer is authorized to execute the Change Order on behalf of the Township of West Orange.

Karen J. Carnevale, RMC, Municipal Clerk

Susan McCartney, Council President

Adopted: July 19, 2022

I hereby certify funds are available

**ACCT NO. 03 2610 20 0500 110
2020 Capital Budget
Road Improvements
\$44,515.18**

John Gross, Chief Financial Officer



TOWNSHIP OF WEST ORANGE

25 LAKESIDE AVENUE, WEST ORANGE, N.J. 07052

DEPARTMENT OF PUBLIC WORKS

ROBERT D. PARISI

Mayor

Tel: (973) 325-4160

Fax: (973) 669-9588

Email: Engineering@westorange.org

LEONARD R. LEPORE

Director, Municipal Engineer

July 8, 2022

Mayor and Township Council
Municipal Building
66 Main Street
West Orange, New Jersey 07052

**RE: MA-2020 Arverne Road, Crestmont Road (portion) and
Westover Terrace (portion)
FINAL ACCOUNTING OF AS BUILT QUANTITIES
CIFELLI AND SON, GENERAL CONTRACTING**

Mayor Parisi, Council President McCartney and Council Members,

The contract Street Improvements, MA-2020 Arverne Road, Crestmont Road (portion) and Westover Terrace (portion) Improvement Project with Cifelli and Son General Contracting of Nutley, NJ consists of hot mix asphalt pavement milling and resurfacing, curb replacement, driveway aprons, ADA accessible curb ramps and minor drainage improvements such as storm drain inlet retrofitting with the installation of curb pieces and bicycle safe grates for compliance with NJDEP stormwater management regulations. The project is now complete and I am requesting you approve the Final Accounting of As Built Quantities dated July 8, 2022 which is attached.

This accounts for the contract adjustment required as a result of the project being complete and all as built quantities measured.

The Final Accounting requires approval of an additional \$44,515.18 bringing the final contract amount to \$1,077,434.42. Approximately \$8,000.00 of this Final Accounting is due to increase in asphalt and fuel prices

Attached, please find Final Account of As Built Quantities with Cifelli and Son, General Contracting in the amount of \$44,515.18 along with a Resolution authorizing the same.

If you have any questions, please contact me.

Very truly yours,

Leonard R. Lepore

Leonard R. Lepore, Municipal Engineer
Director of Public Works

LRL/tb

Cc: John Gross
Ken Kayser
Cifelli & Son

R E S O L U T I O N

WHEREAS, in late June 2022 one of the two sewage pumps failed at the Old Short Hills Road Pump Station; and

WHEREAS, a replacement pump will take approximately six months to manufacture and to be delivered; and

WHEREAS, the remaining pump is of similar age to the failed one; and

WHEREAS, if the second pump were to fail a backup and possibly an overflow of sewage would occur; and

WHEREAS, either of these two occurrences would cause a public health emergency; and

WHEREAS, the Township to avoid these public health emergencies contracted with Shauger Property Services to construct a station bypass which will allow the installation of external pumps should the one remaining pump fail; and

WHEREAS, the Township received two proposals for this work – Shauger Property Services of East Orange, \$46,989.86 and Carner Brothers of Roseland, \$60,000.00; and

WHEREAS, the Township Engineer by letter dated July 8, 2022 recommends paying the cost of this Emergency Work; and

WHEREAS, pursuant to the Local Public Contracts Law, Emergency Contracts, N.J.S.A. 40A:11.6a the Municipal Engineer on June 24, 2022 notified the Purchasing Agent of the need to perform an emergency contract for this work with an estimated cost of \$60,000.00 which is above the bid threshold; and

WHEREAS, sufficient funds exist for this work; and

WHEREAS, the Township Council concurs in the foregoing.

NOW THEREFORE BE IT RESOLVED by the Township Council of the Township of West Orange that an emergency appropriation in the amount of \$46,989.86 is authorized to pay Shauger Property Services for emergency sewer construction to the Township's Old Short Hills Road Pump Station.

BE IT FURTHER RESOLVED that this work was performed pursuant to the provisions of the Local Public Contracts Law, Emergency Contracts, N.J.S.A. 40A:11-6 as the work was required to protect public health and welfare.

Karen J. Carnevale, RMC, Municipal Clerk

July 19, 2022

I certify funds are available for this work

John O. Gross, Chief Financial Officer

Susan McCartney, Council President

Account No. 03 2661 21 0500 120
\$46,989.86
2021 Capital Budget

RESOLUTION

WHEREAS, the Township of West Orange (“Township”) and KemperSports Management, Inc. (“KemperSports”) previously entered into a Qualified Management and Maintenance Contract dated July 13, 2021 (the “Agreement”); and

WHEREAS, the Agreement provided for the operation, management and maintenance of the Golf Course and Golf Course Facilities located at 90 Rock Spring Road; and

WHEREAS, KemperSports intends to enter into three (3) multi-year lease agreements (“Equipment Leases”) with PNC Equipment Finance for EZ-GO Golf Cars and associated utility vehicles; and

WHEREAS, KemperSports has notified the Township of its intent to assign its obligations under Equipment Leases upon termination of the Management Agreement in accordance with the terms and conditions set forth in the Assumption Agreement annexed hereto as **Attachment “A”** the (“Amendment”);

NOW, BE IT HEREBY RESOLVED, by the Township Council of the Township of West Orange that the Mayor be and is hereby authorized to execute the Assumption Agreement, in the form annexed hereto, and the Township Clerk shall be and hereby is authorized to attest to the Mayor’s signature; and it is further

RESOLVED that this Resolution shall be made available in the Clerk’s Office for reasonable inspection in accordance with applicable law.

Karen J. Carnevale, R.M.C.
Municipal Clerk

Susan McCartney
Council President

Adopted: July 19, 2022



193-22

July 14, 2022

John Gross
Township Business Administrator/CFO
Township of West Orange
66 Main Street
West Orange, New Jersey 07052

Dear John:

As previously discussed, KSM intends to enter into the following three (3) multi-year lease agreements with PNC Equipment Finance: Lease Agreement Number 1130785-2 dated as of February 4, 2022, Lease Agreement Number 1130785-3 dated February 4, 2022, and Lease Agreement Number 1130785-4 dated February 4, 2022 (collectively, together with all schedules, amendments and addenda thereto, the "Equipment Leases") for EZ-GO Golf Cars and associated utility vehicles to be used at the Rock Spring Golf Club ("EZ-GO Vehicles").

As requested, Kemper Sports Management, LLC ("KSM") is willing to have the Equipment Leases in its name with the understanding that upon any termination or expiration of the Management Agreement, the Township of West Orange will accept assignment by KSM of the Equipment Leases and all obligations thereunder (the "Assignment"), after proper authorization to do so by its Township Council and PNC Equipment Finance, and to the extent permitted under the laws of the State of New Jersey, provided, however, in the event that the Township of West Orange does not accept the Assignment upon any termination or expiration of the Management Agreement, then, at its option, KSM may elect to terminate the Equipment Leases pursuant to their terms and any associated costs and fees incurred by KSM as a result shall be reimbursed to KSM by the Township of West Orange.

If the foregoing accurately reflects your understanding, please sign and return a copy of this letter to me.

Approved and Accepted this _____ day of _____, 2022.

Kemper Sports Management, LLC.

By: _____
Jeremy Goldblatt **Executive Vice President**

Date: _____

Township of West Orange

By: _____
John Gross **CFO**

Date: _____



TOWNSHIP OF WEST ORANGE

25 LAKESIDE AVENUE, WEST ORANGE, N.J. 07052

DEPARTMENT OF PUBLIC WORKS

ROBERT D. PARISI

Mayor

Tel: (973) 325-4160

Fax: (973) 669-9588

Email: Engineering@westorange.org

LEONARD R. LEPORE

Director, Municipal Engineer

July 13, 2022

Mayor and Township Council
Municipal Building
66 Main Street
West Orange, New Jersey 07052

RE: **LICENSED MOTOR VEHICLE DRIVERS**
MIDTOWN DIRECT SHUTTLE BUS PROGRAM

Mayor Parisi, Council President McCartney and Council Members:

On Tuesday, July 12, 2022 the Township received one bid for the above referenced program to provide licensed jitney bus drivers for the commuter bus shuttle. The one bidder was Mobility Coach, Inc., 198 Renshaw Avenue, East Orange, New Jersey, 07017 who submitted the following bid:

1. Base Bid, 12 Month Period beginning August 1, 2022 and ending July 31, 2023

Option	Yearly Amount
1	\$300,156
2	\$ 13,800
3	\$ 13,800
4	\$ 13,800
5	\$ 19,320
6	\$ 19,320
7	\$ 19,320
Total:	\$399,516

2. Alternate No. 1, Option to extend contract for 12 Month Period beginning August 1, 2023 to July 31, 2024

Option	Yearly Amount
1	\$330,172
2	\$ 14,904

3	\$ 14,904
4	\$ 14,904
5	\$ 20,866
6	\$ 20,866
7	\$ 20,866
Total:	\$437,482

3. Alternate No. 2, Option to extend contract for 12 Month Period beginning August 1, 2024 to July 31, 2025

Option	Yearly Amount
1	\$356,586
2	\$ 16,096
3	\$ 16,096
4	\$ 16,096
5	\$ 22,535
6	\$ 22,535
7	\$ 22,535
Total:	\$472,479

- Option 1: Cost of three drivers in the morning and three drivers in the evening to operate three combined routes
- Options 2, 3 and 4: Cost of additional drivers for the morning service to restore six routes
- Options 5, 6 and 7: Cost of additional drivers for evening service to restore six routes

4. Alternate No. 3, 12 Month Period beginning August 1, 2022 to July 31, 2023
\$42,336.00
5. Alternate No. 4, Option to extend 12 Month Period beginning August 1, 2023, to July 31, 2024
\$45,723.00
6. Alternate No. 5, Option to extend 12 Month Period beginning August 1, 2024 to July 31, 2025
\$49,381.00

Alternates No. 3, No. 4 and No. 5 are yearly costs for on site supervision/ back up driver.

I recommend the Base Bid with all options be awarded along with Alternate No. 3 for a total fee of \$441,852.00. This is for six operators in the morning and evening. However, the monthly fee will be reduced depending on drivers provided but will at least be Option No. 1 plus Alternate No. 3. This award is for the period August 1, 2022 to July 31, 2023.

I also recommend Alternates No. 1, No. 2, No. 4 and No. 5 be awarded contingent upon the Council by Resolution authorizing a contract extension at their bid prices prior to August 1, 2023 and August 1, 2024 respectively.

Please contact me if you have any questions.

Very truly yours,

Leonard R. Lepore

Leonard R. Lepore, Municipal Engineer
Director of Public Works

LRL/tb

Cc: John Gross

Police Chief Abbott

Helen Hart

R E S O L U T I O N

RESOLVED by the Township Council of the Township of West Orange, County of Essex and State of New Jersey, that the contract for

LICENSED MOTOR VEHICLE DRIVERS

FOR

MIDTOWN DIRECT SHUTTLE BUS PROGRAM

in accordance with the bid documents on file in the Engineering Division, approved by the Township Council, pursuant to an advertisement duly authorized therefore, be and the same is hereby awarded to the below named Bidder.

MOBILITY COACH

198 RENSHAW AVENUE

EAST ORANGE, NEW JERSEY 07107

who submitted the lowest responsible bid for the Base Bid in the amount of \$399,516.00 for a 12-month period beginning August 1, 2022 and ending July 31, 2023 at a monthly rate of \$25,013.00 and a bid of \$42,336.00 for Alternate No. 3 for a total amount of \$441,852.00.

BE IT FURTHER RESOLVED that the bid for Alternates No. 1 and No. 4 the extension of service with Supervision from August 1, 2023 to July 31, 2024 and the bid for Alternates No. 2 and No. 5 the extension of service with Supervision from August 1, 2024 to July 31, 2025 be awarded subject to the Council authorizing the extensions by Resolutions prior to August 1, 2023 and August 1, 2024 respectively.

BE IT FURTHER RESOLVED that the Mayor and Township Clerk, be and they hereby are, respectively authorized to execute and attest a contract for the foregoing.

Karen J. Carnevale, R.M.C.
President
Municipal Clerk

Susan McCartney, Council

Adopted: July 19, 2022

I hereby certify funds are available from:

CHALLENGE GRANT BUS SHUTTLE

ACCOUNT NO. 01-2010-00-9610-150

John Gross, Chief Financial Officer

BID RESULTS
LICENSED MOTOR VEHICLE DRIVERS FOR MIDTOWN DIRECT
MOBILITY COACH, INC.
JULY 12, 2022

	BASE BID August 1, 2022 to July 31, 2023	ALTERNATE 1 August 1, 2023 to July 31, 2024	ALTERNATE 2 August 1, 2024 to July 31, 2025
Option 1	\$300,156	\$330,172	\$356,586
Option 2	\$ 13,800	\$ 14,904	\$ 16,096
Option 3	\$ 13,800	\$ 14,904	\$ 16,096
Option 4	\$ 13,800	\$ 14,904	\$ 16,096
Option 5	\$ 19,320	\$ 20,866	\$ 22,535
Option 6	\$ 19,320	\$ 20,866	\$ 22,535
Option 7	\$ 19,320	\$ 20,866	\$ 22,535
Total:	\$399,516	\$437,482	\$472,479

Option 1: Annual cost of three operators morning, three operators evening, three combined routes
Option 2, 3 and 4: Annual cost of additional driver in the morning to restore four, five and six routes
Option 5, 6 and 7: Annual cost of additional driver in the evening to restore four, five and six routes

Alternate 3
August 1, 2022 to July 31, 2023

\$42,336

Alternate 4
August 1, 2023 to July 31, 2024

\$45,723

Alternate 5
August 1, 2024 to July 31, 2025

\$49,381

Alternate 3, 4 and 5: Annual cost to provide combination on site supervisor and back up driver

RESOLUTION FOR THE TOWNSHIP OF WEST ORANGE TO AUTHORIZE A THREE-YEAR AVERAGE IN THE 2022 MUNICIPAL BUDGET

WHEREAS, N.J.S.A. 40A:4-26 has been amended to authorize the Director of the Division of Local Government Services to promulgate new standards for the anticipation of COVID-19 affected revenues in the FY2022 budget, and, if necessary, in future years; and

WHEREAS, for FY2022, the Director authorizes use of a three-year average for calculation of affected revenues, which shall be calculated in a manner consistent with the Reserve for Uncollected Taxes (RUT) calculation used for anomalous years; and

WHEREAS, the revenues for various funds identified below were negatively impacted by COVID-19; and

WHEREAS, the actual cash collections for the above-named revenues and the average cash collection over 2019, 2020 and 2021 are as follows:

						Realized Revenues		
GENERAL REVENUES				2022 Budgeted	3-Year Average	2019	2020	2021
CURRENT FUND	Municipal Court			263,447.56	263,447.56	448,271.26	169,411.76	172,659.66
CURRENT FUND	Parking Meters			3,138.24	3,138.24	7,962.24	-	1,452.47
CURRENT FUND	Interest on Investments and Deposits			55,856.99	55,856.99	82,146.14	63,651.49	28,954.23
CURRENT FUND	Sewer User Charges			7,217,055.31	7,251,359.33	7,253,517.60	7,150,605.52	7,247,042.80
CURRENT FUND	Comcast Cable TV			624,072.60	628,208.38	642,168.76	629,761.43	600,287.62
CURRENT FUND	Hotel Tax			386,739.67	386,739.67	565,262.49	326,589.56	375,956.51
CURRENT FUND	Rental-Environmental Center			59,215.06	59,215.06	86,700.00	45,837.00	50,004.00
CURRENT FUND	Supplemental Sewer Fees			59,941.73	62,302.52	139,325.20	17,200.00	23,300.00
CURRENT FUND	Uniform Fire Safety Act			83,811.64	85,510.34	88,692.20	83,596.10	79,146.63

NOW, THEREFORE, BE IT RESOLVED, by the Township Council of the Township of West Orange, County of Essex, State of New Jersey, that it approves the utilization of a three-year average method in computing the own’s fees and permits revenue anticipation in the column above identified as the Amount to be Budgeted in 2021; and BE IT FURTHER RESOLVED, that a certified copy of this resolution be forwarded to the Director of the Division of Local Government Services.

Karen J. Carnevale, R.M.C., Muncipal Clerk

Susan McCartney, Council President

Adopted: July 19, 2022

RESOLUTION

Authorizing the Execution of a Purchase and Sale Agreement With Estate of Donald J. Carroll For Property Designated as Block 64, Lots 3, 25 and 27

WHEREAS, pursuant to the Local Redevelopment and Housing Law (N.J.S.A. 40A:12A-1, *et seq.*) (the “LRHL”), the Township Council of the Township of West Orange (the “Township”), acting by resolution, determined that an area of the downtown was an “area in need of redevelopment” in accordance with N.J.S.A. 40A:12A-6(b) (the “Redevelopment Area”); and

WHEREAS, on February 9, 2003 the Township approved an Ordinance adopting a redevelopment plan for the Downtown Redevelopment Area, which redevelopment plan has been amended from time to time, most recently by a Fourth Amended Downtown Redevelopment Plan, adopted September 14, 2021 (as amended, the “Redevelopment Plan”); and

WHEREAS, the Estate of Donald J. Carroll (the “Carroll Estate”) is the owner of certain real property located in the Township of West Orange, County of Essex, New Jersey, located at 28-32 Ashland Avenue, West Orange, New Jersey, designated as Block 64, Lots 3, 25 and 27 on the Township of West Orange Tax Map (the “Property”); and

WHEREAS, the Property is located within the Redevelopment Area and is subject to the Redevelopment Plan, which identifies the Property as a property to be acquired in connection with the implementation of the Redevelopment Plan, and which Property is authorized to be acquired through the power of eminent domain, pursuant to N.J.S.A. 40A:12A-8(c); and

WHEREAS, on or about February 28, 2020, the Carroll Estate filed a lawsuit against the Township and the previously-designated redeveloper for the Redevelopment Plan, captioned *Estate of Donald J. Carroll vs. Prism Green Associates IV, LLC, et al.*, Docket No. ESX-C-36-20, which matter was appealed by the Carroll Estate and assigned Docket No. A-003020-20T4 (the “Court Action”); and

WHEREAS, on September 29, 2021, the Township made a formal written offer to the Carroll Estate to purchase the Property, after which the parties engaged in good faith negotiations, pursuant to N.J.S.A. 20:3-6; and

WHEREAS, on October 26, 2021, the Township adopted Ordinance #2662-21, authorizing the acquisition of properties within the Redevelopment Area, including the Property, and the financing of such acquisitions through the issuance of general obligation bonds or notes in one or more series in an aggregate principal amount of not to exceed \$7,000,000 pursuant to the Local Bond Law and the LRHL; and

WHEREAS, the parties have reached agreement on the terms for the sale and conveyance of the Property in lieu of condemnation proceedings, in the form of Purchase and

Sale Agreement, attached hereto as Exhibit A and incorporated herein, in light of which the relief sought in the Court Action is moot and the Parties agree can be dismissed.

NOW, THEREFORE, BE IT RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, that the Mayor be and is hereby authorized to execute the Purchase and Sale Agreement, in the form attached hereto as Exhibit A, and the Municipal Clerk be and is hereby authorized to witness the Mayor's signature and the Mayor is hereby authorized to take all further and necessary steps to effectuate the Purchase and Sale Agreement.

Karen J. Carnevale, R.M.C.
Township Clerk

Susan McCartney
Council President

Adopted: July 19, 2022

EXHIBIT A

AGREEMENT OF SALE

THIS AGREEMENT OF SALE (this “Agreement”) is made this ___ day of July, 2022, by and between the **ESTATE OF DONALD J. CARROLL**, c/o Executor, S.M. Chris Franzblau, Esq., Nagel Rice, LLP, 103 Eisenhower Parkway, Roseland, New Jersey 07068 (“Seller”), and the Township of West Orange, a body corporate and politic of the State of New Jersey, having its address at 66 Main Street, West Orange, New Jersey 07052 (“Buyer”) each individually referred to as a “Party” and collectively the “Parties.”

WITNESSETH

WHEREAS, Seller is the owner of certain real property located in the Township of West Orange, County of Essex, New Jersey, located at 28-32 Ashland Avenue, West Orange, New Jersey, designated as Block 64, Lots 3, 25 and 27 on the Township of West Orange Tax Map, and as more particularly described and set forth in Exhibit A, annexed hereto and made a part hereof (the “Property”); and

WHEREAS, pursuant to the Local Redevelopment and Housing Law (N.J.S.A. 40A:12A-1, *et seq.*) (the “LRHL”), the Township Council of the Township of West Orange (the “Township”), acting by resolution, determined that an area of the downtown was an “area in need of redevelopment” in accordance with N.J.S.A. 40A:12A-6(b) (the “Redevelopment Area”); and

WHEREAS, on February 9, 2003 the Township approved an Ordinance adopting a redevelopment plan for the Downtown Redevelopment Area, which redevelopment plan has been amended from time to time, most recently by a Fourth Amended Downtown Redevelopment Plan, adopted September 14, 2021 (as amended, the “Redevelopment Plan”); and

WHEREAS, the Property is located within the Redevelopment Area and is subject to the Redevelopment Plan, which identifies the Property as a property to be acquired in connection with the implementation of the Redevelopment Plan, and which Property is authorized to be acquired through the power of eminent domain, pursuant to N.J.S.A. 40A:12A-8(c); and

WHEREAS, on or about February 28, 2020, Seller filed a lawsuit against Buyer and the previously-designated redeveloper for the Redevelopment Plan, captioned *Estate of Donald J. Carroll vs. Prism Green Associates IV, LLC, et al.*, Docket No. ESX-C-36-20, which matter is now on appeal, under Docket No. A-003020-20T4 (the “Court Action”); and

WHEREAS, on September 29, 2021, Seller made a formal written offer to Buyer to purchase the Property, after which the Parties have engaged in good faith negotiations, pursuant to N.J.S.A. 20:3-6; and

WHEREAS, the Parties have reached agreement on the terms for the sale and conveyance of the Property in lieu of condemnation proceedings, in light of which the relief sought in the Court Action is moot and the Parties agree can be dismissed.

NOW THEREFORE, Intending to be legally bound hereby, the Parties hereto agree as follows:

1. **Property To Be Conveyed.** The Property consists of all those certain lots, tracts or parcels of land as defined in the Recitals hereto and more particularly described by the description attached hereto as Exhibit A, together with any buildings and improvements thereon contained and the privileges contained and appurtenances thereto appertaining, including but not limited to all rights, title and interest of the Seller in and to any water rights, mineral rights, air rights, rights of surface support, adjoining strips and gores, and easements and rights of way incidental thereto. Seller shall deliver a bargain and sale deed with covenants for the Property using the legal description pursuant to which the Property was conveyed to it, and specify that the property being conveyed is “also described as” set forth in the legal description of the Property set forth in the Survey, and shall quitclaim such legal description to the Seller. Seller, as Executor of the Estate of Donald J. Carroll, is legally authorized to convey the fee simple title and ownership of Property.

2. **Purchase Price.** The aggregate purchase price (the “Purchase Price”) to be paid by Buyer to Seller for the Property is Seven Hundred and Twenty Five Thousand Dollars (\$725,000.00), subject to the proration and adjustments set forth in in this Agreement as of 120 days subsequent to date of this Agreement.

3. **Payment of Purchase Price.** Buyer agrees to pay the entire Purchase Price to Seller on the Closing Date (as hereinafter defined) subject to the proration and adjustments, if any, set forth in this Agreement. Prior to the Closing, Seller shall provide written instructions to the settlement agent with respect to the disbursement of the proceeds set forth on the closing statement to be received by Seller on the Closing Date, including but not limited to whether the proceeds shall be disbursed to the Seller or its designee, any wire transfer information and/or other written instructions.

4. **Title.**

A. Title to the Property shall be good and marketable, free and clear of all liens, encumbrances, easements, restrictions, and other title objections. In addition, such title shall be insurable as such under an ALTA (2006) owner’s policy of title insurance (as most recently revised) issued at regular rates by any reputable title insurance company, in an amount equal to the Purchase Price (the “Title Policy”), which Title Policy shall include extended coverage over the pre-printed exceptions thereon, and without any so called creditor’s rights exception or exclusion.

B. Within ten (10) days after Buyer’s receipt of a fully executed copy of this Agreement (the “Effective Date”), Buyer shall order, at Buyer’s election, either a title report or a commitment for a title policy for the Property (the “Title Commitment”) and, if desired by Buyer, surveys (the “Survey”) of the Property by a licensed New Jersey surveyor. Within ten (10) days after the later of (i) Buyer’s receipt of the Title Commitment; and (ii) Buyer’s receipt of the Survey, Buyer shall deliver copies thereof to Seller, together with a written notice of the objections to the Title Commitment and the Survey, if any, which are not acceptable to Buyer

("Buyer's Title Notice"). If any title objections are disclosed in the Title Commitment or any survey objections are identified in the Survey which render title to the Property other than good and marketable, free and clear of all liens, encumbrances, easements, restrictions, and other title objections set forth in Buyer's Title Notice, Seller shall use its best efforts (except for Seller's affirmative obligation to remove monetary liens, judgments or encumbrances as provided in Section 4(A)) to (i) correct, at Seller's sole cost and expense, any such title objections within fifteen (15) days after Seller's receipt of the Buyer's Title Notice, and (ii) deliver to Buyer adequate assurances that all monetary liens, judgments or encumbrances will be removed before or at Closing as provided in Section 8. If Seller is unable to correct such objections within said fifteen-day period, Buyer may thereafter exercise its rights set forth in Section 11.

5. Due Diligence Investigations.

A. Buyer may engage a soil consultant, environmental consultant, civil engineer, attorney and/or other professionals to perform inspections of the Property, analyze the development potential of the Property and analyze the condition of title to the Property. The aforesaid inspection and analysis (the "Due Diligence Investigation") may include, but shall not be limited to (i) Phase I and Phase II environmental site assessments and soil and groundwater testing, (ii) a wetlands and flood plain delineation and analysis, geotechnical studies and storm water management evaluation, (iii) soil and percolation tests concerning the ability to develop the Property, (iv) an analysis of the applicable laws and ordinances affecting the Property, (v) an analysis of the availability of all utilities required to service the Property, including, without limitation, gas, electric, water, sanitary sewer, storm sewer and telephone services, (vi) an inspection as to condition of title to the Property, (vii) a physical survey of the Property, and (viii) any other analysis and test that Buyer deems necessary in connection with the use and development of the Property at its sole cost and expense.

B. *Pre-Closing Access.* From and after the Effective Date through Closing or the earlier termination of this Agreement, Buyer and its respective agents, inspectors, contractors, engineers, architects, surveyors, title companies, accountants, consultants and representatives shall have access to the Property for the purpose of conducting such examinations, reviews and inspections with respect to the Property as Buyer may deem necessary, including, without limitation, geotechnical soil borings, engineering studies and environmental testing, provided that Buyer shall promptly repair any damage to the Property caused in connection with such investigations; provided, however, that Buyer shall have no obligation to repair any damage to the extent caused by Seller's negligence or misconduct, or to remediate, contain, abate, restore or control any pre-existing conditions (environmental or otherwise) at or concerning the Property. Buyer shall indemnify and hold Seller harmless from and against any mechanics' liens, personal injury or physical property damage caused by Buyer in the conduct of its Due Diligence Investigation, reviews and inspections; provided, however, Buyer's indemnification and hold harmless obligations shall not cover, and Buyer shall not be responsible for claims, injuries, losses, costs or damages arising or resulting from the mere discovery of pre-existing conditions (environmental or otherwise) at or concerning the Property or Seller's negligence or misconduct. At Seller's election, Seller may have a representative present during any such inspection provided Seller makes such representative reasonably available for such purpose. As part of its investigation of the Property, Buyer shall have the right to contact any municipal, township, county, state, or federal governmental agency, including

without limitation the New Jersey Department of Environmental Protection (“NJDEP”) and the United States Environmental Protection Agency (“EPA”). Seller will obtain all necessary permits or approvals from applicable governmental authorities that are required for any testing or investigations of the Property conducted by Buyer, including, without limitation, all necessary approvals from NJDEP with respect to any soil borings or similar intrusive testing. Seller shall deliver to Buyer, without charge, copies of all environmental reports, certificates, permits, licenses, plans and title documentation relating to the Property that are in Seller’s possession. Buyer shall make copies of all of the newly acquired documents and provide them to Seller.

C. *Options For Addressing Environmental Issues.* If Buyer determines that there are environmental issues requiring remediation, engineering and/or institutional controls and/or continued monitoring of the Property, the Parties may mutually agree upon a reduction of the Purchase Price in an amount estimated to be required to address such environmental remediation. In the event that the Parties cannot reach agreement upon a reduction of the Purchase Price, Buyer may terminate this Agreement.

6. Closing. Closing (“Closing”) shall occur on August 31, 2022(the “Closing Date”), subject to satisfaction of the Conditions Precedent to Buyer’s Obligation more fully set forth in Section 7 below and any mutually-agreed upon extension of such Closing Date.

7. Conditions Precedent to Buyer’s Obligation. Buyer’s obligation to purchase and accept the Property under this Agreement is expressly conditioned upon satisfaction of all of the following conditions, any one or more of which may be waived by Buyer, at Buyer’s sole and exclusive option:

A. Buyer shall have a period of thirty (30) days after the Effective Date (the “Due Diligence Period”), to inspect the Property and be satisfied, in its sole and absolute discretion, with its Due Diligence Investigation, including, without limitation, the physical condition of the Property, with the books, records and files relating to the Property, the environmental condition of the Property and with such matters related to the acquisition of the Property as the Buyer deems appropriate in Buyer’s sole discretion.

B. Within the Due Diligence Period, Buyer shall have determined that soil and underground conditions of the Property shall be found by Buyer to be structurally and environmentally sound and uncontaminated, and suitable in all other respects for Buyer’s intended use of the Property.

C. Within the Due Diligence Period, Buyer shall have obtained a Survey of the Property that does not disclose (i) any easement, rights-of-way or restrictions that would interfere with Buyer’s intended development of the Property, or (ii) any discrepancies or conflicts in boundary lines, shortages in area or encroachments.

D. All of Seller’s representations and agreements set forth in Section 13 shall be true and correct or performed in all respects as of the date of this Agreement and as of the date of Closing as though made on and as of the date of Closing.

E. If the conditions set forth in this Section 7 are not satisfied (and not waived in writing by Buyer) in Buyer's sole and absolute discretion on or prior to Closing (or such earlier period as set forth above), or Buyer is otherwise unsatisfied with the results of the Due Diligence Investigations, then Buyer, at Buyer's sole option, by written notice to Seller within five (5) days after the expiration of the Due Diligence Period, may terminate this Agreement and this Agreement shall become null and void, and neither party shall have any further rights or obligations hereunder except to initiate condemnation proceedings, as set forth in Section 15.

8. Possession; Seller's Closing Deliveries. At Closing, Seller shall execute and deliver (acknowledged where necessary) to Buyer the following:

A. a fully and properly executed bargain and sale deed with covenants against grantor's acts, in recordable form to convey title to the Property;

B. an executed Affidavit of Title in form and substance reasonably acceptable to Buyer and its title company;

C. an Internal Revenue Code Section 1445 Affidavit;

D. a closing statement;

E. written authorization approving this transaction and authorizing the Executor to take such acts and to execute and deliver such documents as are needed to effectuate same;

F. a properly completed and executed Affidavit of Consideration or Exemption and a GIT/REP Form 1, 2 or 3;

G. the executed Stipulation of Dismissal with Prejudice of the Court Action in the form as set forth in Exhibit B;

H. a release from the Division of Taxation pursuant to the Bulk Sales Act, or a statement from the Division as to any required amounts to be held in escrow;

I. an affidavit which states that Seller is not a "foreign person" as set forth in Section 1445 of the Internal Revenue Code of 1956, as amended (the "Code");

J. such other affidavits and documents as are required by the title company to issue to Buyer a title policy in the form provided for in Section 4 herein;

K. a bill of sale conveying to Buyer all of Seller's right, title and interest in and to the personal property located in, attached to, or used in connection with the Property;

L. a valid assignment to Buyer of all existing assignable written guarantees and warranties issued in connection with the buildings and improvements located on the Property and all personal property;

M. all master and duplicate keys to all locks for the Property which are in Seller's possession; and

N. such other documents as may be reasonably requested by Buyer or its title company to carry out the intent of this Agreement.

At Closing, Seller shall deliver to Buyer possession of the Property free and clear of the rights of, or possession by, any party, and not subject to any tenancies or leases. In addition, the Property shall be delivered in broom-cleaned condition, free and clear of all trash, debris, equipment and furniture.

9. Buyer's Closing Deliveries. At Closing, Buyer shall execute and deliver to Seller the following:

- A. the Purchase Price as required by Section 2;
- B. a closing statement;
- C. Township resolution approving this transaction and authorizing officers of the Township to take such acts and to execute and deliver such documents as are needed to effectuate same;
- D. such other documents as may be reasonably requested by Seller to carry out the intent of this Agreement.

10. Proration, Adjustments; Realty Transfer Tax. The following adjustments are to be made at the Closing as of the end of the Closing Date: (i) Property taxes on the basis of the fiscal year for which assessed; (ii) water charges; (iii) sewer rents; (iv) gas; (v) electric; (vi) fuel (at the Seller's cost therefor); and (vii) any other items which shall be appropriate for adjustment under local closing standards and practices. If the Closing Date shall occur before a tax rate is fixed, the apportionment of Property taxes shall be made upon the basis of the tax rate for the immediately preceding year applied to the latest assessed valuation of the Property. Special assessments for public improvements, whether confirmed or unconfirmed, which have been commenced as of the date of this Agreement, are to be paid in full by the Seller. Any assessment which has been commenced or completed and is payable in installments is to be paid by the Seller. Seller and Buyer shall share all escrow fees charged by the title company equally.

11. Inability to Convey Title; Other Seller Defaults. If Seller is unable to convey good and marketable title to the Property to Buyer and such as will be insured by any reputable title insurance company at regular rates as required by the terms of Section 4 above, Buyer shall have the option of (a) taking such title as Seller can give without abatement of the Purchase Price, except that any existing liens, judgments or encumbrances which can be removed by the payment of money shall be paid and discharged by Seller at or prior to Closing, or (b) terminating this Agreement, in which event this Agreement shall become null and void, and neither party shall have any further rights or obligations hereunder. Should Seller violate or fail to fulfill and perform any of the other terms and conditions of this Agreement required to be performed by Seller, Buyer shall have all remedies available to it at law or in equity, including, without limitation, the right to bring a suit to compel specific performance of Seller's obligations hereunder.

12. Buyer's Default. Should Buyer violate or fail to fulfill and perform any of the terms and conditions of this Agreement required to be performed by Buyer and fail to consummate its acquisition of the Property, and such failure is not as a result of Seller's default or a termination of this Agreement by Buyer or Seller pursuant to a right to do so under the provisions of this Agreement, Seller shall have all remedies available to it at law or in equity, including, without limitation, the right to bring a suit to compel specific performance of Seller's obligations hereunder.

13. Seller's Representations, and Agreements. Seller hereby represents, to the best of its knowledge, and agrees that:

A. Seller is an estate duly formed and validly existing under the laws of the State of New Jersey. Seller has full power, authority and legal right to execute, deliver and comply with this Agreement, any other document relating thereto, and the transactions contemplated thereby. The persons executing this Agreement and all other documents required to consummate the transactions contemplated hereby on behalf of Seller are duly authorized to execute this Agreement and such other documents on behalf of Seller, and are authorized to bind Seller.

B. Seller has good and marketable fee simple title to the Property.

C. No contract for the sale of the Property has been made and no option to purchase the same has been given to anyone other than Buyer. Seller will not sell, mortgage, encumber or otherwise dispose of the Property or any part thereof prior to the Closing Date or termination of this Agreement, except to Buyer.

D. The Seller will not permit anyone who is not, as of the Effective Date, a lawful tenant or occupant of the Property to occupy the Property subsequent to the date of this Agreement.

E. Any leases, licenses or occupancy agreements affecting all or any portion of the Property shall be terminated and extinguished and any occupants shall be removed from the Property prior to Closing. Seller acknowledges that it has the contractual right to terminate such leases, licenses and/or occupancy agreements under the applicable controlling agreements thereof due to the fact the sale of the Property pursuant to this Agreement is being made under the threat of condemnation. Seller represents that no tenant or occupant under any lease, license or occupancy agreement has given Seller written notice of any claim, alleged default or breach on the part of Seller which remains uncured by the landlord (and Seller shall correct any such notices received prior to Closing).

F. Seller shall, at Seller's sole cost and expense, terminate all leases, service agreement or other agreements relating to the ownership, operation, management, servicing or use of all or any portion of the Property prior to the Closing Date.

G. Seller represents that no person has been employed, directly or indirectly to solicit or secure this Agreement in violation of N.J.S.A. 52:34-15, *et seq.*

H. Seller has no knowledge of any pending or threatened legal action of any kind or character whatsoever affecting the Property which will in any manner interfere with the transfer of possession or title upon consummation hereof, nor has Seller knowledge that any such action is presently contemplated.

I. Seller has no knowledge of any outstanding written notices of uncorrected violations of the housing, building, safety or fire ordinances. Seller shall be responsible, at Seller's sole cost and expense, to correct any such violation on or prior to the date of Closing.

J. Seller has not received any written notice of any assessments for public improvements made to the Property which remain unpaid.

K. Seller has no knowledge of any outstanding notices, nor are there, any violations of any law, regulation, ordinance, order or other requirement of any governmental or public authority having jurisdiction over or affecting any part of the Property. Seller shall cure prior to Closing, any violation of which Seller receives notice prior to Closing from any governmental or quasi-governmental authority having jurisdiction over the Property.

L. Seller has no knowledge of any notices by any governmental or public authority which have been served on Seller or anyone on Seller's behalf which remain uncorrected.

M. There are no insolvency proceedings pending or to Seller's knowledge, threatened against it.

N. Seller has no knowledge of any liens attached to any revenues or any real or personal property owned by the Seller and located in the State of New Jersey, including, but not limited to the Property, as a result of monies being expended out of the New Jersey Spill Compensation Fund to pay for "Cleanup and Removal Costs" as such term is defined in N.J.S.A. 58:10-23.11b(d) arising from an intentional or unintentional action or omission of the Seller or of any previous owner or operator of said real property.

O. The execution, delivery and performance of this Agreement will not conflict with or result in a breach of any material terms and conditions of, or constitute a default or require consent under the terms of any material agreement to which Seller is a party or by which Seller may be bound, or to which the Property is subject, and no consent, approval or authorization of any third Party is now required for the execution, delivery and performance of this Agreement, except those that have been obtained or made, and are in full force and effect.

P. Seller has provided copies of all current correspondence, reports, records of sampling, lab results, and any other documents in its current custody and/or control that reflect the environmental condition of the Property, including but not limited to documents reflecting any environmental investigations and/or remediation of the Property (collectively the "Environmental Documents").

Q. There are no persons employed on-site by Seller in connection with the management, operation or maintenance of all or any portion of the Property whose employment will not be lawfully terminated, prior to Closing, without recourse to Buyer. There are no

ERISA or other employee benefit plans for employees of Seller with respect to the Property that will in any manner impose any liability or responsibility upon Buyer from and after the date of Closing. The wages and employee taxes of all of Seller's employees who are employed in connection with the operation of the Property, if any, have been fully paid and the employment of all such employees may be rightfully terminated by Seller or Buyer at any time prior to Closing at no cost or expense to Seller.

R. There are no material defects in, mechanical failure of or damage to the improvements constructed on the Property, including, without limitation, the roof, structure, elevators, walls, heating, ventilation, air conditioning, plumbing, electrical, drainage, fire alarm, sprinkler, security and exhaust systems and their component parts, all of which have been constructed in a good and workmanlike manner.

S. Executor has no knowledge that property had been used for the disposal of refuse or waste, or for the generation, processing, manufacture, storage, handling, treatment or disposal of any hazardous or toxic waste, substance, petroleum product or material ("Hazardous Substance") except as identified in previous reports to the DEP and addressed in previous remediations. No (i) asbestos-containing materials, or (ii) machinery, equipment or fixtures containing polychlorinated biphenyls (PCBs), or (iii) storage tanks for gasoline or any other substance, or (iv) urea formaldehyde foam insulation, have been installed, used, stored, handled or located on the Property. No Hazardous Substance has been installed, used, stored, handled or located on the Property which Hazardous Substance, if found on the Property or improperly disposed of off of the Property, would subject the owner or occupant of the Property to damages, penalties, liabilities or an obligation to perform any work, cleanup, removal, repair, construction, alteration, demolition, renovation or installation in or in connection with the Property ("Environmental Cleanup Work") in order to comply with any federal, state or local law, regulation, ordinance or order concerning the environmental state, condition or quality of the Property ("Environmental Law") applicable to owners, operators or developers of real property. No notice from any governmental body has ever been served upon Seller, its agents or employees, or, to the best of Seller's knowledge, any occupant or prior owner of the Property, claiming any violation of any Environmental Law, or requiring or calling attention to the need for any Environmental Cleanup Work on or in connection with the Property in order to comply with any Environmental Law, and to the best of Seller's knowledge, any occupant or prior owner of the Property, has ever been informed of any threatened or proposed serving of any such violation or corrective work. Seller has no knowledge that the soil and groundwater on or under the Property is free from any Hazardous Substance.

T. Seller has no knowledge of any installations or use or operation (or caused or permitted the installation, use or operation of) any well, septic tank, septic system, storage tank, or other tank or container of any kind beneath the Property. To the best of Seller's knowledge, the soil beneath the Property is free of any such well, septic tank, septic system, storage tank, or other tank or container except as previously identified in reports submitted to DEP previously. Seller has not buried, covered over or deposited (or caused or permitted the burial, covering over or deposit of) any demolished buildings or structures, foundations, bulkheads, footings, excavated soils, debris from construction or demolition, or other objects or materials of any kind beneath the Property. To the best of Seller's knowledge, the soil beneath the

Property is free of any such demolished buildings or structures, foundations, bulkheads, footings, excavated soils, debris from construction or demolition, or other objects or materials.

U. The Property is not and has not been under Seller's ownership occupied by an "Industrial Establishment," as defined in the Industrial Site Recovery Act, N.J.S.A. 13:1k-6 et seq., and the rules and regulations promulgated thereunder, as same may be amended from time to time ("ISRA"). Property had been used for storage of vehicles and maintenance of vehicles.

The representations and warranties as set forth in this Agreement shall be continuing and shall be true and correct on and as of the Closing Date with the same force and effect as if made at that time and shall survive the closing of title for a period of twelve (12) months.

14. Risk of Loss; Damage or Destruction. The risk of loss to the Property until the Closing shall be on Seller. In the event that the Property shall be destroyed or damages by reason of fire, storm accident or other casualty, Buyer shall have the option on written notice to Seller to either: (i) terminate this Agreement on written notice to Seller, whereupon neither Party shall have any further rights nor liabilities hereunder thereafter (except for provisions that expressly survive termination of this Agreement); or, (ii) direct Seller to assign to Buyer at Closing Seller's right to any casualty insurance proceeds resulting from such casualty (or if such insurance proceeds are not assignable, Seller shall at Closing grant to Buyer a credit against the Purchase Price in the amount of any such insurance proceeds), in all instances with Seller providing to Buyer a credit against the Purchase Price for the amount of any applicable deductible. If Buyer elects to have insurance proceeds assigned to Buyer, Seller shall not be required to repair or replace the damaged Property nor shall the Purchase Price be abated (except that if insurance proceeds have already been paid to Seller by the Closing Date, Buyer shall be credited with the amount so paid against the Purchase Price). If Seller does not have insurance to cover any such destruction or damage or is unable to collect the insurance proceeds, then Buyer shall have the option on written notice to Seller to either (a) terminate this Agreement whereupon neither Party shall have any further rights or obligations except as otherwise set forth in this Agreement or (b) abate the Purchase Price in an amount necessary to repair or replace any such destruction or damage. Buyer shall have the right to independently insure its interest in the Property, at Buyer's sole cost and expense.

15. [Intentionally Deleted]

16. Condemnation. In the event that the entire Property or a substantial part thereof shall have been taken by eminent domain by a federal or state governmental entity or shall be in the process of being so taken by a federal or state government, on the Closing Date, Buyer shall have the option to terminate this Agreement on written notice to Seller, whereupon neither Party shall have any further rights or liabilities hereunder thereafter (except for provisions that expressly survive termination of this Agreement). In the event any such taking shall not include a substantial part of the Property or in the event that Buyer shall not terminate this Agreement pursuant to the preceding sentence, Buyer shall accept the Property in the condition in which it is left following such taking, with an abatement of the Purchase Price measured by the proceeds of any condemnation award allowed. In the event the award has not been made or collected by Seller on the Closing Date, Seller shall assign to Buyer at Closing all rights, title and interest of Seller in the collection of such award and Buyer shall accept the Property without abatement of

the Purchase Price. As employed herein, the term “a substantial part of the Property” shall be deemed to mean (i) a part of the Property consisting of ten (10%) percent or more of the total area of the Property, or (ii) a part of the Property consisting of less than ten (10%) percent of the total area, but which renders the Property unsuitable for redevelopment.

17. Broker. Seller and Buyer each warrant and represent to the other that each has had no dealings, negotiations or communications with any brokers or other intermediaries in connection with this Agreement or the sale and purchase of the Property. If any claim is asserted by any person, firm or corporation claiming a commission and/or finder’s fee with respect to the sale and purchase of the Property resulting from any act, representation or promise of either Seller or Buyer, such party shall indemnify, defend and save harmless the other party from such claim. This representation shall survive Closing.

18. Dismissal of Court Action. The Parties agree that as further consideration for this Agreement and the payment of the Purchase Price by Buyer, that the Court Action shall be dismissed against Buyer only with prejudice, by the filing of the executed Stipulation of Dismissal with Prejudice of the Court Action against Buyer only in the form as set forth in Exhibit B. Seller shall execute and deliver such Stipulation to counsel for Buyer within ten (10) days of the Effective Date, which Stipulation shall be held in escrow by counsel for Buyer to be filed upon the Closing and payment of the Purchase Price by Buyer.

19. Notices. All notices hereunder shall be in writing and shall be deemed to have been properly given if personally delivered or sent by certified mail, return receipt requested, postage prepaid, or by private overnight express carrier, such as Federal Express, next business day delivery, charges prepaid, or by electronic mail with proof of delivery and receipt, addressed as follows:

Seller at:	Estate of Donald J. Carroll c/o Executor, S.M. Chris Franzblau, Esq. Nagel Rice LLP 103 Eisenhower Parkway Roseland, New Jersey 07068 Email: cfranzblau@nagelrice.com
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Buyer at:	Township of West Orange Attention: John O. Gross, CFO 66 Main Street West Orange, New Jersey 07052 Email: jgross@westorange.org
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with a copy to:

Robert Beckelman, Esq.
Wilentz, Spitzer & Goldman, P.A.
90 Woodbridge Center Drive
Suite 90, Box 10
Woodbridge, New Jersey 07095-0958
Email: rbeckelman@wilentz.com

or to such other persons or addresses as Seller and Buyer may from time to time designate by notice to the other given pursuant to this Section 19. Notices by the Parties may be given on their behalf by their respective counsel or representatives. Notice shall be deemed to have been given upon the date of delivery, if personally delivered or by electronic mail, or five (5) days after the postmarked date of mailing if sent by certified mail, or one business day after the date of deposit if sent by private overnight express carrier, next business day delivery.

20. Miscellaneous.

A. This Agreement shall bind not only Seller and Buyer but also their heirs, successors and assigns.

B. It is understood and agreed that all understandings and agreements between the Parties are merged in this Agreement which alone fully and completely expresses their agreement. This Agreement may not be changed, altered or cancelled orally, but only in writing signed by the Parties.

D. Seller hereby agrees that nothing in this Agreement shall make Buyer or its employees or agents liable to pay any damages or costs for which it and/or they have no liability under the New Jersey Tort Claims Act, N.J.S.A. 59:1-1 et seq.

E. This Agreement shall be governed by and construed in accordance with the law of the State of New Jersey.

F. Seller and Buyer waive any statutory or common law presumption which would serve to have this document construed in favor and against either Party as the drafter.

G. This Agreement contains the entire agreement between Seller and Buyer and there are no other terms, obligations, covenants, representations, statements, or conditions, oral or otherwise, of any kind or nature whatsoever. This Agreement may be modified only by an agreement in writing between the parties hereto.

H. This Agreement may be simultaneously executed in several counterparts, each of which shall be an original and all of which shall constitute but one and the same instrument.

[REMAINDER OF PAGE INTENTIONALLY LEFT BLANK]

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement as of the day and year first above written.

ATTEST

ESTATE OF DONALD J. CARROLL

By: _____
Title:

ATTEST

TOWNSHIP OF WEST ORANGE

By: _____
Title:

Exhibit A

Legal Description of Property

Exhibit B

Form of Dismissal with Prejudice

Resolution Amending the Open Space Fund Assessment for 2022

BE IT RESOLVED, by the Township Council of the Township of West Orange that the Open Space Fund Assessment percentage for 2022 be increased from 0.5% to 1%.

Council members:

Council President Susan McCartney _____

Councilwoman Casalino _____

Councilwoman Matute-Brown _____

Councilman Rutherford _____

Councilwoman Williams _____

Karen J. Carnevale, R.M.C.
Municipal Clerk

Susan McCartney
Council President

Adopted: July 19, 2022

**CALENDAR YEAR 2022 ORDINANCE TO EXCEED THE MUNICIPAL
BUDGET APPROPRIATION LIMITS AND TO ESTABLISH A CAP BANK
(N.J.S.A. 40A: 4-45.14)**

WHEREAS, the Local Government Cap Law, N.J.S.A. 40A: 4-45.1 et seq., provides that in the preparation of its annual budget, a municipality shall limit any increase in said budget to 2.5% unless authorized by ordinance to increase it to 3.5% over the previous year's final appropriations, subject to certain exceptions; and,

WHEREAS, N.J.S.A. 40A: 4-45.15a provides that a municipality may, when authorized by ordinance, appropriate the difference between the amount of its actual final appropriation and the 3.5% percentage rate as an exception to its final appropriations in either of the next two succeeding years; and,

WHEREAS, the Township Council of the Township of West Orange in the County of Essex finds it advisable and necessary to increase its CY 2022 budget by up to 3.5% over the previous year's final appropriations, in the interest of promoting the health, safety and welfare of the citizens; and,

WHEREAS, the Township of West Orange hereby determines that a 3.5% increase in the budget for said year, amounting to \$715,250 in excess of the increase in final appropriations otherwise permitted by the Local Government Cap Law, is advisable and necessary; and,

WHEREAS, the Township of West Orange hereby determines that any amount authorized hereinabove that is not appropriated as part of the final budget, shall be retained as an exception to final appropriation in either of the next two succeeding years.

NOW THEREFORE BE IT ORDAINED, by the Township Council of the Township of West Orange, in the County of Essex, a majority of the full authorized membership of this governing body affirmatively concurring, that, in the CY 2022 budget year, the final appropriations of the Township of West Orange shall, in accordance with this ordinance and N.J.S.A. 40A: 4-45.14, be increased by 3.5%, amounting to \$2,565,959 and that the CY 2022 municipal budget for the Township of West Orange be approved and adopted in accordance with this ordinance; and,

BE IT FURTHER ORDAINED, that any amount authorized hereinabove that is not appropriated as part of the final budget shall be retained as an exception to final appropriation in either of the next two succeeding years; and,

BE IT FURTHER ORDAINED, that a certified copy of this ordinance as introduced be filed with the Director of the Division of Local Government Services within 5 days of introduction; and,

BE IT FURTHER ORDAINED, that a certified copy of this ordinance upon adoption, with the recorded vote included thereon, be filed with said Director within 5 days after such adoption.

This ordinance shall take effect after its final passage and publication in accordance with the law.

ROBERT D. PARISI, MAYOR

**SUSAN McCARTNEY
COUNCIL PRESIDENT**

**KAREN J. CARNEVALE, R.M.C.
MUNICIPAL CLERK**

INTRODUCED: June 14, 2022

ADOPTED: July 19, 2022

Introduced: June 14, 2022

Adopted: July 19, 2022

Susan McCartney, Council President

Robert D. Parisi, Mayor

AN ORDINANCE CREATING A RECLASSIFICATION AND SALARY SCHEDULE OF CERTAIN TOWNSHIP OF WEST ORANGE EMPLOYEES SETTING FORTH THEIR TITLES, CLASSIFICATION AND SALARY RANGES AND ADOPTING A SALARY GUIDE AND ESTABLISHING THE EMPLOYEE'S STATUS AS A TOWNSHIP EMPLOYEE AND UNDER THE GUIDELINES OF THE NEW JERSEY DEPARTMENT OF PERSONNEL.

BE IT ORDAINED by the Township Council of the Township of West Orange as follows:

SECTION 1. That: an ordinance adopting and creating the reclassification and salary schedules of certain Township of West Orange Municipal employees, setting a salary guide and establishing the employee's status as a Township employee and under the guidelines of the New Jersey Department of Personnel as filed in the office of the Municipal Clerk for the following positions:

SEE	APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME
SEE	APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES
SEE	APPENDIX 3 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER SUPERVISORS
SEE	APPENDIX 4 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER COMMUNICATIONS
SEE	APPENDIX 5 - SALARY RANGES - NON UNIFORM TITLES-HOURLY
SEE	APPENDIX 6 - SALARY RANGES - STIPENDS
SEE	APPENDIX 7 - SALARY RANGES - UNIFORM TITLES - FIRE SUPERIORS
SEE	APPENDIX 8 - SALARY RANGES - UNIFORM TITLES - FIREFIGHTERS
SEE	APPENDIX 9 - SALARY RANGES - UNIFORM TITLES - POLICE SUPERIORS
SEE	APPENDIX 10 - SALARY RANGES - UNIFORM TITLES - POLICE

SECTION 2. All terms and conditions included in any authorized collective bargaining agreements and/or employment contracts or other agreements impacting employment terms and conditions are hereby included in SECTION 1 above.

SECTION 3. All part time employee hourly rates are determined by dividing the Minimum and Maximum rates by the # of annual hours a full time employee would work for that position using the salaries identified in Section 1 above.

SECTION 4. Part time employees have no annual increment for their hourly rate in Section 1 above.

SECTION 5. This ordinance and the titles and salary ranges herein provided shall become effective on the dates specified and as indicated above in SECTION 1. Where the specified timeframes have expired, the salary range specified in the latest timeframe will remain in effect until a new range is adopted by Ordinance.

SECTION 6. Effective as of the date of adoption of this salary ordinance, the Mayor, or his/her designee, is hereby authorized to enter into acknowledgement agreements with employees identifying, specifying and memorializing the limitations of both pre and post-retirement benefits provided by the Township. Specifically included, but not limited to, is the provision of fully paid post-employment family health benefits to employees upon retirement that shall be strictly limited to employees hired prior to January 1, 2021. This section shall not impact employees covered under a separate Collective Bargaining Agreement. As part of entering into such acknowledgement agreements, a master list of all active employees, retiree or their surviving spouses eligible to receive limited post-employment health benefits shall be maintained.

SECTION 7. Employees moving from the traditional salary guide (as specified in Ordinance 2657-21) to the common tier salary guide shall be placed on the common tier step immediately higher than the step of the traditional salary guide (as specified in Ordinance 2657-21) they are on for the year 2022. In the event the Employee is NOT at the top step of the traditional salary guide (as specified in Ordinance 2657-21) in 2022, every year thereafter until they reach the top step on the traditional salary guide (as specified in Ordinance 2657-21), they shall be placed on the common tier step immediately higher than the step of the traditional salary guide (as specified in Ordinance 2657-21) they qualify for that year. Thereafter reaching the top step of the traditional salary guide, the Employee will traverse through the common tier steps annually on January 1st of each year until they reach the top common tier step.

SECTION 8. All ordinances and parts of ordinances heretofore enacted which are inconsistent with any provision of this ordinance are, to the extent of such inconsistency, hereby repealed.

SECTION 9. This ordinance shall take effect upon final passage and publication in accordance with the laws of the state of New Jersey.

ROBERT D. PARISI, MAYOR

SUSAN MC CARTNEY, COUNCIL PRESIDENT

Karen J. Carnevale, R.M.C., Municipal Clerk

Introduced: June 28, 2022

Adopted: July 19, 2022

 LEGISLATIVE HISTORY

Correction	Police Chief-**	Correct calculation error and contract references
Correction	Deputy Police Chief*-*_*_*_*	Correct contract reference
Correction	Chief Financial Officer**	Correct contract reference
Correction	REHS Public Health	Correct calculation error
Correction	Fire Deputy Chief with EMT and Fire Official	Correct calculation error
Correction	Fire Chief *	Correct contract references
Correction	Fire Chief w/ EMT *	Correct contract reference
Correction	Fire Chief w/ EMT and OEM Coordinator *	Correct contract reference
Correction	Maintenance Worker 1, Grounds-	Correct calculation error
Correction	Construction Official	Placed on Correct Tab
Correction	Tenant Relations Assistant/HUD Executive Direct	Placed on Correct Tab
Correction	Municipal Director of Welfare/Senior Citizen Prog	Placed on Correct Tab
Correction	REHS Public Health	Correct calculation error
Assistant	Municipal Engineer	Placed on Correct Tab
Civil Engineer	Trainee	New
Added	Budget Implementation	Various

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Accountant															
AU10010	0.00%	1/1/2018	12/31/2018	19,008	27,899	36,790	45,681	54,572	63,463	72,354	6	8,891	1,820	10.44	39.75
AU10010	1.00%	1/1/2019	12/31/2019	19,198	28,178	37,158	46,138	55,118	64,098	73,077	6	8,980	1,820	10.55	40.15
AU10010	1.50%	1/1/2020	6/30/2020	19,486	28,601	37,715	46,830	55,944	65,059	74,174	6	9,115	1,820	10.71	40.75
AU10010	1.50%	7/1/2020	12/31/2020	19,778	29,030	38,281	47,532	56,784	66,035	75,286	6	9,251	1,820	10.87	41.37
AU10010	1.50%	1/1/2021	6/30/2021	20,075	29,465	38,855	48,245	57,635	67,025	76,416	6	9,390	1,820	11.03	41.99
AU10010	1.50%	7/1/2021	12/31/2021	46,537	51,708	56,879	62,049	67,220	72,391	77,562	6	5,171	1,820	25.57	42.62
AU10010	1.50%	1/1/2022	6/30/2022	47,235	52,483	57,732	62,980	68,228	73,477	78,725	6	5,248	1,820	25.95	43.26
AU10010	1.50%	7/1/2022	12/31/2022	47,944	53,271	58,598	63,925	69,252	74,579	79,906	6	5,327	1,820	26.34	43.90
Account Clerk-															
AU10005	1.50%	1/1/2021	6/30/2021	38,400	43,456	48,512	53,567	58,623	63,679	68,734	6	5,056	1,820	21.10	37.77
AU10005	1.50%	7/1/2021	12/31/2021	38,976	44,108	49,239	54,371	59,502	64,634	69,765	6	5,132	1,820	21.42	38.33
AU10005	1.50%	1/1/2022	6/30/2022	39,561	44,769	49,978	55,186	60,395	65,603	70,812	6	5,209	1,820	21.74	38.91
AU10005	1.50%	7/1/2022	12/31/2022	43,124	47,916	52,708	57,499	62,291	67,083	71,874	6	4,792	1,820	23.69	39.49
Administrative Analyst															
AU10020	0.00%	1/1/2018	12/31/2018	31,680	41,257	50,834	60,410	69,987	79,564	89,141	6	9,577	1,820	17.41	48.98
AU10020	1.00%	1/1/2019	12/31/2019	31,997	41,669	51,342	61,015	70,687	80,360	90,032	6	9,673	1,820	17.58	49.47
AU10020	1.50%	1/1/2020	6/30/2020	32,477	42,295	52,112	61,930	71,747	81,565	91,383	6	9,818	1,820	17.84	50.21
AU10020	1.50%	7/1/2020	12/31/2020	32,964	42,929	52,894	62,859	72,824	82,788	92,753	6	9,965	1,820	18.11	50.96
AU10020	1.50%	1/1/2021	6/30/2021	33,459	43,573	53,687	63,802	73,916	84,030	94,145	6	10,114	1,820	18.38	51.73
AU10020	1.50%	7/1/2021	12/31/2021	57,334	63,704	70,075	76,445	82,816	89,186	95,557	6	6,370	1,820	31.50	52.50
AU10020	1.50%	1/1/2022	6/30/2022	58,194	64,660	71,126	77,592	84,058	90,524	96,990	6	6,466	1,820	31.97	53.29
AU10020	1.50%	7/1/2022	12/31/2022	59,067	65,630	72,193	78,756	85,319	91,882	98,445	6	6,563	1,820	32.45	54.09
Administrative Clerk															
AU10030	0.00%	1/1/2018	12/31/2018	19,008	28,129	37,249	46,369	55,490	64,610	73,731	6	9,120	1,820	10.44	40.51
AU10030	1.00%	1/1/2019	12/31/2019	19,198	28,410	37,621	46,833	56,045	65,256	74,468	6	9,212	1,820	10.55	40.92
AU10030	1.50%	1/1/2020	6/30/2020	19,486	28,836	38,186	47,536	56,885	66,235	75,585	6	9,350	1,820	10.71	41.53
AU10030	1.50%	7/1/2020	12/31/2020	19,778	29,268	38,759	48,249	57,739	67,229	76,719	6	9,490	1,820	10.87	42.15

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
AU10030	1.50%	1/1/2021	6/30/2021	20,075	29,708	39,340	48,972	58,605	68,237	77,869	6	9,632	1,820	11.03	42.79
AU10030	1.50%	7/1/2021	12/31/2021	47,422	52,692	57,961	63,230	68,499	73,768	79,037	6	5,269	1,820	26.06	43.43
AU10030	1.50%	1/1/2022	6/30/2022	48,134	53,482	58,830	64,178	69,527	74,875	80,223	6	5,348	1,820	26.45	44.08
AU10030	1.50%	7/1/2022	12/31/2022	48,856	54,284	59,713	65,141	70,570	75,998	81,426	6	5,428	1,820	26.84	44.74
Administrative Clerk/HR Coordinator															
AU10040	1.50%	1/1/2015	12/31/2015	18,270	27,459	36,648	45,837	55,027	64,216	73,405	6	9,189	1,820	10.04	40.33
AU10040	2.00%	1/1/2016	12/31/2016	18,635	28,433	38,231	48,029	57,827	67,625	77,423	6	9,798	1,820	10.24	42.54
AU10040	2.00%	1/1/2017	12/31/2017	19,008	29,002	38,996	48,990	58,984	68,977	78,971	6	9,994	1,820	10.44	43.39
AU10040	0.00%	1/1/2018	12/31/2018	19,008	29,002	38,996	48,990	58,984	68,977	78,971	6	9,994	1,820	10.44	43.39
AU10040	1.00%	1/1/2019	12/31/2019	19,198	29,292	39,386	49,480	59,573	69,667	79,761	6	10,094	1,820	10.55	43.82
AU10040	1.50%	1/1/2020	6/30/2020	19,486	29,731	39,977	50,222	60,467	70,712	80,957	6	10,245	1,820	10.71	44.48
AU10040	1.50%	7/1/2020	12/31/2020	19,778	30,177	40,576	50,975	61,374	71,773	82,172	6	10,399	1,820	10.87	45.15
AU10040	1.50%	1/1/2021	6/30/2021	20,075	30,630	41,185	51,740	62,295	72,850	83,404	6	10,555	1,820	11.03	45.83
AU10040	1.50%	7/1/2021	12/31/2021	50,793	56,437	62,081	67,724	73,368	79,012	84,655	6	5,644	1,820	27.91	46.51
AU10040	1.50%	1/1/2022	6/30/2022	51,555	57,284	63,012	68,740	74,469	80,197	85,925	6	5,728	1,820	28.33	47.21
AU10040	1.50%	7/1/2022	12/31/2022	52,329	58,143	63,957	69,771	75,586	81,400	87,214	6	5,814	1,820	28.75	47.92

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Administrative Secretary															
AU10050	0.00%	1/1/2018	12/31/2018	19,008	28,129	37,249	46,369	55,490	64,610	73,731	6	9,120	1,820	10.44	40.51
AU10050	1.00%	1/1/2019	12/31/2019	19,198	28,410	37,621	46,833	56,045	65,256	74,468	6	9,212	1,820	10.55	40.92
AU10050	1.50%	1/1/2020	6/30/2020	49,486	53,328	57,171	61,013	64,855	68,698	72,540	6	3,842	1,820	27.19	39.86
AU10050	1.50%	7/1/2020	12/31/2020	50,228	54,128	58,028	61,928	65,828	69,728	73,628	6	3,900	1,820	27.60	40.45
AU10050	1.50%	1/1/2021	6/30/2021	50,982	54,940	58,899	62,857	66,816	70,774	74,732	6	3,958	1,820	28.01	41.06
AU10050	1.50%	7/1/2021	12/31/2021	41,858	46,509	51,160	55,811	60,462	65,112	69,763	6	4,651	1,820	23.00	38.33
AU10050	1.50%	1/1/2022	6/30/2022	42,486	47,207	51,927	56,648	61,369	66,089	70,810	6	4,721	1,820	23.34	38.91
AU10050	1.50%	7/1/2022	12/31/2022	43,123	47,915	52,706	57,498	62,289	67,081	71,872	6	4,791	1,820	23.69	39.49
Administrative Secretary/Registrar of Vital Statistics															
AU10060	0.00%	1/1/2018	12/31/2018	24,288	33,409	42,529	51,649	60,770	69,890	79,010	6	9,120	1,820	13.35	43.41
AU10060	1.00%	1/1/2019	12/31/2019	24,531	33,743	42,954	52,166	61,377	70,589	79,800	6	9,212	1,820	13.48	43.85
AU10060	1.50%	1/1/2020	6/30/2020	24,899	34,249	43,598	52,948	62,298	71,648	80,997	6	9,350	1,820	13.68	44.50
AU10060	1.50%	7/1/2020	12/31/2020	25,272	34,762	44,252	53,742	63,232	72,722	82,212	6	9,490	1,820	13.89	45.17
AU10060	1.50%	1/1/2021	6/30/2021	25,652	35,284	44,916	54,549	64,181	73,813	83,446	6	9,632	1,820	14.09	45.85
AU10060	1.50%	7/1/2021	12/31/2021	50,818	56,465	62,111	67,758	73,404	79,051	84,697	6	5,646	1,820	27.92	46.54
AU10060	1.50%	1/1/2022	6/30/2022	51,581	57,312	63,043	68,774	74,505	80,237	85,968	6	5,731	1,820	28.34	47.24
AU10060	1.50%	7/1/2022	12/31/2022	52,354	58,172	63,989	69,806	75,623	81,440	87,257	6	5,817	1,820	28.77	47.94
Animal Attendant-															
AU10070	0.00%	1/1/2018	12/31/2018	25,598	30,253	34,909	39,565	44,220	48,876	53,532	6	4,656	1,820	14.06	29.41
AU10070	1.00%	1/1/2019	12/31/2019	25,854	30,556	35,258	39,960	44,662	49,365	54,067	6	4,702	1,820	14.21	29.71
AU10070	1.50%	1/1/2020	6/30/2020	26,241	31,014	35,787	40,560	45,332	50,105	54,878	6	4,773	1,820	14.42	30.15
AU10070	1.50%	7/1/2020	12/31/2020	26,635	31,479	36,324	41,168	46,012	50,857	55,701	6	4,844	1,820	14.63	30.60
AU10070	1.50%	1/1/2021	6/30/2021	27,035	31,952	36,869	41,786	46,703	51,620	56,537	6	4,917	1,820	14.85	31.06
AU10070	1.50%	7/1/2021	12/31/2021	34,431	38,256	42,082	45,908	49,733	53,559	57,385	6	3,826	1,820	18.92	31.53
AU10070	1.50%	1/1/2022	6/30/2022	34,947	38,830	42,713	46,596	50,479	54,362	58,245	6	3,883	1,820	19.20	32.00
AU10070	1.50%	7/1/2022	12/31/2022	35,471	39,413	43,354	47,295	51,236	55,178	59,119	6	3,941	1,820	19.49	32.48
Animal Control Officer															

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
AU10080	0.00%	1/1/2018	12/31/2018	19,008	27,077	35,145	43,213	51,282	59,350	67,419	6	8,068	1,820	10.44	37.04
AU10080	1.00%	1/1/2019	12/31/2019	19,198	27,347	35,496	43,646	51,795	59,944	68,093	6	8,149	1,820	10.55	37.41
AU10080	1.50%	1/1/2020	6/30/2020	19,486	27,758	36,029	44,300	52,572	60,843	69,114	6	8,271	1,820	10.71	37.97
AU10080	1.50%	7/1/2020	12/31/2020	19,778	28,174	36,569	44,965	53,360	61,756	70,151	6	8,395	1,820	10.87	38.54
AU10080	1.50%	1/1/2021	6/30/2021	20,075	28,596	37,118	45,639	54,161	62,682	71,203	6	8,521	1,820	11.03	39.12
AU10080	1.50%	7/1/2021	12/31/2021	43,363	48,181	52,999	57,817	62,635	67,453	72,271	6	4,818	1,820	23.83	39.71
AU10080	1.50%	1/1/2022	6/30/2022	44,013	48,904	53,794	58,684	63,575	68,465	73,355	6	4,890	1,820	24.18	40.31
AU10080	1.50%	7/1/2022	12/31/2022	44,673	49,637	54,601	59,565	64,528	69,492	74,456	6	4,964	1,820	24.55	40.91

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Assistant Animal Control Officer															
AU10090	0.00%	1/1/2018	12/31/2018	31,680	36,142	40,604	45,067	49,529	53,991	58,453	6	4,462	1,820	17.41	32.12
AU10090	1.00%	1/1/2019	12/31/2019	31,997	36,504	41,010	45,517	50,024	54,531	59,038	6	4,507	1,820	17.58	32.44
AU10090	1.50%	1/1/2020	6/30/2020	32,477	37,051	41,626	46,200	50,774	55,349	59,923	6	4,574	1,820	17.84	32.92
AU10090	1.50%	7/1/2020	12/31/2020	32,964	37,607	42,250	46,893	51,536	56,179	60,822	6	4,643	1,820	18.11	33.42
AU10090	1.50%	1/1/2021	6/30/2021	33,459	38,171	42,884	47,596	52,309	57,022	61,734	6	4,713	1,820	18.38	33.92
AU10090	1.50%	7/1/2021	12/31/2021	37,596	41,774	45,951	50,128	54,306	58,483	62,660	6	4,177	1,820	20.66	34.43
AU10090	1.50%	1/1/2022	6/30/2022	38,160	42,400	46,640	50,880	55,120	59,360	63,600	6	4,240	1,820	20.97	34.95
AU10090	1.50%	7/1/2022	12/31/2022	38,733	43,036	47,340	51,643	55,947	60,251	64,554	6	4,304	1,820	21.28	35.47
Assistant Construction Official/Building Sub Code Of															
AU10100	0.00%	1/1/2018	12/31/2018	21,120	31,388	41,656	51,924	62,192	72,460	82,728	6	10,268	1,820	11.60	45.45
AU10100	1.00%	1/1/2019	12/31/2019	21,331	31,702	42,072	52,443	62,814	73,184	83,555	6	10,371	1,820	11.72	45.91
AU10100	1.50%	1/1/2020	6/30/2020	21,651	32,177	42,704	53,230	63,756	74,282	84,808	6	10,526	1,820	11.90	46.60
AU10100	1.50%	7/1/2020	12/31/2020	21,976	32,660	43,344	54,028	64,712	75,396	86,080	6	10,684	1,820	12.07	47.30
AU10100	1.50%	1/1/2021	6/30/2021	22,306	33,150	43,994	54,839	65,683	76,527	87,371	6	10,844	1,820	12.26	48.01
AU10100	1.50%	7/1/2021	12/31/2021	53,209	59,121	65,034	70,946	76,858	82,770	88,682	6	5,912	1,820	29.24	48.73
AU10100	1.50%	1/1/2022	6/30/2022	54,007	60,008	66,009	72,010	78,011	84,011	90,012	6	6,001	1,820	29.67	49.46
AU10100	1.50%	7/1/2022	12/31/2022	54,817	60,908	66,999	73,090	79,181	85,272	91,362	6	6,091	1,820	30.12	50.20
Assistant Head Nurse															
AU10110	0.00%	1/1/2018	12/31/2018	42,240	47,328	52,416	57,504	62,591	67,679	72,767	6	5,088	1,820	23.21	39.98
AU10110	1.00%	1/1/2019	12/31/2019	42,663	47,801	52,940	58,079	63,217	68,356	73,495	6	5,139	1,820	23.44	40.38
AU10110	1.50%	1/1/2020	6/30/2020	43,303	48,518	53,734	58,950	64,166	69,381	74,597	6	5,216	1,820	23.79	40.99
AU10110	1.50%	7/1/2020	12/31/2020	43,952	49,246	54,540	59,834	65,128	70,422	75,716	6	5,294	1,820	24.15	41.60
AU10110	1.50%	1/1/2021	6/30/2021	44,611	49,985	55,358	60,732	66,105	71,478	76,852	6	5,373	1,820	24.51	42.23
AU10110	1.50%	7/1/2021	12/31/2021	46,803	52,003	57,203	62,404	67,604	72,804	78,005	6	5,200	1,820	25.72	42.86
AU10110	1.50%	1/1/2022	6/30/2022	47,505	52,783	58,061	63,340	68,618	73,896	79,175	6	5,278	1,820	26.10	43.50
AU10110	1.50%	7/1/2022	12/31/2022	48,217	53,575	58,932	64,290	69,647	75,005	80,362	6	5,357	1,820	26.49	44.16
Assistant Health Officer-															

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
AU10120	0.00%	1/1/2018	12/31/2018	23,232	36,407	49,582	62,757	75,933	89,108	102,283	6	13,175	1,820	12.76	56.20
AU10120	1.00%	1/1/2019	12/31/2019	23,464	36,771	50,078	63,385	76,692	89,999	103,306	6	13,307	1,820	12.89	56.76
AU10120	1.50%	1/1/2020	6/30/2020	23,816	37,323	50,829	64,336	77,842	91,349	104,855	6	13,506	1,820	13.09	57.61
AU10120	1.50%	7/1/2020	12/31/2020	24,174	37,883	51,592	65,301	79,010	92,719	106,428	6	13,709	1,820	13.28	58.48
AU10120	1.50%	1/1/2021	6/30/2021	24,536	38,451	52,366	66,280	80,195	94,110	108,024	6	13,915	1,820	13.48	59.35
AU10120	1.50%	7/1/2021	12/31/2021	65,787	73,097	80,406	87,716	95,025	102,335	109,645	6	7,310	1,820	36.15	60.24
AU10120	1.50%	1/1/2022	6/30/2022	66,774	74,193	81,612	89,032	96,451	103,870	111,289	6	7,419	1,820	36.69	61.15
AU10120	1.50%	7/1/2022	12/31/2022	67,775	75,306	82,836	90,367	97,898	105,428	112,959	6	7,531	1,820	37.24	62.07

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Assistant Municipal Tax Collector															
AU10140	0.00%	1/1/2018	12/31/2018	19,008	27,959	36,909	45,860	54,810	63,761	72,711	6	8,950	1,820	10.44	39.95
AU10140	1.00%	1/1/2019	12/31/2019	19,198	28,238	37,278	46,318	55,358	64,398	73,438	6	9,040	1,820	10.55	40.35
AU10140	1.50%	1/1/2020	6/30/2020	19,486	28,662	37,837	47,013	56,189	65,364	74,540	6	9,176	1,820	10.71	40.96
AU10140	1.50%	7/1/2020	12/31/2020	19,778	29,092	38,405	47,718	57,031	66,345	75,658	6	9,313	1,820	10.87	41.57
AU10140	1.50%	1/1/2021	6/30/2021	20,075	29,528	38,981	48,434	57,887	67,340	76,793	6	9,453	1,820	11.03	42.19
AU10140	1.50%	7/1/2021	12/31/2021	46,767	51,963	57,159	62,356	67,552	72,748	77,945	6	5,196	1,820	25.70	42.83
AU10140	1.50%	1/1/2022	6/30/2022	47,468	52,742	58,017	63,291	68,565	73,839	79,114	6	5,274	1,820	26.08	43.47
AU10140	1.50%	7/1/2022	12/31/2022	48,180	53,534	58,887	64,240	69,594	74,947	80,300	6	5,353	1,820	26.47	44.12
Assistant Planner															
AU10150	0.00%	1/1/2018	12/31/2018	26,400	30,715	35,029	39,344	43,659	47,973	52,288	6	4,315	1,820	14.51	28.73
AU10150	1.00%	1/1/2019	12/31/2019	26,664	31,022	35,380	39,737	44,095	48,453	52,811	6	4,358	1,820	14.65	29.02
AU10150	1.50%	1/1/2020	6/30/2020	27,064	31,487	35,910	40,333	44,757	49,180	53,603	6	4,423	1,820	14.87	29.45
AU10150	1.50%	7/1/2020	12/31/2020	27,470	31,960	36,449	40,938	45,428	49,917	54,407	6	4,489	1,820	15.09	29.89
AU10150	1.50%	1/1/2021	6/30/2021	27,882	32,439	36,996	41,553	46,109	50,666	55,223	6	4,557	1,820	15.32	30.34
AU10150	1.50%	7/1/2021	12/31/2021	47,638	52,931	58,224	63,517	68,810	74,103	79,396	6	5,293	1,820	26.17	43.62
AU10150	1.50%	1/1/2022	6/30/2022	48,352	53,725	59,097	64,470	69,842	75,215	80,587	6	5,372	1,820	26.57	44.28
AU10150	1.50%	7/1/2022	12/31/2022	49,078	54,531	59,984	65,437	70,890	76,343	81,796	6	5,453	1,820	26.97	44.94
Assistant Purchasing Agent															
AU10160	0.00%	1/1/2018	12/31/2018	21,120	27,633	34,145	40,658	47,171	53,683	60,196	6	6,513	1,820	11.60	33.07
AU10160	1.00%	1/1/2019	12/31/2019	21,331	27,909	34,487	41,065	47,642	54,220	60,798	6	6,578	1,820	11.72	33.41
AU10160	1.50%	1/1/2020	6/30/2020	21,651	28,328	35,004	41,681	48,357	55,033	61,710	6	6,676	1,820	11.90	33.91
AU10160	1.50%	7/1/2020	12/31/2020	21,976	28,753	35,529	42,306	49,082	55,859	62,636	6	6,777	1,820	12.07	34.42
AU10160	1.50%	1/1/2021	6/30/2021	22,306	29,184	36,062	42,940	49,819	56,697	63,575	6	6,878	1,820	12.26	34.93
AU10160	1.50%	7/1/2021	12/31/2021	44,807	49,786	54,764	59,743	64,722	69,700	74,679	6	4,979	1,820	24.62	41.03
AU10160	1.50%	1/1/2022	6/30/2022	45,479	50,533	55,586	60,639	65,692	70,746	75,799	6	5,053	1,820	24.99	41.65
AU10160	1.50%	7/1/2022	12/31/2022	46,162	51,291	56,420	61,549	66,678	71,807	76,936	6	5,129	1,820	25.36	42.27

