

1. Conference Meeting Agenda

Documents:

[CA 6.28.22.PDF](#)

2. Public Meeting Agenda

Documents:

[PM 6.28.22.PDF](#)

3. Resolution(S)

3.I. 161-22

Documents:

[161-22 RESOLUTION AUTHORIZING FIREWORKS AT ESSEX COUNTY COUNTRY CLUB - 2022.PDF](#)

3.II. 162-22

Documents:

[162-22 RESOLUTION AUTHORIZING FIREWORKS PERMIT FOR WEST ORANGE RECREATION - 2022.PDF](#)

3.III. 163-22

Documents:

[163-22 RESOLUTION AUTHORIZING FIREWORKS AT MONTCLAIR GOLF CLUB - 2022.PDF](#)
[163-22 EXHIBIT - FIREWORKS AT MONTCLAIR GOLF CLUB - 2022.PDF](#)

3.IV. 164-22

Documents:

[164-22 AWARDING THE CONTRACTS FOR WORKERS COMPENSATION THIRD PARTY ADMINISTRATION - 2022.PDF](#)
[164-22 AGREEMENT FOR WORKERS COMPENSATION THIRD PARTY ADMINISTRATION - 2022.PDF](#)
[164-22 EXHIBITS TO AGREEMENT FOR WORKERS COMPENSATION THIRD PARTY ADMINISTRATION - 2022.PDF](#)
[164-22 EVALUATION REPORT - CONTRACT FOR WORKERS COMPENSATION THIRD PARTY ADMINISTRATION - JUNE 2022.PDF](#)

3.V. 165-22

Documents:

[165-22 FY2023 MUNICIPAL AID- RESOLUTION-WEST ORANGE.PDF](#)

3.VI. 166-22

Documents:

[166-22 AUTHORIZING EMPLOYEE ADVISORY SERVICES ON A PER SESSION BASIS - 2022.PDF](#)
[166-22 EXHIBIT-EMPLOYEE ADVISORY SERVICES ON A PER SESSION BASIS - 2022.PDF](#)

3.VII. 167-22

Documents:

[167-22 RESOLUTION AUTHORIZING RETENTION OF MATRIX TO OFF-SITE VAPOR INVESTIGATIONS.PDF](#)
[167-22 EXHIBIT.PDF](#)

3.VIII. 168-22

Documents:

[168-22 AWARDED THE CONTRACTS FOR IT NETWORK MANAGEMENT SERVICES - 2022- REVISED.PDF](#)
[168-22 EXHIBITS - CONTRACTS FOR IT NETWORK MANAGEMENT SERVICES - 2022.PDF](#)

3.IX. 169-22

Documents:

[169-22 ESTIMATED TAX RATE RESOLUTION.PDF](#)
[169-22 ATTACHMENT - COPY OF ESTIMATED 2022 TAX RATES.PDF](#)

3.X. 170-22

Documents:

[170-22 RESOLUTION REJECTING BIDS FOR MIDTOWN DIRECT SHUTTLE BUS PROGRAM.PDF](#)

4. Ordinance(S) On Second And Final Reading

4.I. 2686-22

Documents:

[2686-22 ORDINANCE FURTHER REVISING ALTERNATIVE ROUTE HIRING POLICY FOR THE WEST ORANGE POLICE DEPARTMENT - REDLINED.PDF](#)

5. Ordinance(S) On First Reading

5.I. 2688-22

Documents:

[2688-22 SALARY STEP GUIDE \(VERSION 2022-06-28\).PDF](#)

5.II. 2689-22 Bond Ord.

Documents:

[2689-22 BOND ORD. PROVIDING FOR VARIOUS 2022 CAPITAL IMPROVEMENTS - 10,448,104 - SIGNATURE.PDF](#)

5.III. 2690-22 Bond Ord.

Documents:

[2690-22 BOND ORD. PROVIDING FOR CAPITAL IMPROVEMENTS AND EQUIPMENT ACQ. - 4,500,000 - SIGNATURE.PDF](#)

5.IV. 2691-22 Bond Ord.

Documents:

[2691-22 BOND ORD. PROVIDING FOR PHASE III - LOCAL UNIT ALLOCABLE SHARE OF FLOOD MITIGATION FACILITIES PRJCT. OF JOINT MTG..PDF](#)

6. ABC Hearing

6.I. 683-22

Documents:

[683-22 HUGUITOS-SPECIAL CONDITIONS.PDF](#)

6.II. 684-22

Documents:

[684-22 CLUB 466.PDF](#)

6.III. 685-22

Documents:

[685-22 LAS PALMERAS INC. T-A LA DOLCE VITA BAR AND RESTAURANT.PDF](#)

6.IV. 687-22

Documents:

[687-22 RESCINDING IN PART 659-21 - WILSHIRE HOSPITALITY.PDF](#)

6.V. 688-22

Documents:

[688-22 RENEWAL RESOLUTION \(3\) 6.28.22.PDF](#)

6.VI. 689-22

Documents:

[689-22 LUX123 LLC_KWK DRAFT 06212022.PDF](#)

6.VII. 690-22

Documents:

[690-22 1920S ESSEX HOUSE.PDF](#)

6.VIII. 691-22

Documents:

[691-22 AMC.PDF](#)

6.IX. 692-22

Documents:

[692-22 THE HAT.PDF](#)

6.X. 693-22

Documents:

[693-22 RESOLUTION PARTIALLY RESCINDING 687-22.PDF](#)

Township of West Orange
CONFERENCE MEETING AGENDA
Council Chambers – 66 Main Street
Tuesday, June 28, 2022
Meeting No. 12

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

- **Recognition of Anthony Williams, W.O. Fire Department – EMT/Paramedic of the Year**
- **Council Liaison Announcements**
- **Public Meeting – 7:00 p.m.**

PUBLIC MEETING AGENDA-REVISED

**Township of West Orange
66 Main Street – 7:00 p.m.
June 28, 2022 – Meeting No. 12**

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 14, 2022 Public Meeting**
- 5. *Report of Township Officers – None**
- 6. Reading of Petitions and Communications and Bids - None**
- 7. *Bills**
- 8. *Resolutions**
 - a. 161-22 Resolution Permitting Display of Fireworks at the Essex County Country Club (Legal-Moon)
This resolution permits the Essex County Country Club to display fireworks on July 3, 2022 with a rain date of July 9, 2022.**
 - b. 162-22 Resolution Permitting Display of Fireworks at Degnan Field/West Orange High School (Legal-Moon)
This resolution permits the W.O. Recreation Department to display fireworks on July 4, 2022 with a rain date of July 5, 2022.**
 - c. 163-22 Resolution Permitting Display of Fireworks at the Montclair Golf Club (Legal-Moon)
This resolution permits the Montclair Golf Club to display fireworks on July 2, 2022 with a rain date of July 3, 2022.**
 - d. 164-22 Resolution Authorizing the Township to Award a Contract for Workers Compensation Third Party Administration to Claims Resolution Corporation, Inc. for a Term of One Year for a Total Fee of \$22,000 Following a Procurement Utilizing Competitive Contracting in Lieu of Public Bidding (Legal-Moon)**
 - e. 165-22 Resolution Authorizing Approval to Submit an Application and Execute a Grant Contract with the New Jersey Department of Transportation for the Carlson Rd, Cullen Dr and Colonial Woods Dr from Morris Rd to Warren Rd Improvements Project (Ludwinski/Lepore)**

- f. **166-22** Resolution Authorizing the Execution of a New Agreement with the State of New Jersey Civil Service Commission to Continue to Provide Employee Advisory Services at a Rate of \$150 Per Session for a Term of One Year (Legal-Moon)
- g. **167-22** Resolution Authorizing Retention of Matrix New World, 26 Columbia Turnpike, Florham Park, New Jersey as the Licensed Site Remediation Professional to Assist and Oversee the Off-site Vapor Intrusion Investigations on Central Avenue within the Area Designated the Central Valley Brownfield Development Area as to the Suspected Discharge of Hazardous Substances or Hazardous Waste to Off-Site Vapor Investigations (Legal-Trenk)
- h. **168-22** Resolution Authorizing an Award of Two (2) Separate Contracts for IT Network Systems Management for Special Projects on an as Needed Basis to Pascack and MCG, Each for a Three (3) Year Period with a Right of Renewal for an Additional Two (2) Years at an Hourly Rate of \$150 Per Hour for Pascack, and \$170 Per Hour for MCG (P. Reynolds)
- i. **169-22** Resolution Authorizing the Township of West Orange Tax Collector to Prepare and Mail Estimated Tax Bill in Accordance with P.L. 1994, c.72 (Tax Collector)
- j. **170-22 Resolution Rejecting Bids Received on June 16, 2022 for Licensed Motor Vehicle Drivers Midtown Direct Shuttle Bus Program (Lepore)**

9. Ordinances on Second and Final Reading

- a. **2686-22** An Ordinance Amending Chapter 2, Section 14.5 and Section 14.9 of the Revised General Ordinances of the Township of West Orange, (Appointment of Police Department, Officers and Personnel) (Legal-Trenk)

10. Ordinances on First Reading

- a. **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)
- b. **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)
- c. **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)
- d. **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)

11. Pending Matters/New Matters/Council Discussion

12. ABC Hearing

- a. **683-22** Hearing on Renewal for 2022-2023 License Term-**Huguitos Restaurant and Bar, LLC** 0722-33-024-005 (Special Conditions)
- b. **684-22** Hearing on Renewal for 2022-2023 License Term-**Club 466** 0722-33-035-011 (Special Conditions)

- c. **685-22** Hearing on Renewal for 2022-2023 License Term – **Las Palmeras, Inc.** 0722-33-045-005 (Special Conditions)
- d. **687-22** Resolution Rescinding in Part ABC Resolution 659-21, Removing Licensee No. 0722-33-068-016, Wilshire Hospitality Services, LLC t/a Wilshire Catering (Pocket), as a Licensee Approved for Renewal for the 2021/22 License Term for Failure to Submit State Required Renewal Application and Fees and Need to Obtain Required Special Ruling (Legal-Kayser)
- e. **688-22** 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**
- f. **689-22** Hearing on Renewal for 2022-2023 License Term – **LUX 123, LLC t/a LUX** 0722-33-009-012 (Special Conditions)
- g. **690-22** Hearing on Renewal for 2022-2023 License Term – **1920's Road House, Inc.** 0722-33-071-003 (Special Conditions)
- h. **691-22** Hearing on Renewal for 2022-2023 License Term – **AMC Theatres Essex Green 9** – 0722-33-066-009 (Special Conditions)
- i. **692-22** Hearing on Renewal for 2022-2023 License Term – **Harrison Avenue Tavern, Inc.** – 0722-33-058-006 (Special Conditions)
- j. **693-22** Resolution Rescinding in Part ABC Resolution 687-22, Removing Licensee No. **0722-36-075-002 Sun Development & Mgmt. Corp.** as a Licensee Approved for Renewal for the 2022/23 License Term for Failure to Obtain Tax Clearance (Clerk)

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.

SEE INSTRUCTIONS BELOW:

<https://us06web.zoom.us/j/83336795202?pwd=N2JUOHhsa09uVGxOYTZkSUQzMDB4UT09>

Or Telephone: Dial: US: 1-646-558-8656

Webinar ID: 833 3679 5202

Password: 510269

Next Meeting Date(s): July 19, 2022

RESOLUTION

WHEREAS, an application has been submitted by the Essex County Country Club, which wishes to sponsor its annual Fourth of July fireworks exhibition at the Essex County Country Club grounds on July 3, 2022 (Rain Date: July 9, 2022); and

WHEREAS, all of the necessary documentation has been submitted to the Township Clerk, on an Application for Permission to Conduct Fireworks Display (the “Application”), as required by State and local law; and

WHEREAS, the Application indicates that Garden State Fireworks, Inc., P.O. Box 403, 383 Carlton Road, Millington, New Jersey, 07946, will provide and supervise the fireworks display; and

WHEREAS, the Application has been reviewed and approved by the Township Fire Official, and confirms that a Certificate of Insurance naming the Township as an additional insured has been provided;

NOW THEREFORE BE IT RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE that the Essex County Country Club be and is hereby granted permission to conduct a firework display on July 3, 2022 (Rain Date: July 9, 2022); subject to the directives of the Fire Official, or his designees.

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

Susan McCartney
Council President

Adopted: June 28, 2022

RESOLUTION

WHEREAS, an application has been submitted by the Township of West Orange Recreation Department (the “Recreation Department”), which wishes to sponsor the Township of West Orange’s annual Fourth of July fireworks celebration at Degnan Field/West Orange High School on July 4, 2022 (Rain Date: July 5, 2022); and

WHEREAS, the Recreation Department has submitted all of the necessary documentation to the Township Clerk, including the Application for Permit to Conduct Fireworks Display (the “Application”), as required by State and local law; and

WHEREAS, the Application indicates that Garden State Fireworks, P.O. Box 403, 383 Carlton Road, Millington, New Jersey, 07946, will provide and supervise the fireworks display; and

WHEREAS, the Application has been reviewed and approved by the Township Fire Official.

NOW THEREFORE BE IT RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE that the Township of West Orange Recreation Department be and is hereby granted permission to conduct a firework display on July 4, 2022 (Rain Date: July 5, 2022); subject to the directives of the Fire Official, or his designees; and

BE IT FURTHER RESOLVED that the Mayor be and is hereby authorized to execute any documents between the Township of West Orange and Garden State Fireworks necessary to formally retain Garden State Fireworks to provide and supervise the Fourth of July fireworks exhibition.

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

Susan McCartney
Council President

Adopted: June 28, 2022

RESOLUTION

WHEREAS, an application has been submitted by the Montclair Golf Club, which wishes to sponsor its annual Fourth of July fireworks exhibition at the Montclair Golf Club on July 2, 2022 (Rain Date: July 3, 2022); and

WHEREAS, all of the necessary documentation has been submitted to the Township Clerk, on an Application for Permission to Conduct Fireworks Display (the “Application”), as required by State and local law; and

WHEREAS, the Application indicates that Garden State Fireworks, Inc., P.O. Box 403, 383 Carlton Road, Millington, New Jersey, 07946, will provide and supervise the fireworks display; and

WHEREAS, the Application has been reviewed and approved by the Township Fire Official, and confirms that a Certificate of Insurance naming the Township as an additional insured has been provided;

NOW THEREFORE BE IT RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE that the Montclair Golf Club be and is hereby granted permission to conduct a firework display on July 2, 2022 (Rain Date: July 3, 2022); subject to the directives of the Fire Official, or his designees.

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

Susan McCartney
Council President

Adopted: June 28, 2022

Exhibit “A”

TOWNSHIP OF WEST ORANGE

Date: 5/18/2022

APPLICATION FOR PERMISSION TO CONDUCT FIREWORKS DISPLAY

Application is hereby made by Montclair Golf Club of West Orange for permission to conduct a fireworks display or exhibition in conformity with the State of New Jersey.

Type 3 Permit Fee \$427

When will fireworks be held? July 2, 2022
During what hours? 8:30 p.m. to 10 p.m.

Type: Permit
Fee: _____

Rain Date July 3, 2022

Where will the display be held? Montclair Golf Club - 25 Prospect Ave

Name(s) & Address(es) of the person(s), firm, partnership, corporation, association or group of individuals making the display:

Montclair Golf Club
25 Prospect Ave
West Orange, NJ 07052

Garden State Fireworks
383 Carlton Road
Millington, NJ 07946

Where will the fireworks be stored prior to the holding of the display?

Garden State Fireworks Truck

Where will the fireworks be stored during the progress of the display?

Garden State Fireworks Truck

What safeguards will be arranged for the protection of private and public interests?

Both the Golf Club & the Fireworks Company will adhere to all State & local codes & safety regulations. Personnel from both agencies will be on site to secure display.

Is this application accompanied by the Surety Bond required by Chapter 51 of the Laws of 1937? YES

Is this application accompanied by a Hold Harmless Agreement & Insurance? YES

Application is hereby approved ✓

disapproved _____

[Signature]
Director/Chief of Police

Application is hereby approved ✓

disapproved _____

[Signature]
Fire Official

All appropriate portions of N.F.P.A. 1123, 1126 and the International Fire Code of New Jersey Edition including Section 5608 shall be complied with.

Montclair Golf Club

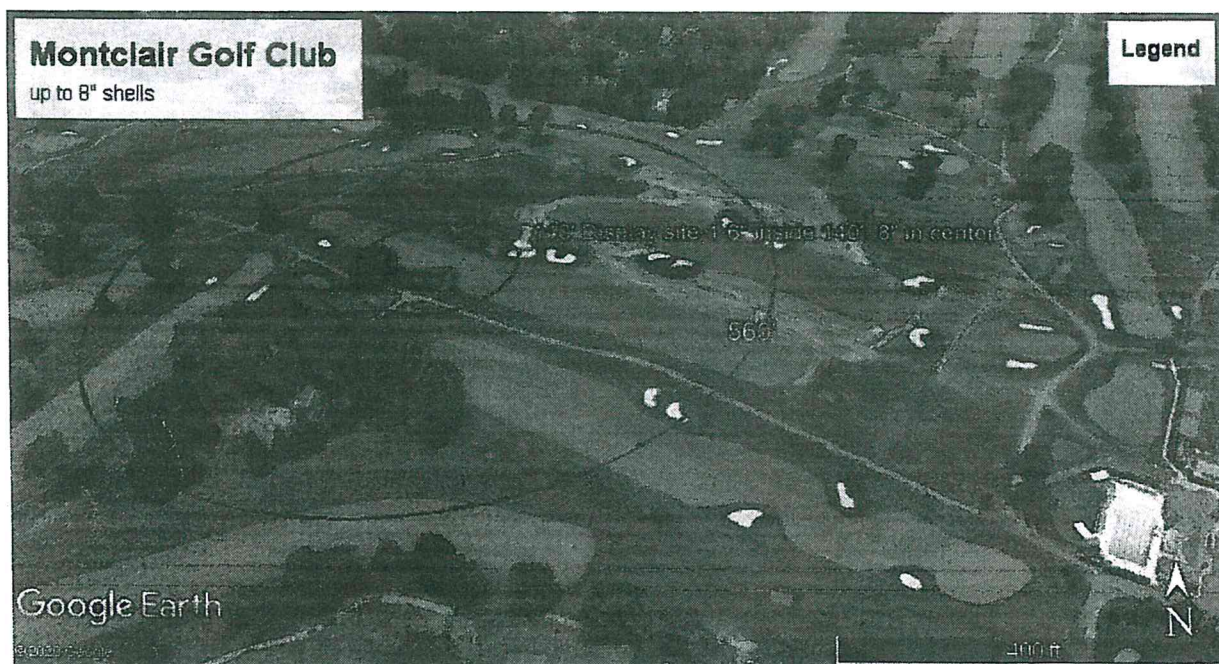
info <info@gardenstatefireworks.com>

Fri 8/28/2020 2:24 PM

To: West Orange Fire Official <FireOfficial@westorange.org>;

ATTN: STEVE

Subject: Montclair Golf Club





P.O. Box 194
Montclair, New Jersey 07042

Tel: 973-239-1800

Fax: 973-239-3504

Tuesday, May 17, 2022
West Orange Fire Department
Chief Anthony Vecchio (firechief@westorange.org)
415 Valley Road
West Orange, NJ 07052

RE: Letter of Intent - Annual Fireworks Display at Montclair Golf Club

Dear Chief Vecchio,

I hope this letter finds you well.

Please be advised that we will be hosting our Annual Fireworks Display on Saturday, July 2nd with a rain date of Saturday, July 3rd, 2022

The fireworks will be set off shortly after dusk at approximately 8:30 and could last as late as approximately 10:00pm.

The display will take place on our Golf Course grounds and we approve Garden State Fireworks as our vendor to execute this wonderful display on our grounds.

Please feel free to reach out with any questions or should you require any additional information.

Sincerely,

Zoltan Toth
Clubhouse Manager
Montclair Golf Club
ztoth@montclairgolfclub.org
973.239.1800 x 151

DRAYTON INSURANCE BROKERS, INC.

2500 CENTER POINT ROAD, SUITE 301
BIRMINGHAM, ALABAMA 35215
PHONE: (205) 854-5806
FAX: (205) 854-5899

POST OFFICE BOX 94067
BIRMINGHAM, ALABAMA 35220
EMAIL: dib@draytonins.com

CERTIFICATE OF INSURANCE

NO. 215087

We certify that insurance is afforded as stated below. This Certificate does not affirmatively or negatively amend, extend or alter the coverage afforded by the insurance policy and the insurance afforded is subject to all the terms, exclusions and conditions of the policy.

INSURER Admiral Insurance Company **POLICY NO.** CA000016477-11

NAMED INSURED Garden State Fireworks, Inc.
New Vernon Fireworks
P.O. Box 403
Millington, NJ 07946

POLICY TERM March 1, 2022 to March 1, 2023; Both Days 12:01 A.M. Standard Time

COVERAGE Commercial General Liability: ☒ Occurrence Basis ☐ Claims Made Basis

LIMIT OF LIABILITY \$5,000,000 each occurrence, \$10,000,000 general aggregate, \$6,000,000 products/completed operations aggregate
The limit of liability shall not be increased by the inclusion of more than one insured or additional insured.

INSURED OPERATIONS Public fireworks display and special effects contractor

It is certified that, if named below, this policy includes as Additional Insureds 1) the sponsor(s), promoter(s), organizer(s) (including other entities having similar interests), of insured pyrotechnic events and/or 2) the owner(s) of real property (or barges) at which insured pyrotechnic events are held and/or 3) the owner(s), manager(s), tenant(s), mortgagee(s) (including other entities having similar interests), of buildings, stadiums, arenas and similar facilities at which insured pyrotechnic events are held and/or 4) the licensing or permitting authority, or other authority having jurisdiction, issuing licenses/permits for insured pyrotechnic events and/or 5) any other entity for which the insurance is required to be afforded under written contract. Coverage applies only as respects the legal liability of such Additional Insured(s) for bodily injury and property damage caused by the operations of the Named Insured. The insurance afforded any Additional Insured excludes liability for bodily injury or property damage arising from the Additional Insureds own negligent acts or omissions or from the failure of such Additional Insured to fulfill its obligations specified in its contract with the Named Insured.

**NAME(S) OF
ADDITIONAL INSURED(S)**

**MONTCLAIR GOLF CLUB
PO BOX 194
MONTCLAIR, NJ 07043**

**TOWNSHIP OF WEST ORANGE
66 MAIN STREET
WEST ORANGE, NJ 07052**

DISPLAY LOCATION

CLUB GROUNDS

DISPLAY DATE(S)

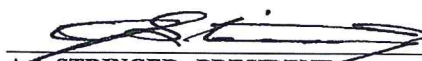
JULY 2, 2022; RAID DATE JULY 3, 2022

It is certified that this policy requires a 30 day mutual notice of cancellation between the Insurer and the Named Insured. In the event of such cancellation we will endeavor to mail 10 days written notice to the Additional Insured(s), whose name and address is shown hereon, but failure to mail such notice shall impose no obligation or liability of any kind upon the insurer and/or the undersigned.

DRAYTON INSURANCE BROKERS, INC.

MAY 16, 2022

DATE OF ISSUE


A.J. STRINGER, PRESIDENT

STATE OF NEW JERSEY
BUSINESS REGISTRATION CERTIFICATE

DEPARTMENT OF TREASURY/
DIVISION OF REVENUE
PO BOX 252
TRENTON, N J 08646-0252

TAXPAYER NAME:

GARDEN STATE FIREWORKS, INC.

TRADE NAME:

TAXPAYER IDENTIFICATION#:

222-896-574/000

SEQUENCE NUMBER:

0537204

ADDRESS:

383 CARLTON RD
MILLINGTON NJ 07946-0403

ISSUANCE DATE:

09/08/04

EFFECTIVE DATE:

07/08/88

FORM-BRC(08-01)

John S. Tully
Acting Director

This Certificate is NOT assignable or transferable. It must be conspicuously displayed at above address

CERTIFICATE OF EMPLOYEE INFORMATION REPORT
RENEWAL

Certification 8614

This is to certify that the contractor listed below has submitted an Employee Information Report pursuant to N.J.A.C. 17:27-1.1 et. seq. and the State Treasurer has approved said report. This approval will remain in effect for the period of 15-JUN-2019 to 15-JUN-2026

GARDEN STATE FIREWORKS, INC.
383 CARLTON ROAD
MILLINGTON NJ 07946



Elizabeth Maher Muoio

ELIZABETH MAHER MUOIO
State Treasurer



CERTIFICATE OF LIABILITY INSURANCE

DATE(MM/DD/YYYY)

03/03/22

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER DRAYTON INSURANCE BROKERS INC 2500 Center Point Rd #301 Birmingham, AL 35215		CONTACT NAME: PHONE (A/C No, Ext): (205)854-5806 FAX (A/C No): (205)854-5899 E-MAIL ADDRESS: georgine@draytonins.com		
INSURED Garden State Fireworks, Inc. New Vernon Fireworks P.O. Box 403 Millington, NJ 07946		INSURER(S) AFFORDING COVERAGE		NAIC#
		INSURER A: ADMIRAL INSURANCE COMPANY		24856
		INSURER B:		
		INSURER C:		
		INSURER D:		
		INSURER E:		
		INSURER F:		

COVERAGES

CERTIFICATE NUMBER:

REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	☒ COMMERCIAL GENERAL LIABILITY ☐ CLAIMS-MADE ☒ OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: ☒ POLICY ☐ PRO-JECT ☐ LOC OTHER:			CA000016477-11	3/1/22	3/1/23	EACH OCCURRENCE \$ 5,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 100,000 MED EXP (Anyone person) \$ NONE PERSONAL & ADV INJURY \$ 5,000,000 GENERAL AGGREGATE \$ 10,000,000 PRODUCTS - COMP/OP AGG \$ 6,000,000
	AUTOMOBILE LIABILITY ☐ ANY AUTO ☐ OWNED AUTOS ONLY ☐ SCHEDULED AUTOS ☐ HIRED AUTOS ONLY ☐ NON-OWNED AUTOS ONLY						COMBINED SINGLE LIMIT (Ea accident) \$ BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$
	UMBRELLA LIAB ☐ OCCUR EXCESS LIAB ☐ CLAIMS-MADE DED ☐ RETENTIONS						EACH OCCURRENCE \$ AGGREGATE \$
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? ☐ Y/N If yes, describe under DESCRIPTION OF OPERATIONS below	N/A					PER STATUTE ☐ OTH-ER ☐ E.L. EACH ACCIDENT \$ E.L. DISEASE - EA EMPLOYEE \$ E.L. DISEASE - POLICY LIMIT \$

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

CERTIFICATE HOLDER**CANCELLATION**

Municipal Excess Liability Joint
Insurance Fund
9 Campus Drive, Suite 16
Parsippany, NJ 07054

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
03/17/2022

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER		CONTACT NAME:	
COVER ME INS AGCY OF NJ		PHONE (A/C, No, Ext):	FAX (A/C, No):
610-618 W ST GEORGE		E-MAIL ADDRESS:	
LINDEN	NJ 07036	INSURER(S) AFFORDING COVERAGE	
29H3M		INSURER A: ST. PAUL PROTECTIVE INSURANCE COMPANY	
INSURED		INSURER B:	
GARDEN STATE FIREWORKS INC		INSURER C:	
PO BOX 403		INSURER D:	
MILLINGTON NJ 07946		INSURER E:	
		INSURER F:	
		NAIC #	

COVERAGES

CERTIFICATE NUMBER:

REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
	☐ COMMERCIAL GENERAL LIABILITY ☐ CLAIMS-MADE ☐ OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: ☐ AGGREGATE ☐ PROJECT ☐ LOC						EACH OCCURRENCE \$ DAMAGE TO RENTED PREMISES (Ea occurrence) \$ MED EXP (Any one person) \$ PERSONAL & ADV INJURY \$ GENERAL \$ PRODUCTS - COMP/OP AGG \$ \$
	AUTOMOBILE LIABILITY ☐ ANY AUTO ☐ OWNED AUTOS ONLY ☐ SCHEDULED AUTOS ☐ HIRED AUTOS ONLY ☐ NON-OWNED AUTOS ONLY ☐ UMBRELLA LIAB ☐ OCCUR ☐ EXCESS LIAB ☐ CLAIMS-MADE DED \$ RETENTION \$						COMBINED SINGLE LIMIT (Ea accident) \$ BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$ EACH OCCURRENCE \$ AGGREGATE \$ \$
A	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	N/A	N	(6SPPTUB-6R28552-7-22)	03-01-22	03-01-23	☒ PER STATUTE ☐ OTHER E.L. EACH ACCIDENT \$ 1,000,000 E.L. DISEASE - EA EMPLOYEE \$ 1,000,000 E.L. DISEASE - POLICY LIMIT \$ 1,000,000

DESCRIPTION OF OPERATIONS/LOCATIONS/VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

CERTIFICATE HOLDER

CANCELLATION

MUNICIPAL EXCESS LIABILITY
JOINT INSURANCE FUND
9 CAMPUS DR, STE 16
PARSIPPANY NJ 07054

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

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CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

3/3/2022

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Britton Gallagher One Cleveland Center, Floor 30 1375 East 9th Street Cleveland OH 44114	CONTACT NAME:	
	PHONE (A/C, No, Ext): 216-658-7100	FAX (A/C, No): 216-658-7101
INSURED Garden State Fireworks Inc. 383 Carlton Road Millington NJ 07946	E-MAIL ADDRESS:	
	INSURER(S) AFFORDING COVERAGE	
	INSURER A: Everest National Insurance Company	
	INSURER B: Axis Surplus Insurance Company	
	INSURER C:	
	INSURER D:	
	INSURER E:	
	INSURER F:	

COVERAGES**CERTIFICATE NUMBER:** 1636441566**REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL SUBR INSR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
	GENERAL LIABILITY ☐ COMMERCIAL GENERAL LIABILITY ☐ CLAIMS-MADE ☐ OCCUR ☐ GEN'L AGGREGATE LIMIT APPLIES PER: ☐ POLICY ☐ PROJECT ☐ LOC					EACH OCCURRENCE \$ DAMAGE TO RENTED PREMISES (Ea occurrence) \$ MED EXP (Any one person) \$ PERSONAL & ADV INJURY \$ GENERAL AGGREGATE \$ PRODUCTS - COMP/OP AGG \$
A	AUTOMOBILE LIABILITY ☒ ANY AUTO ☐ ALL OWNED AUTOS ☒ HIRED AUTOS ☐ SCHEDULED AUTOS ☒ NON-OWNED AUTOS		SI8CA00125-221	3/1/2022	3/1/2023	COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$
B	UMBRELLA LIAB ☒ OCCUR ☒ EXCESS LIAB ☐ CLAIMS-MADE ☐ DED ☐ RETENTION \$		P-001-000087442-04	3/1/2022	3/1/2023	EACH OCCURRENCE \$ 5,000,000 AGGREGATE \$ 5,000,000
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below Y/N ☐ N/A					WC STATUTORY LIMITS ☐ OTHER ☐ E.L. EACH ACCIDENT \$ E.L. DISEASE - EA EMPLOYEE \$ E.L. DISEASE - POLICY LIMIT \$

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (Attach ACORD 101, Additional Remarks Schedule, if more space is required)

CERTIFICATE HOLDER**CANCELLATION**

Municipal Excess Liability Joint Insurance Fund
9 Campus Drive
Suite 16
Parsippany NJ 07054

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

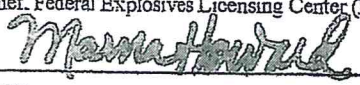
AUTHORIZED REPRESENTATIVE

U.S. Department of Justice
Bureau of Alcohol, Tobacco, Firearms and Explosives

Federal Explosives License/Permit
(18 U.S.C. Chapter 40)

3-177-100-1117 (3-17-10) (18 U.S.C. Chapter 40, Section 1826) (18 U.S.C. Chapter 40, Section 1826)

In accordance with the provisions of Title XI, Organized Crime Control Act of 1970, and the regulations issued thereunder (27 CFR Part 555), you may engage in the activity specified in this license or permit within the limitations of Chapter 40, Title 18, United States Code and the regulations issued thereunder, until the expiration date shown. **THIS LICENSE IS NOT TRANSFERABLE UNDER 27 CFR 555.53.** See "WARNINGS" and "NOTICES" on reverse.

Direct ATF Correspondence To	ATF - Chief, FELC 244 Needy Road Martinsburg, WV 25405-9431	License/Permit Number	8-NJ-027-20-4D-00096
Chief, Federal Explosives Licensing Center (FELC)		Expiration Date	April 1, 2024
Name GARDEN STATE FIREWORKS, INC			

Premises Address (Changes? Notify the FELC at least 10 days before the move.)

383 CARLTON RD
MILLINGTON, NJ 07946-0000

Type of License or Permit

20-MANUFACTURER OF EXPLOSIVES

Purchasing Certification Statement

The licensee or permittee named above shall use a copy of this license or permit to assist a transferor of explosives to verify the identity and the licensed status of the licensee or permittee as provided by 27 CFR Part 555. The signature on each copy must be an original signature. A faxed, scanned or e-mailed copy of the license or permit with a signature intended to be an original signature is acceptable. The signature must be that of the Federal Explosives Licensee (FEL) or a responsible person of the FEL. I certify that this is a true copy of a license or permit issued to the licensee or permittee named above to engage in the business or operations specified above under "Type of License or Permit."

Mailing Address (Changes? Notify the FELC of any changes.)

GARDEN STATE FIREWORKS, INC
PO BOX 403
MILLINGTON, NJ 07946-0000

Licensee/Permittee Responsible Person Signature

Position/Title

Printed Name

Date

Previous Edition is Obsolete GARDEN STATE FIREWORKS, INC 383 CARLTON RD 07946-0000 8-NJ-027-20-4D-00096 1, 2024 20-MANUFACTURER OF EXPLOSIVES

ATF Form 5400.14-5400.15 Part I
Revised September 2011

Federal Explosives License (FEL) Customer Service Information

Federal Explosives Licensing Center (FELC)
244 Needy Road
Martinsburg, WV 25405-9431

Toll-free Telephone Number: (877) 283-3352
Fax Number: (304) 616-4401
E-mail: FELC@atf.gov

ATF Homepage: www.atf.gov

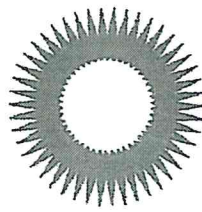
Change of Address (27 CFR 555.54(a)(1)). Licensees or permittees may during the term of their current license or permit remove their business or operations to a new location at which they intend regularly to carry on such business or operations. The licensee or permittee is required to give notification of the new location of the business or operations not less than 10 days prior to such removal with the Chief, Federal Explosives Licensing Center. The license or permit will be valid for the remainder of the term of the original license or permit. (The Chief, FELC, shall, if the licensee or permittee is not qualified, refer the request for amended license or permit to the Director of Industry Operations for denial in accordance with § 555.54.)

Right of Succession (27 CFR 555.59). (a) Certain persons other than the licensee or permittee may secure the right to carry on the same explosive materials business or operations at the same address shown on, and for the remainder of the term of, a current license or permit. Such persons are: (1) The surviving spouse or child, or executor, administrator, or other legal representative of a deceased licensee or permittee; and (2) A receiver or trustee in bankruptcy, or an assignee for benefit of creditors. (b) In order to secure the right provided by this section, the person or persons continuing the business or operations shall furnish the license or permit for that business or operations for endorsement of such succession to the Chief, FELC, within 30 days from the date on which the successor begins to carry on the business or operations.

(Continued on reverse side)

Cut Here ✂

Federal Explosives License/Permit (FEL) Information Card	
License/Permit Name: GARDEN STATE FIREWORKS, INC	
Business Name:	
License/Permit Number: 8-NJ-027-20-4D-00096	
License/Permit Type: 20-MANUFACTURER OF EXPLOSIVES	
Expiration:	April 1, 2024
Please Note: Not Valid for the Sale or Other Disposition of Explosives.	



THE FINEST
SINCE 1890

GARDEN STATE FIREWORKS

THE SANTORE BROS.
WORLD CHAMPIONS

January 2, 2022

Municipal Excess Join Underwriting Fund
9 Campus Drive
Parsippany, NJ 07034

Dear Mr. Hrubash:

With reference to your bulletin MEL 17-08, Garden State Fireworks Inc., agrees that we will make a through search of the firing area and fall out area, after all fireworks Displays, and we will dispos of any all unfired materials.

Under NFPA 1123, 2010 edition, section 4-2 12 states: that following the dispay, the firing crew shall conduct an inspections of the fallout area for the purpose of finding any unexploded aerial shells or live components. This information shall be conducted before any public access to the site shall be permitted.

Also, enclosed are our automobile and compensation certificates for your review and approval.

Please call our office at 800-999-0912 Fax 908-647-6258 if you have any questions.

Yours sincerely,

August N. Santore
CEO

GARDEN STATE FIREWORKS INC.

Visit our Website at: gardenstatefireworks.com



Main Office/Plant: P.O. Box 403, Millington, NJ 07946 1-908-647-1086 1-800-999-0912 Fax: 1-908-647-6258
Regional Offices: PO Box 137821, Clermont, FL 34713 1-352-536-1558
7055 Speedway Blvd., Suite E-103, Las Vegas, NV 89115 1-702-453-0808
41152 Mayberry Avenue, Hemet, CA 92544 1-909-223-0454
Visit our website at: www.gardenstatefireworks.com



U.S. Department
of Transportation
Federal Aviation
Administration

FAA/Air Traffic Organization
Eastern Service Center

1701 Columbia Avenue
College Park, GA 30337

Dear Fireworks Proponent:

Thank you for informing us of your proposed fireworks display.

Although there are currently no federal regulations specific to fireworks displays, the Federal Aviation Administration (FAA) has been tasked with regulating the safe and efficient use of the navigable airspace (49 U.S.C. § 40103). In recognition of this role in promoting aviation safety, many jurisdictions require notice to the FAA as a condition of approval of a fireworks permit.

We acknowledge your notification and have no objection to the fireworks display provided it is conducted in a manner that does not create a hazard to other persons, or their property.

To enhance the safety of your event, we recommend the following actions:

- ➔ Fireworks staff should remain vigilant to ensure that no aircraft are in the area prior to beginning the fireworks display.
- ➔ If your event is within 5 miles of a public use airport, or if the display will exceed 500 feet Above Ground Level (AGL), contact Leidos Flight Service at 1-877-4-US-NTMS (1-877-487-6867) at least 24 hours (but not more than 72 hours) in advance to request a Notice to Airman (NOTAM). You will need to provide the following information:
 - Name and address of the person filing the NOTAM
 - Date, time(s), and event location (City, State, and location in reference to the airport)
 - Maximum altitude of the display

This letter should not be construed as superseding or invalidating any existing rules or regulations promulgated by any other federal, state, county, or municipal government which may be required for this display.

If you have any questions regarding this information, please contact our office at (404) 305-5570 or 9-ATO-ESA-OSG-Fireworks@faa.gov.

Sincerely,

Ryan W. Almasy
Manager, Operations Support Group
Eastern Service Center, Air Traffic Organization

FIREWORKS DISPLAY

HOLD HARMLESS AGREEMENT

Between West Orange, NJ and Montclair Golf Club and Garden State Fireworks Inc. (Contractor).

WITNESSETH:

1. GARDEN STATE FIREWORKS INC. (Contractor) agrees to release, indemnify, and hold harmless West Orange, NJ and Montclair Golf Club. from any losses for bodily injury and/or property damage, including attorneys' fees and expenses incurred by the latter entities and their respective employees, agents, volunteers, or their representatives, arising out of or in any manner relating to the manufacture, installation, firing or disassembly of any pyrotechnic equipment or device and/or the supervision and presentation thereof.

2. The applicant has furnished the Certificate of Insurance with the limits of liability described below:

Workers Comp/Employers Liability:	<u>\$1,000,000.00</u>
General Liability:	<u>\$5,000,000.00</u>
Automobile Liability:	<u>\$5,000,000.00</u>
Umbrella Liability:	<u>N/A</u>

A true copy of the Certificate of Insurance is attached indicating the member entity and applicable associations, recreations or committees formed by the member entity to organize the "event" must be named as additional insured on all liability policies.

