1. Conference Meeting Agenda

   Documents:

   CA 8.6.24.PDF

2. Public Meeting Agenda

   Documents:

   PM 8.6.24.PDF

3. Resolution(S)

3.I. 223-24

Documents:

223-24 RESOLUTION FOR RFQ - FORENSIC AUDIT.PDF

3.II. 226-24

Documents:

226-24 AMENDING FEES SET FORTH IN ORDINANCE 2846-24 ORDINANCE AMENDING REPEALING AND REPLACING CH. 25 SEC. 27.PDF

3.III. 240-24

Documents:

240-24 RESOLUTION TO READ BUDGET BY TITLE 8.6.24.PDF

3.IV. 241-24

Documents:

241-24 RESOLUTION TO AWARD TO CSI INFOSHARE CAD AND RMS 2024.PDF
241-24 ATTACHMENT.PDF

3.V. 242-24

Documents:

242-24 AUTH. CONTRACT WITH FOVEONICS FOR THE SERVICE OF DOCUMENT MGMT. - RECORDS RETENTION - HEALTH DEPT..PDF
242-24 ATTACHMENT.PDF

3.VI. 243-24

Documents:

243-24 GUIDERAIL REPLACEMENT NORTH.PDF
243-24 - 1. AMENDMENT MUNICIPAL - WEST ORANGE.PDF

243-24 - 2. UECA STATE DOES WORK WEST ORANGE.PDF
243-24 - 3. EXHIBITS MUNICIPAL WEST ORANGE.PDF

3.VII. 244-24

Documents:

244-24 RAFFLE LICENSES 8.6.24.PDF

3.VIII. 245-24

Documents:

245-24 RESOLUTION FOR REMOVAL OF NON-VIABLE TREE-14 WADDINGTON.PDF
245-24 EXHIBIT A - TREE AT 14 WADDINGTON.PDF

3.IX. 246-24

Documents:

246-24 AUTHORIZING EXECUTION OF TEMPORARY EASEMENT AGREEMENT-5-117 LONGVIEW STREET HUTTON LAFFAYETTE.PDF
246-24 TEMPORARY EASEMENT AGREEMENT-REVISED.PDF
246-24 FILED MAP (003).PDF

3.X. 247-24

Documents:

247-24 APPROVING CONTRACT WITH MATRIX NEW WORLD FOR WORK RELATED TO 32 ASHLAND AVE..PDF
247-24 EXHIBIT A-32 ASHLAND AVE..PDF

3.XI. 248-24

Documents:

248-24 RESOLUTION AUTHORIZING EXCERCISE OF OPTION TO EXTEND CONTRACT WITH MILLENNIUM STRATEGIES LLC.PDF
248-24 EXHIBIT A - MILLENNIUM STRATEGIES LLC--GRANT WRITING.PDF
248-24 ATTACHMENT - MILLENIUM.PDF

3.XII. 249-24

Documents:

249-24 RESOLUTION APPOINTING CHIEF FINANCIAL OFFICER-JOHN DITINYAK.PDF

4. Ordinance(S) On Second And Final Reading

4.I. 2864-24

Documents:

2864-24 ORDINANCE STOP INTERSECTIONS - HAGGERTY DR VIZCAYA

BLVD KELLY DR.PDF

5. Ordinance(S) On First Reading

5.I. 2865-24

Documents:

2865-24 ORDINANCE-HC SPACES 5 CROSS STREET 54 LLEWELLYN AVE.PDF

5.II. 2866-24

Documents:

2866-24 ORDINANCE PARKING ZONE ORDINANCE FOR EDISON LOFTS AND WASHINGTON ST (15 MIN 2HR PARKING).PDF

5.III. 2867-24

Documents:

2867-24 SALARY STEP GUIDE (VERSION 2024-08-06).PDF

5.IV. 2868-24

Documents:

2868-24 BOND. ORD. - ROAD SEWER IMPROVEMENTS - WEST ORANGE 7.2024 (14581359.1).PDF

5.V. 2869-24

Documents:

2869-24 ORDINANCE SUPPLEMENTING CHAPTER 18 AND ESTABLISHING SECTION 6 FOR RATES FIREFIGHTER EXTRA DUTY ASSIGNMENTS 4873-4958-2292 V.1.PDF

# Township of West Orange

**CONFERENCE MEETING AGENDA**

**Council Chambers – 66 Main Street**

**Tuesday, August 6, 2024**

**Meeting No. 16**

**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 21, 2023, and published in the West Orange Chronicle on November 30, 2023.**

**Roll Call – Councilwoman Casalino, Councilwoman Ghebremicael, Councilwoman Scarpa, Councilwoman Williams, Council President Rutherford, Mayor McCartney**

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**6:30 P.M.**

- **WO PAL 14U Mustangs Navy Girls Flag Football Team**
- **Council Liaison Announcements**
- **Public Meeting – 7:00 p.m.**

Agenda is subject to change.

**PUBLIC MEETING AGENDA**
**Township of West Orange**
**66 Main Street – 7:00 p.m.**
**August 6, 2024-Meeting No. 16**

**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 21, 2023, and published in the West Orange Chronicle on November 30, 2023.**

**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 Ghebremicael, Councilwoman Scarpa, Councilwoman Williams, Council President Rutherford, Mayor McCartney**

1. **Public Comment**

2. ***Consent Agenda**

3. ***Approval of Minutes of Previous Meeting –** Public Meeting July 9 and July 23, 2024, and Special Public Meeting July 17, 2024.

4. ***Report of Township Officers - None**

5. ***Reading of Petitions and Communications and Bids-None**

6. ***Bill List**

7. ***Resolutions**

**a.** **223-24** Resolution Requesting the Township Publish an RFQ for Forensic Auditing Services Related to the Six (6) Year Timeframe Beginning January 1, 2018 through December 31, 2023 (Legal-Gengaro)

**b.** **226-24** Resolution Prescribing Fees as Set Forth in Ordinance 2846-24, An Ordinance Repealing and Replacing Chapter 25, Section 27 of the Revised General Ordinances of the Township and Establishing a New Chapter for Environmental Protection (Legal-Gengaro)
**The purpose of Ordinance 2846-24 was to repeal and replace Chapter 25, Sections 27 of the Revised General Ordinances of the Township of West Orange and to create a new Chapter of the Township Code for the purpose of protecting trees which are among the Township's most valuable natural resource assets, which greatly enhance the appearance of the Township and contribute to its suburban and residential character, which must be kept and maintained in good order to enhance the Township's physical and aesthetic appearance, and generally protect the public health and safety as well as the general welfare. Importantly, trees contribute positively to climate change, protection of the environment, and maintenance of storm waters.**

**c.** **240-24** Resolution To Read Budget By Title

**Public Hearing** on the 2024 Municipal Budget

**d.** **241-24** Resolution to Award a Contract to Computer Square, Inc., d/b/a CSI Technology Group 330 Mac Lane, Keasbey, NJ 08832 for the West Orange Police and Fire Emergency Infoshare/CAD/RMS Software Maintenance Renewal in the Amount of $105,000.00 (P. Reynolds)

**e.** **242-24** Resolution to Authorize the Service of Document Management for Records Retention & Disposal Through the Educational Services Commission of NJ Cooperative (P. Reynolds)

**f.** **243-24** Resolution Authorizing Execution of Agreement and Agreement Amendment Between the Township of West Orange and the Commissioner of Transportation of the State of New Jersey Regarding Guiderail Replacement North, Contract 2019-2 Rte. I-80, 280 And 287- Various Townships, Various Counties (Carballo)

**g.** **244-24** Resolution Authorizing the Issuance of Raffle Licenses (Clerk)

**h.** **245-24** Resolution Authoring The Township To Remove A Non-Viable Tree From 14 Waddington Avenue, West Orange, New Jersey-14 Waddington Avenue (Legal-Gengaro)

**i.** **246-24** Resolution Approving Amended Temporary Easement Agreement with H&L Orange LLC, 55-117 Longview Street, West Orange, NJ 07052, for Emergency Stormwater Repairs (Legal-Gengaro)

**j.** **247-24** Resolution Approving Proposal from Matrix New World, 26 Columbia Tpk., Florham Park, NJ, 07932, for Environmental Services at the Property Located at 32 Ashland Avenue for the Remedial Action Protectiveness/Biennial Certification as Required by the NJDEP NTE $3,650.00 (Legal-Gengaro)

**k.** **248-24** Resolution Authorizing Millenium Strategies LLC, 60 Columbia Rd., Building B, Ste. 230, Morristown, NJ 07960, to Exercise the First of Two One-Year Options to Provide Grant Writing Services for the Township Not To Exceed $46,800 Per Year (Legal-Gengaro)

**l.** **249-24** Resolution Appointing John Ditinyak to the Position of Chief Financial Officer for the Township of West Orange for a term of Beginning September 1, 2024 until August 31, 2028 (Legal-Gengaro) **Contract to Follow**

**8. Ordinances on Second and Final Reading**

**a.** **2864-24** An Ordinance Amending and Supplementing Chapter 7, Traffic, Subsection 7-21, Multi-Way Stops of the Revised General Ordinances of the Township of West Orange (Caraballo)
**The Ordinance, which amends the Traffic Regulations of the Township, designates the intersections listed as Multi-Way Stop intersections with Stop signs on the named approaches. Due to the safety concerns and multiple requests from Township residents, the Township's Engineering Department authorized a Traffic Study that determined that additional Stop signs would allow safe movement of vehicles and pedestrians. Currently the intersections had stop signs installed by the developer on the secondary dead-end sections that were allowing free passage of traffic from all other directions causing a hazard.**

**9. Ordinances on First Reading**

**a.** **2865-24** An Ordinance Amending and Supplementing Chapter 7, Traffic, Subsection 7-32.2 Restricted Parking Zones of the Revised General Ordinances of the Township of West Orange-Handicapped Spaces – 5 Cross Street and 54 Llewellyn Avenue (Carballo)

**b.** **2866-24** An Ordinance Amending and Supplementing Chapter 7, Traffic, Subsection 7-11 Parking Time Limited on Certain Streets During Certain Hours, and 7-14.3 Parking Time Limited on Certain Streets During Certain Hours of Certain Days of the Revised General Ordinances of the Township of West Orange (Carballo)

**c.** **2867-24** 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 – Position of Chief Financial Officer (Abbott)

**d.** **2868-24** Bond Ordinance Providing For Road, Sidewalk And Sewer Improvements, By And In The Township Of West Orange, In The County Of Essex, State Of New Jersey; Appropriating $2,000,000 Therefor And Authorizing The Issuance Of $1,904,000 Bonds Or Notes Of The Township To Finance Part Of The Costs Thereof (Buono)

**e.** **2869-24** An Ordinance Amending Chapter 18 Of The Revised General Ordinances Of The Township Of West Orange And Establishing A Section Governing The Rates For Extra Duty Assignments For Firefighters In The Township Of West Orange (Fees For Services) (Legal-Gengaro)
**The purpose of this ordinance is to set the rate for extra duty assignments undertaken or requested for West Orange Firefighters and to establish rates for the use of equipment and personnel.**

**10. Pending Matters/New Matters/Council Discussion**

**11. ABC Hearing-None**

**12. 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)**

**Please click the link below to join the webinar:**

**https://us06web.zoom.us/j/85215283902?pwd=i2Gd2SRbyAT3QB6gP9mYMxq1ITjQun.1**

**Webinar ID: 852 1528 3902**

**Passcode: 584825**

**Public Comment – In Person Only**

**Next Meeting Date(s): August 20, 2024**

**Agenda is subject to change.**

**223-24**
**August 6, 2024**

# RESOLUTION

**WHEREAS,** during the Township of West Orange (the "Township") Council meeting held on July 9, 2024, the Township Council discussed a Request for Qualifications ("RFQ") seeking a forensic auditor; and

**WHEREAS,** pursuant to § 3.17.1 of the Township of West Orange Municipal Code, on July 9, 2024, the Township Council made a motion during "new business" for the Township to publish an RFQ for the following forensic auditing services related to the six (6) year timeframe beginning January 1, 2018 through December 31, 2023 which will seek the following services and analysis:

1. Review all bills, paid date, authorization to pay, and confirm approval by the Township Council. Specifically, the Council wants to ascertain if all bills have been paid properly in accordance with Council approvals, and the contractual terms for each contract.
2. Review Professional Services Contracts/Awards, including all aspects of the award beginning with (i) proof of advertising through award to vendor; (ii) a review of all bids; (iii) methodology for award; (iv) compliance with the Qualified Purchasing Agent's ("QPA") recommendations; and (v) compliance with State and Local pay to play guidelines.
3. Review all bank accounts and internal controls for payments, deposits, withdrawals, and compliance with GAAP and/or other appropriate and applicable accounting guidelines. The Township Council seeks to ascertain if the controls in place are sufficient, and if there are gaps that may cause potential mistakes and/or abuse which are more likely or difficult to identify.

4. Review of all employee and union contracts, memorandums of agreement and other agreements, for compliance with State and Local laws, including deferred compensation payments, payments on termination, and contract terms.
5. Review salary ordinances, raises, additional compensation paid to employees, pension/retirement benefits, overtime and promotions.
6. Compliance with GAAP and/or other appropriate and applicable accounting guidelines, and specifically with respect to all grants, management of grant funds, proper monitoring and reporting of each grant. All grants should be audited for compliance with grant terms.
7. Usage of Covid Funds: Confirm whether Covid funds received by the Township were properly allocated and usage complies with Federal and State Law.
8. Review Temporary Budget for compliance with State and Local law, specifically focusing on revenue and expenditures, accurate reporting to the Township Council and the State of New Jersey.
9. Review the Township's practice of not closing out the last meeting of the year and instead adjourning it to be closed out at a future meeting, as the Township did in 2023, and in any prior years between 2018 and 2022.

**WHEREAS,** the Township Council requests that the Township's QPA Paula Reynolds, with the assistance of the Legal Department, draft the RFQ pursuant to the terms provided herein; and

**NOW, BE IT HEREBY RESOLVED,** that the Township Council requests the QPA, with the assistance of the Legal Department, draft a RFQ pursuant to the request of the Township Council as set forth herein.

**BE IT FURTHER RESOLVED,** by the Township Council of the Township of West Orange requests that the QPA provide a copy of the proposed RFQ to the Township Council for review, revisions, and approval prior to the publication of the RFQ.

| | |
|---|---|
| **Karen J. Carnevale, R.M.C.**<br>**Municipal Clerk** | **Bill Rutherford,**<br>**Council President** |

**Adopted: August 6, 2024**

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

**_____**
**Vincent Buono, Interim Chief Financial Officer**

**226-24**
**August 6, 2024**

**RESOLUTION PRESCRIBING FEES AS SET FORTH IN ORDINANCE 2846-24, AN ORDINANCE REPEALING AND REPLACING CHAPTER 25, SECTION 27 OF THE REVISED GENERAL ORDINANCES OF THE TOWNSHIP AND ESTABLISHING A NEW CHAPTER FOR ENVIRONMENTAL PROTECTION**

**WHEREAS,** on June 10, 2024, the Township of West Orange (the "Township") passed Ordinance 2846-24 (the "Ordinance") on second reading, repealing and replacing Chapter 25, Section 27 of the Revised General Ordinances of the Township related to tree removal and replacement; and

**WHEREAS,** the Ordinance established Section 8, Table A, which is a mechanism for payment into a Tree Removal Fund for replacement of trees removed in the Township pursuant to the Ordinance and that the amount to pay into the fund shall be prescribed by Resolution; and

**NOW, BE IT HEREBY RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE**, the fees as set forth in § 8, Table A of the Ordinance shall be prescribed as follows:

| **DBH of Tree** | **Required Action** | **Amount to Tree Replacement Fund** |
|---|---|---|
| 4"-6" | Replace with one 2.5" inch native non-pesticide/herbicide treated tree with a minimum of 6-feet tall | $500 per 2.5-inch DBH tree; $1,100 for every 4-inch DBH tree |
| 6"-13" | Replace with either two 4" inch native non-pesticide/herbicide treated trees; or four 2.5" native non-pesticide/herbicide | $500 per 2.5-inch DBH tree; $1,100 for every 4-inch DBH tree |

| | | |
|---|---|---|
| | treated trees. Each tree shall be a minimum of 6-feet tall. | |
| 13”-22” | Replace with either three 4” inch native non-pesticide/herbicide treated tree; or six 2.5” native non-pesticide/herbicide treated trees. Each tree shall be a minimum of 6-feet tall. | $500 per 2.5-inch DBH tree; $1,100 for every 4-inch DBH tree |
| 23”-32” | Replace with either four 4” inch native non-pesticide/herbicide treated tree; or eight 2.5” native non-pesticide/herbicide treated trees. Each tree shall be a minimum of 6-feet tall. | $500 per 2.5-inch DBH tree; $1,100 for every 4-inch DBH tree |
| Over 33” | Replace with either five 4” inch native non-pesticide/herbicide treated tree; or ten 2.5” native non-pesticide/herbicide treated trees. Each tree shall be a minimum of 6-feet tall. | $500 per 2.5-inch DBH tree; $1,100 for every 4-inch DBH tree |

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

| | |
|---|---|
| **Karen J. Carnevale, R.M.C.**<br>**Township Clerk** | **Bill Rutherford**<br>**Council President** |

**Adopted: August 6, 2024**

**240-24**
**August 6, 2024**

# Township of West Orange
# Resolution to Read Budget by Title

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

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

1. At least one week prior to the date of the hearing and at the hearing, a complete copy of the approved budget,

    a. shall be made available for public inspection, and
    b. shall be made available to each person upon request, and

2. The governing body shall, by resolution passed by not less than a majority of the full membership, determine that the budget shall be read by its title and declare that the conditions set forth in subsection (1) of this section have been met.

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

| | |
|---|---|
| **Karen J. Carnevale, R.M.C.**<br>**Municipal Clerk** | **Bill Rutherford, Council President** |

**Adopted: August 6, 2024**

**241-24**
**August 6, 2024**

**RESOLUTION TO AWARD A CONTRACT TO COMPUTER SQUARE FOR THE WEST ORANGE POLICE AND FIRE EMERGENCY INFOSHARE/CAD/RMS SOFTWARE MAINTENANCE RENEWAL**

**WHEREAS**, the West Orange Police and Fire Departments utilize an emergency services computer aided (INFOSHARE/CAD/RMS) software for dispatch, Police and Fire reporting and records management by the Computer Square dba CSI Technology Group, and

**WHEREAS,** N.J.S.A 40A:11-5(1)(dd) permits the support and maintenance of proprietary computer hardware and software without public advertising for bids and the OEM Coordinator/ IT Director determined said software is proprietary; and

**WHEREAS**, the Police Department has researched other CAD software that is available, see attached Exhibit A and after reviewing all the options, have concluded that keeping the current software would be the most cost-effective option, and

**WHEREAS**, the term for this maintenance agreement 09.29.2024 to 09.28.2025, and

**WHEREAS**, Computer Square, Inc dba CSI Technology Group has submitted all required documentation for this award in accordance with the New Jersey State Statues.

**NOW IT BE RESOLVED**, by the Council of the Township of West Orange to award a contract in the amount of $105,000.00 to:

**Computer Square, Inc.**
**dba CSI Technology Group**
**330 Mac Ln**
**Keasbey, NJ 08832**

**BE IT FURTHER RESOVLED,** that the Purchasing Agent will execute a purchase order with stipulated terms on behalf of the Township with funds certified available by the Chief Financial Officer.

**BE IT FURTHER RESOLVED,** that a copy of this resolution be published in the West Orange Chronicle as required by law within ten (10) days of its passage.

**Karen J. Carnevale, R.M.C., Municipal Clerk** **Bill Rutherford, Council President**

**Adopted: August 6, 2024**

**I Certify Funds Are Available:**
**Account: 01-2010-00-2307-010 $23,550.00**
**Account: 01-2010-00-6102-160 $2,700.00**
**Account: 91-2010-00-6102-010 $8100.00**
**Account: 91-2010-00-2307-010 $70,650.00**

**Vincent Buono, Interim Chief Financial Officer**

241-24

# Exhibit “a”

# INVOICE

**Computer Square, Inc.**
330 MAC LANE, KEASBEY, NJ 08832
TEL: (732) 346 0200 | www.csitech.com

Invoice No. 73669
Date: 07/17/2024

**Bill To**
West Orange Twp. Police Department
60 Main St
West Orange, NJ 07052
Attn: OEM Coordinator Nick Allegrino
NickAllegrino@wopd.org

**Ship To**
West Orange Twp. Police Department
60 Main St
West Orange, NJ 07052

Attn: Nick Allegrino

| P.O. No. | Term | Rep | Ship | Via | Customer Code |
|---|---|---|---|---|---|
| Contract | NET 30 DAYS | Christopher Dehagara | 07/17/2024 | SERVICE | PNJEX_WONG |

| No. | Item Code | Description | Qty | Unit Price | Amount |
|---|---|---|---|---|---|
| 01 | SaaS | Annual InfoShare SaaS Police & Fire CAD/RMS<br><br>Maintenance Period<br>From 09/29/2024 to 09/28/2025 | 1 | $94,200.00 | $94,200.00 |
| 02 | SaaS | Fire Inspection Module_ Software as a service<br><br>Maintenance Period<br>From 09/29/2024 to 09/28/2025 | 1 | $10,800.00 | $10,800.00 |

**Note:**

| | |
|---|---|
| **Subtotal** | $105,000.00 |
| **Sales Tax (0.0%)** | $0.00 |
| **Total** | $105,000.00 |

242-24
August 6, 2024

**RESOLUTION TO AUTHORIZE THE SERVICE OF DOCUMENT MANAGEMENT FOR RECORDS RETENTION & DISPOSAL THROUGH THE EDUCATIONAL SERVICES COMMISSION OF NJ COOPERATIVE**

**WHEREAS**, as part of our recently awarded New Jersey Association of County & City Health Officials - Sustaining Local Public Health Infrastructure - 2024-2026 grant

**WHEREAS**, the Health Department will purchase software to support and expand data modernization by using funding for data digitization of vital statistics records and other health department records which will elevate the WOHD to meet all applicable NJ State procedures for business continuity and disaster recovery preparedness while continuing to support data modernization.

**WHEREAS**, as a local government unit and a member of the Educational Services Commission of NJ Cooperative (ESCNJ), can purchase such items, pursuant to the provision made in the Local Public Contracts Law N.J.S.A. 40A:11-5(2), without public advertising for such goods or services, through contracts already secured by the United States of America, the State of New Jersey, County or Municipality thereof; and

**WHEREAS**, the vendor Foveonics Imaging Technologies dba Foveonics Document Solutions, Inc, located at 99 Greyrock Rd, Unit 103 Clinton, NJ 08809, who provides such digitization services, is under contract with Co-op #65MCESCCPS, BID number ESCNJ 22/23-11 available for the amount of $75,883.66 with an additional $888.00 for the yearly software cost and $7,252.84 for incidentals for a total $84,024.50).

**NOW, THEREFORE BE IT RESOLVED,** by the Municipal Council of the Township of West Orange who hereby authorizes the Purchasing Agent, on behalf of the Township, to issue and execute a Purchase Order for not to exceed $84,024.50 to Foveonics Imaging Technologies dba Foveonics Document Solutions with funds certified available by the Chief Financial Officer.

**Karen J. Carnevale, R.M.C., Municipal Clerk** **Bill Rutherford, Council President**

**Adopted: August 6, 2024**

**I Certify Funds Are Available: New Jersey Association of County & City Health Officials - Sustaining Local Public Health Infrastructure - 2024-2026 grant**

**Vincent Buono, Interim Chief Financial Officer**

242-24

# Statement of Work

**Department of Health and Welfare**
**Township of West Orange**
**66 Main Street**
**West Orange, NJ 07052**

Unit Pricing from ESCNJ Co-Op (Year 2) for

Document Management for Records Retention and Disposal

NJ State Approved Co-Op #65MCESCCPS

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4/17/2024

Prepared by:
Scott D. Fliegel

| | WEST ORANGE DEPARTMENT OF HEALTH AND WELFARE |
|---|---|
| ***Project Advocate(s)*** | MICHAEL FONZINO |
| ***Project Title*** | Back-File Conversion of Archives/Vital statistics |
| ***Project Timeline*** | 3 to 4 Months |
| ***Begin date*** | (15-30 ) days after Contract |
| ***End date*** | ( 90-120 ) days after Contract |

## Summary

The West Orange Health and Welfare Department – ("Client") would like to digitize their Paper archives. Items include **Burial/Death/Birth/Marriage/Still Birth** archives throughout the department. (itemized below) All the Archived Records are being stored onsite within the municipal building. This current method is not desirable due to the following reasons:

**Please note: These archives will be reassembled / returned to client upon completion of the digitization process**.

**The Client is running out of space.**

1. The Client is **not compliant with NJ State procedures** for business continuity and disaster recovery preparedness. The records stored are the only copy and thus the Client is susceptible to fire, flooding, or other unforeseen incidents that would result in the permanent loss of said records. The potential loss of these records is a substantial liability to the Client. Foveonics has an **Approved Migration Path** established with the State of New Jersey. All / any digital items will become the legal article moving forward. If the Client loses that critical data, then access to that information will be lost forever. All these records will be returned to the client upon completion of the digitization process.
2. **During the Digitization Process** : While Foveonics has possession of the client's Archives (within our facility), Foveonics will process all OPRA request(s) and scan on demand the pertinent information directly to the department within 24 hours from the request.
3. **Proof of Concept** : (**PENDING APPROVAL**)Foveonics has taken samples of documents within the department and will provide the client with a proposed solution for evaluation to ensure that our software adheres to their direct needs. Modification and/or customization will be completed as directed by client. **(OCR)** Optical Character Recognition, **Email** directly from template , and **Redaction** are all present within this software solution. Upon acceptance of the **Proof-of-Concept,** Foveonics will adhere to the finalized software template that the department approves / agrees to. All future imports will be loaded into said template demonstrated and agreed upon.
4. ****All image are developed utilizing "OPEN" Architecture which allows the client to apply said images to any existing/future migration Path within the State of New Jersey**. **If the client desires to change vendors (at any time), Foveonics will prepare / deliver a hard drive copy within 7 business days from the client's original written request.

- Itemized Inventory by Document Type (Provided by Client)

| | Totals by Document Type (Approx.200 indiv. books/classifications) | | |
|---|---|---|---|
| | Double Sided | Single Sided | Totals |
| Burial Permits | | 80350 | 80350 |
| Deaths | 33488 | 10152 | 43640 |
| Births | 20788 | | 20788 |
| Marriage Lic. Applications | 58164 | | 58164 |
| Still Births | 122 | | 122 |
| Marriages | | 0 | 0 |
| | | | 203064 |

Indexing fields by each document type – Has been developed with the Department head and staff and will demonstrated on the software template delivered.

***Foveonics has provided/constructed a preliminary sample repository (by document type) for the key associates within the department to review/consider. Upon the final approval/acceptance of the layout of this repository, all future digitized records will adhere to the configuration displayed and approved by the client.***

Professional Services AgreementBack-File Conversion Services

*Records Inventory & Barcoding*

- Foveonics will inventory each book by First / Last / Name , Date
- Foveonics will generate barcodes for the Records

*Document Preparation*

- Documents will be prepared for scanning - staples and other bindings will be removed, barcode stickers will be affixed to the first page of the appropriate files, and pages will be aligned in such a way conducive for scanning.

*Document Scanning*

- Small and large format documents will be scanned in duplex at 300 DPI as Group IV B&W TIFFs.
- Scanner operators will rescan double feeds, skewed images, and any other images which do not accurately represent the original source.

*Blank Page Removal*

- Blank pages will be manually removed by sorting the images according to size and deleting any blank images less than 10 KB.

*Barcode Processing*

- Foveonics will utilize their barcode processing software to read the barcodes and create multipage TIFFs for each document.

*Quality Assurance*

- The multipage TIFF files will be reconciled to the inventory thus ensuring all documents scanned and all barcodes were accurately processed.
- Images will be inspected post-scan and rescans will be performed as necessary.

*Import to DocumentSync*

- The TIFF image files will be imported into Foveonics DocumentSync EDMS.
- The Client will be able to search for the files via the World Wide Web

*Project Management*

All project correspondence, documentation, and timelines will be available through Foveonics' Basecamp project management tool.

*Client Responsibilities*

The Client will review deliverables in a timely manner and alert Foveonics of any concerns should they arise.

*Change management process*

Any changes to the terms or specifications in this Statement of Work must be accepted by both parties in writing as an addendum to this document.

**Based on unit pricing from ESCNJ NJ State Approved Co-Op #65MCESCCPS**

## Construction Department Archives

| Service | Unit | Unit Cost | Estimated Volume | Total |
|---|---|---|---|---|
| **Pickup and Delivery (per box)** | Per Pickup or Delivery | $1.00 | 75 | $ 75 |
| **Preparation of Files** | Hourly | $19.00 | 1545 | $ 29,355 |
| **Indexing of Files** | Per File | $0.06 | 457 | $ 8,683 |
| **Reassemble and Labeling** | Per Hour | $19.00 | 286 | $ 5,434 |
| **Imaging of Files (Small Format)** | Per Image | $0.047 | 406,128 | $ 19,088.02 |
| **OCR Optical Character Recognition** | Per Image | $.005 | 406,128 | $ 2,030.64 |
| **Sorting of Blueprints** | | $19.00 | N/A | $ 0 |
| **Quality Assurance** | Per Hour | $19.00 | 572 | $ 10,868 |
| **Imaging of Files (Large Format)** | Per Image | $0.55 | N/A | $ 0 |
| **Total** | | | | $ 75,533.66 |

## Reoccurring Software Expense

| SOFTWARE CHARGES (per year) | | | | |
|---|---|---|---|---|
| **Web Based (Yearly Charge)** | Per Repository $35 per repository X 1 for Large/Small Format | $35.00 | 12 Months | **$ 420.00 per year** |
| **Off Site Web Based Storage (YearlyCharge) 230G** | Per GB 10.0 X 6.0 Gig amount X 12 months | $10.00 | 3.9 | **$ 468.00 per year** |
| **Yearly Software Cost** | | | | **$ 888 per year** |
| **Set-up & Training (one time fee)** | Hourly | $ 350 | | $ 350 per session |
| | | | | |

## ***Acceptance of this Proposal***

**Name** _____

**Title** Mayor _____

**Email** mayor@westorange.org _____

**Date** _____

***$ 75,533.66 One Time Digitization Expense***
***$ 888.00 Annual software charges***
***$ 350.00 Per each session***

***$76,771.66 Purchase Order Amount***

*Purchase Order Assigned for total amount of One time Digitization/Annual software costs including storage and training (per session)*

*Purchasing Department Contact*

**Name** _____

**Title** _____

**Email** _____

**Purchase Order #** _____

**243-24**
**August 6, 2024**

**RESOLUTION AUTHORIZING EXECUTION OF AGREEMENT AND AGREEMENT AMENDMENT BETWEEN THE TOWNSHIP OF WEST ORANGE AND THE COMMISSIONER OF TRANSPORTATION OF THE STATE OF NEW JERSEY REGARDING GUIDERAIL REPLACEMENT NORTH, CONTRACT 2019-2 RTE. I-80, 280 AND 287-VARIOUS TOWNSHIPS, VARIOUS COUNTIES**

**BE IT RESOLVED,** by the Mayor and Municipal Council of the Township of West Orange, in the County of Essex and State of New Jersey, that execution of an Agreement and Agreement Amendment between the Township of West Orange and the Commissioner of Transportation of the State of New Jersey, which are incorporated herein by reference, and which are identified as follows, are authorized:

Guiderail Replacement North, Contract 2019-2
Rte. I-80, 280 and 287
Various Townships, Various County
UECA 08-Guiderail Replacement North 2-223220
UPC Code: 223220
Contract ID No 2019-2
Township of West Orange, Essex County

**BE IT FURTHER RESOLVED,** that Susan McCartney, the Mayor of the Township of West Orange, and Karen J. Carnevale, the Municipal Clerk of the Township of West Orange, the Authorized Representatives of the Township of West Orange in the Agreement and Agreement Amendment, are authorized and directed to execute said Agreement and Agreement Amendment on behalf of the Township of West Orange.

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

**ADOPTED: August 6, 2024**

**Susan McCartney, Mayor**

**ATTEST:**

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

**I, Karen J. Carnevale, Municipal Clerk, HEREBY CERTIFY** the foregoing to be a true copy of a resolution adopted by the Township of West Orange, at a regular meeting held on August 6, 2024.

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

**THIS AMENDMENT AGREEMENT** made this _____ day of _____, _____, between **COMMISSIONER of TRANSPORTATION**, acting for and in the name of the **STATE OF NEW JERSEY**, hereinafter called the "State", and the West Orange Township (Sanitary Sewer), hereinafter called the "Utility".

**WHEREAS**, the State and Utility have already "agreed upon but not fully executed a Utility Agreement before July 1, 2017"; and

**WHEREAS**, the State has determined that federal financial assistance or grants have been or will be expended in the design and construction of this Project, and;

**WHEREAS**, as of July 1, 2017, 2 C.F.R. 200 and 2 C.F.R. 200, Appendix II are mandated to be part of any procurement based on federal financial assistance; and

**WHEREAS**, 2 C.F.R. 200 requires other federal regulations to be followed and adhered to in construction projects using federal financial assistance; and

**WHEREAS**, before entering into additional phases of the Utility's work, an amendment to the original agreement must be executed;

**WHEREAS**, the Utility is owned by West Orange Township and as such must follow the West Orange Township's procurement laws and policies;

**NOW THEREFORE**, State and Utility, for the mutual benefits to be obtained agree as follows:

**GENERAL CONDITIONS**

(1) The agreed upon but unexecuted agreement before July 1, 2017 is being executed simultaneous with this Amendment.

(2) The previous Agreement is superseded to the extent that it conflicts with the Amendment, all non-conflicting provisions shall remain in full force and effect.

**AMENDMENTS**

(3) This paragraph amends UECAMUNS paragraph 10.

After receipt of the Utility's plans, estimates, and schedules, the State will develop a "Utility Agreement Modification". The Utility Agreement Modification, may include a Utility Agreement Plan, but it will set forth in detail the proposed Scope of Work to be performed by the Utility, the anticipated schedules, estimates (including overhead rates for the Utility and any subconsultants or subcontractors to be hired by the Utility to perform the work), project duration and benchmarks, and funding ceilings to accomplish the utility work in the Project by the Utility and/or its contractor to be reimbursed by the State. Separate Utility Agreement Modifications can be performed for the design work and the construction work if a Utility is contracting with firms outside of the Utility

to consult with the State in the Preliminary Design process. If the construction is to be performed by the State's Contractor, the Utility Modification will indicate within the Scope of Work any duties of inspection or verification being retained by the Utility.

(4) This paragraph amends UECAMUNS paragraph 14.

State will request, by certified mail, the Utility to submit final invoices for costs incurred by the Utility upon: (a) completion of design; (b) completion of the utility work; or (c) cancellation of the Project. Final construction invoice shall be submitted along with the Certificate of Compliance (DC17U). (Exhibit 1). All such invoices shall be submitted to the State monthly and the State shall not accept invoices for payment submitted after a sixty (60) day period. In no event will the State reimburse the Utility for costs not included in invoices submitted to the State after the sixty (60) days period following notice. In compliance with 2 C.F.R. 200.309,

the Utility shall not charge to this Agreement costs incurred after the period of performance of the project.

(5) This paragraph amends UECAMUNS paragraph 15. All matters pertaining to subcontracted work, billing, estimates, survey control, extra work items, and inspection responsibility shall be in accordance with the Memorandum of Record dates January 10, 2013, entitled "Procedures Governing Estimation of Costs, Requirements During Construction and Billing the New Jersey Department of Transportation for Public Utility Work", and in accordance with the federal regulations at 23 C.F.R. Subpart A and 2 C.F.R. 200 Subpart E and with it being understood that where the State's Regulations are in conflict with the Federal Regulations, the Federal Regulations shall govern. Disallowed costs are those charges determined to not be allowed in accordance with the applicable Federal cost principles or other conditions contained in this agreement. The matter of "Credit for Expired Service Life" has been considered for all items and where allowances apply, same

are hereinafter specified in description of items and the cost summary.

(6) This paragraph also amends UECAMUNS paragraph 14.

The State, FHWA, or their agents, shall be entitled to perform an audit at the following times: during the performance of the work or during a period of up to three years after project close out. All State audit procedures shall be in conformance with State Grant Compliance Supplement; and Treasury Circular 07-07-OMB; and New Jersey Treasury Circular OMB-15-08-OMB "Single Audit Policy for Subrecipients of Federal Grants, State Grants, and State Aid."

(7) This paragraph also amends UECAMUNS paragraph 14.

The Utility acknowledges that changes in payment due to the Utility resulting from audits performed by the State shall be made as follows:

A. In the event of overpayment by the State, the Utility shall refund the amount of such overpayment within thirty days of the request by the State. In the event

the Utility fails to comply with said request, the State is hereby authorized to deduct such overpayment from other monies due the Utility under the terms of this Agreement or any other agreement between the State and the Utility. Furthermore, the Utility expressly understands and agrees that the provisions of this section shall in no way be construed to relieve the Utility from any liability, or preclude the State from taking any other actions as are available to it under any other provisions of this Agreement or otherwise at law. The terms of this section shall survive the expiration or termination of the Agreement.

B. In the event of underpayment by the State, the State shall pay sufficient funds to the Utility to correct the underpayment as soon as is practicable.

C. The Utility shall include in the Final Invoice the following release clause:

"In consideration of the requested payment of this Final Invoice, the (Utility) hereby releases the State of New Jersey and the New Jersey Department of Transportation, their agents, officers and employees, from all claims and liabilities arising from work done or services performed under this Agreement."

(8) This paragraph amends UECAMUNS paragraph 14. Payment to the Utility for a Final Invoice does not waive either the right of the State to establish adjustments and to collect overpayments that are disclosed by audits performed subsequent to payment of the Final Invoice, or the right of the Utility to underpayments based upon adjustments disclosed by said audits.

(9) This paragraph amends UECAMUNS paragraph 14. Closeout Reports. The Utility shall submit a Project Closeout report no later than 90 days after the period of performance end date. The report will be in a form satisfactory to the

State and shall, at a minimum, comply with the requirements of 2 C.F.R. 200.343 and allow the State to comply as well.

(10) NEW PARAGRAPH. The State may, in its sole discretion terminate this agreement for cause or for convenience pursuant to the Standard Specification or if the State, USDOT or FHWA determined that termination of this Agreement is in the public interest.

(11) NEW PARAGRAPH. Prohibition on Certain Telecommunications and Video Surveillance Services or Equipment, 2 C.F.R. 200.216; 2 C.F.R. 200 Appendix II; and current NJDOT Specifications 106.01 and 106.03 requires Utility and any of its procured consultants and contractors (all tiers) to comply with all prohibitions of telecommunications products or video surveillance services therein.

**PROCUREMENT REQUIREMENTS FOR UTILITY AND ITS SUBCONTRACTS**

(12) As the Utility is wholly owned and operated by a political subdivision of the State, all procurements shall abide by the expressed Federal, State, and local requirements dealing with conflicts of interest in procurement. Utility,

if using its personnel to perform in whole or in part this Agreement, shall follow all Federal, State, and local laws relating to discrimination against any employee or applicant for employment because of race, color, religion, sex, sexual orientation, gender identity, or national origin.

(13) If the Utility will be publicly bidding for contractors to perform the work contained in this Agreement and its Amendments and any Utility Agreement Modification, Utility shall exchange for review and approval all bid documents prior to advertisement for review and conformance with the Procurement requirements expressed herein. Bidding procedures shall conform to the current Standard Specification for Bridge and Road Construction and any Baseline Document Changes ("BDC") and Special Provisions as designated by the State, incorporated herein by reference. The State or FHWA shall have the authority to accept or reject the proposed documents for bidding on the basis of this Agreement and Amendment and the procedures

of the Standard Specifications, Baseline Document Changes, and Special Provisions.

(14) In order to be a recipient of federal financial assistance, the State must comply with all of the federal requirements, as applicable, to the type of work performed by the State, and in turn the Utility performing work on behalf of the State. This list is attached at Exhibit 2.

(15) If the Utility is assisting in the preparation of plans and specifications during the engineering phases of the Project, the Utility is subject to these provisions in obtaining a subconsultant to perform the work.

(16) If the Utility will only provide inspections, and will not subcontract for that work, the Utility is responsible for the compliance with all applicable federal, state and local laws.

(17) If the Utility is obtaining engineering or design services as a consultant, Utility will abide by the Brooks Act (40 U.S.C. §§ 1101-1104) as implemented in 23 U.S.C. 112(b)(2)

or equivalent qualifications based requirements as approved by State or FHWA.

(18) If the Utility is not performing the construction work under this Agreement, the State is obligated to comply with all applicable federal procurement procedures in obtaining its contract to perform the work contained in this Agreement.

(19) If the Utility is performing engineering or construction work with the aid of subcontractors or subconsultants under this Agreement with estimates and reimbursements under the appropriate Utility Agreement Modification, Utility shall include in any solicitation for bids, Requests for Proposals of work, or materials as negotiated:

"The Recipient (State), in accordance with the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252, 42 U.S.C. §§ 2000d to 2000d-4) and the Regulations, hereby notifies all bidders that it will affirmatively ensure that for any contract entered into pursuant to this advertisement, disadvantaged business enterprises will be

afforded full and fair opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of race, color, or national origin in consideration for an award."

(20) Utility will comply with the parameters of 49 C.F.R. Part 26, Disadvantaged Business Enterprises Program, in its procurement of subcontractors and subconsultants to make all applicable good faith efforts. Requirements are set forth at Exhibit 3.

(21) If after the scope of work is determined and a Disadvantaged Business Enterprises goal ("DBE goal") is established by the State's DBE unit, the individual DBE goal shall be listed in the Utility Agreement Modification relating to the engineering or construction work for which the goal is being established. If it is determined that the DBE goal is 0%, the DBE goal shall still be listed in the Utility Agreement Modification.

(22) State, as a requirement of receiving federal financial assistance, is obligated to require Utility to abide by

and include in any contracts by the Utility with its subcontractors and subconsultants the attached Exhibit 4 and Exhibit 5.

(23) Bonding and insurance requirements shall be set forth in the Utility Modification Agreement based on the type of Project, estimated costs, whether work is to be constructed by the Utility, and whether or not the Utility is self-insured.

(24) After July 1, 2017, State became responsible to include every engineering and construction contract and its grants the requirements of 2 C.F.R. 200 and 2 C.F.R. 200, Appendix II. Utility shall be responsible for the compliance with these federal regulatory provisions and comply by following:

A. Federal Mandatory Equal Opportunity Language on Federal Aid Project, Authority Subject to 41 C.F.R. Part 200 and 2 C.F.R. Part 200 Appendix II. (Exhibit 6).
B. Federal Form 1273, Prevailing Wage (Exhibit 7) and Supplementary State Provisions at Exhibit 8.
C. If any federal funds subject to 37 C.F.R. §401.2 are used to enter into a contract with a small business firm or nonprofit organization regarding the substitution of parties, assignment or performance of experimental,

developmental, or research work under that "funding agreement" the Utility must comply with the requirements of 37 C.F.R. part 401 "Rights to Inventions Made by Nonprofit Organizations and Small Business Firms Under Government Grants, Contracts, and Cooperative Agreements," and any implementing regulations issued by the federal agency or State.

D. In addition to the Debarment and Suspension requirements of the System for Award Management and the New Jersey List of Debarred Contractors as explained in Form 1273, Utility shall follow Exhibit 8.
E. Byrd Anti-Lobbying Amendment (31 U.S.C. 1352) and requirements of submission of documents to State at Exhibit 9.
F. If materials used in performance of this contract are listed on the Procurement of Recovered Materials at 2 C.F.R. 200.322, Utility shall comply with all requirements therein.

(25) Utility shall also comply with the requirements of the State's receipt of federal financial assistances concerning:

A. State of New Jersey Treasury Circular 07-05-OMB, Grant Agreements and Agency Contracts incorporated by reference herein. Any federal statutes or regulations that conflict with this circular shall control.
B. Department of Transportation Code of Vendor Ethics

(26) The Utility shall recognize and agree that both the initial provision of funding and the continuation of such funding under the Agreement is expressly dependent upon the

availability to the Department of funds appropriated by the State Legislature from State and/or Federal revenue or such other funding sources as may be applicable. A failure of the Department to make any payment under this Agreement or to observe and perform any condition on its part to be performed under the Agreement as a result of the failure of the Legislature to appropriate funds shall not in any manner constitute a breach of the Agreement by the Department or in event of default under the Agreement and the Department shall not be held liable for any breach of the Agreement because of the absence of available funding appropriations. In addition, future funding shall not be anticipated from the Department beyond the duration of the award period set forth in the Agreement/ Utility Modification Agreement in no event be construed as a commitment by the Department to expend funds beyond the termination date/Project completion date set in the Agreement/Utility Modification Agreement.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be duly executed the day and year first written above.

CERTIFICATION

I hereby certify that I am an authorized representative of the Utility and have all necessary authority to execute this Agreement and to bind the Utility to all obligations arising from this Agreement. I fully understand that the Department of Transportation will rely upon this certification in accepting my execution of this Agreement for the Utility.

ATTEST:

WEST ORANGE TOWNSHIP

BY:_____
Name:
Title:

BY:_____
Name:
Title:

ATTEST:

STATE OF NEW JERSEY
DEPARTMENT OF
TRANSPORTATION

By: _____
Anika James
Department of Transportation
DATE:

BY:_____
Tina M. Shutz, Acting Director
Capital Program Support

This aforementioned Agreement has
been reviewed and APPROVED AS TO FORM:

MATTHEW J. PLATKIN

ATTORNEY GENERAL OF NEW JERSEY

Recommended:

_____
Bhavesh Shah,
Project Management Specialist 3,
Team D

DATE: _____

By: _____
Nonee Lee Wagner
Deputy Attorney General

DATE: _____

# Work done by State's Contractor

Guiderail Replacement North, Contract 2019-2
Rt. I-80, 280 and 287
Various Townships
Various County
West Orange Township (Sanitary Sewer)
UECA-08-Guiderail Replacement North 2-223220
UPC Code: 223220
Contract ID No.: 24-16031

THIS AGREEMENT made this _____day of _____, _____, between the COMMISSIONER OF TRANSPORTATION, acting for and in the name of the STATE OF NEW JERSEY, hereinafter called the "State", and the West Orange Township (Sanitary Sewer), hereinafter called the "Utility".

WHEREAS, State is about to undertake the design and construction of Guiderail Replacement North, Contract 2019-2, Rt. I-80, 280 and 287 located in Various Townships, Various County, hereinafter called the "Project"; and

WHEREAS, the Project may require the construction of new, and/or the protection, relocation and/or adjustment of facilities of the existing Sanitary Sewer system which is owned and operated by the Utility; and

WHEREAS, Utility's legal right to occupy public right-of-way, subject to the conditions imposed by the State, is in no way mitigated by this Agreement; and

WHEREAS, Utility is not obligated by State law or agreement to relocate its own facilities at its own expense for this type of Project; and

WHEREAS, the provisions of the State's Accommodation of Utilities within Highway Right-of-Way N.J.A.C. 16:25 and Code of Federal Regulations, 23 C.F.R. 645, Subpart B are applicable.

NOW THEREFORE, State and Utility, for the mutual benefits to be obtained, agree as follows:

(1) The State and Utility shall cooperate in developing plans and cost estimates for their respective work necessitated by the Project.

(2) The Utility shall designate a responsible representative to coordinate its effort with those of the State.

(3) The State will, at its sole cost and expense, contract for and cause to be constructed, all items indicated in the State's contract plans and specifications for the Project, related to existing and proposed facilities owned and operated by the Utility.

(4) The State will authorize and reimburse the Utility for its actual costs for design, review, approval and inspection, for the protection, relocation or adjustment of its existing facilities necessary to accomplish the Project.

(5) The Utility's preliminary engineering design costs for correspondence, meetings and exchanges of engineering information are eligible for reimbursement and the State will accept billing of these costs after this Agreement is fully executed and issued.

Guiderail Replacement North, Contract 2019-2
Rt. I-80, 280 and 287
Various Townships
Various County
West Orange Township (Sanitary Sewer)
UECA-08-Guiderail Replacement North 2-223220
UPC Code: 223220
Contract ID No.: 24-16031

(6) The Utility shall disclose and verify its existing facilities at no cost to State within the Project limits identifying the facility type, size and operating potentials.

(7) The State will indicate the existing and proposed utility facilities, owned and operated by the Utility, and to be constructed by the State, in State's contract documents for the Project.

(8) When the State proceeds to develop the Project plans, the State and Utility shall jointly identify potential conflicts between the Utility's facilities and the Project, and shall jointly develop a scheme for the protection, relocation, rearrangement and/or betterment of facilities in accordance with N.J.A.C. 16:25 Utility Accommodation to accomplish the Project.

(9) Subsequent to the development of the above scheme with the approval of the State and concurrence of the Utility, the State will issue a "Utility Owner Design Authorization (Check List)" describing the utility work and authorizing the State's designer to finalize design plans, estimates, and schedules necessary to construct new, and/or protect, relocate, and/or rearrange facilities in concert with the Project, and incorporate them into the State's Project contract documents.

(10) The State will develop a "Utility Agreement Modification" which may include a Utility Agreement Plan outlining work "To be performed by State's contractor at State Expense", estimated cost for field engineering, inspection and/or valve turning operations to be performed by Utility's personnel. This will be issued in the person of the Executive Regional Manager Team *D* (NJDOT).

(11) The purpose of this Agreement is to cover all the required utility facility construction, protection, relocation, and rearrangement work necessitated by the Project; however, it is agreed that the State, in the person of the Executive Regional Manager Team *D* (NJDOT), will issue modifications to this Agreement to cover unanticipated work, resulting from Project activities and/or field conditions.

(12) State will supply the Utility with a copy of the contract plans and specifications when the Project is advertised.

(13) The State will request, by certified mail, the Utility to submit final invoices for costs incurred by the Utility upon; (a) completion of design; (b) completion of the utility work; or (c) cancellation of the Project. All such invoices shall be submitted to the State within sixty (60) days of this request. The State may not accept invoices for payment submitted after the sixty (60) day period.

Guiderail Replacement North, Contract 2019-2
Rt. I-80, 280 and 287
Various Townships
Various County
West Orange Township (Sanitary Sewer)
UECA-08-Guiderail Replacement North 2-223220
UPC Code: 223220
Contract ID No.: 24-16031

(14) All matters pertaining to subcontracted work, billing, estimates, survey control, extra work items and inspection responsibility shall be in accordance with the Memorandum Of Record dated January 10, 2013, entitled: "Procedures Governing Estimation of Costs, Requirements During Construction and Billing the New Jersey Department of Transportation for Public Utility Work", and in accordance with the Federal Regulations 23 CFR 645, Subpart A and with it being understood that where the State's Regulations are in conflict with the Federal Regulations, the Federal Regulations shall govern. Billing shall be based on accounting methods used by the Utility in conformity with the system of accounts adopted and prescribed by the Division of Local Government Services of the State of New Jersey. The matter of "Credit for Expired Service Life" has been considered for all items and where allowances apply, same are hereinafter specified in description of items and the cost summary.

(15) The Utility will comply with the Buy America Federal Regulation requirements U.S.C. 313 and 23 CFR 635.410, for all steel and iron materials furnished by the Utility and its Subcontractors for permanent incorporation in this Project. Under this requirement, all manufacturing processes for steel and iron products shall occur in the United States including all melting, rolling, extruding, machining, bending, grinding, drilling and coating. The Utility Company shall submit a Buy America Commitment letter at the time of execution of this Agreement affirmatively stating that the Utility is committed to complying with all the requirements of the Buy America Federal Regulations. The State reserves the right to audit such records at the completion of the Project. The lack of these documents will be justification for rejection of the steel and/or iron product thus resulting in nonpayment for all work performed by the Utility.

With the Final Construction Invoice submission, the Utility shall submit a "Buy America Certification of Compliance" certifying that:

***All steel and iron products provided for permanent incorporation in the Project, were made from steel and iron that was melted and manufactured in the United States including the application of coatings which protect or enhance the value of the material.***

Or if any material does not comply with these requirements, the Utility will indicate what material does not comply. The State may require the Utility to remove and replace material that does not comply with the Buy America requirements, at no expense to the Department and may deny the Utility reimbursement for all the relocation costs incurred by the Utility.

(16) The Utility shall perform the work, specified herein, with its own forces wherever possible and only have that portion of the work performed by a consultant or contractor that the Utility is not adequately staffed or equipped to perform with its own forces.

(17) The intention of this Agreement is that facilities which are removed, relocated, or disrupted will be replaced in such a manner that shall result in services being restored to the status and degree of use as existed prior to said changes. The Utility and the State agree to jointly use their best efforts to relocate, adjust and/or abandon the existing facilities and construct any

new facilities without detrimentally affecting or interrupting services to the Utility's customers. In the event during construction of the Project it is necessary to detrimentally affect or interrupt services, the Utility shall be notified at least 48 hours in advance, unless the particular circumstances dictate less notice.

(18) The design of utility facilities intended to be constructed by the State for the Utility shall be approved by the Utility before the State includes such facilities in the State's contract documents before the Project is advertised.

(19) In no case will the State pay for betterment of facilities nor will the State pay any costs for work performed for the sole benefit or convenience of the Utility, the State's contractor, or the Utility's contractor.

(20) Utility facilities constructed under the terms of this Agreement shall become the sole property of the Utility and the Utility shall be solely responsible for their operation, repair, and maintenance.

(21) The State will obtain and bear the cost of all permits, environmental or otherwise, relating to the construction of new, and/or the protection, relocation and/or rearrangement of existing facilities, as necessitated by the Project, whether the necessary utility work is within or outside of the highway right-of-way. However, should the Utility choose to install facilities that constitute betterment, then it is the sole responsibility of the Utility to obtain the permits necessary for said betterment. It is further understood that should the Utility desire to install additional facilities, at a future date within the highway right-of-way, the Utility shall obtain the appropriate Utility Permit from the authority having jurisdiction over the highway. This Agreement is the Utility Permit for the work authorized herein.

(22) Subject to provisions of the New Jersey Tort Claims Act, N.J.S.A. 59:1-et seq., the State will be responsible for personal injuries and property damage caused by the actions of the State, its employees or agents which arises out of this Agreement. Any claim for such personal injury or property damage must be filed in accordance with N.J.S.A. 59:8-1 et seq.

(23) Subject to the provisions of the New Jersey Tort Claims Act, N.J.S.A. 59:1-1 et. Seq., the Utility will be responsible for personal injuries and property damage caused by the actions of the Utility, its employees or agents which arises out of this Agreement. Any claim for such personal injury or property damage must be filed in accordance with N.J.S.A. 59:8-1 et seq.

(24) The State has estimated the Utility's engineering costs for the Project and will adjust these costs to reflect the actual costs incurred by the Utility by issuing the appropriate Utility Agreement Modification.

Guiderail Replacement North, Contract 2019-2
Rt. I-80, 280 and 287
Various Townships
Various County
West Orange Township (Sanitary Sewer)
UECA-08-Guiderail Replacement North 2-223220
UPC Code: 223220
Contract ID No.: 24-16031

(25) The Utility's engineering costs incurred for the Project are eligible for reimbursement as of February 06, 2024, and are estimated to be $ 2,000.00.

Guiderail Replacement North, Contract 2019-2
Rt. I-80, 280 and 287
Various Townships
Various County
West Orange Township (Sanitary Sewer)
UECA-08-Guiderail Replacement North 2-223220
UPC Code: 223220
Contract ID No.: 24-16031

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be duly executed the date and year first written above.

ATTEST:

WEST ORANGE TOWNSHIP

By: _____
Name:
Title:

_____
Name:
Title:

ATTEST:

STATE OF NEW JERSEY
DEPARTMENT OF TRANSPORTATION

By: _____
Tina M. Shutz, Acting Director
Capital Program Support

_____
Anika James, Secretary
Department of Transportation

Date: _____

This aforementioned Agreement has been reviewed and approved as to form.

MATTHEW J. PLATKIN
ATTORNEY GENERAL OF NEW JERSEY

Recommended:

By: _____
Nonee Lee Wagner
Deputy Attorney General

_____
Bhavesh Shah,
Project Management Specialist 3, Team D

Date: _____

Date:_____

243-24

# EXHIBITS

# Certificate of Compliance

# DC-17U Instructions

**Project Management Specialist / Assistant Project Managers complete the following before sending out to the Utility Companies:**

1. Fill in the Date.
2. Fill in the Utility Company's Name and Address.
3. Fill in the Project Description and Project Location.
4. Fill in the agreement number – UECA-_____.
5. Fill in the UPC number.
6. Fill in the DP # (Taken from Advertisement). Leave blank at this time.
7. Fill in the Contract ID number.
8. Fill in the DUNS number.
9. Fill in the Utility Company's name at two (2) locations.
10. Fill in the names who receives a copy of the certification.

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DC-17U (02/2020)

# BUY AMERICA
# CERTIFICATE OF COMPLIANCE (UTILITY)

Date: _____

Utility Name: _____

Address: _____

_____

_____

Project Description: _____

_____

Project Location: _____

UECA- _____ UPC#: _____ DP Number: _____

Contract ID No.: _____ DUNS No.: _____

_____ Certify that in accordance with the Buy America requirements of the Federal Statute at 23 U.S.C. 313 and its implementing regulations at 23 CFR 635.410:

☐ ***All steel and iron products provided for permanent incorporation in the Project, were made from steel and iron that was melted and manufactured in the United States including the application of coatings which protect or enhance the value of the material***

***The total value of foreign steel as described in the Buy America statutes for this project does not exceed one-tenth of one percent (0.1%) of the total contract price or $2,500.00 whichever is greater.***

***Or***

☐ ***Buy America Federal Regulation compliance is not applicable because all permanently incorporated Materials in the Project were non-steel and non-iron.***

***Or***

☐ ***No material(s) was/were permanently incorporated into the project. The only work performed by Utility was engineering, project management, flagging, construction inspection, and/or scheduled construction of materials not covered under Buy America.***

***Or***

☐ ***All steel and iron products provided for permanent incorporation in the Project were purchased by the State's contractor; Buy America Federal Regulation compliance is not applicable to Utility because all permanently incorporated Materials in the Project purchased by the Utility were non-steel and non-iron. State contractor is responsible for signing DC-17 Buy America Certificate of Compliance (Contractor).***

***Or***

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☐ ***All materials products including steel and iron were provided by the State's contractor in the Project; Buy America Federal Regulation compliance is not applicable because Utility only performed installation. State contractor is responsible for signing DC-17 Buy America Certificate of Compliance (Contractor).***

As required _____ will maintain all recordsand documents from all suppliers, fabricators and manufacturers pertinent to the Buy America Federal Statute and its implementing regulations for not less than three (3) years from the date of Final Construction Invoice payment after Project completion and acceptance. These records will be available for inspection and verification by the New Jersey Department of Transportation and/or FHWA for audit upon request.

I certify that as signatory, I have the authority to bind the Utility.

ATTEST: VENDOR NAME (*all in capital letters*)

By: _____

_____ Name:

Name: Title:

Title:

c: _____ Utility Management Unit

_____ Utility Coordinator

_____ _Regional Construction Engineer

Project File

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## EXHIBIT 2

## COMPLIANCE WITH APPLICABLE FEDERAL LAWS AND REGULATIONS

### General Federal Legislation

1. a. Davis-Bacon Act – 40 U.S.C. §§ 3141, et seq., as applicable under 23 U.S.C. 113
2. b. Federal Fair Labor Standards Act – 29 U.S.C. §§ 201, et seq.
3. c. Hatch Act – 5 U.S.C. §§ 1501, et seq.
4. d. Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970 – 42 U.S.C. §§ 4601, et seq.
5. e. National Historic Preservation Act of 1966 – Section 106 – 54 U.S.C. § 306108
6. f. Archeological and Historic Preservation Act of 1974 – 54 U.S.C. §§ 312501, et seq.
7. g. Native American Graves Protection and Repatriation Act – 25 U.S.C. §§ 3001, et seq.
8. h. Clean Air Act, P.L. 90-148, as amended – 42 U.S.C. §§ 7401, et seq.
9. i. Section 404 of the Clean Water Act, as amended – 33 U.S.C. § 1344
10. j. Section 7 of the Endangered Species Act, P.L. 93-205, as amended – 16 U.S.C. § 1536
11. k. Coastal Zone Management Act, P.L. 92-583, as amended – 16 U.S.C. §§ 1451, et seq.
12. l. Flood Disaster Protection Act of 1973 – Section 102(a) - 42 U.S.C. § 4012a
13. m. Age Discrimination Act of 1975 – 42 U.S.C. §§ 6101, et seq.
14. n. American Indian Religious Freedom Act, P.L. 95-341, as amended
15. o. Drug Abuse Office and Treatment Act of 1972, as amended, 21 U.S.C. §§ 1101, et seq.
16. p. The Comprehensive Alcohol Abuse and Alcoholism Prevention, Treatment and Rehabilitation Act of 1970, P.L. 91-616, as amended – 42 U.S.C. §§ 4541, et seq.
17. q. Sections 523 and 527 of the Public Health Service Act of 1912, as amended, 42 U.S.C. §§ 290dd through 290dd-2
18. r. Architectural Barriers Act of 1968 – 42 U.S.C. § 4151, et seq.
19. s. Power Plant and Industrial Fuel Use Act of 1978, P.L. 100-42 – Section 403 - 42 U.S.C. § 8373

20. t. Contract Work Hours and Safety Standards Act – 40 U.S.C. § 3701, et seq.

21. u. Copeland Anti-kickback Act, as amended – 18 U.S.C. § 874 and 40 U.S.C. § 3145

22. v. National Environmental Policy Act of 1969 – 42 U.S.C. §§ 4321, et seq.

23. w. Wild and Scenic Rivers Act, P.L. 90-542, as amended – 16 U.S.C. §§ 1271, et seq.

24. x. Federal Water Pollution Control Act, as amended – 33 U.S.C. §§ 1251-1376

25. y. Single Audit Act of 1984 - 31 U.S.C. §§ 7501, et seq.

26. z. Americans with Disabilities Act of 1990 – 42 U.S.C. § 12101, et seq.

27. aa. Title IX of the Education Amendments of 1972, as amended – 20 U.S.C. § 1681 through § 1683, and § 1685 through § 1687

28. bb. Section 504 of the Rehabilitation Act of 1973, as amended – 29 U.S.C. § 794

29. cc. Title VI of the Civil Rights Act of 1964 – 42 U.S.C. §§ 2000d *et seq.*

30. dd. Title IX of the Federal Property and Administrative Services Act of 1949 – 40 U.S.C. §§ 1101 -1104, 541, et seq.