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Assistant Violations Clerk															
AU10170	0.00%	1/1/2018	12/31/2018	16,896	22,438	27,979	33,521	39,062	44,604	50,145	6	5,542	1,820	9.28	27.55
AU10170	1.00%	1/1/2019	12/31/2019	17,065	22,662	28,259	33,856	39,453	45,050	50,647	6	5,597	1,820	9.38	27.83
AU10170	1.50%	1/1/2020	6/30/2020	17,321	23,002	28,683	34,364	40,045	45,726	51,407	6	5,681	1,820	9.52	28.25
AU10170	1.50%	7/1/2020	12/31/2020	17,581	23,347	29,113	34,879	40,645	46,412	52,178	6	5,766	1,820	9.66	28.67
AU10170	1.50%	1/1/2021	6/30/2021	17,845	23,697	29,550	35,402	41,255	47,108	52,960	6	5,853	1,820	9.80	29.10
AU10170	1.50%	7/1/2021	12/31/2021	32,253	35,837	39,420	43,004	46,587	50,171	53,755	6	3,584	1,820	17.72	29.54
AU10170	1.50%	1/1/2022	6/30/2022	32,737	36,374	40,011	43,649	47,286	50,924	54,561	6	3,637	1,820	17.99	29.98
AU10170	1.50%	7/1/2022	12/31/2022	33,228	36,920	40,612	44,304	47,996	51,688	55,379	6	3,692	1,820	18.26	30.43
Building Inspector															
AU10180	0.00%	1/1/2018	12/31/2018	19,219	27,778	36,336	44,895	53,454	62,012	70,571	6	8,559	1,820	10.56	38.78
AU10180	1.00%	1/1/2019	12/31/2019	19,412	28,056	36,700	45,344	53,988	62,632	71,276	6	8,644	1,820	10.67	39.16
AU10180	1.50%	1/1/2020	6/30/2020	19,703	28,476	37,250	46,024	54,798	63,572	72,346	6	8,774	1,820	10.83	39.75
AU10180	1.50%	7/1/2020	12/31/2020	19,998	28,904	37,809	46,715	55,620	64,525	73,431	6	8,905	1,820	10.99	40.35
AU10180	1.50%	1/1/2021	6/30/2021	30,298	38,897	47,496	56,095	64,693	73,292	81,891	6	8,599	1,820	16.65	45.00
AU10180	1.50%	7/1/2021	12/31/2021	49,872	55,413	60,954	66,496	72,037	77,578	83,119	6	5,541	1,820	27.40	45.67
AU10180	1.50%	1/1/2022	6/30/2022	50,620	56,244	61,869	67,493	73,117	78,742	84,366	6	5,624	1,820	27.81	46.36
AU10180	1.50%	7/1/2022	12/31/2022	51,379	57,088	62,797	68,505	74,214	79,923	85,632	6	5,709	1,820	28.23	47.05
Building Sub code Official															
AU10190	0.00%	1/1/2018	12/31/2018	21,120	31,606	42,093	52,579	63,066	73,552	84,038	6	10,486	1,820	11.60	46.17
AU10190	1.00%	1/1/2019	12/31/2019	21,331	31,923	42,514	53,105	63,696	74,287	84,879	6	10,591	1,820	11.72	46.64
AU10190	1.50%	1/1/2020	6/30/2020	21,651	32,401	43,151	53,902	64,652	75,402	86,152	6	10,750	1,820	11.90	47.34
AU10190	1.50%	7/1/2020	12/31/2020	21,976	32,887	43,799	54,710	65,621	76,533	87,444	6	10,911	1,820	12.07	48.05
AU10190	1.50%	1/1/2021	6/30/2021	22,306	33,381	44,456	55,531	66,606	77,681	88,756	6	11,075	1,820	12.26	48.77
AU10190	1.50%	7/1/2021	12/31/2021	54,052	60,058	66,064	72,070	78,075	84,081	90,087	6	6,006	1,820	29.70	49.50
AU10190	1.50%	1/1/2022	6/30/2022	54,863	60,959	67,055	73,151	79,247	85,343	91,438	6	6,096	1,820	30.14	50.24
AU10190	1.50%	7/1/2022	12/31/2022	55,686	61,873	68,061	74,248	80,435	86,623	92,810	6	6,187	1,820	30.60	50.99
Chief REHS Public Health															

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
AU10200	0.00%	1/1/2018	12/31/2018	21,120	32,101	43,083	54,064	65,045	76,027	87,008	6	10,981	1,820	11.60	47.81
AU10200	1.00%	1/1/2019	12/31/2019	21,331	32,422	43,514	54,605	65,696	76,787	87,878	6	11,091	1,820	11.72	48.28
AU10200	1.50%	1/1/2020	6/30/2020	21,651	32,909	44,166	55,424	66,681	77,939	89,196	6	11,257	1,820	11.90	49.01
AU10200	1.50%	7/1/2020	12/31/2020	21,976	33,402	44,829	56,255	67,681	79,108	90,534	6	11,426	1,820	12.07	49.74
AU10200	1.50%	1/1/2021	6/30/2021	22,306	33,903	45,501	57,099	68,697	80,294	91,892	6	11,598	1,820	12.26	50.49
AU10200	1.50%	7/1/2021	12/31/2021	55,962	62,180	68,398	74,616	80,834	87,053	93,271	6	6,218	1,820	30.75	51.25
AU10200	1.50%	1/1/2022	6/30/2022	56,802	63,113	69,424	75,736	82,047	88,358	94,670	6	6,311	1,820	31.21	52.02
AU10200	1.50%	7/1/2022	12/31/2022	57,654	64,060	70,466	76,872	83,278	89,684	96,090	6	6,406	1,820	31.68	52.80

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Chief REHS Public Health/Information Technology															
AU10210	0.00%	1/1/2018	12/31/2018	52,800	60,104	67,408	74,712	82,016	89,321	96,625	6	7,304	1,820	29.01	53.09
AU10210	1.00%	1/1/2019	12/31/2019	53,328	60,705	68,082	75,460	82,837	90,214	97,591	6	7,377	1,820	29.30	53.62
AU10210	1.50%	1/1/2020	6/30/2020	54,128	61,616	69,104	76,591	84,079	91,567	99,055	6	7,488	1,820	29.74	54.43
AU10210	1.50%	7/1/2020	12/31/2020	54,940	62,540	70,140	77,740	85,340	92,940	100,540	6	7,600	1,820	30.19	55.24
AU10210	1.50%	1/1/2021	6/30/2021	55,764	63,478	71,192	78,906	86,620	94,335	102,049	6	7,714	1,820	30.64	56.07
AU10210	1.50%	7/1/2021	12/31/2021	62,148	69,053	75,958	82,863	89,769	96,674	103,579	6	6,905	1,820	34.15	56.91
AU10210	1.50%	1/1/2022	6/30/2022	63,080	70,089	77,098	84,106	91,115	98,124	105,133	6	7,009	1,820	34.66	57.77
AU10210	1.50%	7/1/2022	12/31/2022	64,026	71,140	78,254	85,368	92,482	99,596	106,710	6	7,114	1,820	35.18	58.63
Chief REHS Public Health/Information Technology/Recycling Coordinator/Clean Community Coordinator															
AU10215	1.50%	7/1/2020	12/31/2020	61,837	69,454	77,071	84,689	92,306	99,923	107,540	6	7,617	1,820	33.98	59.09
AU10215	1.50%	1/1/2021	6/30/2021	62,764	70,496	78,227	85,959	93,690	101,422	109,154	6	7,732	1,820	34.49	59.97
AU10215	1.50%	7/1/2021	12/31/2021	66,475	73,861	81,247	88,633	96,019	103,405	110,791	6	7,386	1,820	36.52	60.87
AU10215	1.50%	1/1/2022	6/30/2022	67,472	74,969	82,465	89,962	97,459	104,956	112,453	6	7,497	1,820	37.07	61.79
AU10215	1.50%	7/1/2022	12/31/2022	68,484	76,093	83,702	91,312	98,921	106,530	114,140	6	7,609	1,820	37.63	62.71
Code Enforcement Officer															
AU10344	0.00%	1/1/2018	12/31/2018	19,008	27,195	35,382	43,569	51,756	59,943	68,130	6	8,187	1,820	10.44	37.43
AU10344	1.00%	1/1/2019	12/31/2019	23,238	31,507	39,776	48,045	56,313	64,582	72,851	6	8,269	1,820	12.77	40.03
AU10344	1.50%	1/1/2020	6/30/2020	23,587	31,980	40,372	48,765	57,158	65,551	73,944	6	8,393	1,820	12.96	40.63
AU10344	1.50%	7/1/2020	12/31/2020	23,941	32,459	40,978	49,497	58,015	66,534	75,053	6	8,519	1,820	13.15	41.24
AU10344	1.50%	1/1/2021	6/30/2021	24,300	32,946	41,593	50,239	58,886	67,532	76,179	6	8,646	1,820	13.35	41.86
AU10344	1.50%	7/1/2021	12/31/2021	46,393	51,547	56,702	61,857	67,012	72,166	77,321	6	5,155	1,820	25.49	42.48
AU10344	1.50%	1/1/2022	6/30/2022	47,089	52,321	57,553	62,785	68,017	73,249	78,481	6	5,232	1,820	25.87	43.12
AU10344	1.50%	7/1/2022	12/31/2022	47,795	53,106	58,416	63,727	69,037	74,348	79,658	6	5,311	1,820	26.26	43.77
Code Enforcement Officer Trainee-															
AU10345	0.00%	1/1/2018	12/31/2018	21,000	26,500	32,000	37,500	43,000	48,500	54,000	6	5,500	1,820	11.54	29.67
AU10345	1.00%	1/1/2019	12/31/2019	25,250	30,805	36,360	41,915	47,470	53,025	58,580	6	5,555	1,820	13.87	32.19
AU10345	1.50%	1/1/2020	6/30/2020	25,629	31,267	36,905	42,544	48,182	53,820	59,459	6	5,638	1,820	14.08	32.67

APPENDIX 1 - SALARY RANGES - NON UNIFORM		TITLES - AFSCME													
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
AU10345	1.50%	7/1/2020	12/31/2020	26,013	31,736	37,459	43,182	48,905	54,628	60,351	6	5,723	1,820	14.29	33.16
AU10345	1.50%	1/1/2021	6/30/2021	26,403	32,212	38,021	43,830	49,638	55,447	61,256	6	5,809	1,820	14.51	33.66
AU10345	1.50%	7/1/2021	12/31/2021	37,305	41,450	45,595	49,740	53,885	58,030	62,175	6	4,145	1,820	20.50	34.16
AU10345	1.50%	1/1/2022	6/30/2022	37,864	42,072	46,279	50,486	54,693	58,900	63,107	6	4,207	1,820	20.80	34.67
AU10345	1.50%	7/1/2022	12/31/2022	38,432	42,703	46,973	51,243	55,513	59,784	64,054	6	4,270	1,820	21.12	35.19
Construction Official															
AU10347	0.00%	1/1/2018	12/31/2018	22,660	36,537	50,414	64,291	78,168	92,045	105,922	6	13,877	1,820	12.45	58.20
AU10347	1.00%	1/1/2019	12/31/2019	27,937	41,952	55,968	69,984	84,000	98,016	112,032	6	14,016	1,820	15.35	61.56
AU10347	1.50%	1/1/2020	6/30/2020	28,356	42,582	56,808	71,034	85,260	99,486	113,712	6	14,226	1,820	15.58	62.48
AU10347	1.50%	7/1/2020	12/31/2020	28,781	43,220	57,660	72,099	86,539	100,978	115,418	6	14,439	1,820	15.81	63.42
AU10347	1.50%	1/1/2021	6/30/2021	29,213	43,869	58,525	73,181	87,837	102,493	117,149	6	14,656	1,820	16.05	64.37
AU10347	1.50%	7/1/2021	12/31/2021	71,344	79,271	87,198	95,125	103,052	110,979	118,906	6	7,927	1,820	39.20	65.33
AU10347	1.50%	1/1/2022	6/30/2022	72,414	80,460	88,506	96,552	104,598	112,644	120,690	6	8,046	1,820	39.79	66.31
AU10347	1.50%	7/1/2022	12/31/2022	73,500	81,667	89,833	98,000	106,167	114,333	122,500	6	8,167	1,820	40.38	67.31
Data Processing Coordinator															
AU10230	0.00%	1/1/2018	12/31/2018	19,008	28,634	38,260	47,885	57,511	67,137	76,763	6	9,626	1,820	10.44	42.18
AU10230	1.00%	1/1/2019	12/31/2019	19,198	28,920	38,642	48,364	58,086	67,808	77,531	6	9,722	1,820	10.55	42.60
AU10230	1.50%	1/1/2020	6/30/2020	19,486	29,354	39,222	49,090	58,958	68,826	78,693	6	9,868	1,820	10.71	43.24
AU10230	1.50%	7/1/2020	12/31/2020	19,778	29,794	39,810	49,826	59,842	69,858	79,874	6	10,016	1,820	10.87	43.89
AU10230	1.50%	1/1/2021	6/30/2021	20,075	30,241	40,407	50,574	60,740	70,906	81,072	6	10,166	1,820	11.03	44.55
AU10230	1.50%	7/1/2021	12/31/2021	49,373	54,859	60,345	65,830	71,316	76,802	82,288	6	5,486	1,820	27.13	45.21
AU10230	1.50%	1/1/2022	6/30/2022	50,113	55,682	61,250	66,818	72,386	77,954	83,522	6	5,568	1,820	27.53	45.89
AU10230	1.50%	7/1/2022	12/31/2022	50,865	56,517	62,168	67,820	73,472	79,124	84,775	6	5,652	1,820	27.95	46.58

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Data Processing Technician-															
AU10240	0.00%	1/1/2018	12/31/2018	26,400	31,155	35,910	40,665	45,419	50,174	54,929	6	4,755	1,820	14.51	30.18
AU10240	1.00%	1/1/2019	12/31/2019	26,664	31,467	36,269	41,071	45,874	50,676	55,478	6	4,802	1,820	14.65	30.48
AU10240	1.50%	1/1/2020	6/30/2020	27,064	31,939	36,813	41,687	46,562	51,436	56,311	6	4,874	1,820	14.87	30.94
AU10240	1.50%	7/1/2020	12/31/2020	27,470	32,418	37,365	42,313	47,260	52,208	57,155	6	4,948	1,820	15.09	31.40
AU10240	1.50%	1/1/2021	6/30/2021	27,882	32,904	37,926	42,947	47,969	52,991	58,012	6	5,022	1,820	15.32	31.87
AU10240	1.50%	7/1/2021	12/31/2021	35,330	39,255	43,181	47,106	51,032	54,957	58,883	6	3,926	1,820	19.41	32.35
AU10240	1.50%	1/1/2022	6/30/2022	35,860	39,844	43,828	47,813	51,797	55,782	59,766	6	3,984	1,820	19.70	32.84
AU10240	1.50%	7/1/2022	12/31/2022	36,397	40,442	44,486	48,530	52,574	56,618	60,662	6	4,044	1,820	20.00	33.33
Deputy Municipal Clerk-															
AU10250	0.00%	1/1/2018	12/31/2018	21,120	30,055	38,990	47,925	56,860	65,795	74,730	6	8,935	1,820	11.60	41.06
AU10250	1.00%	1/1/2019	12/31/2019	21,331	30,356	39,380	48,404	57,429	66,453	75,478	6	9,024	1,820	11.72	41.47
AU10250	1.50%	1/1/2020	6/30/2020	21,651	30,811	39,971	49,131	58,290	67,450	76,610	6	9,160	1,820	11.90	42.09
AU10250	1.50%	7/1/2020	12/31/2020	21,976	31,273	40,570	49,868	59,165	68,462	77,759	6	9,297	1,820	12.07	42.72
AU10250	1.50%	1/1/2021	6/30/2021	22,306	31,742	41,179	50,616	60,052	69,489	78,925	6	9,437	1,820	12.26	43.37
AU10250	1.50%	7/1/2021	12/31/2021	48,066	53,406	58,747	64,087	69,428	74,769	80,109	6	5,341	1,820	26.41	44.02
AU10250	1.50%	1/1/2022	6/30/2022	48,787	54,207	59,628	65,049	70,469	75,890	81,311	6	5,421	1,820	26.81	44.68
AU10250	1.50%	7/1/2022	12/31/2022	49,518	55,020	60,522	66,024	71,526	77,028	82,531	6	5,502	1,820	27.21	45.35
Deputy Municipal Court Administrator-											0				
AU10260	0.00%	1/1/2018	12/31/2018	19,008	28,673	38,338	48,004	57,669	67,334	76,999	6	9,665	1,820	10.44	42.31
AU10260	1.00%	1/1/2019	12/31/2019	19,198	28,960	38,722	48,484	58,245	68,007	77,769	6	9,762	1,820	10.55	42.73
AU10260	1.50%	1/1/2020	6/30/2020	19,486	29,394	39,303	49,211	59,119	69,027	78,936	6	9,908	1,820	10.71	43.37
AU10260	1.50%	7/1/2020	12/31/2020	19,778	29,835	39,892	49,949	60,006	70,063	80,120	6	10,057	1,820	10.87	44.02
AU10260	1.50%	1/1/2021	6/30/2021	20,075	30,283	40,491	50,698	60,906	71,114	81,321	6	10,208	1,820	11.03	44.68
AU10260	1.50%	7/1/2021	12/31/2021	20,376	30,737	41,098	51,459	61,820	72,180	82,541	6	10,361	1,820	11.20	45.35
AU10260	1.50%	1/1/2022	6/30/2022	20,682	31,198	41,714	52,231	62,747	73,263	83,779	6	10,516	1,820	11.36	46.03
AU10260	1.50%	7/1/2022	12/31/2022	51,022	56,691	62,360	68,029	73,698	79,367	85,036	6	5,669	1,820	28.03	46.72
Deputy Registrar/Keyboarding Clerk 3															

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
AU10490	0.00%	1/1/2018	12/31/2018	25,592	31,093	36,594	42,094	47,595	53,096	58,597	6	5,501	1,820	14.06	32.20
AU10490	1.00%	1/1/2019	12/31/2019	25,848	31,404	36,960	42,515	48,071	53,627	59,182	6	5,556	1,820	14.20	32.52
AU10490	1.50%	1/1/2020	6/30/2020	26,236	31,875	37,514	43,153	48,792	54,431	60,070	6	5,639	1,820	14.42	33.01
AU10490	1.50%	7/1/2020	12/31/2020	26,629	32,353	38,077	43,800	49,524	55,248	60,971	6	5,724	1,820	14.63	33.50
AU10490	1.50%	1/1/2021	6/30/2021	27,029	32,838	38,648	44,457	50,267	56,076	61,886	6	5,810	1,820	14.85	34.00
AU10490	1.50%	7/1/2021	12/31/2021	37,688	41,876	46,064	50,251	54,439	58,627	62,814	6	4,188	1,820	20.71	34.51
AU10490	1.50%	1/1/2022	6/30/2022	38,254	42,504	46,755	51,005	55,256	59,506	63,756	6	4,250	1,820	21.02	35.03
AU10490	1.50%	7/1/2022	12/31/2022	38,828	43,142	47,456	51,770	56,084	60,399	64,713	6	4,314	1,820	21.33	35.56

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Drafting Technician-															
AU10270	0.00%	1/1/2018	12/31/2018	16,896	22,755	28,614	34,472	40,331	46,190	52,048	6	5,859	1,820	9.28	28.60
AU10270	1.00%	1/1/2019	12/31/2019	17,065	22,982	28,900	34,817	40,734	46,652	52,569	6	5,917	1,820	9.38	28.88
AU10270	1.50%	1/1/2020	6/30/2020	17,321	23,327	29,333	35,339	41,345	47,351	53,357	6	6,006	1,820	9.52	29.32
AU10270	1.50%	7/1/2020	12/31/2020	17,581	23,677	29,773	35,869	41,965	48,062	54,158	6	6,096	1,820	9.66	29.76
AU10270	1.50%	1/1/2021	6/30/2021	17,845	24,032	30,220	36,407	42,595	48,782	54,970	6	6,188	1,820	9.80	30.20
AU10270	1.50%	7/1/2021	12/31/2021	33,477	37,196	40,916	44,636	48,355	52,075	55,795	6	3,720	1,820	18.39	30.66
AU10270	1.50%	1/1/2022	6/30/2022	33,979	37,754	41,530	45,305	49,081	52,856	56,632	6	3,775	1,820	18.67	31.12
AU10270	1.50%	7/1/2022	12/31/2022	34,489	38,321	42,153	45,985	49,817	53,649	57,481	6	3,832	1,820	18.95	31.58
Drafting Technician/CAD System Operator/Engineering Aide-															
AU10280	0.00%	1/1/2018	12/31/2018	22,176	28,475	34,774	41,073	47,371	53,670	59,969	6	6,299	1,820	12.18	32.95
AU10280	1.00%	1/1/2019	12/31/2019	22,398	28,760	35,121	41,483	47,845	54,207	60,569	6	6,362	1,820	12.31	33.28
AU10280	1.50%	1/1/2020	6/30/2020	22,734	29,191	35,648	42,106	48,563	55,020	61,477	6	6,457	1,820	12.49	33.78
AU10280	1.50%	7/1/2020	12/31/2020	23,075	29,629	36,183	42,737	49,291	55,845	62,399	6	6,554	1,820	12.68	34.29
AU10280	1.50%	1/1/2021	6/30/2021	23,421	30,073	36,726	43,378	50,031	56,683	63,335	6	6,652	1,820	12.87	34.80
AU10280	1.50%	7/1/2021	12/31/2021	38,571	42,857	47,143	51,428	55,714	60,000	64,285	6	4,286	1,820	21.19	35.32
AU10280	1.50%	1/1/2022	6/30/2022	39,150	43,500	47,850	52,200	56,550	60,900	65,250	6	4,350	1,820	21.51	35.85
AU10280	1.50%	7/1/2022	12/31/2022	39,737	44,152	48,568	52,983	57,398	61,813	66,228	6	4,415	1,820	21.83	36.39
Drafting Technician/CAD System Operator-															
AU10290	0.00%	1/1/2018	12/31/2018	22,176	28,035	33,894	39,752	45,611	51,470	57,328	6	5,859	1,820	12.18	31.50
AU10290	1.00%	1/1/2019	12/31/2019	22,398	28,315	34,233	40,150	46,067	51,984	57,902	6	5,917	1,820	12.31	31.81
AU10290	1.50%	1/1/2020	6/30/2020	22,734	28,740	34,746	40,752	46,758	52,764	58,770	6	6,006	1,820	12.49	32.29
AU10290	1.50%	7/1/2020	12/31/2020	23,075	29,171	35,267	41,363	47,460	53,556	59,652	6	6,096	1,820	12.68	32.78
AU10290	1.50%	1/1/2021	6/30/2021	23,421	29,609	35,796	41,984	48,171	54,359	60,547	6	6,188	1,820	12.87	33.27
AU10290	1.50%	7/1/2021	12/31/2021	36,873	40,970	45,067	49,164	53,261	57,358	61,455	6	4,097	1,820	20.26	33.77
AU10290	1.50%	1/1/2022	6/30/2022	37,426	41,584	45,743	49,901	54,060	58,218	62,377	6	4,158	1,820	20.56	34.27
AU10290	1.50%	7/1/2022	12/31/2022	37,987	42,208	46,429	50,650	54,871	59,091	63,312	6	4,221	1,820	20.87	34.79
Electrical Inspector															

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
AU10300	0.00%	1/1/2018	12/31/2018	19,219	27,280	35,341	43,402	51,463	59,524	67,584	6	8,061	1,820	10.56	37.13
AU10300	1.00%	1/1/2019	12/31/2019	19,412	27,553	35,694	43,836	51,977	60,119	68,260	6	8,141	1,820	10.67	37.51
AU10300	1.50%	1/1/2020	6/30/2020	19,703	27,966	36,230	44,493	52,757	61,021	69,284	6	8,264	1,820	10.83	38.07
AU10300	1.50%	7/1/2020	12/31/2020	19,998	28,386	36,773	45,161	53,548	61,936	70,323	6	8,388	1,820	10.99	38.64
AU10300	1.50%	1/1/2021	6/30/2021	49,145	54,606	60,067	65,527	70,988	76,448	81,909	6	5,461	1,820	27.00	45.00
AU10300	1.50%	7/1/2021	12/31/2021	49,883	55,425	60,968	66,510	72,053	77,595	83,138	6	5,543	1,820	27.41	45.68
AU10300	1.50%	1/1/2022	6/30/2022	50,631	56,256	61,882	67,508	73,133	78,759	84,385	6	5,626	1,820	27.82	46.37
AU10300	1.50%	7/1/2022	12/31/2022	51,390	57,100	62,810	68,520	74,230	79,940	85,650	6	5,710	1,820	28.24	47.06

APPENDIX 1 - SALARY RANGES - NON UNIFORM				TITLES - AFSCME											
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Electrical Sub code Official															
AU10310	0.00%	1/1/2018	12/31/2018	21,120	30,668	40,217	49,765	59,313	68,861	78,409	6	9,548	1,820	11.60	43.08
AU10310	1.00%	1/1/2019	12/31/2019	21,331	30,975	40,619	50,262	59,906	69,550	79,194	6	9,644	1,820	11.72	43.51
AU10310	1.50%	1/1/2020	6/30/2020	21,651	31,440	41,228	51,016	60,805	70,593	80,381	6	9,788	1,820	11.90	44.17
AU10310	1.50%	7/1/2020	12/31/2020	21,976	31,911	41,846	51,782	61,717	71,652	81,587	6	9,935	1,820	12.07	44.83
AU10310	1.50%	1/1/2021	6/30/2021	22,306	32,390	42,474	52,558	62,643	72,727	82,811	6	10,084	1,820	12.26	45.50
AU10310	1.50%	7/1/2021	12/31/2021	50,432	56,035	61,639	67,243	72,846	78,450	84,053	6	5,604	1,820	27.71	46.18
AU10310	1.50%	1/1/2022	6/30/2022	51,188	56,876	62,564	68,251	73,939	79,626	85,314	6	5,688	1,820	28.13	46.88
AU10310	1.50%	7/1/2022	12/31/2022	51,956	57,729	63,502	69,275	75,048	80,821	86,594	6	5,773	1,820	28.55	47.58
Equipment Operator															
AU10315	1.50%	1/1/2021	6/30/2021	20,075	28,339	36,603	44,866	53,130	61,394	69,658	6	8,264	2,080	9.65	33.49
AU10315	1.50%	7/1/2021	12/31/2018	42,422	47,135	51,849	56,562	61,276	65,989	70,703	6	4,714	2,080	20.39	33.99
AU10315	1.50%	1/1/2019	6/30/2022	43,058	47,842	52,626	57,410	62,195	66,979	71,763	6	4,784	2,080	20.70	34.50
AU10315	1.50%	7/1/2022	12/31/2019	43,704	48,560	53,416	58,272	63,128	67,984	72,840	6	4,856	2,080	21.01	35.02
Equipment Operator/Truck Driver															
AU10315	1.50%	1/1/2021	6/30/2021	20,075	28,765	37,455	46,145	54,834	63,524	72,214	6	8,690	2,080	9.65	34.72
AU10315	1.50%	7/1/2021	12/31/2018	43,978	48,865	53,751	58,638	63,524	68,411	73,297	6	4,886	2,080	21.14	35.24
AU10315	1.50%	1/1/2019	6/30/2022	44,638	49,598	54,557	59,517	64,477	69,437	74,397	6	4,960	2,080	21.46	35.77
AU10315	1.50%	7/1/2022	12/31/2019	45,308	50,342	55,376	60,410	65,444	70,478	75,513	6	5,034	2,080	21.78	36.30
Field Representative/Health Education-															
AU10320	0.00%	1/1/2018	12/31/2018	19,008	27,549	36,089	44,630	53,171	61,711	70,252	6	8,541	1,820	10.44	38.60
AU10320	1.00%	1/1/2019	12/31/2019	19,198	27,824	36,450	45,076	53,703	62,329	70,955	6	8,626	1,820	10.55	38.99
AU10320	1.50%	1/1/2020	6/30/2020	19,486	28,242	36,997	45,753	54,508	63,264	72,019	6	8,755	1,820	10.71	39.57
AU10320	1.50%	7/1/2020	12/31/2020	19,778	28,665	37,552	46,439	55,326	64,212	73,099	6	8,887	1,820	10.87	40.16
AU10320	1.50%	1/1/2021	6/30/2021	20,075	29,095	38,115	47,135	56,156	65,176	74,196	6	9,020	1,820	11.03	40.77
AU10320	1.50%	7/1/2021	12/31/2021	45,185	50,206	55,226	60,247	65,268	70,288	75,309	6	5,021	1,820	24.83	41.38
AU10320	1.50%	1/1/2022	6/30/2022	45,863	50,959	56,055	61,151	66,247	71,342	76,438	6	5,096	1,820	25.20	42.00
AU10320	1.50%	7/1/2022	12/31/2022	46,551	51,723	56,896	62,068	67,240	72,413	77,585	6	5,172	1,820	25.58	42.63

APPENDIX 1 - SALARY RANGES - NON UNIFORM		TITLES - AFSCME													
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Field Representative/Housing Inspection															
AU10330	0.00%	1/1/2018	12/31/2018	19,008	25,698	32,389	39,079	45,769	52,460	59,150	6	6,690	1,820	10.44	32.50
AU10330	1.00%	1/1/2019	12/31/2019	24,248	31,005	37,763	44,520	51,277	58,034	64,792	6	6,757	1,820	13.32	35.60
AU10330	1.50%	1/1/2020	6/30/2020	24,612	31,471	38,329	45,188	52,046	58,905	65,763	6	6,859	1,820	13.52	36.13
AU10330	1.50%	7/1/2020	12/31/2020	24,981	31,943	38,904	45,866	52,827	59,788	66,750	6	6,961	1,820	13.73	36.68
AU10330	1.50%	1/1/2021	6/30/2021	25,356	32,422	39,488	46,554	53,619	60,685	67,751	6	7,066	1,820	13.93	37.23
AU10330	1.50%	7/1/2021	12/31/2021	41,260	45,845	50,429	55,014	59,598	64,183	68,767	6	4,584	1,820	22.67	37.78
AU10330	1.50%	1/1/2022	6/30/2022	41,879	46,533	51,186	55,839	60,492	65,146	69,799	6	4,653	1,820	23.01	38.35
AU10330	1.50%	7/1/2022	12/31/2022	42,508	47,231	51,954	56,677	61,400	66,123	70,846	6	4,723	1,820	23.36	38.93
Field Representative/Property Improvement															
AU10340	0.00%	1/1/2018	12/31/2018	19,008	27,195	35,382	43,569	51,756	59,943	68,130	6	8,187	1,820	10.44	37.43
AU10340	1.00%	1/1/2019	12/31/2019	24,248	32,517	40,786	49,055	57,323	65,592	73,861	6	8,269	1,820	13.32	40.58
AU10340	1.50%	1/1/2020	6/30/2020	24,612	33,005	41,398	49,790	58,183	66,576	74,969	6	8,393	1,820	13.52	41.19
AU10340	1.50%	7/1/2020	12/31/2020	24,981	33,500	42,018	50,537	59,056	67,575	76,093	6	8,519	1,820	13.73	41.81
AU10340	1.50%	1/1/2021	6/30/2021	25,356	34,002	42,649	51,295	59,942	68,588	77,235	6	8,646	1,820	13.93	42.44
AU10340	1.50%	7/1/2021	12/31/2021	47,036	52,262	57,488	62,715	67,941	73,167	78,393	6	5,226	1,820	25.84	43.07
AU10340	1.50%	1/1/2022	6/30/2022	47,741	53,046	58,351	63,655	68,960	74,264	79,569	6	5,305	1,820	26.23	43.72
AU10340	1.50%	7/1/2022	12/31/2022	48,458	53,842	59,226	64,610	69,994	75,378	80,763	6	5,384	1,820	26.63	44.38

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Field Representative/Property Improvement Bilingual															
AU10350	0.00%	1/1/2018	12/31/2018	19,008	27,195	35,382	43,569	51,756	59,943	68,130	6	8,187	1,820	10.44	37.43
AU10350	1.00%	1/1/2019	12/31/2019	24,248	32,517	40,786	49,055	57,323	65,592	73,861	6	8,269	1,820	13.32	40.58
AU10350	1.50%	1/1/2020	6/30/2020	24,612	33,005	41,398	49,790	58,183	66,576	74,969	6	8,393	1,820	13.52	41.19
AU10350	1.50%	7/1/2020	12/31/2020	24,981	33,500	42,018	50,537	59,056	67,575	76,093	6	8,519	1,820	13.73	41.81
AU10350	1.50%	1/1/2021	6/30/2021	25,356	34,002	42,649	51,295	59,942	68,588	77,235	6	8,646	1,820	13.93	42.44
AU10350	1.50%	7/1/2021	12/31/2021	47,036	52,262	57,488	62,715	67,941	73,167	78,393	6	5,226	1,820	25.84	43.07
AU10350	1.50%	1/1/2022	6/30/2022	47,741	53,046	58,351	63,655	68,960	74,264	79,569	6	5,305	1,820	26.23	43.72
AU10350	1.50%	7/1/2022	12/31/2022	48,458	53,842	59,226	64,610	69,994	75,378	80,763	6	5,384	1,820	26.63	44.38
Fire Prevention Specialist-															
AU10360	0.00%	1/1/2018	12/31/2018	19,219	27,280	35,341	43,402	51,463	59,524	67,584	6	8,061	1,820	10.56	37.13
AU10360	1.00%	1/1/2019	12/31/2019	19,412	27,553	35,694	43,836	51,977	60,119	68,260	6	8,141	1,820	10.67	37.51
AU10360	1.50%	1/1/2020	6/30/2020	19,703	27,966	36,230	44,493	52,757	61,021	69,284	6	8,264	1,820	10.83	38.07
AU10360	1.50%	7/1/2020	12/31/2020	19,998	28,386	36,773	45,161	53,548	61,936	70,323	6	8,388	1,820	10.99	38.64
AU10360	1.50%	1/1/2021	6/30/2021	20,298	28,812	37,325	45,838	54,352	62,865	71,378	6	8,513	1,820	11.15	39.22
AU10360	1.50%	7/1/2021	12/31/2021	43,469	48,299	53,129	57,959	62,789	67,619	72,449	6	4,830	1,820	23.88	39.81
AU10360	1.50%	1/1/2022	6/30/2022	44,121	49,024	53,926	58,829	63,731	68,633	73,536	6	4,902	1,820	24.24	40.40
AU10360	1.50%	7/1/2022	12/31/2022	44,783	49,759	54,735	59,711	64,687	69,663	74,639	6	4,976	1,820	24.61	41.01
Fire Protection Sub code Official															
AU10370	0.00%	1/1/2018	12/31/2018	19,219	28,828	38,437	48,046	57,655	67,263	76,872	6	9,609	1,820	10.56	42.24
AU10370	1.00%	1/1/2019	12/31/2019	19,412	29,116	38,821	48,526	58,231	67,936	77,641	6	9,705	1,820	10.67	42.66
AU10370	1.50%	1/1/2020	6/30/2020	19,703	29,553	39,404	49,254	59,105	68,955	78,806	6	9,851	1,820	10.83	43.30
AU10370	1.50%	7/1/2020	12/31/2020	19,998	29,996	39,995	49,993	59,991	69,990	79,988	6	9,998	1,820	10.99	43.95
AU10370	1.50%	1/1/2021	6/30/2021	49,139	54,599	60,059	65,518	70,978	76,438	81,898	6	5,460	1,820	27.00	45.00
AU10370	1.50%	7/1/2021	12/31/2021	49,876	55,418	60,959	66,501	72,043	77,585	83,127	6	5,542	1,820	27.40	45.67
AU10370	1.50%	1/1/2022	6/30/2022	50,624	56,249	61,874	67,499	73,124	78,749	84,373	6	5,625	1,820	27.82	46.36
AU10370	1.50%	7/1/2022	12/31/2022	51,383	57,093	62,802	68,511	74,221	79,930	85,639	6	5,709	1,820	28.23	47.05
Garage Attendant-															

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
AU10380	0.00%	1/1/2018	12/31/2018	18,415	23,273	28,130	32,988	37,845	42,703	47,560	6	4,858	2,080	8.85	22.87
AU10380	1.00%	1/1/2019	12/31/2019	18,599	23,505	28,411	33,318	38,224	43,130	48,036	6	4,906	2,080	8.94	23.09
AU10380	1.50%	1/1/2020	6/30/2020	18,878	23,858	28,838	33,817	38,797	43,777	48,756	6	4,980	2,080	9.08	23.44
AU10380	1.50%	7/1/2020	12/31/2020	19,161	24,216	29,270	34,325	39,379	44,433	49,488	6	5,054	2,080	9.21	23.79
AU10380	1.50%	1/1/2021	6/30/2021	19,449	24,579	29,709	34,839	39,970	45,100	50,230	6	5,130	2,080	9.35	24.15
AU10380	1.50%	7/1/2021	12/31/2021	30,590	33,989	37,388	40,787	44,186	47,585	50,984	6	3,399	2,080	14.71	24.51
AU10380	1.50%	1/1/2022	6/30/2022	31,049	34,499	37,949	41,399	44,849	48,298	51,748	6	3,450	2,080	14.93	24.88
AU10380	1.50%	7/1/2022	12/31/2022	31,515	35,016	38,518	42,020	45,521	49,023	52,524	6	3,502	2,080	15.15	25.25

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Graduate Nurse, Public Health Nurse-															
AU10390	0.00%	1/1/2018	12/31/2018	19,008	26,822	34,636	42,449	50,263	58,077	65,890	6	7,814	1,820	10.44	36.20
AU10390	1.00%	1/1/2019	12/31/2019	19,198	27,090	34,982	42,874	50,766	58,657	66,549	6	7,892	1,820	10.55	36.57
AU10390	1.50%	1/1/2020	6/30/2020	19,486	27,496	35,507	43,517	51,527	59,537	67,548	6	8,010	1,820	10.71	37.11
AU10390	1.50%	7/1/2020	12/31/2020	19,778	27,909	36,039	44,170	52,300	60,430	68,561	6	8,130	1,820	10.87	37.67
AU10390	1.50%	1/1/2021	6/30/2021	20,075	28,327	36,580	44,832	53,085	61,337	69,589	6	8,252	1,820	11.03	38.24
AU10390	1.50%	7/1/2021	12/31/2021	42,380	47,089	51,798	56,506	61,215	65,924	70,633	6	4,709	1,820	23.29	38.81
AU10390	1.50%	1/1/2022	6/30/2022	43,016	47,795	52,575	57,354	62,134	66,913	71,693	6	4,780	1,820	23.63	39.39
AU10390	1.50%	7/1/2022	12/31/2022	43,661	48,512	53,363	58,214	63,066	67,917	72,768	6	4,851	1,820	23.99	39.98
Health Educator															
AU10410	0.00%	1/1/2018	12/31/2018	19,008	27,549	36,089	44,630	53,171	61,711	70,252	6	8,541	1,820	10.44	38.60
AU10410	1.00%	1/1/2019	12/31/2019	19,198	27,824	36,450	45,076	53,703	62,329	70,955	6	8,626	1,820	10.55	38.99
AU10410	1.50%	1/1/2020	6/30/2020	19,486	28,242	36,997	45,753	54,508	63,264	72,019	6	8,755	1,820	10.71	39.57
AU10410	1.50%	7/1/2020	12/31/2020	19,778	28,665	37,552	46,439	55,326	64,212	73,099	6	8,887	1,820	10.87	40.16
AU10410	1.50%	1/1/2021	6/30/2021	20,075	29,095	38,115	47,135	56,156	65,176	74,196	6	9,020	1,820	11.03	40.77
AU10410	1.50%	7/1/2021	12/31/2021	45,185	50,206	55,226	60,247	65,268	70,288	75,309	6	5,021	1,820	24.83	41.38
AU10410	1.50%	1/1/2022	6/30/2022	45,863	50,959	56,055	61,151	66,247	71,342	76,438	6	5,096	1,820	25.20	42.00
AU10410	1.50%	7/1/2022	12/31/2022	46,551	51,723	56,896	62,068	67,240	72,413	77,585	6	5,172	1,820	25.58	42.63
Housing Assistance Technician															
AU10420	0.00%	1/1/2018	12/31/2018	19,008	29,461	39,914	50,366	60,819	71,272	81,724	6	10,453	1,820	10.44	44.90
AU10420	1.00%	1/1/2019	12/31/2019	19,198	29,755	40,313	50,870	61,427	71,984	82,542	6	10,557	1,820	10.55	45.35
AU10420	1.50%	1/1/2020	6/30/2020	19,486	30,202	40,917	51,633	62,349	73,064	83,780	6	10,716	1,820	10.71	46.03
AU10420	1.50%	7/1/2020	12/31/2020	19,778	30,655	41,531	52,407	63,284	74,160	85,037	6	10,876	1,820	10.87	46.72
AU10420	1.50%	1/1/2021	6/30/2021	20,075	31,115	42,154	53,194	64,233	75,273	86,312	6	11,039	1,820	11.03	47.42
AU10420	1.50%	7/1/2021	12/31/2021	52,564	58,405	64,245	70,085	75,926	81,766	87,607	6	5,840	1,820	28.88	48.14
AU10420	1.50%	1/1/2022	6/30/2022	53,353	59,281	65,209	71,137	77,065	82,993	88,921	6	5,928	1,820	29.31	48.86
AU10420	1.50%	7/1/2022	12/31/2022	54,153	60,170	66,187	72,204	78,221	84,238	90,255	6	6,017	1,820	29.75	49.59
Housing Inspector Trainee-															

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
AU10430	0.00%	1/1/2018	12/31/2018	29,040	34,058	39,077	44,095	49,113	54,132	59,150	6	5,018	1,820	15.96	32.50
AU10430	1.00%	1/1/2019	12/31/2019	29,331	34,399	39,468	44,536	49,605	54,673	59,742	6	5,069	1,820	16.12	32.83
AU10430	1.50%	1/1/2020	6/30/2020	29,771	34,915	40,060	45,204	50,349	55,493	60,638	6	5,145	1,820	16.36	33.32
AU10430	1.50%	7/1/2020	12/31/2020	30,217	35,439	40,660	45,882	51,104	56,326	61,547	6	5,222	1,820	16.60	33.82
AU10430	1.50%	1/1/2021	6/30/2021	30,670	35,970	41,270	46,570	51,870	57,170	62,471	6	5,300	1,820	16.85	34.32
AU10430	1.50%	7/1/2021	12/31/2021	38,045	42,272	46,499	50,726	54,953	59,180	63,408	6	4,227	1,820	20.90	34.84
AU10430	1.50%	1/1/2022	6/30/2022	38,615	42,906	47,196	51,487	55,778	60,068	64,359	6	4,291	1,820	21.22	35.36
AU10430	1.50%	7/1/2022	12/31/2022	39,194	43,549	47,904	52,259	56,614	60,969	65,324	6	4,355	1,820	21.54	35.89

APPENDIX 1 - SALARY RANGES - NON UNIFORM				TITLES - AFSCME											
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Keyboarding Clerk 1-															
AU10440	0.00%	1/1/2018	12/31/2018	16,896	21,575	26,253	30,932	35,610	40,289	44,967	6	4,678	1,820	9.28	24.71
AU10440	1.00%	1/1/2019	12/31/2019	17,065	21,790	26,516	31,241	35,966	40,691	45,417	6	4,725	1,820	9.38	24.95
AU10440	1.50%	1/1/2020	6/30/2020	17,321	22,117	26,913	31,709	36,506	41,302	46,098	6	4,796	1,820	9.52	25.33
AU10440	1.50%	7/1/2020	12/31/2020	17,581	22,449	27,317	32,185	37,053	41,921	46,789	6	4,868	1,820	9.66	25.71
AU10440	1.50%	1/1/2021	6/30/2021	17,845	22,786	27,727	32,668	37,609	42,550	47,491	6	4,941	1,820	9.80	26.09
AU10440	1.50%	7/1/2021	12/31/2021	18,112	23,127	28,143	33,158	38,173	43,188	48,204	6	5,015	1,820	9.95	26.49
AU10440	1.50%	1/1/2022	6/30/2022	22,829	27,179	31,528	35,878	40,227	44,577	48,927	6	4,350	1,820	12.54	26.88
AU10440	1.50%	7/1/2022	12/31/2022	26,485	30,348	34,210	38,073	41,936	45,798	49,661	6	3,863	1,820	14.55	27.29
AU10440	0.00%	1/1/2023	12/31/2023	29,796	33,107	36,418	39,728	43,039	46,350	49,661	6	3,311	1,820	16.37	27.29
Keyboarding Clerk 1/Asst. Senior Citizen Program A															
AU10450	0.00%	1/1/2018	12/31/2018	22,176	26,854	31,533	36,211	40,889	45,568	50,246	6	4,678	1,820	12.18	27.61
AU10450	1.00%	1/1/2019	12/31/2019	22,398	27,123	31,848	36,573	41,298	46,023	50,748	6	4,725	1,820	12.31	27.88
AU10450	1.50%	1/1/2020	6/30/2020	22,734	27,530	32,326	37,122	41,918	46,714	51,510	6	4,796	1,820	12.49	28.30
AU10450	1.50%	7/1/2020	12/31/2020	23,075	27,943	32,811	37,679	42,546	47,414	52,282	6	4,868	1,820	12.68	28.73
AU10450	1.50%	1/1/2021	6/30/2021	23,421	28,362	33,303	38,244	43,185	48,125	53,066	6	4,941	1,820	12.87	29.16
AU10450	1.50%	7/1/2021	12/31/2021	32,317	35,908	39,499	43,090	46,681	50,272	53,862	6	3,591	1,820	17.76	29.59
AU10450	1.50%	1/1/2022	6/30/2022	32,802	36,447	40,092	43,736	47,381	51,026	54,670	6	3,645	1,820	18.02	30.04
AU10450	1.50%	7/1/2022	12/31/2022	33,294	36,994	40,693	44,392	48,092	51,791	55,490	6	3,699	1,820	18.29	30.49
Keyboarding Clerk 1/Senior Livability Coordinator-															
AU10445	1.00%	1/1/2019	12/31/2019	20,000	25,767	31,533	37,300	43,067	48,833	54,600	6	5,767	1,820	10.99	30.00
AU10445	1.50%	1/1/2020	6/30/2020	20,300	26,153	32,006	37,860	43,713	49,566	55,419	6	5,853	1,820	11.15	30.45
AU10445	1.50%	7/1/2020	12/31/2020	20,605	26,545	32,486	38,427	44,368	50,309	56,250	6	5,941	1,820	11.32	30.91
AU10445	1.50%	1/1/2021	6/30/2021	20,914	26,944	32,974	39,004	45,034	51,064	57,094	6	6,030	1,820	11.49	31.37
AU10445	1.50%	7/1/2021	12/31/2021	34,770	38,634	42,497	46,360	50,224	54,087	57,950	6	3,863	1,820	19.10	31.84
AU10445	1.50%	1/1/2022	6/30/2022	35,292	39,213	43,134	47,056	50,977	54,898	58,820	6	3,921	1,820	19.39	32.32
AU10445	1.50%	7/1/2022	12/31/2022	35,821	39,801	43,781	47,762	51,742	55,722	59,702	6	3,980	1,820	19.68	32.80
Keyboarding Clerk 2															

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
AU10460	0.00%	1/1/2018	12/31/2018	17,952	22,823	27,695	32,566	37,437	42,309	47,180	6	4,871	1,820	9.86	25.92
AU10460	1.00%	1/1/2019	12/31/2019	18,132	23,052	27,972	32,892	37,812	42,732	47,652	6	4,920	1,820	9.96	26.18
AU10460	1.50%	1/1/2020	6/30/2020	18,404	23,397	28,391	33,385	38,379	43,373	48,367	6	4,994	1,820	10.11	26.58
AU10460	1.50%	7/1/2020	12/31/2020	18,680	23,748	28,817	33,886	38,955	44,023	49,092	6	5,069	1,820	10.26	26.97
AU10460	1.50%	1/1/2021	6/30/2021	18,960	24,105	29,249	34,394	39,539	44,684	49,829	6	5,145	1,820	10.42	27.38
AU10460	1.50%	7/1/2021	12/31/2021	19,244	24,466	29,688	34,910	40,132	45,354	50,576	6	5,222	1,820	10.57	27.79
AU10460	1.50%	1/1/2022	6/30/2022	25,667	29,945	34,223	38,501	42,779	47,057	51,335	6	4,278	1,820	14.10	28.21
AU10460	1.50%	7/1/2022	12/31/2022	31,263	34,736	38,210	41,684	45,157	48,631	52,105	6	3,474	1,820	17.18	28.63

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Keyboarding Clerk 2/Asst. Secretary ABC Board															
AU10470	0.00%	1/1/2018	12/31/2018	18,691	23,563	28,434	33,306	38,177	43,049	47,920	6	4,871	1,820	10.27	26.33
AU10470	1.00%	1/1/2019	12/31/2019	18,878	23,798	28,719	33,639	38,559	43,479	48,399	6	4,920	1,820	10.37	26.59
AU10470	1.50%	1/1/2020	6/30/2020	19,161	24,155	29,149	34,143	39,137	44,131	49,125	6	4,994	1,820	10.53	26.99
AU10470	1.50%	7/1/2020	12/31/2020	19,449	24,518	29,587	34,655	39,724	44,793	49,862	6	5,069	1,820	10.69	27.40
AU10470	1.50%	1/1/2021	6/30/2021	19,741	24,885	30,030	35,175	40,320	45,465	50,610	6	5,145	1,820	10.85	27.81
AU10470	1.50%	7/1/2021	12/31/2021	30,821	34,246	37,671	41,095	44,520	47,945	51,369	6	3,425	1,820	16.93	28.22
AU10470	1.50%	1/1/2022	6/30/2022	31,284	34,760	38,236	41,712	45,188	48,664	52,140	6	3,476	1,820	17.19	28.65
AU10470	1.50%	7/1/2022	12/31/2022	31,753	35,281	38,809	42,337	45,866	49,394	52,922	6	3,528	1,820	17.45	29.08
Keyboarding Clerk 2/Secretary to the Insurance Commission															
AU10475	1.50%	1/1/2022	6/30/2022	28,067	32,345	36,623	40,901	45,179	49,457	53,735	6	4,278	1,820	15.42	29.52
AU10475	1.50%	7/1/2022	12/31/2022	32,724	36,360	39,996	43,633	47,269	50,905	54,541	6	3,636	1,820	17.98	29.97
Keyboarding Clerk 3															
AU10480	0.00%	1/1/2018	12/31/2018	17,952	23,453	28,953	34,454	39,955	45,456	50,956	6	5,501	1,820	9.86	28.00
AU10480	1.00%	1/1/2019	12/31/2019	18,132	23,687	29,243	34,799	40,354	45,910	51,466	6	5,556	1,820	9.96	28.28
AU10480	1.50%	1/1/2020	6/30/2020	18,404	24,043	29,682	35,321	40,960	46,599	52,238	6	5,639	1,820	10.11	28.70
AU10480	1.50%	7/1/2020	12/31/2020	18,680	24,403	30,127	35,851	41,574	47,298	53,021	6	5,724	1,820	10.26	29.13
AU10480	1.50%	1/1/2021	6/30/2021	18,960	24,769	30,579	36,388	42,198	48,007	53,817	6	5,809	1,820	10.42	29.57
AU10480	1.50%	7/1/2021	12/31/2021	32,774	36,416	40,058	43,699	47,341	50,982	54,624	6	3,642	1,820	18.01	30.01
AU10480	1.50%	1/1/2022	6/30/2022	33,266	36,962	40,658	44,355	48,051	51,747	55,443	6	3,696	1,820	18.28	30.46
AU10480	1.50%	7/1/2022	12/31/2022	33,765	37,517	41,268	45,020	48,772	52,523	56,275	6	3,752	1,820	18.55	30.92
Keyboarding Clerk 3/Secretary to the Insurance Commission															
AU10485	0.00%	1/1/2018	12/31/2018	17,952	23,453	28,953	34,454	39,955	45,456	50,956	6	5,501	1,820	9.86	28.00
AU10485	1.00%	1/1/2019	12/31/2019	18,132	23,687	29,243	34,799	40,354	45,910	51,466	6	5,556	1,820	9.96	28.28
AU10485	1.50%	1/1/2020	6/30/2020	18,404	24,043	29,682	35,321	40,960	46,599	52,238	6	5,639	1,820	10.11	28.70
AU10485	1.50%	7/1/2020	12/31/2020	18,680	24,403	30,127	35,851	41,574	47,298	53,021	6	5,724	1,820	10.26	29.13
AU10485	1.50%	1/1/2021	6/30/2021	18,960	24,769	30,579	36,388	42,198	48,007	53,817	6	5,809	1,820	10.42	29.57
AU10485	1.50%	7/1/2021	12/31/2021	32,774	36,416	40,058	43,699	47,341	50,982	54,624	6	3,642	1,820	18.01	30.01

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
AU10485	1.50%	1/1/2022	6/30/2022	35,666	39,362	43,058	46,755	50,451	54,147	57,843	6	3,696	1,820	19.60	31.78
AU10485	1.50%	7/1/2022	12/31/2022	36,201	39,953	43,704	47,456	51,208	54,959	58,711	6	3,752	1,820	19.89	32.26
Laborer 1-															
AU10500	0.00%	1/1/2018	12/31/2018	19,008	25,775	32,542	39,310	46,077	52,844	59,611	6	6,767	2,080	9.14	28.66
AU10500	1.00%	1/1/2019	12/31/2019	19,198	26,033	32,868	39,703	46,537	53,372	60,207	6	6,835	2,080	9.23	28.95
AU10500	1.50%	1/1/2020	6/30/2020	19,486	26,424	33,361	40,298	47,236	54,173	61,110	6	6,937	2,080	9.37	29.38
AU10500	1.50%	7/1/2020	12/31/2020	19,778	26,820	33,861	40,903	47,944	54,985	62,027	6	7,041	2,080	9.51	29.82
AU10500	1.50%	1/1/2021	6/30/2021	20,075	27,222	34,369	41,516	48,663	55,810	62,957	6	7,147	2,080	9.65	30.27
AU10500	1.50%	7/1/2021	12/31/2021	20,376	27,630	34,885	42,139	49,393	56,647	63,902	6	7,254	2,080	9.80	30.72
AU10500	1.50%	1/1/2022	6/30/2022	32,430	37,835	43,240	48,645	54,050	59,455	64,860	6	5,405	2,080	15.59	31.18
AU10500	1.50%	7/1/2022	12/31/2022	39,500	43,889	48,278	52,666	57,055	61,444	65,833	6	4,389	2,080	18.99	31.65
Maintenance Worker 1, Grounds-															
AU10520	0.00%	1/1/2018	12/31/2018	10,404	12,683	14,961	17,240	19,519	21,798	24,076	6	2,279	2,080	5.00	11.58
AU10520	1.00%	1/1/2019	12/31/2019	10,508	12,810	15,111	17,413	19,714	22,015	24,317	6	2,301	2,080	5.05	11.69
AU10520	1.50%	1/1/2020	6/30/2020	10,666	13,002	15,338	17,674	20,010	22,346	24,682	6	2,336	2,080	5.13	11.87
AU10520	1.50%	7/1/2020	12/31/2020	10,826	13,197	15,568	17,939	20,310	22,681	25,052	6	2,371	2,080	5.20	12.04
AU10520	1.50%	1/1/2021	6/30/2021	10,988	13,395	15,801	18,208	20,615	23,021	25,428	6	2,407	2,080	5.28	12.22
AU10520	1.50%	7/1/2021	12/31/2021	11,153	13,596	16,038	18,481	20,924	23,366	25,809	6	2,443	2,080	5.36	12.41
AU10520	1.50%	1/1/2022	6/30/2022	27,040	30,045	33,049	36,054	39,058	42,063	45,067	6	3,004	2,080	13.00	21.67
AU10520	1.50%	7/1/2022	12/31/2022	27,446	30,495	33,545	36,595	39,644	42,694	45,743	6	3,050	2,080	13.20	21.99
AU10520	1.50%	1/1/2023	12/31/2023	29,120	32,223	35,327	38,431	41,535	44,639	47,743	6	3,104	2,080	14.00	22.95
AU10520	1.50%	1/1/2024	12/31/2024	31,201	34,668	38,135	41,602	45,069	48,535	52,002	6	3,467	2,080	15.00	25.00

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
AU10530	0.00%	1/1/2018	12/31/2018	19,008	26,833	34,657	42,482	50,306	58,131	65,955	6	7,825	2,080	9.14	31.71
AU10530	1.00%	1/1/2019	12/31/2019	19,198	27,101	35,004	42,907	50,809	58,712	66,615	6	7,903	2,080	9.23	32.03
AU10530	1.50%	1/1/2020	6/30/2020	19,486	27,507	35,529	43,550	51,571	59,593	67,614	6	8,021	2,080	9.37	32.51
AU10530	1.50%	7/1/2020	12/31/2020	19,778	27,920	36,062	44,203	52,345	60,487	68,628	6	8,142	2,080	9.51	32.99
AU10530	1.50%	1/1/2021	6/30/2021	20,075	28,339	36,603	44,866	53,130	61,394	69,658	6	8,264	2,080	9.65	33.49
AU10530	1.50%	7/1/2021	12/31/2021	42,422	47,135	51,849	56,562	61,276	65,989	70,703	6	4,714	2,080	20.39	33.99
AU10530	1.50%	1/1/2022	6/30/2022	43,058	47,842	52,626	57,410	62,195	66,979	71,763	6	4,784	2,080	20.70	34.50
AU10530	1.50%	7/1/2022	12/31/2022	43,704	48,560	53,416	58,272	63,128	67,984	72,840	6	4,856	2,080	21.01	35.02
Mechanic															
AU10540	0.00%	1/1/2018	12/31/2018	19,008	27,466	35,924	44,382	52,840	61,299	69,757	6	8,458	2,080	9.14	33.54
AU10540	1.00%	1/1/2019	12/31/2019	19,198	27,741	36,284	44,826	53,369	61,912	70,454	6	8,543	2,080	9.23	33.87
AU10540	1.50%	1/1/2020	6/30/2020	19,486	28,157	36,828	45,499	54,169	62,840	71,511	6	8,671	2,080	9.37	34.38
AU10540	1.50%	7/1/2020	12/31/2020	35,202	41,433	47,663	53,893	60,123	66,354	72,584	6	6,230	2,080	16.92	34.90
AU10540	1.50%	1/1/2021	6/30/2021	35,730	42,054	48,378	54,701	61,025	67,349	73,672	6	6,324	2,080	17.18	35.42
AU10540	1.50%	7/1/2021	12/31/2021	44,867	49,852	54,837	59,822	64,807	69,792	74,778	6	4,985	2,080	21.57	35.95
AU10540	1.50%	1/1/2022	6/30/2022	45,540	50,599	55,659	60,719	65,779	70,839	75,899	6	5,060	2,080	21.89	36.49
AU10540	1.50%	7/1/2022	12/31/2022	46,223	51,358	56,494	61,630	66,766	71,902	77,038	6	5,136	2,080	22.22	37.04
Mechanic's Helper-															
AU10550	0.00%	1/1/2018	12/31/2018	33,831	38,426	43,020	47,614	52,209	56,803	61,397	6	4,594	2,080	16.27	29.52
AU10550	1.00%	1/1/2019	12/31/2019	34,170	38,810	43,450	48,090	52,731	57,371	62,011	6	4,640	2,080	16.43	29.81
AU10550	1.50%	1/1/2020	6/30/2020	34,682	39,392	44,102	48,812	53,522	58,232	62,941	6	4,710	2,080	16.67	30.26
AU10550	1.50%	7/1/2020	12/31/2020	21,278	28,380	35,481	42,582	49,683	56,784	63,886	6	7,101	2,080	10.23	30.71
AU10550	1.50%	1/1/2021	6/30/2021	21,598	28,805	36,013	43,221	50,428	57,636	64,844	6	7,208	2,080	10.38	31.17
AU10550	1.50%	7/1/2021	12/31/2021	39,490	43,878	48,265	52,653	57,041	61,429	65,816	6	4,388	2,080	18.99	31.64
AU10550	1.50%	1/1/2022	6/30/2022	40,082	44,536	48,989	53,443	57,897	62,350	66,804	6	4,454	2,080	19.27	32.12
AU10550	1.50%	7/1/2022	12/31/2022	40,683	45,204	49,724	54,245	58,765	63,285	67,806	6	4,520	2,080	19.56	32.60
Municipal Director of Welfare-															

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
AU10560	0.00%	1/1/2018	12/31/2018	19,008	27,543	36,078	44,613	53,148	61,683	70,218	6	8,535	1,820	10.44	38.58
AU10560	1.00%	1/1/2019	12/31/2019	19,198	27,819	36,439	45,059	53,680	62,300	70,920	6	8,620	1,820	10.55	38.97
AU10560	1.50%	1/1/2020	6/30/2020	19,486	28,236	36,985	45,735	54,485	63,234	71,984	6	8,750	1,820	10.71	39.55
AU10560	1.50%	7/1/2020	12/31/2020	19,778	28,659	37,540	46,421	55,302	64,183	73,064	6	8,881	1,820	10.87	40.14
AU10560	1.50%	1/1/2021	6/30/2021	20,075	29,089	38,103	47,117	56,132	65,146	74,160	6	9,014	1,820	11.03	40.75
AU10560	1.50%	7/1/2021	12/31/2021	45,163	50,181	55,200	60,218	65,236	70,254	75,272	6	5,018	1,820	24.82	41.36
AU10560	1.50%	1/1/2022	6/30/2022	45,841	50,934	56,028	61,121	66,214	71,308	76,401	6	5,093	1,820	25.19	41.98
AU10560	1.50%	7/1/2022	12/31/2022	46,528	51,698	56,868	62,038	67,208	72,377	77,547	6	5,170	1,820	25.57	42.61
Omnibus Operator-															
AU10590	0.00%	1/1/2018	12/31/2018	16,896	21,390	25,883	30,376	34,870	39,363	43,857	6	4,493	1,820	9.28	24.10
AU10590	1.00%	1/1/2019	12/31/2019	17,065	21,603	26,142	30,680	35,218	39,757	44,295	6	4,538	1,820	9.38	24.34
AU10590	1.50%	1/1/2020	6/30/2020	17,321	21,927	26,534	31,140	35,747	40,353	44,960	6	4,606	1,820	9.52	24.70
AU10590	1.50%	7/1/2020	12/31/2020	17,581	22,256	26,932	31,607	36,283	40,959	45,634	6	4,676	1,820	9.66	25.07
AU10590	1.50%	1/1/2021	6/30/2021	17,845	22,590	27,336	32,082	36,827	41,573	46,319	6	4,746	1,820	9.80	25.45
AU10590	1.50%	7/1/2021	12/31/2021	18,112	22,929	27,746	32,563	37,380	42,196	47,013	6	4,817	1,820	9.95	25.83
AU10590	1.50%	1/1/2022	6/30/2022	22,268	26,510	30,752	34,993	39,235	43,477	47,719	6	4,242	1,820	12.24	26.22
AU10590	1.50%	7/1/2022	12/31/2022	25,831	29,599	33,366	37,133	40,900	44,667	48,434	6	3,767	1,820	14.19	26.61
AU10590	0.00%	1/1/2023	12/31/2023	29,061	32,290	35,518	38,747	41,976	45,205	48,434	6	3,229	1,820	15.97	26.61
Omnibus Operator/Radio Dispatcher/Inspection & Maintenance-															
AU10600	0.00%	1/1/2018	12/31/2018	20,064	24,558	29,051	33,545	38,038	42,532	47,025	6	4,493	1,820	11.02	25.84
AU10600	1.00%	1/1/2019	12/31/2019	20,265	24,803	29,342	33,880	38,418	42,957	47,495	6	4,538	1,820	11.13	26.10
AU10600	1.50%	1/1/2020	6/30/2020	20,569	25,175	29,782	34,388	38,995	43,601	48,208	6	4,606	1,820	11.30	26.49
AU10600	1.50%	7/1/2020	12/31/2020	20,877	25,553	30,228	34,904	39,580	44,255	48,931	6	4,676	1,820	11.47	26.89
AU10600	1.50%	1/1/2021	6/30/2021	21,190	25,936	30,682	35,428	40,173	44,919	49,665	6	4,746	1,820	11.64	27.29
AU10600	1.50%	7/1/2021	12/31/2021	30,246	33,606	36,967	40,328	43,688	47,049	50,410	6	3,361	1,820	16.62	27.70
AU10600	1.50%	1/1/2022	6/30/2022	30,700	34,111	37,522	40,933	44,344	47,755	51,166	6	3,411	1,820	16.87	28.11
AU10600	1.50%	7/1/2022	12/31/2022	31,160	34,622	38,084	41,547	45,009	48,471	51,933	6	3,462	1,820	17.12	28.53
Parking Enforcement Officer -															

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
AU10610	0.00%	1/1/2018	12/31/2018	23,063	24,344	25,626	26,907	28,188	29,470	30,751	6	1,281	1,820	12.67	16.90
AU10610	1.00%	1/1/2019	12/31/2019	23,294	24,588	25,882	27,176	28,470	29,764	31,058	6	1,294	1,820	12.80	17.07
AU10610	1.50%	1/1/2020	6/30/2020	23,643	24,957	26,270	27,584	28,897	30,211	31,524	6	1,314	1,820	12.99	17.32
AU10610	1.50%	7/1/2020	12/31/2020	23,998	25,331	26,664	27,998	29,331	30,664	31,997	6	1,333	1,820	13.19	17.58
AU10610	1.50%	1/1/2021	6/30/2021	24,358	25,711	27,064	28,417	29,771	31,124	32,477	6	1,353	1,820	13.38	17.84
AU10610	1.50%	7/1/2021	12/31/2021	31,959	35,510	39,060	42,611	46,162	49,713	53,264	6	3,551	1,820	17.56	29.27
AU10610	1.50%	1/1/2022	6/30/2022	32,438	36,042	39,646	43,251	46,855	50,459	54,063	6	3,604	1,820	17.82	29.71
AU10610	1.50%	7/1/2022	12/31/2022	32,925	36,583	40,241	43,899	47,558	51,216	54,874	6	3,658	1,820	18.09	30.15

APPENDIX 1 - SALARY RANGES - NON UNIFORM				TITLES - AFSCME											
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Payroll Clerk-															
AU10620	0.00%	1/1/2018	12/31/2018	29,568	33,360	37,152	40,943	44,735	48,527	52,319	6	3,792	1,820	16.25	28.75
AU10620	1.00%	1/1/2019	12/31/2019	29,864	33,694	37,523	41,353	45,182	49,012	52,842	6	3,830	1,820	16.41	29.03
AU10620	1.50%	1/1/2020	6/30/2020	30,312	34,199	38,086	41,973	45,860	49,747	53,634	6	3,887	1,820	16.65	29.47
AU10620	1.50%	7/1/2020	12/31/2020	30,766	34,712	38,657	42,603	46,548	50,494	54,439	6	3,945	1,820	16.90	29.91
AU10620	1.50%	1/1/2021	6/30/2021	31,228	35,233	39,237	43,242	47,246	51,251	55,256	6	4,005	1,820	17.16	30.36
AU10620	1.50%	7/1/2021	12/31/2021	33,651	37,390	41,129	44,867	48,606	52,345	56,084	6	3,739	1,820	18.49	30.82
AU10620	1.50%	1/1/2022	6/30/2022	34,155	37,950	41,745	45,540	49,336	53,131	56,926	6	3,795	1,820	18.77	31.28
AU10620	1.50%	7/1/2022	12/31/2022	34,668	38,520	42,372	46,224	50,076	53,928	57,779	6	3,852	1,820	19.05	31.75
Personnel Assistant															
AU10630	0.00%	1/1/2018	12/31/2018	19,008	28,289	37,571	46,852	56,134	65,415	74,696	6	9,281	1,820	10.44	41.04
AU10630	1.00%	1/1/2019	12/31/2019	19,198	28,572	37,947	47,321	56,695	66,069	75,443	6	9,374	1,820	10.55	41.45
AU10630	1.50%	1/1/2020	6/30/2020	19,486	29,001	38,516	48,031	57,545	67,060	76,575	6	9,515	1,820	10.71	42.07
AU10630	1.50%	7/1/2020	12/31/2020	19,778	29,436	39,093	48,751	58,408	68,066	77,724	6	9,658	1,820	10.87	42.71
AU10630	1.50%	1/1/2021	6/30/2021	20,075	29,878	39,680	49,482	59,285	69,087	78,889	6	9,802	1,820	11.03	43.35
AU10630	1.50%	7/1/2021	12/31/2021	48,044	53,382	58,720	64,058	69,396	74,735	80,073	6	5,338	1,820	26.40	44.00
AU10630	1.50%	1/1/2022	6/30/2022	48,764	54,183	59,601	65,019	70,437	75,856	81,274	6	5,418	1,820	26.79	44.66
AU10630	1.50%	7/1/2022	12/31/2022	49,496	54,995	60,495	65,994	71,494	76,993	82,493	6	5,500	1,820	27.20	45.33
Personnel Officer															
AU10640	0.00%	1/1/2018	12/31/2018	19,008	29,335	39,662	49,989	60,317	70,644	80,971	6	10,327	1,820	10.44	44.49
AU10640	1.00%	1/1/2019	12/31/2019	19,198	29,629	40,059	50,489	60,920	71,350	81,780	6	10,430	1,820	10.55	44.93
AU10640	1.50%	1/1/2020	6/30/2020	19,486	30,073	40,660	51,247	61,834	72,420	83,007	6	10,587	1,820	10.71	45.61
AU10640	1.50%	7/1/2020	12/31/2020	19,778	30,524	41,270	52,015	62,761	73,507	84,252	6	10,746	1,820	10.87	46.29
AU10640	1.50%	1/1/2021	6/30/2021	20,075	30,982	41,889	52,796	63,702	74,609	85,516	6	10,907	1,820	11.03	46.99
AU10640	1.50%	7/1/2021	12/31/2021	52,079	57,866	63,652	69,439	75,226	81,012	86,799	6	5,787	1,820	28.61	47.69
AU10640	1.50%	1/1/2022	6/30/2022	52,860	58,734	64,607	70,481	76,354	82,227	88,101	6	5,873	1,820	29.04	48.41
AU10640	1.50%	7/1/2022	12/31/2022	53,653	59,615	65,576	71,538	77,499	83,461	89,422	6	5,961	1,820	29.48	49.13

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Planner Trainee-															
AU10650	0.00%	1/1/2018	12/31/2018	26,400	30,715	35,029	39,344	43,659	47,973	52,288	6	4,315	1,820	14.51	28.73
AU10650	1.00%	1/1/2019	12/31/2019	26,664	31,022	35,380	39,737	44,095	48,453	52,811	6	4,358	1,820	14.65	29.02
AU10650	1.50%	1/1/2020	6/30/2020	27,064	31,487	35,910	40,333	44,757	49,180	53,603	6	4,423	1,820	14.87	29.45
AU10650	1.50%	7/1/2020	12/31/2020	27,470	31,960	36,449	40,938	45,428	49,917	54,407	6	4,489	1,820	15.09	29.89
AU10650	1.50%	1/1/2021	6/30/2021	27,882	32,439	36,996	41,553	46,109	50,666	55,223	6	4,557	1,820	15.32	30.34
AU10650	1.50%	7/1/2021	12/31/2021	33,631	37,368	41,104	44,841	48,578	52,315	56,051	6	3,737	1,820	18.48	30.80
AU10650	1.50%	1/1/2022	6/30/2022	34,135	37,928	41,721	45,514	49,307	53,099	56,892	6	3,793	1,820	18.76	31.26
AU10650	1.50%	7/1/2022	12/31/2022	34,647	38,497	42,347	46,196	50,046	53,896	57,746	6	3,850	1,820	19.04	31.73

APPENDIX 1 - SALARY RANGES - NON UNIFORM		TITLES - AFSCME													
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Plumbing Inspector															
AU10660	0.00%	1/1/2018	12/31/2018	19,219	27,280	35,341	43,402	51,463	59,524	67,584	6	8,061	1,820	10.56	37.13
AU10660	1.00%	1/1/2019	12/31/2019	19,412	27,553	35,694	43,836	51,977	60,119	68,260	6	8,141	1,820	10.67	37.51
AU10660	1.50%	1/1/2020	6/30/2020	19,703	27,966	36,230	44,493	52,757	61,021	69,284	6	8,264	1,820	10.83	38.07
AU10660	1.50%	7/1/2020	12/31/2020	19,998	28,386	36,773	45,161	53,548	61,936	70,323	6	8,388	1,820	10.99	38.64
AU10660	1.50%	1/1/2021	6/30/2021	49,145	54,606	60,067	65,527	70,988	76,448	81,909	6	5,461	1,820	27.00	45.00
AU10660	1.50%	7/1/2021	12/31/2021	49,883	55,425	60,968	66,510	72,053	77,595	83,138	6	5,543	1,820	27.41	45.68
AU10660	1.50%	1/1/2022	6/30/2022	50,631	56,256	61,882	67,508	73,133	78,759	84,385	6	5,626	1,820	27.82	46.37
AU10660	1.50%	7/1/2022	12/31/2022	51,390	57,100	62,810	68,520	74,230	79,940	85,650	6	5,710	1,820	28.24	47.06
Plumbing Sub code Official															
AU10670	0.00%	1/1/2018	12/31/2018	19,219	28,828	38,437	48,046	57,655	67,263	76,872	6	9,609	1,820	10.56	42.24
AU10670	1.00%	1/1/2019	12/31/2019	19,412	29,116	38,821	48,526	58,231	67,936	77,641	6	9,705	1,820	10.67	42.66
AU10670	1.50%	1/1/2020	6/30/2020	19,703	29,553	39,404	49,254	59,105	68,955	78,806	6	9,851	1,820	10.83	43.30
AU10670	1.50%	7/1/2020	12/31/2020	19,998	29,996	39,995	49,993	59,991	69,990	79,988	6	9,998	1,820	10.99	43.95
AU10670	1.50%	1/1/2021	6/30/2021	31,009	39,493	47,976	56,459	64,943	73,426	81,909	6	8,483	1,820	17.04	45.01
AU10670	1.50%	7/1/2021	12/31/2021	49,883	55,425	60,968	66,510	72,053	77,595	83,138	6	5,543	1,820	27.41	45.68
AU10670	1.50%	1/1/2022	6/30/2022	50,631	56,257	61,882	67,508	73,134	78,759	84,385	6	5,626	1,820	27.82	46.37
AU10670	1.50%	7/1/2022	12/31/2022	51,390	57,100	62,811	68,521	74,231	79,941	85,651	6	5,710	1,820	28.24	47.06
Principal Account Clerk															
AU10680	0.00%	1/1/2018	12/31/2018	19,008	28,129	37,249	46,369	55,490	64,610	73,731	6	9,120	1,820	10.44	40.51
AU10680	1.00%	1/1/2019	12/31/2019	19,198	28,410	37,621	46,833	56,045	65,256	74,468	6	9,212	1,820	10.55	40.92
AU10680	1.50%	1/1/2020	6/30/2020	19,486	28,836	38,186	47,536	56,885	66,235	75,585	6	9,350	1,820	10.71	41.53
AU10680	1.50%	7/1/2020	12/31/2020	19,778	29,268	38,759	48,249	57,739	67,229	76,719	6	9,490	1,820	10.87	42.15
AU10680	1.50%	1/1/2021	6/30/2021	20,075	29,708	39,340	48,972	58,605	68,237	77,869	6	9,632	1,820	11.03	42.79
AU10680	1.50%	7/1/2021	12/31/2021	47,422	52,692	57,961	63,230	68,499	73,768	79,037	6	5,269	1,820	26.06	43.43
AU10680	1.50%	1/1/2022	6/30/2022	48,134	53,482	58,830	64,178	69,527	74,875	80,223	6	5,348	1,820	26.45	44.08
AU10680	1.50%	7/1/2022	12/31/2022	48,856	54,284	59,713	65,141	70,570	75,998	81,426	6	5,428	1,820	26.84	44.74

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Principal Account Clerk/DPT/Accounts Payable															
AU10700	0.00%	1/1/2018	12/31/2018	19,008	28,129	37,249	46,369	55,490	64,610	73,731	6	9,120	1,820	10.44	40.51
AU10700	1.00%	1/1/2019	12/31/2019	19,198	28,410	37,621	46,833	56,045	65,256	74,468	6	9,212	1,820	10.55	40.92
AU10700	1.50%	1/1/2020	6/30/2020	19,486	28,836	38,186	47,536	56,885	66,235	75,585	6	9,350	1,820	10.71	41.53
AU10700	1.50%	7/1/2020	12/31/2020	19,778	29,268	38,759	48,249	57,739	67,229	76,719	6	9,490	1,820	10.87	42.15
AU10700	1.50%	1/1/2021	6/30/2021	20,075	29,708	39,340	48,972	58,605	68,237	77,869	6	9,632	1,820	11.03	42.79
AU10700	1.50%	7/1/2021	12/31/2021	47,422	52,692	57,961	63,230	68,499	73,768	79,037	6	5,269	1,820	26.06	43.43
AU10700	1.50%	1/1/2022	6/30/2022	48,134	53,482	58,830	64,178	69,527	74,875	80,223	6	5,348	1,820	26.45	44.08
AU10700	1.50%	7/1/2022	12/31/2022	48,856	54,284	59,713	65,141	70,570	75,998	81,426	6	5,428	1,820	26.84	44.74

APPENDIX 1 - SALARY RANGES - NON UNIFORM		TITLES - AFSCME													
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Public Health Nurse															
AU10710	0.00%	1/1/2018	12/31/2018	19,008	27,327	35,646	43,965	52,283	60,602	68,921	6	8,319	1,820	10.44	37.87
AU10710	1.00%	1/1/2019	12/31/2019	19,198	27,600	36,002	44,404	52,806	61,208	69,610	6	8,402	1,820	10.55	38.25
AU10710	1.50%	1/1/2020	6/30/2020	19,486	28,014	36,542	45,070	53,598	62,126	70,654	6	8,528	1,820	10.71	38.82
AU10710	1.50%	7/1/2020	12/31/2020	19,778	28,434	37,090	45,746	54,402	63,058	71,714	6	8,656	1,820	10.87	39.40
AU10710	1.50%	1/1/2021	6/30/2021	20,075	28,861	37,647	46,432	55,218	64,004	72,790	6	8,786	1,820	11.03	39.99
AU10710	1.50%	7/1/2021	12/31/2021	44,329	49,254	54,180	59,105	64,031	68,956	73,882	6	4,925	1,820	24.36	40.59
AU10710	1.50%	1/1/2022	6/30/2022	44,994	49,993	54,993	59,992	64,991	69,991	74,990	6	4,999	1,820	24.72	41.20
AU10710	1.50%	7/1/2022	12/31/2022	45,669	50,743	55,818	60,892	65,966	71,040	76,115	6	5,074	1,820	25.09	41.82
Public Works Repairer															
AU10720	0.00%	1/1/2018	12/31/2018	19,008	26,833	34,657	42,482	50,306	58,131	65,955	6	7,825	2,080	9.14	31.71
AU10720	1.00%	1/1/2019	12/31/2019	19,198	27,101	35,004	42,907	50,809	58,712	66,615	6	7,903	2,080	9.23	32.03
AU10720	1.50%	1/1/2020	6/30/2020	19,486	27,507	35,529	43,550	51,571	59,593	67,614	6	8,021	2,080	9.37	32.51
AU10720	1.50%	7/1/2020	12/31/2020	19,778	27,920	36,062	44,203	52,345	60,487	68,628	6	8,142	2,080	9.51	32.99
AU10720	1.50%	1/1/2021	6/30/2021	20,075	28,339	36,603	44,866	53,130	61,394	69,658	6	8,264	2,080	9.65	33.49
AU10720	1.50%	7/1/2021	12/31/2021	42,422	47,135	51,849	56,562	61,276	65,989	70,703	6	4,714	2,080	20.39	33.99
AU10720	1.50%	1/1/2022	6/30/2022	43,058	47,842	52,626	57,410	62,195	66,979	71,763	6	4,784	2,080	20.70	34.50
AU10720	1.50%	7/1/2022	12/31/2022	43,704	48,560	53,416	58,272	63,128	67,984	72,840	6	4,856	2,080	21.01	35.02
Pumping Station Attendant-															
AU10730	0.00%	1/1/2018	12/31/2018	19,008	27,466	35,924	44,382	52,840	61,299	69,757	6	8,458	2,080	9.14	33.54
AU10730	1.00%	1/1/2019	12/31/2019	19,198	27,741	36,284	44,826	53,369	61,912	70,454	6	8,543	2,080	9.23	33.87
AU10730	1.50%	1/1/2020	6/30/2020	19,486	28,157	36,828	45,499	54,169	62,840	71,511	6	8,671	2,080	9.37	34.38
AU10730	1.50%	7/1/2020	12/31/2020	19,778	28,579	37,380	46,181	54,982	63,783	72,584	6	8,801	2,080	9.51	34.90
AU10730	1.50%	1/1/2021	6/30/2021	20,075	29,008	37,941	46,874	55,807	64,740	73,672	6	8,933	2,080	9.65	35.42
AU10730	1.50%	7/1/2021	12/31/2021	44,867	49,852	54,837	59,822	64,807	69,792	74,778	6	4,985	2,080	21.57	35.95
AU10730	1.50%	1/1/2022	6/30/2022	45,540	50,599	55,659	60,719	65,779	70,839	75,899	6	5,060	2,080	21.89	36.49
AU10730	1.50%	7/1/2022	12/31/2022	46,223	51,358	56,494	61,630	66,766	71,902	77,038	6	5,136	2,080	22.22	37.04