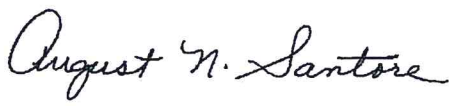
3. The facilities will be used for the following purpose and no other*:

Event:	<u>Fireworks Display</u>
Date:	<u>July 2, 2022</u>
Rain Date:	<u>July 3, 2022</u>

* Should the rain date not be used, this agreement shall apply to any day designated by West Orange, NJ and Montclair Golf Club

WITNESS: 

SIGNED:


(Contractor)

DATED: May 16, 2022

State of New Jersey
Department of Community Affairs
Division of Fire Safety
101 S. Broad St.
P. O. Box 809
Trenton, NJ 08625-0809
(609) 633-6132
Fax (609) 633-6330



DISPLAY COMPANY REQUIREMENTS

- ☐ 1. Provide total number of shells and sizes (U.S. diameter) being used.
- ☐ 2. Provide types and amounts of ground (set pieces) or low-level devices (cakes, candles) to be used.
- ☐ 3. For displays fired from barges or roof tops, provide documentation, including all calculations that the discharge area meets or exceeds the requirements of NFPA 1123 (2014 Edition) Section 6.3 Platform Sizing Requirements
- ☐ 4. Indicate method in which the display will be fired. If it is an electrically-fired display, provide name of N. J. Department of Labor licensed operator. Operator must have valid license in their possession at display site.
- ☐ 5. Provide timetable of: delivery of fireworks to site; set-up; live load; and display time.
- ☐ 6. Provide Certificate of Insurance (general and auto liability) in the amount of not less than \$500,000.00. The certificate must be valid for duration of event, including rain dates.
- ☐ 7. The use of salutes / reports up to 5" in diameter are permitted, provided the requirements of NFPA 1123 (2014 edition) Section 4.1.7 are obeyed.
- ☐ 8. No display shall be fired if winds exceed 25 MPH.
- ☐ 9. Provide the name of the lead operator who will be representing the display company.
- ☐ 10. Submit a post-display report via RIMS Online within 48 hours of display.
Report must include the following: display information; time that the search of fallout zone was conducted and the results; any product malfunctions; and any injuries.
- ☐ 11. Provide a letter attesting to the understanding of all of the above requirements as well as requirements set forth in Chapter 56 of the 2015 International Fire Code – New Jersey Editions and NFPA 1123 (2014 edition), 1124 (2006 edition), and 1126 (2011 edition) and that the display will be in compliance with the same.



Display Company Representative Date

ALL REQUIRED INFORMATION MUST BE SUBMITTED THROUGH RIMS ONLINE WITH THE PERMIT APPLICATION. FAILURE TO PROVIDE THE REQUIRED INFORMATION WILL RESULT IN DELAYS WHICH COULD AFFECT THE PROCESSING OF THE PERMIT. SPECIFIC CODE SECTIONS FROM THE 2015 INTERNATIONAL FIRE CODE NEW JERSEY EDITION MAY BE VIEWED BY GOING TO THE FOLLOWING WEBSITE:

<https://codes.iccsafe.org/public/document/details/toc/1172>

MUNICIPAL/SPONSOR REQUIREMENTS ARE ON PAGE 1 OF THIS FORM.

DIVISION OF FIRE SAFETY STATE OF N.J.
Montclair Golf Club, July 2, 2022

1. TOTAL NUMBER OF SHELLS ARE LISTED ON THE FIRE PERMIT APPLICATION
2. TOTAL, IF ANY, ARE LISTED ON THE FIRE PERMIT APPLICATION
4. DISPLAY TO BE HAND FIRED AND OR ELECTRICAL FIRE
CERTIFIED OPERATOR IS: **Gabe Auslander** AND CREW
5. DELIVERY TO SITE WILL BE APPROXIMATELY 2:00 P.M. TO 3:00 PM
UNTIL COMPLETION AT APPROXIMATELY 5:00 TO 7:00-P.M.
6. INSURANCE CERTIFICATE ISSUED AND ON FILE WITH THE PROPER
OFFICIAL
7. AGREED AND UNDERSTOOD
8. AGREED AND UNDERSTOOD
9. **Gabe Auslander** AND CREW0
10. AGREED AND UNDERSTOOD
11. WE ATTEST TO THE UNDERSTANDING OF ALL RULES AND
REGULATIONS AND THE DISPLAY WILL BE IN ACCORDANCE WITH NFPA
1123, 1124 AND 1126 AND NJAC IFC 2015 CHAPTER 56. THE DISPLAY WILL
BE IN COMPLIANCE WITH THE SAME

August N. Santore V-Pres



Date: May 16, 2022

Display Company Representative

Arrayal

Montclair Golf Club
July 2, 2022 \$24,000.00

Opening:

300	1"-2"	Assorted Multi-Break Special Effect Shells
40	2.5"	Assorted Star Shells
30	2.5"	Titanium Report
8	4"	Bumper Harvest Shell
4	5"	Spangle Chrysanthemum
2	6"	Color Changing Peony with Color Changing Pistol
2	6"	Shell of Shells Chrysanthemum
1	8"	Color Changing Chrysanthemum

Body:

240	3"	Assorted chrysanthemum Peony pattern & Reports
108	4"	Santore Bros. Special Multi-Break & Custom designer Chrysanthemum
72	5"	Assorted Color Chrysanthemum & Reports
18	6"	Large Spreading & Special Breaking Multi-Effect Shells
27	6"	Assorted Chrysanthemum Peonies
18	6"	Fancy Assorted Pastel Color

Special Effects:

<u>15/30MM</u>		
100	Shot	Criss Cross Magnesium Crossetti
500	Shot	Assorted Color Comets (Pre-Boxed)
72	Shot	White Glittering with Red Pistol
72	Shot	V Cake Rapid Fire Bees
100	Shot	W Cake Gold willow Comets
350	Shot	Flash & Thunder Reports
200	Shot	Falling Leaves Mixed Color
100	Shot	Crazy Bees
120	Shot	Falling Leaves assorted effects
120	Shot	Zipper Z Cake

Brocade Tableau:

30	3"	Long Duration twinkling Brocade
12	4"	Long Duration twinkling Brocade
8	5"	Long Duration twinkling Brocade
4	6"	Long Duration twinkling Brocade

Crossetti Tableau:

<u>30</u>	3"	Fancy Crossetti
<u>12</u>	4"	Fancy Crossetti
<u>8</u>	5"	Fancy Crossetti
<u>4</u>	6"	Fancy Crossetti

Pre-Finale:

<u>1150</u>	<u>15/30MM</u>	Flying Fish, Whistles, Comets & Report Shells
-------------	----------------	---

Grand Finale:

<u>200</u>	2.5"	Assorted Colors Star Shells
<u>120</u>	3"	Fancy Colors and Reports Mine shells with Color Crackling reports 3,750 Assorted Effects
<u>60</u>	3"	Assorted Star Shells
<u>180</u>	3"	Color and lightning Flashes 6,000 crackling effects
<u>180</u>	3"	Assorted Color Strobing Stars 6,000 bright Flashes
<u>120</u>	3"	Color and Multi- Salute, 750 Staccato effects
<u>60</u>	3"	White Spiders
<u>60</u>	3"	Fancy Gold Spider
<u>150</u>	3"	Titanium Report
<u>36</u>	4"	Assorted Chrysanthemum and Peony
<u>24</u>	5"	Glittering Silver Color Changing Red, White and Blue
<u>16</u>	6"	Color Changing Chrysanthemum
<u>5</u>	8"	Chrysanthemum with color Heart
<u>60</u>	3"	Titanium Reports Volley

Shell Size	1"-2"	2.5"	3"	4"	5"	6"	8"	15/30 MM	Assorted Effects	Total
Total Pieces, shots & Effects	300	270	1290	176	116	91	6	2,884	16,500	21,633

Total Program Value \$24,000.00



West Orange Fire Department

Fire Prevention Bureau

415 Valley Road, West Orange, New Jersey 07052

(973) 325-4175 Fax (973) 669-1080

fireprev@westorange.org

APPLICATION FOR PERMIT

The Uniform Fire Code states:

"Permits shall be required and obtained from the local enforcing agency for the activities specified in this section, except where they are an integral part of a process or activity by reason of which a use is required to be registered and regulated as a life hazard use. Permits shall at all times be kept in the premises designated therein and shall at all times be kept in the premises designated therein and shall at all times be subject to inspection by the Fire Official." [N.J.A.C. 5:70-2.7(a)]

Applicant Name: Garden State Fireworks

Today's Date: May 16, 2022

Organization/Company/Vendor Name: Garden State Fireworks

Address of Organization/Company/Vendor: 383 Carlton Road, Millington, NJ 07946

Phone No. 908-647-1086

Fax No. 908-647-6258

Emergency Contact No. 908-4641080-Augie Santore

Block/Lot No. _____

Registration No. _____

Fed ID No. _____

Location of Activity: _____

Date of Activity: July 2, 2022; Rain Date July 3, 2022

Time of Activity: 9:00PM-9:30PM

The above named applicant hereby requests permission to conduct the following activity at the above indicated location:

Fireworks display. Montclair Golf Club Grounds 25 Prospect Ave. West Orange, NJ 07052

For keeping, storage, occupancy, sale, handling or manufacture of the following items:

Fireworks 1.3G UN0335-Shells are pre-loaded. See list of materials enclosed.

State quantities for each category to be stored or used. State the method of storage and uses.

Fireworks are kept on locked truck until loaded into their mortars.

I hereby acknowledge that I have read this application, that the information given is correct and that I am the owner, or duly authorized to act on the owner's behalf, and as such hereby agree to comply with the applicable requirements to the Fire Code, Township Ordinance, as well as any specific conditions imposed by the Fire Official.

August M. Santore
Applicant Signature

Fire Official Signature

Fee Amount

Permit Type

RESOLUTION

WHEREAS, the Township of West Orange (the “Township”) requires the services of a Third-Party Administration (“TPA Services”) to assist in the processing of the Township’s various self-insured claims for workers compensation; and

WHEREAS, on November 9, 2021, the Township Council adopted Resolution 284-21 which authorized the Township to utilize Competitive Contracting in lieu of public bidding to award a contract for the retention of a Third-Party Administrator to provide TPA Services to the Township; and

WHEREAS, on December 14, 2021, the Township advertised and release a Request for Proposal (the “RFP”) for a Contract for Workers Compensation Third Party Administration Services (the “Contract”) in accordance with the Local Public Contracts Law (the “LPCL”); and

WHEREAS, on January 27, 2022, a prospective respondent to the RFP filed a lawsuit challenging the Township’s RFP seeking the issuance of revised set of RFPS with additional data and information provided therein; and

WHEREAS, on March 7, 2022, the Honorable Robert H. Gardner, Judge of the Superior Court entered a Consent Order memorializing the terms of a resolution of the lawsuit whereby the Township would readvertise the RFP providing additional information and data in the RFP; and

WHEREAS, on March 15, 2022, the Township Council adopted resolution 59-22 consistent with the terms of the Consent Order authorizing: (i) rejection of the proposal received by the Township; and (ii) advertisement of a revised RFP; and

WHEREAS, on March 28, 2022, the Township advertised and released a revised RFP consistent with the terms of the Consent Order entered by Judge Gardner; and

WHEREAS, on May 17, 2022, the Township received four (4) proposals in response to the RFP, including proposals from: (i) Claims Resolution Corporation, Inc. (“CRC”); (ii)

Inservco Insurance Services, Inc. (“Inservco”); (iii) PMA Management Corp. (“PMA”); and (iv) Qual-Lynx (“Qual-Lynx”); and

WHEREAS, the Township’s Qualified Purchasing Agent evaluated the proposals and issued a Competitive Contract Report recommending the award of the Contract to CRC, annexed hereto as Exhibit “**A**.”

WHEREAS, consistent with the recommendation in the Competitive Contract Report, the Township seeks to award the Contract to CRC.

NOW, BE IT HEREBY RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE that the Township hereby award the Contracts to the CRC; and it is further

RESOLVED, that the Contract between the Township and CRC for TPA Services shall be governed by the Agreement, annexed hereto as Exhibit “**B**” which incorporated the terms and conditions as set forth in the RFP and CRC’s Proposal for a term of one year with a fee of \$22,000 (\$15,800 plus a one-time fee of \$6,200); and it is further

RESOLVED, that the Mayor be and is hereby authorized to execute the Agreement, annexed hereto as Exhibit “**B**” and the Municipal Clerk be and is hereby authorized to attest to the Mayor’s signature; and it is further

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

Susan McCartney
Council President

Adopted: June 28, 2022

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

John Gross, Chief Financial Officer
4850-1020-3451, v. 1

**AGREEMENT FOR WORKERS COMPENSATION THIRD PARTY
ADMINISTRATION SERVICES**

THIS AGREEMENT, dated as of the 28th day of **JUNE, 2022** between the Township of West Orange, a Municipal Corporation, in the County of Essex, and the State of New Jersey (hereinafter referred to as the “Township”), having its principal offices at 66 Main Street, West Orange, New Jersey; and **CLAIMS RESOLUTION CORPORATION, INC.**, (hereinafter referred to as the “Contractor”), having its principal offices at 323 S. Pitney Road, Suite 200, Galloway, New Jersey.

WHEREAS, pursuant to Resolution 284-21 adopted by Township Council on November 9, 2021, on or about March 28, 2022, the Township issued a Request for Proposal (the “RFP”) seeking proposals for Workers Compensation Third Party Administration Services (“TPA Services”) and subsequently issued addenda thereto, annexed hereto as Exhibit “**A;**” and

WHEREAS, on May 17, 2022, the Contractor submitted a proposal in response to the RFP, annexed hereto as Exhibit “**B,**” seeking award of the Contract for TPA Services (the “Contract”) for a term of one (1) year at a proposal Contract fee of \$15,800 plus a one-time fee of \$6,200.

WITNESSETH

1. The Contractor hereby covenants and agrees to furnish and deliver to the Township, TPA Services consistent with the scope of services as set forth in the RFP and the Contractor’s Proposal (the “Proposal”).

2. In the event of any conflicts between the terms and conditions set forth in the RFP and the Proposal, the terms and conditions set forth in the RFP shall govern.

3. The Contractor acknowledges that it has read N.J.S.A. 10:2-1, et. seq. (Discrimination in Employment on Public Works; contract Provision), the terms of which are incorporated herein as if expressly set forth at length, and the contractor agrees to comply with and be bound by the terms thereof.

4. Neither this Agreement nor the monies to become due hereunder are assignable.

5. The acceptance of payment by the Contractor shall constitute a release of any claims or liabilities of any nature whatsoever, if any, owing to the Contractor from the Township, its agents, servants and employees.

6. Contractor agrees to indemnify and hold harmless the Township, its agents, servants and employees from and against any and all losses, damage, liabilities, and expenses which may arise or be claimed against the Township, its agents, servants and employees, consequent upon or arising out of or in connection with the within Agreement.

7. This Agreement shall be governed and construed in accordance with the laws of the State of New Jersey, without regard to its conflict of law principles. Any claim shall be brought in the Superior Court of New Jersey, Essex Vicinage. Each of the Parties hereby irrevocably consents to the service of process of any of the aforementioned courts in any such action or proceeding by the mailing of copies thereof to it by regular mail. Each of the Parties hereby irrevocably waives any objection that it may now or hereafter have to the laying of venue of any such claim, suit, proceeding, or action in such respective jurisdictions

8. This agreement is effective as of **July 1, 2022** and covers the period of **July 1, 2022 through June 30, 2023**.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals, or caused these presents to be signed by their proper corporate officers, and caused these corporate seals to be affixed hereto.

ATTEST:

CLAIMS RESOLUTION CORPORATION,
INC.

Name:

Name:

ATTEST:

TOWNSHIP OF WEST ORANGE

KAREN CARNEVALE, R.M.C
TOWNSHIP CLERK

BY: _____
MAYOR ROBERT D. PARISI

Exhibit “A”

Request for Proposals

WORKERS COMP THIRD PARTY ADMINISTRATION- REBID

RFP Submission Date:

April 26, 2022

10:00 AM

Prevailing Time

Township of West Orange *66 Main Street* West Orange, NJ 07052

973-325-4056

REQUEST FOR PROPOSALS

The Township of West Orange is soliciting proposals through the competitive contracting process in accordance with N.J.S.A. 40A:11-4.1 et seq., for the following services:

WORKERS COMP THIRD PARTY ADMINISTRATION-RE BID

The proposal package can be obtained in person at the Township of West Orange, 66 Main Street, Purchasing Room 111, West Orange, NJ 07052, during regular business hours, 8:30 AM to 4:30 PM Monday -- Friday or by emailing a request to preynolds@westorange.org.

Proposals, clearly marked with the title and name and address of party making same, addressed to the Township Council of the Township of West Orange can be mailed, or hand delivered to the Municipal Building, Room 111, 66 Main Street, West Orange, NJ 07052. Proposal due date is Tuesday, April 26, 2022 at 10:00am and will be publicly opened and read at that time in the West Orange Council Chambers located at 66 Main Street, West Orange, NJ 07052 on the same day. No proposals received after that time will be considered. Bidders are required to comply with the Contract Compliance and Equal Employment Opportunities in Public Contracts N.J.S.A. 10:5-31 et seq. and N.J.A.C. 17:27 and have a current New Jersey Business Registration Certificate P.L. 2004, N.J.S.A. 52:25-24.2.

Paula Reynolds, R.P.P.S, QPA

**TOWNSHIP OF WEST ORANGE
WORKERS COMP 3RD PARTY ADMINISTRATION**

It is the intent of this Request for Proposal to obtain from interested and qualified insurance consulting firms a proposal to provide services to assist the Township in Workers Compensation 3rd Party Administration.

1. SCOPE OF SERVICES

Proposals must be made on the basis that it either meets or exceeds the requirements contained herein. All bidders must be capable of performing the services listed:

- a. Supervise the Township's obligation to employees who sustain bodily or neurological injury and/or occupational diseases in the Township's service or employ.
- b. Maintain accurate records of all details incident to all Workers' Compensation cases filed against the Township.
- c. Compile and file all notices and reports required under the Workers' Compensation Law.
- d. Provide care and medical supervision, administration and disposition of Workers' Compensation cases filed by employees against the Township.
- e. Provide the Township with a monthly report on all Workers' Compensation cases.
- f. Timely, complete and accurate management of bill repricing, network negotiation, nurse case management and medical review services typically associated with managed care services.
- g. Maintain multiple PPO Network agreements to maximize bill penetration and cost savings for the Town.

2. PROPOSAL REQUIREMENTS

The Firm shall provide a lump sum cost. Each proposed lump sum cost shall include all fees for Claim Administration and Managed Care. These services will be provided for a period of one year from January 1, 2022 through December 31, 2022.

Proposals will be evaluated by the Township on the basis of the most advantageous proposal, price and other factors considered.

Submission:

Each proposal must contain:

1. Name, qualifications and experience of principal who will oversee the relationship.
2. Name and qualifications of any other individual who may assist the principal in #1 above.
3. Fee schedule.
4. Statement of Availability to perform work outlined in the Scope of Services.
5. Copy of Business Registration Certificate.
6. Copies of other required disclosure information.

3. SELECTION CRITERIA

The Mayor and Council reserve the right to reject any or all proposals.

Selection will be based on the following criteria, in order of rank:

1. Qualifications of the primary principal and support staff.
2. General experience of the firm.
3. Experience with communities the size and complexity of West Orange.
4. Familiarity with West Orange, Essex County and the State of New Jersey.
5. Fee.

4. HISTORICAL DATA

Attached hereto as Attachment "A" are partially redacted reports representing historical data from 2016 through 2021 for Managed Care Payments, Provider Payments and Bill Review Fees. The Claimants names have been removed.

Please note that the "check date" provided in the "Provider Payment" Schedule is within sixty (60) days of the processing date by the Third-Party Administrator or its medical bill repricing service and each payment represents a single bill processed and paid.

Summary of Number paid:

- 2016 – 132
- 2017 – 259
- 2018 – 337
- 2019 – 572
- 2020 – 579
- 2021 – 318
- Total – 2,197
- Total 5 years only (2017 – 2021) - 2,065

THIS SOLICITATION IS FOR WORKERS COMPENSATION THIRD PARTY ADMINISTRATOR ONLY.

ALL RESPONSES MUST MEET THE ABOVE REQUIREMENTS AND THE REQUIREMENTS CONTAINED IN THE TOWNSHIP'S STANDARDIZED SUBMISSION REQUIREMENTS FOR PROFESSIONAL SERVICES.

GENERAL INSTRUCTIONS AND MANDATORY FORMS

1. The Township of West Orange reserves the right to reject any or all bids, or to waive any informalities in the bids, and unless otherwise specified by the bidder, to accept any item in the bid, should it be deemed in the best interest of the Township of West Orange to do so.
2. In case of default by the bidder or contractor, the Township of West Orange may procure the articles or services from other sources and hold the bidder or contractor responsible for any excess cost occasioned thereby.
3. The bidder, if awarded a contract, agrees to protect, defend and save harmless the Township of West Orange against any damage for payment for the use of any patented material process, article or devise that may enter into manufacture, construction, or form a part of the work covered by either order or contract, and the bidder further agrees to indemnify and save harmless the Township of West Orange from suits or actions of every nature and description brought against it, for, or on account of any injuries or damages received or sustained by any party or parties by, or from any of the acts of the contractor, his servants or agents.
4. The contractor shall maintain sufficient insurance to protect against all claims under Workers Compensation, General Liability and Automobile and shall be subject to approval for adequacy of protection and certificates of such insurance shall be provided to the Township of West Orange when required.
5. It is to be understood by the bidder that this bid is submitted on the basis of specifications prepared by the Township of West Orange and the fact that any bidder is not familiar with these specifications or conditions will not be accepted as an excuse.
6. Each bid must be signed in ink by the person authorized to do so.
7. Bidders must use the proposal form furnished by the Township of West Orange when submitting their bid, if applicable.
8. Non-Collusion Affidavit must be completed and included with bid.
9. Insert prices for furnishing all of the material and/or labor described or required. Prices shall be net, including any charges for packing, crating, containers, etc. and all transportation charges fully prepaid by the contractor. F.O.B. destination and placement at locations specified by the Township of West Orange. No additional charges will be allowed for any transportation costs resulting from partial shipments made at the vendor's convenience when a single shipment is ordered.

10. Payments will be made upon the approval of vouchers with the requirements of the Township of West Orange and subject to the Township of West Oranges customary procedures.
11. Contract will be awarded on a (Line Item) or (Lump Sum) basis, if applicable.
Award will be made by Township of West Orange within sixty (60) days after receipt of bids.
12. Prevailing Wage & Labor Laws. The New Jersey prevailing Wage Act (P.D. 1963, Chapter 150) and provisions of the State Labor Laws shall be complied with by the successful bidder in construction contracts.
13. The Township of West Orange is exempt from any State sales tax or Federal excise tax.
14. The contract, if applicable, shall be in effect for one (1) year from date of award unless otherwise stated. Continuation of the terms of this contract beyond December 31 is contingent on availability of funds in the following year's Budget and in the event of unavailability of such funds; the Township of West Orange reserves the right to cancel this contract.
15. Bids may be hand delivered or mailed per legal notice to bidders. In case of mailed bids, the Township of West Orange assumes no responsibility for bids after the designated date and time and will return late bids to the bidder unopened.
16. Mandatory: Bidder shall provide copy of their Business Registration Certificate. In addition, Contractors providing services for regarding construction or repair of a public building must provide copy of Public Works Contractor Registration Certificate.
17. No interpretation of the meaning of the specifications will be made to any bidder orally. Every request for such interpretations should be in writing to the Purchasing Agent and to be given consideration must be received at least five (5) days prior to the date fixed of the opening bids. Any and all such interpretations and any supplemental instruction will be mailed to all prospective bidders (at the respective addresses furnished for such purpose) not later than three (3) days prior to the date fixed for the opening of bids. Failure of any bidder to receive any such addenda or interpretations shall not relieve any bidder from any obligation under his bid submitted. All addenda so issued shall become part of the contract document.
18. Mandatory: Bidder shall submit Disclosure of Ownership Form stating the names and addresses of all stockholders in the corporation or partners in the partnership, who own a 10% or more of its stock, or any class, or of all individual partners in the partnership who own a 10% or greater interest therein, as the case may be.
19. In case of default by the bidder or contractor, the Township of West Orange may procure the articles or services from other sources and hold the bidder or contractor responsible for any excess cost occasioned thereby.

20. Pay to Play Requirements Contractors are advised of the responsibility to file an annual disclosure statement on political contributions with the New Jersey Election Enforcement Commission, pursuant to N.J.S.A. 19:44-20.13(P.L. 2005, c, 271, s.3), if the contractor receives contracts in excess of \$50,000 in the aggregate from public entities during the calendar year. It is the contractor's responsibility to determine if filing is necessary. Additional information on this requirement is available from ELEC at 888-313-3532 or at www.elec.state.nj.us. In addition, pursuant to Section 2-68.1 of the Revised General Ordinances of the Township of West Orange respondents shall disclose all political contributions of two hundred dollars (\$200) or more made within the preceding five (5) years to any elected officials of the Township of West Orange currently in office or any political organization affiliated with an elected official of the Township currently in office

Political Contribution Disclosure Statement Pursuant to Chapter 2, Section 68 of the Revised General Ordinances of the Township of West Orange

Pursuant to Section 2-68.1 of the Revised General Ordinances of the Township of West Orange, please set forth below all political contributions in cash or in kind of two hundred (\$200.00) dollars or more made within five (5) years of the date of acceptance of a proposal for a negotiated contract with the Township of West Orange, or within five (5) years of the notice of award for a bid contract with the Township of West Orange, either directly or indirectly, by the individuals or any of the principals of the business entity completing this form or by the business entity itself, to any elected official of the Township of West Orange currently in office or any political organization affiliated with an elected official of the Township currently in office.¹

<u>Name of Individual/Entity Making Contribution</u>	<u>Amount of Contribution</u>	<u>Recipient of Contribution</u>	<u>Date of Contribution</u>

If you have **NOT** made any contributions within the scope of Section 2-68.1, as set forth above, please X the line to the right.

NONE

I hereby certify under penalty of perjury that the information provided herein is true and accurate to the best of my knowledge, information and belief.

The current elected officials of the Township include the following: Mayor Robert D. Parisi; Council Woman Cindy Matute-Brown, Councilman Bill Rutherford; Councilwoman Susan McCartney, Councilwoman Michelle Casalino; and Councilwoman Tammy Williams.

Company Name

Authorized Signature

Printed Name

Date

PROPOSAL

TO THE TOWNSHIP COUNCIL, TOWNSHIP OF WEST ORANGE, NEW JERSEY

Dear Council Members:

In accordance with and subject to all stipulations, conditions, requirements, and instructions to bidders, specifications so far as they relate to this proposal are made part of it, submit a bid of:

Amount of: \$ _____

COMPANY
NAME _____

ADDRESS _____

DATE _____

PHONE _____

EMAIL _____

BY _____
(Signature and Title of Officer of Company authorized to execute a contract)

PROPOSAL TO BE SUBMITTED IN DUPLICATE

TOWNSHIP OF WEST ORANGE
ACKNOWLEDGMENT OF RECEIPT OF ADDENDA/ADDENDUM

The undersigned Bidder hereby acknowledges receipt of the following addenda:
Please assign the number, date and initial.

Addendum Number (Initial)	Dated	Acknowledge Receipt
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

☐ No addenda/addendum was received.

Acknowledged for: _____
(Company Name)

By: _____
(Signature of Authorized Representative)

Name: _____
(Print)

Title: _____

Date: _____

Business Registration Certification and Public Works Contractor Registration Certification

Effective September 1, 2004, the State has expanded its Contractor Registration Program to local Government contracts, P.L. 2004, c57. All business organizations that do business with a local government agency are required to be registered with the State. The business must provide proof of that registration to the local government agency before that local government agency can enter into a contract with the business. A copy of the Business Registration Certificate must also be on file before any purchase order/voucher or other contracting document can be issued. Contractors are responsible for notifying subcontractors.

Further information and registration can be obtained online from the NJ Treasury, Division of Revenue or by calling (609) 292-1730.

P.L. 1999 Chapter 238. The Public Works Contractor Registration Act specifies that no contractor or subcontractor shall bid on or engage in any contract (or part thereof) for public work which is subject to the provisions of the "New Jersey Prevailing Wage Act", P.L. 1963 C. 150 (c. 34:11-56.25 et seq.) for the construction, reconstruction, demolition, alteration, repair, or maintenance of a public building regularly open to and used by the general public or public institution, and includes any subcontractor or lower tier subcontractor of a contractor unless they are registered with the Commissioner of Labor.

AFFIDAVIT OF NON-COLLUSION

The undersigned bidder of full age, being duly sworn according to law depose and hereby specifically certifies that:

- A. To the best of the bidder's knowledge and belief, the annexed bid proposal for this project has not been prepared in collusion with any other bidder of like item or services and the prices, discounts, terms and conditions thereof have not been directly or indirectly communicated by or on behalf of the bidder to any person other than the recipient of the bid and will not be communicated to any person prior to the official opening of the bid.
- B. The bidder fully understands that no premiums, rebates, or gratuities are permitted either with, prior to, or after signing of contract. Any violation will result in cancellation and removal from the bid list.
- C. The bidder further certifies that the undersigned has the necessary authority, to sign this stipulation stating that the bidder has not entered into any agreement, or otherwise taken any action in restraint of free competitive bidding in connection with this bid.

All references to the bidder are understood to include the undersigned and all principals, partners and officers of the bidder..

Date:

(Signature)

(Name and Title)

(Company Name)

(Address)

(Corporate Seal)

Subscribed and sworn to before me

this _____ day of _____, 20____

Notary Seal

TOWNSHIP OF WEST ORANGE

DISCLOSURE OF INVESTMENT ACTIVITIES IN IRAN

Proposer: _____

Pursuant to Public Law 2012, c. 25, any person or entity that submits a bid or proposal or otherwise proposes to enter into or renew a contract must complete the certification below to attest, under penalty of perjury, that the person or entity, or one of the person or entity's parents, subsidiaries, or affiliates, is not identified on a list created and maintained by the New Jersey Department of the Treasury as a person or entity engaging in investment activities in Iran. If the Director finds a person or entity to be in violation of the principles which are the subject of this law, s/he shall take action as may be appropriate and provided by law, rule or contract, including but not limited to, imposing sanctions, seeking compliance, recovering damages, declaring, declaring the party in default and seeking debarment or suspension of the person or entity.

I certify, pursuant to Public Law 2012, c. 25, that the person or entity listed above for which I am authorized to submit a proposal: Must check appropriate boxes

_____ Is not providing goods or services of \$20,000,000 or more in the energy sector of Iran, including a person or entity that provides oil or liquefied natural gas tankers, or products used to construct or maintain pipelines used to transport oil or liquefied natural gas, for the energy sector of Iran, and

_____ Is not a financial institution that extends \$20,000,000 or more in credit to another person or entity, for 45 days, or more, if that person or entity will use the credit to provide goods or services in the energy sector in Iran.

In the event that a person or entity is unable to make the above certification because it or one of its parents, subsidiaries, or affiliates has engaged in the above referenced activities, a detailed, accurate and precise description of the activities must be provided in part 2 below to the New Jersey Turnpike Authority under penalty of perjury. Failure to provide such will result in the proposal being rendered as non-responsive and appropriate penalties, fines and/or sanctions will be assessed as provided by law.

Part 2: PLEASE PROVIDE FURTHER INFORMATION RELATED TO INVESTMENT ACTIVITIES IN IRAN

You must provide a detailed, accurate and precise description of the activities of the proposer, or one of its parents, subsidiaries or affiliates, engaging in the investment activities in Iran outlined above by completing the boxes below.

Name: _____	Relationship to Proposer: _____
Description of Activities: _____	
Duration of Engagement: _____	Anticipated Cessation Date: _____
Proposer Contact Name: _____	Contact Phone Number: _____

Certification: I, being duly sworn upon my oath, hereby represent and state that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I attest that I am authorized to execute this certification on behalf of the above referenced person or entity. I acknowledge that the Township of West Orange, State of New Jersey is relying on the information contained herein and thereby acknowledge that I am under a continuing obligation from the date of this certification through the completion of any contracts with the Township to notify the Township in writing of any changes to the answers of information contained herein. I acknowledge that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I recognize that I am subject to criminal prosecution under the law and that it will also constitute a material breach of my agreement(s) with the Township of West Orange, State of New Jersey and that the Township at its option may declare any contract(s) resulting from this certification void and unenforceable.

Full Name (Print): _____ Signature: _____

Title: _____ Date: _____

(REVISED 4/10)

MANDATORY EQUAL EMPLOYMENT OPPORTUNITY LANGUAGE
N.J.S.A. 10:5-31 et seq. (P.L. 1975, C. 127)
N.J.A.C. 17:27

GOODS, PROFESSIONAL SERVICE AND GENERAL SERVICE CONTRACTS

During the performance of this contract, the contractor agrees as follows:

The contractor or subcontractor, where applicable, will not discriminate against any employee or applicant for employment because of age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex. Except with respect to affectional or sexual orientation and gender identity or expression, the contractor will ensure that equal employment opportunity is afforded to such applicants in recruitment and employment, and that employees are treated during employment, without regard to their age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex. Such equal employment opportunity shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Public Agency Compliance Officer setting forth provisions of this nondiscrimination clause.

The contractor or subcontractor, where applicable will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex.

The contractor or subcontractor will send to each labor union, with which it has a collective bargaining agreement, a notice, to be provided by the agency contracting officer, advising the labor union of the contractor's commitments under this chapter and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

The contractor or subcontractor, where applicable, agrees to comply with any regulations promulgated by the Treasurer pursuant to N.J.S.A. 10:5-31 et seq., as amended and supplemented from time to time and the Americans with Disabilities Act.

The contractor or subcontractor agrees to make good faith efforts to meet targeted county employment goals established in accordance with N.J.A.C. 17:27-5.2.

The contractor or subcontractor agrees to inform in writing its appropriate recruitment agencies including, but not limited to, employment agencies, placement bureaus, colleges, universities, and labor unions, that it does not discriminate on the basis of age, race, creed, color,

national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, and that it will discontinue the use of any recruitment agency which engages in direct or indirect discriminatory practices.

The contractor or subcontractor agrees to revise any of its testing procedures, if necessary, to assure that all personnel testing conforms with the principles of job-related testing, as established by the statutes and court decisions of the State of New Jersey and as established by applicable Federal law and applicable Federal court decisions.

In conforming with the targeted employment goals, the contractor or subcontractor agrees to review all procedures relating to transfer, upgrading, downgrading and layoff to ensure that all such actions are taken without regard to age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, consistent with the statutes and court decisions of the State of New Jersey, and applicable Federal law and applicable Federal court decisions.

The contractor shall submit to the public agency, after notification of award but prior to execution of a goods and services contract, one of the following three documents:

Letter of Federal Affirmative Action Plan Approval

Certificate of Employee Information Report

Employee Information Report Form AA302 (electronically provided by the Division and distributed to the public agency through the Division's website at www.state.nj.us/treasury/contract_compliance)

The contractor and its subcontractors shall furnish such reports or other documents to the Division of Public Contracts Equal Employment Opportunity Compliance as may be requested by the office from time to time in order to carry out the purposes of these regulations, and public agencies shall furnish such information as may be requested by the Division of Public Contracts Equal Employment Opportunity Compliance for conducting a compliance investigation pursuant to **Subchapter 10 of the Administrative Code at N.J.A.C. 17:27.**

STOCKHOLDER DISCLOSURE CERTIFICATION

I certify that the list below contains the names and home addresses of all stockholders holding 10% or more of the issued and outstanding stock of the undersigned. _____

I certify that no one stockholder owns 10% or more of the issued and outstanding stock of the undersigned.

PLEASE CHECK TYPE OF BUSINESS ORGANIZATION:

Partnership _____ Limited Partnership _____ Limited Liability Corp _____
Corporation _____ Sole Proprietorship _____ Limited Liability Partnership _____
Subchapter S Corp _____

PLEASE CHECK APPROPRIATE BOXES AND SIGN BELOW

Name: _____

Home Address: _____

Stockholders _____

Name: _____

Home Address: _____

Name _____

Home Address: _____

Name: _____

Home Address: _____

Owner or Representative Signature

Print Name & Title

NOTARY PUBLIC
Sworn before me this _____ day of _____ 20____.

REQUIRED EVIDENCE

AFFIRMATIVE ACTION REGULATIONS N.J. S.A. 10:5-31, et seq. (N.J.A. C. 17:27)

If awarded a contract, the Bidder will be required to comply with the requirements of N.J.S.A. 10:531, et seq., and N.J.A.C. 17:27. Within five (5) days after receipt of the notification of intent to award the contract, the Bidder shall present one of the following:

1. Appropriate evidence that the Contractor is operating under an existing federally approved or sanctioned affirmative action program; or
2. A Certificate of Employee Information Report Approval issued in accordance with N.J.A.C. 17:27-4; or
3. An initial Employee Information Report consisting of forms provided by the Affirmative Action Office and completed by Contractor in accordance with N.J.A.C. 17:27-4.

The Bidder must submit no later than three (3) days after the signing of the Contract an Initial Project Manning Table consisting of forms provided by the Affirmative Action Office and completed by Contractor in accordance with N.J.A.C. 17:27-7.

Bidders are referred to the Bidder's Information Section of the Bid Packet for a further description of the above requirements.

NO BIDDER MAY BE ISSUED A CONTRACT UNLESS THEY COMPLY WITH THE AFFIRMATIVE ACTION REGULATIONS OF N.J.S.A. 10:5-31, et seq.

The following questions must be answered by all Bidders:

1. Do you have a federally-approved or sanctioned Affirmative Action Program?
Yes _____ (If yes, submit a copy of such approval.) No
2. Do you have a State Certificate of Employee Information Report approval?
Yes _____ {If yes, submit a copy of such approval.) No

The undersigned Bidder certifies that he is aware of the commitment to comply with the requirements of N.J.S.A. 10:5-31, et seq., and agrees to furnish the required documentation pursuant to the law.

COMPANY: _____ NAME: _____

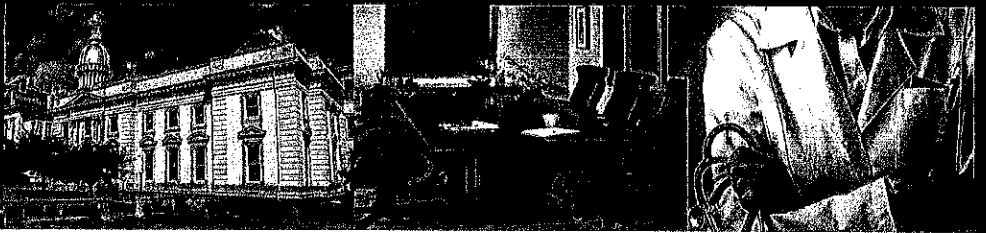
SIGNATURE: _____ TITLE: _____

NOTE: A bid must be rejected as non-responsive if a Bidder fails to comply with requirements of N.J.S.A. 10:5-31, et seq., within the time frame stipulated.

BIDDER'S CHECK LIST Mandatory Items

- Business Registration Certification _____
- Stockholders Disclosure
Statement _____
- Affirmative Action Compliance
Notice _____
- Iranian Disclosure Form _____
- Non Collusion Affidavit _____
- Proposal Form _____
- Political Disclosure Statement _____
- Addendum _____

Exhibit “B”



Claims Resolution Corporation, Inc.

Proposal

for

TOWNSHIP OF WEST ORANGE WORKERS COMP 3RD PARTY ADMINISTRATION



May 17, 2022



Table of Contents

- I. Executive Summary
- II. Resumes
- III. References and Client List
- IV. Scope of Services
- V. Required Forms
- VI. Fees



Executive Summary

- ❖ **Claims Resolution Corporation, Inc.** is a New Jersey domiciled corporation created with the sole purpose of providing superior claims management services to public entities in the region. As an independent Third Party Administrator, we are not owned by an insurance company, managed care company, or other remote corporate entity whose interests may differ from that of our clients. In short, we answer to ***you - the client.***
- ❖ **Claims Resolution Corporation, Inc.** maintains SAS 70/ SOC 1, and SSAE18 accreditation and will provide a copy upon request. The SSAE 18 report is designated as the industry standard for service organizations. This certification is gained after a company has had an audit of internal controls at a service organization that may relate to their clients internal control over financial reporting.
- ❖ **Claims Resolution Corporation, Inc.** offers its clients a proprietary mosaic approach to bill review/PPO access, providing the industry's greatest discounts at the lowest possible costs. Our flat annual fee includes first report and multiple PPO access.
- ❖ **Claims Resolution Corporation, Inc.** operates one of the most sophisticated and technologically robust software systems in the marketplace today. Our RMIS software provides our clients total access to their claims data and the ability to quickly drive meaningful analytics to better understand their claims experience and the drivers behind their loss trends.
- ❖ **Claims Resolution Corporation, Inc.** has unparalleled experience in understanding and quantifying risk exposures, aligning risk management objectives with budgetary constraints, and creating opportunities to ***lower risk, increase efficiency, and reduce costs*** for public entities. Our expert staff has contributed to the success of countless Counties, Municipalities, and School Districts including:
 - ♦ County of Hudson
 - ♦ City of East Orange
 - ♦ City of Plainfield
 - ♦ City of Trenton
- ❖ **Claims Resolution Corporation, Inc.** provides our Clients with customized claim management and managed care solutions designed to reduce their total cost of risk. Our team assists with development of efficient and effective claim servicing guidelines and designs and implements managed care solutions targeting our Clients' demographics to maximize cost savings and utilization. In addition, Claims Resolution Corporation assists with risk assessment, identification, and management to help create and implement effective cost reduction programs. Our client-focused solutions involve all relevant stakeholders to develop true partnered strategies while aligning potential internal and external resources. Through the use of proprietary analytics and metrics, our Clients are able to clearly trend and predict those aspects of its program which are succeeding and those that require additional risk management intervention. All of these services and programs are offered as part of our proposal.





Corporate Mission

Claims Resolution Corporation's mission is simple -- serve our clients with the highest level of integrity, dedication and commitment while utilizing our decades of experience to develop a shared long-term vision of their claims management and risk management needs.

At a time when words like integrity and transparency are used as merely a tag line or talking point, Claims Resolution Corporation bases every relationship and recommendation on these core principles.