31. ee. Limitation on Use of Appropriated Funds to Influence Certain Federal Contracting and Financial Transactions – 31 U.S.C. § 1352

32. ff. Freedom of Information Act – 5 U.S.C. § 552, as amended

33. gg. Magnuson-Stevens Fishery Conservation and Management Act – 16 U.S.C. § 1855

34. hh. Farmland Protection Policy Act of 1981 – 7 U.S.C. § 4201, et seq.

35. ii. Noise Control Act of 1972 – 42 U.S.C. § 4901, et seq.

36. jj. Fish and Wildlife Coordination Act of 1956 – 16 U.S.C. § 661, et seq.

37. kk. Section 9 of the Rivers and Harbors Act and the General Bridge Act of 1946 – 33 U.S.C. §§ 401 and 525

38. ll. Section 4(f) of the Department of Transportation Act of 1966, 49 U.S.C. 303 and 23 U.S.C. § 138

39. mm. Comprehensive Environmental Response, Compensation, and Liability Act of 1980 (CERCLA), as amended –42 U.S.C. §§ 9601, et seq.

40. nn. Safe Drinking Water Act – 42 U.S.C. §§ 300f to 300j-26

41. oo. Wilderness Act – 16 U.S.C. §§ 1131-1136

42. pp. Solid Waste Disposal Act, as amended by the Resource Conservation and Recovery Act of 1976 – 42 U.S.C. § 6901, et seq.

43. qq. Migratory Bird Treaty Act 16 U.S.C. § 703, et seq.

44. rr. The Federal Funding Transparency and Accountability Act of 2006, as amended (Pub. L. 109–282, as amended by section 6202 of Public Law 110–252)

45. ss. Cargo Preference Act of 1954 – 46 U.S.C. § 55305

## Executive Orders

a. Executive Order 11246 – Equal Employment Opportunity

b. Executive Order 11990 – Protection of Wetlands

c. Executive Order 11988 – Floodplain Management

d. Executive Order 12372 – Intergovernmental Review of Federal Programs

e. Executive Order 12549 – Debarment and Suspension

f. Executive Order 12898 – Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations

g. Executive Order 13166 – Improving Access to Services for Persons With Limited English Proficiency

## General Federal Regulations

a. Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards – 2 C.F.R. Parts 200, 1201

b. Non-procurement Suspension and Debarment – 2 C.F.R. Parts 180, 1200

c. Investigative and Enforcement Procedures – 14 C.F.R. Part 13

d. Procedures for predetermination of wage rates – 29 C.F.R. Part 1

e. Contractors and subcontractors on public building or public work financed in whole or part by loans or grants from the United States – 29 C.F.R. Part 3

f. Labor standards provisions applicable to contracts governing federally financed and assisted construction (also labor standards provisions applicable to non-construction contracts subject to the Contract Work Hours and Safety Standards Act) - 29 C.F.R. Part 5

g. Office of Federal Contract Compliance Programs, Equal Employment Opportunity, Department of Labor (Federal and federally assisted contracting requirements) – 41 C.F.R. Parts 60, et seq.

h. Contractor Qualifications – 48 C.F.R. Part 9

i. New Restrictions on Lobbying – 49 C.F.R. Part 20

j. Nondiscrimination in Federally Assisted Programs of the Department of Transportation – Effectuation of Title VI of the Civil Rights Act of 1964 – 49 C.F.R. Part 21

k. Uniform relocation assistance and real property acquisition for Federal and Federally assisted programs – 49 C.F.R. Part 24

l. Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance – 49 C.F.R. Part 25

m. Nondiscrimination on the Basis of Handicap in Programs and Activities Receiving or Benefiting from Federal Financial Assistance – 49 C.F.R. Part 27

n. DOT's oversight of DOJ's ADA regulations for non-transit programs, including the ADA Accessibility Guidelines, required by the DOJ regulations at 28 C.F.R. Part 35

o. Enforcement of Nondiscrimination on the Basis of Handicap in Programs or Activities Conducted by the Department of Transportation – 49 C.F.R. Part 28

p. Denial of public works contracts to suppliers of goods and services of countries that deny procurement market access to U.S. contractors – 49 C.F.R. Part 30

q. Governmentwide Requirements for Drug-Free Workplace (Financial Assistance) – 49 C.F.R. Part 32

r. DOT's implementing ADA regulations for transit, including the ADA Accessibility Guidelines in Part 37, Appendix A – 49 C.F.R. Parts 37 and 38

s. Procedures for Transportation Workplace Drug and Alcohol Testing Programs – 49 C.F.R. Part 40

t. Participation by Disadvantaged Business Enterprises in Department of Transportation Financial Assistance Programs – 49 C.F.R. Part 26

## Highway Federal Legislation

a. Highways – Title 23, U.S.C.

b. Brooks Act (for FHWA projects, this incorporates Title IX of the Federal Property and Administrative Services Act of 1949 (formerly 40 U.S.C. 541, et seq.)) – 40 U.S.C. §§ 1101-1104; 23 U.S.C. § 112(b)(2)

c. Highway Design and Construction Standards, 23 U.S.C. 109

d. Prevailing Rate of Wage, 23 U.S.C. 113

e. Planning, 23 U.S.C.§ 134 and 135 (except for projects that are not regionally significant that do not receive funding under Title 23 or Chapter 53 of Title 49)

f. Tolls, 23 U.S.C. 301 (to the extent the subrecipient wishes to toll an existing free facility that has received Title 23 funds in the past); except as authorized by 23 U.S.C. §§ 129 and 166.

g. Size, Weight, and Length Limitations - 23 U.S.C. 127, 49 U.S.C. § 31101 et seq.

h. Buy America Act – 23 U.S.C. 313
(see https://www.fhwa.dot.gov/construction/contracts/buyam_qa.cfm)

i. Nondiscrimination – 23 U.S.C. 140

j. Efficient Environmental Reviews – 23 U.S.C. § 139

## Federal Highway Regulations

a. Planning 23 C.F.R. Part 450 (except for projects that are not regionally significant that do not receive funding under Title 23 or Chapter 53 of Title 49)

b. National Highway System Design Standards – 23 C.F.R. Part 625

c. Manual on Uniform Traffic Control Devices – 23 C.F.R. Part 655

d. Environmental Impact and Related Procedures – 23 C.F.R. Part 771

e. Procedures for Abatement of Highway Traffic and Construction Noise – 23 C.F.R. Part 772

f. Procedures Implementing Section 4(f) of the Department of Transportation Act – 23 C.F.R. Part 774

g. Permitting Requirements under the National Pollutant Discharge Elimination System – 40 C.F.R. Part 122

h. Required Contract Provisions – 23. C.F.R. Part 633 (Form 1273)

i. External Programs – 23 C.F.R. Part 230.

Specific assurances required to be included in the FY 2016 TIGER Discretionary Grant agreement by any of the above laws, regulations, or circulars are hereby incorporated by reference into the agreement.

# EXHIBIT 3

## DISADVANTAGED BUSINESS ENTERPRISE UTILIZATION (NJDOT'S FEDERAL AID ATTACHMENT 1)

### DISADVANTAGED BUSINESS ENTERPRISE UTILIZATION

A. **Utilization of Disadvantaged Business Enterprises as Subcontractors, Transaction Expeditors, Regular Dealers, Manufacturers and Truckers.** The Department advises the Contractor and subcontractors that failure to carry out the requirements in this attachment constitutes a material breach of Contract and, after the notification of the applicable Federal agency, may result in termination of the agreement or Contract by the Department or such remedy as the Department deems appropriate. Requirements set forth in this section shall also be physically included in all subcontracts in accordance with USDOT requirements.

B. **Policy.** It is the policy of the Department that Disadvantaged Business Enterprises, as defined in 49 CFR, Part 26; Titles I & V of the Intermodal Surface Transportation Efficiency Act of 1991 (ISTEA); MAP-21, Moving Ahead for Progress in the 21st Century Act (P.L. 112-141); FAST-ACT, Fixing America's Surface Transportation Act (P.L. 114-94, December 4, 2015); and Section III below, shall have an equal opportunity to participate in the performance of contracts financed in whole or in part with Federal funds under this agreement. The Disadvantaged Business Enterprise requirements of 49 CFR, Part 26 et seq. apply to this agreement.

C. **Definitions**

1. **Disadvantaged Business Enterprise (DBE).** A for-profit small business concern:

   a. That is at least 51 percent owned by one or more individuals who are both socially and economically disadvantaged or, in the case of a corporation, in which 51 percent of the stock is owned by one or more such individuals; and
   b. Whose management and daily business operations are controlled by one or more of the socially and economically disadvantaged individuals who own it, and who do not exceed the personal net worth criteria established in 49 CFR Part 26.

2. **Socially and economically disadvantaged individual.** Any individual who is a citizen (or lawfully admitted permanent resident) of the United States and who has been subjected to racial or ethnic prejudice or cultural bias within American society because of his or her identity as a member of groups and without regard to his or her individual qualities. The social disadvantage must stem from circumstances beyond the individual's control.

   a. Any individual who a recipient finds to be a socially and economically disadvantaged individual on a case-by-case basis. An individual must demonstrate that he or she has held himself or herself out, as a member of a designated group;
   b. Any individual in the following groups, members of which are rebuttably presumed to be socially and economically disadvantaged:

      (1) Black Americans," which includes persons having origins in any of the Black racial groups of Africa
      (2) Hispanic Americans," which includes persons of Mexican, Puerto Rican, Cuban, Dominican, Central or South American, or other Spanish or Portuguese culture or origin, regardless of race
      (3) Native Americans," which includes persons who are enrolled members of a Federally or State recognized Indian tribe, Alaska Natives, or Native Hawaiians
      (4) Asian-Pacific Americans," which includes persons whose origins are from Japan, China, Taiwan, Korea, Burma (Myanmar), Vietnam, Laos, Cambodia (Kampuchea), Thailand, Malaysia, Indonesia, the Philippines, Brunei, Samoa, Guam, the U.S. Trust Territories of the Pacific Islands (Republic of Palau), Republic of the Northern Marianas Islands, Samoa, Macao, Fiji, Tonga, Kirbati, Tuvalu, Nauru, Federated States of Micronesia, or Hong Kong

(5) Subcontinent Asian Americans," which includes persons whose origins are from India, Pakistan, Bangladesh, Bhutan, the Maldives Islands, Nepal or Sri Lanka
(6) Women
(7) Any additional groups whose members are designated as socially and economically disadvantaged by the SBA, at such time as the SBA designation becomes effective.
(8) Being born in a particular country does not, standing alone, mean that a person is necessarily a member of one of the groups listed in this definition.

3. **Commercially Useful Function (CUF).** A DBE performs a commercially useful function when it is responsible for execution of a distinct element of the work of a contract and carrying out its responsibility by actually performing, managing and supervising the work involved. To perform a commercially useful function, the DBE must also be responsible, with respect to materials and supplies used on the contract, for preparing the estimate, negotiating price, determining quality and quantity, ordering the material, arranging delivery, installing (where applicable), and paying for the material and supplies itself for the project.
4. **Transaction expeditor (broker).** A DBE who arranges or expedites transactions and who arranges for material drop shipments.
5. **DBE regular dealers.** A firm that must be an established, regular business that engages, as its principal business and under its own name, in the purchase and sale or lease of the products in question. In addition, a regular dealer must own, operate or maintain a store, warehouse, or other establishment in which the materials, supplies, articles or equipment required under this Contract are bought, kept in stock, and regularly sold or leased to the public in the usual course of business.
6. **DBE manufacturer.** A firm that operates or maintains a factory or establishment that produces on the premises, the materials, supplies, articles, or equipment required for the Contract.
7. **Good faith effort (GFE).** Efforts to achieve a DBE goal or other requirement of 49 CFR Part 26, which by their scope, intensity, and appropriateness to the objective, can reasonably be expected to fulfill the program requirement. Efforts to include firms not certified as DBEs in the state where the contract is being let are consequently not good faith efforts to meet a DBE contract goal.
8. **Affirmative Action Plan.** An outline of the steps a contractor or subcontractor will implement to achieve equal employment opportunity and affirmative action and/or to correct its equal employment and affirmative action program deficiencies.

D. **Compliance.** The Contractor is responsible for compliance as specified in Section 105.

E. **Contractor's DBE Obligations.** Ensure that DBEs have an equal opportunity to receive and participate in contracts and subcontracts financed in whole or in part with Federal funds in performing work with the Department. Take all necessary and reasonable steps in accordance with 49 CFR, Part 26 and the Contract to ensure that DBEs are given equal opportunity to compete for and to perform on the Department's Federal aid projects. Do not discriminate in the award and performance of any Contract obligation including, but not limited to, performance of obligations on USDOT assisted contracts, as specified in Section 107.

1. Post Award Obligations

   a. Give DBEs equal consideration with non-minority firms in negotiation for any subcontracts, purchase orders or leases.
   b. Attempt to obtain qualified DBEs to perform the work. A directory of certified Disadvantaged Small Businesses Enterprise firms can be found in the New Jersey BizNet UCP Directory, online at: http://www.njucp.net/

2. Affirmative Action After Award of the Contract

   a. **Subletting**. If at any time following the award of the Contract, the Contractor intends to sublet any portion(s) of the work under said Contract, or intends to purchase material or lease equipment not contemplated during preparation of bids, take affirmative action:

      (1) Notify the RE, in writing, of the type and approximate value of the work which the Contractor intends to accomplish by such subcontract, purchase order or lease.
      (2) Submit the Post-Award Minority Certification (Part IV of the DC-18A Request for Approval to Sublet on Projects Utilizing the 2007 Specifications Form) to the Regional Supervising Engineer with the application to sublet, or prior to purchasing material or leasing equipment. Obtain Post Award Minority Certifications from the RE.

(3) Efforts made to identify and retain a DBE as a replacement subcontractor, lower tier subcontractor, transaction expeditor, regular dealer, supplier, manufacturer or trucker when the arrangements with the original DBE prove unsuccessful, shall be as specified in Section 108. Work in the category concerned shall not begin until such approval is granted in writing by the Department.

(4) Notification of a DBE firm's termination will be as specified in Section 108. Send notice in writing to the Department through the RE. Said termination notice will include the firm's ethnic classification, whether the firm is a DBE and the detailed reason(s) for termination.

b. **Selection and Retention of Subcontractors.** Do not discriminate in the selection and retention of subcontractors, including procurement of materials and leases of equipment as specified in 108.01. Provide the RE with a listing of firms, organizations or enterprises solicited and those utilized as subcontractors on the proposed project. Such listing shall clearly delineate which firms are classified as DBEs. Provide the RE with subcontract agreements for all subcontractors performing work on the Contract as specified in Section 108.

(1) Efforts made to identify and retain a DBE as a replacement subcontractor, lower tier subcontractor, transaction expeditor, regular dealer, supplier, manufacturer or trucker when the arrangements with the original DBE prove unsuccessful, shall be submitted as specified in Section 108. Work in the category concerned shall not begin until such approval is granted in writing by the Department.

(2) Notification of a DBE firm's termination will be as specified in Subsection 108.01. Send notice in writing to the Department through the RE. Said termination notice will include the firm's ethnic classification, whether the subcontractor is a DBE and the detailed reason(s) for termination.

c. **Meeting Contract DBE Goal.** Demonstrate attainment toward meeting the Contract DBE goal by reporting monthly, all DBE participation, to the Department's RE and DCR/AA Contract Compliance Unit using the CR-267 – Monthly DBE Utilization Form. The form is due by the 5th of the month, and must list all DBEs used on the Contract, the specific Contract work items each DBE is performing, whether the DBE is performing full or partial work on the items, and the amount paid to each DBE each month. Failure to report the information, and accurately report it may result in payment being delayed or withheld as specified in Section 105, assessing sanctions, or termination of the Contract as specified in Section 108.

d. **Termination, Substitution or Replacement of DBEs.** Make good faith efforts to replace a DBE that is terminated or has otherwise failed to complete its work on the Contract with another certified DBE, to the extent needed to meet the Contract DBE goal. Notify the DCR/AA immediately of the DBE's inability or unwillingness to perform and provide reasonable documentation. Prior to termination, substitution or replacement of a DBE subcontractor, lower tier subcontractor, transaction expeditor, regular dealer, supplier, manufacturer or trucker, submit a Revised Form CR-266 to the Department naming the replacement DBE firm(s), type of work performed, specific Contract work items, whether the DBE is performing full or partial work on the items, dollar value and percent of total Contract for each DBE firm. Submit detailed written explanation of why each change is being made, including documented evidence of good faith effort(s) with the submission of the revised Form CR-266. Submit along with the revised CR-266: 1) a completed Confirmation of DBE Firm (Form CR-273) to demonstrate direct written confirmation from each DBE firm participating on the Contract, confirming the kind and amount of work that was provided on the Contractor's CR-266, and if applicable; 2) a completed DBE Regular Dealer/Supplier Verification (Form CR-272) for all DBE Regular Dealers/Suppliers listed on the revised CR-266; and if applicable, 3) a completed DBE Trucking Verification (Form CR-274) for all DBE truckers listed on the revised CR-266. Termination, substitution or replacement of DBEs shall be made as specified in Section 108. Termination or replacement of DBEs cannot be made without prior written approval of the Department as per 108.01.

e. **Submission of Good Faith Effort Documentation.** If the Contractor is unable to meet the Contract goal for DBE participation, submit to the DCR/AA for review and approval, documented evidence of good faith efforts along with the monthly CR-267 form. This submission must include written details addressing each of the good faith efforts outlined in the Contract. Submittal of such information does not imply DCR/AA approval. The Department's DCR/AA has sole authority to determine whether the Contractor is meeting the Contract DBE goal or made adequate good faith efforts to do so.

F. **DBE Goals for the Contract.** This Contract includes a goal of awarding _____ percentage of the Total Contract Price to subcontractors, transaction expeditors, regular dealers, manufacturers and truckers qualifying as DBEs.

The Department's DCR/AA has sole authority to determine whether the Contractor met the goal or made adequate good faith efforts to do so. If the DCR/AA determines that the Contractor has failed to meet the Contract DBE goal or made adequate good faith efforts to do so, the Department will follow Section 105.

G. **Counting DBE Participation.**

1. Each DBE is subject to a certification procedure to ensure its DBE eligibility status prior to the award of the Contract. All DBEs working on the Contract must be certified DBEs. To receive DBE credit toward meeting a contract goal in the context of the contract award process, a DBE firm must be certified before the due date for bids or offers on the Contract, as stated in 49 CFR Part 26.81(c). There may be situations after the award of the Contract, however, in which it is appropriate to count DBE credit for the use of a DBE subcontractor certified after the contract is executed. To be eligible to obtain DBE credit, a DBE subcontractor must be certified before the subcontract on which it is working is executed.
2. The Department determines the percentage of DBE participation that will be counted toward the Contract DBE goal in accordance with 49 C.F.R. Part 26.55 et seq.
3. The Contractor will count DBE participation toward the Contract DBE goal only the value of the work actually performed by a certified DBE and only if the DBE performs a commercially useful function in the work of a contract as per 49 CFR, Subpart C, Part 26.55(c) and the Contract.
4. The Department will count DBE participation for DBE trucking firms in accordance with 49 C.F.R. Part 26.55 et seq. The DBE can count the entire value of services performed by DBE trucks. The DBE can count the value of non-DBE trucking services up to the value of services performed by DBE trucks used on the Contract. DBE participation can be counted for the value of services of non-DBE trucks that exceed the value of the services performed by DBE trucks only in the amount of the fee or commission a DBE receives as a result of the lease arrangement.
5. The Department will count DBE participation for DBE regular dealers, manufacturers and transaction expeditors in accordance with 49 C.F.R Part 26.55 et seq. Transaction expeditors/brokers will not receive DBE credit for any portion of the cost of the materials and supplies themselves toward the Contract DBE goal. For brokers, only the DBE's fee or commission, and no part of the cost of the goods, count towards DBE goals. The Department will determine if the fees are reasonable and not excessive as compared with fees customarily allowed for similar services. If a certified firm acts as a "regular dealer" in a given transaction, it is awarded DBE credit equivalent to 60 percent of the value of the items it supplies on that contract. This credit is awarded in recognition of the value the DBE adds to transaction and the risks that it takes.
6. If the Contractor is a certified DBE, payments made to the Contractor for work performed by the Contractor will be applied toward the Contract DBE goal. Payments made to the Contractor for work performed by non-DBEs will not be applied toward the Contract DBE goal.
7. When a DBE subcontractor sublets part of the work of its contract to another firm, the value of the subcontract work may be counted towards the Contract DBE goal only if the subcontractor itself is a certified DBE. Work that a DBE subcontractor subcontracts to a non-DBE firm, cannot be counted towards the Contract DBE goal.

H. **Commercially Useful Function**

1. **Performance of Work.** The DBE must perform the work with their own permanent employees, or employees recruited through traditional recruitment and/or employment centers. DBEs must employ and control their own workforce, and cannot share employees with the Contractor, other subcontractors on the present project, or the renter-lessor of equipment being used on the present project. The DBE firm must be responsible for all payroll and labor compliance requirements for all of their employees performing work on the Contract. Direct or indirect payments by any other contractor are not allowed.
2. **Managing Work.** The DBE must manage the work themselves including the scheduling of work operations, ordering of equipment and materials, hiring/firing of employees, including supervisory employees, and preparing and submitting certified payrolls. The DBE must supervise their portion of daily work operations of the project. With respect to materials and supplies used on the Contract, the DBE must be responsible for

preparing the estimate, negotiating price, determining quantity and quality, ordering the material, arranging delivery; installing, (where applicable), and paying for the material and supplies itself, for the project.

3. **Responsibility of Work.** A DBE must perform or exercise responsibility for at least 30 percent of the total cost of its contract with its own workforce. The DBE must not subcontract a greater portion of the work of a contract than would be expected on the basis of normal industry practice for the type of work involved.
4. **Equipment of DBE.** The DBE must perform the work stated in the subcontract with their own equipment, whether owned or leased and operated on a long term agreement, not an ad hoc or contract by contract agreement. The equipment must be owned by the DBE firm, or leased/rented from traditional equipment lease/rental sources. The equipment will not belong to the Contractor, any other subcontractor or lower tier subcontractors on the current project, or supplier of materials being installed by the DBE firm.
5. **Lease of Equipment.** A DBE firm may lease specialized equipment from a contractor, but not from the Contractor, if it is consistent with normal industry practices and at rates competitive for the area. Rental agreements must be for short periods of time, specify the terms of the agreement and involve specialty equipment to be used at the job site. The lease may allow the operator to remain on the lessor's payroll, if it is the generally accepted industry practice but the operation of the equipment must be subject to full control by the DBE. The DBE is expected to provide the operator for non-specialized equipment, and is responsible for all payroll and labor compliance requirements. A separate lease agreement is required.
6. **DBE Trucking.** DBE trucking companies must perform a commercially useful function in accordance with 49 CFR Part 26.55 et seq. Contrived arrangements for the purpose of meeting DBE goals will not be allowed. The DBE must be responsible for the management and supervision of the entire trucking operation on a contract-by-contract basis, and must own and operate at least one fully, licensed, insured and operational truck used on the Contract.

   The DBE trucking firm is not permitted to obtain trucks from the Contractor to perform work on the project. The DBE may lease trucks from a subcontractor working on the project, provided the trucks are obtained from the subcontractor prior to the project letting. The DBE may lease trucks from another DBE, including an owner-operator that is certified as a DBE. The DBE may also lease trucks from non-DBEs and owner-operators. Bona fide lease agreements must be for the length of time needed by the DBE on the Contract and signed by both the DBE and the firm(s), either certified DBE or non-DBE, from which the trucks will be leased. Leases must indicate that the DBE has exclusive use and control over the truck. As per 49 CFR Part 26.55(d)(7), all leased trucks, including non-DBE trucks, must display the name and USDOT identification number issued for interstate commerce, of the DBE firm on the outside of the truck. DBE firms are expected to use the same trucks for DBE credit on all projects so use of leased vehicles on a project-by-project basis is not permitted.

   The Contractor shall have signed Hiring Agreements. Submit copies of these signed Hiring Agreements, and copies of all signed lease agreements to the RE prior to the trucking firm's commencing work on the project. Prior to the DBE trucking firm beginning work on the Contract, DBE Trucking firms will be required to complete the DBE Trucking Verification (Form CR-274). The DBE and Contractor must sign the form and the Contractor submit the original CR-274 form directly to the Department's RE, with a copy submitted to the DCR/AA. The Contractor must prepare, sign and submit with the CR-267, a Monthly Trucking Verification form (CR-271), identifying each truck owner, DBE Certification number, company name and address, truck number, and commission or amount paid for all DBE and non-DBE truckers performing work on the project. Also, submit the form to the Department as per Section E of this Special Provision for DCR/AA review, approval and determination of credit toward the Contract goal. Failure to submit the forms may result in denial or limit of credit toward the Contract DBE goal, payment being delayed or withheld as specified in Section 105, assessing sanctions or termination of the Contract as specified in Section 108.

7. **DBE Regular Dealers.** DBE regular dealers must be an established, regular business that engages, as its principal business and under its own name, in the purchase and sale or lease of the products in question. In addition, a regular dealer must own, operate or maintain a store, warehouse, or other establishment in which the materials, supplies, articles or equipment of the general character described by the specifications and required under this Contract are bought, kept in stock, and regularly sold or leased to the public in the usual course of business.

   When the Contractor seeks credit toward the Contract DBE goal using DBE regular dealers, the DBE Regular Dealer/Supplier Verification (Form CR-272) must be completed and signed by the DBE regular dealer and

then signed by the Contractor. Submit the form to the Department as per Section E of this Special Provision for the DCR/AA's review, approval and determination of credit toward the Contract DBE goal.

8. **DBE Manufacturers.** DBE manufacturers must be a firm that operates or maintains a factory or establishment that produces, on the premises, the materials, supplies, articles, or equipment required for this Contract.
9. The Contractor shall not use a DBE solely for the purpose of acting as an extra participant in a transaction, a contract or the Contract through which funds are passed in order to obtain the appearance of DBE participation.

I. **Good Faith Effort.** To demonstrate good faith efforts to meet the Contract DBE goal, a Contractor shall, on an ongoing basis, document the steps it takes to obtain DBE participation in accordance with 49 CFR Part 26.53 and Appendix A, including but not limited to the following:

1. Conducing market research to identify small business contractors and suppliers and soliciting through all reasonable and available means the interest of all certified DBEs that have the capability to perform the work of the Contract. This may include attendance at pre-bid and business matchmaking meetings and events, advertising and/or written notices, posting of Notices of Sources Sought and/or Requests for Proposals, written notices or emails to all DBEs listed in the State's directory of transportation firms that specialize in the areas of work desired (as noted in the DBE directory) and which are located in the area or surrounding areas of the project.

   Should solicit this interest as early in the acquisition process as practicable to allow the DBEs to respond to the solicitation and submit a timely offer for the subcontract. Determine with certainty if the DBEs are interested by taking appropriate steps to follow up initial solicitations.

2. Selecting portions of the work to be performed by DBEs in order to increase the likelihood that the DBE goals will be achieved. This includes, where appropriate, breaking out Contract work items into economically feasible units (for example, smaller tasks or quantities) to facilitate DBE participation, even when the Contractor might otherwise prefer to perform these work items with its own forces. This may include, where possible, establishing flexible timeframes for performance and delivery schedules in a manner that encourages and facilitates DBE participation.
3. Providing interested DBEs with detailed information about the plans, specifications, and requirements of the Contract in a timely manner to assist them in responding to a solicitation with their offer for the subcontract. Attempt to contact all potential subcontractors on the same day and use similar methods to contact them;
4. Negotiating in good faith with interested DBEs. Make a portion of the work available to DBE subcontractors and suppliers and select those portions of the work or material needs consistent with the available DBE subcontractors and suppliers, so as to facilitate DBE participation. Evidence of such negotiation includes the names, addresses, and telephone numbers of DBEs that were considered; a description of the information provided regarding the plans and specifications for the work selected for subcontracting; and evidence as to why additional Agreements could not be reached for DBEs to perform the work.

   Consider a number of factors in negotiating with subcontractors, including DBE subcontractors. Take a firm's price and capabilities as well as Contract goals into consideration. The fact that there may be some additional costs involved in finding and using DBEs is not in itself sufficient reason for failure to meet the contract DBE goal, as long as such costs are reasonable. The ability or desire of a Contractor to perform the work of a Contract with its own organization does not relieve the responsibility to make good faith efforts. Contractors are not, however, required to accept higher quotes from DBEs if the price difference is excessive or unreasonable.

5. Not rejecting DBEs as being unqualified without sound reasons based on a thorough investigation of their capabilities. The contractor's standing within its industry, membership in specific groups, organizations, or associations and political or social affiliations (for example union vs. non-union status) are not legitimate causes for the rejection or non-solicitation of bids in the Contractor's efforts to meet the Contract DBE goal. Another practice considered an insufficient good faith effort is the rejection of the DBE because its quotation for the work was not the lowest received. However, nothing in this paragraph shall be construed to require the Contractor to accept unreasonable quotes in order to satisfy the Contract DBE goal.

   Inability to find a replacement DBE at the original price is not alone sufficient to support a finding that good faith efforts have been made to replace the original DBE. The fact that the Contractor has the ability and/or

desire to perform the contract work with its own forces does not relieve the Contractor of the obligation to make good faith efforts to find a replacement DBE, and it is not a sound basis for rejecting a prospective replacement DBE's reasonable quote.

Attempt, wherever possible, to negotiate prices with potential subcontractors which submitted higher than acceptable price quotes.

Keep a record of efforts, including the names of businesses contacted and the means and results of such contacts.

6. Making efforts to assist interested DBEs in obtaining bonding, lines of credit, or insurance as required by the recipient or Contractor.
7. Making efforts to assist interested DBEs in obtaining necessary equipment, supplies, materials, or related assistance or services.
8. Effectively using the services of available minority/women community organizations; minority/women contractors' groups; local, State, and Federal minority/women business assistance offices; and other organizations as allowed on a case-by-case basis to provide assistance in the recruitment and placement of DBEs.

If the Contractor fails to meet the Contract DBE goal, they must submit documented evidence of good faith effort(s) with the CR-268 final DBE Report to the DCR/AA for review and approval. Submittal of such information does not imply DCR/AA approval. The Department's DCR/AA has sole authority to determine whether the Contractor met the Contract DBE goal or made adequate good faith efforts to do so. If the DCR/AA determines that the Contractor has failed to meet the Contract DBE goal or made adequate good faith effort to do so, the Department will follow Section 105.

**J. Submission of Affirmative Action Program**

Contractors, subcontractors and professional service firms performing work for the Department are required to submit their company's Affirmative Action Program annually to the DCR/AA. Contractors must have an **approved** Affirmative Action Program on file in the DCR/AA no later than seven (7) State business days after the date of bid opening. No recommendations to award will be made without an approved Affirmative Action Program on file in the DCR/AA.

The Annual Affirmative Action Program will include, but is not limited to the following:

1. Copy of company's comprehensive EEO/Affirmative Action Plan.
2. Copy of document designating the company's corporate EEO Officer, including the name, address and contact telephone number for the officer.
3. Copy of the company's EEO Policy Statement.
4. Copy of the company's Sexual Harassment Policy.
5. The name of the company's DBE Liaison Officer to administer the firm's Disadvantaged Business Program.
6. DBE Affirmative Action Plan which is an explanation of affirmative action methods intended to be used to seek out and consider DBEs as subcontractors, material suppliers or equipment lessors. This refers to the Contractor's ongoing responsibility, i.e., Disadvantaged Business Enterprise/Affirmative Action activities after the award of the Contract and for the duration of the Contract.

**K. DBE Liaison Officer.** Designate a DBE Liaison Officer who shall be responsible for the administration of your DBE program in accordance with the Contract, and ensuring that the Contractor complies with all provisions of 49 CFR Part 26.

**L. Consent by Department to Subletting.** The Department will not approve any subcontract proposed by the Contractor unless and until said Contractor has complied with the terms of the Contract.

**M. Conciliation.** Allegations of breach of any obligation contained in these DBE provisions and guidelines, will be investigated by the DCR/AA, the Federal Highway Administration and/or the USDOT.

**N. Documentation**

1. **Requiring of Information.** The Department or the Federal funding agencies may at any time require information as specified in Section 107 and deemed necessary in the judgment of the Department to ascertain the compliance of any Bidder, Contractor or subcontractor with the terms of the Contract.

2. **Records and Reports.** The Contractor, subcontractors and other sub-recipients will keep such records as are necessary to determine compliance with its Disadvantaged Business Enterprise Utilization obligations. These records kept will be designed to indicate:

   a. The names of DBE contractors, subcontractors, transaction expeditors and material suppliers contacted for work on the Contract, including when and how contacted, and the specific Contract work items and other information provided to each.
   b. Work, services and materials which are not performed or supplied by the Contractor.
   c. The actual dollar value of work subcontracted and awarded to DBEs, including specific Contract work items and cost of each work item.
   d. The progress being made and efforts taken in seeking out and utilizing DBEs to include: solicitations, specific Contract work items and the quotes and bids regarding those specific Contract work items, supplies, leases, or other contract items, etc.
   e. Detailed written documentation of all correspondence, contacts, telephone calls, etc., including names and dates/times, to obtain the services of DBEs on the Contract.
   f. Records of all DBEs and non-DBEs who have submitted quotes/bids to the Contractor on the Contract.
   g. Monthly reports required for submission to the Department, hiring agreements, subcontracts, lease agreements, supply tickets and other records documenting DBE utilization on the Contract.
   h. Documentation outlining EEO workforce information for the Contract.
   i. Documentation outlining EEO and Affirmative Action efforts made in the administration and performance of the Contract.

3. **Submission of Reports, Forms and Documentation**. Submit reports, forms and documentation, as required by the Department, on those contracts and other business transactions executed with DBEs in such form and manner as may be prescribed by the Department. Failure to submit the required forms, reports or other documentation as required may result in payment being delayed or withheld as specified in Section 105, assessing sanctions, or termination of the contract as specified in Section 108. Submission of falsified forms, reports or other required documentation may result in termination of the Contract as specified in Section 108, investigation by the Department's Inspector General, and prosecution by the State Attorney General's Office.
4. **Maintaining Records.** All records must be maintained for a period of three (3) years following acceptance of final payment and will be available for inspection by the Department, or the Federal funding agencies.

O. **Prompt Payment to Subcontractors.** On Federal aid projects, payment to subcontractors, equipment lessors, suppliers and manufacturers is made in accordance with Section 109.

P. **Non-Compliance.** Failure by the Contractor to comply with the DBE program, rules and regulations of 49 CFR Part 26 in the administration of the Contract may result in denial or limit of credit toward the Contract DBE goal, payment being delayed or withheld as specified in Section 105, assessing sanctions, liquidated damages as specified in Section 108, default as specified in Section 108, debarment, or termination of the Contract as specified in Section 108. The Contractor may further be declared ineligible for future Department contracts.

# EXHIBIT 4

During the performance of this contract, the contractor, for itself, its assignees, and successors in interest (hereinafter referred to as the "contractor") agrees as follows:

1. **Compliance with Regulations:** The contractor (hereinafter includes consultants) will comply with the Acts and the Regulations relative to Non-discrimination in Federally-assisted programs of the U.S. Department of Transportation, Federal Highway Administration (FHWA), as they may be amended from time to time, which are herein incorporated by reference and made a part of this contract.

2. **Non-discrimination:** The contractor, with regard to the work performed by it during the contract, will not discriminate on the grounds of race, color, or national origin in the selection and retention of subcontractors, including procurements of materials and leases of equipment. The contractor will not participate directly or indirectly in the discrimination prohibited by the Acts and the Regulations, including employment practices when the contract covers any activity, project, or program set forth in Appendix B of 49 C.F.R. Part 21.

3. **Solicitations for Subcontracts, Including Procurements of Materials and Equipment:** In all solicitations, either by competitive bidding, or negotiation made by the contractor for work to be performed under a subcontract, including procurements of materials, or leases of equipment, each potential subcontractor or supplier will be notified by the contractor of the contractor's obligations under this contract and the Acts and the Regulations relative to Non-discrimination on the grounds of race, color, or national origin.

4. **Information and Reports:** The contractor will provide all information and reports required by the Acts, the Regulations, and directives issued pursuant thereto and will permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the Recipient or the FHWA to be pertinent to ascertain compliance with such Acts, Regulations, and instructions. Where any information required of a contractor is in the exclusive possession of another who fails or refuses to furnish the information, the contractor will so certify to the Subrecipient or the State, as appropriate, and will set forth what efforts it has made to obtain the information.

5. **Sanctions for Noncompliance:** In the event of a contractor's noncompliance with the Non-discrimination provisions of this contract, the subrecipient (State of New Jersey or the "State") will impose such contract sanctions as it or the FHWA may determine to be appropriate, including, but not limited to:

    a. withholding payments to the contractor under the contract until the contractor complies; and/or

    b. cancelling, terminating, or suspending a contract, in whole or in part.

6. **Incorporation of Provisions:** The contractor will include the provisions of paragraphs one through six in every subcontract, including procurements of materials and leases of equipment, unless exempt by the Acts, the Regulations and directives issued pursuant thereto. The contractor will take action with respect to any subcontract or procurement as the Subrecipient or the State may direct as a means of enforcing such provisions including sanctions for noncompliance. Provided, that if the contractor becomes involved in, or is threatened with litigation by a subcontractor, or supplier because of such direction, the contractor may request the Subrecipient to enter into any litigation to protect the interests of the Subrecipient. In addition, the contractor may request the United States or the State to enter into the litigation to protect the interests of the United States.

## Exhibit 5

During the performance of this contract, the contractor, for itself, its assignees, and successors in interest (hereinafter referred to as the "contractor") agrees to comply with the following non-discrimination statutes and authorities; including but not limited to:

**Pertinent Non-Discrimination Authorities:**

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d *et seq.*, 78 stat. 252), (prohibits discrimination on the basis of race, color, national origin); and 49 C.F.R. Part 21.

- The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, (42 U.S.C. § 4601), (prohibits unfair treatment of persons displaced or whose property has been acquired because of Federal or Federal-aid programs and projects);

- Federal-Aid Highway Act of 1973, (23 U.S.C. § 324 *et seq.*), (prohibits discrimination on the basis of sex);

- Section 504 of the Rehabilitation Act of 1973, (29 U.S.C. § 794 *et seq.*), as amended, (prohibits discrimination on the basis of disability); and 49 C.F.R. Part 27;

- The Age Discrimination Act of 1975, as amended, (42 U.S.C. § 6101 *et seq.*), (prohibits discrimination on the basis of age);

- Airport and Airway Improvement Act of 1982, (49 U.S.C. § 471, Section 47123), as amended, (prohibits discrimination based on race, creed, color, national origin, or sex);

- The Civil Rights Restoration Act of 1987, (PL 100-209), (Broadened the scope, coverage and applicability of Title VI of the Civil Rights Act of 1964, The Age Discrimination Act of 1975 and Section 504 of the Rehabilitation Act of 1973, by expanding the definition of the terms "programs or activities" to include all of the programs or activities of the Federal-aid recipients, sub-recipients and contractors, whether such programs or activities are Federally funded or not);

- Titles II and III of the Americans with Disabilities Act, which prohibit discrimination on the basis of disability in the operation of public entities, public and private transportation systems, places of public accommodation, and certain testing entities (42 U.S.C. §§ 12131 – 12189) as implemented by Department of Transportation regulations at 49 C.F.R. Parts 37 and 38;

- The Federal Aviation Administration's Non-discrimination statute (49 U.S.C. § 47123) (prohibits discrimination on the basis of race, color, national origin, and sex);

- Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations, which ensures nondiscrimination against minority populations by discouraging programs, policies, and activities with

disproportionately high and adverse human health or environmental effects on minority and low-income populations;

- Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency, and resulting agency guidance, national origin discrimination includes discrimination because of limited English proficiency (LEP). To ensure compliance with Title VI, you must take reasonable steps to ensure that LEP persons have meaningful access to your programs (70 Fed. Reg. at 74087 to 74100);

- Title IX of the Education Amendments of 1972, as amended, which prohibits you from discriminating because of sex in education programs or activities (20 U.S.C. § 1681 et seq).

EXHIBIT 6

(NJDOT FEDERAL AID ATTACHMENT 6)

**FEDERAL MANDATORY EQUAL OPPORTUNITY LANGUAGE ON FEDERAL AID PROJECTS (AUTHORITY SUBJECT TO 41 CFR 60-1.4 IN COMPLIANCE WITH 2 CFR PART 200 AND 2 CFR PART 200 APPENDIX II)**

The CONTRACTOR hereby agrees that it will incorporate or cause to be incorporated into any contract for construction work, or modification thereof, as defined in the regulations of the Secretary of Labor at 41 CFR Chapter 60, which is paid for in whole or in part with funds obtained from the Federal Government or borrowed on the credit of the Federal Government pursuant to a grant, contract, loan, insurance, or guarantee, or undertaken pursuant to any Federal program involving such grant, contract, loan, insurance, or guarantee, the following equal opportunity clause:

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

(1) The contractor will not discriminate against any employee or applicant for employment because of race, color, religion, sex, sexual orientation, gender identity, or national origin. The contractor will take affirmative action to ensure that applicants are employed, and that employees are treated during employment without regard to their race, color, religion, sex, sexual orientation, gender identity, or national origin. Such action 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 setting forth the provisions of this nondiscrimination clause.

(2) The contractor 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 race, color, religion, sex, sexual orientation, gender identity, or national origin.

(3) The contractor will not discharge or in any other manner discriminate against any employee or applicant for employment because such employee or applicant has inquired about, discussed, or disclosed the compensation of the employee or applicant or another employee or applicant. This provision shall not apply to instances in which an employee who has access to the compensation information of other employees or applicants as a part of such employee's essential job functions discloses the compensation of such other employees or applicants to individuals who do not otherwise have access to such information, unless such disclosure is in response to a formal complaint or charge, in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or is consistent with the contractor's legal duty to furnish information.

(4) The contractor will send to each labor union or representative of workers with which he has a collective bargaining agreement or other contract or understanding, a notice to be provided advising the said labor union or workers' representatives of the contractor's commitments under this section, and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

(5) The contractor will comply with all provisions of Executive Order 11246 of September 24, 1965, and of the rules, regulations, and relevant orders of the Secretary of Labor.

(6) The contractor will furnish all information and reports required by Executive Order 11246 of September 24, 1965, and by rules, regulations, and orders of the Secretary of Labor, or pursuant thereto, and will permit access to his books, records, and accounts by the administering agency and the Secretary of Labor for purposes of investigation to ascertain compliance with such rules, regulations, and orders.

(7) In the event of the contractor's noncompliance with the nondiscrimination clauses of this contract or with any of the said rules, regulations, or orders, this contract may be canceled, terminated, or suspended in whole or in part and the contractor may be declared ineligible for further Government contracts or federally assisted construction contracts in accordance with procedures authorized in Executive Order 11246 of September 24, 1965, and such other sanctions may be imposed and remedies invoked as provided in Executive Order 11246 of September 24, 1965, or by rule, regulation, or order of the Secretary of Labor, or as otherwise provided by law.

(8) The contractor will include the portion of the sentence immediately preceding paragraph (1) and the provisions of paragraphs (1) through (8) in every subcontract or purchase order unless exempted by rules, regulations, or orders of the Secretary of Labor issued pursuant to section 204 of Executive Order 11246 of September 24, 1965, so that such provisions will be binding upon each subcontractor or vendor. The contractor will take such action with respect to any subcontract or purchase order as the administering agency may direct as a means of enforcing such provisions, including sanctions for noncompliance:

Provided, however, that in the event a contractor becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction by the administering agency, the contractor may request the United States to enter into such litigation to protect the interests of the United States.

The applicant further agrees that it will be bound by the above equal opportunity clause with respect to its own employment practices when it participates in federally assisted construction work: Provided, That if the applicant so participating is a State or local government, the above equal opportunity clause is not applicable to any agency, instrumentality or subdivision of such government which does not participate in work on or under the contract.

The applicant agrees that it will assist and cooperate actively with the administering agency and the Secretary of Labor in obtaining the compliance of contractors and subcontractors with the equal opportunity clause and the rules, regulations, and relevant orders of the Secretary of Labor, that it will furnish the administering agency and the Secretary of Labor such information as they may require for the supervision of such compliance, and that it will otherwise assist the administering agency in the discharge of the agency's primary responsibility for securing compliance.

The applicant further agrees that it will refrain from entering into any contract or contract modification subject to Executive Order 11246 of September 24, 1965, with a contractor debarred from, or who has not demonstrated eligibility for, Government contracts and federally assisted construction contracts pursuant to the Executive Order and will carry out such sanctions and penalties for violation of the equal opportunity clause as may be imposed upon contractors and subcontractors by the administering agency or the Secretary of Labor pursuant to Part II, Subpart D of the Executive Order. In addition, the applicant agrees that if it fails or refuses to comply with

these undertakings, the administering agency may take any or all of the following actions: Cancel, terminate, or suspend in whole or in part this grant (contract, loan, insurance, guarantee); refrain from extending any further assistance to the applicant under the program with respect to which the failure or refund occurred until satisfactory assurance of future compliance has been received from such applicant; and refer the case to the Department of Justice for appropriate legal proceedings.

(2) [Reserved]

(c) Subcontracts. Each nonexempt prime contractor or subcontractor shall include the equal opportunity clause in each of its nonexempt subcontracts.

(d) Inclusion of the equal opportunity clause by reference. The equal opportunity clause may be included by reference in all Government contracts and subcontracts, including Government bills of lading, transportation requests, contracts for deposit of Government funds, and contracts for issuing and paying U.S. savings bonds and notes, and such other contracts and subcontracts as the Director of OFCCP may designate.

(e) Incorporation by operation of the order. By operation of the order, the equal opportunity clause shall be considered to be a part of every contract and subcontract required by the order and the regulations in this part to include such a clause whether or not it is physically incorporated in such contracts and whether or not the contract between the agency and the contractor is written.

(f) Adaptation of language. Such necessary changes in language may be made in the equal opportunity clause as shall be appropriate to identify properly the parties and their undertakings.

# EXHIBIT 7
# (NJDOT FEDERAL AID PROJECT ATTACHMENT 8)

## FHWA-1273

### REQUIRED CONTRACT PROVISIONS
### FEDERAL-AID CONSTRUCTION CONTRACTS

I. General
II. Nondiscrimination
III. Nonsegregated Facilities
IV. Davis-Bacon and Related Act Provisions
V. Contract Work Hours and Safety Standards Act Provisions
VI. Subletting or Assigning the Contract
VII. Safety: Accident Prevention
VIII. False Statements Concerning Highway Projects
IX. Implementation of Clean Air Act and Federal Water Pollution Control Act
X. Compliance with Governmentwide Suspension and Debarment Requirements
XI. Certification Regarding Use of Contract Funds for Lobbying

ATTACHMENTS

A. Employment and Materials Preference for Appalachian Development Highway System or Appalachian Local Access Road Contracts (included in Appalachian contracts only)

**I. GENERAL**

1. Form FHWA-1273 must be physically incorporated in each construction contract funded under Title 23 (excluding emergency contracts solely intended for debris removal). The contractor (or subcontractor) must insert this form in each subcontract and further require its inclusion in all lower tier subcontracts (excluding purchase orders, rental agreements and other agreements for supplies or services).

The applicable requirements of Form FHWA-1273 are incorporated by reference for work done under any purchase order, rental agreement or agreement for other services. The prime contractor shall be responsible for compliance by any subcontractor, lower-tier subcontractor or service provider.

Form FHWA-1273 must be included in all Federal-aid design-build contracts, in all subcontracts and in lower tier subcontracts (excluding subcontracts for design services, purchase orders, rental agreements and other agreements for supplies or services). The design-builder shall be responsible for compliance by any subcontractor, lower-tier subcontractor or service provider.

Contracting agencies may reference Form FHWA-1273 in bid proposal or request for proposal documents, however, the Form FHWA-1273 must be physically incorporated (not referenced) in all contracts, subcontracts and lower-tier subcontracts (excluding purchase orders, rental agreements and other agreements for supplies or services related to a construction contract).

2. Subject to the applicability criteria noted in the following sections, these contract provisions shall apply to all work performed on the contract by the contractor's own organization and with the assistance of workers under the contractor's immediate superintendence and to all work performed on the contract by piecework, station work, or by subcontract.

3. A breach of any of the stipulations contained in these Required Contract Provisions may be sufficient grounds for withholding of progress payments, withholding of final payment, termination of the contract, suspension / debarment or any other action determined to be appropriate by the contracting agency and FHWA.

4 Selection of Labor: During the performance of this contract, the contractor shall not use convict labor for any purpose within the limits of a construction project on a Federal-aid highway unless it is labor performed by convicts who are on parole, supervised release, or probation. The term Federal-aid highway does not include roadways functionally classified as local roads or rural minor collectors.

**II. NONDISCRIMINATION**

The provisions of this section related to 23 CFR Part 230 are applicable to all Federal-aid construction contracts and to all related construction subcontracts of $10,000 or more. The provisions of 23 CFR Part 230 are not applicable to material supply, engineering, or architectural service contracts.

In addition, the contractor and all subcontractors must comply with the following policies: Executive Order 11246, 41 CFR 60, 29 CFR 1625-1627, Title 23 USC Section 140, the Rehabilitation Act of 1973, as amended (29 USC 794), Title VI of the Civil Rights Act of 1964, as amended, and related regulations including 49 CFR Parts 21, 26 and 27; and 23 CFR Parts 200, 230, and 633.

The contractor and all subcontractors must comply with: the requirements of the Equal Opportunity Clause in 41 CFR 60-1.4(b) and, for all construction contracts exceeding $10,000, the Standard Federal Equal Employment Opportunity Construction Contract Specifications in 41 CFR 60-4.3.

Note: The U.S. Department of Labor has exclusive authority to determine compliance with Executive Order 11246 and the policies of the Secretary of Labor including 41 CFR 60, and 29 CFR 1625-1627. The contracting agency and the FHWA have

the authority and the responsibility to ensure compliance with Title 23 USC Section 140, the Rehabilitation Act of 1973, as amended (29 USC 794), and Title VI of the Civil Rights Act of 1964, as amended, and related regulations including 49 CFR Parts 21, 26 and 27; and 23 CFR Parts 200, 230, and 633.

The following provision is adopted from 23 CFR 230, Appendix A, with appropriate revisions to conform to the U.S. Department of Labor (US DOL) and FHWA requirements.

**1. Equal Employment Opportunity:** Equal employment opportunity (EEO) requirements not to discriminate and to take affirmative action to assure equal opportunity as set forth under laws, executive orders, rules, regulations (28 CFR 35, 29 CFR 1630, 29 CFR 1625-1627, 41 CFR 60 and 49 CFR 27) and orders of the Secretary of Labor as modified by the provisions prescribed herein, and imposed pursuant to 23 U.S.C. 140 shall constitute the EEO and specific affirmative action standards for the contractor's project activities under this contract. The provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.) set forth under 28 CFR 35 and 29 CFR 1630 are incorporated by reference in this contract. In the execution of this contract, the contractor agrees to comply with the following minimum specific requirement activities of EEO:

a. The contractor will work with the contracting agency and the Federal Government to ensure that it has made every good faith effort to provide equal opportunity with respect to all of its terms and conditions of employment and in their review of activities under the contract.

b. The contractor will accept as its operating policy the following statement:

> "It is the policy of this Company to assure that applicants are employed, and that employees are treated during employment, without regard to their race, religion, sex, color, national origin, age or disability. Such action shall include: 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, pre-apprenticeship, and/or on-the-job training."

**2. EEO Officer:** The contractor will designate and make known to the contracting officers an EEO Officer who will have the responsibility for and must be capable of effectively administering and promoting an active EEO program and who must be assigned adequate authority and responsibility to do so.

**3. Dissemination of Policy:** All members of the contractor's staff who are authorized to hire, supervise, promote, and discharge employees, or who recommend such action, or who are substantially involved in such action, will be made fully cognizant of, and will implement, the contractor's EEO policy and contractual responsibilities to provide EEO in each grade and classification of employment. To ensure that the above agreement will be met, the following actions will be taken as a minimum:

a. Periodic meetings of supervisory and personnel office employees will be conducted before the start of work and then not less often than once every six months, at which time the contractor's EEO policy and its implementation will be reviewed and explained. The meetings will be conducted by the EEO Officer.

b. All new supervisory or personnel office employees will be given a thorough indoctrination by the EEO Officer, covering all major aspects of the contractor's EEO obligations within thirty days following their reporting for duty with the contractor.

c. All personnel who are engaged in direct recruitment for the project will be instructed by the EEO Officer in the contractor's procedures for locating and hiring minorities and women.

d. Notices and posters setting forth the contractor's EEO policy will be placed in areas readily accessible to employees, applicants for employment and potential employees.

e. The contractor's EEO policy and the procedures to implement such policy will be brought to the attention of employees by means of meetings, employee handbooks, or other appropriate means.

**4. Recruitment:** When advertising for employees, the contractor will include in all advertisements for employees the notation: "An Equal Opportunity Employer." All such advertisements will be placed in publications having a large circulation among minorities and women in the area from which the project work force would normally be derived.

a. The contractor will, unless precluded by a valid bargaining agreement, conduct systematic and direct recruitment through public and private employee referral sources likely to yield qualified minorities and women. To meet this requirement, the contractor will identify sources of potential minority group employees, and establish with such identified sources procedures whereby minority and women applicants may be referred to the contractor for employment consideration.

b. In the event the contractor has a valid bargaining agreement providing for exclusive hiring hall referrals, the contractor is expected to observe the provisions of that agreement to the extent that the system meets the contractor's compliance with EEO contract provisions. Where implementation of such an agreement has the effect of discriminating against minorities or women, or obligates the contractor to do the same, such implementation violates Federal nondiscrimination provisions.

c. The contractor will encourage its present employees to refer minorities and women as applicants for employment. Information and procedures with regard to referring such applicants will be discussed with employees.

**5. Personnel Actions:** Wages, working conditions, and employee benefits shall be established and administered, and personnel actions of every type, including hiring, upgrading, promotion, transfer, demotion, layoff, and termination, shall be taken without regard to race, color, religion, sex, national origin, age or disability. The following procedures shall be followed:

a. The contractor will conduct periodic inspections of project sites to insure that working conditions and employee facilities do not indicate discriminatory treatment of project site personnel.

b. The contractor will periodically evaluate the spread of wages paid within each classification to determine any evidence of discriminatory wage practices.

c. The contractor will periodically review selected personnel actions in depth to determine whether there is evidence of discrimination. Where evidence is found, the contractor will promptly take corrective action. If the review indicates that the

discrimination may extend beyond the actions reviewed, such corrective action shall include all affected persons.

d. The contractor will promptly investigate all complaints of alleged discrimination made to the contractor in connection with its obligations under this contract, will attempt to resolve such complaints, and will take appropriate corrective action within a reasonable time. If the investigation indicates that the discrimination may affect persons other than the complainant, such corrective action shall include such other persons. Upon completion of each investigation, the contractor will inform every complainant of all of their avenues of appeal.

**6. Training and Promotion:**

a. The contractor will assist in locating, qualifying, and increasing the skills of minorities and women who are applicants for employment or current employees. Such efforts should be aimed at developing full journey level status employees in the type of trade or job classification involved.

b. Consistent with the contractor's work force requirements and as permissible under Federal and State regulations, the contractor shall make full use of training programs, i.e., apprenticeship, and on-the-job training programs for the geographical area of contract performance. In the event a special provision for training is provided under this contract, this subparagraph will be superseded as indicated in the special provision. The contracting agency may reserve training positions for persons who receive welfare assistance in accordance with 23 U.S.C. 140(a).

c. The contractor will advise employees and applicants for employment of available training programs and entrance requirements for each.

d. The contractor will periodically review the training and promotion potential of employees who are minorities and women and will encourage eligible employees to apply for such training and promotion.

**7. Unions:** If the contractor relies in whole or in part upon unions as a source of employees, the contractor will use good faith efforts to obtain the cooperation of such unions to increase opportunities for minorities and women. Actions by the contractor, either directly or through a contractor's association acting as agent, will include the procedures set forth below:

a. The contractor will use good faith efforts to develop, in cooperation with the unions, joint training programs aimed toward qualifying more minorities and women for membership in the unions and increasing the skills of minorities and women so that they may qualify for higher paying employment.

b. The contractor will use good faith efforts to incorporate an EEO clause into each union agreement to the end that such union will be contractually bound to refer applicants without regard to their race, color, religion, sex, national origin, age or disability.

c. The contractor is to obtain information as to the referral practices and policies of the labor union except that to the extent such information is within the exclusive possession of the labor union and such labor union refuses to furnish such information to the contractor, the contractor shall so certify to the contracting agency and shall set forth what efforts have been made to obtain such information.

d. In the event the union is unable to provide the contractor with a reasonable flow of referrals within the time limit set forth in the collective bargaining agreement, the contractor will, through independent recruitment efforts, fill the employment vacancies without regard to race, color, religion, sex, national origin, age or disability; making full efforts to obtain qualified and/or qualifiable minorities and women. The failure of a union to provide sufficient referrals (even though it is obligated to provide exclusive referrals under the terms of a collective bargaining agreement) does not relieve the contractor from the requirements of this paragraph. In the event the union referral practice prevents the contractor from meeting the obligations pursuant to Executive Order 11246, as amended, and these special provisions, such contractor shall immediately notify the contracting agency.

**8. Reasonable Accommodation for Applicants / Employees with Disabilities:** The contractor must be familiar with the requirements for and comply with the Americans with Disabilities Act and all rules and regulations established there under. Employers must provide reasonable accommodation in all employment activities unless to do so would cause an undue hardship.

**9. Selection of Subcontractors, Procurement of Materials and Leasing of Equipment:** The contractor shall not discriminate on the grounds of race, color, religion, sex, national origin, age or disability in the selection and retention of subcontractors, including procurement of materials and leases of equipment. The contractor shall take all necessary and reasonable steps to ensure nondiscrimination in the administration of this contract.

a. The contractor shall notify all potential subcontractors and suppliers and lessors of their EEO obligations under this contract.

b. The contractor will use good faith efforts to ensure subcontractor compliance with their EEO obligations.

**10. Assurance Required by 49 CFR 26.13(b):**

a. The requirements of 49 CFR Part 26 and the State DOT's U.S. DOT-approved DBE program are incorporated by reference.

b. The contractor or subcontractor shall not discriminate on the basis of race, color, national origin, or sex in the performance of this contract. The contractor shall carry out applicable requirements of 49 CFR Part 26 in the award and administration of DOT-assisted contracts. Failure by the contractor to carry out these requirements is a material breach of this contract, which may result in the termination of this contract or such other remedy as the contracting agency deems appropriate.

**11. Records and Reports:** The contractor shall keep such records as necessary to document compliance with the EEO requirements. Such records shall be retained for a period of three years following the date of the final payment to the contractor for all contract work and shall be available at reasonable times and places for inspection by authorized representatives of the contracting agency and the FHWA.

a. The records kept by the contractor shall document the following:

(1) The number and work hours of minority and non-minority group members and women employed in each work classification on the project;

(2) The progress and efforts being made in cooperation with unions, when applicable, to increase employment opportunities for minorities and women; and

(3) The progress and efforts being made in locating, hiring, training, qualifying, and upgrading minorities and women;

b. The contractors and subcontractors will submit an annual report to the contracting agency each July for the duration of the project, indicating the number of minority, women, and non-minority group employees currently engaged in each work classification required by the contract work. This information is to be reported on Form FHWA-1391. The staffing data should represent the project work force on board in all or any part of the last payroll period preceding the end of July. If on-the-job training is being required by special provision, the contractor will be required to collect and report training data. The employment data should reflect the work force on board during all or any part of the last payroll period preceding the end of July.

## III. NONSEGREGATED FACILITIES

This provision is applicable to all Federal-aid construction contracts and to all related construction subcontracts of $10,000 or more.

The contractor must ensure that facilities provided for employees are provided in such a manner that segregation on the basis of race, color, religion, sex, or national origin cannot result. The contractor may neither require such segregated use by written or oral policies nor tolerate such use by employee custom. The contractor's obligation extends further to ensure that its employees are not assigned to perform their services at any location, under the contractor's control, where the facilities are segregated. The term "facilities" includes waiting rooms, work areas, restaurants and other eating areas, time clocks, restrooms, washrooms, locker rooms, and other storage or dressing areas, parking lots, drinking fountains, recreation or entertainment areas, transportation, and housing provided for employees. The contractor shall provide separate or single-user restrooms and necessary dressing or sleeping areas to assure privacy between sexes.

## IV. DAVIS-BACON AND RELATED ACT PROVISIONS

This section is applicable to all Federal-aid construction projects exceeding $2,000 and to all related subcontracts and lower-tier subcontracts (regardless of subcontract size). The requirements apply to all projects located within the right-of-way of a roadway that is functionally classified as Federal-aid highway. This excludes roadways functionally classified as local roads or rural minor collectors, which are exempt. Contracting agencies may elect to apply these requirements to other projects.

The following provisions are from the U.S. Department of Labor regulations in 29 CFR 5.5 "Contract provisions and related matters" with minor revisions to conform to the FHWA-1273 format and FHWA program requirements.

1. Minimum wages

a. All laborers and mechanics employed or working upon the site of the work, will be paid unconditionally and not less often than once a week, and without subsequent deduction or rebate on any account (except such payroll deductions as are permitted by regulations issued by the Secretary of Labor under the Copeland Act (29 CFR part 3)), the full amount of wages and bona fide fringe benefits (or cash equivalents thereof) due at time of payment computed at rates not less than those contained in the wage determination of the Secretary of Labor which is attached hereto and made a part hereof, regardless of any contractual relationship which may be alleged to exist between the contractor and such laborers and mechanics.

Contributions made or costs reasonably anticipated for bona fide fringe benefits under section 1(b)(2) of the Davis-Bacon Act on behalf of laborers or mechanics are considered wages paid to such laborers or mechanics, subject to the provisions of paragraph 1.d. of this section; also, regular contributions made or costs incurred for more than a weekly period (but not less often than quarterly) under plans, funds, or programs which cover the particular weekly period, are deemed to be constructively made or incurred during such weekly period. Such laborers and mechanics shall be paid the appropriate wage rate and fringe benefits on the wage determination for the classification of work actually performed, without regard to skill, except as provided in 29 CFR 5.5(a)(4). Laborers or mechanics performing work in more than one classification may be compensated at the rate specified for each classification for the time actually worked therein: Provided, That the employer's payroll records accurately set forth the time spent in each classification in which work is performed. The wage determination (including any additional classification and wage rates conformed under paragraph 1.b. of this section) and the Davis-Bacon poster (WH–1321) shall be posted at all times by the contractor and its subcontractors at the site of the work in a prominent and accessible place where it can be easily seen by the workers.

b. (1) The contracting officer shall require that any class of laborers or mechanics, including helpers, which is not listed in the wage determination and which is to be employed under the contract shall be classified in conformance with the wage determination. The contracting officer shall approve an additional classification and wage rate and fringe benefits therefore only when the following criteria have been met:

(i) The work to be performed by the classification requested is not performed by a classification in the wage determination; and

(ii) The classification is utilized in the area by the construction industry; and

(iii) The proposed wage rate, including any bona fide fringe benefits, bears a reasonable relationship to the wage rates contained in the wage determination.