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Pumping Station Repairer/Mechanic															
AU10750	0.00%	1/1/2018	12/31/2018	21,120	29,081	37,042	45,002	52,963	60,924	68,884	6	7,961	2,080	10.15	33.12
AU10750	1.00%	1/1/2019	12/31/2019	21,331	29,372	37,412	45,452	53,493	61,533	69,573	6	8,040	2,080	10.26	33.45
AU10750	1.50%	1/1/2020	6/30/2020	21,651	29,812	37,973	46,134	54,295	62,456	70,617	6	8,161	2,080	10.41	33.95
AU10750	1.50%	7/1/2020	12/31/2020	21,976	30,259	38,543	46,826	55,109	63,393	71,676	6	8,283	2,080	10.57	34.46
AU10750	1.50%	1/1/2021	6/30/2021	22,306	30,713	39,121	47,528	55,936	64,344	72,751	6	8,408	2,080	10.72	34.98
AU10750	1.50%	7/1/2021	12/31/2021	44,305	49,228	54,151	59,074	63,997	68,920	73,842	6	4,923	2,080	21.30	35.50
AU10750	1.50%	1/1/2022	6/30/2022	44,970	49,967	54,963	59,960	64,957	69,953	74,950	6	4,997	2,080	21.62	36.03
AU10750	1.50%	7/1/2022	12/31/2022	45,645	50,716	55,788	60,859	65,931	71,003	76,074	6	5,072	2,080	21.94	36.57

APPENDIX 1 - SALARY RANGES - NON UNIFORM		TITLES - AFSCME													
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Records Support Technician 1-															
AU10760	0.00%	1/1/2018	12/31/2018	26,400	31,155	35,910	40,665	45,420	50,174	54,929	6	4,755	1,820	14.51	30.18
AU10760	1.00%	1/1/2019	12/31/2019	26,664	31,467	36,269	41,071	45,874	50,676	55,479	6	4,802	1,820	14.65	30.48
AU10760	1.50%	1/1/2020	6/30/2020	27,064	31,939	36,813	41,687	46,562	51,436	56,311	6	4,874	1,820	14.87	30.94
AU10760	1.50%	7/1/2020	12/31/2020	27,470	32,418	37,365	42,313	47,260	52,208	57,155	6	4,948	1,820	15.09	31.40
AU10760	1.50%	1/1/2021	6/30/2021	27,882	32,904	37,926	42,947	47,969	52,991	58,013	6	5,022	1,820	15.32	31.88
AU10760	1.50%	7/1/2021	12/31/2021	35,330	39,255	43,181	47,106	51,032	54,957	58,883	6	3,926	1,820	19.41	32.35
AU10760	1.50%	1/1/2022	6/30/2022	35,860	39,844	43,828	47,813	51,797	55,782	59,766	6	3,984	1,820	19.70	32.84
AU10760	1.50%	7/1/2022	12/31/2022	36,398	40,442	44,486	48,530	52,574	56,618	60,663	6	4,044	1,820	20.00	33.33
Recreation Leader-															
AU10770	0.00%	1/1/2018	12/31/2018	35,021	37,521	40,021	42,521	45,021	47,521	50,021	6	2,500	1,820	19.24	27.48
AU10770	1.00%	1/1/2019	12/31/2019	35,371	37,896	40,421	42,946	45,471	47,996	50,521	6	2,525	1,820	19.43	27.76
AU10770	1.50%	1/1/2020	6/30/2020	35,901	38,464	41,027	43,590	46,153	48,716	51,279	6	2,563	1,820	19.73	28.18
AU10770	1.50%	7/1/2020	12/31/2020	36,440	39,041	41,643	44,244	46,845	49,447	52,048	6	2,601	1,820	20.02	28.60
AU10770	1.50%	1/1/2021	6/30/2021	36,987	39,627	42,267	44,908	47,548	50,188	52,829	6	2,640	1,820	20.32	29.03
AU10770	1.50%	7/1/2021	12/31/2021	32,173	35,747	39,322	42,897	46,472	50,046	53,621	6	3,575	1,820	17.68	29.46
AU10770	1.50%	1/1/2022	6/30/2022	32,655	36,284	39,912	43,540	47,169	50,797	54,425	6	3,628	1,820	17.94	29.90
AU10770	1.50%	7/1/2022	12/31/2022	33,145	36,828	40,511	44,193	47,876	51,559	55,242	6	3,683	1,820	18.21	30.35
Recreation Program Coordinator															
AU10780	0.00%	1/1/2018	12/31/2018	10,404	21,752	33,100	44,447	55,795	67,143	78,491	6	11,348	1,820	5.72	43.13
AU10780	1.00%	1/1/2019	12/31/2019	10,508	21,969	33,431	44,892	56,353	67,814	79,276	6	11,461	1,820	5.77	43.56
AU10780	1.50%	1/1/2020	6/30/2020	10,666	22,299	33,932	45,565	57,198	68,832	80,465	6	11,633	1,820	5.86	44.21
AU10780	1.50%	7/1/2020	12/31/2020	10,826	22,633	34,441	46,249	58,056	69,864	81,672	6	11,808	1,820	5.95	44.87
AU10780	1.50%	1/1/2021	6/30/2021	10,988	22,973	34,958	46,942	58,927	70,912	82,897	6	11,985	1,820	6.04	45.55
AU10780	1.50%	7/1/2021	12/31/2021	50,484	56,094	61,703	67,312	72,922	78,531	84,140	6	5,609	1,820	27.74	46.23
AU10780	1.50%	1/1/2022	6/30/2022	51,241	56,935	62,628	68,322	74,015	79,709	85,402	6	5,693	1,820	28.15	46.92
AU10780	1.50%	7/1/2022	12/31/2022	52,010	57,789	63,568	69,347	75,126	80,905	86,684	6	5,779	1,820	28.58	47.63

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Recreation Program Coordinator w/ Certified Pool Operator														-	
AU10785	1.00%	1/1/2019	12/31/2019	15,508	26,978	38,447	49,917	61,386	72,856	84,326	6	11,470	1,820	8.52	46.33
AU10785	1.50%	1/1/2020	6/30/2020	15,741	27,382	39,024	50,666	62,307	73,949	85,591	6	11,642	1,820	8.65	47.03
AU10785	1.50%	7/1/2020	12/31/2020	15,977	27,793	39,609	51,426	63,242	75,058	86,874	6	11,816	1,820	8.78	47.73
AU10785	1.50%	1/1/2021	6/30/2021	16,216	28,210	40,203	52,197	64,191	76,184	88,178	6	11,994	1,820	8.91	48.45
AU10785	1.50%	7/1/2021	12/31/2021	53,700	59,667	65,634	71,600	77,567	83,534	89,500	6	5,967	1,820	29.51	49.18
AU10785	1.50%	1/1/2022	6/30/2022	54,506	60,562	66,618	72,674	78,730	84,787	90,843	6	6,056	1,820	29.95	49.91
AU10785	1.50%	7/1/2022	12/31/2022	55,323	61,470	67,617	73,764	79,911	86,058	92,205	6	6,147	1,820	30.40	50.66

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
REHS Public Health															
AU10790	0.00%	1/1/2018	12/31/2018	42,240	47,560	52,879	58,199	63,519	68,838	74,158	6	5,320	1,820	23.21	40.75
AU10790	1.00%	1/1/2019	12/31/2019	42,662	48,035	53,408	58,781	64,154	69,527	74,900	6	5,373	1,820	23.44	41.15
AU10790	1.50%	1/1/2020	6/30/2020	43,302	48,756	54,209	59,663	65,116	70,570	76,023	6	5,453	1,820	23.79	41.77
AU10790	1.50%	7/1/2020	12/31/2020	43,952	49,487	55,022	60,558	66,093	71,628	77,164	6	5,535	1,820	24.15	42.40
AU10790	1.50%	1/1/2021	6/30/2021	44,611	50,229	55,848	61,466	67,084	72,703	78,321	6	5,618	1,820	24.51	43.03
AU10790	1.50%	7/1/2021	12/31/2021	45,280	50,983	56,685	62,388	68,091	73,793	79,496	6	5,703	1,820	24.88	43.68
AU10790	1.50%	1/1/2022	6/30/2022	45,960	51,748	57,536	63,324	69,112	74,900	80,688	6	5,788	1,820	25.25	44.33
AU10790	1.50%	7/1/2022	12/31/2022	49,139	54,599	60,059	65,519	70,979	76,439	81,899	6	5,460	1,820	27.00	45.00
REHS Public Health Bilingual															
AU10800	0.00%	1/1/2018	12/31/2018	42,240	47,560	52,879	58,199	63,519	68,838	74,158	6	5,320	1,820	23.21	40.75
AU10800	1.00%	1/1/2019	12/31/2019	42,663	48,035	53,408	58,781	64,154	69,527	74,900	6	5,373	1,820	23.44	41.15
AU10800	1.50%	1/1/2020	6/30/2020	43,303	48,756	54,209	59,663	65,116	70,570	76,023	6	5,453	1,820	23.79	41.77
AU10800	1.50%	7/1/2020	12/31/2020	43,952	49,487	55,023	60,558	66,093	71,628	77,163	6	5,535	1,820	24.15	42.40
AU10800	1.50%	1/1/2021	6/30/2021	44,611	50,230	55,848	61,466	67,084	72,703	78,321	6	5,618	1,820	24.51	43.03
AU10800	1.50%	7/1/2021	12/31/2021	47,697	52,997	58,297	63,596	68,896	74,196	79,496	6	5,300	1,820	26.21	43.68
AU10800	1.50%	1/1/2022	6/30/2022	48,413	53,792	59,171	64,550	69,930	75,309	80,688	6	5,379	1,820	26.60	44.33
AU10800	1.50%	7/1/2022	12/31/2022	49,139	54,599	60,059	65,519	70,979	76,438	81,898	6	5,460	1,820	27.00	45.00
REHS Public Health Trainee-															
AU10810	0.00%	1/1/2018	12/31/2018	42,240	47,560	52,879	58,199	63,519	68,838	74,158	6	5,320	1,820	23.21	40.75
AU10810	1.00%	1/1/2019	12/31/2019	42,663	48,035	53,408	58,781	64,154	69,527	74,900	6	5,373	1,820	23.44	41.15
AU10810	1.50%	1/1/2020	6/30/2020	43,303	48,756	54,209	59,663	65,116	70,570	76,023	6	5,453	1,820	23.79	41.77
AU10810	1.50%	7/1/2020	12/31/2020	43,952	49,487	55,023	60,558	66,093	71,628	77,163	6	5,535	1,820	24.15	42.40
AU10810	1.50%	1/1/2021	6/30/2021	44,611	50,230	55,848	61,466	67,084	72,703	78,321	6	5,618	1,820	24.51	43.03
AU10810	1.50%	7/1/2021	12/31/2021	47,697	52,997	58,297	63,596	68,896	74,196	79,496	6	5,300	1,820	26.21	43.68
AU10810	1.50%	1/1/2022	6/30/2022	48,413	53,792	59,171	64,550	69,930	75,309	80,688	6	5,379	1,820	26.60	44.33
AU10810	1.50%	7/1/2022	12/31/2022	49,139	54,599	60,059	65,519	70,979	76,438	81,898	6	5,460	1,820	27.00	45.00
Secretarial Assistant															

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
AU10820	0.00%	1/1/2018	12/31/2018	19,008	25,088	31,169	37,249	43,330	49,410	55,490	6	6,080	1,820	10.44	30.49
AU10820	1.00%	1/1/2019	12/31/2019	19,198	25,339	31,481	37,622	43,763	49,904	56,045	6	6,141	1,820	10.55	30.79
AU10820	1.50%	1/1/2020	6/30/2020	19,486	25,719	31,953	38,186	44,419	50,653	56,886	6	6,233	1,820	10.71	31.26
AU10820	1.50%	7/1/2020	12/31/2020	19,778	26,105	32,432	38,759	45,086	51,413	57,739	6	6,327	1,820	10.87	31.72
AU10820	1.50%	1/1/2021	6/30/2021	20,075	26,497	32,919	39,340	45,762	52,184	58,605	6	6,422	1,820	11.03	32.20
AU10820	1.50%	7/1/2021	12/31/2021	35,691	39,656	43,622	47,588	51,553	55,519	59,485	6	3,966	1,820	19.61	32.68
AU10820	1.50%	1/1/2022	6/30/2022	36,226	40,251	44,276	48,301	52,327	56,352	60,377	6	4,025	1,820	19.90	33.17
AU10820	1.50%	7/1/2022	12/31/2022	36,769	40,855	44,940	49,026	53,111	57,197	61,282	6	4,085	1,820	20.20	33.67

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Senior Architect															
AU10830	0.00%	1/1/2018	12/31/2018	25,344	39,309	53,274	67,239	81,203	95,168	109,133	6	13,965	1,820	13.93	59.96
AU10830	1.00%	1/1/2019	12/31/2019	25,598	39,702	53,806	67,911	82,015	96,120	110,224	6	14,104	1,820	14.06	60.56
AU10830	1.50%	1/1/2020	6/30/2020	25,982	40,298	54,614	68,930	83,246	97,562	111,878	6	14,316	1,820	14.28	61.47
AU10830	1.50%	7/1/2020	12/31/2020	26,371	40,902	55,433	69,964	84,494	99,025	113,556	6	14,531	1,820	14.49	62.39
AU10830	1.50%	1/1/2021	6/30/2021	26,767	41,516	56,264	71,013	85,762	100,510	115,259	6	14,749	1,820	14.71	63.33
AU10830	1.50%	7/1/2021	12/31/2021	70,193	77,992	85,791	93,590	101,390	109,189	116,988	6	7,799	1,820	38.57	64.28
AU10830	1.50%	1/1/2022	6/30/2022	71,246	79,162	87,078	94,994	102,910	110,827	118,743	6	7,916	1,820	39.15	65.24
AU10830	1.50%	7/1/2022	12/31/2022	72,314	80,349	88,384	96,419	104,454	112,489	120,524	6	8,035	1,820	39.73	66.22
Senior Body & Fender Mechanic															
AU10840	0.00%	1/1/2018	12/31/2018	19,008	28,762	38,515	48,269	58,023	67,776	77,530	6	9,754	2,080	9.14	37.27
AU10840	1.00%	1/1/2019	12/31/2019	19,198	29,049	38,900	48,752	58,603	68,454	78,305	6	9,851	2,080	9.23	37.65
AU10840	1.50%	1/1/2020	6/30/2020	19,486	29,485	39,484	49,483	59,482	69,481	79,480	6	9,999	2,080	9.37	38.21
AU10840	1.50%	7/1/2020	12/31/2020	19,778	29,927	40,076	50,225	60,374	70,523	80,672	6	10,149	2,080	9.51	38.78
AU10840	1.50%	1/1/2021	6/30/2021	20,075	30,376	40,677	50,979	61,280	71,581	81,882	6	10,301	2,080	9.65	39.37
AU10840	1.50%	7/1/2021	12/31/2021	49,866	55,407	60,947	66,488	72,029	77,569	83,110	6	5,541	2,080	23.97	39.96
AU10840	1.50%	1/1/2022	6/30/2022	50,614	56,238	61,862	67,485	73,109	78,733	84,357	6	5,624	2,080	24.33	40.56
AU10840	1.50%	7/1/2022	12/31/2022	51,373	57,081	62,790	68,498	74,206	79,914	85,622	6	5,708	2,080	24.70	41.16
Senior Field Rep/Property Improvement															
AU10850	0.00%	1/1/2018	12/31/2018	19,008	27,886	36,763	45,641	54,519	63,396	72,274	6	8,878	1,820	10.44	39.71
AU10850	1.00%	1/1/2019	12/31/2019	19,198	28,165	37,131	46,097	55,064	64,030	72,996	6	8,966	1,820	10.55	40.11
AU10850	1.50%	1/1/2020	6/30/2020	19,486	28,587	37,688	46,789	55,890	64,991	74,091	6	9,101	1,820	10.71	40.71
AU10850	1.50%	7/1/2020	12/31/2020	19,778	29,016	38,253	47,491	56,728	65,965	75,203	6	9,237	1,820	10.87	41.32
AU10850	1.50%	1/1/2021	6/30/2021	20,075	29,451	38,827	48,203	57,579	66,955	76,331	6	9,376	1,820	11.03	41.94
AU10850	1.50%	7/1/2021	12/31/2021	46,485	51,651	56,816	61,981	67,146	72,311	77,476	6	5,165	1,820	25.54	42.57
AU10850	1.50%	1/1/2022	6/30/2022	47,183	52,425	57,668	62,910	68,153	73,395	78,638	6	5,243	1,820	25.92	43.21
AU10850	1.50%	7/1/2022	12/31/2022	47,890	53,212	58,533	63,854	69,175	74,496	79,817	6	5,321	1,820	26.31	43.86
Senior Mason															

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
AU10860	0.00%	1/1/2018	12/31/2018	19,008	24,836	30,664	36,492	42,320	48,148	53,976	6	5,828	2,080	9.14	25.95
AU10860	1.00%	1/1/2019	12/31/2019	19,198	25,085	30,971	36,857	42,744	48,630	54,516	6	5,886	2,080	9.23	26.21
AU10860	1.50%	1/1/2020	6/30/2020	19,486	25,461	31,435	37,410	43,385	49,359	55,334	6	5,975	2,080	9.37	26.60
AU10860	1.50%	7/1/2020	12/31/2020	19,778	25,843	31,907	37,971	44,035	50,100	56,164	6	6,064	2,080	9.51	27.00
AU10860	1.50%	1/1/2021	6/30/2021	20,075	26,230	32,386	38,541	44,696	50,851	57,006	6	6,155	2,080	9.65	27.41
AU10860	1.50%	7/1/2021	12/31/2021	34,717	38,574	42,432	46,289	50,147	54,004	57,862	6	3,857	2,080	16.69	27.82
AU10860	1.50%	1/1/2022	6/30/2022	35,238	39,153	43,068	46,984	50,899	54,814	58,729	6	3,915	2,080	16.94	28.24
AU10860	1.50%	7/1/2022	12/31/2022	35,766	39,740	43,714	47,688	51,662	55,636	59,610	6	3,974	2,080	17.20	28.66

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Senior Mechanic															
AU10870	0.00%	1/1/2018	12/31/2018	19,008	28,762	38,515	48,269	58,023	67,776	77,530	6	9,754	2,080	9.14	37.27
AU10870	1.00%	1/1/2019	12/31/2019	19,198	29,049	38,900	48,752	58,603	68,454	78,305	6	9,851	2,080	9.23	37.65
AU10870	1.50%	1/1/2020	6/30/2020	19,486	29,485	39,484	49,483	59,482	69,481	79,480	6	9,999	2,080	9.37	38.21
AU10870	1.50%	7/1/2020	12/31/2020	19,778	29,927	40,076	50,225	60,374	70,523	80,672	6	10,149	2,080	9.51	38.78
AU10870	1.50%	1/1/2021	6/30/2021	20,075	30,376	40,677	50,979	61,280	71,581	81,882	6	10,301	2,080	9.65	39.37
AU10870	1.50%	7/1/2021	12/31/2021	49,866	55,407	60,947	66,488	72,029	77,569	83,110	6	5,541	2,080	23.97	39.96
AU10870	1.50%	1/1/2022	6/30/2022	50,614	56,238	61,862	67,485	73,109	78,733	84,357	6	5,624	2,080	24.33	40.56
AU10870	1.50%	7/1/2022	12/31/2022	51,373	57,081	62,790	68,498	74,206	79,914	85,622	6	5,708	2,080	24.70	41.16
Senior Payroll Clerk															
AU10880	0.00%	1/1/2018	12/31/2018	24,008	31,640	39,271	46,903	54,535	62,166	69,798	6	7,632	1,820	13.19	38.35
AU10880	1.00%	1/1/2019	12/31/2019	24,248	31,956	39,664	47,372	55,080	62,788	70,496	6	7,708	1,820	13.32	38.73
AU10880	1.50%	1/1/2020	6/30/2020	24,612	32,435	40,259	48,083	55,906	63,730	71,553	6	7,824	1,820	13.52	39.32
AU10880	1.50%	7/1/2020	12/31/2020	24,981	32,922	40,863	48,804	56,745	64,686	72,627	6	7,941	1,820	13.73	39.90
AU10880	1.50%	1/1/2021	6/30/2021	25,356	33,416	41,476	49,536	57,596	65,656	73,716	6	8,060	1,820	13.93	40.50
AU10880	1.50%	7/1/2021	12/31/2021	44,893	49,881	54,869	59,857	64,846	69,834	74,822	6	4,988	1,820	24.67	41.11
AU10880	1.50%	1/1/2022	6/30/2022	45,567	50,629	55,692	60,755	65,818	70,881	75,944	6	5,063	1,820	25.04	41.73
AU10880	1.50%	7/1/2022	12/31/2022	46,250	51,389	56,528	61,667	66,806	71,944	77,083	6	5,139	1,820	25.41	42.35
Senior Public Health Nurse															
AU10900	0.00%	1/1/2018	12/31/2018	36,184	42,281	48,378	54,475	60,572	66,669	72,766	6	6,097	1,820	19.88	39.98
AU10900	1.00%	1/1/2019	12/31/2019	36,546	42,704	48,862	55,020	61,178	67,336	73,494	6	6,158	1,820	20.08	40.38
AU10900	1.50%	1/1/2020	6/30/2020	37,094	43,344	49,595	55,845	62,095	68,346	74,596	6	6,250	1,820	20.38	40.99
AU10900	1.50%	7/1/2020	12/31/2020	37,650	43,995	50,339	56,683	63,027	69,371	75,715	6	6,344	1,820	20.69	41.60
AU10900	1.50%	1/1/2021	6/30/2021	38,215	44,654	51,094	57,533	63,972	70,411	76,851	6	6,439	1,820	21.00	42.23
AU10900	1.50%	7/1/2021	12/31/2021	46,802	52,002	57,203	62,403	67,603	72,803	78,003	6	5,200	1,820	25.72	42.86
AU10900	1.50%	1/1/2022	6/30/2022	47,504	52,782	58,061	63,339	68,617	73,895	79,173	6	5,278	1,820	26.10	43.50
AU10900	1.50%	7/1/2022	12/31/2022	48,217	53,574	58,931	64,289	69,646	75,004	80,361	6	5,357	1,820	26.49	44.15
Senior Public Works Repairer															

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
AU10910	0.00%	1/1/2018	12/31/2018	19,008	27,236	35,464	43,692	51,920	60,148	68,376	6	8,228	2,080	9.14	32.87
AU10910	1.00%	1/1/2019	12/31/2019	19,198	27,508	35,819	44,129	52,439	60,749	69,059	6	8,310	2,080	9.23	33.20
AU10910	1.50%	1/1/2020	6/30/2020	19,486	27,921	36,356	44,791	53,226	61,660	70,095	6	8,435	2,080	9.37	33.70
AU10910	1.50%	7/1/2020	12/31/2020	19,778	28,340	36,901	45,463	54,024	62,585	71,147	6	8,561	2,080	9.51	34.21
AU10910	1.50%	1/1/2021	6/30/2021	20,075	28,765	37,455	46,145	54,834	63,524	72,214	6	8,690	2,080	9.65	34.72
AU10910	1.50%	7/1/2021	12/31/2021	43,978	48,865	53,751	58,638	63,524	68,411	73,297	6	4,886	2,080	21.14	35.24
AU10910	1.50%	1/1/2022	6/30/2022	44,638	49,598	54,557	59,517	64,477	69,437	74,397	6	4,960	2,080	21.46	35.77
AU10910	1.50%	7/1/2022	12/31/2022	45,308	50,342	55,376	60,410	65,444	70,478	75,513	6	5,034	2,080	21.78	36.30

APPENDIX 1 - SALARY RANGES - NON UNIFORM		TITLES - AFSCME													
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Senior Public Works Repairer/Parking Meter Collector															
AU10920	0.00%	1/1/2018	12/31/2018	19,008	27,588	36,168	44,748	53,328	61,907	70,487	6	8,580	2,080	9.14	33.89
AU10920	1.00%	1/1/2019	12/31/2019	19,198	27,864	36,530	45,195	53,861	62,527	71,192	6	8,666	2,080	9.23	34.23
AU10920	1.50%	1/1/2020	6/30/2020	19,486	28,282	37,077	45,873	54,669	63,464	72,260	6	8,796	2,080	9.37	34.74
AU10920	1.50%	7/1/2020	12/31/2020	19,778	28,706	37,634	46,561	55,489	64,416	73,344	6	8,928	2,080	9.51	35.26
AU10920	1.50%	1/1/2021	6/30/2021	20,075	29,137	38,198	47,260	56,321	65,383	74,444	6	9,062	2,080	9.65	35.79
AU10920	1.50%	7/1/2021	12/31/2021	45,336	50,374	55,411	60,449	65,486	70,523	75,561	6	5,037	2,080	21.80	36.33
AU10920	1.50%	1/1/2022	6/30/2022	46,017	51,129	56,242	61,355	66,468	71,581	76,694	6	5,113	2,080	22.12	36.87
AU10920	1.50%	7/1/2022	12/31/2022	46,707	51,896	57,086	62,276	67,465	72,655	77,845	6	5,190	2,080	22.46	37.43
Senior Pumping Station Operator															
AU10930	0.00%	1/1/2018	12/31/2018	19,008	27,466	35,924	44,382	52,840	61,299	69,757	6	8,458	2,080	9.14	33.54
AU10930	1.00%	1/1/2019	12/31/2019	19,198	27,741	36,284	44,826	53,369	61,912	70,454	6	8,543	2,080	9.23	33.87
AU10930	1.50%	1/1/2020	6/30/2020	19,486	28,157	36,828	45,499	54,169	62,840	71,511	6	8,671	2,080	9.37	34.38
AU10930	1.50%	7/1/2020	12/31/2020	19,778	28,579	37,380	46,181	54,982	63,783	72,584	6	8,801	2,080	9.51	34.90
AU10930	1.50%	1/1/2021	6/30/2021	20,075	29,008	37,941	46,874	55,807	64,740	73,672	6	8,933	2,080	9.65	35.42
AU10930	1.50%	7/1/2021	12/31/2021	44,867	49,852	54,837	59,822	64,807	69,792	74,778	6	4,985	2,080	21.57	35.95
AU10930	1.50%	1/1/2022	6/30/2022	45,540	50,599	55,659	60,719	65,779	70,839	75,899	6	5,060	2,080	21.89	36.49
AU10930	1.50%	7/1/2022	12/31/2022	46,223	51,358	56,494	61,630	66,766	71,902	77,038	6	5,136	2,080	22.22	37.04
Senior Pumping Station Repairer/Mechanic															
AU10940	0.00%	1/1/2018	12/31/2018	21,120	27,801	34,481	41,162	47,842	54,523	61,204	6	6,681	2,080	10.15	29.42
AU10940	1.00%	1/1/2019	12/31/2019	21,331	28,079	34,826	41,573	48,321	55,068	61,816	6	6,747	2,080	10.26	29.72
AU10940	1.50%	1/1/2020	6/30/2020	21,651	28,500	35,348	42,197	49,046	55,894	62,743	6	6,849	2,080	10.41	30.16
AU10940	1.50%	7/1/2020	12/31/2020	21,976	28,927	35,879	42,830	49,781	56,733	63,684	6	6,951	2,080	10.57	30.62
AU10940	1.50%	1/1/2021	6/30/2021	22,306	29,361	36,417	43,472	50,528	57,584	64,639	6	7,056	2,080	10.72	31.08
AU10940	1.50%	7/1/2021	12/31/2021	39,365	43,739	48,113	52,487	56,861	61,235	65,609	6	4,374	2,080	18.93	31.54
AU10940	1.50%	1/1/2022	6/30/2022	39,956	44,395	48,835	53,274	57,714	62,153	66,593	6	4,440	2,080	19.21	32.02
AU10940	1.50%	7/1/2022	12/31/2022	40,555	45,061	49,567	54,073	58,580	63,086	67,592	6	4,506	2,080	19.50	32.50
Senior REHS Public Health															

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
AU10950	0.00%	1/1/2018	12/31/2018	21,120	32,031	42,942	53,853	64,763	75,674	86,585	6	10,911	1,820	11.60	47.57
AU10950	1.00%	1/1/2019	12/31/2019	21,331	31,101	40,871	50,640	60,410	70,180	79,950	6	9,770	1,820	11.72	43.93
AU10950	1.50%	1/1/2020	6/30/2020	21,651	31,568	41,484	51,400	61,316	71,233	81,149	6	9,916	1,820	11.90	44.59
AU10950	1.50%	7/1/2020	12/31/2020	21,976	32,041	42,106	52,171	62,236	72,301	82,366	6	10,065	1,820	12.07	45.26
AU10950	1.50%	1/1/2021	6/30/2021	22,306	32,522	42,738	52,954	63,170	73,386	83,602	6	10,216	1,820	12.26	45.93
AU10950	1.50%	7/1/2021	12/31/2021	50,913	56,570	62,227	67,884	73,541	79,199	84,856	6	5,657	1,820	27.97	46.62
AU10950	1.50%	1/1/2022	6/30/2022	51,677	57,419	63,161	68,903	74,645	80,386	86,128	6	5,742	1,820	28.39	47.32
AU10950	1.50%	7/1/2022	12/31/2022	52,452	58,280	64,108	69,936	75,764	81,592	87,420	6	5,828	1,820	28.82	48.03

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Senior Sanitary Inspector															
AU10960	0.00%	1/1/2018	12/31/2018	21,120	31,115	41,111	51,106	61,101	71,096	81,092	6	9,995	1,820	11.60	44.56
AU10960	1.00%	1/1/2019	12/31/2019	21,331	31,427	41,522	51,617	61,712	71,807	81,903	6	10,095	1,820	11.72	45.00
AU10960	1.50%	1/1/2020	6/30/2020	21,651	31,898	42,145	52,391	62,638	72,884	83,131	6	10,247	1,820	11.90	45.68
AU10960	1.50%	7/1/2020	12/31/2020	21,976	32,376	42,777	53,177	63,577	73,978	84,378	6	10,400	1,820	12.07	46.36
AU10960	1.50%	1/1/2021	6/30/2021	22,306	32,862	43,418	53,975	64,531	75,087	85,644	6	10,556	1,820	12.26	47.06
AU10960	1.50%	7/1/2021	12/31/2021	52,157	57,952	63,747	69,543	75,338	81,133	86,928	6	5,795	1,820	28.66	47.76
AU10960	1.50%	1/1/2022	6/30/2022	52,939	58,822	64,704	70,586	76,468	82,350	88,232	6	5,882	1,820	29.09	48.48
AU10960	1.50%	7/1/2022	12/31/2022	53,733	59,704	65,674	71,645	77,615	83,585	89,556	6	5,970	1,820	29.52	49.21
Sewer Repairer 1															
AU10970	0.00%	1/1/2018	12/31/2018	16,896	25,036	33,177	41,317	49,457	57,597	65,738	6	8,140	2,080	8.12	31.60
AU10970	1.00%	1/1/2019	12/31/2019	17,065	25,287	33,508	41,730	49,952	58,173	66,395	6	8,222	2,080	8.20	31.92
AU10970	1.50%	1/1/2020	6/30/2020	17,321	25,666	34,011	42,356	50,701	59,046	67,391	6	8,345	2,080	8.33	32.40
AU10970	1.50%	7/1/2020	12/31/2020	17,581	26,051	34,521	42,991	51,462	59,932	68,402	6	8,470	2,080	8.45	32.89
AU10970	1.50%	1/1/2021	6/30/2021	17,845	26,442	35,039	43,636	52,233	60,831	69,428	6	8,597	2,080	8.58	33.38
AU10970	1.50%	7/1/2021	12/31/2021	42,282	46,980	51,678	56,375	61,073	65,771	70,469	6	4,698	2,080	20.33	33.88
AU10970	1.50%	1/1/2022	6/30/2022	42,916	47,684	52,453	57,221	61,990	66,758	71,526	6	4,768	2,080	20.63	34.39
AU10970	1.50%	7/1/2022	12/31/2022	43,560	48,400	53,239	58,079	62,919	67,759	72,599	6	4,840	2,080	20.94	34.90
Sewer Repairer 1/Communications Manager															
AU10980	0.00%	1/1/2018	12/31/2018	25,344	33,484	41,625	49,765	57,905	66,045	74,185	6	8,140	2,080	12.18	35.67
AU10980	1.00%	1/1/2019	12/31/2019	25,598	33,819	42,041	50,262	58,484	66,706	74,927	6	8,222	2,080	12.31	36.02
AU10980	1.50%	1/1/2020	6/30/2020	25,982	34,326	42,671	51,016	59,361	67,706	76,051	6	8,345	2,080	12.49	36.56
AU10980	1.50%	7/1/2020	12/31/2020	26,371	34,841	43,312	51,782	60,252	68,722	77,192	6	8,470	2,080	12.68	37.11
AU10980	1.50%	1/1/2021	6/30/2021	26,767	35,364	43,961	52,558	61,156	69,753	78,350	6	8,597	2,080	12.87	37.67
AU10980	1.50%	7/1/2021	12/31/2021	47,715	53,017	58,318	63,620	68,922	74,223	79,525	6	5,302	2,080	22.94	38.23
AU10980	1.50%	1/1/2022	6/30/2022	48,431	53,812	59,193	64,574	69,956	75,337	80,718	6	5,381	2,080	23.28	38.81
AU10980	1.50%	7/1/2022	12/31/2022	49,157	54,619	60,081	65,543	71,005	76,467	81,929	6	5,462	2,080	23.63	39.39
Supervising Electrician															

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
AU10990	0.00%	1/1/2018	12/31/2018	21,120	29,893	38,666	47,439	56,211	64,984	73,757	6	8,773	2,080	10.15	35.46
AU10990	1.00%	1/1/2019	12/31/2019	21,331	30,192	39,052	47,913	56,773	65,634	74,494	6	8,861	2,080	10.26	35.81
AU10990	1.50%	1/1/2020	6/30/2020	21,651	30,645	39,638	48,632	57,625	66,618	75,612	6	8,993	2,080	10.41	36.35
AU10990	1.50%	7/1/2020	12/31/2020	21,976	31,104	40,233	49,361	58,489	67,618	76,746	6	9,128	2,080	10.57	36.90
AU10990	1.50%	1/1/2021	6/30/2021	22,306	31,571	40,836	50,101	59,367	68,632	77,897	6	9,265	2,080	10.72	37.45
AU10990	1.50%	7/1/2021	12/31/2021	47,439	52,710	57,982	63,253	68,524	73,795	79,066	6	5,271	2,080	22.81	38.01
AU10990	1.50%	1/1/2022	6/30/2022	48,151	53,501	58,851	64,201	69,551	74,902	80,252	6	5,350	2,080	23.15	38.58
AU10990	1.50%	7/1/2022	12/31/2022	48,873	54,304	59,734	65,164	70,595	76,025	81,455	6	5,430	2,080	23.50	39.16

APPENDIX 1 - SALARY RANGES - NON UNIFORM				TITLES - AFSCME											
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Tax Searcher-															
AU11010	0.00%	1/1/2018	12/31/2018	26,400	33,355	40,310	47,265	54,220	61,175	68,130	6	6,955	1,820	14.51	37.43
AU11010	1.00%	1/1/2019	12/31/2019	26,664	33,689	40,713	47,737	54,762	61,786	68,811	6	7,024	1,820	14.65	37.81
AU11010	1.50%	1/1/2020	6/30/2020	27,064	34,194	41,324	48,454	55,583	62,713	69,843	6	7,130	1,820	14.87	38.38
AU11010	1.50%	7/1/2020	12/31/2020	27,470	34,707	41,944	49,180	56,417	63,654	70,891	6	7,237	1,820	15.09	38.95
AU11010	1.50%	1/1/2021	6/30/2021	27,882	35,227	42,573	49,918	57,263	64,609	71,954	6	7,345	1,820	15.32	39.54
AU11010	1.50%	7/1/2021	12/31/2021	43,820	48,689	53,558	58,427	63,296	68,164	73,033	6	4,869	1,820	24.08	40.13
AU11010	1.50%	1/1/2022	6/30/2022	44,477	49,419	54,361	59,303	64,245	69,187	74,129	6	4,942	1,820	24.44	40.73
AU11010	1.50%	7/1/2022	12/31/2022	45,144	50,160	55,177	60,193	65,209	70,225	75,241	6	5,016	1,820	24.80	41.34
Technical Assistant to the Construction Official															
AU11020	0.00%	1/1/2018	12/31/2018	19,008	25,892	32,776	39,660	46,544	53,428	60,313	6	6,884	1,820	10.44	33.14
AU11020	1.00%	1/1/2019	12/31/2019	19,198	26,151	33,104	40,057	47,010	53,963	60,916	6	6,953	1,820	10.55	33.47
AU11020	1.50%	1/1/2020	6/30/2020	19,486	26,543	33,601	40,658	47,715	54,772	61,829	6	7,057	1,820	10.71	33.97
AU11020	1.50%	7/1/2020	12/31/2020	19,778	26,942	34,105	41,268	48,431	55,594	62,757	6	7,163	1,820	10.87	34.48
AU11020	1.50%	1/1/2021	6/30/2021	20,075	27,346	34,616	41,887	49,157	56,428	63,698	6	7,271	1,820	11.03	35.00
AU11020	1.50%	7/1/2021	12/31/2021	38,792	43,102	47,413	51,723	56,033	60,343	64,654	6	4,310	1,820	21.31	35.52
AU11020	1.50%	1/1/2022	6/30/2022	39,374	43,749	48,124	52,499	56,874	61,249	65,623	6	4,375	1,820	21.63	36.06
AU11020	1.50%	7/1/2022	12/31/2022	39,965	44,405	48,846	53,286	57,727	62,167	66,608	6	4,441	1,820	21.96	36.60
Technical Assistant to the Construction Official/Construction Department															
AU11020	0.00%	1/1/2018	12/31/2018	24,008	30,892	37,776	44,660	51,544	58,428	65,313	6	6,884	1,820	13.19	35.89
AU11020	1.00%	1/1/2019	12/31/2019	24,248	31,201	38,154	45,107	52,060	59,013	65,966	6	6,953	1,820	13.32	36.24
AU11020	1.50%	1/1/2020	6/30/2020	28,612	35,679	42,746	49,814	56,881	63,948	71,015	6	7,067	1,820	15.72	39.02
AU11020	1.50%	7/1/2020	12/31/2020	29,041	36,214	43,388	50,561	57,734	64,907	72,080	6	7,173	1,820	15.96	39.60
AU11020	1.50%	1/1/2021	6/30/2021	33,477	40,768	48,058	55,349	62,640	69,931	77,222	6	7,291	1,820	18.39	42.43
AU11020	1.50%	7/1/2021	12/31/2021	47,028	52,253	57,479	62,704	67,929	73,155	78,380	6	5,225	1,820	25.84	43.07
AU11020	1.50%	1/1/2022	6/30/2022	47,733	53,037	58,341	63,644	68,948	74,252	79,556	6	5,304	1,820	26.23	43.71
AU11020	1.50%	7/1/2022	12/31/2022	48,449	53,833	59,216	64,599	69,982	75,366	80,749	6	5,383	1,820	26.62	44.37
Tenant Relations Assistant/HUD Executive Director															

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
AU11025	0.00%	1/1/2019	12/31/2019	24,752	35,479	46,205	56,931	67,657	78,383	89,109	6	10,726	1,820	13.60	48.96
AU11025	1.00%	1/1/2020	6/30/2020	25,000	35,833	46,667	57,500	68,333	79,167	90,000	6	10,833	1,820	13.74	49.45
AU11025	1.50%	7/1/2020	12/31/2020	25,375	36,371	47,367	58,363	69,358	80,354	91,350	6	10,996	1,820	13.94	50.19
AU11025	1.50%	1/1/2021	6/30/2021	25,756	36,916	48,077	59,238	70,399	81,559	92,720	6	11,161	1,820	14.15	50.95
AU11025	1.50%	7/1/2021	12/31/2021	26,142	37,470	48,798	60,127	71,455	82,783	94,111	6	11,328	1,820	14.36	51.71
AU11025	1.50%	1/1/2022	6/30/2022	26,534	38,032	49,530	61,028	72,527	84,025	95,523	6	11,498	1,820	14.58	52.49
AU11025	1.50%	7/1/2022	12/31/2022	26,932	38,603	50,273	61,944	73,614	85,285	96,956	6	11,671	1,820	14.80	53.27
AU11025	0.00%	1/1/2023	12/31/2023	58,173	64,637	71,101	77,564	84,028	90,492	96,956	6	6,464	1,820	31.96	53.27
Truck Driver-															
AU11030	0.00%	1/1/2018	12/31/2018	19,008	26,073	33,138	40,203	47,267	54,332	61,397	6	7,065	2,080	9.14	29.52
AU11030	1.00%	1/1/2019	12/31/2019	19,198	26,334	33,469	40,605	47,740	54,875	62,011	6	7,135	2,080	9.23	29.81
AU11030	1.50%	1/1/2020	6/30/2020	19,486	26,729	33,971	41,214	48,456	55,699	62,941	6	7,242	2,080	9.37	30.26
AU11030	1.50%	7/1/2020	12/31/2020	19,778	27,130	34,481	41,832	49,183	56,534	63,885	6	7,351	2,080	9.51	30.71
AU11030	1.50%	1/1/2021	6/30/2021	20,075	27,537	34,998	42,459	49,921	57,382	64,843	6	7,461	2,080	9.65	31.17
AU11030	1.50%	7/1/2021	12/31/2021	20,376	27,950	35,523	43,096	50,669	58,243	65,816	6	7,573	2,080	9.80	31.64
AU11030	1.50%	1/1/2022	6/30/2022	31,170	37,109	43,048	48,987	54,926	60,865	66,803	6	5,939	2,080	14.99	32.12
AU11030	1.50%	7/1/2022	12/31/2022	36,161	41,435	46,709	51,983	57,257	62,531	67,805	6	5,274	2,080	17.38	32.60
AU11030	0.00%	1/1/2023	12/31/2023	40,683	45,204	49,724	54,244	58,765	63,285	67,805	6	4,520	2,080	19.56	32.60

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	% CHANGE	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Violations Clerk															
AU11040	0.00%	1/1/2018	12/31/2018	36,680	41,723	46,765	51,807	56,849	61,892	66,934	6	5,042	1,820	20.15	36.78
AU11040	1.00%	1/1/2019	12/31/2019	37,047	42,140	47,232	52,325	57,418	62,511	67,603	6	5,093	1,820	20.36	37.14
AU11040	1.50%	1/1/2020	6/30/2020	37,603	42,772	47,941	53,110	58,279	63,448	68,618	6	5,169	1,820	20.66	37.70
AU11040	1.50%	7/1/2020	12/31/2020	38,167	43,413	48,660	53,907	59,153	64,400	69,647	6	5,247	1,820	20.97	38.27
AU11040	1.50%	1/1/2021	6/30/2021	38,739	44,065	49,390	54,715	60,041	65,366	70,692	6	5,325	1,820	21.29	38.84
AU11040	1.50%	7/1/2021	12/31/2021	43,051	47,835	52,618	57,402	62,185	66,968	71,752	6	4,783	1,820	23.65	39.42
AU11040	1.50%	1/1/2022	6/30/2022	43,697	48,552	53,407	58,263	63,118	67,973	72,828	6	4,855	1,820	24.01	40.02
AU11040	1.50%	7/1/2022	12/31/2022	44,352	49,280	54,208	59,136	64,065	68,993	73,921	6	4,928	1,820	24.37	40.62
Zoning Officer															
AU11050	0.00%	1/1/2018	12/31/2018	19,008	28,129	37,249	46,369	55,490	64,610	73,731	6	9,120	1,820	10.44	40.51
AU11050	1.00%	1/1/2019	12/31/2019	19,198	28,410	37,621	46,833	56,045	65,256	74,468	6	9,212	1,820	10.55	40.92
AU11050	1.50%	1/1/2020	6/30/2020	19,486	28,836	38,186	47,535	56,885	66,235	75,585	6	9,350	1,820	10.71	41.53
AU11050	1.50%	7/1/2020	12/31/2020	19,778	29,268	38,759	48,249	57,739	67,229	76,719	6	9,490	1,820	10.87	42.15
AU11050	1.50%	1/1/2021	6/30/2021	20,075	29,708	39,340	48,972	58,605	68,237	77,869	6	9,632	1,820	11.03	42.79
AU11050	1.50%	7/1/2021	12/31/2021	47,422	52,692	57,961	63,230	68,499	73,768	79,037	6	5,269	1,820	26.06	43.43
AU11050	1.50%	1/1/2022	6/30/2022	48,134	53,482	58,830	64,178	69,527	74,875	80,223	6	5,348	1,820	26.45	44.08
AU11050	1.50%	7/1/2022	12/31/2022	48,856	54,284	59,713	65,141	70,569	75,998	81,426	6	5,428	1,820	26.84	44.74
Returning Retiree Limited/Any Full Time Position, Part Time Hourly Rate as per positions above															
AU11060	0.00%	1/1/2017	12/31/2022	15,000	15,000	15,000	15,000	15,000	15,000	15,000	0	-	1,820	8.24	44.38
Longevity Payments between 2% and 10% of pensionable salaries are limited to those employees eligible under a collective bargaining agreement.															

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES																	
TIER	%	FROM	TO	MINIMUM	1	2	3	4	5	6	7	8	9	MAXIMUM	STEPS	INCREMENT	HRS/WEEK
A	0.00%	1/1/2022	12/31/2022	12,487	12,487	12,487	12,487	12,487	12,487	12,487	12,487	12,487	12,487	12,487	0	-	1,820
B	0.00%	1/1/2022	12/31/2022	24,971	24,971	24,971	24,971	24,971	24,971	24,971	24,971	24,971	24,971	24,971	0	-	1,820
C	0.00%	1/1/2022	12/31/2022	38,500	38,500	38,500	38,500	38,500	38,500	38,500	38,500	38,500	38,500	38,500	0	-	1,820
D	0.00%	1/1/2022	12/31/2022	42,500	42,500	42,500	42,500	42,500	42,500	42,500	42,500	42,500	42,500	42,500	0	-	1,820
D-1	0.00%	1/1/2022	12/31/2022	43,000	43,000	43,000	43,000	43,000	43,000	43,000	43,000	43,000	43,000	43,000	0	-	1,820
E	0.00%	1/1/2022	12/31/2022	51,882	51,882	51,882	51,882	51,882	51,882	51,882	51,882	51,882	51,882	51,882	0	-	1,820
F	0.00%	1/1/2022	12/31/2022	64,333	64,333	64,333	64,333	64,333	64,333	64,333	64,333	64,333	64,333	64,333	0	-	1,820
G	0.00%	1/1/2022	12/31/2022	79,773	79,773	79,773	79,773	79,773	79,773	79,773	79,773	79,773	79,773	79,773	0	-	1,820
H	0.00%	1/1/2022	12/31/2022	98,919	98,919	98,919	98,919	98,919	98,919	98,919	98,919	98,919	98,919	98,919	0	-	1,820
I	1.50%	1/1/2022	6/30/2022	72,508	77,524	82,539	87,554	92,569	97,584	102,599	107,614	112,629	117,644	122,659	10	5,015	1,820
I	1.50%	7/1/2022	12/31/2022	73,596	78,686	83,777	88,867	93,957	99,047	104,138	109,228	114,318	119,409	124,499	10	5,090	1,820
I-1	1.50%	1/1/2022	6/30/2022	79,979	85,311	90,643	95,975	101,307	106,639	111,971	117,303	122,635	127,967	133,299	10	5,332	1,820
I-1	1.50%	7/1/2022	12/31/2022	81,179	86,591	92,003	97,415	102,827	108,239	113,651	119,062	124,474	129,886	135,298	10	5,412	1,820
I-2	1.50%	1/1/2022	6/30/2022	112,629	112,629	112,629	112,629	112,629	112,629	112,629	112,629	112,629	112,629	117,644	10	5,015	1,820
I-2	1.50%	7/1/2022	12/31/2022	114,318	114,318	114,318	114,318	114,318	114,318	114,318	114,318	114,318	119,409	124,499	10	5,090	1,820
J	1.50%	1/1/2022	6/30/2022	89,910	96,129	102,348	108,567	114,785	121,004	127,223	133,442	139,660	145,879	152,098	10	6,219	1,820
J	1.50%	7/1/2022	12/31/2022	91,259	97,571	103,883	110,195	116,507	122,819	129,131	135,443	141,755	148,067	154,379	10	6,312	1,820
J-1	3.00%	1/1/2022	6/30/2022	177,575	177,575	177,575	177,575	177,575	177,575	177,575	177,575	177,575	177,575	177,575	0	-	2,080
J-1	0.00%	7/1/2022	12/31/2022	177,575	177,575	177,575	177,575	177,575	177,575	177,575	177,575	177,575	177,575	177,575	0	-	2,080
J-2	3.00%	1/1/2022	6/30/2022	181,398	181,398	181,398	181,398	181,398	181,398	181,398	181,398	181,398	181,398	181,398	0	-	2,080
J-2	0.00%	7/1/2022	12/31/2022	181,398	181,398	181,398	181,398	181,398	181,398	181,398	181,398	181,398	181,398	181,398	0	-	2,080
K	1.50%	1/1/2022	6/30/2022	111,489	119,200	126,911	134,623	142,334	150,045	157,756	165,467	173,179	180,890	188,601	10	7,711	1,820
K	1.50%	7/1/2022	12/31/2022	113,161	120,988	128,815	136,642	144,469	152,296	160,123	167,949	175,776	183,603	191,430	10	7,827	1,820
L	3.00%	1/1/2022	6/30/2022	220,756	220,756	220,756	220,756	220,756	220,756	220,756	220,756	220,756	220,756	220,756	0	-	2,080
L	0.00%	7/1/2022	12/31/2022	220,756	220,756	220,756	220,756	220,756	220,756	220,756	220,756	220,756	220,756	220,756	0	-	2,080
M	3.00%	1/1/2022	6/30/2022	159,247	169,864	180,480	191,097	201,713	212,330	222,946	233,563	244,179	254,796	265,412	10	10,616	1,820
M	0.00%	7/1/2022	12/31/2022	159,247	169,864	180,480	191,097	201,713	212,330	222,946	233,563	244,179	254,796	265,412	10	10,616	1,820

Additional Pensionable Compensation																	
Longevity Payments between 2% and 10% of pensionable salaries are limited to those employees eligible under a negotiated agreement or by Township Ordinance																	
Supplemental maximum 457(b) and Retirement Health Benefit pensionable salaries are limited to those employees eligible under a negotiated agreement or by Township Ordinance																	
		FROM	TO			AMOUNT /	% OF SALARY /	CONTRACT STATUS									
* Holiday Pay	1/1/2022	12/31/2022				7%											
** Police Stipend	1/1/2022	12/31/2022				4,500											
*** Contract	1/1/2022	12/31/2022				Negotiated Contract in effect											
Tier Designation by Title																	
TIER	TITLE					CODE		TIER	TITLE						CODE		
I	Assistant Budget Examiner					MA10010		J	Health Officer/Right to Know Coordinator and Health ILSA OMA10215								
I	Assistant Comptroller					MA10010		I	HUD Executive Director						AU11025		
I	Assistant Director of Public Works					MA10030		J	HUD Executive Director/Planning & Building Coordinator						AU11027		
J	Assistant Municipal Engineer					MA10015		C	Judge of the Municipal Court						MA10220		
K	Business Administrator					MA10050		J	Municipal Clerk						MA10230		
M	Chief Financial Officer***					MA10070		I	Municipal Court Administrator						MA10240		
D-1	Chief Judge of the Municipal Court					MA10080		J	Municipal Department Head						MA10270		
I-1	Civil Engineer Trainee					AU10130		I	Municipal Director of Welfare/Senior Citizen Program A						MA10277		
I	Communications Manager					MA10090		K	Municipal Engineer/Director of Public Works						MA10250		
J	Communications Manager w/ OEM Coordinator					MA10095		L	Police Chief*-**-***						MA10290		
I	Deputy Municipal Department Head					MA10110		J	Police Director						MA10300		
J-1	Deputy Police Chief*-**-***					PS10010		I	Purchasing Agent						MA10320		
J	Director of Planning and Development					MA10130		I-2	Recreation Program Coordinator w/ Certified Pool Operator								
J	Director of Public Works					MA10140		J	Superintendent of Public Works						MA10340		
J	Director of Recreation					MA10150		J	Tax Assessor						MA10350		
J-2	Fire Chief w/ EMT *-**-***					MA10180		J	Tax Collector						MA10360		
J	Fire Director					MA10190		D	Township Attorney						MA10370		
I	Health Officer					MA10200		A	Township Council						MA10380		
I	Health Officer/Right to Know Coordinator					MA10210		B	Township Mayor						MA10390		

									J	Zoning Officer/Planning Supervisor					AU11055		

APPENDIX 3 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER SUPERVISORS															
TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Assistant Supervising Mechanic															
TS10005	0.00%	1/1/2018	12/31/2018	21,120	30,962	40,803	50,645	60,487	70,328	80,170	6	9,842	2,040	10.35	39.30
TS10005	1.00%	1/1/2019	12/31/2019	21,331	31,271	41,211	51,151	61,092	71,032	80,972	6	9,940	2,040	10.46	39.69
TS10005	1.50%	1/1/2020	6/30/2020	21,651	31,740	41,830	51,919	62,008	72,097	82,186	6	10,089	2,040	10.61	40.29
TS10005	1.50%	7/1/2020	12/31/2020	21,976	32,217	42,457	52,698	62,938	73,178	83,419	6	10,240	2,040	10.77	40.89
TS10005	1.50%	1/1/2021	6/30/2021	22,306	32,700	43,094	53,488	63,882	74,276	84,670	6	10,394	2,040	10.93	41.51
TS10005	1.50%	7/1/2021	12/31/2021	51,564	57,294	63,023	68,752	74,482	80,211	85,940	6	5,729	2,040	25.28	42.13
TS10005	1.50%	1/1/2022	6/30/2022	52,338	58,153	63,968	69,784	75,599	81,414	87,229	6	5,815	2,040	25.66	42.76
TS10005	1.50%	7/1/2022	12/31/2022	53,123	59,025	64,928	70,830	76,733	82,635	88,538	6	5,903	2,040	26.04	43.40
Assistant Supervisor															
TS10010	0.00%	1/1/2018	12/31/2018	21,120	30,962	40,803	50,645	60,487	70,328	80,170	6	9,842	2,040	10.35	39.30
TS10010	1.00%	1/1/2019	12/31/2019	21,331	31,271	41,211	51,151	61,092	71,032	80,972	6	9,940	2,040	10.46	39.69
TS10010	1.50%	1/1/2020	6/30/2020	21,651	31,740	41,830	51,919	62,008	72,097	82,186	6	10,089	2,040	10.61	40.29
TS10010	1.50%	7/1/2020	12/31/2020	21,976	32,217	42,457	52,698	62,938	73,178	83,419	6	10,240	2,040	10.77	40.89
TS10010	1.50%	1/1/2021	6/30/2021	22,306	32,700	43,094	53,488	63,882	74,276	84,670	6	10,394	2,040	10.93	41.51
TS10010	1.50%	7/1/2021	12/31/2021	51,564	57,294	63,023	68,752	74,482	80,211	85,940	6	5,729	2,040	25.28	42.13
TS10010	1.50%	1/1/2022	6/30/2022	52,338	58,153	63,968	69,784	75,599	81,414	87,229	6	5,815	2,040	25.66	42.76
TS10010	1.50%	7/1/2022	12/31/2022	53,123	59,025	64,928	70,830	76,733	82,635	88,538	6	5,903	2,040	26.04	43.40
Assistant Supervisor Public Works															
TS10020	0.00%	1/1/2018	12/31/2018	21,120	30,962	40,803	50,645	60,487	70,328	80,170	6	9,842	2,040	10.35	39.30
TS10020	1.00%	1/1/2019	12/31/2019	21,331	31,271	41,211	51,151	61,092	71,032	80,972	6	9,940	2,040	10.46	39.69
TS10020	1.50%	1/1/2020	6/30/2020	21,651	31,740	41,830	51,919	62,008	72,097	82,186	6	10,089	2,040	10.61	40.29
TS10020	1.50%	7/1/2020	12/31/2020	21,976	32,217	42,457	52,698	62,938	73,178	83,419	6	10,240	2,040	10.77	40.89
TS10020	1.50%	1/1/2021	6/30/2021	22,306	32,700	43,094	53,488	63,882	74,276	84,670	6	10,394	2,040	10.93	41.51
TS10020	1.50%	7/1/2021	12/31/2021	51,564	57,294	63,023	68,752	74,482	80,211	85,940	6	5,729	2,040	25.28	42.13
TS10020	1.50%	1/1/2022	6/30/2022	52,338	58,153	63,968	69,784	75,599	81,414	87,229	6	5,815	2,040	25.66	42.76
TS10020	1.50%	7/1/2022	12/31/2022	53,123	59,025	64,928	70,830	76,733	82,635	88,538	6	5,903	2,040	26.04	43.40
Assistant Supervisor of Public Works/Certified Pool Operator															
TS10030	0.00%	1/1/2018	12/31/2018	26,400	36,063	45,726	55,389	65,052	74,715	84,378	6	9,663	2,040	12.94	41.36

APPENDIX 3 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER SUPERVISORS															
TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
TS10030	1.00%	1/1/2019	12/31/2019	26,664	36,424	46,183	55,943	65,703	75,462	85,222	6	9,760	2,040	13.07	41.78
TS10030	1.50%	1/1/2020	6/30/2020	27,064	36,970	46,876	56,782	66,688	76,594	86,500	6	9,906	2,040	13.27	42.40
TS10030	1.50%	7/1/2020	12/31/2020	27,470	37,525	47,579	57,634	67,688	77,743	87,798	6	10,055	2,040	13.47	43.04
TS10030	1.50%	1/1/2021	6/30/2021	27,882	38,088	48,293	58,498	68,704	78,909	89,115	6	10,205	2,040	13.67	43.68
TS10030	1.50%	7/1/2021	12/31/2021	54,271	60,301	66,331	72,361	78,391	84,421	90,451	6	6,030	2,040	26.60	44.34
TS10030	1.50%	1/1/2022	6/30/2022	55,085	61,205	67,326	73,446	79,567	85,688	91,808	6	6,121	2,040	27.00	45.00
TS10030	1.50%	7/1/2022	12/31/2022	55,911	62,123	68,336	74,548	80,761	86,973	93,185	6	6,212	2,040	27.41	45.68

APPENDIX 3 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER SUPERVISORS															
TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Assistant Supervisor of Public Works/Parking Meter Collector															
TS10040	0.00%	1/1/2018	12/31/2018	21,120	30,961	40,803	50,645	60,486	70,328	80,170	6	9,842	2,040	10.35	39.30
TS10040	1.00%	1/1/2019	12/31/2019	21,331	31,271	41,211	51,151	61,091	71,031	80,971	6	9,940	2,040	10.46	39.69
TS10040	1.50%	1/1/2020	6/30/2020	21,651	31,740	41,829	51,918	62,008	72,097	82,186	6	10,089	2,040	10.61	40.29
TS10040	1.50%	7/1/2020	12/31/2020	21,976	32,216	42,457	52,697	62,938	73,178	83,419	6	10,241	2,040	10.77	40.89
TS10040	1.50%	1/1/2021	6/30/2021	22,305	32,699	43,094	53,488	63,882	74,276	84,670	6	10,394	2,040	10.93	41.50
TS10040	1.50%	7/1/2021	12/31/2021	51,564	57,293	63,023	68,752	74,481	80,211	85,940	6	5,729	2,040	25.28	42.13
TS10040	1.50%	1/1/2022	6/30/2022	52,337	58,153	63,968	69,783	75,599	81,414	87,229	6	5,815	2,040	25.66	42.76
TS10040	1.50%	7/1/2022	12/31/2022	53,123	59,025	64,928	70,830	76,733	82,635	88,538	6	5,903	2,040	26.04	43.40
Supervisor of the Department of Public Works															
TS10050	0.00%	1/1/2018	12/31/2018	21,120	31,436	41,752	52,068	62,383	72,699	83,015	6	10,316	2,040	10.35	40.69
TS10050	1.00%	1/1/2019	12/31/2019	21,331	31,750	42,169	52,588	63,007	73,426	83,845	6	10,419	2,040	10.46	41.10
TS10050	1.50%	1/1/2020	6/30/2020	24,357	34,939	45,521	56,103	66,685	77,267	87,849	6	10,582	2,040	11.94	43.06
TS10050	1.50%	7/1/2020	12/31/2020	24,723	35,463	46,204	56,945	67,686	78,426	89,167	6	10,741	2,040	12.12	43.71
TS10050	1.50%	1/1/2021	6/30/2021	27,799	38,708	49,617	60,525	71,434	82,343	93,251	6	10,909	2,040	13.63	45.71
TS10050	1.50%	7/1/2021	12/31/2021	56,790	63,100	69,410	75,720	82,030	88,340	94,650	6	6,310	2,040	27.84	46.40
TS10050	1.50%	1/1/2022	6/30/2022	57,642	64,047	70,451	76,856	83,260	89,665	96,070	6	6,405	2,040	28.26	47.09
TS10050	1.50%	7/1/2022	12/31/2022	58,506	65,007	71,508	78,009	84,509	91,010	97,511	6	6,501	2,040	28.68	47.80
Supervisor of the Department of Public Works/Certified Pool Operator															
TS10060	0.00%	1/1/2018	12/31/2018	26,400	36,716	47,032	57,347	67,663	77,979	88,295	6	10,316	2,040	12.94	43.28
TS10060	1.00%	1/1/2019	12/31/2019	26,664	37,083	47,502	57,921	68,340	78,759	89,178	6	10,419	2,040	13.07	43.71
TS10060	1.50%	1/1/2020	6/30/2020	27,064	37,639	48,215	58,790	69,365	79,940	90,515	6	10,575	2,040	13.27	44.37
TS10060	1.50%	7/1/2020	12/31/2020	27,470	38,204	48,938	59,672	70,405	81,139	91,873	6	10,734	2,040	13.47	45.04
TS10060	1.50%	1/1/2021	6/30/2021	27,882	38,777	49,672	60,567	71,462	82,356	93,251	6	10,895	2,040	13.67	45.71
TS10060	1.50%	7/1/2021	12/31/2021	56,790	63,100	69,410	75,720	82,030	88,340	94,650	6	6,310	2,040	27.84	46.40
TS10060	1.50%	1/1/2022	6/30/2022	57,642	64,046	70,451	76,856	83,260	89,665	96,070	6	6,405	2,040	28.26	47.09
TS10060	1.50%	7/1/2022	12/31/2022	58,506	65,007	71,508	78,009	84,509	91,010	97,511	6	6,501	2,040	28.68	47.80
Supervising Mechanic															
TS10070	0.00%	1/1/2018	12/31/2018	21,120	31,436	41,752	52,067	62,383	72,699	83,014	6	10,316	2,040	10.35	40.69

APPENDIX 3 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER SUPERVISORS															
TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
TS10070	1.00%	1/1/2019	12/31/2019	21,331	31,750	42,169	52,588	63,007	73,426	83,844	6	10,419	2,040	10.46	41.10
TS10070	1.50%	1/1/2020	6/30/2020	24,357	34,939	45,521	56,103	66,685	77,267	87,849	6	10,582	2,040	11.94	43.06
TS10070	1.50%	7/1/2020	12/31/2020	24,723	35,463	46,204	56,945	67,685	78,426	89,166	6	10,741	2,040	12.12	43.71
TS10070	1.50%	1/1/2021	6/30/2021	27,799	38,708	49,617	60,525	71,434	82,342	93,251	6	10,909	2,040	13.63	45.71
TS10070	1.50%	7/1/2021	12/31/2021	56,790	63,100	69,409	75,719	82,029	88,339	94,649	6	6,310	2,040	27.84	46.40
TS10070	1.50%	1/1/2022	6/30/2022	57,641	64,046	70,451	76,855	83,260	89,664	96,069	6	6,405	2,040	28.26	47.09
TS10070	1.50%	7/1/2022	12/31/2022	58,506	65,007	71,507	78,008	84,509	91,009	97,510	6	6,501	2,040	28.68	47.80

APPENDIX 3 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER SUPERVISORS															
TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Sewer Repairer Supervisor															
TS10080	0.00%	1/1/2018	12/31/2018	21,120	31,436	41,752	52,067	62,383	72,699	83,014	6	10,316	2,040	10.35	40.69
TS10080	1.00%	1/1/2019	12/31/2019	21,331	31,750	42,169	52,588	63,007	73,426	83,844	6	10,419	2,040	10.46	41.10
TS10080	1.50%	1/1/2020	6/30/2020	24,357	34,939	45,521	56,103	66,685	77,267	87,849	6	10,582	2,040	11.94	43.06
TS10080	1.50%	7/1/2020	12/31/2020	24,723	35,463	46,204	56,945	67,685	78,426	89,166	6	10,741	2,040	12.12	43.71
TS10080	1.50%	1/1/2021	6/30/2021	27,799	38,708	49,617	60,525	71,434	82,342	93,251	6	10,909	2,040	13.63	45.71
TS10080	1.50%	7/1/2021	12/31/2021	56,790	63,100	69,409	75,719	82,029	88,339	94,649	6	6,310	2,040	27.84	46.40
TS10080	1.50%	1/1/2022	6/30/2022	57,641	64,046	70,451	76,855	83,260	89,664	96,069	6	6,405	2,040	28.26	47.09
TS10080	1.50%	7/1/2022	12/31/2022	58,506	65,007	71,507	78,008	84,509	91,009	97,510	6	6,501	2,040	28.68	47.80
Tree Maintenance Supervisor															
TS10090	0.00%	1/1/2018	12/31/2018	21,120	31,436	41,752	52,067	62,383	72,699	83,014	6	10,316	2,040	10.35	40.69
TS10090	1.00%	1/1/2019	12/31/2019	21,331	31,750	42,169	52,588	63,007	73,426	83,844	6	10,419	2,040	10.46	41.10
TS10090	1.50%	1/1/2020	6/30/2020	24,357	34,939	45,521	56,103	66,685	77,267	87,849	6	10,582	2,040	11.94	43.06
TS10090	1.50%	7/1/2020	12/31/2020	24,723	35,463	46,204	56,945	67,685	78,426	89,166	6	10,741	2,040	12.12	43.71
TS10090	1.50%	1/1/2021	6/30/2021	27,799	38,708	49,617	60,525	71,434	82,342	93,251	6	10,909	2,040	13.63	45.71
TS10090	1.50%	7/1/2021	12/31/2021	56,790	63,100	69,409	75,719	82,029	88,339	94,649	6	6,310	2,040	27.84	46.40
TS10090	1.50%	1/1/2022	6/30/2022	57,641	64,046	70,451	76,855	83,260	89,664	96,069	6	6,405	2,040	28.26	47.09
TS10090	1.50%	7/1/2022	12/31/2022	58,506	65,007	71,507	78,008	84,509	91,009	97,510	6	6,501	2,040	28.68	47.80
Longevity Payments between 2% and 10% of pensionable salaries are limited to those employees eligible under a collective bargaining agreement.															

APPENDIX 4 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER COMMUNICATIONS																	
TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	6	7	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Public Safety Telecommunications Operator - Bilingual Hired after 1/31/2014																	
TC10040	0.00%	1/1/2018	12/31/2018	19,008	23,484	27,961	32,437	36,913	41,389	45,866	50,342	54,818	8	4,476	2,080	9.14	26.35
TC10040	1.00%	1/1/2019	12/31/2019	19,198	23,719	28,240	32,761	37,282	41,803	46,324	50,845	55,366	8	4,521	2,080	9.23	26.62
TC10040	1.50%	1/1/2020	6/30/2020	36,539	38,996	41,454	43,911	46,368	48,825	51,282	53,740	56,197	8	2,457	2,080	17.57	27.02
TC10040	1.50%	7/1/2020	12/31/2020	37,087	39,581	42,075	44,569	47,063	49,558	52,052	54,546	57,040	8	2,494	2,080	17.83	27.42
TC10040	1.50%	1/1/2021	6/30/2021	37,644	40,175	42,706	45,238	47,769	50,301	52,832	55,364	57,895	8	2,531	2,080	18.10	27.83
TC10040	1.50%	7/1/2021	12/31/2021	38,208	40,778	43,347	45,917	48,486	51,055	53,625	56,194	58,764	8	2,569	2,080	18.37	28.25
TC10040	1.50%	1/1/2022	6/30/2022	38,781	41,389	43,997	46,605	49,213	51,821	54,429	57,037	59,645	8	2,608	2,080	18.64	28.68
TC10040	1.50%	7/1/2022	12/31/2022	39,363	42,010	44,657	47,304	49,951	52,599	55,246	57,893	60,540	8	2,647	2,080	18.92	29.11
Public Safety Telecommunications Operator																	
TC10050	0.00%	1/1/2018	12/31/2018	21,120	25,595	30,069	34,543	39,018	43,492			47,967	6	4,474	2,080	10.15	23.06
TC10050	1.00%	1/1/2019	12/31/2019	21,331	25,851	30,370	34,889	39,408	43,927			48,446	6	4,519	2,080	10.26	23.29
TC10050	1.50%	1/1/2020	6/30/2020	31,972	34,839	37,706	40,573	43,440	46,306			49,173	6	2,867	2,080	15.37	23.64
TC10050	1.50%	7/1/2020	12/31/2020	32,452	35,362	38,271	41,181	44,091	47,001			49,911	6	2,910	2,080	15.60	24.00
TC10050	1.50%	1/1/2021	6/30/2021	32,939	35,892	38,846	41,799	44,752	47,706			50,659	6	2,953	2,080	15.84	24.36
TC10050	1.50%	7/1/2021	12/31/2021	33,433	36,430	39,428	42,426	45,424	48,422			51,419	6	2,998	2,080	16.07	24.72
TC10050	1.50%	1/1/2022	6/30/2022	33,934	36,977	40,020	43,062	46,105	49,148			52,191	6	3,043	2,080	16.31	25.09
TC10050	1.50%	7/1/2022	12/31/2022	34,443	37,532	40,620	43,708	46,797	49,885			52,973	6	3,088	2,080	16.56	25.47
Public Safety Telecommunications Operator - Trainee																	
TC10060	0.00%	1/1/2018	12/31/2018	21,120	25,595	30,069	34,543	39,018	43,492			47,967	6	4,474	2,080	10.15	23.06
TC10060	1.00%	1/1/2019	12/31/2019	21,331	25,851	30,370	34,889	39,408	43,927			48,446	6	4,519	2,080	10.26	23.29
TC10060	1.50%	1/1/2020	6/30/2020	31,972	34,839	37,706	40,573	43,440	46,306			49,173	6	2,867	2,080	15.37	23.64
TC10060	1.50%	7/1/2020	12/31/2020	32,452	35,362	38,271	41,181	44,091	47,001			49,911	6	2,910	2,080	15.60	24.00
TC10060	1.50%	1/1/2021	6/30/2021	32,939	35,892	38,846	41,799	44,752	47,706			50,659	6	2,953	2,080	15.84	24.36
TC10060	1.50%	7/1/2021	12/31/2021	33,433	36,430	39,428	42,426	45,424	48,422			51,419	6	2,998	2,080	16.07	24.72
TC10060	1.50%	1/1/2022	6/30/2022	33,934	36,977	40,020	43,062	46,105	49,148			52,191	6	3,043	2,080	16.31	25.09
TC10060	1.50%	7/1/2022	12/31/2022	34,443	37,532	40,620	43,708	46,797	49,885			52,973	6	3,088	2,080	16.56	25.47
Public Safety Telecommunications Operator Hired after 1/31/2014																	
TC10070	0.00%	1/1/2018	12/31/2018	21,120	24,476	27,832	31,188	34,543	37,899	41,255	44,611	47,967	8	3,356	2,080	10.15	23.06
TC10070	1.00%	1/1/2019	12/31/2019	21,331	24,721	28,110	31,499	34,889	38,278	41,668	45,057	48,446	8	3,389	2,080	10.26	23.29
TC10070	1.50%	1/1/2020	6/30/2020	31,972	34,122	36,273	38,423	40,573	42,723	44,873	47,023	49,173	8	2,150	2,080	15.37	23.64
TC10070	1.50%	7/1/2020	12/31/2020	32,452	34,634	36,817	38,999	41,181	43,364	45,546	47,728	49,911	8	2,182	2,080	15.60	24.00

APPENDIX 4 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER COMMUNICATIONS																	
TITLE/CODE	%	FROM	TO	MINIMUM	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
TC10070	1.50%	1/1/2021	6/30/2021	32,939	35,154	37,369	39,584	41,799	44,014	46,229	48,444	50,659	8	2,215	2,080	15.84	24.36
TC10070	1.50%	7/1/2021	12/31/2021	33,433	35,681	37,929	40,178	42,426	44,674	46,923	49,171	51,419	8	2,248	2,080	16.07	24.72
TC10070	1.50%	1/1/2022	6/30/2022	33,934	36,216	38,498	40,780	43,062	45,344	47,626	49,909	52,191	8	2,282	2,080	16.31	25.09
TC10070	1.50%	7/1/2022	12/31/2022	34,443	36,760	39,076	41,392	43,708	46,025	48,341	50,657	52,973	8	2,316	2,080	16.56	25.47

APPENDIX 4 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER COMMUNICATIONS																	
TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	6	7	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Public Safety Telecommunications Operator - Trainee Hired after 1/31/2014																	
TC10080	0.00%	1/1/2018	12/31/2018	21,120	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	2,080	#VALUE!	#VALUE!
TC10080	1.00%	1/1/2019	12/31/2019	21,331	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	2,080	#VALUE!	#VALUE!
TC10080	1.50%	1/1/2020	6/30/2020	31,972	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	2,080	#VALUE!	#VALUE!
TC10080	1.50%	7/1/2020	12/31/2020	32,452	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	2,080	#VALUE!	#VALUE!
TC10080	1.50%	1/1/2021	6/30/2021	32,939	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	2,080	#VALUE!	#VALUE!
TC10080	1.50%	7/1/2021	12/31/2021	33,433	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	2,080	#VALUE!	#VALUE!
TC10080	1.50%	1/1/2022	6/30/2022	33,934	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	2,080	#VALUE!	#VALUE!
TC10080	1.50%	7/1/2022	12/31/2022	34,443	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	2,080	#VALUE!	#VALUE!
Senior Public Safety Telecommunications Operator Hired after 1/31/2014																	
TC10100	0.00%	1/1/2018	12/31/2018	21,120	27,017	32,914	38,810	44,707	50,604	56,501	62,398	68,294	8	5,897	2,080	10.15	32.83
TC10100	1.00%	1/1/2019	12/31/2019	21,331	27,287	33,243	39,199	45,154	51,110	57,066	63,022	68,977	8	5,956	2,080	10.26	33.16
TC10100	1.50%	1/1/2020	6/30/2020	45,522	48,583	51,645	54,706	57,767	60,828	63,890	66,951	70,012	8	3,061	2,080	21.89	33.66
TC10100	1.50%	7/1/2020	12/31/2020	46,205	49,312	52,419	55,526	58,634	61,741	64,848	67,955	71,062	8	3,107	2,080	22.21	34.16
TC10100	1.50%	1/1/2021	6/30/2021	46,898	50,052	53,206	56,359	59,513	62,667	65,821	68,974	72,128	8	3,154	2,080	22.55	34.68
TC10100	1.50%	7/1/2021	12/31/2021	47,602	50,803	54,004	57,205	60,406	63,607	66,808	70,009	73,210	8	3,201	2,080	22.89	35.20
TC10100	1.50%	1/1/2022	6/30/2022	48,316	51,565	54,814	58,063	61,312	64,561	67,810	71,059	74,308	8	3,249	2,080	23.23	35.73
TC10100	1.50%	7/1/2022	12/31/2022	49,040	52,338	55,636	58,934	62,232	65,529	68,827	72,125	75,423	8	3,298	2,080	23.58	36.26
Longevity Payments between 2% and 10% of pensionable salaries are limited to those employees eligible under a collective bargaining agreement.																	