We recognize the trust our clients place in us and strive to earn and maintain that trust every day by delivering superior service, savings and results.



CLAIMS RESOLUTION CORPORATION, INC.



Unique Qualifications

Claims Resolution Corporation is uniquely qualified to serve as the Third Party Claims Administrator for the Township of West Orange based upon our team's extensive experience handling New Jersey public entities' self-insured programs over the past two decades. As you will see from the attached resumes, our dedicated staff have considerable industry-specific experience and are experts in their respective fields.

This background not only helps us understand the administrative requirements of serving our clientele but also gives our team the historical perspective to help develop and maintain the relationships with those departments who can benefit the most from our expertise. We believe there is no substitute for this experience when it comes to delivering superior outcomes.

Perhaps the greatest opportunity to reducing our clients' total cost of risk lies in the self-funded workers' compensation program.

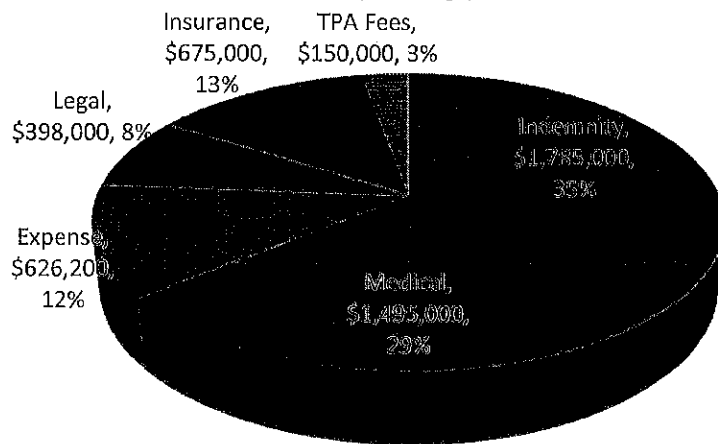
Based on industry-standard analytical information and our general knowledge of New Jersey workers' compensation programs, we developed the Total Cost of Risk graphic to the right.

This graph helps clearly illustrate where our clients can achieve potential cost savings.

Sample Client

WC TCOR

(5yr average)



We strongly believe there are no "cookie cutter" solutions to the challenges of today's marketplace, and that is why every aspect of our claims programs is unique to the specific client. This process begins with developing client specific claim handling protocols for our Clients that address their specific needs.

In the end our goal is to design and implement a custom tailored claims administration program that reflects the Client's vision and culture while functioning as an extension of their risk management department.

Claims Resolution Corporation has the experience in understanding and quantifying risk exposures, aligning risk management objectives with budgetary constraints and creating opportunities to *lower risk, increase efficiency and reduce costs* for our Clients.



CLAIMS RESOLUTION CORPORATION, INC.



Managed Care

Claims Resolution Corporation through its bill review division Matrix Review Services is committed to delivering cost efficient, outcome-based solutions to address today's managed care challenges. As medical costs continue to rise, employers and insurers must constantly balance the need for prompt quality care with the realities of meeting budgetary goals and objectives.

Often clients are left to wonder if their managed care program is achieving the best possible financial results in comparison to the universe of managed care alternatives. Matrix Review Services takes the guesswork out of managed care through state of the art analytics and benchmarking services.

From complete program design and implementation to periodic cost/benefit analysis to determine your ROI, Matrix Review Services has a custom tailored solution for you. We recognize that no two programs are identical so why should your managed care solution?

Our team of seasoned professionals works directly with both employers and carriers to develop client-specific PPO mosaics, nurse case management triage and ancillary service networks designed to control the spiraling cost of care as well as the cost of managing that care.

CRC utilizes a vast PPO mosaic which we have negotiated directly with PPO's, PBM's, and Specialty Networks with an average access fee ranging from 14%-24%

Whether it's creating a new managed care program or benchmarking your current system, let the experts at Matrix Review Services help you.

Technology

Claims Resolution Corporation Inc. operates one of the most sophisticated and technologically robust software systems in the marketplace today. Our system provides our clients unparalleled access to their claims data and the ability to quickly drive meaningful analytics to better understand their claims experience and the drivers behind their loss trends. Through our data systems we have integrated a myriad of ancillary and critical services to streamline the disability management process while offering total flexibility in program design and implementation.

From simple, easy to use First Report of Injury modules to virtually unlimited Ad-Hoc reporting to real time As-Of capabilities, our clients enjoy web based access 24/7. The system incorporates a fully HIPAA compliant security administration platform driven by access and security lock out down to the most granular level.

Standard features include:

- Dashboard Views - user defined
- Fully Automated PEOSHA Reporting
- First Report of Injury module
- Dozens of standard reports
- Task Panel management system
- Fully integrated document imaging
- MMSEA data exports
- Litigation management module

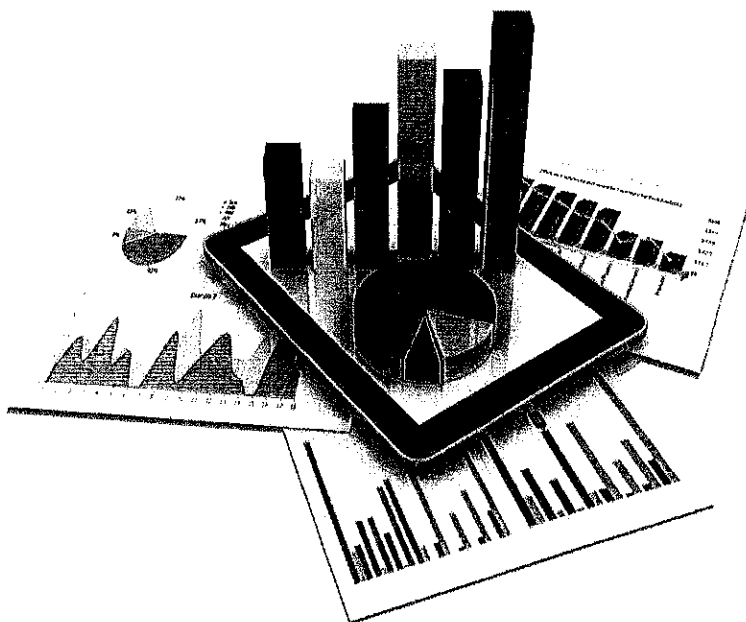


CLAIMS RESOLUTION CORPORATION, INC.



CRC operates one of the industry's most sophisticated web-based Risk Management Information Systems. We have the ability to custom tailor loss and financial data specifically for the City of Newark to support your overall risk management objectives.

- Account Set-Up Meeting and Ongoing Training
- Customized Reporting Packet
- Direct Access to Reporting Platform
- Real Time Ad-hoc Reporting Capabilities
- Available in PDF and Excel
- Easy Chart Creation Feature
- Designated Account Manager
- Capabilities include:
 - ❖ Loss Runs
 - ❖ Reserve Change Analysis
 - ❖ Safety Reports
 - ❖ Predictive Analytics
 - ❖ Loss Triangle



CRC

CLAIMS RESOLUTION CORPORATION, INC.



Professional Information

Claims Resolution Corporation, Inc. provides New Jersey public entities with customized claims management and managed care solutions designed to reduce their total cost of risk. Our team assists with development of efficient and effective claim servicing guidelines, and designs and implements managed care solutions targeting our Clients' demographics to maximize cost savings. In addition, Claims Resolution Corporation, Inc. assists with risk assessment, identification, and management to help create and implement effective loss control programs. Our client-focused solutions involve all relevant stakeholders to develop true partnered strategies while aligning potential internal and external resources.

This process includes customized claims management servicing guidelines, dedicated staff, claim reviews, large loss analysis and cost containment strategies, adverse trend identification and remediation, reserve analysis and trending and benchmarking our Clients' experience to other similar public entities.

Through the use of proprietary analytics and metrics, our Clients are able to clearly trend and predict those aspects of its program which are succeeding and those that require additional risk management intervention. All of these services and programs are offered as part of our proposal.

Key Differentiators

Claims Resolution Corporation, Inc. is a New Jersey domiciled corporation created with the sole purpose of providing superior claims management and risk management consulting services to public entities in the region.

What is the benefit to the Township of West Orange?

All service deliverables are performed **in New Jersey** this includes:

- ❖ All claims handling
- ❖ All IT functions/support
- ❖ All check printing
- ❖ All claims intake
- ❖ All management staff
- ❖ All executive staff

If the Township of West Orange needs something critical to the success of their program our New Jersey-based teams will deliver it!

As an independent Third Party Administrator, we are not owned by an insurance company, managed care company, or other remote corporate entity whose interests may differ from that of our Clients. In short, we answer to you - the Client.

What is the benefit to the Township of West Orange?

- ❖ We answer to you the Client.
- ❖ We make decisions here in New Jersey.
- ❖ We are more nimble and flexible in our responsiveness.
- ❖ We can be more competitive in pricing our services.



CRC

CLAIMS RESOLUTION CORPORATION, INC.



Claims Resolution Corporation Inc. is the recognized leader in claims management for large, standalone public entities in New Jersey such as:

- Newark Public Schools
- City of Jersey City
- City of Trenton
- County of Hudson
- City of Paterson
- City of East Orange
- City of Plainfield

What is the benefit to the Township of West Orange?

Claims Resolution Corporation Inc. understands the needs of large New Jersey self-insureds and has developed unique solutions to the challenges they face.

Our executive staff, President, COO, and Managers are integrally involved in each program.

What is the benefit to the Township of West Orange?

- ❖ You have the participation of our senior staff with decades of experience as part of your risk management team
- ❖ The corporate decision-makers with the authority to represent the corporation are all at the table, not a salesperson or account executive.
- ❖ More efficient and effective communication of your needs to the service team.

Claims Resolution Corporation Inc. has never lost a client!!!

What is the benefit to the Township of West Orange?

Claims Resolution Corporation, Inc.'s client centric model is proven to deliver superior outcomes and service. Our exceptional service from experienced Adjusters, attention to detail and timely and relevant communication deliver consistent, positive results to our Clients.

Claims resolution Corporation Inc. has successfully performed more data conversions, including data from the Authority's current provider, than any other New Jersey Third Party Administrator.

What is the benefit to the Township of West Orange?

- ❖ Faster completion – Claims Resolution Corporation has completed conversions of this size or larger in less than 10 days
- ❖ Less disruption in day-to-day operations and claim processing
- ❖ Fewer problems – based on our extensive experience we have already identified and resolved many of the “bugs” in migrating other's data
- ❖ All data will balance to the penny before going live on the production servers





Your Service Team

David S. Harris **President**

Claims Resolution Corporation, Inc. was created in March 2013 and commenced operations in March 2014 by Mr. David S. Harris who brings to bear for the benefit of clients over 30 years of claims management, managed care and risk management expertise.

Mr. Harris began his career in the TPA industry in 1988 with Scibal Associates and ultimately served in the position of Vice President and served on the Board of Directors of the corporation. In addition to direct oversight and management of all Northern NJ/ NY operations, Mr. Harris directed all sales and marketing initiatives including the development of a National claims service model and the creation of a comprehensive marketing and sales strategy driving sales from \$4 million to \$15 million per year over a three year period.

In 1995 Mr. Harris founded Allied Risk Services, Inc. providing customized claims management solutions to diverse industry sectors throughout NJ, PA and FL. Mr. Harris oversaw all aspects of the corporation from start up through build out including development of claims management systems, best practices, implementation of internal operating systems, human resource management and business development. Over the next 8 years, Mr. Harris built Allied into a multi-million-dollar corporation with annual average growth rates of 25 % and a 98% client retention rate. In 2004 Allied Risk Services was acquired by Cannon Cochran Management Services, Inc.

Following the sale of Allied Risk Services, Mr. Harris served as Vice President and regional Director for CCMSI until 2012, responsible for development and delivery of claim management and managed care services for large self- insured/high retention clients in the governmental sector, construction, transportation, hospitality, wholesale distribution and educational industries throughout the United States. During his tenure, Mr. Harris was responsible for the generation of over \$10 million in new business, 95 % client retention while simultaneously managing 2 offices.

Mr. Harris is also licensed insurance producer licensed in NJ, NY and PA for Property, Casualty, Accident, Life and Health insurance.

Mr. Harris holds a Bachelor of Science in Business Administration from Villanova University.



CLAIMS RESOLUTION CORPORATION, INC.



Rachel Ruiz **Workers' Compensation Manager**

Rachel Ruiz joins CRC contributing a decade of diverse NJ claims management experience handling complex files for a large Joint Insurance Fund with over 120 members and also as a dedicated adjuster for a large self-insured municipal entity. She began her workers' compensation career as a Medical Only adjuster for both municipal JIF and BOE accounts. Ms. Ruiz quickly progressed through the levels and became a Senior Adjuster within 3 years.

Ms. Ruiz has a strong background in subrogation and has retrieved several hundred thousand dollars in recovery without solicitor assistance. She also became a Medicare Training Specialist responsible for developing systems to accurately identify, track, and report eligible workers' compensation claims and was the primary trainer for coworkers on prior reporting to CMS.

Ms. Ruiz was promoted to Workers' Compensation Team Leader in 2017 based upon her exceptional results and broad knowledge of workers' compensation best practices. She has extensive experience in claim management including aggressive claims investigation to determine compensability, medical monitoring protocol to facilitate prompt return to work, lost time management, reserve analysis and excess reporting criteria. She has continued her ability to deliver excellent results to our clients and was promoted to Supervisor of Workers' Compensation in 2018 overseeing all workers' compensation units for CRC. Her exceptional communication, customer service, and organizational skills make her the perfect partner to deliver outstanding results.

Jion Price **Workers' Compensation Assistant Supervisor**

Ms. Price joined CRC in June of 2019 bringing with her 4 years of experience with a Third-Party Administrator managing large self-insured client workers' compensation programs. Ms. Price progressed very quickly in her role as an Indemnity Adjuster while handling complex litigated, catastrophic, and fraudulent claims. Ms. Price delivers proven results through aggressive claims management, strong legal negotiating skills resulting in cost effective resolution and third-party recoveries. She works closely with Clients and medical providers to ensure that transitional, modified duty is implemented whenever possible. Ms. Price's first-hand knowledge of Title 34, her excellent communication skills and client focused demeanor make her a vital asset to our team and our Clients.



CLAIMS RESOLUTION CORPORATION, INC.



Veronica Genovese **Workers' Compensation Claims Analyst**

Ms. Genovese has been a part of the CRC family since 2017 bringing over a decade of experience in administrative management, medical billing, customer service, and team management. She started as a receptionist and quickly escalated to Executive Assistant where she demonstrated the ability to take on increasing responsibility with outstanding results specializing in both project and people management. For the past year, Mrs. Genovese has proven her ability as a workers' compensation analyst to drive positive results for her clients, building strong relationships based upon trust and confidence in her expertise to manage their workers' compensation claims to successful conclusion.





Client References

Township of North Bergen

4233 John F. Kennedy Blvd

North Bergen, NJ 07047

Dominick Cinelli

732.539.2119

DCinelli@bbmetro.com

Services Provided: Workers' Compensation Administration
Prior TPA- Qual-Lynx

City of East Orange

44 City Hall Plaza

East Orange, NJ 07018

Naiima Horsley-Fauntleroy

973-266-5310

Naiima.Fauntleroy@eastorange-nj.gov

Services Provided: Workers' Compensation, Auto Liability, Auto Physical Damage, Employment Practices Liability, Police Professional, Property, Public Officials and General Liability Administration
Prior TPA- Inservco

Township of Bloomfield

1 Municipal Plaza

Bloomfield, NJ 07003

Kimberly Duva

973-680-4007

kduva@bloomfieldtwpnj.com

Services Provided: Workers' Compensation Administration
Prior TPA- D&H



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**CLAIMS
RESOLUTION
CORPORATION, INC.**



North Hudson Regional Rescue and Fire

11 Port Imperial Blvd.
West New York, NJ 07093

Jeffrey Welz, Director

201-601-3542

jwelz@nhrrfr.net

Service Provided: Workers' Compensation, Auto Liability, Auto Physical Damage, Employment Practices Liability, Police Professional, Property, Public Officials and General Liability Administration

Prior TPA- Qual-Lynx

Temple University

1803 N. Broad Street
Carnell Hall, 6th Floor
Philadelphia, PA 19122

Thomas Johnston, Director of Workers' Compensation

thomas.johnston@temple.edu

Service Provided: Workers' Compensation

Prior TPA- Qual-Lynx

City of Plainfield

515 Watchung Avenue
Plainfield, NJ 07061

David Minchello, Corporation Counsel

908-226-4902

david.minchello@plainfieldnj.gov

Services Provided: Workers' Compensation, Auto Liability, Auto Physical Damage, Employment Practices Liability, Police Professional, Property, Public Officials and General Liability Administration

Prior TPA- Inservco



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**CLAIMS
RESOLUTION
CORPORATION, INC.**



Camden City School District

1033 Cambridge Street

Camden, NJ 08105

Theresa Reese M.Div, PHR, Human Resources Senior Manager

(856) 966-2000 ext. 38621

TReese@camden.k12.nj.us

Service Provided: Workers' Compensation

Prior TPA- Inservco

County of Hudson

567 Pavonia Avenue

Jersey City, NJ 07306

Donato Batista, Esq, County Counsel

201-795-6250

dbattista@hcnj.us

Services Provided: Workers' Compensation, Auto Liability, Auto Physical Damage, Employment Practices Liability, Police Professional, Property, Public Officials and General Liability Administration

Prior TPA- Inservco

City of Trenton

319 East State Street

Trenton, NJ 08608

Gian Barrecchia, Risk Manager

(609) 989-3196

gbarrecchia@trentonnj.org

Services Provided: Workers' Compensation, Auto Liability, Auto Physical Damage, Employment Practices Liability, Police Professional, Property, Public Officials and General Liability Administration

Prior TPA- Inservco



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**CLAIMS
RESOLUTION
CORPORATION, INC.**



City of Paterson

155 Market St
Paterson, NJ 07505

Domenick Stampone, Esq., Corporation Counsel
973.321.1366

DStampone@patersonnj.gov

Services Provided: Workers' Compensation, Auto Liability, Auto Physical Damage, Employment Practices Liability, Police Professional, Property, Public Officials and General Liability Administration
Prior TPA- CCMSI

City of Jersey City

280 Grove Street
Jersey City, NJ 07302

Matthew Hogan, Risk Management
201.547.5034

Matthew@jenj.org

Services Provided: Workers' Compensation, Auto Liability, Auto Physical Damage, Employment Practices Liability, Police Professional, Property, Public Officials and General Liability Administration
Prior TPA- Self- Administered

Newark Board of Education

765 Broad Street
Newark, NJ 07102

Alexander L. D'Jamoos, Esq., Risk Mgmt. Counsel
973-733-8358

adjamoos@nps.k12.nj.us

Services Provided: Workers' Compensation, Auto Liability, Auto Physical Damage, Employment Practices Liability, Police Professional, Property, Public Officials and General Liability Administration
Prior TPA- York Claims Services



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**CLAIMS
RESOLUTION
CORPORATION, INC.**



Jersey City Public Schools

346 Claremont Ave.

Jersey City, NJ 07305

Samantha Moore, Safety and Insurance Coordinator

201.369.3380

smoore@jcboe.org

Service Provided: Workers' Compensation

Prior TPA- CCMSI

Town of West New York

428 60th Street.

West New York, NJ 07093

Olga Prateep

201.295.5285

OPrateep@westnewyorknj.org

Services Provided: Workers' Compensation, Auto Liability, Auto Physical Damage, Employment Practices Liability, Police Professional, Property, Public Officials and General Liability Administration

Prior TPA- D&H



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CRC

CLAIMS RESOLUTION CORPORATION, INC.



1. SCOPE OF SERVICES

Proposals must be made on the basis that it either meets or exceeds the requirements contained herein. All bidders must be capable of performing the services listed:

- a. Supervise the Township's obligation to employees who sustain bodily or neurological injury and/or occupational diseases in the Township's service or employ.

Claims Resolution Corporation (CRC) has developed a team of seasoned claims professionals, many with extensive experience handling programs similar to the Township's, who possess decades of experience administering New Jersey Workers compensation claims. Our team of claim specialists not only understand NJSA 34:15 but also its nuances as it applies to Public Entities such as the Township.

- b. Maintain accurate records of all detail's incident to all Workers' Compensation cases filed against the Township.

Agreed. CRC's RMIS system will track all activity on every reported claim and will allow the Township the ability to produce this data in virtually unlimited ad-hoc report formats. CRC will maintain a claim file for each reported claim including but not limited to file notes, appointments, and financial transactions. All records are presented electronically and secured with redundant back up protocols. Hardy copy files will be stored in a secure, temperature-controlled environment. Document destruction protocols will be established in client servicing instructions which will include client approval prior to destruction of any documents.

CRC recognizes the need for immediate investigation of all claims to preserve causality and evidentiary documentation. For Workers' Compensation claims, three-point contacts are made with the employer, the injured worker, and the treating physician. Contact is made with employer personnel to obtain details of the accident or occupational injury, verification of job duties and any light duty job assignments if appropriate within 24 hours from receipt of the claim. Contact with the claimant is made to obtain details of the injury, job duties, medical history, medical treatment, and recorded statement as needed. If the claimant is out of work, light duty is discussed with the injured worker setting the expectation that they will return to work as soon as possible. CRC adjusters will also contact the treating physician to obtain causal relationship determination, diagnosis, current and future treatment status as well as any job restrictions and/or anticipated return to work dates.

If the first attempt is unsuccessful, we will continually follow up until a successful contact is made. In addition, a letter is sent to the injured employee indicating that we are attempting to contact them.

The claim adjuster will establish our position regarding compensability as soon as practical. Initial loss reserves are established based on the information known to date within 14 days of completing the investigation. Our claim adjusters are trained to recognize red flag indicators of fraud. When fraud potential is recognized, the claim adjuster will assign one of our approved, licensed private investigation firms to perform surveillance and take any other appropriate investigative action, obtaining client approval as required. CRC will consult with the Township on any cases of suspected fraud prior to assigning any surveillance. An ISO search is completed on



CLAIMS RESOLUTION CORPORATION, INC.



all Lost Time claims that will identify any prior claims filed by the injured worker and all subrogation and apportionment opportunities are identified and investigated.

CRC will work with the defense firms appointed by the Township. Our procedure for preparing claim files for hearings is to work with defense counsel to prepare a detailed hearing preparation sheet with file notes and hearing directives for assigned defense counsel. The hearing prep notes outline the issues and strategy for resolution of the claims. The hearing directives are provided no later than one week in advance of the hearings. We believe that it is the responsibility of the adjuster to manage the claim. Our adjusters do not hand files off to defense counsel to manage the claims. CRC's management team role is to ensure that their staff members provide the files for hearings with clear and detailed summaries for defense counsel, and when necessary, will schedule a pre-hearing conference with defense counsel and the Township to discuss case strategy.

c. Compile and file all notices and reports required under the Workers' Compensation Law.

Agreed. CRC will compile and file all required notices and reports required under Workers Compensation Law, including Electronic Data Interchange reporting of First Report of Injury and Subsequent Reports of Injury claims data to the New Jersey Compensation Rating and Inspection Bureau. CRC's web based Risk Management Information System (RMIS) will also automatically track OSHA Reportable and OSHA Recordable incidents. The Township will have access to this data 24/7/365 on an online, real time basis.

d. Provide care and medical supervision, administration and disposition of Workers' Compensation cases filed by employees against the Township.

Agreed. CRC will work closely with the Township's current medical providers in establishing effective and efficient lines of communication. As part of our commitment to this process, CRC recommended and instituted a monthly medical review meeting with those physicians treating the most significant employee injuries. As necessary CRC will also assist the TOWNSHIP in identifying other providers or specialists to augment the current panel or address specific disability issues.

e. Provide the Township with a monthly report on all Workers' Compensation cases.

Agreed. CRC operates one of the industry's most sophisticated risk management information systems. We can custom tailor month end and summary loss and financial data specifically for the Township. As part of the initial account set up process, we will identify the reports you wish to receive and the frequency of those reports. All standard or "static" month end reports are automatically emailed at month end to the designated recipients. In addition to the scheduled report packets, the Township can create virtually unlimited ad-hoc reports on an online, real-time basis. As always, your designated Account Manager can also produce interim reports or specialty reports as needed - *at no additional cost*.

The Township will have a designated Account Manager who will oversee the coordination of all service deliverables and ongoing client support. In addition to your Account Manager, each and every member of the team is available to review monthly reports and support the Township's safety and risk management initiatives.



CLAIMS RESOLUTION CORPORATION, INC.



CRC welcomes the opportunity to attend and participate at any and all regularly scheduled meetings with the Township. We believe this is a key element in supporting the Township's risk management objectives and to developing and maintaining effective and efficient communication with your team. Our staff will participate, as needed, in on-going meetings with Township staff to review losses, safety recommendations, government regulations and insurance requirements. Claims Resolution Corporation will provide continuous review and analysis of loss information from current and prior insurance companies and present those findings to the Township. CRC will act as liaison between the Township and insurance carriers, brokers, providers, or claimants.

f. Timely, complete, and accurate management of bill repricing, network negotiation, nurse case management, and medical review services typically associated with managed care services.

Agreed. Claims Resolution Corporation, Inc. prides itself on accurate bill repricing through the utilization of in network provider panels with contracted rates through our proprietary mosaic of PPO networks. If a specialist is needed that we are unable to locate in our network of networks, we facilitate a network agreement to get the best rates for the Township.

g. Maintain multiple PPO Network agreements to maximize bill penetration and cost savings for the Town.

CRC maintains a proprietary network of networks that identifies the most preferential PPO network by medical provider to maximize cost savings to the District. CRC has reduced a Clients medical expense by over \$2.5 million in the first 3 1/2 years utilizing our proprietary PPO mosaic of networks.



Political Contribution Disclosure Statement Pursuant to Chapter 2, Section 68 of the Revised General Ordinances of the Township of West Orange

Pursuant to Section 2-68.1 of the Revised General Ordinances of the Township of West Orange, please set forth below all political contributions in cash or in kind of two hundred (\$200.00) dollars or more made within five (5) years of the date of acceptance of a proposal for a negotiated contract with the Township of West Orange, or within five (5) years of the notice of award for a bid contract with the Township of West Orange, either directly or indirectly, by the individuals or any of the principals of the business entity completing this form or by the business entity itself, to any elected official of the Township of West Orange currently in office or any political organization affiliated with an elected official of the Township currently in office.¹

<u>Name of Individual/Entity Making Contribution</u>	<u>Amount of Contribution</u>	<u>Recipient of Contribution</u>	<u>Date of Contribution</u>

If you have NOT made any contributions within the scope of Section 2-68.1, as set forth above, please X the line to the right.	NONE
	<u> X </u>

I hereby certify under penalty of perjury that the information provided herein is true and accurate to the best of my knowledge, information and belief.

The current elected officials of the Township include the following: Mayor Robert D. Parisi; Council President Cindy Matute-Brown, Councilman Bill Rutherford; Councilwoman Susan McCartney, Councilwoman Michelle Casalino; and Councilwoman Tammy Williams.

Claims Resolution Corporation, Inc.
Company Name

Authorized Signature

David Harris
Printed Name

May 12, 2022

Date

PROPOSAL

TO THE TOWNSHIP COUNCIL, TOWNSHIP OF WEST ORANGE, NEW JERSEY

Dear Council Members:

In accordance with and subject to all stipulations, conditions, requirements, and instructions to bidders, specifications so far as they relate to this proposal are made part of it, submit a bid of:

Amount of: \$ 15,800.00

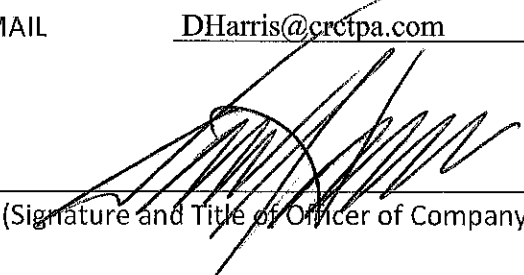
COMPANY
NAME Claims Resolution Corporation, Inc.

ADDRESS 323 S. Pitney Road, Suite 200
Galloway, NJ 08205

DATE May 12, 2022

PHONE 973-731-5700

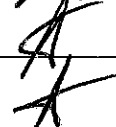
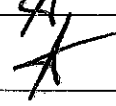
EMAIL DHarris@cretpa.com

BY 
(Signature and Title of Officer of Company authorized to execute a contract)

PROPOSAL TO BE SUBMITTED IN DUPLICATE

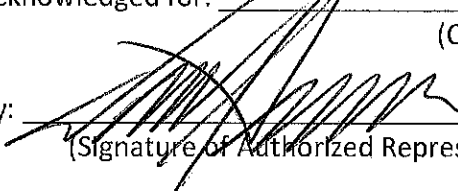
TOWNSHIP OF WEST ORANGE
ACKNOWLEDGMENT OF RECEIPT OF ADDENDA/ADDENDUM

The undersigned Bidder hereby acknowledges receipt of the following addenda:
Please assign the number, date and initial.

Addendum Number (Initial)	Dated	Acknowledge Receipt
#1	<u>April 4, 2022</u>	
#2	<u>April 13, 2022</u>	
#3	<u>April 28, 2022</u>	

☐ No addenda/addendum was received.

Acknowledged for: Claims Resolution Corporation, Inc.
(Company Name)

By: 
(Signature of Authorized Representative)

Name: David Harris
(Print)

Title: President

Date: May 12, 2022

Business Registration Certification and Public Works Contractor Registration Certification

Effective September 1, 2004, the State has expanded its Contractor Registration Program to local Government contracts, P.L. 2004, c57. All business organizations that do business with a local government agency are required to be registered with the State. The business must provide proof of that registration to the local government agency before that local government agency can enter into a contract with the business. A copy of the Business Registration Certificate must also be on file before any purchase order/voucher or other contracting document can be issued. Contractors are responsible for notifying subcontractors. Further information and registration can be obtained online from the NJ Treasury, Division of Revenue or by calling (609) 292-1730.

P.L. 1999 Chapter 238. The Public Works Contractor Registration Act specifies that no contractor or subcontractor shall bid on or engage in any contract (or part thereof) for public work which is subject to the provisions of the "New Jersey Prevailing Wage Act", P.L. 1963 C. 150 (c. 34:11-56.25 et seq.) for the construction, reconstruction, demolition, alteration, repair, or maintenance of a public building regularly open to and used by the general public or public institution, and includes any subcontractor or lower tier subcontractor of a contractor unless they are registered with the Commissioner of Labor.



STATE OF NEW JERSEY BUSINESS REGISTRATION CERTIFICATE

Taxpayer Name:

CLAIMS RESOLUTION CORPORATION, INC.

Trade Name:

Address:

323 S. PITNEY RD., SUITE 200
GALLOWAY, NJ 08205

Certificate Number:

1780726

Effective Date:

March 14, 2013

Date of Issuance:

September 22, 2021

For Office Use Only:

20210922165730190

AFFIDAVIT OF NON-COLLUSION

The undersigned bidder of full age, being duly sworn according to law depose and hereby specifically certifies that:

- A. To the best of the bidder's knowledge and belief, the annexed bid proposal for this project has not been prepared in collusion with any other bidder of like item or services and the prices, discounts, terms and conditions thereof have not been directly or indirectly communicated by or on behalf of the bidder to any person other than the recipient of the bid and will not be communicated to any person prior to the official opening of the bid.
- B. The bidder fully understands that no premiums, rebates, or gratuities are permitted either with, prior to, or after signing of contract. Any violation will result in cancellation and removal from the bid list.
- C. The bidder further certifies that the undersigned has the necessary authority, to sign this stipulation stating that the bidder has not entered into any agreement, or otherwise taken any action in restraint of free competitive bidding in connection with this bid.

All references to the bidder are understood to include the undersigned and all principals, partners and officers of the bidder..

Date:

(Signature)

David Harris, President

(Name and Title)

Claims Resolution Corporation, Inc.

(Company Name)

323 S. Pitney Road, Suite 200 Galloway NJ 08205

(Address)

(Corporate Seal)

Subscribed and sworn to before me

this 12 day of May, 2022

Notary Seal

LAUREN F WALTER
Notary Public - State of New Jersey
My Commission Expires Aug 30, 2023

TOWNSHIP OF WEST ORANGE

DISCLOSURE OF INVESTMENT ACTIVITIES IN IRAN

Proposer: Claims Resolution Corporation, Inc.

Pursuant to Public Law 2012, c. 25, any person or entity that submits a bid or proposal or otherwise proposes to enter into or renew a contract must complete the certification below to attest, under penalty of perjury, that the person or entity, or one of the person or entity's parents, subsidiaries, or affiliates, is not identified on a list created and maintained by the New Jersey Department of the Treasury as a person or entity engaging in investment activities in Iran. If the Director finds a person or entity to be in violation of the principles which are the subject of this law, s/he shall take action as may be appropriate and provided by law, rule or contract, including but not limited to, imposing sanctions, seeking compliance, recovering damages, declaring, declaring the party in default and seeking debarment or suspension of the person or entity.

I certify, pursuant to Public Law 2012, c. 25, that the person or entity listed above for which I am authorized to submit a proposal: Must check appropriate boxes

☐ Is not providing goods or services of \$20,000,000 or more in the energy sector of Iran, including a person or entity that provides oil or liquefied natural gas tankers, or products used to construct or maintain pipelines used to transport oil or liquefied natural gas, for the energy sector of Iran, and

☒ Is not a financial institution that extends \$20,000,000 or more in credit to another person or entity, for 45 days, or more, if that person or entity will use the credit to provide goods or services in the energy sector in Iran.

In the event that a person or entity is unable to make the above certification because it or one of its parents, subsidiaries, or affiliates has engaged in the above referenced activities, a detailed, accurate and precise description of the activities must be provided in part 2 below to the New Jersey Turnpike Authority under penalty of perjury. Failure to provide such will result in the proposal being rendered as non-responsive and appropriate penalties, fines and/or sanctions will be assessed as provided by law.

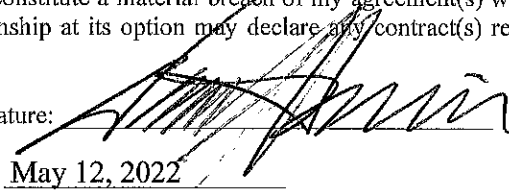
Part 2: PLEASE PROVIDE FURTHER INFORMATION RELATED TO INVESTMENT ACTIVITIES IN IRAN

You must provide a detailed, accurate and precise description of the activities of the proposer, or one of its parents, subsidiaries or affiliates, engaging in the investment activities in Iran outlined above by completing the boxes below.

Name: _____	Relationship to Proposer: _____
Description of Activities: _____	
Duration of Engagement: _____	Anticipated Cessation Date: _____
Proposer Contact Name: _____	Contact Phone Number: _____

Certification: I, being duly sworn upon my oath, hereby represent and state that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I attest that I am authorized to execute this certification on behalf of the above referenced person or entity. I acknowledge that the Township of West Orange, State of New Jersey is relying on the information contained herein and thereby acknowledge that I am under a continuing obligation from the date of this certification through the completion of any contracts with the Township to notify the Township in writing of any changes to the answers of information contained herein. I acknowledge that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I recognize that I am subject to criminal prosecution under the law and that it will also constitute a material breach of my agreement(s) with the Township of West Orange, State of New Jersey and that the Township at its option may declare any contract(s) resulting from this certification void and unenforceable.

Full Name (Print): David Harris

Signature: 

Title: President

Date: May 12, 2022

(REVISED 4/10)

MANDATORY EQUAL EMPLOYMENT OPPORTUNITY LANGUAGE
N.J.S.A. 10:5-31 et seq. (P.L. 1975, C. 127)
N.J.A.C. 17:27

GOODS, PROFESSIONAL SERVICE AND GENERAL SERVICE CONTRACTS

During the performance of this contract, the contractor agrees as follows:

The contractor or subcontractor, where applicable, will not discriminate against any employee or applicant for employment because of age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex. Except with respect to affectional or sexual orientation and gender identity or expression, the contractor will ensure that equal employment opportunity is afforded to such applicants in recruitment and employment, and that employees are treated during employment, without regard to their age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex. Such equal employment opportunity shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Public Agency Compliance Officer setting forth provisions of this nondiscrimination clause.

The contractor or subcontractor, where applicable will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex.

The contractor or subcontractor will send to each labor union, with which it has a collective bargaining agreement, a notice, to be provided by the agency contracting officer, advising the labor union of the contractor's commitments under this chapter and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

The contractor or subcontractor, where applicable, agrees to comply with any regulations promulgated by the Treasurer pursuant to N.J.S.A. 10:5-31 et seq., as amended and supplemented from time to time and the Americans with Disabilities Act.

The contractor or subcontractor agrees to make good faith efforts to meet targeted county employment goals established in accordance with N.J.A.C. 17:27-5.2.

The contractor or subcontractor agrees to inform in writing its appropriate recruitment agencies including, but not limited to, employment agencies, placement bureaus, colleges, universities, and labor unions, that it does not discriminate on the basis of age, race, creed, color,

national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, and that it will discontinue the use of any recruitment agency which engages in direct or indirect discriminatory practices.

The contractor or subcontractor agrees to revise any of its testing procedures, if necessary, to assure that all personnel testing conforms with the principles of job-related testing, as established by the statutes and court decisions of the State of New Jersey and as established by applicable Federal law and applicable Federal court decisions.

In conforming with the targeted employment goals, the contractor or subcontractor agrees to review all procedures relating to transfer, upgrading, downgrading and layoff to ensure that all such actions are taken without regard to age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, consistent with the statutes and court decisions of the State of New Jersey, and applicable Federal law and applicable Federal court decisions.

The contractor shall submit to the public agency, after notification of award but prior to execution of a goods and services contract, one of the following three documents:

Letter of Federal Affirmative Action Plan Approval

Certificate of Employee Information Report

Employee Information Report Form AA302 (electronically provided by the Division and distributed to the public agency through the Division's website at www.state.nj.us/treasury/contract_compliance)

The contractor and its subcontractors shall furnish such reports or other documents to the Division of Public Contracts Equal Employment Opportunity Compliance as may be requested by the office from time to time in order to carry out the purposes of these regulations, and public agencies shall furnish such information as may be requested by the Division of Public Contracts Equal Employment Opportunity Compliance for conducting a compliance investigation pursuant to **Subchapter 10 of the Administrative Code at N.J.A.C. 17:27.**

STOCKHOLDER DISCLOSURE CERTIFICATION

I certify that the list below contains the names and home addresses of all stockholders holding 10% or more of the issued and outstanding stock of the undersigned. _____

I certify that no one stockholder owns 10% or more of the issued and outstanding stock of the undersigned. _____

PLEASE CHECK TYPE OF BUSINESS ORGANIZATION:

Partnership _____ Limited Partnership _____ Limited Liability Corp _____
Corporation X Sole Proprietorship _____ Limited Liability Partnership _____
Subchapter S Corp _____

PLEASE CHECK APPROPRIATE BOXES AND SIGN BELOW

Name: David Harris

Home Address: 2295 Gulf of Mexico Drive,

Longboat Key FL 34228

Stockholders

Name: CRC-NJ Midco, Inc.

Home Address: 2100 Ponce de Leon Blvd, Suite 730

Coral Gables FL 33134

Name CRC-NJ Holding Corp.

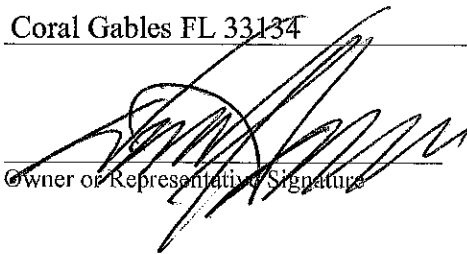
Home Address: 2100 Ponce de Leon Blvd, Suite 730

Coral Gables FL 33134

Name: CRC-NJ Investors, LLC.

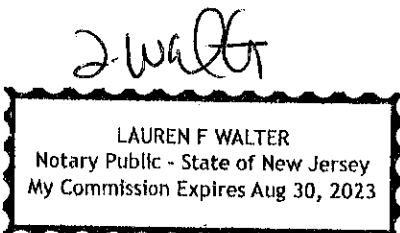
Home Address: 2100 Ponce de Leon Blvd, Suite 730

Coral Gables FL 33134


Owner or Representative Signature

David Harris, President
Print Name & Title

NOTARY PUBLIC
Sworn before me this 12 day of May 2022.



REQUIRED EVIDENCE

AFFIRMATIVE ACTION REGULATIONS N.J. S.A. 10:5-31, et seq. (N.J.A.C. 17:27)

If awarded a contract, the Bidder will be required to comply with the requirements of N.J.S.A. 10:5-31, et seq., and N.J.A.C. 17:27. Within five (5) days after receipt of the notification of intent to award the contract, the Bidder shall present one of the following:

1. Appropriate evidence that the Contractor is operating under an existing federally approved or sanctioned affirmative action program; or
2. A Certificate of Employee Information Report Approval issued in accordance with N.J.A.C. 17:27-4; or
3. An initial Employee Information Report consisting of forms provided by the Affirmative Action Office and completed by Contractor in accordance with N.J.A.C. 17:27-4.

The Bidder must submit no later than three (3) days after the signing of the Contract an Initial Project Manning Table consisting of forms provided by the Affirmative Action Office and completed by Contractor in accordance with N.J.A.C. 17:27-7.