(2) If the contractor and the laborers and mechanics to be employed in the classification (if known), or their representatives, and the contracting officer agree on the classification and wage rate (including the amount designated for fringe benefits where appropriate), a report of the action taken shall be sent by the contracting officer to the Administrator of the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, Washington, DC 20210. The Administrator, or an authorized representative, will approve, modify, or disapprove every additional classification action within 30 days of receipt and

so advise the contracting officer or will notify the contracting officer within the 30-day period that additional time is necessary.

(3) In the event the contractor, the laborers or mechanics to be employed in the classification or their representatives, and the contracting officer do not agree on the proposed classification and wage rate (including the amount designated for fringe benefits, where appropriate), the contracting officer shall refer the questions, including the views of all interested parties and the recommendation of the contracting officer, to the Wage and Hour Administrator for determination. The Wage and Hour Administrator, or an authorized representative, will issue a determination within 30 days of receipt and so advise the contracting officer or will notify the contracting officer within the 30-day period that additional time is necessary.

(4) The wage rate (including fringe benefits where appropriate) determined pursuant to paragraphs 1.b.(2) or 1.b.(3) of this section, shall be paid to all workers performing work in the classification under this contract from the first day on which work is performed in the classification.

c. Whenever the minimum wage rate prescribed in the contract for a class of laborers or mechanics includes a fringe benefit which is not expressed as an hourly rate, the contractor shall either pay the benefit as stated in the wage determination or shall pay another bona fide fringe benefit or an hourly cash equivalent thereof.

d. If the contractor does not make payments to a trustee or other third person, the contractor may consider as part of the wages of any laborer or mechanic the amount of any costs reasonably anticipated in providing bona fide fringe benefits under a plan or program, Provided, That the Secretary of Labor has found, upon the written request of the contractor, that the applicable standards of the Davis-Bacon Act have been met. The Secretary of Labor may require the contractor to set aside in a separate account assets for the meeting of obligations under the plan or program.

2. Withholding

The contracting agency shall upon its own action or upon written request of an authorized representative of the Department of Labor, withhold or cause to be withheld from the contractor under this contract, or any other Federal contract with the same prime contractor, or any other federally-assisted contract subject to Davis-Bacon prevailing wage requirements, which is held by the same prime contractor, so much of the accrued payments or advances as may be considered necessary to pay laborers and mechanics, including apprentices, trainees, and helpers, employed by the contractor or any subcontractor the full amount of wages required by the contract. In the event of failure to pay any laborer or mechanic, including any apprentice, trainee, or helper, employed or working on the site of the work, all or part of the wages required by the contract, the contracting agency may, after written notice to the contractor, take such action as may be necessary to cause the suspension of any further payment, advance, or guarantee of funds until such violations have ceased.

3. Payrolls and basic records

a. Payrolls and basic records relating thereto shall be maintained by the contractor during the course of the work and preserved for a period of three years thereafter for all laborers and mechanics working at the site of the work. Such records shall contain the name, address, and social security number of each such worker, his or her correct classification, hourly rates of wages paid (including rates of contributions or costs anticipated for bona fide fringe benefits or cash equivalents thereof of the types described in section 1(b)(2)(B) of the Davis-Bacon Act), daily and weekly number of hours worked, deductions made and actual wages paid. Whenever the Secretary of Labor has found under 29 CFR 5.5(a)(1)(iv) that the wages of any laborer or mechanic include the amount of any costs reasonably anticipated in providing benefits under a plan or program described in section 1(b)(2)(B) of the Davis-Bacon Act, the contractor shall maintain records which show that the commitment to provide such benefits is enforceable, that the plan or program is financially responsible, and that the plan or program has been communicated in writing to the laborers or mechanics affected, and records which show the costs anticipated or the actual cost incurred in providing such benefits. Contractors employing apprentices or trainees under approved programs shall maintain written evidence of the registration of apprenticeship programs and certification of trainee programs, the registration of the apprentices and trainees, and the ratios and wage rates prescribed in the applicable programs.

b. (1) The contractor shall submit weekly for each week in which any contract work is performed a copy of all payrolls to the contracting agency. The payrolls submitted shall set out accurately and completely all of the information required to be maintained under 29 CFR 5.5(a)(3)(i), except that full social security numbers and home addresses shall not be included on weekly transmittals. Instead the payrolls shall only need to include an individually identifying number for each employee ( e.g. , the last four digits of the employee's social security number). The required weekly payroll information may be submitted in any form desired. Optional Form WH–347 is available for this purpose from the Wage and Hour Division Web site at http://www.dol.gov/esa/whd/forms/wh347instr.htm or its successor site. The prime contractor is responsible for the submission of copies of payrolls by all subcontractors. Contractors and subcontractors shall maintain the full social security number and current address of each covered worker, and shall provide them upon request to the contracting agency for transmission to the State DOT, the FHWA or the Wage and Hour Division of the Department of Labor for purposes of an investigation or audit of compliance with prevailing wage requirements. It is not a violation of this section for a prime contractor to require a subcontractor to provide addresses and social security numbers to the prime contractor for its own records, without weekly submission to the contracting agency..

(2) Each payroll submitted shall be accompanied by a "Statement of Compliance," signed by the contractor or subcontractor or his or her agent who pays or supervises the payment of the persons employed under the contract and shall certify the following:

(i) That the payroll for the payroll period contains the information required to be provided under §5.5 (a)(3)(ii) of Regulations, 29 CFR part 5, the appropriate information is being maintained under §5.5 (a)(3)(i) of Regulations, 29 CFR part 5, and that such information is correct and complete;

(ii) That each laborer or mechanic (including each helper, apprentice, and trainee) employed on the contract during the payroll period has been paid the full weekly wages earned, without rebate, either directly or indirectly, and that no deductions have been made either directly or indirectly from the full wages earned, other than permissible deductions as set forth in Regulations, 29 CFR part 3;

(iii) That each laborer or mechanic has been paid not less than the applicable wage rates and fringe benefits or cash equivalents for the classification of work performed, as specified in the applicable wage determination incorporated into the contract.

(3) The weekly submission of a properly executed certification set forth on the reverse side of Optional Form WH–347 shall satisfy the requirement for submission of the "Statement of Compliance" required by paragraph 3.b.(2) of this section.

(4) The falsification of any of the above certifications may subject the contractor or subcontractor to civil or criminal prosecution under section 1001 of title 18 and section 231 of title 31 of the United States Code.

c. The contractor or subcontractor shall make the records required under paragraph 3.a. of this section available for inspection, copying, or transcription by authorized representatives of the contracting agency, the State DOT, the FHWA, or the Department of Labor, and shall permit such representatives to interview employees during working hours on the job. If the contractor or subcontractor fails to submit the required records or to make them available, the FHWA may, after written notice to the contractor, the contracting agency or the State DOT, take such action as may be necessary to cause the suspension of any further payment, advance, or guarantee of funds. Furthermore, failure to submit the required records upon request or to make such records available may be grounds for debarment action pursuant to 29 CFR 5.12.

**4. Apprentices and trainees**

a. Apprentices (programs of the USDOL).

Apprentices will be permitted to work at less than the predetermined rate for the work they performed when they are employed pursuant to and individually registered in a bona fide apprenticeship program registered with the U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship Training, Employer and Labor Services, or with a State Apprenticeship Agency recognized by the Office, or if a person is employed in his or her first 90 days of probationary employment as an apprentice in such an apprenticeship program, who is not individually registered in the program, but who has been certified by the Office of Apprenticeship Training, Employer and Labor Services or a State Apprenticeship Agency (where appropriate) to be eligible for probationary employment as an apprentice.

The allowable ratio of apprentices to journeymen on the job site in any craft classification shall not be greater than the ratio permitted to the contractor as to the entire work force under the registered program. Any worker listed on a payroll at an apprentice wage rate, who is not registered or otherwise employed as stated above, shall be paid not less than the applicable wage rate on the wage determination for the classification of work actually performed. In addition, any apprentice performing work on the job site in excess of the ratio permitted under the registered program shall be paid not less than the applicable wage rate on the wage determination for the work actually performed. Where a contractor is performing construction on a project in a locality other than that in which its program is registered, the ratios and wage rates (expressed in percentages of the journeyman's hourly rate) specified in the contractor's or subcontractor's registered program shall be observed.

Every apprentice must be paid at not less than the rate specified in the registered program for the apprentice's level of progress, expressed as a percentage of the journeymen hourly rate specified in the applicable wage determination. Apprentices shall be paid fringe benefits in accordance with the provisions of the apprenticeship program. If the apprenticeship program does not specify fringe benefits, apprentices must be paid the full amount of fringe benefits listed on the wage determination for the applicable classification. If the Administrator determines that a different practice prevails for the applicable apprentice classification, fringes shall be paid in accordance with that determination.

In the event the Office of Apprenticeship Training, Employer and Labor Services, or a State Apprenticeship Agency recognized by the Office, withdraws approval of an apprenticeship program, the contractor will no longer be permitted to utilize apprentices at less than the applicable predetermined rate for the work performed until an acceptable program is approved.

b. Trainees (programs of the USDOL).

Except as provided in 29 CFR 5.16, trainees will not be permitted to work at less than the predetermined rate for the work performed unless they are employed pursuant to and individually registered in a program which has received prior approval, evidenced by formal certification by the U.S. Department of Labor, Employment and Training Administration.

The ratio of trainees to journeymen on the job site shall not be greater than permitted under the plan approved by the Employment and Training Administration.

Every trainee must be paid at not less than the rate specified in the approved program for the trainee's level of progress, expressed as a percentage of the journeyman hourly rate specified in the applicable wage determination. Trainees shall be paid fringe benefits in accordance with the provisions of the trainee program. If the trainee program does not mention fringe benefits, trainees shall be paid the full amount of fringe benefits listed on the wage determination unless the Administrator of the Wage and Hour Division determines that there is an apprenticeship program associated with the corresponding journeyman wage rate on the wage determination which provides for less than full fringe benefits for apprentices. Any employee listed on the payroll at a trainee rate who is not registered and participating in a training plan approved by the Employment and Training Administration shall be paid not less than the applicable wage rate on the wage determination for the classification of work actually performed. In addition, any trainee performing work on the job site in excess of the ratio permitted under the registered program shall be paid not less than the applicable wage rate on the wage determination for the work actually performed.

In the event the Employment and Training Administration withdraws approval of a training program, the contractor will no longer be permitted to utilize trainees at less than the applicable predetermined rate for the work performed until an acceptable program is approved.

c Equal employment opportunity. The utilization of apprentices, trainees and journeymen under this part shall be in conformity with the equal employment opportunity requirements of Executive Order 11246, as amended, and 29 CFR part 30.

d. Apprentices and Trainees (programs of the U.S. DOT).

Apprentices and trainees working under apprenticeship and skill training programs which have been certified by the Secretary of Transportation as promoting EEO in connection with Federal-aid highway construction programs are not subject to the requirements of paragraph 4 of this Section IV. The straight time hourly wage rates for apprentices and trainees under such programs will be established by the particular programs. The ratio of apprentices and trainees to journeymen shall not be greater than permitted by the terms of the particular program.

**5. Compliance with Copeland Act requirements.** The contractor shall comply with the requirements of 29 CFR part 3, which are incorporated by reference in this contract.

**6. Subcontracts.** The contractor or subcontractor shall insert Form FHWA-1273 in any subcontracts and also require the subcontractors to include Form FHWA-1273 in any lower tier subcontracts. The prime contractor shall be responsible for the compliance by any subcontractor or lower tier subcontractor with all the contract clauses in 29 CFR 5.5.

**7. Contract termination: debarment.** A breach of the contract clauses in 29 CFR 5.5 may be grounds for termination of the contract, and for debarment as a contractor and a subcontractor as provided in 29 CFR 5.12.

**8. Compliance with Davis-Bacon and Related Act requirements.** All rulings and interpretations of the Davis-Bacon and Related Acts contained in 29 CFR parts 1, 3, and 5 are herein incorporated by reference in this contract.

**9. Disputes concerning labor standards.** Disputes arising out of the labor standards provisions of this contract shall not be subject to the general disputes clause of this contract. Such disputes shall be resolved in accordance with the procedures of the Department of Labor set forth in 29 CFR parts 5, 6, and 7. Disputes within the meaning of this clause include disputes between the contractor (or any of its subcontractors) and the contracting agency, the U.S. Department of Labor, or the employees or their representatives.

**10. Certification of eligibility.**

a. By entering into this contract, the contractor certifies that neither it (nor he or she) nor any person or firm who has an interest in the contractor's firm is a person or firm ineligible to be awarded Government contracts by virtue of section 3(a) of the Davis-Bacon Act or 29 CFR 5.12(a)(1).

b. No part of this contract shall be subcontracted to any person or firm ineligible for award of a Government contract by virtue of section 3(a) of the Davis-Bacon Act or 29 CFR 5.12(a)(1).

c. The penalty for making false statements is prescribed in the U.S. Criminal Code, 18 U.S.C. 1001.

V. CONTRACT WORK HOURS AND SAFETY STANDARDS ACT

The following clauses apply to any Federal-aid construction contract in an amount in excess of $100,000 and subject to the overtime provisions of the Contract Work Hours and Safety Standards Act. These clauses shall be inserted in addition to the clauses required by 29 CFR 5.5(a) or 29 CFR 4.6. As used in this paragraph, the terms laborers and mechanics include watchmen and guards.

**1. Overtime requirements.** No contractor or subcontractor contracting for any part of the contract work which may require or involve the employment of laborers or mechanics shall require or permit any such laborer or mechanic in any workweek in which he or she is employed on such work to work in excess of forty hours in such workweek unless such laborer or mechanic receives compensation at a rate not less than one and one-half times the basic rate of pay for all hours worked in excess of forty hours in such workweek.

**2. Violation; liability for unpaid wages; liquidated damages.** In the event of any violation of the clause set forth in paragraph (1.) of this section, the contractor and any subcontractor responsible therefore shall be liable for the unpaid wages. In addition, such contractor and subcontractor shall be liable to the United States (in the case of work done under contract for the District of Columbia or a territory, to such District or to such territory), for liquidated damages. Such liquidated damages shall be computed with respect to each individual laborer or mechanic, including watchmen and guards, employed in violation of the clause set forth in paragraph (1.) of this section, in the sum of $10 for each calendar day on which such individual was required or permitted to work in excess of the standard workweek of forty hours without payment of the overtime wages required by the clause set forth in paragraph (1.) of this section.

**3. Withholding for unpaid wages and liquidated damages.** The FHWA or the contacting agency shall upon its own action or upon written request of an authorized representative of the Department of Labor withhold or cause to be withheld, from any moneys payable on account of work performed by the contractor or subcontractor under any such contract or any other Federal contract with the same prime contractor, or any other federally-assisted contract subject to the Contract Work Hours and Safety Standards Act, which is held by the same prime contractor, such sums as may be determined to be necessary to satisfy any liabilities of such contractor or subcontractor for unpaid wages and liquidated damages as provided in the clause set forth in paragraph (2.) of this section.

**4. Subcontracts.** The contractor or subcontractor shall insert in any subcontracts the clauses set forth in paragraph (1.) through (4.) of this section and also a clause requiring the subcontractors to include these clauses in any lower tier subcontracts. The prime contractor shall be responsible for compliance by any subcontractor or lower tier subcontractor

with the clauses set forth in paragraphs (1.) through (4.) of this section.

## VI. SUBLETTING OR ASSIGNING THE CONTRACT

This provision is applicable to all Federal-aid construction contracts on the National Highway System.

1. The contractor shall perform with its own organization contract work amounting to not less than 30 percent (or a greater percentage if specified elsewhere in the contract) of the total original contract price, excluding any specialty items designated by the contracting agency. Specialty items may be performed by subcontract and the amount of any such specialty items performed may be deducted from the total original contract price before computing the amount of work required to be performed by the contractor's own organization (23 CFR 635.116).

a. The term "perform work with its own organization" refers to workers employed or leased by the prime contractor, and equipment owned or rented by the prime contractor, with or without operators. Such term does not include employees or equipment of a subcontractor or lower tier subcontractor, agents of the prime contractor, or any other assignees. The term may include payments for the costs of hiring leased employees from an employee leasing firm meeting all relevant Federal and State regulatory requirements. Leased employees may only be included in this term if the prime contractor meets all of the following conditions:

(1) the prime contractor maintains control over the supervision of the day-to-day activities of the leased employees;
(2) the prime contractor remains responsible for the quality of the work of the leased employees;
(3) the prime contractor retains all power to accept or exclude individual employees from work on the project; and
(4) the prime contractor remains ultimately responsible for the payment of predetermined minimum wages, the submission of payrolls, statements of compliance and all other Federal regulatory requirements.

b. "Specialty Items" shall be construed to be limited to work that requires highly specialized knowledge, abilities, or equipment not ordinarily available in the type of contracting organizations qualified and expected to bid or propose on the contract as a whole and in general are to be limited to minor components of the overall contract.

2. The contract amount upon which the requirements set forth in paragraph (1) of Section VI is computed includes the cost of material and manufactured products which are to be purchased or produced by the contractor under the contract provisions.

3. The contractor shall furnish (a) a competent superintendent or supervisor who is employed by the firm, has full authority to direct performance of the work in accordance with the contract requirements, and is in charge of all construction operations (regardless of who performs the work) and (b) such other of its own organizational resources (supervision, management, and engineering services) as the contracting officer determines is necessary to assure the performance of the contract.

4. No portion of the contract shall be sublet, assigned or otherwise disposed of except with the written consent of the contracting officer, or authorized representative, and such consent when given shall not be construed to relieve the contractor of any responsibility for the fulfillment of the contract. Written consent will be given only after the contracting agency has assured that each subcontract is evidenced in writing and that it contains all pertinent provisions and requirements of the prime contract.

5. The 30% self-performance requirement of paragraph (1) is not applicable to design-build contracts; however, contracting agencies may establish their own self-performance requirements.

## VII. SAFETY: ACCIDENT PREVENTION

This provision is applicable to all Federal-aid construction contracts and to all related subcontracts.

1. In the performance of this contract the contractor shall comply with all applicable Federal, State, and local laws governing safety, health, and sanitation (23 CFR 635). The contractor shall provide all safeguards, safety devices and protective equipment and take any other needed actions as it determines, or as the contracting officer may determine, to be reasonably necessary to protect the life and health of employees on the job and the safety of the public and to protect property in connection with the performance of the work covered by the contract.

2. It is a condition of this contract, and shall be made a condition of each subcontract, which the contractor enters into pursuant to this contract, that the contractor and any subcontractor shall not permit any employee, in performance of the contract, to work in surroundings or under conditions which are unsanitary, hazardous or dangerous to his/her health or safety, as determined under construction safety and health standards (29 CFR 1926) promulgated by the Secretary of Labor, in accordance with Section 107 of the Contract Work Hours and Safety Standards Act (40 U.S.C. 3704).

3. Pursuant to 29 CFR 1926.3, it is a condition of this contract that the Secretary of Labor or authorized representative thereof, shall have right of entry to any site of contract performance to inspect or investigate the matter of compliance with the construction safety and health standards and to carry out the duties of the Secretary under Section 107 of the Contract Work Hours and Safety Standards Act (40 U.S.C.3704).

## VIII. FALSE STATEMENTS CONCERNING HIGHWAY PROJECTS

This provision is applicable to all Federal-aid construction contracts and to all related subcontracts.

In order to assure high quality and durable construction in conformity with approved plans and specifications and a high degree of reliability on statements and representations made by engineers, contractors, suppliers, and workers on Federal-aid highway projects, it is essential that all persons concerned with the project perform their functions as carefully, thoroughly, and honestly as possible. Willful falsification, distortion, or misrepresentation with respect to any facts related to the project is a violation of Federal law. To prevent any misunderstanding regarding the seriousness of these and similar acts, Form FHWA-1022 shall be posted on each Federal-aid highway project (23 CFR 635) in one or more places where it is readily available to all persons concerned with the project:

18 U.S.C. 1020 reads as follows:

"Whoever, being an officer, agent, or employee of the United States, or of any State or Territory, or whoever, whether a person, association, firm, or corporation, knowingly makes any false statement, false representation, or false report as to the character, quality, quantity, or cost of the material used or to be used, or the quantity or quality of the work performed or to be performed, or the cost thereof in connection with the submission of plans, maps, specifications, contracts, or costs of construction on any highway or related project submitted for approval to the Secretary of Transportation; or

Whoever knowingly makes any false statement, false representation, false report or false claim with respect to the character, quality, quantity, or cost of any work performed or to be performed, or materials furnished or to be furnished, in connection with the construction of any highway or related project approved by the Secretary of Transportation; or

Whoever knowingly makes any false statement or false representation as to material fact in any statement, certificate, or report submitted pursuant to provisions of the Federal-aid Roads Act approved July 1, 1916, (39 Stat. 355), as amended and supplemented;

Shall be fined under this title or imprisoned not more than 5 years or both."

## IX. IMPLEMENTATION OF CLEAN AIR ACT AND FEDERAL WATER POLLUTION CONTROL ACT

This provision is applicable to all Federal-aid construction contracts and to all related subcontracts.

By submission of this bid/proposal or the execution of this contract, or subcontract, as appropriate, the bidder, proposer, Federal-aid construction contractor, or subcontractor, as appropriate, will be deemed to have stipulated as follows:

1. That any person who is or will be utilized in the performance of this contract is not prohibited from receiving an award due to a violation of Section 508 of the Clean Water Act or Section 306 of the Clean Air Act.
2. That the contractor agrees to include or cause to be included the requirements of paragraph (1) of this Section X in every subcontract, and further agrees to take such action as the contracting agency may direct as a means of enforcing such requirements.

## X. CERTIFICATION REGARDING DEBARMENT, SUSPENSION, INELIGIBILITY AND VOLUNTARY EXCLUSION

This provision is applicable to all Federal-aid construction contracts, design-build contracts, subcontracts, lower-tier subcontracts, purchase orders, lease agreements, consultant contracts or any other covered transaction requiring FHWA approval or that is estimated to cost $25,000 or more – as defined in 2 CFR Parts 180 and 1200.

### 1. Instructions for Certification – First Tier Participants:

a. By signing and submitting this proposal, the prospective first tier participant is providing the certification set out below.

b. The inability of a person to provide the certification set out below will not necessarily result in denial of participation in this covered transaction. The prospective first tier participant shall submit an explanation of why it cannot provide the certification set out below. The certification or explanation will be considered in connection with the department or agency's determination whether to enter into this transaction. However, failure of the prospective first tier participant to furnish a certification or an explanation shall disqualify such a person from participation in this transaction.

c. The certification in this clause is a material representation of fact upon which reliance was placed when the contracting agency determined to enter into this transaction. If it is later determined that the prospective participant knowingly rendered an erroneous certification, in addition to other remedies available to the Federal Government, the contracting agency may terminate this transaction for cause of default.

d. The prospective first tier participant shall provide immediate written notice to the contracting agency to whom this proposal is submitted if any time the prospective first tier participant learns that its certification was erroneous when submitted or has become erroneous by reason of changed circumstances.

e. The terms "covered transaction," "debarred," "suspended," "ineligible," "participant," "person," "principal," and "voluntarily excluded," as used in this clause, are defined in 2 CFR Parts 180 and 1200. "First Tier Covered Transactions" refers to any covered transaction between a grantee or subgrantee of Federal funds and a participant (such as the prime or general contract). "Lower Tier Covered Transactions" refers to any covered transaction under a First Tier Covered Transaction (such as subcontracts). "First Tier Participant" refers to the participant who has entered into a covered transaction with a grantee or subgrantee of Federal funds (such as the prime or general contractor). "Lower Tier Participant" refers any participant who has entered into a covered transaction with a First Tier Participant or other Lower Tier Participants (such as subcontractors and suppliers).

f. The prospective first tier participant agrees by submitting this proposal that, should the proposed covered transaction be entered into, it shall not knowingly enter into any lower tier covered transaction with a person who is debarred, suspended, declared ineligible, or voluntarily excluded from participation in this covered transaction, unless authorized by the department or agency entering into this transaction.

g. The prospective first tier participant further agrees by submitting this proposal that it will include the clause titled "Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion-Lower Tier Covered Transactions," provided by the department or contracting agency, entering into this covered transaction, without modification, in all lower tier covered transactions and in all solicitations for lower tier covered transactions exceeding the $25,000 threshold.

h. A participant in a covered transaction may rely upon a certification of a prospective participant in a lower tier covered transaction that is not debarred, suspended, ineligible, or voluntarily excluded from the covered transaction, unless it knows that the certification is erroneous. A participant is responsible for ensuring that its principals are not suspended, debarred, or otherwise ineligible to participate in covered transactions. To verify the eligibility of its principals, as well as the eligibility of any lower tier prospective participants, each participant may, but is not required to, check the Excluded

Parties List System website (https://www.epls.gov/), which is compiled by the General Services Administration.

i. Nothing contained in the foregoing shall be construed to require the establishment of a system of records in order to render in good faith the certification required by this clause. The knowledge and information of the prospective participant is not required to exceed that which is normally possessed by a prudent person in the ordinary course of business dealings.

j. Except for transactions authorized under paragraph (f) of these instructions, if a participant in a covered transaction knowingly enters into a lower tier covered transaction with a person who is suspended, debarred, ineligible, or voluntarily excluded from participation in this transaction, in addition to other remedies available to the Federal Government, the department or agency may terminate this transaction for cause or default.

* * * * *

**2. Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion – First Tier Participants:**

a. The prospective first tier participant certifies to the best of its knowledge and belief, that it and its principals:

(1) Are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participating in covered transactions by any Federal department or agency;

(2) Have not within a three-year period preceding this proposal been convicted of or had a civil judgment rendered against them for commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (Federal, State or local) transaction or contract under a public transaction; violation of Federal or State antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property;

(3) Are not presently indicted for or otherwise criminally or civilly charged by a governmental entity (Federal, State or local) with commission of any of the offenses enumerated in paragraph (a)(2) of this certification; and

(4) Have not within a three-year period preceding this application/proposal had one or more public transactions (Federal, State or local) terminated for cause or default.

b. Where the prospective participant is unable to certify to any of the statements in this certification, such prospective participant shall attach an explanation to this proposal.

2. **Instructions for Certification - Lower Tier Participants:**

(Applicable to all subcontracts, purchase orders and other lower tier transactions requiring prior FHWA approval or estimated to cost $25,000 or more - 2 CFR Parts 180 and 1200)

a. By signing and submitting this proposal, the prospective lower tier is providing the certification set out below.

b. The certification in this clause is a material representation of fact upon which reliance was placed when this transaction was entered into. If it is later determined that the prospective lower tier participant knowingly rendered an erroneous certification, in addition to other remedies available to the Federal Government, the department, or agency with which this transaction originated may pursue available remedies, including suspension and/or debarment.

c. The prospective lower tier participant shall provide immediate written notice to the person to which this proposal is submitted if at any time the prospective lower tier participant learns that its certification was erroneous by reason of changed circumstances.

d. The terms "covered transaction," "debarred," "suspended," "ineligible," "participant," "person," "principal," and "voluntarily excluded," as used in this clause, are defined in 2 CFR Parts 180 and 1200. You may contact the person to which this proposal is submitted for assistance in obtaining a copy of those regulations. "First Tier Covered Transactions" refers to any covered transaction between a grantee or subgrantee of Federal funds and a participant (such as the prime or general contract). "Lower Tier Covered Transactions" refers to any covered transaction under a First Tier Covered Transaction (such as subcontracts). "First Tier Participant" refers to the participant who has entered into a covered transaction with a grantee or subgrantee of Federal funds (such as the prime or general contractor). "Lower Tier Participant" refers any participant who has entered into a covered transaction with a First Tier Participant or other Lower Tier Participants (such as subcontractors and suppliers).

e. The prospective lower tier participant agrees by submitting this proposal that, should the proposed covered transaction be entered into, it shall not knowingly enter into any lower tier covered transaction with a person who is debarred, suspended, declared ineligible, or voluntarily excluded from participation in this covered transaction, unless authorized by the department or agency with which this transaction originated.

f. The prospective lower tier participant further agrees by submitting this proposal that it will include this clause titled "Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion-Lower Tier Covered Transaction," without modification, in all lower tier covered transactions and in all solicitations for lower tier covered transactions exceeding the $25,000 threshold.

g. A participant in a covered transaction may rely upon a certification of a prospective participant in a lower tier covered transaction that is not debarred, suspended, ineligible, or voluntarily excluded from the covered transaction, unless it knows that the certification is erroneous. A participant is responsible for ensuring that its principals are not suspended, debarred, or otherwise ineligible to participate in covered transactions. To verify the eligibility of its principals, as well as the eligibility of any lower tier prospective participants, each participant may, but is not required to, check the Excluded Parties List System website (https://www.epls.gov/), which is compiled by the General Services Administration.

h. Nothing contained in the foregoing shall be construed to require establishment of a system of records in order to render in good faith the certification required by this clause. The knowledge and information of participant is not required to exceed that which is normally possessed by a prudent person in the ordinary course of business dealings.

i. Except for transactions authorized under paragraph e of these instructions, if a participant in a covered transaction knowingly enters into a lower tier covered transaction with a person who is suspended, debarred, ineligible, or voluntarily excluded from participation in this transaction, in addition to

other remedies available to the Federal Government, the department or agency with which this transaction originated may pursue available remedies, including suspension and/or debarment.

* * * * *

**Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion--Lower Tier Participants:**

1. The prospective lower tier participant certifies, by submission of this proposal, that neither it nor its principals is presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participating in covered transactions by any Federal department or agency.

2. Where the prospective lower tier participant is unable to certify to any of the statements in this certification, such prospective participant shall attach an explanation to this proposal.

* * * * *

XI. CERTIFICATION REGARDING USE OF CONTRACT FUNDS FOR LOBBYING

This provision is applicable to all Federal-aid construction contracts and to all related subcontracts which exceed $100,000 (49 CFR 20).

1. The prospective participant certifies, by signing and submitting this bid or proposal, to the best of his or her knowledge and belief, that:

a. No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of any Federal agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.

b. If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any Federal agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions.

2. This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by 31 U.S.C. 1352. Any person who fails to file the required certification shall be subject to a civil penalty of not less than $10,000 and not more than $100,000 for each such failure.

3. The prospective participant also agrees by submitting its bid or proposal that the participant shall require that the language of this certification be included in all lower tier subcontracts, which exceed $100,000 and that all such recipients shall certify and disclose accordingly.

## ATTACHMENT A - EMPLOYMENT AND MATERIALS PREFERENCE FOR APPALACHIAN DEVELOPMENT HIGHWAY SYSTEM OR APPALACHIAN LOCAL ACCESS ROAD CONTRACTS

This provision is applicable to all Federal-aid projects funded under the Appalachian Regional Development Act of 1965.

1. During the performance of this contract, the contractor undertaking to do work which is, or reasonably may be, done as on-site work, shall give preference to qualified persons who regularly reside in the labor area as designated by the DOL wherein the contract work is situated, or the subregion, or the Appalachian counties of the State wherein the contract work is situated, except:

a. To the extent that qualified persons regularly residing in the area are not available.

b. For the reasonable needs of the contractor to employ supervisory or specially experienced personnel necessary to assure an efficient execution of the contract work.

c. For the obligation of the contractor to offer employment to present or former employees as the result of a lawful collective bargaining contract, provided that the number of nonresident persons employed under this subparagraph (1c) shall not exceed 20 percent of the total number of employees employed by the contractor on the contract work, except as provided in subparagraph (4) below.

2. The contractor shall place a job order with the State Employment Service indicating (a) the classifications of the laborers, mechanics and other employees required to perform the contract work, (b) the number of employees required in each classification, (c) the date on which the participant estimates such employees will be required, and (d) any other pertinent information required by the State Employment Service to complete the job order form. The job order may be placed with the State Employment Service in writing or by telephone. If during the course of the contract work, the information submitted by the contractor in the original job order is substantially modified, the participant shall promptly notify the State Employment Service.

3. The contractor shall give full consideration to all qualified job applicants referred to him by the State Employment Service. The contractor is not required to grant employment to any job applicants who, in his opinion, are not qualified to perform the classification of work required.

4. If, within one week following the placing of a job order by the contractor with the State Employment Service, the State Employment Service is unable to refer any qualified job applicants to the contractor, or less than the number requested, the State Employment Service will forward a certificate to the contractor indicating the unavailability of applicants. Such certificate shall be made a part of the contractor's permanent project records. Upon receipt of this certificate, the contractor may employ persons who do not normally reside in the labor area to fill positions covered by the certificate, notwithstanding the provisions of subparagraph (1c) above.

5. The provisions of 23 CFR 633.207(e) allow the contracting agency to provide a contractual preference for the use of mineral resource materials native to the Appalachian region.

6. The contractor shall include the provisions of Sections 1 through 4 of this Attachment A in every subcontract for work which is, or reasonably may be, done as on-site work.

EXHIBIT 8

**STATE MANDATORY ADDENDUM TO FHWA 1273 REQUIRED CONTRACT PROVISIONS, FEDERAL AID CONSTRUCTION CONTRACTS AS AMENDED OR SUPPLEMENTED**

**ALL CONTRACTORS MUST PROVIDE THIS LANGUAGE IN ANY CONTRACT WITH THEIR SUBCONTRACTORS AS REQUIRED BY 2 CFR PART 200 AND 2 CFR PART 200 APPENDIX II AND IS CURRENTLY NOT INCLUDED IN FHWA FORM 1273, BUT IS REFLECTED IN PROPOSED AMENDMENTS NOT YET FINALIZED.**

FHWA Form 1273 shall be read to include:

1. All references to "race, religion, sex, color , national origin, age or disability" shall be read to include "sexual orientation and gender identity".
2. SECTION IV, DAVIS-BACON ACT AND RELATED ACT PROVISIONS shall apply if the project is defined to be on a Federal-aid highway, regardless of the location of the project in compliance with 23 U.S.C. 133(i).
3. SECTION IX. IMPLEMENTATION OF CLEAN AIR ACT AND FEDERAL WATER POLLUTION CONTROL ACT shall require in conformance with 2 CFR Part 200 and 2 CFR Part 200 Appendix II that contractors on all Federal-aid construction contracts in excess of $150,000 and all related subcontracts, supply contracts and vendor contracts " comply with all related standards, orders or regulations issued pursuant to the Clean Air Act (42 U.S.C. 7401-7671q) and the Federal Water Pollution Control Act as amended (33 U>S.C. 1251-1387) as required by 2 CFR 200.326.
4. SECTION X. CERTIFICATION REGARDING DEBARMENT, SUSPENSION, INELIGIBILITY AND VOLUNTARY EXCLUSION shall be read to comply with 2 CFR Part 200 and 2 CFR Part 200 Appendix II to replace the Excluded Parties List System with the System For Award Management (SAM) as required by 2 CFR Part 180.
5. If the work requires that cargo be shipped by oceanic transport or across the Great Lakes, in compliance with Section 3511 of the Duncan Hunter National Defense Authorization Act of 2009 amending the Cargo Preference Act, each contract shall require that cargoes financed "in any way with Federal funds for the account of any persons unless otherwise exempted" requires the use of US-flag vessels to transport the materials or equipment acquired for a specific Federal-aid construction project.

## EXHIBIT 9

## (NJDOT FEDERAL AID ATTACHMENT 11)

## BYRD ANTI-LOBBYING CERTIFICATION
**pursuant to 31 U.S.C. 1352 and 49 CFR part 21**

Contractor and all subcontractor are required to comply with this attachment. Contractor and any subcontractor shall be responsible to fill out Disclosure of Lobbying Activities Standard Form – LLL and report it to the NJDOT Contract Compliance Unit for appropriate disclosure to the Federal Government.

Contractor and all subcontracts on bids or awards over $100,000 shall require as mandatory language in every contract:

The undersigned certifies, to the best of his or her knowledge and belief, that:

(1) No federal appropriate funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of an agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment or modification of any Federal contract, grant, loan, or cooperative agreement.

(2) If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, or any employee of a Member of Congress in connection with this Federal contract, grant, loan or cooperative agreement, the undersigned shall complete and submit Standard Form – LLL (Federal Aid Attachment Form 11) "Disclosure Form to Report Lobbying," in accordance with its instructions.

(3) The undersigned shall require that the language of this certification be included in the award documents for all subawards at all tiers (including subcontracts, subgrants, and contracts under grants, loans, and cooperative agreements) and that all subrecipients shall certify and disclose accordingly.

This certification is a material representation of fact upon which reliance was placed when the transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by section 1352, title 31, U.S. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not that $10,000 and not more than $100,000 for each such failure.

**244-24**
**August 6, 2024**

# RESOLUTION

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

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

| Organization | Type of Event/Date | Place | RL No. |
|---|---|---|---|
| Foundation of NJIT | 7.5.24<br>Off Premise 50/50 | 757 Eagle Rock Ave. | 7879 |
| ICHS Blue Lion Club of Montclair | 7.18.24<br>On Premise 50/50 | 90 Rock Spring Road | 7880 |
| ICHS Blue Lion Club of Montclair | 7.18.24<br>Tricky Tray | 90 Rock Spring Road | 7881 |
| W.O. Mountaineer Cheer, Inc. | 8.30.24, 9.13.24, 9.27.24, 10.4.24, 10.11.24, 10.25.24, 12.14.24, 12.15.24<br>On Premise 50/50 | 51 Conforti Ave. | 7882 |
| Volunpeer, Inc. | 11.15.24<br>Tricky Tray | 1 Crest Drive | 7883 |
| Volunpeer, Inc. | 11.15.24<br>On Premise 50/50 | 1 Crest Drive | 7884 |
| Christopher CJ Morgan Memorial Scholarship | 8.26.24<br>Tricky Tray | 90 Rock Spring Rd. | 7885 |

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

**Bill Rutherford**
**Council President**

**Adopted: August 6, 2024**

**245-24**
**August 6, 2024**

# RESOLUTION AUTHORING THE TOWNSHIP TO REMOVE A NON-VIABLE TREE FROM 14 WADDINGTON AVENUE, WEST ORANGE, NEW JERSEY

**WHEREAS**, the Township Forester has determined that one tree located in the rear of 14 Waddington Ave., West Orange, Jersey, 07052 (the "Property") abutting properties located at 16 Waddington Avenue, West Orange, New Jersey and 242 St. Cloud Avenue, West Orange, New Jersey (the "Adjacent Properties") is non-viable (i.e., dead or dying) and potentially hazardous to the Adjacent Property; and

**WHEREAS,** on May 19, 2023, the Township Forester sent a Notice of Violation to the owner of the Property, Timothy Overill (the "Property Owner");

**WHEREAS,** on March 20, 2024, the Township Forester issued Summons No. SC-2024-041018 to the Property Owner; and

**WHEREAS**, the Court issued a bench warrant for the Property Owner's failure to appear on July 25, 2024, and

**WHEREAS,** the Township Forester has determined that the non-viable tree on the Property is at risk of falling onto the Adjacent Properties, causing damage to the Adjacent Properties and potential injury to persons on the Adjacent Property; and

**WHEREAS**, pursuant to the Township of West Orange Municipal Code (the "Township Code") § 14-11.1, the Planning Director may assign the Township Forester to enforce Chapter 14 and Chapter 25 of the Township Code; and

**WHEREAS,** pursuant to Township Code § 14-11-15, the Township Forester issued a notice to remove the non-viable tree and the Property Owner has not responded or otherwise removed the non-viable tree; and

**WHEREAS,** the Township received an estimate for the removal of the non-viable tree on the Property attached herein as Exhibit **"A;"**

**WHEREAS,** Beucler Tree Experts LLC ("Beucler") is a registered tree removal company with the Township of West Orange and is contracted by the Township to perform work on street trees; and

**WHEREAS,** Beucler estimated it will cost $6,500 to remove the non-viable tree from the Property; and

**WHEREAS,** the removal of the non-viable tree from the Property is necessary in order to protect the Adjacent Properties and potential personal injuries

**WHEREAS,** pursuant to Township Code § 14-11.15, since the Property Owner has failed to respond or remove the non-viable tree, the Township may remove the non-viable tree, the Township shall receive from the Property owner "reimbursement of all expenses and costs, including all reasonable legal fees and expenses as shall be approved by the Township Council;" and;

**NOW BE IT HEREBY RESOLVED,** by the Township Council of the Township of West Orange that the Township is authorized to engage with Beucler to remove the non-viable tree on the Property and to take such other further necessary steps to recover all costs incurred including filing a lien on the Property to recover any and all costs and expenses incurred.

| | |
|---|---|
| **Karen J. Carnevale, Municipal Clerk** | **Bill Rutherford, Council President** |

**Adopted: August 6, 2024**

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

**Vincent Buono, Interim Chief Financial Officer**

**246-24**
**August 6, 2024**

**RESOLUTION APPROVING AMENDED TEMPORARY EASEMENT AGREEMENT WITH H&L ORANGE LLC FOR EMERGENCY STORMWATER REPAIRS**

**WHEREAS**, the Township of West Orange Engineer has determined that there are emergency repairs needed to mobilize, excavate, and reconstruct drainage improvements to the outfall stormwater piping owned by the Township that runs beneath the property located at 55-117 Longview Street, West Orange, NJ 07052, known as Block 71.02, Lot 1; and

**WHEREAS**, on June 10, 2024, the Township Council adopted Resolution 189-24 authorizing the Temporary Easement Agreement with the owner of the Property, H&L Orange LLC ("H&L"); and

**WHEREAS,** H&L has requested certain amendments to the Temporary Easement Agreement embodied in Exhibit **"A"** which are consistent with the original agreement and approved by the Township Engineer; and

**NOW, BEING HEREBY RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE,** that Township is authorized to enter into the Deed of Temporary Easement and Easement Agreement attached herein as Exhibit **"A;"**;and it is further

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

| | |
|---|---|
| **Karen J. Carnevale, Municipal Clerk** | **Bill Rutherford, Council President** |

**Adopted: August 6, 2024**

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

**Vincent Buono, Interim Chief Financial Officer**

# DEED OF TEMPORARY EASEMENT
# AND TEMPORARY EASEMENT AGREEMENT

This Deed of Temporary Easement and Temporary Easement Agreement made effective as of August 6, 2024 BY AND BETWEEN H&L ORANGE LLC residing at 55-117 Longview Street, Township of West Orange, County of Essex and State of New Jersey, hereinafter referred to as "GRANTOR," and THE TOWNSHIP OF WEST ORANGE, a municipal corporation of the State of New Jersey, having offices located at 66 Main Street, in the Township of West Orange, County of Essex, and State of New Jersey, hereinafter referred to as the "GRANTEE" or the "TOWNSHIP."

## WITNESSETH

WHEREAS the Grantor is the sole owner of Tax Block 71.02, Lot 1 on the official Tax Map of the Township of West Orange, County of Essex, State and New Jersey, also known as 55-117 Longview Street, West Orange, New Jersey and commonly known as the Hutton Lafayette at West Orange apartment complex (hereinafter the "PREMISES"), and

WHEREAS the GRANTEE has determined that certain emergency and other repairs are needed to various outfall stormwater pipes beneath the PREMISES; and

WHEREAS, the GRANTOR is willing to grant to the GRANTEE and the GRANTEE is willing to accept a temporary construction easement including a temporary construction staging area over a portion of said premises to conduct emergency repairs to various stormwater pipes and associated headwalls related thereto on the PREMISES; and

WHEREAS the above described a Temporary Construction Easement is needed to perform the emergency repair at various locations where the stormwater pipes and outfalls are located as shown on a survey attached hereto as Exhibit **"A"** for unit 8, between units 6 & 7, 7& 8 abutting Randolph Place, and units 4 & 5, abutting McClellan Terrace (the "EASEMENT AREA"); and

NOW THEREFORE, in consideration of the sum of One ($1.00) Dollars and other good and valuable consideration paid to the GRANTOR by the GRANTEE, GRANTOR does hereby grant unto the GRANTEE, their heirs, successors and assigns a Temporary Construction Easement to conduct emergency repairs to the stormwater pipes and associated headwalls located on the Premises in the EASEMENT AREAS to be prescribed by the survey to be provided by the GRANTEE to the GRANTOR. In the event the GRANTEE or any of its duly authorized agents causes or inflicts any damage upon the GRANTOR's property while exercising the rights granted pursuant to this deed of temporary easement, the property shall be restored by the GRANTEE to the condition in which it had existed prior to said maintenance and/or repair work. This easement is temporary and will expire and terminate on _____, 2024 unless the parties agree, in writing, to extend the term of the easement rights granted by this document.

This easement contains the right to enter upon and pass along the EASEMENT AREA equipment, personnel and materials to install, inspect, operate or to rebuild, redesign, replace, repair, remove and maintain, the underground utility structures that are within the EASEMENT AREA.

The GRANTEE will coordinate access to the EASEMENT AREA through the GRANTOR'S representative listed below:

GRANTOR TO PROVIDE CONTACT INFORMATION

GRANTEE shall defend, indemnify and hold harmless GRANTOR against, and shall save GRANTOR harmless from, and shall reimburse GRANTOR with respect to, any and all claims, demands, actions, causes of action, injuries, orders, losses, liabilities (statutory or otherwise), obligations, damages, fines, penalties, costs and expenses (including without limitation, reasonable attorneys' fees and expenses) incurred by, imposed upon or asserted against GRANTOR by reason of any accident, injury (including death at any time resulting therefrom) or damage to any person or property arising out of this Temporary Easement Agreement and resulting from the negligence or intentional acts of GRANTEE or by any employee, licensee, invitee or agent of GRANTEE.

This Temporary Easement Agreement may not be orally cancelled, changed, modified or amended and no cancellation, change, modification or amendment shall be effective unless in writing and signed by each of the parties hereto. This Temporary Easement Agreement shall be governed by and construed in accordance with the substantive laws of the State of New Jersey without regard to conflict of laws principles. This Temporary Easement Agreement may be executed in one or more counterparts, each of which when so executed and delivered shall be deemed to be an original instrument and all of which together shall constitute one and the same instrument. This Temporary Easement Agreement constitutes the entire agreement of the parties with respect to the subject matter hereof

IN WITNESS WHEREOF, the parties have hereunder affixed their hands and seals the day and year first above written.

_____
H&L ORANGE LLC

By: _____
Managing Member

ATTESTED

**TOWNSHIP OF WEST ORANGE**

_____ _____(seal)
Karen J. Carnevale, R.M.C. by: Susan McCartney, Mayor
Municipal Clerk

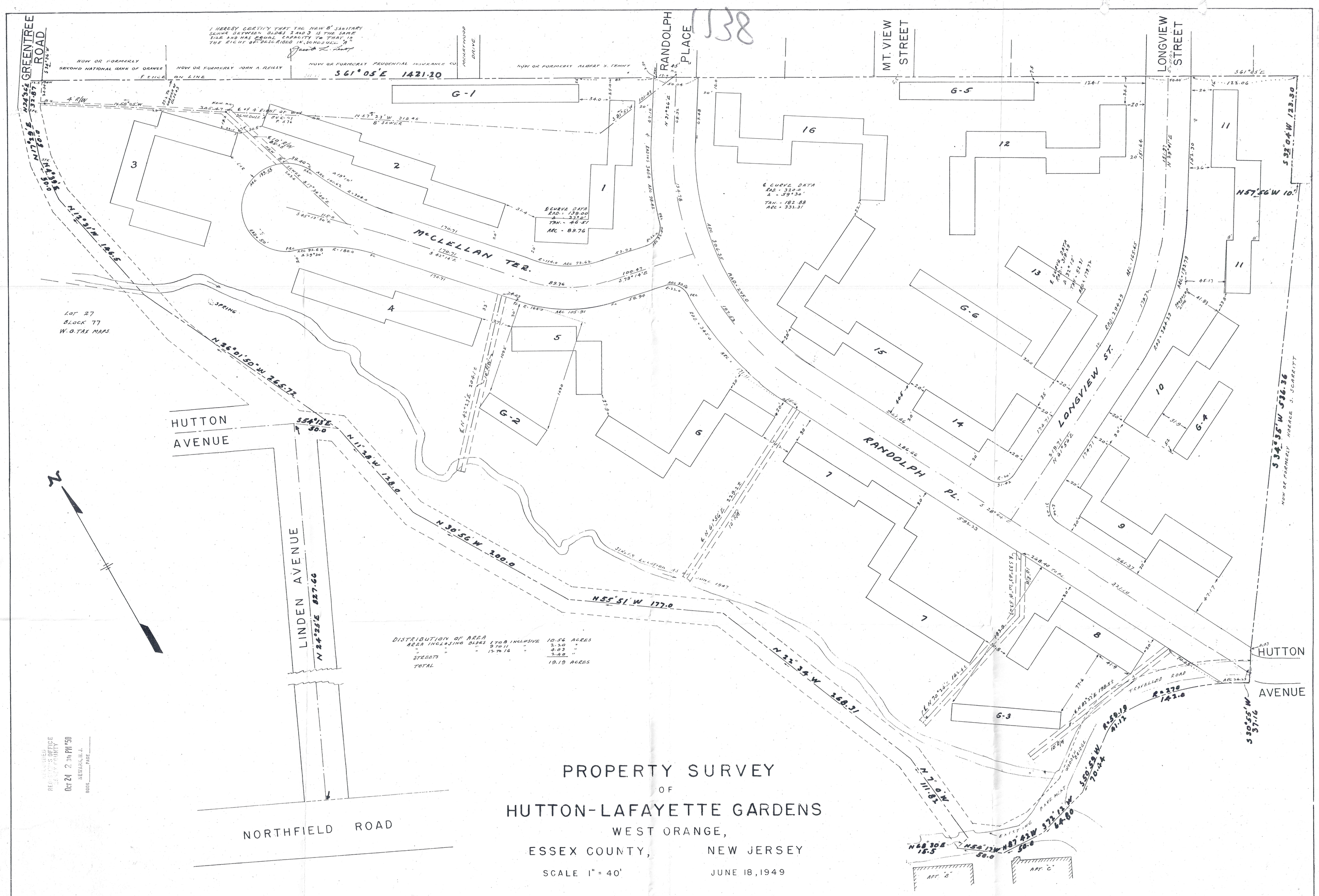
STATE OF NEW JERSEY
COUNTY OF ESSEX ss:

I CERTIFY that on August _____, 2024

A representative of H&L Orange LLC personally came before me and stated to my satisfaction that he each person executed this instrument as his own act.

_____

# EXHIBIT A




# PROPERTY SURVEY

OF

# HUTTON-LAFAYETTE GARDENS

WEST ORANGE,

ESSEX COUNTY, NEW JERSEY

SCALE 1" = 40'

JUNE 18, 1949

F.H.A. PROJ. 031-42065

FINAL REVISION-AUG. 21, 1950 - EAST END OF RANDOLPH PL. SEWER RIGHTS OF WAY SHOWN

APR. 1, 1950 - NO NEW STRUCTURES ADDED

REVISED FEB. 28, 1950 - GARAGE G-1 AND G-7 ADDED

REVISED DEC. 31, 1949 - GARAGE G-6 AND WEST WING OF BLDG 2 ADDED

REVISED DEC. 1, 1949 - BLDGS 1 TO 16, SEWER EXT 2 TO 3 ADDED

REVISED OCT. 31, 1949 - PART OF BLDG 2, ALL OF BLDGS 3 TO 4 ADDED

REVISED SEPT. 30, 1949 - BLDGS 5 AND 6 ADDED.

REVISED SEPT. 2, 1949 - BLDGS 7, 8, 9, 10, 11, 12, 13, 14, 15 ADDED GARAGES G-3, G-4, G-5

CERTIFIED TO THE FEDERAL HOUSING ADMINISTRATION, PRESIDENT AND DIRECTORS OF THE MANHATTAN COMPANY, THE HOME TITLE GUARANTY COMPANY AND TO ANY OTHER PARTIES INTERESTED IN TITLE TO PREMISES SURVEYED.

Jacob L. Lenox, CE

NOTE: THIS SURVEY IS BASED UPON "MAP OF HUTTON PARK" SURVEYED BY MEAD & TAYLOR - DEC. 1888

I HEREBY CERTIFY THAT THE BUILDINGS AS SHOWN HEREON ARE THE ONLY CHANGES IN SURVEY CONDITIONS SINCE JUNE 18, 1949

Jacob L. Lenox


JACOB L. LENOX, PROF. ENGINEER
& LAND SURVEYOR
7 SHERWOOD PLACE
WEST ORANGE, NEW JERSEY


Filed October 24, 1950
in Case #1738
George Stickel
Registrar

Approved for the purpose of filing by the Mayor & Board of Town Commissioners of the Town of West Orange, N.J. at a regular meeting held Tuesday, October 3, 1950.
Thurman J. Williams TOWN CLERK 10/5/50


RECORDED
REGISTER'S OFFICE
ESSEX COUNTY
OCT 24 2 34 PM '50
NEWARK, N.J.
BOOK ____ PAGE ____


SHEET 3 of 3

**247-24**
**August 6, 2024**

**RESOLUTION APPROVING PROPOSAL FROM MATRIX NEW WORLD FOR ENVIRONMENTAL SERVICES AT THE PROPERTY LOCATED AT 32 ASHLAND AVENUE FOR THE REMEDIAL ACTION PROTECTIVENESS/BIENNIAL CERTIFICATION AS REQUIRED BY THE NJDEP NTE $3,650.00**

**WHEREAS,** on February 2, 2024, the Township of West Orange (the "Township") received a proposal from Matrix New World Engineering, Land Surveying, and Landscape Architecture, P.C. ("Matrix") to perform environmental services at 32 Ashland Avenue, West Orange, New Jersey, also known as Block 64 Lots 3 and 25 on the Township of West Orange Tax Map; and

**WHEREAS,** the scope of work to be completed by Matrix includes:

(1) Evaluation the site to determine present and future land uses and evaluate the area for any land disturbances to determine if the engineering control is still effective;

(2) A review and comparison of the existing soil data to NJDEP's most current remediation standards to ensure that the remedial action is still protective;

(3) A review of Contaminants of Emerging Concern (CECs) as they relate to the Site;

(4) An update of the estimate of future costs to maintain and inspect the engineering controls;

(5) Preparation of the NJDEP's *Remedial Action Protectiveness/Biennial Certification Form – Soil* for your signature/certification; and

(6) Submittal of required copies to the Township of West Orange Municipal Clerk, local health department, and any other relevant department of the Township; and

**NOW, BE IT HEREBY RESOLVED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE**, that the Township accepts the proposal from Matrix attached herein as Exhibit **"A,"** not to exceed $3,650.00 to complete the scope of work;

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

| | |
|---|---|
| **Karen J. Carnevale, Municipal Clerk** | **Bill Rutherford, Council President** |

**Adopted: August 6, 2024**

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

**Vincent Buono, Interim Chief Financial Officer**

247-24

# EXHIBIT A

Matrix New World Engineering, Land Surveying,
and Landscape Architecture, P.C.
26 Columbia Turnpike
Florham Park, NJ 07932
973.240.1800 Fax 973.240.1818
www.matrixneworld.com

MATRIXNEWORLD
Engineering Progress

February 2, 2024

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

**RE: PROPOSAL FOR ENVIRONMENTAL SERVICES**
**BIENNIAL CERTIFICATION**
**REMEDIAL ACTION PERMIT - SOILS**
**32 ASHLAND AVENUE**
**BLOCK 64 LOTS 3 AND 25**
**WEST ORANGE, NJ 07052**
**NJDEP PI No. 023873**
**SOIL REMEDIAL ACTION PERMIT #: RAP230001**
**MATRIX JOB NUMBER 22-0366**

Dear John,

Matrix New World Engineering, Land Surveying, and Landscape Architecture, P.C. (Matrix) is pleased to provide you with this proposal to prepare and submit a Remedial Action Protectiveness/Biennial Certification Form - Soil for the subject site. In accordance with Soil Remedial Action Permit (RAP) 230001 for New Jersey Department of Environmental Protection (NJDEP) Site Remediation Program (SRP) Program Interest Number (PI#) 023873, transferred to the Township of West Orange on September 10, 2023, a Remedial Action Protectiveness/Biennial Certification Form is due to be submitted to NJDEP by August 15, 2024. Matrix last submitted the completed Remedial Action Protectiveness/Biennial Certification for this Site on July 26, 2022.

The proposed work will be completed in accordance with the Site Remediation Reform Act (SRRA), N.J.S.A 58:10C-1 et seq., ARRCS, N.J.A.C. 7:26C, the Technical Requirements for Site Remediation (TRSR), N.J.A.C. 7:26E and under the oversight of a Licensed Site Remediation Professional (LSRP).

**SCOPE OF WORK**

Matrix will perform a site inspection as part of this project to determine if the remedial action is still protective of public health, safety and of the environment. During this site inspection, Matrix will interview the current tenant (if applicable) responsible for the maintenance of the engineering control to evaluate maintenance activities at the site, as it pertains to the engineering control.

As part of the preparation of the Remedial Action Protectiveness/Biennial Certification, Matrix will complete the following:

(1) Evaluation the site to determine present and future land uses and evaluate the area for any land disturbances to determine if the engineering control is still effective;
(2) A review and comparison of the existing soil data to NJDEP's most current remediation standards to ensure that the remedial action is still protective;
(3) A review of Contaminants of Emerging Concern (CECs) as they relate to the Site;
(4) An update of the estimate of future costs to maintain and inspect the engineering controls;
(5) Preparation of the NJDEP's *Remedial Action Protectiveness/Biennial Certification Form – Soil* for your signature/certification; and
(6) Submittal of required copies to the Township of West Orange Municipal Clerk, local health department, etc.

The Township is exempt from posting Financial Assurance (FA) and a Remediation Funding Source/Financial Assurance (RFS/FA) Form is not required.

This proposal assumes that the following information will be provided to Matrix:

- Contact information for Site inspection and interview;
- Any amendments that have been made to the Deed Notice since the last filing;
- Records of any previous inspections or maintenance of the engineering controls;
- Records of any disturbance and repair of the engineering controls;
- Records of any costs that have been incurred since the last biennial reporting; and

**COSTS**

The following are our estimated costs for the tasks described herein. All work will be billed on a Time and Materials (T&M) basis not to exceed the total below and will be conducted in accordance with the attached standard Terms and Conditions, Fee Schedule, and Special Provisions for LSRP Services.

| | |
|---|---|
| Labor | $3,500 |
| Direct Expenses (Travel, copies, mailings) | $150 |
| **Subtotal** | **$3,650** |
| ***Total Estimated Costs*** | **$3,650** |

**ASSUMPTIONS**

This proposal is based on the following assumptions:

- No additional assessments, any investigation activities or other LSRP documents beyond the activities identified in the scope of work are included;
- Costs exclude the refiling of a Deed Notice if land disturbances are identified; and
- All work will be conducted under our standard terms and conditions (attached).

We thank you for the opportunity to be of service to you on this project. Matrix is prepared to meet and discuss with you the proposed work described in this proposal. Lastly, Matrix is prepared to implement the described Scope of Work upon receiving a signed copy of this letter.

Sincerely,

Marie Raser, P.E. LSRP
Senior Project Manager

Authorization to Proceed:_____ Date:_____

Name/Title

**Attachments:**

**A Terms and Conditions**

**B Special Provisions for LSRP Services**

**C 2024 Fee Schedule**

**ATTACHMENT A**

**TERMS AND CONDITIONS**

**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

to be considered confidential and proprietary, and shall not be released or otherwise made available to any third party without express written consent of Matrix.

**Section 7: BURIED UTILITIES AND HDDEN CONDITIONS**
Matrix will conduct the research that in our exclusive professional opinion is a reasonable precaution to locate utility lines and other man-made objects that may exist beneath the project site surface. The CLIENT recognizes that Matrix's research may not identify all subsurface utilities or other subsurface objects, and therefore the CLIENT agrees to release, hold Matrix harmless and indemnify and pay for damages to underground utilities/structures and/or other damages related to construction activities, worker health/safety, schedule delays, etc. Which may be attributable to underground objects which are not identified by the CLIENT or third parties or correctly shown on plans furnished by the CLIENT or third parties.

In the event that the services provided by Matrix are for renovations and/or addition to an existing structure, there may exist existing conditions which cannot be identified or verified without expending great sums of money and/or destroying portions of the building. CLIENT agrees that Matrix shall not be responsible for damages or additional costs which arise out of hidden conditions not identified and/or located by Matrix.

In the event that the services provided by Matrix involve the investigation of, or assumptions about, subsurface conditions of any kind, the CLIENT recognizes that subsurface conditions may vary from those encountered at the location where, and at the time when, borings, sampling, or testing is performed by Matrix and that the data provided by Matrix are based solely on the information available to Matrix. The CLIENT agrees to release, defend indemnify and hold Matrix harmless from and against all claims, damages, losses and expenses arising from the interpretation by others of data provided by Matrix.

**Section 8: DISCOVERY OF UNANTICIPATED HAZARDOUS MATERIALS**
Hazardous materials or certain types of hazardous materials may exist at a site where there is no reason to believe they could or should be present. Matrix and the CLIENT agree that the discovery of unanticipated hazardous materials constitutes a changed condition mandating a renegotiation of the scope of Services and compensation for the Services or termination of the Agreement. Matrix agrees to notify the CLIENT as soon as practically possible should unanticipated hazardous materials or suspected hazardous materials be encountered. The CLIENT authorizes Matrix to take measures that in Matrix's professional opinion are justified or legally required to preserve and protect the health and safety of Matrix's personnel and the public, and/or the environment, and the CLIENT agrees to compensate Matrix for the additional cost of such measures.

In addition, the CLIENT waives any claim against Matrix, and agrees to indemnify, defend and hold Matrix harmless from any claim or liability for injury or loss arising from Matrix's encountering, reporting or responding to unanticipated hazardous materials or suspected hazardous materials. The CLIENT also agrees to compensate Matrix for time spent and expenses incurred by Matrix in defense of any such claim, with such compensation to be based upon Matrix's prevailing fee schedule and expense reimbursement policy.

**Section 9: STANDARD OF CARE**
The Services provided by Matrix under the Agreement will be conducted in a manner consistent with that level of care and skill ordinarily exercised by members of the profession currently practicing in the same locality under similar conditions. No other representation, express or implied, and no warranty or guarantee, in fact or by law, whether of merchantability or fitness for a particular purpose or otherwise, is included or intended in the Agreement, or in any report, opinion, document or otherwise.