APPENDIX 5 - SALARY RANGES - NON UNIFORM TITLES-HOURLY															
TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Engineering Aide Hourly															
SE10010	0.00%	1/1/2018	12/31/2018	4.00						10.00	n/a	-	n/a	4.00	10.00
SE10010	0.00%	1/1/2019	12/31/2019	8.85						10.00	n/a	-	n/a	8.85	10.00
SE10010	0.00%	1/1/2020	12/31/2020	10.30						10.30	n/a	-	n/a	10.30	10.30
SE10010	0.00%	1/1/2021	12/31/2021	11.10						11.10	n/a	-	n/a	11.10	11.10
SE10010	0.00%	1/1/2022	12/31/2022	11.90						11.90	n/a	-	n/a	11.90	11.90
Life Guard Hourly															
SE10020	0.00%	1/1/2018	12/31/2018	7.50						13.00	n/a	-	n/a	7.50	13.00
SE10020	0.00%	1/1/2019	12/31/2019	8.85						13.00	n/a	-	n/a	8.85	13.00
SE10020	0.00%	1/1/2020	12/31/2020	10.30						13.00	n/a	-	n/a	10.30	13.00
SE10020	0.00%	1/1/2021	12/31/2021	11.10						13.00	n/a	-	n/a	11.10	13.00
SE10020	0.00%	1/1/2022	12/31/2022	11.90						13.00	n/a	-	n/a	11.90	13.00
Park Attendant Hourly															
SE10025	0.00%	1/1/2019	12/31/2019	8.85						12.00	n/a	-	n/a	8.85	12.00
SE10025	0.00%	1/1/2020	12/31/2020	10.30						12.00	n/a	-	n/a	10.30	12.00
SE10025	0.00%	1/1/2021	12/31/2021	11.10						12.00	n/a	-	n/a	11.10	12.00
SE10025	0.00%	1/1/2022	12/31/2022	11.90						12.00	n/a	-	n/a	11.90	12.00
Park Caretaker Hourly															
SE10030	0.00%	1/1/2018	12/31/2018	7.50						12.00	n/a	-	n/a	7.50	12.00
SE10030	0.00%	1/1/2019	12/31/2019	8.85						12.00	n/a	-	n/a	8.85	12.00
SE10030	0.00%	1/1/2020	12/31/2020	10.30						12.00	n/a	-	n/a	10.30	12.00
SE10030	0.00%	1/1/2021	12/31/2021	11.10						12.00	n/a	-	n/a	11.10	12.00
SE10030	0.00%	1/1/2022	12/31/2022	11.90						12.00	n/a	-	n/a	11.90	12.00
Recreation Leader Hourly															
SE10045	0.00%	1/1/2018	12/31/2018	8.85						27.48	n/a	-	n/a	8.85	27.48
SE10045	0.00%	1/1/2019	12/31/2019	8.85						27.48	n/a	-	n/a	8.85	27.48
SE10045	0.00%	1/1/2020	12/31/2020	10.30						27.48	n/a	-	n/a	10.30	27.48
SE10045	0.00%	1/1/2021	12/31/2021	11.10						27.48	n/a	-	n/a	11.10	27.48
SE10045	0.00%	1/1/2022	12/31/2022	11.90						27.48	n/a	-	n/a	11.90	27.48
Recreation Supervisor Hourly															
SE10040	0.00%	1/1/2018	12/31/2018	11.50						21.00	n/a	-	n/a	11.50	21.00
SE10040	0.00%	1/1/2019	12/31/2019	11.50						21.00	n/a	-	n/a	11.50	21.00
SE10040	0.00%	1/1/2020	12/31/2020	11.50						21.00	n/a	-	n/a	11.50	21.00
SE10040	0.00%	1/1/2021	12/31/2021	11.50						21.00	n/a	-	n/a	11.50	21.00
SE10040	0.00%	1/1/2022	12/31/2022	11.50						21.00	n/a	-	n/a	11.50	21.00
School Traffic Guard (No Benefits Guard) Hourly															
SE10050	0.00%	1/1/2018	12/31/2018	12.74	18.12					20.87	2	5.38	n/a	12.74	20.87
SE10050	0.00%	1/1/2019	12/31/2019	12.74	18.12					20.87	2	5.38	n/a	12.74	20.87
SE10050	0.00%	1/1/2020	12/31/2020	12.74	18.12					20.87	2	5.38	n/a	12.74	20.87
SE10050	0.00%	1/1/2021	12/31/2021	12.74	18.12					20.87	2	5.38	n/a	12.74	20.87
SE10050	0.00%	1/1/2022	12/31/2022	12.74	18.12					20.87	2	5.38	n/a	12.74	20.87
School Traffic Guard (Benefit Guard) Hourly															
SE10060	0.00%	1/1/2018	12/31/2018	16.05						16.05	0	-	n/a	16.05	16.05
SE10060	0.00%	1/1/2019	12/31/2019	16.05						16.05	0	-	n/a	16.05	16.05
SE10060	0.00%	1/1/2020	12/31/2020	16.05						16.05	0	-	n/a	16.05	16.05
SE10060	0.00%	1/1/2021	12/31/2021	16.05						16.05	0	-	n/a	16.05	16.05
SE10060	0.00%	1/1/2022	12/31/2022	16.05						16.05	0	-	n/a	16.05	16.05

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Assistant Business Administrator															
ST10020	0.00%	1/1/2018	12/31/2018	5,000	5,000	5,000	5,000	5,000	5,000	5,000	0	-	N/A	N/A	N/A
ST10020	0.00%	1/1/2019	12/31/2019	5,000	5,000	5,000	5,000	5,000	5,000	5,000	0	-	N/A	N/A	N/A
ST10020	0.00%	1/1/2020	12/31/2020	5,000	5,000	5,000	5,000	5,000	5,000	5,000	0	-	N/A	N/A	N/A
ST10020	0.00%	1/1/2021	12/31/2021	5,000	5,000	5,000	5,000	5,000	5,000	5,000	0	-	N/A	N/A	N/A
ST10020	0.00%	1/1/2022	12/31/2022	5,000	5,000	5,000	5,000	5,000	5,000	5,000	0	-	N/A	N/A	N/A
Assistant Secretary ABC Board															
ST10030	0.00%	1/1/2018	12/31/2018	700	700	700	700	700	700	700	0	-	N/A	N/A	N/A
ST10030	0.00%	1/1/2019	12/31/2019	700	700	700	700	700	700	700	0	-	N/A	N/A	N/A
ST10030	0.00%	1/1/2020	12/31/2020	700	700	700	700	700	700	700	0	-	N/A	N/A	N/A
ST10030	0.00%	1/1/2021	12/31/2021	700	700	700	700	700	700	700	0	-	N/A	N/A	N/A
ST10030	0.00%	1/1/2022	12/31/2022	700	700	700	700	700	700	700	0	-	N/A	N/A	N/A
Assistant Senior Citizens Program Aide															
ST10040	0.00%	1/1/2018	12/31/2018	5,000	5,000	5,000	5,000	5,000	5,000	5,000	0	-	N/A	N/A	N/A
ST10040	0.00%	1/1/2019	12/31/2019	5,000	5,000	5,000	5,000	5,000	5,000	5,000	0	-	N/A	N/A	N/A
ST10040	0.00%	1/1/2020	12/31/2020	5,000	5,000	5,000	5,000	5,000	5,000	5,000	0	-	N/A	N/A	N/A
ST10040	0.00%	1/1/2021	12/31/2021	5,000	5,000	5,000	5,000	5,000	5,000	5,000	0	-	N/A	N/A	N/A
ST10040	0.00%	1/1/2022	12/31/2022	5,000	5,000	5,000	5,000	5,000	5,000	5,000	0	-	N/A	N/A	N/A
Assistant Supervising Electrician/License															
ST10050	0.00%	1/1/2018	12/31/2018	3,200	3,200	3,200	3,200	3,200	3,200	3,200	0	-	N/A	N/A	N/A
ST10050	0.00%	1/1/2019	12/31/2019	3,200	3,200	3,200	3,200	3,200	3,200	3,200	0	-	N/A	N/A	N/A
ST10050	0.00%	1/1/2020	12/31/2020	3,200	3,200	3,200	3,200	3,200	3,200	3,200	0	-	N/A	N/A	N/A
ST10050	0.00%	1/1/2021	12/31/2021	3,200	3,200	3,200	3,200	3,200	3,200	3,200	0	-	N/A	N/A	N/A
ST10050	0.00%	1/1/2022	12/31/2022	3,200	3,200	3,200	3,200	3,200	3,200	3,200	0	-	N/A	N/A	N/A
CAD System Operator															
ST10060	0.00%	1/1/2018	12/31/2018	5,000	5,000	5,000	5,000	5,000	5,000	5,000	0	-	N/A	N/A	N/A
ST10060	0.00%	1/1/2019	12/31/2019	5,000	5,000	5,000	5,000	5,000	5,000	5,000	0	-	N/A	N/A	N/A
ST10060	0.00%	1/1/2020	12/31/2020	5,000	5,000	5,000	5,000	5,000	5,000	5,000	0	-	N/A	N/A	N/A

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
ST10060	0.00%	1/1/2021	12/31/2021	5,000	5,000	5,000	5,000	5,000	5,000	5,000	0	-	N/A	N/A	N/A
ST10060	0.00%	1/1/2022	12/31/2022	5,000	5,000	5,000	5,000	5,000	5,000	5,000	0	-	N/A	N/A	N/A
Certified Pool Operator													N/A	N/A	N/A
ST10070	0.00%	1/1/2018	12/31/2018	5,000	5,000	5,000	5,000	5,000	5,000	5,000	0	-	N/A	N/A	N/A
ST10070	0.00%	1/1/2019	12/31/2019	5,000	5,000	5,000	5,000	5,000	5,000	5,000	0	-	N/A	N/A	N/A
ST10070	0.00%	1/1/2020	12/31/2020	5,000	5,000	5,000	5,000	5,000	5,000	5,000	0	-	N/A	N/A	N/A
ST10070	0.00%	1/1/2021	12/31/2021	5,000	5,000	5,000	5,000	5,000	5,000	5,000	0	-	N/A	N/A	N/A
ST10070	0.00%	1/1/2022	12/31/2022	5,000	5,000	5,000	5,000	5,000	5,000	5,000	0	-	N/A	N/A	N/A

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Clean Communities Coordinator															
ST10080	0.00%	1/1/2018	12/31/2018	2,000	2,000	2,000	2,000	2,000	2,000	2,000	0	-	N/A	N/A	N/A
ST10080	0.00%	1/1/2019	12/31/2019	2,000	2,000	2,000	2,000	2,000	2,000	2,000	0	-	N/A	N/A	N/A
ST10080	0.00%	1/1/2020	12/31/2020	2,000	2,000	2,000	2,000	2,000	2,000	2,000	0	-	N/A	N/A	N/A
ST10080	0.00%	1/1/2021	12/31/2021	2,000	2,000	2,000	2,000	2,000	2,000	2,000	0	-	N/A	N/A	N/A
ST10080	0.00%	1/1/2022	12/31/2022	2,000	2,000	2,000	2,000	2,000	2,000	2,000	0	-	N/A	N/A	N/A
COAH Coordinator															
ST10090	0.00%	1/1/2018	12/31/2018	2,500	2,500	2,500	2,500	2,500	2,500	2,500	0	-	N/A	N/A	N/A
ST10090	0.00%	1/1/2019	12/31/2019	2,500	2,500	2,500	2,500	2,500	2,500	2,500	0	-	N/A	N/A	N/A
ST10090	0.00%	1/1/2020	12/31/2020	2,500	2,500	2,500	2,500	2,500	2,500	2,500	0	-	N/A	N/A	N/A
ST10090	0.00%	1/1/2021	12/31/2021	2,500	2,500	2,500	2,500	2,500	2,500	2,500	0	-	N/A	N/A	N/A
ST10090	0.00%	1/1/2022	12/31/2022	2,500	2,500	2,500	2,500	2,500	2,500	2,500	0	-	N/A	N/A	N/A
Commuter Shuttle Grant															N/A
ST10100	0.00%	1/1/2018	12/31/2018	2,000	2,000	2,000	2,000	2,000	2,000	2,000	0	-	N/A	N/A	N/A
ST10100	0.00%	1/1/2019	12/31/2019	2,000	2,000	2,000	2,000	2,000	2,000	2,000	0	-	N/A	N/A	N/A
ST10100	0.00%	1/1/2020	12/31/2020	2,000	2,000	2,000	2,000	2,000	2,000	2,000	0	-	N/A	N/A	N/A
ST10100	0.00%	1/1/2021	12/31/2021	2,000	2,000	2,000	2,000	2,000	2,000	2,000	0	-	N/A	N/A	N/A
ST10100	0.00%	1/1/2022	12/31/2022	2,000	2,000	2,000	2,000	2,000	2,000	2,000	0	-	N/A	N/A	N/A
Fire Official															
ST10120	0.00%	1/1/2018	12/31/2018	7,500	7,500	7,500	7,500	7,500	7,500	7,500	0	-	N/A	N/A	N/A
ST10120	0.00%	1/1/2019	12/31/2019	7,500	7,500	7,500	7,500	7,500	7,500	7,500	0	-	N/A	N/A	N/A
ST10120	0.00%	1/1/2020	12/31/2020	7,500	7,500	7,500	7,500	7,500	7,500	7,500	0	-	N/A	N/A	N/A
ST10120	0.00%	1/1/2021	12/31/2021	7,500	7,500	7,500	7,500	7,500	7,500	7,500	0	-	N/A	N/A	N/A
ST10120	0.00%	1/1/2022	12/31/2022	7,500	7,500	7,500	7,500	7,500	7,500	7,500	0	-	N/A	N/A	N/A
Forester													N/A	N/A	N/A
ST10130	0.00%	1/1/2018	12/31/2018	10,000	10,000	10,000	10,000	10,000	10,000	10,000	0	-	N/A	N/A	N/A
ST10130	0.00%	1/1/2019	12/31/2019	10,000	10,000	10,000	10,000	10,000	10,000	10,000	0	-	N/A	N/A	N/A

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	%	FROM	TO	MINIMUM	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
ST10130	0.00%	1/1/2020	12/31/2020	10,000	10,000	10,000	10,000	10,000	10,000	10,000	0	-	N/A	N/A	N/A
ST10130	0.00%	1/1/2021	12/31/2021	10,000	10,000	10,000	10,000	10,000	10,000	10,000	0	-	N/A	N/A	N/A
ST10130	0.00%	1/1/2022	12/31/2022	10,000	10,000	10,000	10,000	10,000	10,000	10,000	0	-	N/A	N/A	N/A

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Health Officer (Interlocal Contract)															
ST10140	0.00%	1/1/2018	12/31/2018	9,712	9,712	9,712	9,712	9,712	9,712	9,712	0	-	N/A	N/A	N/A
ST10140	0.00%	1/1/2019	12/31/2019	9,712	9,712	9,712	9,712	9,712	9,712	9,712	0	-	N/A	N/A	N/A
ST10140	0.00%	1/1/2020	12/31/2020	9,712	9,712	9,712	9,712	9,712	9,712	9,712	0	-	N/A	N/A	N/A
ST10140	0.00%	1/1/2021	12/31/2021	9,712	9,712	9,712	9,712	9,712	9,712	9,712	0	-	N/A	N/A	N/A
ST10140	0.00%	1/1/2022	12/31/2022	9,712	9,712	9,712	9,712	9,712	9,712	9,712	0	-	N/A	N/A	N/A
Judge Additional Session															
n/a	0.00%	1/1/2017	12/31/2022	400	400	400	400	400	400	400	0	-	N/A	N/A	N/A
Municipal Alliance Coordinator															
ST10160	0.00%	1/1/2018	12/31/2018	6,875	6,875	6,875	6,875	6,875	6,875	6,875	0	-	N/A	N/A	N/A
ST10160	0.00%	1/1/2019	12/31/2019	6,875	6,875	6,875	6,875	6,875	6,875	6,875	0	-	N/A	N/A	N/A
ST10160	0.00%	1/1/2020	12/31/2020	6,875	6,875	6,875	6,875	6,875	6,875	6,875	0	-	N/A	N/A	N/A
ST10160	0.00%	1/1/2021	12/31/2021	6,875	6,875	6,875	6,875	6,875	6,875	6,875	0	-	N/A	N/A	N/A
ST10160	0.00%	1/1/2022	12/31/2022	6,875	6,875	6,875	6,875	6,875	6,875	6,875	0	-	N/A	N/A	N/A
Municipal Emergency Management Coordinator															
ST10170	0.00%	1/1/2018	12/31/2018	4,500	4,500	4,500	4,500	4,500	4,500	4,500	0	-	N/A	N/A	N/A
ST10170	0.00%	1/1/2019	12/31/2019	4,500	4,500	4,500	4,500	4,500	4,500	4,500	0	-	N/A	N/A	N/A
ST10170	0.00%	1/1/2020	12/31/2020	4,500	4,500	4,500	4,500	4,500	4,500	4,500	0	-	N/A	N/A	N/A
ST10170	0.00%	1/1/2021	12/31/2021	4,500	4,500	4,500	4,500	4,500	4,500	4,500	0	-	N/A	N/A	N/A
ST10170	0.00%	1/1/2022	12/31/2022	4,500	4,500	4,500	4,500	4,500	4,500	4,500	0	-	N/A	N/A	N/A
OPRA Coordinator															
ST10180	0.00%	1/1/2018	12/31/2018	1,000	1,000	1,000	1,000	1,000	1,000	1,000	0	-	N/A	N/A	N/A
ST10180	0.00%	1/1/2019	12/31/2019	1,000	1,000	1,000	1,000	1,000	1,000	1,000	0	-	N/A	N/A	N/A
ST10180	0.00%	1/1/2020	12/31/2020	1,000	1,000	1,000	1,000	1,000	1,000	1,000	0	-	N/A	N/A	N/A
ST10180	0.00%	1/1/2021	12/31/2021	1,000	1,000	1,000	1,000	1,000	1,000	1,000	0	-	N/A	N/A	N/A
ST10180	0.00%	1/1/2022	12/31/2022	1,000	1,000	1,000	1,000	1,000	1,000	1,000	0	-	N/A	N/A	N/A
Parking Meter Collector															

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
ST10190	0.00%	1/1/2018	12/31/2018	2,000	2,000	2,000	2,000	2,000	2,000	2,000	0	-	N/A	N/A	N/A
ST10190	0.00%	1/1/2019	12/31/2019	2,000	2,000	2,000	2,000	2,000	2,000	2,000	0	-	N/A	N/A	N/A
ST10190	0.00%	1/1/2020	12/31/2020	2,000	2,000	2,000	2,000	2,000	2,000	2,000	0	-	N/A	N/A	N/A
ST10190	0.00%	1/1/2021	12/31/2021	2,000	2,000	2,000	2,000	2,000	2,000	2,000	0	-	N/A	N/A	N/A
ST10190	0.00%	1/1/2022	12/31/2022	2,000	2,000	2,000	2,000	2,000	2,000	2,000	0	-	N/A	N/A	N/A

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Planning Board Attorney															
ST10200	0.00%	1/1/2018	12/31/2018	3,500	3,500	3,500	3,500	3,500	3,500	3,500	0	-	N/A	N/A	N/A
ST10200	0.00%	1/1/2019	12/31/2019	3,500	3,500	3,500	3,500	3,500	3,500	3,500	0	-	N/A	N/A	N/A
ST10200	0.00%	1/1/2020	12/31/2020	4,000	4,000	4,000	4,000	4,000	4,000	4,000	0	-	N/A	N/A	N/A
ST10200	0.00%	1/1/2021	12/31/2021	4,000	4,000	4,000	4,000	4,000	4,000	4,000	0	-	N/A	N/A	N/A
ST10200	0.00%	1/1/2022	12/31/2022	4,000	4,000	4,000	4,000	4,000	4,000	4,000	0	-	N/A	N/A	N/A
Pool Manager Annual															
ST10210	0.00%	1/1/2018	12/31/2018	8,500	8,500	8,500	8,500	8,500	8,500	8,500	0	-	N/A	N/A	N/A
ST10210	0.00%	1/1/2019	12/31/2019	8,500	8,500	8,500	8,500	8,500	8,500	8,500	0	-	N/A	N/A	N/A
ST10210	0.00%	1/1/2020	12/31/2020	8,500	8,500	8,500	8,500	8,500	8,500	8,500	0	-	N/A	N/A	N/A
ST10210	0.00%	1/1/2021	12/31/2021	8,500	8,500	8,500	8,500	8,500	8,500	8,500	0	-	N/A	N/A	N/A
ST10210	0.00%	1/1/2022	12/31/2022	8,500	8,500	8,500	8,500	8,500	8,500	8,500	0	-	N/A	N/A	N/A
Public Advocate															
ST10220	0.00%	1/1/2018	12/31/2018	3,500	3,500	3,500	3,500	3,500	3,500	3,500	0	-	N/A	N/A	N/A
ST10220	0.00%	1/1/2019	12/31/2019	3,500	3,500	3,500	3,500	3,500	3,500	3,500	0	-	N/A	N/A	N/A
ST10220	0.00%	1/1/2020	12/31/2020	4,000	4,000	4,000	4,000	4,000	4,000	4,000	0	-	N/A	N/A	N/A
ST10220	0.00%	1/1/2021	12/31/2021	4,000	4,000	4,000	4,000	4,000	4,000	4,000	0	-	N/A	N/A	N/A
ST10220	0.00%	1/1/2022	12/31/2022	4,000	4,000	4,000	4,000	4,000	4,000	4,000	0	-	N/A	N/A	N/A
Public Works Inspector															
ST10240	0.00%	1/1/2018	12/31/2018	10,000	10,000	10,000	10,000	10,000	10,000	10,000	0	-	N/A	N/A	N/A
ST10240	0.00%	1/1/2019	12/31/2019	10,000	10,000	10,000	10,000	10,000	10,000	10,000	0	-	N/A	N/A	N/A
ST10240	0.00%	1/1/2020	12/31/2020	10,000	10,000	10,000	10,000	10,000	10,000	10,000	0	-	N/A	N/A	N/A
ST10240	0.00%	1/1/2021	12/31/2021	10,000	10,000	10,000	10,000	10,000	10,000	10,000	0	-	N/A	N/A	N/A
ST10240	0.00%	1/1/2022	12/31/2022	10,000	10,000	10,000	10,000	10,000	10,000	10,000	0	-	N/A	N/A	N/A
Pumping Station Operator															
ST10250	0.00%	1/1/2018	12/31/2018	6,000	6,000	6,000	6,000	6,000	6,000	6,000	0	-	N/A	N/A	N/A
ST10250	0.00%	1/1/2019	12/31/2019	6,000	6,000	6,000	6,000	6,000	6,000	6,000	0	-	N/A	N/A	N/A
ST10250	0.00%	1/1/2020	12/31/2020	6,000	6,000	6,000	6,000	6,000	6,000	6,000	0	-	N/A	N/A	N/A

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
ST10250	0.00%	1/1/2021	12/31/2021	6,000	6,000	6,000	6,000	6,000	6,000	6,000	0	-	N/A	N/A	N/A
ST10250	0.00%	1/1/2022	12/31/2022	6,000	6,000	6,000	6,000	6,000	6,000	6,000	0	-	N/A	N/A	N/A
Recycling Center Manager															
ST10260	0.00%	1/1/2018	12/31/2018	5,000	5,000	5,000	5,000	5,000	5,000	5,000	0	-	N/A	N/A	N/A
ST10260	0.00%	1/1/2019	12/31/2019	5,000	5,000	5,000	5,000	5,000	5,000	5,000	0	-	N/A	N/A	N/A
ST10260	0.00%	1/1/2020	12/31/2020	5,000	5,000	5,000	5,000	5,000	5,000	5,000	0	-	N/A	N/A	N/A
ST10260	0.00%	1/1/2021	12/31/2021	5,000	5,000	5,000	5,000	5,000	5,000	5,000	0	-	N/A	N/A	N/A
ST10260	0.00%	1/1/2022	12/31/2022	5,000	5,000	5,000	5,000	5,000	5,000	5,000	0	-	N/A	N/A	N/A

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Rent Leveling Board Attorney															
ST10270	0.00%	1/1/2018	12/31/2018	2,000	2,000	2,000	2,000	2,000	2,000	2,000	0	-	N/A	N/A	N/A
ST10270	0.00%	1/1/2019	12/31/2019	2,000	2,000	2,000	2,000	2,000	2,000	2,000	0	-	N/A	N/A	N/A
ST10270	0.00%	1/1/2020	12/31/2020	2,000	2,000	2,000	2,000	2,000	2,000	2,000	0	-	N/A	N/A	N/A
ST10270	0.00%	1/1/2021	12/31/2021	2,000	2,000	2,000	2,000	2,000	2,000	2,000	0	-	N/A	N/A	N/A
ST10270	0.00%	1/1/2022	12/31/2022	2,000	2,000	2,000	2,000	2,000	2,000	2,000	0	-	N/A	N/A	N/A
Right to Know Coordinator															
ST10280	0.00%	1/1/2018	12/31/2018	4,850	4,850	4,850	4,850	4,850	4,850	4,850	0	-	N/A	N/A	N/A
ST10280	0.00%	1/1/2019	12/31/2019	4,850	4,850	4,850	4,850	4,850	4,850	4,850	0	-	N/A	N/A	N/A
ST10280	0.00%	1/1/2020	12/31/2020	4,850	4,850	4,850	4,850	4,850	4,850	4,850	0	-	N/A	N/A	N/A
ST10280	0.00%	1/1/2021	12/31/2021	4,850	4,850	4,850	4,850	4,850	4,850	4,850	0	-	N/A	N/A	N/A
ST10280	0.00%	1/1/2022	12/31/2022	4,850	4,850	4,850	4,850	4,850	4,850	4,850	0	-	N/A	N/A	N/A
Secretary, Insurance Fund Commissioner															
ST10290	0.00%	1/1/2018	12/31/2018	2,400	2,400	2,400	2,400	2,400	2,400	2,400	0	-	N/A	N/A	N/A
ST10290	0.00%	1/1/2019	12/31/2019	2,400	2,400	2,400	2,400	2,400	2,400	2,400	0	-	N/A	N/A	N/A
ST10290	0.00%	1/1/2020	12/31/2020	2,400	2,400	2,400	2,400	2,400	2,400	2,400	0	-	N/A	N/A	N/A
ST10290	0.00%	1/1/2021	12/31/2021	2,400	2,400	2,400	2,400	2,400	2,400	2,400	0	-	N/A	N/A	N/A
ST10290	0.00%	1/1/2022	12/31/2022	2,400	2,400	2,400	2,400	2,400	2,400	2,400	0	-	N/A	N/A	N/A
Senior Citizens Program Aide															
ST10300	0.00%	1/1/2018	12/31/2018	7,500	7,500	7,500	7,500	7,500	7,500	7,500	0	-	N/A	N/A	N/A
ST10300	0.00%	1/1/2019	12/31/2019	7,500	7,500	7,500	7,500	7,500	7,500	7,500	0	-	N/A	N/A	N/A
ST10300	0.00%	1/1/2020	12/31/2020	7,500	7,500	7,500	7,500	7,500	7,500	7,500	0	-	N/A	N/A	N/A
ST10300	0.00%	1/1/2021	12/31/2021	7,500	7,500	7,500	7,500	7,500	7,500	7,500	0	-	N/A	N/A	N/A
ST10300	0.00%	1/1/2022	12/31/2022	7,500	7,500	7,500	7,500	7,500	7,500	7,500	0	-	N/A	N/A	N/A
Swim Instructor Coordinator															
ST10310	0.00%	1/1/2018	12/31/2018	1,000	1,000	1,000	1,000	1,000	1,000	1,000	0	-	N/A	N/A	N/A
ST10310	0.00%	1/1/2019	12/31/2019	1,000	1,000	1,000	1,000	1,000	1,000	1,000	0	-	N/A	N/A	N/A

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	%	FROM	TO	MINIMUM	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
ST10310	0.00%	1/1/2020	12/31/2020	1,000	1,000	1,000	1,000	1,000	1,000	1,000	0	-	N/A	N/A	N/A
ST10310	0.00%	1/1/2021	12/31/2021	1,000	1,000	1,000	1,000	1,000	1,000	1,000	0	-	N/A	N/A	N/A
ST10310	0.00%	1/1/2022	12/31/2022	1,000	1,000	1,000	1,000	1,000	1,000	1,000	0	-	N/A	N/A	N/A

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME															
TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Swim Team Coach															
ST10320	0.00%	1/1/2018	12/31/2018	800	800	800	800	800	800	800	0	-	N/A	N/A	N/A
ST10320	0.00%	1/1/2019	12/31/2019	800	800	800	800	800	800	800	0	-	N/A	N/A	N/A
ST10320	0.00%	1/1/2020	12/31/2020	800	800	800	800	800	800	800	0	-	N/A	N/A	N/A
ST10320	0.00%	1/1/2021	12/31/2021	800	800	800	800	800	800	800	0	-	N/A	N/A	N/A
ST10320	0.00%	1/1/2022	12/31/2022	800	800	800	800	800	800	800	0	-	N/A	N/A	N/A
Tax Collector & Tax Search Officer															
ST10330	0.00%	1/1/2018	12/31/2018	2,500	2,500	2,500	2,500	2,500	2,500	2,500	0	-	N/A	N/A	N/A
ST10330	0.00%	1/1/2019	12/31/2019	2,500	2,500	2,500	2,500	2,500	2,500	2,500	0	-	N/A	N/A	N/A
ST10330	0.00%	1/1/2020	12/31/2020	2,500	2,500	2,500	2,500	2,500	2,500	2,500	0	-	N/A	N/A	N/A
ST10330	0.00%	1/1/2021	12/31/2021	2,500	2,500	2,500	2,500	2,500	2,500	2,500	0	-	N/A	N/A	N/A
ST10330	0.00%	1/1/2022	12/31/2022	2,500	2,500	2,500	2,500	2,500	2,500	2,500	0	-	N/A	N/A	N/A
Zoning Board Attorney															
ST10340	0.00%	1/1/2018	12/31/2018	3,500	3,500	3,500	3,500	3,500	3,500	3,500	0	-	N/A	N/A	N/A
ST10340	0.00%	1/1/2019	12/31/2019	3,500	3,500	3,500	3,500	3,500	3,500	3,500	0	-	N/A	N/A	N/A
ST10340	0.00%	1/1/2020	12/31/2020	4,000	4,000	4,000	4,000	4,000	4,000	4,000	0	-	N/A	N/A	N/A
ST10340	0.00%	1/1/2021	12/31/2021	4,000	4,000	4,000	4,000	4,000	4,000	4,000	0	-	N/A	N/A	N/A
ST10340	0.00%	1/1/2022	12/31/2022	4,000	4,000	4,000	4,000	4,000	4,000	4,000	0	-	N/A	N/A	N/A

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME																	
TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5			MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Fire Deputy Chief																	
FS10010	0.00%	1/1/2018	12/31/2018	115,807								130,408	1	14,601	2,184	53.03	59.71
FS10010	0.00%	1/1/2019	12/31/2019	115,807								130,408	1	14,601	2,184	53.03	59.71
FS10010	1.50%	1/1/2020	6/30/2020	117,545								132,365	1	14,820	2,184	53.82	60.61
FS10010	1.50%	7/1/2020	12/31/2020	119,308								134,350	1	15,042	2,184	54.63	61.52
FS10010	1.50%	1/1/2021	6/30/2021	121,097								136,365	1	15,268	2,184	55.45	62.44
FS10010	1.50%	7/1/2021	12/31/2021	122,914								138,411	1	15,497	2,184	56.28	63.37
FS10010	3.00%	1/1/2022	12/31/2022	126,601								142,563	1	15,962	2,184	57.97	65.28
Fire Deputy Chief with EMT																	
FS10020E	0.00%	1/1/2018	12/31/2018	118,807								133,408	1	14,601	2,184	54.40	61.08
FS10020E	0.00%	1/1/2019	12/31/2019	119,807								134,408	1	14,601	2,184	54.86	61.54
FS10020E	1.50%	1/1/2020	6/30/2020	121,545								136,365	1	14,820	2,184	55.65	62.44
FS10020E	1.50%	7/1/2020	12/31/2020	123,308								138,350	1	15,042	2,184	56.46	63.35
FS10020E	1.50%	1/1/2021	6/30/2021	125,347								140,615	1	15,268	2,184	57.39	64.38
FS10020E	1.50%	7/1/2021	12/31/2021	127,164								142,661	1	15,497	2,184	58.23	65.32
FS10020E	3.00%	1/1/2022	12/31/2022	131,101								147,063	1	15,962	2,184	60.03	67.34
Fire Deputy Chief with EMT and Fire Official																	
FS10023E	0.00%	1/1/2018	12/31/2018	126,307								140,908	1	14,601	2,184	57.83	64.52
FS10023E	0.00%	1/1/2019	12/31/2019	127,307								141,908	1	14,601	2,184	58.29	64.98
FS10023E	1.50%	1/1/2020	6/30/2020	129,045								143,865	1	14,820	2,184	59.09	65.87
FS10023E	1.50%	7/1/2020	12/31/2020	130,808								145,850	1	15,042	2,184	59.89	66.78
FS10023E	1.50%	1/1/2021	6/30/2021	132,847								148,115	1	15,268	2,184	60.83	67.82
FS10023E	1.50%	7/1/2021	12/31/2021	134,664								150,161	1	15,497	2,184	61.66	68.75
FS10023E	3.00%	1/1/2022	12/31/2022	138,601								154,563	1	15,962	2,184	63.46	70.77

Fire Deputy Chief with EMT and OEM Coordinator																
FS10027E	0.00%	1/1/2018	12/31/2018	123,307							137,908	1	14,601	2,184	56.46	63.14
FS10027E	0.00%	1/1/2019	12/31/2019	124,307							138,908	1	14,601	2,184	56.92	63.60
FS10027E	1.50%	1/1/2020	6/30/2020	126,045							140,865	1	14,820	2,184	57.71	64.50
FS10027E	1.50%	7/1/2020	12/31/2020	127,808							142,850	1	15,042	2,184	58.52	65.41
FS10027E	1.50%	1/1/2021	6/30/2021	129,847							145,115	1	15,268	2,184	59.45	66.44
FS10027E	1.50%	7/1/2021	12/31/2021	131,664							147,161	1	15,497	2,184	60.29	67.38
FS10027E	3.00%	1/1/2022	12/31/2022	135,601							151,563	1	15,962	2,184	62.09	69.40
Fire Captain																
FS10030	0.00%	1/1/2018	12/31/2018	98,689							107,777	1	9,088	2,184	45.19	49.35
FS10030	0.00%	1/1/2019	12/31/2019	98,689							107,777	1	9,088	2,184	45.19	49.35
FS10030	1.50%	1/1/2020	6/30/2020	100,169							109,394	1	9,225	2,184	45.86	50.09
FS10030	1.50%	7/1/2020	12/31/2020	101,672							111,035	1	9,363	2,184	46.55	50.84
FS10030	1.50%	1/1/2021	6/30/2021	103,197							112,701	1	9,504	2,184	47.25	51.60
FS10030	1.50%	7/1/2021	12/31/2021	104,745							114,392	1	9,647	2,184	47.96	52.38
FS10030	3.00%	1/1/2022	12/31/2022	107,887							117,824	1	9,937	2,184	49.40	53.95
Fire Captain with EMT																
FS10040E	0.00%	1/1/2018	12/31/2018	101,689							110,777	1	9,088	2,184	46.56	50.72
FS10040E	0.00%	1/1/2019	12/31/2019	102,689							111,777	1	9,088	2,184	47.02	51.18
FS10040E	1.50%	1/1/2020	6/30/2020	104,169							113,394	1	9,225	2,184	47.70	51.92
FS10040E	1.50%	7/1/2020	12/31/2020	105,672							115,035	1	9,363	2,184	48.38	52.67
FS10040E	1.50%	1/1/2021	6/30/2021	107,447							116,951	1	9,504	2,184	49.20	53.55
FS10040E	1.50%	7/1/2021	12/31/2021	108,995							118,642	1	9,647	2,184	49.91	54.32
FS10040E	3.00%	1/1/2022	12/31/2022	112,387							122,324	1	9,937	2,184	51.46	56.01
Fire Captain with EMT and Fire Official																
FS10050E	0.00%	1/1/2018	12/31/2018	109,189							118,277	1	9,088	2,184	50.00	54.16
FS10050E	0.00%	1/1/2019	12/31/2019	110,189							119,277	1	9,088	2,184	50.45	54.61
FS10050E	1.50%	1/1/2020	6/30/2020	111,669							120,894	1	9,225	2,184	51.13	55.35
FS10050E	1.50%	7/1/2020	12/31/2020	113,172							122,535	1	9,363	2,184	51.82	56.11
FS10050E	1.50%	1/1/2021	6/30/2021	114,947							124,450	1	9,503	2,184	52.63	56.98
FS10050E	1.50%	7/1/2021	12/31/2021	116,495							126,141	1	9,646	2,184	53.34	57.76
FS10050E	3.00%	1/1/2022	12/31/2022	119,887							129,823	1	9,935	2,184	54.89	59.44
Longevity Payments between 2% and 10% of pensionable salaries are limited to those employees eligible under a collective bargaining agreement.																
Holiday Pay at 7%																

Retirement Health Benefit	Pay of	10.5% of	Pensionable	Base Pay will be paid only to	new Uniformed Firefighters	hired after the	the date of signing of the	FMBA Superior 2018-2022	Amended MOA.
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APPENDIX 8 - SALARY RANGES - UNIFORM TITLES - FIREFIGHTERS															
TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Firefighter															
FF10010	0.00%	1/1/2018	12/31/2018	43,557	48,444	53,331	58,218	63,105	67,992	87,075	6	4,887	2,184	19.94	39.87
FF10010	0.00%	1/1/2019	12/31/2019	43,557	48,444	53,331	58,218	63,105	67,992	87,075	6	4,887	2,184	19.94	39.87
FF10010	1.50%	1/1/2020	6/30/2020	44,210	49,170	54,130	59,090	64,050	69,010	88,381	6	4,960	2,184	20.24	40.47
FF10010	1.50%	7/1/2020	12/31/2020	44,874	49,908	54,942	59,976	65,010	70,044	89,707	6	5,034	2,184	20.55	41.07
FF10010	1.50%	1/1/2021	6/30/2021	45,547	50,657	55,767	60,877	65,987	71,097	91,053	6	5,110	2,184	20.85	41.69
FF10010	1.50%	7/1/2021	12/31/2021	46,230	51,417	56,604	61,791	66,978	72,165	92,419	6	5,187	2,184	21.17	42.32
FF10010	3.00%	1/1/2022	12/31/2022	47,617	52,960	58,303	63,646	68,989	74,332	95,192	6	5,343	2,184	21.80	43.59
Firefighter with EMT															
FF10020E	0.00%	1/1/2018	12/31/2018	46,557	51,444	56,331	61,218	66,105	70,992	90,075	6	4,887	2,184	21.32	41.24
FF10020E	0.00%	1/1/2019	12/31/2019	47,557	52,444	57,331	62,218	67,105	71,992	91,075	6	4,887	2,184	21.78	41.70
FF10020E	1.50%	1/1/2020	6/30/2020	48,210	53,170	58,130	63,090	68,050	73,010	92,381	6	4,960	2,184	22.07	42.30
FF10020E	1.50%	7/1/2020	12/31/2020	48,874	53,908	58,942	63,976	69,010	74,044	93,707	6	5,034	2,184	22.38	42.91
FF10020E	1.50%	1/1/2021	6/30/2021	49,797	54,907	60,017	65,127	70,237	75,347	95,303	6	5,110	2,184	22.80	43.64
FF10020E	1.50%	7/1/2021	12/31/2021	50,480	55,667	60,854	66,041	71,228	76,415	96,669	6	5,187	2,184	23.11	44.26
FF10020E	3.00%	1/1/2022	12/31/2022	52,117	57,460	62,803	68,146	73,489	78,832	99,692	6	5,343	2,184	23.86	45.65
Longevity Payments between 2% and 10% of pensionable salaries are limited to those employees eligible under a collective bargaining agreement.															
Holiday Pay at 7%															
Retirement Health Benefit Pay of 10.5% of Pensionable Base Pay will be paid only to new Uniformed Firefighters hired after the the date of signing of the FMBA 2018-2022 MOA.															

APPENDIX 9 - SALARY RANGES - UNIFORM TITLES - POLICE SUPERIORS																	
TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	6	7	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX
Police Captain																	
PS10020	0.00%	1/1/2018	12/31/2018	#REF!								#REF!	#REF!	#REF!	2,080	#REF!	#REF!
PS10020	0.00%	1/1/2019	12/31/2019	#REF!								#REF!	#REF!	#REF!	2,080	#REF!	#REF!
PS10020	1.50%	1/1/2020	6/30/2020	#REF!								#REF!	#REF!	#REF!	2,080	#REF!	#REF!
PS10020	1.50%	7/1/2020	12/31/2020	#REF!								#REF!	#REF!	#REF!	2,080	#REF!	#REF!
PS10020	1.50%	1/1/2021	6/30/2021	#REF!								#REF!	#REF!	#REF!	2,080	#REF!	#REF!
PS10020	1.50%	7/1/2021	12/31/2021	#REF!								#REF!	#REF!	#REF!	2,080	#REF!	#REF!
PS10020	3.00%	1/1/2022	12/31/2022	#REF!								#REF!	#REF!	#REF!	2,080	#REF!	#REF!
Police Lieutenant																	
PS10030	0.00%	1/1/2018	12/31/2018	#REF!								#REF!	#REF!	#REF!	2,080	#REF!	#REF!
PS10030	0.00%	1/1/2019	12/31/2019	#REF!								#REF!	#REF!	#REF!	2,080	#REF!	#REF!
PS10030	1.50%	1/1/2020	6/30/2020	#REF!								#REF!	#REF!	#REF!	2,080	#REF!	#REF!
PS10030	1.50%	7/1/2020	12/31/2020	#REF!								#REF!	#REF!	#REF!	2,080	#REF!	#REF!
PS10030	1.50%	1/1/2021	6/30/2021	#REF!								#REF!	#REF!	#REF!	2,080	#REF!	#REF!
PS10030	1.50%	7/1/2021	12/31/2021	#REF!								#REF!	#REF!	#REF!	2,080	#REF!	#REF!
PS10030	3.00%	1/1/2022	12/31/2022	#REF!								#REF!	#REF!	#REF!	2,080	#REF!	#REF!
Police Sergeant																	
PS10040	0.00%	1/1/2018	12/31/2018	#REF!								#REF!	#REF!	#REF!	2,080	#REF!	#REF!
PS10040	0.00%	1/1/2019	12/31/2019	#REF!								#REF!	#REF!	#REF!	2,080	#REF!	#REF!
PS10040	1.50%	1/1/2020	6/30/2020	#REF!								#REF!	#REF!	#REF!	2,080	#REF!	#REF!
PS10040	1.50%	7/1/2020	12/31/2020	#REF!								#REF!	#REF!	#REF!	2,080	#REF!	#REF!
PS10040	1.50%	1/1/2021	6/30/2021	#REF!								#REF!	#REF!	#REF!	2,080	#REF!	#REF!
PS10040	1.50%	7/1/2021	12/31/2021	#REF!								#REF!	#REF!	#REF!	2,080	#REF!	#REF!
PS10040	3.00%	1/1/2022	12/31/2022	#REF!								#REF!	#REF!	#REF!	2,080	#REF!	#REF!
Longevity Payments between 2% and 10% of pensionable salaries are limited to those employees eligible under a collective bargaining agreement.																	
Stpoends as defined or assigned																	
		FROM	TO	Administrative Detective		Line Detective		Police Stipend		Captain Stipend		Holiday Pay		Ret HB Pay			
		1/1/2018	12/31/2018		500		1,500		1,250		-		7%		0.0%		
		1/1/2019	12/31/2019		500		1,500		2,250		-		7%		0.0%		
		1/1/2020	12/31/2020		500		1,500		3,000		-		7%		0.0%		
		1/1/2021	12/31/2021		750		1,750		3,500		1,750		7%		10.5%		

		1/1/2022	12/31/2022		1,000			2,000		4,500		2,000		7%	10.5%		
Retirement Health Benefit Pay of 10.5% of Pensionable Base Pay will be paid only to new Uniformed Police hired after the the date of signing of the PBA 2018-2022 CBA.																	

APPENDIX 10 - SALARY RANGES - UNIFORM TITLES - POLICE																		
TITLE/CODE	%	FROM	TO	MINIMUM	1	2	3	4	5	6	7	MAXIMUM	STEPS	INCREMENT	HRS/WEEK	HRLY MIN	HRLY MAX	
Police Officer																		
PO10010	0.00%	1/1/2018	12/31/2018	55,076	61,134	67,191	73,249	79,306	85,364			91,421	6	6,058	2,080	26.48	43.95	
PO10010	0.00%	1/1/2019	12/31/2019	55,076	61,134	67,191	73,249	79,306	85,364			91,421	6	6,058	2,080	26.48	43.95	
PO10010	1.50%	1/1/2020	6/30/2020	55,902	62,051	68,199	74,347	80,496	86,644			92,792	6	6,148	2,080	26.88	44.61	
PO10010	1.50%	7/1/2020	12/31/2020	56,741	62,981	69,222	75,462	81,703	87,944			94,184	6	6,241	2,080	27.28	45.28	
PO10010	1.50%	1/1/2021	6/30/2021	57,592	63,926	70,260	76,594	82,929	89,263			95,597	6	6,334	2,080	27.69	45.96	
PO10010	1.50%	7/1/2021	12/31/2021	58,456	64,885	71,314	77,743	84,172	90,602			97,031	6	6,429	2,080	28.10	46.65	
PO10010	3.00%	1/1/2022	12/31/2022	60,209	66,831	73,454	80,076	86,698	93,320			99,942	6	6,622	2,080	28.95	48.05	
Police Officer Hired after 2/28/2014																		
PO10020	0.00%	1/1/2018	12/31/2018	55,076	59,619	64,162	68,705	73,249	77,792	82,335	86,878	91,421	8	4,543	2,080	26.48	43.95	
PO10020	0.00%	1/1/2019	12/31/2019	55,076	59,619	64,162	68,705	73,249	77,792	82,335	86,878	91,421	8	4,543	2,080	26.48	43.95	
PO10020	1.50%	1/1/2020	6/30/2020	55,902	60,513	65,125	69,736	74,347	78,958	83,570	88,181	92,792	8	4,611	2,080	26.88	44.61	
PO10020	1.50%	7/1/2020	12/31/2020	56,741	61,421	66,102	70,782	75,462	80,143	84,823	89,504	94,184	8	4,680	2,080	27.28	45.28	
PO10020	1.50%	1/1/2021	6/30/2021	57,592	62,342	67,093	71,844	76,594	81,345	86,096	90,846	95,597	8	4,751	2,080	27.69	45.96	
PO10020	1.50%	7/1/2021	12/31/2021	58,456	63,278	68,099	72,921	77,743	82,565	87,387	92,209	97,031	8	4,822	2,080	28.10	46.65	
PO10020	3.00%	1/1/2022	12/31/2022	60,209	65,176	70,142	75,109	80,076	85,042	90,009	94,975	99,942	8	4,967	2,080	28.95	48.05	
Police Officer Training Step																		
PO10030	0.00%	1/1/2018	12/31/2018	44,806								44,806	0	0	2,080	21.54	21.54	
PO10030	0.00%	1/1/2019	12/31/2019	44,806								44,806	0	0	2,080	21.54	21.54	
PO10030	1.50%	1/1/2020	6/30/2020	45,478								45,478	0	0	2,080	21.86	21.86	
PO10030	1.50%	7/1/2020	12/31/2020	46,160								46,160	0	0	2,080	22.19	22.19	
PO10030	1.50%	1/1/2021	6/30/2021	46,853								46,853	0	0	2,080	22.53	22.53	
PO10030	1.50%	7/1/2021	12/31/2021	47,555								47,555	0	0	2,080	22.86	22.86	
PO10030	3.00%	1/1/2022	12/31/2022	48,982								48,982	0	0	2,080	23.55	23.55	
Longevity Payments between 2% and 10% of pensionable salaries are limited to those employees eligible under a collective bargaining agreement.																		
Stpends as defined or assigned																		
		FROM	TO	Administrative Detective			Line Detective			Police Stipend		Captain Stipend		Holiday Pay		Ret HB Pay		
		1/1/2018	12/31/2018	500			1,500			1,250		-		7%		0.0%		
		1/1/2019	12/31/2019	500			1,500			2,250		-		7%		0.0%		
		1/1/2020	12/31/2020	500			1,500			3,000		-		7%		0.0%		
		1/1/2021	12/31/2021	750			1,750			3,500		1,750		7%		10.5%		
		1/1/2022	12/31/2022	1,000			2,000			4,500		2,000		7%		10.5%		
Retirement Health Benefit Pay of 10.5% of Pensionable Base Pay will be paid only to new Uniformed Police hired after the date of signing of the PBA 2018-2022 CBA.																		

#BEE

The following list limits the employees, former employees and surviving spouses that are eligible for fully paid family health benefits and Medicare 8 reimbursement upon retirement from the Township with 25 years of State of New Jersey Pension credits except to the extent it conflicts with a Collective Bargaining Agreement.

0 0 0
12/31/1999

Employee ID	Date of Birth	Employee ID	Date of Birth
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Title	Code	?	Classification	
ACCOUNT CLERK	1		N	1
ACCOUNT CLERK TYPING	5301	BILINGUAL IN SPANISH AND ENGLISH	N	2
ACCOUNT CLERK TYPING	7905	MULTI SPANISH PORTUGUESE AND ENGLISH	N	3
ACCOUNT CLERK/CASHIER	7009		N	4
ACCOUNT CLERK/CLERK 2	6164		C	5
ACCOUNT CLERK/LIBRARY ASSISTANT	7872		N	6
ACCOUNTANT	4		C	7
ACCOUNTING ASSISTANT	50451		C	8
ACCOUNTING PROCEDURES ANALYST	6		C	9
ADMINISTRATIVE ANALYST	10		C	10
ADMINISTRATIVE ANALYST	4631	BILINGUAL IN SPANISH AND ENGLISH	C	11
ADMINISTRATIVE ANALYST 3	50075G	INFORMATION SYSTEMS	C	12
ADMINISTRATIVE ASSISTANT 3	59903		C	13
ADMINISTRATIVE CLERK	20		C	14
ADMINISTRATIVE CLERK	5326	BILINGUAL IN SPANISH AND ENGLISH	C	15
ADMINISTRATIVE CLERK/DEPUTY REGISTRAR OF VITAL STATISTICS	7910		C	16
ADMINISTRATIVE CLERK/REGISTRAR OF VITAL STATISTICS	6040		C	17
ADMINISTRATIVE DIRECTOR OF NURSING	4650		C	18
ADMINISTRATIVE SECRETARY	112		C	19
ADMINISTRATIVE SECRETARY	4750	BILINGUAL IN SPANISH AND ENGLISH	C	20
ADMINISTRATIVE SECRETARY/OFFICE SERVICES MANAGER	6195		C	21
ADMINISTRATIVE SUPERVISOR OF FAMILY SERVICES	5574		C	22
ADMINISTRATIVE SUPERVISOR OF INCOME MAINTENANCE	211		C	23
ADMINISTRATIVE SUPERVISOR OF NURSES	212		C	24
ADMINISTRATIVE SUPERVISOR OF SOCIAL WORK	213		C	25
ADMINISTRATIVE SUPPORT SPECIALIST	7643		C	26

ADMINISTRATOR CULTURAL AND HERITAGE AFFAIRS	5211	C	27
ADMINISTRATOR JUVENILE REHABILITATION FACILITY	219	C	28
ADMINISTRATOR NEWARK STATE OPERATED SCHOOL DISTRICT	7846	U	29
ADMINISTRATOR PSYCHIATRIC SOCIAL SERVICES	547	C	30
ADMINISTRATOR RAPE VICTIMIZATION & PREVENTION PROGRAM	7803	C	31
ADMISSIONS AND RECORDS OFFICER	00226@	C	32
ADMITTING OFFICER	10249	C	33
ADULT DAY CARE CENTER SUPERVISOR	4955	C	34
ADULT DAY CARE CENTER WORKER	4956	C	35
ADVANCED PRACTICE NURSE	51200	N	36
ADVANCED PRACTICE NURSE GERONTOLOGY	6569	N	37
ADVANCED PRACTICE NURSE OBSTETRICS AND GYNECOLOGY	5672	N	38
ADVANCED PRACTICE NURSE PEDIATRICS	6241	N	39
ADVOCATE TRAINEE VICTIM WITNESS PROGRAM	9007	N	40
ADVOCATE TRAINEE VICTIM WITNESS PROGRAM	9008	BILINGUAL IN SPANISH AND ENGLISH N	41
ADVOCATE VICTIM WITNESS PROGRAM	7003	C	42
ADVOCATE VICTIM WITNESS PROGRAM	9006	BILINGUAL IN SPANISH AND ENGLISH C	43
AFFIRMATIVE ACTION OFFICER	00233@	C	44
AFFIRMATIVE ACTION SPECIALIST	5278	C	45
AGRICULTURAL AGENT	00234@	U	46
AGRICULTURAL RESOURCE SPECIALIST 1	3067	C	47
AGRICULTURAL RESOURCE SPECIALIST 2	3066	C	48
AGRICULTURAL RESOURCE SPECIALIST 3	3065	C	49
AIDE PENAL INSTITUTION	4472	N	50
AIDE TO BOARD OF COUNTY COMMISSIONERS	5906	U	51
AIDE TO COUNCILPERSON	00236@	U	52
AIDE TO COUNTY COMMISSIONER	4771	U	53
AIDE TO THE MAYOR	00238@	U	54
AIR POLLUTION INSPECTOR	00239@	C	55
AIRPORT ATTENDANT	00241@	N	56

AIRPORT MAINTENANCE SUPERVISOR	5328	C	57
AIRPORT MANAGER	7874	C	58
AIRPORT OPERATIONS SAFETY OFFICER	5072	C	59
ALTERNATE MEMBER ZONING BOARD OF ADJUSTMENT	00252@	U	60
ANALYST CITY CLERK	00257@	C	61
ANALYST GRANT APPLICATIONS	259	C	62
ANALYST GRANT APPLICATIONS/PROGRAM MONITOR	7061	C	63
ANALYST TRAINEE	8056	N	64
ANIMAL ATTENDANT	00263@	N	65
ANIMAL CONTROL OFFICER	00264@	C	66
ANIMAL HEALTH TECHNICIAN	5341	C	67
ANIMAL HEALTH TECHNICIAN/SUPERVISING ANIMAL KEEPER	70352	C	68
ANIMAL KEEPER	266	C	69
ANIMAL KEEPER ZOO INSTRUCTIONAL PROGRAM	00269@	C	70
APPRENTICE ELECTRICIAN	272	N	71
AQUARIST	5907	C	72
ARCHITECT	00276@	C	73
ARCHITECTURAL ASSISTANT	5630	N	74
ARCHIVE SPECIALIST PHOTOGRAPHIC RECORDS	00279@	C	75
ARCHIVES TECHNICIAN	74242	C	76
ARCHIVIST	00280@	C	77
ART THERAPIST	4856	C	78
ARTS DIRECTOR	7998	U	79
ASSESSING AIDE	00293@	C	80
ASSESSOR TRAINEE	300	N	81
ASSIGNMENT CLERK	00301@	C	82
ASSISTANT ADMINISTRATIVE ANALYST	00302@	C	83
ASSISTANT ADMINISTRATIVE SUPERVISOR OF FAMILY SERVICES	7802	C	84
ASSISTANT ADMINISTRATIVE SUPERVISOR OF INCOME MAINTENANCE	303	C	85
ASSISTANT ADMINISTRATIVE SUPERVISOR OF SOCIAL WORK	00304@	C	86
ASSISTANT ADMINISTRATOR CULTURAL AND HERITAGE AFFAIRS	5539	C	87
ASSISTANT ADMITTING OFFICER	00307@	N	88
ASSISTANT AIRPORT MANAGER	310	C	89
ASSISTANT ANIMAL CONTROL OFFICER	00312@	C	90

ASSISTANT ASSESSOR	00317@	C	91
ASSISTANT ASSIGNMENT CLERK	319	C	92
ASSISTANT BUDGET EXAMINER	00326@	N	93
ASSISTANT BUDGET OFFICER	327	C	94
ASSISTANT BUILDING SUPERINTENDENT	336	C	95
ASSISTANT BUSINESS ADMINISTRATOR	338	C	96
ASSISTANT BUSINESS ADMINISTRATOR/ASSISTANT PLANNER	7044	C	97
ASSISTANT BUYER	340	C	98
ASSISTANT CHEMIST	5031	C	99
ASSISTANT CHIEF ACCOUNTANT	345	C	100
ASSISTANT CHIEF CLERK	354	C	101
ASSISTANT CHIEF HOUSING INSPECTOR	387	C	102
ASSISTANT CHIEF INSPECTOR MOSQUITO EXTERMINATION	4625	C	103
ASSISTANT CHIEF INVESTIGATOR COUNTY WELFARE AGENCY	393	C	104
ASSISTANT CHIEF INVESTIGATOR SECURED FACILITIES	32649	C	105
ASSISTANT CHIEF MECHANIC VOTING MACHINES	397	C	106
ASSISTANT CHIEF MUNICIPAL COURT ADMINISTRATOR	7793	C	107
ASSISTANT CHIEF OF ADMINISTRATIVE SERVICES	6035	C	108
ASSISTANT CHIEF PHARMACIST	409	C	109
ASSISTANT CHIEF PUMPING STATION OPERATOR	412	C	110
ASSISTANT CHIEF RECREATION THERAPIST	5166	C	111
ASSISTANT CHIEF REGISTERED ENVIRONMENTAL HEALTH SPECIALIST, PUBLIC HEALTH	415	C	112
ASSISTANT CHIEF SEWAGE PLANT OPERATOR	5279	C	113
ASSISTANT CHIEF STATIONARY ENGINEER	422	C	114
ASSISTANT COMMUNICATIONS TECHNICIAN	5495	C	115
ASSISTANT COMPTROLLER	433	C	116
ASSISTANT CONSTRUCTION OFFICIAL	5728	C	117
ASSISTANT COOK	434	N	118
ASSISTANT COORDINATOR OF SCHOOL TRANSPORTATION SERVICES	437	C	119
ASSISTANT COORDINATOR OF VOLUNTEERS	438	C	120
ASSISTANT CORPORATION COUNSEL	439	U	121

ASSISTANT COUNTY ADJUSTER	440	C	122
ASSISTANT COUNTY COUNSEL	442	U	123
ASSISTANT COUNTY ENGINEER	443	C	124
ASSISTANT COUNTY PARK SUPERINTENDENT	444	C	125
ASSISTANT COUNTY SUPERINTENDENT OF BRIDGES	5776	U	126
ASSISTANT COUNTY SUPERVISOR OF ROADS	6308	U	127
ASSISTANT COUNTY TAX ADMINISTRATOR	5021	C	128
ASSISTANT COUNTY TREASURER	447	C	129
ASSISTANT COURT ADMINISTRATOR	448	C	130
ASSISTANT CUSTODIAN VOTING MACHINES	451	C	131
ASSISTANT DATA PROCESSING COORDINATOR	4902	C	132
ASSISTANT DIRECTOR COMMUNITY DEVELOPMENT PROGRAM	5329	C	133
ASSISTANT DIRECTOR DRUG ABUSE PROGRAM	470	C	134
ASSISTANT DIRECTOR INTOXICATED DRIVER RESOURCE CENTER	6126	C	135
ASSISTANT DIRECTOR OF CONSUMER PROTECTION	4752	C	136
ASSISTANT DIRECTOR OF CUSTODIAL SERVICES	00477@	C	137
ASSISTANT DIRECTOR OF ECONOMIC AND INDUSTRIAL DEVELOPMENT	481	C	138
ASSISTANT DIRECTOR OF FINANCE	482	C	139
ASSISTANT DIRECTOR OF FOOD SERVICES	484	C	140
ASSISTANT DIRECTOR OF INFORMATION TECHNOLOGY	00478@	C	141
ASSISTANT DIRECTOR OF LICENSES	7153	C	142
ASSISTANT DIRECTOR OF MAINTENANCE SERVICES	00488@	C	143
ASSISTANT DIRECTOR OF NEIGHBORHOOD PRESERVATION PROGRAM	7373	C	144
ASSISTANT DIRECTOR OF NURSING	493	C	145
ASSISTANT DIRECTOR OF PERSONAL HEALTH SERVICES	5477	C	146
ASSISTANT DIRECTOR OF PUBLIC HEALTH NURSING SERVICE	495	C	147
ASSISTANT DIRECTOR OF PUBLIC WORKS	7150	C	148
ASSISTANT DIRECTOR OF REDEVELOPMENT	499	C	149
ASSISTANT DIRECTOR OF SECURITY	6272	C	150
ASSISTANT DIRECTOR OF SOCIAL REHABILITATION SERVICES	502	C	151

ASSISTANT DIRECTOR OF SOLID WASTE MANAGEMENT	7749	C	152
ASSISTANT DIRECTOR PARKS AND RECREATION	4653	C	153
ASSISTANT DIRECTOR PROPERTY IMPROVEMENT	511	C	154
ASSISTANT DIRECTOR TRAILSIDE NATURE AND SCIENCE CENTER	4688	C	155
ASSISTANT DISTRICT RECYCLING COORDINATOR	7412	C	156
ASSISTANT ENGINEER	518	C	157
ASSISTANT ENGINEER BRIDGES	5195	C	158
ASSISTANT ENGINEER CIVIL	519	C	159
ASSISTANT ENGINEER ELECTRIC UTILITY	520	C	160
ASSISTANT ENGINEER ENVIRONMENTAL	7519	C	161
ASSISTANT ENGINEER TRAFFIC	11282	C	162
ASSISTANT ENVIRONMENTAL HEALTH COORDINATOR	4465	C	163
ASSISTANT EXECUTIVE DIRECTOR HOUSING AUTHORITY	523	U	164
ASSISTANT EXECUTIVE DIRECTOR OFFICE ON AGING	529	C	165
ASSISTANT FIRE MARSHALL	6174	U	166
ASSISTANT FISCAL OFFICER	536	C	167
ASSISTANT FOOD SERVICE MANAGER	6458	C	168
ASSISTANT GENERAL SUPERVISOR BRIDGE REPAIR	6591	C	169
ASSISTANT GENERAL SUPERVISOR WATER	6660	C	170
ASSISTANT GOLF SUPERINTENDENT	553	C	171
ASSISTANT GREENSKEEPER	4858	N	172
ASSISTANT HEAD COOK	00558@	C	173
ASSISTANT HEAD NURSE	00562@	C	174
ASSISTANT HEALTH EDUCATOR	4393	C	175
ASSISTANT HEALTH OFFICER	563	N	176
ASSISTANT HOSPITAL ADMINISTRATOR	569	C	177
ASSISTANT HOSPITAL MAINTENANCE SUPERVISOR	4719	C	178
ASSISTANT HOSPITAL UTILIZATION REVIEW COORDINATOR	573	C	179
ASSISTANT HOUSING MANAGER	575	C	180
ASSISTANT LIBRARY DIRECTOR	586	C	181
ASSISTANT MAINTENANCE SUPERINTENDENT	603	C	182
ASSISTANT MAINTENANCE SUPERVISOR	604	C	183
ASSISTANT MANAGER ANIMAL CONTROL FACILITY	817	C	184

ASSISTANT EXECUTIVE DIRECTOR HOUSING AUTHORITY

ASSISTANT MANAGER GOLF FACILITIES	4689	C
ASSISTANT MANAGER RIDING STABLES	4690	C
ASSISTANT MATERIAL MANAGEMENT COORDINATOR	6366	C
ASSISTANT MEDICAL DIRECTOR	612	U
ASSISTANT MEDICAL EXAMINER	615	U
ASSISTANT MENTAL HEALTH ADMINISTRATOR	7296	C
ASSISTANT MUNICIPAL ADMINISTRATOR TOWNSHIP/VILLAGE	7923	U
ASSISTANT MUNICIPAL ATTORNEY	7028	U
ASSISTANT MUNICIPAL ATTORNEY/MUNICIPAL PROSECUTOR	7029	U
ASSISTANT MUNICIPAL CLERK	617	C
ASSISTANT MUNICIPAL COURT DIRECTOR	7785	C
ASSISTANT MUNICIPAL ENGINEER	623	C
ASSISTANT MUNICIPAL ENGINEER/ASSISTANT PUBLIC WORKS SUPERINTENDENT	9053	C
ASSISTANT MUNICIPAL MANAGER	624	C
ASSISTANT MUNICIPAL PARKS SUPERINTENDENT	6776	C
ASSISTANT MUNICIPAL PROSECUTOR	5302	U
ASSISTANT MUNICIPAL RECYCLING COORDINATOR	7624	C
ASSISTANT MUNICIPAL TAX COLLECTOR	00627@	C
ASSISTANT MUNICIPAL TAX COLLECTOR/ASSISTANT MUNICIPAL TREASURER	5038	C
ASSISTANT MUNICIPAL TREASURER	00628@	C
ASSISTANT NURSING HOME ADMINISTRATOR	633	C
ASSISTANT NUTRITION PROGRAM COORDINATOR WOMENS INFANTS AND CHILDRENS PROGRAM	7326	C
ASSISTANT PAYROLL SUPERVISOR	639	C
ASSISTANT PENSION FUND SUPERVISOR	640	C
ASSISTANT PERSONNEL DIRECTOR	641	C
ASSISTANT PERSONNEL OFFICER	4831	C
ASSISTANT PERSONNEL TECHNICIAN	642	N
ASSISTANT PLANNER	16489	C
ASSISTANT PLANNING DIRECTOR	647	C
ASSISTANT PROGRAM ANALYST	654	C

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ASSISTANT MUNICIPAL ADMINISTRATOR TOWNSHIP/VILLAGE

ASSISTANT

ASSISTANT PROGRAM COORDINATOR AGING/DISABILITIES	4822	C	215
ASSISTANT PROGRAM COORDINATOR NON EMERGENCY TRANSPORTATION	659	C	216
ASSISTANT PROSECUTOR	664	U	217
ASSISTANT PUBLIC DEFENDER	6244	U	218
ASSISTANT PUBLIC HEALTH COORDINATOR	666	C	219
ASSISTANT PUBLIC HEALTH NURSE SUPERVISOR	667	C	220
ASSISTANT PUBLIC INFORMATION MANAGER	6074	U	221
ASSISTANT PUBLIC INFORMATION OFFICER	668	C	222
ASSISTANT PUBLIC WORKS INSPECTOR	6012	C	223
ASSISTANT PUBLIC WORKS SUPERINTENDENT	671	C	224
ASSISTANT PURCHASING AGENT	673	C	225
ASSISTANT RECREATION SUPERVISOR	00682@	C	226
ASSISTANT RECREATION SUPERVISOR HANDICAPPED PROGRAM	6954	C	227
ASSISTANT SECRETARY BOARD OF EDUCATION	7648	U	228
ASSISTANT SECRETARY BOARD/COMMISSION	7445	C	229
ASSISTANT SEWAGE PLANT OPERATOR	5523	N	230
ASSISTANT SEWAGE PLANT OPERATOR/ASSISTANT WATER TREATMENT PLANT OPERATOR	5814	N	231
ASSISTANT SEWAGE PLANT SUPERINTENDENT	699	C	232
ASSISTANT SEWER SUPERINTENDENT	702	C	233
ASSISTANT SEWER SUPERINTENDENT/ASST WATER SUPINTENDENT	5915	C	234
ASSISTANT SLUDGE PLANT OPERATOR AND REPAIRER	4743	N	235
ASSISTANT SOCIAL CASE WORK SUPERVISOR	706	C	236
ASSISTANT STOREKEEPER	709	C	237
ASSISTANT SUPERINTENDENT JUVENILE DETENTION FACILITY	5069	C	238
ASSISTANT SUPERINTENDENT MOSQUITO EXTERMINATION	724	C	239
ASSISTANT SUPERINTENDENT OF ELECTRIC GENERATION	725	C	240
ASSISTANT SUPERINTENDENT OF PUBLIC BUILDINGS MARKETS AND DOCKS	7732	C	241
ASSISTANT SUPERINTENDENT OF RECREATION	733	C	242
ASSISTANT SUPERINTENDENT OF WATER DISTRIBUTION	736	C	243
ASSISTANT SUPERINTENDENT OF WEIGHTS AND MEASURES	445	C	244

ASSISTANT PUBLIC INFORMATION MANAGER

ASSISTANT SUPERINTENDENT OF WEIGHTS AND MEASURES BILINGUAL IN SPANISH AND ENGLISH	9063	C	245
ASSISTANT SUPERVISING BRIDGE REPAIRER	6593	C	246
ASSISTANT SUPERVISING CARPENTER	6601	C	247
ASSISTANT SUPERVISING ELECTRICIAN	6608	C	248
ASSISTANT SUPERVISING GREENSKEEPER	6730	C	249
ASSISTANT SUPERVISING HEATING AND AIR CONDITIONING MECHANIC	7103	C	250
ASSISTANT SUPERVISING HEAVY EQUIPMENT OPERATOR	6686	C	251
ASSISTANT SUPERVISING MAINTENANCE REPAIRER	7337	C	252
ASSISTANT SUPERVISING MAINTENANCE REPAIRER LOW PRESSURE LICENSE	7347	C	253
ASSISTANT SUPERVISING MECHANIC	6728	C	254
ASSISTANT SUPERVISING OMNIBUS OPERATOR	5580	C	255
ASSISTANT SUPERVISING PLUMBER	7609	C	256
ASSISTANT SUPERVISOR BUILDING SERVICE	6467	C	257
ASSISTANT SUPERVISOR CRIMINAL INFORMATION UNIT	45054	C	258
ASSISTANT SUPERVISOR FOOD SERVICE	6459	C	259
ASSISTANT SUPERVISOR MOSQUITO EXTERMINATION	6440	C	260
ASSISTANT SUPERVISOR OF ACCOUNTS	755	C	261
ASSISTANT SUPERVISOR OF BILLING AND COLLECTING	4825	C	262
ASSISTANT SUPERVISOR OF CUSTOMER SERVICE	764	C	263
ASSISTANT SUPERVISOR OF GARAGE SERVICES	6609	C	264
ASSISTANT SUPERVISOR OF MOTOR POOL	7417	C	265
ASSISTANT SUPERVISOR OF MOTORS	768	C	266
ASSISTANT SUPERVISOR OF NURSES	769	C	267
ASSISTANT SUPERVISOR OF PATIENT ACCOUNTS	771	C	268
ASSISTANT SUPERVISOR OF RECREATION	3552	C	269
ASSISTANT SUPERVISOR OF SENIOR CITIZENS ACTIVITIES	777	C	270
ASSISTANT SUPERVISOR OF VETERANS INTERMENT	783	N	271
ASSISTANT SUPERVISOR OF WATER DISTRIBUTION	787	C	272
ASSISTANT SUPERVISOR OF WATER METER READING	788	C	273
ASSISTANT SUPERVISOR PUBLIC WORKS	6651	C	274

ASSISTANT SUPERVISOR RECREATION MAINTENANCE	6763	C	275
ASSISTANT SUPERVISOR RECYCLING OPERATIONS	7722	C	276
ASSISTANT SUPERVISOR SANITATION	6447	C	277
ASSISTANT SUPERVISOR TRADES	6785	C	278
ASSISTANT SUPERVISOR TRAFFIC MAINTENANCE	6817	C	279
ASSISTANT SUPERVISOR WATER METER REPAIR	6843	C	280
ASSISTANT TO COUNCIL MEMBER	7357	C	281
ASSISTANT TRAFFIC ENGINEER	795	C	282
ASSISTANT TRAINING SUPERVISOR COUNTY WELFARE AGENCY	801	C	283
ASSISTANT TREE SUPERINTENDENT	803	C	284
ASSISTANT VETERANS SERVICE OFFICER	805	N	285
ASSISTANT VIOLATIONS CLERK	806	C	286
ASSISTANT VIOLATIONS CLERK TYPING	4462	C	287
ASSISTANT WAREHOUSE SUPERVISOR	4459	C	288
ASSISTANT WATER AND SEWER UTILITIES SUPERINTENDENT	811	C	289
ASSISTANT WATER SUPERINTENDENT	816	C	290
ASSISTANT WATER TREATMENT PLANT OPERATOR	5479	N	291
ASSISTANT WATER TREATMENT PLANT SUPERINTENDENT	4829	C	292
ASSISTANT YOUTH OPPORTUNITY COORDINATOR	821	C	293
ASSISTANT ZONING OFFICER	00822@	C	294
ASSISTANT ZONING OFFICER/TECHNICAL ASSISTANT TO THE CONSTRUCTION OFFICIAL	6451	C	295
ATTENDANCE COUNSELOR	829	N	296
ATTENDANCE COUNSELOR	830	BILINGUAL IN SPANISH AND N ENGLISH	297
ATTORNEY	5269	U	298
ATTORNEY/DIRECTOR DEPARTMENT OF LAW	6896	U	299
AUDIO VISUAL AIDS CLERK	844	C	300
AUDIO VISUAL SPECIALIST	4985	C	301
AUDIO VISUAL SUPERVISOR	843	C	302
AUDITOR	846	C	303
AUDITOR ACCOUNTANT TRAINEE	8057	N	304
AUTOMOTIVE SERVICE WRITER	6388	C	305

AUXILIARY OPERATOR	850	C	306
BATTALION FIRE CHIEF	00856@	C	307
BEACH MAINTENANCE SUPERINTENDENT/CHIEF LIFEGUARD	7299	C	308
BEACH SUPERVISOR	863	C	309
BEACH SUPERVISOR/MAINTENANCE REPAIRER	7438	C	310
BINDING SPECIALIST 1	888	C	311
BINDING SPECIALIST 2	03202@	C	312
BINDING SPECIALIST 3	6476	C	313
BIOLOGIST MOSQUITO EXTERMINATION	869	C	314
BIOLOGIST TRAINEE	1750	N	315
BOARDWALK SUPERINTENDENT	00876@	C	316
BODY AND FENDER MECHANIC	5133	C	317
BODY AND FENDER MECHANIC/MECHANIC	5352	C	318
BOILER OPERATOR	880	C	319
BOILER OPERATOR/MAINTENANCE REPAIRER	7483	C	320
BOILER ROOM MECHANIC	883	C	321
BOILER ROOM SPECIALIST	884	C	322
BOROUGH CLERK	00896@	U	323
BOROUGH TREASURER	897	U	324
BRIDGE ATTENDANT	902	C	325
BRIDGE CONSTRUCTION INSPECTOR/ROAD INSPECTOR	5292	C	326
BRIDGE CONSTRUCTION WORKER	908	C	327
BRIDGE INSPECTOR	3083	C	328
BRIDGE OPERATOR	40350	N	329
BRIDGE OPERATOR TRAINEE	40349	N	330
BRIDGE OPERATOR/PUBLIC WORKS REPAIRER	8008	C	331
BRIDGE REPAIRER	913	N	332
BUDGET EXAMINER	918	C	333
BUDGET OFFICER	919	C	334
BUILDING INSPECTOR	924	C	335
BUILDING INSPECTOR APPRENTICE	6269	N	336
BUILDING INSPECTOR/CODE ENFORCEMENT OFFICER	5768	C	337
BUILDING INSPECTOR/CODE ENFORCEMENT OFFICER/ELECTRICAL SUBCODE OFFICIAL	7857	C	338
BUILDING INSPECTOR/FIRE PROTECTION INSPECTOR	5582	C	339
BUILDING INSPECTOR/FIRE PROTECTION SUBCODE OFFICIAL	5753	C	340

BUILDING INSPECTOR/HOUSING INSPECTOR	7662	C	341
BUILDING INSPECTOR/MECHANICAL INSPECTOR	7968	C	342
BUILDING INSPECTOR/PLUMBING INSPECTOR	922	C	343
BUILDING INSPECTOR/PLUMBING SUBCODE OFFICIAL	7068	C	344
BUILDING INSPECTOR/ZONING OFFICER	926	C	345
BUILDING MAINTENANCE INSPECTOR	928	C	346
BUILDING MAINTENANCE WORKER	929	N	347
BUILDING MAINTENANCE WORKER LOW PRESSURE LICENSE	933	N	348
BUILDING MAINTENANCE WORKER/MAINTENANCE REPAIRER	6756	N	349
BUILDING MAINTENANCE WORKER/MAINTENANCE WORKER 1 GROUNDS	6825	N	350
BUILDING MAINTENANCE WORKER/MESSENGER	5350	N	351
BUILDING MAINTENANCE WORKER/SECURITY GUARD	6552	N	352
BUILDING MANAGEMENT SERVICES SPECIALIST 1	52572	C	353
BUILDING SERVICE WORKER	938	N	354
BUILDING SERVICE WORKER/MAINTENANCE WORKER 1 GROUNDS	6830	N	355
BUILDING SUBCODE OFFICIAL	5048	C	356
BUILDING SUBCODE OFFICIAL/CODE ENFORCEMENT OFFICER	6287	C	357
BUILDING SUBCODE OFFICIAL/CODE ENFORCEMENT OFFICER/ ZONING OFFICER	7834	C	358
BUILDING SUBCODE OFFICIAL/ELECTRICAL SUBCODE OFFICIAL	7973	C	359
BUILDING SUBCODE OFFICIAL/FIRE PROTECTION SUBCODE OFFICIAL	6630	C	360
BUILDING SUBCODE OFFICIAL/PLUMBING SUBCODE OFFICIAL	7771	C	361
BUILDING SUBCODE OFFICIAL/ZONING OFFICER	5798	C	362
BUILDING SUPERINTENDENT	940	C	363
BUS ATTENDANT	946	N	364
BUSINESS ADMINISTRATOR	951	C	365
BUSINESS ADMINISTRATOR	6310	U	366
BUSINESS MANAGER	952	C	367
BUSINESS MANAGER UFD	7839	C	368

BUYER	960	C	369
CABINET MAKER	961	C	370
CAFETERIA MANAGER	962	C	371
CAMP DIRECTOR	6869	C	372
CAMPUS POLICE OFFICER	32271	C	373
CANTEEN CLERK	964	C	374
CAPTAIN OF COUNTY INVESTIGATORS	7097	U	375
CARPENTER	970	C	376
CARPENTER/LOCKSMITH	971	C	377
CARPENTER/MASON	5071	C	378
CARPENTER/PUBLIC WORKS REPAIRER	7672	C	379
CARPENTERS HELPER	974	N	380
CASE MONITOR JUVENILE OFFENDER	2867	N	381
CASHIER	976	N	382
CASHIER	978	BILINGUAL IN SPANISH AND ENGLISH N	383
CASHIER/FOOD SERVICE WORKER	6153	N	384
CEMETERY CARETAKER	983	N	385
CENTRAL SUPPLY AIDE	985	N	386
CERTIFIED COUNTY FINANCE OFFICER	7806	U	387
CHAIRPERSON BOARD OF ELECTIONS	987	U	388
CHAIRPERSON MUNICIPAL UTILITIES AUTHORITY	988	U	389
CHAPLAIN	990	U	390
CHAPLAIN FIRE DEPARTMENT	991	U	391
CHAPLAIN POLICE DEPARTMENT	992	U	392
CHEMIST 1	1552	C	393
CHEMIST 1/SEWAGE PLANT OPERATOR	7558	C	394
CHEMIST 2	1553	C	395
CHEMIST 3	1554	C	396
CHEMIST 4	1555	C	397
CHEMIST TRAINEE	1550	N	398
CHIEF ACCOUNTANT	1005	C	399
CHIEF ARCHITECT	4389	C	400
CHIEF ASSISTANT ASSESSOR	1016	C	401
CHIEF AUDITOR	1017	C	402
CHIEF BRIDGE OPERATOR	1021	C	403
CHIEF CHEMIST WATER ANALYSIS	5631	C	404
CHIEF CLERK	1037	C	405
CHIEF CLERK BOARD OF ELECTION	6550	U	406