Bidders are referred to the Bidder's Information Section of the Bid Packet for a further description of the above requirements.

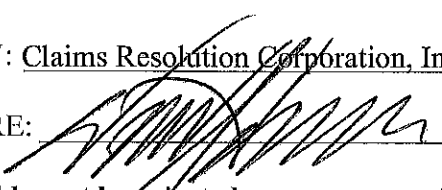
NO BIDDER MAY BE ISSUED A CONTRACT UNLESS THEY COMPLY WITH THE AFFIRMATIVE ACTION REGULATIONS OF N.J.S.A. 10:5-31, et seq.

The following questions must be answered by all Bidders:

1. Do you have a federally-approved or sanctioned Affirmative Action Program?
Yes _____ (If yes, submit a copy of such approval.) No
2. Do you have a State Certificate of Employee Information Report approval?
Yes X (If yes, submit a copy of such approval.) No

The undersigned Bidder certifies that he is aware of the commitment to comply with the requirements of N.J.S.A. 10:5-31, et seq., and agrees to furnish the required documentation pursuant to the law.

COMPANY: Claims Resolution Corporation, Inc. NAME: David Harris

SIGNATURE:  TITLE: President

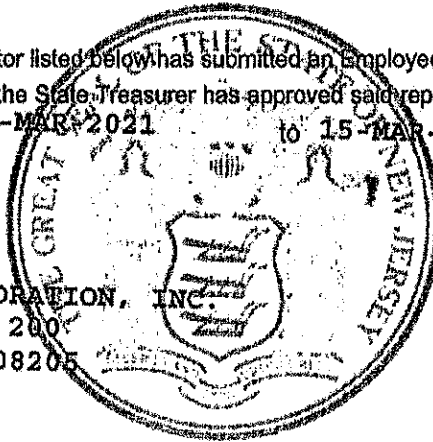
NOTE: A bid must be rejected as non-responsive if a Bidder fails to comply with requirements of N.J.S.A. 10:5-31, et seq., within the time frame stipulated.

Certification 52331

CERTIFICATE OF EMPLOYEE INFORMATION REPORT
RENEWAL

This is to certify that the contractor listed below has submitted an Employee Information Report pursuant to N.J.A.C. 17:27-1.1 et. seq. and the State Treasurer has approved said report. This approval will remain in effect for the period of **15-MAR-2021** to **15-MAR-2028**

CLAIMS RESOLUTION CORPORATION, INC.
323 PITNEY ROAD, SUITE 200
GALLOWAY NJ 08205



Elizabeth Maher Muoio
ELIZABETH MAHER MUOIO
State Treasurer

BIDDER'S CHECK LIST Mandatory Items

- Business Registration Certification
- Stockholders Disclosure Statement
- Affirmative Action Compliance Notice
- Iranian Disclosure Form
- Non Collusion Affidavit
- Proposal Form
- Political Disclosure Statement
- Addendum

A vertical column of handwritten marks, including checkmarks and signatures, corresponding to each item in the list.

CLAIMS RESOLUTION CORPORATION, INC.



Claims Resolution Corporation, Inc.

Fee Schedule

Township of West Orange

May 17, 2022

<i>Services:</i>	
Third Party Claims Administrator Fees	Annual Fee
Flat Annual Fee 01/01/22-12/31/22	\$15,800.00
Data Conversion (one-time charge)	\$6,200.00
Take Over of Existing Claims	INCLUDED
Included in the above Fee:	
▪ All claims management functions ▪ Claims investigation ▪ Subrogation ▪ State filings and reporting ▪ Creation of client handling instructions ▪ Creation of implementation plan ▪ Establishment of data hierarchy ▪ Set up of client users in RMIS system ▪ Creation and funding of loss fund account, establish funding, and check writing protocols ▪ Participation in quarterly claims reviews ▪ Quarterly stewardship meeting ▪ Reporting to excess/fronting carrier ▪ Risk Management Information System cost to include: 5 User ID's, internet access to claim files, the ability to e-mail your adjuster, and access to our library of template risk management reports together with initial training and ongoing support ▪ Monthly loss runs and loss fund activities reports ▪ Medicare Reporting and claim filing ▪ Administration of Client directed medical providers and vendors	



CLAIMS RESOLUTION CORPORATION, INC.



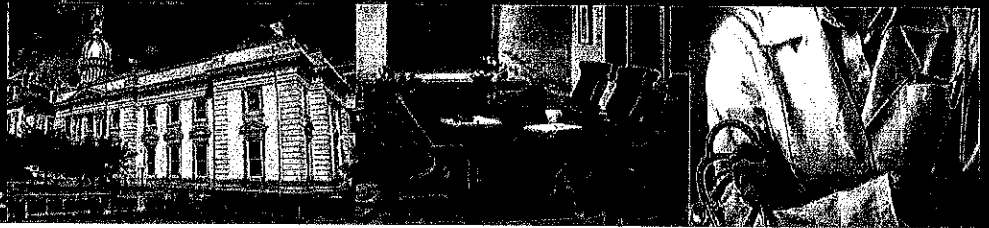
<i>Services:</i>	
Other Services:	
Multiple PPO access and set up of all managed care services	15-28% of savings
Fully Automated OSHA/PEOSHA Record Keeping/Reporting	INCLUDED
Subrogation Services	INCLUDED



323 S. Pitney Road, Suite 200 • Galloway, NJ 08205 • 973-731-5700

CRC

CLAIMS RESOLUTION CORPORATION, INC.



All fees are quoted on an annual life of contract basis. Claims Resolution Corporation Inc. (CRC) will handle all reported losses through conclusion for so long as there is a contractual relationship between the Client and CRC. CRC requires the execution of an annually renewable contract with a minimum of 90 days notice of termination and a 20% short rate penalty applicable to Client termination prior to the end of the contract period.

The quoted claims administration fees do not include those fees normally associated with allocated loss adjustment expenses. Allocated Loss Adjustment Expenses (ALAE) shall mean all costs, charges or expenses incurred by Company, its agents or its employees, and approved by Client in writing, with respect to a Qualified Claim including without limitation, court costs, fees and expenses (including reasonable attorneys' fees); checks, printing costs and banking fees, appeal bonds; independent adjusters; investigators; appraisers; vocational services, training or evaluation; medical expenses and medical cost containment service providers and managed care fees (including those provided by Company, if applicable); medical case management; peer review; injury triage; field investigation; MMSEA reporting; MSA set-asides; MSA medical cost projections; utilization review fees; rehabilitation services; experts and witnesses; fees for obtaining statements and official reports, payment processing, diagrams, reports, records, documents, transcripts, depositions, index bureau filings and re-filings and photographs; cost of file retrieval; cost associated with the pursuit of subrogation and/or Special Injury Fund claims and reasonable travel fees and expenses incurred by Company in the performance of the services contemplated herein.

Client understands and acknowledges that the Company may have business agreements, including cost sharing arrangements, with vendor service providers that perform services related to this Agreement or in connection with the services provided under this Agreement including services related to allocated and unallocated expenses. As part of these business agreements, there may be financial considerations paid by the vendor service provider to the Company for the resources and services that the Company may provide, which could include marketing, personnel, information technology, system access, and various administrative services. Client understands and acknowledges that it is under no obligation to utilize any vendor provider that is recommended by the Company to perform services related this Agreement and if Self Insured elects not to utilize the services of a recommended vendor provider, then Self Insured can select a vendor service provider it chooses to perform such services. Self Insured acknowledges that if it selects a vendor service provider different than one that is recommended by Company then there may be an adjustment to the Claims Administration Services fee. Self-Insured also acknowledges that it has control over the types of and amounts of services a vendor service provider performs under or in connection with this Agreement, whether recommended by the Company or selected by Client.



323 S. Pitney Road, Suite 200 • Galloway, NJ 08205 • 973-731-5700

CRC

TOWNSHIP OF WEST ORANGE**COMPETITIVE CONTRACT REPORT FOR THE
WORKERS COMPENSATION THIRD PARTY ADMINISTRATION****Overview**

On November 9, 2021, the Township Council for the Township of West Orange (the “Township”) adopted Resolution 284-21 which authorized the Township to utilize Competitive Contracting in lieu of public bidding to award a contract for the retention of a Third-Party Administrator (a “TPA”) to assist in the processing of the Township’s various self-insured claims for workers compensation, automobile and general liability.

On December 14, 2021, the Township advertised and release a Request for Proposal (the “RFP”) for a Contract for Workers Compensation Third Party Administration Services (the “Contract”) in accordance with the Local Public Contracts Law (the “LPCL”). The RFP provided that proposals would be due on January 6, 2022. The Township issued an Addendum to the RFP adjourning the deadline for submission of proposals from January 6, 2022 to February 1, 2022. The Township then issued a second Addendum to the RFP providing historical data regarding workers compensations claims submitted to the Township.

On January 27, 2022, a prospective respondent to the RFP filed a lawsuit challenging the Township’s RFP seeking the issuance of revised set of RFP with additional data and information provided therein. On March 7, 2022, the Honorable Robert H. Gardner, Judge of the Superior Court entered a Consent Order memorializing the terms of a resolution of the lawsuit whereby the Township would readvertise the RFP providing additional information and data in the RFP. On March 15, 2022, the Township Council adopted resolution 59-22 consistent with the terms of the Consent Order authorizing: (i) rejection of the proposal received by the Township; and (ii) advertisement of a revised RFP.

On March 28, 2022, the Township advertised and released a revised RFP consistent with the terms of the Consent Order entered by Judge Gardner. The RFP instructed Respondents to submit a lump sum fee proposal for a Contract term of one year. The RFP also set forth the Selection Criteria including:

1. Qualifications of the primary principal and support staff.
2. General experience-of the firm.
3. Experience with communities the size and complexity of West Orange.
4. Familiarity with West Orange, Essex County and the State of New Jersey.
5. Fee.

On May 17, 2022, the Township received four (4) proposals in response to the RFP, including proposals from the following respondents:

Claims Resolution Corporation, Inc. (“CRC”)
323 S. Pitney Road, Suite 200
Galloway, NJ 08205

Inservco Insurance Services, Inc. (“Inservco”)
3150 Brunswick Pike
Lawrenceville, NJ 08048

PMA Management Corp. (“PMA”)
330 Fellowship Road
Mount Laurel, NJ 08054

Qual-Lynx (“Qual-Lynx”)
100 Decadon Drive
Egg Harbor Township, NJ 08234

The Respondents included the following fee proposals:

<u>Respondent</u>	<u>Fee Proposal</u>
CRC	\$22,000 (\$15,800 + one-time fee of \$6,200 for data conversion)
Inservco	\$62,900
PMA	\$45,000
Qual-Lynx	\$32,100

Evaluation

As to the first four (4) criteria all four Respondents demonstrated a competent level of qualifications and experience for both each company as well as the primary and support staff identified in each proposal with each Respondent having at least twenty (20) years of experience providing TPA services. All four (4) Respondents have included references to municipalities of a similar size to the Township and municipalities and entities geographically near the Township demonstrating a familiarity with the Township that demonstrates their ability to perform the Contract for the Township.

Ultimately, the price discrepancy in the proposals was the deciding factor in the evaluation of the proposals. CRC’s proposed a Fee that is more than \$10,000 less than the fee to the next lowest fee proposed and \$40,000 less than the highest proposed fee. This pricing difference steered the evaluation and recommendation of the award of the Contract to CRC over the other Respondents who were all similarly qualified.

Conclusion/Recommendation

Based on the price differential in the Proposals, Township recommends that the Contract for Workers Compensation Third Party Administration Services be awarded to Claims Resolution Corporation, Inc.

**Township of West Orange
Essex County, New Jersey**

**Resolution No.165-22
June 28, 2022**

Resolution: Approval to submit a grant application and execute a grant contract with the New Jersey Department of Transportation for the Carlson Rd, Cullen Dr and Colonial Woods Dr from Morris Rd to Warren Rd Improvements Project.

NOW, THEREFORE, BE IT RESOLVED that the Mayor and Council of the Township of West Orange formally approve the grant application for the above stated project.

BE IT FURTHER RESOLVED that the Mayor and Clerk are hereby authorized to submit an electronic grant application identified as “MA-2023-Carlson Rd, Cullen Dr and Colonial W-00155” to the New Jersey Department of Transportation on behalf of the Township of West Orange.

BE IT FURTHER RESOLVED that the Mayor and Clerk are hereby authorized to sign the grant agreement on behalf of the Township of West Orange and that their signatures constitute acceptance of the terms and conditions of the grant agreement and approve the execution of the grant agreement.

Certified as a true copy of the Resolution adopted by the Mayor and Council
On this 28th day of June, 2022.

Karen J. Carnevale, RMC
Municipal Clerk

The Hon. Robert D. Parisi, Mayor

My signature and the Clerk’s seal serve to acknowledge the above resolution and constitute acceptance of the terms and conditions of the grant agreement and approve the execution of the grant agreement as authorized by the resolution above.

ATTEST and AFFIX SEAL

Karen J. Carnevale, RMC
Municipal Clerk

Susan McCartney
Council President

RESOLUTION

WHEREAS, the Township of West Orange (the “Township”) has established an Employee Assistance Program (“EAP”) through the State of New Jersey, Civil Service Commission, Employee Advisory Service (“EAS”); and

WHEREAS, the Township wishes to continue the EAP for the 2023 Fiscal Year, which begins on July 1, 2022 and concludes on June 30, 2023, to provide Township employees with counseling services to enhance morale and performance and a series of other available services (“EAS Services”); and

WHEREAS, the Township wishes to continue its participation in the EAP; and

WHEREAS, the Township seeks to enter into a new agreement set forth in the proposed NJ Employee Advisory Service Agency Agreement (the “Agreement”), annexed hereto as Exhibit “A;” and

WHEREAS, as per the Agreement, the Civil Service Commission will offer EAS Services on a “per session” basis for 301 Township employees for \$150 per session and all workshops or emergency response services to be billed at \$300 per initial session.

THEREFORE, IT IS HEREBY RESOLVED, that the Township Council authorizes the Business Administrator to execute, and the Township Clerk to witness an agreement with the EAS (annexed hereto as Exhibit “A”) to provide EAS Services for the 2023 Fiscal Year; and

BE IT FURTHER RESOLVED that a copy of this Resolution and supporting documentation remain on file with the Township Clerk for inspection by the public.

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

Susan McCartney
Council President

Adopted: June 28, 2022

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

John Gross, Chief Financial Officer

Exhibit “A”



Philip D. Murphy
Governor
Sheila Y. Oliver
Lt. Governor

STATE OF NEW JERSEY
CIVIL SERVICE COMMISSION

EMPLOYEE ADVISORY SERVICE
P.O. BOX 320
Trenton, NJ 08625-0320
Telephone: (866) 327-9133 Fax: (609) 633-8584

Deirdré L. Webster Cobb, Esq.
Chair/Chief Executive Officer

July 1, 2022
**NJ Employee Advisory Service Agreement
FY2023**

Agency/Contact: Township of West Orange, ~~John K. Sayers~~

Phone Number: 973-325-4050 **Email: admin@westorange.org**

Number of Active Employees: 301

Agency Service Fee: \$150 per session

(Any face-to-face contact or communication lasting more than 20 minutes constitutes one session.)

Service Fee Includes

- Unlimited Individual and Supervisory Sessions; including intake, assessment, referral, monitoring, counseling, and consultation.
- Unlimited Management/Human Resource Consultations; including CDL and Direct Care employee random drug test monitoring, orientations, critical incident/stress debriefings, and community resource referrals.
- Employees Advisory Service updates, resources, and information on health and wellness.
- Employees Advisory Service Newsletters and Webinars.

Please refer to the attached **NJ Employee Advisory Service Agreement** for complete details of all services provided during the contract period.

All workshops or emergency response services are billed at \$300.00 per initial session.

The contract will be effective from **July 1, 2022 to June 30, 2023**

Signature indicates agreement with the fee and services provided.

Agency Contact Name and Signature

Date

Agency Fiscal Officer Name and Signature

Date

EAS Representative Name and Signature

Date

NJ Employee Advisory Service Agency Agreement

Fiscal Year 2023

This agreement describes the services provided by the NJ Employee Advisory Service upon contract with New Jersey State, Local and Judiciary Government Departments and Agencies.

N.J.A.C. 4A: 6-4.10 contains the regulations that govern the NJ Employee Advisory Service. Employee Advisory Service Counselors provide services on a statewide basis. The Employee Advisory Service main office is located at 44 South Clinton Avenue, 3rd Floor, Trenton, New Jersey.

Available Services

- a. **Intake and Assessment** - The assessment process begins at the initial phone call. Employees will complete the Intake/Assessment form and other necessary documents, prior to the initial visit. Meetings with Employee Advisory Service Counselor are conducted in person or via other virtual or telephonic platforms. The assessment interview process is a critical component. While two sessions may be sufficient to complete the process, there may be times when additional appointments are needed.
- b. **Referrals** – Employees in need of additional services will be referred through the State Health Benefits Plan (SHBP) and/or linked to community resources. These services may include alcohol and other drug addiction rehabilitation centers; psychiatric hospitals and local mental health agencies; psychiatrists; psychologists; licensed therapists; licensed social workers; domestic violence resources; legal resources; childcare resources; and others as deemed necessary. In most cases, we will utilize the employee's health benefits plan to locate and provide services, including payment. The Employee Advisory Service has an extensive statewide resource directory applicable to employee assistance services. In cases where there is question about an employee's capacity to work or a concern for safety, an appropriate evaluation can be arranged in consultation at the request of the employer.
- c. **Follow Up/ Monitoring** – The Employee Advisory Service Counselor will monitor the employees progress through follow-up appointments and consultation with the referral source if necessary. Written correspondence will be provided to the Human Resource contact in the case of a formal referral.
- d. **Short Term Counseling** – Employee Advisory Service Counselors can provide short-term supportive counseling. **If long-term** and/or more specific care is determined, an appropriate referral will be made to an outside resource provider best suited for the employee's needs. The Employee Advisory Service utilizes a 2 - 3 session model. Short-term supportive and/or goal-orientated counseling can be very effective in working with employees who present specific problems, such as stress related work issues or workplace conflict.
- e. **Random Drug Test Monitoring for Commercial Driving Licenses (CDL) Employees and Direct Care Employees** – The Employee Advisory Service provides comprehensive assessments and evaluations/referrals for level of care to randomly tested employees in order to support the directive of the State of New Jersey's Drug and Alcohol-Free Workplace policies. Treatment recommendations can include, but are not limited to inpatient treatment, partial in-patient programs, outpatient treatment, education, and/or aftercare and return-to-work verification.

Based upon Federal rules and regulations 49CFR Part 40 governing drug and alcohol testing for safety sensitive transportation industries and N.J.S.A. Title 30:4-3.27; the Employee Advisory Service provides Substance Abuse Professional (SAP) evaluations, recommendations, return to duty process and follow-up testing for employers whose employees are required to maintain a Commercial Driving License (CDL) and for certain State employees at psychiatric hospitals, developmental centers and employees in specific identified titles. The Employee Advisory Service will recommend a course of education and/or treatment which the employee must demonstrate successful compliance prior to returning to Direct Care or DOT safety-sensitive duty.

- f. **Supervisory Consultation** – An employee's personal and family problems may have a negative impact on work productivity and may be revealed in job performance or workplace behavior. Supervisors are in a unique position to identify those employees whose work may be affected by personal or family problems and can make the appropriate referral. Supervisors are encouraged to provide information on the employee's performance which will help the Counselor determine the best course of action. The Employee Advisory Service may also meet with supervisors to help increase their skill in working with employees who are experiencing ongoing performance and personal issues.
- g. **Employee and Supervisor/Management Orientations** – The Employee Advisory Service provides an overview of our services to employees, Supervisors/Managers, and agency Human Resource/Employee Relations representatives through the Employee Advisory Service website, Counselor led orientation sessions, and webinars.

- h. **Employee Workshops** – The Employee Advisory Service offers group and individual workshops. The following programs are available:
- Stress Management
 - Supervisory Assistance
 - Conflict Resolution
 - CDL Drug and Alcohol Awareness
- i. **Critical Incident and Stress Debriefing** – Virtually any emergency situation can trigger the need for a trauma response. Some of the more common events that can affect employees include:
- Death of an employee
 - Emergencies and natural disaster
 - Violence at the workplace
 - Workplace accidents and injuries

In the event your agency experiences a serious traumatic event, a trained response team is available. The Employee Advisory Service Counselors are specifically trained in Critical Incident Stress Debriefing, Psychological First Aid, and Grief Counseling and will provide onsite services in the forms of group debriefings, group discussions, group counseling and/or individual debriefings and counseling.

- j. **Wellness Resources** – The Employee Advisory Service provides updates, resources, and information on health and wellness to identify new trends and tips to assist your employees with proactive and productive work and life habits. Resources include:
- Monthly Employee Advisory Service Employee Newsletters
 - Quarterly Employee Advisory Service Supervisory Newsletters
 - Monthly Webinars –themed presentations for both employees and supervisors

Appointment Scheduling and Referrals

Appointments are scheduled by contacting the Employee Advisory Service at EAS_Help@csc.nj.gov, calling 1-866-327-9133. Request for service forms will be located on the Employee Advisory Service website <https://www.nj.gov/csc/employees/programs/advisory/eas.html>.

- a. When an employee requests services – Employees may utilize benefit time, or the agency may allow employees to access services during their regular work hours. The supervisor/manager may suggest an employee contact the Employee Advisory Service to assist them with work or personal issues affecting their job performance. This is not be considered a formal management referral.
- b. When a formal management referral is requested – The Human Resource Office or other departmental/agency management can request an EAS appointment for an employee. In such cases, the Human Resource Office will receive a notification of attendance and recommendations for these referrals. The information contained in these notifications will be guided by State and Federal privacy laws. At minimum the notification will include:
1. If the employee has accepted recommendations.
 2. If the employee has kept appointments.
 3. Dates and times of any future appointments.

The Employee Advisory Service can assist with fitness-for-duty evaluations and any resulting recommendations from the evaluating physician.

Union representatives, with agreement from the department/agency, may refer their members to the Employee Advisory Service. The union representative will not receive information concerning the referral. Only the employee will receive a notice of appearance for appointment.

Note:

*N.J.A.C. 4A:6-4.10, employees who are referred to the Employee Advisory Service will be scheduled for an intake/assessment with a Counselor. An employee shall be given time off with pay for the intake and evaluation visits. For other situations and visits, arrangements shall be set by the employee and appointing authority, which may include the use of available benefit leave time.

Confidentiality of Employee Records

Professionalism and confidentiality are vital components of the Employee Advisory Service. An employee's contact with EAS will not be shared without the employee's written permission. The Employee Advisory service is governed by State and Federal Regulations concerning Employee confidentiality and the Health Insurance Portability and Accountability Act of 1996 (HIPAA). At the time of intake all employees acknowledge by signature that they have received, understand, and agree to the Employee Advisory Service Notice of Privacy Practices. Exceptions to confidentiality are those situations that are specified under privacy law. Employees can receive a copy of certain documents within their file by contacting the Employee Advisory Service.

Quality Assurance and Employee Satisfaction

The Employee Advisory Service ensures the ongoing effectiveness and development of the quality of our service delivery. Employee Advisory Service Counselors are minimally licensed or certified in alcohol and drug counseling, social work, or professional counseling. The Employee Advisory Service may conduct anonymous surveys of Employees, supervisors, and Human Resource representatives to evaluate the effectiveness of the services.

Employee Advisory Service

1-866-327-9133

EAS_Help@csc.nj.gov

<https://www.nj.gov/csc/employees/programs/advisory/eas.html>

RESOLUTION

WHEREAS, on May 3, 2016, the Township of West Orange (the “Township”) adopted Resolution 121-16 appointing Matrix New World (“Matrix”), with offices at 26 Columbia Turnpike, Florham Park, New Jersey as the Licensed Site Remediation Professional (the “LSRP”) to assist and oversee the off-site vapor intrusion investigations on Central Avenue within the area designated the Central Valley Brownfield Development Area (the “BDA”) as to the suspected discharge of hazardous substances or hazardous waste; and

WHEREAS, the property at 4-10 Central Avenue, Block 9, Lot 32 on the Township Tax Map (the “Biddleman Property”) was included in the BDA; and

WHEREAS, the Department of Environmental Protection (“DEP”) has directed that additional vapor intrusion investigation occur with regard to six (6) properties (31 Mitchell Street; 33 Mitchell Street; 35 Mitchell Street; 41 Mitchell Street; 43 Mitchell Street; and 540 Valley Road); and

WHEREAS, Matrix has submitted to the Township a proposal for the required work, annexed hereto as Exhibit “A;” and

WHEREAS, the Proposal provides that Matrix will perform the required services, as set forth therein, for a total fixed fee cost not to exceed \$62,900 which shall be subject to an application for a seventy-five (75%) percent reimbursement from the New Jersey Economic Development Authority (“EDA”);

NOW, BE IT HEREBY RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, that the Township authorizes the retention of Matrix for the preparation and submission of off-site vapor intrusion investigations and related work pursuant to the Proposal annexed hereto as Exhibit “A;” and be it further

RESOLVED, that Mayor Robert D. Parisi is hereby authorized to execute any agreement or document required to effectuate the retention of Matrix consistent with the Proposal annexed hereto as Exhibit “**A;**” and be it further

RESOLVED, that the Township Clerk is authorized to attest to the Mayor’s signature.

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

Susan McCartney
Council President

Adopted: June 28, 2022

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

John Gross, Chief Financial Officer
4853-2188-6043, v. 1

Via Email (LLepore@westorange.org)

June 7, 2022

Mr. Leonard R. Lepore, P.E., Municipal Engineer
Township of West Orange - Director of Public Works
25 Lakeside Avenue
West Orange, NJ 07052

**Re: PROPOSAL FOR ENVIRONMENTAL SERVICES –
OFF-SITE VAPOR INTRUSION INVESTIGATIONS
4-10 CENTRAL AVENUE
BLOCK 9, LOT 32
WEST ORANGE, NEW JERSEY
MATRIX NO. 18-286-01**

Dear Mr. Lepore:

Matrix New World Engineering, Land Surveying, and Landscape Architecture, P.C. (Matrix) is pleased to provide this proposal to complete off-site vapor intrusion investigation activities and prepare a supplemental Remedial Investigation Report (RIR) for the Former Biddelman, Inc (Biddelman) property, located at 4-10 Central Avenue (Block 9, Lot 32) in the Township of West Orange (Township), New Jersey (Site). Matrix prepared an Application for a Hazardous Discharge Site Remediation Fund (HDSRF) Grant to complete this work (additional off-site vapor intrusion investigation activities) and submitted the HDSRF Grant Application to the New Jersey Economic Development Authority (NJEDA) and the New Jersey Department of Environmental Protection (NJDEP) on October 21, 2021. However, the NJDEP wants the off-site vapor intrusion investigations completed as soon as possible and is not willing to let the Township wait until the RA HDSRF Grant has been approved and the funds received by the Township. The NJDEP considers the RIR to be incomplete until the additional vapor intrusion sampling has been completed. According to DataMiner, the mandatory RIR deadline is August 5, 2022 therefore, the additional off-site vapor intrusion investigations will need to be completed and the RIR revised and submitted to meet this mandatory timeframe and remain in compliance with the NJDEP.

The off-site vapor intrusion activities will be completed in compliance with the NJDEP Technical Requirements for Site Remediation (TRSR), the Site Remediation Reform Act (SRRA), the Administrative Requirements for the Remediation of Contaminated Sites (ARRCS), and the NJDEP's applicable guidance documents.

SCOPE OF WORK

The scope of services and associated fees are described in below.

Task 1: Vapor Intrusion Investigation

Matrix will coordinate the necessary access agreements to conduct the vapor intrusion activities in the off-site properties identified below prior to scheduling the field activities. The vapor intrusion investigation activities will include the collection of sub-slab soil gas (SSSG), indoor air (IA), and ambient air (AA) samples from within and beneath the off-site property buildings. At least 24 hours prior to completing the SSSG and IA sampling, Matrix will complete building walkthroughs and

If the contaminants of concern are identified in the SSSG samples above the NJDEP RSGSL or NRSGSL, then the contingent IA/AA samples will be analyzed. The IA/AA samples will be compared to the NJDEP Non-Residential Indoor Air Screening Levels (NRIASL), the NJDEP Non-Residential Rapid Action Levels (NRRAL), NJDEP Residential Indoor Air Screening Levels (RIASL), and the NJDEP Residential Rapid Action Levels (RRAL).

Following receipt of the analytical results, Matrix will prepare the NJDEP required Full Laboratory Data Deliverable Form and Vapor Investigation Finding Letter for submission to the NJDEP, West Orange Health Department, the New Jersey Department of Health (if indoor air samples are analyzed), and owners/occupants of the investigated buildings. The report will summarize investigation activities, results, findings, conclusions, and recommendations for the property.

In addition, per NJDEP request Matrix will complete an Open Public Records Act (OPRA) request for the documents associated with an upgradient property located at 15 Central Avenue (Block 10, Lot 1.10) to confirm a vapor intrusion investigation has been completed. This property is currently within 100 feet of the Biddelman groundwater plume. However, this property is part of the Site Remediation Program (SRP) with Program Interest No (PI No) G00040517 (Former Kaye & Macdonald Incorporated) and based on analytical data provided by their LSRP has their own vapor intrusion trigger. Based on NJDEP DataMiner, a Full Laboratory Data Deliverables Form and Analytical Results were received by the NJDEP on February 27, 2019.

Task 2: Revised Remedial Investigation Report

Following the receipt and evaluation of the vapor intrusion data, the RI Report and associated forms will be revised and will summarize the results of the additional off-site vapor intrusion remedial investigation activities. The report will consist of figures, tables, conclusions, and recommendations. Following a review of the Draft Report by the Township of West Orange, comments will be incorporated in the revised Final Remedial Investigation Report that will be submitted to NJDEP. This revised RIR will need to be submitted to the NJDEP on or before August 6, 2022.

The following forms may be required during the addendum RI:

- Case Inventory Document (CID)
- Authorization to Submit a Report Through NJDEP Online
- Cover/Certification Form
- CEA Fact Sheet
- Updated Receptor Evaluation

Finally, Matrix will notify the NJDEP of an off-site source of CVOCs mitigating onto the Biddelman Property from an unknown source. Once the NJDEP is notified, the LSRP will issue an Area of Concern (AOC) Response Action Outcome (RAO) to release the Township of responsible associated with the contamination identified in monitoring well MW-11D (off-site contamination not associated with Biddelman).

COSTS

The following are the estimated costs for the tasks described herein to complete the revised RI for the Biddelman Site. All work will be conducted in accordance with the attached standard terms and conditions and LSRP Special Provisions.

We thank you for the opportunity to be of service to you on this project. Matrix is prepared to implement the described Scope of Work upon receiving a signed copy of this letter. If you have any questions or require any additional information, do not hesitate to contact us at (973) 240-1800.

Sincerely,

Allison Molnar

Allison Molnar
Project Manager

Richard Britton

Richard Britton, P.G., LSRP
Senior Technical Director

Authorization to Proceed: _____
Name/Title

Date: _____

Attachments: Terms and Conditions
Special Provisions - LSRP

TERMS AND CONDITIONS FOR PROFESSIONAL SERVICES
Matrix New World Engineering, Land Surveying and Landscape Architecture, PC

Section 1: SERVICES

Matrix New World Engineering, Land Surveying and Landscape Architecture, PC (Matrix) agrees to perform the professional services (the "Services") as described in the Proposal incorporated herein by reference for the CLIENT on a best efforts, time and materials basis, consistent with the applicable standard of care, under the terms and conditions set forth below. Matrix reserves the right to amend the contents of the Proposal, if written authorization is not received within 90 days. These Terms and Conditions together with the Proposal constitute the agreement between Matrix and the CLIENT for the Services (the "Agreement").

Section 2: COMPENSATION

The CLIENT shall be responsible for all costs specifically enumerated in the proposal. For any costs set forth in the proposal as an estimated range, Matrix shall provide CLIENT with an exact cost as soon as it can be determined.

CLIENT shall also be responsible for any REIMBURSABLE COSTS not specifically set forth in the proposal. REIMBURSABLE COSTS include: out-of-pocket expenses, the cost of which shall be charged at actual cost plus an administrative charge of fifteen percent (15%) and shall be itemized and included in the invoice. Typical out-of-pocket expenses shall include, but not be limited to, travel expenses (lodging, meals, etc.), job-related mileage at the prevailing IRS mileage rate, long distance telephone calls, printing and reproduction costs, and survey supplies and materials.

Section 3: CLIENT'S OBLIGATIONS

To assist Matrix in performance of the Services, CLIENT shall provide Matrix with appropriate material, data and information in its possession pertaining to the specific project or activity. Matrix shall be entitled to rely upon the accuracy and completeness of services and information furnished by the CLIENT and CLIENT's consultants.

The CLIENT will advise Matrix of the nature and extent of any hazardous waste at the site. If Matrix discovers after it undertakes the Services that the site is of a different nature of hazard as defined by the client, or if unanticipated hazards are presented, the CLIENT and Matrix agree that the scope of services, schedule and estimated budget fee shall be adjusted as needed to complete the work without injury or damage.

Unless otherwise specifically provided in this agreement, Matrix and its consultants shall have no responsibility for the discovery, presence, handling, removal or disposal of or exposure of persons to hazardous materials or toxic substances in any form at the project site.

Section 4: INVOICE PROCEDURE AND PAYMENT

Matrix will submit invoices to the CLIENT monthly and a final bill upon completion of the Services. Payment is due thirty (30) days from invoice date. CLIENT agrees to pay a finance charge of one and one-half percent (1.5%) per month, or the maximum rate allowed by law on past due accounts. CLIENT will be liable for all collection and court costs, disbursements, staff time expended for court appearances and depositions, and attorney's fees incurred in the collection of any outstanding invoices.

Section 5: OWNERSHIP OF DOCUMENTS

All survey notes, drawings, bills of materials, specifications, blueprints, reports, calculations, and all other material prepared by Matrix and its consultants in connection with the specific project, including those in electronic form, are Instruments of Service to be used solely with respect to this Project. Matrix and its consultants shall be deemed the authors and owners of their respective Instruments of Service and shall retain all common law, statutory and other reserved rights including copyright.

Upon execution of Agreement, Matrix grants to CLIENT a non-exclusive license to reproduce the Instruments of Service solely for the purposes of constructing, using, and maintaining the Project, provided that CLIENT shall comply with all obligations, including prompt payment of all sums when due, under this Agreement. CLIENT shall not assign, delegate, sub-license, pledge or otherwise transfer any license granted herein to any other party without the prior written agreement of Matrix.

Any unauthorized use and/or use of the Instruments of Service in violation of this Agreement, shall be at CLIENT'S sole risk and without liability to Matrix and its consultants, and CLIENT shall defend and indemnify MATRIX and its consultants against any claim and damages arising from such unauthorized use. The terms of this Section shall apply unless and until it is adjudged by a court of competent jurisdiction that CLIENT rightfully terminated this Agreement for cause under Section 19.

If and upon the date that Matrix is adjudged in default of this agreement by a court of competent jurisdiction, the foregoing license shall be deemed terminated and replaced by a second, nonexclusive license permitting CLIENT to authorize other similarly credentialed design professionals to reproduce and, where permitted by law, to make changes, corrections, or additions to the Instruments of Service solely for purposes of completing, using and maintaining the Project.

If set forth in the Proposal, the Instruments of Service shall become the co-owned property of the CLIENT and shall be transferred to the CLIENT upon completion of the project and upon receipt of complete payment for the scope of work outlined in the Proposal. Matrix may retain a single copy of such information and documents.

Section 6: CONFIDENTIALITY

Matrix agrees to keep confidential and not to disclose to any person or entity, other than Matrix's employees and subcontractors, without the prior consent of the CLIENT, all data and information not previously known to and generated by Matrix, or furnished to Matrix and marked CONFIDENTIAL by the CLIENT in the course of Matrix's performance hereunder; provided, however, that this provision shall not apply to data which are in the public domain, or were previously known to Matrix, or were acquired by Matrix independently from third parties not under obligation to CLIENT to keep said data and information confidential. CLIENT shall not restrict Matrix from complying with an order to provide information or data when such order is issued by a court, administrative agency or other authority with proper jurisdiction.

The technical and pricing information contained in any proposal submitted by Matrix as to this project, or in the Agreement or any addendum thereto, is

Matrix may terminate services if proof of additional insured status is not provided prior to the start of construction without any liability to CLIENT for resulting damages, whether due to delay or otherwise.

Section 13: INDEMNITY**A. Matrix**

Matrix agrees to indemnify and hold harmless CLIENT from and against any damages (including legal fees and costs of investigation where recoverable by law) to the actual extent of negligence of Matrix in the performance of the Services hereunder, provided that such loss, damage, liability or expense is attributable to bodily injury, sickness, disease or death, or to injury to or destruction of tangible property.

B. CLIENT

The CLIENT, agrees to indemnify and hold harmless Matrix from and against any damages, (including legal fees and costs of investigation where recoverable by law) to the actual extent of negligence of the CLIENT, or anyone directly or indirectly employed by the CLIENT, in the performance of the CLIENT's obligations under the Agreement, any non-conforming wastes waste(s) or discrepancies in the pertinent manifest(s) as defined by applicable regulations, or an condition existing at the work site(s) prior to the date of the Agreement or caused by anyone directly or indirectly employed by the CLIENT.

Section 14: LIMIT OF LIABILITY

Notwithstanding any other provision contained in the Agreement

- A. In no event shall Matrix, its employees, agents, consultants (including subcontractors) be responsible for any incidental, indirect, impact, or consequential damages (including loss of profits), liabilities or expenses incurred by the CLIENT or any third party as a result of Matrix's performance or nonperformance of the Services contracted for herein, and the CLIENT waives all such incidental, indirect, impact, or consequential damages.
- B. The obligations of Matrix under the Agreement are not intended to and shall not be personally binding on, nor shall any resort be had to the private properties of, any parent, subsidiary or affiliate of Matrix, or any of their respective officers, directors, shareholders, partners, principals, members, managers, beneficiaries, employees, consultants (including sub-contractors) or agents. Any provision in this Agreement that inures to the benefit of Matrix shall also inure to the benefit of Matrix's officers, directors, shareholders, partners, principals, members, managers, beneficiaries, employees, consultants (including sub-contractors) or agents.
- C. Matrix's total liability to CLIENT for any and all injuries, claims, losses, expenses or damages whatsoever arising out of, or in any way related to the Agreement from any cause or causes, including but not limited to Matrix's errors, negligence, omissions, strict liability, breach of contract or breach of warranty, shall not exceed the total contract amount for the Services provided by Matrix or the limit of liability available at the time of the claim, whichever is lesser.
- D. Matrix disclaims, and the CLIENT waives, any implied warranties of merchantability or fitness for a particular purpose with respect any equipment or other personal property procured by Matrix and provided to the CLIENT as part of any Services.
- E. Matrix and CLIENT agree that, to the extent any damages are covered by property insurance during construction, or afterwards, Matrix and CLIENT waive all rights against each other and against the contractors, consultants, agents and employees of the other for damages, except such rights as they may have to the proceeds of such insurance as set forth in the edition of AIA Document A201, General Conditions of the Contract for Construction, current as of the date of this Agreement. Matrix and CLIENT, as appropriate, shall require of the contractors, sub-consultants, agents and employees of any of them similar waivers in favor of the other parties enumerated herein.
- F. CLIENT recognizes and expects certain Change Orders may be required due, in whole or in part to omissions, ambiguities, or inconsistencies in the Drawings, specifications, and other design documentation furnished by Matrix or as a result of the other professional services performed or furnished by Matrix under this Agreement, and that Matrix is not responsible for the costs associated with these Change Orders to the extent Change Orders include any cost that CLIENT would have incurred if the covered Change Order work had been included originally in the Drawings, specifications, and other design documentation, without any omission, ambiguity, or inconsistency in the Construction Documents.
- G. To the maximum extent permitted by law, the limitations on damages, the releases from liability, the limitations of liability, and the exclusive remedies provisions expressly provided in the Agreement shall apply even in the event of the fault of Matrix(in whole or in part), including but not limited to negligence, strict liability or breach of contract of Matrix.

Section 15: PROJECT DELAYS

If Matrix is delayed at any time in performing the Services for any specific project or activity by an act, failure to act, or neglect of the CLIENT or the CLIENT'S employees or any third parties; by changes in the scope of work; by unforeseen circumstances including delays authorized by the CLIENT and agreed to by Matrix; by acts of force majeure including, without limitation, fires, floods, riots, and strikes; by delays caused by foreign or domestic governmental acts or regulations; or by any cause beyond the reasonable control of Matrix, then the time for completion of the Services shall be extended based upon the impact of the delay. Matrix shall receive an adequate compensation adjustment if the delays caused by any of the above result in changes, require additional services, or result in additional costs to Matrix.

Section 16: ASSIGNMENT

Matrix and CLIENT shall not assign the Agreement in whole or part without the written consent of the other, except that CLIENT may assign this Agreement to an institutional lender providing financing for the Project. In such event, the lender shall assume the CLIENT'S rights and obligations under this Agreement, including full payment of all sums due for services rendered. Matrix shall only execute consents reasonably required to facilitate such assignment. Matrix in no way is prohibited from retaining consultants or subcontractors, or persons and entities not in its employ, when it is appropriate to do so. Such persons and entities include, but are not limited to, surveyors, specialized consultants, drilling contractors, and testing laboratories. Matrix's use of others for additional services shall not be unreasonably restricted by the CLIENT provided Matrix notifies the CLIENT in advance.