Matrix shall not have control over or charge of and shall not be responsible for the acts or omissions of CLIENT and/or Builder/Contractor, subcontractors, consultants or their agents or employees, or of any other persons or entities performing portions of the Work. Matrix shall not supervise, direct or have control over the contractor(s) work, nor shall Matrix have any authority over, or responsibility for, the means, methods, techniques, sequences or procedures of construction selected by the contractor(s), or for any safety precautions or programs incident to the work of the contractor(s), or for any failure of the contractor(s) in furnishing or performing its(their) work. Matrix neither guarantees the performance of any construction contracts by contractor(s), nor assumes responsibility or liability for the contractor's(s') failure to furnish or perform it's (their) work in accordance with the applicable contract documents.

When provided, and unless otherwise expressly provided in the Scope of Services, field visits are to observe the progress and general quality of the work completed by the contractor. Unless expressly stated otherwise, such visits and observation are not intended to be an inspection of the quality or quantity of the Contractor's work but rather are solely intended to allow this office to become generally familiar with the work in progress and to determine, in general, if the work is proceeding in accordance with the Construction Documents directly related to this office's scope of services. During or as a result of these site visits, this office shall neither have control over or charge of, nor be responsible for, the construction means, methods, techniques, sequences or procedures, or for safety precautions and programs in connection with the work. Unless required in this Agreement, material testing and inspection shall be provided by a material testing and testing agency retained by others.

**Section 10: INDEPENDENT CONTRACTOR**
Matrix shall be an independent contractor in performing the Services and shall not act as an employee of the CLIENT. As such, and subject to the terms and conditions hereof, Matrix shall be responsible for its employees, subcontractors, and agents and for their compensation, benefits, contributions, and taxes, if any.

**Section 11: JOBSITE HEALTH AND SAFETY**
Insofar as jobsite safety is concerned, Matrix is responsible solely for its own employees' and subcontractor's activities on the jobsite, but this shall not be construed to relieve the CLIENT or his contractors from their responsibility for methods of work performance, superintendence, sequencing of construction, or safety in, on or about the jobsite.

**Section 12: INSURANCE**
Matrix is insurance as follows: 1) Worker's Compensation Insurance as required by applicable law, 2) General Liability and Automobile Liability Insurance (in the amount of $1,000,000 combined single limit) for bodily injury and property damage, and 3) Professional Liability (Errors & Omissions) with policy limits equal to at least $1,000,000. Upon request, Matrix shall provide insurance certificates illustrating the coverage herein.

CLIENT shall require the contractor(s} hired for the project to maintain general liability insurance (including coverage for premises, personal injury, property damage, completed operations, and contractual liability) naming CLIENT, Matrix and its consultants and employees, as additional insureds.

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.

**Section 19: TERMINATION**

Matrix may terminate the Agreement upon five (5) days' written notice if the CLIENT defaults in the payment for the Services or for any other material default by the CLIENT under the Agreement. The CLIENT or Matrix may terminate the Agreement upon fourteen (14) days' written notice for any reason which may arise or for no reason. In the event of such termination of the Agreement for any reason which may arise or for no reason, the termination will become effective fourteen (14) calendar days after receipt of the termination notice. Irrespective of which party shall affect termination of the cause therefore, the CLIENT shall within thirty (30) calendar days of termination remunerate Matrix for the Services rendered and costs incurred (including all reimbursable costs hereunder), in accordance with Matrix's prevailing rate schedule.

**Section 20: GOVERNING LAW AND VENUE**

Unless otherwise provided in an addendum, the law of the State of New Jersey will govern the validity of the Agreement, its interpretation and performance, and remedies for any other claims related to the Agreement. Any litigation arising from this Agreement shall be venued in the Superior Court of New Jersey, Morris County.

**ATTACHMENT B**

**LSRP SPECIAL PROVISIONS**

**Special Provisions- Licensed Site Remediation Professional Services**

1. Licensed Site Remediation Professionals. In accordance with the Site Remediation Reform Act, NJSA 58:10C-1 et seq ("SRRA") and Executive order #140, the performance of Services contained in this Agreement may require the engagement of a Licensed Site Remediation Professional ("LSRP") registered with the State of New Jersey under NJSA 58:10C-1 et seq, and the regulations effective November 5, 2009 known as Administrative requirements for the Remediation of Contaminated Sites ("ARRCS") as prepared by the New Jersey Department of Environmental Protection ("NJDEP") thereunder (collectively, the "LSRP Program").

   The client recognizes and agrees in consideration of this section to the following terms and conditions:

   1.1 The laws and regulations relating to the LSRP Program imposes upon LSRPs certain professional obligations owed to the public including, in some instances, a duty to disclose the existence of certain environmental contaminants to the NJDEP and/or other regulatory agencies.

   If the LSRP's obligations under the LSRP Program conflict in any way the terms and conditions of this Agreement or the wishes or intentions of the Client, the client acknowledges that the LSRP is bound by law to comply with the requirements of the LSRP Program.

   1.2 The Client recognizes that the LSRP shall be immune from all civil liability resulting from any alleged and/or actual conflict between the Client's interests and the investigatory, reporting and disclosure obligations under the LSRP Program. The Client also agrees to defend, indemnify and hold harmless Matrix New World Engineering, Inc. (Matrix) and its LSRP from and against any claims losses, damages, fines, or administrative, civil, or criminal penalties that arise as a direct or indirect result of the fulfillment of obligations to the LSRP program.

   1.3 Client acknowledges and agrees to provide Matrix and its LSRP all relevant project information including but not limited to: (a) the date(s) and time(s), to the extent known, on which the Client obtained knowledge of any prior release(s); (b) details about the release(s) and Site-specific conditions; (c) any prior environmental site assessment reports, laboratory analytical reports, and/or other pertinent data, facility surveys, etc. known to the Client; and (d) prior measures taken to address the release(s), all to ensure that professional services, rendered on the Client's behalf by Matrix and its LSRP, to comply with the LSRP Program.

   1.4 Under the LSRP Program, the LSRP is required to provide professional opinions at various stages if environmental assessment (remediation) permitting remedial action or closure activities. The LSRP shall be entitled to request the performance of such additional tests or other services as are necessary, in their professional judgment, to permit them to provide such opinions.

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.

**ATTACHMENT C**

**2024 FEE SCHEDULE**

MATRIXNEWORLD
Engineering Progress

| 2024 FEE SCHEDULE | |
|---|---|
| **TITLE** | **HOURLY RATE** |
| Subject Matter Expert/Witness | $320.00 |
| Executive Engineer | $290.00 |
| Senior Technical Director | $265.00 |
| Senior Project Manager | $235.00 |
| Technical Director | $220.00 |
| Senior Technical Manager | $210.00 |
| Project Manager | $200.00 |
| Senior Project Professional | $190.00 |
| Project Professional | $180.00 |
| Senior Project Specialist | $175.00 |
| Project Specialist | $170.00 |
| Senior Technical Professional | $160.00 |
| One-Man Robotic Crew | $150.00 |
| Senior Technical Specialist | $140.00 |
| Technical Specialist | $130.00 |
| Senior Data/Field Specialist | $125.00 |
| Second Survey Crew Member | $125.00 |
| Data/Field Specialist | $115.00 |
| Senior Technical Assistant | $105.00 |
| Technical Assistant | $100.00 |
| Junior Technical Assistant | $95.00 |
| Junior Data/Field Technician | $85.00 |
| Data Entry Specialist | $75.00 |

| 2024 REIMBURSABLE EXPENSES | |
|---|---|
| **ITEM** | **FEE** |
| Black & White Copy 8½ x 11 | $0.20/sheet |
| Black & White Copy 8½ x 14 | $0.30/sheet |
| Black & White Copy 11 x 17 | $0.40/sheet |
| Black & White Copy 18 x 24 | $1.50/sheet |
| Black & White Copy 24 x 36 | $3.00/sheet |
| Black & White Copy 30 x 42 | $4.50/sheet |
| Color Copy 8½ x 11 | $0.40/sheet |
| Color Copy 11 x 17 | $0.80/sheet |
| Color Copy 24 x 36 | $30.00/sheet |
| Color Copy 30 x 42 | $40.00/sheet |
| Mylar 24 x 36 | $30.00/sheet |
| Mylar 30 x 42 | $50.00/sheet |
| Robotic per diem | $300.00 |
| Scanner per diem | $450.00 |
| Subconsultants | 115% of cost |
| Out-of-pocket expenses | 115% of cost |

**Additional reimbursables include, but are not limited to, delivery expenses and mileage, charged at Federal prevailing rates.**

**248-24**
**August 6, 2024**

**RESOLUTION AUTHORIZING MILLENIUM STRATEGIES, LLC TO EXERCISE THE FIRST OF TWO ONE-YEAR OPTIONS TO PROVIDE GRANT WRITING SERVICES FOR THE TOWNSHIP NOT TO EXCEED $46,800 PER YEAR**

**WHEREAS,** the Township of West Orange (the "Township") requires grant writing services to consult, plan, prepare, submit and otherwise assist the Township with the application for grant funding and to research grant opportunities for the Township; and

**WHERAS,** on June 9, 2023, the Township advertised a Request for Proposal (the "RFP") for a Contract for Grant writer Services (the "Contract")

**WHEREAS,** on August 22, 2023, the Township adopted Resolution 293-23 authorizing the award of the Contract to Millennium Strategies, LLC, a limited liability company of the State of New Jersey having its principal offices at 60 Columbia Road, Bldg B, Suite 230, Morristown, New Jersey 07960 ("Millennium") at the rate of $3,900 per month, not to exceed $46,800 per year and a rate of $150 per hour for the Add-Alternate option to provide State and County Grant Administration Services on an as needed basis (the "Add Alternate Option") (collectively, the "Proposal");

**WHEREAS,** the Township and Millenium wish to exercise the first of two one-year options allowable under Section One (1) of the Contract annexed hereto as Exhibit **"A"**

**NOW BE IT THEREFORE RESOLVED,** that the Township Council of the Township of West Orange hereby authorizes the Township to enter into a one-year extension of the Contract which shall begin on August 1, 2024 and expires on July 31, 2025.

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

| | |
|---|---|
| **Karen J. Carnevale, Municipal Clerk** | **Bill Rutherford, Council President** |

**Adopted: August 6, 2024**

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

**Vincent Buono, Interim Chief Financial Officer**

248-24

# EXHIBIT A

# CONTRACT BETWEEN THE TOWNSHIP OF WEST ORANGE AND MILLENNIUM STRATEGIES LLC FOR GRANTWRITER SERVICES

THIS AGREEMENT, made this 22 day of August 2023 by and between:

TOWNSHIP OF WEST ORANGE, a municipal corporation of the State of New Jersey, having its principal offices at 66 Main Street, West Orange, New Jersey, hereinafter referred to as "Township;" and

MILLENNIUM STRATEGIES LLC a limited liability company of the State of New Jersey having its principal offices at 60 Columbia Road, Bldg B, Suite 230, Morristown, New Jersey 07960-4635, hereinafter referred to as "Contractor".

W I T N E S S E T H:

WHEREAS, the Township requires grant writing services to consult, plan, prepare, submit and otherwise assist the Township will the application for grant funding and to research grant opportunities for the Township; and

WHEREAS, on May 16, 2023, the Township Council adopted Resolution 173-23 authorizing the Township to utilize Competitive Contracting in lieu of public bidding pursuant to the governing provisions of the Local Public Contracts Law, N.J.S.A. 40A:11-4.1, et. seq.; and

WHEREAS, on June 9, 2023, the Township advertised a Request for Proposal (the "RFP") for a Contract for Grantwriter Services (the "Contract") with a base term of three (3) years with an option to extend the Contract for two additional one-year term s and setting forth a deadline for submission of proposals for July 11, 2023; and

WHEREAS, on July 11, 2023, the Contractor submitted a proposal in response to the RFP, including a proposed rate of $3,900 per month, not to exceed $46,800 per year and a rate of

$150 per hour for the Add-Alternate option to provide State and County Grant Administration Services on an as needed basis (the "Add Alternate Option") (collectively the "Proposal"); and

WHEREAS, the Township's Qualified Purchasing Agent reviewed the Proposal and prepared a report recommending the award of the Contract to the Contractor.

NOW THEREFORE, in consideration of the foregoing and of the mutual covenants hereinafter stated, the parties do hereby agree as follows:

1. The Commencement Date of this Contract shall be August 1, 2023. The contract term shall run for one (1) year from the commencement date of this Contract, until July 31, 2024 ("Base Term"). The Township shall have the right to extend this Agreement for two (2) additional one (1) year terms (the "Extension(s)") following the expiration of the Base Term.
2. Contractor shall provide the services set forth in the Township's RFP, annexed hereto as Exhibit **"A,"** including the section describing the Vendor's responsibilities as well as the section captioned "Instruction to Bidders." Contractor shall also provide the Add Alternate Option consistent with the terms set forth in the RFP.
3. Contractor shall also provide the services set forth in the Contractor's Proposal dated July 6, 2023, ("Contractor's Proposal"), annexed hereto as Exhibit **"B,"** under the fee structure set forth in Section of the Contractor's Proposal captioned "Proposal" at a rate of $3,900 per month, not to exceed $46,800 per year as set forth therein as well as the $150 per hour rate for the performance of the Add Alternate Option as set forth therein.
4. To the extent of any inconsistency between the Contractor's Proposal and this Contract, this Contract controls in all respects. To the extent of any inconsistency

between the Contractor's Proposal and the RFP, the RFP shall govern as to that inconsistency over the Contractor's Proposal.

5. Contractor hereby indemnifies the Township and saves it harmless, including Township employees, representatives, agents and servants, from and against any and all losses, claims, liabilities and expenses including legal fees and costs which may arise or be claimed against the Township, its agents, representatives, servants or employees in connection Contractor's actions under this Contract that are in violation of any governing federal, state and local laws or regulations. Township agrees that all funds due Contractor for properly providing the services described in this Contract will be provided to Contactor in a reasonable and timely manner.

6. Any notices required hereunder to the Township shall be hand delivered or mailed by certified first-class postage prepaid return receipt requested to the Municipal Clerk, Township of West Orange, 66 Main Street, West Orange, New Jersey 07052, or other such address as the Township may designate in writing to Contractor, with a copy to Richard D. Trenk, Esq., Trenk Isabel Siddiqi & Shahdanian P.C., 290 W. Mt. Pleasant Avenue, Suite 2370, Livingston, New Jersey 07039. Any notice required hereunder to Contractor shall be hand delivered or mailed by certified first-class postage prepaid return receipt requested to Edward Farmer, President and CEO, Millennium Strategies LLC., 60 Columbia Road, Building B, Suite 230, Morristown, NJ 07960, with copy to Lisa Martinez, Director of Operations, 60 Columbia Road, Building B, Suite 230, Morristown, NJ, 07960 or other such address as Contractor may designate in writing to the Township.

7. This Contract shall be construed in accordance with the laws of the State of New Jersey without regard to conflict of law principles. The Parties consent to the personal and subject matter jurisdiction of the Superior Court of New Jersey, Essex County for resolution of any and all claims arising out of or in connection with this Contract. The Parties waive any right to a jury as to any and all issues.

IN WITNESS WHEREOF, the Township and the Contractor have executed this Contract as of the date first written above.

ATTEST:

KAREN CARNEVALE,
MUNICIPAL CLERK

TOWNSHIP OF WEST ORANGE

BY: Susan McCartney

SUSAN McCARTNEY,
MAYOR

ATTEST:

MILLENNIUM STRATEGIES LLC

BY:

# TOWNSHIP OF WEST ORANGE

## COMPETITIVE CONTRACT REPORT FOR GRANT WRITER SERVICES FOR THE TOWNSHIP OF WEST ORANGE

Evaluation and Recommendation of an Award for Grant Writer Services Contract for the Township of West Orange for three (3) years with the option to extend 2 one-year periods.

This report was prepared in accordance with the requirements of competitive contracting under the Local Public Contracts Law, N.J.S.A.40A:11-4.1 et seq., for reasons explained herein.

History

Township Council for the Township of West Orange (the "Township") adopted Resolution 173-23 on May 16, 2023 which authorized the Township to utilize Competitive Contracting in lieu of public bidding to award a contract for Grant Writer Services for the Township.

On June 9,2023 the Township of West Orange (TOWNSHIP) advertised for bids in the Star-Ledger and Township website, due July 11, 2023 at 11:00 a.m.; One (1) bid was received.

At the date and time designated, the following one company submitted a proposal:

Millennium Strategies
60 Columbia Rd
Building B, Suite 230
Morristown, NJ 07960

Recommendation:

Due to receiving only one bid and the Township is satisfied with the company from past experience recommendation to award to Millennium Strategies for a period of 3 years with an option to extend 2 one year periods.

Submitted by:
Panayiota Reynolds, QPA

# Exhibit “A”

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

# REQUEST FOR PROPOSALS
# THOUGH A FAIR AND OPEN PROCESS IN ACCORDANCE WITH N.J.S.A 19:44A-20.4 ET SEQ.

**FOR**

**GRANTWRITER SERVICES**

**FOR THE**

**TOWNSHIP OF WEST ORANGE**

**To be received on:**

**July 11, 2023 at 11:00AM**

**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:

**Grant Writer Services**

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 a.m. to 4:30 p.m., emailing preynolds@westorange.org or on our website at www.westorange.org.

Sealed 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 will be received by mail, or hand delivery, at the Municipal Building, 66 Main Street, West Orange, NJ 07052. Submission due date is Tuesday, July 11, 2023 and will be publicly opened and read at that time in the Council Chambers on the same day. No proposals received after that time will be considered. All RFP Addenda will be issued on the website. Therefore, all interested respondents should check the website from now through the RFP opening. It is the sole responsibility of the respondent to be knowledgeable of all addenda related to the procurement. Respondents shall comply with the said requirements within the RFP. Please submit one (1) original, and one (1) electronic copy on a CD or USB drive in a sealed envelope marked "Submission of RFP for Grant Writing Services" clearly marked on the outside

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.

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

Panayiota Reynolds
Purchasing Agent

# GRANT WRITER FOR THE TOWNSHIP OF WEST ORANGE

The vendor shall be a part time, **INDEPENDENT CONTRACTOR or FIRM.** The vendor shall be solely responsible for their own work hours and daily responsibilities. As an independent contractor or firm, the vendor shall be fully responsible for all obligations to any taxing authority or other governmental entity.

The manner and means of performing all services shall be subject to vendor's sole control. Vendor shall not have the legal authority to bind the Township in contract, debt or otherwise, without the prior written consent of the Township.

Vendor's responsibilities shall include, but are not necessarily limited to:

- Providing professional consultations with respect to the study of County, State, Federal, corporate and private aid funds as they relate to the needs of the Township of West Orange, or as requested by the Township.

- Researching, planning, preparing, submitting, proceeding with and following up on all applications and programs for such aid.

- Having staff available to talk to and work with Township Department Heads and their staff regarding any grant opportunities and /or grant applications the Township wishes to pursue.

- Obtaining "New Grants" on a yearly basis totaling at least the amount paid to vendor for that year. "New Grants" shall mean grant monies which are not recurring or repeating as a result of work done by the vendor in previous years (e.g., a grant of $1,000 per year for five years would not be considered a "New Grant" in years two through five, but if during the period of recurring or repeating payments of such a grant, the payments were increased, or a separate grant was received from the same source, the amount of the increase, and/or separate grant, is to be considered a "New Grant"; it is not the source which is material, but the work performed to prepare a successful grant application. **However, grant applications for awards that are essentially "entitlements", for example NJDOT annual applications, CDBG applications, Federal Bullet Proof Vest applications, etc. are not considered "New Grants".** In the event that New Grants in the aggregate received through the vendor's efforts do not total at least their annual compensation, then the vendor agrees that they will continue to provide their services beyond the term of any negotiated agreement at no cost to the Township until the total of New Grants received exceeds the annual compensation.

- Submitting an annual written report by the end of each contract year to the Mayor concerning all services rendered and new grants obtained.

- Attendance at any meetings requested by the Mayor and/or Business Administrator to discuss potential grants and report as to timeframes and deadlines for submission of grant applications, status of grant applications, and areas of available grant funding.

All grant applications are subject to the approval of the Township in its sole discretion, and no grant application shall be submitted without the prior approval of the Township Council.

**Minimum Qualifications and Response Requirements**

In order for an individual/firm to be considered by the Mayor and Council, interested parties submitting proposals in response to this solicitation must meet the following:

A. Minimum Qualifications:

1. The Grant Writing and Consulting Services proposer, and the individuals assigned to provide these services, must demonstrate at least two (2) years experience providing grant consulting/writing services as it relates to municipal entities in the State of New Jersey.

2. The Grant Writing and Consulting Services individual/firm has sufficient staff to satisfy the scope of services described in this proposal.

3. The Grant Writing and Consulting Services individual/firm is in good standing within the State of New Jersey.

B. Minimum Requirements for Vendor Responses:

1. Interested parties wishing to provide a proposal in response to this solicitation shall provide the following minimum information in its proposal, which proposal must be submitted at the location and within the time constraint stated.

2. Proposals should be prepared simply and economically, providing a straight forward concise description of the individuals/firms capabilities to satisfy the requirements of the request. Special bindings, colored displays, promotional materials, etc., are not desired. Emphasis should be on completeness and clarity of content.

3. The full name of the proposer, the principal place of business and, if different, the place where the services will be provided.

4. Name of the key contact person.

5. A description of the business organization (i.e., sole proprietorship, corporation, partnership, joint venture, etc.) of each firm, its ownership and organizational structure.

6. The number of years the organization has been in business under the present name, and the number of years the business organization has been under the current management.

7. Proposer must demonstrate at least two (2) years of experience providing grant consulting/writing services as it relates to municipal entities in the State of New Jersey. Proposer shall provide a listing of all other engagements where services of the type being proposed were provided during the past two calendar years. Please provide contact information for the recipients of similar services.

8. Proposers shall submit a cost proposal. The Township will pay for such services on a monthly basis.

**EVALUATION CRITERIA**

Proposals shall be evaluated as following:

- Management
- Cost
- Technical

GENERAL INFORMATION:

SUBMISSION DUE: JULY 11, 2023 at 11:00AM

Point of Contact:

Panayiota Reynolds
Purchasing Agent
Township of West Orange
66 Main Street
West Orange, NJ 07052

preynolds@westorange.org

(973) 325-4056

**INSTRUCTION TO BIDDERS**

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. A Performance Bond in the amount of 100% of total bid is not required.

10. 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.

11. 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.

12. Contract will be awarded on a (Line Item) or (Lump Sum) basis, if applicable.

13. Award will be made by Township of West Orange within sixty (60) days after receipt of bids.

14. Prevailing Wage & Labor Laws. The New Jersey prevailing Wage Act (P.D. 1963, Chapter 150) and provisions of the State Labor Laws shall be compiled with by the successful bidder in construction contracts.

15. Equal or Tie Bids. The Township of West Orange reserves the right to award at their discretion to any one of the tie bidders. (Should state method for tie bidding, i.e. drawing lots)

16. The Township of West Orange is exempt from any State sales tax or Federal excise tax.

17. For purpose of evaluation where an equivalent product is being furnished, bidder must indicate any variation to our specifications no matter how slight. If no variations are indicated, it will be construed that the bid fully complies with our specifications.

18. Quantities as shown are approximate and the Township of West Orange reserves the right to increase or decrease quantities by 20% at the unit price bid.

19. The contract, if applicable, shall be in effect for three (3) years from date of award with an option to extend two (2) one-year periods. 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.

20. 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.

21. 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, The Stockholder Disclosure Declaration, Affirmative Action Compliance, and Prohibited Russia-Belarus Activities & Iran Investment Activities.

22. 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 SEVEN (7) days prior to the date fixed of the opening bids. Any and all such interpretations and any supplemental instruction will be posted on the town webpage located at www.westorange.org, not later than three (3) days prior to the date fixed for the opening of bids. It is the vendors responsibility to check the above site for any addendums. 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.

23. 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

# TOWNSHIP OF WEST ORANGE
## ACKNOWLEDGMENT OF RECEIPT OF ADDENDA

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

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

☐ No addenda was/were received.

Acknowledged for: _____
(Company Name)

By: _____
(Signature of Authorized Representative)

Name: _____
(Print)

Title: _____

Date: _____

**INSURANCE REQUIREMENTS AND ACKNOWLEDGEMENT FORM**

Certificate(s) of Insurance shall be filed with the Municipal Clerk's Office upon award of contract by the Mayor and Township Council.

The minimum amount of insurance to be carried by the Professional Service Entity shall he as follows:

**PROFESSIONAL LIABILITY INSURANCE**

Limits shall be a minimum of $1,000,000.00 for each claim and $1,000,000.00 aggregate each policy period.

*Acknowledgement* of Insurance *Requirement:*

_____

_____ _____

(Signature) (Date)

_____

(Printed Name and Title)

## Business 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.

# STATEMENT OF OWNERSHIP DISCLOSURE

N.J.S.A. 52:25-24.2 (P.L. 1977, c.33, as amended by P.L. 2016, c.43)

**This statement shall be completed, certified to, and included with all bid and proposal submissions. Failure to submit the required information is cause for automatic rejection of the bid or proposal.**

**Name of Organization:**_____

**Organization Address:**_____

## Part I **Check the box that represents the type of business organization:**

☐ Sole Proprietorship (skip Parts II and III, execute certification in Part IV)

☐ Non-Profit Corporation (skip Parts II and III, execute certification in Part IV)

☐ For-Profit Corporation (any type) ☐ Limited Liability Company (LLC)

☐ Partnership ☐ Limited Partnership ☐ Limited Liability Partnership (LLP)

☐ Other (be specific): _____

## Part II

☐ The list below contains the names and addresses of all stockholders in the corporation who own 10 percent or more of its stock, of any class, or of all individual partners in the partnership who own a 10 percent or greater interest therein, or of all members in the limited liability company who own a 10 percent or greater interest therein, as the case may be. (**COMPLETE THE LIST BELOW IN THIS SECTION**)

**OR**

☐ No one stockholder in the corporation owns 10 percent or more of its stock, of any class, or no individual partner in the partnership owns a 10 percent or greater interest therein, or no member in the limited liability company owns a 10 percent or greater interest therein, as the case may be. (**SKIP TO PART IV**)

(Please attach additional sheets if more space is needed):

| Name of Individual or Business Entity | Address |
|---|---|
| | |
| | |
| | |
| | |

## Part III **DISCLOSURE OF 10% OR GREATER OWNERSHIP IN THE STOCKHOLDERS, PARTNERS OR LLC MEMBERS LISTED IN PART II**

**If a bidder has a direct or indirect parent entity which is publicly traded, and any person holds a 10 percent or greater beneficial interest in the publicly traded parent entity as of the last annual federal Security and Exchange Commission (SEC) or foreign equivalent filing,** ownership disclosure can be met by providing links to the website(s) containing the last annual filing(s) with the federal Securities and Exchange Commission (or foreign equivalent) that contain the name and address of each person holding a 10% or greater beneficial interest in the publicly traded parent entity, along with the relevant page numbers of the filing(s) that contain the information on each such person. **Attach additional sheets if more space is needed**.

| Website (URL) containing the last annual SEC (or foreign equivalent) filing | Page #'s |
|---|---|
| | |
| | |
| | |

**Please list** the names and addresses of each stockholder, partner or member owning a 10 percent or greater interest in any corresponding corporation, partnership and/or limited liability company (LLC) listed in Part II **other than for any publicly traded parent entities referenced above**. The disclosure shall be continued until names and addresses of every noncorporate stockholder, and individual partner, and member exceeding the 10 percent ownership criteria established pursuant to N.J.S.A. 52:25-24.2 has been listed. **Attach additional sheets if more space is needed.**

| Stockholder/Partner/Member and Corresponding Entity Listed in Part II | Address |
|---|---|
| | |
| | |
| | |

## Part IV Certification

I, being duly sworn upon my oath, hereby represent that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I acknowledge: that I am authorized to execute this certification on behalf of the bidder/proposer; that the ***Township of West Orange*** is relying on the information contained herein and that I am under a continuing obligation from the date of this certification through the completion of any contracts with ***Township of West Orange*** to notify the ***Township of West Orange*** in writing of any changes to the information contained herein; 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 am subject to criminal prosecution under the law and that it will constitute a material breach of my agreement(s) with the, permitting the ***Township of West Orange*** to declare any contract(s) resulting from this certification void and unenforceable.

| | | | |
|---|---|---|---|
| Full Name (Print): | | Title: | |
| Signature: | | Date: | |

**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]

| Name of Individual/Entity Making Contribution | Amount of Contribution | Recipient of Contribution | Date of Contribution |
|---|---|---|---|
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |

| | NONE |
|---|---|
| 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. | ____ |

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 Susan McCartney,
Councilman Bill Rutherford, Councilwoman Michelle Casalino, Councilwoman Tammy Williams, Councilwoman Asmeret Ghebremicael and Councilwoman Susan Scarpa .

_____
Company Name

_____
Authorized Signature

_____
Printed Name

_____
Date

# Prohibited Russia-Belarus Activities & Iran Investment Activities

| | |
|---|---|
| **Person or Entity** | |

## Part 1: Certification

COMPLETE PART 1 BY CHECKING **ONE OF THE THREE BOXES BELOW**

Pursuant to law, any person or entity that is a successful bidder or proposer, or otherwise proposes to enter into or renew a contract, for goods or services must complete the certification below prior to contract award to attest, under penalty of perjury, that neither the person or entity, nor any parent entity, subsidiary, or affiliate, is identified on the Department of Treasury's Russia-Belarus list or Chapter 25 list as a person or entity engaging in prohibited activities in Russia, Belarus or Iran. Before a contract for goods or services can be amended or extended, a person or entity must certify that neither the person or entity, nor any parent entity, subsidiary, or affiliate, is identified on the Department of Treasury's Russia-Belarus list. Both lists are found on Treasury's website at the following web addresses:

https://www.nj.gov/treasury/administration/pdf/RussiaBelarusEntityList.pdf
www.state.nj.us/treasury/purchase/pdf/Chapter25List.pdf.

As applicable to the type of contract, the above-referenced lists must be reviewed prior to completing the below certification.

A person or entity unable to make the certification must provide a detailed, accurate, and precise description of the activities of the person or entity, or of a parent entity, subsidiary, or affiliate, engaging in prohibited activities in Russia or Belarus and/or investment activities in Iran. The person or entity must cease engaging in any prohibited activities and provide an updated certification before the contract can be entered into.

If a vendor or contractor is found to be in violation of law, action may be taken as appropriate and as may be provided by law, rule, or contract, including but not limited to imposing sanctions, seeking compliance, recovering damages, declaring the party in default, and seeking debarment or suspension of the party.

**CONTRACT AWARDS AND RENEWALS**

| | |
|---|---|
| ☐ | *I certify, pursuant to law, that neither the person or entity listed above, nor any parent entity, subsidiary, or affiliate appears on the N.J. Department of Treasury's lists of entities engaged in prohibited activities in Russia or Belarus pursuant to P.L. 2022, c. 3 or in investment activities in Iran pursuant to P.L. 2012, c. 25 ("Chapter 25 List"). I further certify that I am the person listed above, or I am an officer or representative of the entity listed above and am authorized to make this certification on its behalf.* (Skip Part 2 and sign and complete the Certification below.) |

| CONTRACT AMENDMENTS AND EXTENSIONS | |
|---|---|
| ☐ | *I certify, pursuant to law, that neither the person or entity listed above, nor any parent entity, subsidiary, or affiliate is listed on the N.J. Department of the Treasury's lists of entities determined to be engaged in prohibited activities in Russia or Belarus pursuant to P.L. 2022, c. 3. I further certify that I am the person listed above, or I am an officer or representative of the entity listed above and am authorized to make this certification on its behalf.* (Skip Part 2 and sign and complete the Certification below.) |
| **IF UNABLE TO CERTIFY** | |
| ☐ | *I am unable to certify as above because the person or entity and/or a parent entity, subsidiary, or affiliate is listed on the Department's Russia-Belarus list and/or Chapter 25 Iran list. I will provide a detailed, accurate, and precise description of the activities as directed in Part 2 below, and sign and complete the Certification below. Failure to provide such will prevent the award of the contract to the person or entity, and appropriate penalties, fines, and/or sanctions will be assessed as provided by law.* |

## Part 2: Additional Information

PLEASE PROVIDE FURTHER INFORMATION RELATED TO PROHIBITED ACTIVITIES IN RUSSIA OR BELARUS AND/OR INVESTMENT ACTIVITIES IN IRAN.

You must provide a detailed, accurate, and precise description of the activities of the person or entity, or of a parent entity, subsidiary, or affiliate, engaging in prohibited activities in Russia or Belarus and/or investment activities in Iran in the space below and, if needed, on additional sheets provided by you.

## Part 3: Certification of True and Complete Information

*I, being duly sworn upon my oath, hereby represent and state that the foregoing information and any attachments there, 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** is relying on the information contained herein and hereby acknowledge that I am under a continuing obligation from the date of this certification through the completion of any contracts with the **Township of West Orange** to notify the **Township of West Orange** 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. 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** and that the **Township of West Orange** at its option may declare any contract(s) resulting from this certification void and unenforceable.*

| | | | |
|---|---|---|---|
| **Full Name (Print)** | | **Title** | |
| **Signature** | | **Date** | |

# 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)**

_____

**(Address)**

_____

(Corporate Seal)

Subscribed and sworn to before me

this_____ day of_____, 20____

Notary Seal

## BIDDER'S CHECK LIST

| | Initial |
|---|---|
| • Business Registration Certification | _____ |
| • Stockholder Disclosure Certification | _____ |
| • Mandatory Affirmative Action Language | _____ |
| • AMERICANS WITH DISABILITIES ACT OF 1990 | _____ |
| • Completed Bid Proposal Form | _____ |
| • W-9 Tax Form | _____ |
| • Political Disclosure Statement | _____ |
| • Prohibited Russia-Belarus Activities & Iran Investment Activities | _____ |
| • Addendum/Addenda | _____ |
| • Affidavit of Non-Collusion | _____ |
| • Insurance Requirement Acknowledgement Form | _____ |

Please provide one additional copy of entire bid package which is stored on a USB/Flash Stick or CD

**EXHIBIT A**

**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 take affirmative action to ensure that such applicants are recruited and employed, 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 action 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, where applicable, will send to each labor union or representative or workers with which it has a collective bargaining agreement or other contract or understanding, a notice, to be provided by the agency contracting officer advising the labor union or workers' representative of the contractor's commitments under this act 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 employ minority and women workers consistent with the applicable county employment goals established in accordance with N.J.A.C. l7:27-5.2, or a binding determination of the applicable county employment goals determined by the Division, pursuant to 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, labor unions, that it does not discriminate on the basis of age, 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 applicable 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, 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

The contractor and its subcontractors shall furnish such reports or other documents to the Div. of Contract Compliance & EEO 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 Div. of Contract Compliance & EEO for conducting a compliance investigation pursuant to **Subchapter 10 of the Administrative Code at N.J.A.C. 17:27**.

# 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_____ {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 requi'ed 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.

**APPENDIX A**
**AMERICANS WITH DISABILITIES ACT OF 1990**
**Equal Opportunity for Individuals with Disability**

The contractor and the _____ of _____, (hereafter "owner") do hereby agree that the provisions of Title 11 of the Americans With Disabilities Act of 1990 (the "Act") *(42 U.S.C. S121 01* et seq.), which prohibits discrimination on the basis of disability by public entities in all services, programs, and activities provided or made available by public entities, and the rules and regulations promulgated pursuant there unto, are made a part of this contract. In providing any aid, benefit, or service on behalf of the owner pursuant to this contract, the contractor agrees that the performance shall be in strict compliance with the Act. In the event that the contractor, its agents, servants, employees, or subcontractors violate or are alleged to have violated the Act during the performance of this contract, the contractor shall defend the owner in any action or administrative proceeding commenced pursuant to this Act. The contractor shall indemnify, protect, and save harmless the owner, its agents, servants, and employees from and against any and all suits, claims, losses, demands, or damages, of whatever kind or nature arising out of or claimed to arise out of the alleged violation. The contractor shall, at its own expense, appear, defend, and pay any and all charges for legal services and any and all costs and other expenses arising from such action or administrative proceeding or incurred in connection therewith. In any and all complaints brought pursuant to the owner's grievance procedure, the contractor agrees to abide by any decision of the owner which is rendered pursuant to said grievance procedure. If any action or administrative proceeding results in an award of damages against the owner, or if the owner incurs any expense to cure a violation of the ADA which has been brought pursuant to its grievance procedure, the contractor shall satisfy and discharge the same at its own expense.

The owner shall, as soon as practicable after a claim has been made against it, give written notice thereof to the contractor along with full and complete particulars of the claim, If any action or administrative proceeding is brought against the owner or any of its agents, servants, and employees, the *owner shall* expeditiously forward or have forwarded to the contractor every demand, complaint, notice, summons, pleading, or other process received by the owner or its representatives.

It is expressly agreed and understood that any approval by the owner of the services provided by the contractor pursuant to this contract will not relieve the contractor of the obligation to comply with the Act and to defend, indemnify, protect, and save harmless the owner pursuant to this paragraph.

It is further agreed and understood that the owner assumes no obligation to indemnify or save harmless the contractor, its agents, servants, employees and subcontractors for any claim which may arise out of their performance of this Agreement. Furthermore, the contractor expressly understands and agrees that the provisions of this indemnification clause shall in no way limit the contractor's obligations assumed in this Agreement, nor shall they be construed to relieve the contractor from any liability, nor preclude the owner from taking any other actions available to it under any other provisions of the Agreement or otherwise at law.

Proposal

RFP for Grant Writing Services
Submission Deadline: **Tuesday, July 11, 2023 at 11:00AM**

Recipient:
Panayiota Reynolds
Township of West Orange
66 Main Street, Room 111
West Orange, New Jersey 07052

In accordance with and subject to all stipulations, conditions, requirements, and instructions so far as they relate to this proposal are made part of it, submit my quote for services described:

I submit the following annual cost of services:

$ _____.

_____
DOLLAR AMOUNT IN WRITING

***In addition to the base proposal, the Township requests proposers respond to this Add-Alternate to provide State and County Grant Administration Services on an as needed basis. This service includes assistance with the execution of grant agreements and the preparation/submission of programmatic and financial reports. This service does not include project management, tracking or record retention services. This service will only be provided when requested in writing and mutually agreed to by the proposer. The propose reserves the right to reject any grant administration task at any time for any reason, as long as it notifies the Township in sufficient time to transfer responsibility back to the Township to complete the responsibilities in a timely manner.***

*Hourly Rate* _____

NAME : _____ Date: _____

ADDRESS: _____

_____

EMAIL: _____ PHONE: _____

BY_____
(Signature authorized to execute a contract)

# Exhibit “B”

# MILLENNIUM
STRATEGIES

July 6, 2023

Ms. Panayiota Reynolds
Purchasing Agent
Township of West Orange
66 Main Street
West Orange, NJ, 07052

***Re: Request for Proposals for Grant Writer Services for the Township of West Orange***

Dear Ms. Reynolds,

Millennium Strategies LLC is pleased to submit the following proposal to the Township of West Orange for the provision of Grant Writer Services. Millennium has had the privilege of providing Grant Writer Services on behalf of the Township of West Orange since May 2016. During our tenure, we have been able to successfully secure $17,045,145.69 in alternative grant funding, on behalf of the Township. Specific to our current contract period, we have helped to secure $5,676,521.69 in alternative grant funding on behalf of the Township. Of this grant funding secured, $4,078,097.69 is classified as competitive grant funding and $1,598,424.00 is classified as non-competitive grant funding. Details pertaining to the competitive and non-competitive grant awards, secured on behalf of the Township during our current contract period, are outlined further within our proposal. Millennium understands the Township's needs and goals and looks forward to continuing to be of service.

**COMPANY PROFILE**

Founded in 2005, Millennium Strategies is the largest full-service grants consulting firm in the region. We currently represent more than 140 municipalities, counties, school districts and non-profit entities in New Jersey, New York, and Pennsylvania. A listing of our current and previous clients, over the past five years, is included with our proposal as an attachment. Since our inception, we have helped to secure over $1 billion in both governmental and non-governmental grant funding on behalf of our clients. What sets Millennium apart is our comprehensive and aggressive approach to grant research and grant writing. We help our clients meet their complex challenges by securing funding for projects that fall within the following areas: arts, health services, human services, disaster recovery, economic development, public safety, environmental protection, historic preservation, open space preservation, recreation, sustainability, tourism, and transportation infrastructure.

**SERVICE TEAM**

As Millennium's CEO and former Chief of Staff to Congressman Bill Pascrell, I have shepherded critical projects to completion with federal, state, and county agencies. As Millennium's Principal, Sue Scavone has more than 25 years of experience in government and grant writing. Together, Sue and I have assembled Millennium's accomplished team which includes a full-time research department, 25 grant writers, and the support staff necessary to meet the demands of timely, professional, and competitive submissions. If Millennium is retained, I will continue to serve as Partner-in-Charge responsible for the Township's account. In addition, Catherine Kapura would continue to serve as Director of Client Services and Monica Ludwinski would continue to serve as Grant Writer. Biographies of key personnel along with a list of client references are included with our proposal as an attachment.

All services will be performed directly by employees of Millennium Strategies. We will not hire subcontractors to perform any of the proposed services outlined within this proposal. All staff employed by Millennium Strategies possess post-secondary degrees related to government consulting/grant writing and are in good standing with the State of New Jersey and other grant agencies. Neither the firm nor any individuals assigned to this engagement are disbarred, suspended, or otherwise prohibited from professional practice or from working with public entities by any federal, state, or local agency. All staff and principals that will support the delivery of service on behalf of the Township will be stationed out of our corporate headquarters located at 60 Columbia Road, Building B, Suite 230, Morristown, NJ, 07960.

## COMPETITIVE AND NON-COMPETITIVE GRANT AWARDS

*Grant Awards - Competitive*

During our current contract period, Millennium Strategies secured 15 grant awards, representing $4,078,097.69 in competitive grant funding, on behalf of the Township of West Orange. Details pertaining to these awards are outlined below.

| Funding Program | Purpose | Amount | Month of Award |
|---|---|---|---|
| US Federal Emergency Management Agency – Assistance to Firefighters Grant | Commercial Washer/Dryer | $41,374.69 | June 2023 |
| NJ Department of Community Affairs Main Street New Jersey – District Transformation Grant | Hanging Art Décor | $33,000.00 | June 2023 |
| NJ Department of Transportation – Local Transportation Projects Grant FY23 | South Valley Road, Walker Road, Rooney Circle Roadway Improvements | $1,000,000.00 | May 2023 |
| NJ Division of Highway Traffic Safety – Click It or Ticket Mobilization Grant | Police Department Overtime | $7,000.00 | May 2023 |
| NJ Department of Transportation – Transportation Alternatives Set-Aside Grant | Washington Street Improvements Phase II | $707,000.00 | May 2023 |
| NJ Department of Law and Public Safety – Automated License Plate Reader Initiative Grant | Automated License Plate Readers | $63,513.00 | April 2023 |
| NJ Department of Community Affairs – Local Recreation Improvement Grant | Degnan Park Dugout Improvements | $77,000.00 | April 2023 |
| US Congress- Congressional Directed Spending-Booker/Menendez/Payne | Rehabilitating O'Connor Park | $1,158,810.00 | January 2023 |
| NJ Department of Community Affairs – American Rescue Plan Firefighter Grant | Turnout Gear | $35,000.00 | November 2022 |
| TD Bank Foundation- TD Tree Days Grant | Tree Planting | $11,900.00 | November 2022 |
| NJ Division of Travel and Tourism- Cooperative Marketing Grant | Printed Marketing Materials | $3,500.00 | October 2022 |
| NJ Department of Transportation – Local Bicycle/Pedestrian Planning Assistance Grant | Prepare Vision Zero Action Plan | Technical Assistance | September 2022 |
| Partners for Health – Small Grant Application | Senior Livability Initiative | $10,000.00 | June 2022 |
| NJ Department of Transportation – Safe Routes to School Grant | Implementing Flashing Advance School Signs | $920,000.00 | June 2022 |
| Sustainable Jersey and PSEG Foundation – Small Grant | Bioretention Systems | $10,000.00 | May 2022 |

*Grant Awards – Non-Competitive*

During our current contract period, Millennium Strategies has secured 8 grant awards, totaling $1,598,424.00 in non-competitive grant funding, on behalf of the Township of West Orange. Details pertaining to these awards are outlined below.

| Funding Program | Purpose | Amount | Month of Award |
|---|---|---|---|
| NJ Department of Health – FY 23 COVID-19 Vaccination Supplemental Grant | COVID-19 Vaccination Support | $35,000.00 | July 2023 |
| NJ Department of Health – FY23 Strengthening Local Public Health Capacity Grant | COVID-19 Staff for Health Department | $406,046.00 | June 2023 |
| NJ Department of Environmental Protection – Stormwater Assistance Grant | MS4 Infrastructure Map | $25,000.00 | May 2023 |
| NJ Association of County and City Health Officials – Enhancing Local Public Health Infrastructure Grant | WOHD employee acquisition | $215,724.00 | February 2023 |
| NJ Department of Transportation – Municipal Aid Grant | Road Resurfacing | $580,870.00 | December 2022 |
| US Department of Justice – Edward Byrne Memorial Justice Assistance Grant | Electric Bicycles | $11,049.00 | September 2022 |
| NJ Department of Health – FY22 Strengthening Local Public Health Capacity Grant | COVID-19 Staff for Health Department | $274,735.00 | August 2022 |
| NJ Department of Health – FY22 COVID-19 Vaccination Supplemental Funding Grant | Covid-19 Supplies and Equipment | $50,000.00 | August 2022 |

## PROPOSED SERVICES

Millennium Strategies proposes to continue providing our full suite of Grant Writer Services on behalf of the Township of West Orange. These services will include those outlined and described below.

1. ***Create a Strategic Plan*** – Millennium will create a Strategic Plan for grant research and funding to be pursued in keeping with the Township's budget, capital plan and other identified objectives. This process will include coordination of necessary meetings with administrators, department heads, supervisors and key personnel to determine future funding goals and how best to achieve them.

2. ***Research Available Opportunities / Frequent Notification*** – Millennium will research all available governmental and non-governmental grant opportunities that support the Township's priorities on an ongoing basis for the duration of the contract period. Detailed grant summaries and application breakdowns will be provided to key personnel as the Township selects grants that are consistent with the Strategic Plan.

3. ***Complete Grant Writing*** – Millennium will complete all grant applications, both presented by Millennium and identified by the Township, in accordance with funding guidelines established by funding agencies, on a continuing basis for the duration of the contract period. This includes all necessary follow up with governmental, non-governmental, and legislative agencies in support of applications submitted on behalf of the Township as well as advising of technical requirements and criteria associated with grants.

4. ***Monthly Reporting*** – Millennium will submit a monthly report detailing all activities undertaken by the Millennium team on behalf of the Township as well as a monthly invoice of services rendered. The monthly report will include all grants recommended, grants awarded, grants submitted and pending approval, grant applications-in-progress, as well as grants denied providing the Township with an assessment of our efforts on a regular basis.

5. ***Meeting Attendance*** – Millennium will attend all meetings as requested by the Township with 48 hours' notice.

6. ***State and County Grant Administration Services (As Needed):*** Millennium will provide State and County Grant Administration Services on an as needed basis. This includes assistance with the execution of grant agreements and the preparation/submission of programmatic and financial reports. This service does not include project management, tracking or record retention services.

## FEE PROPOSAL

Millennium Strategies will provide Proposed Services, as outlined and described in Paragraphs 1 – 5 above, for a flat $3,900.00 monthly retainer fee, payable in twelve equal monthly installments, for an amount not to exceed $46,800.00 per annum. Our retainer fees include all travel time and expenses as well as attendance at all designated meetings. In addition, Millennium will provide Proposed Services, as outlined and described in Paragraph 6 above, on an hourly basis at a rate of $150.00 per hour. Millennium will only render State and County Grant Administration services when specifically requested by the Township and agreed to by Millennium. Prior to rendering these services, Millennium would provide the Township with a written estimate for what the not-to-exceed cost of these services would be. There are no hidden costs associated with our fee structure and our contract provides for a mutual 14 day opt-out. Millennium Strategies will enter into a contractual relationship with the Township as an independent contractor for the duration of our contract.

## DISCLOSURES

Millennium Strategies is a limited liability company. Since our inception in 2005, Ed Farmer and Sue Scavone have remained the sole principals of Millennium Strategies. During our 18 years of operation, the company has not undergone any changes to the business name. Millennium Strategies is registered as a Small Business Enterprise (SBE) and complies with all applicable EEO, and Affirmative Action Laws as evidenced by the compliance documentation included with our proposal as an attachment.

No judgments, claims or suits have been filed against our company. In addition, Millennium Strategies is not now, nor has it ever been involved in any bankruptcy or reorganization proceedings. Millennium Strategies does not employ any relatives of the Township of West Orange, nor are any of our employees unionized. In addition, no principals or employees of Millennium Strategies are related to any employee or elected official of the Township of West Orange. Millennium has no conflicts of interest that would prohibit the award of a contract for the provision of Grant Writer Services and for which this request for proposals is being made.

**CONCLUSION**

Thank you again for considering Millennium Strategies. We look forward to continuing to be of service to the Township of West Orange. Should you have any questions relative to our proposal, please do not hesitate to contact me by phone at (973) 226-3329 or by email at efarmer@m-strat.com.

Sincerely,

Ed Farmer
President and CEO

# CERTIFICATIONS AND DOCUMENTATION

## BIDDER'S CHECK LIST

| | Initial |
|---|---|
| • Business Registration Certification | EF |
| • Stockholder Disclosure Certification | EF |
| • Mandatory Affirmative Action Language | EF |
| • AMERICANS WITH DISABILITIES ACT OF 1990 | EF |
| • Completed Bid Proposal Form | EF |
| • W-9 Tax Form | EF |
| • Political Disclosure Statement | EF |
| • Prohibited Russia-Belarus Activities & Iran Investment Activities | EF |
| • Addendum/Addenda | EF |
| • Affidavit of Non-Collusion | EF |
| • Insurance Requirement Acknowledgement Form | EF |

Please provide one additional copy of entire bid package which is stored on a USB/Flash Stick or CD



EF

## Business 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.

CERT-1

11/06/17

Taxpayer Identification# **203-749-864/000**

Dear Business Representative:

Congratulations! You are now registered with the New Jersey Division of Revenue.

Use the Taxpayer Identification Number listed above on all correspondence with the Divisions of Revenue and Taxation, as well as with the Department of Labor (if the business is subject to unemployment withholdings). Your tax returns and payments will be filed under this number, and you will be able to access information about your account by referencing it.

Additionally, please note that State law requires all contractors and subcontractors with Public agencies to provide proof of their registration with the Division of Revenue. The law also amended Section 92 of the Casino Control Act, which deals with the casino service industry.

We have attached a Proof of Registration Certificate for your use. To comply with the law, if you are currently under contract or entering into a contract with a State agency, you must provide a copy of the certificate to the contracting agency.

If you have any questions or require more information, feel free to call our Registration Hotline at (609)292-9292.

I wish you continued success in your business endeavors.

Sincerely,

James J. Fruscione

James J. Fruscione
Director
New Jersey Division of Revenue

**STATE OF NEW JERSEY**
**BUSINESS REGISTRATION CERTIFICATE**

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

TAXPAYER NAME:
**MILLENNIUM STRATEGIES LLC**

TRADE NAME:

ADDRESS:
**60 COLUMBIA ROAD, BLDG B, STE**
**MORRISTOWN NJ 07960-4635**

SEQUENCE NUMBER:
**1250157**

EFFECTIVE DATE:
**07/14/06**

ISSUANCE DATE:
**11/06/17**

James J. Fruscione
Director
New Jersey Division of Revenue

FORM-BRC
(04-08), D205846V

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

***STATE OF NEW JERSEY***
***DEPARTMENT OF THE TREASURY***
***DIVISION OF REVENUE AND ENTERPRISE SERVICES***
***LONG FORM STANDING WITH OFFICERS AND DIRECTORS***

***MILLENNIUM STRATEGIES, LLC***
*0600246981*

*I, the Treasurer of the State of New Jersey, do hereby certify that the above-named New Jersey Domestic Limited Liability Company was registered by this office on September 08, 2005.*

*As of the date of this certificate, said business continues as an active business in good standing in the State of New Jersey, and its Annual Reports are current.*

*I further certify that the registered agent and office are:*

*LISA MARTINEZ*
*60 COLUMBIA ROAD - 2ND FLOOR*
*BLDG. B - MILLENNIUM STRATEGIES*
*MORRISTOWN, NJ 07960*

*I further certify that as of the date of this certificate, the following were listed as officers/directors of this business on the last Annual Report filed in this office on December 08, 2022.*

*CHIEF EXEC. OFFICER (CEO)* *ED FARMER*
*60 ROSELAND AVENUE*
*CALDWELL, NJ 07006*

*IN TESTIMONY WHEREOF, I have hereunto set my hand and affixed my Official Seal at Trenton, this 15th day of May, 2023*

*Elizabeth Maher Muoio*
*State Treasurer*

*Certificate Number : 6143104151*

*Verify this certificate online at*

*https://www1.state.nj.us/TYTR_StandingCert/JSP/Verify_Cert.jsp*

## STATEMENT OF OWNERSHIP DISCLOSURE

N.J.S.A. 52:25-24.2 (P.L. 1977, c.33, as amended by P.L. 2016, c.43)

**This statement shall be completed, certified to, and included with all bid and proposal submissions. Failure to submit the required information is cause for automatic rejection of the bid or proposal.**

**Name of Organization:** Millennium Strategies

**Organization Address:** 60 Columbia Road, Building B, Suite 230, Morristown, NJ, 07960

**Part I** **Check the box that represents the type of business organization:**

☐ Sole Proprietorship (skip Parts II and III, execute certification in Part IV)

☐ Non-Profit Corporation (skip Parts II and III, execute certification in Part IV)

☐ For-Profit Corporation (any type) ☒ Limited Liability Company (LLC)

☐ Partnership ☐ Limited Partnership ☐ Limited Liability Partnership (LLP)

☐ Other (be specific): _____

**Part II**

☒ The list below contains the names and addresses of all stockholders in the corporation who own 10 percent or more of its stock, of any class, or of all individual partners in the partnership who own a 10 percent or greater interest therein, or of all members in the limited liability company who own a 10 percent or greater interest therein, as the case may be. (**COMPLETE THE LIST BELOW IN THIS SECTION**)

**OR**

☐ No one stockholder in the corporation owns 10 percent or more of its stock, of any class, or no individual partner in the partnership owns a 10 percent or greater interest therein, or no member in the limited liability company owns a 10 percent or greater interest therein, as the case may be. (**SKIP TO PART IV**)

(Please attach additional sheets if more space is needed):

| Name of Individual or Business Entity | Address |
|---|---|
| Edward Farmer | 1803 Middlebrook Road, Bound Brook, NJ, 08805 |
| Susan Scavone | 165 Alexander Avenue, Nutley, NJ, 07110 |
| | |
| | |

**Part III** **DISCLOSURE OF 10% OR GREATER OWNERSHIP IN THE STOCKHOLDERS, PARTNERS OR LLC MEMBERS LISTED IN PART II**

**If a bidder has a direct or indirect parent entity which is publicly traded, and any person holds a 10 percent or greater beneficial interest in the publicly traded parent entity as of the last annual federal Security and Exchange Commission (SEC) or foreign equivalent filing,** ownership disclosure can be met by providing links to the website(s) containing the last annual filing(s) with the federal Securities and Exchange Commission (or foreign equivalent) that contain the name and address of each person holding a 10% or greater beneficial interest in the publicly traded parent entity, along with the relevant page numbers of the filing(s) that contain the information on each such person. **Attach additional sheets if more space is needed.**

| Website (URL) containing the last annual SEC (or foreign equivalent) filing | Page #'s |
|---|---|
| Not Applicable | N/A |
| | |
| | |

**Please list** the names and addresses of each stockholder, partner or member owning a 10 percent or greater interest in any corresponding corporation, partnership and/or limited liability company (LLC) listed in Part II **other than for any publicly traded parent entities referenced above.** The disclosure shall be continued until names and addresses of every noncorporate stockholder, and individual partner, and member exceeding the 10 percent ownership criteria established pursuant to N.J.S.A. 52:25-24.2 has been listed. **Attach additional sheets if more space is needed.**

| Stockholder/Partner/Member and Corresponding Entity Listed in Part II | Address |
|---|---|
| Not Applicable | Not Applicable |
| | |
| | |

## Part IV Certification

I, being duly sworn upon my oath, hereby represent that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I acknowledge: that I am authorized to execute this certification on behalf of the bidder/proposer; that the ***Township of West Orange*** is relying on the information contained herein and that I am under a continuing obligation from the date of this certification through the completion of any contracts with ***Township of West Orange*** to notify the ***Township of West Orange*** in writing of any changes to the information contained herein; 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 am subject to criminal prosecution under the law and that it will constitute a material breach of my agreement(s) with the, permitting the ***Township of West Orange*** to declare any contract(s) resulting from this certification void and unenforceable.

| | | | |
|---|---|---|---|
| Full Name (Print): | Edward Farmer | Title: | President and CEO |
| Signature: | | Date: | 07/06/2023 |

**EXHIBIT A**

**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 take affirmative action to ensure that such applicants are recruited and employed, 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 action 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, where applicable, will send to each labor union or representative or workers with which it has a collective bargaining agreement or other contract or understanding, a notice, to be provided by the agency contracting officer advising the labor union or workers' representative of the contractor's commitments under this act 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 employ minority and women workers consistent with the applicable county employment goals established in accordance with N.J.A.C. 17:27-5.2, or a binding determination of the applicable county employment goals determined by the Division, pursuant to 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, labor unions, that it does not discriminate on the basis of age, 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 applicable 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, 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

The contractor and its subcontractors shall furnish such reports or other documents to the Div. of Contract Compliance & EEO 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 Div. of Contract Compliance & EEO for conducting a compliance investigation pursuant to **Subchapter 10 of the Administrative Code at N.J.A.C. 17:27**.



57

# 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 X

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 requi'ed documentation pursuant to the law.

COMPANY: Millennium Strategies LLC NAME: Edward Farmer

SIGNATURE: _____ TITLE: President and CEO

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 39523

# 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 to15-MAR-2028

MILLENIUM STRATEGIES LLC
60 COLUMBIA ROAD
MORRISTOWN NJ 07405

ELIZABETH MAHER MUOIO
State Treasurer

# State of New Jersey

**PHIL MURPHY**
*Governor*

**SHEILA OLIVER**
*Lt. Governor*

DEPARTMENT OF THE TREASURY
DIVISION OF REVENUE & ENTERPRISE SERVICES
P.O. BOX 026
TRENTON, NJ 08625-034
PHONE: 609-292-2146 FAX: 609-984-6679

**ELIZABETH MAHER MUOIO**
*State Treasurer*

## APPROVED

*under the*
Small Business Set-Aside Act

This certificate acknowledges MILLENNIUM STRATEGIES LLC as a Category 2 approved Small Business (SBE) that has met the criteria established by N.J.A.C. 17:13 and/or 17:14..

This registration will remain in effect for three years. Annually the business must submit, not more than 60 days prior to the anniversary of the registration notice, an annual verification statement in which it shall attest that there is no change in the ownership, revenue eligibility or control of that business.

If the business fails to submit the annual verification statement by the anniversary date, the SBE registration will lapse and the business SBE status will be revoked in the New Jersey Selective Assistance Vendor information (NJSAVI) database that lists registered Small businesses.If the business seeks to be registered again, it will have to reapply and complete a new application

Peter Lowicki
Deputy Director

**Issued:** 10/10/2020
**Certification Number:** A0125-62

**Expiration:** 10/10/2023

## APPENDIX A
## AMERICANS WITH DISABILITIES ACT OF 1990
### Equal Opportunity for Individuals with Disability

The contractor and the Township of West Orange, (hereafter "owner") do hereby agree that the provisions of Title 11 of the Americans With Disabilities Act of 1990 (the "Act") *(42 U.S.C. S121 01* et seq.), which prohibits discrimination on the basis of disability by public entities in all services, programs, and activities provided or made available by public entities, and the rules and regulations promulgated pursuant there unto, are made a part of this contract. In providing any aid, benefit, or service on behalf of the owner pursuant to this contract, the contractor agrees that the performance shall be in strict compliance with the Act. In the event that the contractor, its agents, servants, employees, or subcontractors violate or are alleged to have violated the Act during the performance of this contract, the contractor shall defend the owner in any action or administrative proceeding commenced pursuant to this Act. The contractor shall indemnify, protect, and save harmless the owner, its agents, servants, and employees from and against any and all suits, claims, losses, demands, or damages, of whatever kind or nature arising out of or claimed to arise out of the alleged violation. The contractor shall, at its own expense, appear, defend, and pay any and all charges for legal services and any and all costs and other expenses arising from such action or administrative proceeding or incurred in connection therewith. In any and all complaints brought pursuant to the owner's grievance procedure, the contractor agrees to abide by any decision of the owner which is rendered pursuant to said grievance procedure. If any action or administrative proceeding results in an award of damages against the owner, or if the owner incurs any expense to cure a violation of the ADA which has been brought pursuant to its grievance procedure, the contractor shall satisfy and discharge the same at its own expense.

The owner shall, as soon as practicable after a claim has been made against it, give written notice thereof to the contractor along with full and complete particulars of the claim, If any action or administrative proceeding is brought against the owner or any of its agents, servants, and employees, the *owner shall* expeditiously forward or have forwarded to the contractor every demand, complaint, notice, summons, pleading, or other process received by the owner or its representatives.

It is expressly agreed and understood that any approval by the owner of the services provided by the contractor pursuant to this contract will not relieve the contractor of the obligation to comply with the Act and to defend, indemnify, protect, and save harmless the owner pursuant to this paragraph.

It is further agreed and understood that the owner assumes no obligation to indemnify or save harmless the contractor, its agents, servants, employees and subcontractors for any claim which may arise out of their performance of this Agreement. Furthermore, the contractor expressly understands and agrees that the provisions of this indemnification clause shall in no way limit the contractor's obligations assumed in this Agreement, nor shall they be construed to relieve the contractor from any liability, nor preclude the owner from taking any other actions available to it under any other provisions of the Agreement or otherwise at law.

Proposal

RFP for Grant Writing Services
Submission Deadline: **Tuesday, July 11, 2023 at 11:00AM**

Recipient:
Panayiota Reynolds
Township of West Orange
66 Main Street, Room 111
West Orange, New Jersey 07052

In accordance with and subject to all stipulations, conditions, requirements, and instructions so far as they relate to this proposal are made part of it, submit my quote for services described:

I submit the following annual cost of services:

$ $3,900.00 per month retainer fee not to exceed $46,800.00 per annum.