CHIEF CLERK SURROGATES	1094	U	407
CHIEF CLINICAL PSYCHOLOGIST	1102	C	408
CHIEF CODE ENFORCEMENT OFFICER	7381	C	409
CHIEF CODE ENFORCEMENT OFFICER/MUNICIPAL RECYCLING COORDINATOR/PRINCIPAL ENGINEER AIDE	7456	C	410
CHIEF COMMUNICATIONS OFFICER	1104	C	411
CHIEF COMMUNITY ORGANIZATION SPECIALIST	1105	C	412
CHIEF COMMUNITY RELATIONS SPECIALIST	1107	C	413
CHIEF CONSTRUCTION INSPECTOR	1108	C	414
CHIEF COURT CLERK	1109	C	415
CHIEF CUSTODIAN	5505	U	416
CHIEF EMERGENCY MEDICAL TECHNICIAN	1116	C	417
CHIEF ENGINEER	7782	C	418
CHIEF ENGINEER ELECTRIC UTILITY	1117	C	419
CHIEF FIELD REPRESENTATIVE PROPERTY IMPROVEMENT	1124	C	420
CHIEF FINANCIAL OFFICER	7451	U	421
CHIEF FIRE ALARM OPERATOR	1125	C	422
CHIEF FIRE INSTRUCTOR	1129	C	423
CHIEF FORENSIC CHEMIST	1131	C	424
CHIEF FORENSIC SCIENTIST DEPARTMENT LAW AND PUBLIC SAFETY	1595	C	425
CHIEF HOUSING INSPECTOR	1139	C	426
CHIEF INSPECTOR MOSQUITO EXTERMINATION	1142	C	427
CHIEF INVESTIGATOR COUNTY WELFARE AGENCY	1145	C	428
CHIEF INVESTIGATOR PAROLE AND SECURED FACILITIES	60225	U	429
CHIEF JUVENILE DETENTION OFFICER	721	C	430
CHIEF LANDSCAPE ARCHITECT	1150	C	431
CHIEF LIBRARIAN	7378	C	432
CHIEF LICENSE INSPECTOR	1153	C	433
CHIEF LOAN ADVISOR	5134	C	434
CHIEF MECHANIC VOTING MACHINES	1157	C	435
CHIEF MEDICAL TECHNOLOGIST	1158	C	436
CHIEF MUNICIPAL COURT ADMINISTRATOR	7794	C	437
CHIEF NURSING OFFICER PSYCHIATRIC	545	N	438
CHIEF OF ADMINISTRATIVE SERVICES	6034	C	439
CHIEF OF COUNTY INVESTIGATORS	7105	U	440

CHIEF OF FINANCE AND ACCOUNTS	1166	C	441
CHIEF OF FIRE APPARATUS	5422	C	442
CHIEF OF FIRE APPARATUS U F D	1167	C	443
CHIEF OF HOUSING PRODUCTION	5241	C	444
CHIEF OF LAND ACQUISITION AND DESIGN	5331	C	445
CHIEF OF MAINTENANCE SERVICES	1171	C	446
CHIEF OF MODERNIZATION OPERATIONS	4450	C	447
CHIEF OF PERSONNEL AND LABOR RELATIONS	1174	C	448
CHIEF OF STAFF	99977	U	449
CHIEF OF SURVEY PARTY	1177	C	450
CHIEF OF THERAPEUTIC SERVICES	5189	C	451
CHIEF OF TRAFFIC MAINTENANCE OPERATIONS	4840	C	452
CHIEF PARK NATURALIST	1183	C	453
CHIEF PARKING ENFORCEMENT OFFICER	15400	C	454
CHIEF PHARMACIST	1186	C	455
CHIEF PHYSICAL THERAPIST	1188	C	456
CHIEF POLICE INSTRUCTOR	5281	C	457
CHIEF POLICE INSTRUCTOR/CURRICULUM DEVELOPMENT SPECIALIST POLICE SCHOOL	6014	C	458
CHIEF PROBATE CLERK	1192	C	459
CHIEF PROJECT COORDINATOR CONSTRUCTION	5609	C	460
CHIEF PSYCHIATRIC SOCIAL WORKER	1195	C	461
CHIEF PUBLIC HEALTH INVESTIGATOR	1196	C	462
CHIEF PUBLIC SAFETY TELECOMMUNICATOR	6984	C	463
CHIEF PUMPING STATION OPERATOR	1198	C	464
CHIEF RECREATION THERAPIST	5170	C	465
CHIEF RECREATION THERAPIST/COORDINATOR OF VOLUNTEERS	7832	C	466
CHIEF REGISTERED ENVIRONMENTAL HEALTH SPECIALIST PUBLIC HEALTH	1205	C	467
CHIEF SANITATION INSPECTOR	1209	C	468
CHIEF SECURITY GUARD	6267	C	469
CHIEF SEWAGE PLANT OPERATOR	1213	C	470
CHIEF STATIONARY ENGINEER	1215	C	471
CHIEF TRANSPORTATION INSPECTOR	5919	C	472

CHIEF WARRANT OFFICER	5851		U	473
CHIEF WATER TREATMENT PLANT OPERATOR	1220		C	474
CHILD CARE SITE EVALUATOR	7932		N	475
CHILDRENS SUPERVISOR	1226		N	476
CITY CLERK	1229		U	477
CITY ENGINEER	1231		U	478
CITY MANAGER	1233		U	479
CITY TREASURER	1237		U	480
CIVIL ENGINEER TRAINEE	14090		N	481
CLAIMS ADJUSTER	1238		C	482
CLAIMS EXAMINER WORKERS COMPENSATION/GRADUATE NURSE	7849		C	483
CLAIMS EXAMINER WORKMENS COMPENSATION	1241		C	484
CLAIMS INVESTIGATOR	1243		C	485
CLAIMS INVESTIGATOR 2	56373		C	486
CLAIMS INVESTIGATOR 3	56374		C	487
CLAIMS INVESTIGATOR 4	56375		C	488
CLASSIFICATION OFFICER 1	61392		C	489
CLASSIFICATION OFFICER 2	61393		C	490
CLASSIFICATION OFFICER APPRENTICE	61395		C	491
CLEAN NEIGHBORHOOD PROGRAM AIDE	1244		C	492
CLERK 1	1245		N	493
CLERK 1	1248	BILINGUAL IN SPANISH AND ENGLISH	N	494
CLERK 1/CLERK STENOGRAPHER 3	6813		C	495
CLERK 1/COMMUNITY SERVICE AIDE	6491		N	496
CLERK 1/TELEPHONE OPERATOR	7448		N	497
CLERK 2	3247		C	498
CLERK 2	3248	BILINGUAL IN SPANISH AND ENGLISH	C	499
CLERK 3	2773		C	500
CLERK 3	2774	BILINGUAL IN SPANISH AND ENGLISH	C	501
CLERK 3/FIRE PREVENTION SPECIALIST	7268		C	502
CLERK 3/SENIOR PURCHASING ASSISTANT	5974		C	503
CLERK 4	3859		C	504

CLERK 4	15401	BILINGUAL IN SPANISH AND ENGLISH	C	505
CLERK BOARD OF COUNTY COMMISSIONERS	1252		U	506
CLERK BOARD OF COUNTY COMMISSIONERS/COUNTY ADMINISTRATOR	6612		U	507
CLERK BOARD OF ELECTIONS	1251		C	508
CLERK BOARD OF ELECTIONS	6313		U	509
CLERK DRIVER	1257		N	510
CLERK DRIVER/CLERK 1	6240		N	511
CLERK DRIVER/SECURITY GUARD	7228		C	512
CLERK DRIVER/STOCK CLERK	5624		N	513
CLERK DRIVER/STOCK HANDLER	6486		N	514
CLERK STENOGRAPHER 1	1260		N	515
CLERK STENOGRAPHER 2	3253		C	516
CLERK STENOGRAPHER 2	3254	BILINGUAL IN SPANISH AND ENGLISH	C	517
CLERK STENOGRAPHER 3	2777		C	518
CLERK STENOGRAPHER 3	2778	BILINGUAL IN SPANISH AND ENGLISH	C	519
CLERK STENOGRAPHER 3/REGISTRAR OF VITAL STATISTIC	7018		C	520
CLERK STENOGRAPHER 4	03862@		C	521
CLERK TO COUNTY CONSTITUTIONAL OFFICER	6978		U	522
CLERK TRANSCRIBER	1266		N	523
CLERK TRANSCRIBER	4835	BILINGUAL IN SPANISH AND ENGLISH	N	524
CLERK TYPIST 2 EVIDENCE HANDLING	23241		C	525
CLIENT SERVICES REPRESENTATIVE	5643		C	526
CLIENT SERVICES REPRESENTATIVE	6301	BILINGUAL IN SPANISH AND ENGLISH	C	527
CLINIC ATTENDANT	1273		C	528
CLINIC ATTENDANT	1274	BILINGUAL IN SPANISH AND ENGLISH	C	529
CLINIC DENTIST	1276		U	530
CLINIC NURSE	1277		N	531
CLINIC PHYSICIAN	1278		U	532
CLINICAL NUTRITIONIST	44782		C	533

CLINICAL PSYCHOLOGIST	1280		C	534
CLINICAL PSYCHOLOGIST	5559	BILINGUAL IN SPANISH AND ENGLISH	C	535
CLINICAL SPECIALIST NURSING	01283@		C	536
CODE ENFORCEMENT OFFICER	1285		C	537
CODE ENFORCEMENT OFFICER TRAINEE	7594		N	538
CODE ENFORCEMENT OFFICER/CONSTRUCTION OFFICIAL/ZONING OFFICER	6288		C	539
CODE ENFORCEMENT OFFICER/ZONING OFFICER	5897		C	540
COLLECTION REPRESENTATIVE	01286@		C	541
COLLECTOR OF DELINQUENT ACCOUNTS	1288		C	542
COMMISSIONER	01290@		U	543
COMMISSIONER BOARD OF ELECTIONS	01292@		U	544
COMMISSIONER PASSAIC VALLEY WATER COMMISSION	01293@		U	545
COMMUNICATIONS MANAGER	6075		U	546
COMMUNICATIONS OFFICER	01295@		C	547
COMMUNICATIONS OPERATOR SECURED FACILITIES	40805		C	548
COMMUNICATIONS SYSTEMS TECHNICIAN 1	43652		C	549
COMMUNICATIONS SYSTEMS TECHNICIAN 2	43651		C	550
COMMUNICATIONS TECHNICIAN	1298		C	551
COMMUNITY AIDE SCHOOLS	1300		N	552
COMMUNITY AIDE SCHOOLS	6261	BILINGUAL IN SPANISH AND ENGLISH	N	553
COMMUNITY AIDE SCHOOLS/TEACHER AIDE	6894		N	554
COMMUNITY INTERPRETER	7974	BILINGUAL IN SPANISH AND ENGLISH	C	555
COMMUNITY LIAISON OFFICER SCHOOLS	7679		C	556
COMMUNITY LIBRARY ASSISTANT	1301		N	557
COMMUNITY ORGANIZATION SPECIALIST	1303		C	558
COMMUNITY RELATIONS SPECIALIST	1306		C	559
COMMUNITY RELATIONS SPECIALIST LAW ENFORCEMENT	5543		C	560
COMMUNITY SERVICE AIDE	1313		N	561
COMMUNITY SERVICE AIDE	1314	BILINGUAL IN SPANISH AND ENGLISH	N	562

COMMUNITY SERVICE AIDE/CLERK 2	7632		C
COMMUNITY SERVICE WORKER	1319		N
COMMUNITY SERVICE WORKER	1320	BILINGUAL IN SPANISH AND ENGLISH	N
COMMUNITY SERVICE WORKER DRUG ABUSE	5171		C
COMMUNITY YOUTH WORKER	1321		N
COMPACTOR TRUCK DRIVER	1323		C
COMPLAINT INVESTIGATOR	1324		C
COMPOST PROJECT WORKER/LABORATORY TECHNICIAN WATER ANALYSIS/SEWAGE PLANT OPERATOR	6962		C
COMPRESSOR OPERATOR	1327		C
COMPTROLLER	1328		C
COMPTROLLER	5307		U
COMPUTER OPERATOR	1330		C
COMPUTER OPERATOR TRAINEE	1332		N
COMPUTER OPERATOR/KEYBOARDING CLERK 3	6342		C
COMPUTER OPERATOR/PURCHASING ASSISTANT	5855		C
COMPUTER OPERATOR/SENIOR ACCOUNT CLERK	5838		C
COMPUTER SERVICE TECHNICIAN	7605		C
CONFIDENTIAL AIDE	5500		U
CONFIDENTIAL AIDE TO THE MAYOR	6170		U
CONFIDENTIAL ASSISTANT	6977		U
CONFIDENTIAL SECRETARY	1336		U
CONFIDENTIAL SECRETARY TO COUNTY COMMISSIONER	5270		U
CONSTABLE	7079		U
CONSTRUCTION INSPECTOR	1338		C
CONSTRUCTION MANAGEMENT SPECIALIST 1	30803		C
CONSTRUCTION MANAGEMENT SPECIALIST 2	30802		C
CONSTRUCTION MANAGEMENT SPECIALIST 3	30801		C
CONSTRUCTION MANAGEMENT SPECIALIST 4	30800		C
CONSTRUCTION OFFICIAL	5045		C
CONSTRUCTION OFFICIAL/DIRECTOR OF INSPECTIONS	5856		C
CONSTRUCTION OFFICIAL/FIRE OFFICIAL	7058		C

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CONFIDENTIAL ASSISTANT

CONSTRUCTION OFFICIAL/MUNICIPAL ENGINEER	7658	C	594
CONSTRUCTION OFFICIAL/ZONING OFFICER	5247	C	595
CONSULTANT ON AGING	1340	C	596
CONTRACT ADMINISTRATOR 1	51254	C	597
CONTRACT ADMINISTRATOR 2	51252	C	598
CONTRACT ADMINISTRATOR 3	51250	C	599
CONTRACT COMPLIANCE REPRESENTATIVE	4883	C	600
CONTROL ROOM OPERATOR	1345	C	601
COOK	1347	C	602
COORDINATOR CHILD DAY CARE PROGRAM	7359	C	603
COORDINATOR CHILD SUPPORT AND PATERNITY PROGRAM	4503	C	604
COORDINATOR COMMUNITY HEALTH SERVICES	5632	C	605
COORDINATOR COMMUNITY LIBRARY PROGRAM	4386	C	606
COORDINATOR EMERGENCY MEDICAL SERVICES	4570	C	607
COORDINATOR EMPLOYMENT AND TRAINING PROGRAMS	64855	C	608
COORDINATOR FOR FEDERAL AND STATE AID	1355	C	609
COORDINATOR HEALTH PROJECTS 3	348	C	610
COORDINATOR OF CONTRACTUAL OPERATIONS	5606	C	611
COORDINATOR OF DENTAL HEALTH SERVICES	1358	C	612
COORDINATOR OF HOSPITAL SERVICES	1362	C	613
COORDINATOR OF LONG TERM AND ALTERNATE CARE FOR THE ELDERLY	5154	C	614
COORDINATOR OF MAINTENANCE SERVICES	01363@	C	615
COORDINATOR OF MONITORING AND EVALUATION	4716	C	616
COORDINATOR OF MOTOR VEHICLE REPAIR	7607	C	617
COORDINATOR OF NURSE EXAMINERS (VICTIMS OF SEXUAL ASSAULT PROGRAM)	7861	C	618
COORDINATOR OF SAFETY PROGRAMS	03094@	C	619
COORDINATOR OF SCHOOL TRANSPORTATION SERVICES	01366@	C	620
COORDINATOR OF SOCIAL SERVICES	1368	C	621
COORDINATOR OF SPECIAL TRANSPORTATION	1369	C	622
COORDINATOR OF VOLUNTEERS	1371	C	623
COORDINATOR SPECIAL CHILD HEALTH SERVICES PROGRAM	7494	C	624

COORDINATOR YOUTH ACTIVITIES	4727		C	625
CORPORATION COUNSEL	01377@		U	626
COST ESTIMATOR PROPERTY IMPROVEMENT	1379		C	627
COUNCIL MEMBER	1381		U	628
COUNCIL PRESIDENT	1380		U	629
COUNSELOR ADOLESCENT UNIT	01385@		N	630
COUNSELOR JUVENILE FAMILY CRISIS INTERVENTION	6122		C	631
COUNSELOR PENAL INSTITUTION	1387		C	632
COUNSELOR RAPE VICTIMIZATION AND PREVENTION PROGRAM	4815		C	633
COUNTY 911 COORDINATOR	7681		C	634
COUNTY ADMINISTRATOR	5268		U	635
COUNTY ALCOHOLISM COORDINATOR	5508		C	636
COUNTY AUDITOR	01391@		U	637
COUNTY CLERK	01392@		U	638
COUNTY COMMUNICATIONS COORDINATOR EMERGENCY MANAGEMENT	5074		C	639
COUNTY COMPTROLLER	01394@		U	640
COUNTY CORRECTIONAL DEPUTY POLICE WARDEN	4572		C	641
COUNTY CORRECTIONAL POLICE CAPTAIN	1397		C	642
COUNTY CORRECTIONAL POLICE LIEUTENANT	01398@		C	643
COUNTY CORRECTIONAL POLICE OFFICER	1400		C	644
COUNTY CORRECTIONAL POLICE OFFICER	01403@	BILINGUAL IN SPANISH AND ENGLISH	C	645
COUNTY CORRECTIONAL POLICE SERGEANT	01405@		C	646
COUNTY CORRECTIONAL POLICE WARDEN	4571		C	647
COUNTY CORRECTIONAL POLICE WARDEN	7452		U	648
COUNTY COUNSEL	01407@		U	649
COUNTY CRITICAL INFRASTRUCTURE COORDINATOR	4919		U	650
COUNTY DEPARTMENT HEAD	5306		U	651
COUNTY DIVISION HEAD	5498		U	652
COUNTY EMERGENCY MANAGEMENT COORDINATOR	5291		U	653
COUNTY EMERGENCY MANAGEMENT PLANNER	7360		C	654
COUNTY ENGINEER	1409		U	655
COUNTY EXECUTIVE	6790		U	656
COUNTY FIRE COORDINATOR EMERGENCY MANAGEMENT	7606		U	657

COUNTY INVESTIGATOR	1410		U	658
COUNTY MANAGER	1411		U	659
COUNTY MEDICAL EXAMINER	1412		U	660
COUNTY PARK MANAGER	1413		C	661
COUNTY PARK RANGER	1414		C	662
COUNTY PARK SUPERINTENDENT	1415		C	663
COUNTY POLICE CAPTAIN	1416		C	664
COUNTY POLICE CHIEF	1417		C	665
COUNTY POLICE LIEUTENANT	1419		C	666
COUNTY POLICE OFFICER	1420		C	667
COUNTY POLICE OFFICER	8055	BILINGUAL IN KOREAN AND ENGLISH	C	668
COUNTY POLICE SERGEANT	1421		C	669
COUNTY PROSECUTOR	1422		U	670
COUNTY RADIOLOGICAL DEFENSE COORDINATOR EMERGENCY MANAGEMENT	5075		N	671
COUNTY ROAD SUPERVISOR	1426		U	672
COUNTY SUPERINTENDENT OF BRIDGES	5033		U	673
COUNTY SUPERINTENDENT OF BUILDINGS AND GROUNDS	6139		U	674
COUNTY TAX ADMINISTRATOR	5242		U	675
COUNTY TAX ASSESSOR	8049		U	676
COUNTY TREASURER	1429		U	677
COUNTY VICTIM WITNESS COORDINATOR	7297		U	678
COURT AIDE	5332		N	679
COURT ATTENDANT	1430		N	680
COURT CLERK	1434		C	681
COURT CLERK PROBATE TYPING	7408		C	682
COURT CLERK TYPING	1438		C	683
COURT INTERPRETER IN SPANISH & ENGLISH/MUNICIPAL COURT ATTENDANT BILINGUAL IN SPANISH & ENGLISH	7978		C	684
COURT INTERPRETER SPANISH & ENGLISH	7959		C	685
COURT REPRESENTATIVE BOARD OF EDUCATION	1440		C	686
CREW SUPERVISOR BUILDING MAINTENANCE WORKERS	44135		N	687
CREW SUPERVISOR LOCKSMITHS	41636		C	688
CREW SUPERVISOR PLUMBERS AND STEAMFITTERS	41315		C	689
CRIME PREVENTION SPECIALIST	03287@		C	690
CULTURAL ARTS CENTER DIRECTOR	1450		C	691

CUSTODIAL WORKER	1453	N	692
CUSTODIAL WORKER LOW PRESSURE LICENSE	1454	N	693
CUSTODIAN	1455	C	694
CUSTODIAN OF FUNDS	5558	U	695
CUSTODIAN OF SCHOOL MONIES	1457	U	696
CUSTOMER SERVICE REPRESENTATIVE	1459	C	697
CUSTOMER SERVICE REPRESENTATIVE	8033	BILINGUAL IN SPANISH AND ENGLISH C	698
DANCE THERAPIST/SUPERVISOR OF SENIOR CITIZENS ACTIVITIES	6534	C	699
DATA CONTROL CLERK	1468	C	700
DATA ENTRY MACHINE OPERATOR	4649	C	701
DATA ENTRY OPERATOR 1	53292	N	702
DATA ENTRY OPERATOR 2	53293	C	703
DATA ENTRY OPERATOR 3	53294	C	704
DATA ENTRY OPERATOR 4	53295	C	705
DATA PROCESSING COORDINATOR	1472	C	706
DATA PROCESSING COORDINATOR/SENIOR ACCOUNTING PROCEDURES ANALYST	6719	C	707
DATA PROCESSING PROGRAMMER	1474	N	708
DATA PROCESSING PROGRAMMER TECHNICIAN	53255	N	709
DATA PROCESSING PROGRAMMER TRAINEE	1475	N	710
DATA PROCESSING PROGRAMMER/SYSTEMS ANALYST	5463	N	711
DATA PROCESSING SYSTEMS PROGRAMMER	5252	N	712
DATA PROCESSING TECHNICIAN	4866	N	713
DATABASE ADMINISTRATOR 2	53161	C	714
DATABASE ANALYST 2	53003	C	715
DAY CARE CENTER SUPERVISOR	1477	C	716
DAY CARE CENTER WORKER	7010	BILINGUAL IN SPANISH AND ENGLISH C	717
DENTAL ASSISTANT	1483	C	718
DENTIST	1487	U	719
DEPUTY CHIEF EMERGENCY MEDICAL TECHNICIAN	8043	C	720
DEPUTY CHIEF OF COUNTY INVESTIGATORS	7104	U	721
DEPUTY CLERK BOARD OF COUNTY COMMISSIONERS	1492	C	722

DEPUTY COUNTY ADMINISTRATOR	5805		U	723
DEPUTY COUNTY CLERK	1495		U	724
DEPUTY COUNTY EMERGENCY MANAGEMENT COORDINATOR	5076		C	725
DEPUTY COUNTY MANAGER	5501		U	726
DEPUTY COUNTY MEDICAL EXAMINER	5774		U	727
DEPUTY COUNTY TAX ASSESSOR	8050		U	728
DEPUTY DIRECTOR OF CAFETERIAS	1500		C	729
DEPUTY DIRECTOR OF HUMAN SERVICES	5478		C	730
DEPUTY DIRECTOR OF PUBLIC SAFETY	1502		C	731
DEPUTY DIRECTOR OF WELFARE	1503		C	732
DEPUTY EXECUTIVE DIRECTOR HOUSING AUTHORITY ADMINISTRATIVE SERVICES	4609		C	733
DEPUTY FIRE CHIEF	1506		C	734
DEPUTY FIRE DISTRICT ADMINISTRATOR	8067		U	735
DEPUTY MAYOR	6245		U	736
DEPUTY MUNICIPAL ADMINISTRATOR	1508		C	737
DEPUTY MUNICIPAL CLERK	1509		U	738
DEPUTY MUNICIPAL COURT ADMINISTRATOR	7796		N	739
DEPUTY MUNICIPAL COURT ADMINISTRATOR	7903	BILINGUAL IN SPANISH AND ENGLISH	N	740
DEPUTY MUNICIPAL DEPARTMENT HEAD	7026		U	741
DEPUTY MUNICIPAL DEPARTMENT HEAD/MUNICIPAL TREASURER	7035		U	742
DEPUTY MUNICIPAL EMERGENCY MANAGEMENT COORDINATOR	5077		C	743
DEPUTY MUNICIPAL MANAGER	7584		U	744
DEPUTY POLICE CHIEF	1517		C	745
DEPUTY POLICE DIRECTOR	7859		U	746
DEPUTY REGISTER OF DEEDS AND MORTGAGES	1519		U	747
DEPUTY REGISTRAR OF VITAL STATISTICS	1520		C	748
DEPUTY REGISTRAR OF VITAL STATISTICS	7810	BILINGUAL IN SPANISH AND ENGLISH	C	749
DEPUTY REGISTRAR OF VITAL STATISTICS/KEYBOARDING CLERK 3	5367		C	750
DEPUTY SUPERINTENDENT OF ELECTIONS	5778		U	751
DEPUTY SUPERINTENDENT OF WEIGHTS AND MEASURES	1498		C	752

DEPUTY SURROGATE	1524		U	753
DEPUTY TAX ASSESSOR	5780		U	754
DETENTION ALTERNATIVES OFFICER APPRENTICE	8081		N	755
DIETITIAN	1534		C	756
DIETITIAN HELPER	1535		C	757
DIRECTOR BUREAU OF NARCOTICS	7762		U	758
DIRECTOR COMMUNICATIONS CENTER	6004		C	759
DIRECTOR COMMUNITY DEVELOPMENT PROGRAM	5333		C	760
DIRECTOR ECONOMIC DEVELOPMENT PROGRAM	1573		C	761
DIRECTOR FIRE ACADEMY	7708		C	762
DIRECTOR INTOXICATED DRIVER RESOURCE CENTER	6127		C	763
DIRECTOR JUVENILE FAMILY CRISIS INTERVENTION PROGRAM	6123		C	764
DIRECTOR MOTORIZED EQUIPMENT	4661		C	765
DIRECTOR OF ADMINISTRATION AND PROGRAM DEVELOPMENT	1582		C	766
DIRECTOR OF ADMINISTRATION HOUSING AUTHORITY	6597		U	767
DIRECTOR OF AUTOMOTIVE SERVICES	7161		C	768
DIRECTOR OF CAFETERIAS	1585		C	769
DIRECTOR OF CHILD CARE CENTER	6092	BILINGUAL IN SPANISH AND ENGLISH	C	770
DIRECTOR OF COMMUNITY IMPROVEMENTS	1588		C	771
DIRECTOR OF COMMUNITY RELATIONS AND SOCIAL SERVICES	1589		C	772
DIRECTOR OF CUSTODIAL SERVICES	01592@		C	773
DIRECTOR OF DATA PROCESSING	8015		C	774
DIRECTOR OF ECONOMIC AND INDUSTRIAL DEVELOPMENT	01595@		C	775
DIRECTOR OF FAMILY COUNSELING	1596		C	776
DIRECTOR OF FINANCE	7084		C	777
DIRECTOR OF FIRE SERVICES	8054		U	778
DIRECTOR OF FOOD SERVICES	1599		C	779
DIRECTOR OF HEALTH AND WELFARE	6558		C	780
DIRECTOR OF HEALTH EDUCATION	472		C	781
DIRECTOR OF INSPECTIONS	01607@		C	782
DIRECTOR OF LICENSES	7163		C	783
DIRECTOR OF MAINTENANCE	1611		C	784

DIRECTOR OF MAINTENANCE SERVICES	1612	C	785
DIRECTOR OF MANAGEMENT	1613	C	786
DIRECTOR OF NARCOTICS CLINIC	1620	C	787
DIRECTOR OF NEIGHBORHOOD PRESERVATION PROGRAM	2569	C	788
DIRECTOR OF NURSING	1621	C	789
DIRECTOR OF OPERATIONS AND MAINTENANCE MUNICIPAL UTILITY AUTHORITY	7549	U	790
DIRECTOR OF PERSONAL HEALTH SERVICES	5481	C	791
DIRECTOR OF PUBLIC HEALTH NURSING SERVICE	1629	C	792
DIRECTOR OF PUBLIC SAFETY	7183	U	793
DIRECTOR OF PUBLIC WORKS	7160	C	794
DIRECTOR OF PURCHASING	01632@	C	795
DIRECTOR OF REDEVELOPMENT	1635	C	796
DIRECTOR OF REDEVELOPMENT HOUSING AUTHORITY	6319	U	797
DIRECTOR OF SECURITY	6268	C	798
DIRECTOR OF SOCIAL REHABILITATION SERVICES	1639	C	799
DIRECTOR OF SOCIAL WORK SERVICES	5424	C	800
DIRECTOR OF SOLID WASTE MANAGEMENT	1557	C	801
DIRECTOR OF SPECIAL TRANSPORTATION SERVICES	5376	C	802
DIRECTOR OF STAFF OPERATIONS	6595	U	803
DIRECTOR OF TELECOMMUNICATIONS	7534	C	804
DIRECTOR OF THERAPEUTIC SERVICES	5104	C	805
DIRECTOR OF TRAFFIC AND TRANSPORTATION	1647	C	806
DIRECTOR OF WELFARE	1650	C	807
DIRECTOR OF YOUTH SERVICES	1651	C	808
DIRECTOR OFFICE OF THE HANDICAPPED	5667	C	809
DIRECTOR PARKS AND RECREATION	1652	C	810
DIRECTOR POLICE SCHOOL	5284	C	811
DIRECTOR PROPERTY IMPROVEMENT	1658	C	812
DIRECTOR PUBLIC HEALTH LABORATORY	1659	C	813
DIRECTOR RECREATION/COMMUNITY CENTER	2990	C	814
DIRECTOR REPAIR AND MAINTENANCE	1661	C	815
DIRECTOR TRAILSIDE NATURE AND SCIENCE CENTER	4693	C	816
DISTRICT RECYCLING COORDINATOR	7404	C	817

DIRECTOR OF REDEVELOPMENT HOUSING AUTHORITY

DOCK MASTER	1672	N	818
DOMESTIC WORKER	4469	N	819
DRAFTING TECHNICIAN	6559	N	820
DRAFTING TECHNICIAN/CLERK 3	6563	C	821
DRAFTING TECHNICIAN/ENGINEERING AIDE	6902	C	822
DRAFTING TECHNICIAN/PUBLIC WORKS INSPECTOR	7559	C	823
EARLY CHILDHOOD SPECIALIST	4539	C	824
EARLY CHILDHOOD SPECIALIST	7424	BILINGUAL IN SPANISH AND ENGLISH C	825
ECOLOGIST	7957	C	826
ECONOMIC DEVELOPMENT REPRESENTATIVE 1	55565	C	827
ECONOMIC DEVELOPMENT REPRESENTATIVE 2	55503	C	828
ECONOMIC DEVELOPMENT REPRESENTATIVE 3	55502	C	829
ECONOMIC DEVELOPMENT REPRESENTATIVE 4	55513	C	830
EDITORIAL ASSISTANT NEWARK SCHOOL DISTRICT	1690	C	831
ELECTED OFFICIAL	5273	U	832
ELECTIONS CLERK	6823	U	833
ELECTRIC METER REPAIRER	1697	C	834
ELECTRIC METER REPAIRER/LINE WORKER	7577	C	835
ELECTRIC METER TECHNICIAN	1703	C	836
ELECTRIC METER WORKER	1698	C	837
ELECTRICAL ENGINEER TRAINEE	16690	N	838
ELECTRICAL INSPECTOR	1699	C	839
ELECTRICAL MECHANIC ELECTRIC UTILITY	1701	C	840
ELECTRICAL SUBCODE OFFICIAL	5046	C	841
ELECTRICAL SUBCODE OFFICIAL/FIRE PROTECTION SUBCODE OFFICIAL	7918	C	842
ELECTRICAL SUBCODE OFFICIAL/HOUSING INSPECTOR	7991	C	843
ELECTRICIAN	1706	C	844
ELECTRICIAN ELECTRIC UTILITY	7677	C	845
ELECTRICIAN/HEATING AND AIR CONDITIONING MECHANIC	7436	C	846
ELECTRICIAN/TRAFFIC MAINTENANCE WORKER	6571	C	847
ELECTRICIANS HELPER	1710	N	848
ELECTRONIC SYSTEMS TECHNICIAN 1	1714	C	849

ELECTRONIC SYSTEMS TECHNICIAN 2	3311		C	850
ELEVATOR INSPECTOR	1717		C	851
ELEVATOR MECHANIC	1718		C	852
ELEVATOR MECHANICS HELPER	1720		N	853
ELEVATOR SUBCODE OFFICIAL	7928		C	854
EMERGENCY MEDICAL TECHNICIAN	1724		N	855
EMERGENCY MEDICAL TECHNICIAN DISPATCHER	5510		C	856
EMERGENCY MEDICAL TECHNICIAN TRAINEE	8084		N	857
EMERGENCY MEDICAL TECHNICIAN UFD	1726		C	858
EMERGENCY MEDICAL TECHNICIAN/HAZARDOUS MATERIALS RESPONDER	8052		C	859
EMERGENCY RESPONSE SPECIALIST	333		U	860
EMPLOYEE AGRICULTURE EXTENSION SERVICE	5964		U	861
EMPLOYEE BENEFITS CLERK	4731		N	862
EMPLOYEE BENEFITS SPECIALIST	1728		C	863
EMPLOYEE BOARD OF ELECTIONS	5502		U	864
EMPLOYEE OFFICE OF THE SUPERINTENDENT OF ELECTIONS AND COMMISSIONER OF REGISTRATION	7030		U	865
EMPLOYEE RELATIONS OFFICER	63280		C	866
EMPLOYMENT COUNSELOR	1729		C	867
EMPLOYMENT COUNSELOR	64762		C	868
EMPLOYMENT COUNSELOR	64762C	BILINGUAL IN SPANISH AND ENGLISH	C	869
EMPLOYMENT SERVICES AIDE	2240		C	870
EMPLOYMENT SPECIALIST	1731		C	871
EMPLOYMENT SPECIALIST	6345	BILINGUAL IN SPANISH AND ENGLISH	C	872
EMPLOYMENT TEST MONITOR	6190		C	873
ENGINEERING AIDE	1733		N	874
ENTOMOLOGIST MOSQUITO EXTERMINATION	1737		C	875
ENVIRONMENTAL CENTER MANAGER	1738		C	876
ENVIRONMENTAL COMPLIANCE INVESTIGATOR	59960		C	877
ENVIRONMENTAL ENGINEER 1	16302		C	878
ENVIRONMENTAL ENGINEER 1	16312		C	879
ENVIRONMENTAL ENGINEER 2	16303		C	880
ENVIRONMENTAL ENGINEER 2	16313		C	881

ENVIRONMENTAL ENGINEER 3	16304		C	882
ENVIRONMENTAL ENGINEER 3	16314		C	883
ENVIRONMENTAL ENGINEER 4	16297		C	884
ENVIRONMENTAL ENGINEER 4	16305		C	885
ENVIRONMENTAL ENGINEER TRAINEE	54247		N	886
ENVIRONMENTAL HEALTH AIDE WASTEWATER PRETREATMENT	7500		C	887
ENVIRONMENTAL HEALTH COORDINATOR	1739		C	888
ENVIRONMENTAL HEALTH SPECIALIST	7528		C	889
ENVIRONMENTAL HEALTH SPECIALIST WASTEWATER PRETREATMENT	7501		C	890
ENVIRONMENTAL SCIENTIST 3	15873D	WATER RESOURCES	C	891
ENVIRONMENTAL SCIENTIST 4	15874C	WATER RESOURCES	C	892
ENVIRONMENTAL SERVICES TRAINEE	12516		N	893
ENVIRONMENTAL SPECIALIST	01742@		C	894
ENVIRONMENTAL SPECIALIST 1	12522		C	895
ENVIRONMENTAL SPECIALIST 1	15852		C	896
ENVIRONMENTAL SPECIALIST 2	12523		C	897
ENVIRONMENTAL SPECIALIST 2	15853		C	898
ENVIRONMENTAL SPECIALIST 2	15853D	PESTICIDE CONTROL BI SPANISH & ENGLISH	C	899
ENVIRONMENTAL SPECIALIST 3	12524		C	900
ENVIRONMENTAL SPECIALIST 3	15854		C	901
ENVIRONMENTAL SPECIALIST 4	15855		C	902
ENVIRONMENTAL SPECIALIST 4	15856		C	903
ENVIRONMENTAL SPECIALIST EDUCATIONAL PROGRAMS	01743@		C	904
ENVIRONMENTAL THERAPY AIDE	01744@		C	905
EQUIPMENT OPERATOR	1746		C	906
EQUIPMENT OPERATOR/LABORER 3	6847		C	907
EQUIPMENT OPERATOR/MAINTENANCE REPAIRER	5813		C	908
EQUIPMENT OPERATOR/MECHANIC	5353		C	909
EQUIPMENT OPERATOR/MECHANIC'S HELPER	5719		C	910
EQUIPMENT OPERATOR/MUNICIPAL RECYCLING COORDINATOR	6063		C	911
EQUIPMENT OPERATOR/SEWER MAINTENANCE INSPECTOR	7563		C	912
EQUIPMENT OPERATOR/TRUCK DRIVER	6975		C	913
EQUIPMENT OPERATOR/WATER REPAIRER	5947		C	914

EXAMINER 1 CREDENTIALS	1776		C
EXECUTION CLERK	1777		C
EXECUTIVE ASSISTANT	4586		C
EXECUTIVE ASSISTANT NEWARK STATE OPERATED SCHOOL DISTRICT	7847		U
EXECUTIVE CONTROLLER	6789		U
EXECUTIVE DIRECTOR	5809		U
EXECUTIVE DIRECTOR HOUSING AUTHORITY	1780		U
EXECUTIVE DIRECTOR OF PERSONNEL	7518		U
EXECUTIVE DIRECTOR OFFICE ON AGING	1787		C
EXECUTIVE DIRECTOR UTILITIES AUTHORITY	7083		U
EXECUTIVE HOUSEKEEPER	1790		C
EXECUTIVE SECRETARY	6549		U
EXECUTIVE SECRETARY TO MAYOR	6248		U
EXECUTIVE SECRETARY TO SURROGATE	02644@		U
EXHIBIT ARTIST	1792		C
EXTERMINATOR	1794		C
EXTERMINATOR TRAINEE	1797		N
FAMILY AND NEIGHBORHOOD COUNSELOR	1802		N
FAMILY COUNSELOR	1803		C
FAMILY COUNSELOR	7374	BILINGUAL IN SPANISH AND ENGLISH	C
FAMILY SERVICE SUPERVISOR	5591		C
FAMILY SERVICE WORKER	5592		C
FAMILY SERVICE WORKER	6233	BILINGUAL IN SPANISH AND ENGLISH	C
FIELD OFFICE SUPERVISOR COUNTY WELFARE AGENCY	1807		C
FIELD REPRESENTATIVE CITIZENS COMPLAINTS	1809		C
FIELD REPRESENTATIVE COUNTY BOARD OF TAXATION	1811		C
FIELD REPRESENTATIVE DISEASE CONTROL	1812		C
FIELD REPRESENTATIVE DISEASE CONTROL	7625	BILINGUAL IN SPANISH AND ENGLISH	C
FIELD REPRESENTATIVE ENERGY CONSERVATION	4545		C
FIELD REPRESENTATIVE HEALTH EDUCATION	1816		N
FIELD REPRESENTATIVE HEALTH EDUCATION	5437	BILINGUAL IN SPANISH AND N ENGLISH	

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PLANNING & BUILDING COORDINATOR/EXECUTIVE DIRECTOR HOUSING AUTHORITY

FIELD REPRESENTATIVE HOUSING INSPECTION	1817		C	946
FIELD REPRESENTATIVE HOUSING INSPECTION	5236	BILINGUAL IN SPANISH AND ENGLISH	C	947
FIELD REPRESENTATIVE HOUSING REHABILITATION	1818		C	948
FIELD REPRESENTATIVE HOUSING, HOUSING ASSISTANCE PROGRAM	64392		C	949
FIELD REPRESENTATIVE NARCOTICS EDUCATION	1822		C	950
FIELD REPRESENTATIVE NEIGHBORHOOD PRESERVATION PROGRAM	6647		C	951
FIELD REPRESENTATIVE PROPERTY IMPROVEMENT	1823		C	952
FIELD REPRESENTATIVE PROPERTY IMPROVEMENT	7597	BILINGUAL IN SPANISH AND ENGLISH	C	953
FIELD REPRESENTATIVE SENIOR CITIZENS PROGRAM	1826		C	954
FIELD REPRESENTATIVE SENIOR CITIZENS PROGRAM	5670	BILINGUAL IN SPANISH AND ENGLISH	C	955
FINGERPRINT PROCESSING TECHNICIAN 1	45013		C	956
FINGERPRINT PROCESSING TECHNICIAN 2	45011		C	957
FINGERPRINT PROCESSING TECHNICIAN APPRENTICE	45009		N	958
FIRE ALARM OPERATOR	1833		N	959
FIRE AND AMBULANCE DISPATCHER	1835		C	960
FIRE CAPTAIN	1836		C	961
FIRE CHIEF	1837		C	962
FIRE DISTRICT ADMINISTRATOR	8053		U	963
FIRE FIGHTER	1839		C	964
FIRE FIGHTER	5959	BILINGUAL IN SPANISH AND ENGLISH	C	965
FIRE FIGHTER/EMERGENCY MEDICAL TECHNICIAN	7909		C	966
FIRE INSTRUCTOR	1842		N	967
FIRE LIEUTENANT	1843		C	968
FIRE MARSHAL	1844		U	969
FIRE OFFICER 1	9010		C	970
FIRE OFFICER 2	9011		C	971
FIRE OFFICER 3	9012		C	972
FIRE OFFICER 4	9013		C	973
FIRE OFFICIAL	6350		C	974
FIRE OFFICIAL UFD	6351		C	975

FIRE OFFICIAL/FIRE PROTECTION SUBCODE OFFICIAL	6966	C	976
FIRE OFFICIAL/FIRE PROTECTION SUBCODE OFFICIAL UFD	6362	C	977
FIRE OFFICIAL/HOUSING INSPECTOR	6555	C	978
FIRE PREVENTION SPECIALIST	6356	N	979
FIRE PREVENTION SPECIALIST UFD	6357	C	980
FIRE PREVENTION SPECIALIST UFD/FIRE PROTECTION INS PECTOR	6363	C	981
FIRE PREVENTION SPECIALIST/FIRE PROTECTION INSPECTOR	7038	C	982
FIRE PROTECTION INSPECTOR	5053	C	983
FIRE PROTECTION SUBCODE OFFICIAL	5013	C	984
FIRE PROTECTION SUBCODE OFFICIAL UFD	6037	C	985
FIRE PROTECTION SUBCODE OFFICIAL/PLUMBING SUBCODE OFFICIAL	5200	C	986
FIRE SIGNAL SYSTEM REPAIRER/MAINTENANCE REPAIRER	7188	C	987
FIRE SIGNAL SYSTEM SUPERINTENDENT	1848	C	988
FIRE SIGNAL SYSTEM TECHNICIAN 1	1846	C	989
FIRE SIGNAL SYSTEM TECHNICIAN 1/LOCKSMITH	6062	C	990
FIRE SURGEON/POLICE SURGEON	6822	U	991
FIRST ASSISTANT PROSECUTOR	1856	U	992
FISCAL ANALYST	5448	C	993
FISCAL OFFICER	1857	C	994
FOOD SERVICE MANAGER	6456	C	995
FOOD SERVICE WORKER	1864	N	996
FORENSIC ANALYST INFORMATION TECHNOLOGY	9054	C	997
FORENSIC CHEMIST	1869	C	998
FORENSIC SCIENTIST 1	1592	C	999
FORENSIC SCIENTIST 2	1593	C	1000
FORENSIC SCIENTIST 3	1594	C	1001
FORESTER	1870	C	1002
FORESTRY AIDE	1871	N	1003
FORK LIFT OPERATOR	1872	N	1004
FOUR-H CLUB AGENT	1873	U	1005
FOUR-H PROGRAM ASSISTANT	5503	U	1006
FUND RAISER	5092	C	1007
GARAGE ATTENDANT	40012	N	1008
GARDENER	1883	C	1009

GARMENT WORKER	3126	N	1010
GENERAL MANAGER OF GOLF COURSES	5286	C	1011
GENERAL OPERATIONS SUPERVISOR ELECTRICAL GENERATION	8072	C	1012
GENERAL STOREKEEPER	5775	U	1013
GENERAL SUPERVISING MAINTENANCE REPAIRER	7346	C	1014
GENERAL SUPERVISOR BRIDGE REPAIR	6590	C	1015
GENERAL SUPERVISOR BUILDING SERVICE	6465	C	1016
GENERAL SUPERVISOR COMPOST PROJECT	6506	C	1017
GENERAL SUPERVISOR DEMOLITION	6911	C	1018
GENERAL SUPERVISOR ELECTRIC DISTRIBUTION	6915	C	1019
GENERAL SUPERVISOR LABORING	6635	C	1020
GENERAL SUPERVISOR MOSQUITO EXTERMINATION	6442	C	1021
GENERAL SUPERVISOR OF GARAGE SERVICES	6610	C	1022
GENERAL SUPERVISOR PARKS	6699	C	1023
GENERAL SUPERVISOR PLUMBING	7690	C	1024
GENERAL SUPERVISOR PUBLIC WORKS	6652	C	1025
GENERAL SUPERVISOR ROADS	6656	C	1026
GENERAL SUPERVISOR SANITATION	6449	C	1027
GENERAL SUPERVISOR STREETS	6526	C	1028
GENERAL SUPERVISOR TRADES	6786	C	1029
GENERAL SUPERVISOR TRAFFIC MAINTENANCE	6818	C	1030
GENERAL SUPERVISOR TREES	6481	C	1031
GENERAL SUPERVISOR WATER	6659	C	1032
GENERATING STATION TECHNICIAN	1917	C	1033
GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST 1	3177	N	1034
GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST 2	3163	N	1035
GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST 3	3176	N	1036
GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST TRAINEE	3174	N	1037
GLAZIER	1919	C	1038
GOLF RANGER	01922@	N	1039
GOLF STARTER	01923@	N	1040
GOLF SUPERINTENDENT	01924@	C	1041
GRADUATE NURSE	01926@	N	1042
GRADUATE NURSE PUBLIC HEALTH	01930@	N	1043
GRAPHIC ARTIST 1	54593	C	1044

GRAPHIC ARTIST 1/PUBLIC INFORMATION OFFICER	6306		C	1045
GRAPHIC ARTIST 2	54604		C	1046
GRAPHIC ARTIST 3	54594		C	1047
GREENS SUPERINTENDENT	01936@		C	1048
GREENSKEEPER	1937		C	1049
HAIRSTYLIST 1	40923		N	1050
HAIRSTYLIST 2	40922		N	1051
HAZARDOUS MATERIALS RESPONDER	7952		C	1052
HAZARDOUS MATERIALS SPECIALIST	7953		C	1053
HAZARDOUS MATERIALS TECHNICIAN 1	7955		C	1054
HAZARDOUS MATERIALS TECHNICIAN 2	7954		C	1055
HAZARDOUS WASTE OPERATIONS SUPERVISOR	7989		C	1056
HAZARDOUS WASTE OPERATIONS TECHNICIAN	7988		C	1057
HEAD CLINIC NURSE	1951		C	1058
HEAD COOK	01952@		C	1059
HEAD CUSTODIAN	01954@		C	1060
HEAD NURSE	1960		C	1061
HEAD TEACHER	1970		C	1062
HEAD TEACHER/TEACHER EARLY CHILDHOOD EDUCATION	7619		C	1063
HEALTH AIDE	1971		C	1064
HEALTH AIDE	1972	BILINGUAL IN SPANISH AND ENGLISH	C	1065
HEALTH AIDE SUPERVISOR	1973		C	1066
HEALTH EDUCATOR	1981		C	1067
HEALTH INSURANCE BENEFITS CLERK	1985		C	1068
HEALTH INSURANCE BENEFITS CLERK TYPING	5520	BILINGUAL IN SPANISH AND ENGLISH	C	1069
HEALTH OFFICER	1988		N	1070
HEALTH OFFICER/REGISTERED ENVIRONMENTAL HEALTH SPECIALIST PUBLIC HEALTH	7852		C	1071
HEALTH OFFICER/REGISTRAR OF VITAL STATISTICS	1990		C	1072
HEARING OFFICER	7742		C	1073
HEARING OFFICER INMATE DISCIPLINARY PROGRAM	61414		C	1074
HEARING OFFICER RENT REGULATION	5701		C	1075
HEATING AND AIR CONDITIONING MECHANIC	1998		C	1076
HEATING AND AIR CONDITIONING MECHANIC LOW PRESSURE LICENSE	5556		C	1077

HEATING SYSTEM SPECIALIST	2000		C	1078
HEAVY EQUIPMENT OPERATOR	02001@		C	1079
HEAVY EQUIPMENT OPERATOR	42023C	HIGHWAY MARKING	C	1080
HEAVY EQUIPMENT OPERATOR/INSPECTOR MOSQUITO EXTERMINATION	02002@		C	1081
HEAVY EQUIPMENT OPERATOR/INSPECTOR TRAINEE MOSQUITO EXTERMINATION	10051		C	1082
HEAVY EQUIPMENT OPERATOR/MECHANIC	5357		C	1083
HEAVY EQUIPMENT OPERATOR/WELDER	10073		C	1084
HISTORIAN	2038		C	1085
HISTORIC PRESERVATION SPECIALIST 1	15679		C	1086
HISTORIC PRESERVATION SPECIALIST 2	15680		C	1087
HISTORIC PRESERVATION SPECIALIST 3	15681		C	1088
HISTORIC PRESERVATION SPECIALIST 4	15682		C	1089
HISTORIC SITE INTERPRETER	7826		C	1090
HOME ECONOMIST	7313		U	1091
HOME SERVICE AIDE	2041		N	1092
HOMEMAKER SERVICE SUPERVISOR	5535		C	1093
HORTICULTURIST	2044		C	1094
HOSPITAL ADMINISTRATOR	2045		C	1095
HOSPITAL ADMINISTRATOR	7433		U	1096
HOSPITAL ATTENDANT	2046		N	1097
HOSPITAL COMPTROLLER	2048		C	1098
HOSPITAL CREDIT INVESTIGATOR	2052		C	1099
HOSPITAL MAINTENANCE SUPERVISOR	2055		C	1100
HOSPITAL SUPERINTENDENT	5769		U	1101
HOSPITAL UTILIZATION REVIEW COORDINATOR	2060		C	1102
HOUSEKEEPER 1	44102		N	1103
HOUSEKEEPER 2	44104		C	1104
HOUSEKEEPING SUPERVISOR 2	44255		C	1105
HOUSING & ZONING INSPECTOR	10057		N	1106
HOUSING & ZONING INSPECTOR TRAINEE	10056		N	1107
HOUSING AIDE	2063		C	1108
HOUSING ASSISTANCE TECHNICIAN	4534		C	1109
HOUSING ASSISTANCE TECHNICIAN	4947	BILINGUAL IN SPANISH AND ENGLISH	C	1110
HOUSING COORDINATOR	2065		C	1111

HOUSING DEVELOPMENT ANALYST	2066		C	1112
HOUSING INSPECTOR	2071		C	1113
HOUSING INSPECTOR	4921	BILINGUAL IN SPANISH AND ENGLISH	C	1114
HOUSING INSPECTOR TRAINEE	2074		N	1115
HOUSING INSPECTOR/ZONING OFFICER	5860		C	1116
HOUSING MANAGER	2075		C	1117
HOUSING MANAGER/HOUSING ASSISTANCE TECHNICIAN	6517		C	1118
HUMAN RESOURCE COORDINATOR	6419		C	1119
HUMAN SERVICES AIDE	2085		N	1120
HUMAN SERVICES AIDE	4352	BILINGUAL IN SPANISH AND ENGLISH	N	1121
HUMAN SERVICES AIDE	8063	BILINGUAL IN HINDI AND ENGLISH	N	1122
HUMAN SERVICES AIDE	8064	MULTILINGUAL HINDI GUJARATI & ENGLISH	N	1123
HUMAN SERVICES AIDE	8068	BILINGUAL IN ARABIC AND ENGLISH	N	1124
HUMAN SERVICES AIDE	8069	BILINGUAL IN URDU AND ENGLISH	N	1125
HUMAN SERVICES COORDINATOR	4912		C	1126
HUMAN SERVICES SPECIALIST 1	5542	BILINGUAL IN KOREAN AND ENGLISH	C	1127
HUMAN SERVICES SPECIALIST 1	7994		C	1128
HUMAN SERVICES SPECIALIST 1	8037	BILINGUAL IN HINDI AND ENGLISH	C	1129
HUMAN SERVICES SPECIALIST 1	9000	BILINGUAL IN SPANISH AND ENGLISH	C	1130
HUMAN SERVICES SPECIALIST 1	9016	BILINGUAL IN VIETNAMESE AND ENGLISH	C	1131
HUMAN SERVICES SPECIALIST 2	7995		C	1132
HUMAN SERVICES SPECIALIST 2	9001	BILINGUAL IN SPANISH AND ENGLISH	C	1133

HUMAN SERVICES SPECIALIST 2	9005	BILINGUAL IN RUSSIAN AND ENGLISH	C	1134
HUMAN SERVICES SPECIALIST 2	9017	BILINGUAL IN VIETNAMESE AND ENGLISH	C	1135
HUMAN SERVICES SPECIALIST 2	80836	BILINGUAL IN HINDI AND ENGLISH	C	1136
HUMAN SERVICES SPECIALIST 3	7996		C	1137
HUMAN SERVICES SPECIALIST 3	9002	BILINGUAL IN SPANISH AND ENGLISH	C	1138
HUMAN SERVICES SPECIALIST 4	7997		C	1139
HUMAN SERVICES SPECIALIST 4	9003	BILINGUAL IN SPANISH AND ENGLISH	C	1140
ICE RINK MAINTENANCE WORKER	2079		C	1141
IDENTIFICATION OFFICER	2081		C	1142
INCOME MAINTENANCE TECHNICIAN	2089		C	1143
INCOME MAINTENANCE WORKER	4924		C	1144
INDUSTRIAL HYGIENIST	5394		C	1145
INDUSTRIAL REPRESENTATIVE	2095		C	1146
INFECTION CONTROL NURSE	4385		C	1147
INMATE ADVOCATE PENAL INSTITUTION	6924		C	1148
INSPECTOR MOSQUITO EXTERMINATION	2105		C	1149
INSPECTOR ROAD OPENINGS	2106		C	1150
INSPECTOR TRAINEE MOSQUITO EXTERMINATION	7032		N	1151
INSTITUTIONAL ATTENDANT	2111		N	1152
INSTITUTIONAL ATTENDANT	9060	BILINGUAL IN SPANISH AND ENGLISH	N	1153
INSTITUTIONAL TRADE INSTRUCTOR 1	40624H	LANDSCAPING	C	1154
INSTRUCTOR EMPLOYMENT AND TRAINING	4517		C	1155
INSTRUCTOR OF IN-SERVICE NURSING	02153@		C	1156
INSURANCE MANAGER	4422		C	1157
INTERMITTENT BRIDGE OPERATOR	9030		N	1158
INTERMITTENT CASE MONITOR JUVENILE OFFENDER	9028		N	1159
INTERMITTENT CLERK TYPIST	9027		N	1160
INTERMITTENT EMERGENCY MEDICAL TECHNICIAN	9050		N	1161

INTERMITTENT GOLF RANGER	9024		N	1162
INTERMITTENT GOLF STARTER	9034		N	1163
INTERMITTENT GROUNDSKEEPER	9032		N	1164
INTERMITTENT HEAD NURSE	9026		N	1165
INTERMITTENT MAIL CLERK	9025		N	1166
INTERMITTENT PARK ATTENDANT	9033		N	1167
INTERMITTENT RECREATION AIDE	9031		N	1168
INTERMITTENT TELEPHONE OPERATOR	9029		N	1169
INTERMITTENT TRAINING OFFICER LAW ENFORCEMENT	9061		N	1170
INTERNIST	5197		U	1171
INTERVIEWER COUNTY ADJUSTERS	2166		C	1172
INTERVIEWER COURTS	6207		C	1173
INTERVIEWER COURTS	7573	BILINGUAL IN SPANISH AND ENGLISH	C	1174
INTERVIEWER VETERANS SERVICE BUREAU	1449	BILINGUAL IN SPANISH AND ENGLISH	C	1175
INTERVIEWER VETERANS SERVICE BUREAU	2172		C	1176
INVENTORY CONTROL CLERK	2174		C	1177
INVENTORY CONTROL CLERK/PRINCIPAL ACCOUNT CLERK TYPING	7190		C	1178
INVESTIGATOR 1	56782		C	1179
INVESTIGATOR 1	56782H	OFFICE OF CHIEF STATE MEDICAL EXAMINER	C	1180
INVESTIGATOR 1	56805C	OFFICE OF CHIEF STATE MEDICAL EXAMINER	C	1181
INVESTIGATOR 2	56783		C	1182
INVESTIGATOR 2	56783G	OFFICE OF CHIEF STATE MEDICAL EXAMINER	C	1183
INVESTIGATOR 2	56806C	OFFICE OF CHIEF STATE MEDICAL EXAMINER	C	1184
INVESTIGATOR 3	56774		C	1185
INVESTIGATOR 3	56774C	OFFICE OF CHIEF STATE MEDICAL EXAMINER	C	1186

INVESTIGATOR 3	56807C	OFFICE OF CHIEF STATE MEDICAL EXAMINER	C	1187
INVESTIGATOR ALCOHOLIC BEVERAGE CONTROL	2175		C	1188
INVESTIGATOR COMMUNICABLE DISEASE	2207	BILINGUAL IN ENGLISH AND HINDI	C	1189
INVESTIGATOR COMMUNICABLE DISEASES	7427		C	1190
INVESTIGATOR COMMUNICABLE DISEASES	7429	BILINGUAL IN SPANISH AND ENGLISH	C	1191
INVESTIGATOR CONSUMER PROTECTION	2181		C	1192
INVESTIGATOR CONSUMER PROTECTION	4923	BILINGUAL IN SPANISH AND ENGLISH	C	1193
INVESTIGATOR COUNTY ADJUSTERS OFFICE	2182		C	1194
INVESTIGATOR COUNTY MEDICAL EXAMINERS OFFICE	2183		C	1195
INVESTIGATOR COUNTY WELFARE AGENCY	2185		C	1196
INVESTIGATOR COUNTY WELFARE AGENCY	4353	BILINGUAL IN SPANISH AND ENGLISH	C	1197
INVESTIGATOR COUNTY WELFARE AGENCY	8062	BILINGUAL IN HINDI AND ENGLISH	C	1198
INVESTIGATOR ELECTIONS	7640		C	1199
INVESTIGATOR ELECTIONS	7641		U	1200
INVESTIGATOR LAW DEPARTMENT	2190		C	1201
INVESTIGATOR POLICE DEPARTMENT	2195		C	1202
INVESTIGATOR PROBATION	2196		C	1203
INVESTIGATOR PUBLIC WORKS	5217		C	1204
INVESTIGATOR SECURED FACILITIES	32647		C	1205
INVESTIGATOR SERGEANT PENAL INSTITUTION	4479		C	1206
INVESTIGATOR TRAINEE	8058		N	1207
INVESTIGATOR TRAINEE	56798	OFFICE OF CHIEF STATE MEDICAL EXAMINER	N	1208
INVESTMENT SPECIALIST	2210		C	1209
JAIL PHYSICIAN	2212		U	1210
JOB DEVELOPER	2217		C	1211
JUDGE OF THE MUNICIPAL COURT	2219		U	1212
JUVENILE DETENTION OFFICER	5008		N	1213

JUVENILE DETENTION OFFICER	5222	BILINGUAL IN SPANISH AND ENGLISH	N	1214
JUVENILE OFFICER	2230		C	1215
JUVENILE OFFICER	5414	BILINGUAL IN SPANISH AND ENGLISH	C	1216
KEYBOARDING CLERK 1	1268		N	1217
KEYBOARDING CLERK 1	1271	BILINGUAL IN SPANISH AND ENGLISH	N	1218
KEYBOARDING CLERK 1	7807	BILINGUAL IN ENGLISH AND VIETNAMESE	N	1219
KEYBOARDING CLERK 1	7844	MULTI PORTUGUESE SPANISH AND ENGLISH	N	1220
KEYBOARDING CLERK 2	03256@		C	1221
KEYBOARDING CLERK 2	3258	BILINGUAL IN SPANISH AND ENGLISH	C	1222
KEYBOARDING CLERK 2/PUBLIC WORKS INSPECTOR	6828		C	1223
KEYBOARDING CLERK 2/TELEPHONE OPERATOR	5204		C	1224
KEYBOARDING CLERK 3	2781		C	1225
KEYBOARDING CLERK 3	4838	BILINGUAL IN SPANISH AND ENGLISH	C	1226
KEYBOARDING CLERK 3/PURCHASING ASSISTANT	6886		C	1227
KEYBOARDING CLERK 3/REGISTRAR OF VITAL STATISTICS	4538		C	1228
KEYBOARDING CLERK 3/TELEPHONE OPERATOR	7277		C	1229
KEYBOARDING CLERK 4	03864@		C	1230
KEYBOARDING CLERK 4	6150	BILINGUAL IN SPANISH AND ENGLISH	C	1231
LABOR RELATIONS ASSISTANT	2238		C	1232
LABOR RELATIONS SPECIALIST	2236		C	1233
LABOR RELATIONS SPECIALIST/PERSONNEL DIRECTOR	7801		C	1234
LABORATORY AIDE	4992		C	1235
LABORATORY ASSISTANT	1943		N	1236
LABORATORY TECHNICIAN	2242		C	1237
LABORATORY TECHNICIAN WATER ANALYSIS	5078		C	1238

LABORATORY TECHNICIAN WATER ANALYSIS/KEYBOARDING CLERK 3	7439		C	1239
LABORATORY TECHNICIAN/SENIOR SEWAGE PLANT OPERATOR	5259		C	1240
LABORER 1	2248		N	1241
LABORER 1/MOTOR BROOM DRIVER	7189		C	1242
LABORER 2	6634		C	1243
LABORER 3	6633		C	1244
LABORER/CLERK 2	5491		C	1245
LAND SURVEYOR	2255		N	1246
LAND SURVEYOR/PRINCIPAL PLANNER	7734		C	1247
LANDSCAPE ARCHITECT	02256@		C	1248
LAUNDRY MANAGER	6426		C	1249
LAUNDRY WORKER	02261@		N	1250
LAW INTERN	5764		U	1251
LAW SECRETARY	2266		U	1252
LAWNMOWER REPAIRER	2267		C	1253
LEAD POISONING INSPECTOR	2268		N	1254
LEAD POISONING INSPECTOR/SENIOR REGISTERED ENVIRONMENTAL HEALTH SPECIALIST PUBLIC HEALTH	5858		C	1255
LEGAL ANALYST	2272		C	1256
LEGAL ASSISTANT	2275		C	1257
LEGAL ASSISTANT	6323		U	1258
LEGAL SECRETARY	7675		C	1259
LEGAL SECRETARY	9018	BILINGUAL IN SPANISH AND ENGLISH	C	1260
LEGAL SECRETARY 1	24832		C	1261
LEGAL SECRETARY 2	24831		C	1262
LEGAL STENOGRAPHER	2279		C	1263
LEGISLATIVE RESEARCH OFFICER	6250		U	1264
LIBRARIAN 1	7569		N	1265
LIBRARIAN 2	3406		C	1266
LIBRARIAN 2/TECHNICAL SUPPORT SPECIALIST 2	6942		C	1267
LIBRARIAN 3	2820		C	1268
LIBRARIAN 4	3902		C	1269
LIBRARIAN 4/DATA PROCESSING COORDINATOR	5750		C	1270
LIBRARY ASSISTANT	7467		N	1271

LIBRARY ASSISTANT	7469	BILINGUAL IN SPANISH AND ENGLISH	N	1272
LIBRARY ASSISTANT/SENIOR ACCOUNT CLERK	7735		C	1273
LIBRARY ASSOCIATE	2288		N	1274
LIBRARY DIRECTOR	2283		C	1275
LIBRARY DIRECTOR	6327		U	1276
LIBRARY EXHIBIT ARTIST	2284		C	1277
LIBRARY PAGE	2289		N	1278
LICENSE INSPECTOR	2292		C	1279
LICENSE INSPECTOR	5785	BILINGUAL IN SPANISH AND ENGLISH	C	1280
LICENSED WATER TREATMENT PLANT OPERATOR	10052		C	1281
LIEUTENANT OF COUNTY DETECTIVES	2295		C	1282
LIEUTENANT OF COUNTY INVESTIGATORS	7096		U	1283
LIFEGUARD	2297		N	1284
LIFEGUARD/MAINTENANCE REPAIRER	6093		N	1285
LINE SUPERINTENDENT	7057		C	1286
LINE WORKER	7052		C	1287
LINE WORKER HELPER	7051		N	1288
LINE WORKER/PUBLIC WORKS REPAIRER	7263		C	1289
LINEN ROOM ATTENDANT	2310		N	1290
LITERACY PROGRAM COORDINATOR	5792		C	1291
LOAN ADVISOR	5136		C	1292
LOCKSMITH	41633		C	1293
LOCKSMITH/SENIOR MAINTENANCE REPAIRER LOW PRESSURE LICENSE	6068		C	1294
LUNCHEON AIDE	5678		N	1295
MACHINIST	2317		C	1296
MAIL CLERK	20432		N	1297
MAINTENANCE REPAIRER	2328		N	1298
MAINTENANCE REPAIRER /SENIOR LIFEGUARD	7300		C	1299
MAINTENANCE REPAIRER ELECTRICAL HEATING AND AIR CONDITIONING	2336		N	1300
MAINTENANCE REPAIRER LOW PRESSURE LICENSE	2365		C	1301
MAINTENANCE REPAIRER REFRIGERATION AND AIR CONDITIONING	02374@		N	1302
MAINTENANCE REPAIRER WELDER	2380		C	1303

MAINTENANCE REPAIRER/MAINTENANCE WORKER 1 GROUNDS	6061	C	1304
MAINTENANCE REPAIRER/MECHANIC	5354	C	1305
MAINTENANCE SUPERINTENDENT	2384	C	1306
MAINTENANCE SUPERVISOR	2387	C	1307
MAINTENANCE SUPERVISOR GROUNDS	6731	C	1308
MAINTENANCE SUPERVISOR GROUNDS/TREE MAINTENANCE SUPERVISOR	6714	C	1309
MAINTENANCE WORKER 1 GROUNDS	01940@	N	1310
MAINTENANCE WORKER 1 GROUNDS/MAINTENANCE REPAIRER	5555	N	1311
MAINTENANCE WORKER 2 GROUNDS	3349	C	1312
MAINTENANCE WORKER 3 GROUNDS	6732	C	1313
MANAGEMENT ASSISTANT	56492	C	1314
MANAGEMENT INFORMATION SYSTEMS COORDINATOR	53105	C	1315
MANAGEMENT INFORMATION SYSTEMS SPECIALIST	4354	C	1316
MANAGEMENT SPECIALIST	2390	C	1317
MANAGEMENT SPECIALIST/SUPERVISING LIBRARY ASSISTANT	7323	C	1318
MANAGER 1 INFORMATION PROCESSING	64775	C	1319
MANAGER ABATEMENT AND SPECIAL TAXES	7922	C	1320
MANAGER ANIMAL CONTROL FACILITY	5340	C	1321
MANAGER GOLF FACILITIES	4588	C	1322
MANAGER INDOOR ARTIFICIAL ICE ARENA/RECREATION SUPERVISORSWIMMING	6553	C	1323
MANAGER MOBILE MEALS PROGRAM	02402@	C	1324
MANAGER MOTORS	7137	C	1325
MANAGER PARKS AND GROUNDS	7138	C	1326
MANAGER PUBLIC PROPERTY	7139	C	1327
MANAGER RIDING STABLES	4664	C	1328
MANAGER SANITATION	7141	C	1329
MANAGER TRAFFIC AND SIGNALS	7144	C	1330
MARINA SUPERVISOR	5483	C	1331
MARINA WORKER	7920	C	1332
MASON	2420	C	1333
MASON/PLASTERER	2421	C	1334
MASON/SENIOR CARPENTER	2422	C	1335
MASONS HELPER	2426	N	1336

MASONS HELPER/PLASTERERS HELPER	6389	C	1337
MATERIAL MANAGEMENT COORDINATOR	5702	C	1338
MAYOR	2428	U	1339
MAYOR/MUNICIPAL DEPARTMENT HEAD	6958	U	1340
MECHANIC	2434	C	1341
MECHANIC DIESEL	2440	C	1342
MECHANIC DIESEL/MECHANIC HYDRAULICS	6397	C	1343
MECHANIC FIRE APPARATUS	2441	C	1344
MECHANIC GOLF FACILITIES	8070	C	1345
MECHANIC HYDRAULICS	2444	C	1346
MECHANIC UFD	2445	C	1347
MECHANIC/HEATING AND AIR CONDITIONING MECHANIC LPL	6622	C	1348
MECHANIC/PUBLIC WORKS REPAIRER	7538	C	1349
MECHANIC/ROAD REPAIRER 1	6752	C	1350
MECHANIC/SENIOR PUBLIC WORKS REPAIRER	6503	C	1351
MECHANIC/SENIOR SEWAGE PLANT REPAIRER	7195	C	1352
MECHANIC/SENIOR TRAFFIC MAINTENANCE WORKER	7205	C	1353
MECHANIC/SUPERVISOR RECLAMATION PLANT	7824	C	1354
MECHANIC/TRUCK DRIVER	7820	C	1355
MECHANIC/WELDER	5096	C	1356
MECHANICAL ENGINEER TRAINEE	16890	N	1357
MECHANICAL INSPECTOR	7967	C	1358
MECHANICAL INSPECTOR/PLUMBING SUBCODE OFFICIAL	7860	C	1359
MECHANICAL REPAIRER LIGHT EQUIPMENT	02451@	C	1360
MECHANICAL STORES CLERK	2455	C	1361
MECHANICS HELPER	02456@	N	1362
MECHANICS HELPER/TRUCK DRIVER	7369	N	1363
MEDIA TECHNICIAN 1	81542	C	1364
MEDIA TECHNICIAN 3	81544	C	1365
MEDICAL CLAIMS REVIEW CLERK	21231	C	1366
MEDICAL CONSULTANT	02460@	U	1367
MEDICAL DIRECTOR	2461	U	1368
MEDICAL RECORD ADMINISTRATOR	4957	C	1369
MEDICAL RECORD CLERK	2469	C	1370
MEDICAL RECORDS SUPERVISOR	21055	C	1371
MEDICAL RECORDS TECHNICIAN	21054	N	1372

MEDICAL SOCIAL SERVICE ASSISTANT COUNTY WELFARE AGENCY	2472		C	1373
MEDICAL SOCIAL WORK SUPERVISOR	02474@		C	1374
MEDICAL SOCIAL WORKER	02475@		C	1375
MEDICAL TRANSCRIBER	2480		C	1376
MEMBER AND DIRECTOR BOARD OF COUNTY COMMISSIONERS	02483@		U	1377
MEMBER AND SECRETARY BOARD OF ELECTIONS AND COMMISSIONER OF REGISTRATION	7517		U	1378
MEMBER BOARD OF ADJUSTMENT	02486@		U	1379
MEMBER BOARD OF ASSESSORS	2487		U	1380
MEMBER BOARD OF COUNTY COMMISSIONERS	2488		U	1381
MEMBER BOARD OF ELECTIONS	5777		U	1382
MEMBER BOARD OF FIRE COMMISSIONERS	7117		U	1383
MEMBER BOARD OF HEALTH	2489		U	1384
MEMBER CONSTRUCTION BOARD OF APPEALS	5267		U	1385
MEMBER MUNICIPAL UTILITIES AUTHORITY	2492		U	1386
MEMBER PLANNING BOARD	6247		U	1387
MEMBER TAXICAB COMMISSION	6252		U	1388
MENTAL HEALTH ADMINISTRATOR	02493@		U	1389
MENTAL HEALTH WORKER	02498@		N	1390
MENTAL HEALTH WORKER	7879	BILINGUAL IN SPANISH AND ENGLISH	N	1391
MESSENGER	2499		N	1392
METER WORKER 1	2500		C	1393
METER WORKER 1/WATER METER REPAIRER	5742		C	1394
METER WORKER 2	3641		C	1395
METER WORKER 2/WATER METER REPAIRER	7119		C	1396
METER WORKER SUPERVISOR	6844		C	1397
METER WORKER SUPERVISOR/SUPERVISOR WATER METER REPAIR	6866		C	1398
MICROBIOLOGIST 1	2002		C	1399
MICROBIOLOGIST 2	2003		C	1400
MICROBIOLOGIST 3	2004		C	1401
MICROBIOLOGIST 4	2005		C	1402
MICROBIOLOGIST TRAINEE	2001		N	1403
MICROFILM SYSTEMS SUPERVISOR	2506		C	1404
MILLWRIGHT/WELDER	6490		C	1405

MILLWRIGHT/WELDERS HELPER	5666	C	1406
MONITOR	24912	U	1407
MORGUE ATTENDANT	2512	N	1408
MORGUE CUSTODIAN	2513	N	1409
MORGUE KEEPER	5227	U	1410
MORTICIAN	2514	N	1411
MOSQUITO IDENTIFICATION SPECIALIST	2515	C	1412
MOTOR BROOM DRIVER	5565	C	1413
MOTOR BROOM DRIVER/PUBLIC WORKS REPAIRER	6196	C	1414
MOTOR BROOM DRIVER/TRUCK DRIVER	1122	C	1415
MOTOR VEHICLE OPERATOR ELDERLY AND HANDICAPPED PERSONS	2516	N	1416
MUNICIPAL ADMINISTRATOR	2519	U	1417
MUNICIPAL ATTORNEY	7027	U	1418
MUNICIPAL AUDITOR	6856	U	1419
MUNICIPAL BOND SPECIALIST/SENIOR BUDGET EXAMINER	7646	C	1420
MUNICIPAL CLERK	2521	U	1421
MUNICIPAL COURT ADMINISTRATOR	7795	N	1422
MUNICIPAL COURT ATTENDANT	2524	N	1423
MUNICIPAL COURT DIRECTOR	7786	U	1424
MUNICIPAL DEPARTMENT HEAD	5895	U	1425
MUNICIPAL DIRECTOR OF WELFARE	6826	U	1426
MUNICIPAL EMERGENCY MANAGEMENT COORDINATOR	5079	U	1427
MUNICIPAL ENGINEER	6328	U	1428
MUNICIPAL IMPROVEMENT SEARCH OFFICER	5852	U	1429
MUNICIPAL MANAGER	2533	U	1430
MUNICIPAL PARKS SUPERINTENDENT	6775	C	1431
MUNICIPAL PARKS SUPERINTENDENT/SUPERINTENDENT OF RECREATION	6777	C	1432
MUNICIPAL PROSECUTOR	2534	U	1433
MUNICIPAL RECYCLING COORDINATOR	7622	C	1434
MUNICIPAL SURVEYOR	5191	C	1435
MUNICIPAL TREASURER	2537	C	1436
MUNICIPAL TREASURER	7100	U	1437
MUNICIPAL TREASURER/TAX COLLECTOR	5894	U	1438
MUSEUM ATTENDANT	2539	N	1439
MUSEUM CURATOR	2540	C	1440
MUSEUM CURATOR HISTORY	5484	C	1441

NARCOTICS CLINIC AIDE	2548	C	1442
NARCOTICS CLINIC SUPERVISOR	2549	C	1443
NAUTICAL PARK MANAGER	5926	C	1444
NETWORK ADMINISTRATOR 1	10107	C	1445
NETWORK ADMINISTRATOR 2	10108	C	1446
NJLINC'S COVID-19 COORDINATOR	9036	U	1447
NJLINC'S COVID-19 DATA MANAGER/EPIDEMIOLOGIST	9037	U	1448
NJLINC'S COVID-19 SOCIAL SUPPORT COORDINATOR	9038	U	1449
NURSES AIDE	2562	N	1450
NURSING HOME ADMINISTRATOR	2563	N	1451
NURSING SERVICES CLERK	3843	C	1452
NUTRITION PROGRAM COORDINATOR WOMEN INFANTS AND CHILDRENS PROGRAM	7325	C	1453
NUTRITION PROGRAM COORDINATOR WOMENS INFANTS AND C HILDRENS PROGRAM/PUBLIC HEALTH NUTRITIONIST	7363	C	1454
NUTRITION TECHNICIAN	7777	C	1455
OCCUPATIONAL THERAPIST	2565	N	1456
OCCUPATIONAL THERAPY AIDE	2567	C	1457
OCCUPATIONAL THERAPY ASSISTANT	4578	N	1458
OFFICE APPLIANCE OPERATOR	2568	C	1459
OFFICE SERVICES MANAGER	4417	C	1460
OFFICE SUPERVISOR	4870	C	1461
OIL BURNER SERVICE MECHANIC	2573	C	1462
OIL BURNER SERVICE MECHANICS HELPER	2574	C	1463
OILER	2575	C	1464
OMNIBUS OPERATOR	5594	N	1465
OMNIBUS OPERATOR/RECREATION LEADER	5587	N	1466
OMNIBUS OPERATOR/RECREATION LEADER HANDICAPPED	5588	N	1467
OPERATIONS AND TRAINING OFFICER EMERGENCY MANAGEMENT	5081	C	1468
OPHTHAMOLOGIST	2581	U	1469
OPTOMETRIST	2583	C	1470
PAINTER	2589	C	1471
PAINTER AUTOMOTIVE	5198	C	1472
PAINTERS HELPER	2591	N	1473
PARALEGAL SPECIALIST	2593	C	1474

PARALEGAL SPECIALIST STENOGRAPHY	4785		C	1475
PARALEGAL TECHNICIAN 2	30462		C	1476
PARK ATTENDANT	02598@		N	1477
PARK NATURALIST	2606		N	1478
PARK POLICE CHIEF	2608		C	1479
PARK POLICE OFFICER	2610		C	1480
PARK POLICE SERGEANT	2612		C	1481
PARKING ATTENDANT	2614		N	1482
PARKING ENFORCEMENT OFFICER	7305		N	1483
PARKING ENFORCEMENT OFFICER	10055	BILINGUAL IN SPANISH AND ENGLISH	N	1484
PARKING ENFORCEMENT OFFICER/PARKING METER COLLECTOR	7310		N	1485
PARKING ENFORCEMENT OFFICER/PARKING METER COLLECTOR/ PARKING METER REPAIRER	6735		C	1486
PARKING ENFORCEMENT OFFICER/TOW TRUCK OPERATOR	7308		N	1487
PARKING METER COLLECTOR	2615		N	1488
PARKING METER COLLECTOR/PARKING METER REPAIRER/SENIOR TRAFFIC MAINTENANCE WORKER	6965		C	1489
PARKING METER COLLECTOR/TRAFFIC MAINTENANCE WORKER	6172		N	1490
PATIENT ACTIVITIES COORDINATOR	6197		C	1491
PAYROLL CLERK	2634		N	1492
PAYROLL SUPERVISOR	2636		C	1493
PAYROLL SUPERVISOR/CLERK 1	2637		C	1494
PAYROLL SUPERVISOR/CLERK 4	6298		C	1495
PAYROLL SUPERVISOR/PENSION FUND SUPERVISOR	6102		C	1496
PEDIATRICIAN	2638		U	1497
PENSION FUND SUPERVISOR	2639		C	1498
PERSONNEL AIDE	2645		C	1499
PERSONNEL ASSISTANT	02648@		C	1500
PERSONNEL ASSISTANT	7567	BILINGUAL IN SPANISH AND ENGLISH	C	1501
PERSONNEL DIRECTOR	02650@		C	1502
PERSONNEL OFFICER	02653@		C	1503
PERSONNEL OFFICER/PURCHASING AGENT	5258		C	1504