Section 17: THIRD PARTY EXCLUSION

Nothing in this Agreement shall be construed to create a cause of action in favor of any third parties, it being the express intent not to create any third-party beneficiaries to this Agreement.

Section 18: SEVERABILITY

If any clause or section of the Agreement shall be deemed void or invalid, such a decision shall only apply to that particular section(s) and shall not render the rest of the Agreement invalid. The balance of the Agreement shall remain in force.

ATTACHMENT 2
SPECIAL PROVISIONS - LSRP

- 1.5 The Client shall permit Matrix and its LSRP to rely upon work product prepared by any prior environmental consultant in order to allow Matrix and its LSRP to meet their obligations under this Agreement and the LSRP Program.
- 1.6 As part of the LSRP Program, the NJDEP may audit with or without cause, work product developed under the LSRP Program, respectively. If the NJDEP conducts such an audit, the LSRP responses to such requests for information and additional services not included in the current Scope of Services and that Matrix New World shall be compensated therefore on substantially the same basis as it is compensated for Services provided under this Agreement.

RESOLUTION

WHEREAS, the Township of West Orange (the “Township”) utilizes and information and technology systems (“IT Systems”) in its operations including a uniformed network system and a non-uniformed network system; and

WHEREAS, the Township requires the services of an outside vendor to assist in the management of the Township’s IT Systems; and

WHEREAS, on February 8, 2022, the Township advertised a request for proposal (the “RFP”) utilizing competitive contract in lieu of public bidding seeking proposals for a contract or contracts for IT Network Managed Services (the “Contract”) to be executed following the expiration of the existing contracts for IT Network Managed Services; and

WHEREAS, the RFP sought proposals for management of the Township’s Uniformed Network System, Non-Uniformed Network System and IT Management for Special Projects on an as needed basis; and

WHEREAS, March 11, 2022, the Township received proposals in response to the RFP; and

WHEREAS, on April 26, 2022, the Township Council adopted Resolution 119-22, which authorized the Township to reject all proposals submitting in response to the RFP based on the prices exceeding the budgeted amounts for the contracts; and

WHEREAS, on May 9, 2022, the Township issued a new RFP for the Contract; and

WHEREAS, On June 8, 2022, the Township received two (2) proposals from: (1) Pascack Data Services, Inc. (“Pascack”); and (2) MCG, Inc. (“MCG”) (collectively the “Respondents”); and

WHEREAS, the Respondents currently provide IT Network Managed Services for the Township under the prior awarded contracts from 2016; and

WHEREAS, the Township seeks to continue utilizing both Respondents for IT Network Managed Services for the Township's Uniformed Network System, Non-Uniformed Network System and IT Management for Special Projects on an as needed basis.

NOW, BE IT HEREBY RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE that the Township hereby award the Contracts to the Respondents; and it is further

RESOLVED, that the Township hereby awards the Contract for IT Network Systems Management for its Uniformed Network System to Pascack for a three (3) year period with a right of renewal for an additional two (2) years utilizing the Alternate Option offered in Pascack's proposal at a monthly rate of \$1,950 per month and a quarterly purchase of sixty (60) additional hours of services at a rate of \$150 per hour pursuant to the terms and conditions set forth in the Contract annexed hereto as Exhibit "A;" and it is further

RESOLVED, that the Mayor be and is hereby authorized to execute all documents necessary to effectuate the Contract for IT Network Systems Management for its Uniformed Network System and the Municipal Clerk be and is hereby authorized to attest to the Mayor's signature; and it is further

RESOLVED, that the original of the Contract for IT Network Systems Management for its Uniformed Network System between Township of West Orange and Pascack shall be maintained in the Municipal Clerk's office; and it is further

RESOLVED, that the Township hereby awards the Contract for IT Network Systems Management for its Non-Uniformed Network System to MCG for a three (3) year period with a right of renewal for an additional two (2) years at the following monthly rates

- a. For year 1 - \$4,400 per month;
- b. For year 2 - \$4,500 per month;
- c. For year 3 - \$4,600 per month;
- d. For year 4 (option year) - \$4,600 per month;
- e. For year 5 (option year) - \$4,600 per month.

pursuant to the terms and conditions set forth in the Contract annexed hereto as Exhibit “B;” and it is further

RESOLVED, that the Mayor be and is hereby authorized to execute all documents necessary to effectuate the Contract for IT Network Systems Management for its Non-Uniformed Network System and the Municipal Clerk be and is hereby authorized to attest to the Mayor’s signature; and it is further

RESOLVED, that the original of the Contract for IT Network Systems Management for its Non-Uniformed Network System between Township of West Orange and MCG shall be maintained in the Municipal Clerk’s office; and it is further

RESOLVED, that the Township hereby award two (2) separate contracts for IT Network Systems Management for special projects on an as needed basis to Pascack and MCG, respectively, each for a three (3) year period with a right of renewal for an additional two (2) years at an hourly rate of \$150 per hour for Pascack, and \$170 per hour for MCG pursuant to the terms and conditions set forth in the contract the contract with Pascack annexed hereto as Exhibit “A,” and the contract with MCG annexed hereto as Exhibit “B,” respectively and it is further

RESOLVED, that the Mayor be and is hereby authorized to execute all documents necessary to effectuate the two (2) contracts for IT Network Systems Management for special

projects on an as needed basis and the Municipal Clerk be and is hereby authorized to attest to the Mayor's signature on each contract; and it is further

RESOLVED, that the original of each contract for IT Network Systems Management for special projects on an as needed basis shall be maintained in the Municipal Clerk's office.

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

Susan McCartney
Council President

Adopted: June 28, 2022

I hereby certify funds are available from: _____

Account No.

John Gross, Chief Financial Officer

Exhibit “A”

PROPOSAL 1.

Price Proposal Form – **All Police/Fire Services Proposal** – Network and Desktop Support

Proposer Name: **Pascack Data Services, Inc.**

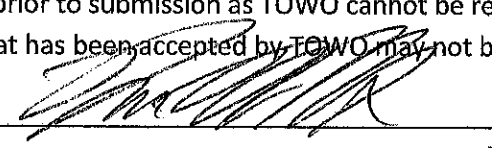
Please provide pricing for the costs identified below. Ensure that all costs are reflected including "implied" or non-explicit costs. Use a table format, such as the below example, reflecting each of the services against implementation cost, the cost of ongoing services and any additional cost.

	2022	2023	2024	2025	2026
	Discounts for Additional years				
Recurring Monthly Fees:	<u>\$7,450</u>	<u>\$7,450</u>	<u>\$7,450</u>	<u>\$7,450</u>	<u>\$7,450</u>
As per inventory provided – up to 100 emergency services workstations and 8 servers (virtual or Physical) Includes one day per week on site and remote support.					
One Time or Startup Costs	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
New hardware or software					
Required: (list individual Items)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Hourly Rates for Project Based Proposal					
	<u>150</u>	<u>150</u>	<u>150</u>	<u>150</u>	<u>150</u>

Description of pricing calculations: Pricing for project based work - please describe Information on any pricing incentives for longer term contracts:

Pricing for project based work is based on the skillset required for the work and would be quoted accordingly. Based on the skillset required the hourly rates range from \$100 to \$175 per hour.

Ensure all governmental discounts are included in all prices quoted. By signing below, Proposer certifies that he has read, understands and will faithfully execute the terms and conditions stated herein. The signer also certifies that he/she is an officer or duly authorized agent of the firm with full power and authority to submit binding offers for the goods or services as specified. Vendors are cautioned to verify their proposals prior to submission as TOWO cannot be responsible for Proposer's errors or omissions. Any proposal that has been accepted by TOWO may not be withdrawn by the vendor.

 Firm Signature

President _____ Title _____ Address By (please print)
200 Central Ave., Suite 100, Hawthorne, NJ 07506 City, State, Zip
(973)304-4858 Telephone Number 5/31 2022 Date

[Type here]

PROPOSAL 2

Price Proposal Form – All Non-Uniformed Services Proposal – Network and Desktop Support

Proposer Name: Pascache Data Services, Inc.

Please provide pricing for the costs identified below. Ensure that all costs are reflected including "implied" or non-explicit costs. Use a table format, such as the below example, reflecting each of the services against implementation cost, the cost of ongoing services and any additional cost.

	2022	2023	2024	2025	2026
	Discounts for Additional years				
Recurring Monthly Fees:	_____	_____	_____	_____	_____
One Time or Start Up Costs	_____	_____	_____	_____	_____
New hardware or software	_____	_____	_____	_____	_____
Required: (list individual items)	_____	_____	_____	_____	_____
Hourly Rates for Project Based Proposal	_____	_____	_____	_____	_____

Description of pricing calculations:

Pricing for project based work - please describe information on any pricing incentives for longer term contracts: _____

Ensure all governmental discounts are included in all prices quoted. By signing below, Proposer certifies that he has read, understands and will faithfully execute the terms and conditions stated herein. The signer also certifies that he/she is an officer or duly authorized agent of the firm with full power and authority to submit binding offers for the goods or services as specified. Vendors are cautioned to verify their proposals prior to submission as TOWO cannot be responsible for Proposer's errors or omissions. Any proposal that has been accepted by TOWO may not be withdrawn by the vendor.

President
200 Central Ave suite 100 Hawthorne NJ 07506
(973) 304-4858
Firm Signature
Title
Address By (please print)
City, State, Zip
Telephone Number
Date 5/31/2022

Not Applicable

Price Proposal Form - All Police/Fire services, All Non-Uniformed Services, specific project based proposals and general services

Please provide pricing for the costs identified below. Ensure that all costs are reflected including “implied” or non-explicit costs. Use a table format, such as the below example, reflecting each of the services against implementation cost, the cost of ongoing services and any additional cost.

Description of pricing calculations:

Ensure all governmental discounts are included in all prices quoted. By signing below, Proposer certifies that he has read, understands and will faithfully execute the terms and conditions stated herein. The signer also certifies that he/she is an officer or duly authorized agent of the firm with full power and authority to submit binding offers for the goods or services as specified. Vendors are cautioned to verify their proposals prior to submission as TOWO cannot be responsible for Proposer's errors or omissions. Any proposal that has been accepted by TOWO may not be withdrawn by the vendor.


 _____ Firm Signature
President Title _____
200 Central Ave, Suite 100, Hawthorne NJ 07506 Address By (please print) _____
 _____ City, State, Zip
(973) 304 - 4858 Telephone Number _____
5/13/2022 Date

Not Applicable

PROPOSAL 4

Price Proposal Form – General Project Based Proposals

Proposer Name: **Pascack Data Services, Inc.**

Please provide pricing for the costs identified below. Ensure that all costs are reflected including "implied" or non-explicit costs. Use a table format, such as the below example, reflecting each of the services against implementation cost, the cost of ongoing services and any additional cost.

	2022	2023	2024	2025	2026
	Discounts for Additional years				
Recurring Monthly Fees:	_____	_____	_____	_____	_____
One Time or Startup Costs	_____	_____	_____	_____	_____
Hourly Rates for Project Based Proposal					
	<u>\$150</u>	<u>\$150</u>	<u>\$150</u>	<u>\$150</u>	<u>\$150</u>

Description of pricing calculations:

Pricing for project based work - please describe Information on any pricing incentives for longer term contracts:

Pricing for project based work is based on the skillset required for the work and would and be quoted accordingly. Based on the skillset required the hourly rates range from \$100 to \$175 per hour._____

Ensure all governmental discounts are included in all prices quoted. By signing below, Proposer certifies that he has read, understands and will faithfully execute the terms and conditions stated herein. The signer also certifies that he/she is an officer or duly authorized agent of the firm with full power and authority to submit binding offers for the goods or services as specified. Vendors are cautioned to verify their proposals prior to submission as TOWO cannot be responsible for Proposer's errors or omissions. Any proposal that has been accepted by TOWO may not be withdrawn by the vendor.

President _____ Title _____ Address By (please print)
200 Central Ave., Suite 100, Hawthorne, Nj 07506 _____ City, State, Zip
(973)304-4858 _____ Telephone Number _____ 5/31 2022 _____ Date

[Type here]

PROPOSAL 1-A (ALTERNATE)

Price Proposal Form – To be determined by Vendor see Below

Proposer Name: **Pascack Data Services, Inc.**

Please provide pricing for the costs identified below. Ensure that all costs are reflected including “implied” or non-explicit costs. Use a table format, such as the below example, reflecting each of the services against implementation cost, the cost of ongoing services and any additional cost.

	2022	2023	2024	2025	2026
	Discounts for Additional years				
Recurring Monthly Fees:	_____	_____	_____	_____	_____
One Time or Startup Costs	_____	_____	_____	_____	_____
Hourly Rates for Project Based Proposal	_____	_____	_____	_____	_____

Description of pricing calculations:

Pricing for project based work - please describe Information on any pricing incentives for longer term contracts:

Alternate Option 1: \$1,350 per month

Server only monitoring (up to 8 physical or virtual servers) with response utilizing a block of 60 pre-purchased hours (Invoiced quarterly). We only recommend updates to Windows servers that are critical updates, service packs, or cumulative update packages. Patches need to be approved by all the software vendors prior to implementation as there may be compatibility issues. These will be installed during a pre-determined downtime window, utilizing the block of 60 pre-purchased hours. (Invoiced quarterly)

[Type here]

This would be performed with the assistance of a dedicated Township IT Engineer for the Police department.

Additional hours can be purchased as needed at the rate of \$150 per hour, with a minimum additional block of 20 hours.

Alternate Option 2: \$1,950 per month

Workstation monitoring and patch management for up to 100 Windows Public Safety workstations. Any issues regarding patch management will be addressed utilizing a block of 60 pre-purchased hours (Invoiced quarterly).

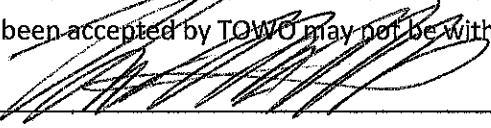
Server only monitoring (up to 8 physical or virtual servers) will also be included. We only recommend updates to Windows servers that are critical updates, service packs, or cumulative update packages. Patches need to be approved by all the software vendors prior to implementation as there may be compatibility issues. These will be installed during a pre-determined downtime window, utilizing the block of 60 pre-purchased hours.

All of these services would be performed with the assistance of a dedicated Township IT Engineer for the Police department.

Additional hours can be purchased as needed at the rate of \$150 per hour, with a minimum additional block of 20 hours.

It is highly recommended that the Police Department implement the Security Solutions included in the attached Security Review document. The proposal is based on recommendations by The NJ State Police Cyber Security division, the FBI, the NJ Joint Insurance Fund and Pascack Data's experience in the industry.

Ensure all governmental discounts are included in all prices quoted. By signing below, Proposer certifies that he has read, understands and will faithfully execute the terms and conditions stated herein. The signer also certifies that he/she is an officer or duly authorized agent of the firm with full power and authority to submit binding offers for the goods or services as specified. Vendors are cautioned to verify their proposals prior to submission as TOWO cannot be responsible for Proposer's errors or omissions. Any proposal that has been accepted by TOWO may not be withdrawn by the vendor.

 Firm Signature

President _____ Title _____ Address By (please print)
200 Central Ave., Suite 100, Hawthorne, NJ 07506 _____ City, State, Zip
(973)304-4858 _____ Telephone Number _____ 5/31 2022 _____ Date

[Type here]

West Orange Police - Security Overview with Pricing - All Tiers

March 9, 2022

West Orange Police - Security Overview with Pricing - All Tiers				Customers / Servers	Price	Monthly / Qtr Cost	Customer Annual Cost
Site Management - Required							
SonicWALL Capture Client	Tier 1 Compliance - Previously Purchased						
End User Phishing/Security Education - Training status reports are available	Tier 1 Compliance	150	3.45	592.50	7,110.00		
SonicWALL NSM Advanced (Licensed Per Firewall)	Tier 2 Compliance - See below						
Captures Web Traffic for Forensics and Productivity							
	West Orange - Fire 2 - T300	1	309.55		309.55		
	West Orange - Fire 3 - T300	1	309.55		309.55		
	West Orange - Fire 5 - T300	1	309.55		309.55		
	West Orange - Fire Headquarters - T500	1	434.86		434.86		
	West Orange - Fire House 4 - T300	1	309.55		309.55		
	West Orange - Valley PD - T300	1	309.55		309.55		
	West Orange - Washington PD - T300	1	309.55		309.55		
	West Orange Police Headquarters - NSA 4600 HA	1	1,287.00		1,176.64		
	Tier 2 Compliance	1	150.00		150.00		
SMA Reporting Analytics							
(RMM) on Servers. Monitoring of Server Physical Hardware and Services - Disk Drive Status and space, Processors, Network Access, Power Supplies, OS Issues. Etc..	Tier 2 Compliance - Included in Support Agreement	14					
SIEM for Servers (365 Day History)(30 Min Res)	Tier 2 Compliance - CJIS Required 365 Day History	23	20.00	460.00	5,520.00		
Quarterly Business Review Meetings	Tier 2 Compliance - Use pre-purchased support hours						
Passtack Data Network Security Best Practices:							
Regularly Scheduled Patch Management	Tier 1 Compliance - Use pre-purchased support hours						
Upgrading of Firewall Firmware as required	Tier 1 Compliance - Use pre-purchased support hours						
Advanced Password Policies	Tier 1 Compliance - Use pre-purchased support hours						
Technology Incident Response Plan	Tier 1 Compliance - Use pre-purchased support hours						
Access Privilege Controls (Admin and File)	Tier 2 Compliance - Use pre-purchased support hours						
Disaster Recovery / IT Continuity Planning	Tier 2 Compliance - Use pre-purchased support hours						
Included with Incident Response Plan							

SonicWALL Advanced Configuration
Multi-Factor Remote Access

Tier 3 Compliance - Use pre-purchased support hours
Tier 3 Compliance - Previously Purchased

Site Management - Optional					
(RMM) on Workstations	Tier 2 Compliance - Included in Support Agreement	70			
SIEM For Workstations (365 Day History) (2HR)	Tier 2 Compliance - CJIS Required 365 Day History	70	1,120.00	13,440.00	
Kaseya Network Audit - internal and external	Tier 3 Compliance Run Daily	1	625.00	7,500.00	
Quarterly Backup and Recovery Testing	or Tier 3 Compliance - Quarterly Scans \$1,800	1	450.00		
or Annual Backup and Recovery Testing	Tier 3 Compliance - Annually	1	1,250.00	1,250.00	
	Tier 3 Compliance - Quarterly \$3,600	1	900.00	900.00	

Off-Site Backup	
Air gap backup (Tape/RD Drive)	Tier 1 Compliance - Previously Purchased
Off site backup	Tier 1 Compliance - To be Discussed

Microsoft 365 Users Optional	
Pasack Data Email Security Best Practices	Tier 1 Compliance - Use pre-purchased support hours
External Email Warning on Incoming Email	Tier 3 Compliance - included if using Office 365
Multi-Factor Remote Access	

Microsoft 365 Users Optional					
Pasack Data Email Security Best Practices	Microsoft 365	150	8.80	1,320.00	15,840.00
SonicWALL Cloud App Security For O365	Installation/ Migration				6,000.00
Veeam Office 365 Backup - Off Microsoft's Cloud	Tier 1 Compliance -	150	3.15	472.50	5,670.00
Barracuda Message Archiver - up to 150 GB of Mail	Tier 1 Compliance -	150	1.60	240.00	2,880.00
	Tier 2 Compliance - Previously Purchased				
					68,828.80

West Orange Police - Security Overview with Pricing - Tier 1

March 9, 2022

	Users / Servers	Price	Customer Monthly / Qtr Cost	Customer Annual Cost
Site Management - Required				
SonicWALL Capture Client				
End User Phishing/Security Education - Training status reports are available				
Pascack Data Network Security Best Practices:				
Regularly Scheduled Patch Management				
Upgrading of Firewall Firmware as required				
Advanced Password Policies				
Technology Incident Response Plan				
	150	3.45	592.50	7,110.00
Site Management - Optional				
Off-Site Backup				
Air gap backup (Tape/RD Drive)				
Off site backup				
Microsoft 365				
Pascack Data Email Security Best Practices				
External Email Warning on Incoming Email				
Microsoft 365 Users Optional				
Pascack Data Email Security Best Practices				
SonicWALL Cloud App Security For O365				
Veeam Office 365 Backup - Off Microsoft's Cloud				
	150	8.80	1,320.00	15,840.00
	150	3.15	472.50	6,000.00
	150	1.60	240.00	5,670.00
				2,880.00
				37,500.00

West Orange Police - Security Overview with Pricing - Tier 2

March 9, 2022

Site Management - Required		Users / Servers	Price	Customer Monthly / Qtr Cost	Customer Annual Cost
SonicWALL NSM Advanced (Licensed Per Firewall)					
Captures Web Traffic for Forensics and Productivity					
Tier 2 Compliance - See below					
West Orange - Fire 2 - T300		1	309.55		309.55
West Orange - Fire 3 - T300		1	309.55		309.55
West Orange - Fire 5 - T300		1	309.55		309.55
West Orange - Fire Headquarters - T500		1	434.86		434.86
West Orange - Fire House 4 - T300		1	309.55		309.55
West Orange - Valley PD - T300		1	309.55		309.55
West Orange - Washington PD - T300		1	309.55		309.55
West Orange Police Headquarters - NSA 4600 HA		1	1,287.00		1,176.64
Tier 2 Compliance		1	150.00		150.00
SMA Reporting Analytics					
(RMM) on Servers. Monitoring of Server Physical Hardware and Services - Disk Drive Status and space, Processors, Network Access, Power Supplies, OS Issues. Etc..		14			
Tier 2 Compliance - Included in Support Agreement					
SIEM for Servers (365 Day History)(30 Min Res)		23	20.00	460.00	5,520.00
Quarterly Business Review Meetings					
Tier 2 Compliance - CJIS Required 365 Day History					
Tier 2 Compliance - Use pre-purchased support hours					
Pascack Data Network Security Best Practices:					
Access Privilege Controls (Admin and File)					
Disaster Recovery / IT Continuity Planning					
Included with Incident Response Plan					
Tier 2 Compliance - Use pre-purchased support hours					
Tier 2 Compliance - CJIS Required 365 Day History					
Tier 2 Compliance - Included in Support Agreement		70			
Tier 2 Compliance - CJIS Required 365 Day History		70	16.00	1,120.00	13,440.00
Off-Site Backup					
Tier 2 Compliance - Previously Purchased					
Microsoft 365 Users Optional					
Barracuda Message Archiver - up to 150 GB of Mail					
Tier 2 Compliance - Previously Purchased					

22,578.80

West Orange Police - Security Overview with Pricing - Tier 3

March 9, 2022

Users / Servers	Price	Customer Monthly / Qtr Cost	Customer Annual Cost
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Site Management - Required			
SonicWALL Advanced Configuration	Tier 3 Compliance - Use pre-purchased support hours		
Multi-Factor Remote Access	Tier 3 Compliance - Previously Purchased		
Site Management - Optional			
Rapidfire Tools	Run Daily	1	625.00
Quarterly Backup and Recovery Testing	or Tier 3 Compliance - Quarterly Scans \$1,800	1	450.00
or Annual Backup and Recovery Testing	Tier 3 Compliance - Annually	1	1,250.00
	Tier 3 Compliance - Quarterly \$3,600	1	900.00
Off-Site Backup			
Multi-Factor Remote Access	Tier 3 Compliance - included if using Office 365		
Microsoft 365 Users Optional			

8,750.00

Vendor Qualifications to Support Technologies Currently in Use: please respond yes or no to each of the following:

Uniformed & Non-Uniformed Networks

- Please indicate whether Vendor is Microsoft Certified Partner, Silver or Gold Yes/ No
- Please indicate whether Vendor is a Microsoft Certified Systems Engineer MCITP- Yes
- Enterprise Admin on staff full time. Yes/ No
- Please indicate whether Vendor is Dell SonicWALL Partner with a CSSA on staff Yes/ No
- Please indicate whether Vendor is Dell EqualLogic Certified Partner Yes/ No
- Please indicate whether Vendor is VMware Enterprise Partner V5.x with a VCP on staff Yes/ No
- Please indicate whether Vendor is Datto Certified partner Yes/ No
- Please indicate whether Vendor is a minimum of 6, W2 employees to ensure support coverage Yes/ No
- Vendor will supply a minimum of 3 government references where they are currently performing similar services Yes/ No
- Vendor's headquarters and support staff are located in New Jersey Yes/ No
- All work will be performed by vendor's full time employees - not sub-contractors Yes/ No
- Vendor has been in business for at least 10 years Yes/ No
- Vendor has never declared Bankruptcy Yes/ No
- Vendor has a system in place to provide the City with periodic detailed audit reports of all time billed with dates, time spent and issues addressed. The City may request these audit reports at any time. Yes/ No

Uniformed Network

- Has Vendor Installed/Upgraded/Maintained any systems in the last 3 years in accordance with the CJIS security policy? Yes/ No

- Has vendor ever conducted IT Security Audit with the FBI's CJIS Unit? ☒ Yes / No
- Is vendor willing to provide signed/executed Security Addendum Certificate? ☒ Yes / No
- Is vendor willing to have all personnel subject to background checks? ☒ Yes / No
- Please indicate whether Vendor is Symantec Certified Partner Silver or Gold ☒ Yes / No
- Please indicate whether Vendor is VERITAS Certified Partner ☒ Yes / No
- Please indicate whether Vendor is certified Veeam partner ☒ Yes / No

Vendor will be required to have the following technical qualifications:

Uniformed & Non-Uniformed Networks

- Please indicate whether Vendor is certified or has 3 years' experience supporting the following and have current references using these products:
- Microsoft Windows 2003/2008 R2/2012 R2 ☒ Yes / No
- Configuring of Domain Controllers ☒ Yes / No
- Streamline Active Directory with proper rights and permissions ☒ Yes / No
- Microsoft Exchange 2010/2013 ☒ Yes / No
- Microsoft Outlook Web Access ☒ Yes / No
- Microsoft Terminal Services ☒ Yes / No
- Dell Servers ☒ Yes / No
- Dell Tape Libraries ☒ Yes / No
- Dell EqualLogics SAN devices ☒ Yes / No
- Dell SonicWALL Firewall Configurations ☒ Yes / No
- Dell SonicWALL ViewPoint/Analyzer software ☒ Yes / No
- Dell SonicWALL Site to Site VPN tunnels and VPN client access ☒ Yes / No
- Dell SonicPoint Wireless Solutions ☒ Yes / No
- Dell web managed switches ☒ Yes / No

- VMware vSphere 5.x Virtualization software ☒ Yes / No

Uniformed Network

- Veeam Replication/Backup software ☒ Yes / No
- Configuring Symantec End Point Security Software ☒ Yes / No
- Configuring Symantec Backup Exec and agents for Disaster Recovery, Open Files and Exchange, Symantec Backup Exec System Recovery ☒ Yes / No

Vendor will be required to provide credentials and certifications for above upon request ☒ Yes / No

Vendor will be required to perform the following duties:

- Provide a mid-level technician on location 8 hours/week to support local desktops and services
☒ Yes / No *Can be provided using Black & hours purchased upon Request*
- Have remote desktop and monitoring software on all desktops and servers and monitor 24/7
☒ Yes / No
- Provide the name of the monitoring software and services it monitors ☒ Yes / No *Connectwise / CONTINUUM RMM*
- Perform monthly server maintenance ☒ Yes / No *Monitors hardware Infrastructure*

- Do you support ad-hoc reporting requests? Describe the process for requesting ad-hoc reports? Provide the timeframe for turnaround of ad-hoc reporting.

There are numerous reporting features and options within the existing reports. Ad-hoc reporting is available by special request at an additional charge.

- Do you support the ability to create PDF reports? Can they be sent securely via email? Can they be digitally signed and tracked?

Yes, we can provide reports in a PDF. Secure email is available at an additional charge.

- How is your reporting interface structured? Do you use multiple interfaces for different services? Is the information integrated across service lines? What cross-service line metrics and reports do you offer?

There are numerous reports available and upon being chosen as a preferred vendor, we would sit with the customers' technical team and determine which reports are required on a regular basis.

- Can you create custom reports? How is this accomplished?

There are numerous reporting features and options within the existing reports. Custom reporting is available by special request at an additional charge.

- Describe help desk or ticketing functionality. What workflow management features are available?

Help desk requests can be submitted via email to our ticketing system or phoned in. Although all tickets can be responded to by any of our engineers, each customer has a primary and secondary support engineer assigned. Based on availability, if they cannot respond in a reasonable time frame the help desk coordinator will assign another engineer to the ticket.

- How long is data available in the portal for reporting?

Server information is available for two months.

2.13 Customer Support and Account Management:

- Describe your company's process for customer-initiated tickets, as it relates to incidents and support issues.

Help desk requests can be submitted via email to our ticketing system or phoned in. Although all tickets can be responded to by any of our engineers, each customer has a primary and secondary support engineer assigned. Based on availability, if they cannot respond in a reasonable time frame the help desk coordinator will assign another engineer to the ticket.

[Type here]

- Detail your approach to customer support. What technical support resources do customers have access to?

Customer support is our highest priority and although most tickets are closed without the need for direct customer contact, all of our engineers are available by phone for discussion, based on availability.

- How is your customer support structured? What is the escalation process for reported problems or issues?

All of Pascack Data's engineers are experienced professionals, currently with a minimum of 8 years of experience with Pascack Data. As explained above, "Help desk requests can be submitted via email to our ticketing system or phoned in. Although all tickets can be responded to by any of our engineers, each customer has a primary and secondary support engineer assigned. Based on availability, if they cannot respond in a reasonable time frame the help desk coordinator will assign another engineer to the ticket."

- What are the hours for customer support? **See Below.** Does support change hands at any point? NO What locations is this support provided from? **Pascack Data Main Location in Hawthorne, NJ during standard business hours and from individual's cell phones after hours.** How do you maintain quality of support 24x7? **The existing support engineers are on call after hours.**

Definition: Severity 1 (Critical) Severity 2 (High) Severity 3 (Normal)

Hours of support:

Standard hours: Monday to Friday 8:30 to 5:30, except Pascack Data Observed Holidays

(New Year's Day, Presidents Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, Christmas)

Severity 1 (Critical)

Standard Business Hours: Immediate response not to exceed 30 minutes

After Standard Business Hours: Immediate response not to exceed four hours.

Severity 2 (High) Initial Response (from occurrence)

Standard Business Hours: Immediate response not to exceed 30 minutes

After Standard Business Hours: Immediate response not to exceed four hours.

Severity 3 (Normal)

Standard Business Hours: Immediate response not to 30 minutes

[Type here]

- What kind of value-added support options are available? Can you provide a dedicated technical account manager? At what cost?

Yes, as our standard practice there is a main engineer assigned to the account with a backup that is familiar with the account.

- Describe your approach to account management. Who will manage the account from a business and executive level? What access will we have to company leadership?

The customer has direct access to company leadership and engineers at any time.

- Describe how you measure and report client satisfaction, including frequency.

Since the customer is interacting with our engineers, we expect them to keep management informed. We also anticipate that all managed services customers will meet with us several times a year for periodic updates.

- Describe your processes and mechanisms for handling client inquiries and reported problems.

Help desk requests can be submitted via email to our ticketing system or phoned in. Although all tickets can be responded to by any of our engineers, each customer has a primary and secondary support engineer assigned. Based on availability, if they cannot respond in a reasonable time frame the help desk coordinator will assign another engineer to the ticket.

- Describe your customer service responsiveness, hours of staff availability, and available communication mechanisms (e.g., written, verbal, electronic, face-to-face).

Help desk requests can be submitted via email to our ticketing system or phoned in. Although all tickets can be responded to by any of our engineers, each customer has a primary and secondary support engineer assigned. Based on availability, if they cannot respond in a reasonable time frame the help desk coordinator will assign another engineer to the ticket.

- Describe how customer satisfaction deficiencies are addressed and resolved.

Customer satisfaction is a top priority for the Management at Pascack Data. We believe immediate attention is usually the best course of action, which can be handled by conference call or a face to face meeting.

- What ongoing programs are in place to manage client satisfaction?

Customer satisfaction is a top priority for the Management at Pascack Data. We believe immediate attention is usually the best course of action, which can be handled by conference call or a face to face meeting.

2.14 Service Level Agreement:

- Describe your service level agreements for the proposed services. Provide detailed SLAs.

Hours of support:

Standard hours: Monday to Friday 8:30 to 5:30, except Pascack Data Observed Holidays

(New Year's Day, Presidents Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, Christmas)

Severity 1 (Critical)

Standard Business Hours: Immediate response not to exceed 30 minutes

After Standard Business Hours: Immediate response not to exceed four hours.

Severity 2 (High) Initial Response (from occurrence)

Standard Business Hours: Immediate response not to exceed 30 minutes

After Standard Business Hours: Immediate response not to exceed four hours.

Severity 3 (Normal)

Standard Business Hours: Immediate response not to 30 minutes

- Explain your company's methods for monitoring and measuring SLAs. What options are available to us upon failure to meet your stated SLAs?

Customer satisfaction is a top priority for the Management at Pascack Data. We believe immediate attention is usually the best course of action, which can be handled by conference call or a face to face meeting.

2.15 Implementation: Additional detail would be required to respond to with accurate answers to the questions below. In general, Pascack Data has implemented numerous large projects in excess of thousands of devices across the tri-state area and has the experience to complete projects on schedule with the required transfer of knowledge.

- Describe your approach to implementing services.
- What customer resources are required to support implementation?
- What is the typical implementation timeframe?

[Type here]

- How do you ensure minimal impact or disruption to the customer?
- What steps do you take to ensure full and complete implementation?
- Detail the handoff process once services are turned up.
- What training is offered to customer staff to introduce them to the services?
- How do you handle implementing services across widespread, geographically dispersed facilities?
- What options are available for implementation? Remote installations? On-site field engineers?

2.16 Industry Specific Experience:

- How many government or higher education clients do you provide monitoring or security device management services for? **Please see our reference list.**
- What reports are available comparing customers to peers and others in their industry?

For security purposes, we can provide generalizations of other incidents, but do not discuss individual details of other client's networks.

2.17 Customer Satisfaction:

- Describe your process and mechanisms for handling client inquiries and reported problems.

Customers have direct access to Pascack Data's management team.

- Describe how you measure and report client satisfaction, including frequency.

Since the customer is interacting with our engineers, we expect them to keep management informed. We also anticipate that all managed services customers will meet with us several times a year for periodic updates.

- Describe how satisfaction deficiencies are addressed and resolved (in your service level agreement or elsewhere).

Customer satisfaction is a top priority for the Management at Pascack Data. We believe immediate attention is usually the best course of action, which can be handled by conference call or a face to face meeting.

- Provide your latest client satisfaction results.

Our average customer has been with us for over 10 years and many of our customers have been with us over 25 years.

2.18 Firm References:

[Type here]

Provide three (3) client contacts that are accounts of similar size. The client references must be current customers and have at least one year of experience with your MNS service. Please include name, title, role on the contract, phone number (including area code and extension numbers) and e-mail address.

Proposers are to provide this information as part of the Technical Proposal; however, TOWO will check references only of the clients of the shortlisted Proposing Firms. TOWO reserves the right to verify all information given if it so chooses, as well as, to check any other sources available including itself even if not provided as a reference by the Proposer.

It is imperative that the contact names and phone numbers given for the contracts/clients listed are accurate. References will be held in the strictest of confidence by the Township. The contact person should be capable of speaking to a firm's capability in performing the services required. References will be held in the strictest of confidence.

References: Partial list – Additional contact names available on request

Borough of Ramsey – 8 years with Pascack
Bruce Vozeh - 201-825-3400

Linden Police Department – 20+ years with Pascack
Charlie Crane - (908) 474-8517

Kearny Police – 20+ years with Pascack
Ofc. Thomas M. Sumowski - (201) 998-1313

Hawthorne Police – 9+ years with Pascack
Det. Matt Hoogmoed (Police) - 973-427-1800

Plainfield Police – 20+ years with Pascack
Adam Green - (908) 753-3042

Hawthorne Borough Hall – 9+ years with Pascack
Eric Mauer – (973) 427-1168

Hohokus Borough and Police - 2 Years with Pascack
Bill Jones – (201) 652-4400

Scotch Plains Township – 2 + years with Pacack
Margaret Heisey - 908-322-6700

West Orange Police and Fire – 20+ years with Pascack
Nick Allegrino

2.19 Special/Unique Qualifications:

Provide a narrative to elaborate on the special/unique qualifications and/or experiences of the Proposer and/or any member of its team, which make it uniquely capable to provide Network Managed services to TOWO. Special firm and/or individual expertise is to be included.

Pascack Data has been supporting Law Enforcement agencies for over 25 years. We have the expertise and experience necessary to provide secure and reliable solutions for mission critical needs utilizing Attorney General / FBI CJIS Security Guidelines. We have extensive knowledge of the systems and software used within the Police department: ex. Dispatch software, NCIC Access, LiveScan, Infocop, etc.

2.20 Insurance:

1. Provide a copy of a Certificate of Insurance verifying your firm's coverage for Professional Liability for one million dollars. **Please see Attached.**
2. Worker's Compensation pursuant to New Jersey Statues. **Please see Attached.**
3. General Liability in the amount of Two million with Township of West Orange named as additional insured. **This will be provided upon being chosen as a vendor.**

Exhibit “B”



Microcomputer Consulting Group Inc.
53 West 36th Street, Suite 404
New York, NY 10018
Tel: 212.244.8985

MCG, Inc.
HSH

Price Proposal

MCG, Inc. is proposing on two of the options the RFP is looking for.

Proposal Form 2 – All Non-Uniformed Services – Network and Desktop Support
Proposal Form 4 – General Project Based Proposals

The forms supplied by the RFP are included with this document.

Proposal Form 2 – All Non-Uniformed Services – Network and Desktop Support

The proposal recurring monthly costs are inclusive of all aspects presented in the Technical Requirements including 8 hours per week on site support, 4-8 hours on site server maintenance per month, desktop, server, and network proactive monitoring, Help Desk and server remote support, issue resolution for all TOWO equipment listed in Non-Uniformed section, coordination of issue resolution for third party hardware and software, licensing use of ticketing system, reports, and web portal, access to remote control software for TOWO IT use, periodic on site management review meetings, and 2-4 hours additional consulting hours per month to be used at discretion of TOWO.

Price incentives for 5 year agreement include reduced once per year increases to less than 5% for recurring and 10% reduction for hourly rate for project based work.

Proposal Form 4 – General Project Based Proposals

This proposal states the hourly rate for project related work if MCG, Inc. is not selected as the vendor to supply services for Proposal Form 2. It therefore only shows rates per hour.

MCG, Inc. is amenable to discussing project based work on a fixed fee basis.

**Response To RFP For Network Managed Services
The Township of West Orange**

HSH
5/26/2022

MSA

NOT BIDDING

PROPOSAL 1.

Price Proposal Form – All Police/Fire Services Proposal – Network and Desktop Support

Proposer Name: _____

Please provide pricing for the costs identified below. Ensure that all costs are reflected including "implied" or non-explicit costs. Use a table format, such as the below example, reflecting each of the services against implementation cost, the cost of ongoing services and any additional cost.

	2022	2023	2024	2025	2026
	Discounts for Additional years				
Recurring Monthly Fees:	_____	_____	_____	_____	_____
One Time or Start Up Costs	_____	_____	_____	_____	_____
New hardware or software	_____	_____	_____	_____	_____
Required: (list individual items)	_____	_____	_____	_____	_____
Hourly Rates for Project Based Proposal	_____	_____	_____	_____	_____

Description of pricing calculations:

Pricing for project based work - please describe information on any pricing incentives for longer term contracts: _____

Ensure all governmental discounts are included in all prices quoted. By signing below, Proposer certifies that he has read, understands and will faithfully execute the terms and conditions stated herein. The signer also certifies that he/she is an officer or duly authorized agent of the firm with full power and authority to submit binding offers for the goods or services as specified. Vendors are cautioned to verify their proposals prior to submission as TOWO cannot be responsible for Proposer's errors or omissions. Any proposal that has been accepted by TOWO may not be withdrawn by the vendor.

_____ Firm Signature

_____ Title _____ Address By (please print)

_____ City, State, Zip

() - _____ Telephone Number _____ / / _____ Date

WY

PROPOSAL 2

Price Proposal Form – All Non-Uniformed Services Proposal – Network and Desktop Support

Proposer Name: MCG, Inc.

Please provide pricing for the costs identified below. Ensure that all costs are reflected including "implied" or non-explicit costs. Use a table format, such as the below example, reflecting each of the services against implementation cost, the cost of ongoing services and any additional cost.