Three thousand nine hundred dollars per month retainer fee, not to exceed fourty six thousand eight hundred dollars per annum

DOLLAR AMOUNT IN WRITING

***In addition to the base proposal, the Township requests proposers respond to this Add-Alternate to provide State and County Grant Administration Services on an as needed basis. This service includes assistance with the execution of grant agreements and the preparation/submission of programmatic and financial reports. This service does not include project management, tracking or record retention services. This service will only be provided when requested in writing and mutually agreed to by the proposer. The propose reserves the right to reject any grant administration task at any time for any reason, as long as it notifies the Township in sufficient time to transfer responsibility back to the Township to complete the responsibilities in a timely manner.***

*Hourly Rate* $150.00

NAME : Edward Farmer Date: 07/06/2023

ADDRESS: 60 Columbia Road, Building B, Suite 230

Morristown, NJ, 07960

EMAIL: efarmer@m-strat.com PHONE: (973) 226-3329

BY

(Signature authorized to execute a contract)

Form **W-9**
(Rev. October 2018)
Department of the Treasury
Internal Revenue Service

# Request for Taxpayer Identification Number and Certification

▶ Go to *www.irs.gov/FormW9* for instructions and the latest information.

**Give Form to the requester. Do not send to the IRS.**

Print or type. See Specific Instructions on page 3.

1 Name (as shown on your income tax return). Name is required on this line; do not leave this line blank.
Millennium Strategies LLC

2 Business name/disregarded entity name, if different from above

3 Check appropriate box for federal tax classification of the person whose name is entered on line 1. Check only one of the following seven boxes.

☐ Individual/sole proprietor or single-member LLC ☐ C Corporation ☐ S Corporation ☐ Partnership ☐ Trust/estate

☑ Limited liability company. Enter the tax classification (C=C corporation, S=S corporation, P=Partnership) ▶ P

**Note:** Check the appropriate box in the line above for the tax classification of the single-member owner. Do not check LLC if the LLC is classified as a single-member LLC that is disregarded from the owner unless the owner of the LLC is another LLC that is not disregarded from the owner for U.S. federal tax purposes. Otherwise, a single-member LLC that is disregarded from the owner should check the appropriate box for the tax classification of its owner.

☐ Other (see instructions) ▶

4 Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3):

Exempt payee code (if any) _____

Exemption from FATCA reporting code (if any) _____

*(Applies to accounts maintained outside the U.S.)*

5 Address (number, street, and apt. or suite no.) See instructions.
60 Columbia Road, Building B, Suite 230

Requester's name and address (optional)

6 City, state, and ZIP code
Morristown, NJ, 07960

7 List account number(s) here (optional)

## Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the instructions for Part I, later. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN*, later.

**Note:** If the account is in more than one name, see the instructions for line 1. Also see *What Name and Number To Give the Requester* for guidelines on whose number to enter.

**Social security number**
☐☐☐ – ☐☐ – ☐☐☐☐

or

**Employer identification number**
2 0 – 3 7 4 9 8 6 4

## Part II Certification

Under penalties of perjury, I certify that:

1. The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and
2. I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and
3. I am a U.S. citizen or other U.S. person (defined below); and
4. The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

**Certification instructions.** You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions for Part II, later.

**Sign Here** Signature of U.S. person ▶ [signature] Date ▶ 03/22/23

## General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

**Future developments.** For the latest information about developments related to Form W-9 and its instructions, such as legislation enacted after they were published, go to *www.irs.gov/FormW9*.

## Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) which may be your social security number (SSN), individual taxpayer identification number (ITIN), adoption taxpayer identification number (ATIN), or employer identification number (EIN), to report on an information return the amount paid to you, or other amount reportable on an information return. Examples of information returns include, but are not limited to, the following.

- Form 1099-INT (interest earned or paid)
- Form 1099-DIV (dividends, including those from stocks or mutual funds)
- Form 1099-MISC (various types of income, prizes, awards, or gross proceeds)
- Form 1099-B (stock or mutual fund sales and certain other transactions by brokers)
- Form 1099-S (proceeds from real estate transactions)
- Form 1099-K (merchant card and third party network transactions)
- Form 1098 (home mortgage interest), 1098-E (student loan interest), 1098-T (tuition)
- Form 1099-C (canceled debt)
- Form 1099-A (acquisition or abandonment of secured property)

Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN.

*If you do not return Form W-9 to the requester with a TIN, you might be subject to backup withholding. See* What is backup withholding, *later.*

**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]

| Name of Individual/Entity Making Contribution | Amount of Contribution | Recipient of Contribution | Date of Contribution |
|---|---|---|---|
| Millennium Strategies LLC | $1,500.00 | Susan McCartney for Mayor | 10/27/2022 |
| Partners: Edward Farmer/Susan Scavone | | | |
| All contributions split between parties | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |

| | NONE |
|---|---|
| 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. | ___ |

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 Susan McCartney, Councilman Bill Rutherford, Councilwoman Michelle Casalino, Councilwoman Tammy Williams, Councilwoman Asmeret Ghebremicael and Councilwoman Susan Scarpa .

Millennium Strategies LLC

Company Name

Authorized Signature

Edward Farmer, President and CEO

Printed Name

07/06/2023

Date

# Prohibited Russia-Belarus Activities & Iran Investment Activities

| | |
|---|---|
| **Person or Entity** | Millennium Strategies LLC |

## Part 1: Certification

COMPLETE PART 1 BY CHECKING **ONE OF THE THREE BOXES BELOW**

Pursuant to law, any person or entity that is a successful bidder or proposer, or otherwise proposes to enter into or renew a contract, for goods or services must complete the certification below prior to contract award to attest, under penalty of perjury, that neither the person or entity, nor any parent entity, subsidiary, or affiliate, is identified on the Department of Treasury's Russia-Belarus list or Chapter 25 list as a person or entity engaging in prohibited activities in Russia, Belarus or Iran. Before a contract for goods or services can be amended or extended, a person or entity must certify that neither the person or entity, nor any parent entity, subsidiary, or affiliate, is identified on the Department of Treasury's Russia-Belarus list. Both lists are found on Treasury's website at the following web addresses:

https://www.nj.gov/treasury/administration/pdf/RussiaBelarusEntityList.pdf
www.state.nj.us/treasury/purchase/pdf/Chapter25List.pdf.

As applicable to the type of contract, the above-referenced lists must be reviewed prior to completing the below certification.

A person or entity unable to make the certification must provide a detailed, accurate, and precise description of the activities of the person or entity, or of a parent entity, subsidiary, or affiliate, engaging in prohibited activities in Russia or Belarus and/or investment activities in Iran. The person or entity must cease engaging in any prohibited activities and provide an updated certification before the contract can be entered into.

If a vendor or contractor is found to be in violation of law, action may be taken as appropriate and as may be provided by law, rule, or contract, including but not limited to imposing sanctions, seeking compliance, recovering damages, declaring the party in default, and seeking debarment or suspension of the party.

**CONTRACT AWARDS AND RENEWALS**

| | |
|---|---|
| ☒ | *I certify, pursuant to law, that neither the person or entity listed above, nor any parent entity, subsidiary, or affiliate appears on the N.J. Department of Treasury's lists of entities engaged in prohibited activities in Russia or Belarus pursuant to P.L. 2022, c. 3 or in investment activities in Iran pursuant to P.L. 2012, c. 25 ("Chapter 25 List"). I further certify that I am the person listed above, or I am an officer or representative of the entity listed above and am authorized to make this certification on its behalf.* (Skip Part 2 and sign and complete the Certification below.) |

| CONTRACT AMENDMENTS AND EXTENSIONS | |
|---|---|
| ☐ | *I certify, pursuant to law, that neither the person or entity listed above, nor any parent entity, subsidiary, or affiliate is listed on the N.J. Department of the Treasury's lists of entities determined to be engaged in prohibited activities in Russia or Belarus pursuant to P.L. 2022, c. 3. I further certify that I am the person listed above, or I am an officer or representative of the entity listed above and am authorized to make this certification on its behalf.* (Skip Part 2 and sign and complete the Certification below.) |
| **IF UNABLE TO CERTIFY** | |
| ☐ | *I am unable to certify as above because the person or entity and/or a parent entity, subsidiary, or affiliate is listed on the Department's Russia-Belarus list and/or Chapter 25 Iran list. I will provide a detailed, accurate, and precise description of the activities as directed in Part 2 below, and sign and complete the Certification below. Failure to provide such will prevent the award of the contract to the person or entity, and appropriate penalties, fines, and/or sanctions will be assessed as provided by law.* |

## Part 2: Additional Information

PLEASE PROVIDE FURTHER INFORMATION RELATED TO PROHIBITED ACTIVITIES IN RUSSIA OR BELARUS AND/OR INVESTMENT ACTIVITIES IN IRAN.

You must provide a detailed, accurate, and precise description of the activities of the person or entity, or of a parent entity, subsidiary, or affiliate, engaging in prohibited activities in Russia or Belarus and/or investment activities in Iran in the space below and, if needed, on additional sheets provided by you.

## Part 3: Certification of True and Complete Information

*I, being duly sworn upon my oath, hereby represent and state that the foregoing information and any attachments there, 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** is relying on the information contained herein and hereby acknowledge that I am under a continuing obligation from the date of this certification through the completion of any contracts with the **Township of West Orange** to notify the **Township of West Orange** 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. 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** and that the **Township of West Orange** at its option may declare any contract(s) resulting from this certification void and unenforceable.*

| | | | | |
|---|---|---|---|---|
| **Full Name (Print)** | Edward Farmer | **Title** | President and CEO | |
| **Signature** | | | **Date** | 07/06/2023 |

**TOWNSHIP OF WEST ORANGE**
**ACKNOWLEDGMENT OF RECEIPT OF ADDENDA**

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

| Addendum Number | Dated | Acknowledge Receipt (Initial) |
|---|---|---|
| | | |
| | | |
| | | |
| | | |

☒ No addenda was/were received.

Acknowledged for: Millennium Strategies LLC
(Company Name)

By: _____
(Signature of Authorized Representative)

Name: Edward Farmer
(Print)

Title: President and CEO

Date: 07/06/2023

# 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: 07/06/2023

(Signature)

Edward Farmer, President and CEO
(Name and Title)

Millennium Strategies LLC

(Company)

60 Columbia Road, Building B, Suite 230
(Address)

Morristown, NJ, 07960

(Corporate Seal)

Subscribed and sworn to before me

JESSICA CARVAJAL
Notary Public, State of New Jersey
Commission # 50161874
My Commission Expires 06/03/2026

this 6th day of July, 20 23

Notary Seal

Jessica Carvajal
Human Resources Generalist

**INSURANCE REQUIREMENTS AND ACKNOWLEDGEMENT FORM**

Certificate(s) of Insurance shall be filed with the Municipal Clerk's Office upon award of contract by the Mayor and Township Council.

The minimum amount of insurance to be carried by the Professional Service Entity shall he as follows:

**PROFESSIONAL LIABILITY INSURANCE**

Limits shall be a minimum of $1,000,000.00 for each claim and $1,000,000.00 aggregate each policy period.

*Acknowledgement* of Insurance *Requirement:*

Millennium Strategies LLC

(Signature) 07/06/2023 (Date)

Edward Farmer, President and CEO

(Printed Name and Title)

MILLSTR-01 MLESZCZYNSKI

# CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY) 6/26/2023

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
Acrisure, LLC
100 Passaic Ave, Suite 120
Fairfield, NJ 07004-3508

CONTACT NAME: Dianne DeMott Levi
PHONE (A/C, No, Ext): (973) 797-0841 1168 FAX (A/C, No):
E-MAIL ADDRESS: DLevi@acrisure.com

| INSURER(S) AFFORDING COVERAGE | NAIC # |
|---|---|
| INSURER A : Hartford Insurance Company of Midwest | 37478 |
| INSURER B : Sentinel Insurance Company Ltd | 11000 |
| INSURER C : Twin City Fire Insurance Company | 29459 |
| INSURER D : RLI Insurance Company | 13056 |
| INSURER E : | |
| INSURER F : | |

INSURED
Millennium Strategies LLC
60 Columbia Road, Bldg. B
Ste 230
Morristown, NJ 07960

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 | X COMMERCIAL GENERAL LIABILITY<br>CLAIMS-MADE X OCCUR<br>GEN'L AGGREGATE LIMIT APPLIES PER:<br>X POLICY PRO-JECT LOC<br>OTHER: | | | 13SBAIL8856 | 2/28/2023 | 2/28/2024 | EACH OCCURRENCE<br>DAMAGE TO RENTED PREMISES (Ea occurrence)<br>MED EXP (Any one person)<br>PERSONAL & ADV INJURY<br>GENERAL AGGREGATE<br>PRODUCTS - COMP/OP AGG | $ 1,000,000<br>$ 500,000<br>$ 10,000<br>$ 1,000,000<br>$ 2,000,000<br>$ 2,000,000<br>$ |
| A | AUTOMOBILE LIABILITY<br>ANY AUTO<br>OWNED AUTOS ONLY<br>SCHEDULED AUTOS<br>X HIRED AUTOS ONLY<br>X NON-OWNED AUTOS ONLY | | | 13SBAIL8856 | 2/28/2023 | 2/28/2024 | COMBINED SINGLE LIMIT (Ea accident)<br>BODILY INJURY (Per person)<br>BODILY INJURY (Per accident)<br>PROPERTY DAMAGE (Per accident) | $ 1,000,000<br>$<br>$<br>$<br>$ |
| A | X UMBRELLA LIAB X OCCUR<br>EXCESS LIAB CLAIMS-MADE<br>DED X RETENTION $ 10,000 | | | 13SBAIL8856 | 2/28/2023 | 2/28/2024 | EACH OCCURRENCE<br>AGGREGATE | $ 2,000,000<br>$ 2,000,000<br>$ |
| B | WORKERS COMPENSATION AND EMPLOYERS' LIABILITY<br>ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? Y / N (Mandatory in NH)<br>If yes, describe under DESCRIPTION OF OPERATIONS below | N / A | | 13WECTC8758 | 3/1/2023 | 3/1/2024 | PER STATUTE OTH-ER<br>E.L. EACH ACCIDENT<br>E.L. DISEASE - EA EMPLOYEE<br>E.L. DISEASE - POLICY LIMIT | <br>$ 1,000,000<br>$ 1,000,000<br>$ 1,000,000 |
| C | Directors & Officers | | | 13KB0381514-23 | 5/20/2023 | 5/20/2024 | Limit | 1,000,000 |
| D | Errors & Omissions | | | RTP0028688 | 3/1/2023 | 3/1/2024 | Limit | 1,000,000 |

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

CERTIFICATE HOLDER

PROOF OF INSURANCE

CANCELLATION

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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# REFERENCES

# Municipal Government References

**Township Of Middletown**
Name: Stephanie Teoli Kuhls
Title: Township Manager
Phone: 215-750-3836
Email: steoli@middletownbucks.org
Address: 3 Municipal Way, Langhorne, PA, 19047
Services: Grant Consulting Service

**Township Of Falls**
Name: Matthew Takita
Title: Township Manager
Phone: 215- 949-9000
Email: m.takita@fallstwp.com
Address: 188 Lincoln Hwy, Fairless Hills, PA, 19030
Service: Grant Consulting Service

**Town of Monroe**
Name: Tony Cardone
Title: Town Supervisor
Phone: 845-742-0769
Email: tcardone@monroeny.org
Address: 1465 Orange Tpke, Monroe, NY, 10950
Service: Grant Consulting Service

**City Of Paterson**
Name: Kathleen Long
Title: Business Administrator
Phone: 973-321-1556
Email: klong@patersonnj.gov
Address: 155 Market St, Paterson, NJ, 07505
Services: Grant Consulting Services

**City of Hackensack**
Name: Vincent Caruso
Title: City Manager
Phone: 201-646-3980
Email: citymanager@hakensack.org
Address: 65 Central Ave, Hackensack, NJ, 07601
Services: Grant Consulting Services

**City Of Hoboken**
Name: Caleb Stratton
Title: Assistant Business Administrator
Phone: 201-420-2000
Email: cstrattion@hobokennj.gov
Address: 94 Washington St, Hoboken, NJ, 07030
Services: Grant Consulting Services

**Township Of Harrison**
Name: Mike Amodeo
Title: Town Engineer
Phone: 914-670-3102
Email: mamodeo@harrison-ny.gov
Address: 1 Heinman Pl, Harrison, NY, 10528
Services: Grant Consulting Services

**Village Of Port Chester**
Name: Curt LaValla, AICP
Title: Director of Planning
Phone: 914-937-1556
Email: clavalla@portchesterny.gov
Address: 222 Grace Church St, Port Chester, NY, 10573
Services Grant Consulting Services

**Borough of Franklin Lakes**
Name: Greg Hart
Title: Borough Administrator
Phone: 201-891-4000
Email: ghart@franklinlakes.org
Address: 480 DeKorte Dr, Franklin Lakes, NJ, 07417
Servies: Grant Research Portal Service

**Township of Ocean**
Name: David G. Brown, II
Title: Township Manager
Phone: 732-531-5000
Email: manager@oceantwp.org
Address: 399 Monmouth Rd, Oakhurst, NJ, 07755
Services: Grant Research Portal Service

**Borough of North Caldwell**
Name: Kevin O'Sullivan
Title: Borough Administrator
Phone: 973-228-6410
Email: kosullivan@northcaldwell.org
Address:141 Gould Ave, North Caldwell, NJ, 07006
Services: Grant Research Portal Service

**Township of Verona**
Name: Joseph D'Arco
Title: Township Manager
Phone: 973-857-4767
Email: jdarco@veronanj.org
Address:600 Bloomfield Ave, Verona, NJ, 07044
Services: Grant Research Portal Service

## County Government References

**County Of Camden**
Name: Holly Cass
Title: Deputy County Administrator
Phone: 856-255-5358
Email: hcass@camdencounty.com
Address: 520 Market St, Camden, NJ 08012
Services: Grant Consulting Service

**County Of Middlesex**
Name: John Carrol
Title: Director of Public and Government Affairs
Phone: 732-745-3000
Email: John.carrol@co.middlesex.nj.us
Address: 75 Bayard St, New Brunswick, NJ 08901
Services: Grant Consulting Service

**County Of Rockland**
Name: Jose Guillermo Rosa
Title: Deputy County Executive
Phone: 845-638-5122
Email: rosag@co.rockland.ny.us
Address: 11 New Hempstead Rd, New City, NY, 10956
Services: Grant Consulting Services

**County of Hudson**
Name: Craig Guy
Title: Chief of Staff to County Executive
Phone: 201-795-6000
Email: cguy@hcnj.us
Address: 567 Pavonia Ave, Jersey City, NJ, 7306
Services: Grant Consulting Services

## Board Of Education References

**Roselle Board of Education**
Name: Anthony Juskiewicz
Title: Business Administrator/Board Secretary
Phone: 908-298-2040
Email: ajuskiewicz@roselleschools.org
Address: 710 Locust St, Roselle, NJ, 07203
Services: Grant Consulting Services

**Fairview Board of Education**
Name: John Bussanich
Title: Business Administrator
Phone: 201-943-0564
Email: jbussanich@fairviewps.org
Address: 130 Hamilton Ave, Fairview, NJ, 07022
Services: Grant Consulting Services

**Englewood Board of Education**
Name: Cheryl Balleto
Title: Business Administrator/Board Secretary
Phone: 201-862-6271
Email: cballetto@epsd.org
Address: 274 Knickerbocker Rd, Englewood, NJ, 07631
Services: Grant Research Portal Service

**North Bergen Board of Education**
Name: Dr. George J. Solter Jr.
Title: Superintendent of Schools
Phone: 201- 868-1000
Email: citymanager@hackensack.org
Address: 7317 Kennedy Bvd, North Bergen, NJ, 07047
Services: Grant Research Portal Services

**Nutley Board of Education**
Name: David DiPisa
Title: Business Administrator
Phone: 973-661-8799
Email: ddipisa@nutleyschools.org
Address: 315 Franklin Ave, Nutley, NJ, 07110
Services: Grant Research Portal Services

**Middletown Board of Education**
Name: Amy Doherty, CPA
Title: Business Administrator
Phone: 732-671-3850
Email: dohertya@middletownk12.org
Address: 834 Leonardville Rd, Leonardo, NJ, 07737
Services: Grant Research Portal Services

# CURRENT/PREVIOUS PUBLIC SECTOR CLIENTS

| Client | County | Address | Length of Service | Service | Primary Contact | Title | Email Address | Telephone Number | Millennium Contact |
|---|---|---|---|---|---|---|---|---|---|
| Aberdeen | Monmouth | 1 Aberdeen Square, Aberdeen, NJ, 07747 | 04/2022 - Present | Grant Portal | Bryan Russell | Municipal Administrator | bryan.russell@aberdeennj.org | 732-583-4200 | Katie Kocher - Deputy Director |
| Bayonne | Hudson | 630 Avenue C Bayonne, NJ, 07002 | 05/2009 - Present | Grant Consulting | Melissa Mathews | Municipal Administrator | mmathews@BayNJ.org | 201-858-6109 | Laura Wintroub - Director |
| Bayonne BOE | Hudson | 669 Avenue A, Bayonne, NJ, 07002 | 07/2021 - Present | Grant Portal | Dan Castles | School Administrator | dcastles@bboed.org | 201-858-5560 | Katie Kocher - Deputy Director |
| Barrington | Camden | 229 Trenton Ave, Barrington, NJ, 08007 | 09/2022 - 03/2023 | Grant Portal | Kyle Hanson | Council President | khanson@barringtonboro.com | 856-547-0706 | Peter Blanos - Director |
| Beacon | Dutchess | 1 Municipal Plaza Beacon, NY, 12508 | 06/2016 - 12/2019 | Grant Consulting | Anthony Ruggiero | Municipal Administrator | aruggiero@cityofbeacon.org | 845-838-5009 | David Jenkins - Director |
| Belleville | Essex | 152 Washington Avenue Belleville, NJ, 07109 | 06/16 - Present | Grant Consulting | Anthony Iacono | Municipal Administrator | aiacono@bellevillenj.org | 973-450-3322 | Chris Sprague - Director |
| Belleville | Essex | 152 Washington Avenue Belleville, NJ, 07109 | 06/2016-Present | Disaster Recovery | Gerard Corbo | Municipal Administrator | aiacono@bellevillenj.org | 973-450-3322 | Susan Scavone - Principal |
| Belleville BOE | Essex | 56 Ralph Street Belleville, NJ, 07109 | 01/22 - Present | Grant Portal | Matthew Paladino | Municipal Administrator | matthew.paladino@bellevilleschools.org | 973-450-3500 | Katie Kocher - Deputy Director |
| Belmar | Monmouth | 601 Main Street, Belmar, NJ, 07719 | 05/23 - Present | Grant Consulting | Kevin Kane | Borough Administrator | kkane@belmar.com | 732-681-3700 | Ed Farmer - CEO |
| Bergen County | Bergen | 1 Bergen County Plaza Hackensack, NJ, 07601 | 01/17 - Present | Grant Consulting | Michele Dilorgi | Chief of Staff | MDiiorgi@co.bergen.nj.us | 201-336-7311 | Chris Sprague - Director |
| Bergenfield | Bergen | 198 North Washington Avenue, Bergenfield, NJ, 07621 | 05/2015-Present | Grant Consulting | Corey Gallo | Municipal Administrator | boroadmin@bergenfield.com | 201-387-4055 ext. 6 | Laura Wintroub - Director |
| Big Brothers and Big Sisters of WC | Westchester | 10 Midland Avenue, Port Chester, NY, 10573 | 01/2022 - 12/2022 | Grant Consulting | Valerie Brown | CEO | vbrown@bbbswp.org | 914-649-9853 | David Jenkins - Director |
| Bloomfield | Essex | 1 Municipal Plaza, Bloomfield, NJ, 07003 | 02/2007-Present | Grant Consulting | Anthony Dezenzo | Municipal Administrator | adezenzo@bloomfieldtwpnj.com | 973-680-4006 | Catherine Kapura - Director |
| Bogota | Bergen | 375 Larche Avenue, Bogota, NJ, 07603 | 02/2020-Present | Grant Consulting | Consuelo Carpenter | Council President | ccarpenter@bogotaonline.org | 201-342-1736 | Chris Sprague - Director |
| Bound Brook | Somerset | Hamiliton Street, Bound Brook, NJ, 07006 | 01/2016-Present | Grant Consulting | Hector Herrera | Municipal Administrator | hherrera@boundbrook-nj.org | 732-893-8520 | Laura Wintroub - Director |
| Bradley Beach | Monmouth | 701 Main Street, Bradley Beach, NJ, 07720 | 05/2020-05/2022 | Grant Portal | David Brown | Municipal Administrator | dbrown@bradleybeachnj.gov | 732-776-2999 ext. 1012 | Katie Kocher - Deputy Director |
| Brookhaven | Suffolk | 1 Independence Hill, Farmingville, NY, 11738 | 01/2022 - Present | Grant Consulting | Tamara Branson | Commissioner of Finance | tbranson@brookhavenny.gov | 631-451-6681 | David Jenkins - Director |
| Burlington County | Burlington | 49 Rancoas Road, Mount Hilly, NJ, 08060 | 05/2020-Present | Grant Consulting | Eve Cullinan | County Administrator | ecullinan@co.burlington.nj.us | 609-265-5020 | Chris Sprague - Director |
| Caldwell | Essex | 1 Provost Square, Caldwell, NJ, 07006 | 11/2021-12/2022 | Grant Portal | Thomas Banker | Municipal Administrator | tbanker@caldwell-nj.com | 973-403-4634 | Katie Kocher - Deputy Director |
| Camden City | Camden | 520 Market Street, Camden, NJ, 08102 | 04/2023 - Present | Grant Consulting | Tim Cunningham | Business Administrator | busadmin@ci.camden.nj.us | 856-757-7150 | Ed Farmer - CEO |
| Camden County | Camden | 520 Market Street, Camden, NJ, 08102 | 05/2015-Present | Grant Consulting | Holly Cass | Deputy County Administrator | Holly.Cass@camdencounty.com | 856-225-5358 | Catherine Kapura - Director |

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| Carmel | Putnam | 60 McAlpin Avenue, Mahopac, NY, 10541 | 04/2020 - Present | Grant Consulting | Bob Schanil | Board Member | rs@ci.carmel.ny.us | 914-557-8883 | David Jenkins - Director |
| Carteret | Middlesex | 61 Cooke Ave, Carteret, NJ, 07008 | 03/2022 - Present | Grant Consulting | Michael Sica | Chief of Staff | sicam@carteret.net | 732-541-3801 | Laura Wintroub - Director |
| Chatham | Morris | 54 Fairmount Avenue, Chatham, NJ, 07928 | 04/2023 - Present | Grant Portal | Stephen Williams | Borough Administrator | swilliams@chathamborough.org | 973-635-0674 | Peter Blanos - Director |
| Chester | Orange | 222 Grace Church Street, Port Chester NY, 10573 | 10/2015- Present | Grant Consulting | Brandon Holdridge | Board Member | bholdridge@thetownofchester.com | 845-699-0161 | David Jenkins - Director |
| Cliffside Park | Bergen | 525 Palisades Avenue, Cliffside Park, NJ, 07010 | 01/2021 - Present | Grant Consulting | Joseph Rutch | Municipal Administrator | jrutch@cliffsideparknj.gov | (201) 945-3456 | Catherine Kapura - Director |
| Cliffside Park | Bergen | 525 Palisades Avenue, Cliffside Park, NJ, 07010 | 07/2020 - Present | Disaster Recovery | Joe Rutch | Municipal Administrator | jrutch@cliffsideparknj.gov | 201-945-3456 | Susan Scavone - Principal |
| Cliffside Park BOE | Bergen | 525 Palisades Avenue, Cliffside Park, NJ, 07010 | 05/2021 - 05/2022 | Grant Portal | Louis Alfano | Municipal Administrator | lalfano@cliffsidepark.edu | 201-313-2315 | Katie Kocher - Deputy Director |
| Clinton Town | Hunterdon | 43 Leigh Street, Clinton, NJ, 08809 | 05/2023 - Present | Grant Portal | Janice Kovach | Mayor | jkovach@clintonnj.gov | 908-735-8616 | Bernadette McPherson - Director |
| Clinton Township | Hunterdon | 1225 Route 31 South, Lebanon, NJ, 08833 | 10/2022 - Present | Grant Portal | William Close | Interim Township Administrator | admin@clintontwpnj.org | 908-735-8800 | Katie Kocher - Deputy Director |
| Closter | Bergen | 295 Closter Dock Road, Closter, NJ, 07624 | 03/2020- Present | Grant Portal | Erik Lenader | Municipal Administrator | boroadmin@closternj.us | 201-784-0600 | Katie Kocher - Deputy Director |
| Cranford HMGP | Union | 8 Springfield Avenue, Cranford, NJ, 07016 | 03/2020 - Present | Disaster Recovery | Jamie Cryan | Municipal Administrator | j-cryan@cranfordnj.org | 908-709-7205 | Susan Scavone - Principal |
| Cresskill | Bergen | 67 Union Avenue, Cresskill, NJ, 07626 | 05/2020 - Present | Disaster Recovery | Christopher Ulshoefer | Municipal Administrator | culshoefer@cresskillboro.org | 201-568-3041 | Susan Scavone - Principal |
| Dover | Morris | 37 N. Sussex Street, Dover, NJ, 07801 | 09/2012- Present | Grant Consulting | John O. Bennett | Municipal Administrator | jbennett@dover.nj.us | 973-366-2200 ext. 1127 | Catherine Kapura - Director |
| Dumont | Bergen | 80 West Madison Avenue, Dumount, NJ, 07029 | 03/2018- Present | Grant Consulting | Chris Tully | Municipal Administrator | ctully@dumontboro.org | 201-387-5023 | Catherine Kapura - Director |
| Dumont | Bergen | 80 West Madison Avenue, Dumount, NJ, 07029 | 05/2020 - Present | Disaster Recovery | Issa Abbassi | Chief Financial Officer | iabbasi@dumontboro.org | 201-837-1600 | Susan Scavone - Principal |
| East Newark | Essex | 34 Sherman Avenue, East Newark, NJ, 07029 | 06/2020- 06/2021 | Disaster Recovery | Scottie Jimenez | Assistant to Mayor | media@boroughofeastnewark.com | 973-481-2902 ext 1111 | Susan Scavone - Principal |
| East Orange | Essex | 44 City Hall Plaza, East Orange, NJ, 07019 | 07/2014- Present | Grant Consulting | Solomon Steplight | Municipal Administrator | Solomon.Steplight@eastorange-nj.gov | 973-518-4511 | Chris Sprague - Director |
| Edgewater | Bergen | 55 River Road, Edgewater, NJ, 07020 | 06/2008- Present | Grant Consulting | Gregory Franz | Municipal Administrator | gfranz@edgewaternj.org | 201-943-1700 ext. 3131 | Catherine Kapura - Director |
| Edison | Middlesex | 100 Municipal Blvd, Edison, NJ, 08817 | 09/2016- Present | Grant Consulting | Matthew Watkins | Municipal Administrator | mwatkins@edisonnj.gov | 732-248-7298 | Laura Wintroub - Director |
| Edison | Middlesex | 100 Municipal Blvd, Edison, NJ, 08817 | 05/2020 - Present | Disaster Recovery | Ken Schreck | Police Captain | kschreck@edisonpd.org | 732-248-7457 | Susan Scavone - Principal |
| Elmwood Park | Bergen | 182 Market Street, Elmwood Park, NJ, 07407 | 03/2017- Present | Grant Consulting | Michael Foligno | Municipal Administrator | mfoligno@elmwoodparknj.us | (201) 796-1833 | Chris Sprague - Director |
| Englewood | Bergen | 2-10 North Van Brunt Steet, Englewood, NJ, 07631 | 07/2013 - Present | Grant Consulting | Sonia Alves-Viveiros | Municipal Administrator | salves-viveiros@cityofenglewood.org | 201-510-8206 | Laura Wintroub - Director |

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| Englewood | Bergen | 2-10 North Van Brunt Steet, Englewood, NJ, 07631 | 6/2020 - Present | Disaster Recovery | Michael Kaufmann | Chief Financial Officer | mkaufmann@cityofenglewood.org | 201-871-6602 | Susan Scavone - Principal |
| Englewood BOE | Bergen | 274 Knickerbocker Road, Englewood, NJ, 07631 | 08/2021- Present | Grant Portal | Cheryl Balletto | Business Administrator | cballetto@epsd.org | 201-862-6271 | Katie Kocher - Deputy Director |
| Essex County Parks | Essex | 115 Clifton Avenue, Newark, NJ 07104 | 09/2016- Present | Grant Consulting | Josh Zaitz | Contract Administrator | jzaitz@parks.essexcountynj.org | 201-207-5504 | Katie Kocher - Deputy Director |
| Essex Sheriff | Essex | 50 West Market Street, Newark, NJ 07102 | 07/2016- Present | Grant Consulting | James Spango | Police Chief | JSpango@EssexSheriff.com | 973-621-4149 | Katie Kocher - Deputy Director |
| Evesham | Burlington | 984 Tuckerton Road, Marlton, NJ 08053 | 01/2020- Present | Grant Consulting | Robert Corrales | Municipal Administrator | corralesr@evesham-nj.gov | 856-983-2900 | Chris Sprague - Director |
| Fair Lawn | Bergen | 8-01 Fair Lawn Avenue, Fair Lawn, NJ, 07410 | 03/2019- Present | Grant Consulting | Jim Van Kruiningen | Municipal Administrator | Jvankruiningen@fairlawn.org | 201-794-5310 | Chris Sprague - Director |
| Fairview | Bergen | 59 Anderson Avenue, Fairview, NJ 07022 | 08/2018- Present | Grant Consulting | Diane Testa | Municipal Administrator | dtesta@fairviewborough.com | 201-943-3300 ext. 220 | Laura Wintroub - Director |
| Falls | Bucks | 188 Lincoln Highway, Fairless Hills, PA, 19030 | 04/2020- Present | Grant Consulting | Matthew Takita | Municipal Administrator | m.takita@fallstwp.com | 215-949-9000 ext. 251 | Catherine Kapura - Director |
| Fallsburg | Sullivan | 19 Railroad Plaza, South Fallsburg, NY, 12779 | 06/2017 - 04/2020 | Grant Consulting | Steve Vegliante | Supervisor | svegliante@fallsburgny.com | 845-434-8810 | David Jenkins - Director |
| Fanwood | Union | 75 Martine Avenue North, Fanwood, NJ, 07023 | 01/2013- Present | Grant Consulting | Rayna Harris | Municipal Administrator | rharris@fanwoodnj.org | 908-322-8236 ext. 142 | Chris Sprague - Director |
| Fort Lee | Bergen | 309 Main Street, Fort Lee, NJ 07024 | 08/2013- Present | Grant Consulting | Al Restaino | Municipal Administrator | a-restaino@fortleenj.org | 201-592-3500 | Laura Wintroub - Director |
| Franklin Lakes | Bergen | 480 DeKorte Drive, Franklin Lakes, NJ, 07417 | 01/2017- Present | Grant Portal | Gregory Hart | Municipal Administrator | ghart@franklinlakes.org | 201-891-4000 | Katie Kocher - Deputy Director |
| Freehold | Monmouth | 51 West Main Street, Freehold, NJ 07728 | 03/2020- Present | Disaster Recovery | Steve Gallo | Municipal Administrator | sgallo@freeholdboro.org | 732-462-4200 | Susan Scavone - Principal |
| Freehold BOE | Monmouth | 280 Park Avenue, Freehold, NJ, 07728 | 05/2020 - Present | Disaster Recovery | Joe Howe | Superintendent | jhowe@freeholdboro.k12.nj.us | 732-761-2100 | Susan Scavone - Principal |
| Freehold | Monmouth | 51 West Main Street, Freehold, NJ, | 03/2020 - Present | Grant Consulting | Steve Gallo | Municipal Administrator | sgallo@freeholdboro.org | 732-462-4200 | Laura Wintroub - Director |
| Garfield | Bergen | 111 Outwater Lane, Garfield, NJ 07026 | 01/2013- Present | Grant Consulting | Erin Delaney | Municipal Administrator | edelaney@garfieldnj.org | 973-340-2000 ext. 5500 | Laura Wintroub - Director |
| Glen Rock | Bergen | 1 Harding Plaza, Glen Rock, NJ 07452 | 01/2017- Present | Grant Consulting | Lenora Benjamin | Municipal Administrator | lbenjamin@glenrocknj.net | 201-670- 3956 | Catherine Kapura - Director |
| Golden Door Charter School | Hudson | 3044 JFK Boulevard, Jersey City, NJ, 07306 | 11/2013 - 05/2018 | Grant Consulting | Paul Velelis | Business Administrator | pvelelis@goldendoorschool.org | 201-795-3308 ext 3424 | Catherine Kapura - Director |
| Growing Stage | Morris | PO Box 36, Netcong, NJ, 07857 | 10/2015 - 3/2018 | Grant Consulting | Stephen Fredericks | Executive Director | exdir@growingstage.com | 973-347-4946 | Catherine Kapura - Director |
| Guttenberg | Hudson | 6808 Park Avenue, Guttenberg, NJ 07093 | 05/2016- Present | Grant Consulting | Cosmo Cirillo | Municipal Administrator | ccirillo@myguttenberg.com | 201-868-2315 ex. 113 | Laura Wintroub - Director |
| Hackensack | Bergen | 65 Central Avenue, Hackensack, NJ 07602 | 02/2006- Present | Grant Consulting | Ryan Westra | Project Manager | rwestra@hackensack.org | (201) 646-3996 | Laura Wintroub - Director |
| Haledon | Passaic | 510 Belmont Avenue, Haledon, NJ 07508 | 03/2007- Present | Grant Consulting | Allan Susen | Municipal Administrator | asusen@haledonboronj.com | 973-595-7766 ext. 103 | Chris Sprague - Director |
| Hamilton | Mercer | 2090 Greenwood Avenue, Hamilton, NJ 08650 | 09/2020- Present | Grant Consulting | Mark Murranko | Municipal Administrator | murranko@hamiltonnj.com | 609-890-3510 | Chris Sprague - Director |

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| Hanover Fire District | Morris | PO Box 511, Cedar Knolls, NJ, 07927 | 08/2020 - Present | Disaster Recovery | Chad DiGiorgio | Chief | cdigiorgio@htfd3.com | 973-267-5659 | Susan Scavone - Principal |
| Hanover Township | Morris | 1000 Route 10, PO Box 250, Whippany, NJ, 07981 | 10/2020- Present | Disaster Recovery | Tom Quirk | OEM Coordinator | oem@hanovertownship.com | 973-428-2463 | Susan Scavone - Principal |
| Harrison | Westchester | 1 Heineman Place, Harrison, NY 10528 | 05/2015- Present | Grant Consulting | Mike Amodeo | Municipal Engineer | MAmodeo@harrison-ny.gov | 914-670-3102 | David Jenkins - Director |
| Harrison | Hudson | 318 Harrison Avenue, Harrison, NJ, 07029 | 01/2022 - Present | Grant Consulting | Paul Zarbetski | Municipal Clerk | pjzarbetski@townofharrison.com | 973-268-2442 | Chris Sprague - Director |
| Hillsdale | Bergen | 380 Hillsdale Avenue, Hillsdale, NJ, 07642 | 08/2022 - Present | Grant Portal | David Troast | Borough Administrator | dtroast@hillsdalenj.org | 201-666-4800 | Katie Kocher - Deputy Director |
| Hillside | Union | 1409 Liberty Avenue, Hillside, NJ, 07205 | 01/2018 - 01/2022 | Grant Consulting | Hope Smith | Business Administrator | hsmith@hillsidenj.us | 973-926-3002 ext. 333 | Catherine Kapura - Director |
| Hoboken | Hudson | 94 Washington Street, Hoboken, NJ 07030 | 03/2010- Present | Grant Consulting | Caleb Stratton | Assistant Business Administrator | cstratton@hobokennj.gov | 201-420-2000 | Chris Sprague - Director |
| Hopatcong | Sussex | 111 River Styx Rd., Hopatcong, NJ 07843 | 03/2008- Present | Grant Consulting | Ron Tappan | Municipal Administrator | rtappan@hopatcong.org | 973-770-1200 ext. 120 | Laura Wintroub - Director |
| HOPES | Hudson | 124 Grand Street, Hoboken, NJ 07030 | 08/2011- Present | Grant Consulting | Simona Ovanezian | CEO | sovanezian@hopes.org | 201-656-3711 | Chris Sprague - Director |
| Hudson County | Hudson | 567 Pavonia Avenue, Jersey City, NJ 07306 | 06/2015- Present | Grant Consulting | Charlene Burke | Grants Analyst | cburke@hcnj.us | 201-369-3470 Ext 2769 | Chris Sprague - Director |
| Jackson | Ocean | 95 W Veterans Highway, Jackson, NJ 08527 | 10/2021 - 10/2022 | Grant Portal | Terence Wall | Municipal Administrator | twall@jacksontwpnj.net | 732-928-1200 | Katie Kocher - Deputy Director |
| Jefferson | Morris | 1033 Weldon Road, Lake Hopatcong, NJ 07849 | 05/2021- Present | Grant Portal | Debra Millikin | Municipal Administrator | dmillikin@jeffersontownship.net | (973) 208-6102 | Katie Kocher - Deputy Director |
| Jersey City | Hudson | 280 Grove Street, Jersey City, NJ, 07307 | 02/2014 - Present | Grant Consulting | Carmen Gandulla | Director of Finance | CGandulla@jcnj.org | 201-547-5036 | Chris Sprague - Director |
| Kearny | Hudson | 402 Kearny Avenue, Kearny, NJ, 07032 | 01/2017 - 12/2017 | Grant Consulting | Robert Smith | Business Administrator | rsmith@kearnynj.org | 201-246-1418 | Chris Sprague - Director |
| Kent | Putnam | 25 Sybils Crossing, Kent Lakes, NY, 10512 | 11/20 - Present | Grant Consulting | Anne Campbell | Councilwoman | acampbell@townofkentny.gov | 845-225-2177 | David Jenkins - Director |
| Keyport | Monmouth | 70 West Front Street, Keyport, NJ 07735 | 02/2015- 12/2022 | Grant Consulting | Jay Delaney | Municipal Administrator | administrator@keyportonline.com | 732-739-5123 | Laura Wintroub - Director |
| Lambertville | Hunterdon | 18 York Street, Lambertville, NJ, 08530 | 01/2021 - 12/2021 | Grant Portal | Cindy Ege | City Clerk | cityclerk@lambertvillenj.org | 609-397-0110 ext. 11 | Katie Kocher - Deputy Director |
| Leonia | Bergen | 312 Broad Avenue, Leonia, NJ, 07605 | 01/2018- Present | Grant Consulting | Andrea Wardrop | Municipal Administrator | awardrop@leonianj.gov | 201-592-5780 ext. 225 | Chris Sprague - Director |
| Leonia | Bergen | 312 Broad Avenue, Leonia, NJ, 07605 | 06/2020 - Present | Disaster Recovery | Andrea Wardrop | Municipal Administrator | awardrop@leonianj.gov | 201-592-5780 | Susan Scavone - Principal |
| Little Falls | Passaic | 225 Main Street, Little Falls, NJ, 07424 | 01/2018- Present | Grant Consulting | Charles Cuccia | Municipal Administrator | CCuccia@lfnj.com | 973-890-4500 | Chris Sprague - Director |
| Little Falls | Passaic | 225 Main Street, Little Falls, NJ, 07424 | 05/2020 - Present | Disaster Recovery | Chuck Cuccia | Municipal Administrator | ccuccia@lfnj.com | 973-890-4500 | Susan Scavone - Principal |
| Lodi | Bergen | 1 Memorial Drive, Lodi, NJ, 07644 | 11/2017- Present | Grant Consulting | Marc Schrieks | Municipal Administrator | mschrieks@lodi-nj.org | 973-859-7402 | Catherine Kapura - Director |
| Long Hill | Morris | 915 Valley Road, Gillette, NJ 07933 | 09/2020- Present | Grant Portal | Nancy Malool | Municipal Administrator | administrator@longhillnj.gov | (908) 647-8000 | Katie Kocher - Deputy Director |
| Lumberton | Burlington | 35 Municipal Drive, Lumberton, NJ, 08048 | 01/2020- Present | Grant Portal | Jay Springer | Municipal Administrator | jspringer@lumbertontwp.com | 609-267-3217 | Katie Kocher - Deputy Director |

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| Mamaroneck | Westchester | 123 Mamaroneck Avenue Mamaroneck, NY 10543 | 08/2018-Present | Grant Consulting | Daniel Sarnoff | Municipal Manager | dsarnoff@vomny.org | (914) 825-8129 | David Jenkins - Director |
| Manchester | Ocean | Colonial Drive, Manchester, NJ, 08759 | 07/2020-Present | Grant Portal | Brandon Umba | Municipal Administrator | BUmba@manchestertwp.com | (609) 204-2867 | Katie Kocher - Deputy Director |
| Metuchen | Middlesex | 500 Main Street, Metuchen, NJ 08840 | 03/2018-Present | Grant Consulting | Melissa Perilstein | Municipal Administrator | mperilstein@metuchen.com | 732-632-8509 | Laura Wintroub - Director |
| Metuchen | Middlesex | 500 Main Street, Metuchen, NJ 08840 | 4/2020 - Present | Disaster Recovery | Art Flaherty | Police Sergeant | flaherty@metuchenpd.org | 732-632-8500 | Susan Scavone - Principal |
| Metuchen BOE | Middlesex | 16 Simpson Place, Metuchen, NJ, 08840 | 5/2020 - Present | Disaster Recovery | Michael Harvier | School Administrator | maharvier@metboe.k12.nj.us | 732-321-8700 | Susan Scavone - Principal |
| Metuchen BOE | Middlesex | 16 Simpson Place, Metuchen, NJ, 08840 | 07/2022 - Present | Grant Portal | Michael Harvier | School Administrator | maharvier@metboe.k12.nj.us | 732-321-8700 | Katie Kocher - Deputy Director |
| Middlesex County | Middlesex | 75 Bayard Street, New Brunswick, NJ, 08901 | 08/2019-Present | Grant Consulting | John Pulomena | County Administrator | john.pulomena@co.middlesex.nj.us | 732-745-3040 | Laura Wintroub - Director |
| Middletown | Monmouth | One Kings Highway, Middletown, NJ 07748 | 03/2014-Present | Grant Consulting | Anthony Mercantante | Municipal Administrator | amercant@middletownnj.org | 732-615-2010 | Chris Sprague - Director |
| Middletown | Bucks | 3 Municipal Way, Langhorne, PA 19047 | 01/2010-Present | Grant Consulting | Stephanie Teoli Kuhls | Municipal Administrator | steoli@middletownbucks.org | 215-750-3800 ext. 1140 | Catherine Kapura - Director |
| Middletown BOE | Monmouth | 834 Leonardville Road, Leonardo, NJ, 07737 | 11/2020 - Present | Disaster Recovery | Amy Doherty | School Administrator | dohertya@middletownk12.org | 732-671-3850 | Susan Scavone - Principal |
| Middletown BOE | Monmouth | 834 Leonardville Road, Leonardo, NJ, 07737 | 01/2021 - Present | Grant Portal | Amy Doherty | School Administrator | dohertya@middletownk12.org | 732-671-3850 | Katie Kocher - Deputy Director |
| Millstone BOE | Monmouth | 5 Dawson Court, Millstone, NJ, 08535 | 06/2020 - Present | Disaster Recovery | Bernard Biesiada | School Administrator | bbiesiada@millstone.k12.nj.us | 732-786-0950 | Susan Scavone - Principal |
| Monroe | Orange | 1465 Orange Turnpike, Monroe, NY, 10950 | 06/2019-Present | Grant Consulting | Tony Cardone | Supervisor | tcardone@monroeny.org | 845-742-0769 | David Jenkins - Director |
| Monroe | Orange | 1465 Orange Turnpike, Monroe, NY, 10950 | 06/2019 - Present | Disaster Recovery | Tony Cardone | Supervisor | tcardone@monroeny.org | 845-742-0769 | David Jenkins - Director |
| Montague | Sussex | 277 Clove Road, Montague, NJ, 07827 | 09/2022 - Present | Grant Portal | Dana Klinger | Deputy Clerk | deputyclerk@montaguenj.org | 973-293-7300 | Katie Kocher - Deputy Director |
| Montgomery | Orange | 110 Bracken Road, Montgomery, NY, 12549 | 5/2020 - Present | Grant Consulting | Brian Maher | Supervisor | bmaher@townofmontgomery.com | 845-457-2600 | David Jenkins - Director |
| Montgommery | Somerset | 2261 RT. 206, Belle Mead, NJ 08502 | 11/2021 - 12/2022 | Grant Portal | Michael Pitts | Chief Financial Officer | mpitts@montgommerynj.gov | 908-359-8211 | Katie Kocher - Deputy Director |
| Montvale | Bergen | 12 DePiero Drive, Montvale, NJ, 07645 | 01/2023 - Present | Grant Portal | Joe Voytus | Borough Administrator | jvoytus@montvaleboro.org | 201-391-5700 | Katie Kocher - Deputy Director |
| Moonachie | Bergen | 70 Moonachie Road, Moonachie, NJ 07074 | 01/2013-Present | Grant Consulting | Dennis Vaccaro | Mayor | dvaccaro@moonachie.us | 201-641-113 | Catherine Kapura - Director |
| Moonachie-FEMA | Bergen | 70 Moonachie Road, Moonachie, NJ 07074 | 08/2019 - Present | Disaster Recovery | Dennis Vaccaro | Mayor | dvaccaro@moonachie.us | 201-641-113 | Susan Scavone - Principal |
| Morris | Morris | 50 Woodland Avenue, Morristown , NJ 07960 | 05/2020 - 05/2021 | Grant Portal | Tim Quinn | Municipal Administrator | tquinn@morristwp.com | 973-326-7360 | Katie Kocher - Deputy Director |
| Morristown | Morris | 200 South Street, Morristown, NJ, 07063 | 05/2020-05/2021 | Grant Consulting | Jillian Barrick | Municipal Administrator | j-barrick@townofmorristown.org | 973-292-6625 | Catherine Kapura - Director |
| Mount Arlington | Morris | 419 Howard Blvd. Mt. Arlington, NJ 07856 | 02/2017-Present | Grant Consulting | Carolyn Rinaldi | Municipal Administrator | crinaldi@mtarlingtonboro.com | 973-398-6832 x116 | Katie Kocher - Deputy Director |
| Mount Holly | Burlington | 23 Washington Street, Mount Holly, NJ, 08060 | 01/2019 - Present | Grant Consulting | Josh Brown | Municipal Administrator | jbrown@twp.mountholly.nj.us | 609-845-1163 | Chris Sprague - Director |

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| Naussau County | Nassau | 1550 Franklin Avenue, Mineola, NY, 11501 | 01/2019 - 01/2022 | Grant Consulting | Allison Malhame | Director of Shared Services | amalhame@nassaucountyny.gov | 516-571-5801 | David Jenkins - Director |
| New Milford | Bergen | 930 River Road, New Milford, NJ, 07450 | 02/2018 - Present | Grant Consulting | Christine Demiris | Municipal Administrator | cdemiris@newmilfordboro.com | (201) 519-5491 | Catherine Kapura - Director |
| Newark CEDC | Essex | 111 Mulberry Street, Newark, NJ, 07102 | 02/2016 - 07/2017 | Grant Consulting | Carmelo Garcia | Executive Vice President | cgarcia@newarkcedc.org | 973-273-1040 | Chris Sprague - Director |
| Newark Public Safety | Essex | 480 Clinton Avenue, Newark, NJ, 07108 | 01/2020-Present | Grant Consulting | Joseph Pastore | Police Captain | pastorej@ci.newark.nj.us | 973-733-6340 | Catherine Kapura - Director |
| NJ 4 C's | Passaic | 2 Market Street, Paterson, NJ, 07501 | 04/2021 - Present | Grant Portal | Coleen Stevens Porcher | CEO | cporcher@4cspassaic.net | 973-684-1904 X238 | Katie Kocher - Deputy Director |
| North Bergen | Hudson | 4233 Kennedy Blvd. North Bergen, NJ, 07047 | 01/2017-Present | Grant Consulting | Janet Castro | Municipal Administrator | jcastro@northbergen.org | 201-392-2027 | Catherine Kapura - Director |
| North Bergen BOE | Hudson | 7317 Kennedy Blvd. North Bergen NJ 07047 | 01/2017-Present | Grant Portal | George Solter | Superintendent | gsolter@northbergen.k12.nj.us | (201) 868-1000 | Katie Kocher - Deputy Director |
| North Caldwell | Essex | 141 Gould Ave, North Caldwell, NJ 07006 | 01/2021-Present | Grant Portal | Kevin O'Sullivan | Municipal Administrator | kosullivan@northcaldwell.org | (973)-228-6410 Ext. 101 | Katie Kocher - Deputy Director |
| North Plainfield BOE | Somerset | 33 Mountain Ave, North Plainfield, NJ, 07060 | 07/2022 - Present | Grant Portal | Filipe Luis | Assistant Superintendent | filipe_luis@nplainfield.org | 908-769-6060 | Katie Kocher - Deputy Director |
| Northvale | Bergen | 116 Paris Avenue, Northvale, NJ 07647 | 03/2008-12/2022 | Grant Consulting | Patrick Marana | Mayor | pmarana@boroughofnorthvale.com | 201-767-3330 | Catherine Kapura - Director |
| Nutley | Essex | 1 Kennedy Drive, Nutley, NJ 07110 | 04/2009-Present | Grant Consulting | Tom Evans | Commissioner | commissionerevans@nutleynj.org | 973-284-4947 | Chris Sprague - Director |
| Nutley | Essex | 1 Kennedy Drive, Nutley, NJ 07110 | 4/2020 - Present | Disaster Recovery | Tom Evans | Commissioner | commissionerevans@nutleynj.org | 973-284-4947 | Susan Scavone - Principal |
| Nutley BOE | Essex | 316 Franklin Avenue, Nutley, NJ, 07110 | 08/2021-Present | Grant Portal | Dave Dipisa | Business Administrator | ddipisa@nutleyschools.org | 973-661-3500 | Katie Kocher - Deputy Director |
| Ocean | Monmouth | 399 Monmouth Rd, Oakhurst, NJ 07755 | 03/2020-Present | Grant Portal | David Brown | Municipal Administrator | DGBrown@oceantwp.org | 732-531-5031 | Katie Kocher - Deputy Director |
| Oceanport | Monmouth | 315 East Main Street, Oceanport, NJ, 07757 | 03/2013 - 12/2018 | Grant Consulting | Jeanne Smith | Municipal Clerk | jsmith@oceanportboro.com | 732-222-8221 | David Jenkins - Director |
| Old Bridge | Middlesex | 1 Old Bridge Plaza, Old Bridge, NJ, 08857 | 12/2020 - Present | Grant Consulting | Himanshu Shah | Municipal Administrator | Himshah@oldbridge.com | 732-721-5600 | Catherine Kapura - Director |
| Oradell | Bergen | 355 Kinderkamack Road, Oradell, NJ 07649 | 05/2017-Present | Grant Consulting | Laura Lyons | Municipal Administrator | llyons@oradell.org | 201-261-8200 ext. 246 | Chris Sprague - Director |
| Orange | Essex | 29N. Day Street, Orange, NJ 07050 | 10/2012-Present | Grant Consulting | Chris Hartwyk | Municipal Administrator | chartwyk@orangenj.gov | 973-952-6088 | Chris Sprague - Director |
| Ossining | Westchester | 16 Croton Avenue, Ossining, NY, 10562 | 09/2021 - Present | Grant Consulting | Dana Levenberg | Supervisor | dlevenberg@townofossining.com | 914-762-6001 | David Jenkins - Director |
| Palisades Park | Bergen | 275 Broad Avenue, Palisades Park, NJ 07650 | 02/2017-Present | Grant Consulting | Austin Ashley | Municipal Administrator | aashley@palisadesparknj.us | 201-585-4100 | Catherine Kapura - Director |
| Palmer | Northampton | 3 Weller Place, Palmer, PA, 18045 | 05/2023 - Present | Grant Portal | Robert Williams | Township Manager | admin@palmertwp.com | 610-253-7191 | John Gaul - BD Rep |
| Paramus | Bergen | 1 Jockish Square, Paramus, NJ, 07652 | 02/2013 - 01/2022 | Grant Consulting | Joseph D'Arco | Municipal Administrator | jdarco@paramusborough.org | 201-265-2100 | Catherine Kapura - Director |
| Park Ridge | Bergen | 53 Park Avenue, Park Ridge, NJ, 07656 | 03/2015 - 02/2018 | Grant Consulting | Julie Falkenstern | Municipal Administrator | jfalkenstern@parkridgeboro.com | 201-822-3164 | Chris Sprague - Director |

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| Parsippany | Morris | 1001 Parsippany Boulevard Parsippany-Troy Hills, NJ 07054 | 01/2018-Present | Grant Consulting | Frederick Carr | Municipal Administrator | FCarr@Parsippany.net | 973-263-4391 | Laura Wintroub - Director |
| Passaic City | Passaic | 330 Passaic Street, Passaic, NJ 07055 | 12/2009-Present | Grant Consulting | Rick Fernandez | Municipal Administrator | rfernandez@cityofpassaicnj.gov | 973-365-5513 | Chris Sprague - Director |
| Passaic City | Passaic | 330 Passaic Street, Passaic, NJ 07055 | 05/2020 - Present | Disaster Recovery | Omar Garcia | Director of Finance | ojgarcia@cityofpassaicnj.gov | 973-365-5578 | Susan Scavone - Principal |
| Passaic County | Passaic | 401 Grand Street, Paterson, NJ 07055 | 09/2008-Present | Grant Consulting | Marc Seemon | Deputy County Administrator | mseemon@passaiccountynj.org | 973-881-4407 | Catherine Kapura - Director |
| Passaic County One Stop | Passaic | 200 Memorial Drive, Paterson, NJ, 07055 | 03/2015 - 08/2017 | Grant Consulting | Lauren Murphy | Executive Director | lmurphy@pcwdc.org | 973-742-9226 | Chris Sprague - Director |
| Paterson | Passaic | 155 Market Street, Paterson, NJ, 07505 | 08/2018 - Present | Grant Consulting | Christian Callegari | Chief of Staff | ccallegari@patersonnj.gov | 973-321-1556 | Chris Sprague - Director |
| Paterson | Passaic | 155 Market Street, Paterson, NJ, 07505 | 04/2020 - Present | Disaster Recovery | Brian McDermott | Fire Chief | bmcdermott@patersonnj.gov | 973-321-1400 | Susan Scavone - Principal |
| Perth Amboy | Middlesex | 260 High Street, Perth Amboy, NJ, 08861 | 08/2021-Present | Grant Consulting | Tashi Vazquez | Director of Economic Development | tvazquez@perthamboynj.org | (732) 826-0290 | Catherine Kapura - Director |
| Plainfield | Union | 515 Watching Avenue, Plainfield, NJ, 07060 | 04/2019-Present | Grant Consulting | Ron West | Director of Finance | ron.west@plainfieldnj.gov | 908-226-2578 | Chris Sprague - Director |
| Pompton lakes | Passaic | 25 Lenox Avenue, Pompton Lakes, NJ 07442 | 06/2007-Present | Grant Consulting | Kevin Boyle | Municipal Administrator | administrator@pomptonlakes-nj.gov | 973-835-0143 ext239 | Chris Sprague - Director |
| Pompton Lakes | Passaic | 25 Lenox Avenue, Pompton Lakes, NJ 07442 | 04/2020 - Present | Disaster Recovery | Kevin Boyle | Municipal Administrator | administrator@pomptonlakes-nj.gov | 973-835-0143 ext239 | Susan Scavone - Principal |
| Port Chester | Westchester | 222 Grace Church Street, Port Chester NY, 10573 | 10/2015-Present | Grant Consulting | Stuart Rabin | Village Administrator | srabin@portchesterny.gov | (914) 939-2200 | David Jenkins - Director |
| Poughkipsee | Dutchess | 1 Overocker Road, Poughkeepsie, NY, 12603 | 02/2021 - Present | Grant Consulting | Jay Baisley | Supervisor | jbaisley@townofpoughkeepsie-ny.gov | 845-485-3607 | David Jenkins - Director |
| Princeton | Mercer | 400 Witherspoon Street, Princeton, NJ, 08540 | 06/2022 - Present | Grant Portal | Bernard Hvozdovic | Municipal Administrator | bhvozdovic@princetonnj.gov | 609-924-5176 | Katie Kocher - Deputy Director |
| Propel America | Philadelphia | East State Street, Trenton, NJ,08105 | 09/2021 - Present | Grant Portal | Katharine Galaxy | Director of Development | katharine.galaxy@propelamerica.org | 646-505-9037 | Katie Kocher - Deputy Director |
| Prospect Park | Passaic | 106 Brown Avenue Prospect Park, NJ 07508 | 01/2018-Present | Grant Consulting | Intashan Chowdhury | Municipal Administrator | chowdhuryi@prospectpark.net | 973-790-7902 ext. 532 | Laura Wintroub - Director |
| Putnam Valley | Putnam | 265 Oscawana Lake Rd, Putnam Valley, NY 10579 | 02/2021-Present | Grant Consulting | Jackie Annabi | Supervisor | jannabi@putnamvalley.com | 845-526-2121 | David Jenkins - Director |
| Rahway | Union | 1 City Hall Plaza, Rahway, NJ 07065 | 05/2019-12/2022 | Grant Consulting | Jackie Foushee | Municipal Administrator | jfoushee@cityofrahway.com | 732 - 827-2001 | Laura Wintroub - Director |
| Red Bank | Monmouth | 90 Monmouth Street, Red Bank, NJ, 07701 | 06/2018-Present | Grant Consulting | Darren McConnel | Municipal Administrator | dmcconnell@redbanknj.org | 732-530-2710 | Laura Wintroub - Director |
| Red Bank BOE | Monmouth | 76 Branch Avenue, Red Bank, NJ, 07701 | 06/2020 - Present | Disaster Recovery | Eileen Gorga | School Administrator | gorgae@rrb.k12.nj.us | 732-758-1500 | Susan Scavone - Principal |
| Ridgefield | Bergen | 604 Broad Avenue, Ridgefield, NJ 07657 | 01/2015-Present | Grant Consulting | Ray Ramirez | Municipal Administrator | rramirez@ridgefieldboro.com | 201-943-5342 | Laura Wintroub - Director |
| Ridgefield Park | Bergen | 234 Main Street, Ridgefield Park, NJ, 07660 | 06/2022 - Present | Grant Portal | William Gerken | Commissioner | | 201-641-4950 | Katie Kocher - Deputy Director |
| Ridgewood | Bergen | 131 North Maple Avenue, Ridgewood, NJ, 07450 | 11/2017 - 11/2019 | Grant Consulting | Heather Mailander | Municipal Administrator | hmailander@ridgewoodnj.net | 201-670-5500 | Chris Sprague - Director |