PERSONNEL TECHNICIAN	02655@		C	1505
PHOTOGRAPHER	02664@		C	1506
PHOTOGRAPHER/PRINTING MACHINE OPERATOR 1	5534		C	1507
PHOTOGRAPHY PROCESSOR AND DEVELOPER	4826		C	1508
PHYSICAL EDUCATION INSTRUCTOR	2669		N	1509
PHYSICAL THERAPIST	02671@		N	1510
PHYSICAL THERAPIST ASSISTANT	4810		N	1511
PHYSICAL THERAPY AIDE	02673@		C	1512
PHYSICIAN	2674		U	1513
PILOT AND AIRCRAFT MECHANIC INSECT EXTERMINATION	5704		C	1514
PILOT AND INSPECTOR INSECT EXTERMINATION	2677		C	1515
PLANNER TRAINEE	16470		N	1516
PLANNER/SCHEDULER COMPUTERIZED MAINTENANCE MANAGEMENT PROGRAM	42443		C	1517
PLANNING AIDE	2685		N	1518
PLANNING DIRECTOR	2686		C	1519
PLASTERER	2688		C	1520
PLUMBER	2693		C	1521
PLUMBER AND STEAMFITTER	2694		C	1522
PLUMBERS HELPER	2701		N	1523
PLUMBING INSPECTOR	2704		C	1524
PLUMBING INSPECTOR/PLUMBING SUBCODE OFFICIAL	6340		C	1525
PLUMBING SUBCODE OFFICIAL	5056		C	1526
PODIATRIST	2707		U	1527
POLICE AIDE	2709		C	1528
POLICE AIDE	5473	BILINGUAL IN SPANISH AND ENGLISH	C	1529
POLICE AND FIRE CHAPLAIN	5094		U	1530
POLICE AND FIRE SIGNAL SYSTEM TECHNICAN 1	5886		C	1531
POLICE AND FIRE SIGNAL SYSTEMS SUPERINTENDENT	5882		C	1532
POLICE ASSISTANT	8034		C	1533
POLICE CAPTAIN	2718		C	1534
POLICE CHIEF	2719		C	1535
POLICE CHIEF	6330		U	1536
POLICE COMMUNICATIONS CLERK	2720		N	1537
POLICE INSPECTOR	2725		C	1538
POLICE LIEUTENANT	2727		C	1539
POLICE OFFICER	2728		C	1540

POLICE OFFICER	2729	BILINGUAL IN SPANISH AND ENGLISH	C	1541
POLICE OFFICER	7776	BILINGUAL IN ENGLISH AND KOREAN	C	1542
POLICE SERGEANT	2739		C	1543
POLICE SERGEANT	7586	BILINGUAL IN SPANISH AND ENGLISH	C	1544
POUNDKEEPER	2747		U	1545
POWER PLANT HELPER	2749		N	1546
PRACTICAL NURSE	2750		N	1547
PRESIDENT OF COUNCIL	02753@		U	1548
PRINCIPAL ACCOUNT CLERK	2755		C	1549
PRINCIPAL ACCOUNT CLERK STENOGRAPHY	2756		C	1550
PRINCIPAL ACCOUNT CLERK TYPING	5823	BILINGUAL IN SPANISH AND ENGLISH	C	1551
PRINCIPAL ACCOUNTANT	2758		C	1552
PRINCIPAL ALCOHOLISM COUNSELOR	4424		C	1553
PRINCIPAL ASSISTANT ASSESSOR	02764@		C	1554
PRINCIPAL AUDITOR	02765@		C	1555
PRINCIPAL BUYER	2770		C	1556
PRINCIPAL CASHIER	2771		C	1557
PRINCIPAL CASHIER/TAX SEARCHER	5648		C	1558
PRINCIPAL CLERK TRANSCRIBER	2779		C	1559
PRINCIPAL CLERK TRANSCRIBER	7908	BILINGUAL IN SPANISH AND ENGLISH	C	1560
PRINCIPAL CLINICAL PSYCHOLOGIST	02783@		C	1561
PRINCIPAL COMMUNITY ORGANIZATION SPECIALIST	02785@		C	1562
PRINCIPAL COUNTY PARK RANGER	2787		C	1563
PRINCIPAL COURT CLERK PROBATE	2788		C	1564
PRINCIPAL COURT CLERK PROBATE TYPING	5773		C	1565
PRINCIPAL CUSTODIAN	2789		C	1566
PRINCIPAL DATA CONTROL CLERK	4646		C	1567
PRINCIPAL DATA CONTROL CLERK TYPING	4711		C	1568
PRINCIPAL DATA ENTRY MACHINE OPERATOR	5178		C	1569
PRINCIPAL DATA PROCESSING PROGRAMMER	2790		C	1570

PRINCIPAL DATA PROCESSING SYSTEMS PROGRAMMER	4697		C	1571
PRINCIPAL DRAFTING TECHNICIAN	6561		C	1572
PRINCIPAL DRAFTING TECHNICIAN/WATER SYSTEMS DISTRIBUTION TECHNICIAN	7769		C	1573
PRINCIPAL EMPLOYEE BENEFITS CLERK	4936		C	1574
PRINCIPAL EMPLOYEE BENEFITS CLERK/SUPERVISOR OF ACCOUNTS	10050		C	1575
PRINCIPAL ENGINEER	02794@		C	1576
PRINCIPAL ENGINEER BRIDGES	02795@		C	1577
PRINCIPAL ENGINEER CIVIL	02796@		C	1578
PRINCIPAL ENGINEER HIGHWAY	02797@		C	1579
PRINCIPAL ENGINEER HYDRAULIC	2798		C	1580
PRINCIPAL ENGINEER TRAFFIC	02803@		C	1581
PRINCIPAL ENGINEERING AIDE	2804		C	1582
PRINCIPAL ENGINEERING AIDE/TRAFFIC ANALYST	4698		C	1583
PRINCIPAL ENGINEERING CLERK	2806		C	1584
PRINCIPAL FISCAL ANALYST	50534		C	1585
PRINCIPAL FORENSIC PHOTOGRAPHER	44924		C	1586
PRINCIPAL HOUSING MANAGER	2816		C	1587
PRINCIPAL INVESTIGATOR PAROLE AND SECURED FACILITIES	32646		C	1588
PRINCIPAL LABORATORY TECHNICIAN WATER ANALYSIS	5450		C	1589
PRINCIPAL LEGAL STENOGRAPHER	2819		C	1590
PRINCIPAL LIBRARY ASSISTANT	2822		C	1591
PRINCIPAL LIBRARY ASSISTANT/TECHNICAL ASSISTANT MANAGEMENT INFORMATION SYSTEMS	9015		C	1592
PRINCIPAL MAIL CLERK	20434		C	1593
PRINCIPAL MEDICAL RECORD CLERK	2824		C	1594
PRINCIPAL OFFICE APPLIANCE OPERATOR	2826		C	1595
PRINCIPAL PARK NATURALIST	5654		C	1596
PRINCIPAL PAYROLL CLERK	2831		C	1597
PRINCIPAL PAYROLL CLERK/CLERK 3	4939		C	1598
PRINCIPAL PERSONNEL CLERK STENOGRAPHY	2834		C	1599
PRINCIPAL PERSONNEL TECHNICIAN	2835		C	1600
PRINCIPAL PERSONNEL TECHNICIAN	6282	BILINGUAL IN SPANISH AND ENGLISH	C	1601

PRINCIPAL PLANNER	16491	C	1602
PRINCIPAL PLANNER ENVIRONMENTAL	4566	C	1603
PRINCIPAL PLANNER TRANSPORTATION	12494	C	1604
PRINCIPAL PLANNING AIDE	2840	C	1605
PRINCIPAL PLANNING ENGINEER	2842	C	1606
PRINCIPAL PROGRAM DEVELOPMENT SPECIALIST CRIMINAL JUSTICE	6947	C	1607
PRINCIPAL PSYCHIATRIC SOCIAL WORKER	2846	C	1608
PRINCIPAL PURCHASING ASSISTANT	2847	C	1609
PRINCIPAL REGISTERED ENVIRONMENTAL HEALTH SPECIALIST PUBLIC HEALTH	2848	C	1610
PRINCIPAL STOREKEEPER	2852	C	1611
PRINCIPAL SYSTEMS ANALYST	2853	C	1612
PRINCIPAL TECHNICAL AIDE PUBLIC WORKS	5525	C	1613
PRINCIPAL TECHNICIAN MANAGEMENT INFORMATION SYSTEMS	53101	C	1614
PRINCIPAL TENANT INTERVIEWER AND INVESTIGATOR	2857	C	1615
PRINCIPAL TIMEKEEPER/SENIOR JUVENILE DETENTION OFFICER	6368	C	1616
PRINCIPAL TRAFFIC ANALYST	2859	C	1617
PRINTER	02862@	C	1618
PRINTING MACHINE OPERATOR 1	2571	C	1619
PRINTING MACHINE OPERATOR 2	22533	C	1620
PRINTING MACHINE OPERATOR 3	22534	C	1621
PRINTING MACHINE OPERATOR 4	22535	C	1622
PRINTING MACHINE OPERATOR TRAINEE	22530	N	1623
PRINTING OPERATIONS MANAGER	22457	C	1624
PRINTING OPERATIONS TECHNICIAN 1	41441	C	1625
PRINTING OPERATIONS TECHNICIAN 2	41442	C	1626
PRINTING OPERATIONS TECHNICIAN 3	22545	C	1627
PRINTING OPERATIONS TECHNICIAN 4	22536	C	1628
PRIVATE CLERK	5228	U	1629
PRIVATE SECRETARY	5235	U	1630
PROBATE ASSISTANT	02864@	C	1631
PROBATE CLERK	2865	C	1632

PROBATE CLERK	4782	BILINGUAL IN SPANISH AND ENGLISH	C	1633
PROBATE CLERK TYPING	02866@		C	1634
PROCEDURES ANALYST	54242		C	1635
PROCESS SERVER	2870		C	1636
PROGRAM ANALYST	2871		C	1637
PROGRAM COORDINATOR AGING/DISABILITIES	2879		C	1638
PROGRAM COORDINATOR AIR POLLUTION CONTROL	5705		C	1639
PROGRAM COORDINATOR ALTERNATIVES TO DOMESTIC VIOLENCE	7759		C	1640
PROGRAM COORDINATOR COMMUNITY CENTER	7808		C	1641
PROGRAM COORDINATOR DEMOLITION	5679		C	1642
PROGRAM COORDINATOR DRUG AND ALCOHOL ABUSE	5406		C	1643
PROGRAM COORDINATOR LEAD POISONING CONTROL PROGRAM	2875		C	1644
PROGRAM COORDINATOR MENTAL HEALTH	2876		C	1645
PROGRAM COORDINATOR NON-EMERGENCY TRANSPORTATION	2877		C	1646
PROGRAM COORDINATOR PUBLIC HEALTH ACTIVITIES	5708		C	1647
PROGRAM COORDINATOR SENIOR CITIZENS TRANSPORTATION	4547		C	1648
PROGRAM COORDINATOR SOLID WASTE	5709		C	1649
PROGRAM COORDINATOR SPECIAL EVENTS	4399		C	1650
PROGRAM COORDINATOR WATER POLLUTION CONTROL	5710		C	1651
PROGRAM DEVELOPMENT AIDE COMMUNITY SERVICE	6950		C	1652
PROGRAM DEVELOPMENT SPECIALIST 1 CORRECTIONS	8099		C	1653
PROGRAM DEVELOPMENT SPECIALIST AGING	6407		C	1654
PROGRAM DEVELOPMENT SPECIALIST COMMUNITY SERVICE	6930		C	1655
PROGRAM DEVELOPMENT SPECIALIST COMMUNITY SERVICE/ PUBLIC HOUSING MODERNIZATION SPECIALIST	7644		C	1656
PROGRAM DEVELOPMENT SPECIALIST CULTURAL AND HERITAGE AFFAIRS	6403		C	1657
PROGRAM DEVELOPMENT SPECIALIST HUMAN RESOURCES	6925		C	1658
PROGRAM DEVELOPMENT SPECIALIST YOUTH SERVICES	7541		C	1659
PROGRAM DIRECTOR HOUSING ASSISTANCE	4638		C	1660

PROGRAM DIRECTOR JUVENILE REBAHILITATION	7916		C	1661
PROGRAM MANAGER DISEASE PREVENTION/CONTROL	234		C	1662
PROGRAM MANAGER DISEASE PREVENTION/CONTROL	61637		C	1663
PROGRAM MONITOR	4700		C	1664
PROGRAM MONITOR	7382	BILINGUAL IN SPANISH AND ENGLISH	C	1665
PROGRAM MONITOR AMERICANS WITH DISABILITY ACT	60301		C	1666
PROGRAM NUTRITIONIST	7298		N	1667
PROGRAM SPECIALIST 2	64483		C	1668
PROGRAM SPECIALIST 3	64485		C	1669
PROGRAM SPECIALIST ALCOHOL ABUSE ACTIVITIES	2881		C	1670
PROGRAM SPECIALIST SPECIAL CHILD HEALTH SERVICES	5711		C	1671
PROJECT COORDINATOR CONSTRUCTION	2883		C	1672
PROJECT COORDINATOR JUVENILE COUNSELING AND REHABILITATION	2886		C	1673
PROJECT COORDINATOR REDEVELOPMENT	2888		C	1674
PROJECT DIRECTOR NUTRITION PROGRAM	2890		C	1675
PROJECT DIRECTOR URBAN RODENT AND INSECT CONTROL	2891		C	1676
PROJECT ENGINEER MAINTENANCE	11684		C	1677
PROJECT MAINTENANCE SUPERINTENDENT	2892		C	1678
PROJECT MANAGER DATA PROCESSING	53023		C	1679
PROPERTY CLERK	2894		C	1680
PROPERTY CLERK	4987	BILINGUAL IN SPANISH AND ENGLISH	C	1681
PROPERTY CLERK/KEYBOARDING CLERK 1	5927		C	1682
PROSECUTORS AGENT	5765		U	1683
PSYCHIATRIC CHARGE TECHNICIAN	2897		C	1684
PSYCHIATRIC SOCIAL SERVICE ASSISTANT	2898		C	1685
PSYCHIATRIC SOCIAL WORK SUPERVISOR	2900		C	1686
PSYCHIATRIC SOCIAL WORKER	2901		C	1687
PSYCHIATRIC SOCIAL WORKER	5003	BILINGUAL IN SPANISH AND ENGLISH	C	1688
PSYCHIATRIST	5310		U	1689

PUBLIC DEFENDER	5303		U	1690
PUBLIC HEALTH CONSULTANT 1	62865D	HEALTH EDUCATION	C	1691
PUBLIC HEALTH COORDINATOR	2907		C	1692
PUBLIC HEALTH DENTIST	2908		U	1693
PUBLIC HEALTH EMERGENCY NOTIFICATION SYSTEM COORDINATOR	7319		C	1694
PUBLIC HEALTH EPIDEMIOLOGIST	1745		C	1695
PUBLIC HEALTH INVESTIGATOR	2910		C	1696
PUBLIC HEALTH INVESTIGATOR	7678	BILINGUAL IN SPANISH AND ENGLISH	C	1697
PUBLIC HEALTH INVESTIGATOR/REGISTRAR OF VITAL_STATISTICS	7838		C	1698
PUBLIC HEALTH NURSE	2912		C	1699
PUBLIC HEALTH NURSE	7186	BILINGUAL IN SPANISH AND ENGLISH	C	1700
PUBLIC HEALTH NURSE CONSULTANT	2913		C	1701
PUBLIC HEALTH NURSE PEDIATRICS	2914		C	1702
PUBLIC HEALTH NURSE SUPERVISOR	2915		C	1703
PUBLIC HEALTH NUTRITIONIST	2916		C	1704
PUBLIC HEALTH PHYSICIAN	2917		U	1705
PUBLIC HEALTH PLANNER	2684		C	1706
PUBLIC HEALTH PRACTICE STANDARDS PARTNERSHIP COORDINATOR	432		C	1707
PUBLIC HEALTH REPRESENTATIVE 2	62924C	COMMUNICABLE DISEASE	C	1708
PUBLIC HEALTH REPRESENTATIVE 3	62922E	COMMUNICABLE DISEASE	C	1709
PUBLIC HOUSING MODERNIZATION OFFICER	2919		C	1710
PUBLIC HOUSING MODERNIZATION SPECIALIST	2920		C	1711
PUBLIC INFORMATION ASSISTANT	2923		C	1712
PUBLIC INFORMATION OFFICER	2927		C	1713
PUBLIC INFORMATION OFFICER	6331		U	1714
PUBLIC PARTICIPATION SPECIALIST	5378		C	1715
PUBLIC SAFETY TELECOMMUNICATOR	01296@		C	1716
PUBLIC SAFETY TELECOMMUNICATOR	6251	BILINGUAL IN SPANISH AND ENGLISH	C	1717
PUBLIC SAFETY TELECOMMUNICATOR TRAINEE	6229		N	1718

PUBLIC SAFETY TELECOMMUNICATOR TRAINEE	7418	BILINGUAL IN SPANISH AND ENGLISH	N	1719
PUBLIC SAFETY TELECOMMUNICATOR/CLERK 3	6989		C	1720
PUBLIC SAFETY TELECOMMUNICATOR/RECORDS SUPPORT TECHNICIAN 3	7407		C	1721
PUBLIC UTILITIES SUPERINTENDENT/ROAD REPAIR SUPERINTENDENT	7221		C	1722
PUBLIC WORKS INSPECTOR	2933		C	1723
PUBLIC WORKS REPAIRER	2935		C	1724
PUBLIC WORKS SUPERINTENDENT	2936		C	1725
PUBLIC WORKS SUPERINTENDENT/ZONING OFFICER	7278		C	1726
PUMP ROOM ATTENDANT	2939		N	1727
PUMPING STATION ATTENDANT	2942		N	1728
PUMPING STATION OPERATOR	2945		N	1729
PUMPING STATION OPERATOR/SEWER REPAIRER 1	6026		C	1730
PUMPING STATION REPAIRER	2946		C	1731
PUMPING STATION REPAIRER/WATER REPAIRER	7280		C	1732
PURCHASING AGENT	2948		C	1733
PURCHASING AGENT	7059		U	1734
PURCHASING ASSISTANT	2952		C	1735
PURCHASING ASSISTANT/STOCK CLERK	6406		C	1736
PURCHASING EXPEDITOR	2956		C	1737
QUALITY ASSURANCE COORDINATOR	55955		C	1738
QUALITY ASSURANCE COORDINATOR HEALTH CARE FACILITY	7413		C	1739
QUALITY ASSURANCE SPECIALIST HEALTH SERVICES	55954		C	1740
RADIO DISPATCHER	2958		C	1741
RADIO DISPATCHER	4718	BILINGUAL IN SPANISH AND ENGLISH	C	1742
RADIO DISPATCHER TYPING	2959		C	1743
RADIO DISPATCHER/KEYBOARDING CLERK 2	5832		C	1744
RADIO DISPATCHER/SECURITY GUARD	6281		C	1745
RADIO REPAIRER	2961		C	1746
RADIO TECHNICIAN	2965		C	1747
RANGE INSTRUCTOR	7963		N	1748
RANGE MASTER	5287		C	1749
REAL ESTATE MANAGER	2973		C	1750

REAL ESTATE OFFICER	2974		C	1751
RECEPTIONIST	2976		N	1752
RECEPTIONIST	5755	BILINGUAL IN SPANISH AND ENGLISH	N	1753
RECEPTIONIST	7744	BILINGUAL IN ENGLISH AND VIETNAMESE	N	1754
RECEPTIONIST/TELEPHONE OPERATOR	5718		N	1755
RECEPTIONIST/TELEPHONE OPERATOR BILINGUAL IN SPANISH AND ENGLISH	7676		N	1756
RECORDER OPERATOR COURTS	4873		C	1757
RECORDER OPERATOR COURTS TYPING	5417		C	1758
RECORDS ANALYST 3	74201		C	1759
RECORDS MANAGEMENT ANALYST	5429		C	1760
RECORDS MANAGER	6382		C	1761
RECORDS SUPPORT TECHNICIAN 1	56562		N	1762
RECORDS SUPPORT TECHNICIAN 2	8006	BILINGUAL IN SPANISH AND ENGLISH	C	1763
RECORDS SUPPORT TECHNICIAN 2	56563		C	1764
RECORDS SUPPORT TECHNICIAN 3	56564		C	1765
RECORDS SUPPORT TECHNICIAN 4	56565		C	1766
RECOVERY ASSISTANT DETOXIFICATION UNIT	4362		C	1767
RECREATION AIDE	2983		N	1768
RECREATION DIRECTOR	6935		U	1769
RECREATION LEADER	2993		N	1770
RECREATION LEADER HANDICAPPED	3005		N	1771
RECREATION PROGRAM ADMINISTRATOR SENIOR CITIZENS	03016@		C	1772
RECREATION PROGRAM COORDINATOR	3018		C	1773
RECREATION PROGRAM SPECIALIST	3019		C	1774
RECREATION SUPERVISOR	3020		C	1775
RECREATION SUPERVISOR HANDICAPPED PROGRAM	3026		C	1776
RECREATION SUPERVISOR SWIMMING	3038		C	1777
RECREATION THERAPIST	3040		C	1778
RECREATION THERAPY AIDE	03042@		N	1779
RECYCLING OPERATOR	7719		C	1780
RECYCLING PROGRAM AIDE	03043@		N	1781

REDEVELOPMENT ASSISTANT	3044	C	1782
REFRIGERATION ENGINEER LOW PRESSURE LICENSE	7039	C	1783
REFRIGERATION MECHANIC	03047@	C	1784
REGIONAL STAFF NURSE MEDICAL ASSISTANT/HEALTH SERVICES	9023	C	1785
REGISTER OF DEEDS AND MORTGAGES	3049	U	1786
REGISTERED ENVIRONMENTAL HEALTH SPECIALIST PUBLIC HEALTH	3096	BILINGUAL IN KOREAN AND ENGLISH C	1787
REGISTERED ENVIRONMENTAL HEALTH SPECIALIST PUBLIC HEALTH	3097	C	1788
REGISTERED ENVIRONMENTAL HEALTH SPECIALIST PUBLIC HEALTH	8061	BILINGUAL IN SPANISH AND ENGLISH C	1789
REGISTERED ENVIRONMENTAL HEALTH SPECIALIST TRAINEE PUBLIC HEALTH	3101	N	1790
REGISTRAR OF VITAL STATISTICS	03050@	C	1791
REGISTRAR OF VITAL STATISTICS	5493	BILINGUAL IN SPANISH AND ENGLISH C	1792
REGISTRAR OF VITAL STATISTICS	7523	U	1793
REGISTRAR OF VITAL STATISTICS/SECRETARY BOARD/COMMISSION	7423	C	1794
REGISTRAR OF VITAL STATISTICS/SENIOR REGISTERED ENVIRONMENTAL HEALTH SPECIALIST PUBLIC HEALTH	5956	C	1795
REHABILITATION COUNSELOR	03054@	C	1796
REHABILITATION SUPERVISOR	03055@	C	1797
RELOCATION ASSISTANT	03057@	C	1798
RELOCATION OFFICER	03060@	C	1799
RENT AND HOUSING COORDINATOR WELFARE	8021	C	1800
RENT REGULATION OFFICER	5681	C	1801
RENT REGULATION OFFICER	7831	BILINGUAL IN SPANISH AND ENGLISH C	1802
REPAIRER BREATHING EQUIPMENT	7936	C	1803
REPAIRER ELECTRIC UTILITY	7513	C	1804
REPAIRER STATIONARY EQUIPMENT	7600	C	1805
REPRESENTATIVE CITIZENS COMPLAINTS	7668	C	1806
REPRESENTATIVE RENT REGULATION	5682	C	1807
RESEARCH AIDE	3068	C	1808

RESEARCH ASSISTANT	3069	C	1809
RESEARCH ASSISTANT CRIMINAL INFORMATION	03070@	C	1810
RESEARCH ECONOMIST 3	54005	C	1811
RESEARCH SCIENTIST	1768	U	1812
RESEARCH SUPERVISOR	03072@	C	1813
RESIDENTIAL SERVICES WORKER	4142	N	1814
RESOURCE INTERPRETIVE SPECIALIST 1	54406D	HISTORIC RESOURCES C	1815
RESOURCE RECOVERY UTILITIES OPERATOR 1	7983	C	1816
RESOURCE RECOVERY UTILITIES OPERATOR 2	7984	C	1817
RESOURCE RECOVERY UTILITIES OPERATOR 3	7982	C	1818
RESOURCE RECOVERY UTILITIES OPERATOR 4	7981	C	1819
RIGHT TO KNOW PROJECT SPECIALIST	7756	C	1820
RISK MANAGER	7390	C	1821
ROAD INSPECTOR	3088	C	1822
ROAD INSPECTOR/ROAD REPAIR SUPERVISOR	6829	C	1823
ROAD REPAIR SUPERINTENDENT	3091	C	1824
ROAD REPAIR SUPERVISOR	6654	C	1825
ROAD REPAIRER 1	3090	C	1826
ROAD REPAIRER 2	3567	C	1827
ROAD REPAIRER 2/SIGN MAKER 2	7393	C	1828
ROAD REPAIRER 3	6655	C	1829
ROOFER	03093@	C	1830
SAFETY AND INSURANCE COORDINATOR	5122	C	1831
SAFETY INSPECTOR	3095	C	1832
SAFETY OFFICER MENTAL HEALTH	61484	C	1833
SANITATION DRIVER	3108	C	1834
SANITATION INSPECTOR	3110	C	1835
SANITATION SUPERINTENDENT	03112@	C	1836
SANITATION WORKER	3113	N	1837
SCHOOL AIDE	03114@	N	1838
SCHOOL BUS DRIVER	3115	N	1839
SCHOOL NURSE	3120	N	1840
SCHOOL NURSE	7491	U	1841
SCHOOL NURSES AIDE	3121	C	1842
SCHOOL PHYSICIAN	3122	U	1843
SCHOOL TRAFFIC GUARD	3125	U	1844
SECRETARIAL ASSISTANT	3127	C	1845

SECRETARIAL ASSISTANT	5132	BILINGUAL IN SPANISH AND ENGLISH	C	1846
SECRETARIAL ASSISTANT STENOGRAPHY	3128		C	1847
SECRETARIAL ASSISTANT TRANSCRIBING	4918		C	1848
SECRETARY	7086		U	1849
SECRETARY BOARD OF EDUCATION	3131		U	1850
SECRETARY BOARD/COMMISSION	7419		C	1851
SECRETARY BOARD/COMMISSION	7548		U	1852
SECRETARY MOSQUITO EXTERMINATION COMMISSION	5274		U	1853
SECRETARY MUNICIPAL UTILITIES AUTHORITY	6367		U	1854
SECRETARY TO DEPARTMENT HEAD	3149		U	1855
SECRETARY TO DIVISION HEAD	5499		U	1856
SECRETARY TO JUDGE	03153@		U	1857
SECRETARY TO MAYOR	03154@		U	1858
SECRETARY TO PRINCIPAL EXECUTIVE OFFICER	7225		U	1859
SECRETARY TO SHERIFF	03157@		U	1860
SECRETARY TO THE BOARD OF ALCOHOLIC BEVERAGE CONTROL	6982		U	1861
SECRETARY TO THE INSURANCE FUND COMMISSION	7126		U	1862
SECTION SUPERVISOR ENVIRONMENTAL COMPLIANCE	7804		C	1863
SECURITY GUARD	6124		N	1864
SECURITY GUARD	6273	BILINGUAL IN SPANISH AND ENGLISH	N	1865
SECURITY SYSTEMS OPERATOR	8040		N	1866
SENIOR ACCOUNT CLERK	03165@		C	1867
SENIOR ACCOUNT CLERK/SENIOR RECEPTIONIST	6492		C	1868
SENIOR ACCOUNTANT	03169@		C	1869
SENIOR ACCOUNTING PROCEDURES ANALYST	03170@		C	1870
SENIOR ADMINISTRATIVE ANALYST	03173@		C	1871
SENIOR ADMISSIONS AND RECORDS OFFICER	7775		C	1872
SENIOR ADULT DAY CARE CENTER WORKER	6437		C	1873
SENIOR ANIMAL ATTENDANT	6228		C	1874
SENIOR ANIMAL KEEPER	03183@		C	1875
SENIOR ARCHITECT	4406		C	1876
SENIOR ART THERAPIST	4568		C	1877

SENIOR ARTIFICIAL ICE RINK REFRIGERATION ENGINEER	03186@		C	1878
SENIOR ASSESSING AIDE	03188@		C	1879
SENIOR ASSISTANT ASSESSOR	03192@		C	1880
SENIOR AUDIO VISUAL AIDS CLERK	03195@		C	1881
SENIOR AUDITOR	03196@		C	1882
SENIOR BODY AND FENDER MECHANIC	6391		C	1883
SENIOR BOILER OPERATOR	6791		C	1884
SENIOR BOILER OPERATOR/SENIOR MAINTENANCE REPAIRER	7873		C	1885
SENIOR BRIDGE CONSTRUCTION INSPECTOR/SENIOR ROAD INSPECTOR	6551		C	1886
SENIOR BRIDGE CONSTRUCTION WORKER	3220		C	1887
SENIOR BRIDGE OPERATOR	3221		C	1888
SENIOR BRIDGE REPAIRER	3222		C	1889
SENIOR BUDGET EXAMINER	3223		C	1890
SENIOR BUILDING INSPECTOR	3224		C	1891
SENIOR BUILDING MAINTENANCE WORKER	3227		N	1892
SENIOR BUILDING MAINTENANCE WORKER LOW PRESSURE LICENSE	3228		N	1893
SENIOR BUILDING MAINTENANCE WORKER/SENIOR SECURITY GUARD	9065		C	1894
SENIOR BUILDING SERVICE WORKER	3229		C	1895
SENIOR BUYER	3232		C	1896
SENIOR CANTEEN CLERK	3235		C	1897
SENIOR CARPENTER	5009		C	1898
SENIOR CASE MONITOR JUVENILE OFFENDER	3529		C	1899
SENIOR CASHIER	3236		C	1900
SENIOR CASHIER TYPING	5114	BILINGUAL IN SPANISH AND ENGLISH	C	1901
SENIOR CEMETERY CARETAKER	3238		C	1902
SENIOR CITIZEN PROGRAM AIDE	3244		N	1903
SENIOR CLAIMS EXAMINER	3246		C	1904
SENIOR CLERK DRIVER	03251@		C	1905
SENIOR CLERK TRANSCRIBER	3255		C	1906
SENIOR CLERK TRANSCRIBER	6718	BILINGUAL IN SPANISH AND ENGLISH	C	1907
SENIOR CLINICAL PSYCHOLOGIST	3259		C	1908

SENIOR CODE ENFORCEMENT OFFICER	7379	C	1909
SENIOR COMMUNICATIONS OFFICER	4895	C	1910
SENIOR COMMUNICATIONS TECHNICIAN	5642	C	1911
SENIOR COMMUNITY AIDE SCHOOLS	5636	C	1912
SENIOR COMMUNITY RELATIONS SPECIALIST	03265@	C	1913
SENIOR COMMUNITY RELATIONS SPECIALIST	03266@	BILINGUAL IN SPANISH AND ENGLISH C	1914
SENIOR COMMUNITY SERVICE AIDE	3267	C	1915
SENIOR COMMUNITY SERVICE WORKER	03269@	C	1916
SENIOR COMMUNITY SERVICE WORKER	4366	BILINGUAL IN SPANISH AND ENGLISH C	1917
SENIOR COMPUTER OPERATOR	03271@	C	1918
SENIOR COMPUTER SERVICE TECHNICIAN	7691	C	1919
SENIOR CONSTRUCTION INSPECTOR	03273@	C	1920
SENIOR CONSTRUCTION INSPECTOR/ZONING OFFICER	03272@	C	1921
SENIOR COOK	03274@	C	1922
SENIOR COST ESTIMATOR PROPERTY IMPROVEMENT	03276@	C	1923
SENIOR COUNSELOR ADOLESCENT UNIT	3277	C	1924
SENIOR COUNSELOR PENAL INSTITUTION	3278	C	1925
SENIOR COUNTY PARK MANAGER	3279	C	1926
SENIOR COUNTY PARK RANGER	3280	C	1927
SENIOR COURT CLERK	3282	C	1928
SENIOR COURT CLERK PROBATE	3284	C	1929
SENIOR CUSTODIAL WORKER	03289@	C	1930
SENIOR CUSTODIAN	3290	C	1931
SENIOR CUSTOMER SERVICE REPRESENTATIVE	7450	C	1932
SENIOR DATA CONTROL CLERK	3294	C	1933
SENIOR DATA PROCESSING PROGRAMMER	3295	C	1934
SENIOR DATA PROCESSING SYSTEMS PROGRAMMER	4703	C	1935
SENIOR DETENTION ALTERNATIVES OFFICER	8082	C	1936
SENIOR DIETITIAN	6046	C	1937
SENIOR DRAFTING TECHNICIAN	6560	C	1938
SENIOR ELECTIONS CLERK INVESTIGATOR	3304	C	1939
SENIOR ELECTRICAL INSPECTOR	3306	C	1940

SENIOR ELECTRICIAN	3308		C	1941
SENIOR EMERGENCY MEDICAL TECHNICIAN	3312		C	1942
SENIOR EMERGENCY MEDICAL TECHNICIAN INSTRUCTOR	8039		C	1943
SENIOR EMPLOYEE BENEFITS CLERK	4730		C	1944
SENIOR EMPLOYMENT SPECIALIST	4367		C	1945
SENIOR ENGINEER	3314		C	1946
SENIOR ENGINEER BRIDGES	4611		C	1947
SENIOR ENGINEER CIVIL	3315		C	1948
SENIOR ENGINEER ELECTRIC UTILITY	3316		C	1949
SENIOR ENGINEER ENVIRONMENTAL	7758		C	1950
SENIOR ENGINEER HIGHWAY	3317		C	1951
SENIOR ENGINEER TRAFFIC	3319		C	1952
SENIOR ENGINEERING AIDE	3320		C	1953
SENIOR ENVIRONMENTAL HEALTH SPECIALIST	7529		C	1954
SENIOR ENVIRONMENTAL HEALTH SPECIALIST HAZARDOUS SUBSTANCES	7503		C	1955
SENIOR ENVIRONMENTAL HEALTH SPECIALIST WASTEWATER PRETREATMENT	7537		C	1956
SENIOR ENVIRONMENTAL TECHNICIAN	59988F	WATER RESOURCES	C	1957
SENIOR ENVIRONMENTAL THERAPY AIDE	3324		C	1958
SENIOR EXECUTION CLERK	3325		C	1959
SENIOR EXTERMINATOR	3326		C	1960
SENIOR FAMILY AND NEIGHBORHOOD COUNSELOR	3327		C	1961
SENIOR FIELD REPRESENTATIVE COUNTY BOARD OF TAXATION	3330		C	1962
SENIOR FIELD REPRESENTATIVE DISEASE CONTROL	3331		C	1963
SENIOR FIELD REPRESENTATIVE HEALTH EDUCATION	4468		C	1964
SENIOR FIELD REPRESENTATIVE HOUSING	64393C	HOUSING ASSISTANCE PROGRAM	C	1965
SENIOR FIELD REPRESENTATIVE HOUSING, HOUSING ASSISTANCE PROGRAM	64393		C	1966
SENIOR FIELD REPRESENTATIVE PROPERTY IMPROVEMENT	3333		C	1967
SENIOR FIRE INSTRUCTOR	3336		C	1968
SENIOR FIRE PREVENTION SPECIALIST	6354		C	1969
SENIOR FIRE PREVENTION SPECIALIST/FIRE PROTECTION INSPECTOR	8098		C	1970

SENIOR FISCAL ANALYST	50533	C	1971
SENIOR FOOD SERVICE WORKER	7291	C	1972
SENIOR FORENSIC CHEMIST	3339	C	1973
SENIOR GARAGE ATTENDANT	40013	N	1974
SENIOR GARDENER	3341	C	1975
SENIOR GOLF RANGER	3344	N	1976
SENIOR GOLF STARTER	3345	N	1977
SENIOR GREENSKEEPER	3348	C	1978
SENIOR HEALTH AIDE	3351	C	1979
SENIOR HOME SERVICE AIDE	3361	C	1980
SENIOR HORTICULTURIST	2452	C	1981
SENIOR HOSPITAL ATTENDANT	3362	N	1982
SENIOR HOUSING ASSISTANCE TECHNICIAN	7463	C	1983
SENIOR HOUSING INSPECTOR	3368	C	1984
SENIOR HOUSING INSPECTOR/ZONING OFFICER	9035	C	1985
SENIOR HOUSING MANAGER	3370	C	1986
SENIOR IDENTIFICATION OFFICER	3373	C	1987
SENIOR INSPECTOR MOSQUITO EXTERMINATION	3380	C	1988
SENIOR INSPECTOR ROAD OPENINGS	3381	C	1989
SENIOR INSTITUTIONAL ATTENDANT	03383@	N	1990
SENIOR INSTRUCTOR OF IN SERVICE NURSING	03386@	C	1991
SENIOR INVESTIGATOR COMMUNICABLE DISEASES	7428	C	1992
SENIOR INVESTIGATOR CONSUMER PROTECTION	3390	C	1993
SENIOR INVESTIGATOR COUNTY ADJUSTERS	3391	C	1994
SENIOR INVESTIGATOR COUNTY MEDICAL EXAMINERS OFFICE	3392	C	1995
SENIOR INVESTIGATOR COUNTY WELFARE AGENCY	3393	C	1996
SENIOR INVESTIGATOR COUNTY WELFARE AGENCY	4370	BILINGUAL IN SPANISH AND ENGLISH C	1997
SENIOR INVESTIGATOR LAW DEPARTMENT	5683	C	1998
SENIOR INVESTIGATOR PAROLE AND SECURED FACILITIES	32645	C	1999
SENIOR JUVENILE DETENTION OFFICER	5109	C	2000
SENIOR JUVENILE DETENTION OFFICER/SENIOR TRAINING TECHNICIAN	6762	C	2001
SENIOR JUVENILE DETENTION OFFICER/SENIOR YOUTH AIDE	6751	C	2002
SENIOR LABORATORY TECHNICIAN	3401	C	2003

SENIOR LABORATORY TECHNICIAN WATER ANALYSIS	5084	C	2004
SENIOR LABORATORY TECHNICIAN WATER ANALYSIS/SENIOR SEWAGE PLANT OPERATOR	7561	C	2005
SENIOR LANDSCAPE ARCHITECT	4407	C	2006
SENIOR LAUNDRY WORKER	7444	C	2007
SENIOR LEGAL STENOGRAPHER	3405	C	2008
SENIOR LIBRARIAN ELECTRONIC DATA PROCESSING	4995	C	2009
SENIOR LIBRARY ASSISTANT	3416	C	2010
SENIOR LIBRARY ASSISTANT	4832	BILINGUAL IN SPANISH AND ENGLISH C	2011
SENIOR LIBRARY EXHIBIT ARTIST	3419	C	2012
SENIOR LINE WORKER	7054	C	2013
SENIOR LOAN ADVISOR	5138	C	2014
SENIOR MACHINIST	5255	C	2015
SENIOR MAIL CLERK	20433	C	2016
SENIOR MAINTENANCE REPAIRER	3425	C	2017
SENIOR MAINTENANCE REPAIRER CARPENTER	3426	C	2018
SENIOR MAINTENANCE REPAIRER ELECTRICIAN	3430	C	2019
SENIOR MAINTENANCE REPAIRER FIRE EQUIPMENT	3431	C	2020
SENIOR MAINTENANCE REPAIRER HEATING AND AIR CONDITIONING	3436	C	2021
SENIOR MAINTENANCE REPAIRER LOW PRESSURE LICENSE	3439	C	2022
SENIOR MAINTENANCE REPAIRER MASON	3441	C	2023
SENIOR MAINTENANCE REPAIRER PAINTER	3444	C	2024
SENIOR MAINTENANCE REPAIRER PLUMBER	3445	C	2025
SENIOR MAINTENANCE REPAIRER REFRIGERATION AND AIR CONDITIONING	3447	C	2026
SENIOR MAINTENANCE REPAIRER WELDER	3453	C	2027
SENIOR MAINTENANCE REPAIRER/WATER REPAIRER 1	7269	C	2028
SENIOR MANAGEMENT ASSISTANT	56493	C	2029
SENIOR MASON	7539	C	2030
SENIOR MECHANIC	3459	C	2031
SENIOR MECHANIC DIESEL	4561	C	2032
SENIOR MEDICAL CLAIMS REVIEW CLERK	21234	C	2033
SENIOR MEDICAL RECORD CLERK	3467	C	2034

SENIOR MEDICAL SOCIAL WORKER	3469	C	2035
SENIOR MEDICAL TRANSCRIBER	3472	C	2036
SENIOR MESSENGER	5736	C	2037
SENIOR MOTOR VEHICLE OPERATOR ELDERLY AND HANDICAPPED PERSONS	5597	C	2038
SENIOR MUSIC THERAPIST	3480	C	2039
SENIOR NATURALIZATION CLERK	3482	C	2040
SENIOR OCCUPATIONAL THERAPY AIDE	3484	C	2041
SENIOR OFFICE APPLIANCE OPERATOR	3485	C	2042
SENIOR PAINTER	3488	C	2043
SENIOR PARK NATURALIST	3491	C	2044
SENIOR PARKING ATTENDANT	3492	C	2045
SENIOR PAYROLL CLERK	3496	C	2046
SENIOR PAYROLL CLERK/RECORDS SUPPORT TECHNICIAN 3	4958	C	2047
SENIOR PERSONNEL ASSISTANT	4982	C	2048
SENIOR PERSONNEL TECHNICIAN	3502	C	2049
SENIOR PERSONNEL TECHNICIAN	7254	BILINGUAL IN SPANISH AND ENGLISH C	2050
SENIOR PHARMACIST	3503	C	2051
SENIOR PHARMACY AIDE	5989	C	2052
SENIOR PHYSICAL THERAPIST	3507	C	2053
SENIOR PHYSICAL THERAPY AIDE	3508	C	2054
SENIOR PHYSICIAN	5312	U	2055
SENIOR PLANNER	16490	C	2056
SENIOR PLANNER ENVIRONMENTAL	4565	C	2057
SENIOR PLANNER TRANSPORTATION	12493	C	2058
SENIOR PLANNING AIDE	3512	C	2059
SENIOR PLUMBER	3515	C	2060
SENIOR PLUMBING INSPECTOR	3517	C	2061
SENIOR PRACTICAL NURSE	3524	C	2062
SENIOR PROBATE CLERK	3527	C	2063
SENIOR PROBATE CLERK TYPING	3528	C	2064
SENIOR PROGRAM ANALYST	5160	C	2065
SENIOR PROGRAM DEVELOPMENT SPECIALIST AGING	6408	C	2066
SENIOR PROGRAM DEVELOPMENT SPECIALIST COMMUNITY SERVICE	6931	C	2067
SENIOR PROGRAM MONITOR	5399	C	2068

SENIOR PROGRAM SPECIALIST SPECIAL CHILD HEALTH SERVICES	7493		C	2069
SENIOR PSYCHIATRIC SOCIAL WORKER	3532		C	2070
SENIOR PSYCHIATRIC SOCIAL WORKER	5439	BILINGUAL IN SPANISH AND ENGLISH	C	2071
SENIOR PUBLIC HEALTH INVESTIGATOR	4426		C	2072
SENIOR PUBLIC HEALTH NURSE	3536		C	2073
SENIOR PUBLIC INFORMATION ASSISTANT	3538		C	2074
SENIOR PUBLIC SAFETY TELECOMMUNICATOR	03262@		C	2075
SENIOR PUBLIC WORKS INSPECTOR	3539		C	2076
SENIOR PUBLIC WORKS REPAIRER	03541@		C	2077
SENIOR PUMP ROOM ATTENDANT	03542@		C	2078
SENIOR PUMPING STATION OPERATOR	3544		C	2079
SENIOR PUMPING STATION REPAIRER	3545		C	2080
SENIOR PURCHASING ASSISTANT	3547		C	2081
SENIOR RADIO DISPATCHER	3549		C	2082
SENIOR RADIO REPAIRER	03550@		C	2083
SENIOR RECEPTIONIST	03552@		C	2084
SENIOR RECEPTIONIST	4884	BILINGUAL IN SPANISH AND ENGLISH	C	2085
SENIOR RECEPTIONIST	8047	BILINGUAL IN ENGLISH AND PORTUGUESE	C	2086
SENIOR RECEPTIONIST BILINGUAL IN VIETNAMESE AND ENGLISH	7370		C	2087
SENIOR RECEPTIONIST/TELEPHONE OPERATOR	03553@		C	2088
SENIOR RECEPTIONIST/TELEPHONE OPERATOR BILINGUAL IN SPANISH/ENGLISH	3614		C	2089
SENIOR RECREATION THERAPIST	3559		C	2090
SENIOR RECREATION THERAPY AIDE	3560		C	2091
SENIOR RECYCLING OPERATOR	7720		C	2092
SENIOR REGISTERED ENVIRONMENTAL HEALTH SPECIALIST PUBLIC HEALTH	3569		C	2093
SENIOR REHABILITATION COUNSELOR	3562		C	2094
SENIOR REPAIRER ELECTRIC UTILITY	7512		C	2095

SENIOR REPAIRER STATIONARY EQUIPMENT	7601		C	2096
SENIOR REPRESENTATIVE CITIZENS COMPLAINTS	7669		C	2097
SENIOR RESEARCH ASSISTANT	3565		C	2098
SENIOR RIGHT OF WAY NEGOTIATOR	4677		C	2099
SENIOR ROAD INSPECTOR	3566		C	2100
SENIOR SANITATION INSPECTOR	3572		C	2101
SENIOR SECURITY GUARD	6257		C	2102
SENIOR SECURITY GUARD	7884	BILINGUAL IN SPANISH AND ENGLISH	C	2103
SENIOR SEWAGE METER REPAIRER	5452		C	2104
SENIOR SEWAGE PLANT OPERATOR	3578		C	2105
SENIOR SEWAGE PLANT OPERATOR LOW PRESSURE LICENSE	5468		C	2106
SENIOR SEWAGE PLANT OPERATOR/SEWER REPAIRER 2	5261		C	2107
SENIOR SEWAGE PLANT REPAIRER	3581		C	2108
SENIOR SOCIAL SERVICE AIDE	62133		C	2109
SENIOR SOCIAL WORKER INSTITUTIONS	4968		C	2110
SENIOR SOCIAL WORKER JUVENILE REHABILITATION	5685		C	2111
SENIOR SOCIAL WORKER NURSING HOME	7915		C	2112
SENIOR STOCK CLERK	3597		C	2113
SENIOR STOREKEEPER	3600		C	2114
SENIOR SYSTEMS ANALYST	3604		C	2115
SENIOR TECHNICIAN MANAGEMENT INFORMATION SYSTEMS	53100		C	2116
SENIOR TELEPHONE OPERATOR	3612		C	2117
SENIOR TRAFFIC ANALYST	3622		C	2118
SENIOR TRAFFIC ENUMERATOR	3623		C	2119
SENIOR TRAFFIC MAINTENANCE WORKER	3625		C	2120
SENIOR TRAFFIC MAINTENANCE WORKER/SIGN MAKER 2	4624		C	2121
SENIOR TRAFFIC SIGNAL ELECTRICIAN	3626		C	2122
SENIOR TRAINING TECHNICIAN	5614		C	2123
SENIOR TRAINING TECHNICIAN	7966	BILINGUAL IN SPANISH AND ENGLISH	C	2124
SENIOR TRANSPORTATION INSPECTOR	3629		C	2125
SENIOR VENEREAL DISEASE ATTENDANT	3636		C	2126

SENIOR WATER INSPECTOR	5930	C	2127
SENIOR WATER METER REPAIRER	03642@	C	2128
SENIOR WATER METER REPAIRER/WATER REPAIRER 2	5737	C	2129
SENIOR WATER TREATMENT PLANT OPERATOR	3647	C	2130
SENIOR WATER TREATMENT PLANT OPERATOR/SENIOR WATER TREATMENT PLANT REPAIRER	5931	C	2131
SENIOR WATER TREATMENT PLANT REPAIRER	3648	C	2132
SENIOR WELDER	5598	C	2133
SENIOR WELFARE INVESTIGATOR	03652@	C	2134
SENIOR WETLANDS SPECIALIST MOSQUITO EXTERMINATION	64987	C	2135
SENIOR YOUTH AIDE	4732	C	2136
SENIOR YOUTH GROUP WORKER	3657	C	2137
SENIOR YOUTH SERVICES COUNSELOR	3658	C	2138
SENIOR YOUTH WORKER	66000	C	2139
SERGEANT OF COUNTY INVESTIGATORS	7095	U	2140
SEWAGE METER REPAIRER	5431	C	2141
SEWAGE PLANT ATTENDANT	5115	N	2142
SEWAGE PLANT OPERATOR	03672@	C	2143
SEWAGE PLANT OPERATOR/SEWAGE PLANT REPAIRER	5264	C	2144
SEWAGE PLANT OPERATOR/SEWER REPAIRER 1	5265	C	2145
SEWAGE PLANT OPERATOR/WATER TREATMENT PLANT OPERATOR	5943	C	2146
SEWAGE PLANT REPAIRER	3677	C	2147
SEWAGE PLANT SUPERINTENDENT	3678	C	2148
SEWAGE PLANT SUPERINTENDENT/SEWER SUPERINTENDENT	5934	C	2149
SEWER INSPECTOR	3681	C	2150
SEWER MAINTENANCE INSPECTOR	3684	N	2151
SEWER REPAIRER 1	03686@	C	2152
SEWER REPAIRER 1/STREET REPAIRER	5762	C	2153
SEWER REPAIRER 1/WATER REPAIRER 1	5875	C	2154
SEWER REPAIRER 1/WATER REPAIRER 1/WATER TREATMENT PLANT OPERATOR	7123	C	2155
SEWER REPAIRER 2	3585	C	2156
SEWER REPAIRER 2/WATER REPAIRER 2	5295	C	2157

SEWER REPAIRER 2/WATER REPAIRER 2/SENIOR WATER TREATMENT PLANT OPERATOR	7187		C	2158
SEWER REPAIRER 2/WATER REPAIRER 3	6705		C	2159
SEWER REPAIRER SUPERVISOR	6702		C	2160
SEWER REPAIRER SUPERVISOR/ROAD REPAIR SUPERVISOR	6706		C	2161
SEWER REPAIRER SUPERVISOR/WATER REPAIR SUPERVISOR	6707		C	2162
SEWER SUPERINTENDENT	03687@		C	2163
SEWER SUPERINTENDENT/STREET SUPERINTENDENT	5759		C	2164
SEWER SUPERINTENDENT/WATER SUPERINTENDENT	5945		C	2165
SHEET METAL WORKER	03688@		C	2166
SHERIFF	03693@		U	2167
SHERIFFS INVESTIGATOR	7270		U	2168
SHERIFFS OFFICER	03694@		C	2169
SHERIFFS OFFICER	03695@	BILINGUAL IN SPANISH AND ENGLISH	C	2170
SHERIFFS OFFICER CAPTAIN	03696@		C	2171
SHERIFFS OFFICER CHIEF	7595		U	2172
SHERIFFS OFFICER LIEUTENANT	3699		C	2173
SHERIFFS OFFICER SERGEANT	3700		C	2174
SHERIFFS OFFICER SERGEANT/TRAINING OFFICER	5770		C	2175
SIGN MAKER 1	3706		C	2176
SIGN MAKER 2	3705		C	2177
SIGN MAKER 3	3588		C	2178
SIGN MAKER 4	6514		C	2179
SIGN MAKER WOOD AND METAL	6515		C	2180
SIGNAL SYSTEM SUPERINTENDENT	03715@		C	2181
SIGNAL SYSTEMS MAINTENANCE WORKER	3713		C	2182
SIGNAL SYSTEMS TECHNICIAN 1	3714		C	2183
SIGNAL SYSTEMS TECHNICIAN 2	3589		C	2184
SIGNAL SYSTEMS TECHNICIAN 3	00704@		C	2185
SITE MANAGER NUTRITION PROGRAM	3716		C	2186
SLUDGE DEWATERING MACHINE OPERATOR	5615		C	2187
SLUDGE PLANT OPERATOR AND REPAIRER	4747		C	2188
SOCIAL CASE WORK SUPERVISOR	4378		C	2189

SOCIAL CASE WORKER	3724	BILINGUAL IN SPANISH AND ENGLISH	C	2190
SOCIAL CASE WORKER	4377		C	2191
SOCIAL REHABILITATION THERAPIST PENAL INSTITUTION	4967		C	2192
SOCIAL SERVICE AIDE	3728		C	2193
SOCIAL SERVICE AIDE	4647	BILINGUAL IN SPANISH AND ENGLISH	C	2194
SOCIAL SERVICE ASSISTANT	4623		C	2195
SOCIAL SERVICE ASSISTANT	4634	BILINGUAL IN SPANISH AND ENGLISH	C	2196
SOCIAL SERVICE COORDINATOR NUTRITION PROGRAM FOR THE ELDERLY	3731		C	2197
SOCIAL SERVICE TECHNICIAN	3729		C	2198
SOCIAL SERVICE TECHNICIAN	3730	BILINGUAL IN SPANISH AND ENGLISH	C	2199
SOCIAL SERVICE TECHNICIAN	8080	MULTILINGUAL IN HINDI GUJARATI & ENG	C	2200
SOCIAL WORK SPECIALIST	3732		C	2201
SOCIAL WORK SPECIALIST	5206	BILINGUAL IN SPANISH AND ENGLISH	C	2202
SOCIAL WORK SUPERVISOR	3733		C	2203
SOCIAL WORK SUPERVISOR	6495	BILINGUAL IN SPANISH AND ENGLISH	C	2204
SOCIAL WORK SUPERVISOR JUVENILE REHABILITATION	5686		C	2205
SOCIAL WORKER	3734		C	2206
SOCIAL WORKER	3735	BILINGUAL IN SPANISH AND ENGLISH	C	2207
SOCIAL WORKER AGING	5019		C	2208
SOCIAL WORKER CHILDRENS SHELTER	3736		C	2209
SOCIAL WORKER HEALTH	3740		C	2210
SOCIAL WORKER HEALTH	7515	BILINGUAL IN SPANISH AND ENGLISH	C	2211
SOCIAL WORKER INSTITUTIONS	4577		C	2212

SOCIAL WORKER INSTITUTIONS	4596	BILINGUAL IN SPANISH AND ENGLISH	C	2213
SOCIAL WORKER JUVENILE REHABILITATION	3741		C	2214
SOCIAL WORKER NURSING HOME	7913		C	2215
SOCIAL WORKER POLICE SOCIAL SERVICES	4669		C	2216
SOCIAL WORKER SUBSTANCE ABUSE	3738		C	2217
SOCIAL/FAMILY SERVICE WORKER TRAINEE	8059		N	2218
SOCIAL/FAMILY SERVICE WORKER TRAINEE	8060	BILINGUAL IN SPANISH & ENGLISH	N	2219
SOFTWARE DEVELOPMENT SPECIALIST 1	10237		N	2220
SOFTWARE DEVELOPMENT SPECIALIST 2	10246		C	2221
SOFTWARE DEVELOPMENT SPECIALIST 3	10235		C	2222
SOLICITOR	3742		U	2223
SPECIAL DEPUTY CLERK	3744		U	2224
SPECIAL DEPUTY SURROGATE	3745		U	2225
SPECIAL LAW ENFORCEMENT OFFICER	6895		U	2226
SPECIAL PROBATE CLERK	3747		U	2227
SPECIFICATION WRITER PURCHASING	3751		C	2228
SPEECH PATHOLOGIST	4766		N	2229
STABLE WORKER	3761		N	2230
STAFF PHYSICIAN	3764		U	2231
STATIONARY ENGINEER	3766		C	2232
STATISTICAL TYPIST	3769		C	2233
STEAMFITTER	3772		C	2234
STOCK CLERK	3777		N	2235
STOCK HANDLER	3778		N	2236
STOREKEEPER	3779		C	2237
STOREKEEPER 1	40142		C	2238
STOREKEEPER 2	40143		C	2239
STOREKEEPER 3	40144		C	2240
STOREKEEPER AUTOMOTIVE	3781		C	2241
STOREKEEPER ELECTRIC UTILITY	5455		C	2242
STREET INSPECTOR	3796		C	2243
STUDENT ASSISTANT	29037		U	2244
STUDENT ASSISTANT INTERN PROGRAM	3807		N	2245
SUBSTANCE ABUSE COUNSELOR 1	63114		N	2246
SUBSTANCE ABUSE COUNSELOR 1	63114D	BILINGUAL IN SPANISH & ENGLISH	N	2247

SUBSTANCE ABUSE COUNSELOR 2	63115	C	2248
SUBSTANCE ABUSE COUNSELOR INTERN	63117	N	2249
SUPERINTENDENT JUVENILE DETENTION FACILITY	5042	C	2250
SUPERINTENDENT MOSQUITO EXTERMINATION	3818	C	2251
SUPERINTENDENT OF ELECTIONS AND COMMISSIONER OF REGISTRATION	3821	U	2252
SUPERINTENDENT OF ELECTRIC GENERATION	3822	C	2253
SUPERINTENDENT OF ELECTRICAL DISTRIBUTION	3825	C	2254
SUPERINTENDENT OF PUBLIC PROPERTY	3832	C	2255
SUPERINTENDENT OF PUBLIC WORKS	7109	U	2256
SUPERINTENDENT OF RECREATION	03834@	C	2257
SUPERINTENDENT OF WATER DISTRIBUTION	3838	C	2258
SUPERINTENDENT OF WATER INTAKE AND SUPPLY MAINS	3840	C	2259
SUPERINTENDENT OF WEIGHTS AND MEASURES	1428	C	2260
SUPERINTENDENT RECLAMATION CENTER	03844@	C	2261
SUPERINTENDENT RECYCLING OPERATIONS	7721	C	2262
SUPERVISING ACCOUNT CLERK	3848	C	2263
SUPERVISING ACCOUNTANT	5657	C	2264
SUPERVISING ADMINISTRATIVE ANALYST	03850@	C	2265
SUPERVISING ADMISSIONS AND RECORDS OFFICER	7495	C	2266
SUPERVISING ADVOCATE VICTIM-WITNESS PROGRAM	7878	C	2267
SUPERVISING ANIMAL ATTENDANT	5486	C	2268
SUPERVISING ANIMAL CONTROL OFFICER	5999	C	2269
SUPERVISING ANIMAL KEEPER	6580	C	2270
SUPERVISING BRIDGE CONSTRUCTION INSPECTOR/SUPERVISING ROAD INSPECTOR	7562	C	2271
SUPERVISING BRIDGE CONSTRUCTION WORKER	6585	C	2272
SUPERVISING BRIDGE REPAIRER	6592	C	2273
SUPERVISING BRIDGE REPAIRER/ROAD REPAIR SUPERVISOR	7316	C	2274
SUPERVISING BUILDING INSPECTOR	5049	C	2275
SUPERVISING CARPENTER	6600	C	2276
SUPERVISING CASHIER	03857@	C	2277
SUPERVISING CLERK TRANSCRIBER	03863@	C	2278

SUPERVISING CLINICAL NUTRITIONIST	44784	C	2279
SUPERVISING CODE ENFORCEMENT OFFICER	7380	C	2280
SUPERVISING CODE ENFORCEMENT OFFICER/ZONING OFFICER	9052	C	2281
SUPERVISING COMMUNICATIONS TECHNICIAN	5599	C	2282
SUPERVISING COMMUNITY SERVICE OFFICER ADDICTIONS	63155	C	2283
SUPERVISING COMMUNITY YOUTH WORKER	4670	C	2284
SUPERVISING COMPUTER OPERATOR	5061	C	2285
SUPERVISING COUNSELOR PENAL INSTITUTION	7821	C	2286
SUPERVISING COUNTY PARK RANGER	3870	C	2287
SUPERVISING DATA CONTROL CLERK	3872	C	2288
SUPERVISING DETENTION ALTERNATIVES OFFICER	8083	C	2289
SUPERVISING DIETITIAN	7603	C	2290
SUPERVISING DRAFTING TECHNICIAN	6562	C	2291
SUPERVISING ELECTRICIAN	6605	C	2292
SUPERVISING ELECTRICIAN/SUPERVISOR OF ELECTRONICS REPAIR	7728	C	2293
SUPERVISING EMERGENCY MEDICAL TECHNICIAN	4587	C	2294
SUPERVISING EMPLOYMENT SPECIALIST	4368	C	2295
SUPERVISING ENGINEER	3879	C	2296
SUPERVISING ENGINEER HIGHWAY AND BRIDGES	4671	C	2297
SUPERVISING ENGINEERING AIDE	3881	C	2298
SUPERVISING ENVIRONMENTAL HEALTH SPECIALIST	7530	C	2299
SUPERVISING EQUIPMENT OPERATOR	6664	C	2300
SUPERVISING EQUIPMENT OPERATOR/SUPERVISING MECHANIC	7013	C	2301
SUPERVISING FIELD REPRESENTATIVE DISEASE CONTROL	5658	C	2302
SUPERVISING FIELD REPRESENTATIVE PROPERTY IMPROVEMENT	3885	C	2303
SUPERVISING FIRE AND AMBULANCE DISPATCHER	6001	C	2304
SUPERVISING FIRE PREVENTION SPECIALIST	6352	C	2305
SUPERVISING FIRE PREVENTION SPECIALIST UFD	6353	C	2306
SUPERVISING GARAGE ATTENDANT	6611	C	2307
SUPERVISING GLAZIER	7702	C	2308

SUPERVISING GREENSKEEPER	6729	C	2309
SUPERVISING HEALTH INSURANCE BENEFITS CLERK	03887@	C	2310
SUPERVISING HEATING AND AIR CONDITIONING MECHANIC	7102	C	2311
SUPERVISING HEAVY EQUIPMENT OPERATOR	6675	C	2312
SUPERVISING HOUSING ASSISTANCE TECHNICIAN	7496	C	2313
SUPERVISING INTERCONNECTION TECHNICIAN ELECTRIC UTILITY	7617	C	2314
SUPERVISING INVENTORY CONTROL CLERK	4444	C	2315
SUPERVISING JUVENILE DETENTION OFFICER	5110	C	2316
SUPERVISING LABORATORY TECHNICIAN WATER ANALYSIS	5458	C	2317
SUPERVISING LEGAL STENOGRAPHER	3901	C	2318
SUPERVISING LIBRARY ASSISTANT	3904	C	2319
SUPERVISING LIBRARY ASSISTANT	4885	BILINGUAL IN SPANISH AND ENGLISH C	2320
SUPERVISING LIBRARY EXHIBIT ARTIST	3906	C	2321
SUPERVISING LIFEGUARD	7092	C	2322
SUPERVISING LIFEGUARD/SUPERVISING MAINTENANCE REPAIRER PAINTING	7350	C	2323
SUPERVISING LINE WORKER	7055	C	2324
SUPERVISING LINE WORKER/SUPERVISOR PUBLIC WORKS	7264	C	2325
SUPERVISING MAINTENANCE REPAIRER	7338	C	2326
SUPERVISING MAINTENANCE REPAIRER CARPENTRY	7339	C	2327
SUPERVISING MAINTENANCE REPAIRER LOW PRESSURE LICENSE	7340	C	2328
SUPERVISING MAINTENANCE REPAIRER PAINTING	7344	C	2329
SUPERVISING MAINTENANCE REPAIRER/SUPERVISOR LANDSCAPE	7902	C	2330
SUPERVISING MASON	6874	C	2331
SUPERVISING MECHANIC	6724	C	2332
SUPERVISING MECHANIC DIESEL	6725	C	2333
SUPERVISING MECHANIC FIRE APPARATUS	6726	C	2334
SUPERVISING MECHANIC GOLF FACILITIES	8071	C	2335
SUPERVISING MOTOR BROOM DRIVER	6648	C	2336
SUPERVISING MUNICIPAL COURT ATTENDANT	5569	C	2337

SUPERVISING OFFICE APPLIANCE OPERATOR	03912@		C	2338
SUPERVISING OFFSET MACHINE OPERATOR	03913@		C	2339
SUPERVISING OMNIBUS OPERATOR	5600		C	2340
SUPERVISING PAINTER	6722		C	2341
SUPERVISING PARAMEDIC	4770		C	2342
SUPERVISING PARKING ENFORCEMENT OFFICER	7306		C	2343
SUPERVISING PARKING ENFORCEMENT OFFICER/METER WORKER SUPERVISOR	7311		C	2344
SUPERVISING PAYROLL CLERK	26995		C	2345
SUPERVISING PLANNER	16492		C	2346
SUPERVISING PLANNER TRANSPORTATION	12495		C	2347
SUPERVISING PLUMBER	7328		C	2348
SUPERVISING PRINCIPAL PERSONNEL TECHNICIAN	3925		C	2349
SUPERVISING PROCUREMENT SPECIALIST	52629		C	2350
SUPERVISING PROGRAM ANALYST	3927		C	2351
SUPERVISING PROGRAM DEVELOPMENT SPECIALIST COMMUNITY SERVICE	6932		C	2352
SUPERVISING PROGRAM DEVELOPMENT SPECIALIST CRIMINAL JUSTICE	6946		C	2353
SUPERVISING PROGRAM SPECIALIST SUBSTANCE ABUSE/AIDS	63004		C	2354
SUPERVISING PROPERTY CLERK	5519		C	2355
SUPERVISING PUBLIC SAFETY TELECOMMUNICATOR	03865@		C	2356
SUPERVISING PUBLIC WORKS INSPECTOR	7699		C	2357
SUPERVISING PUMPING STATION OPERATOR	7552		C	2358
SUPERVISING PUMPING STATION OPERATOR/SEWER REPAIRER SUPERVISOR	7848		C	2359
SUPERVISING RADIO DISPATCHER	8048		C	2360
SUPERVISING RECEPTIONIST	03933@		C	2361
SUPERVISING RECEPTIONIST	6395	BILINGUAL IN SPANISH AND ENGLISH	C	2362
SUPERVISING REPRESENTATIVE CITIZENS COMPLAINTS	7670		C	2363
SUPERVISING ROAD INSPECTOR	3936		C	2364
SUPERVISING SCHOOL BUS DRIVER	5601		C	2365
SUPERVISING SCHOOL TRAFFIC GUARD	3937		U	2366
SUPERVISING SECURITY GUARD	6256		C	2367

SUPERVISING SECURITY SYSTEMS OPERATOR	8041	C	2368
SUPERVISING SEWAGE PLANT OPERATOR	6538	C	2369
SUPERVISING SEWAGE PLANT OPERATOR/SEWER REPAIRER SUPERVISOR	6792	C	2370
SUPERVISING SEWAGE PLANT REPAIRER	6645	C	2371
SUPERVISING STEAMFITTER	7329	C	2372
SUPERVISING SUBSTANCE ABUSE COUNSELOR	63116	C	2373
SUPERVISING TELEPHONE OPERATOR	03942@	C	2374
SUPERVISING TRAFFIC INVESTIGATOR	7706	C	2375
SUPERVISING WATER TREATMENT PLANT OPERATOR	6544	C	2376
SUPERVISING WATER TREATMENT PLANT OPERATOR/WATER REPAIR SUPERVISOR	8009	C	2377
SUPERVISING WATER TREATMENT PLANT REPAIRER	6543	C	2378
SUPERVISING WEIGHMASTER	7510	C	2379
SUPERVISING WELDER	6810	C	2380
SUPERVISING YOUTH GROUP WORKER	03945@	C	2381
SUPERVISOR BATHS AND POOLS	3949	C	2382
SUPERVISOR BODY AND FENDER SHOP	6901	C	2383
SUPERVISOR BOILER ROOM	1852	C	2384
SUPERVISOR BUILDING SERVICE	6466	C	2385
SUPERVISOR BUILDING SERVICE LOW PRESSURE LICENSE	6468	C	2386
SUPERVISOR BUILDING SERVICE/MAINTENANCE SUPERVISOR GROUNDS	6864	C	2387
SUPERVISOR CENTRAL MAILING ROOM	3951	C	2388
SUPERVISOR COMPOST PROJECT	6505	C	2389
SUPERVISOR CRIMINAL INFORMATION RECORDS	03954@	C	2390
SUPERVISOR DEMOLITION	6910	C	2391
SUPERVISOR EXTERMINATION	6507	C	2392
SUPERVISOR FISCAL OPERATIONS HOSPITAL	3959	C	2393
SUPERVISOR FOOD SERVICE	6457	C	2394
SUPERVISOR GREENHOUSE	6917	C	2395
SUPERVISOR HISTORICAL SITE	5409	C	2396
SUPERVISOR INFORMATION TECHNOLOGY	53318	C	2397
SUPERVISOR INFORMATION TECHNOLOGY	61454	C	2398
SUPERVISOR INFORMATION TECHNOLOGY HELP DESK	70348	C	2399

SUPERVISOR LANDSCAPE	5669	C	2400
SUPERVISOR MOSQUITO EXTERMINATION	6441	C	2401
SUPERVISOR OF ACCOUNTS	3969	C	2402
SUPERVISOR OF AUTOMOTIVE EQUIPMENT MAINTENANCE	7596	C	2403
SUPERVISOR OF BILLING AND COLLECTING	3980	C	2404
SUPERVISOR OF BUILDINGS AND GROUNDS	03987@	C	2405
SUPERVISOR OF CLINIC NURSES	3991	C	2406
SUPERVISOR OF COLLECTION OF REVENUE	3992	C	2407
SUPERVISOR OF COLLECTION REPRESENTATIVES	3993	C	2408
SUPERVISOR OF CUSTODIANS	3998	C	2409
SUPERVISOR OF CUSTOMER SERVICE	3999	C	2410
SUPERVISOR OF DATA PROCESSING OPERATIONS	4002	C	2411
SUPERVISOR OF DATA PROCESSING PROGRAMMING	4748	C	2412
SUPERVISOR OF DATA PROCESSING SYSTEMS AND PROGRAMMING	4004	C	2413
SUPERVISOR OF ELECTRONICS REPAIR	5457	C	2414
SUPERVISOR OF ENVIRONMENTAL THERAPEUTIC SERVICES	4006	C	2415
SUPERVISOR OF FAMILY AND NEIGHBORHOOD COUNSELING	4017	C	2416
SUPERVISOR OF GARAGE SERVICES	4019	C	2417
SUPERVISOR OF GENERAL SERVICES	63383	C	2418
SUPERVISOR OF HOUSING REHABILITATION	4709	C	2419
SUPERVISOR OF INVESTIGATIONS	56793	C	2420
SUPERVISOR OF LABORATORIES CLINICAL AND WATER ANALYSIS	5434	C	2421
SUPERVISOR OF MOTOR POOL	5971	C	2422
SUPERVISOR OF MOTORS	4040	C	2423
SUPERVISOR OF NURSES	4041	C	2424
SUPERVISOR OF PATIENT ACCOUNTS	4048	C	2425
SUPERVISOR OF PUPIL TRANSPORTATION	4056	C	2426
SUPERVISOR OF RADIO MAINTENANCE	4058	C	2427
SUPERVISOR OF REAL ESTATE SALES	4060	C	2428
SUPERVISOR OF RENT COLLECTIONS	4575	C	2429
SUPERVISOR OF SENIOR CITIZENS ACTIVITIES	4069	C	2430
SUPERVISOR OF TELEPHONE SYSTEMS	4080	C	2431

SUPERVISOR OF TRANSPORTATION AND VEHICLE MAINTENANCE	4084	C	2432
SUPERVISOR OF VETERANS INTERMENT	4087	C	2433
SUPERVISOR OF WATER DISTRIBUTION	4093	C	2434
SUPERVISOR PUBLIC WORKS	6650	C	2435
SUPERVISOR RECLAMATION PLANT	6835	C	2436
SUPERVISOR RECORDS MANAGEMENT	74206	C	2437
SUPERVISOR RECYCLING OPERATIONS	7723	C	2438
SUPERVISOR REPAIR AND MAINTENANCE	4108	C	2439
SUPERVISOR SANITARY LANDFILL	6509	C	2440
SUPERVISOR SANITATION	6448	C	2441
SUPERVISOR SENIOR CITIZEN OUTREACH AND REFERRAL PROGRAM	4880	C	2442
SUPERVISOR SEWAGE METER REPAIRER	7703	C	2443
SUPERVISOR TOWING OPERATIONS	5638	C	2444
SUPERVISOR TRADES	6784	C	2445
SUPERVISOR TRAFFIC MAINTENANCE	6816	C	2446
SUPERVISOR WATER MANAGEMENT MOSQUITO EXTERMINATION	7960	C	2447
SUPERVISOR WATER METER REPAIR	6842	C	2448
SURROGATE	04114@	U	2449
SYSTEMS ANALYST	04116@	N	2450
TAX ASSESSOR	4120	U	2451
TAX COLLECTOR	4124	U	2452
TAX COLLECTOR AND TAX SEARCH OFFICER	4126	U	2453
TAX RESEARCH EXAMINER AND INVESTIGATOR	4129	C	2454
TAX SEARCH OFFICER	5647	U	2455
TAX SEARCHER	4130	C	2456
TAX SEARCHER	6334	U	2457
TEACHER	04134@	N	2458
TEACHER AIDE	4135	N	2459
TEACHER AIDE	4778	BILINGUAL IN SPANISH AND ENGLISH N	2460
TEACHER AIDE	7507	BILINGUAL IN GUJARATI AND ENGLISH N	2461

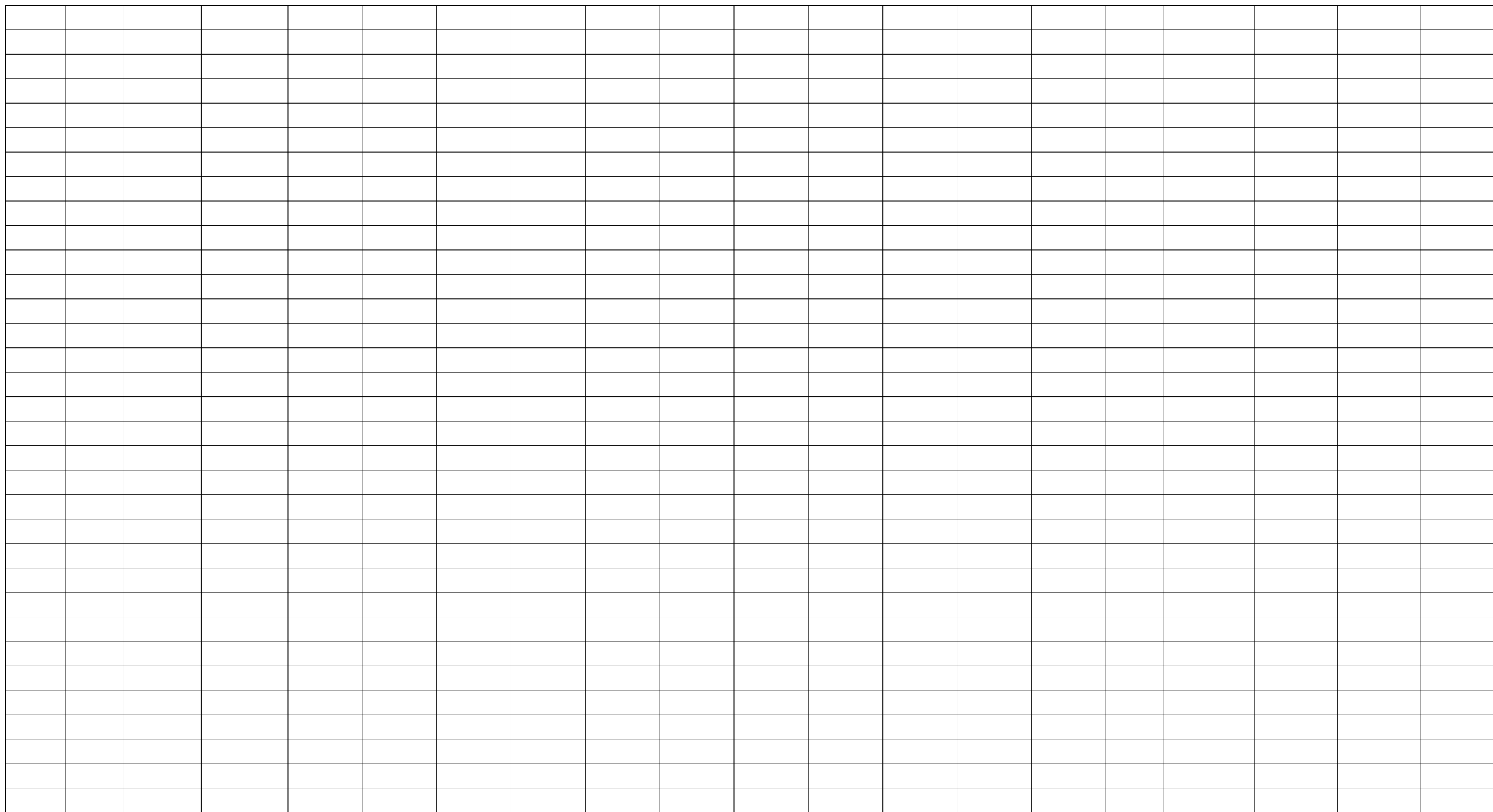
TEACHER AIDE	7508	BILINGUAL IN ARABIC AND ENGLISH	N	2462
TEACHER AIDE	7664	BILINGUAL IN PORTUGUESE AND ENGLISH	N	2463
TEACHER AIDE	7950	BILINGUAL IN URDU AND ENGLISH	N	2464
TEACHER AIDE HANDICAPPED PROGRAM	4589		N	2465
TEACHER AIDE HEAD START PROGRAM	8065		N	2466
TEACHER EARLY CHILDHOOD EDUCATION	7574		N	2467
TEACHER EARLY CHILDHOOD EDUCATION	7598	BILINGUAL IN SPANISH AND ENGLISH	N	2468
TEACHER JUVENILE FACILITIES	4582		N	2469
TEACHER PENAL INSTITUTION	4581		N	2470
TEACHER SPECIAL EDUCATION	4136		N	2471
TECHNICAL ASSISTANT	51329		C	2472
TECHNICAL ASSISTANT 1 LABOR	65352		C	2473
TECHNICAL ASSISTANT CONTRACT ADMINISTRATION	62844		C	2474
TECHNICAL ASSISTANT LAND USE	6904		C	2475
TECHNICAL ASSISTANT MANAGEMENT INFORMATION SYSTEMS	53096		C	2476
TECHNICAL ASSISTANT PERSONNEL	41135		C	2477
TECHNICAL ASSISTANT TO THE CONSTRUCTION OFFICIAL	5193		C	2478
TECHNICAL ASSISTANT TO THE CONSTRUCTION OFFICIAL STENOGRAPHY	7271		C	2479
TECHNICAL SUPPORT SPECIALIST 1	53063		C	2480
TECHNICAL SUPPORT SPECIALIST 2	53061		C	2481
TECHNICIAN MANAGEMENT INFORMATION SYSTEMS	53099		C	2482
TELECOMMUNICATIONS SYSTEMS ANALYST	7604		C	2483
TELEPHONE OPERATOR	04145@		N	2484
TELEPHONE OPERATOR	4375	BILINGUAL IN SPANISH AND ENGLISH	N	2485
TELEPHONE SYSTEM INSTALLER AND REPAIRER	7618		C	2486
TENANT ADVISOR TYPING	7683	BILINGUAL IN SPANISH AND ENGLISH	C	2487

TENANT INTERVIEWER	04153@		C	2488
TENANT INTERVIEWER	04155@	BILINGUAL IN SPANISH AND ENGLISH	C	2489
TENANT INTERVIEWER/TENANT INVESTIGATOR	6218		C	2490
TENANT INTERVIEWER/TENANT INVESTIGATOR BILINGUAL IN SPANISH AND ENGLISH	6258		C	2491
TENANT RELATIONS ASSISTANT	4998		N	2492
TENANT SELECTION SUPERVISOR	4160		C	2493
TENTATIVE TITLE LOCAL GOVERNMENTS	10103		C	2494
THERAPEUTIC TECHNICIAN	5158		C	2495
THERAPIST MOVEMENT	3715		C	2496
THERAPIST MUSIC	3662		N	2497
TIRE SERVICE REPAIRER	4673		N	2498
TOURISM REPRESENTATIVE	4170		C	2499
TOURISM REPRESENTATIVE 1	55594		C	2500
TOURISM REPRESENTATIVE 2	55593		C	2501
TOURISM REPRESENTATIVE 3	55592		C	2502
TOW TRUCK OPERATOR	4456		N	2503
TOWN CLERK	04172@		U	2504
TOWNSHIP CLERK	4174		U	2505
TOWNSHIP COMMITTEE MEMBER	7361		U	2506
TOWNSHIP PHYSICIAN	4176		U	2507
TOWNSHIP TREASURER	4177		U	2508
TRACTOR TRAILER DRIVER	4179		C	2509
TRAFFIC ANALYST	4180		C	2510
TRAFFIC CONTROL OFFICER	4455		N	2511
TRAFFIC ENGINEER	04184@		C	2512
TRAFFIC ENUMERATOR	04185@		N	2513
TRAFFIC INVESTIGATOR	4186		C	2514
TRAFFIC MAINTENANCE WORKER	4189		N	2515
TRAFFIC SAFETY COORDINATOR	4191		C	2516
TRAFFIC SIGNAL ELECTRICIAN	4192		C	2517
TRAFFIC SIGNAL SUPERINTENDENT 1	799		C	2518
TRAFFIC SIGNAL SUPERINTENDENT_2	4196		C	2519
TRAFFIC SIGNAL SUPERVISOR 1	6819		C	2520
TRAFFIC SIGNAL SUPERVISOR 2	4082		C	2521
TRAFFIC SIGNAL TECHNICIAN 1	4195		C	2522
TRAFFIC SIGNAL TECHNICIAN 2	5219		C	2523

TRAINING COORDINATOR	4202	C	2524
TRAINING OFFICER	4203	C	2525
TRAINING OFFICER CORRECTIONS	5571	C	2526
TRAINING OFFICER LAW ENFORCEMENT	5572	C	2527
TRAINING SUPERVISOR COUNTY WELFARE AGENCY	4206	C	2528
TRAINING TECHNICIAN	4207	C	2529
TRAINING TECHNICIAN	5691	BILINGUAL IN SPANISH AND ENGLISH C	2530
TRAINING TECHNICIAN	63562F	COMPUTER TECHNOLOGY C	2531
TRANSFORMER AND ELECTROMOBILE EQUIPMENT MAINTAINER	4208	C	2532
TRANSPORTATION ANALYST	4209	C	2533
TRANSPORTATION INSPECTOR	4211	C	2534
TREE CLIMBER ELECTRIC UTILITY	4216	C	2535
TREE CLIMBER/WELDER	6079	C	2536
TREE MAINTENANCE SUPERVISOR	6482	C	2537
TREE MAINTENANCE WORKER 1	4220	N	2538
TREE MAINTENANCE WORKER 2	3631	C	2539
TREE MAINTENANCE WORKER 3	6483	C	2540
TREE SUPERINTENDENT	4218	C	2541
TRUCK DRIVER	4222	N	2542
TRUCK DRIVER HEAVY	4226	N	2543
TRUCK DRIVER HEAVY/ROAD REPAIRER 1	5723	C	2544
TRUCK DRIVER/WELDER	4224	C	2545
TURBINE OPERATOR	4228	C	2546
UNCLASSIFIED APPOINTMENT UNDER RULES OF THE COURT	5309	U	2547
UNCLASSIFIED UTILITIES AUTHORITY EMPLOYEE	5531	U	2548
UNDERSHERIFF	4230	U	2549
URBAN DESIGNER 1	8077	C	2550
URBAN DESIGNER 2	8078	C	2551
URBAN DESIGNER 3	8079	C	2552
URBAN DESIGNER TRAINEE	8076	C	2553
URBAN INITIATIVES COORDINATOR HOUSING AUTHORITY	6840	U	2554
URBAN RENEWAL SUPERVISOR	4234	C	2555
VERMIN CONTROL SPECIALIST	4241	C	2556
VETERANS SERVICE OFFICER	4242	C	2557
VETERINARIAN	4243	N	2558

VETERINARIAN/ZOO DIRECTOR	70351		C	2559
VIOLATIONS CLERK	4244		C	2560
VIOLATIONS CLERK TYPING	4245		C	2561
VOTING MACHINE TECHNICIAN	2446		C	2562
WAREHOUSE SUPERVISOR	4254		C	2563
WATER AND SEWER ACCOUNT SEARCHER	4258		C	2564
WATER AND SEWER UTILITIES SUPERINTENDENT	4263		C	2565
WATER INSPECTOR	4270		C	2566
WATER METER INSPECTOR	4272		C	2567
WATER METER INSPECTOR/METER WORKER 1	5749		C	2568
WATER METER INSPECTOR/WATER METER REPAIRER	5748		C	2569
WATER METER READER	7041	BILINGUAL IN SPANISH AND ENGLISH	C	2570
WATER METER REPAIRER	4278		C	2571
WATER METER TECHNICIAN	813		C	2572
WATER REPAIR SUPERVISOR	6661		C	2573
WATER REPAIR SUPERVISOR/WATER TREATMENT PLANT OPERATOR	6806		C	2574
WATER REPAIRER 1	4284		C	2575
WATER REPAIRER 1/WATER TREATMENT PLANT OPERATOR	5951		C	2576
WATER REPAIRER 2	03643@		C	2577
WATER REPAIRER 3	6662		C	2578
WATER SAFETY INSTRUCTOR	4288		C	2579
WATER SAMPLE COLLECTOR	4289		N	2580
WATER SUPERINTENDENT	4294		C	2581
WATER TREATMENT PLANT OPERATOR	4296		C	2582
WATER TREATMENT PLANT OPERATOR APPRENTICE	10053		C	2583
WATER TREATMENT PLANT REPAIRER	4299		C	2584
WATER TREATMENT PLANT SUPERINTENDENT	4301		C	2585
WEIGHMASTER	4304		C	2586
WEIGHTS AND MEASURES APPRENTICE	4201		N	2587
WEIGHTS AND MEASURES APPRENTICE BILINGUAL IN SPANISH AND ENGLISH	9064		N	2588
WELDER	4305		C	2589
WELFARE INVESTIGATOR	4311		C	2590
WELFARE INVESTIGATOR	4312	BILINGUAL IN SPANISH AND ENGLISH	C	2591

WETLANDS SPECIALIST MOSQUITO EXTERMINATION	2419		N	2592
WIC LACTATION CONSULTANT	9055		N	2593
WIC PEER COUNSELOR	9051		N	2594
WORK LEADER ELECTRICAL MECHANIC	4319		C	2595
WORK LEADER ELECTRICAL METERING AND RELAY MECHANIC	70353		C	2596
WORK LEADER MAINTENANCE	4321		C	2597
WORK PROGRAM SPECIALIST 1	60200		C	2598
WORK RELEASE ADMINISTRATOR	4324		C	2599
WORK SUPERVISOR SHELTERED WORKSHOP	5460		C	2600
X-RAY TECHNICIAN	4327		N	2601
YARD SUPERVISOR	5640		C	2602
YARD WORKER	4330		C	2603
YOUTH AIDE	4332		C	2604
YOUTH GROUP WORKER	4333		C	2605
YOUTH GROUP WORKER	4334	BILINGUAL IN SPANISH AND ENGLISH	C	2606
YOUTH OPPORTUNITY COORDINATOR	4335		C	2607
YOUTH SERVICES COUNSELOR	4336		C	2608
YOUTH WORK SUPERVISOR	66003		C	2609
YOUTH WORKER	66002		N	2610
ZONING OFFICER	4338		C	2611
ZOO CURATOR	4341		C	2612
ZOO DIRECTOR	4342		C	2613
ZOO REGISTRAR	8097		C	2614



**TOWNSHIP OF WEST ORANGE
COUNTY OF ESSEX, STATE OF NEW JERSEY**

BOND ORDINANCE NUMBER 2689-22

**BOND ORDINANCE PROVIDING FOR VARIOUS 2022
CAPITAL IMPROVEMENTS, BY AND IN THE TOWNSHIP OF
WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF
NEW JERSEY, APPROPRIATING \$10,448,104 THEREFOR
AND AUTHORIZING THE ISSUANCE OF \$9,950,572 BONDS
OR NOTES OF THE TOWNSHIP TO FINANCE PART OF THE
COST THEREOF**

**BE IT ORDAINED AND ENACTED BY THE TOWNSHIP COUNCIL OF THE
TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW
JERSEY (not less than two-thirds of all the members thereof affirmatively concurring), AS
FOLLOWS:**

SECTION 1. The improvements or purposes described in Section 3 of this bond ordinance are hereby authorized as general improvements to be undertaken by the Township of West Orange, in the County of Essex, State of New Jersey (the "Township"). For the said improvements or purposes stated in Section 3 hereof, there is hereby appropriated the amount of \$10,448,104, said amount being inclusive of a down payment in the amount of \$497,532 now available for said improvements or purposes as required by the Local Bond Law of the State of New Jersey, as amended and supplemented (N.J.S.A. §40A:2-1 et seq.) (the "Local Bond Law"), by virtue of an appropriation from the Township's Capital Improvement Fund for down payment or capital improvement purposes in a previously adopted budget or budgets of the Township.