	2022	2023	2024	2025	2026
	Discounts for Additional years				
Recurring Monthly Fees:	<u>\$4400</u>	<u>\$4500</u>	<u>\$4600</u>	<u>\$4600</u>	<u>\$4600</u>
One Time or Start Up Costs	_____	_____	_____	_____	_____
New hardware or software	_____	_____	_____	_____	_____
Required: (list individual items)	_____	_____	_____	_____	_____
Hourly Rates for Project Based Proposal	<u>\$160/hr.</u>	<u>\$160/hr.</u>	<u>\$165/hr</u>	<u>\$165/hr</u>	<u>\$165/hr</u>

Description of pricing calculations:

Pricing for project based work - please describe information on any pricing incentives for longer term contracts: _____

Ensure all governmental discounts are included in all prices quoted. By signing below, Proposer certifies that he has read, understands and will faithfully execute the terms and conditions stated herein. The signer also certifies that he/she is an officer or duly authorized agent of the firm with full power and authority to submit binding offers for the goods or services as specified. Vendors are cautioned to verify their proposals prior to submission as TOWO cannot be responsible for Proposer's errors or omissions. Any proposal that has been accepted by TOWO may not be withdrawn by the vendor.

Kenneth Goldberg Firm Signature
53 West 36th St. Apt 404 Title President Address By (please print)
NY, NY 10018 City, State, Zip

(212) 244 - 8985 Telephone Number 05/26/2022 Date

Watt
 37
 5/26/2022

NOT BIDDING

PROPOSAL 3

Price Proposal Form - All Police/Fire services, All Non-Uniformed Services, specific project based proposals and general services

Proposer Name: _____

Please provide pricing for the costs identified below. Ensure that all costs are reflected including "implied" or non-explicit costs. Use a table format, such as the below example, reflecting each of the services against implementation cost, the cost of ongoing services and any additional cost.

	2022	2023	2024	2025	2026
	Discounts for Additional years				
Recurring Monthly Fees:	_____	_____	_____	_____	_____
One Time or Start Up Costs	_____	_____	_____	_____	_____
New hardware or software	_____	_____	_____	_____	_____
Required: (list individual items)	_____	_____	_____	_____	_____
Hourly Rates for Project Based Proposal	_____	_____	_____	_____	_____

Description of pricing calculations:

Pricing for project based work - please describe information on any pricing incentives for longer term contracts: _____

Ensure all governmental discounts are included in all prices quoted. By signing below, Proposer certifies that he has read, understands and will faithfully execute the terms and conditions stated herein. The signer also certifies that he/she is an officer or duly authorized agent of the firm with full power and authority to submit binding offers for the goods or services as specified. Vendors are cautioned to verify their proposals prior to submission as TOWO cannot be responsible for Proposer's errors or omissions. Any proposal that has been accepted by TOWO may not be withdrawn by the vendor.

 _____ Title _____ Address By (please print)
 _____ City, State, Zip
 (____) _____ - _____ Telephone Number _____ / ____ / _____ Date

39
5/26/2022

NOT NEEDED

PROPOSAL 1-A (ALTERNATE)

Price Proposal Form – To be determined by Vendor

Proposer Name: _____

Please provide pricing for the costs identified below. Ensure that all costs are reflected including "implied" or non-explicit costs. Use a table format, such as the below example, reflecting each of the services against implementation cost, the cost of ongoing services and any additional cost.

	2022	2023	2024	2025	2026
	Discounts for Additional years				
Recurring Monthly Fees:	_____	_____	_____	_____	_____
One Time or Start Up Costs	_____	_____	_____	_____	_____
Hourly Rates for Project Based Proposal	_____	_____	_____	_____	_____

Description of pricing calculations:

Pricing for project based work - please describe information on any pricing incentives for longer term contracts: _____

Ensure all governmental discounts are included in all prices quoted. By signing below, Proposer certifies that he has read, understands and will faithfully execute the terms and conditions stated herein. The signer also certifies that he/she is an officer or duly authorized agent of the firm with full power and authority to submit binding offers for the goods or services as specified. Vendors are cautioned to verify their proposals prior to submission as TOWO cannot be responsible for Proposer's errors or omissions. Any proposal that has been accepted by TOWO may not be withdrawn by the vendor.

 _____ Title _____ Address By (please print)
 _____ City, State, Zip
 (____) _____ - _____ Telephone Number _____ / ____ / _____ Date

Vendor Qualifications to Support Technologies Currently in Use: please respond yes or no to each of the following:

Uniformed & Non-Uniformed Networks

- Please indicate whether Vendor is Microsoft Certified Partner, Silver or Gold Yes/ No
- Please indicate whether Vendor is a Microsoft Certified Systems Engineer MCITP- YES
- Enterprise Admin on staff full time Yes/ No
- Please indicate whether Vendor is Dell SonicWALL Partner with a CSSA on staff Yes/ No
- Please indicate whether Vendor is Dell EqualLogic Certified Partner Yes/ No
- Please indicate whether Vendor is VMware Enterprise Partner V5.x with a VCP on staff Yes/ No
- Please indicate whether Vendor is Datto Certified partner Yes/ No
- Please indicate whether Vendor is a minimum of 6, W2 employees to ensure support coverage Yes/ No
- Vendor will supply a minimum of 3 government references where they are currently performing similar services. Yes / No
- Vendor's headquarters and support staff are located in New Jersey. Yes / No
- All work will be performed by vendor's full time employees - not sub-contractor(s) Yes/ No
- Vendor has been in business for at least 10 years Yes/ No
- Vendor has never declared Bankruptcy Yes/ No NEVER
- Vendor has a system in place to provide the City with periodic detailed audit reports of all time billed with dates, time spent and issues addressed. The City may request these audit reports at any time. Yes/ No

Uniformed Network

Not bidding MS

- Has Vendor Installed/Upgraded/Maintained any systems in the last 3 years in accordance with the CJS security policy? Yes / No

- Has vendor ever conducted IT Security Audit with the FBI's CJIS Unit? Yes / No
- Is vendor willing to provide signed/executed Security Addendum Certificate? Yes / No
- Is vendor willing to have all personnel subject to background checks? Yes / No
- Please indicate whether Vendor is Symantec Certified Partner Silver or Gold Yes / No
- Please indicate whether Vendor is VERITAS Certified Partner Yes / No
- Please indicate whether Vendor is certified Veeam partner Yes / No

Vendor will be required to have the following technical qualifications:

Uniformed & Non-Uniformed Networks

- Please indicate whether Vendor is certified or has 3 years' experience supporting the following and have current references using these products:
- Microsoft Windows 2003/2008 R2/2012 R2 Yes / No
- Configuring of Domain Controllers Yes / No
- Streamline Active Directory with proper rights and permissions. Yes / No
- Microsoft Exchange 2010/2013 Yes / No
- Microsoft Outlook Web Access Yes / No
- Microsoft Terminal Services Yes / No
- Dell Servers Yes / No
- Dell Tape Libraries Yes / No
- Dell EqualLogics SAN devices Yes / No
- Dell SonicWALL Firewall Configurations Yes / No
- Dell SonicWALL ViewPoint/Analyzer software Yes / No
- Dell SonicWALL Site to Site VPN tunnels and VPN client access Yes / No
- Dell SonicPoint Wireless Solutions Yes / No
- Dell web managed switches Yes / No

- VMware vSphere 5.x Virtualization software ☒ Yes / No

Uniformed Network

- Veeam Replication/Backup software Yes / No
- Configuring Symantec End Point Security Software Yes/No
- Configuring Symantec Backup Exec and agents for Disaster Recovery, Open Files and Exchange, Symantec Backup Exec System Recovery Yes / No

Vendor will be required to provide credentials and certifications for above upon request. ☒ Yes / No

Vendor will be required to perform the following duties:

- Provide a mid-level technician on location 8 hours/week to support local desktops and services ☒ Yes / No
- Have remote desktop and monitoring software on all desktops and servers and monitor 24/7 ☒ Yes / No
- Provide the name of the monitoring software and services it monitors ☒ Yes/No *into RMM*
- Perform monthly server maintenance ☒ Yes / No

MCG, Inc.

Employee	Certification	Certification	Certification	Certification	Certification	Certification	Certification
Peter Beierle	Dell Blade Server Solutions - Technical v3 0613 DBSSTT0409WBTT	Power Edge VRTX Technical v4 0914 VRTXT0613WBTT	Dell PowerEdge Server Solutions - Technical DPES0909WBTT	RSA SecurID Installation, Configuration and Administration	Datto Certified Advanced Technician (DCAT) in Datto Continuity	Technical Specialist 2 - Equivalency to DCDS Certificate	Sophos Central Engineer Certification
Joe Pullara	Sophos Cloud - Certified Engineer	Sophos Fundamentals - Certified Engineer	CompTIA A+	Datto Tech Specialist Datto Deployment Specialist	Webroot Certification Huntress Certification	Teramind Specialist SonicWall Firewall Certified	Dell Server Specialist
Richard Tirado	VMWare vSphere: Fast Track [V5.5]	Dell Blade Server Solutions - Technical v3 0613 DBSSTT0409WBTT	Power Edge VRTX Technical v4 0914 VRTXT0613WBTT	Dell PowerEdge Server Solutions - Technical DPES0909WBTT			
Joseph Larrosa	CompTIA A+	Datto Certified Practitioner in RMM	Datto Certified Practitioner in Autotask PSA	Datto Certified Practitioner in Datto Continuity for Microsoft Azure	Datto Certified Practitioner in SaaS Protection	Datto Certified Deployment Specialist in Datto RMM	
Quaid Pollonais	Datto Certified Deployment Specialist in RMM						
Madeline Marte	CompTIA A+	Apple ACMT	Datto RMM Deployment Specialist	Autotask PSA Practitioner			

MCG Inc.



MCG, Inc.

Employee Name	Start Date	Title
Peter Beierle	12/8/99	Sr. Network Engineer
Joe Pullara	8/8/11	Network Engineer
Richard Tirado	12/8/10	Sr. Network Engineer
Joseph Larrosa	2/12/18	Help Desk/Escalation Manager
Quaid Pollonais	3/8/21	Help Desk Technician
Madeline Marte	9/10/18	Help Desk Technician

**RESOLUTION AUTHORIZING THE TOWNSHIP OF WEST ORANGE TAX COLLECTOR TO
PREPARE AND MAIL ESTIMATED TAX BILLS IN ACCORDANCE WITH P.L. 1994, c.72**

WHEREAS, the Essex County Board of Taxation has not certified the General Tax Rate throughout Essex County for 2022 and the West Orange Township Tax Collector will be unable to mail the Township's 2022 tax bills on a timely basis;

WHEREAS, the Township of West Orange Tax Collector in consultation with the West Orange Township Chief Financial Officer has computed an estimated tax levy in accordance with N.J.S.A 54:4-66.3 and they have both signed a certification showing the tax levies for the previous year, the tax rates and the range of permitted estimated tax levies;

WHEREAS, in accordance with Chapter 72, P.L. 1994, the Township Council approves the estimated tax levy to enable the Township to meet its financial obligations, maintain the tax collection rate, and provide uniformity for tax payments and save the unnecessary cost of interest expenses on borrowing.

NOW, THEREFORE BE IT RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX AND STATE OF NEW JERSEY on this 28th day of June, 2022, as follows:

1. The Township of West Orange Tax Collector is hereby authorized and directed to prepare and issue estimated tax bills for the Township for the third installment of 2022 taxes. The Tax Collector shall proceed and take such actions as are permitted and required by L. 1994, c.72 (N.J.S.A 54:4-66.2 and 54.4-66.3)
2. The entire estimated tax levy for the 2022 is hereby set at \$246,819,328.00 with the estimated tax rate of 4.482. In accordance with law the third installment of 2022 taxes shall not be subject to interest until the later of August 10 or the twenty fifth calendar day after the date the estimated tax bills were mailed. The estimated tax bills shall contain a notice specifying the date on which interest may begin to accrue.

IN WITNESS WHERE I have hereunto set my hand and affixed the seal of said Township the 28th day of June, 2022

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

Susan McCartney
Council President

Adopted: June 28, 2022

2022 Estimated Tax Rate
Township of West Orange

Total 2022 Estimated Tax Rate	4.482
Total 2022 Estimated Tax Levy	\$246,819,328

Certified By:

John O. Gross
Chief Financial Officer

Chris Battaglia
Tax Collector

2022CALCULATION OF ESTIMATED TAX RATE
Township Of West Orange

2021

		Based upon:			
		Estimated	2022 LOCAL MUNICIPAL BUDGET	Actual	Estimated
		Actual	2022 LIBRARY BUDGET	Actual	Estimated
		Estimated	2022 OPEN SPACE BUDGET	Actual	Estimated
		Actual	2022 SCHOOL BUDGET	Actual	Estimated
		Estimated	2022 COUNTY BUDGET	Actual	Estimated
		Estimated	2022 COUNTY OPEN SPACE BUDGE	Actual	Estimated
2021 Tax Levy & Rate					
		Levy	Tax Rate		Rate
LOCAL MUNICIPAL	59,642,713		1.072		1.003
LIBRARY	2,221,263		0.040		
OPEN SPACE	278,449		0.005		0.003
SCHOOL	147,900,958		2.659		2.476
COUNTY	31,038,044		0.558		0.539
COUNTY OPEN SPACE	1,006,963		0.018		0.017
			-		
TOTAL	242,088,389		4.353		4.353124554
2021 Ratable Total	5,561,255,741				

2022 Tax Levy & Rate								
		Levy	Levy % Change	Rate	Rate Change	Rate % Change		
LOCAL MUNICIPAL Estimated	60,835,567	2.0%	1.105	3.0%	0.030173209	1.088	59908946.56	
LIBRARY Actual	2,212,554	-0.4%	0.040	0.6%				
OPEN SPACE Estimated	550,634	97.8%	0.010	99.7%	0.997227978	0.01	550633.7	
SCHOOL Actual	150,877,387	2.0%	2.740	3.0%				
COUNTY Estimated	31,346,166	1.0%	0.569	2.0%	-0.785945912	2.516	138539438.92	
COUNTY OPEN SPACE Estimated	997,019	-1.0%	0.018	0.0%				
TOTAL	246,819,328	2.0%	4.482	3.0%				
2022 Ratable Total	5,506,337,000							

Certified By: John O. Gross
Chief Financial Officer

Chris Battaglia
Tax Collector

**A RESOLUTION REJECTING THE BIDS RECEIVED ON JUNE 16, 2022 FOR
LICENSED MOTOR VEHICLE DRIVERS MIDTOWN DIRECT SHUTTLE BUS
PROGRAM**

WHEREAS, the Township of West Orange has advertised for bids for Licensed Motor Vehicle Drivers Midtown Direct Shuttle Bus Program; and

WHEREAS, on June 16, 2022, one bid was received, duly opened and read aloud; and

WHEREAS, the Township Engineer reviewed the bid and recommended the bid be rejected as the cost exceeds reasonable increases due to inflation and market factors; and

WHEREAS, the Local Public Contracts Law, specifically N.J.S.A. 40A:11-13.2 authorizes a municipality to reject all bids.

BE IT RESOLVED, by the Council of The Township of West Orange that:

1. The Bid received by the Township Clerk of the Township of West Orange on June 16, 2022, for Licensed Motor Vehicle Drivers Midtown Direct Shuttle Bus Program, be and the same are hereby rejected.
2. The Purchasing Agent is hereby authorized and directed to immediately return to said bidders any bid bonds, certified checks, or other forms of security submitted by such bidders.
3. The Purchasing Agent of The Township of West Orange is hereby authorized and directed to re-advertise for bids, at which time such bids submitted shall be publicly opened and read aloud.

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

Susan McCartney
Council President

Adopted: June 28, 2022

AN ORDINANCE AMENDING CHAPTER 2, SECTION 14.5 AND SECTION 14.9 OF THE REVISED GENERAL ORDINANCES OF THE TOWNSHIP OF WEST ORANGE (APPOINTMENT OF POLICE DEPARTMENT, OFFICERS AND PERSONNEL)

BE IT ORDAINED BY THE MUNICIPAL COUNCIL OF THE TOWNSHIP OF WEST ORANGE, NEW JERSEY that Chapter 2 of the Revised General Ordinances of the Township of West Orange be and are hereby amended as follows:

I. PURPOSE

The purpose of this ordinance is to correct and clarify Ordinance 2658-21 adopted on October 12, 2021, which established an alternate route appointment for entry level appointments for the West Orange Police Department as authorized under N.J.S.A. 11A:4-1.3(a). This ordinance ~~corrects and clarifies the ordinance to provide that the nepotism policy governing appointments and hiring is for application when utilizing the alternate route appointment process and shall not apply to officers appointed through the Civil Service examination that an entry-level law enforcement position may be exempt from the requirement for examination by Civil Service pursuant to N.J.S.A. 11A:4-1.3(a) provided that a candidate has successfully completed a full Basic Course for Police Officers training course at an approved school and authorized by the Police Training Commission, within nine (9) months of the date of hire. Further, this ordinance has been revised to conform with N.J.S.A. 40A:14-122.1 which states “No municipality shall pass any ordinance, resolution, rule, regulation, order or directive, making residency therein a condition of employment for the purpose of original appointment, continued employment, promotion, or for any other purpose for any member of a police department and force and any such ordinance, rule, regulation, order or directive in existence on the effective date of this act or passed hereafter shall be void and have no force or effect.”~~

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II. CHAPTER 2, SECTION 14.5 SHALL BE AND HEREBY IS AMENDED AND SUPPLEMENTED TO INCORPORATE THE FOLLOWING:

2-14.5 Appointment of Police Department, Officers and Personnel.

No person shall be appointed to the Police Department who is not qualified as provided in the New Jersey Statutes. The Mayor may also require that an applicant for appointment to the Police Department shall successfully complete a physical, mental and psychological examination.

- a. Each applicant shall comply with all of the laws of the State of New Jersey pertaining to qualifications of Police Officers. No person shall be given or accept a permanent appointment as a Police Officer in the Township unless such person has first been given a probationary or temporary appointment to such office for a period of not longer than one year or one year after the date of graduation from the Police Academy, whichever is longer, and has successfully completed a Police training course at a school approved and authorized by the Police Training Commission in the Department of Law and Public Safety of the State of New Jersey, pursuant to the provisions of N.J.S.A. 40A:14-118 et seq. Each candidate for appointment to the Police Department shall submit to such written and oral examination as may be prescribed by Civil Service, except that at the sole discretion of the Mayor a candidate for an entry-level law enforcement position may

be exempt from this requirement for examination by Civil Service pursuant to N.J.S.A. 11A:4-1.3(a) provided that they have successfully completed a full Basic Course for Police Officers training course at a school approved and authorized by the Police Training Commission within nine (9) months of the date of hire. Each candidate for appointment to the Police Department shall also submit to a physical examination by a licensed practicing physician and/or an examination by a licensed psychologist of the State of New Jersey, designated for such purpose. The character and scope of such examination shall be for the purpose of revealing the extent to which the applicant may be mentally, physically and otherwise qualified to perform his appropriate duties in the Department. Any applicant who shall fail to meet the physical qualifications as may be set up by the Appropriate Authority, or in the opinion of the examining physician is incapable of performing the duties of a Police Officer in a safe and efficient manner shall be ineligible for appointment to the Department.

- b. No person shall be appointed to the Police Department as a regular or probationary member unless that person shall at the time of making application be between the age of 18 and 35 years, except as provided by law in the case of veterans. The applicant shall be a citizen of the United States of America.

~~c. Before any person shall be appointed as member of the Police Department, the Appointing Authority shall classify all the duly qualified applicants for the position or positions to be filled in the respective Departments, in accordance with N.J.S.A. 40A:14-12, 13, 10 in the following classes:~~

~~1. Bona fide residents of the Township.~~

~~2. Bona fide residents of the County of Essex.~~

~~3. Bona fide residents of counties contiguous to the County of Essex.~~

~~4. Other residents of the State of New Jersey.~~

~~5. All other qualified applicants.~~

~~Within each such classification, duly qualified applicants who are veterans shall be accorded all such veterans' preferences as are provided by law. (Persons discharged from the service within six months prior to making application to the Township who fulfill the requirements of N.J.S.A. 40A:14-10.1, and who thereby are entitled to appointment notwithstanding their failure to meet the New Jersey residence requirement at the time of their initial application shall be placed in Class III.)~~

- ~~d. In making such appointments, the Appointing Authority shall first appoint all those in Class I and those in each succeeding class in the order above listed, and shall appoint a person or persons in any such class only to a vacancy or vacancies remaining after all qualified applicants in preceding class or classes have been appointed or have declined an~~

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~~offer of appointment.~~

~~e. The classes of qualified applicants defined in Subsection c above, shall be considered as separate and successive lists of eligibles, and the Civil Service Commission shall, when requested to certify eligibles for positions specified in this section, make such certifications from the classes separately and successively, and shall certify no person from any such class until all persons in the preceding class or classes have been appointed or have declined offers of appointment.~~

~~f.c.~~ This section shall apply only to initial appointments and not to the promotional appointments of persons already members of the Police Department.

~~g. In making temporary appointments, the Appointing Authority shall utilize the classifications set forth in Subsection c above, and shall classify accordingly all duly qualified applicants for the position or positions to be temporarily filled.~~

~~h. For all purposes, residency must be continuously maintained from the closing date for application up to and including the date of appointment.~~

~~i.d.~~ No family member, including a spouse; child; parent; sibling; grandparent; grandchild; father-in-law; mother-in-law; brother-in-law; sister-in-law; stepfather; stepmother; stepsibling; half-brother; half-sister; nephew; niece; first cousin; aunt; uncle; foster child; domestic partner or cohabitants as defined by the New Jersey Civil Union Act of a member of the Police Department shall be eligible for appointment to the Police Department by way of appointment through the alternate route appointment procedures pursuant to N.J.S.A. 11A:4-1.3(a) as allowed in Subsection (a) of this section.

III. REPEAL OF CONFLICTING ORDINANCES

Any Ordinances of the Township which are in conflict with this Ordinance are hereby repealed to the extent of such conflict.

IV. SEVERABILITY

If any part of this Ordinance shall be deemed invalid, such parts shall be severed and the invalidity thereof shall not affect the remaining parts of this Ordinance.

V. **EFFECTIVE DATE**

This Ordinance shall take effect upon final passage and publication in accordance with the law.

ROBERT D. PARISI, MAYOR

McCARTNEY,

~~CINDY MATUTE BROWN~~SUSAN

COUNCIL PRESIDENT

KAREN J. CARNEVALE, R.M.C.,
MUNICIPAL CLERK

INTRODUCED: June 14, 2022

ADOPTED: June 28, 2022

Legislative History

The purpose of this ordinance is to correct and clarify Ordinance 2658-21 adopted on October 12, 2021, which established an alternate route appointment for entry level appointments for the West Orange Police Department as authorized under N.J.S.A. 11A:4-1.3(a). This ordinance ~~corrects~~ clarifies that an entry-level law enforcement position may be exempt from the requirement for examination by Civil Service pursuant to N.J.S.A. 11A:4-1.3(a) provided that a candidate has successfully completed a full Basic Course for Police Officers training course at a approved school and authorized by the Police Training Commission, within nine (9) months of the date of hire, and clarifies the ordinance to provide that the nepotism policy governing appointments and hiring is for application when utilizing the alternate route appointment process and shall not apply to officers appointed through the Civil Service examination. Further, this ordinance has been revised to conform with N.J.S.A. 40A:14-122.1 which states “No municipality shall pass any ordinance, resolution, rule, regulation, order or directive, making residency therein a condition of employment for the purpose of original appointment, continued employment, promotion, or for any other purpose for any member of a police department and force and any such ordinance, rule, regulation, order or directive in existence on the effective date of this act or passed hereafter shall be void and have no force or effect.”

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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
12/31/1899

Employee ID	Date of Birth	Employee ID	Date of Birth
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[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0

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
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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/MESSANGER	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
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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
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CLAIMS INVESTIGATOR 3	56374		C	487
CLAIMS INVESTIGATOR 4	56375		C	488
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CLASSIFICATION OFFICER 2	61393		C	490
CLASSIFICATION OFFICER APPRENTICE	61395		C	491
CLEAN NEIGHBORHOOD PROGRAM AIDE	1244		C	492
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CLERK 1/TELEPHONE OPERATOR	7448		N	497
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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

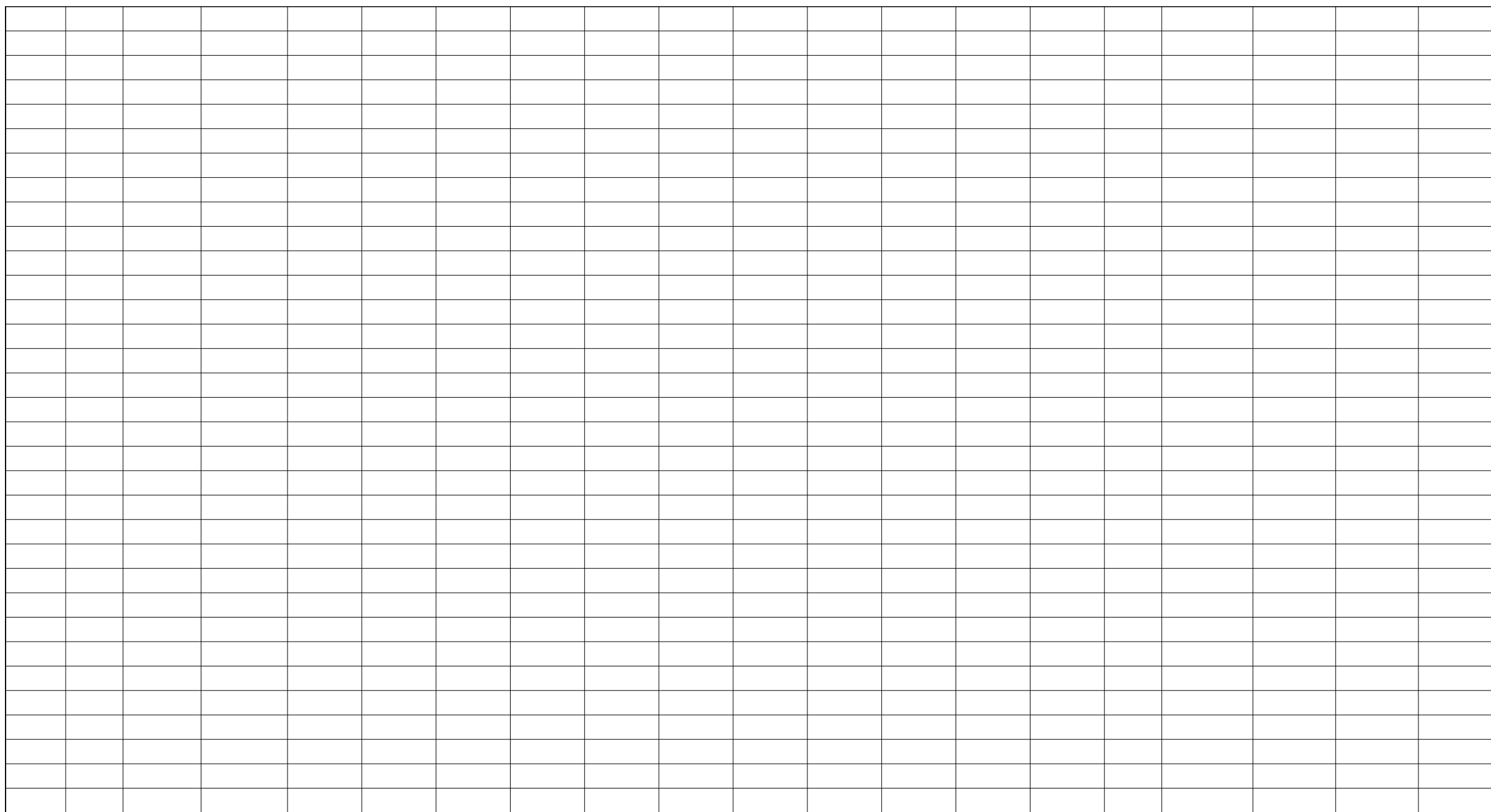
TEACHER AIDE	7508	BILINGUAL IN ARABIC AND ENGLISH	N	2462
TEACHER AIDE	7664	BILINGUAL IN PORTUGUESE AND ENGLISH	N	2463
TEACHER AIDE	7950	BILINGUAL IN URDU AND ENGLISH	N	2464
TEACHER AIDE HANDICAPPED PROGRAM	4589		N	2465
TEACHER AIDE HEAD START PROGRAM	8065		N	2466
TEACHER EARLY CHILDHOOD EDUCATION	7574		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:

Description	Appropriation	Authorization	Down Payment	Useful Life
(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.

RO

**TOWNSHIP OF WEST ORANGE, ESSEX COUNTY, NEW JERSEY
WEST ORANGE ABC BOARD**

RESOLUTION

WHEREAS, an Application has been filed by Huguitos Bar and Restaurant LLC, 19 White Street, West Orange, NJ, for renewal of its Plenary Retail Consumption License # 0722-33-024-005, for the period **July 1, 2022 through June 30, 2023**, the Application submitted to the Township Clerk and in compliance with New Jersey State Laws regulating the sale, consumption, and distribution of alcoholic beverages; and

WHEREAS, in May, 2018, following an ABC inspection, numerous ABC violations were observed and recommendations made for certain ABC violation charges to be brought against the Licensee, including, but not limited to, failure to provide a copy of the most recent full application and/or current renewal application, having an incomplete employee list, failure to have true book or books of account available on the licensed premises, failure to produce same within seven business days of demand, employee hindering an investigation, lease out of the License, and non-payment of required taxes, or failure of proof of payment of same, such charges currently pending; and

WHEREAS, in February, 2009, notices of alcoholic beverage control charges, including seven separate allegations of violation of *N.J.A.C. 13:2-23.6*, prohibiting immoral activities, disturbance and nuisance on the premises, and two separate allegations of violation of *N.J.A.C. 13:2-23.1(b)*, prohibiting the sale of alcoholic beverages to intoxicated persons, were brought by the Township of West Orange against Huguitos Bar and Restaurant, LLC, License # 0722-33-024-005, and properly served upon that Licensee; and

WHEREAS, the Township and the Licensee, each represented by counsel, in order to avoid the time and expense of a hearing on the charges, came to a mutually satisfactory agreement to resolve all of the charges; and

WHEREAS, the Township Council of the Township of West Orange, sitting as and constituting the Township's ABC Board, at its regular meeting held on the evening of March 24, 2009, having pursuant to the aforesaid agreement accepted a plea of non-vult to Count III of the ABC charges brought against the Licensee on February 18, 2009, alleging violation of *N.J.A.C. 13:2-23.6*, Prohibition Against Immoral Activities, Disturbance, and Nuisance on Premises, specifically that "The Licensee has violated *N.J.A.C. 13:2-23.6*, in that it has repeatedly and over a period of more than a year, allowed, permitted, or suffered in or upon the licensed premises brawls, acts of violence, disturbances and/or unnecessary noise, requiring many calls to and interventions by the West Orange Police Department, and numerous charges against the licensed premises, including, but not limited to, incidents and charges of such conduct occurring on September 8, 2007, May 7, 2008, May 18, 2008, June 22, 2008, August 17, 2008, August 28, 2008, and November 23, 2008, such that the operation of this licensed premises has been a nuisance."; and

WHEREAS, in exchange for the non-vult plea of the Licensee, the agreement provided for a 10 day suspension of the license, 5 days to be held in abeyance for a period of one year and to be served in the event of a liquor license violation within that one year period of time, 5 days to be served commencing on a Sunday, and the voluntary restrictions in place since September,

2008, are to be continued as follows: Sunday through Wednesday last call at 12:30 a.m., closing at 1:00 a.m., and Thursday, Friday and Saturday last call at 1:00 a.m., and closing by 2:00 a.m., no patrons admitted to the premises after 12:30 a.m., on Sunday through Wednesday, and no patrons admitted to the premises after 1:00 a.m., on Thursday, Friday and Saturday, the additional security to be continued, one officer on Thursday and two on Friday and Saturday, all of those voluntary restrictions to be revisited in connection with the licensee's renewal for the 2009/2010 license year in June, 2009, when the West Orange ABC Board can consider whether or not special conditions should be imposed with renewal of the license; and

WHEREAS, the Licensee, the West Orange Police Department and the municipal ABC Board came to an agreement with respect to Special Conditions to be imposed for the 2009 to 2010 License year; and

WHEREAS, the Licensee requested that the requirement for one security personnel being present on Thursday nights be deleted because there is so little business on Thursday nights and the Police Department reporting that in view of the lack of significant incidents over the past year at the licensed premises and the existing 90-day review period, it had no objection to this requested change which was made at the time of License renewal for the 2010 to 2011 License year; and

WHEREAS, the Licensee was notified by certified mail, return receipt requested, of the ABC Board's intention to continue the same Special Conditions for the 2012 to 2013 License Term, and was provided with an opportunity to object and be heard with respect to the Special Conditions to be imposed, and notified the ABC Board by letter dated June 6, 2012, from counsel for the Licensee, that the Licensee requested the Special Conditions to be amended to include that the Licensee shall have last call Monday through Wednesday at 12:30 a.m., with no patrons to be admitted to the premises after 12:30 a.m., and closing at 1:00 a.m., and shall have last call Thursday through Sunday at 1:00 a.m., with no patrons to be admitted to the premises after 1:00 a.m., and closing at 2:00 a.m., requesting a hearing with respect to said request; and

WHEREAS, the West Orange Police Department had reviewed its records with respect to this Licensee over the 2011 to 2012 license year and agreed that its records supported a modification of the Special Conditions consistent with the request of the Licensee; and

WHEREAS, the ABC Board then approved renewal of the License for the 2012 – 2013 License Term as follows;

- A. The Licensee shall have last call on Monday through Wednesday at 12:30 a.m., no patrons to be admitted to the premises after 12:30 a.m., closing at 1:00 a.m.;
- B. The Licensee shall have last call on Thursday through Sunday at 1:00 a.m., no patrons to be admitted to the premises after 1:00 a.m., and closing at 2:00 a.m.;
- C. The Licensee shall provide at least two security officers on Friday and Saturday evenings until closing on each of those nights;
- D. The Licensee shall provide at least two security video cameras outside the premises, one covering the Ashland Avenue side of the building and the other the White Street side of the building, and at least two security video cameras inside the premises, one covering the entire bar area and the other covering the back room, all security video cameras to be properly maintained, kept in proper working order and the video disks or tapes kept for 30 days before being recycled;

- E. Members of the West Orange Police Department shall periodically monitor the security system in place at the Licensed premises including all security video cameras, personnel and deployment of all of them, and the Licensee shall work with the Police Department to maintain and, as necessary or advisable, improve security in and outside the Licensed premises to address and remedy alcohol consumption related problems;
- F. All of the above Special Conditions shall be subject to review by the Board every ninety (90) days, and in the event there are incidents implicating the purpose of the ABC regulatory scheme to protect the health, safety and welfare of the people of the State of New Jersey, and the fostering of moderate and responsible use and consumption of alcoholic beverages, then, subject to the Licensee's right to be heard at a public hearing, the Board may adjust the Special Conditions without the need to wait for the next license renewal; and

WHEREAS, by letter dated **May 20, 2022**, sent by the Municipal Clerk that day to the Licensee via certified mail, registered return receipt, and to the Licensee's counsel via e-mail advising all of the ABC Board's intention to impose the same Special Conditions upon renewal of the License for the **2022-2023** License Term, modifying the language in Special Condition D., and offering a formal hearing in the event the Licensee had any objection to such Special Conditions; and

WHEREAS, the Licensee has by its inaction consented to the same Special Conditions upon renewal together with the proposed modification of the language in Special Condition D.; and

WHEREAS, the ABC Commissioner for the State of New Jersey has advised that the Special Condition set forth in paragraph F., above, exceeds the Township's lawful discretion; and

WHEREAS, the Township has never actually imposed or modified a Special Condition at times other than expressly permitted by statute; and

WHEREAS, this Licensee currently has seven (7) ABC violation charges pending hearing and resolution as follows:

Violation #1: On May 4, 2018, you failed to provide a copy of the most recent full application and/or current renewal application in violation of N.J.A.C. 13:2-23.13(a)(2); Recommended Penalty: 1st Offense= 1-day suspension;

Violation #2: On May 4, 2018, you failed to maintain a complete employee list in violation of N.J.A.C. 13:2-23.13(a)(3); Recommended Penalty: 1st Offense= 1-day suspension;

Violation #3: On May 4, 2018, you failed to maintain true book or books of account available on the licensed premises but produced same within seven (7) business days of demand in violation of N.J.A.C. 13:2-23.32; Recommended Penalty: 1st Offense= 2-day suspension;

Violation #4: On May 4, 2018, you failed to maintain true book or books of account available on the licensed premises and failed to produce same within seven (7) business days of demand in violation of N.J.A.C. 13:2-23.32; Recommended Penalty: 1st Offense= 30-day suspension;

Violation #5: On May 4, 2018, your employee(s) hindered or attempted to hinder an ABC investigation in violation of N.J.S.A. 33:1-35/N.J.A.C. 13:2-23.30; Recommended Penalty: 1st Offense= 30-day suspension;

Violation #6: On May 4, 2018, you allowed, permitted the lease of the licensed premises in violation of N.J.S.A. 33:1-26; Recommended Penalty: 1st Offense= 45-day suspension; and

Violation #7: On May 4, 2018, you knowingly failed to pay to pay excise taxes or other payment required by law to be paid to the State Tax Commissioner in violation of N.J.S.A. 33:1-31(c); Recommended Penalty: 1st Offense = 15-day suspension;

NOW, THEREFORE, BE IT RESOLVED THAT THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE serving as the Township Board of Alcoholic Beverage Control, does hereby approve the renewal of the Plenary Retail Consumption License heretofore issued to the Licensee, Huguitos Bar and Restaurant, LLC, bearing License # 0722-33-024-005, for the **2022-2023** licensing term for the premises at 19 White Street, subject to the following Special Conditions pursuant to *N.J.S.A. 33:1-32*:

- A. The Licensee shall have last call on Monday through Wednesday at 12:30 a.m., no patrons to be admitted to the premises after 12:30 a.m., closing at 1:00 a.m.;
- B. The Licensee shall have last call on Thursday through Sunday at 1:00 a.m., no patrons to be admitted to the premises after 1:00 a.m., and closing at 2:00 a.m.;
- C. The Licensee shall provide at least two security officers on Friday and Saturday evenings until closing on each of those nights;
- D. The Licensee shall provide at least two security video cameras outside the premises, one covering the Ashland Avenue side of the building and the other the White Street side of the building, and at least two security video cameras inside the premises, one covering the entire bar area and the other covering the back room, all security video cameras to be operating during all hours when the Licensed Premises is open for business, to be properly maintained, kept in proper working order and the video disks or tapes kept and made available to the West Orange Police Department upon request for at least thirty (30) days following the date of recording and before being recycled;
- E. Members of the West Orange Police Department shall periodically monitor the security system in place at the Licensed premises including all security video cameras, personnel and deployment of all of them, and the Licensee shall work with the Police Department to maintain and, as necessary or advisable, improve security in and outside the Licensed premises to address and remedy alcohol consumption related problems;

AND BE IT FURTHER RESOLVED, that a copy of this Resolution shall be provided to the Director of the Division of Alcoholic Beverage Control of the State of New Jersey and shall be maintained in the Township's permanent Alcoholic Beverage Control records, and that the Director is, and hereby is, respectfully requested to grant his approval to the foregoing Special Conditions as required by statute, and to communicate that approval to the Township of West Orange, which approval shall then also be maintained in the Township's permanent ABC records;

The above Resolution was passed by the Township Council of the Township of West Orange sitting and serving as the West Orange Board of Alcoholic Beverage Control at their regular meeting held on **June 28, 2022**.