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| Rochelle Park | Bergen | 151 West Passaic Street, Rochelle Park, NJ, 07662 | 01/2023 - Present | Grant Portal | Dean Pinto | Township Administrator | admin@rochelleparknj.gov | 201-587-7730 | Katie Kocher - Deputy Director |
| Rockland County | Rockland | 50 Sanatorium Road, Pomona NY 10970 | 07/2017- Present | Grant Consulting | Guillermo Rosa | Deputy County Executive | rosag@co.rockland.ny.us | 845-638-5122 | David Jenkins - Director |
| Roseland | Essex | 140 Eagle Rock Road, Roseland, NJ, 07068 | 04/2020 - Present | Disaster Recovery | John Matheis | OEM Coordinator | jmatheis@roselandnj.org | 973-226-8080 | Susan Scavone - Principal |
| Roselle BOE | Union | 710 Locust Street, Roselle, NJ 07203 | 03/2010- Present | Grant Consulting | Nathan Fisher | Superintendent | nfisher@roselleschools.org | 908-298-2040 ext. 2041 | Laura Wintroub - Director |
| Rye Brook | Westchester | 938 Kind Street, Rye Brook, NY, 10573 | 06/2022 - Present | Grant Consulting | Chris Bradbury | Village Administrator | cbradbury@ryebrookny.org | 914-939-0111 | David Jenkins - Director |
| Rye City | Westchester | 1051 Boston Post Road, Rye, NY, 10580 | 04/2018- Present | Grant Consulting | Greg Usry | Municipal Administrator | gusry@ryeny.gov | (914) 967-7411 | David Jenkins - Director |
| Rye Town | Westchester | 222 Grace Church Street, Port Chester, New York 10573 | 05/2019- Present | Grant Consulting | Debbie Reisner | Councilwoman | dreisner@townofryeny.com | 917-817-9796 | David Jenkins - Director |
| Sea Bright | Monmouth | 1099 Ocean Avenue, Sea Bright, NJ, 07760 | 01/2023 - Present | Grant Portal | Joseph Verruni | Borough Administrator | jverruni@seabrightnj.org | 732-842-0099 | Katie Kocher - Deputy Director |
| Secaucus | Hudson | 1203 Paterson Plank Road, 2nd Floor, Secaucus, NJ 07094 | 01/2018- Present | Grant Consulting | Gary Jeffas | Municipal Administrator | gjeffas@secaucus.net | 201-330-2008 | Laura Wintroub - Director |
| Sleepy Hollow | Westchester | 28 Beekman Avenue Sleepy Hollow, NY, 10591 | 05/2019- Present | Grant Consulting | Anthony Giaccio | Municipal Administrator | agiaccio@villageofsleepyhollow.org | (914) 366-5105 | David Jenkins - Director |
| South Hackensack | Bergen | 227 Phillips Avenue, South Hackensack, NJ 07606 | 01/2016- Present | Grant Consulting | Donna Gambutti | Municipal Administrator | municipalclerk@southhackensacknj.org | 201-440-1815 | Catherine Kapura - Director |
| Sparta | Sussex | 65 Main Street, Sparta, NJ, 07871 | 08/2013 - Present | Grant Consulting | Neil Spidaletto | Municipal Administrator | nspidaletto@spartapd.org | 973-726-4011 | Catherine Kapura - Director |
| Springfield | Union | 100 Mountain Avenue, Springfield, NJ, 07081 | 03/2017 - 06/2019 | Grant Consulting | John Cook | Municipal Administrator | john.cook@springfield-nj.us | 973-912-2202 | Chris Sprague - Director |
| Spring Valley | Rockland | 200 North Main Street, Spring Valley, NY, 10977 | 05/1029 - Present | Grant Consulting | Nida Sharif | Director of Planning | nsharif@villageofspringvalley.org | 845-608-9918 | David Jenkins - Director |
| Stanhope | Sussex | 77 Main Street, Stanhope, NJ 07874 | 07/2012- Present | Grant Consulting | Brian McNeilly | Municipal Administrator | bmcneilly@stanhopenj.gov | (973) 347-0159 Ext.14 | Katie Kocher - Deputy Director |
| Summit | Union | 512 Springfield Avenue, Summit, NJ 07901 | 09/2016- Present | Grant Consulting | Michael Rogers | Municipal Administrator | mrogers@cityofsummit.org | 908-522-3600 | Catherine Kapura - Director |
| Sussex County | Sussex | 1 Spring Street | 05/2023 - Present | Grant Consulting | Ron Tappan | County Administrator | rtappan@sussex.nj.us | 973-579-0250 | Ed Farmer - CEO |
| Tarrytown | Westchester | 1 Depot Plaza, Tarrytown, NY, 10591 | 10/2022 - Present | Grant Consulting | Alissa Fassman | Assistant Village Administrator | afasman@tarrytowngov.com | 914-631-1785 | David Jenkins - Director |
| T&M | Monmouth | 11 Tindall Road, Middletown, NJ, 07748 | 01/2021 - Present | Grant Portal | Gail Lalla | Project Manager | glalla@tandmassociates.com | 732-671-6400 | Katie Kocher - Deputy Director |
| Teaneck | Bergen | 818 Teaneck Road, Teaneck, NJ 07666 | 03/2017- Present | Grant Consulting | Dean Kazinci | Municipal Administrator | dkazinci@teanecknj.gov | 201-837-1600 Ext. 1001 | Laura Wintroub - Director |
| Teaneck | Bergen | 818 Teaneck Road, Teaneck, NJ 07666 | 05/2020 - Present | Disaster Recovery | Issa Abbassi | Chief Financial Officer | iabbasi@teanecknj.gov | 201-837-1600 ext 1251 | Susan Scavone - Principal |

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| Tenafly | Bergen | 100 Riveredge Road, Tenafly, NJ, 07670 | 12/2022 - Present | Grant Portal | Jimy Homsi | Borough Administrator | jhomsi@tenafly.net | 201-568-6100 | Katie Kocher - Deputy Director |
| Totowa | Passaic | 537 Totowa Road, Totowa, NJ 07512 | 03/2010-Present | Grant Consulting | Joseph Wassel | Municipal Administrator | jwassel@totowanj.org | (973) 956-1000 ext.1004 | Catherine Kapura - Director |
| Totowa BOE | Passaic | 10 Crews Street, Totowa, NJ, 07512 | 07/2019 - Present | Grant Portal | Patricia Capitelli | Superintendent | patricia.capitelli@totowa.k12.nj.us | 973-956-0010 | Katie Kocher - Deputy Director |
| Trenton | Mercer | 319 East State Street, Trenton, NJ 08608 | 01/2019-Present | Grant Consulting | Nikki Mosgrove | Contract Administrator | nmosgrove@trentonnj.org | (609) 989-3103 | Catherine Kapura - Director |
| Union County | Union | 10 Elizabethtown Plaza, Elizabeth, NJ, 07207 | 03/2011-Present | Grant Consulting | Amy Wagner | Deputy County Manager | awagner@ucnj.org | 908-527-4802 | Chris Sprague - Director |
| Union County | Union | 10 Elizabethtown Plaza, Elizabeth, NJ, 07207 | 01/2020 - Present | Grant Portal | Amy Wagner | Deputy County Manager | awagner@ucnj.org | 908-527-4000 | Katie Kocher - Deputy Director |
| Union | Union | 1976 Morris Avenue, Union, NJ, 07083 | 01/2012 - 12/31/2019 01/2023 - Present | Grant Consulting | Don Travisano | Township Administrator | dtravisano@uniontownship.com | 908-851-8501 | Laura Wintroub - Director |
| Upper Freehold BOE | Monmouth | 27 High Street, Allentown, NJ, 08501 | 05/2020 - Present | Disaster Recovery | Patrick Pisano | Assistant School Administrator | pisanop@ufrsd.net | 609-259-7292 | Susan Scavone - Principal |
| Verona | Essex | 600 Bloomfield Avenue, Verona, NJ, 07044 | 03/2022 - Present | Grant Portal | Joseph D'Arco | Township Manager | jdarco@veronanj.org | 973-857-4767 | Peter Blanos - Director |
| Wayne | Passaic | 475 Valley Road, Wayne, NJ, 07470 | 05/2021-Present | Grant Portal | Eileen Kuca | Director of Purchasing | kucae@WayneTownship.com | 973-694-1800 ext. 3249 | Katie Kocher - Deputy Director |
| West Orange | Essex | 66 Main Street, West Orange, NJ 07052 | 09/2016-Present | Grant Consulting | John Gross | Chief Financial Officer | jgross@westorange.org | (973) 325-4070 | Catherine Kapura - Director |
| Wharton | Morris | 10 Robert Street, Wharton, NJ, 07885 | 01/2020-Present | Grant Portal | Joe Kovalcik | Municipal Administrator | jkovalcik@whartonnj.com | 973-361-8444 x2711 | Katie Kocher - Deputy Director |
| Woodbridge | Middlesex | 1 Main Street, Woodbridge, NJ 07095 | 03/2014-Present | Research Only | Caroline Ehrlich | Chief of Staff | Caroline.ehrlich@twp.woodbridge.nj.us | 732-602-6015 | Katie Kocher - Deputy Director |
| Woodbury | Orange | 511 NY-32, Highland Mills, NY, 10930 | 04/2020 - Present | Grant Consulting | Desiree Potvin | Municipal Clerk | dpotvin@woodburyny.us | 845-928-6829 | David Jenkins - Director |
| Woodcliff Lake | Bergen | 188 Pascack Road, Woodcliff Lake, NJ 07652 | 04/2014-Present | Grant Consulting | Tom Padilla | Municipal Administrator | admin@wclnj.com | (201) 391-4977 ext.216 | Catherine Kapura - Director |
| Woodland Park | Passaic | 5 Brophy Lane, Woodland Park, NJ 07424 | 02/2012-Present | Grant Consulting | Keith Kazmark | Mayor | kkazmark@wpnj.us | 973-345-8100 | Chris Sprague - Director |

# STAFF BIOGRAPHIES

## ED FARMER | PRESIDENT & CEO

Ed founded Millennium Strategies in 2005 with the goal of establishing a Company that provides governments with a comprehensive and aggressive approach to grant writing, research, and administration. As President, Ed is responsible for the oversight on all facets of Millennium's operation, with a focus on ensuring that the firm provides the best customer service in the industry. Prior to forming Millennium, Ed served as Chief of Staff to Congressman Bill Pascrell, Jr. (NJ-8). As the highest-ranking member of the team, Ed was responsible for running the daily operations of the Congressman's offices in Washington, D.C. and New Jersey. Congressman Pascrell's assignments on the House Transportation and Infrastructure Committee and the House Committee on Homeland Security have allowed Ed to gain invaluable insight into two issues that are critical for the State of New Jersey. Throughout his career, Ed has volunteered his time across New Jersey, including serving as the former President of the Passaic County Community College Board of Trustees and current member of its Foundation. Ed graduated from Bethany College in Bethany, West Virginia with a Bachelor of Arts Degree in Political Science.

## SUSAN SCAVONE | PRINCIPAL

Sue joined the firm in 2005 as a Principal and has more than 30 years of experience in public outreach, grant writing, and governmental affairs. Through her time with Millennium, she has become the firm's leader on disaster recovery projects and funding procurement, securing her position as a regional expert in FEMA Public Assistance and Hazard Mitigation Grant Programs. Susan's knowledge of the field and existing relationships enable her to communicate effectively with multiple levels of stakeholders on complex projects, ensuring that all stages of a project are followed through in the most effective and efficient way possible. Prior to joining Millennium Strategies, Sue served as President of SMS Consulting Services, Inc. for ten years, where she provided governmental relations, grant procurement, and consulting services to both private and public sector clients. In addition Sue also served in the administration of Governor James J. Florio, on the staff of several members of the New Jersey Legislature, and in Essex County government. Sue is a graduate of Montclair State University where she received a Bachelor of Arts Degree in Political Science.

## LISA MARTINEZ | DIRECTOR OF OPERATIONS

Lisa has been a member of the firm since 2006. In her role as Director of Operations, Lisa manages the day-to-day operations of Millennium. Prior to joining Millennium, she served as Field Director and Scheduler for Congressman Bill Pascrell, Jr. for nine years. In this critical position, Lisa was responsible for maintaining the Congressman's New Jersey schedule and managing all community outreach activities for the congressional office. She strategically coordinated field activities with the Congressman's legislative agenda and administered government relations issues with all state and local entities. Her organizational skills have helped Millennium become a leader within the government consulting industry.

## DAVID JENKINS | DIRECTOR OF NEW YORK OPERATIONS

Dave has been a member of the firm since 2012. In his role as Director of New York Operations, Dave is responsible for overseeing all facets of the firms New York operations and clients. His responsibilities include overseeing client management and grant writing operations, leading team members, developing and implementing policies and procedures, ensuring quality control and identifying and developing new business. Prior to this, Dave served as a Grants Manager working with cities and nonprofit organizations to secure grant funding for various projects and programs. Prior to joining the firm, Dave served as Chief of Staff to Assemblyman Joseph Cryan during his tenure as Chairman of the New Jersey Democratic State Committee, and Majority Leader of the New Jersey General Assembly. Dave graduated from Elon University where he received a Bachelor of Arts Degree in Political Science.

## CHRISTOPHER SPRAGUE | DIRECTOR OF CLIENT SERVICES

Chris has been a member of the firm since 2010. In his role as Director of Client Services, Chris co-leads the service team working with New Jersey, Pennsylvania, and Delaware clients. His responsibilities include, but are not limited to: overseeing client management and grant writing operations, leading team meetings, developing and implementing policies and procedures, ensuring quality control, and managing data. Prior, Chris was a Senior Grants Manager working with cities and nonprofit organizations to secure grant funding for various projects and programs. Chris is a graduate of Seton Hall University where he received a Bachelor's Degree in History, English and Italian and a Master's Degree in Diplomacy and International Relations.

## CATHERINE KAPURA | DIRECTOR OF CLIENT SERVICES

Catherine has been a member of the firm since 2015. In her role as Director of Client Services, Catherine co-leads the service team working with New Jersey clients. Her responsibilities include, but are not limited to: overseeing client management and grant writing operations, leading team meetings, developing and implementing policies and procedures, ensuring quality control, and managing data. Prior to this, Catherine served as a Senior Grants Manager working with municipalities and counties to secure grant funding for various projects and programs focused on education, parks, transportation infrastructure, restorative justice, and health and human services. Catherine graduated from Fairfield University where she received a Bachelor of Arts Degree in English. Additionally, Catherine holds a Masters Degree in Environmental Policy and International Development from the University of Maryland.

## LAURA WINTROUB | DIRECTOR OF CLIENT SERVICES

Laura has been a member of the firm since 2015. In her role as Director of Client Services, Laura co-leads the service team working with New Jersey clients. Her responsibilities include, but are not limited to: overseeing client management and grant writing operations, leading team meetings, developing and implementing policies and procedures, ensuring quality control, and managing data. Prior to this, Laura served as a Senior Grants Manager working with municipalities and boards of education to secure grant funding for various projects and programs. Laura currently serves on the Strategic Advisory Board of Rising Tide Capital, a nonprofit entrepreneurship training organization located in Jersey City, New Jersey. Laura is a graduate of Haverford College where she received a Bachelor's Degree in History.

## MELANI FILOSA | DIRECTOR OF CLIENT SERVICES

Melani has been a member the firm since 2018. In her role as Director of Client Services, Melani co-leads the service team working with New Jersey clients. Her responsibilities include, but are not limited to: overseeing client management and grant writing operations, leading team meetings, developing and implementing policies and procedures, ensuring quality control, and managing data. Prior to joining Millennium, Melani worked with several non-profit organizations. She applies this experience and passion into her everyday work by identifying the best ways to explain project goals in an application, seeking the right grant opportunities for those projects and executing that process meticulously. Melani is a graduate of Seton Hall University where she received a Bachelor of Arts Degree in both Political Science and English, receiving the Departmental Citation in Literature & Writing.

## PETER BLANOS | DIRECTOR OF BUSINESS DEVELOPMENT

Peter has been a member of the firm since 2011. In his role as Director of Business Development, Peter oversees all aspects of the firm's sales and marketing related efforts. His responsibilities include, but are not limited to: developing and overseeing the firm's annual business development strategy, managing the RFP/RFQ process for the firm's 90+ public sector clients, and attending various conferences. Prior to this, Peter served as Director of Client Services where he was responsible for overseeing client management and grant writing operations, leading team meetings, developing and implementing policies and procedures, ensuring quality control, and managing data. Peter is a graduate of the University of Scranton where he received a Bachelor of Arts Degree in Political Science.

## KATIE KOCHER | DEPUTY DIRECTOR OF RESEARCH AND SPECIAL PROJECTS

Katie has been a member of the firm since 2019. In her role as Deputy Director of Research and Special Projects, Katie is responsible for overseeing all research conducted by the firm into governmental and non-governmental funding sources. In addition, she is also responsible for overseeing all clients enrolled and content within Millennium's Grant Research Portal Service as well as all special projects performed on behalf of outside agencies. Prior to this Katie served as a Senior Grant Manager, where she was responsible for working with urban municipalities and counties to secure grant funding for key projects and programs. One of Katie's biggest passions is education. Prior to joining Millennium Katie served as an assistant editor for a not-for-profit publisher, and taught English at Seton Hall University. Katie is a graduate of Seton Hall University where she earned a Bachelor and a Master of Arts degree in English.

## TONY ARDIS | ACCOUNTS RECEIVABLE MANAGER

Tony has been a member of the firm since 2017. In his role as Accounts Receivable Manager, Tony is responsible for overseeing invoicing, collections, and bill processing. Prior to joining Millennium, Tony served for nine years as the District Director for Congressman Bill Pascrell Jr. In this role, he supported the District's 21 municipalities by supervising casework, field activities and representing the Congressman. Tony has over 30 years of experience serving in administrative positions for various local, state, and federal government agencies. Tony is a graduate of William Paterson University where he received a degree in Political Science.

## BERNADETTE McPHERSON, ESQ. | DIRECTOR OF OUTREACH

Bernadette has been a member the firm since 2012. In her role as Director of Outreach, Bernadette is responsible for marketing Millennium Strategies to municipal and county governments. Bernadette brings extensive municipal and county government experience to Millennium, having served as a member of the Bergen County Board of Chosen Freeholders from 2003 to 2011 and as Mayor of Rutherford from 2000 to 2007. Bernadette remains active in politics and currently serves as the Legislative District 36 Chairwoman for the Democratic Committee of Bergen County. Bernadette is a graduate of La Salle University where she received a Bachelor of Arts degree in Political Science and English. Additionally, Bernadette holds a Juris Doctorate from Temple University School of Law.

## JESSICA CARVAJAL | HUMAN RESOURCES GENERALIST

Jessica has been a member of the firm since 2021. In her role as Human Resource Generalist, Jessica manages the daily functions of the Human Resources Department including benefit and leave administration, recruitment, and assisting with enforcing company policies and practices. Jessica has over seven years of experience in the field of Human Resources. Prior to joining Millennium, she was the Assistant Director of Human Resources at a large non-profit organization, where she handled all aspects of human resources including benefits, payroll and employee relations. Jessica has strong working knowledge in employment compliance, HRIS, and benefit management. Jessica is a graduate of the College of Saint Elizabeth where she received a Bachelor's Degree in Business Administration and Management. Additionally, Jessica holds an MBA in Finance from the New Jersey Institute of Technology.

## KAREN SPICER | SENIOR GRANT MANAGER

Karen has been a member of the firm since 2020. In her role as Senior Grant Manager, Karen is responsible for working with several of the firms municipal clients throughout New Jersey. In addition, she is also responsible for serving as the firm's co-editor and chief as well as a staff mentor. Prior to joining Millennium, Karen worked for museums and cultural institutions in the Philadelphia and New York City areas focusing on exhibition development, public engagement, and historic preservation. She earned a Bachelor of Arts in Anthropology from Franklin & Marshall College and a Master of Arts in Museum Professions from Seton Hall University.

## TARYN PRONKO | SENIOR GRANT MANAGER

Taryn has been a member of the firm since 2019. In her role as Senior Grant Manager, Taryn is responsible for working with several of the firm's local government clients throughout New York. In addition, she is also responsible for serving as the firm's co-editor and chief as well as a staff mentor. Prior to joining the firm, Taryn was a Deputy Clerk Intern within the U.S. Federal Court system, where she assisted in numerous departments, including jury, pro se law offices, and the circuit library. Taryn graduated from Penn State University with a Bachelor's Degree in English, receiving the Academic Excellence Award for the Humanities.

## KAMARI MOORE | SENIOR RESEARCH MANAGER

Kamari has been a member the firm since 2018. In her role as Senior Research Manager, Kamari is responsible for providing accurate and timely research breakdowns for client service staff, overseeing accuracy of content posted on Millenniums grant research portal, and providing reports to select clients. She is also responsible for editing weekly research and assisting the Deputy Director of Research and Special Projects. Prior to joining Millennium, Kamari proudly served as a member of the service fraternity Alpha Phi Omega, where she participated in community outreach programs aimed at servicing disadvantaged populations. Kamari is a graduate of Seton Hall University where she received Bachelor of Arts Degrees in English and Philosophy.

## ASHLEY TAYLOR | GRANT MANAGER

Ashley has been a member of the firm since 2020. In her role as Grant Manager, Ashley is responsible for working with several of the firms municipal and board of education clients to help secure funding for key projects and programs. Prior to joining Millennium, Ashley worked for the US Department of Commerce as well as the for the State of Delaware. Ashley is a graduate of Delaware State University where she received a Bachelor of Arts degree in Criminal Justice and a Minor in Law Studies. Ashley was led to Millennium by help passion for government policy and how it can be used to create a better quality of life for all communities.

## RYAN TALMADGE | GRANT MANAGER

Ryan has been a member of the firm since 2020. In his role as Grant Manager, Ryan is responsible for working with several of the firm's municipal and county clients to help secure both public and private sector grant funding on their behalf. Prior to joining Millennium, Ryan was Interim Security Lieutenant in the Department of Public Safety for Rutgers University - Newark. He was a collaborator and guest lecturer for the Rutgers' Honors Living-Learning Community (HLLC) program. In 2017, Ryan was a candidate for the Newark Public Schools Advisory Board and is an Alumnus of the Leadership Newark 2019 Cohort. Ryan is a graduate of Rutgers University-Newark where he received a Bachelor of Arts Degree in Political Science.

## MICHAEL WEISS | GRANT MANAGER

Michael has been a member of the firm since 2020. In his role as Grant Manager, Michael is responsible for servicing several of the Firms municipal clients to help secure both public and private sector grant funding on their behalf. Prior to joining the firm, Michael worked as a graduate assistant for the West Chester University History Department. Michael is a graduate of West Chester University where he received a Bachelor's Degree in History, with a minor in Political Science, and a Master's Degree in History. During his time as a graduate student he was inducted into the National History Honor's Society, Phi Alpha Theta, and earned the Award of Excellence for Excellence in Scholarship and/or Creative Activity from the History Department.

## JENNIFER GALLAGHER | GRANT MANAGER

Jennifer has been a member of the firm since 2020. In her role as Grant Manager, Jennifer is responsible for working with several of the firm's municipal and county clients to help secure both public and private sector grant funding on their behalf. Prior to joining Millennium, Jennifer worked as an intern for The Land Conservancy of New Jersey, assisting municipalities with planning their open space and recreation projects. Jennifer is a graduate of the University of Delaware where she received a Bachelor Degree in Environmental Studies.

## HANNAH SAKHA | GRANT MANAGER

Hannah has been a member of the firm since 2020. In her role as Grant Manager, Hannah is responsible for working with several of the firm's municipal and county clients to help secure both public and private sector grant funding on their behalf. Prior to joining the firm, Hannah was an intern for a science and medical content publishing company, where she was able to copyedit documents and conduct manuscript analyses. Hannah is a graduate of Seton Hall University where she received a Bachelor's Degree in English with a minor in Public Relations.

## MEGAN KLEPPER | GRANT MANAGER

Megan has been a member of the firm since 2021. In her role as a Grant Manager, Megan is responsible for working with the firms municipal clients to secure public and private grant funding for their key programs and projects. Prior to joining Millennium, Megan interned as a journalist for multiple online publications. Megan is a graduate of James Madison University where she received a Bachelor of Arts Degree in Writing, Rhetoric, and Technical Communication.

## LOUIS MOTTA | GRANT MANAGER

Louis has been a member of the firm since 2021 In his role as a Grant Manager, Louis is responsible for working with the firms local government clients to secure public and private grant funding for their key programs and projects. Prior to joining Millennium, Louis served as assistant news editor for a not-for-profit newspaper and tutored students in writing at Seton Hall University. Louis is a graduate of Seton Hall University where he earned a Bachelor of Arts degree in Creative Writing with a Minor in Literature and Visual Media

## MONICA LUDWINSKI | GRANT WRITER

Monica has been a member of the firm since 2021. In her role as a Grant Writer, Monica is responsible for working with several of the firm's municipal clients to help secure public and private sector grant funding on their behalf. Some of her daily responsibilities include collaborating with the Directors of Client Service on different projects, along with drafting narratives and gathering supporting documents associated with grant applications. Prior to joining Millennium, Monica interned for City Green, an urban farm and garden organization working to revitalize urban areas through agriculture and educational programming. Monica is a graduate of Montclair State University where she received a Master of Science Degree in Sustainability Science.

## MICHAEL DZIUBA | GRANT WRITER

Michael has been a member of the firm since 2021. In his role as Grant Writer, Michael is responsible for servicing several of the firm's municipal clients throughout New York, assuring their requests for both public and private grant funding are thorough and competitive. Prior to joining the firm, Michael worked in the City of Bethlehem's Department of Community and Economic Development, working with community partners and not-for-profit organizations to assess and remediate urban blight. Michael graduated from Muhlenberg College with a Bachelor's Degree in Political Science, where he was also initiated into Pi Sigma Alpha, the National Political Science Honor Society. Additionally, Michael holds a Master's Degree in Political Science from Lehigh University.

## SERGIO MEDINA | GRANT WRITER

Sergio has been a member of the firm since 2022. In his role as a Grant Writer, Sergio is responsible for working with the firm's municipal clients to secure public and private grant funding for their key programs and projects. Some of his daily responsibilities include working closely with the Directors of Client Services on different projects, as well as preparing narratives, applications, and other supporting documentation associated with grant applications. Prior to joining the firm, Sergio worked as a grant writer at various nonprofit agencies throughout the region. Sergio is a graduate of Montclair State University, where he received a Bachelor of Art's Degree in English and was inducted into the Sigma Tau Delta honor's society.

## MARIO CARVAJAL IV | GRANT WRITER

Mario has been a member of the firm since 2022. In his role as Grant Writer, Mario is responsible for working with municipal and county clients to help secure both public and private sector grant funding on their behalf. Some of his daily responsibilities include working closely with the Directors of Client Services on different projects, as well as preparing narratives, applications, and other supporting documentation associated with grant applications. Prior to joining Millennium, Mario worked as a legal assistant for a law firm providing support to the General Counsel. Mario received a Bachelor of Arts Degree in Political Science with a minor in Public Policy from Ramapo College of New Jersey. During his time as an undergraduate student, he was inducted into the National Political Science Honor Society and served as the Senate Vice President within the Student Government Association.

## SCOTT TOMPETRINI | GRANT WRITER

Scott has been a member of the firm since 2022. In his role as Grant Writer, Scott is responsible for working with municipal and county clients to help secure both public and private sector grant funding on their behalf. Some of his daily responsibilities include working closely with the Directors of Client Services on different projects, as well as preparing narratives, applications, and other supporting documentation associated with grant applications. Prior to joining Millennium, Scott worked as an administrative assistant at a residential facility for people with developmental disabilities and interned for a marketing firm as part of their media planning team. Scott is a graduate of William & Mary where he received a Bachelor of Arts Degree in Government and History.

## JUSTIN VEGA | GRANT WRITER

Justin has been a member of the firm since 2022. In his role as Grant Writer, Justin is responsible for working with local government clients to help secure both public and private sector grant funding on their behalf. Some of his daily responsibilities include working closely with the Directors of Client Services on different projects, as well as preparing narratives, applications, and other supporting documentation associated with grant applications. Justin is a graduate of Baylor University where he received a Bachelor's Degree in History.

## MELAINA NESS | GRANT WRITER

Melaina has been a member of the firm since 2022. In her role as Grant Writer, Melaina is responsible for working with local government clients to help secure both public and private sector grant funding on their behalf. Some of her daily responsibilities include working closely with the Directors of Client Services on different projects, as well as preparing narratives, applications, and other supporting documentation associated with grant applications. Melaina is a graduate of SUNY New Paltz where she received a Bachelor of Arts Degree as a double major in Political Science and Economics. During her time as an undergraduate student, she was inducted into the National Political Science Honor Society, Pi Sigma Alpha, and into the International Honor Society in Economics, Omicron Delta Epsilon.

## GINA BACHORIK | GRANT WRITER

Gina has been a member of the firm since 2022. In her role as Grant Writer, Melaina is responsible for working with local government clients to help secure both public and private sector grant funding on their behalf. Some of her daily responsibilities include working closely with the Directors of Client Services on different projects, as well as preparing narratives, applications, and other supporting documentation associated with grant applications. Gina is a graduate of Stonybrook University where she received her undergraduate degree in Multidisciplinary Studies.

## KHAYLA DIXON | GRANT WRITER

Khayla joined the firm in 2023. In her role as a Grant Writer, Khayla is responsible for working with the firm's municipal clients in Ohio and Pennsylvania to secure public and private grant funding on their behalf. Prior to joining the firm, she was an intern within the New Jersey Superior Court. Khayla is a graduate of Rutgers University where she received her Bachelor of Arts in Political Science and Criminal Justice. During her time as an undergraduate student, she was inducted into the National Political Science Honor Society, Pi Sigma Alpha.

## TAYLOR SAMITT | RESEARCH ASSOCIATE

Taylor has been a member of the firm since 2022. In her role as Research Associate, Taylor is responsible for researching available grant opportunities, from federal, state, county, corporate, and philanthropic sources, on behalf of Millenniums clients. Taylor analyzes and summarizes each grant in preparation for presentation and company-wide distribution while also assisting in special projects as well as overseeing the content posted on the firms online grant portal. Prior to joining the firm, Taylor worked on various local government campaigns. Taylor is a graduate from the University at Albany, where she received her Bachelor of Arts Degree in Public Administration and Management with a focus of Public Policy. During her studies, she served as a member of Alpha Phi Omega, a community service fraternity that helps the local Albany community with services.

## JOHN GAULT | BUSINESS DEVELOPMENT REPRESENTATIVE

John has been a member of the firm since 2022. John has been a member of the firm since 2022. In his role as Business Development Representative, John works to support the development of new business across Millennium's target markets. Some of his daily responsibilities include outreach to prospective customers, management of existing prospects, working to help develop innovative sales strategies, and attending conferences. Prior to joining the firm, John spent 16 years in finance with Prudential Securities before taking on business development roles at AFLAC and Ryder Inc. John is a graduate of SUNY New Platz where he received a Bachelor of Science Degree in Marketing.

MILLENNIUM
STRATEGIES

**MEMORANDUM**

**TO:** Township of West Orange
**FROM:** Millennium Strategies
**DATE:** July 30, 2024
**RE:** Contract Year End Activity Report
**CC:** Ed Farmer

This memo will provide an overview of all work performed to date by Millennium Strategies on behalf of West Orange from contract year August 1, 2023 to July 31, 2024. For more information, contact Catherine Kapura at ckapura@m-strat.com.

- **Competitive Grant Applications Approved, Funding Awarded:** **$4,270,349.45**

| Funding Program | Purpose of Grant | Amount of Award | Month of Award |
|---|---|---|---|
| NJ Department of Transportation - Local Transportation Projects Fund Grant Program FY24 | S. Valley Rd, Union St, Nassau St, Wheatland Ave Improvement Project | $950,000.00 | July 2024 |
| NJ Department of Transportation - Safe Routes to School Grants Program FY24 | Gregory Ave and Lowell Ave Safe Routes to School Project | $966,000.00 | July 2024 |
| NJ Department of Community Affairs - Local Recreation Improvement Grant (LRIG) Program FY24 | Improvements to OSPAC | $66,000.00 | June 2024 |
| NJ Department of Environmental Protection - Green Acres Acquisition Grants Program FY24 | Rock Spring Golf Course Acquisition (Recommended) | $1,050,000.00 | April 2024 |
| Essex County - Local Arts and History Grants FY24 | WOAC General Operating Support | $7,702.00 | March 2024 |
| US Congress - Community Project Funding FY24 | Pump Stations Improvements | $959,752.00 | March 2024 |
| NJ Department of Community Affairs - American Rescue Plan (ARP) Firefighter Grants Program FY24 | PPE- Turnout Gear | $70,000.00 | March 2024 |
| US Department of Justice - Law Enforcement Agency De- | Overtime and Travel for Training | $175,000.00 | November 2023 |

| | | | |
|---|---|---|---|
| Escalation Community Policing Development (CPD) Grants Program FY23 | | | |
| US Department of Justice - Bulletproof Vest Partnership (BVP) Program | Bullet Proof Vests | $13,995.45 | September 2023 |
| TD Bank Foundation - TD Tree Days Grant Program FY23 | Tree Planting | $11,900.00 | August 2023 |

- **<u>Noncompetitive Grant Applications Approved, Funding Awarded:</u>** **$1,175,047.12**

| Funding Program | Purpose of Grant | Amount of Award | Month of Award |
|---|---|---|---|
| NJ Association of County and City Health Officials - Sustaining Local Public Health Infrastructure Grants Program FY24 | Data Digitization and Salary Costs | $168,049.00 | July 2024 |
| NJ Department of Health - Strengthening Local Public Health Capacity Grants Program FY25 | Salary/Fringe Costs for Health Personnel | $66,642.00 | July 2024 |
| Division of Local Government Services - FY2024 Grant | Degnan Field Project | $110,000.00 | January 2024 |
| NJ Department of Community Affairs - Lead Grant Assistance Program (LGAP) Grants FY23 | Inspection for lead-based paint hazards | $45,400.00 | December 2023 |
| NJ Division of Highway Traffic Safety - State and Community Highway Safety Grant (Federal Funding) FY23 | Pedestrian Safety Enforcement | $16,000.00 | December 2023 |
| NJ Department of Transportation - Municipal Aid Grant Program FY24 | Morris Road, Sussex Road and Hunterdon Road Improvements | $517,907.00 | November 2023 |
| US Department of Justice - Edward Byrne Memorial Justice Assistance Grant | Radar Units | $12,469.00 | September 2023 |

| | | | |
|---|---|---|---|
| (JAG) FY23 | | | |
| NJ Association of County and City Health Officials - Enhancing Local Public Health Infrastructure Grants Program FY23 | WOHD Employee Acquisition | $218,353.00 | August 2023 |
| NJ Department of Agriculture - Spotted Lanternfly Program Chemical Control Treatment Grants Program FY23 | Spotted Lanternfly Chemical Control Treatment | $15,000.00 | August 2023 |
| NJ Division of Criminal Justice - State Body Armor Replacement Fund Program FY22 | Bulletproof Vests | $5,227.12 | August 2023 |

- **Grant Applications in Progress:**

| Due Date | Funding Program | Amount Available | Date Noticed |
|---|---|---|---|
| 7/31/2024 | NJ Department of Environmental Protection - Brownfield Development Area (BDA) Grants Program FY24 | Varies | 6/19/2024 |
| 8/15/2024 | New Jersey Cultural Trust - Institutional and Financial Stabilization Grants for Arts Organizations Grant Program FY25 | $40,000.00 | 6/4/2024 |
| 8/15/2024 | Essex County - Local Arts and History Grants FY25 | $10,000.00 | 7/9/2024 |
| 8/30/2024 | NJ Division of Criminal Justice - State Body Armor Replacement Fund Program FY24 | Varies | 7/18/2024 |
| 10/31/2024 | US Department of Energy - Energy Efficiency and Conservation Block Grant (EECBG) Program FY23 | $76,600.00 | 1/30/2023 |

- **<u>Grant Applications Submitted, Pending Review:</u>** **$29,223,808.03**

| Date Submitted | Funding Program | Purpose | Amount Requested | Estimated Response |
|---|---|---|---|---|
| 6/28/2024 | NJ Department of Transportation - Municipal Aid Grant Program FY25 | Helen Avenue, Lawrence Avenue, Florence Place and Lowell Avenue Improvement Project | $1,895,232.00 | Fall 2024 |
| 6/13/2024 | NJ Division of Travel and Tourism - Cooperative Marketing Grant FY25 | West Orange Digital Marketing Plan | $25,000.00 | Fall 2024 |
| 5/21/2024 | NJ Board of Public Utilities - Community Energy Plan (CEP) Grants Program FY24 | Creating Community Energy Plan | $10,000.00 | Fall 2024 |
| 5/16/2024 | US Department of Transportation - Safe Streets and Roads for All (SS4A) Implementation Grants Program FY24 | Implementation for Vision Zero Action Plan | $25,000,000.00 | Fall 2024 |
| 5/6/2024 | US Department of Justice - Connect and Protect: Law Enforcement Behavioral Health Response Program Grants FY24 | WOPD Co-Responder Program | $549,858.00 | Fall 2024 |
| 4/30/2024 | NJ Division of Highway Traffic Safety - State and Community Highway Safety Grant (Federal Funding) FY25 | Pedestrian Safety Enforcement | $16,000.00 | Fall 2024 |
| 4/5/2024 | US Congress - Community Project Funding FY25 | Short Hills Pump Stations Improvements | $1,048,000.00 | Spring 2025 |

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|---|---|---|---|---|
| 3/8/2024 | FEMA - Assistance to Firefighters Grant (AFG) FY23 | Fire Training | $74,490.91 | Summer 2024 |
| 11/9/2023 | NJ Transit - 5310 Grants Program FY23 | Senior Transportation Program | $300,000.00 | Fall 2024 |
| 10/6/2023 | NJ Transit - 5310 Grants Program FY22 | Senior Transportation Program | $300,000.00 | Fall 2024 |
| 8/31/2023 | NJ Division of Criminal Justice - State Body Armor Replacement Fund Program FY23 | Bullet Proof Vests | $5,227.12 | Summer 2024 |

- **Grant Applications Submitted, Funding Not Awarded:**

| Funding Program | Purpose | Requested Amount |
|---|---|---|
| AARP - Community Challenge FY24 | Patio Amenities for the Library | $13,000.00 |
| Foundation for Social Connection - Action Guide for Building Socially Connected Communities: Planning and Technical Assistance Program FY24 | Senior Services Technical Assistance | $7,500.00 |
| SNY Play Ball, NY Jets - Football Grants Program FY23 | Football Equipment | $5,000.00 |
| NJ State Council on the Arts - Creative Aging Initiative (CAI) Grant Program FY24 | Creative Aging Programming | $10,000.00 |
| FEMA - Assistance to Firefighters Grant Program FY21 | Portable Radios for FD | $558,140.00 |
| Mayors Wellness Campaign - Mental Health Initiative FY23 | Wellness Summit | $25,000.00 |
| NJ Department of Environmental Protection - Hudson Raritan Estuary Urban Rain Garden Grant Program FY23 | Rock Spring Golf Course Rain Gardens | $150,500.00 |
| The Leary Firefighters Foundation - | Training Mannequins | $9,897.16 |

| | | |
|---|---|---|
| Jeremiah Lucey Grant Program FY23 | | |
| NJ Division of Travel and Tourism - Cooperative Marketing Grant FY24 | Digital Marketing | $25,000.00 |
| NJ Division of Highway Traffic Safety - Drive Sober or Get Pulled Over Statewide Labor Day Crackdown FY23 | Police Overtime | $7,000.00 |
| Association of New Jersey Environmental Commissions - Open Space Stewardship Grants for Environmental Commissions FY23 | Rahway River East Branch: Landscape Design and Implementation Master Plan | $1,500.00 |

- **Other Grant Opportunities Recommended:**

| Due Date | Funding Program | Amount Available | Date Noticed | Notes/Status |
|---|---|---|---|---|
| 11/30/2024 | NJ Department of Agriculture - Spotted Lanternfly Program Chemical Control Treatment Grants Program FY24-26 | Varies | 1/10/2024 | Pending Decision to Apply |
| 8/15/2024 | The Leary Firefighters Foundation - Jeremiah Lucey Grant Program FY24 | $25,000.00 | 7/9/2024 | Pending Decision to Apply |
| 8/11/2024 | SNY Play Ball, NY Jets - Football Grants Program FY24 | Varies | 7/22/2024 | Pending Decision to Apply |
| 7/26/2024 | NJ Department of Community Affairs - Recreational Opportunities for Individuals with Disabilities (ROID) FY25 | Varies | 7/2/2024 | No Project Identified |
| 7/19/2024 | NJ Division of Highway Traffic Safety - Drive Sober or Get Pulled Over Statewide Labor Day Crackdown FY24 | Varies | 6/28/2024 | Decided Not to Apply |
| 7/1/2024 | NJ Department of Transportation - Bikeways | Varies | 5/10/2024 | No Project Identified |

| | | | | |
|---|---|---|---|---|
| | Grant Program FY25 | | | |
| 6/10/2024 | US Department of Justice - Bulletproof Vest Partnership (BVP) Program FY24 | Varies | 5/9/2024 | Client Submitting |
| 6/6/2024 | US Department of Justice - COPS Hiring Program (CHP) FY24 | $6,250,000.00 | 4/25/2024 | Decided Not to Apply |
| 5/20/2024 | NJ Economic Development Authority - Local Property Acquisition Grants Program FY23 | Varies | 11/14/2023 | No Project Identified |
| 5/16/2024 | US Department of Transportation - Safe Streets and Roads for All (SS4A) Planning and Demonstration Grants Program FY24 | $10,000,000.00 | 2/29/2024 | Informational Purposes Only |
| 4/26/2024 | Association of New Jersey Environmental Commissions - Open Space Stewardship Grants for Environmental Commissions FY24 | $1,500.00 | 3/12/2024 | No Project Identified |
| 4/26/2024 | NJ Division of Highway Traffic Safety - Click It or Ticket Mobilization FY24 | Varies | 3/27/2024 | Client Submitting |
| 4/18/2024 | NJ Historic Trust - Capital Preservation Grants Program FY24 | Varies | 1/31/2024 | No Project Identified |
| 4/18/2024 | NJ Historic Trust - Municipal, County, and Regional Planning Projects (MCRP) Grants Program FY24 | Varies | 1/31/2024 | No Project Identified |
| 4/18/2024 | NJ Historic Trust - Historic Site Management Grants Program FY24 | Varies | 1/31/2024 | No Project Identified |
| 4/18/2024 | NJ Historic Trust - Heritage Tourism Planning Grants Program FY24 | Varies | 1/31/2024 | No Project Identified |
| 4/15/2024 | NJ Department of Community Affairs - Local Efficiency | Varies | 1/26/2024 | No Project Identified |

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|---|---|---|---|---|
| | Achievement Program (LEAP) Implementation Grants Program FY24 | | | |
| 4/15/2024 | NJ Department of Community Affairs - Local Efficiency Achievement Program (LEAP) Challenge Grants Program FY24 | Varies | 1/26/2024 | No Project Identified |
| 4/12/2024 | FEMA - Staffing for Adequate Fire and Emergency Response (SAFER) FY23 | Varies | 3/12/2024 | Decided Not to Apply |
| 3/17/2024 | SNY Play Ball, NY Mets - Baseball & Softball Program FY24 | Varies | 2/29/2024 | No Project Identified |
| 3/8/2024 | NJ Division of Highway Traffic Safety - Distracted Driving Statewide Crackdown Grant FY24 | Varies | 2/8/2024 | Client Submitting |
| 2/23/2024 | NJ Board of Public Utilities - Community Energy Plan Implementation (CEPI) Grants Program FY24 | $250,000.00 | 1/3/2024 | Determined Ineligible |
| 2/16/2024 | NJ Department of Law and Public Safety - Summer Expansion Programming Grants Program FY24 | $30,000.00 | 1/23/2024 | Decided Not to Apply |
| 2/9/2024 | Sustainable Jersey - PSEG Foundation Sustainable Jersey Grants Program FY24 | Varies | 11/21/2023 | Decided Not to Apply |
| 2/7/2024 | NJ Department of Environmental Protection - Green Acres Jake's Law Playground Funding Application Grants Program FY24 | Varies | 11/9/2023 | No Project Identified |
| 2/7/2024 | NJ Department of Environmental Protection - Green Acres Urban Parks Grants Program FY24 | $500,000.00 | 11/9/2023 | Informational Purposes Only |

| | | | | |
|---|---|---|---|---|
| 2/7/2024 | NJ Department of Environmental Protection - Green Acres Stewardship Grants Program FY24 | Varies | 11/9/2023 | No Project Identified |
| 2/7/2024 | NJ Department of Environmental Protection - Green Acres Park Development Grants Program FY24 | Varies | 11/9/2023 | No Project Identified |
| 2/2/2024 | Sustainable Jersey - Complete Streets Technical Assistance Program FY23 | Varies | 11/21/2023 | No Project Identified |
| 1/14/2024 | National Safety Council - Road to Zero Coalition Community Traffic Safety Grants Program FY24 | $200,000.00 | 1/22/2024 | Determined Ineligible |
| 1/11/2024 | Firehouse Subs Foundation - Public Safety Grants Program FY23 | $50,000.00 | 6/21/2023 | No Project Identified |
| 1/5/2024 | NJ Department of Environmental Protection - Land and Water Conservation Fund (LWCF) Outdoor Recreation Legacy Partnership (ORLP) Grant Program Round 7 | $15,000,000.00 | 12/8/2023 | Determined Ineligible |
| 12/31/2023 | NJ Department of Environmental Protection - It Pay$ to Plug In: NJ's Electric Vehicle Charging Grant Program FY22 | Varies | 10/18/2021 | No Project Identified |
| 12/31/2023 | NJ State Association of Chiefs of Police - Law Enforcement Accreditation Commission Grants Program FY23 | Varies | 11/14/2023 | No Project Identified |
| 12/31/2023 | FM Global - Fire Prevention Grant Program FY23 | Varies | 6/21/2023 | Application Discontinued |
| 12/31/2023 | Good Sports - Equipment Grants Program FY22 | Varies | 3/8/2022 | No Project Identified |
| 12/31/2023 | NJ Department of | Varies | 9/6/2023 | No Project |

| | | | | |
|---|---|---|---|---|
| | Environmental Protection - WorkClean: Diesel Modernization Grant Program FY23 | | | Identified |
| 12/22/2023 | Essex County - Community Development Block Grants (CDBG) Public Facilities and Improvements Program FY24 | Varies | 11/2/2023 | Client Submitting |
| 12/15/2023 | NJ Department of Community Affairs - Resilient Communities Program Grants FY23 | $5,000,000.00 | 7/17/2023 | No Eligible Project Identified |
| 12/8/2023 | NJ Office of Homeland Security and Preparedness - State and Local Cybersecurity Grant Program (SLCGP) FY23 | Varies | 11/21/2023 | No Project Identified |
| 11/30/2023 | NJ Board of Public Utilities - Electric Vehicle Tourism Grants Program FY24 | Varies | 7/25/2023 | No Project Identified |
| 11/30/2023 | NJ Board of Public Utilities - Clean Fleet Electric Vehicle Incentive Grants Program FY24 | Varies | 7/24/2023 | No Project Identified |
| 11/10/2023 | NJ Division of Highway Traffic Safety - Drive Sober or Get Pulled Over Year End Holiday Crackdown FY23 | Varies | 11/2/2023 | Decided Not to Apply |
| 10/20/2023 | GameTime - Playground Grants Programs FY23 | Varies | 9/5/2023 | No Project Identified |
| 10/6/2023 | Sustainable Jersey - PSE&G Energy Efficiency Partnership Grants Program FY24 | Varies | 9/20/2023 | No Project Identified |
| 9/30/2023 | Together North Jersey - Vibrant Places Program FY24 | Varies | 9/5/2023 | No Project Identified |
| 9/4/2023 | NJ Department of Environmental Protection - Vehicle Electrification Grants Program FY24 | Varies | 7/31/2023 | No Project Identified |
| 8/29/2023 | Essex County - CDBG CV Program FY24 | Varies | 7/31/2023 | No Project Identified |

| | | | | |
|---|---|---|---|---|
| 8/25/2023 | NJ Urban & Community Forestry Program - Stewardship Grant FY23 | $15,000.00 | 7/10/2023 | No Project Identified |
| 8/18/2023 | US Department of Transportation - Promoting Resilient Operations for Transformative, Efficient, and Cost-Saving Transportation (PROTECT) Grants Program FY23 | Varies | 5/2/2023 | Informational Purposes Only |
| 8/15/2023 | Essex County - CDBG Reprogramming Funds FY24 | Varies | 7/31/2023 | No Project Identified |
| 8/4/2023 | NJ Department of Community Affairs - Recreational Opportunities for Individuals with Disabilities (ROID) FY24 | Varies | 6/26/2023 | No Project Identified |

**249-24**
**August 6, 2024**

**RESOLUTION**

**WHEREAS,** the Township of West Orange requires the services of a Chief Financial Officer; and

**WHEREAS,** John C. Ditinyak has the skill and experience to perform the responsibilities of the Chief Financial Officer in an exceptional manner; and

**WHEREAS**, the Township seeks to appoint Mr. Ditinyak as the Township's Chief Financial Officer for a term of beginning September 1, 2024 until August 31, 2028; and

**WHEREAS,** the terms of Mr. Ditinyak's employment as the Township's Chief Financial Officer are set forth in an Employment Agreement, annexed hereto as Exhibit **"A,"** and

**WHEREAS,** Mr. Ditinyak shall exercise all his functions and perform his duties in accordance with all applicable ordinances and statutes;

**NOW, THEREFORE BE IT HEREBY RESOLVED,** that the Mayor be and hereby is authorized to execute a copy of the Employment Agreement, annexed hereto and the Municipal Clerk be and is authorized to attest to the Mayor's signature.

| | |
|---|---|
| **Karen J. Carnevale, R.M.C.** | **Bill Rutherford, Council President** |

**Adopted: August 6, 2024**

**2864-24**

# AN ORDINANCE AMENDING AND SUPPLEMENTING CHAPTER 7, TRAFFIC, SUBSECTION 7-21, MULTI-WAY STOPS OF THE REVISED GENERAL ORDINANCES OF THE TOWNSHIP OF WEST ORANGE

**BE IT ORDAINED**, by the Township Council of the Township of West Orange, in the County of Essex, State of New Jersey as follows:

**Section 1.** The Township Council of the Township of West Orange finds it in the interest of public safety to designate the following intersections as Multi-Way Stop Intersections pursuant to N.J.S.A.39:4-8(b).

**Section 2.** The Municipal Engineer of the Township of West Orange designated Bright View Engineering of Livingston. N.J. to collect data and assess conditions at the following locations. Their methodology conforms with provisions set forth in N.J.S.A. 39:4-8 and the applicable requirements of the Manual on Uniform Traffic Control Devices (MUTCD).

**Section 3.** Subsection 7-21, Multi-Way Stops, of the Revised General Ordinances of the Township of West Orange is hereby supplemented and amended as follows pursuant to the provisions of N.J.S.A. 39: 4-8 (*italic type denotes deletion*, **bold type denotes addition**):

| Intersection: | Stop Signs On: |
|---|---|
| **Haggerty Drive and Kelly Drive** | **Haggerty Drive (eastbound and westbound) and Kelly Drive (southbound)** |
| **Haggerty Drive and Vizcaya Boulevard** | **Haggerty Drive (northbound and southbound) and Vizcaya** |

**Boulevard (westbound)**

**Section 4.** If any provisions of the Ordinance or application thereof, under any circumstances, is held invalid, the invalidity shall not affect any of the provisions or applications of this Ordinance that can be given effect without the valid provision(s) or application and to this end, the provisions of the Ordinance are severable.

**Section 5.** All other Ordinances or parts of Ordinances inconsistent with this Ordinance are hereby repealed.

**Section 6.** Unless another penalty is expressly provided by New Jersey Statute, every person convicted of a violation of any provision of this Ordinance or any supplement thereto shall be liable to the penalty of not more than fifty dollars ($50.00) or imprisonment for a term not to exceed fifteen (15) days or both, as per W.O.R.G.O. Chapter 7-4.2

**Susan McCartney, Mayor**

**Bill Rutherford, Council President**

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

**Introduced: July 23, 2024**

**Adopted: August 6, 2024**

## Legislative History

The Ordinance, which amends the Traffic Regulations of the Township, designates the intersections listed as Multi-Way Stop intersections with Stop signs on the named approaches. Due to the safety concerns and multiple requests from Township residents, the Township's Engineering Department authorized a Traffic Study that determined that additional Stop signs would allow safe movement of vehicles and pedestrians. Currently the intersections had stop signs installed by the developer on the secondary dead-end sections that were allowing free passage of traffic from all other directions causing a hazard.

**2865-24**

**AN ORDINANCE AMENDING AND SUPPLEMENTING CHAPTER 7, TRAFFIC, SUBSECTION 7-32.2 RESTRICTED PARKING ZONES OF THE REVISED GENERAL ORDINANCES OF THE TOWNSHIP OF WEST ORANGE**

**BE IT ORDAINED,** by the Township Council of the Township of West Orange, in the County of Essex, State of New Jersey as follows:

Section 1. Subsections 7-32.2, Restricted Parking Zones of the Revised General Ordinances of the Township of West Orange is hereby supplemented and amended as follows (*italic type denotes deletion,* **bold type denotes addition):**

7-32.2 Restricted Parking Zones. Pursuant to N.J.S.A 39:4-197.6, Restricted Parking Zones, as defined in N.J.S.A. 39:4-207.6e, are established in front of the following residences as indicated on the Tax Maps of the Township of West Orange, at the specified locations. Parking within a specific zone is restricted to the motor vehicle issued a permit pursuant to N.J.S.A. 39:4-197.7. In accordance with N.J.S.A., 39:4-197.6 parking is permitted in the Restricted Parking Zone except when prohibited in front of the residence by other sections of this Chapter.

| Residence Address | No. of Spaces | Location |
|---|---|---|
| **5 Cross Street** | **1** | **Beginning 60 feet south of the southerly curb line of Hazel Avenue and extending 18 feet south.** |
| **54 Llewellyn Avenue** | **1** | **Beginning 78 feet west of the westerly curb line of Sayers Place and extending 20 feet west.** |

**Section 2.** If any provision of this Ordinance or application thereof, under any circumstances, is held invalid, the invalidity shall not affect any other provisions or applications of this Ordinance that can be given effect without the invalid provision(s) or application(s) and to this end the provisions of this Ordinance are severable.

**Section 3.** All other Ordinances or parts of Ordinances inconsistent with this Ordinance are hereby repealed.

**Section 4.** This Ordinance shall take effect upon final passage and publication in accordance with law and upon the approval of the New Jersey Department of Transportation if required.

**Susan McCartney, Mayor**

**Bill Rutherford, Council President**

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

**Introduced: August 6, 2024**

**Adopted: August 20, 2024**

## LEGISLATIVE HISTORY

This Ordinance is in response to requests from handicapped residents who reside at 5 Cross Street and 54 Llewellyn Avenue.

By adopting this Ordinance, the Township will establish a handicapped parking stall adjacent to each of these addresses. Such parking stalls are permissible under the laws of New Jersey, and they are designated as Restricted Parking Zones. All other Parking Ordinances under this chapter apply and supersede the use of these restricted spaces.

**2866-24**

**AN ORDINANCE AMENDING AND SUPPLEMENTING CHAPTER 7, TRAFFIC, SUBSECTION 7-11 PARKING TIME LIMITED ON CERTAIN STREETS DURING CERTAIN HOURS, AND 7-14.3 PARKING TIME LIMITED ON CERTAIN STREETS DURING CERTAIN HOURS OF CERTAIN DAYS OF THE REVISED GENERAL ORDINANCES OF THE TOWNSHIP OF WEST ORANGE**

BE IT ORDAINED, by the Township Council of the Township of West Orange, in the County of Essex, State of New Jersey, as follows:

**Section 1.** Subsection 7-11 Parking Time Limited on Certain Streets During Certain Hours of the Revised General Ordinances of the Township of West Orange is hereby supplemented and amended as follows: (*italic type denotes deletion,* **bold type denotes addition)**:

| Name of Street | Side | Time Limit | Hours | Locations |
|---|---|---|---|---|
| *Washington Street* | *North* | *1 Hour* | *7AM-7PM* | *Between Whittlessey Avenue and Watchung Avenue* |
| *Washington Street* | *South* | *1 Hour* | *7AM-7PM* | *Between Columbia Street and Watchung Avenue* |
| **Washington Street** | **North** | **15 Minutes** | **8AM-8PM** | **From 82 feet west of the westerly curb line of Watchung Avenue extended to the easterly curb line of Whittlessey Avenue** |
| **Washington Street** | **North** | **2 Hours** | **8AM-8PM** | **From the westerly curb line of Whittlessey Avenue to 250 feet west** |
| **Washington Street** | **South** | **2 Hours** | **8AM-8PM** | **From 306 feet east of the easterly curb line of Main Street extended to the westerly curb line of Watchung Avenue** |

**Section 2.** Subsection 7-14.3 Parking Time Limited on Certain Streets During Certain Hours of Certain Days of the Revised General Ordinances of the Township of West Orange is hereby supplemented and amended as follows: (*italic type denotes deletion,* **bold type denotes addition)**:

| Name of Street | Side | Time Limit | Hours | Days | Locations |
|---|---|---|---|---|---|
| **Main Street** | **East** | **15 Minutes** | **8AM-8PM** | **Mon-Sat** | **From 50 feet north of the northerly curb line of Charles Street extended, and extending 150 feet north.** |
| **Main Street** | **East** | **2 Hours** | **8AM-8PM** | **Mon-Sat** | **From 200 feet north of the northerly curb line of Charles Street extended, and extending 320 feet north.** |

**Section 3.** If any provisions of this Ordinance or application thereof, under any circumstances, is held invalid, the invalidity shall not affect any of the provisions or applications of this Ordinance that can be given effect without the valid provision(s) or application and to this end, the provisions of the Ordinance are severable.

**Section 4.** All other Ordinances or parts of Ordinances inconsistent with this Ordinance are hereby repealed.

**Section 5.** This Ordinance will take effect upon final passage, publication in accordance with law and the approval of the Essex County Board of Commissioners since Washington Street is a County Road.

**Susan McCartney, Mayor**

**Bill Rutherford, Council President**

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

**Introduced: August 6, 2024**

**Adopted: August 20, 2024**

## LEGISLATIVE HISTORY

The Ordinance, which amends the Traffic Regulations of the Township, amends the Parking Regulations for Washington Street to improve the turnover rate of available parking for businesses on both sides east of Washington School and Fire Station #2. Also, it creates two-hour, and fifteen-minute time limited parking zones on the east side of Main Street, Monday through Saturday, for the convenience of business patrons at the Edison Lofts shopping area. This action is in response to requests for more turnover in the available spaces, which tend to be taken by nearby residents or business owners who park all day. The time limited parking in both areas will be in effect from 8:00 AM to 8:00 PM.

**2867-24**

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 |
| SEE | APPENDIX 11 - POLICE OFFICERS ENGAGED IN APPROVED EXTRA DUTY EMPLOYMENT |

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. In order to maintain a competitive workforce and provide social equity in the workplace, the Council endorses the Administration's intention to award step credits to new and existing non-uniformed employees for recognized or previously unrecognized educational accomplishments, bi-lingual capabilities, state certifications, promotions, performance, work experience, and other criteria established by the Administration including social equity credits for an employee's household dependent minors, as an example.

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.