SECTION 2. For the financing of said improvements or purposes described in Section 3 hereof and to meet part of said \$10,448,104 appropriation not provided for by said down payment referred to in Section 1 hereof, negotiable bonds of the

Township are hereby authorized to be issued in the aggregate principal amount of \$9,950,572 pursuant to, and within the limitations prescribed by, the Local Bond Law. In anticipation of the issuance of said bonds and to temporarily finance said improvements or purposes, negotiable notes of the Township in an aggregate principal amount not exceeding \$9,950,572 are hereby authorized to be issued pursuant to, and within the limitations prescribed by, said Local Bond Law.

SECTION 3. (a) The improvements hereby authorized and purposes for the financing of which said obligations are to be issued include, but are not limited to, as follows:

<u>Description</u>	<u>Appropriation</u>	<u>Authorization</u>	<u>Down Payment</u>	<u>Useful Life</u>
(i) Acquisition of miscellaneous equipment for various Township facilities and departments, including, but not limited to, nozzles and appliances, personal protective equipment (PPE), traffic cones, and improvements and upgrades to various Township facilities and properties, including, but not limited to, the Oskar Schindler Performing Arts Center (OSPAC);	\$ 108,000	\$ 102,857	\$ 5,143	10 years
(ii) Various interior facility improvements including, but not limited to, upgrades to the flooring and walls of, and the acquisition of office furniture for, various Township owned properties, including, but not limited to, the Communications Center, Rock Spring Golf Club, 10 Rooney Circle and the Fire House;	\$ 2,175,000	\$ 2,071,428	\$ 103,572	15 years
(iii) Information Technology (IT) improvements, upgrades and acquisitions for various Township Departments, including, but not limited to, upgrades to and/or acquisitions of the camera system, Eticket printer, 9-1-1 system, security cameras and MDTs, and the acquisition and installation of a Vulnerability Assessment and Data Center Audit computer software program;	\$ 799,500	\$ 761,428	\$ 38,072	5 years

<u>Description</u>	<u>Appropriation</u>	<u>Authorization</u>	<u>Down Payment</u>	<u>Useful Life</u>
(iv) Various outdoor facility improvements to Township owned properties and parks, including, but not limited to, the Club Boulevard Kiddie Park, Minish Park, Minish Kiddie Park, Colgate Park futsal court, Degnan Park bathrooms, pickleball court, Degnan Park Rolling Green Hills tennis courts and Degnan Park Perimeter Pathway, the acquisition and installation of interior pool lighting at the Township pool and outdoor improvements to Rock Spring Golf Club;	\$ 4,275,000	\$ 4,071,428	\$ 203,572	15 years
(v) Improvements and repairs to various roadways within the Township, including, but not limited to, striping of various roadways within the Township, replacement of various street signs throughout the Township, the acquisition and installation of shade trees and new light emitting diode (LED) high visibility signs throughout the Township, pump station and various drainage improvements throughout the Township, and environmental rehabilitation of various Township facilities;	\$ 1,675,000	\$1,595,238	\$ 79,762	15 years
(vi) Acquisition of various non-passenger vehicles, including, but not limited to, jitney buses, a street sweeper and garbage trucks, and the replacement of a 1975 Ford Utility Tractor, including equipment and accessories related thereto;	\$ 450,000	\$ 428,571	\$ 21,429	15 years
(vii) Acquisition of various non-passenger vehicles for various departments within the Township, including, but not limited to, the Police, Fire and Public Works Departments, including capital repairs, equipment and accessories related thereto.	\$ 965,604	\$ 919,622	\$ 45,982	7 years
TOTALS:	<u>\$ 10,448,104</u>	<u>\$ 9,950,572</u>	<u>\$ 497,532</u>	

(b) The improvements and purposes set forth in Section 3(a) above shall also include, as applicable, all engineering and design work, surveying, construction

management services, construction planning, preparation of plans and specifications, permits, bid documents, construction inspection and contract administration, environmental testing and remediation, and all work, materials, equipment, labor and appurtenances necessary therefor or incidental thereto.

(c) The estimated maximum amount of bonds or notes to be issued by the Township for said improvements and purposes is \$9,950,572.

(d) The estimated cost of said improvements and purposes to the Township is \$10,448,104, the excess amount thereof over the estimated maximum amount of bonds or notes to be issued therefor is the down payment in the amount of \$497,532 now available for said improvements and purposes from the Township's Capital Improvement Fund.

SECTION 4. In the event the United States of America, the State of New Jersey, and/or the County of Essex make a contribution or grant in aid to the Township for the improvements and purposes authorized hereby and the same shall be received by the Township prior to the issuance of the bonds or notes authorized in Section 2 hereof, then the amount of such bonds or notes to be issued shall be reduced by the amount so received from the United States of America, the State of New Jersey, and/or the County of Essex. In the event that any amount so contributed or granted by the United States of America, the State of New Jersey, and/or the County of Essex shall be received by the Township after the issuance of the bonds or notes authorized in Section 2 hereof, then such funds shall be applied to the payment of the bonds or notes so issued and shall be used for no other purpose. This Section 4 shall not apply, however, with respect to any contribution or grant in aid received by the Township as a result of using funds from this bond ordinance as "matching local funds" to receive such contribution or grant in aid.

SECTION 5. All bond anticipation notes issued hereunder shall mature at such times as may be determined by the Chief Financial Officer of the Township (the "Chief Financial Officer"), provided that no note shall mature later than one (1) year from its date. The notes shall bear interest at such rate or rates and be in such form as may be determined by the Chief Financial Officer. The Chief Financial Officer shall determine all matters in connection with the notes issued pursuant to this bond ordinance, and the signature of the Chief Financial Officer upon the notes shall be conclusive evidence as to all such determinations. All notes issued hereunder may be renewed from time to time in accordance with the provisions of N.J.S.A. § 40A:2-8.1 of the Local Bond Law. The Chief Financial Officer is hereby authorized to sell part or all of the notes from time to time at a public or private sale and to deliver them to the purchaser thereof upon receipt of payment of the purchase price and accrued interest thereon from their dates to the date of delivery thereof. The Chief Financial Officer is directed to report in writing to the governing body at the meeting next succeeding the date when any sale or delivery of the notes pursuant to this bond ordinance is made. Such report must include the principal amount, the description, the interest rate, the maturity schedule of the notes so sold, the price obtained and the name of the purchaser.

SECTION 6. The Township hereby certifies that it has adopted a capital budget or a temporary capital budget of the Township, as applicable. The capital budget or temporary capital budget, as applicable, of the Township is hereby amended to conform with the provisions of this bond ordinance to the extent of any inconsistency herewith. To the extent that the purposes authorized herein are inconsistent with the adopted capital or temporary capital budget, a revised capital or temporary capital budget has been filed with the Division of Local Government Services.

SECTION 7. The following additional matters are hereby determined, declared, recited and stated:

(a) The improvements and purposes described in Section 3 of this bond ordinance are not current expenses and are improvements and purposes which the Township may lawfully undertake as general improvements and no part of the cost thereof has been or shall be specially assessed on property specially benefited thereby.

(b) The average period of usefulness of said improvements or purposes, computed on the basis of the respective amounts of obligations authorized for each purpose and the reasonable life thereof in accordance with the limitations set forth in the Local Bond Law, is 13.44 years.

(c) The supplemental debt statement required by the Local Bond Law has been duly made and filed in the Office of the Clerk of the Township and a complete executed duplicate thereof has been filed in the Office of the Director of the Division of Local Government Services in the Department of Community Affairs of the State of New Jersey, and such statement shows that the gross debt of the Township as defined in the Local Bond Law is increased by the authorization of the bonds or notes provided for in this bond ordinance by \$9,950,572. The obligations authorized by this bond ordinance will be within all debt limitations prescribed by said Local Bond Law.

(d) An amount not exceeding \$2,000,000 for items of expense listed in and permitted under N.J.S.A. § 40A:2-20 of the Local Bond Law is included in the estimated cost indicated herein for the purposes and improvements described in Section 3 hereof.

SECTION 8. The full faith and credit of the Township are hereby pledged to the punctual payment of the principal of and the interest on the obligations authorized by this bond ordinance. The obligations shall be direct, unlimited obligations of the Township

and, unless paid from other sources, the Township shall be obligated to levy *ad valorem* taxes upon all the taxable property within the Township for the payment of the principal of the obligations and the interest thereon without limitation as to rate or amount.

SECTION 9. The Township reasonably expects to reimburse any expenditures toward the costs of the improvements or purposes described in Section 3 hereof and paid prior to the issuance of any bonds or notes authorized by this bond ordinance with the proceeds of such bonds or notes. This Section 9 is intended to be and hereby is a declaration of the Township's official intent to reimburse any expenditure toward the costs of the improvements or purposes described in Section 3 hereof to be incurred and paid prior to the issuance of bonds or notes authorized herein in accordance with Treasury Regulation Section 1.150-2. All reimbursement allocations will occur not later than eighteen (18) months after the later of (i) the date the expenditure from a source other than any bonds or notes authorized by this bond ordinance is paid, or (ii) the date the improvements or purposes described in Section 3 hereof are "placed in service" (within the meaning of Treasury Regulation §1.150-2) or abandoned, but in no event more than three (3) years after the expenditure is paid.

SECTION 10. The Chief Financial Officer is hereby authorized to prepare and to update from time to time as necessary a financial disclosure document to be distributed in connection with the sale of the obligations of the Township authorized herein and to execute such disclosure document on behalf of the Township. The Chief Financial Officer is further authorized to enter into the appropriate undertaking to provide secondary market disclosure on behalf of the Township pursuant to Rule 15c2-12 of the Securities and Exchange Commission (the "Rule") for the benefit of holders and beneficial owners of the obligations of the Township, which are authorized herein, and to amend such undertaking from time to time in connection with any change in law, or interpretation thereof, provided

such undertaking is and continues to be, in the opinion of a nationally recognized bond counsel, consistent with the requirements of the Rule. In the event that the Township fails to comply with its undertaking, the Township shall not be liable for any monetary damages, and the remedy shall be limited to specific performance of the undertaking.

SECTION 11. The Township covenants to maintain the exclusion from gross income under Section 103(a) of the Internal Revenue Code of 1986, as amended, of the interest on all bonds and notes issued on a tax-exempt basis under this bond ordinance.

SECTION 12. This bond ordinance shall take effect twenty (20) days after the first publication hereof after final adoption, as provided by the Local Bond Law.

ADOPTED ON FIRST READING
DATED: June 28, 2022

KAREN J. CARNEVALE, Clerk
Township of West Orange

SUSAN MCCARTNEY,
Council President
Township of West Orange

ADOPTED ON SECOND READING
DATED: July 19, 2022

KAREN J. CARNEVALE, Clerk
Township of West Orange

SUSAN MCCARTNEY,
Council President
Township of West Orange

APPROVAL BY THE MAYOR ON THIS 19th DAY OF July, 2022.

ROBERT D. PARISI, Mayor
Township of West Orange

**TOWNSHIP OF WEST ORANGE
COUNTY OF ESSEX, STATE OF NEW JERSEY**

BOND ORDINANCE NUMBER 2690-22

BOND ORDINANCE PROVIDING FOR CAPITAL IMPROVEMENTS AND EQUIPMENT ACQUISITIONS FOR VARIOUS PARKS, BY AND IN THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY (THE "TOWNSHIP"); APPROPRIATING \$4,500,000 THEREFOR AND AUTHORIZING THE ISSUANCE OF \$4,285,714 BONDS OR NOTES OF THE TOWNSHIP TO FINANCE PART OF THE COST THEREOF

BE IT ORDAINED AND ENACTED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY (not less than two-thirds of all the members thereof affirmatively concurring), **AS FOLLOWS:**

SECTION 1. The improvements or purposes described in Section 3 of this bond ordinance are hereby authorized as general improvements to be undertaken by the Township of West Orange, in the County of Essex, State of New Jersey (the "Township"). For the said improvements or purposes stated in Section 3 hereof, there is hereby appropriated the amount of \$4,500,000, said amount being inclusive of a down payment in the amount of \$214,286 now available for said improvements or purposes as required by the Local Bond Law of the State of New Jersey, as amended and supplemented (N.J.S.A. §40A:2-1 et seq.) (the "Local Bond Law"), by virtue of an appropriation from the Township's Open Space Trust Fund created pursuant to N.J.S.A. 40:12-15.1 et seq. (the "Open Space Trust Fund").

SECTION 2. For the financing of said improvements or purposes described in Section 3 hereof and to meet part of said \$4,500,000 appropriation not provided for by said down payment referred to in Section 1 hereof, negotiable bonds of the

Township are hereby authorized to be issued in the aggregate principal amount of \$4,285,714 pursuant to, and within the limitations prescribed by, the Local Bond Law. In anticipation of the issuance of said bonds and to temporarily finance said improvements or purposes, negotiable notes of the Township in an aggregate principal amount not exceeding \$4,285,714 are hereby authorized to be issued pursuant to, and within the limitations prescribed by, said Local Bond Law.

SECTION 3. (a) The improvements hereby authorized and purposes for the financing of which said obligations are to be issued are for capital improvements and equipment acquisitions for various parks within the Township, including, but not limited, the replacement of the turf field and the acquisition and installation of lighting at O'Connor Park.

(b) The improvements and purposes set forth in Section 3(a) above shall also include, as applicable, all engineering and design work, surveying, construction management services, construction planning, preparation of plans and specifications, permits, bid documents, construction inspection and contract administration, environmental testing and remediation, and all work, materials, equipment, labor and appurtenances necessary therefor or incidental thereto.

(c) The estimated maximum amount of bonds or notes to be issued by the Township for said improvements and purposes is \$4,285,714.

(d) The estimated cost of said improvements and purposes to the Township is \$4,500,000, the excess amount thereof over the estimated maximum amount of bonds or notes to be issued therefor is the down payment in the amount of \$214,286 now available for said improvements and purposes from the Township's Open Space Trust Fund.

SECTION 4. In the event the United States of America, the State of New Jersey, and/or the County of Essex make a contribution or grant in aid to the Township for the improvements and purposes authorized hereby and the same shall be received by the Township prior to the issuance of the bonds or notes authorized in Section 2 hereof, then the amount of such bonds or notes to be issued shall be reduced by the amount so received from the United States of America, the State of New Jersey, and/or the County of Essex. In the event that any amount so contributed or granted by the United States of America, the State of New Jersey, and/or the County of Essex shall be received by the Township after the issuance of the bonds or notes authorized in Section 2 hereof, then such funds shall be applied to the payment of the bonds or notes so issued and shall be used for no other purpose. This Section 4 shall not apply, however, with respect to any contribution or grant in aid received by the Township as a result of using funds from this bond ordinance as “matching local funds” to receive such contribution or grant in aid.

SECTION 5. All bond anticipation notes issued hereunder shall mature at such times as may be determined by the Chief Financial Officer of the Township (the “Chief Financial Officer”), provided that no note shall mature later than one (1) year from its date. The notes shall bear interest at such rate or rates and be in such form as may be determined by the Chief Financial Officer. The Chief Financial Officer shall determine all matters in connection with the notes issued pursuant to this bond ordinance, and the signature of the Chief Financial Officer upon the notes shall be conclusive evidence as to all such determinations. All notes issued hereunder may be renewed from time to time in accordance with the provisions of N.J.S.A. § 40A:2-8.1 of the Local Bond Law. The Chief Financial Officer is hereby authorized to sell part or all of the notes from time to time at a public or private sale and to deliver them to the purchaser thereof upon receipt of payment of the purchase price and accrued interest thereon from their dates to the date of delivery

thereof. The Chief Financial Officer is directed to report in writing to the governing body at the meeting next succeeding the date when any sale or delivery of the notes pursuant to this bond ordinance is made. Such report must include the principal amount, the description, the interest rate, the maturity schedule of the notes so sold, the price obtained and the name of the purchaser.

SECTION 6. The Township hereby certifies that it has adopted a capital budget or a temporary capital budget of the Township, as applicable. The capital budget or temporary capital budget, as applicable, of the Township is hereby amended to conform with the provisions of this bond ordinance to the extent of any inconsistency herewith. To the extent that the purposes authorized herein are inconsistent with the adopted capital or temporary capital budget, a revised capital or temporary capital budget has been filed with the Division of Local Government Services.

SECTION 7. The following additional matters are hereby determined, declared, recited and stated:

(b) The improvements and purposes described in Section 3 of this bond ordinance are not current expenses and are improvements and purposes which the Township may lawfully undertake as general improvements and no part of the cost thereof has been or shall be specially assessed on property specially benefited thereby.

(c) The period of usefulness of said improvements and purposes within the limitations set forth in the Local Bond Law, according to the reasonable life thereof computed from the date of the said bonds authorized by this bond ordinance, is fifteen (15) years.

(d) The supplemental debt statement required by the Local Bond Law has been duly made and filed in the Office of the Clerk of the Township and a complete executed duplicate thereof has been filed in the Office of the Director of the Division of

Local Government Services in the Department of Community Affairs of the State of New Jersey, and such statement shows that the gross debt of the Township as defined in the Local Bond Law is increased by the authorization of the bonds or notes provided for in this bond ordinance by \$4,285,714. The obligations authorized by this bond ordinance will be within all debt limitations prescribed by said Local Bond Law.

(e) An amount not exceeding \$900,000 for items of expense listed in and permitted under N.J.S.A. § 40A:2-20 of the Local Bond Law is included in the estimated cost indicated herein for the purposes and improvements described in Section 3 hereof.

SECTION 8. The full faith and credit of the Township are hereby pledged to the punctual payment of the principal of and the interest on the obligations authorized by this bond ordinance. The obligations shall be direct, unlimited obligations of the Township and, unless paid from other sources, the Township shall be obligated to levy *ad valorem* taxes upon all the taxable property within the Township for the payment of the principal of the obligations and the interest thereon without limitation as to rate or amount.

SECTION 9. The Township reasonably expects to reimburse any expenditures toward the costs of the improvements or purposes described in Section 3 hereof and paid prior to the issuance of any bonds or notes authorized by this bond ordinance with the proceeds of such bonds or notes. This Section 9 is intended to be and hereby is a declaration of the Township's official intent to reimburse any expenditure toward the costs of the improvements or purposes described in Section 3 hereof to be incurred and paid prior to the issuance of bonds or notes authorized herein in accordance with Treasury Regulation Section 1.150-2. All reimbursement allocations will occur not later than eighteen (18) months after the later of (i) the date the expenditure from a source other than any bonds or notes authorized by this bond ordinance is paid, or (ii) the date the improvements or purposes described in Section 3 hereof are "placed in service" (within the meaning of

Treasury Regulation §1.150-2) or abandoned, but in no event more than three (3) years after the expenditure is paid.

SECTION 10. The Chief Financial Officer is hereby authorized to prepare and to update from time to time as necessary a financial disclosure document to be distributed in connection with the sale of the obligations of the Township authorized herein and to execute such disclosure document on behalf of the Township. The Chief Financial Officer is further authorized to enter into the appropriate undertaking to provide secondary market disclosure on behalf of the Township pursuant to Rule 15c2-12 of the Securities and Exchange Commission (the "Rule") for the benefit of holders and beneficial owners of the obligations of the Township, which are authorized herein, and to amend such undertaking from time to time in connection with any change in law, or interpretation thereof, provided such undertaking is and continues to be, in the opinion of a nationally recognized bond counsel, consistent with the requirements of the Rule. In the event that the Township fails to comply with its undertaking, the Township shall not be liable for any monetary damages, and the remedy shall be limited to specific performance of the undertaking.

SECTION 11. The Township covenants to maintain the exclusion from gross income under Section 103(a) of the Internal Revenue Code of 1986, as amended, of the interest on all bonds and notes issued on a tax-exempt basis under this bond ordinance.

SECTION 12. This bond ordinance shall take effect twenty (20) days after the first publication hereof after final adoption, as provided by the Local Bond Law.

ADOPTED ON FIRST READING
DATED: June 28, 2022

KAREN J. CARNEVALE, Clerk
Township of West Orange

SUSAN MCCARTNEY,
Council President
Township of West Orange

ADOPTED ON SECOND READING
DATED: July 19, 2022

KAREN J. CARNEVALE, Clerk
Township of West Orange

SUSAN MCCARTNEY,
Council President
Township of West Orange

APPROVAL BY THE MAYOR ON THIS 19th DAY OF July, 2022.

ROBERT D. PARISI, Mayor
Township of West Orange

BOND ORDINANCE PROVIDING FOR PHASE III OF THE LOCAL UNIT'S ALLOCABLE SHARE OF THE FLOOD MITIGATION FACILITIES PROJECT OF THE JOINT MEETING OF ESSEX AND UNION COUNTIES, BY AND IN THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY (THE "LOCAL UNIT"); APPROPRIATING \$4,865,000 THEREFOR AND AUTHORIZING THE ISSUANCE OF \$4,865,000 BONDS OR NOTES TO FINANCE THE COST THEREOF

BE IT ORDAINED AND ENACTED BY THE GOVERNING BODY OF THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY (not less than two-thirds of all the members thereof affirmatively concurring), AS FOLLOWS:

SECTION 1. The improvements described in Section 3 of this bond ordinance are hereby authorized to be undertaken by the Joint Meeting of Essex and Union Counties (the "Joint Meeting") on behalf of the Township of West Orange, in the County of Essex, State of New Jersey (the "Local Unit") as general improvements. For the said improvements stated in Section 3, there is hereby appropriated the amount of \$4,865,000. Pursuant to the provisions of N.J.S.A. 40A:2-11(c) of the Local Bond Law, N.J.S.A. 40A:2-1 et seq., as amended and supplemented (the "Local Bond Law"), no down payment is required as this bond ordinance authorizes obligations for environmental infrastructure projects which are funded by loans from the New Jersey Infrastructure Bank (the "I-Bank") and the State of New Jersey, acting by or through the Department of Environmental Protection.

SECTION 2. For the financing of said improvements or purposes described in Section 3 hereof and to meet the \$4,865,000 appropriation, negotiable

bonds of the Local Unit are hereby authorized to be issued in the principal amount of \$4,865,000 pursuant to, and within all limitations prescribed by, the Local Bond Law. In anticipation of the issuance of said bonds and to temporarily finance said improvements or purposes, negotiable notes of the Local Unit in a principal amount not exceeding \$4,865,000 are hereby authorized to be issued pursuant to, and within the limitations prescribed by, said Local Bond Law.

SECTION 3. The improvements hereby authorized and purposes for the financing of which said debt obligations are to be issued are for the Local Unit's allocable share of capital improvement projects being undertaken by the Joint Meeting for Phase III of the Flood Mitigation Facilities Project consisting of, but not limited to, the construction of reinforced concrete flood protection walls around the Main Treatment Plant site including, but not limited to, the installation of four (4) flood protection swing gates, the demolition of the existing guard house and the construction of a new guard house, the construction of five (5) storm sewer isolation chambers with sluice gates and electric actuators, the realignment and repaving of various treatment plant roadways, the construction of a new emergency access roadway, the relocation and protection of existing utilities, and associated grading and site restoration. Phase III of the Flood Mitigation Facilities Project shall also include costs for engineering services related to surveying, I-Bank Project Report & Permitting, New Jersey Department of Environmental Protection and Army Corps of Engineers permitting, and performance of test pits for determination of utility locations.

a. All improvements shall include, as applicable, all work, materials, equipment, engineering services and design, architectural services and

designs, surveying, environmental consulting work, environmental testing and remediation, preparation of plans and specifications, governmental permits, bid documents, conducting and preparation of reports, plans, analysis, and studies, equipment rental, labor and appurtenances necessary therefore or incidental thereto.

b. The estimated maximum amount of bonds or notes to be issued for said improvements or purposes is \$4,865,000.

c. The estimated cost of said improvements or purposes is \$4,865,000.

SECTION 4. In the event the United States of America (including the United States Federal Emergency Management Agency ("FEMA")), the State of New Jersey, and/or the County of Essex make a loan, contribution or grant-in-aid to the Local Unit for the improvements authorized hereby and the same shall be received by the Local Unit prior to the issuance of the bonds or notes authorized in Section 2 hereof, then the amount of such bonds or notes to be issued shall be reduced by the amount so received from the United States of America (including FEMA), the State of New Jersey, and/or the County of Union. In the event, however, that any amount so loaned, contributed or granted by the United States of America (including FEMA), the State of New Jersey, and/or the County of Essex shall be received by the Local Unit after the issuance of the bonds or notes authorized in Section 2 hereof, then such funds shall be applied to the payment of the bonds or notes so issued and shall be used for no other purpose. This Section 4 shall not apply however, with respect to any contribution or grant in aid received by the Local Unit as a result of using such funds from this bond ordinance as "matching local funds" to receive such contribution or grant in aid.

SECTION 5. All bond anticipation notes issued hereunder shall mature at such times as may be determined by the Chief Financial Officer of the Local Unit, provided that no bond anticipation note shall mature later than one (1) year from its date, unless such bond anticipation notes are permitted to mature at such later date in accordance with the provisions of the New Jersey Infrastructure Trust Act, N.J.S.A. 58:11B-1 ("NJIT Act"). The bond anticipation notes shall bear interest at such rate or rates and be in such form as may be determined by the Chief Financial Officer. The Chief Financial Officer of the Local Unit shall determine all matters in connection with the bond anticipation notes issued pursuant to this bond ordinance, and the signature of the Chief Financial Officer upon the bond anticipation notes shall be conclusive evidence as to all such determinations. All bond anticipation notes issued hereunder may be renewed from time to time in accordance with the provisions of Section 8.1 of the Local Bond Law and, as applicable, the provisions of the NJIT Act. The Chief Financial Officer is hereby authorized to sell part or all of the bond anticipation notes from time to time at public or private sale and to deliver them to the purchaser thereof upon receipt of payment of the purchase price and accrued interest thereon from their dates to the date of delivery thereof. The Chief Financial officer is directed to report in writing to the governing body at the meeting next succeeding the date when any sale or delivery of the bond anticipation notes pursuant to this bond ordinance is made. Such report must include the principal amount, the description, the interest rate, and the maturity schedule of the bond anticipation notes so sold, the price obtained and the name of the purchaser.

SECTION 6. The Local Unit hereby certifies that it has adopted a capital budget or a temporary capital budget, as applicable. The capital or temporary capital budget of the Local Unit is hereby amended to conform with the provisions of this bond

ordinance to the extent of any inconsistency herewith. To the extent that the purposes authorized herein are inconsistent with the adopted capital or temporary capital budget, a revised capital or temporary capital budget has been filed with the Division of Local Government Services.

SECTION 7. The following additional matters are hereby determined, declared, recited and stated:

a. The purposes described in Section 3 of this bond ordinance are not current expenses and are improvements which the Local Unit may lawfully undertake as general improvements, and no part of the cost thereof has been or shall be specially assessed on property specially benefited thereby.

b. The average period of usefulness of said improvements or purposes within the limitations of said Local Bond Law, according to the reasonable life thereof computed from the date of the said bonds authorized by this bond ordinance, is 30 years.

c. The supplemental debt statement required by the Local Bond Law has been duly made and filed in the Office of the Clerk of the Local Unit and a complete executed duplicate thereof has been filed in the Office of the Director of the Division of Local Government Services within the Department of Community Affairs of the State of New Jersey, and such statement shows that the gross debt of the Local Unit, as defined in the Local Bond Law, is increased by the authorization of the bonds and notes provided for in this bond ordinance by \$4,865,000 and the said obligations authorized by this bond ordinance will be within all debt limitations prescribed by said Local Bond Law.

d. An aggregate amount not exceeding \$678,902.52 for items of expense listed in and permitted under section 20 of the Local Bond Law is included in the estimated cost indicated herein for the improvements hereinbefore described.

e. In accordance with N.J.S.A. 40:63-134, bonds authorized and issued by the Local Unit to finance improvements or works for the Joint Meeting shall not be taken to be included within or governed by any limitation fixed by law to the amount of bonds authorized to be issued by the Local Unit.

SECTION 8. The full faith and credit of the Local Unit are hereby pledged to the punctual payment of the principal of and the interest on the debt obligations authorized by this bond ordinance. The debt obligations shall be direct, unlimited obligations of the Local Unit and, unless paid by other sources, the Local Unit shall be obligated to levy *ad valorem* taxes upon all the taxable property located within the Local Unit for the payment of the principal of and the interest thereon without limitation as to rate or amount.

SECTION 9. The Local Unit reasonably expects to reimburse any expenditures toward the costs of the improvements or purposes described in Section 3 hereof and paid prior to the issuance of any bonds or notes authorized by this bond ordinance with the proceeds of such bonds or notes. This Section 9 is intended to be and hereby is a declaration of the Local Unit's official intent to reimburse any expenditure toward the costs of the improvements or purposes described in Section 3 hereof to be incurred and paid prior to the issuance of bonds or notes authorized herein in accordance with Treasury Regulations Section 150-2.

SECTION 10. The Local Unit covenants to maintain the exclusion from gross income under section 103(a) of the Internal Revenue Code of 1986, as amended, of the interest on all bonds and notes issued under this ordinance on a tax-exempt basis.

SECTION 11. Upon adoption hereof, the Clerk of the Local Unit shall forward certified copies of this bond ordinance to Everett M. Johnson, Esq., Wilentz, Goldman & Spitzer, P.A., bond counsel to the Joint Meeting of Essex and Union Counties, and Richard T. Nolan, Esq., McCarter & English, LLP, bond counsel to the I-Bank.

SECTION 12. This bond ordinance shall take effect twenty (20) days after the first publication hereof after final adoption, as provided by the Local Bond Law.

ADOPTED ON FIRST READING
DATED: June 28, 2022

KAREN J. CARNEVALE, Clerk
Township of West Orange

SUSAN MCCARTNEY,
Council President
Township of West Orange

ADOPTED ON SECOND READING
DATED: July 19, 2022

KAREN J. CARNEVALE, Clerk
Township of West Orange

SUSAN MCCARTNEY,
Council President
Township of West Orange

APPROVAL BY THE MAYOR ON THIS _____ DAY OF _____, 2022.

ROBERT D. PARISI, MAYOR



TOWNSHIP OF WEST ORANGE

25 LAKESIDE AVENUE, WEST ORANGE, N.J. 07052

DEPARTMENT OF PUBLIC WORKS

ROBERT D. PARISI

Mayor

Tel: (973) 325-4160

Fax: (973) 669-9588

Email: Engineering@westorange.org

LEONARD R. LEPORE

Director, Municipal Engineer

July 13, 2022

Mayor and Township Council
Municipal Building
66 Main Street
West Orange, NJ 07052

RE: **AMENDMENT TO CHAPTER 7, TRAFFIC**
SPEED LIMITS, SUBSECTION 7-29.1
MT. PLEASANT AVENUE TO JONES PLACE

Mayor Parisi, Council President McCartney and Council Members:

I recommend the Speed Limit on Mt. Pleasant Avenue between Prospect Avenue and Jones Place, a section under the jurisdiction of Essex County, be lowered to 25 miles per hour from 40 miles per hour. Earlier this year, Stat Trackers which measure vehicular volumes and vehicular speeds in each direction were placed at four locations along Mt. Pleasant Avenue. Three were placed between Prospect Avenue and Jones Place and the fourth was placed at Greentree Road east of Gregory Avenue. A summary of the results is attached along with the individual reports for each location. A crash survey was also performed along Mt. Pleasant Avenue in the vicinity of the curve located just west or uphill of house No. 237 and at the emergency entrance and exit to Eagle Ridge Villas. That information is also attached for the period February 2015 to December 2021. Based on the speed studies and the crash studies, I recommend lowering the speed limit on Mt. Pleasant Avenue between Prospect Avenue and Jones Place to 25 Miles per hour pursuant to N.J.S.A 39:4-8(b).

The 85th percentile speed which is used to establish speed limits average 30.5 mph westbound and 30 mph eastbound for the two trackers placed by the bend in Mt. Pleasant Avenue uphill or west of Jones Place. But with the curve in the road a speed limit of 25 mph is justified, especially when examining crash data. From February 2015 to December 2021, eleven accidents occurred around the bend. Nine of those occurred from October 2018 to December 2021. While speed data is not part of the crash report, speed appears to be a factor in all eleven crashes. A reduction in the speed limit will benefit public safety.

Attached is an Ordinance to establish the new speed limit of 25 miles per hour along this section of Mt. Pleasant Avenue. Since Mt. Pleasant Avenue is a County Road, the

consent of the Essex County Commissioners by Resolution is required.

At this point lowering of the speed limit east of Jones Place to Gregory Avenue and to Main Street cannot be justified. However, I will request a meeting with Essex County to discuss restriping of the section of roadway between Jones Place and Gregory Avenue at Highland Place to provide traffic calming especially at the intersection of Mt. Pleasant Avenue and Gregory Avenue.

If you have any questions, please contact me.

Very truly yours,

Leonard R. Lepore

Leonard R. Lepore, Municipal Engineer
Director of Public Works

LRL/tb

Cc: John Gross

Richard D. Trenk

Police Chief James Abbott

Sanjeev Varghese

**AN ORDINANCE AMENDING AND SUPPLEMENTING CHAPTER 7, TRAFFIC,
SUBSECTION 7-29.1, SPEED LIMITS, GENERAL, OF THE REVISED GENERAL
ORDINANCES OF THE TOWNSHIP OF WEST ORANGE**

BE IT ORDAINED, by the Township Council of the Township of West Orange, in the County of Essex, State of New Jersey, that the Speed Limit on Mt. Pleasant Avenue between Prospect Avenue and Jones Place, an Essex County Road, be established at 25 miles per hour pursuant to N.J.S.A. 39:4-8(b) under the Municipal Engineer's Certification and License Number GE026706 as follows:

Section 1. The Township Council of the Township of West Orange finds it in the interest of public safety to establish a Speed Limit of 25 Miles per hour on Mt. Pleasant Avenue between Prospect Avenue and Jones Place, an Essex County Road, pursuant to N.J.S.A.39:4-8(b).

Section 2. The Municipal Engineer of the Township of West Orange has submitted and certified all the legislative requirements pursuant to N.J.S.A. 39:4-8(b) and the criteria as set forth by the New Jersey Department of Transportation, Bureau of Traffic Engineering and Investigations has been met.

Section 3. Subsection 7-29.1, Speed Limits, General, of the Revised General Ordinances of the Township of West Orange is hereby supplemented and amended as follows pursuant to the provisions of N.J.S.A. 39: 4-140 (*italic type denotes deletion, bold type denotes addition*):

Name of Street	Direction	Speed Limit	Location
Mt. Pleasant Avenue	Both	25 mph	From Prospect Avenue to Jones Place

Section 4. If any provisions of the Ordinance or application thereof, under any circumstances, is held invalid, the invalidity shall not affect any of the provisions or applications of this Ordinance that can be given effect without the valid provision(s) or application and to this end, the provisions of the Ordinance are severable.

Section 5. All other Ordinances or parts of Ordinances inconsistent with this Ordinance are hereby repealed.

Section 6. Unless another penalty is expressly provided by New Jersey Statute, every person convicted of a violation of any provision of this Ordinance or any supplement thereto shall be liable to the penalty of not more than fifty dollars (\$50.00) or imprisonment for a term not to exceed fifteen (15) days or both, as per W.O.R.G.O. Chapter 7-4.2.

Section 7. This Ordinance is subject to the consent, by Resolution, of the Essex County Commissioners.

Robert D. Parisi, Mayor

Susan McCartney, Council President

Karen J. Carnevale, R.M.C., Municipal Clerk

Introduced: July 19, 2022

Adopted: August 9, 2022

Legislative History

The Ordinance, which amends the Traffic Regulations of the Township, establishes a Speed Limit of 25 miles per hour (mph) on Mt. Pleasant Avenue, between Prospect Avenue and Jones Place, an Essex County Road. The Municipal Engineer reviewed data on vehicular speeds and vehicular volumes along Mt. Pleasant Avenue and crash data. The Municipal Engineer under his Professional Engineer's License GE026706 determined the criteria of the New Jersey Department of Transportation and N.J.S.A. 39:4-8(b) were met to establish a Speed Limit of 25 mph. Since this is an Essex County Road, the consent of the Essex County Commissioners by Resolution is required.

**STAT TRACKER SUMMARY
MT. PLEASANT AVENUE
BETWEEN PROSPECT AVENUE AND MAIN STREET
MAY TO JULY 2022**

No	Location	Direction	Date	Average Vehicles Daily	Average Speed	85th Percentile Speed mph
1	At Bend Back Entrance to Eagle Ridge Villas	Westbound	May 18 to May 23, 2022	3,828	27.4	30.0
	At Bend Back Entrance to Eagle Ridge Villas	Eastbound	May 18 to May 23, 2022	3,556	26.4	29.0
2	At Bend across from No. 233	Westbound	July 1 to July 4, 2022	2,670	27.7	31.0
	At Bend across from No. 233	Eastbound	July 1 to July 4, 2022	4,187	29.0	31.0
3	At Jones Place	Westbound	June 3 to June 5, 2022	3,573	35.3	40.0
	At Jones Place	Eastbound	June 3 to June 5, 2022	4,212	36.5	40.0
4	At Greentree Road	Westbound	May 18 to May 22, 2022	3,546	36.8	42.0
	At Greentree Road	Eastbound	May 18 to May 22, 2022	3,931	37.2	42.0



STAT TRACKER REPORT

DATES: 05/18/2022-05/23/2022

LOCATION: MPA @ Bend

DIRECTION: Westbound

Total Vehicles 22,972 Avg Vehicles 3,828

AVG SPEED 27.4 MPH

85% SPEED 30.0 MPH

DIRECTION: Eastbound

Total Vehicles 21,337 Avg Vehicles 3,556

AVG SPEED 26.4 MPH

85% SPEED 29.0 MPH



STAT TRACKER REPORT

DATES: 7/1/22 to 7/04/2022

LOCATION: MPA at bend across from 233

DIRECTION: Eastbound

Total Vehicles 16,749 Avg Vehicles 4,187

AVG SPEED 29.0

85% SPEED 31.0

DIRECTION: Westbound

Total Vehicles 10,682 Avg Vehicles 2,670

AVG SPEED 27.7

85% SPEED 31.0



STAT TRACKER REPORT

DATES: 06/03/2022 to 06/05/2022

LOCATION: MPA @ Jones

DIRECTION: Eastbound

Total Vehicles 12,637 Avg Vehicles 4,212

AVG SPEED 36.5

85% SPEED 40.0

DIRECTION: Westbound

Total Vehicles 10,720 Avg Vehicles 3,573

AVG SPEED 35.3

85% SPEED 40.0



STAT TRACKER REPORT

DATES: 05/18/22-05/23/22

LOCATION: MPA @ Greentree

DIRECTION: Westbound

Total Vehicles 21,277 Avg Vehicles 3,546

AVG SPEED 36.8 MPH

85% SPEED 42.0 MPH

DIRECTION: Eastbound

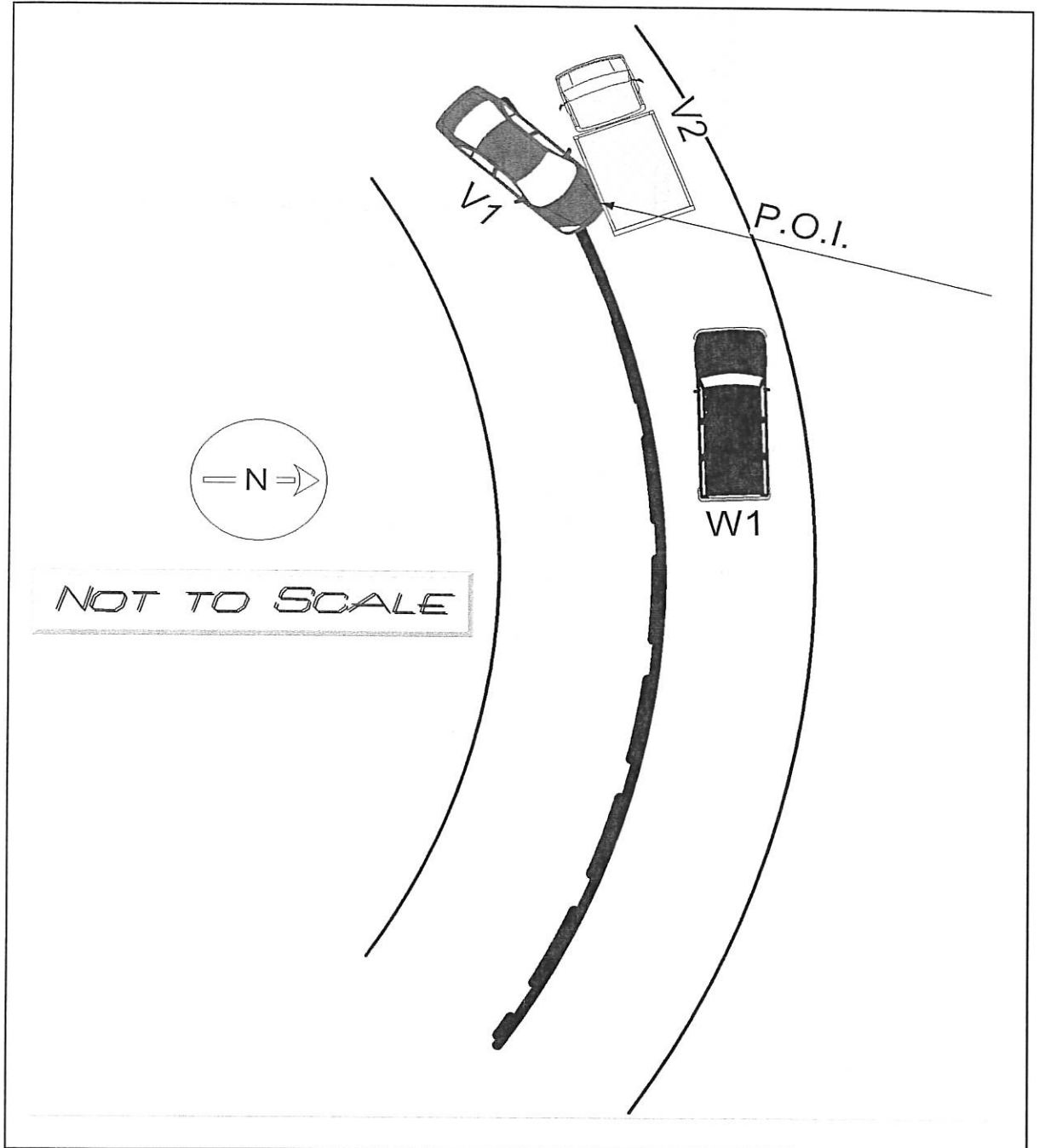
Total Vehicles 23,591 Avg Vehicles 3,931

AVG SPEED 37.2 MPH

85% SPEED 42.0 MPH

Page <u>1</u> of <u>3</u>		New Jersey Police Crash Investigation Report		☒ Reportable ☐ Non-Reportable ☐ Change Report	
96 05	1 Case Number 15006090		10 Crash Occurred On: MOUNT PLEASANT AV E		11 Speed Limit ---
97 01	2 Police Dept of WEST ORANGE Code 01		12 Route No. --- Suffix ---		13 Milepost ---
98 01	3 Station/Precinct ---		14 ☐ Feet ☒ Miles		15 ☐ N ☐ E ☐ S ☒ W of: JONES PL
99 07	4 Date of Crash 02/16/15		5 Day of Week W		6 Time (use 2400 hrs) 1401
100 05	7 Municipality Code 0722		8 Total Killed ---		9 Total Injured ---
101 02	23 Veh No ---		24 Policy No ---		25 Ins Code ---
102 01	26 Driver's First Name --- Initial --- Last Name ---		29 Sex F		30 Eyes 2
103 01	27 Number and Street ---		28 City --- State ---		29 Sex M
104 02	31 State NJ		32 Drivers License No ---		33 DOB ---
105 05	34 Expires ---		35 Owner's First Name --- Initial --- Last Name ---		36 Number and Street ---
106 01	37 City --- State ---		38 Make HONDA		39 Model ACCORD
107 03	40 Color ---		41 Year ---		42 Plate No. ---
108 01	43 State NJ		44 VIN ---		45 Expires 01/16
109 03	46 Vehicle Removed To ☐ Driven ☐ Left at Scene ☒ Towed ☐ Impound ☒ Disabled		47 Authority ☒ Owner ☐ Driver ☐ Police		48 Alcohol/Drug Test Given: ☐ No ☐ Yes ☐ Refused
110 01	49 Hazardous Material Name or Placard No. ---		50 Carrier No. ☐ USDOT ☐ Other ---		51 Commercial Vehicle Weight ☐ ≤ 10,000 lbs ☐ 10,001 - 26,000 lbs ☐ ≥ 26,001 lbs
111 02	52 Carrier name ---		53 Veh No ---		54 Policy No ---
112 02	55 Ins Code ---		56 Driver's First Name --- Initial --- Last Name ---		59 Sex M
113 03	60 Eyes 2		61 State NJ		62 Drivers License No ---
114 04	63 DOB ---		64 Expires ---		65 Owner's First Name --- Initial --- Last Name ---
115 03	66 Number and Street ---		67 City --- State ---		68 Make CHEVROLET
116 02	69 Model EXPRESS		70 Color ---		71 Year ---
117 04	72 Plate No. ---		73 State ---		74 VIN ---
118a 01	75 Expires 01/16		76 Vehicle Removed To ☒ Driven ☐ Left at Scene ☐ Towed ☐ Impound ☐ Disabled		77 Authority ☒ Owner ☐ Driver ☐ Police
118b 01	78 Alcohol/Drug Test Given: ☐ No ☐ Yes ☐ Refused		79 Hazardous Material Name or Placard No. ---		80 Carrier No. ☐ USDOT ☐ Other ---
119a 25	81 Commercial Vehicle Weight ☐ ≤ 10,000 lbs ☐ 10,001 - 26,000 lbs ☐ ≥ 26,001 lbs		82 Carrier name ---		83 84 85 86 87 88 89 90 91 92 93 94 95
119b 01	83 84 85 86 87 88 89 90 91 92 93 94 95		Names & Addresses of Occupants - If Deceased, Date & Time of Death		
120 01	A 0- 01 01 - 47 M - - - 09 04 - -		PAUL C CORRIGAN 320 GREGORY AVE WEST ORANGE NJ 07052		
121 01	B 01 01 01 03 20 F 08 04 1 09 09 01 -		ASHLEY CASADO 171 NORTH 16TH STREET BLOOMFIELD NJ 07003		
122 00	C 01 04 01 - 16 M - - - 09 09 01 -		TYREE JERMAINE GIST 49 HIGH STREET WEST ORANGE NJ 07052		
123 16	D 01 03 01 - 17 M - - - 09 09 01 -		FRANKIE LEWIS 22 RANDOLPH PL WEST ORANGE NJ 07052		
124 01	E 02 01 01 - 48 M - - - 09 04 - -		JOSEPH SILVA 15 FOSTER STREET BLOOMFIELD NJ 07003		
125 01	135 Crash Description				
126 04	Driver 1 states while traveling East on Mount Pleasant Avenue Vehicle 2 was riding tight to center line and both vehicles came into contact with one another.				
127 04	Driver 2 states while traveling West on Mount Pleasant Avenue V1 came into his lane of travel. As Driver 2 attempted to swerve out the way (away from V1				
128a 07	136 Damage To Other Property ---				
128b 26	137 Charge ☐ Multiple Charges ☐ Summons No. ---				
128c 08	138 Summons No. ---				
128d 08	139 Charge ☐ Multiple Charges ☐ Summons No. ---				
129a 26	140 Summons No. ---				
129b 08	141 Officer's Signature DAVIS, CHRISTOPHER				
129c 08	142 Badge No. 350				
129d 08	143 Reviewed By JACKSIC, CHRIS Badge No. 137				
130 11	144 Case Status ☐ Pending ☒ Complete				

New Jersey Police Crash Investigation Report	Police Dept: <u>WEST ORANGE</u>	Code: <u>01</u>
Motor Vehicle Crash Diagram	Station: <u>-</u>	Case No: <u>15006090</u>



NJTR-1B (rev. 07/2005)	<u>DAVIS, CHRISTOPHER</u> Officer's Signature	<u>350</u> Badge Number
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96	04	Page 1 of 3	Fatal	New Jersey Police Crash Investigation Report										Reportable	Non-Reportable	Change Report	118a	25										
97	01	1. Case Number 17015907		10. Crash Occurred On: MOUNT PLEASANT AV E										11. Speed Limit 25			118b	-										
98	02	2. Police Dept. of WEST ORANGE Code 01		Road Name Dir										12. Route No.	Suffix	13. Milepost	18. Speed Limit 25	119a	01									
99	07	3. Station/Precinct		200 At Intersection with RIDGE RD										17. Cross Road Name/Route No.		NB	EB	119b	51									
100a	01	4. Date of Crash 05/06/17		5. Day of Week Su M Tu W Th F Sa		6. Time (use 2400 hrs.) 0636		7. Municipality Code 0722		8. Total Killed		9. Total Injured		21. Latitude		20. Route Name/Route No.		22. Longitude		120a	01							
100b	06	23. Veh. #		24. Policy No.		25. NJ Ins. Code		53. Veh. #		54. Policy No.		55. NJ Ins. Code		19. From		20. Route Name/Route No.		22. Longitude		120b	-							
101	02	26. Driver's First Name Initial Last Name		27. Number & Street		28. City		29. State		30. Eyes		31. State		56. Driver's First Name Initial Last Name		57. Number & Street		58. City		59. State		121a	01					
102	02	32. Driver's License Number		33. DOB mm dd yy		34. Expires mm yy		62. Driver's License Number		63. DOB mm dd yy		64. Expires mm yy		35. Owner's First Name Initial Last Name		36. Number & Street		37. City		38. State		121b	-					
103	04	39. Model		40. Color		41. Year		42. Plate No.		69. Model		70. Color		71. Year		72. Plate No.		73. State		74. VIN		75. Expires		122	01			
104	02	43. Make		44. VIN		45. Expires		76. Vehicle Removed to:		77. Authority		78. Alcohol Drug Test		79. Hazardous Material		80. Carrier No.		81. GVWR / GCWR (trucks & buses only)		82. Motor Carrier or Government Entity		83. Damage to Other Property		123	01			
105	09	46. Vehicle Removed to:		47. Authority		48. Alcohol Drug Test		49. Hazardous Material		50. Carrier No.		51. GVWR / GCWR (trucks & buses only)		52. Motor Carrier or Government Entity		53. Damage to Other Property		54. VIN		55. Expires		56. VIN		57. Expires		124	04	
106	-	58. VIN		59. Expires		60. VIN		61. Expires		62. VIN		63. Expires		64. VIN		65. Expires		66. VIN		67. Expires		68. VIN		69. Expires		125	04	
107	-	70. VIN		71. Expires		72. VIN		73. Expires		74. VIN		75. Expires		76. VIN		77. Expires		78. VIN		79. Expires		80. VIN		81. Expires		126a	26	
108	04	82. VIN		83. Expires		84. VIN		85. Expires		86. VIN		87. Expires		88. VIN		89. Expires		90. VIN		91. Expires		92. VIN		93. Expires		126b	-	
109	01	94. VIN		95. Expires		96. VIN		97. Expires		98. VIN		99. Expires		100. VIN		101. Expires		102. VIN		103. Expires		104. VIN		105. Expires		126c	-	
110	01	106. VIN		107. Expires		108. VIN		109. Expires		110. VIN		111. Expires		112. VIN		113. Expires		114. VIN		115. Expires		116. VIN		117. Expires		126d	-	
111	01	118. VIN		119. Expires		120. VIN		121. Expires		122. VIN		123. Expires		124. VIN		125. Expires		126. VIN		127. Expires		128. VIN		129. Expires		126e	26	
112	-	126. VIN		127. Expires		128. VIN		129. Expires		130. VIN		131. Expires		132. VIN		133. Expires		134. VIN		135. Expires		136. VIN		137. Expires		127a	26	
113	-	128. VIN		129. Expires		130. VIN		131. Expires		132. VIN		133. Expires		134. VIN		135. Expires		136. VIN		137. Expires		138. VIN		139. Expires		127b	-	
114	-	130. VIN		131. Expires		132. VIN		133. Expires		134. VIN		135. Expires		136. VIN		137. Expires		138. VIN		139. Expires		140. VIN		141. Expires		127c	-	
115	-	132. VIN		133. Expires		134. VIN		135. Expires		136. VIN		137. Expires		138. VIN		139. Expires		140. VIN		141. Expires		142. VIN		143. Expires		127d	-	
116	02	134. VIN		135. Expires		136. VIN		137. Expires		138. VIN		139. Expires		140. VIN		141. Expires		142. VIN		143. Expires		144. VIN		145. Expires		127e	26	
117	04	136. VIN		137. Expires		138. VIN		139. Expires		140. VIN		141. Expires		142. VIN		143. Expires		144. VIN		145. Expires		146. VIN		147. Expires		128	-	
		138. VIN		139. Expires		140. VIN		141. Expires		142. VIN		143. Expires		144. VIN		145. Expires		146. VIN		147. Expires		148. VIN		149. Expires		129	11	
		140. VIN		141. Expires		142. VIN		143. Expires		144. VIN		145. Expires		146. VIN		147. Expires		148. VIN		149. Expires		150. VIN		151. Expires		130	10	
		142. VIN		143. Expires		144. VIN		145. Expires		146. VIN		147. Expires		148. VIN		149. Expires		150. VIN		151. Expires		152. VIN		153. Expires		131	11	
		144. VIN		145. Expires		146. VIN		147. Expires		148. VIN		149. Expires		150. VIN		151. Expires		152. VIN		153. Expires		154. VIN		155. Expires		132	10	
		146. VIN		147. Expires		148. VIN		149. Expires		150. VIN		151. Expires		152. VIN		153. Expires		154. VIN		155. Expires		156. VIN		157. Expires		133	04	
		148. VIN		149. Expires		150. VIN		151. Expires		152. VIN		153. Expires		154. VIN		155. Expires		156. VIN		157. Expires		158. VIN		159. Expires		134	04	
		150. VIN		151. Expires		152. VIN		153. Expires		154. VIN		155. Expires		156. VIN		157. Expires		158. VIN		159. Expires		160. VIN		161. Expires				
		152. VIN		153. Expires		154. VIN		155. Expires		156. VIN		157. Expires		158. VIN		159. Expires		160. VIN		161. Expires		162. VIN		163. Expires				
		154. VIN		155. Expires		156. VIN		157. Expires		158. VIN		159. Expires		160. VIN		161. Expires		162. VIN		163. Expires		164. VIN		165. Expires				
		156. VIN		157. Expires		158. VIN		159. Expires		160. VIN		161. Expires		162. VIN		163. Expires		164. VIN		165. Expires		166. VIN		167. Expires				
		158. VIN		159. Expires		160. VIN		161. Expires		162. VIN		163. Expires		164. VIN		165. Expires		166. VIN		167. Expires		168. VIN		169. Expires				
		160. VIN		161. Expires		162. VIN		163. Expires		164. VIN		165. Expires		166. VIN		167. Expires		168. VIN		169. Expires		170. VIN		171. Expires				
		162. VIN		163. Expires		164. VIN		165. Expires		166. VIN		167. Expires		168. VIN		169. Expires		170. VIN		171. Expires		172. VIN		173. Expires				
		164. VIN		165. Expires		166. VIN		167. Expires		168. VIN		169. Expires		170. VIN		171. Expires		172. VIN		173. Expires		174. VIN		175. Expires				
		166. VIN		167. Expires		168. VIN		169. Expires		170. VIN		171. Expires		172. VIN		173. Expires		174. VIN		175. Expires		176. VIN		177. Expires				
		168. VIN		169. Expires		170. VIN		171. Expires		172. VIN		173. Expires		174. VIN		175. Expires		176. VIN		177. Expires		178. VIN		179. Expires				
		170. VIN		171. Expires		172. VIN		173. Expires		174. VIN		175. Expires		176. VIN		177. Expires		178. VIN		179. Expires		180. VIN		181. Expires				
		172. VIN		173. Expires		174. VIN		175. Expires		176. VIN		177. Expires		178. VIN		179. Expires		180. VIN		181. Expires		182. VIN		183. Expires				
		174. VIN		175. Expires		176. VIN		177. Expires		178. VIN		179. Expires		180. VIN		181. Expires		182. VIN		183. Expires		184. VIN		185. Expires				
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New Jersey Police Crash Investigation Report												Case Number 17015907			Page <u>2</u> of <u>3</u>	
	83	84	85	86	87	88	89	90	91	92	93	94	95	Names & Addresses of Occupants If Deceased, Date & Time of Death		
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144. Crash Diagram



Show NORTH by Arrow
(Not to Scale)

SEE NJTR-1B

145. Crash Description/Narrative

Driver of V-1 stated that while driving Eastbound on Mount Pleasant Ave, she noticed V-2 driving on a high rated speed, then lost control and struck V-1 on the front fender area. V-1 sustained damaged to it's driver side fender, wheel, and axle.

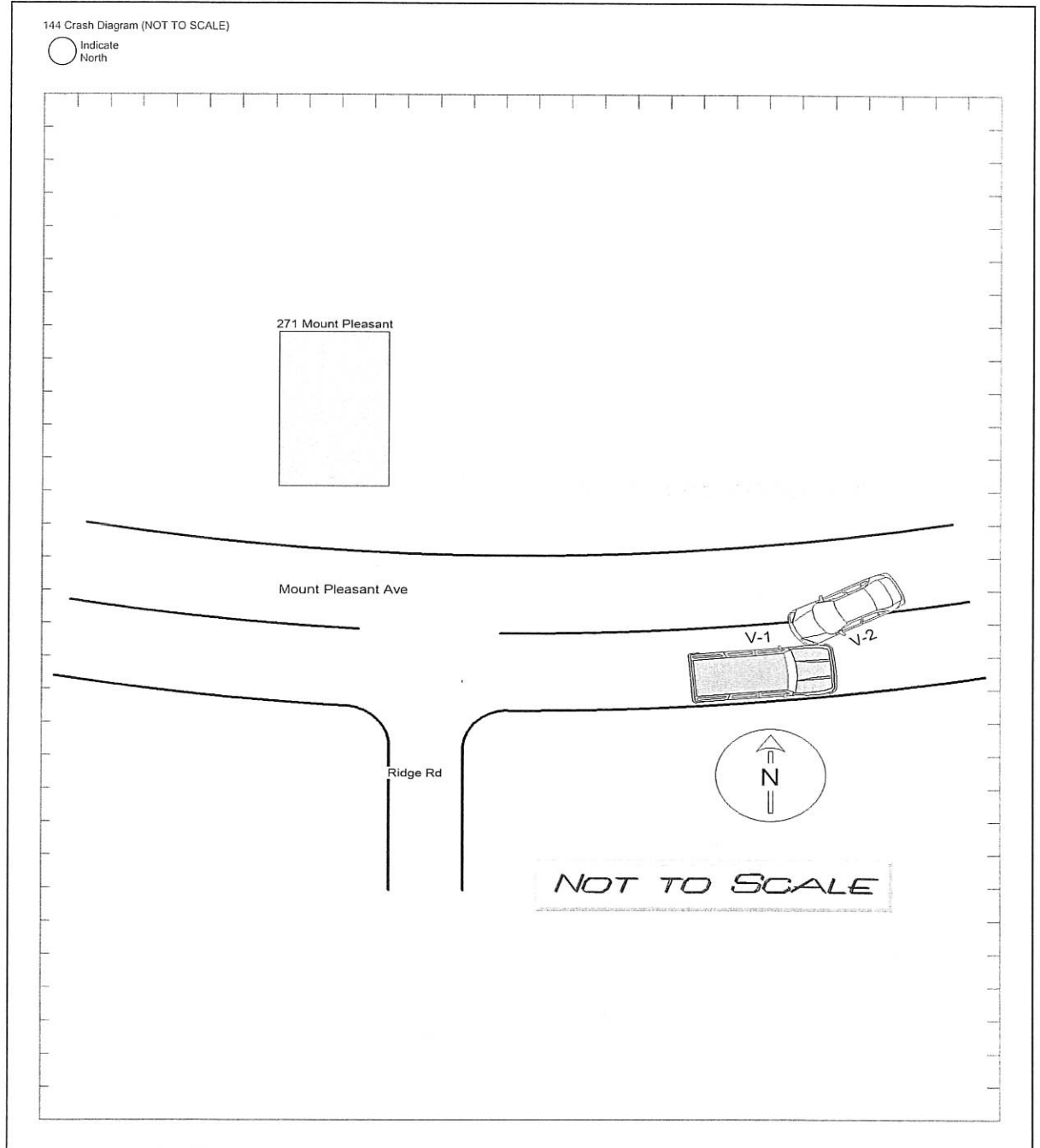
Driver of V-2 stated that while driving Westbound on Mount Pleasant Ave due to the wet road and foggy condition, he lost control and drove into the Eastbound lane striking V-1. V-2 front and side air bags deployed after the collision. V-2 sustained heavy damage to it's driver side fender, wheel, and axle.

Both vehicles were towed by Select towing and taken into their lot. Driver of V-1 was transported to Saint Barnabas Hospital by Fire Rescue.

Driver of V-2 was issued summons E17004659 for 39:4-97A(Careless driving causing property damage)

146. Officer's Signature CARRERA, OSCAR	147. Badge # 359	148. Reviewer SMARSH,SCOTT	Badge # 161	149. Case Status ☐ Pending ☒ Complete
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New Jersey Police Crash Investigation Report Motor Vehicle Crash Diagram	Police Dept: <u>WEST ORANGE</u> Code: <u>01</u>
	Station: <u>-</u> Case No: <u>17015907</u>



CARRERA, OSCAR

359

96	04	Page <u>1</u> of <u>3</u> ☐ Fatal		New Jersey Police Crash Investigation Report										☒ Reportable ☐ Non-Reportable ☐ Change Report			118a	02																																																																									
97	01	1. Case Number <u>18037481</u>		10. Crash Occurred On: <u>MT PLEASANT AV</u>										11. Speed Limit <u>25</u>		12. Route No. <u>-</u> Suffix <u>-</u> 13. Milepost <u>-</u>		118b	01																																																																								
98	01	2. Police Dept. of <u>WEST ORANGE</u> Code <u>01</u>		Road Name <u>JONES PL</u> Dir <u>E</u>										18. Speed Limit <u>25</u>				119a	-																																																																								
99	05	3. Station/Precinct <u>-</u>		200 ☒ Feet ☐ Miles		☐ N ☐ E ☒ W		16		19. ☐ To: <u>-</u> ☐ From: <u>-</u>		17. Cross Road Name/Route No. <u>-</u>		☐ NB ☐ EB ☐ SB ☐ WB		119b	-																																																																										
100a	03	4. Date of Crash <u>10/20/18</u>		5. Day of Week <u>Su</u>		6. Time (use 2400 hrs.) <u>0923</u>		7. Municipality Code <u>0722</u>		8. Total Killed <u>-</u>		9. Total Injured <u>-</u>		21. Latitude <u>-</u> 20. Route Name/Route No. <u>-</u> 22. Longitude <u>-</u>		120a	01																																																																										
100b	05	23. Veh. # <u>-</u> 24. Police # <u>-</u>		25. NJ Ins. Code <u>-</u>		53. Veh. # <u>-</u> 54. Policy No. <u>-</u>		55. NJ Ins. Code <u>-</u>		56. Driver's First Name <u>-</u> Initial <u>-</u> Last Name <u>-</u>		57. Sex <u>-</u>		58. Hit & Run <u>-</u>		120b	01																																																																										
101	02	26. Driver's First Name <u>-</u> Initial <u>-</u> Last Name <u>-</u>		27. Number & Street <u>-</u>		28. City <u>-</u> State <u>-</u> Zip <u>-</u>		29. Eyes <u>-</u> DL Class <u>-</u> Restrictions <u>-</u> Endorsements <u>-</u> 31. State <u>-</u>		32. Driver's License Number <u>-</u> 33. DOB <u>-</u> 34. Expires <u>-</u>		35. Owner's First Name <u>-</u> Initial <u>-</u> Last Name <u>-</u>		36. Number & Street <u>-</u>		121a	-																																																																										
102	02	37. City <u>-</u> State <u>-</u> Zip <u>-</u>		38. Make <u>INFINITI</u> 39. Model <u>G37</u> 40. Color <u>-</u> 41. Year <u>-</u> 42. Plate No. <u>-</u> 43. State <u>-</u>		44. VIN <u>-</u> 45. Expires <u>-</u>		46. Vehicle Removed to: <u>-</u>		47. Authority <u>-</u>		48. Alcohol Drug Test <u>-</u>		49. Hazardous Material <u>-</u>		121b	-																																																																										
103	05	50. Carrier No. <u>-</u>		51. GVWR / GCWR (trucks & buses only) <u>-</u>		52. Motor Carrier or Government Entity <u>-</u>		53. Number & Street <u>-</u>		54. City <u>-</u> State <u>-</u> Zip <u>-</u>		55. Damage to Other Property <u>-</u>		56. 135. Damage to Other Property <u>-</u>		122	16																																																																										
104	01	57. Motor Carrier or Government Entity <u>-</u>		58. Number & Street <u>-</u>		59. City <u>-</u> State <u>-</u> Zip <u>-</u>		60. Motor Carrier or Government Entity <u>-</u>		61. Number & Street <u>-</u>		62. City <u>-</u> State <u>-</u> Zip <u>-</u>		63. Damage to Other Property <u>-</u>		123	-																																																																										
105	11	64. Motor Carrier or Government Entity <u>-</u>		65. Number & Street <u>-</u>		66. City <u>-</u> State <u>-</u> Zip <u>-</u>		67. Motor Carrier or Government Entity <u>-</u>		68. Number & Street <u>-</u>		69. City <u>-</u> State <u>-</u> Zip <u>-</u>		70. Damage to Other Property <u>-</u>		124	04																																																																										
106	-	71. Motor Carrier or Government Entity <u>-</u>		72. Number & Street <u>-</u>		73. City <u>-</u> State <u>-</u> Zip <u>-</u>		74. Motor Carrier or Government Entity <u>-</u>		75. Number & Street <u>-</u>		76. City <u>-</u> State <u>-</u> Zip <u>-</u>		77. Damage to Other Property <u>-</u>		125	-																																																																										
107	-	78. Motor Carrier or Government Entity <u>-</u>		79. Number & Street <u>-</u>		80. City <u>-</u> State <u>-</u> Zip <u>-</u>		81. Motor Carrier or Government Entity <u>-</u>		82. Number & Street <u>-</u>		83. City <u>-</u> State <u>-</u> Zip <u>-</u>		84. Damage to Other Property <u>-</u>		126a	06																																																																										
108	01	85. Motor Carrier or Government Entity <u>-</u>		86. Number & Street <u>-</u>		87. City <u>-</u> State <u>-</u> Zip <u>-</u>		88. Motor Carrier or Government Entity <u>-</u>		89. Number & Street <u>-</u>		90. City <u>-</u> State <u>-</u> Zip <u>-</u>		91. Damage to Other Property <u>-</u>		126b	46																																																																										
109	-	92. Motor Carrier or Government Entity <u>-</u>		93. Number & Street <u>-</u>		94. City <u>-</u> State <u>-</u> Zip <u>-</u>		95. Motor Carrier or Government Entity <u>-</u>		96. Number & Street <u>-</u>		97. City <u>-</u> State <u>-</u> Zip <u>-</u>		98. Damage to Other Property <u>-</u>		126c	-																																																																										
110	01	99. Motor Carrier or Government Entity <u>-</u>		100. Number & Street <u>-</u>		101. City <u>-</u> State <u>-</u> Zip <u>-</u>		102. Motor Carrier or Government Entity <u>-</u>		103. Number & Street <u>-</u>		104. City <u>-</u> State <u>-</u> Zip <u>-</u>		105. Damage to Other Property <u>-</u>		126d	-																																																																										
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116	02	141. Motor Carrier or Government Entity <u>-</u>		142. Number & Street <u>-</u>		143. City <u>-</u> State <u>-</u> Zip <u>-</u>		144. Motor Carrier or Government Entity <u>-</u>		145. Number & Street <u>-</u>		146. City <u>-</u> State <u>-</u> Zip <u>-</u>		147. Damage to Other Property <u>-</u>		127e	-																																																																										
117	-	148. Motor Carrier or Government Entity <u>-</u>		149. Number & Street <u>-</u>		150. City <u>-</u> State <u>-</u> Zip <u>-</u>		151. Motor Carrier or Government Entity <u>-</u>		152. Number & Street <u>-</u>		153. City <u>-</u> State <u>-</u> Zip <u>-</u>		154. Damage to Other Property <u>-</u>		128	46																																																																										
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New Jersey Police Crash Investigation Report												Case Number 18037481			Page <u>2</u> of <u>3</u>	
	83	84	85	86	87	88	89	90	91	92	93	94	95	Names & Addresses of Occupants If Deceased, Date & Time of Death		
E																
F																
G																
H																
I																
J																

144. Crash Diagram



Show NORTH by Arrow
(Not to Scale)

SEE NJTR-1B

145. Crash Description/Narrative

Driver of veh01 stated he was traveling East on Mt. Pleasant Avenue negotiating the curve when his front brakes locked up causing his vehicle to strike a guardrail. The guardrail had minor scratches.