Susan McCartney, Council President
and ABC Board Chairman

Karen J. Carnevale, Municipal Clerk
and Secretary to the ABC Board

Adopted: June 28, 2022

Effective: June 28, 2022

**TOWNSHIP OF WEST ORANGE, ESSEX COUNTY, NEW JERSEY
ALCOHOLIC BEVERAGE AND CONTROL BOARD**

RESOLUTION

WHEREAS, the Township Council of the Township of West Orange serves as the Township of West Orange Board of Alcoholic Beverage Control; and

WHEREAS, on May 24, 2016, the Township Council of the Township of West Orange, sitting as the ABC Board for the Township of West Orange, approved the person-to-person transfer of Plenary Retail Consumption License No. 0722-33-035-011, from DJF Realty, Inc., 466 Prospect Avenue, West Orange, NJ, to Club 466 Caterers, LLC, 466 Prospect Avenue, West Orange, NJ 07052, and the License for the new Licensee having been renewed for the July 1, 2016 through June 30, 2017 License Term by West Orange ABC Board Resolution 563-16, on June 14, 2016; and

WHEREAS, an application has been filed by Club 466 Caterers, LLC, 466 Prospect Avenue, West Orange, NJ 07052, for the renewal of its Plenary Retail Consumption License, bearing License #0722-33-035-011, for the period **July 1, 2022 through June 30, 2023**; and

WHEREAS, said Application complies with New Jersey State Laws regulating the sale, consumption, and distribution of alcoholic beverages; and

WHEREAS, there is a long history with respect to the Licensed Premises located at 466 Prospect Avenue and its previous Licensee, DJF Realty, Inc., as set forth below, DJF Realty, Inc., continuing as the Landlord of the Licensed Premises following transfer of its Plenary Retail Consumption License to Club 466 Caterers, LLC; and

WHEREAS, Public Hearings were held by the Township Council in its capacity as the Municipal Board of Alcoholic Beverage Control on January 4, 2005 and January 18, 2005, in which the following Exhibits were marked and admitted into evidence:

- DJF-1 Planning Board Resolution PB-02-11 (October 21, 2002 Meeting, Resolution adopted November 13, 2002;
- DJF-2 First Floor Plan of Premises dated August 4, 2004;
- DJF-3 Fire Department Occupancy for Prior Licensed Premises;
- DJF-4 Second Floor Plan of Premises dated December 20, 2003;
- DJF-5 Foundation Plan dated August 4, 2004;
- DJF-6 Sky Dance Brochure and Etcetera Restaurant/Flirt Nightclub Business Plan Executive Summary;
- DJF-7 Letter dated January 12, 2005, from attorney for applicant listing Special Conditions acceptable to Licensee;
- DJF-8 Marketing flyer/advertisement for proposed June, 2003 opening of Etcetera Restaurant and Flirt Nightclub;
- DJF-9 Revised list of Special Conditions acceptable to Licensee;

DJF-10 Petitions to Insure the Quality of Life at Eagle Ridge Condominiums signed by 93 residents of Eagle Ridge Condominium community; and

WHEREAS, in addition to representatives of the applicant, one owner of a residence adjacent to the applicant's property, Richard S Schkolnick, Esq., an attorney on behalf of the Eagle Ridge Condominium Association, and more than a dozen residents of the adjacent Eagle Ridge Condominium community testified at the Public Hearings regarding their experiences with excessive noise, trespass, litter, and nuisance behavior by patrons of the prior license holder and concern about the likelihood of those problems increasing due to the larger size, capacity and intensification of use of the premises, including expansion of the parking areas to be used by the new licensed premises all adjacent to the Eagle Ridge community, almost a hundred residents of which signed petitions expressing these same concerns, and

WHEREAS, the Board expressed the belief that the noise problems faced by the residents of Eagle Ridge, many of whom retire for the night relatively early since they must leave early in the morning to commute to New York City, would be at least somewhat alleviated by cutting off the sale of alcohol at an earlier than usual hour to promote a more gradual departure of patrons during the hour or so before closing time, and

WHEREAS, the Board expressed concern about the "sky dance" cages or boxes, the advertisements for which show scantily clad women dancing inside them, and the applicant unable or unwilling to fully describe how they would be used other than for "motivational dancing", and their visibility from almost any and all parts of the premises, including the dining areas, and as elected officials and representatives of the conscience of the West Orange community, and wishing to maintain the community's character and moral standards, determined that the use of such entertainment equipment does not fit the character and standards of the community and should not be permitted on the premises, and

WHEREAS, the purpose of the ABC regulatory scheme is to protect the health, safety and welfare of the people of the State of New Jersey, and the fostering of moderate and responsible use and consumption of alcoholic beverages, and the proposed special conditions limiting hours of sale of alcohol and the use of entertainment devices which encourage excessive and irresponsible consumption of alcoholic beverages being logically related to the regulatory scheme and being reasonable efforts to promote the purposes of that scheme, and

WHEREAS the Board, by Resolution adopted following the January 18, 2005 hearing, approved the renewal of the Plenary Retail Consumption License issued to the Licensee bearing License #0722-33-035-008 for the 2004-2005 licensing term and further approved the Place-to-Place Transfer of said license (Expansion of Premises) for premises located at 466 Prospect Avenue, West Orange, New Jersey to place under license the area delineated in the Application Form and sketch of the licensed premises attached thereto or as otherwise approved by the West Orange Planning Board, the renewal and Place-to-Place Transfer subject to the following sixteen Special Conditions pursuant to *N.J.S.A. 33:1-32* (1 through 14 of which were agreed to by the Licensee, 15 and 16 of which, dealing with the sky dance boxes or cages and the hours of operation, respectively, were not agreed to by the Licensee):

1. All parking provided for the licensed premises shall be done by way of valet parking after 5:00 p.m. seven days per week and all valet parking employees shall be required to wear earphones with microphones in order to limit unnecessary shouting in the parking areas;
2. The Licensee shall hire one or more off-duty police officers at prevailing rates to direct traffic entering and exiting the premises in order to ease vehicular congestion on and around the premises. The officer or officers are to be on the site by 9:00 p.m. every Friday and Saturday night until closing, or earlier than 9:00 p.m., or additional nights, or both, as may be needed. The Licensee shall work in conjunction with the West Orange Police Department in determining the needs of the site;
- 3 The Licensee shall refuse motorcycles on the site in order to limit noise on the premises;
4. There shall be no music outside the building, including but not limited to, the outside patio area;
5. The Licensee will not permit teen nights on the premises at any time;
6. The Licensee shall not advertise to the general public that the premises are opened as follows:
 - A. "Eighteen to party, twenty-one to drink" or other language to the same effect;
7. No alcoholic beverages or food shall be sold, served or consumed by patrons in the basement or on the third floor and said areas shall not be open to patrons;
8. Licensee shall not admit persons to the licensed premises who have not parked their vehicle with Licensee's valet service except in the case of persons arriving by taxicab, public transportation, car service or those persons who reside or are employed in homes and buildings on the East Side of Prospect Avenue, i.e., Eagle Ridge Condos, etc;
9. The sale of alcoholic beverages shall be prohibited on the premises until a Certificate of Occupancy is issued for the premises as well as any other license, permit, or Governmental approval required by law.
10. There shall be no outside bar service, including, but not limited to, the patio area.
11. The total number of patrons permitted on the premises which shall include the interior and patio areas shall be limited to 499 persons. This provision shall not restrict the authority of the Planning Board, Fire Department, or any other governmental authority from imposing further or different restrictions pursuant to their lawful authority;
12. The Licensee shall not remove bottles or other kinds of noise-producing refuse from the building after 10:00 p.m.
13. The Licensee shall provide private security personnel to monitor parking areas leased by the licensed premises for additional parking.

14. The Licensee shall install a second set of doors in the main entrance area to limit the amount of sound escaping from the premises.
15. The Licensee shall not be permitted to have “sky dance” cages or boxes, or similar devices, mechanisms, or equipment, on the premises.
16. The hours for sale of alcoholic beverages on the licensed premises are restricted as follows:
 - Sunday - 12:00 p.m. to 11:00 p.m.
 - Monday, Tuesday, Wednesday - 7:00 a.m. to 11:00 p.m.
 - Thursday - 7:00 a.m. to 12:00 a.m.
 - Friday - 7:00 a.m. to 1:00 a.m. Saturday
 - Saturday - 7:00 a.m. to 1:00 a.m. Sunday; and

WHEREAS, the licensee appealed those special conditions, which appeal was transmitted to the Office of Administrative Law where it was assigned docket no. ABCPL 03686-2005N, and was pending a plenary hearing, and

WHEREAS, those special conditions were submitted to the Director of Alcoholic Beverage Control for approval as required by *N.J.S.A. 33:1-32*, and his approval was granted by letter dated June 13, 2005, and

WHEREAS, the West Orange Planning Board, following numerous public hearings on the Licensee’s application for amended site plan approval with variances, having decided on March 11, 2009, and memorializing said decision by adopting a Resolution of Approval on April 1, 2009, setting forth findings of fact and conclusions of law, and approving the application of DJF Realty, Inc., for amended Preliminary and Final Site Plan Approval with variances, all subject to certain conditions set forth in the Resolution, and the Applicant and Owner of the property at 466 Prospect Avenue, West Orange, NJ, having entered into a private Agreement with the Property Owners Association of Eagle Ridge, previously an objector to the application before the Planning Board, resolving their differences subject to certain conditions, and the Licensee having withdrawn its appeal and consenting to its dismissal for each and every one of the appeals filed to that point, and the Township agreeing to withdraw Special Conditions 15 and 16, which had been attached to the license renewals since the 2005 term, the remaining Special Conditions, imposed pursuant to *N.J.S.A. 33:1-32*, numbered 1 through 14, to remain in effect unless and until withdrawn by the West Orange ABC Board, in whole or in part, in conjunction with the next and subsequent annual license renewal periods, and following a hearing as may be required by law, and

WHEREAS, at its regular meeting on October 13, 2009, upon request by counsel for the Licensee, and due to changed circumstances, the West Orange ABC Board agreed to eliminate what had in prior approvals been Special Condition no. 8, regarding the refusal of admission of persons not using valet parking; and

WHEREAS, at the same meeting, the West Orange ABC Board, after hearing requests and argument by the Licensee’s counsel as well as counsel to the ABC Board, made modifications to what had been Special Condition no. 2, in prior approvals, to add the Special

Condition required by the then most recent Special Ruling, and to incorporate all pertinent parts of the Planning Board's Approval Resolution and the Agreement with the Property Owners Association of Eagle Ridge into its Special Conditions as follows:

1. All parking provided for the licensed premises shall be done by way of valet parking after 5:00 p.m. seven days per week and all valet parking employees shall be required to wear earphones with microphones in order to limit unnecessary shouting in the parking areas.
2. Every Thursday, Friday and Saturday night, and any night when the nightclub portion of the facility is open for business, meaning when there is dancing, 4sixty6 shall have not less than two (2) off-duty West Orange police officers present to control traffic and any disturbances at the proposed restaurant and nightclub. The Licensee shall hire such off-duty police officers at prevailing rates to direct traffic entering and exiting the premises in order to ease vehicular congestion on and around the premises. On those nights when the officers are required, they are to be on the site by 9:00 p.m., and to remain until closing. The Licensee shall work in conjunction with the West Orange Police Department in determining the specific needs of the site and, when required by that Department, the officers shall be on site earlier than 9:00 p.m., or on additional nights, or both. In the event that West Orange Police Officers are not available for these purposes, 4sixty6 may hire police officers from other municipalities or Essex County Police or Sheriff's Officers.
3. The Licensee shall refuse motorcycles on the site in order to limit noise on the premises.
4. There shall be no music outside the building, including but not limited to, the outside patio area.
5. The Licensee will not permit teen nights on the premises at any time.
6. The Licensee shall not advertise to the general public that the premises are opened as follows: "Eighteen to party, twenty-one to drink", or other language to the same effect.
7. No alcoholic beverages or food shall be sold, served or consumed by patrons in the basement or on the third floor and said areas shall not be open to patrons.
8. The sale of alcoholic beverages shall be prohibited on the premises until a Certificate of Occupancy is issued for the premises as well as any other license, permit, or governmental approval required by law.
9. There shall be no outside bar service, including, but not limited to, the patio area.
10. The total number of patrons permitted on the premises which shall include the interior and patio areas shall be limited to 499 persons. This provision shall not restrict the authority of the Planning Board, Fire Department, or any other

governmental authority from imposing further or different restrictions pursuant to their lawful authority.

11. The Licensee shall not remove bottles or other kinds of noise-producing refuse from the building after 10:00 p.m.
12. The Licensee shall provide private security personnel to monitor parking areas leased by the licensed premises for additional parking.
13. The Licensee shall install a second set of doors in the main entrance area to limit the amount of sound escaping from the premises.
14. Pursuant to the ABC Director's Special Ruling dated September 29, 2009, pursuant to *N.J.S.A. 33:1-12.39*, since at the time it was the sixth license term for which relief was sought pursuant to *N.J.S.A. 33:1-12.39*, no further renewals of this license shall be granted unless the license is being actively used at an approved site on or before June 30, 2010. The license is being actively used at an approved site and has been so used for some time before June 30, 2010.
15. Consistent with the Agreement entered into between Licensee DJF Realty, Inc., the Applicant before the West Orange Planning Board for development of the site at 466 Prospect Avenue, and the owner of that property, Marjac, LLC, and the Property Owners Association of Eagle Ridge, the paragraphs in that Agreement numbered 4 (Closing Hours) and 7 (Police Presence), are incorporated into the West Orange ABC Board's approval of renewal of the liquor license such that it shall be a Special Condition of Renewal for this and for each and every renewal term to follow, that the restaurant and/or nightclub at 466 Prospect Avenue shall have a last call no later than 1:30 a.m., with a grace period of not more than ten (10) minutes prior to enforcement, which time requirement will not be effective on New Year's Eve or on the night when Daylight Savings Time takes effect in the spring of each year, when the closing hour will be one (1) hour later, which closing time may be extended in the event a State law or a municipal ordinance is adopted extending closing hours for Alcoholic Beverage establishments. Paragraph 7 (Police Presence) of that Agreement has already been incorporated in paragraph 2, above and herein.
16. The Licensee shall comply with all conditions and requirements of the West Orange Planning Board approval as set forth in its Resolution of Approval dated April 1, 2009; and

WHEREAS, the Township discovered a U.S. Third Circuit Court of Appeals decision holding it to be arbitrary and unreasonable for a municipal land use board to require as a condition of approval of a variance that off-duty police officers be hired to direct traffic and monitor compliance with occupancy limits, it not having been shown that the Licensee's own employees were incapable of performing such tasks (See 256 F.3d 107 (3rd Cir. 2001)), and as a matter of policy determined to cease the requirement of using Township Police Officers working side jobs for traffic control and security at or about Alcoholic Beverage Control Licensed premises, and

WHEREAS, the License renewal for the 2011 - 2012 License term incorporated such change in policy, which has been continued thereafter; and

WHEREAS, the new Licensee, Club 466 Caterers, LLC, is an experienced catering operator which has been since the transfer of License, and will be operating the premises, leased from the previous Licensee, not as a bar/restaurant/nightclub, but as a catering venue for weddings and other special occasions, which the new Licensee had and has agreed to operate within the Special Conditions previously in place as they will not adversely affect the New Licensee's catering use; and

WHEREAS, the Licensee was notified by certified mail, return receipt requested, of the ABC Board's intention to continue the same Special Conditions for the **2022-2023** License Term and having offered no objection to same, indicating its continuing consent;

NOW, THEREFORE, BE IT RESOLVED THAT THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE serving as the Township Board of Alcoholic Beverage Control does hereby approve the renewal of the Plenary Retail Consumption License heretofore issued to the Licensee, Club 466 Caterers, LLC, bearing License #0722-33-035-011, for the **2022-2023** Licensing term, said renewal being subject to the following Special Conditions pursuant to N.J.S.A. 33:1-32, all of which Special Conditions having been found by the Board to be necessary and proper to accomplish the objects of Title 33 and secure compliance with its provisions, and submitted for approval by the Director of the Division of Alcoholic Beverage Control in accordance with law:

1. All parking provided for the licensed premises shall be done by way of valet parking after 5:00 p.m. seven days per week and all valet parking employees shall be required to wear earphones with microphones in order to limit unnecessary shouting in the parking areas.
2. Every Thursday, Friday and Saturday night, and any night when the nightclub portion of the facility is open for business, meaning when there is dancing, 4sixty6 shall have not less than two (2) security personnel, at least one of whom shall be qualified to direct traffic on the streets and roads of New Jersey, present to control traffic and any disturbances at the proposed restaurant and nightclub. The Licensee shall hire such security personnel at prevailing rates, one to direct traffic entering and exiting the premises in order to ease vehicular congestion on and around the premises, and the other to control any disturbances. On those nights when the security personnel are required, they are to be on the site by 9:00 p.m., and to remain until closing. The Licensee shall work in conjunction with the West Orange Police Department in determining the specific needs of the site and, when required by that Department, the security personnel shall be on site earlier than 9:00 p.m., or on additional nights, or both.
3. The Licensee shall refuse motorcycles on the site in order to limit noise on the premises.

4. There shall be no music outside the building, including but not limited to, the outside patio area.
5. The Licensee will not permit teen nights on the premises at any time.
6. The Licensee shall not advertise to the general public that the premises are opened as follows: "Eighteen to party, twenty-one to drink", or other language to the same effect.
7. No alcoholic beverages or food shall be sold, served or consumed by patrons in the basement or on the third floor and said areas shall not be open to patrons.
8. The sale of alcoholic beverages shall be prohibited on the premises until a Certificate of Occupancy is issued for the premises as well as any other license, permit, or governmental approval required by law.
9. There shall be no outside bar service, including, but not limited to, the patio area.
10. The total number of patrons permitted on the premises which shall include the interior and patio areas shall be limited to 499 persons. This provision shall not restrict the authority of the Planning Board, Fire Department, or any other governmental authority from imposing further or different restrictions pursuant to their lawful authority.
11. The Licensee shall not remove bottles or other kinds of noise-producing refuse from the building after 10:00 p.m.
12. The Licensee shall provide private security personnel to monitor parking areas leased by the licensed premises for additional parking.
13. The Licensee shall install a second set of doors in the main entrance area to limit the amount of sound escaping from the premises.
14. Pursuant to the ABC Director's Special Ruling dated September 29, 2009, pursuant to *N.J.S.A. 33:1-12.39*, since at that time it was the sixth license term for which relief was sought pursuant to *N.J.S.A. 33:1-12.39*, no further renewals of this license were to be granted unless the license is being actively used at an approved site on or before June 30, 2010. The license is and has for some time now been actively used at an approved site.
15. Consistent with the Agreement entered into between Licensee DJF Realty, Inc., the Applicant before the West Orange Planning Board for development of the site at 466 Prospect Avenue, and the owner of that property, Marjac, LLC, and the Property Owners Association of Eagle Ridge, the paragraphs in that Agreement numbered 4 (Closing Hours) and 7 (Police Presence), to the extent not inconsistent herewith, are incorporated into the West Orange ABC Board's approval of renewal of the liquor license such that it shall be a Special Condition of Renewal for this and for each and every renewal term to follow, that the

restaurant and/or nightclub at 466 Prospect Avenue shall have a last call no later than 1:30 a.m., with a grace period of not more than ten (10) minutes prior to enforcement, which time requirement will not be effective on New Year's Eve or on the night when Daylight Savings Time takes effect in the spring of each year, when the closing hour will be one (1) hour later, which closing time may be extended in the event a State law or a municipal ordinance is adopted extending closing hours for Alcoholic Beverage establishments. Paragraph 7 (Police Presence) of that Agreement has already been incorporated in paragraph 2, above and herein, except to make clear that private security personnel rather than Police Officers are acceptable alternatives to perform the required tasks.

16. The Licensee shall comply with all conditions and requirements of the West Orange Planning Board approval as set forth in its Resolution of Approval dated April 1, 2009, to the extent not inconsistent herewith.

AND BE IT FURTHER RESOLVED that a copy of this Resolution shall be provided to the Director of the Division of Alcoholic Beverage Control of the State of New Jersey and shall be maintained in the Township's permanent Alcoholic Beverage Control records.

The above Resolution was passed by Township Council of the Township of West Orange serving as the West Orange Board of Alcoholic Beverage Control at their regular meeting held on **June 28, 2022**.

Susan McCartney, Council President and
ABC Board Chairman

Karen J. Carnevale, Municipal Clerk
and Secretary to the ABC Board

Adopted: June 28, 2022
Effective: June 28, 2022

**TOWNSHIP OF WEST ORANGE, ESSEX COUNTY, NEW JERSEY
ALCOHOLIC BEVERAGE AND CONTROL BOARD**

RESOLUTION

WHEREAS, the Township Council of the Township of West Orange serves as the Township of West Orange Board of Alcoholic Beverage Control; and

WHEREAS, an application has been filed by Las Palmeras, Inc. t/a La Dolce Vita Bar Restaurante (formerly Las Palmeras), 364 Valley Road, West Orange, NJ, for the renewal of its Plenary Retail Consumption License, bearing License #0722-33-045-005, for the License Period **July 1, 2022 through June 30, 2023**; and

WHEREAS, the Licensee's application for renewal complies with the New Jersey State Laws regulating the sale, consumption, and distribution of alcoholic beverages; and

WHEREAS, the Licensee, in or about early June, 2016, resolved with the State of New Jersey at least ten (10) charges filed by the Office of the Attorney General, Department of Law and Public Safety, Division of Alcoholic Beverage Control, alleging that the Licensee had committed various and serious offenses during 2014, and seeking suspension of the license for 209 days, the resolution of which included payment of \$8,600 in lieu of a 72 day suspension, with 45 days held in abeyance for a period of 2 years, and the mitigating factor that the Township had imposed Special Conditions on this Licensee, including, but not limited to, the requirement to install and maintain a video security system, and the Township learning of such disposition shortly after the Licensee's License had been renewed for the 2016-2017 License term; and

WHEREAS, the Special Conditions existing on the Licensee for that License Term were as follows"

1. The Licensee shall hire one off-duty WOPD Officer or private security guard at prevailing rates to provide for exterior security at the Licensed Premises on Friday, Saturday and Sunday nights from 9:30 p.m., to 1:30 a.m.;
2. The Licensee shall hire a licensed security company to provide security for the interior of the Licensed Premises on Friday, Saturday and Sunday nights from 9:30 p.m., to 1:30 a.m.;
3. The Licensee shall install and maintain a video surveillance system to cover the interior of the Licensed Premises, including the bar area, the front and back entrances and exits and the front sidewalk area on Valley Road, which surveillance system shall be maintained in good working order and operating during all hours when the Licensed Premises is open for business, and recordings shall be kept and made available to the West Orange Police Department upon request for at least thirty (30) days following the date of recording, and the Licensee shall

cooperate with the West Orange Police Department in the implementation and maintenance of this video surveillance system; and that

4. The Licensee, every day it is open, shall close its doors to new customers at 12:30 a.m., shall cease the sale of alcoholic beverages at 1:00 a.m., and all customers shall be off the premise by 1:30 a.m.; and

WHEREAS, new ABC charges were brought by the Township against this Licensee in February, 2017, as follows: On or about November 27, 2016, at or about 11:20 p.m., in the Township of West Orange, County of Essex and State of New Jersey, at and about the Licensed premises of the Licensee located at 364 Valley Road, West Orange, New Jersey, the Licensee did conduct the premises so as to allow, permit or suffer in, upon and about that premises, an act of violence and disturbance, specifically a patron shoving and throwing a bottle at another patron, who was highly intoxicated, and causing a laceration above the victim's left eye, in violation *N.J.A.C. 13:2-23.6(a)2*, and the Licensee has violated *N.J.A.C. 13:2-23.6(b)*, in that it has repeatedly and over a period of at least the past three years allowed, permitted, or suffered in or upon the licensed premises assaults, acts of violence and/or disturbances, including, but not limited to seventeen incidents requiring police intervention in or about the year 2014, adversely affecting public safety or the rights of the public, to which a non-vult plea was entered and disposition made on June 1, 2016, by the State of New Jersey, Department of Law and Public Safety, Division of Alcoholic Beverage Control, Trans. No. R42991, as well as fifteen incidents of affrays, two incidents of aggravated assault, an incident of strong arm robbery, urinating in public, disorderly conduct, and ten noise complaints, all occurring in 2015, as well as twenty-one incidents of affrays, four incidents of simple assault, an aggravated assault, assault with a weapon, fighting, strong arm robbery, disorderly conduct, theft and noise complaints in 2016, all contrary to the public health, safety and welfare, requiring many calls to and interventions by the West Orange Police Department, such that the operation of this licensed premises has become, and its operation is, a nuisance, the Licensee unable to maintain control of its patrons and its licensed and surrounding premises; and

WHEREAS, counsel for the Licensee had advised that the Licensee employed a new Co-Manager in February, 2017, and had voluntarily self-imposed certain time constraints on its operation since that time, which were greater constraints than those currently existing Special Conditions, in an effort to eliminate the incidents which have given rise to the pending and earlier ABC charges and Special Conditions during the past several years; and

WHEREAS, the West Orange Township ABC Board and the Licensee agreed with respect to said pending charges to proceed as follows:

The Township ABC Board shall adjourn the hearing on the pending ABC charges for a period of 90 days, from the currently scheduled June 27, 2017, to the second regular Council Meeting in September, or first such meeting in October, 2017, and shall then determine based upon the Licensee's operation in the interim whether there is a need to go forward with prosecution of those charges, or to forego them in view of the Licensee's improved and acceptable operation during 2017; and

The Licensee agrees to continue its to date self-imposed modifications to the previously imposed Special Condition no. 4, closing its doors to new customers at 12:00 a.m., rather than 12:30 a.m., ceasing the sale of alcoholic beverages at 12:15 a.m., rather than at 1:00 a.m., and having all customers off the premises by 1:00 a.m., instead of at 1:30 a.m., all of those limitations applicable every day the Licensee is open; and

The Licensee understands and acknowledges that Special Conditions 1 and 2, previously imposed and to continue for the 2017-2018 License Term, contemplate that any security company and security guard, or officer, shall be licensed and registered pursuant to the “Security Officer Registration Act” (“SORA”), *N.J.Stat. §45:19A-1, et seq.*, the terms “security guard” and “security officer” meaning the same thing, and, if not already in full compliance with “SORA”, full compliance shall be achieved within sixty (60) days of enactment of this Resolution; and

WHEREAS, twenty-two new charges were brought against this Licensee and hearings held on those charges on July 10, 2018 and August 21, 2018, twelve of those charges having been sustained as evidenced in ABC Board Resolution 598-18, dated August 21, 2018, as follows:

- Violation of N.J.A.C. 13:2-23.6(a) 2 - Prohibition Against Any Brawl, Act of Violence, Disturbance, or Unnecessary Noise on Premises relating to an incident occurring on or about October 9, 2017;
- Violation of N.J.A.C. 13:2-23.6(a) 2 - Prohibition Against Any Brawl, Act of Violence, Disturbance, or Unnecessary Noise on Premises relating to an incident occurring on or about January 13, 2018;
- Violation of N.J.A.C. 13:2-23.6(b) - Prohibition Against Operation of Liquor License Business in a Manner Which Fails to Avoid Acts of Violence and Disturbances so as to Constitute a Nuisance Contrary to the Public Health, Safety and Welfare, relating to numerous incidents occurring over the last three years;
- Violation of N.J.A.C. 13:2-23.13, Requirement to Maintain copies of current license certificate; application; list of employees on the licensed premises, resulting from an ABC inspection occurring on October 13, 2017, during which an incomplete E141a Form was produced by the Licensee;
- Violation of N.J.S.A. 33:1-31(h), for violation of any ordinance, resolution or regulation of the issuing authority, the Licensee at the time of the October 9, 2017, assault incident not in compliance with one of its Special Conditions of operation in that its video surveillance system was not operating properly and not properly maintained to ensure such proper operation, not recording the incident occurring on that date, a violation of the Special Condition;
- Violation of N.J.S.A. 33:1-25 and 1-26, for circumvention of the application and licensing process and effectively sharing profits with unlisted and unlicensed owners, specifically, with women hired to entertain customers, in and about October, 2017;
- Violation of N.J.A.C. 13:2-23.13(a)(2), requiring Class C Licensees to have a photostatic

or other true copy of the current license application as well as the last filed long-form application (if the current application is short form), kept on the Licensed premises in order to conduct the licensed business, at the time of an ABC investigation on October 13, 2017;

- Violation of N.J.A.C. 13:2-23.32 (e), requiring that for an unlimited period of time licensees must keep permanent records of account truly and accurately containing a record of all moneys invested in the licensed business, etc., such documents able to be stored off the licensed premises but produced within 7 days of a request by the Director, the issuing authority or agents or representatives thereof, occurring during an ABC inspection on October 13, 2017;
 - Violation of N.J.S.A. 33:1-31(h), Suspension or revocation of license for any violation of any ordinance, resolution or regulation of the issuing authority or governing body, on January 8, 2018, the Licensee remaining open after the closing time required by its Special Conditions;
 - Violation of N.J.S.A. 33:1-31(h), Suspension or revocation of license for any violation of any ordinance, resolution or regulation of the issuing authority or governing body on January 13, 2018, the Licensee remaining open after the closing time required by its Special Conditions;
 - Violation of N.J.S.A. 33:1-31(h), Suspension or revocation of license for any violation of any ordinance, resolution or regulation of the issuing authority, on or about July 9, 2017, the Licensee remaining open after the closing time required by its Special Conditions;
 - Violation of N.J.S.A. 33:1-31(h), Suspension or revocation of license for any violation of any ordinance, resolution or regulation of the issuing authority on or about July 24, 2017, the Licensee remaining open after the closing time required by its Special Conditions;
- and the penalties imposed having been consolidated, including a thirty-day suspension of the License with fifteen days held in abeyance; and

WHEREAS, new incidents have occurred since resolution of those charges and for which written charges were prepared as well as some additional charges being in the process of preparation and prosecution of all of them, as set forth in an attachment hereto titled “Exhibit A”, anticipated in the near future; and

WHEREAS, the purpose of the ABC regulatory scheme is to protect the health, safety and welfare of the people of the State of New Jersey, and the fostering of moderate and responsible use and consumption of alcoholic beverages, and the proposed special conditions being logically related to the regulatory scheme and being reasonable efforts to promote the purposes of that scheme;

NOW, THEREFORE, BE IT RESOLVED THAT THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, serving as the Township’s Board of Alcoholic Beverage Control, does hereby approve the renewal of the Plenary Retail Consumption License heretofore issued to the Licensee bearing License #0722-33-045-005, for the **2022-2023** Licensing term, said renewal being subject to the following Special Conditions pursuant to N.J.S.A. 33:1-32, all of which Special Conditions having been found by the Board to be necessary and proper to accomplish the objects of Title 33 and secure compliance with its

provisions, and submitted promptly for approval by the Director of the Division of Alcoholic Beverage Control in accordance with law:

1. The Licensee shall hire one off-duty WOPD Officer or private security guard at prevailing rates to provide for exterior security at the Licensed Premises on Friday, Saturday and Sunday nights from 9:30 p.m., to 1:30 a.m.;
2. The Licensee shall hire a licensed security company to provide security for the interior of the Licensed Premises on Friday, Saturday and Sunday nights from 9:30 p.m., to closing at 1:00 a.m.;
3. The Licensee shall install and maintain a video surveillance system to cover the interior of the Licensed Premises, including the bar area, the front and back entrances and exits and the front sidewalk area on Valley Road, which surveillance system shall be maintained in good working order and operating during all hours when the Licensed Premises is open for business, and recordings shall be kept and made available to the West Orange Police Department upon request for at least thirty (30) days following the date of recording, and the Licensee shall cooperate with the West Orange Police Department in the implementation and maintenance of this video surveillance system; and that
4. The Licensee, every day it is open, shall close its doors to new customers at 12:00 a.m., shall cease the sale of alcoholic beverages at 12:15 a.m., and all customers shall be off the premises by 1:00 a.m.; and

AND BE IT FURTHER RESOLVED, that a copy of this Resolution shall be provided to the Director of the Division of Alcoholic Beverage Control of the State of New Jersey for the Director's approval before implementation and for that Division's records, and shall be maintained in the Township's permanent Alcoholic Beverage Control records.

The above Resolution was passed by the Township Council of the Township of West Orange serving as the West Orange Board of Alcoholic Beverage Control at the Board's regular meeting held on **June 28, 2022**.

**Susan McCartney, Council President/
ABC Board Chairman**

**Karen J. Carnevale, Municipal Clerk/
Secretary to the ABC Board**

**Adopted: June 28, 2022
Effective: June 28, 2022**

EXHIBIT "A"

Las Palmeras, Inc. t/a La Dolce Vita Bar Restaurante (formerly Las Palmeras)

Las Palmeras currently has eight (8) matters, with a total of sixty-two (62) violations, pending resolution. Additionally, there are five (5) matters, with a total of eleven (11) charges, under consideration. They are listed below. However, it should be noticed that the charges listed in Notice #4 were committed on November 18, 2018, and not on February 7, 2019, as stated in the notice. An Amended Notice of Charges will be served upon the licensee reflecting same.

NOTICE #1

Violation #1: On April 22, 2018, you allowed, permitted or suffered on or about the licensed premises, a brawl, act or violence and/or disturbance in violation of N.J.A.C. 13:2-23.6(a)(2); Recommended Penalty: 1st Offense= 30-day suspension;

Violation #2: On April 22, 2018, you failed to maintain a complete employee list in violation of N.J.A.C. 13:2-23.13(a)(3); Recommended Penalty: 1st Offense= 1-day suspension; and

Violation #3: On April 22, 2018, you refused to make available the video surveillance footage of the licensed premises to the West Orange Police Department upon request as set forth in the Township of West Orange's Alcoholic Beverage and Control Board Resolution No.: 598-18 in violation of N.J.S.A. 33:1-31h; Recommended Penalty: 1st Offense= 10-day suspension.

NOTICE #2

Violation #1: On July 15, 2018, you failed to conspicuously display on the licensed premises in such plain view as to be easily read by all persons visiting such premises, the current license certificate in violation of N.J.A.C. 13:2-23.13(a)(1); Recommended Penalty: 1st Offense= 1-day suspension;

Violation #2: On July 15, 2018, you failed to provide a copy of the most recent full application and/or current renewal application in violation of N.J.A.C. 13:2-23.13(a)(2); Recommended Penalty: 1st Offense= 1-day suspension;

Violation #3: On July 15, 2018, you failed to maintain a complete employee list in violation of N.J.A.C. 13:2-23.13(a)(3); Recommended Penalty: 1st Offense= 1-day suspension;

Violation #4: On July 15, 2018, you allowed, permitted or suffered on or about the licensed premises, a brawl, act or violence and/or disturbance in violation of N.J.A.C. 13:2-23.6(a)(2); Recommended Penalty: 1st Offense= 30-day suspension;

Violation #5: On July 15, 2018, you allowed, permitted or suffered in or upon the licensed premises a nuisance requiring police intervention, or adversely effecting public safety or rights of the public in violation of N.J.A.C. 13:2-23.6(b); Recommended Penalty: 1st Offense= 30-day suspension;

Violation #6: On July 15, 2018, you allowed, permitted the lease of the licensed premises in violation of N.J.S.A. 33:1-26; Recommended Penalty: 1st Offense= 45-day suspension;

Violation #7: On July 15, 2018, your employee(s) hindered or attempted to hinder an ABC

investigation in violation of N.J.S.A. 33:1-35/N.J.A.C. 13:2-23.30 in violation of N.J.A.C. 13:2-23.20; Recommended Penalty: 1st Offense= 30-day suspension;

Violation #8: On July 15, 2018, you hindered or attempted to hinder an ABC investigation in violation of N.J.S.A. 33:1-35/N.J.A.C. 13:2-23.30; Recommended Penalty: 1st Offense= 45-day suspension;

Violation #9: On July 15, 2018, you sold, served, delivered, or suffered the sale, service, delivery or consumption of alcoholic beverages, directly or indirectly, to an actually or apparently intoxicated person (Person observed on camera 8 actually or apparently intoxicated then later consuming beer) in violation of N.J.A.C. 13:2-23.1(b); Recommended Penalty: 1st Offense= 15-day suspension;

Violation #10: On July 15, 2018, you sold, served, delivered, or suffered the sale, service, delivery or consumption of alcoholic beverages, directly or indirectly, to an actually or apparently intoxicated person (Person observed wearing a blue shirt passing out on table who is actually or apparently intoxicated then later consumes beer on patio) in violation of N.J.A.C. 13:2-23.1(b); Recommended Penalty: 1st Offense= 15-day suspension;

Violation #11: On July 15, 2018, you sold, served, delivered, or suffered the sale, service, delivery or consumption of alcoholic beverages, directly or indirectly, to an actually or apparently intoxicated person (Person observed wearing a red shirt passing out on table who is actually or apparently intoxicated then later consumes beer on patio) in violation of N.J.A.C. 13:2-23.1(b); Recommended Penalty: 1st Offense = 15-day suspension;

Violation #12: On July 15, 2018, you sold, served, delivered, or suffered the sale, service, delivery or consumption of alcoholic beverages beyond the scope of your license, i.e. in an area which was not designated or described in the license application as a place to be licensed for said sale, service or delivery (Male in black shirt and shorts consuming beer from bar on back patio) in violation of N.J.S.A. 33:1-12; Recommended Penalty: 1st Offense= 10-day suspension;

Violation #13: On July 15, 2018, you sold, served, delivered, or suffered the sale, service, delivery or consumption of alcoholic beverages beyond the scope of your license, i.e. in an area which was not designated or described in the license application as a place to be licensed for said sale, service or delivery (Owner brining bucket of beer outside for patrons to consume) in violation of N.J.S.A. 33:1-12; Recommended Penalty: 1st Offense= 10-day suspension;

Violation #14: On July 15, 2018, you sold, served, delivered, or suffered the sale, service, delivery or consumption of alcoholic beverages beyond the scope of your license, i.e. in an area which was not designated or described in the license application as a place to be licensed for said sale, service or delivery (Male in white shirt brining beer outside and consuming same) in violation of N.J.S.A. 33:1-12; Recommended Penalty: 1st Offense= 10-day suspension;

Violation #15: On July 15, 2018, you sold, served, delivered, or suffered the sale, service, delivery or consumption of alcoholic beverages beyond the scope of your license, i.e. in an area which was not designated or described in the license application as a place to be licensed for said sale, service or delivery (Male with beard and hat brining beer outside and consuming same) in violation of N.J.S.A. 33:1-12; Recommended Penalty: 1st Offense= 10-day suspension;

Violation #16: On July 15, 2018, you sold, served, delivered, or suffered the sale, service, delivery or consumption of alcoholic beverages beyond the scope of your license, i.e. in an area which was not designated or described in the license application as a place to be licensed for said sale, service or delivery (Female employee brining more beer to patrons outside) in violation of N.J.S.A. 33:1-12; Recommended Penalty: 1st Offense= 10-day suspension;

Violation #17: On July 15, 2018, you sold, served, delivered, or suffered the sale, service, delivery or consumption of alcoholic beverages beyond the scope of your license, i.e. in an area which was not designated or described in the license application as a place to be licensed for said sale, service or delivery (Male in white plaid shirt outside on patio with beer) in violation of N.J.S.A. 33:1-12; Recommended Penalty: 1st Offense= 10-day suspension;

Violation #18: On July 15, 2018, you sold, served, delivered, or suffered the sale, service, delivery or consumption of alcoholic beverages beyond the scope of your license, i.e. in an area which was not designated or described in the license application as a place to be licensed for said sale, service or delivery (Female in white dress outside on patio with beer) in violation of N.J.S.A. 33:1-12; Recommended Penalty: 1st Offense= 10-day suspension;

Violation #19: On July 15, 2018, you sold, served, delivered, or suffered the sale, service, delivery or consumption of alcoholic beverages beyond the scope of your license, i.e. in an area which was not designated or described in the license application as a place to be licensed for said sale, service or delivery (Male in black polo shirt with white stripes outside on patio with beer) in violation of N.J.S.A. 33:1-12; Recommended Penalty: 1st Offense= 10-day suspension;

Violation #20: On July 15, 2018, you sold, served, delivered, or suffered the sale, service, delivery or consumption of alcoholic beverages beyond the scope of your license, i.e. in an area which was not designated or described in the license application as a place to be licensed for said sale, service or delivery (Male in white polo shirt outside on patio with beer) in violation of N.J.S.A. 33:1-12; Recommended Penalty: 1st Offense= 10-day suspension; and

Violation #21: On July 15, 2018, you sold, served, delivered, or suffered the sale, service, delivery or consumption of alcoholic beverages beyond the scope of your license, i.e. in an area which was not designated or described in the license application as a place to be licensed for said sale, service or delivery (Male in yellow shirt outside on patio with beer) in violation of N.J.S.A. 33:1-12; Recommended Penalty: 1st Offense= 10-day suspension.

NOTICE #3

Violation #1: On August 21, 2018, you allowed, permitted or suffered on or about the licensed premises, a brawl, act or violence and/or disturbance in violation of N.J.A.C. 13:2-23.6(a)(2); Recommended Penalty: 1st Offense= 30-day suspension; and

Violation #2: On August 21, 2018, you failed to maintain a complete employee list in violation of N.J.A.C. 13:2-23.13(a)(3); Recommended Penalty: 1st Offense= 1-day suspension.

NOTICE #4

Violation #1: On February 7, 2019, you allowed, permitted or suffered on or about the licensed premises, a brawl, act or violence and/or disturbance in violation of N.J.A.C. 13:2-23.6(a)(2); Recommended Penalty: 1st Offense= 30-day suspension;

Violation #2: On February 7, 2019, you allowed, permitted or suffered you licensed place of business to be conducted in such a manner as to become a nuisance requiring police intervention or adversely affecting public safety or rights of the public in violation of N.J.A.C. 13:2-23.6(b); Recommended Penalty: 1st Offense= 30-day suspension;

Violation #3: On February 7, 2019, you allowed, permitted the lease of the licensed premises in violation of N.J.S.A. 33:1-26; Recommended Penalty: 1st Offense= 45-day suspension;

Violation #4: On February 7, 2019, you allowed, permitted or suffered person(s) on the licensed premises to solicit any beverage, alcoholic or otherwise, at the expense of or as a gift from any customer or patron in violation of N.J.A.C. 13:2-23.18. Please be advised that this violation will be multiplied by each female observed asking or having patrons buy them drinks whereby such females and the bar profited from same. Recommended Penalty: 1st Offense= 10-day suspension;

Violation #5: On February 7, 2019, you sold, served, delivered, or suffered the sale, service, delivery or consumption of alcoholic beverages beyond the scope of your license, i.e. in an area which was not designated or described in the license application as a place to be licensed for said sale, service or delivery (Female walking out of bar with beer) in violation of N.J.S.A. 33:1-12; Recommended Penalty: 1st Offense= 10-day suspension;

Violation #6: On February 7, 2019, you failed to comply with the special condition of ceasing the sale of alcoholic beverages at 1:00 a.m. as set forth in the Township of West Orange's Alcoholic Beverage and Control Board Resolution No.: 598-18 in violation of N.J.S.A. 33:1-31h; Recommended Penalty: 1st Offense= 10-day suspension;

Violation #7: On February 7, 2019, you failed to comply with the special condition of having all patrons off the premises before 1:30 a.m. as set forth in the Township of West Orange's Alcoholic Beverage and Control Board Resolution No.: 598-18 in violation of N.J.S.A. 33:1-31h; Recommended Penalty: 1st Offense= 10-day suspension;

Violation #8: On February 7, 2019, you allowed, permitted or suffered the sale and/or use of hookahs and/or tobacco pipes on the licensed premises contrary to Section 12-10 of the Township of West Orange Municipal Code in violation of N.J.S.A. 33:1-31h; Recommended Penalty: 1st Offense= 10-day suspension;

Violation #9: On February 7, 2019, you allowed, permitted or suffered on the licensed premises, illegal activity to be carried on, i.e. sale of single cigarettes less than packs of 20 in violation of N.J.S.A. 54:40A-4.2a/N.J.A.C. 13:2-23.5(c); Recommended Penalty: 1st Offense = 30-day suspension; and

Violation #10: On February 7, 2019, you allowed, permitted or suffered on the licensed premises lewdness and/or immoral activity in violation of N.J.A.C. 13:2-23.6(a)(1); Recommended Penalty: 1st Offense= 30-day suspension.