_____

**SUSAN MCCARTNEY, MAYOR**

_____

**BILL RUTHERFORD, COUNCIL PRESIDENT**

**Approved as to form and legality on the basis of the facts set forth.**

_____

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

**Introduced: August 6, 2024**

**Adopted: August 20, 2024**

**LEGISLATIVE HISTORY**

| | | |
|---|---|---|
| | Chief Financial Officer | Consistant w/ proposed Contract |
| Amend Salary Tier | | |

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 |
| AU10010 | 3.00% | 1/1/2023 | 12/31/2023 | 49,382 | 54,869 | 60,356 | 65,843 | 71,329 | 76,816 | 82,303 | 6 | 5,487 | 1,820 | 27.13 | 45.22 |
| 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 |
| AU10005 | 3.00% | 1/1/2023 | 12/31/2023 | 44,418 | 49,354 | 54,289 | 59,224 | 64,160 | 69,095 | 74,030 | 6 | 4,935 | 1,820 | 24.41 | 40.68 |
| 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 |
| AU10020 | 3.00% | 1/1/2023 | 12/31/2023 | 60,839 | 67,599 | 74,359 | 81,119 | 87,879 | 94,638 | 101,398 | 6 | 6,760 | 1,820 | 33.43 | 55.71 |

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 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 |
| 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 |
| AU10030 | 3.00% | 1/1/2023 | 12/31/2023 | 50,322 | 55,913 | 61,504 | 67,095 | 72,687 | 78,278 | 83,869 | 6 | 5,591 | 1,820 | 27.65 | 46.08 |
| 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 |
| AU10040 | 3.00% | 1/1/2023 | 12/31/2023 | 53,898 | 59,887 | 65,876 | 71,865 | 77,853 | 83,842 | 89,831 | 6 | 5,989 | 1,820 | 29.61 | 49.36 |

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 |
| AU10050 | 3.00% | 1/1/2023 | 12/31/2023 | 44,417 | 49,352 | 54,287 | 59,223 | 64,158 | 69,093 | 74,028 | 6 | 4,935 | 1,820 | 24.40 | 40.67 |
| | | | | | | | | | | | | | | | |
| 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 |
| AU10060 | 3.00% | 1/1/2023 | 12/31/2023 | 53,925 | 59,917 | 65,908 | 71,900 | 77,892 | 83,883 | 89,875 | 6 | 5,992 | 1,820 | 29.63 | 49.38 |
| | | | | | | | | | | | | | | | |
| 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 |
| AU10070 | 3.00% | 1/1/2023 | 12/31/2023 | 36,536 | 40,595 | 44,655 | 48,714 | 52,774 | 56,833 | 60,893 | 6 | 4,060 | 1,820 | 20.07 | 33.46 |

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 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Animal Control Officer | | | | | | | | | | | | | | | |
| 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 |
| AU10080 | 3.00% | 1/1/2023 | 12/31/2023 | 46,014 | 51,126 | 56,239 | 61,352 | 66,464 | 71,577 | 76,689 | 6 | 5,113 | 1,820 | 25.28 | 42.14 |
| 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 |
| AU10090 | 3.00% | 1/1/2023 | 12/31/2023 | 39,894 | 44,327 | 48,760 | 53,193 | 57,625 | 62,058 | 66,491 | 6 | 4,433 | 1,820 | 21.92 | 36.53 |
| Assistant Construction Official/Building Sub Code Officia | | | | | | | | | | | | | | | |
| 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 |

| 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 |
| | | | | | | | | | | | | | | | |
| AU10100 | 3.00% | 1/1/2023 | 12/31/2023 | 56,462 | 62,736 | 69,009 | 75,283 | 81,556 | 87,830 | 94,103 | 6 | 6,274 | 1,820 | 31.02 | 51.71 |

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 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 |
| AU10110 | 3.00% | 1/1/2023 | 12/31/2023 | 49,664 | 55,182 | 60,700 | 66,219 | 71,737 | 77,255 | 82,773 | 6 | 5,518 | 1,820 | 27.29 | 45.48 |
| Assistant Health Officer- | | | | | | | | | | | | | | | |
| 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 |
| AU10120 | 3.00% | 1/1/2023 | 12/31/2023 | 69,809 | 77,565 | 85,322 | 93,078 | 100,835 | 108,591 | 116,348 | 6 | 7,757 | 1,820 | 38.36 | 63.93 |
| 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 |

| 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 |
| | | | | | | | | | | | | | | | |
| AU10140 | 3.00% | 1/1/2023 | 12/31/2023 | 49,626 | 55,140 | 60,654 | 66,168 | 71,681 | 77,195 | 82,709 | 6 | 5,514 | 1,820 | 27.27 | 45.44 |
| | | | | | | | | | | | | | | | |

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 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 |
| AU10150 | 3.00% | 1/1/2023 | 12/31/2023 | 50,550 | 56,167 | 61,783 | 67,400 | 73,017 | 78,633 | 84,250 | 6 | 5,617 | 1,820 | 27.77 | 46.29 |
| 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 |
| AU10160 | 3.00% | 1/1/2023 | 12/31/2023 | 47,546 | 52,829 | 58,112 | 63,395 | 68,678 | 73,961 | 79,244 | 6 | 5,283 | 1,820 | 26.12 | 43.54 |

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 |
| AU10170 | 3.00% | 1/1/2023 | 12/31/2023 | 34,225 | 38,027 | 41,830 | 45,633 | 49,435 | 53,238 | 57,041 | 6 | 3,803 | 1,820 | 18.80 | 31.34 |
| 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 |
| AU10180 | 3.00% | 1/1/2023 | 12/31/2023 | 52,920 | 58,800 | 64,680 | 70,560 | 76,441 | 82,321 | 88,201 | 6 | 5,880 | 1,820 | 29.08 | 48.46 |
| 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 |
| AU10190 | 3.00% | 1/1/2023 | 12/31/2023 | 57,357 | 63,730 | 70,102 | 76,475 | 82,848 | 89,221 | 95,594 | 6 | 6,373 | 1,820 | 31.51 | 52.52 |

| 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 |
| | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | |

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 | | | | | | | | | | | | | | | |
| 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 |
| AU10200 | 3.00% | 1/1/2023 | 12/31/2023 | 59,383 | 65,982 | 72,580 | 79,178 | 85,776 | 92,374 | 98,972 | 6 | 6,598 | 1,820 | 32.63 | 54.38 |
| 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 |
| AU10210 | 3.00% | 1/1/2023 | 12/31/2023 | 65,947 | 73,274 | 80,602 | 87,929 | 95,256 | 102,584 | 109,911 | 6 | 7,327 | 1,820 | 36.23 | 60.39 |

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/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 |
| AU10215 | 3.00% | 1/1/2023 | 12/31/2023 | 70,538 | 78,376 | 86,213 | 94,051 | 101,889 | 109,726 | 117,564 | 6 | 7,838 | 1,820 | 38.76 | 64.60 |
| 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 |
| AU10344 | 3.00% | 1/1/2023 | 12/31/2023 | 49,229 | 54,699 | 60,169 | 65,638 | 71,108 | 76,578 | 82,048 | 6 | 5,470 | 1,820 | 27.05 | 45.08 |
| 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 |
| 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 |
| AU10345 | 3.00% | 1/1/2023 | 12/31/2023 | 39,585 | 43,984 | 48,382 | 52,780 | 57,179 | 61,577 | 65,976 | 6 | 4,398 | 1,820 | 21.75 | 36.25 |

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 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 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 |
| AU10347 | 3.00% | 1/1/2023 | 12/31/2023 | 77,156 | 85,729 | 94,302 | 102,875 | 111,448 | 120,021 | 128,594 | 6 | 8,573 | 1,820 | 42.39 | 70.66 |
| 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 |
| AU10230 | 3.00% | 1/1/2023 | 12/31/2023 | 52,391 | 58,212 | 64,034 | 69,855 | 75,676 | 81,497 | 87,318 | 6 | 5,821 | 1,820 | 28.79 | 47.98 |

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 |
| AU10240 | 3.00% | 1/1/2023 | 12/31/2023 | 37,489 | 41,655 | 45,820 | 49,986 | 54,151 | 58,317 | 62,482 | 6 | 4,165 | 1,820 | 20.60 | 34.33 |
| 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 |
| AU10250 | 3.00% | 1/1/2023 | 12/31/2023 | 51,004 | 56,671 | 62,338 | 68,005 | 73,672 | 79,339 | 85,006 | 6 | 5,667 | 1,820 | 28.02 | 46.71 |
| | | | | | | | | | | | 0 | | | | |

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 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Deputy Municipal Court Administrator- | | | | | | | | | | | | | | | |
| 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 |
| AU10260 | 3.00% | 1/1/2023 | 12/31/2023 | 52,552 | 58,391 | 64,231 | 70,070 | 75,909 | 81,748 | 87,587 | 6 | 5,839 | 1,820 | 28.87 | 48.12 |
| Deputy Registrar/Keyboarding Clerk 3 | | | | | | | | | | | | | | | |
| 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 |
| AU10490 | 3.00% | 1/1/2023 | 12/31/2023 | 39,992 | 44,436 | 48,880 | 53,323 | 57,767 | 62,210 | 66,654 | 6 | 4,444 | 1,820 | 21.97 | 36.62 |
| 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 |
| AU10270 | 3.00% | 1/1/2023 | 12/31/2023 | 35,523 | 39,470 | 43,417 | 47,364 | 51,311 | 55,258 | 59,205 | 6 | 3,947 | 1,820 | 19.52 | 32.53 |

| 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/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 |
| AU10280 | 3.00% | 1/1/2023 | 12/31/2023 | 40,929 | 45,477 | 50,025 | 54,572 | 59,120 | 63,668 | 68,215 | 6 | 4,548 | 1,820 | 22.49 | 37.48 |
| | | | | | | | | | | | | | | | |
| 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 |
| AU10290 | 3.00% | 1/1/2023 | 12/31/2023 | 39,127 | 43,474 | 47,822 | 52,169 | 56,517 | 60,864 | 65,212 | 6 | 4,347 | 1,820 | 21.50 | 35.83 |
| | | | | | | | | | | | 0 | | | | |
| Electrical Inspector | | | | | | | | | | | | | | | |
| 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 |
| | | | | | | | | | | | | | | | |
| AU10300 | 3.00% | 1/1/2023 | 12/31/2023 | 52,932 | 58,813 | 64,695 | 70,576 | 76,457 | 82,339 | 88,220 | 6 | 5,881 | 1,820 | 29.08 | 48.47 |
| | | | | | | | | | | | | | | | |

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 |
| AU10310 | 3.00% | 1/1/2023 | 12/31/2023 | 53,515 | 59,461 | 65,407 | 71,353 | 77,299 | 83,245 | 89,191 | 6 | 5,946 | 1,820 | 29.40 | 49.01 |
| Engineering Aid/w-College Credits | | | | | | | | | | | | | | | |
| AU10310 | 1.50% | 7/1/2022 | 12/31/2022 | 44,756 | 49,699 | 54,642 | 59,585 | 64,528 | 69,471 | 74,414 | 6 | 4,943 | 1,820 | 24.59 | 40.89 |
| AU10310 | 3.00% | 1/1/2023 | 12/31/2023 | 46,099 | 51,190 | 56,281 | 61,372 | 66,464 | 71,555 | 76,646 | 6 | 5,091 | 1,820 | 25.33 | 42.11 |
| 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 | 12/31/2021 | 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% | 1/1/2022 | 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 |
| AU10315 | 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 |
| AU10315 | 3.00% | 1/1/2023 | 12/31/2023 | 45,015 | 50,016 | 55,018 | 60,020 | 65,021 | 70,023 | 75,025 | 6 | 5,002 | 2,080 | 21.64 | 36.07 |
| Equipment Operator/Truck Driver | | | | | | | | | | | | | | | |
| AU10318 | 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 |
| AU10318 | 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 |
| AU10318 | 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 |
| AU10318 | 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 |
| AU10318 | 3.00% | 1/1/2023 | 12/31/2023 | 46,667 | 51,852 | 57,037 | 62,222 | 67,408 | 72,593 | 77,778 | 6 | 5,185 | 2,080 | 22.44 | 37.39 |

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/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 |
| AU10320 | 3.00% | 1/1/2023 | 12/31/2023 | 47,947 | 53,275 | 58,602 | 63,930 | 69,257 | 74,585 | 79,912 | 6 | 5,327 | 1,820 | 26.34 | 43.91 |
| 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 |
| AU10330 | 3.00% | 1/1/2023 | 12/31/2023 | 43,783 | 48,648 | 53,512 | 58,377 | 63,242 | 68,107 | 72,971 | 6 | 4,865 | 1,820 | 24.06 | 40.09 |
| 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 |
| AU10340 | 3.00% | 1/1/2023 | 12/31/2023 | 49,911 | 55,457 | 61,003 | 66,548 | 72,094 | 77,640 | 83,186 | 6 | 5,546 | 1,820 | 27.42 | 45.71 |

| 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 |
| | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | |

| 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 |
| AU10350 | 3.00% | 1/1/2023 | 12/31/2023 | 49,911 | 55,457 | 61,003 | 66,548 | 72,094 | 77,640 | 83,186 | 6 | 5,546 | 1,820 | 27.42 | 45.71 |
| 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 |
| AU10360 | 3.00% | 1/1/2023 | 12/31/2023 | 46,127 | 51,252 | 56,377 | 61,502 | 66,627 | 71,753 | 76,878 | 6 | 5,125 | 1,820 | 25.34 | 42.24 |
| 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 |
| AU10370 | 3.00% | 1/1/2023 | 12/31/2023 | 52,925 | 58,805 | 64,686 | 70,567 | 76,447 | 82,328 | 88,208 | 6 | 5,881 | 1,820 | 29.08 | 48.47 |

| 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 |
| | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | |

| 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 |
| | | | | | | | | | | | | | | | |
| Garage Attendant- | | | | | | | | | | | | | | | |
| 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 |
| AU10380 | 3.00% | 1/1/2023 | 12/31/2023 | 32,460 | 36,067 | 39,674 | 43,280 | 46,887 | 50,494 | 54,100 | 6 | 3,607 | 2,080 | 15.61 | 26.01 |
| | | | | | | | | | | | | | | | |

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 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 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 |
| AU10390 | 3.00% | 1/1/2023 | 12/31/2023 | 44,971 | 49,967 | 54,964 | 59,961 | 64,958 | 69,954 | 74,951 | 6 | 4,997 | 1,820 | 24.71 | 41.18 |
| 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 |
| AU10410 | 3.00% | 1/1/2023 | 12/31/2023 | 47,947 | 53,275 | 58,602 | 63,930 | 69,257 | 74,585 | 79,912 | 6 | 5,327 | 1,820 | 26.34 | 43.91 |
| 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 |
| AU10420 | 3.00% | 1/1/2023 | 12/31/2023 | 55,777 | 61,975 | 68,172 | 74,370 | 80,567 | 86,765 | 92,962 | 6 | 6,197 | 1,820 | 30.65 | 51.08 |

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 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Housing Inspector Trainee- | | | | | | | | | | | | | | | |
| 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 |
| AU10430 | 3.00% | 1/1/2023 | 12/31/2023 | 40,370 | 44,856 | 49,341 | 53,827 | 58,313 | 62,798 | 67,284 | 6 | 4,486 | 1,820 | 22.18 | 36.97 |

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 | 3.00% | 1/1/2023 | 12/31/2023 | 30,690 | 34,100 | 37,510 | 40,920 | 44,330 | 47,740 | 51,150 | 6 | 3,410 | 1,820 | 16.86 | 28.10 |
| Keyboarding Clerk 1/Asst. Senior Citizen Program Aide- | | | | | | | | | | | | | | | |
| 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 |
| AU10450 | 3.00% | 1/1/2023 | 12/31/2023 | 34,293 | 38,103 | 41,914 | 45,724 | 49,534 | 53,345 | 57,155 | 6 | 3,810 | 1,820 | 18.84 | 31.40 |

| 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/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 |
| AU10445 | 3.00% | 1/1/2023 | 12/31/2023 | 36,896 | 40,995 | 45,095 | 49,194 | 53,294 | 57,394 | 61,493 | 6 | 4,100 | 1,820 | 20.27 | 33.79 |
| | | | | | | | | | | | | | | | |
| Keyboarding Clerk 2 | | | | | | | | | | | | | | | |
| 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 |
| AU10460 | 3.00% | 1/1/2023 | 12/31/2023 | 32,201 | 35,779 | 39,356 | 42,934 | 46,512 | 50,090 | 53,668 | 6 | 3,578 | 1,820 | 17.69 | 29.49 |
| | | | | 17.69 | 19.66 | | | | | | | | | | |

| 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 |
| | | | | | | | | | | | | | | | |
| 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 |
| AU10470 | 3.00% | 1/1/2023 | 12/31/2023 | 32,706 | 36,340 | 39,974 | 43,608 | 47,242 | 50,875 | 54,509 | 6 | 3,634 | 1,820 | 17.97 | 29.95 |
| | | | | | | | | | | | | 0 | | | |
| Keyboarding Clerk 2/Secretary to the Insurance Commission | | | | | | | | | | | | 0 | | | |
| AU10475 | 1.50% | 1/1/2022 | 6/30/2022 | 28,068 | 32,346 | 36,624 | 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 | 33,699 | 37,172 | 40,646 | 44,120 | 47,593 | 51,067 | 54,541 | 6 | 3,474 | 1,820 | 18.52 | 29.97 |
| AU10475 | 3.00% | 1/1/2023 | 12/31/2023 | 34,710 | 38,288 | 41,865 | 45,443 | 49,021 | 52,599 | 56,177 | 6 | 3,578 | 1,820 | 19.07 | 30.87 |
| | | | | | | | | | | | | | | | |
| 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 |
| AU10480 | 3.00% | 1/1/2023 | 12/31/2023 | 34,778 | 38,642 | 42,506 | 46,371 | 50,235 | 54,099 | 57,963 | 6 | 3,864 | 1,820 | 19.11 | 31.85 |
| | | | | | | | | | | | | | | | |

| 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 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 |
| 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 |
| AU10485 | 3.00% | 1/1/2023 | 12/31/2023 | 37,287 | 41,151 | 45,015 | 48,880 | 52,744 | 56,608 | 60,472 | 6 | 3,864 | 1,820 | 20.49 | 33.23 |
| | | | | | | | | | | | | | | | |
| 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 |
| AU10500 | 3.00% | 1/1/2023 | 12/31/2023 | 40,685 | 45,205 | 49,726 | 54,246 | 58,767 | 63,288 | 67,808 | 6 | 4,521 | 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 |
| Laborer 1/Solid Waste Coordinator | | | | | | | | | | | | | | | |
| AU11035 | 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 |
| AU11035 | 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 |
| AU11035 | 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 |
| AU11035 | 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 |
| AU11035 | 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 |
| AU11035 | 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 |
| AU11035 | 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 |
| AU11035 | 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 |
| AU11035 | 3.00% | 1/1/2023 | 12/31/2023 | 41,904 | 46,560 | 51,216 | 55,872 | 60,528 | 65,184 | 69,840 | 6 | 4,656 | 2,080 | 20.15 | 33.58 |
| 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 | 3.00% | 1/1/2023 | 12/31/2023 | 29,531 | 32,684 | 35,837 | 38,990 | 42,143 | 45,295 | 48,448 | 6 | 3,153 | 2,080 | 14.20 | 23.29 |

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 |
| AU10530 | 3.00% | 1/1/2023 | 12/31/2023 | 45,015 | 50,016 | 55,018 | 60,020 | 65,021 | 70,023 | 75,025 | 6 | 5,002 | 2,080 | 21.64 | 36.07 |
| | | | | | | | | | | | | | | | |
| 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 |
| AU10540 | 3.00% | 1/1/2023 | 12/31/2023 | 47,609 | 52,899 | 58,189 | 63,479 | 68,769 | 74,059 | 79,349 | 6 | 5,290 | 2,080 | 22.89 | 38.15 |
| | | | | | | | | | | | | | | | |
| 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 |
| AU10550 | 3.00% | 1/1/2023 | 12/31/2023 | 41,904 | 46,560 | 51,216 | 55,872 | 60,528 | 65,184 | 69,840 | 6 | 4,656 | 2,080 | 20.15 | 33.58 |

| 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 |
| | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | |

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 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Municipal Director of Welfare- | | | | | | | | | | | | | | | |
| 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 |
| AU10560 | 3.00% | 1/1/2023 | 12/31/2023 | 47,924 | 53,249 | 58,574 | 63,899 | 69,224 | 74,549 | 79,874 | 6 | 5,325 | 1,820 | 26.33 | 43.89 |
| | | | | | | | | | | | | | | | |
| 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 | 3.00% | 1/1/2023 | 12/31/2023 | 29,932 | 33,258 | 36,584 | 39,910 | 43,236 | 46,562 | 49,887 | 6 | 3,326 | 1,820 | 16.45 | 27.41 |
| | | | | | | | | | | | | | | | |
| 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 |
| AU10600 | 3.00% | 1/1/2023 | 12/31/2023 | 32,095 | 35,661 | 39,227 | 42,793 | 46,359 | 49,925 | 53,491 | 6 | 3,566 | 1,820 | 17.63 | 29.39 |

| 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 |
| | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | |

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 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Parking Enforcement Officer - | | | | | | | | | | | | | | | |
| 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 |
| AU10610 | 3.00% | 1/1/2023 | 12/31/2023 | 33,912 | 37,680 | 41,448 | 45,216 | 48,984 | 52,752 | 56,520 | 6 | 3,768 | 1,820 | 18.63 | 31.06 |
| 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 |
| AU10620 | 3.00% | 1/1/2023 | 12/31/2023 | 35,708 | 39,675 | 43,643 | 47,610 | 51,578 | 55,545 | 59,513 | 6 | 3,968 | 1,820 | 19.62 | 32.70 |

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 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 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 |
| AU10630 | 3.00% | 1/1/2023 | 12/31/2023 | 50,981 | 56,645 | 62,310 | 67,974 | 73,639 | 79,303 | 84,968 | 6 | 5,665 | 1,820 | 28.01 | 46.69 |
| 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 |
| AU10640 | 3.00% | 1/1/2023 | 12/31/2023 | 55,263 | 61,403 | 67,544 | 73,684 | 79,824 | 85,965 | 92,105 | 6 | 6,140 | 1,820 | 30.36 | 50.61 |
| 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 |
| | | | | | | | | | | | | | | | |
| AU10650 | 3.00% | 1/1/2023 | 12/31/2023 | 35,687 | 39,652 | 43,617 | 47,582 | 51,548 | 55,513 | 59,478 | 6 | 3,965 | 1,820 | 19.61 | 32.68 |

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 |
| AU10660 | 3.00% | 1/1/2023 | 12/31/2023 | 52,932 | 58,813 | 64,695 | 70,576 | 76,457 | 82,339 | 88,220 | 6 | 5,881 | 1,820 | 29.08 | 48.47 |
| 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 |
| AU10670 | 3.00% | 1/1/2023 | 12/31/2023 | 52,932 | 58,813 | 64,695 | 70,576 | 76,458 | 82,339 | 88,220 | 6 | 5,881 | 1,820 | 29.08 | 48.47 |

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 | | | | | | | | | | | | | | | |
| 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 |
| AU10680 | 3.00% | 1/1/2023 | 12/31/2023 | 50,321 | 55,913 | 61,504 | 67,095 | 72,687 | 78,278 | 83,869 | 6 | 5,591 | 1,820 | 27.65 | 46.08 |
| 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 |
| AU10700 | 3.00% | 1/1/2023 | 12/31/2023 | 50,321 | 55,913 | 61,504 | 67,095 | 72,687 | 78,278 | 83,869 | 6 | 5,591 | 1,820 | 27.65 | 46.08 |

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 |
| AU10710 | 3.00% | 1/1/2023 | 12/31/2023 | 47,039 | 52,266 | 57,492 | 62,719 | 67,945 | 73,172 | 78,398 | 6 | 5,227 | 1,820 | 25.85 | 43.08 |
| 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 |
| AU10720 | 3.00% | 1/1/2023 | 12/31/2023 | 45,015 | 50,016 | 55,018 | 60,020 | 65,021 | 70,023 | 75,025 | 6 | 5,002 | 2,080 | 21.64 | 36.07 |

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 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 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 |
| AU10730 | 3.00% | 1/1/2023 | 12/31/2023 | 47,609 | 52,899 | 58,189 | 63,479 | 68,769 | 74,059 | 79,349 | 6 | 5,290 | 2,080 | 22.89 | 38.15 |
| 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 |
| AU10750 | 3.00% | 1/1/2023 | 12/31/2023 | 47,014 | 52,238 | 57,461 | 62,685 | 67,909 | 73,133 | 78,357 | 6 | 5,224 | 2,080 | 22.60 | 37.67 |

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 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 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 |
| AU10760 | 3.00% | 1/1/2023 | 12/31/2023 | 37,489 | 41,655 | 45,820 | 49,986 | 54,151 | 58,317 | 62,482 | 6 | 4,165 | 1,820 | 20.60 | 34.33 |
| 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 |
| AU10770 | 3.00% | 1/1/2023 | 12/31/2023 | 34,139 | 37,933 | 41,726 | 45,519 | 49,312 | 53,106 | 56,899 | 6 | 3,793 | 1,820 | 18.76 | 31.26 |

| 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 | | | | | | | | | | | | | | - | |
| 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 |
| AU10780 | 3.00% | 1/1/2023 | 12/31/2023 | 53,570 | 59,523 | 65,475 | 71,427 | 77,379 | 83,332 | 89,284 | 6 | 5,952 | 1,820 | 29.43 | 49.06 |
| | | | | | | | | | | | | | | | |
| 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 |
| AU10785 | 3.00% | 1/1/2023 | 12/31/2023 | 56,983 | 63,314 | 69,646 | 75,977 | 82,309 | 88,640 | 94,972 | 6 | 6,331 | 1,820 | 31.31 | 52.18 |
| | | | | | | | | | | | | | | | |

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 |
| AU10790 | 3.00% | 1/1/2023 | 12/31/2023 | 50,613 | 56,237 | 61,861 | 67,484 | 73,108 | 78,732 | 84,355 | 6 | 5,624 | 1,820 | 27.81 | 46.35 |
| 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 |
| AU10800 | 3.00% | 1/1/2023 | 12/31/2023 | 50,613 | 56,237 | 61,861 | 67,484 | 73,108 | 78,732 | 84,355 | 6 | 5,624 | 1,820 | 27.81 | 46.35 |

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 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 |
| AU10810 | 3.00% | 1/1/2023 | 12/31/2023 | 50,613 | 56,237 | 61,861 | 67,484 | 73,108 | 78,732 | 84,355 | 6 | 5,624 | 1,820 | 27.81 | 46.35 |
| Secretarial Assistant | | | | | | | | | | | | | | | |
| 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 |
| AU10820 | 3.00% | 1/1/2023 | 12/31/2023 | 37,873 | 42,081 | 46,289 | 50,497 | 54,705 | 58,913 | 63,121 | 6 | 4,208 | 1,820 | 20.81 | 34.68 |

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 |
| AU10830 | 3.00% | 1/1/2023 | 12/31/2023 | 74,484 | 82,760 | 91,036 | 99,312 | 107,588 | 115,864 | 124,140 | 6 | 8,276 | 1,820 | 40.93 | 68.21 |
| 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 |
| AU10840 | 3.00% | 1/1/2023 | 12/31/2023 | 52,914 | 58,794 | 64,673 | 70,553 | 76,432 | 82,311 | 88,191 | 6 | 5,879 | 2,080 | 25.44 | 42.40 |

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 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 |
| AU10850 | 3.00% | 1/1/2023 | 12/31/2023 | 49,327 | 54,808 | 60,289 | 65,770 | 71,250 | 76,731 | 82,212 | 6 | 5,481 | 1,820 | 27.10 | 45.17 |
| Senior Mason | | | | | | | | | | | | | | | |
| 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 |
| AU10860 | 3.00% | 1/1/2023 | 12/31/2023 | 36,839 | 40,932 | 45,026 | 49,119 | 53,212 | 57,305 | 61,399 | 6 | 4,093 | 2,080 | 17.71 | 29.52 |

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 |
| AU10870 | 3.00% | 1/1/2023 | 12/31/2023 | 52,914 | 58,794 | 64,673 | 70,553 | 76,432 | 82,311 | 88,191 | 6 | 5,879 | 2,080 | 25.44 | 42.40 |
| 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 |
| AU10880 | 3.00% | 1/1/2023 | 12/31/2023 | 47,638 | 52,931 | 58,224 | 63,517 | 68,810 | 74,103 | 79,396 | 6 | 5,293 | 1,820 | 26.17 | 43.62 |

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 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 |
| AU10900 | 3.00% | 1/1/2023 | 12/31/2023 | 49,663 | 55,181 | 60,699 | 66,218 | 71,736 | 77,254 | 82,772 | 6 | 5,518 | 1,820 | 27.29 | 45.48 |
| Senior Public Works Repairer | | | | | | | | | | | | | | | |
| 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 |
| AU10910 | 3.00% | 1/1/2023 | 12/31/2023 | 46,667 | 51,852 | 57,037 | 62,222 | 67,408 | 72,593 | 77,778 | 6 | 5,185 | 2,080 | 22.44 | 37.39 |

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 |
| AU10920 | 3.00% | 1/1/2023 | 12/31/2023 | 48,108 | 53,453 | 58,799 | 64,144 | 69,489 | 74,835 | 80,180 | 6 | 5,345 | 2,080 | 23.13 | 38.55 |
| 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 |
| AU10930 | 3.00% | 1/1/2023 | 12/31/2023 | 47,609 | 52,899 | 58,189 | 63,479 | 68,769 | 74,059 | 79,349 | 6 | 5,290 | 2,080 | 22.89 | 38.15 |

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 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 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 |
| AU10940 | 3.00% | 1/1/2023 | 12/31/2023 | 41,772 | 46,413 | 51,054 | 55,696 | 60,337 | 64,978 | 69,620 | 6 | 4,641 | 2,080 | 20.08 | 33.47 |
| Senior REHS Public Health | | | | | | | | | | | | | | | |
| 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 |
| AU10950 | 3.00% | 1/1/2023 | 12/31/2023 | 54,026 | 60,029 | 66,031 | 72,034 | 78,037 | 84,040 | 90,043 | 6 | 6,003 | 1,820 | 29.68 | 49.47 |

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 |
| AU10960 | 3.00% | 1/1/2023 | 12/31/2023 | 55,345 | 61,495 | 67,644 | 73,794 | 79,943 | 86,093 | 92,242 | 6 | 6,149 | 1,820 | 30.41 | 50.68 |
| | | | | | | | | | | | | | | | |
| 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 |
| AU10970 | 3.00% | 1/1/2023 | 12/31/2023 | 44,866 | 49,852 | 54,837 | 59,822 | 64,807 | 69,792 | 74,777 | 6 | 4,985 | 2,080 | 21.57 | 35.95 |

| 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 |
| | | | | | | | | | | | | | | | |
| 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 |
| AU10980 | 3.00% | 1/1/2023 | 12/31/2023 | 50,632 | 56,258 | 61,884 | 67,509 | 73,135 | 78,761 | 84,387 | 6 | 5,626 | 2,080 | 24.34 | 40.57 |
| | | | | | | | | | | | | | | | |
| SOCIAL/FAMILY SERVICE WORKER TRAINEE | | | | | | | | | | | | | | | |
| AU10985 | 3.00% | 1/1/2023 | 12/31/2023 | 50,000 | 55,550 | 61,101 | 66,651 | 72,201 | 77,751 | 83,302 | 6 | 5,550 | 1,820 | 27.47 | 45.77 |
| | | | | | | | | | | | | | | | |
| Supervising Electrician | | | | | | | | | | | | | | | |
| 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 |
| AU10990 | 3.00% | 1/1/2023 | 12/31/2023 | 50,339 | 55,933 | 61,526 | 67,119 | 72,713 | 78,306 | 83,899 | 6 | 5,593 | 2,080 | 24.20 | 40.34 |
| | | | | | | | | | | | | | | | |
| Supervising Payroll Clerk | | | | | | | | | | | | | | | |
| AU10035 | 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 |
| AU10035 | 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 |
| AU10035 | 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 |
| AU10035 | 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 |
| AU10035 | 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 |
| AU10035 | 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 |

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 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AU10035 | 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 |
| AU10035 | 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 |
| AU10035 | 3.00% | 1/1/2023 | 12/31/2023 | 50,322 | 55,913 | 61,504 | 67,095 | 72,687 | 78,278 | 83,869 | 6 | 5,591 | 1,820 | 27.65 | 46.08 |

| 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 |
| AU11010 | 3.00% | 1/1/2023 | 12/31/2023 | 46,499 | 51,665 | 56,832 | 61,998 | 67,165 | 72,331 | 77,498 | 6 | 5,167 | 1,820 | 25.55 | 42.58 |
| | | | | | | | | | | | | | | | |
| 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 |
| AU11020 | 3.00% | 1/1/2023 | 12/31/2023 | 41,164 | 45,737 | 50,311 | 54,885 | 59,459 | 64,032 | 68,606 | 6 | 4,574 | 1,820 | 22.62 | 37.70 |
| | | | | | | | | | | | | | | | |
| Technical Assistant to the Construction Official/Construction Department | | | | | | | | | | | | | | | |
| AU11025 | 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 |
| AU11025 | 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 |
| AU11025 | 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 |
| AU11025 | 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 |
| AU11025 | 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 |
| AU11025 | 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 |
| AU11025 | 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 |
| AU11025 | 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 |
| AU11025 | 3.00% | 1/1/2023 | 12/31/2023 | 49,903 | 55,448 | 60,992 | 66,537 | 72,082 | 77,627 | 83,171 | 6 | 5,545 | 1,820 | 27.42 | 45.70 |

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 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Technical Assistant to the Construction Official/Office Manager | | | | | | | | | | | | | | | |
| AU10300 | 2.00% | 1/1/2013 | 12/31/2013 | 18,200 | 25,833 | 33,467 | 41,099 | 48,732 | 56,366 | 64,000 | 6 | 7,633 | 1,820 | 10.00 | 35.16 |
| AU10300 | 0.00% | 1/1/2014 | 12/31/2014 | 18,200 | 25,833 | 33,467 | 41,100 | 48,733 | 56,367 | 64,000 | 6 | 7,633 | 1,820 | 10.00 | 35.16 |
| AU10300 | 1.50% | 1/1/2015 | 12/31/2015 | 18,473 | 26,221 | 33,969 | 41,717 | 49,464 | 57,212 | 64,960 | 6 | 7,748 | 1,820 | 10.15 | 35.69 |
| AU10300 | 2.00% | 1/1/2016 | 12/31/2016 | 18,842 | 26,745 | 34,648 | 42,551 | 50,454 | 58,356 | 66,259 | 6 | 7,903 | 1,820 | 10.35 | 36.41 |
| AU10300 | 2.00% | 1/1/2017 | 12/31/2017 | 19,219 | 27,280 | 35,341 | 43,402 | 51,463 | 59,524 | 67,584 | 6 | 8,061 | 1,820 | 10.56 | 37.13 |
| 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 |
| AU10300 | 3.00% | 1/1/2023 | 12/31/2023 | 52,932 | 58,813 | 64,695 | 70,576 | 76,457 | 82,339 | 88,220 | 6 | 5,881 | 1,820 | 29.08 | 48.47 |

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 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Tenant Relations Assistant- | | | | | | | | | | | | | | | |
| 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 | 3.00% | 1/1/2023 | 12/31/2023 | 27,740 | 39,761 | 51,781 | 63,802 | 75,823 | 87,844 | 99,864 | 6 | 12,021 | 1,820 | 15.24 | 54.87 |
| 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 | 3.00% | 1/1/2023 | 12/31/2023 | 41,904 | 46,560 | 51,216 | 55,872 | 60,528 | 65,184 | 69,840 | 6 | 4,656 | 2,080 | 20.15 | 33.58 |
| Truck Driver/Forester- | | | | | | | | | | | | | | | |
| AU11030 | 1.50% | 7/1/2022 | 12/31/2022 | 43,739 | 50,118 | 56,498 | 62,877 | 69,257 | 75,636 | 82,015 | 6 | 6,379 | 2,080 | 21.03 | 39.43 |
| AU11030 | 3.00% | 1/1/2023 | 12/31/2023 | 50,685 | 56,317 | 61,949 | 67,581 | 73,212 | 78,844 | 84,476 | 6 | 5,632 | 2,080 | 24.37 | 40.61 |

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 |
| AU11040 | 3.00% | 1/1/2023 | 12/31/2023 | 45,683 | 50,759 | 55,835 | 60,911 | 65,986 | 71,062 | 76,138 | 6 | 5,076 | 1,820 | 25.10 | 41.83 |
| 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 |
| AU11050 | 3.00% | 1/1/2023 | 12/31/2023 | 50,321 | 55,913 | 61,504 | 67,095 | 72,687 | 78,278 | 83,869 | 6 | 5,591 | 1,820 | 27.65 | 46.08 |
| Returning Retiree Limited/Any Full Time Position, Part Time Hourly Rate as per positions above | | | | | | | | | | | | | | | |
| AU11060 | 0.00% | 1/1/2017 | 12/31/2023 | 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 |
| A | 0.00% | 1/1/2023 | 12/31/2023 | 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 |
| B | 0.00% | 1/1/2023 | 12/31/2023 | 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 |
| C | 0.00% | 1/1/2023 | 12/31/2023 | 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 | 0.00% | 1/1/2023 | 12/31/2023 | 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 |
| D-1 | 0.00% | 1/1/2023 | 12/31/2023 | 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 |
| E | 0.00% | 1/1/2023 | 12/31/2023 | 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 |
| F | 0.00% | 1/1/2023 | 12/31/2023 | 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 |
| G | 0.00% | 1/1/2023 | 12/31/2023 | 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 |
| H | 0.00% | 1/1/2023 | 12/31/2023 | 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 | 73,595 | 78,502 | 83,408 | 88,314 | 93,221 | 98,127 | 103,034 | 107,940 | 112,846 | 117,753 | 122,659 | 10 | 4,906 | 1,820 |
| I | 1.50% | 7/1/2022 | 12/31/2022 | 74,699 | 79,679 | 84,659 | 89,639 | 94,619 | 99,599 | 104,579 | 109,559 | 114,539 | 119,519 | 124,499 | 10 | 4,980 | 1,820 |
| I | 3.00% | 1/1/2023 | 12/31/2023 | 76,940 | 82,070 | 87,199 | 92,328 | 97,458 | 102,587 | 107,716 | 112,846 | 117,975 | 123,104 | 128,234 | 10 | 5,129 | 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-1 | 3.00% | 1/1/2023 | 12/31/2023 | 83,614 | 89,189 | 94,763 | 100,337 | 105,911 | 111,486 | 117,060 | 122,634 | 128,209 | 133,783 | 139,357 | 10 | 5,574 | 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 | 117,644 | 122,659 | 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 |
| I-2 | 3.00% | 1/1/2023 | 12/31/2023 | 117,748 | 117,748 | 117,748 | 117,748 | 117,748 | 117,748 | 117,748 | 117,748 | 117,748 | 122,991 | 128,234 | 10 | 5,090 | 1,820 |

| TIER | % | FROM | TO | MINIMUM | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | MAXIMUM | STEPS | INCREMENT | HRS/WEEK |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| J | 1.50% | 1/1/2022 | 6/30/2022 | 91,259 | 97,343 | 103,427 | 109,511 | 115,594 | 121,678 | 127,762 | 133,846 | 139,930 | 146,014 | 152,098 | 10 | 6,084 | 1,820 |
| J | 1.50% | 7/1/2022 | 12/31/2022 | 92,628 | 98,803 | 104,978 | 111,153 | 117,328 | 123,504 | 129,679 | 135,854 | 142,029 | 148,204 | 154,379 | 10 | 6,175 | 1,820 |
| J | 3.00% | 1/1/2023 | 12/31/2023 | 95,407 | 101,767 | 108,127 | 114,488 | 120,848 | 127,209 | 133,569 | 139,930 | 146,290 | 152,650 | 159,011 | 10 | 6,360 | 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-1 | 3.00% | 1/1/2023 | 12/31/2023 | 182,902 | 182,902 | 182,902 | 182,902 | 182,902 | 182,902 | 182,902 | 182,902 | 182,902 | 182,902 | 182,902 | 0 | - | 2,080 |
| J-2 | 3.00% | 1/1/2022 | 6/30/2022 | 181,278 | 181,278 | 181,278 | 181,278 | 181,278 | 181,278 | 181,278 | 181,278 | 181,278 | 181,278 | 181,278 | 0 | - | 2,080 |
| J-2 | 0.00% | 7/1/2022 | 12/31/2022 | 181,278 | 181,278 | 181,278 | 181,278 | 181,278 | 181,278 | 181,278 | 181,278 | 181,278 | 181,278 | 181,278 | 0 | - | 2,080 |
| J-2 | 3.00% | 1/1/2023 | 12/31/2023 | 186,582 | 186,582 | 186,582 | 186,582 | 186,582 | 186,582 | 186,582 | 186,582 | 186,582 | 186,582 | 186,582 | 6 | 0 | 2,080 |
| K | 1.50% | 1/1/2022 | 6/30/2022 | 113,161 | 120,705 | 128,249 | 135,793 | 143,337 | 150,881 | 158,425 | 165,969 | 173,513 | 181,057 | 188,601 | 10 | 7,544 | 1,820 |
| K | 1.50% | 7/1/2022 | 12/31/2022 | 114,858 | 122,515 | 130,172 | 137,830 | 145,487 | 153,144 | 160,801 | 168,458 | 176,116 | 183,773 | 191,430 | 10 | 7,657 | 1,820 |
| K | 3.00% | 1/1/2023 | 12/31/2023 | 118,304 | 126,191 | 134,078 | 141,964 | 149,851 | 157,738 | 165,625 | 173,512 | 181,399 | 189,286 | 197,173 | 10 | 7,887 | 1,820 |
| K-1 | 3.00% | 1/1/2023 | 12/31/2023 | 127,200 | 135,680 | 144,160 | 152,640 | 161,120 | 169,600 | 178,080 | 186,560 | 195,040 | 203,520 | 212,000 | 10 | 8,480 | 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 |
| L | 3.00% | 1/1/2023 | 12/31/2023 | 227,379 | 227,379 | 227,379 | 227,379 | 227,379 | 227,379 | 227,379 | 227,379 | 227,379 | 227,379 | 227,379 | 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 |
| M | 3.00% | 1/1/2023 | 12/31/2023 | 164,025 | 174,960 | 185,895 | 196,830 | 207,765 | 218,699 | 229,634 | 240,569 | 251,504 | 262,439 | 273,374 | 10 | 10,935 | 1,820 |
| | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | |

| TIER | % | FROM | TO | MINIMUM | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | MAXIMUM | STEPS | INCREMENT | HRS/WEEK |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 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 | | | | | | | | | | | |
| 457 Plan Contribution in Lieu of Retirement Pension | | | | | | Up to 10.5% of Salary | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | |
| 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 O** | | | | | MA10215 | | |
| J | Assistant Municipal Administrator | | | | | | MA10055 | | I | HUD Executive Director | | | | | AU11025 | | |
| I | Assistant Comptroller | | | | | | MA10010 | | J | HUD Executive Director/Planning & Building Coordinato | | | | | AU11027 | | |
| I | Assistant Director of Public Works | | | | | | MA10030 | | C | Judge of the Municipal Court | | | | | MA10220 | | |
| I | Assistant Municipal Engineer | | | | | | MA10015 | | J | Municipal Clerk | | | | | MA10230 | | |
| K | Business Administrator | | | | | | MA10050 | | I | Municipal Court Administrator | | | | | MA10240 | | |
| K-1 | Chief Financial Officer*** | | | | | | MA10070 | | J | Municipal Department Head | | | | | MA10270 | | |
| D-1 | Chief Judge of the Municipal Court | | | | | | MA10080 | | I | Municipal Director of Welfare/Senior Citizen Program Ai | | | | | MA10277 | | |
| J | Municipal Engineer Trainee | | | | | | AU10130 | | K | Municipal Engineer/Director of Public Works | | | | | MA10250 | | |
| I | Communications Manager | | | | | | MA10090 | | J | Municipal Engineer | | | | | MA10255 | | |
| 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 | | |
| | | | | | | | | | | | | | | | | | |

| TIER | % | FROM | TO | MINIMUM | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | MAXIMUM | STEPS | INCREMENT | HRS/WEEK |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | | | | | | | | | | |

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 |
| TS10005 | 3.00% | 1/1/2023 | 12/31/2023 | 54,716 | 60,796 | 66,876 | 72,955 | 79,035 | 85,114 | 91,194 | 6 | 6,080 | 2,040 | 26.82 | 44.70 |
| 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 |
| TS10010 | 3.00% | 1/1/2023 | 12/31/2023 | 54,716 | 60,796 | 66,876 | 72,955 | 79,035 | 85,114 | 91,194 | 6 | 6,080 | 2,040 | 26.82 | 44.70 |

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 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 |
| TS10020 | 3.00% | 1/1/2023 | 12/31/2023 | 54,716 | 60,796 | 66,876 | 72,955 | 79,035 | 85,114 | 91,194 | 6 | 6,080 | 2,040 | 26.82 | 44.70 |
| 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 |
| 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 |
| TS10030 | 3.00% | 1/1/2023 | 12/31/2023 | 57,588 | 63,987 | 70,386 | 76,785 | 83,183 | 89,582 | 95,981 | 6 | 6,399 | 2,040 | 28.23 | 47.05 |

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 |
| TS10040 | 3.00% | 1/1/2023 | 12/31/2023 | 54,716 | 60,796 | 66,875 | 72,955 | 79,035 | 85,114 | 91,194 | 6 | 6,080 | 2,040 | 26.82 | 44.70 |
| 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 |
| TS10050 | 3.00% | 1/1/2023 | 12/31/2023 | 60,262 | 66,957 | 73,653 | 80,349 | 87,045 | 93,740 | 100,436 | 6 | 6,696 | 2,040 | 29.54 | 49.23 |
| 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 |
| TS10060 | 3.00% | 1/1/2023 | 12/31/2023 | 60,262 | 66,957 | 73,653 | 80,349 | 87,045 | 93,740 | 100,436 | 6 | 6,696 | 2,040 | 29.54 | 49.23 |

| 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 |
| | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | |

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 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 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 |
| 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 |
| TS10070 | 3.00% | 1/1/2023 | 12/31/2023 | 60,261 | 66,957 | 73,653 | 80,348 | 87,044 | 93,740 | 100,435 | 6 | 6,696 | 2,040 | 29.54 | 49.23 |
| 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 |
| TS10080 | 3.00% | 1/1/2023 | 12/31/2023 | 60,261 | 66,957 | 73,653 | 80,348 | 87,044 | 93,740 | 100,435 | 6 | 6,696 | 2,040 | 29.54 | 49.23 |

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 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 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 |
| TS10090 | 3.00% | 1/1/2023 | 12/31/2023 | 60,261 | 66,957 | 73,653 | 80,348 | 87,044 | 93,740 | 100,435 | 6 | 6,696 | 2,040 | 29.54 | 49.23 |

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 |
| TC10040 | 3.00% | 1/1/2023 | 12/31/2023 | 40,544 | 43,270 | 45,997 | 48,723 | 51,450 | 54,177 | 56,903 | 59,630 | 62,356 | 8 | 2,727 | 2,080 | 19.49 | 29.98 |
| 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 |
| TC10050 | 3.00% | 1/1/2023 | 12/31/2023 | 35,477 | 38,658 | 41,839 | 45,020 | 48,201 | 51,382 | | | 54,563 | 6 | 3,181 | 2,080 | 17.06 | 26.23 |

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 | | | | | | | | | | | | | | | | | |
| 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 |
| TC10060 | 3.00% | 1/1/2023 | 12/31/2023 | 35,477 | 38,658 | 41,839 | 45,020 | 48,201 | 51,382 | | | 54,563 | 6 | 3,181 | 2,080 | 17.06 | 26.23 |
| 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 |
| 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 |
| TC10070 | 3.00% | 1/1/2023 | 12/31/2023 | 35,477 | 37,862 | 40,248 | 42,634 | 45,020 | 47,405 | 49,791 | 52,177 | 54,563 | 8 | 2,386 | 2,080 | 17.06 | 26.23 |

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 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 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 |
| TC10100 | 3.00% | 1/1/2023 | 12/31/2023 | 50,512 | 53,908 | 57,305 | 60,702 | 64,099 | 67,495 | 70,892 | 74,289 | 77,685 | 8 | 3,397 | 2,080 | 24.28 | 37.35 |

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 |
| Employee Referral | One-Time Stipend | | | | | | | | | | | | | | | | | |
| SE10000 | 0.00% | 1/1/2023 | 12/31/2023 | 100.00 | | | | | | | | | 300.00 | n/a | - | n/a | 100.00 | 300.00 |
| 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 |
| SE10010 | 0.00% | 1/1/2023 | 12/31/2023 | 12.70 | | | | | | | | | 12.70 | n/a | - | n/a | 12.70 | 12.70 |
| 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 |
| SE10020 | 0.00% | 1/1/2023 | 12/31/2023 | 12.70 | | | | | | | | | 13.00 | n/a | - | n/a | 12.70 | 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 |
| SE10025 | 0.00% | 1/1/2023 | 12/31/2023 | 12.70 | | | | | | | | | 12.70 | n/a | - | n/a | 12.70 | 12.70 |
| 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 |
| SE10030 | 0.00% | 1/1/2023 | 12/31/2023 | 12.70 | | | | | | | | | 12.70 | n/a | - | n/a | 12.70 | 12.70 |
| 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 |
| SE10045 | 0.00% | 1/1/2023 | 12/31/2023 | 12.70 | | | | | | | | | 12.70 | n/a | - | n/a | 12.70 | 12.70 |
| 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 | n of the | 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 |
| SE10040 | 0.00% | 1/1/2023 | 12/31/2023 | 12.70 | | | | | | | | | 21.00 | n/a | - | n/a | 12.70 | 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 | 13.00 | 18.12 | | | | | | | | 20.87 | 2 | 5.38 | n/a | 13.00 | 20.87 |
| SE10050 | 0.00% | 1/1/2023 | 12/31/2023 | 20.87 | | | | | | | | | 20.87 | 0 | | n/a | 20.87 | 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 |

| 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 |
| | | | | | | | | | | | | | | | | | | |
| 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 |
| SE10060 | 0.00% | 1/1/2023 | 12/31/2023 | 16.05 | | | | | | | | | 16.05 | 0 | - | n/a | 16.05 | 16.05 |

| APPENDIX 6 - SALARY RANGES - ADDITIONAL ANNUAL SALARIES | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | | | | | | | |
| TITLE/CODE | % | FROM | TO | MINIMUM | 1 | 2 | 3 | 4 | 5 | | | | | MAXIMUM |
| | | | | | | | | | | | | | | |
| 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 |
| ST10020 | 0.00% | 1/1/2019 | 12/31/2019 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | | | | | 5,000 |
| ST10020 | 0.00% | 1/1/2020 | 12/31/2020 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | | | | | 5,000 |
| ST10020 | 0.00% | 1/1/2021 | 12/31/2021 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | | | | | 5,000 |
| ST10020 | 0.00% | 1/1/2022 | 12/31/2022 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | | | | | 5,000 |
| ST10020 | 0.00% | 1/1/2023 | 12/31/2023 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | | | | | 5,000 |
| | | | | | | | | | | | | | | |
| Assistant Secretary ABC Board | | | | | | | | | | | | | | |
| ST10030 | 0.00% | 1/1/2018 | 12/31/2018 | 700 | 700 | 700 | 700 | 700 | 700 | | | | | 700 |
| ST10030 | 0.00% | 1/1/2019 | 12/31/2019 | 700 | 700 | 700 | 700 | 700 | 700 | | | | | 700 |
| ST10030 | 0.00% | 1/1/2020 | 12/31/2020 | 700 | 700 | 700 | 700 | 700 | 700 | | | | | 700 |
| ST10030 | 0.00% | 1/1/2021 | 12/31/2021 | 700 | 700 | 700 | 700 | 700 | 700 | | | | | 700 |
| ST10030 | 0.00% | 1/1/2022 | 12/31/2022 | 700 | 700 | 700 | 700 | 700 | 700 | | | | | 700 |
| ST10030 | 0.00% | 1/1/2023 | 12/31/2023 | 700 | 700 | 700 | 700 | 700 | 700 | | | | | 700 |
| | | | | | | | | | | | | | | |
| 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 |
| ST10040 | 0.00% | 1/1/2019 | 12/31/2019 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | | | | | 5,000 |
| ST10040 | 0.00% | 1/1/2020 | 12/31/2020 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | | | | | 5,000 |
| ST10040 | 0.00% | 1/1/2021 | 12/31/2021 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | | | | | 5,000 |
| ST10040 | 0.00% | 1/1/2022 | 12/31/2022 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | | | | | 5,000 |
| ST10040 | 0.00% | 1/1/2023 | 12/31/2023 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | | | | | 5,000 |
| | | | | | | | | | | | | | | |

| APPENDIX 6 - SALARY RANGES - ADDITIONAL ANNUAL SALARIES | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | | | | | | | |
| TITLE/CODE | % | FROM | TO | MINIMUM | 1 | 2 | 3 | 4 | 5 | | | | | MAXIMUM |
| | | | | | | | | | | | | | | |
| 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 |
| ST10050 | 0.00% | 1/1/2019 | 12/31/2019 | 3,200 | 3,200 | 3,200 | 3,200 | 3,200 | 3,200 | | | | | 3,200 |
| ST10050 | 0.00% | 1/1/2020 | 12/31/2020 | 3,200 | 3,200 | 3,200 | 3,200 | 3,200 | 3,200 | | | | | 3,200 |
| ST10050 | 0.00% | 1/1/2021 | 12/31/2021 | 3,200 | 3,200 | 3,200 | 3,200 | 3,200 | 3,200 | | | | | 3,200 |
| ST10050 | 0.00% | 1/1/2022 | 12/31/2022 | 3,200 | 3,200 | 3,200 | 3,200 | 3,200 | 3,200 | | | | | 3,200 |
| ST10050 | 0.00% | 1/1/2023 | 12/31/2023 | 3,200 | 3,200 | 3,200 | 3,200 | 3,200 | 3,200 | | | | | 3,200 |
| | | | | | | | | | | | | | | |
| 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 |
| ST10060 | 0.00% | 1/1/2019 | 12/31/2019 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | | | | | 5,000 |
| ST10060 | 0.00% | 1/1/2020 | 12/31/2020 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | | | | | 5,000 |
| ST10060 | 0.00% | 1/1/2021 | 12/31/2021 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | | | | | 5,000 |
| ST10060 | 0.00% | 1/1/2022 | 12/31/2022 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | | | | | 5,000 |
| ST10060 | 0.00% | 1/1/2023 | 12/31/2023 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | | | | | 5,000 |
| | | | | | | | | | | | | | | |
| Certified Pool Operator | | | | | | | | | | | | | | |
| ST10070 | 0.00% | 1/1/2018 | 12/31/2018 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | | | | | 5,000 |
| ST10070 | 0.00% | 1/1/2019 | 12/31/2019 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | | | | | 5,000 |
| ST10070 | 0.00% | 1/1/2020 | 12/31/2020 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | | | | | 5,000 |
| ST10070 | 0.00% | 1/1/2021 | 12/31/2021 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | | | | | 5,000 |
| ST10070 | 0.00% | 1/1/2022 | 12/31/2022 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | | | | | 5,000 |
| ST10070 | 0.00% | 1/1/2023 | 12/31/2023 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | | | | | 5,000 |
| | | | | | | | | | | | | | | |

| APPENDIX 6 - SALARY RANGES - ADDITIONAL ANNUAL SALARIES | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | | | | | | | |
| TITLE/CODE | % | FROM | TO | MINIMUM | 1 | 2 | 3 | 4 | 5 | | | | | MAXIMUM |
| | | | | | | | | | | | | | | |
| 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 |
| ST10080 | 0.00% | 1/1/2019 | 12/31/2019 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | | | | | 2,000 |
| ST10080 | 0.00% | 1/1/2020 | 12/31/2020 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | | | | | 2,000 |
| ST10080 | 0.00% | 1/1/2021 | 12/31/2021 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | | | | | 2,000 |
| ST10080 | 0.00% | 1/1/2022 | 12/31/2022 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | | | | | 2,000 |
| ST10080 | 0.00% | 1/1/2023 | 12/31/2023 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | | | | | 2,000 |
| | | | | | | | | | | | | | | |
| 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 |
| ST10090 | 0.00% | 1/1/2019 | 12/31/2019 | 2,500 | 2,500 | 2,500 | 2,500 | 2,500 | 2,500 | | | | | 2,500 |
| ST10090 | 0.00% | 1/1/2020 | 12/31/2020 | 2,500 | 2,500 | 2,500 | 2,500 | 2,500 | 2,500 | | | | | 2,500 |
| ST10090 | 0.00% | 1/1/2021 | 12/31/2021 | 2,500 | 2,500 | 2,500 | 2,500 | 2,500 | 2,500 | | | | | 2,500 |
| ST10090 | 0.00% | 1/1/2022 | 12/31/2022 | 2,500 | 2,500 | 2,500 | 2,500 | 2,500 | 2,500 | | | | | 2,500 |
| ST10090 | 0.00% | 1/1/2023 | 12/31/2023 | 2,500 | 2,500 | 2,500 | 2,500 | 2,500 | 2,500 | | | | | 2,500 |
| | | | | | | | | | | | | | | |
| Commuter Shuttle Grant | | | | | | | | | | | | | | |
| ST10100 | 0.00% | 1/1/2018 | 12/31/2018 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | | | | | 2,000 |
| ST10100 | 0.00% | 1/1/2019 | 12/31/2019 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | | | | | 2,000 |
| ST10100 | 0.00% | 1/1/2020 | 12/31/2020 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | | | | | 2,000 |
| ST10100 | 0.00% | 1/1/2021 | 12/31/2021 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | | | | | 2,000 |
| ST10100 | 0.00% | 1/1/2022 | 12/31/2022 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | | | | | 2,000 |
| ST10100 | 0.00% | 1/1/2023 | 12/31/2023 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | | | | | 2,000 |
| | | | | | | | | | | | | | | |

| APPENDIX 6 - SALARY RANGES - ADDITIONAL ANNUAL SALARIES | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | | | | | | | |
| TITLE/CODE | % | FROM | TO | MINIMUM | 1 | 2 | 3 | 4 | 5 | | | | | MAXIMUM |
| | | | | | | | | | | | | | | |
| 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 |
| ST10120 | 0.00% | 1/1/2019 | 12/31/2019 | 7,500 | 7,500 | 7,500 | 7,500 | 7,500 | 7,500 | | | | | 7,500 |
| ST10120 | 0.00% | 1/1/2020 | 12/31/2020 | 7,500 | 7,500 | 7,500 | 7,500 | 7,500 | 7,500 | | | | | 7,500 |
| ST10120 | 0.00% | 1/1/2021 | 12/31/2021 | 7,500 | 7,500 | 7,500 | 7,500 | 7,500 | 7,500 | | | | | 7,500 |
| ST10120 | 0.00% | 1/1/2022 | 12/31/2022 | 7,500 | 7,500 | 7,500 | 7,500 | 7,500 | 7,500 | | | | | 7,500 |
| ST10120 | 0.00% | 1/1/2023 | 12/31/2023 | 7,500 | 7,500 | 7,500 | 7,500 | 7,500 | 7,500 | | | | | 7,500 |
| | | | | | | | | | | | | | | |
| Forester | | | | | | | | | | | | | | |
| ST10130 | 0.00% | 1/1/2018 | 12/31/2018 | 10,000 | 10,000 | 10,000 | 10,000 | 10,000 | 10,000 | | | | | 10,000 |
| ST10130 | 0.00% | 1/1/2019 | 12/31/2019 | 10,000 | 10,000 | 10,000 | 10,000 | 10,000 | 10,000 | | | | | 10,000 |
| ST10130 | 0.00% | 1/1/2020 | 12/31/2020 | 10,000 | 10,000 | 10,000 | 10,000 | 10,000 | 10,000 | | | | | 10,000 |
| ST10130 | 0.00% | 1/1/2021 | 12/31/2021 | 10,000 | 10,000 | 10,000 | 10,000 | 10,000 | 10,000 | | | | | 10,000 |
| ST10130 | 0.00% | 1/1/2022 | 12/31/2022 | 10,000 | 10,000 | 10,000 | 10,000 | 10,000 | 10,000 | | | | | 10,000 |
| ST10130 | 0.00% | 1/1/2023 | 12/31/2023 | 10,000 | 10,000 | 10,000 | 10,000 | 10,000 | 10,000 | | | | | 10,000 |
| | | | | | | | | | | | | | | |
| 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 |
| ST10140 | 0.00% | 1/1/2019 | 12/31/2019 | 9,712 | 9,712 | 9,712 | 9,712 | 9,712 | 9,712 | | | | | 9,712 |
| ST10140 | 0.00% | 1/1/2020 | 12/31/2020 | 9,712 | 9,712 | 9,712 | 9,712 | 9,712 | 9,712 | | | | | 9,712 |
| ST10140 | 0.00% | 1/1/2021 | 12/31/2021 | 9,712 | 9,712 | 9,712 | 9,712 | 9,712 | 9,712 | | | | | 9,712 |
| ST10140 | 0.00% | 1/1/2022 | 12/31/2022 | 9,712 | 9,712 | 9,712 | 9,712 | 9,712 | 9,712 | | | | | 9,712 |
| ST10140 | 0.00% | 1/1/2023 | 12/31/2023 | 9,712 | 9,712 | 9,712 | 9,712 | 9,712 | 9,712 | | | | | 9,712 |
| | | | | | | | | | | | | | | |
| Judge Additional Session | | | | | | | | | | | | | | |
| n/a | 0.00% | 1/1/2017 | 12/31/2023 | 400 | 400 | 400 | 400 | 400 | 400 | | | | | 400 |
| | | | | | | | | | | | | | | |

| APPENDIX 6 - SALARY RANGES - ADDITIONAL ANNUAL SALARIES | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | | | | | | | |
| TITLE/CODE | % | FROM | TO | MINIMUM | 1 | 2 | 3 | 4 | 5 | | | | | MAXIMUM |
| | | | | | | | | | | | | | | |
| 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 |
| ST10160 | 0.00% | 1/1/2019 | 12/31/2019 | 6,875 | 6,875 | 6,875 | 6,875 | 6,875 | 6,875 | | | | | 6,875 |
| ST10160 | 0.00% | 1/1/2020 | 12/31/2020 | 6,875 | 6,875 | 6,875 | 6,875 | 6,875 | 6,875 | | | | | 6,875 |
| ST10160 | 0.00% | 1/1/2021 | 12/31/2021 | 6,875 | 6,875 | 6,875 | 6,875 | 6,875 | 6,875 | | | | | 6,875 |
| ST10160 | 0.00% | 1/1/2022 | 12/31/2022 | 6,875 | 6,875 | 6,875 | 6,875 | 6,875 | 6,875 | | | | | 6,875 |
| ST10160 | 0.00% | 1/1/2023 | 12/31/2023 | 6,875 | 6,875 | 6,875 | 6,875 | 6,875 | 6,875 | | | | | 6,875 |
| | | | | | | | | | | | | | | |
| 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 |
| ST10170 | 0.00% | 1/1/2019 | 12/31/2019 | 4,500 | 4,500 | 4,500 | 4,500 | 4,500 | 4,500 | | | | | 4,500 |
| ST10170 | 0.00% | 1/1/2020 | 12/31/2020 | 4,500 | 4,500 | 4,500 | 4,500 | 4,500 | 4,500 | | | | | 4,500 |
| ST10170 | 0.00% | 1/1/2021 | 12/31/2021 | 4,500 | 4,500 | 4,500 | 4,500 | 4,500 | 4,500 | | | | | 4,500 |
| ST10170 | 0.00% | 1/1/2022 | 12/31/2022 | 4,500 | 4,500 | 4,500 | 4,500 | 4,500 | 4,500 | | | | | 4,500 |
| ST10170 | 0.00% | 1/1/2023 | 12/31/2023 | 4,500 | 4,500 | 4,500 | 4,500 | 4,500 | 4,500 | | | | | 4,500 |
| | | | | | | | | | | | | | | |
| 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 |
| ST10180 | 0.00% | 1/1/2019 | 12/31/2019 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | | | | | 1,000 |
| ST10180 | 0.00% | 1/1/2020 | 12/31/2020 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | | | | | 1,000 |
| ST10180 | 0.00% | 1/1/2021 | 12/31/2021 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | | | | | 1,000 |
| ST10180 | 0.00% | 1/1/2022 | 12/31/2022 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | | | | | 1,000 |
| ST10180 | 0.00% | 1/1/2023 | 12/31/2023 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | | | | | 1,000 |
| | | | | | | | | | | | | | | |