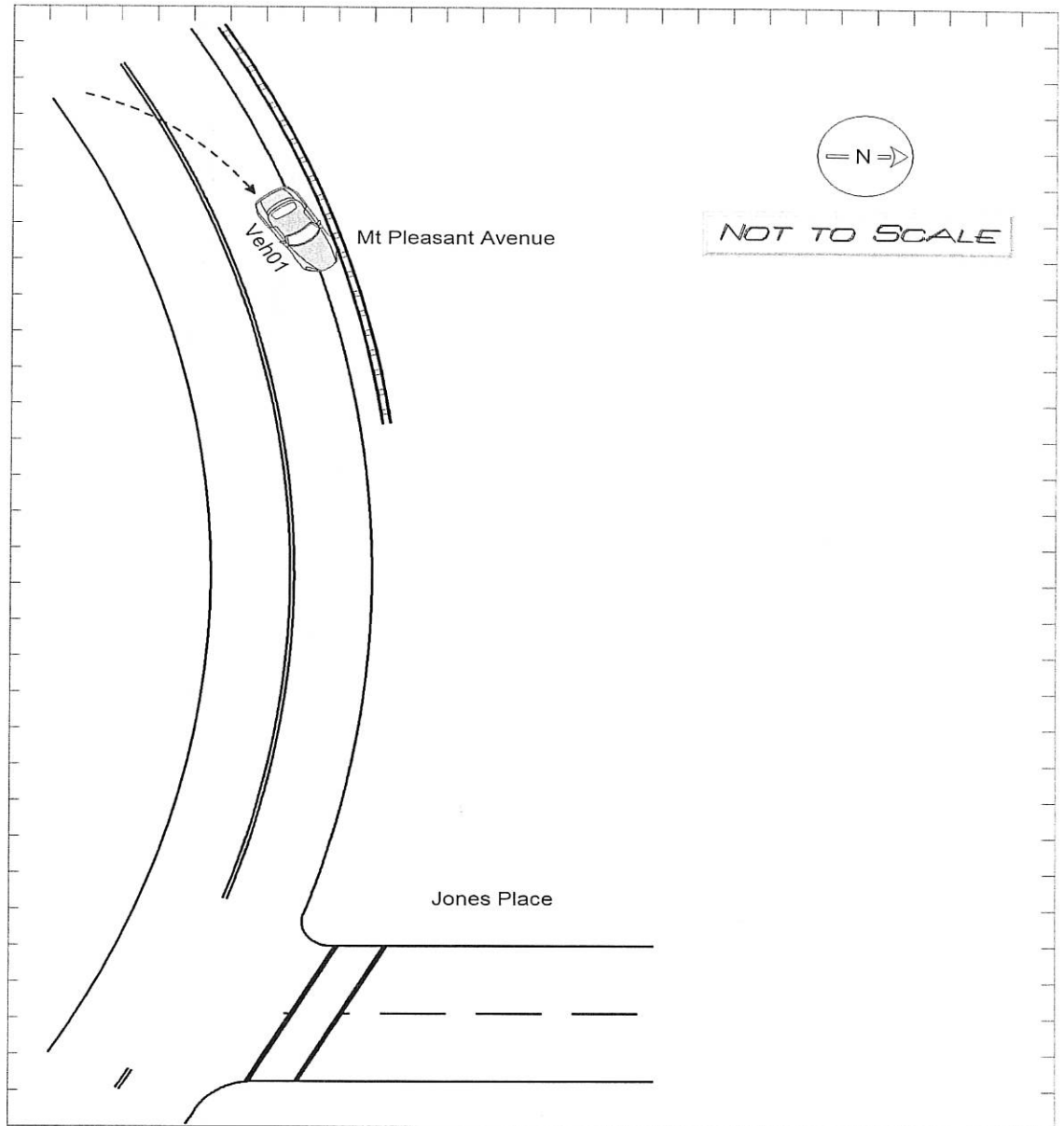
146. Officer's Signature JAMES,JEFFREY	147. Badge # 307	148. Reviewer JACKSIC,CHRISTOPHER	Badge # 137	149. Case Status ☐ Pending ☒ Complete
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New Jersey Police Crash Investigation Report
Motor Vehicle Crash Diagram

Police Dept: WEST ORANGE Code: 01
Station: - Case No: 18037481

144 Crash Diagram (NOT TO SCALE)

○ Indicate
North



JAMES,JEFFREY

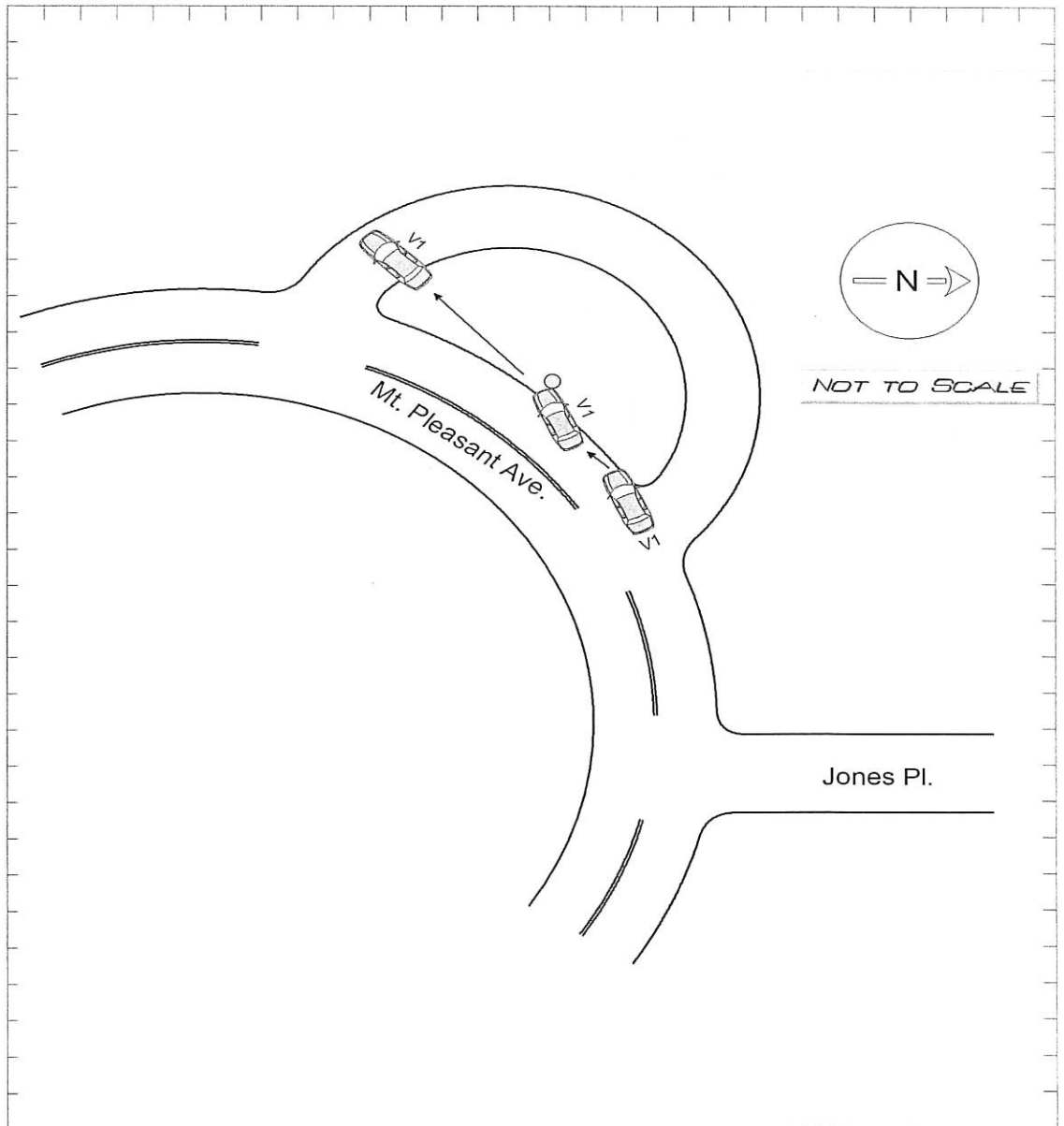
307

96	04	Page 1 of 3	Fatal	New Jersey Police Crash Investigation Report										118a	02	
97	01	1. Case Number 18045160		10. Crash Occurred On: JONES PL		11. Speed Limit 25		12. Route No. -		13. Milepost -		14. Dir E		118b	33	
98	06	2. Police Dept. of WEST ORANGE		Code 01		At Intersection with		Road Name		17. Cross Road Name/Route No. MOUNT PLEASANT AV		18. Speed Limit 40		119a	-	
99	05	3. Station/Precinct -		4. Date of Crash 1/22/18		5. Day of Week Su		6. Time (use 2400 hrs.) 02:09		7. Municipality Code 0722		8. Total Killed -		119b	-	
100a	02	23. Veh. #		24. Policy No.		25. NJ Ins. Code		53. Veh. #		54. Policy No.		55. NJ Ins. Code		120a	01	
100b	06	26. Driver's First Name		Initial		Last Name		56. Driver's First Name		Initial		Last Name		120b	-	
101	02	27. Number & Street		28. City		State		Zip		57. Number & Street		58. City		121a	-	
102	02	29. Eyes		DL Class		Restrictions		Endorsements		31. State		60. Eyes		121b	-	
103	02	32. Driver's License Number		33. DOB mm dd yy		34. Expires mm dd yy		62. Driver's License Number		63. DOB mm dd yy		64. Expires mm dd yy		122	01	
104	01	35. Owner's First Name		Initial		Last Name		65. Owner's First Name		Initial		Last Name		123	-	
105	11	36. Number & Street		37. City		State		Zip		66. Number & Street		67. City		124	07	
106	02	38. Make MERCEDES		39. Model 2C4		40. Color		41. Year		42. Plate No.		43. State		125	-	
107	-	44. VIN		45. Expires		74. VIN		75. Expires		68. Make		69. Model		126a	56	
108	01	46. Vehicle Removed to: TWIN TOWING		47. Authority		48. Alcohol Drug Test		49. Hazardous Material		76. Vehicle Removed to:		77. Authority		126b	54	
109	-	50. Carrier No.		51. GVWR / GCWR		52. Motor Carrier or Government Entity		80. Carrier No.		81. GVWR / GCWR		82. Motor Carrier or Government Entity		126c	56	
110	01	53. USDOT		54. MC/MX		55. None		83. USDOT		84. MC/MX		85. None		126d	69	
111	-	56. Number & Street		57. City		State		Zip		86. Number & Street		87. City		127a	-	
112	-	58. Damage to Other Property		59. Yes (If Yes, describe)		60. No		88. Damage to Other Property		89. Yes (If Yes, describe)		90. No		127b	-	
113	-	135. Damage to Other Property		136. Charge 39:4-97A		137. Summons No. E18010853		138. Charge		139. Summons No.		140. Charge 39:3-4		133	04	
114	-	141. Summons No. E18010852		142. Charge		143. Summons No.		144. Charge		145. Summons No.		146. Charge		134	-	
115	-	147. Charge		148. Charge		149. Charge		150. Charge		151. Charge		152. Charge		135	-	
116	04	153. Charge		154. Charge		155. Charge		156. Charge		157. Charge		158. Charge		136	-	
117	-	159. Charge		160. Charge		161. Charge		162. Charge		163. Charge		164. Charge		137	-	
Names & Addresses of Occupants If Deceased, Date & Time of Death															138	-
STEVE BENJAMIN 530 MT PLEASANT AVE WEST ORANGE NJ 07052															139	-
A															140	-
B															141	-
C															142	-
D															143	-

New Jersey Police Crash Investigation Report Motor Vehicle Crash Diagram	Police Dept: <u>WEST ORANGE</u>	Code: <u>01</u>
	Station: <u>-</u>	Case No: <u>18045160</u>

144 Crash Diagram (NOT TO SCALE)

○ Indicate North



HERNANDEZ, CHRISTOPHER

374

96	04	Page 1 of 3		New Jersey Police Crash Investigation Report		☒ Reportable		☐ Non-Reportable		☐ Change Report		118a	57			
97	01	1. Case Number		19036771		10. Crash Occurred On:		MT PLEASANT AV		11. Speed Limit		118b	57			
98	01	2. Police Dept. of		WEST ORANGE		Code		01		12. Route No.		119a	-			
99	05	3. Station/Precinct		-		20		☒ At Intersection with		18. Speed Limit		119b	-			
100a	01	4. Date of Crash		mm dd yy		5. Day of Week		Su Mo Tu We Th Fr Sa		6. Time (use 2400 hrs.)		119c	-			
100b	05	23. Veh. #		24. Policy No.		25. NJ Ins. Code		53. Veh. #		54. Policy No.		120a	01			
101	02	26. Driver's First Name		Initial Last Name		29. Sex		56. Driver's First Name		Initial Last Name		120b	01			
102	01	27. Number & Street		-		57. Number & Street		-		59. Sex		121a	-			
103	01	28. City		State Zip		58. City		State Zip		61. State		121b	-			
104	01	30. Eyes		DL Class		Restrictions		Endorsements		31. State		122	01			
105	12	32. Driver's License Number		33. DOB		34. Expires		62. Driver's License Number		63. DOB		123	-			
106	-	35. Owner's First Name		Initial Last Name		65. Owner's First Name		Initial Last Name		66. Number & Street		124	04			
107	-	36. Number & Street		-		66. Number & Street		-		67. City		125	-			
108	01	37. City		State Zip		67. City		State Zip		73. State		126a	24			
109	-	38. Make		39. Model		40. Color		41. Year		42. Plate No.		126b	-			
110	01	44. VIN		45. Expires		74. VIN		75. Expires		76. Vehicle Removed to:		126c	-			
111	-	46. Vehicle Removed to:		-		76. Vehicle Removed to:		-		77. Authority		126d	-			
112	-	47. Authority		Owner Driver Police		77. Authority		Owner Driver Police		78. Alcohol Drug Test		126e	24			
113	-	48. Alcohol Drug Test		Given: No Yes Refused		Type: Breath Blood Urine		Results: 0. % Pending		79. Hazardous Material		127a	-			
114	-	49. Hazardous Material		None On Board Spill		80. Carrier No.		81. GVWR / GCWR		82. Motor Carrier or Government Entity		127b	-			
115	-	50. Carrier No.		USDOT MC/MX		51. GVWR / GCWR		83. Summons No.		136. Charge		127c	-			
116	02	52. Motor Carrier or Government Entity		-		82. Motor Carrier or Government Entity		-		137. Summons No.		127d	-			
117	-	53. Summons No.		-		138. Charge		-		139. Summons No.		127e	-			
													128	24		
													129	12		
													130	12		
													131	-		
													132	-		
													133	03		
													134	-		
													Names & Addresses of Occupants If Deceased, Date & Time of Death			
													WENDELL B MCQUILLA 215 ST CLOUD AVE WEST ORANGE NJ 07052			

New Jersey Police Crash Investigation Report												Case Number 19036771			Page <u>2</u> of <u>3</u>	
	83	84	85	86	87	88	89	90	91	92	93	94	95	Names & Addresses of Occupants If Deceased, Date & Time of Death		
E																
F																
G																
H																
I																
J																

144. Crash Diagram



Show NORTH by Arrow
(Not to Scale)

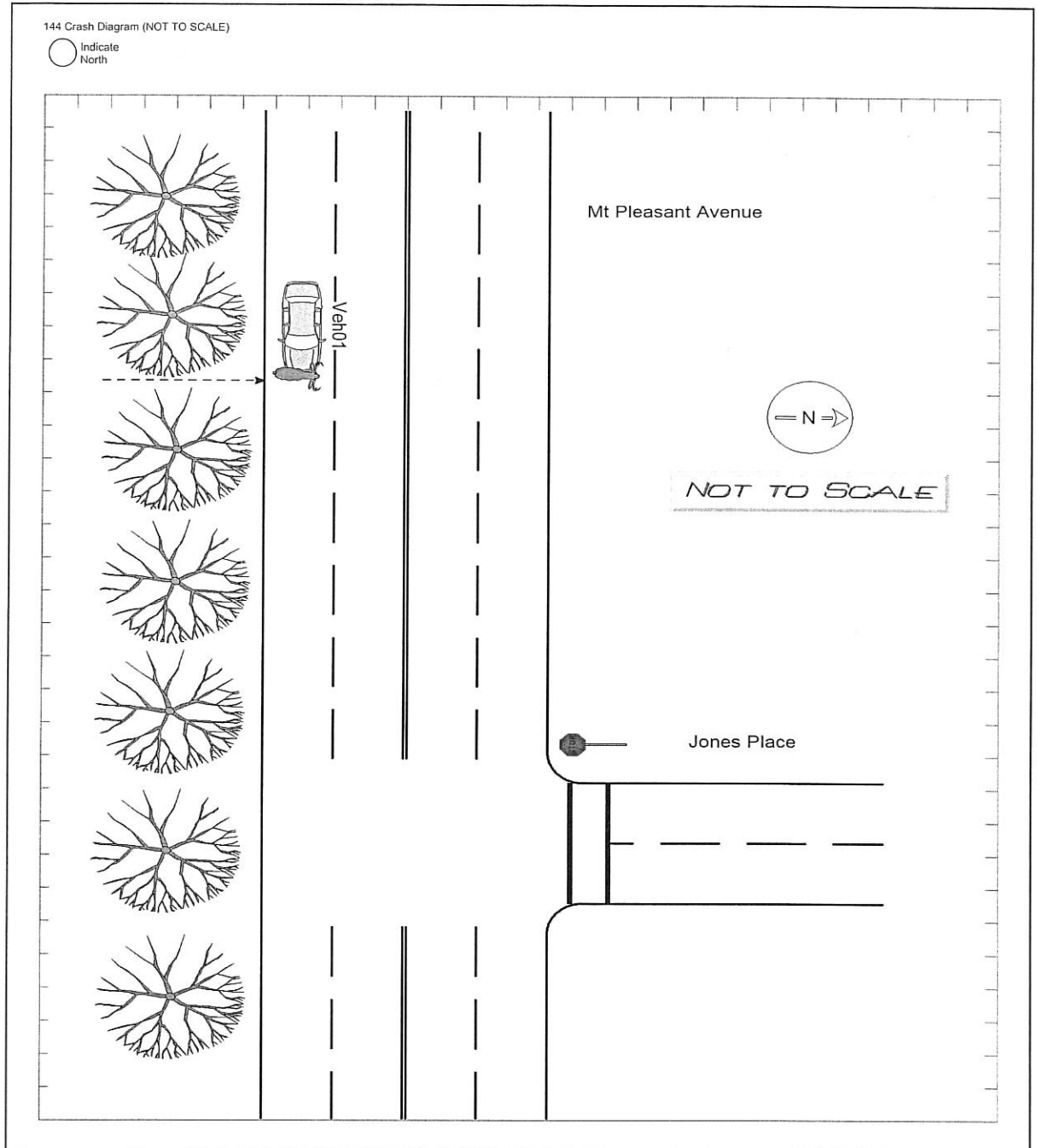
SEE NJTR-1B

145. Crash Description/Narrative

Driver of veh01 stated he was traveling East on Mt. Pleasant Avenue in the right lane, when a large deer abruptly entered the roadway causing his vehicle to strike same.

146. Officer's Signature JAMES,JEFFREY	147. Badge # 307	148. Reviewer SQUIRES,BRAD	Badge # 217	149. Case Status ☐ Pending ☒ Complete
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New Jersey Police Crash Investigation Report Motor Vehicle Crash Diagram	Police Dept: <u>WEST ORANGE</u> Code: <u>01</u>
	Station: <u>-</u> Case No: <u>19036771</u>



96	04	Page 1 of 3	Fatal	New Jersey Police Crash Investigation Report										Reportable	Non-Reportable	Change Report	118a	51											
97	01	1. Case Number 21000154		10. Crash Occurred On: MT PLEASANT AV										E	11. Speed Limit 25	12. Route No. 13. Milepost		118b	-										
98	01	2. Police Dept. of WEST ORANGE Code 01		100										At Intersection with	N	E	S	W	18. Speed Limit 25	119a	-								
99	05	3. Station/Precinct		14 15										16	19. To: 17. Cross Road Name/Route No.		19. From:	NB	EB	119b	-								
100a	02	4. Date of Crash mm dd yy 01 03 21		5. Day of Week 6u 1M 2Tu 3W 4Th 5F 6Sa		6. Time (use 2400 hrs.) 10 30		7. Municipality Code 07 22		8. Total Killed		9. Total Injured		21. Latitude		20 Route Name/Route No.		22. Longitude		120a	01								
100b	04	23. Veh. # 24. Policy No.		25. NJ Ins. Code										53. Veh. #		54. Policy No.		55. NJ Ins. Code		120b	-								
101	02	26. Driver's First Name Initial Last Name		29. Sex										56. Driver's First Name Initial Last Name		59. Sex		Hit & Run		121a	-								
102	03	27. Number & Street		28. City State Zip										57. Number & Street		58. City State Zip		Hit & Run		121b	-								
103	03	30. Eyes DL Class Restrictions Endorsements 31. State		32. Driver's License Number										33. DOB mm dd yy		34. Expires mm yy		60. Eyes DL Class Restrictions Endorsements 61. State		62. Driver's License Number		63. DOB mm dd yy		64. Expires mm yy		122	01		
104	01	35. Owner's First Name Initial Last Name		36. Number & Street										37. City State Zip		38. Make TOY		39. Model PRI		40. Color		41. Year		42. Plate No.		43. State		123	-
105	11	44. VIN		45. Expires										74. VIN		75. Expires										124	11		
106	-	46. Vehicle Removed to: M&M TOWING		47. Authority										76. Vehicle Removed to:		77. Authority										125	-		
107	-	48. Alcohol Drug Test Given: No Yes Refused Type: Breath Blood Urine Results: 0. % Pending		49. Hazardous Material None On Board Spill Hazard Class Placard No.										78. Alcohol Drug Test Given: No Yes Refused Type: Breath Blood Urine Results: 0. % Pending		79. Hazardous Material None On Board Spill Hazard Class Placard No.										126a	46		
108	01	50. Carrier No. USDOT IMC/MX		51. GVWR / GCWR (trucks & buses only) Placard No.										80. Carrier No. USDOT IMC/MX		81. GVWR / GCWR (trucks & buses only) Placard No.										126b	-		
109	-	52. Motor Carrier or Government Entity		53. Motor Carrier or Government Entity										82. Motor Carrier or Government Entity		83. Motor Carrier or Government Entity										126c	-		
110	01	54. Number & Street		55. Number & Street										84. Number & Street		85. Number & Street										126d	-		
111	-	56. City State Zip		57. City State Zip										86. City State Zip		87. City State Zip										126e	46		
112	-	58. Damage to Other Property Yes (If Yes, describe) No		59. Damage to Other Property Yes (If Yes, describe) No										88. Damage to Other Property Yes (If Yes, describe) No		89. Damage to Other Property Yes (If Yes, describe) No										127a	-		
113	-	136. Charge		137. Summons No.										138. Charge		139. Summons No.										127b	-		
114	-	140. Charge		141. Summons No.										142. Charge		143. Summons No.										127c	-		
115	-	144. Charge		145. Summons No.										146. Charge		147. Summons No.										127d	-		
116	02	148. Charge		149. Summons No.										150. Charge		151. Summons No.										127e	-		
117	-	152. Charge		153. Summons No.										154. Charge		155. Summons No.										128	46		
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		180. Charge		181. Summons No.										182. Charge		183. Summons No.										Names & Addresses of Occupants If Deceased, Date & Time of Death			
		184. Charge		185. Summons No.										186. Charge		187. Summons No.										SAMUEL TRACER 24 CHESTER ROAD MONTCLAIR NJ 07043			
		188. Charge		189. Summons No.										190. Charge		191. Summons No.													
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		616. Charge		617. Summons No.										618. Charge		619. Summons No.													
		620. Charge		621. Summons No.										622. Charge		623. Summons No.													

New Jersey Police Crash Investigation Report												Case Number 21000154			Page <u>2</u> of <u>3</u>	
	83	84	85	86	87	88	89	90	91	92	93	94	95	Names & Addresses of Occupants If Deceased, Date & Time of Death		
E																
F																
G																
H																
I																
J																

144. Crash Diagram



Show NORTH by Arrow
(Not to Scale)

SEE NJTR-1B

145. Crash Description/Narrative

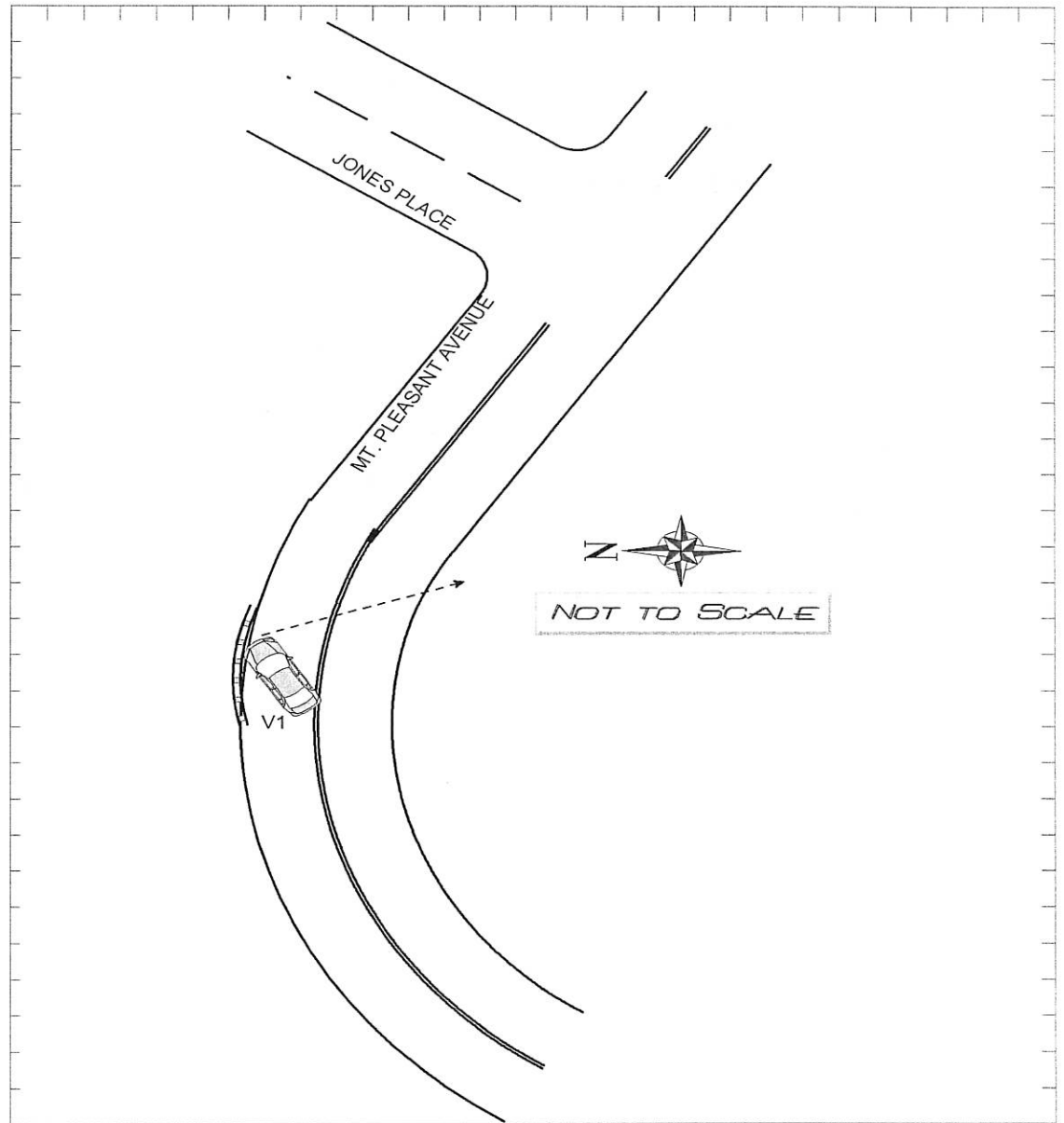
D1 stated that he was traveling East on Mt. Pleasant Avenue when his vehicle began to slide down the hill while traveling through the S-Turn. D1 stated that due to the snowy and icy road conditions, his vehicle traveled across the road way into the West bound lane of travel and struck the guardrail. D1 further stated that his vehicle continued to travel back towards the East bound lane, ultimately coming to a complete stop in the wooded area adjacent to the road. D1 contacted his road side assistance and M&M towing responded and towed the vehicle. There were no injuries.

146. Officer's Signature RODRIGUEZ, GIOVANNI	147. Badge # 347	148. Reviewer SQUIRES, BRAD	Badge # 217	149. Case Status ☐ Pending ☒ Complete
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New Jersey Police Crash Investigation Report
Motor Vehicle Crash Diagram

Police Dept: WEST ORANGE Code: 01
Station: - Case No: 21000154

144 Crash Diagram (NOT TO SCALE)



RODRIGUEZ, GIOVANNI

347

New Jersey Police Crash Investigation Report												Case Number 21004784			Page <u>2</u> of <u>3</u>	
	83	84	85	86	87	88	89	90	91	92	93	94	95	Names & Addresses of Occupants If Deceased, Date & Time of Death		
E																
F																
G																
H																
I																
J																

144. Crash Diagram



Show NORTH by Arrow
(Not to Scale)

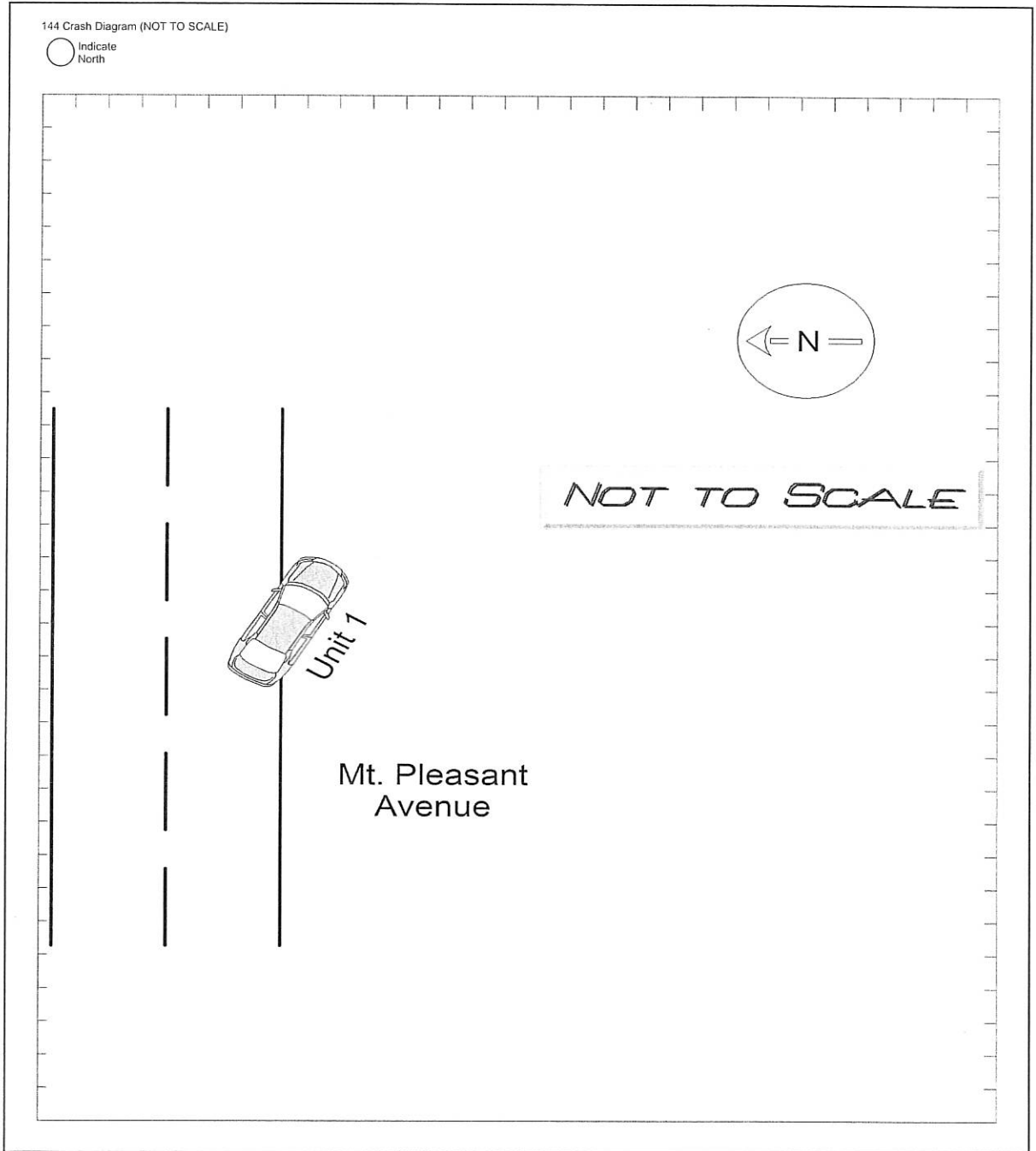
SEE NJTR-1B

145. Crash Description/Narrative

Driver (1) reports that while driving east on Mt. Pleasant Avenue, his vehicle (1) slid on the snow covered roadway and struck a snow mound on the south side of the roadway. Vehicle (1) unregistered and issued summons 0722 E21 000472 39:3-4.

146. Officer's Signature CARROLL, DANIEL V	147. Badge # 178	148. Reviewer SQUIRES,BRAD	Badge # 217	149. Case Status ☐ Pending ☒ Complete
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New Jersey Police Crash Investigation Report Motor Vehicle Crash Diagram	Police Dept: <u>WEST ORANGE</u> Code: <u>01</u>
	Station: <u>-</u> Case No: <u>21004784</u>



96	04	Page 1 of 3		New Jersey Police Crash Investigation Report		☒ Reportable ☐ Non-Reportable ☐ Change Report		118a	09
97	01	1. Case Number 21013297		10. Crash Occurred On: MT PLEASANT AV		11. Speed Limit 30		118b	02
98	01	2. Police Dept. of WEST ORANGE		3. Station/Precinct 01		12. Route No. 13. Milepost 18. Speed Limit 30		119a	25
99	05	4. Date of Crash 05/07/21		5. Day of Week 6. Time 10:15		7. Municipality Code 8. Total Killed 9. Total Injured 01		119b	-
100a	01	23. Veh. #		24. Vehicle Description		25. Policy No.		120a	01
100b	05	26. Driver's First Name		27. Number & Street		28. City		120b	-
101	02	29. Sex M		30. Eyes		31. State		121a	01
102	01	32. Driver's License Number		33. DOB		34. Expires		121b	-
103	01	35. Owner's First Name		36. Number & Street		37. City		122	01
104	02	38. Make TOYOTA		39. Model COR		40. Color		123	08
105	01	41. VIN		42. Plate No.		43. State		124	11
106	-	44. VIN		45. Expires		46. VIN		125	11
107	-	46. Vehicle Removed to: PRIVATE TOW		47. Authority		48. Alcohol Drug Test		126a	26
108	01	49. Hazardous Material		50. Carrier No.		51. GVWR / GCWR		126b	-
109	01	52. Motor Carrier or Government Entity		53. Motor Carrier or Government Entity		54. Motor Carrier or Government Entity		126c	-
110	01	55. Damage to Other Property		56. Damage to Other Property		57. Damage to Other Property		126d	-
111	01	58. Damage to Other Property		59. Damage to Other Property		60. Damage to Other Property		126e	26
112	-	61. Damage to Other Property		62. Damage to Other Property		63. Damage to Other Property		127a	26
113	-	64. Damage to Other Property		65. Damage to Other Property		66. Damage to Other Property		127b	-
114	-	67. Damage to Other Property		68. Damage to Other Property		69. Damage to Other Property		127c	-
115	-	70. Damage to Other Property		71. Damage to Other Property		72. Damage to Other Property		127d	-
116	02	73. Damage to Other Property		74. Damage to Other Property		75. Damage to Other Property		127e	26
117	02	76. Damage to Other Property		77. Damage to Other Property		78. Damage to Other Property		128	26
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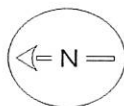
New Jersey Police Crash Investigation Report
Motor Vehicle Crash Diagram

Police Dept: WEST ORANGE Code: 01
Station: - Case No: 21013297

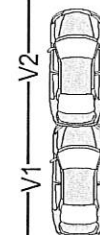
144 Crash Diagram (NOT TO SCALE)



JONES PL



NOT TO SCALE



MT PLEASANT AVE

KELLY, SEAN

340

96	05	Page 1 of 3	Fatal	New Jersey Police Crash Investigation Report										Reportable	Non-Reportable	Change Report	118a	29							
97	01	1. Case Number 21017354		10. Crash Occurred On: MT PLEASANT AV										11. Speed Limit 45				118b	-						
98	06	2. Police Dept. of WEST ORANGE		Code 01		Road Name										Dir E	12. Route No. Suffix 13. Milepost 18. Speed Limit 25			119a	-				
99	05	3. Station/Precinct		At Intersection with										Feet	Miles	N	E	S	W	19. Ramp	20. Route Name/Route No.	21. Latitude	22. Longitude	119b	-
100a	01	4. Date of Crash mm dd yy 06 11 21		5. Day of Week Su M Tu W Th F Sa 6		6. Time (use 2400 hrs.) 23 28		7. Municipality Code 07 22		8. Total Killed		9. Total Injured 01					120a	02							
100b	05	23. Veh. #		24. Policy No.		25. Driver's License Code		53. Veh. #		54. Policy No.		55. NJ Ins. Code					120b	-							
101	02	26. Driver's First Name		Initial		Last Name		29. Sex		56. Driver's First Name		Initial		Last Name		59. Sex		121a	-						
102	02	27. Number & Street		28. City		State		Zip		57. Number & Street		58. City		State		Zip		121b	-						
103	05	30. Eyes		DL Class		Restrictions		Endorsements		31. State		60. Eyes		DL Class		Restrictions		Endorsements		61. State		122	17		
104	01	32. Driver's License Number		33. DOB		34. Expires		62. Driver's License Number		63. DOB		64. Expires					123	-							
105	11	35. Owner's First Name		Initial		Last Name		65. Owner's First Name		Initial		Last Name					124	11							
106	02	36. Number & Street		37. City		State		Zip		66. Number & Street		67. City		State		Zip		125	-						
107	-	38. Make ACURA		39. Model TLX		40. Color		41. Year		42. Plate No.		43. State					126a	05							
108	01	44. VIN		45. Expires		74. VIN		75. Expires					126b	-											
109	-	46. Vehicle Removed to: TWIN TOWING		47. Authority		48. Alcohol Drug Test		49. Hazardous Material		78. Alcohol Drug Test		79. Hazardous Material					126c	-							
110	01	50. Carrier No.		51. GVWR / GCWR		52. Motor Carrier or Government Entity		80. Carrier No.		81. GVWR / GCWR		82. Motor Carrier or Government Entity					126d	-							
111	-	53. Driver's License Number		54. DOB		55. Expires		83. Driver's License Number		84. DOB		85. Expires					126e	52							
112	-	56. Number & Street		57. City		State		Zip		86. Number & Street		87. City		State		Zip		127a	-						
113	-	58. Make		59. Model		60. Color		61. Year		62. Plate No.		63. State					127b	-							
114	-	64. VIN		65. Expires		88. VIN		89. Expires					127c	-											
115	-	66. Vehicle Removed to:		67. Authority		68. Alcohol Drug Test		69. Hazardous Material		98. Alcohol Drug Test		99. Hazardous Material					127d	-							
116	02	70. Carrier No.		71. GVWR / GCWR		72. Motor Carrier or Government Entity		100. Carrier No.		101. GVWR / GCWR		102. Motor Carrier or Government Entity					127e	-							
117	-	73. Number & Street		74. City		State		Zip		103. Number & Street		104. City		State		Zip		128	52						
118	-	75. Damage to Other Property		76. Yes (If Yes, describe)		77. No		105. Damage to Other Property		106. Yes (If Yes, describe)		107. No					129	01							
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128	-	190. Charge		191. Summons No.		192. Charge		193. Summons No.		194. Charge		195. Summons No.					139	-							
129	-	196. Charge		197. Summons No.		198. Charge		199. Summons No.		200. Charge		201. Summons No.					140	-							
130	-	202. Charge		203. Summons No.		204. Charge		205. Summons No.		206. Charge		207. Summons No.					141	-							
131	-	208. Charge		209. Summons No.		210. Charge		211. Summons No.		212. Charge		213. Summons No.					142	-							
132	-	214. Charge		215. Summons No.		216. Charge		217. Summons No.		218. Charge		219. Summons No.					143	-							
133	-	220. Charge		221. Summons No.		222. Charge		223. Summons No.		224. Charge		225. Summons No.					144	-							
134	-	226. Charge		227. Summons No.		228. Charge		229. Summons No.		230. Charge		231. Summons No.					145	-							
135	-	232. Charge		233. Summons No.		234. Charge		235. Summons No.		236. Charge		237. Summons No.					146	-							
136	-	238. Charge		239. Summons No.		240. Charge		241. Summons No.		242. Charge		243. Summons No.					147	-							
137	-	244. Charge		245. Summons No.		246. Charge		247. Summons No.		248. Charge		249. Summons No.					148	-							
138	-	250. Charge		251. Summons No.		252. Charge		253. Summons No.		254. Charge		255. Summons No.					149	-							
139	-	256. Charge		257. Summons No.		258. Charge		259. Summons No.		260. Charge		261. Summons No.					150	-							
140	-	262. Charge		263. Summons No.		264. Charge		265. Summons No.		266. Charge		267. Summons No.					151	-							
141	-	268. Charge		269. Summons No.		270. Charge		271. Summons No.		272. Charge		273. Summons No.					152	-							
142	-	274. Charge		275. Summons No.		276. Charge		277. Summons No.		278. Charge		279. Summons No.					153	-							
143	-	280. Charge		281. Summons No.		282. Charge		283. Summons No.		284. Charge		285. Summons No.					154	-							
144	-	286. Charge		287. Summons No.		288. Charge		289. Summons No.		290. Charge		291. Summons No.					155	-							
145	-	292. Charge		293. Summons No.		294. Charge		295. Summons No.		296. Charge		297. Summons No.					156	-							
146	-	298. Charge		299. Summons No.		300. Charge		301. Summons No.		302. Charge		303. Summons No.					157	-							
147	-	304. Charge		305. Summons No.		306. Charge		307. Summons No.		308. Charge		309. Summons No.					158	-							
148	-	310. Charge		311. Summons No.		312. Charge		313. Summons No.		314. Charge		315. Summons No.					159	-							
149	-	316. Charge		317. Summons No.		318. Charge		319. Summons No.		320. Charge		321. Summons No.					160	-							
150	-	322. Charge		323. Summons No.		324. Charge		325. Summons No.		326. Charge		327. Summons No.					161	-							
151	-	328. Charge		329. Summons No.		330. Charge		331. Summons No.		332. Charge		333. Summons No.					162	-							
152	-	334. Charge		335. Summons No.		336. Charge		337. Summons No.		338. Charge		339. Summons No.					163	-							
153	-	340. Charge		341. Summons No.		342. Charge		343. Summons No.		344. Charge		345. Summons No.					164	-							
154	-	346. Charge		347. Summons No.		348. Charge		349. Summons No.		350. Charge		351. Summons No.					165	-							
155	-	352. Charge		353. Summons No.		354. Charge		355. Summons No.		356. Charge		357. Summons No.					166	-							
156	-	358. Charge		359. Summons No.		360. Charge		361. Summons No.		362. Charge		363. Summons No.					167	-							
157	-	364. Charge		365. Summons No.		366. Charge		367. Summons No.		368. Charge		369. Summons No.					168	-							
158	-	370. Charge		371. Summons No.		372. Charge		373. Summons No.		374. Charge		375. Summons No.					169	-							
159	-	376. Charge		377. Summons No.		378. Charge		379. Summons No.		380. Charge		381. Summons No.					170	-							
160	-	382. Charge		383. Summons No.		384. Charge		385. Summons No.		386. Charge		387. Summons No.					171	-							
161	-	388. Charge		389. Summons No.		390. Charge		391. Summons No.		392. Charge		393. Summons No.					172	-							
162	-	394. Charge		395. Summons No.		396. Charge		397. Summons No.		398. Charge		399. Summons No.					173	-							
163	-	400. Charge		401. Summons No.		402. Charge		403. Summons No.		404. Charge		405. Summons No.					174	-							
164	-	406. Charge		407. Summons No.		408. Charge		409. Summons No.		410. Charge		411. Summons No.					175	-							
165	-	412. Charge		413. Summons No.		414. Charge		415. Summons No.		416. Charge		417. Summons No.					176	-							
166	-	418. Charge		419. Summons No.		420. Charge		421. Summons No.		422. Charge		423. Summons No.					177	-							
167	-	424. Charge		425. Summons No.		426. Charge		427. Summons No.		428. Charge		429. Summons No.					178	-							
168	-	430. Charge		431. Summons No.		432. Charge		433. Summons No.		434. Charge		435. Summons No.					179	-							
169	-	436. Charge		437. Summons No.		438. Charge		439. Summons No.		440. Charge		441. Summons No.					180	-							
170	-	442. Charge		443. Summons No.		444. Charge		445. Summons No.		446. Charge		447. Summons No.					181	-							
171	-	448. Charge		449. Summons No.		450. Charge		451. Summons No.		452. Charge		453. Summons No.					182	-							
172	-	454. Charge		455. Summons No.		456. Charge		457. Summons No.		458. Charge		459. Summons No.					183	-							
173	-	460. Charge		461. Summons No.		462. Charge		463. Summons No.		464. Charge		465. Summons No.					184	-							
174	-	466. Charge		467. Summons No.		468. Charge		469. Summons No.		470. Charge		471. Summons No.					185	-							
175	-	472. Charge		473. Summons No.		474. Charge		475. Summons No.		476. Charge		477. Summons No.					186	-							
176	-	478. Charge		479. Summons No.		480. Charge		481. Summons No.		482. Charge		483. Summons No.					187	-							
177	-	484. Charge		485. Summons No.		486. Charge		487. Summons No.		488. Charge		489. Summons No.					188	-							
178	-	490. Charge		491. Summons No.		492. Charge		493. Summons No.		494. Charge		495. Summons No.					189	-							
179	-	496. Charge		497. Summons No.		498. Charge		499. Summons No.		500. Charge		501. Summons No.					190	-							
180	-	502. Charge		503. Summons No.		504. Charge		505. Summons No.		506. Charge		507. Summons No.					191	-							
181	-	508. Charge		509. Summons No.		510. Charge		511. Summons No.		512. Charge		513. Summons No.					192	-							
182	-	514. Charge		515. Summons No.		516. Charge		517. Summons No.		518. Charge		519. Summons No.					193	-							
183	-	520. Charge		521. Summons No.		522. Charge		523. Summons No.		524. Charge		525. Summons No.					194	-							
184	-	526. Charge		527. Summons No.		528. Charge		529. Summons No.		530. Charge		531. Summons No.					195	-							
185	-	532. Charge		533. Summons No.		534. Charge		535. Summons No.		536. Charge		537. Summons No.					196	-							
186	-	538. Charge		539. Summons No.		540. Charge		541. Summons No.		542. Charge		543. Summons No.					197	-							
187	-	544. Charge		545. Summons No.		546. Charge		547. Summons No.		548. Charge		549. Summons No.					198	-							
188	-	550. Charge		551. Summons No.		552. Charge		553. Summons No.		554. Charge		555. Summons No.					199	-							
189	-	556. Charge		557. Summons No.		558. Charge		559. Summons No.		560. Charge		561. Summons No.					200	-							
190	-	562. Charge		563. Summons No.		564. Charge		565. Summons No.		566. Charge		567. Summons No.					201	-							
191	-	568. Charge		569. Summons No.		570. Charge		571. Summons No.		572. Charge		573. Summons No.					202	-							
192	-	574. Charge		575. Summons No.		576. Charge		577. Summons No.		578. Charge		579. Summons No.					203	-							
193	-	580. Charge		581. Summons No.		582. Charge		583. Summons No.		584. Charge		585. Summons No.					204	-							
194	-	586. Charge		587. Summons No.		588. Charge		589. Summons No.		590. Charge		591. Summons No.					205	-							
195	-	592. Charge		593. Summons No.		594. Charge		595. Summons No.		596. Charge		597. Summons No.					206	-							
196	-	598. Charge		599. Summons No.		600. Charge		601. Summons No.		602. Charge		603. Summons No.					207	-							
197	-	604. Charge		605. Summons No.																					

New Jersey Police Crash Investigation Report												Case Number 21017354		Page <u>2</u> of <u>3</u>	
	83	84	85	86	87	88	89	90	91	92	93	94	95	Names & Addresses of Occupants If Deceased, Date & Time of Death	
E															
F															
G															
H															
I															
J															

144. Crash Diagram



Show NORTH by Arrow
(Not to Scale)

SEE NJTR-1B

145. Crash Description/Narrative

On 06/12/2021, Driver of V1 states he was traveling eastbound on Mt. Pleasant Avenue. D1 further states a large tree branch was laying in the roadway. D1 states he swerved to avoid the large tree branch. D1 further states he does not recall what happened prior to our arrival.

Investigation revealed D1 was traveling eastbound on Mt. Pleasant Ave, and collided with a utility pole (60593). The force of the initial collision pushed V1 into a spin, causing the vehicle to land on its passenger side. V1 slid on the wet pavement approximately 30 feet, and landed back on all four tires subsequently landing into the grassy wooded area of the emergency lane. V1 was towed away by Twin Towing and held for 12 hours as per John's Law.

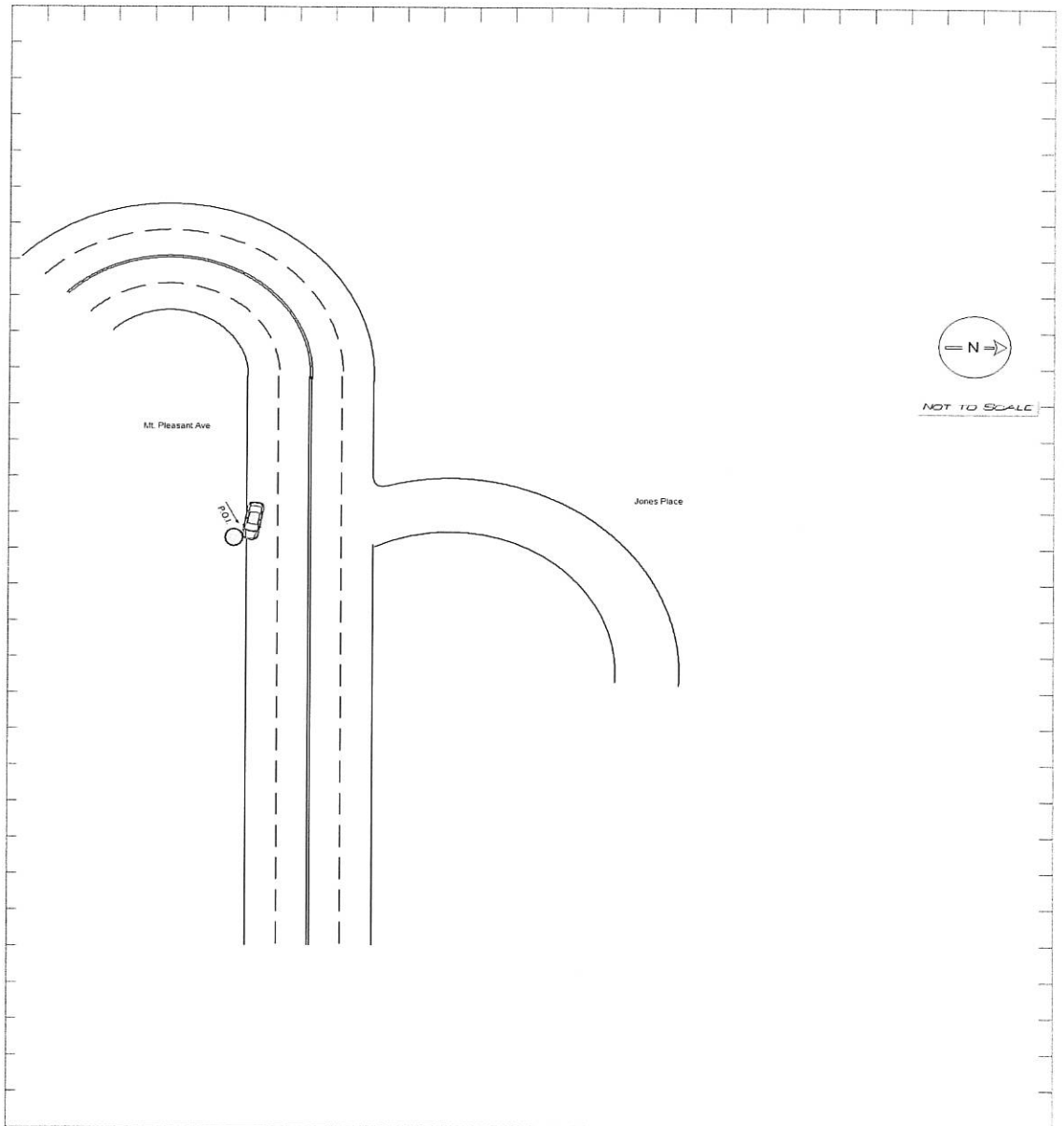
D1 was issued two citations, (1) 39:4-50 & (1) 39:3-29.

146. Officer's Signature BARN, ERIC	147. Badge # 410	148. Reviewer SQUIRES, BRAD	Badge # 217	149. Case Status ☐ Pending ☒ Complete
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New Jersey Police Crash Investigation Report Motor Vehicle Crash Diagram	Police Dept: <u>WEST ORANGE</u> Code: <u>01</u>
	Station: <u>-</u> Case No: <u>21017354</u>

144 Crash Diagram (NOT TO SCALE)

○ Indicate North



BARNA, ERIC

Officer's Signature

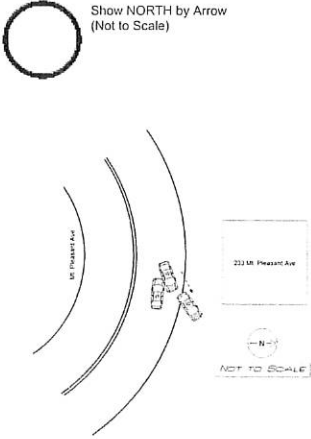
410

Badge Number

96	05	Page 1 of 2	☐ Fatal	New Jersey Police Crash Investigation Report										☒ Reportable	☐ Non-Reportable	☐ Change Report	118a	25											
97	01	1. Case Number 2021-035841		10. Crash Occurred On: MOUNT PLEASANT AVENUE		11. Speed Limit 25										118b		--											
98	01	2. Police Dept. of WEST ORANGE		Code 01		At Intersection with ☒ Feet ☐ Miles		N ☐ E ☐ S ☐ W ☒		Of: JONES PL		12. Route No. Suffix		13. Milepost 25		119a		51											
99	05	3. Station/Precinct --				14. 20		15. 15		16. 16		17. Cross Road Name/Route No. To: -- From: --		18. Speed Limit NB ☐ EB ☐ SB ☐ WB ☐		119b		--											
100a	02	4. Date of Crash mm dd yy 12/11/21		5. Day of Week SAT		6. Time (use 2400 hrs.) 1157		7. Municipality Code 0722		8. Total Killed --		9. Total Injured --		20. Route Name/Route No.		22. Longitude		120a		01									
100b	05	23. Veh. #		24. Policy No. 4380076747		25. NJ Ins. Code 148												120b		--									
101	02	☐ Parked ☐ Ped ☐ Pedalcyclist ☐ Resp. to Emergency ☐ Hit & Run																121a		01									
102	02	26. Driver's First Name Initial		Last Name		27. Sex M												121b		--									
103	04	27. Number & Street																											
104	2	28. City		State		Zip												122		01									
		29. Eyes		DL Class		Restrictions		Endorsements		31. State								123		16									
105	04	32. Driver's License Number		33. DOB		34. Expires		62. Driver's License Number		63. DOB		64. Expires						124		11									
106	--	35. Owner's First Name Initial		Last Name				65. Owner's First Name Initial		Last Name								125		11									
107	--	36. Number & Street						66. Number & Street										126a		26									
108	01	37. City		State		Zip		67. City		State		Zip						126b		--									
109	01	38. Make CHRYSLER		39. Model PT		40. Year		68. Make DODGE		69. Model DUR		70. Year		71. Color		72. Plate No.		126c		--									
110	01	41. VIN		42. VIN		43. VIN		73. VIN		74. VIN		75. VIN						126d		--									
111	01	46. Vehicle Removed to: ☒ Driven ☐ Towed Disabled ☐ Towed Disabled & Impounded						76. Vehicle Removed to: PRIVATE TOW		☐ Driven ☒ Towed Disabled ☐ Towed Disabled & Impounded								126e		26									
112	--	47. Authority ☐ Owner ☐ Driver ☒ Police						77. Authority ☐ Owner ☐ Driver ☒ Police										127a		26									
113	--	48. Alcohol Drug Test Given: ☒ No ☐ Yes ☐ Refused Type: ☐ Breath ☐ Blood ☐ Urine						78. Alcohol Drug Test Given: ☒ No ☐ Yes ☐ Refused Type: ☐ Breath ☐ Blood ☐ Urine										127b		56									
114	--	49. Hazardous Material ☒ None ☐ On Board ☐ Spill						79. Hazardous Material ☒ None ☐ On Board ☐ Spill										127c		69									
115	--	50. Carrier No. ☐ USDOT ☒ None						80. Carrier No. ☐ USDOT ☒ None										127d		--									
116	04	51. GVWR / GCWR (trucks & buses only) ☐ < 10,000 lbs. ☐ 10,001 - 26,000 lbs. ☐ > 26,001 lbs.						81. GVWR / GCWR (trucks & buses only) ☐ < 10,000 lbs. ☐ 10,001 - 26,000 lbs. ☐ > 26,001 lbs.										127e		26									
117	02	52. Motor Carrier or Government Entity						82. Motor Carrier or Government Entity										128		26									
		Number & Street						Number & Street										129		02									
		City		State		Zip		City		State		Zip						130		02									
		135. Damage To Other Property ☒ Yes (if Yes, describe) ☐ No						136. Damage To Other Property ☒ Yes (if Yes, describe) ☐ No										131		04									
		PART OF THE GRASS ON 233 MT. PLEASANT AVE WAS RIPPED UP DUE TO THE CRASH.																132		04									
		Oper. 136. Charge		137. Summons No.		Oper. 138. Charge		139. Summons No.										133		03									
		Oper. 140. Charge		141. Summons No.		Oper. 142. Charge		143. Summons No.										134		04									
		83		84		85		86		87		88		89		90		91		92		93		94		95		Names & Addresses of Occupants If Deceased, Date & Time of Death	
	A	1		01		01		05		70		F		--		--		--		11		04		--		--		LIENDO, EDUVIGES, 7 KIRK STREET, WEST ORANGE, NJ 07052-5905	
	B	2		01		01		05		68		M		--		--		--		11		04		--		--		TORRAMEO, RONALD G, 7 KINGWOOD ROAD, WEST ORANGE, NJ 07052-3111	
	C	--		--		--		--		--		--		--		--		--		--		--		--		--		--	
	D	--		--		--		--		--		--		--		--		--		--		--		--		--		--	

New Jersey Police Crash Investigation Report												Case Number 2021-035841		Page <u>2</u> of <u>2</u>	
	83	84	85	86	87	88	89	90	91	92	93	94	95	Names & Addresses of Occupants If Deceased, Date & Time of Death	
E	--	--	--	--	--	--	--	--	--	--	--	--	--		
F	--	--	--	--	--	--	--	--	--	--	--	--	--		
G	--	--	--	--	--	--	--	--	--	--	--	--	--		
H	--	--	--	--	--	--	--	--	--	--	--	--	--		
I	--	--	--	--	--	--	--	--	--	--	--	--	--		
J	--	--	--	--	--	--	--	--	--	--	--	--	--		

144. Crash Diagram

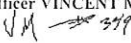


145. Crash Description/ Narrative

V1 stated she was traveling west on Mt. Pleasant Ave, when V2 crossed the double yellow and side swiped her vehicle.

V2 stated, while traveling east on Mt. Pleasant Ave at the S turns, he lost control due to the wet ground. In doing so, he struck V1 and jumped the curb onto the property of 233 Mt. Pleasant Ave. V2 also struck a pile of rocks on the side of the road.

No injuries, 1 private tow, no summons.

146. Officer's Signature Patrol Officer VINCENT M. MANZELLA 	147. Badge # 349	148. Reviewer OFFICER MATTHEW R REISS 	Badge # 346	149. Case Status COMPLETE
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Page 1 of 2		New Jersey Police Crash Investigation Report										☒ Reportable ☐ Non-Reportable ☐ Change Report		
04	01	1. Case Number 2021-037121		10. Crash Occurred On: MOUNT PLEASANT AVENUE EAST				11. Speed Limit 25		12. Route No. Suffix		13. Milepost 25		
01	01	2. Police Dept. of WEST ORANGE		3. Station/Precinct				4. Date of Crash mm dd yy 12/29/21		5. Day of Week WED		6. Time (use 2400 hrs.) 0928		
05	02	7. Municipality Code 0722		8. Total Killed		9. Total Injured		17. Cross Road Name/Route No. JONES PL		18. Speed Limit		19. Direction To: From: NB EB SB WB		
02	05	23. Vehicle #		24. Policy No.		25. NJ Ins. Code		26. Driver's First Name Initial Last Name		27. Sex		28. Driver's First Name Initial Last Name		
02	02	29. Sex		30. Eyes		31. DL Class		32. Restrictions		33. Endorsements		34. State		
02	02	35. Driver's License Number		36. DOB mm dd yy		37. Expires mm yy		38. Driver's License Number		39. DOB mm dd yy		40. Expires mm yy		
01	01	35. Owner's First Name Initial Last Name		36. Number & Street		37. City		38. Make		39. Model		40. Color		
02	02	41. Year		42. Plate No.		43. State		44. VIN		45. Expires		46. Vehicle Removed to: C/L TOWING WEST ORANGE NJ		
04	01	47. Authority		48. Alcohol Drug Test		49. Hazardous Material		50. Carrier No.		51. GVWR / GCWR (trucks & buses only)		52. Motor Carrier or Government Entity		
01	01	53. Owner's First Name Initial Last Name		54. Number & Street		55. City		56. Make		57. Model		58. Color		
01	01	59. Year		60. Plate No.		61. State		62. VIN		63. Expires		64. Vehicle Removed to: PRIVATE TOW		
01	01	65. Authority		66. Alcohol Drug Test		67. Hazardous Material		68. Carrier No.		69. GVWR / GCWR (trucks & buses only)		70. Motor Carrier or Government Entity		
01	01	71. Owner's First Name Initial Last Name		72. Number & Street		73. City		74. Make		75. Model		76. Color		
01	01	77. Year		78. Plate No.		79. State		80. VIN		81. Expires		82. Vehicle Removed to:		
01	01	83. Authority		84. Alcohol Drug Test		85. Hazardous Material		86. Carrier No.		87. GVWR / GCWR (trucks & buses only)		88. Motor Carrier or Government Entity		
01	01	89. Owner's First Name Initial Last Name		90. Number & Street		91. City		92. Make		93. Model		94. Color		
01	01	95. Year		96. Plate No.		97. State		98. VIN		99. Expires		100. Vehicle Removed to:		
01	01	101. Authority		102. Alcohol Drug Test		103. Hazardous Material		104. Carrier No.		105. GVWR / GCWR (trucks & buses only)		106. Motor Carrier or Government Entity		
01	01	107. Owner's First Name Initial Last Name		108. Number & Street		109. City		110. Make		111. Model		112. Color		
01	01	113. Year		114. Plate No.		115. State		116. VIN		117. Expires		118. Vehicle Removed to:		
01	01	119. Authority		120. Alcohol Drug Test		121. Hazardous Material		122. Carrier No.		123. GVWR / GCWR (trucks & buses only)		124. Motor Carrier or Government Entity		
01	01	125. Owner's First Name Initial Last Name		126. Number & Street		127. City		128. Make		129. Model		130. Color		
01	01	131. Year		132. Plate No.		133. State		134. VIN		135. Expires		136. Vehicle Removed to:		
01	01	137. Authority		138. Alcohol Drug Test		139. Hazardous Material		140. Carrier No.		141. GVWR / GCWR (trucks & buses only)		142. Motor Carrier or Government Entity		
01	01	143. Owner's First Name Initial Last Name		144. Number & Street		145. City		146. Make		147. Model		148. Color		
01	01	149. Year		150. Plate No.		151. State		152. VIN		153. Expires		154. Vehicle Removed to:		
01	01	155. Authority		156. Alcohol Drug Test		157. Hazardous Material		158. Carrier No.		159. GVWR / GCWR (trucks & buses only)		160. Motor Carrier or Government Entity		
01	01	161. Owner's First Name Initial Last Name		162. Number & Street		163. City		164. Make		165. Model		166. Color		
01	01	167. Year		168. Plate No.		169. State		170. VIN		171. Expires		172. Vehicle Removed to:		
01	01	173. Authority		174. Alcohol Drug Test		175. Hazardous Material		176. Carrier No.		177. GVWR / GCWR (trucks & buses only)		178. Motor Carrier or Government Entity		
01	01	179. Owner's First Name Initial Last Name		180. Number & Street		181. City		182. Make		183. Model		184. Color		
01	01	185. Year		186. Plate No.		187. State		188. VIN		189. Expires		190. Vehicle Removed to:		
01	01	191. Authority		192. Alcohol Drug Test		193. Hazardous Material		194. Carrier No.		195. GVWR / GCWR (trucks & buses only)		196. Motor Carrier or Government Entity		
01	01	197. Owner's First Name Initial Last Name		198. Number & Street		199. City		200. Make		201. Model		202. Color		
01	01	203. Year		204. Plate No.		205. State		206. VIN		207. Expires		208. Vehicle Removed to:		
01	01	209. Authority		210. Alcohol Drug Test		211. Hazardous Material		212. Carrier No.		213. GVWR / GCWR (trucks & buses only)		214. Motor Carrier or Government Entity		
01	01	215. Owner's First Name Initial Last Name		216. Number & Street		217. City		218. Make		219. Model		220. Color		
01	01	221. Year		222. Plate No.		223. State		224. VIN		225. Expires		226. Vehicle Removed to:		
01	01	227. Authority		228. Alcohol Drug Test		229. Hazardous Material		230. Carrier No.		231. GVWR / GCWR (trucks & buses only)		232. Motor Carrier or Government Entity		
01	01	233. Owner's First Name Initial Last Name		234. Number & Street		235. City		236. Make		237. Model		238. Color		
01	01	239. Year		240. Plate No.		241. State		242. VIN		243. Expires		244. Vehicle Removed to:		
01	01	245. Authority		246. Alcohol Drug Test		247. Hazardous Material		248. Carrier No.		249. GVWR / GCWR (trucks & buses only)		250. Motor Carrier or Government Entity		
01	01	251. Owner's First Name Initial Last Name		252. Number & Street		253. City		254. Make		255. Model		256. Color		
01	01	257. Year		258. Plate No.		259. State		260. VIN		261. Expires		262. Vehicle Removed to:		
01	01	263. Authority		264. Alcohol Drug Test		265. Hazardous Material		266. Carrier No.		267. GVWR / GCWR (trucks & buses only)		268. Motor Carrier or Government Entity		
01	01	269. Owner's First Name Initial Last Name		270. Number & Street		271. City		272. Make		273. Model		274. Color		
01	01	275. Year		276. Plate No.		277. State		278. VIN		279. Expires		280. Vehicle Removed to:		
01	01	281. Authority		282. Alcohol Drug Test		283. Hazardous Material		284. Carrier No.		285. GVWR / GCWR (trucks & buses only)		286. Motor Carrier or Government Entity		
01	01	287. Owner's First Name Initial Last Name		288. Number & Street		289. City		290. Make		291. Model		292. Color		
01	01	293. Year		294. Plate No.		295. State		296. VIN		297. Expires		298. Vehicle Removed to:		
01	01	299. Authority		300. Alcohol Drug Test		301. Hazardous Material		302. Carrier No.		303. GVWR / GCWR (trucks & buses only)		304. Motor Carrier or Government Entity		
01	01	305. Owner's First Name Initial Last Name		306. Number & Street		307. City		308. Make		309. Model		310. Color		
01	01	311. Year		312. Plate No.		313. State		314. VIN		315. Expires		316. Vehicle Removed to:		
01	01	317. Authority		318. Alcohol Drug Test		319. Hazardous Material		320. Carrier No.		321. GVWR / GCWR (trucks & buses only)		322. Motor Carrier or Government Entity		
01	01	323. Owner's First Name Initial Last Name		324. Number & Street		325. City		326. Make		327. Model		328. Color		
01	01	329. Year		330. Plate No.		331. State		332. VIN		333. Expires		334. Vehicle Removed to:		
01	01	335. Authority		336. Alcohol Drug Test		337. Hazardous Material		338. Carrier No.		339. GVWR / GCWR (trucks & buses only)		340. Motor Carrier or Government Entity		
01	01	341. Owner's First Name Initial Last Name		342. Number & Street		343. City		344. Make		345. Model		346. Color		
01	01	347. Year		348. Plate No.		349. State		350. VIN		351. Expires		352. Vehicle Removed to:		
01	01	353. Authority		354. Alcohol Drug Test		355. Hazardous Material		356. Carrier No.		357. GVWR / GCWR (trucks & buses only)		358. Motor Carrier or Government Entity		
01	01	359. Owner's First Name Initial Last Name		360. Number & Street		361. City		362. Make		363. Model		364. Color		
01	01	365. Year		366. Plate No.		367. State		368. VIN		369. Expires		370. Vehicle Removed to:		
01	01	371. Authority		372. Alcohol Drug Test		373. Hazardous Material		374. Carrier No.		375. GVWR / GCWR (trucks & buses only)		376. Motor Carrier or Government Entity		
01	01	377. Owner's First Name Initial Last Name		378. Number & Street		379. City		380. Make		381. Model		382. Color		
01	01	383. Year		384. Plate No.		385. State		386. VIN		387. Expires		388. Vehicle Removed to:		
01	01	389. Authority		390. Alcohol Drug Test		391. Hazardous Material		392. Carrier No.		393. GVWR / GCWR (trucks & buses only)		394. Motor Carrier or Government Entity		
01	01	395. Owner's First Name Initial Last Name		396. Number & Street		397. City		398. Make		399. Model		400. Color		
01	01	401. Year		402. Plate No.		403. State		404. VIN		405. Expires		406. Vehicle Removed to:		
01	01	407. Authority		408. Alcohol Drug Test		409. Hazardous Material		410. Carrier No.		411. GVWR / GCWR (trucks & buses only)		412. Motor Carrier or Government Entity		
01	01	413. Owner's First Name Initial Last Name		414. Number & Street		415. City		416. Make		417. Model		418. Color		
01	01	419. Year		420. Plate No.		421. State		422. VIN		423. Expires		424. Vehicle Removed to:		
01	01	425. Authority		426. Alcohol Drug Test		427. Hazardous Material		428. Carrier No.		429. GVWR / GCWR (trucks & buses only)		430. Motor Carrier or Government Entity		
01	01	431. Owner's First Name Initial Last Name		432. Number & Street		433. City		434. Make		435. Model		436. Color		
01	01	437. Year		438. Plate No.		439. State		440. VIN		441. Expires		442. Vehicle Removed to:		
01	01	443. Authority		444. Alcohol Drug Test		445. Hazardous Material		446. Carrier No.		447. GVWR / GCWR (trucks & buses only)		448. Motor Carrier or Government Entity		
01	01	449. Owner's First Name Initial Last Name		450. Number & Street		451. City		452. Make		453. Model		454. Color		
01	01	455. Year		456. Plate No.		457. State		458. VIN		459. Expires		460. Vehicle Removed to:		
01	01	461. Authority		462. Alcohol Drug Test		463. Hazardous Material		464. Carrier No.		465. GVWR / GCWR (trucks & buses only)		466. Motor Carrier or Government Entity		
01	01	467. Owner's First Name Initial Last Name		468. Number & Street		469. City		470. Make		471. Model		472. Color		
01	01	473. Year		474. Plate No.		475. State		476. VIN		477. Expires		478. Vehicle Removed to:		
01	01	479. Authority		480. Alcohol Drug Test		481. Hazardous Material		482. Carrier No.		483. GVWR / GCWR (trucks & buses only)		484. Motor Carrier or Government Entity		
01	01	485. Owner's First Name Initial Last Name		486. Number & Street		487. City		488. Make		489. Model		490. Color		
01	01	491. Year		492. Plate No.		493. State		494. VIN		495. Expires		496. Vehicle Removed to:		
01	01	497. Authority		498. Alcohol Drug Test		499. Hazardous Material		500. Carrier No.		501. GVWR / GCWR (trucks & buses only)		502. Motor Carrier or Government Entity		
01	01	503. Owner's First Name Initial Last Name		504. Number & Street		505. City		506. Make		507. Model		508. Color		
01	01	509. Year		510. Plate No.		511. State		512. VIN		513. Expires		514. Vehicle Removed to:		
01	01	515. Authority		516. Alcohol Drug Test		517. Hazardous Material		518. Carrier No.		519. GVWR / GCWR (trucks & buses only)		520. Motor Carrier or Government Entity		
01	01	521. Owner's First Name Initial Last Name		522. Number & Street		523. City		524. Make		525. Model		526. Color		
01	01	527. Year		528. Plate No.		529. State		530. VIN		531. Expires		532. Vehicle Removed to:		
01	01	533. Authority		534. Alcohol Drug Test		535. Hazardous Material		536. Carrier No.		537. GVWR / GCWR (trucks & buses only)		538. Motor Carrier or Government Entity		
01	01	539. Owner's First Name Initial Last Name		540. Number & Street		541. City		542. Make		543. Model		544. Color		
01	01	545. Year		546. Plate No.		547. State		548. VIN		549. Expires		550. Vehicle Removed to:		
01	01	551. Authority		552. Alcohol Drug Test		553. Hazardous Material		554. Carrier No.		555. GVWR / GCWR (trucks & buses only)		556. Motor Carrier or Government Entity		
01	01	557. Owner's First Name Initial Last Name		558. Number & Street		559. City		560. Make		561. Model		562. Color		
01	01	563. Year		564. Plate No.		565. State		566. VIN		567. Expires		568. Vehicle Removed to:		
01	01	569. Authority		570. Alcohol Drug Test		571. Hazardous Material		572. Carrier No.		573. GVWR / GCWR (trucks & buses only)		574. Motor Carrier or Government Entity		
01	01	575. Owner's First Name Initial Last Name		576. Number & Street		577. City		578. Make		579. Model		580. Color		
01	01	581. Year		582. Plate No.		583. State		584. VIN		585. Expires		586. Vehicle Removed to:		
01	01	587. Authority		588. Alcohol Drug Test		589. Hazardous Material		590. Carrier No.		591. GVWR / GCWR (trucks & buses only)		592. Motor Carrier or Government Entity		
01	01	593. Owner's First Name Initial Last Name		594. Number & Street		595. City		596. Make		597. Model		598. Color		
01	01	599. Year		600. Plate No.		601. State		602. VIN		603. Expires		604. Vehicle Removed to:		
01	01	605. Authority		606. Alcohol Drug Test		607. Hazardous Material		608. Carrier No.		609. GVWR / GCWR (trucks & buses only)		610. Motor Carrier or Government Entity		
01	01	611. Owner's First Name Initial Last Name		612. Number & Street		613. City		614. Make		615. Model		616. Color		
01	01	617. Year		618. Plate No.		619. State		620. VIN		621. Expires		622. Vehicle Removed to:		
01	01	623. Authority		624. Alcohol Drug Test		625. Hazardous Material		626. Carrier No.		627. GVWR / GCWR (trucks & buses only)		628. Motor Carrier or Government Entity		
01	01	629. Owner's First Name Initial Last Name		630. Number & Street		631. City		632. Make		633. Model		634. Color		
01	01	635. Year		636. Plate No.		637. State		638. VIN		639. Expires		640. Vehicle Removed to:		
01	01	641. Authority		642. Alcohol Drug Test		643. Hazardous Material		644. Carrier No.		645. GVWR / GCWR (trucks & buses only)		646. Motor Carrier or Government Entity		
01	01	647. Owner's First Name Initial Last Name		648. Number & Street		649. City		650. Make		651. Model		652. Color		
01	01	653. Year		654. Plate No.		655. State		656. VIN		657. Expires		658. Vehicle Removed to:		
01	01	659. Authority		660. Alcohol Drug Test		661. Hazardous Material		662. Carrier No.		663. GVWR / GCWR (trucks & buses only)		664. Motor Carrier or Government Entity		
01	01	665. Owner's First Name Initial Last Name		666. Number & Street		667. City		668. Make		669. Model		670. Color		
01	01	671. Year		672. Plate No.		673. State		674. VIN		675. Expires		676. Vehicle Removed to:		
01	01	677. Authority		678. Alcohol Drug Test		679. Hazardous Material		680. Carrier No.		681. GVWR / GCWR (trucks & buses only)		682. Motor Carrier or Government Entity		
01	01	683. Owner's First Name Initial Last Name		684. Number & Street										

New Jersey Police Crash Investigation Report													Case Number 2021-037121		Page <u>2</u> of <u>2</u>	
	83	84	85	86	87	88	89	90	91	92	93	94	95	Names & Addresses of Occupants If Deceased, Date & Time of Death		
E	--	--	--	--	--	--	--	--	--	--	--	--	--			
F	--	--	--	--	--	--	--	--	--	--	--	--	--			
G	--	--	--	--	--	--	--	--	--	--	--	--	--			
H	--	--	--	--	--	--	--	--	--	--	--	--	--			
I	--	--	--	--	--	--	--	--	--	--	--	--	--			
J	--	--	--	--	--	--	--	--	--	--	--	--	--			

144. Crash Diagram

Show NORTH by Arrow
(Not to Scale)

145. Crash Description/ Narrative

DRIVER OF VEHICLE 1 STATED THAT WHILE DRIVING IN THE WESTBOUND LANE WHEN VEHICLE 2 CROSSOVER THE YELLOW LINE AND STRUCK HIS VEHICLE AT THE REAR DRIVER SIDE TIRE. DRIVER OF VEHICLE 2 STATED THAT HIS VEHICLE TIRE SLID AND CROSSOVER INTO WESTBOUND TRAFFIC AND STRUCK VEHICLE 1 AS HE WAS TRAVELLING THROUGH THE CURVE ON THE EASTBOUND OF MOUNT PLEASANT AVE. DRIVER OF VEHICLE 1 WAS ISSUED 2 SUMMONS FOR NOT HAVING HIS LICENSE ON HIM. VEHICLE 1 INSURANCE INFORMATION : POLICY#CSPA 000061935 , NAIC CODE 10336 (FIRST ACCEPTANCE INS. CO, INC)

146. Officer's Signature Patrol Officer NEUMAN K PAYE	147. Badge # 317	148. Reviewer Sergeant BRAD D. SQUIRES	Badge # 217	149. Case Status COMPLETE
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RESOLUTION

WHEREAS, unless otherwise noted herein, the holders of alcoholic beverage licenses from the Township of West Orange set forth on Exhibit A attached hereto and made part hereof, have made applications to this Township of West Orange ABC Board to renew said licenses for the **2022-2023** license term; and

WHEREAS, said licenses have paid all license renewal fees and submitted the appropriate application to renew; and

WHEREAS, a public hearing was held before the Township of West Orange ABC Board on **July 19, 2022** and no one appeared in opposition to any license renewal; and

NOW, THEREFORE, BE IT RESOLVED that the Township of West Orange ABC Board wishes to renew the following alcoholic beverage licenses set forth for the **2022-2023** license term:

0722-33-053-002 DPG Edison LL, LLC (Pocket)

0722-36-075-001 Sun Development & Management Corp. t/a Cambria Suites Hotel

KAREN J. CARNEVALE, RMC
ABC Board Secretary

SUSAN McCARTNEY
Council President/ABC Board member

Adopted: July 19, 2022
Effective: July 19, 2022