NOTICE #5

Violation #1: On May 8, 2019, you failed to conspicuously display on the licensed premises in such plain view as to be easily read by all persons visiting such premises, the current license certificate in violation of N.J.A.C. 13:2-23.13(a)(1); Recommended Penalty: 1st Offense= 1-day suspension;

Violation #2: On May 8, 2019, you failed to provide a copy of the most recent full application and/or current renewal application in violation of N.J.A.C. 13:2-23.13(a)(2); Recommended Penalty: 1st Offense= 1-day suspension;

Violation #3: On May 8, 2019, you failed to maintain true book or books of account available on the licensed premises and failed to produce same within seven (7) business days of demand in violation of N.J.A.C. 13:2-23.32; Recommended Penalty: 1st Offense= 30-day suspension;

Violation #4: On May 8, 2019, you failed to maintain a complete employee list in violation of N.J.A.C. 13:2-23.13(a)(3); Recommended Penalty: 1st Offense= 1-day suspension;

Violation #5: On May 8, 2019, you failed to maintain invoices available at the licensed premises

and failed to produce same within seven (7) business days of demand in violation of N.J.A.C. 13:2-20.4(b)/ N.J.A.C. 13:2-23.32; Recommended Penalty: 1st Offense= 30-day suspension; and **Violation #6:** On May 8, 2019, you failed to post the Fetal Alcohol Syndrome Warning Notice in a service area as well as on a wall, towel dispenser or other appropriate location in any public rest room for women patrons on the licensed premises in violation of N.J.S.A. 33:1-12a; Recommended Penalty: 1st Offense= 1-day suspension.

NOTICE #6

Violation #1: On July 17, 2019, you failed to provide a copy of the most recent full application and/or current renewal application in violation of N.J.A.C. 13:2-23.13(a)(2); Recommended Penalty: 1st Offense= 1-day suspension;

Violation #2: On July 17, 2019, you failed to maintain true book or books of account available on the licensed premises and failed to produce same within seven (7) business days of demand in violation of N.J.A.C. 13:2-23.32; Recommended Penalty: 1st Offense= 30-day suspension;

Violation #3: On July 17, 2019, you failed to maintain invoices available at the licensed premises and failed to produce same within seven (7) business days of demand in violation of N.J.A.C. 13:2-20.4(b)/ N.J.A.C. 13:2-23.32; Recommended Penalty: 1st Offense= 30-day suspension;

Violation #4: On July 17, 2019, you failed to maintain a complete employee list in violation of N.J.A.C. 13:2-23.13(a)(3); Recommended Penalty: 1st Offense= 1-day suspension;

Violation #5: On July 16, 2019 and July 17, 2019, you violated the special condition that you shall hire one Off-Duty WOPD Officer or private security guard to provide security for the exterior of the Licensed Premises and a Licensed Security Company to provide security for the interior of the Licensed Premises from 9 p.m. until 1:30 a.m. on Fridays, Saturdays, and Sundays with any Security Company, Security Guard, or Officer being licensed under the "Security Officer Registration Act" ("SORA") as set forth in the Township of West Orange's Alcoholic Beverage and Control Board Resolution No.: 598-18 in violation of N.J.S.A. 33:1-31h; Recommended Penalty: 1st Offense= 10-day suspension;

Violation #6: On July 16, 2019, you failed to comply with the special condition of having all patrons off the premises before 1 :30 a.m. as set forth in the Township of West Orange's Alcoholic Beverage and Control Board Resolution No.: 598-18 in violation of N.J.S.A. 33:1-31h; Recommended Penalty: 1st Offense= 10-day suspension;

Violation #7: On July 17, 2019, you allowed or permitted the raffling of sealed containers of alcoholic beverages without a permit in violation of N.J.A.C. 13:2-23.7; Recommended Penalty: 1st Offense= 5-day suspension;

Violation #8: On July 17, 2019, you provided free or complementary drinks in violation of N.J.A.C. 13:2-24.8; Recommended Penalty: 1st Offense= 15-day suspension;

Violation #9: On July 16, 2019, you allowed, permitted or suffered on or about the licensed premises, a brawl, act or violence and/or disturbance in violation of N.J.A.C. 13:2-23.6(a)(2); Recommended Penalty: 1st Offense= 30-day suspension;

Violation #10: On July 17, 2019, you knowingly failed to pay to pay excise taxes or other payment required by law to be paid to the State Tax Commissioner in violation of N.J.S.A. 33:1-31(c); Recommended Penalty: 1st Offense= 15-day suspension; and

Violation #11: On July 17, 2019, you allowed, permitted or suffered on the licensed premises,

illegal activity to be carried on, i.e. sale of single cigarettes less than packs of 20 in violation of N.J.S.A. 54:40A-4.2a/N.J.A.C. 13:2-23.5(c); Recommended Penalty: 1st Offense= 30-day suspension.

NOTICE #7

Violation #1: On October 7, 2019, you failed to maintain a complete employee list in violation of N.J.A.C. 13:2-23.13(a)(3); Recommended Penalty: 1st Offense= 1-day suspension;

Violation #2: On October 7, 2019, you allowed, permitted or suffered in or upon the licensed premises a nuisance requiring police intervention, or adversely effecting public safety or rights of the public in violation of N.J.A.C. 13:2-23.6(b); Recommended Penalty: 2nd Offense= 60-day suspension;

Violation #3: On October 7, 2019, you sold, served, delivered, or suffered the sale, service, delivery or consumption of alcoholic beverages, directly or indirectly, to an actually or apparently intoxicated person in violation of N.J.A.C. 13:2-23.1(b); Recommended Penalty: 1st Offense= 15-day suspension;

Violation #4: On October 7, 2019, you sold, served, delivered, or suffered the sale, service, delivery or consumption of alcoholic beverages, directly or indirectly, to an actually or apparently intoxicated person; Recommended Penalty: 1st Offense= 15-day suspension;

Violation #5: On October 7, 2019, you violated the special condition that you shall hire one Off-Duty WOPD Officer or private security guard to provide security for the exterior of the Licensed Premises and a Licensed Security Company to provide security for the interior of the Licensed Premises from 9 p.m. until 1:30 a.m. on Fridays, Saturdays, and Sundays with any Security Company, Security Guard, or Officer being licensed under the “Security Officer Registration Act” (“SORA”) as set forth in the Township of West Orange’s Alcoholic Beverage and Control Board Resolution No.: 598-18 in violation of N.J.S.A. 33:1-31h; Recommended Penalty: 1st Offense= 10-day suspension; and

Violation #6: On October 7, 2019, you failed to comply with the special condition of having all patrons off the premises before 1:30 a.m. as set forth in the Township of West Orange’s Alcoholic Beverage and Control Board Resolution No.: 598-18 in violation of N.J.S.A. 33:1-31h; Recommended Penalty: 5th Offense= 50-day suspension.

NOTICE #8

Violation #1: On December 9, 2019, you failed to maintain a complete employee list in violation of N.J.A.C. 13:2-23.13(a)(3); Recommended Penalty: 1st Offense= 1-day suspension;

Violation #2: On December 9, 2019, you failed to maintain a complete employee list in violation of N.J.A.C. 13:2-23.13(a)(3); Recommended Penalty: 1st Offense= 1-day suspension; and

Violation #3: On October 7, 2019, you failed to comply with the special condition of having all patrons off the premises before 1:30 a.m. as set forth in the Township of West Orange’s Alcoholic Beverage and Control Board Resolution No.: 598-18 in violation of N.J.S.A. 33:1-31h; Recommended Penalty: 6th Offense= 60-day suspension.

CHARGES RECEIVED BUT NOT SERVED

PROPOSED NOTICE #1

Violation #1: On October 7, 2019, you allowed, permitted or suffered on or about the licensed premises, a brawl, act or violence and/or disturbance in violation of N.J.A.C. 13:2-23.6(a)(2).

PROPOSED NOTICE #2

Violation #1: On October 13, 2019, you allowed, permitted or suffered on or about the licensed premises, a brawl, act or violence and/or disturbance in violation of N.J.A.C. 13:2-23.6(a)(2).

PROPOSED NOTICE #3

Violation #1: On January 7, 2021, you failed to comply with Governor Murphy's Executive Orders specifically but not limited to 183, 194, and 196 in violation of N.J.S.A. 33:1-31(h);

Violation #2: On January 7, 2021, you failed to comply with the special condition of stopping exterior dining service by 12:30 A.M. and all patrons off premises by 1:00 A.M. as set forth in the Licensee's COVID-19 Expansion of Premises Permit, Permit Number 82020 in violation of N.J.S.A. 33:1-31h, 7th Offense, 70-day suspension; and

Violation #3: On January 7, 2021, you sold alcoholic beverages to an intoxicated patron in violation of N.J.A.C. 13:2-23.1(b); 3rd Offense, 90-day suspension.

PROPOSED NOTICE #4

Violation #1: On January 9, 2021, you failed to comply with Governor Murphy's Executive Orders specifically but not limited to 183, 194, and 196 in violation of N.J.S.A. 33:1-31(h);

Violation #2: On January 9, 2021, you failed to comply with the special condition of stopping exterior dining service by 12:30 A.M. and all patrons off premises by 1:00 A.M. as set forth in the Licensee's COVID-19 Expansion of Premises Permit, Permit Number 82020 in violation of N.J.S.A. 33:1-31h; and

Violation #3: On January 9, 2021, you allowed, permitted or suffered in or upon the licensed premises a nuisance requiring police intervention, or adversely effecting public safety or rights of the public in violation of N.J.A.C. 13:2-23.6(b).

PROPOSED NOTICE #5

Violation #1: On February 24, 2021, you failed to comply with Governor Murphy's Executive Orders specifically but not limited to 183, 194, and 196 in violation of N.J.S.A. 33:1-31(h);

Violation #2: On February 24, 2021, you failed to comply with Governor Murphy's Temporary Order 11-5- View of Premises in violation of N.J.S.A. 33:1-31(h); and

Violation #3: On February 24, 2021, you allowed, permitted or suffered in or upon the licensed premises a nuisance requiring police intervention, or adversely effecting public safety or rights of the public in violation of N.J.A.C. 13:2-23.6(b).

RESOLUTION OF THE WEST ORANGE TOWNSHIP ABC BOARD

RESOLUTION RESCINDING IN PART ABC RESOLUTION NO. 659-21, REMOVING LICENSEE # 0722-33-068-016, WILSHIRE HOSPITALITY SERVICES, LLC, t/a WILSHIRE CATERING (Pocket), AS A LICENSEE APPROVED FOR RENEWAL FOR THE 2021-2022 LICENSE TERM FOR FAILURE TO SUBMIT STATE REQUIRED RENEWAL APPLICATION AND FEES AND NEED TO OBTAIN REQUIRED SPECIAL RULING.

WHEREAS, in June of 2021, the Clerk of the West Orange ABC Board, believing that NJ ABC Licensee #0722-33-068-016, Wilshire Hospitality Services, LLC, t/a Wilshire Catering (Pocket), was qualified for renewal of said License for the 2021-2022 License Term, according to her records having applied and paid all fees due for renewal of those Licenses and believing all other requirements to have been met as well; and

WHEREAS, that License was therefore included with others on West Orange Township ABC Board Resolution No. 659-21, adopted by the ABC Board at its regular meeting on June 22, 2021, renewing for the 2021-2022 License Term those Licensees named in it; and

WHEREAS, the Clerk having been recently notified by the New Jersey Attorney General's Office on behalf of the State Division of Alcoholic Beverage Control and its Licensing Bureau of that Licensee's failure in fact to qualify for renewal in that the Licensee neglected to submit a 2021-2022 renewal application or pay the State the required fees, now requiring a 12.18 Special Ruling, such failures and deficiencies requiring rescission of the Township's annual approval for the 2021-2022 License Term;

NOW, THEREFORE, BE IT AND IT HEREBY IS RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, SITTING IN ITS CAPACITY AS THE WEST ORANGE TOWNSHIP ABC BOARD, that the portion of West Orange Township ABC Resolution No. 659-21, listing License #0722-33-068-016, Wilshire Hospitality Services, LLC, t/a Wilshire Catering (Pocket), as qualified for renewal and renewing said License for the 2021-2022 License Term, is to that extent and that extent only, hereby rescinded, excising that Licensee from the list of those which were to be renewed for that License term, all in accordance with instructions received by and on behalf of the New Jersey ABC Licensing Bureau.

Karen J. Carnevale, R.M.C.
Municipal Clerk/ABC Board Secretary

Susan McCartney
Council President and ABC Board Chair

Adopted: June 28, 2022

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 **June 28, 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:

0722-33-004-002 Bow & Arrow Manor, Inc.

0722-33-012-002 Eagle Rock Lounge Corp.

0722-33-013-002 440 Main Street, LLC t/a OAK Barrell Pub

0722-33-015-001 Essex County Country Club

0722-33-016-005 Starlite Restaurant & Pizzeria, Inc. (Inactive)

0722-33-020-003 Miranda, Inc. t/a Franklin Tavern (Inactive)

0722-33-021-004 Four Corners Deli, LLC – Donato Reali (Pocket)

0722-33-028-005 Hook & Reel West Orange, Inc.

0722-33-031-007 2001 Proof, LLC t/a Parkside Bar & Grill (Inactive)

0722-33-032-009 Llewellyn Parq (Pocket)

0722-33-037-007 ARA Kitchen Group, Inc. (Pocket)

0722-33-049-009 Frederic N. Kruvant (Pocket)

0722-33-055-007 SRIJI 643, LLC t/a Bonds Tavern

0722-33-059-008 Jenny's LLC t/a Rustica Restaurant and Lounge

0722-33-063-005 Raghav Varma – 555 Northfield Avenue (Inactive)

0722-33-067-010 Fan & Jade, Inc. (Inactive)

0722-33-068-016 Wilshire Hospitality Services, LLC (Inactive)

0722-44-001-006 JJS1, Inc. t/a Main Street Liquors

0722-44-027-005 AMI West Orange, LLC (Pocket)

0722-44-056-009 Mt. Everest Corp t/a Tory Corner Liquors

KAREN J. CARNEVALE, RMC
ABC Board Secretary

SUSAN McCARTNEY
Council President/ABC Board member

Adopted: June 28, 2022
Effective: June 28, 2022

**TOWNSHIP OF WEST ORANGE, ESSEX COUNTY, NEW JERSEY
BOARD OF ALCOHOLIC BEVERAGE CONTROL**

WHEREAS, LUX 123, LLC t/a LUX, located at 34 South Valley Road, West Orange, New Jersey, 07052, is the holder of Plenary Retail Consumption License No. 0722-33-009-012; and

WHEREAS, an application has been filed by LUX 123, LLC t/a LUX, for renewal of its Plenary Retail Consumption License # 0722-33-009-012, for the period **July 1, 2022 through June 30, 2023**, the Application submitted to the Township Clerk and in compliance with New Jersey State Laws regulating the sale, consumption, and distribution of alcoholic beverages; and

WHEREAS, LUX 123, LLC t/a LUX, had obtained its License by person to person and place to place transfer from prior Licensee SUZYQUES LLC t/a Suzy Que's at the same location and the Licensed premises including an outdoor food and beverage service area at the rear of the location near to residential areas of the Township, and subject to the Special Condition pursuant to *N.J.S.A. 33:1-32* that no amplified outside music shall be permitted after 10:00 p.m., and the same Special Condition having been deemed necessary and appropriate by the ABC Board, and having been consented to by LUX 123, LLC t/a LUX at the time of transfer and in the succeeding License terms to date; and

WHEREAS, the Council in its capacity as the Township's ABC Board continues to have concern about creation of excess noise due to amplified music in or about the vicinity of the outdoor patio area where dining and alcoholic beverage service are available, and wishes to renew the License subject to the same Special Condition that there will be no amplified outside music after 10:00 p.m.; and

WHEREAS, by letter dated and sent via certified mail, registered return receipt to the Licensee on **May 20, 2022**, the Licensee was notified of the Township ABC Board's intention to continue the same Special Conditions upon renewal for the **2022-2023** License Term and

offering a formal hearing in the event there was objection to same by the Licensee; and

WHEREAS, the Licensee has offered no objection and therefore by its inaction has consented to continuation of the same Special Conditions upon renewal;

NOW THEREFORE BE IT, AND IT HEREBY IS, RESOLVED, by the Township Council of the Township of West Orange, sitting as the West Orange Township ABC Board, that approval is hereby given for renewal of the Plenary Retail Consumption License No. 0722-33-009-012, held by LUX 123, LLC t/a LUX, located at 34 South Valley Road, West Orange, New Jersey 07052, for the License Term **July 1, 2022 to June 30, 2023**, subject to the Special Condition pursuant to *N.J.S.A. 33:1-32*, that no amplified outside music shall be permitted after 10:00 p.m., there being no objection on the part of the Licensee to such Special Condition.

AND BE IT FURTHER RESOLVED, that a copy of this Resolution shall be provided to the Director of the Division of Alcoholic Beverage Control of the State of New Jersey and shall be maintained in the Township's permanent Alcoholic Beverage Control records, and that the Director is, and hereby is, respectfully requested to grant his approval to the foregoing Special Condition as required by statute, and to communicate that approval to the Township of West Orange, which approval shall then also be maintained in the Township's permanent ABC records;

The above Resolution was passed by the Township Council of the Township of West Orange sitting and serving as the West Orange Board of Alcoholic Beverage Control at their regular meeting held on **June 28, 2022**.

**Susan McCartney, Council President
and ABC Board Chairman**

**Karen J. Carnevale, Municipal Clerk
and Secretary to the ABC Board**

**Adopted: June 28, 2022
Effective: June 28, 2022**

**TOWNSHIP OF WEST ORANGE, ESSEX COUNTY, NEW JERSEY
BOARD OF ALCOHOLIC BEVERAGE CONTROL**

RESOLUTION

WHEREAS, the Township Council of the Township of West Orange serves as the Township of West Orange Board of Alcoholic Beverage Control; and

WHEREAS, the 1920's Road House, Inc., t/a Essex House, Inc., ("the Licensee") is the owner and operator of the Essex House, a restaurant and bar located at 525 Northfield Avenue, West Orange, New Jersey, 07052, the License bearing #0722-33-071-003; and

WHEREAS, an Application has been filed by the Licensee for the renewal of its Plenary Retail Consumption License #0722-33-071-003, for the License Term from **July 1, 2022 through June 30, 2023**; and

WHEREAS, on February 21, 2012, the Township of West Orange brought a Notice of Charges of ABC Violations against the Licensee, charging violations of N.J.A.C. 13:2-23.6(a)(2), prohibition against immoral activities, disturbance, and nuisance on or about the licensed premises (one count - brawl, act of violence, disturbance, or unnecessary noise), and N.J.A.C. 13:2-23.6(b), prohibition against immoral activities, disturbance, and nuisance (one count - failing to operate licensee's business in orderly and lawful fashion so as to constitute a nuisance, the misconduct of the licensee, its employees and patrons creating conditions contrary to the public health, safety and welfare), all occurring over the course of 2010 to the present, and most recently on February 10, 2012; and

WHEREAS, the Licensee was properly and personally served with that Notice of Charges and by and through its attorney, Robert C. Williams, Esq., entered a Not Guilty plea to each charge with the Municipal Clerk; and

WHEREAS, the Licensee appeared before the Township Council of the Township of West Orange, serving as that municipality's ABC Board, the Licensee represented by its counsel, Robert C. Williams, Esq., and Kenneth W. Kayser, Esq., appearing on behalf of the Township as its ABC Prosecutor, for a hearing on the charges; and

WHEREAS, discussion and negotiation resulted in the Licensee and the Township, coming to an agreement to resolve the charges without the need for an evidentiary hearing, which agreement, memorialized by Resolution, was placed on the record before the ABC Board, providing as follows:

As to Charge 2, a violation of N.J.A.C. 13:2-23.6(b), prohibition against immoral activities, disturbance, and nuisance on premises, to wit, failing to operate licensee's business in orderly and lawful fashion so as to constitute a nuisance, the misconduct of the licensee, its employees and patrons creating conditions contrary to the public health, safety and welfare, the Licensee shall change its plea from not guilty to non-vult;

As to Charge 1, charging a violation of N.J.A.C. 13:2-23.6(a)(2), prohibition against immoral activities, disturbance, and nuisance on or about the licensed premises, to wit, permitting a brawl, act of violence, disturbance, or unnecessary noise on the licensed premises, said Charge is and hereby is dismissed;

As to Charge 2, the Licensee's License shall be suspended for ten (10) days, and said period of suspension shall be held in abeyance for a period of one (1) year from the date of the adoption of this Resolution, April 3, 2012, and if within that one (1) year period there occurs a new violation of any section of N.J.A.C. 13:2-23.6, for which there is a finding of responsibility, whether made within or after that one (1) year period, and there being no waiver of the Licensee's right to defend such a charge, the ten (10) days held in abeyance as to Charge 2 shall be served at the direction of the ABC Board in addition to any penalty imposed on the new charge(s);

Further as to Charge 2, the Licensee shall agree to the attachment to its License of a Special Condition that it shall have no parties or party-type events which are open to the public and promoted through social networking, or other internet sites, or otherwise promoted or advertised, and intended to attract a large number of attendees who pay for admission, whether to a promoter, or to the Licensee, or someone working for either or both;

Further as to Charge 2, the Licensee shall agree to the attachment to its License of a Special Condition that whenever a private party, or other private event is held at the licensed premises, which is anticipated to result in the parking lot at the premises filling to 75% of capacity, or more, at least two parking attendants shall be employed to monitor and manage ingress to and egress from the lot so as to maintain order and to prevent patrons from parking on the adjacent and nearby residential streets and off-street parking locations;

Further as to Charge 2, the Licensee shall agree to the attachment of its License of a Special Condition that entertainment at the licensed premises involving amplified music shall not be permitted after 11:00 p.m., on Sundays through Thursdays, and shall not be permitted after 1:00 a.m., on Saturday and Sunday mornings, excepting an event already committed to for Saturday, June 23, 2012, a party consisting of an older group of patrons who have previously had parties at the Licensee's location without incident and at which amplified music may be played until 1:30 a.m.;

During the period of suspension, if and when served, no alcoholic beverages shall be served or consumed on the premises and any and all alcoholic beverages on the premises shall be secured; and

WHEREAS, Special Conditions such as those agreed to may be re-imposed with each License renewal, subject to the Licensee's right to be heard with respect to them; and

WHEREAS, the Licensee, by and through its counsel, was notified by certified mail, return receipt requested, of the ABC Board's intention to continue the same Special Conditions for the 2012 to 2013 License Term, and for each succeeding License Term, and was provided with an opportunity to object and be heard with respect to the Special Conditions being imposed, and declined to object or to request a hearing; and

WHEREAS, the Licensee was again notified by letter dated and sent by certified mail, registered return receipt on or about **May 20, 2022**, of the ABC Board's intention to impose the same Special Conditions upon renewal of the license for the next License Term and providing the opportunity for a formal hearing regarding such imposition of Special Conditions upon request; and

WHEREAS, the Licensee has offered no objection and therefore by its inaction has consented to continuation of the same Special Conditions upon renewal for the next License Term;

NOW, THEREFORE, BE IT RESOLVED THAT THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE serving as the Township Board of Alcoholic Beverage Control, does hereby approve the renewal of the Plenary Retail Consumption License 0722-33-071-003, belonging to the Licensee, for the period from **July 1, 2022 through June 30, 2023**, for the premises located at 525 Northfield Avenue, West Orange, New Jersey, subject to the following Special Conditions pursuant to N.J.S.A. 33:1-32:

1. It shall have no parties or party-type events which are open to the public and promoted through social networking, or other internet sites, or otherwise promoted or advertised, and intended to attract a large number of attendees who pay for admission, whether to a promoter, or to the Licensee, or someone working for either or both;

2. Whenever a private party, or other private event is held at the licensed premises, which is anticipated to result in the parking lot at the premises filling to 75% of capacity, or more, at least two parking attendants shall be employed to monitor and manage ingress to and egress from the lot so as to maintain order and to prevent patrons from parking on the adjacent and nearby residential streets and off-street parking locations;

3. Entertainment at the licensed premises involving amplified music shall not be permitted after 11:00 p.m., on Sundays through Thursdays, and shall not be permitted after 1:00 a.m., on Saturday and Sunday mornings;

AND BE IT FURTHER RESOLVED, that a copy of this Resolution shall be provided to the Director of the Division of Alcoholic Beverage Control of the State of New Jersey, the Licensee and Licensee's attorney, Robert C. Williams, Esq., the Municipal Clerk's Office and the West Orange Police Department, and shall be maintained in the Township's permanent Alcoholic Beverage Control records, and that the Director is, and hereby is, respectfully requested to grant his approval to the foregoing Special Conditions as required by statute, and to communicate that approval to the Township of West Orange, which approval shall then also be maintained in the Township's permanent ABC records.

The above Resolution was passed by Township Council of the Township of West Orange serving as the West Orange Board of Alcoholic Beverage Control at their regular meeting held on **June 28, 2022**.

Susan McCartney, Council President
and ABC Board Chairman

Karen J. Carnevale, Municipal Clerk
and Secretary to the ABC Board

Adopted: June 28, 2022

Effective Date: June 28, 2022

**TOWNSHIP OF WEST ORANGE, ESSEX COUNTY, NEW JERSEY
WEST ORANGE ABC BOARD**

RESOLUTION

WHEREAS, the Township Council of the Township of West Orange serves as the Township of West Orange Board of Alcoholic Beverage Control; and

WHEREAS, an application has been filed by AMC Entertainment International, Inc., t/a AMC Theaters Essex Green 9, at 495 Prospect Avenue, West Orange, New Jersey, for renewal of its Plenary Retail Consumption License # 0722-33-066-009, for the period **July 1, 2022 through June 30, 2023**, the Application submitted to the Township Clerk and in compliance with New Jersey State Laws regulating the sale, consumption, and distribution of alcoholic beverages; and

WHEREAS, at its regular meeting on June 29, 2010, the Township Council, sitting as the Township ABC Board, approved the person to person and place to place transfer of License No. 0722-33-066-009, from SHO, Inc., to AMC Entertainment International, Inc., t/a AMC Theaters Essex Green 9, at 495 Prospect Avenue, West Orange, New Jersey, subject to the following special conditions:

1. All current security and off-duty police officers shall continue in accordance with past practice and resolutions (i.e., two (2) officers on Friday, Saturday and Sunday nights);
2. The business will not establish a policy whereby people under eighteen (18) years old must be accompanied by a parent or guardian in order to be on the premises unless such condition is affirmatively removed by the Township ABC Board; and
3. To the extent that the Licensee wishes to remove Condition No. 2, they may seek such relief before the Township ABC Board and in the event the Township ABC Board refuses to remove such condition, the Licensee fully preserves all of its rights, remedies and defenses including the right to appeal to the Director of Alcoholic Beverage Control for the State of New Jersey or such other entity or authority as may have jurisdiction; and

WHEREAS, after the aforesaid approval memorialized in ABC Resolution #443-10, the Licensee, AMC Entertainment International, Inc., t/a AMC Theaters Essex Green 9, expressed the strong desire to limit the admission of minors under the age of eighteen (18) years to those accompanied by a parent or guardian, citing the risks inherent in a darkened movie theater environment combined with the presence of alcoholic beverages on the premises, the New Jersey tradition and practice of very strict regulation of ABC Licensees, and expressing the Licensee's firm wish and intent to comply with and foster the strict enforcement of the ABC statutes and regulations both to protect its own considerable investment in the Licensed premises, in its dine-in theater business plan, and to fulfill the underlying rationale for ABC regulations, the protection of the public health and safety; and

WHEREAS, the ABC Board acknowledged and appreciated all of those concerns and considerations, as well as the benefits to the local economy of the Licensee's investment and successful operation, and agreed to remove the earlier imposed special condition no. 2, in ABC Board Resolution 443-10, and because removal of special condition no. 2 made special condition no. 3 superfluous, agreed to remove that condition as well; and

WHEREAS, at a special meeting of the Township Council of the Township of West Orange serving as the West Orange Board of Alcoholic Beverage Control, at the request of and with the consent of the Licensee, did Resolve in ABC Resolution #450, to amend its approval of the person to person and place to place transfer of License No. 0722-33-066-009, from SHO, Inc., to AMC Entertainment International, Inc., t/a AMC Theaters Essex Green 9, at 495 Prospect Avenue, West Orange, New Jersey, removing special condition nos. 2 and 3 as set forth in ABC Board Resolution #443-10, and leaving only the following special condition:

1. All current security and off-duty police officer requirements shall continue in accordance with past practice and resolutions regarding this location (i.e., two (2) officers on Friday, Saturday and Sunday nights); and

WHEREAS, the Township discovered a U.S. Third Circuit Court of Appeals decision holding it to be arbitrary and unreasonable for a municipal land use board to require as a condition of approval of a variance that off-duty police officers be hired to direct traffic and monitor compliance with occupancy limits, it not having been shown that the Licensee's own employees were incapable of performing such tasks (See 256 F.3d 107 (3rd Cir. 2001), and as a matter of policy determined to cease the requirement of using Township Police Officers working side jobs for traffic control and security at or about Alcoholic Beverage Control Licensed premises, and

WHEREAS, the License renewal for the 2011 – 2012, and subsequent License terms incorporated such change in policy, providing for the following Special Condition:

1. All current security and off-duty police officer requirements shall continue in accordance with past practice and resolutions regarding this location, off-duty police officers not being required, but security personnel being permitted in their place and stead (i.e., two (2) security personnel on Friday, Saturday and Sunday nights); and

WHEREAS, by letter dated and sent via certified mail to the Licensee on or about **May 20, 2022**, the Licensee was notified of the Township ABC Board's intention to continue the same Special Condition upon renewal for the **2022-2023** License Term and offering a formal hearing in the event there was objection to same by the Licensee; and

WHEREAS, the underlying reasons for the Special Conditions previously imposed on this License have not changed and the Licensee has offered no objection to their continuation, nor any request for their relaxation, and therefore by its inaction has consented to continuation of the same Special Conditions upon renewal;

NOW, THEREFORE, BE IT RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE serving as the Township Board of Alcoholic Beverage Control, does hereby approve the renewal of the Plenary Retail Consumption License heretofore issued to the Licensee, AMC Entertainment International, Inc., t/a AMC Theaters Essex Green 9, at 495 Prospect Avenue, West Orange, New Jersey, bearing License No. 0722-33-066-009, for the **2022-2023** License Term, subject to the following Special Condition pursuant to *N.J.S.A. 33:1-32*:

1. All current security and off-duty police officer requirements shall continue in accordance with past practice and resolutions regarding this location, off-duty police officers not

being required, but security personnel being permitted in their place and stead (i.e., two (2) security personnel on Friday, Saturday and Sunday nights).

AND BE IT FURTHER RESOLVED, that a copy of this Resolution shall be provided to the Director of the Division of Alcoholic Beverage Control of the State of New Jersey and shall be maintained in the Township's permanent Alcoholic Beverage Control records, and that the Director is, and hereby is, respectfully requested to grant his approval to the foregoing Special Condition as required by statute, and to communicate that approval to the Township of West Orange, which approval shall then also be maintained in the Township's permanent ABC records;

The above Resolution was passed by Township Council of the Township of West Orange serving as the West Orange Board of Alcoholic Beverage Control at its regular meeting held on **June 28, 2022**.

Susan McCartney, Council President and
ABC Board Chairman

Karen J. Carnevale, R.M.C. Municipal Clerk and
Secretary to the ABC Board

Adopted: June 28, 2022

Effective: June 28, 2022

**TOWNSHIP OF WEST ORANGE, ESSEX COUNTY, NEW JERSEY
WEST ORANGE ABC BOARD
RESOLUTION**

WHEREAS, the Township Council of the Township of West Orange serves as the Township of West Orange Board of Alcoholic Beverage Control; and

WHEREAS, an application has been filed by Harrison Avenue Tavern, Inc., t/a Harrison Avenue Tavern, 36 Harrison Avenue, West Orange, New Jersey 07052, for renewal of its Plenary Retail Consumption License # 0722-33-058-006, for the period **July 1, 2022 through June 30, 2023**, the Application submitted to the Township Clerk and in compliance with New Jersey State Laws regulating the sale, consumption, and distribution of alcoholic beverages; and

WHEREAS, on January 6, 2009, the Licensee represented by counsel and after a public hearing at which there was no opposition, the Township Council of the Township of West Orange sitting as the West Orange Board of Alcoholic Beverage Control, adopted Resolution #421, authorizing the Extension of Licensed Premises and Place to Place transfer for the Harrison Avenue Tavern; and

WHEREAS, the area covered by the expansion of the licensed premises is in the parking lot immediately adjacent to the rear door of the main licensed establishment, is encircled by a portable fence which is covered to prevent the public from viewing the interior portion where the outside bar is located, and that area had been used since 2001 as an area for outdoor dining with a café permit; and

WHEREAS, in forwarding the application for extension or expansion of the licensed premises, the Police Department noted that it was the first found in the Township to include an open area in a parking lot and that while calls for service had been minimal or non-existent, the area proposed for the expansion was contiguous to a residential area; and

WHEREAS, there had been numerous calls for service and complaints to Council members from the residential neighbors due to noise coming from the outdoor bar from both music and customer voices, the number of such complaints totaling 28 in the Spring of 2011; and

WHEREAS, the ABC Board has had considerable problems with noise and quality of life issues with other ABC Licensees adjoining residential neighborhoods in other areas of the Township and as the representatives of and conscience of the community has taken a more proactive approach as a result of such experiences; and

WHEREAS, with respect to its license renewal for the 2011-2012 License term, the Licensee was notified by certified mail, registered return receipt of the ABC Board's intention upon renewal for that License term to reconsider its approval of the expansion of the licensed premises, or in the alternative, to consider the imposition of Special Conditions to address the concerns of the residential neighborhood, and the Licensee having had the opportunity to be heard and through the assistance of counsel, the Township and the Licensee, in order to avoid the

time and expense of a formal hearing came to a voluntary agreement; and

WHEREAS, the Licensee, having installed additional noise reduction components on its outdoor premises in 2011-2012, and the Township having monitored the Licensed premises in order to ensure that the neighborhood residents have the peaceful and beneficial enjoyment of their properties while at the same time permitting the Licensee to reasonably conduct and profit from its business, and the number of noise complaints having lessened, but the noise issues not eliminated, the License having been renewed for each succeeding License period with the same Special Conditions; and

WHEREAS, by letter dated and sent via certified mail to the Licensee on or about **May 20, 2022**, the Licensee was notified of the Township ABC Board's intention to continue the same Special Condition upon renewal for the **2022-2023** License Term and offering a formal hearing in the event there was objection to same by the Licensee; and

WHEREAS, the underlying reasons for the Special Conditions previously imposed on this License have not changed and the Licensee has offered no objection to their continuation, nor made any request for their relaxation, and therefore by its inaction has consented to continuation of the same Special Conditions upon renewal;

NOW, THEREFORE, BE IT RESOLVED THAT THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE serving as the Township Board of Alcoholic Beverage Control, does hereby approve the renewal of the Plenary Retail Consumption License heretofore issued to the Licensee, Harrison Avenue Tavern, Inc., t/a Harrison Avenue Tavern, 36 Harrison Avenue, West Orange, New Jersey 07052, License # 0722-33-058-006, for the **2022-2023** licensing term, subject to the following Special Conditions pursuant to N.J.S.A. 33:1-32, to be imposed on the outdoor bar only:

- A. The Licensee shall have last call on Sunday at 7:30 p.m., closing at 8:00 p.m.; amplified music to cease at 8:00 p.m.; "amplified music" refers to the jukebox on the premises, the limit modifier (volume control) for which shall not at any time exceed 70 for Zone 3, the outside bar area.
- B. The Licensee shall have last call on Monday at 9:30 p.m., closing at 10:00 p.m.; amplified music to cease at 10:00 p.m.
- C. The Licensee shall have last call on Tuesday at 9:30 p.m., closing at 10:00 p.m.; amplified music to cease at 10:00 p.m.
- D. The Licensee shall have last call on Wednesday at 9:30 p.m., closing at 10:00 p.m.; amplified music to cease at 10:00 p.m.
- E. The Licensee shall have last call on Thursday at 10:30 p.m., closing at 11:00 p.m.; amplified music to cease at 11:00 p.m., all of the foregoing, A., B., C., D., and E., excepting holiday eves which fall on Sunday through Thursday, on which days last call shall be at 12:30 a.m., and closing at 1:00 a.m.
- F. The Licensee shall have last call on Friday (Saturday morning) at 12:30 a.m.,

closing at 1:00 a.m.; amplified music to cease at 1:00 a.m.

- G. The Licensee shall have last call on Saturday (Sunday morning) at 12:30 a.m., closing at 1:00 a.m.; amplified music to cease at 1:00 a.m.
- H. On all nights bartenders and servers shall periodically remind customers to moderate their voices to avoid disturbing the residents of the surrounding residential area and paying special attention to this condition after 10:00 p.m.
- I. Live entertainment shall be limited to Friday and Saturday nights and infrequent special occasions and shall also be limited to the hours between 5:00 p.m. and 10:30 p.m., except the St. Patrick's Day event when music may begin at Noon;

AND BE IT FURTHER RESOLVED, that a copy of this Resolution shall be provided to the Director of the Division of Alcoholic Beverage Control of the State of New Jersey and shall be maintained in the Township's permanent Alcoholic Beverage Control records, and that the Director is, and hereby is, respectfully requested to grant his approval to the foregoing Special Conditions as required by statute, and to communicate that approval to the Township of West Orange, which approval shall then also be maintained in the Township's permanent ABC records;

The above Resolution was passed by the Township Council of the Township of West Orange sitting and serving as the West Orange Board of Alcoholic Beverage Control at their regular meeting held on **June 28, 2022**.

Susan McCartney, Council President
and ABC Board Chairwoman

Karen J. Carnevale, Municipal Clerk
and Secretary to the ABC Board

Adopted: June 28, 2022
Effective Date: June 28, 2022

Approved as to form on the basis of the facts provided:

RESOLUTION OF THE WEST ORANGE TOWNSHIP ABC BOARD

**RESOLUTION RESCINDING IN PART ABC RESOLUTION NO. 687-22,
REMOVING LICENSEE # 0722-36-075-001, SUN DEVELOPMENT &
MANAGEMENT CORP., AS A LICENSEE APPROVED FOR RENEWAL FOR
THE 2022-2023 LICENSE TERM FOR FAILURE TO OBTAIN TAX
CLEARANCE**

WHEREAS, on June 14, 2022, the Clerk of the West Orange ABC Board, believing that NJ ABC Licensee #0722-36-075-001, Sun Development & Management Corp.t/a Cambria Suites Hotel, was qualified for renewal of said License for the 2022-2023 License Term, according to her records having applied and paid all fees due for renewal of those Licenses and believing all other requirements to have been met as well; and

WHEREAS, that License was therefore included with others on West Orange Township ABC Board Resolution No. 687-22, adopted by the ABC Board at its regular meeting on June 14, 2022, renewing for the 2022-2023 License Term those Licensees named in it; and

WHEREAS, the Clerk having realized the licensee failed in fact to qualify for renewal in that the Licensee neglected to obtain tax clearance for the 2022-23 renewal period, such failures and deficiencies requiring rescission of the Township's annual approval for the 2022-2023 License Term;

NOW, THEREFORE, BE IT AND IT HEREBY IS RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, SITTING IN ITS CAPACITY AS THE WEST ORANGE TOWNSHIP ABC BOARD, that the portion of West Orange Township ABC Resolution No. 687-22, listing License #0722-36-075-001, Sun Development & Management Corp.t/a Cambria Suites Hotel, as qualified for renewal and renewing said License for the 2022-2023 License Term, is to that extent and that extent only, hereby rescinded, excising that Licensee from the list of those which were to be renewed for that License term, all in accordance with instructions received by and on behalf of the New Jersey ABC Licensing Bureau.

Karen J. Carnevale, R.M.C.
Municipal Clerk/ABC Board Secretary

Susan McCartney
Council President and ABC Board Chair

Adopted: June 28, 2022
Effective: June 28, 2022