| APPENDIX 6 - SALARY RANGES - ADDITIONAL ANNUAL SALARIES | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | | | | | | | |
| TITLE/CODE | % | FROM | TO | MINIMUM | 1 | 2 | 3 | 4 | 5 | | | | | MAXIMUM |
| | | | | | | | | | | | | | | |
| Parking Meter Collector | | | | | | | | | | | | | | |
| ST10190 | 0.00% | 1/1/2018 | 12/31/2018 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | | | | | 2,000 |
| ST10190 | 0.00% | 1/1/2019 | 12/31/2019 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | | | | | 2,000 |
| ST10190 | 0.00% | 1/1/2020 | 12/31/2020 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | | | | | 2,000 |
| ST10190 | 0.00% | 1/1/2021 | 12/31/2021 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | | | | | 2,000 |
| ST10190 | 0.00% | 1/1/2022 | 12/31/2022 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | | | | | 2,000 |
| ST10190 | 0.00% | 1/1/2023 | 12/31/2023 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | | | | | 2,000 |
| | | | | | | | | | | | | | | |
| 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 |
| ST10200 | 0.00% | 1/1/2019 | 12/31/2019 | 3,500 | 3,500 | 3,500 | 3,500 | 3,500 | 3,500 | | | | | 3,500 |
| ST10200 | 0.00% | 1/1/2020 | 12/31/2020 | 4,000 | 4,000 | 4,000 | 4,000 | 4,000 | 4,000 | | | | | 4,000 |
| ST10200 | 0.00% | 1/1/2021 | 12/31/2021 | 4,000 | 4,000 | 4,000 | 4,000 | 4,000 | 4,000 | | | | | 4,000 |
| ST10200 | 0.00% | 1/1/2022 | 12/31/2022 | 4,000 | 4,000 | 4,000 | 4,000 | 4,000 | 4,000 | | | | | 4,000 |
| ST10200 | 0.00% | 1/1/2023 | 12/31/2023 | 4,000 | 4,000 | 4,000 | 4,000 | 4,000 | 4,000 | | | | | 4,000 |
| | | | | | | | | | | | | | | |
| 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 |
| ST10210 | 0.00% | 1/1/2019 | 12/31/2019 | 8,500 | 8,500 | 8,500 | 8,500 | 8,500 | 8,500 | | | | | 8,500 |
| ST10210 | 0.00% | 1/1/2020 | 12/31/2020 | 8,500 | 8,500 | 8,500 | 8,500 | 8,500 | 8,500 | | | | | 8,500 |
| ST10210 | 0.00% | 1/1/2021 | 12/31/2021 | 8,500 | 8,500 | 8,500 | 8,500 | 8,500 | 8,500 | | | | | 8,500 |
| ST10210 | 0.00% | 1/1/2022 | 12/31/2022 | 8,500 | 8,500 | 8,500 | 8,500 | 8,500 | 8,500 | | | | | 8,500 |
| ST10210 | 0.00% | 1/1/2023 | 12/31/2023 | 8,500 | 8,500 | 8,500 | 8,500 | 8,500 | 8,500 | | | | | 8,500 |
| | | | | | | | | | | | | | | |

| APPENDIX 6 - SALARY RANGES - ADDITIONAL ANNUAL SALARIES | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | | | | | | | |
| TITLE/CODE | % | FROM | TO | MINIMUM | 1 | 2 | 3 | 4 | 5 | | | | | MAXIMUM |
| | | | | | | | | | | | | | | |
| 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 |
| ST10220 | 0.00% | 1/1/2019 | 12/31/2019 | 3,500 | 3,500 | 3,500 | 3,500 | 3,500 | 3,500 | | | | | 3,500 |
| ST10220 | 0.00% | 1/1/2020 | 12/31/2020 | 4,000 | 4,000 | 4,000 | 4,000 | 4,000 | 4,000 | | | | | 4,000 |
| ST10220 | 0.00% | 1/1/2021 | 12/31/2021 | 4,000 | 4,000 | 4,000 | 4,000 | 4,000 | 4,000 | | | | | 4,000 |
| ST10220 | 0.00% | 1/1/2022 | 12/31/2022 | 4,000 | 4,000 | 4,000 | 4,000 | 4,000 | 4,000 | | | | | 4,000 |
| ST10220 | 0.00% | 1/1/2023 | 12/31/2023 | 4,000 | 4,000 | 4,000 | 4,000 | 4,000 | 4,000 | | | | | 4,000 |
| | | | | | | | | | | | | | | |
| 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 |
| ST10240 | 0.00% | 1/1/2019 | 12/31/2019 | 10,000 | 10,000 | 10,000 | 10,000 | 10,000 | 10,000 | | | | | 10,000 |
| ST10240 | 0.00% | 1/1/2020 | 12/31/2020 | 10,000 | 10,000 | 10,000 | 10,000 | 10,000 | 10,000 | | | | | 10,000 |
| ST10240 | 0.00% | 1/1/2021 | 12/31/2021 | 10,000 | 10,000 | 10,000 | 10,000 | 10,000 | 10,000 | | | | | 10,000 |
| ST10240 | 0.00% | 1/1/2022 | 12/31/2022 | 10,000 | 10,000 | 10,000 | 10,000 | 10,000 | 10,000 | | | | | 10,000 |
| ST10240 | 0.00% | 1/1/2023 | 12/31/2023 | 10,000 | 10,000 | 10,000 | 10,000 | 10,000 | 10,000 | | | | | 10,000 |
| | | | | | | | | | | | | | | |
| 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 |
| ST10250 | 0.00% | 1/1/2019 | 12/31/2019 | 6,000 | 6,000 | 6,000 | 6,000 | 6,000 | 6,000 | | | | | 6,000 |
| ST10250 | 0.00% | 1/1/2020 | 12/31/2020 | 6,000 | 6,000 | 6,000 | 6,000 | 6,000 | 6,000 | | | | | 6,000 |
| ST10250 | 0.00% | 1/1/2021 | 12/31/2021 | 6,000 | 6,000 | 6,000 | 6,000 | 6,000 | 6,000 | | | | | 6,000 |
| ST10250 | 0.00% | 1/1/2022 | 12/31/2022 | 6,000 | 6,000 | 6,000 | 6,000 | 6,000 | 6,000 | | | | | 6,000 |
| ST10250 | 0.00% | 1/1/2023 | 12/31/2023 | 6,000 | 6,000 | 6,000 | 6,000 | 6,000 | 6,000 | | | | | 6,000 |

| APPENDIX 6 - SALARY RANGES - ADDITIONAL ANNUAL SALARIES | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | | | | | | | |
| TITLE/CODE | % | FROM | TO | MINIMUM | 1 | 2 | 3 | 4 | 5 | | | | | MAXIMUM |
| | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | |
| 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 |
| ST10260 | 0.00% | 1/1/2019 | 12/31/2019 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | | | | | 5,000 |
| ST10260 | 0.00% | 1/1/2020 | 12/31/2020 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | | | | | 5,000 |
| ST10260 | 0.00% | 1/1/2021 | 12/31/2021 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | | | | | 5,000 |
| ST10260 | 0.00% | 1/1/2022 | 12/31/2022 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | | | | | 5,000 |
| ST10260 | 0.00% | 1/1/2023 | 12/31/2023 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | | | | | 5,000 |
| | | | | | | | | | | | | | | |
| 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 |
| ST10270 | 0.00% | 1/1/2019 | 12/31/2019 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | | | | | 2,000 |
| ST10270 | 0.00% | 1/1/2020 | 12/31/2020 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | | | | | 2,000 |
| ST10270 | 0.00% | 1/1/2021 | 12/31/2021 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | | | | | 2,000 |
| ST10270 | 0.00% | 1/1/2022 | 12/31/2022 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | | | | | 2,000 |
| ST10270 | 0.00% | 1/1/2023 | 12/31/2023 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | | | | | 2,000 |
| | | | | | | | | | | | | | | |
| 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 |
| ST10280 | 0.00% | 1/1/2019 | 12/31/2019 | 4,850 | 4,850 | 4,850 | 4,850 | 4,850 | 4,850 | | | | | 4,850 |
| ST10280 | 0.00% | 1/1/2020 | 12/31/2020 | 4,850 | 4,850 | 4,850 | 4,850 | 4,850 | 4,850 | | | | | 4,850 |
| ST10280 | 0.00% | 1/1/2021 | 12/31/2021 | 4,850 | 4,850 | 4,850 | 4,850 | 4,850 | 4,850 | | | | | 4,850 |
| ST10280 | 0.00% | 1/1/2022 | 12/31/2022 | 4,850 | 4,850 | 4,850 | 4,850 | 4,850 | 4,850 | | | | | 4,850 |
| ST10280 | 0.00% | 1/1/2023 | 12/31/2023 | 4,850 | 4,850 | 4,850 | 4,850 | 4,850 | 4,850 | | | | | 4,850 |
| | | | | | | | | | | | | | | |

| APPENDIX 6 - SALARY RANGES - ADDITIONAL ANNUAL SALARIES | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | | | | | | | |
| TITLE/CODE | % | FROM | TO | MINIMUM | 1 | 2 | 3 | 4 | 5 | | | | | MAXIMUM |
| | | | | | | | | | | | | | | |
| 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 |
| ST10290 | 0.00% | 1/1/2019 | 12/31/2019 | 2,400 | 2,400 | 2,400 | 2,400 | 2,400 | 2,400 | | | | | 2,400 |
| ST10290 | 0.00% | 1/1/2020 | 12/31/2020 | 2,400 | 2,400 | 2,400 | 2,400 | 2,400 | 2,400 | | | | | 2,400 |
| ST10290 | 0.00% | 1/1/2021 | 12/31/2021 | 2,400 | 2,400 | 2,400 | 2,400 | 2,400 | 2,400 | | | | | 2,400 |
| ST10290 | 0.00% | 1/1/2022 | 12/31/2022 | 2,400 | 2,400 | 2,400 | 2,400 | 2,400 | 2,400 | | | | | 2,400 |
| ST10290 | 0.00% | 1/1/2023 | 12/31/2023 | 2,400 | 2,400 | 2,400 | 2,400 | 2,400 | 2,400 | | | | | 2,400 |
| | | | | | | | | | | | | | | |
| 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 |
| ST10300 | 0.00% | 1/1/2019 | 12/31/2019 | 7,500 | 7,500 | 7,500 | 7,500 | 7,500 | 7,500 | | | | | 7,500 |
| ST10300 | 0.00% | 1/1/2020 | 12/31/2020 | 7,500 | 7,500 | 7,500 | 7,500 | 7,500 | 7,500 | | | | | 7,500 |
| ST10300 | 0.00% | 1/1/2021 | 12/31/2021 | 7,500 | 7,500 | 7,500 | 7,500 | 7,500 | 7,500 | | | | | 7,500 |
| ST10300 | 0.00% | 1/1/2022 | 12/31/2022 | 7,500 | 7,500 | 7,500 | 7,500 | 7,500 | 7,500 | | | | | 7,500 |
| ST10300 | 0.00% | 1/1/2023 | 12/31/2023 | 7,500 | 7,500 | 7,500 | 7,500 | 7,500 | 7,500 | | | | | 7,500 |
| | | | | | | | | | | | | | | |
| 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 |
| ST10310 | 0.00% | 1/1/2019 | 12/31/2019 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | | | | | 1,000 |
| ST10310 | 0.00% | 1/1/2020 | 12/31/2020 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | | | | | 1,000 |
| ST10310 | 0.00% | 1/1/2021 | 12/31/2021 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | | | | | 1,000 |
| ST10310 | 0.00% | 1/1/2022 | 12/31/2022 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | | | | | 1,000 |
| ST10310 | 0.00% | 1/1/2023 | 12/31/2023 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | | | | | 1,000 |
| | | | | | | | | | | | | | | |

| APPENDIX 6 - SALARY RANGES - ADDITIONAL ANNUAL SALARIES | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | | | | | | | |
| TITLE/CODE | % | FROM | TO | MINIMUM | 1 | 2 | 3 | 4 | 5 | | | | | MAXIMUM |
| | | | | | | | | | | | | | | |
| Swim Team Coach | | | | | | | | | | | | | | |
| ST10320 | 0.00% | 1/1/2018 | 12/31/2018 | 800 | 800 | 800 | 800 | 800 | 800 | | | | | 800 |
| ST10320 | 0.00% | 1/1/2019 | 12/31/2019 | 800 | 800 | 800 | 800 | 800 | 800 | | | | | 800 |
| ST10320 | 0.00% | 1/1/2020 | 12/31/2020 | 800 | 800 | 800 | 800 | 800 | 800 | | | | | 800 |
| ST10320 | 0.00% | 1/1/2021 | 12/31/2021 | 800 | 800 | 800 | 800 | 800 | 800 | | | | | 800 |
| ST10320 | 0.00% | 1/1/2022 | 12/31/2022 | 800 | 800 | 800 | 800 | 800 | 800 | | | | | 800 |
| ST10320 | 0.00% | 1/1/2023 | 12/31/2023 | 800 | 800 | 800 | 800 | 800 | 800 | | | | | 800 |
| | | | | | | | | | | | | | | |
| 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 |
| ST10330 | 0.00% | 1/1/2019 | 12/31/2019 | 2,500 | 2,500 | 2,500 | 2,500 | 2,500 | 2,500 | | | | | 2,500 |
| ST10330 | 0.00% | 1/1/2020 | 12/31/2020 | 2,500 | 2,500 | 2,500 | 2,500 | 2,500 | 2,500 | | | | | 2,500 |
| ST10330 | 0.00% | 1/1/2021 | 12/31/2021 | 2,500 | 2,500 | 2,500 | 2,500 | 2,500 | 2,500 | | | | | 2,500 |
| ST10330 | 0.00% | 1/1/2022 | 12/31/2022 | 2,500 | 2,500 | 2,500 | 2,500 | 2,500 | 2,500 | | | | | 2,500 |
| ST10330 | 0.00% | 1/1/2023 | 12/31/2023 | 2,500 | 2,500 | 2,500 | 2,500 | 2,500 | 2,500 | | | | | 2,500 |
| | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | |

APPENDIX 7 - SALARY RANGES - FMBA SUPERVISORS

| 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 |
| FS10010 | 3.00% | 1/1/2023 | 12/31/2023 | 130,399 | | | | | | | | | | 146,840 | 1 | 16,441 | 2,184 | 59.71 | 67.23 |
| 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 |
| FS10020E | 3.00% | 1/1/2023 | 12/31/2023 | 134,899 | | | | | | | | | | 151,340 | 1 | 16,441 | 2,184 | 61.77 | 69.29 |
| 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 |
| FS10023E | 3.00% | 1/1/2023 | 12/31/2023 | 142,400 | | | | | | | | | | 158,840 | 1 | 16,441 | 2,184 | 65.20 | 72.73 |

| | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 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 |
| FS10027E | 3.00% | 1/1/2023 | 12/31/2023 | 139,399 | | | | | | | | | | 155,840 | 1 | 16,441 | 2,184 | 63.83 | 71.36 |
| | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | |
| 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 |
| FS10030 | 3.00% | 1/1/2023 | 12/31/2023 | 111,124 | | | | | | | | | | 121,359 | 1 | 10,235 | 2,184 | 50.88 | 55.57 |
| | | | | | | | | | | | | | | | | | | | |
| 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 |
| FS10040E | 3.00% | 1/1/2023 | 12/31/2023 | 115,624 | | | | | | | | | | 125,859 | 1 | 10,235 | 2,184 | 52.94 | 57.63 |
| | | | | | | | | | | | | | | | | | | | |
| 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 |
| FS10050E | 3.00% | 1/1/2023 | 12/31/2023 | 123,124 | | | | | | | | | | 133,357 | 1 | 10,233 | 2,184 | 56.38 | 61.06 |
| | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | |
| 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 | January | 1, 2021. | | | | | | | |

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 |
| FF10010 | 3.00% | 1/1/2023 | 12/31/2023 | 49,045 | 54,548 | 60,051 | 65,554 | 71,057 | 76,560 | 98,048 | 6 | 5,503 | 2,184 | 22.46 | 44.89 |
| 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 |
| FF10020E | 3.00% | 1/1/2023 | 12/31/2023 | 53,545 | 59,048 | 64,551 | 70,054 | 75,557 | 81,060 | 102,548 | 6 | 5,503 | 2,184 | 24.52 | 46.95 |

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 January 1, 2021.

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 | 121,937 | | | | | | | | 130,823 | 1 | 8,886 | 2,080 | 58.62 | 62.90 |
| PS10020 | 0.00% | 1/1/2019 | 12/31/2019 | 121,937 | | | | | | | | 130,823 | 1 | 8,886 | 2,080 | 58.62 | 62.90 |
| PS10020 | 1.50% | 1/1/2020 | 6/30/2020 | 123,766 | | | | | | | | 132,785 | 1 | 9,019 | 2,080 | 59.50 | 63.84 |
| PS10020 | 1.50% | 7/1/2020 | 12/31/2020 | 125,623 | | | | | | | | 134,777 | 1 | 9,154 | 2,080 | 60.40 | 64.80 |
| PS10020 | 1.50% | 1/1/2021 | 6/30/2021 | 127,507 | | | | | | | | 136,799 | 1 | 9,292 | 2,080 | 61.30 | 65.77 |
| PS10020 | 1.50% | 7/1/2021 | 12/31/2021 | 129,420 | | | | | | | | 138,850 | 1 | 9,431 | 2,080 | 62.22 | 66.76 |
| PS10020 | 3.00% | 1/1/2022 | 12/31/2022 | 133,302 | | | | | | | | 143,016 | 1 | 9,714 | 2,080 | 64.09 | 68.76 |
| PS10020 | 3.00% | 1/1/2023 | 12/31/2023 | 137,301 | | | | | | | | 147,306 | 1 | 10,005 | 2,080 | 66.01 | 70.82 |
| | | | | | | | | | | | | | | | | | |
| Police Lieutenant | | | | | | | | | | | | | | | | | |
| PS10030 | 0.00% | 1/1/2018 | 12/31/2018 | 107,907 | | | | | | | | 115,773 | 1 | 7,867 | 2,080 | 51.88 | 55.66 |
| PS10030 | 0.00% | 1/1/2019 | 12/31/2019 | 107,907 | | | | | | | | 115,773 | 1 | 7,867 | 2,080 | 51.88 | 55.66 |
| PS10030 | 1.50% | 1/1/2020 | 6/30/2020 | 109,525 | | | | | | | | 117,510 | 1 | 7,985 | 2,080 | 52.66 | 56.50 |
| PS10030 | 1.50% | 7/1/2020 | 12/31/2020 | 111,168 | | | | | | | | 119,272 | 1 | 8,104 | 2,080 | 53.45 | 57.34 |
| PS10030 | 1.50% | 1/1/2021 | 6/30/2021 | 112,836 | | | | | | | | 121,061 | 1 | 8,226 | 2,080 | 54.25 | 58.20 |
| PS10030 | 1.50% | 7/1/2021 | 12/31/2021 | 114,528 | | | | | | | | 122,877 | 1 | 8,349 | 2,080 | 55.06 | 59.08 |
| PS10030 | 3.00% | 1/1/2022 | 12/31/2022 | 117,964 | | | | | | | | 126,564 | 1 | 8,600 | 2,080 | 56.71 | 60.85 |
| PS10030 | 3.00% | 1/1/2023 | 12/31/2023 | 121,503 | | | | | | | | 130,361 | 1 | 8,858 | 2,080 | 58.41 | 62.67 |
| | | | | | | | | | | | | | | | | | |
| Police Sergeant | | | | | | | | | | | | | | | | | |
| PS10040 | 0.00% | 1/1/2018 | 12/31/2018 | 96,349 | | | | | | | | 102,459 | 1 | 6,109 | 2,080 | 46.32 | 49.26 |
| PS10040 | 0.00% | 1/1/2019 | 12/31/2019 | 96,349 | | | | | | | | 102,459 | 1 | 6,109 | 2,080 | 46.32 | 49.26 |
| PS10040 | 1.50% | 1/1/2020 | 6/30/2020 | 97,795 | | | | | | | | 103,996 | 1 | 6,201 | 2,080 | 47.02 | 50.00 |
| PS10040 | 1.50% | 7/1/2020 | 12/31/2020 | 99,262 | | | | | | | | 105,556 | 1 | 6,294 | 2,080 | 47.72 | 50.75 |
| PS10040 | 1.50% | 1/1/2021 | 6/30/2021 | 100,751 | | | | | | | | 107,139 | 1 | 6,388 | 2,080 | 48.44 | 51.51 |
| PS10040 | 1.50% | 7/1/2021 | 12/31/2021 | 102,262 | | | | | | | | 108,746 | 1 | 6,484 | 2,080 | 49.16 | 52.28 |
| PS10040 | 3.00% | 1/1/2022 | 12/31/2022 | 105,330 | | | | | | | | 112,008 | 1 | 6,679 | 2,080 | 50.64 | 53.85 |
| PS10040 | 3.00% | 1/1/2023 | 12/31/2023 | 108,490 | | | | | | | | 115,369 | 1 | 6,879 | 2,080 | 52.16 | 55.47 |

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 January 1, 2021.

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 |
| PO10010 | 3.00% | 1/1/2023 | 12/31/2023 | 62,016 | 68,836 | 75,657 | 82,478 | 89,299 | 96,119 | | | 102,940 | 6 | 6,821 | 2,080 | 29.82 | 49.49 |
| 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 |
| PO10020 | 3.00% | 1/1/2023 | 12/31/2023 | 62,016 | 67,131 | 72,247 | 77,362 | 82,478 | 87,593 | 92,709 | 97,825 | 102,940 | 8 | 5,116 | 2,080 | 29.82 | 49.49 |
| 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 |
| PO10030 | 3.00% | 1/1/2023 | 12/31/2023 | 50,452 | | | | | | | | 50,452 | 0 | 0 | 2,080 | 24.26 | 24.26 |

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% |
| 1/1/2023 | 12/31/2023 | 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 January 1, 2021.

APPENDIX 11 - POLICE OFFICERS ENGAGED IN APPROVED EXTRA DUTY EMPLOYMENT

Because of the myriad types of assignments that Police Officers may be called upon to perform, it is reasonable that different rates apply.

a. Unless there are contractual agreements with a vendor/contractor to the contrary, the following rates of compensation apply:

1. Steady Security/Crowd Control Assignments. Steady security and crowd control assignments shall be paid at a rate of $32 per hour, per officer. This rate includes a $4 per hour, per officer administrative

2. Special Event Security/Crowd Control Assignments. Special event security and crowd control assignments shall be paid at a rate of $45 per hour, per officer. This rate includes a $4 per hour, per officer administrative fee. Special event security/crowd control assignments are defined as assignments not worked on a regular/steady basis.

3. Special Event-New Year's Eve. Special event-New Year's Eve assignments shall be paid at a rate of $78 per hour per officer. This rate shall include a $3.50 per hour per officer administrative fee.

4. Traffic/Road Construction. Assignments for all traffic control at construction site assignments shall be as follows:

(a) Assignments between 12:00 a.m. on Monday and 11:59 p.m. on Friday shall be paid at a rate of $82 per hour, per officer. This rate includes a $7 per hour, per officer

(b) Assignments between 12:00 a.m. on Saturday and 11:59 p.m. on Sunday shall be paid at a rate of $97 per hour, per officer. This rate includes a $7 per hour, per officer administrative fee.

(c) All road construction assignments that require the use of a marked patrol unit shall be charged an additional $5 per hour, per vehicle fee. This is in addition to the administrative fees already billed. The assignment of the vehicle will be determined by the Police Administration and availability of the vehicles at the time of the request.

| 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 REGISTAR 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 PR OGRAM | 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 MANAGER GOLF FACILITIES | 4689 | | C | 185 |
| ASSISTANT MANAGER RIDING STABLES | 4690 | | C | 186 |
| ASSISTANT MATERIAL MANAGEMENT COORDINATOR | 6366 | | C | 187 |
| ASSISTANT MEDICAL DIRECTOR | 612 | | U | 188 |
| ASSISTANT MEDICAL EXAMINER | 615 | | U | 189 |
| ASSISTANT MENTAL HEALTH ADMINISTRATOR | 7296 | | C | 190 |
| ASSISTANT MUNICIPAL ADMINISTRATOR TOWNSHIP/VILLAGE | 7923 | | U | 191 |
| ASSISTANT MUNICIPAL ATTORNEY | 7028 | | U | 192 |
| ASSISTANT MUNICIPAL ATTORNEY/MUNICIPAL PROSECUTOR | 7029 | | U | 193 |
| ASSISTANT MUNICIPAL CLERK | 617 | | C | 194 |
| ASSISTANT MUNICIPAL COURT DIRECTOR | 7785 | | C | 195 |
| ASSISTANT MUNICIPAL ENGINEER | 623 | | C | 196 |
| ASSISTANT MUNICIPAL ENGINEER/ASSISTANT PUBLIC WORKS SUPERINTENDENT | 9053 | | C | 197 |
| ASSISTANT MUNICIPAL MANAGER | 624 | | C | 198 |
| ASSISTANT MUNICIPAL PARKS SUPERINTENDENT | 6776 | | C | 199 |
| ASSISTANT MUNICIPAL PROSECUTOR | 5302 | | U | 200 |
| ASSISTANT MUNICIPAL RECYCLING COORDINATOR | 7624 | | C | 201 |
| ASSISTANT MUNICIPAL TAX COLLECTOR | 00627@ | | C | 202 |
| ASSISTANT MUNICIPAL TAX COLLECTOR/ASSISTANT MUNICIPAL TREASURER | 5038 | | C | 203 |
| ASSISTANT MUNICIPAL TREASURER | 00628@ | | C | 204 |
| ASSISTANT NURSING HOME ADMINISTRATOR | 633 | | C | 205 |
| ASSISTANT NUTRITION PROGRAM COORDINATOR WOMENS INFANTS AND CHILDRENS PROGRAM | 7326 | | C | 206 |
| ASSISTANT PAYROLL SUPERVISOR | 639 | | C | 207 |
| ASSISTANT PENSION FUND SUPERVISOR | 640 | | C | 208 |
| ASSISTANT PERSONNEL DIRECTOR | 641 | | C | 209 |
| ASSISTANT PERSONNEL OFFICER | 4831 | | C | 210 |
| ASSISTANT PERSONNEL TECHNICIAN | 642 | | N | 211 |
| ASSISTANT PLANNER | 16489 | | C | 212 |
| ASSISTANT PLANNING DIRECTOR | 647 | | C | 213 |
| ASSISTANT PROGRAM ANALYST | 654 | | C | 214 |

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|---|---|---|---|---|
| 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 |

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|---|---|---|---|---|
| ASSISTANT SUPERINTENDENT OF WEIGHTS AND MEASURES BILINGUAL IN SPANISH AND ENGLISH | 9063 | | C | 245 |
| ASSISTANT SUPERVISING BRIDGE REPAIRER | 6593 | | C | 246 |
| ASSISTANT SUPERVISING CARPENTER | 6601 | | C | 247 |
| ASSISTANT SUPERVISING ELECTRICIAN | 6608 | | C | 248 |
| ASSISTANT SUPERVISING GREENSKEEPER | 6730 | | C | 249 |
| ASSISTANT SUPERVISING HEATING AND AIR CONDITIONING MECHANIC | 7103 | | C | 250 |
| ASSISTANT SUPERVISING HEAVY EQUIPMENT OPERATOR | 6686 | | C | 251 |
| ASSISTANT SUPERVISING MAINTENANCE REPAIRER | 7337 | | C | 252 |
| ASSISTANT SUPERVISING MAINTENANCE REPAIRER LOW PRESSURE LICENSE | 7347 | | C | 253 |
| ASSISTANT SUPERVISING MECHANIC | 6728 | | C | 254 |
| ASSISTANT SUPERVISING OMNIBUS OPERATOR | 5580 | | C | 255 |
| ASSISTANT SUPERVISING PLUMBER | 7609 | | C | 256 |
| ASSISTANT SUPERVISOR BUILDING SERVICE | 6467 | | C | 257 |
| ASSISTANT SUPERVISOR CRIMINAL INFORMATION UNIT | 45054 | | C | 258 |
| ASSISTANT SUPERVISOR FOOD SERVICE | 6459 | | C | 259 |
| ASSISTANT SUPERVISOR MOSQUITO EXTERMINATION | 6440 | | C | 260 |
| ASSISTANT SUPERVISOR OF ACCOUNTS | 755 | | C | 261 |
| ASSISTANT SUPERVISOR OF BILLING AND COLLECTING | 4825 | | C | 262 |
| ASSISTANT SUPERVISOR OF CUSTOMER SERVICE | 764 | | C | 263 |
| ASSISTANT SUPERVISOR OF GARAGE SERVICES | 6609 | | C | 264 |
| ASSISTANT SUPERVISOR OF MOTOR POOL | 7417 | | C | 265 |
| ASSISTANT SUPERVISOR OF MOTORS | 768 | | C | 266 |
| ASSISTANT SUPERVISOR OF NURSES | 769 | | C | 267 |
| ASSISTANT SUPERVISOR OF PATIENT ACCOUNTS | 771 | | C | 268 |
| ASSISTANT SUPERVISOR OF RECREATION | 3552 | | C | 269 |
| ASSISTANT SUPERVISOR OF SENIOR CITIZENS ACTIVITIES | 777 | | C | 270 |
| ASSISTANT SUPERVISOR OF VETERANS INTERMENT | 783 | | N | 271 |
| ASSISTANT SUPERVISOR OF WATER DISTRIBUTION | 787 | | C | 272 |
| ASSISTANT SUPERVISOR OF WATER METER READING | 788 | | C | 273 |
| ASSISTANT SUPERVISOR PUBLIC WORKS | 6651 | | C | 274 |

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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 ENGLISH | N | 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 |

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|---|---|---|---|---|
| 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 |

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| BUILDING INSPECTOR/HOUSING INSPECTOR | 7662 | | C | 341 |
| BUILDING INSPECTOR/MECHANICAL INSPECTOR | 7968 | | C | 342 |
| BUILDING INSPECTOR/PLUMBING INSPECTOR | 922 | | C | 343 |
| BUILDING INSPECTOR/PLUMBING SUBCODE OFFICIAL | 7068 | | C | 344 |
| BUILDING INSPECTOR/ZONING OFFICER | 926 | | C | 345 |
| BUILDING MAINTENANCE INSPECTOR | 928 | | C | 346 |
| BUILDING MAINTENANCE WORKER | 929 | | N | 347 |
| BUILDING MAINTENANCE WORKER LOW PRESSURE LICENSE | 933 | | N | 348 |
| BUILDING MAINTENANCE WORKER/MAINTENANCE REPAIRER | 6756 | | N | 349 |
| BUILDING MAINTENANCE WORKER/MAINTENANCE WORKER 1 GROUNDS | 6825 | | N | 350 |
| BUILDING MAINTENANCE WORKER/MESSENGER | 5350 | | N | 351 |
| BUILDING MAINTENANCE WORKER/SECURITY GUARD | 6552 | | N | 352 |
| BUILDING MANAGEMENT SERVICES SPECIALIST 1 | 52572 | | C | 353 |
| BUILDING SERVICE WORKER | 938 | | N | 354 |
| BUILDING SERVICE WORKER/MAINTENANCE WORKER 1 GROUNDS | 6830 | | N | 355 |
| BUILDING SUBCODE OFFICIAL | 5048 | | C | 356 |
| BUILDING SUBCODE OFFICIAL/CODE ENFORCEMENT OFFICER | 6287 | | C | 357 |
| BUILDING SUBCODE OFFICIAL/CODE ENFORCEMENT OFFICER/ ZONING OFFICER | 7834 | | C | 358 |
| BUILDING SUBCODE OFFICIAL/ELECTRICAL SUBCODE OFFICIAL | 7973 | | C | 359 |
| BUILDING SUBCODE OFFICIAL/FIRE PROTECTION SUBCODE OFFICIAL | 6630 | | C | 360 |
| BUILDING SUBCODE OFFICIAL/PLUMBING SUBCODE OFFICIAL | 7771 | | C | 361 |
| BUILDING SUBCODE OFFICIAL/ZONING OFFICER | 5798 | | C | 362 |
| BUILDING SUPERINTENDENT | 940 | | C | 363 |
| BUS ATTENDANT | 946 | | N | 364 |
| BUSINESS ADMINISTRATOR | 951 | | C | 365 |
| BUSINESS ADMINISTRATOR | 6310 | | U | 366 |
| BUSINESS MANAGER | 952 | | C | 367 |
| BUSINESS MANAGER UFD | 7839 | | C | 368 |

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| BUYER | 960 | | C | 369 |
| CABINET MAKER | 961 | | C | 370 |
| CAFETERIA MANAGER | 962 | | C | 371 |
| CAMP DIRECTOR | 6869 | | C | 372 |
| CAMPUS POLICE OFFICER | 32271 | | C | 373 |
| CANTEEN CLERK | 964 | | C | 374 |
| CAPTAIN OF COUNTY INVESTIGATORS | 7097 | | U | 375 |
| CARPENTER | 970 | | C | 376 |
| CARPENTER/LOCKSMITH | 971 | | C | 377 |
| CARPENTER/MASON | 5071 | | C | 378 |
| CARPENTER/PUBLIC WORKS REPAIRER | 7672 | | C | 379 |
| CARPENTERS HELPER | 974 | | N | 380 |
| CASE MONITOR JUVENILE OFFENDER | 2867 | | N | 381 |
| CASHIER | 976 | | N | 382 |
| CASHIER | 978 | BILINGUAL IN SPANISH AND ENGLISH | N | 383 |
| CASHIER/FOOD SERVICE WORKER | 6153 | | N | 384 |
| CEMETERY CARETAKER | 983 | | N | 385 |
| CENTRAL SUPPLY AIDE | 985 | | N | 386 |
| CERTIFIED COUNTY FINANCE OFFICER | 7806 | | U | 387 |
| CHAIRPERSON BOARD OF ELECTIONS | 987 | | U | 388 |
| CHAIRPERSON MUNICIPAL UTILITIES AUTHORITY | 988 | | U | 389 |
| CHAPLAIN | 990 | | U | 390 |
| CHAPLAIN FIRE DEPARTMENT | 991 | | U | 391 |
| CHAPLAIN POLICE DEPARTMENT | 992 | | U | 392 |
| CHEMIST 1 | 1552 | | C | 393 |
| CHEMIST 1/SEWAGE PLANT OPERATOR | 7558 | | C | 394 |
| CHEMIST 2 | 1553 | | C | 395 |
| CHEMIST 3 | 1554 | | C | 396 |
| CHEMIST 4 | 1555 | | C | 397 |
| CHEMIST TRAINEE | 1550 | | N | 398 |
| CHIEF ACCOUNTANT | 1005 | | C | 399 |
| CHIEF ARCHITECT | 4389 | | C | 400 |
| CHIEF ASSISTANT ASSESSOR | 1016 | | C | 401 |
| CHIEF AUDITOR | 1017 | | C | 402 |
| CHIEF BRIDGE OPERATOR | 1021 | | C | 403 |
| CHIEF CHEMIST WATER ANALYSIS | 5631 | | C | 404 |
| CHIEF CLERK | 1037 | | C | 405 |
| CHIEF CLERK BOARD OF ELECTION | 6550 | | U | 406 |

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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 RECYLING 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 |

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| 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 |

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| CHIEF WARRANT OFFICER | 5851 | | U | 473 |
| CHIEF WATER TREATMENT PLANT OPERATOR | 1220 | | C | 474 |
| CHILD CARE SITE EVALUATOR | 7932 | | N | 475 |
| CHILDRENS SUPERVISOR | 1226 | | N | 476 |
| CITY CLERK | 1229 | | U | 477 |
| CITY ENGINEER | 1231 | | U | 478 |
| CITY MANAGER | 1233 | | U | 479 |
| CITY TREASURER | 1237 | | U | 480 |
| CIVIL ENGINEER TRAINEE | 14090 | | N | 481 |
| CLAIMS ADJUSTER | 1238 | | C | 482 |
| CLAIMS EXAMINER WORKERS COMPENSATION/GRADUATE NURSE | 7849 | | C | 483 |
| CLAIMS EXAMINER WORKMENS COMPENSATION | 1241 | | C | 484 |
| CLAIMS INVESTIGATOR | 1243 | | C | 485 |
| CLAIMS INVESTIGATOR 2 | 56373 | | C | 486 |
| CLAIMS INVESTIGATOR 3 | 56374 | | C | 487 |
| CLAIMS INVESTIGATOR 4 | 56375 | | C | 488 |
| CLASSIFICATION OFFICER 1 | 61392 | | C | 489 |
| CLASSIFICATION OFFICER 2 | 61393 | | C | 490 |
| CLASSIFICATION OFFICER APPRENTICE | 61395 | | C | 491 |
| CLEAN NEIGHBORHOOD PROGRAM AIDE | 1244 | | C | 492 |
| CLERK 1 | 1245 | | N | 493 |
| CLERK 1 | 1248 | BILINGUAL IN SPANISH AND ENGLISH | N | 494 |
| CLERK 1/CLERK STENOGRAPHER 3 | 6813 | | C | 495 |
| CLERK 1/COMMUNITY SERVICE AIDE | 6491 | | N | 496 |
| CLERK 1/TELEPHONE OPERATOR | 7448 | | N | 497 |
| CLERK 2 | 3247 | | C | 498 |
| CLERK 2 | 3248 | BILINGUAL IN SPANISH AND ENGLISH | C | 499 |
| CLERK 3 | 2773 | | C | 500 |
| CLERK 3 | 2774 | BILINGUAL IN SPANISH AND ENGLISH | C | 501 |
| CLERK 3/FIRE PREVENTION SPECIALIST | 7268 | | C | 502 |
| CLERK 3/SENIOR PURCHASING ASSISTANT | 5974 | | C | 503 |
| CLERK 4 | 3859 | | C | 504 |

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| 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 |

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| 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 |

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| COMMUNITY SERVICE AIDE/CLERK 2 | 7632 | | C | 563 |
| COMMUNITY SERVICE WORKER | 1319 | | N | 564 |
| COMMUNITY SERVICE WORKER | 1320 | BILINGUAL IN SPANISH AND ENGLISH | N | 565 |
| COMMUNITY SERVICE WORKER DRUG ABUSE | 5171 | | C | 566 |
| COMMUNITY YOUTH WORKER | 1321 | | N | 567 |
| COMPACTOR TRUCK DRIVER | 1323 | | C | 568 |
| COMPLAINT INVESTIGATOR | 1324 | | C | 569 |
| COMPOST PROJECT WORKER/LABORATORY TECHNICIAN WATER ANALYSIS/SEWAGE PLANT OPERATOR | 6962 | | C | 570 |
| COMPRESSOR OPERATOR | 1327 | | C | 571 |
| COMPTROLLER | 1328 | | C | 572 |
| COMPTROLLER | 5307 | | U | 573 |
| COMPUTER OPERATOR | 1330 | | C | 574 |
| COMPUTER OPERATOR TRAINEE | 1332 | | N | 575 |
| COMPUTER OPERATOR/KEYBOARDING CLERK 3 | 6342 | | C | 576 |
| COMPUTER OPERATOR/PURCHASING ASSISTANT | 5855 | | C | 577 |
| COMPUTER OPERATOR/SENIOR ACCOUNT CLERK | 5838 | | C | 578 |
| COMPUTER SERVICE TECHNICIAN | 7605 | | C | 579 |
| CONFIDENTIAL AIDE | 5500 | | U | 580 |
| CONFIDENTIAL AIDE TO THE MAYOR | 6170 | | U | 581 |
| CONFIDENTIAL ASSISTANT | 6977 | | U | 582 |
| CONFIDENTIAL SECRETARY | 1336 | | U | 583 |
| CONFIDENTIAL SECRETARY TO COUNTY COMMISSIONER | 5270 | | U | 584 |
| CONSTABLE | 7079 | | U | 585 |
| CONSTRUCTION INSPECTOR | 1338 | | C | 586 |
| CONSTRUCTION MANAGEMENT SPECIALIST 1 | 30803 | | C | 587 |
| CONSTRUCTION MANAGEMENT SPECIALIST 2 | 30802 | | C | 588 |
| CONSTRUCTION MANAGEMENT SPECIALIST 3 | 30801 | | C | 589 |
| CONSTRUCTION MANAGEMENT SPECIALIST 4 | 30800 | | C | 590 |
| CONSTRUCTION OFFICIAL | 5045 | | C | 591 |
| CONSTRUCTION OFFICIAL/DIRECTOR OF INSPECTIONS | 5856 | | C | 592 |
| CONSTRUCTION OFFICIAL/FIRE OFFICIAL | 7058 | | C | 593 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 WASTWATER 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 |

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| EXAMINER 1 CREDENTIALS | 1776 | | C | 915 |
| EXECUTION CLERK | 1777 | | C | 916 |
| EXECUTIVE ASSISTANT | 4586 | | C | 917 |
| EXECUTIVE ASSISTANT NEWARK STATE OPERATED SCHOOL DISTRICT | 7847 | | U | 918 |
| EXECUTIVE CONTROLLER | 6789 | | U | 919 |
| EXECUTIVE DIRECTOR | 5809 | | U | 920 |
| EXECUTIVE DIRECTOR HOUSING AUTHORITY | 1780 | | U | 921 |
| EXECUTIVE DIRECTOR OF PERSONNEL | 7518 | | U | 922 |
| EXECUTIVE DIRECTOR OFFICE ON AGING | 1787 | | C | 923 |
| EXECUTIVE DIRECTOR UTILITIES AUTHORITY | 7083 | | U | 924 |
| EXECUTIVE HOUSEKEEPER | 1790 | | C | 925 |
| EXECUTIVE SECRETARY | 6549 | | U | 926 |
| EXECUTIVE SECRETARY TO MAYOR | 6248 | | U | 927 |
| EXECUTIVE SECRETARY TO SURROGATE | 02644@ | | U | 928 |
| EXHIBIT ARTIST | 1792 | | C | 929 |
| EXTERMINATOR | 1794 | | C | 930 |
| EXTERMINATOR TRAINEE | 1797 | | N | 931 |
| FAMILY AND NEIGHBORHOOD COUNSELOR | 1802 | | N | 932 |
| FAMILY COUNSELOR | 1803 | | C | 933 |
| FAMILY COUNSELOR | 7374 | BILINGUAL IN SPANISH AND ENGLISH | C | 934 |
| FAMILY SERVICE SUPERVISOR | 5591 | | C | 935 |
| FAMILY SERVICE WORKER | 5592 | | C | 936 |
| FAMILY SERVICE WORKER | 6233 | BILINGUAL IN SPANISH AND ENGLISH | C | 937 |
| FIELD OFFICE SUPERVISOR COUNTY WELFARE AGENCY | 1807 | | C | 938 |
| FIELD REPRESENTATIVE CITIZENS COMPLAINTS | 1809 | | C | 939 |
| FIELD REPRESENTATIVE COUNTY BOARD OF TAXATION | 1811 | | C | 940 |
| FIELD REPRESENTATIVE DISEASE CONTROL | 1812 | | C | 941 |
| FIELD REPRESENTATIVE DISEASE CONTROL | 7625 | BILINGUAL IN SPANISH AND ENGLISH | C | 942 |
| FIELD REPRESENTATIVE ENERGY CONSERVATION | 4545 | | C | 943 |
| FIELD REPRESENTATIVE HEALTH EDUCATION | 1816 | | N | 944 |
| FIELD REPRESENTATIVE HEALTH EDUCATION | 5437 | BILINGUAL IN SPANISH AND ENGLISH | N | 945 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |
| NJLINCS COVID-19 COORDINATOR | 9036 | | U | 1447 |
| NJLINCS COVID-19 DATA MANAGER/EPIDEMIOLOGIST | 9037 | | U | 1448 |
| NJLINCS 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 |
| OPTHAMOLOGIST | 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 | 62922F | 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 UT ILITY | 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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| 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 |

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|---|---|---|---|---|
| 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 |

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|---|---|---|---|---|
| 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 |

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|---|---|---|---|---|
| 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**
**ORDINANCE NUMBER 2868-24**

**BOND ORDINANCE PROVIDING FOR ROAD, SIDEWALK AND SEWER IMPROVEMENTS, BY AND IN THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY; APPROPRIATING $2,000,000 THEREFOR AND AUTHORIZING THE ISSUANCE OF $1,904,000 BONDS OR NOTES OF THE TOWNSHIP TO FINANCE PART OF THE COSTS 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 or purposes 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, there is hereby appropriated the amount of $2,000,000, said amount being inclusive of $96,000 as the amount of down payment for said improvements or purposes as required by the Local Bond Law, N.J.S.A. §40A:2-1 et seq. (the "Local Bond Law"). The down payment is now available by virtue of a provision or provisions in a previously adopted budget or budgets of the Township for down payment or for capital improvement purposes.

**SECTION 2.** For the financing of said improvements or purposes described in Section 3 hereof and to meet the part of said $2,000,000 appropriation not provided for by application hereunder of said down payment, negotiable bonds of the Township are hereby authorized to be issued in the principal amount not exceeding $1,904,000 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 the principal amount not exceeding $1,904,000 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 road, sidewalk and sewer improvements and repairs throughout the Township, including but not limited to, Valley Road (from Kingsley Street to Northfield Avenue), Carlson Road, and Colonial Woods Drive. Such improvements or purposes include, but are not limited to, as applicable, demolition and excavation, milling, paving, resurfacing and reconstruction of the roadway, roadway painting and striping, the repairing and/or removal and installation of sidewalks, driveway aprons, curbing, retaining walls and curb ramps, guardrails, road shoulders, gutters, storm drains, and concrete improvements, and all other related improvements, design work, preparation of plans and specifications, permits, bid documents, contract administration, work, materials, equipment, accessories, labor and appurtenances necessary therefor or incidental thereto.

(b) The estimated maximum amount of bonds or notes to be issued for said improvements or purposes is $1,904,000.

(c) The estimated cost of said improvements or purposes is $2,000,000, the excess amount thereof over the said estimated maximum amount of bonds or notes to be issued therefor is the amount of $96,000 appropriated for the down payment for said improvements or purposes.

**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, however, 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, 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 of the Township 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 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 temporary capital budget, 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, and to the extent of any inconsistency herewith, a resolution in the form promulgated by the Local Finance Board showing full detail of the amended capital budget and capital programs as approved by the Director of the Division of Local Government Services, New Jersey Department of Community Affairs, will be on file in the office of the Clerk and will be available for public inspection.

**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 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 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 ten (10) 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, Department of Community Affairs, 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 $1,904,000 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 $200,000 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 or improvements herein before described.

**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 bonds or notes authorized by this bond ordinance. The bonds and notes authorized in this bond ordinance 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 bonds or notes 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 expenditures 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 §1.150-2.

**SECTION 10.** 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 tax-exempt bonds and notes issued under this bond ordinance.

**SECTION 11.** The Chief Financial Officer of the Township 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 obligations of the Township, which are 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 bonds or notes 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 12.** This bond ordinance shall take effect twenty (20) days after the first publication of this bond ordinance after final adoption, as provided by the Local Bond Law.

**ADOPTED ON FIRST READING**
**DATED: August 6, 2024**

| | |
|---|---|
| **KAREN J. CARNEVALE, Clerk**<br>**Township of West Orange** | **BILL RUTHERFORD,**<br>**Council President**<br>**Township of West Orange** |

**ADOPTED ON SECOND READING**
**DATED: August 20, 2024**

| | |
|---|---|
| **KAREN J. CARNEVALE, Clerk**<br>**Township of West Orange** | **BILL RUTHERFORD,**<br>**Council President**<br>**Township of West Orange** |

**APPROVAL BY THE MAYOR ON THIS _____ DAY OF _____, 2024.**

**SUSAN MCCARTNEY, Mayor**
**Township of West Orange**

**TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE**
**IN THE COUNTY OF ESSEX, NEW JERSEY**

## PUBLIC NOTICE

## NOTICE OF PENDING BOND ORDINANCE AND SUMMARY

The bond ordinance, the summary terms of which are included herein, was introduced and passed upon first reading at a meeting of the Township Council of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township") on August 6, 2024. It will be further considered for final passage, after public hearing thereon, at a meeting of the governing body of the Township to be held at the Township Municipal Building, 66 Main Street, West Orange, New Jersey, in said County, on August 20, 2024 at 6:30 p.m. During the week prior to and up to and including the date of such meeting, copies of the full bond ordinance will be available at no cost and during regular business hours at the Clerk's office for the members of the general public who shall request the same. The summary of the terms of such bond ordinance follows:

| | |
|---|---|
| **Title:** | BOND ORDINANCE PROVIDING FOR ROAD, SIDEWALK AND SEWER IMPROVEMENTS, BY AND IN THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY; APPROPRIATING $2,000,000 THEREFOR AND AUTHORIZING THE ISSUANCE OF $1,904,000 BONDS OR NOTES OF THE TOWNSHIP TO FINANCE PART OF THE COSTS THEREOF |
| **Purpose(s):** | The bond ordinance provides for road, sidewalk and sewer improvements and repairs throughout the Township, including but not limited to, Valley Road (from Kingsley Street to Northfield Avenue), Carlson Road, and Colonial Woods Drive. Please refer to the full text of the bond ordinance for a more complete description of the improvements and purposes of the bond ordinance. |
| **Appropriation:** | $2,000,000 |
| **Bonds/Notes Authorized:** | $1,904,000 |
| **Down Payment:** | $96,000 |
| **Section 20 Costs:** | $200,000 |
| **Useful Life:** | 10 years |

**KAREN J. CARNEVALE,**
**Clerk of the Township of West Orange**

**TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE**
**IN THE COUNTY OF ESSEX, NEW JERSEY**

## PUBLIC NOTICE

## NOTICE OF BOND ORDINANCE ADOPTION AND SUMMARY

The bond ordinance, the summary terms of which are included herein, has been finally adopted by the Township Council of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township") on August 20, 2024 and the twenty (20) day period of limitation within which a suit, action or proceeding questioning the validity of such bond ordinance can be commenced, as provided in the Local Bond Law, has begun to run from the date of the first publication of this statement. Copies of the full bond ordinance are available at no cost and during regular business hours at the Clerk's office for members of the general public who request the same. The summary of the terms of such bond ordinance follows:

| | |
|---|---|
| **Title:** | BOND ORDINANCE PROVIDING FOR ROAD, SIDEWALK AND SEWER IMPROVEMENTS, BY AND IN THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY; APPROPRIATING $2,000,000 THEREFOR AND AUTHORIZING THE ISSUANCE OF $1,904,000 BONDS OR NOTES OF THE TOWNSHIP TO FINANCE PART OF THE COSTS THEREOF |
| **Purpose(s):** | The bond ordinance provides for road, sidewalk and sewer improvements and repairs throughout the Township, including but not limited to, Valley Road (from Kingsley Street to Northfield Avenue), Carlson Road, and Colonial Woods Drive. Please refer to the full text of the bond ordinance for a more complete description of the improvements and purposes of the bond ordinance. |
| **Appropriation:** | $2,000,000 |
| **Bonds/Notes Authorized:** | $1,904,000 |
| **Down Payment:** | $96,000 |
| **Section 20 Costs:** | $200,000 |
| **Useful Life:** | 10 years |

**KAREN J. CARNEVALE,**
**Clerk of the Township of West Orange**

**TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE**
**IN THE COUNTY OF ESSEX, NEW JERSEY**

**CERTIFICATE OF INTRODUCTION OF BOND ORDINANCE**

I, the undersigned Clerk of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township"), DO HEREBY CERTIFY that the foregoing is an extract from the Minutes of a regular meeting of the Township Council of the Township duly called and held on August 6, 2024 at 7:00 p.m. at the Township Municipal Building, 66 Main Street, West Orange, New Jersey and that the following was the roll call:

Present:

Absent:

I FURTHER CERTIFY that the foregoing extract has been compared by me with the original minutes as officially recorded in my office in the Minute Book of the governing body of the Township and is a true, complete and correct copy thereof and of the whole of the original minutes so far as they relate to the subject matters referred to in the extract.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of the Township as of this _____ day of _____, 2024.

(SEAL)

_____
**KAREN J. CARNEVALE,**
**Clerk of the Township of West Orange**

**TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE**
**IN THE COUNTY OF ESSEX, NEW JERSEY**

**CERTIFICATE OF FINAL ADOPTION OF BOND ORDINANCE**

I, the undersigned Clerk of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township"), DO HEREBY CERTIFY that the foregoing is an extract from the Minutes of a regular meeting of the Township Council of the Township duly called and held on August 20, 2024 at 7:00 p.m. at the Township Municipal Building, 66 Main Street, West Orange, New Jersey and that the following was the roll call:

Present:

Absent:

I FURTHER CERTIFY that the foregoing extract has been compared by me with the original minutes as officially recorded in my office in the Minute Book of the governing body and is a true, complete and correct copy thereof and of the whole of the original minutes so far as they relate to the subject matters referred to in the extract.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of the Township as of this _____ day of _____, 2024.

(SEAL)

_____
**KAREN J. CARNEVALE,**
**Clerk of the Township of West Orange**

**TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE**
**IN THE COUNTY OF ESSEX, NEW JERSEY**

**CLERK'S CERTIFICATE AS TO ADOPTION OF BOND ORDINANCE**

I, KAREN J. CARNEVALE, DO HEREBY CERTIFY that I am the Clerk of the Township of West Orange, in the County of Essex (the "Township"), a municipal corporation organized and existing under the laws of the State of New Jersey, and that as such I am duly authorized to execute and deliver this certificate on behalf of the Township. In such capacity, I have the responsibility to maintain the minutes of the meetings of the governing body of the Township and the records relative to all resolutions and ordinances of the Township. The representations made herein are based upon the records of the Township. I DO HEREBY FURTHER CERTIFY THAT:

(1) Attached hereto is the bond ordinance introduced on August 6, 2024 and finally adopted on August 20, 2024 by the Township Council of the Township and approved by the Mayor on _____ ____, 2024.

(2) After introduction, the bond ordinance was published as required by law on _____ ____, 2024 in _____(insert name of newspaper).

(3) Following the passage of the bond ordinance on first reading, and at least seven (7) days prior to the final adoption thereof, I caused to be posted in the principal municipal building of the Township at the place where public notices are customarily posted, a copy of said bond ordinance or a summary thereof and a notice that copies of the bond ordinance would be made available to the members of the general public of the Township who requested copies, up to and including the time of further consideration of the bond ordinance by the governing body of the Township. Copies of the bond ordinance were made available to all who requested same.

(4) After final passage, the bond ordinance was duly approved by the Mayor on August ____, 2024 and was duly published as required by law on _____ ____, 2024 in _____(insert name of newspaper). No protest signed by any person against making any improvement or incurring the indebtedness authorized therein, nor any petition requesting that a referendum vote be taken on the action proposed in the bond ordinance has been presented to the governing body of the Township or to me or filed in my office within twenty (20) days after said publication or at any other time after the final passage thereof.

(5) The bond ordinance has not been amended, added to, altered or repealed and said bond ordinance is now in full force and effect.

(6) A certified copy of the bond ordinance and a copy of the amended capital budget form have been filed with the Director of the Division of Local Government Services in the New Jersey Department of Community Affairs, as applicable.

(7) An impression of the official seal of the Township is affixed opposite my signature on this Certificate.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of the Township as of this _____ day of _____, 2024.

(SEAL)

_____

**KAREN J. CARNEVALE,**
**Clerk of the Township of West Orange**

**TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE**
**IN THE COUNTY OF ESSEX, NEW JERSEY**

**CERTIFICATE OF SUPPLEMENTAL DEBT STATEMENT**
**FOR BOND ORDINANCE**

I, the undersigned Clerk of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township"), DO HEREBY CERTIFY, that the attached Supplemental Debt Statement was prepared, executed and sworn to by John Gross, the Chief Financial Officer of the Township, as of August 6, 2024, that such Supplemental Debt Statement was filed in my office on or prior to August 6, 2024 and with the Director of the Division of Local Government Services in the New Jersey Department of Community Affairs on _____ ____, 2024.

_____
**KAREN J. CARNEVALE,**
**Clerk of the Township of West Orange**

**DOWN PAYMENT CERTIFICATE**

I, the undersigned Chief Financial Officer of the Township of West Orange, in the County of Essex, State of New Jersey (the "Township"), DO HEREBY CERTIFY that prior to final adoption of the bond ordinance entitled,

> "**BOND ORDINANCE PROVIDING FOR ROAD, SIDEWALK AND SEWER IMPROVEMENTS, BY AND IN THE TOWNSHIP OF WEST ORANGE, IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY; APPROPRIATING $2,000,000 THEREFOR AND AUTHORIZING THE ISSUANCE OF $1,904,000 BONDS OR NOTES OF THE TOWNSHIP TO FINANCE PART OF THE COSTS THEREOF**"

there was available as a down payment for the improvements or purposes authorized by said bond ordinance the amount of $96,000, which amount was made available by virtue of a provision or provisions in a previously adopted budget or budgets of the Township for down payment or for capital improvement purposes.

IN WITNESS WHEREOF, I have hereunto set my hand on behalf of the Township as of this _____ day of _____, 2024.

_____

**JOHN GROSS,**
**Chief Financial Officer**

# AN ORDINANCE AMENDING CHAPTER 18 OF THE REVISED GENERAL ORDINANCES OF THE TOWNSHIP OF WEST ORANGE AND ESTABLISHING A SECTION GOVERNING THE RATES FOR EXTRA DUTY ASSIGNMENTS FOR FIREFIGHTERS IN THE TOWNSHIP OF WEST ORANGE (FEES FOR SERVICES)

**BE IT ORDAINED BY THE MUNICIPAL COUNCIL OF THE TOWNSHIP OF WEST ORANGE, NEW JERSEY** that Chapter 18 of the Revised General Ordinances of the Township of West Orange be and are hereby supplemented to add Section 6 related to the rates for extra duty assignments for the West Orange Fire Department as follows:

**§ 18-6.1—<u>PURPOSE</u>**

a. For the convenience of those persons and entities that require the services of off duty firefighters and to authorize special, off-duty assignments, the Township of West Orange hereby establishes this policy and procedures to facilitate the process and not cause an undue burden upon the taxpayers.

b. Persons or entities wishing to engage off-duty Firefighters must make their request through the Chief of the Fire Department, or designee. The Chief of the Fire Department, or designee, may grant the request when, in the opinion of the Chief of the Fire Department, such assignment will not be inconsistent with the efficient functioning and good reputation of the Fire Department, and would not unreasonably endanger or threaten the safety of the firefighter(s) who will be working the assignment(s).

**§ 18-6.2—<u>BILLING/PAYMENT SCHEDULE/ESCROW ACCOUNTS</u>**

a. The Chief Financial Officer of the Township shall oversee the billing for persons or entities contracting for the services of off-duty West Orange Firefighters.

b. Payment for off-duty firefighter services is required with 14 calendar days following billing, unless through prior arrangement with the Township's Chief Financial Officer.

c. Failure to submit timely payment within 30 calendar days of the billing date will result in the Chief Financial Officer requiring that the person or entity contracting for services establishes a prepaid escrow account or a performance bond for an amount sufficient to satisfy the established rates of compensation and administrative fees for the total estimated hours of anticipated service for the pending billing period for that job. Emergent requests for off-duty services are addressed in subsection 6.2(g).

d. Prior to making an assignment of off-duty Firefighters, the Chief of the Fire Department, or designee, shall verify with the Chief Financial Officer that the contractor is not in arrears and, if so, that sufficient funds have been deposited in the existing escrow account or that a performance bond has been posted to ensure that sufficient funds are available to cover the firefighter's compensation and administrative fees.

e. When applicable, in the event that the funds in the escrow account become depleted, the off-duty services shall cease and requests for further or future services should not be performed or scheduled until sufficient funds have been allotted in the manner prescribed in subsection § 18-6.2(d).

f. The person or entity requesting off-duty firefighters shall be responsible for ensuring that sufficient funds remain in the escrow account in order to avoid any interruption of services.

g. When applicable, if an escrow account is underfunded or becomes overdrawn, the underfunded/overdrawn escrow account will be charged a monthly fee of 1.5% of the shortfall until replenished.

**§ 18-6.3—<u>REQUESTS FOR SERVICES</u>**

a. All requests to engage off-duty firefighters shall be made to the Chief of the Fire Department, or designee. Firefighters shall remain employees of the Fire Department at all times and shall be subject to the policies, procedures, directives, rules and regulations of the Department, the Township of West Orange, and/or the State of New Jersey. Wages earned from extra duty employment shall not be applied towards pension benefits.

c. The Township may establish a policy permitting sworn personnel of other fire departments to work off-duty assignments that cannot be filled by West Orange personnel. The Chief Financial Officer shall establish payment procedures for these supplemental Fire Department personnel.

**§ 18-6.4—<u>RATES FOR COMPENSATION; ADMINISTRATIVE FEES; PAYMENT FOR SERVICES</u>**

The following shall constitute the rate of services for extra duty assignments and the use of Fire Department equipment, unless there is a contract to the contrary:

a. Firefighter/Fire Officer: An amount to be prescribed by Resolution with the minimum amount set at of $115 per hour, for a minimum of four (4) hours of service.

b. Fire Engine: An amount to be prescribed by Resolution with the minimum amount set at $175 per hour, for a minimum of four (4) hours.

d. Aerial Ladder Truck: An amount to be prescribed by Resolution with the minimum amount set at $225 per hour, for a minimum of four (4) hours.

e. Ambulance: An amount to be prescribed by Resolution with the minimum amount set at $50 per hour, for a minimum of four (4) hours.

f. Fire Vehicle/SUV: An amount to be prescribed by Resolution with the minimum amount set at $25 per hour, for a minimum of four (4) hours.

g. All assignments shall have a four (4) hour minimum per firefighter or fire officers contracted. Firefighters are entitled to the minimum hours of compensation if their assignment is cancelled upon their arrival at the job site without advance notice stipulated in this Section and/or prescribed by corresponding Resolution.

h. Firefighters are entitled to the minimum hours of compensation stipulated in Section 18-6.4. Firefighters who begin an assignment, but who are cancelled prior to the completion of the assignment shall be entitled to the minimum compensation stipulated in this Section or the number of hours worked, whichever is longer.

**§ 18-6.5—<u>CONTRACTOR RESPONSIBILITIES</u>**

a. Persons or entities contracting for off-duty firefighter services shall be aware that the firefighter(s) and/or fire officer(s) hired are not their personal employees and shall not be required to perform non-Fire Department related tasks. Fire Department related tasks typically include fire watch, EMS coverage, special event coverage (i.e., open burns, fireworks, etc.), and any other situation that would warrant West Orange Fire Department personnel and equipment.

b. Unless specifically authorized by the Chief of the Fire Department, firefighters shall be in uniform.

c. Persons or entities that had contracted for off-duty firefighters and need to cancel the assignment must do so with sufficient advance notice, but at least two hours prior to the start of the assignment or be liable for the minimum compensation stipulated in subsection 18-6.4. Notification shall be made to the Fire Prevention Bureau telephone line 973-325-4175 or the main police telephone line, 973-325-4000.

**§ 18-6.6—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.

**§ 18-6.7—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.

**§ 18-6.8—EFFECTIVE DATE**

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

**SUSAN MCCARTNEY, MAYOR**

**BILL RUTHERFORD,**
**COUNCIL PRESIDENT**

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

**INTRODUCED: August 6, 2024**

**ADOPTED: August 20, 2024**

## Legislative History

The purpose of this ordinance is to set the rate for extra duty assignments undertaken or requested for West Orange Firefighters and to establish rates for the use of equipment and personnel.